

**Meeting Notes**  
**Council on Gender Parity in Labor and Education**  
**Annual Planning Retreat**  
**July 26, 2007**

Chair Dianne Mills McKay opened the meeting, welcomed everyone, and introductions were made.

Attending: Eileen Appelbaum, Jennifer Beaumont, Terri Boyer, Laurel Brennan, Lois Cuccinello, Suzanne C. Eng, David Finegold, Judith Formalarie, Mary Gatta, Grace Hamilton, Andrea Karsian, Julie Kashen, Rosemarie Korbela, Barbara Lee, Evelin Martinez, Dianne Mills McKay, Virginia Pasqualini, Henry Plotkin, Kim Rogers-McLean, Sondra Sen

Brief Overview and Opening Remarks: Dianne Mills McKay, Council Chair, began with an overview of the Council and the purpose of the retreat. The Council is the only one of its kind in the nation established by legislation to make recommendations to the legislature on the role of women in education and the workplace. The Council brings together representatives from business, education, and government to address inequities that women face in education and the workforce. Since its inception, the Council has organized research, conducted formal and informal events, supported state and national initiatives to achieve equity for women and minorities, and established itself as a leader in gender equity issues.

McKay suggested that retreat discussions should build upon the Council's existing agenda to identify a strong research and policy agenda, and other goals and activities for the Council for the coming year.

Dr. Mary Gatta, Director of Workforce Policy and Research, Center for Women and Work, Rutgers University, provided a brief update on the ITWD activities. The program has expanded, and interest has been shown by a number of states and major cities throughout the country. The Alfred P. Sloan Foundation has also provided funding for their upcoming third annual conference to be held on December 13-14, 2007 in Washington, DC. Registration will be available soon.

Dr. Terri Boyer provided a brief update on the Nontraditional Career Resource Center. Recent activities included the Career Summer Institute where a total of 98 students from grades 9-11 attended a week-long session in July 2007 to gain a wider understanding of opportunities in nontraditional fields and to visit to many employers and industries that represent nontraditional occupations. Programs and plans for the upcoming academic year include the completion of the RAVE Rise--up, Astound, Visualize & Emerge program for 7-8<sup>th</sup> graders, and the launching of a new mentoring program called, **The Academy for Leadership and Equity (TALE)** for 7<sup>th</sup> and 8<sup>th</sup> grade students. For Educators, the pilot, *Blueprinting Equity* was described as a year-long training program for CTE counselors and teachers in selected schools for recruitment and retention in nontraditional fields. The award-winning game for students, *“Could This Be Your Life?”* has also been translated to a Spanish version. *“¿Podría Esta Ser Tu Vida?”*

### Council's 2007 Initiatives

Women in Law: Terri Boyer provided an overview of the status of this initiative. A breakfast meeting was held in June with our Founding partners and guests. The online survey and research proposal and the launching of the survey to all lawyers was also reviewed. **Lynn Fontaine Newsome**, President, NJ State Bar Association and **Holly English**, Post, Polak, Goodsell, MacNeill & Strauchler; President-elect, National Association of Women Lawyers also spoke at the event. A timeline for the rest of the initiative was also reviewed.

Women in the Science & Technology Workforce: The June conference was a tremendous success attended by almost 200 policy makers, authors, industry members and educators. Discussion focused on how New Jersey can better utilize all its workers to expand the science and technology sector of its economy.

Roundtable Discussion: To introduce a discussion of future goals and activities, Gender Parity Council members and guests were asked the following:

- *How can the SETC work with legislators and the Governor's Office in the area of gender equity in the areas of labor and education today?*
- *Are there certain gender issues that are particularly relevant at this time, and how can the Council work on these areas?*

Suggestions from the discussion included four main areas of focus for the upcoming year:

- Strengthen connections with the initiatives of the Office of Economic Growth and ensure that gender is seen as a priority in their focus areas.
- Review the issues of the "Care Workforce" based on the job growth, the paradox of high-training and low-income, and gender issues inherent in these fields.
- Focus on working with the NJ Department of Education to address gender parity issues, including teacher preparation, information about careers (through NJNextStop and NCRC), and marketing resources
- Create a subcommittee on science and technology to build off the Council's earlier work in this area, and collaborative with other major initiatives in the state, such as Innovative Partnership Institutes and the WIRED grant.

Closing: Dianne Mills McKay thanked the Council members for attending the meeting and closed the meeting at 2:00 p.m.