

**Delaware Women's Workforce Council
Office of Women's Advancement & Advocacy
State of Delaware, Department of Human Resources**

Thursday, March 14th, 2019

11:00 a.m. to 12:30 p.m.

Haslet Building
122 Martin Luther King Blvd. South
Dover, DE 19901
Conference Room 133

Carvel State Office Building
820 N. French Street, 10th Fl.
Wilmington, DE 19801
Training Room
(Videoconferencing)

Members Present:

Louise Cummings-Lewis, Chair
Rita Paige
Dr. Marie Laberge
Linda Barnett-Wilmington videoconferencing
Yvonne Gordon- Wilmington videoconferencing

Staff Present:

Melanie Ross Levin
Carling Ryan- Wilmington videoconferencing
Stella Harrison

By Phone (does not count as present):

Kimberly Reinagel-Nietubicz

DRAFT MINUTES

Welcome

The meeting was called to order by Chairperson Louise Cummings-Lewis at 11:00 a.m. The chairperson thanked everyone for coming.

Update from the Office of Women's Advancement & Advocacy (OWAA)

Melanie Ross Levin discussed the "She's on her Way" event that was hosted by the Delaware Commission for Women at Buena Vista on March 1, 2019. She stated how exciting it was for

the four ladies who were being honored, and how they were happy to be having high tea with First Lady Tracey Carney.

Ms. Ross Levin discussed legislative initiatives for this year, stating that there were not many bills geared toward women right now, but hopes there will be bills coming from the legislators later on that OWAA could possibly support. Ms. Ross Levin discussed the proclamation signing for National Girls and Women in Sports Day; women and girls from all over the state attended.

OWAA hopes to table at festivals this summer in order to spread the word about the Office and to let people know about the work the Office does. Ms. Ross Levin asked Council members to let her know of any festivals or events that OWAA should attend. She discussed the speed meeting event in Legislative Hall with legislators and women organizations; there were 10 women organizations and three legislators who participated.

Ms. Ross Levin shared some ideas she has for the Hall of Fame; she would like to see videos of the women on a kiosk, so that when people come to view the tribute to former winners, they can learn about the people who have won.

Ms. Ross Levin talked about the four salary negotiation workshops the Office is hosting. An AAUW trainer will be coming from Washington, DC to facilitate all four classes. The first workshop will be April 11, 2019 at Delaware State University. She informed the council members that they can become trainers for future workshops, and they should attend the workshops that are available now to see how the salary negotiation program works. She asked the council members to spread the word about the Salary Negotiation Workshops. Ms. Ross Levin said that she will send out the dates to the council members and that each workshop should have at least one workforce council member to attend. Yvonne Gordon said she would like to become a trainer.

Subcommittee Breakouts: updates from subcommittees.

Education and Research Committee

Carling Ryan reported that she did not find reports regarding pay equity in the counties and the City of Wilmington. Yvonne mentioned that there is a consultant working on a report for equity for the City of Wilmington. Ms. Ryan also contacted SHRM's Delaware Chapter, but they did not respond. Next Steps: Christopher Waters and Yvonne Gordon will look at information if available. If information is not available, the Subcommittee will determine how to proceed.

Date of next meeting: Yvonne Gordon will send out meeting dates for Education and Research Committee.

Public Policy Subcommittee

Linda Barnett would like the Workforce Council to be a liaison organizations for ERA Now. It was discussed that clarification was needed on the ERA Now's organization status [501c (3) or

501 c (4)]. Ms. Barnett noted that there will be a press conference at Legislative Hall on April 9, 2019 at 1:00pm to commemorate Equal Pay Day. Ms. Ross Levin and Ms. Cummings-Lewis will make brief comments, and a resolution for Equal Pay Day will be introduced during session. OWAA will have a fact sheet on equal pay in Delaware.

Date of next meeting: Linda Barnett scheduled the next Public Policy Subcommittee meeting for April 4th, 2019.

Business Outreach Subcommittee

Roxanne Ferguson had invited Chamber of Commerce colleagues to come to subcommittee meetings to learn more about establishing a talent compact. Ms. Ross Levin had shared what she learned about the compact after attending a conference in Boston and meeting with Boston's Workforce Council. The Boston Women's Workforce Council has staff that handles the talent compact and there is a different staff for the Women's Workforce Council. Boston's mayor had a lot of buy-in with the businesses there, and it was noted that buy-in from top Delaware officials would be needed, as well. Ms. Ross Levin and Ms. Cummings-Lewis will set up meetings with Secretary Johnson and the Governor's office.

Ms. Cummings-Lewis explained what the Talent Compact is to the Council so that everyone had an understanding. Melanie stated that the data that Boston University provides to the Boston Workforce Council makes their talent compact invaluable. The Boston Workforce Council pays for the data that Boston University provides. In Delaware, there would be concerns about money, staff and commitment from top officials. Yvonne Gordon says that Delaware State University or University of Delaware could be used for providing data.

Testifying before the Delaware House and Senate

Ms. Ross Levin talks about giving public comment at legislative meetings. The Workforce Council was given an example of how to prepare for public comment. The workforce council was provided a tip sheet. Yvonne Gordon thought it would be helpful to have representation by giving the letter and let the legislator read it. Ms. Ross Levin shared with the Council the process of testifying in Legislative Hall. She encouraged Council members to try to make an appointments with legislators, or try to catch them in the hallway.

Ms. Ross Levin added that she would like the Workforce Council to take position on a bill for Earned Income Tax, in support of the bill. Melanie will send out tips to Council members.

Ms. Cummings-Lewis ask if anyone had any question or concerns. There was no public comment.

Meeting adjourned at 12:27pm

Tasks from Meeting

1. Ms. Ross Levin to give council members tip sheet for advocating for legislation.

2. Ms. Ross Levin and Ms. Cummings-Lewis to make an appointment with governor about talent compact.

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