

Commission on the
Status of Women

Commission on the Status of Women

Wednesday, May 22, 2019 – 6:45pm
City Hall, Cypress Room
2180 Milvia Street, Berkeley, CA 94704
AGENDA

1. Roll call
2. Approval of Agenda
3. Approval of April Meeting Minutes
4. Public Comment
5. Presentation by Leslie Berkler, Executive Director, Women's Daytime Drop-In Center
6. Chairperson's Report and Commissioner Updates
7. Legislative and City Council Report
8. Update on Domestic Violence Report and Discussion re Future Guest Speakers
9. Update on Equal Pay Independent Audit
10. Vote on Letter to City Council Requesting Funds for Equal Pay Workshop
11. Update on Educational Outreach re Safety of Sex Workers Who Report Violence Initiative
12. Subcommittee updates:
 - A. Paid Family Leave
 - B. Santa Rita Jail
 - C. Women's Homelessness
13. Good of the Order
14. Adjournment



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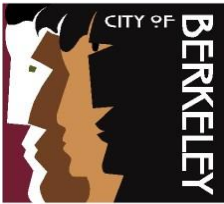
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SB 343 Disclaimer

Any writings or documents provided to a majority of the Commission regarding any item on this agenda will be made available for public inspection at the City Manager's Office located at 2180 Milvia Street, 5th Floor.

Commission Contact Information

Shallon Allen, Secretary
Commission on the Status of Women
2180 Milvia Street, 5th Floor, Berkeley, CA 94704
510/981-7071 (Office)
510/981-7099 (Fax)
sallen@cityofberkeley.info (email)



Commission on the
Status of Women

**Commission on the Status of Women
Regular Meeting – APRIL 24, 2019
DRAFT MINUTES**

The meeting convened at 6:50pm with Chairperson Leftwich presiding.

ROLL CALL

Present: Campbell, Howard, Shanoski, Leftwich, Lu, Verma
Absent: None
Excused: Freedman

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Comments from the Public

- Public attendance: 1
- Public comments: 1

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Action

Item # 2: The Commission on the Status of Women approved the agenda for this meeting.

M/S/C: Campbell/Shanoski
Ayes: Campbell, Howard, Shanoski, Leftwich, Lu, Verma
Absent: None
Excused: Freedman

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Item # 4: The Commission on the Status of Women approved the March 20, 2019 meeting minutes.

M/S/C: Campbell/Lu
Ayes: Campbell, Howard, Shanoski, Leftwich, Lu, Verma
Absent: None
Excused: Freedman

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Item # 8: **The Commission on the Status of Women approved the letter to City Council supporting the funding request for the Women’s Daytime Drop-In Center.**

M/S/C: **Shanoski/Howard**
Ayes: Campbell, Howard, Shanoski, Leftwich, Lu, Verma
Absent: None
Excused: Freedman

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Item # 12: **The Commission on the Status of Women created the subcommittee on Women’s Homelessness and reauthorized the subcommittees for Paid Family Leave, Equal Pay, and Santa Rita Jail.**

M/S/C: **Shanoski/Campbell**
Ayes: Campbell, Shanoski, Leftwich, Lu, Verma
Absent: Howard
Excused: Freedman

The meeting was adjourned at 8:26pm.

Respectfully Submitted,
Shallon Allen, Secretary
Commission on the Status of Women



Commission on the Status of Women

[CONSENT OR
ACTION] CALENDAR
[Meeting Date (MM dd, yyyy)]

To: Honorable Mayor and Members of the City Council

From: Commission on the Status of Women

Submitted by: Juliet Leftwich, Chairperson, Commission on the Status of Women

Subject: Gender Pay Equity Salary Negotiation Workshop

RECOMMENDATION

Provide \$900 from the General Fund to sponsor a gender pay equity salary negotiation workshop.

FISCAL IMPACTS OF RECOMMENDATION

\$900.

CURRENT SITUATION AND ITS EFFECTS

Women are consistently paid less than men in almost every occupation. The persistent disparity in pay between men and women is known as the gender wage gap. In California, women earn only 84 cents for every dollar earned by men, collectively losing over \$33.6 billion dollars each year to the gender wage gap. If the wage gap remains the same, the average woman in California could lose \$228,160 to pay inequity over the course of her lifetime.¹ In Berkeley, the pay gap is especially high; on average, women here earn only 71 cents for every dollar earned by men.²

BACKGROUND

The Commission on the Status of Women seeks funding to host a salary negotiation workshop for Berkeley women at the beginning of their careers. We have selected a

¹ <https://nwlc.org/resources/the-lifetime-wage-gap-by-state-for-women-overall/>

² U.S. Bureau of Labor Statistics, provided by the Department of Labor, Women's Bureau (2015).

curriculum created by the American Association of University Women, "Start Smart."³ This two-hour workshop is designed to help students entering the job market learn the negotiation skills that they need. Similar workshops are being hosted this year in San Francisco through their Department on the Status of Women.

We plan to host our workshop at Berkeley City College's auditorium. We are aiming to host the workshop in the fall to maximize student participation. We will reach out to all local colleges and universities to advertise the workshop.

We are requesting \$900 in funding. The American Association of University Women curriculum fee is \$750. We are requesting \$150 for publicity and incidentals.

ENVIRONMENTAL SUSTAINABILITY

No environmental impact.

RATIONALE FOR RECOMMENDATION

Gender wage gaps begin early - for many women, beginning with their first job. Over time, these gaps grow and compound, costing women hundreds of thousands of dollars of lost earnings over their lifetimes. By teaching negotiation skills to women early in their careers, we can help women to advocate for themselves and work to reduce the gender pay gap.

ALTERNATIVE ACTIONS CONSIDERED

No alternative actions were considered.

CITY MANAGER

The City Manager [TYPE ONE] concurs with / takes no position on the content and recommendations of the Commission's Report. [OR] Refer to the budget process.

Note: If the City Manager does not (a) concur, (b) takes any other position, or (c) refer to the budget process, a council action report must be prepared. Indicate under the CITY MANAGER heading, "See companion report."

CONTACT PERSON

Shallon Allen, Secretary to the Commission on the Status of Women, 510-981-7071

³ <https://salary.aauw.org/start-smart/>

RESOLUTION NO. ##,###-N.S.

GENDER PAY EQUITY SALARY NEGOTIATION WORKSHOP

WHEREAS, the City of Berkeley Commission on the Status of Women advocates for the rights of all employees to receive pay without discrimination;

WHEREAS, women in Berkeley earn an average of 71 cents for every dollar earned by men;

WHEREAS, gender pay inequities begin for women as early as their first job;

WHEREAS, negotiation skills may help to mitigate some gender wage gaps, though they are only one part of the solution to pay inequity;

NOW THEREFORE, BE IT RESOLVED by the Council of the City of Berkeley that \$900.00 will be relinquished from the General Fund to fund a seminar on salary negotiation for women in Berkeley, to be organized by the City of Berkeley Commission on the Status of Women.

DRAFT