TO: Peter Mazzei, Manager
     Office of Legislative Services

FROM: Henry Plotkin, Executive Director

DATE: February 28, 2006

SUBJECT: Council on Gender Parity in Labor and Education
     Annual Reports: Fiscal Years 2001 – 2005

In September of 1999, the New Jersey State Legislature established the Council on
Gender Parity in Labor and Education within the State Employment and Training
Commission (P.L. 1999, c.223). The Council is the only one of its kind in the nation
established by legislation, and brings together representatives from business, education,
and government to address barriers to full and gender-equitable participation in the
workforce.

The Council held its first meeting in August 2000 and has continued to meet quarterly
each year. Attached are meeting notes that provide a summary of the proceedings in
meetings for the years of 2000 through 2005. These included:

- Review of policies and proposed legislation pertaining to gender equity,
- Research and evaluation of gender parity in key areas of workforce development,
  and
- Plans for public outreach and dissemination.

Also attached is a timeline highlighting the major accomplishments of the Council in the
past five years, including reports that reflect either original research or a synthesis of
existing literature on gender issues in labor and education, and public forums for
providing education and information to the public. All reports, along with more
information about the Council and its members, can be found on the SETC’s website:
http://www.njsetc.net.

Attachments

c: Dianne Mills McKay, Chair, Council on Gender Parity in Labor and Education
COUNCIL ON GENDER PARITY IN LABOR AND EDUCATION

2005 ANNUAL SUMMARY

Dianne Mills McKay, Chair

Members:
Christine Amalfoil
Gibbons, Del Deo, Dolan, Griffinger & Vecchione
Laurel Brennan
New Jersey State AFL-CIO
Velvet Miller
My Parent’s Concierge
Eric Reynolds
Borgata Hotel, Casino and Spa

Members- Emeritus:
Patricia Palmeni
WISE Women’s Center
Essex County College
Virginia Pasqualini
Department of Labor and Workforce Development

Agency Representatives:
Fleeta Barnes
New Jersey Commerce and Economic Growth and Tourism Commission
Marie Barry
Department of Education
Angela Bethea
Commission on Higher Education
Alma Joseph
Department of Human Services
Barbara Lee
School of Management and Labor Relations, Rutgers University
DeAnna Minus-Vincent
Department of Community Affairs
Henry Plotkin
State Employment and Training Commission
Janet Share Zatz
Department of Labor and Workforce Development

Meetings: The Council met throughout the year to review policies and proposed legislation pertaining to gender equity. Attached are the meeting notes from August and October of 2004, and January, April and June of 2005. The December meeting of the Council was informal and took place at the SETC’s Annual One-Stop Conference, and therefore meeting notes were not taken.

Public Outreach: The Council produced the following publications this year:

- **Could This Be Your Life?** A collaboration with the Nontraditional Career Resource Center that produced this on-line interactive game for students to explore how life and career opportunities interact.
- **Dream Builders: Women on the Job.** Also a collaboration with the Nontraditional Career Resource Center, this video highlights the experiences of New Jersey women working in the building trades.
Meeting Notes
Council on Gender Parity in Labor and Education – October 20, 2004

Chair Dianne McKay opened the meeting at 10:15 a.m., welcomed everyone, and introductions were made.

Attending: Eileen Appelbaum, Marie Barry, Angela Bethea, Terri Boyer, Melissa Callahan, Theresa Daniels, Mary Gatta, Alma Joseph, Barbara Lee, Velvet Miller, Dianne Mills McKay, Patricia Palmeri, Virginia Pasqualini, Henry Plotkin, Karen White, Diane Zompa.

Healthcare Workforce Initiative: The final report of the Healthcare Workforce Initiative was presented to the Council. The report, “Finding a Healthy Balance: A Study of Gender Equity in New Jersey’s Healthcare Workforce” is the Council’s first research focusing on men’s underrepresentation in a core occupation in New Jersey. It identifies barriers to the recruitment of men in nursing, suggests strategies for recruitment and retention of all nurses, proposes policy strategies, and recommends additional research.

Nontraditional Career Resource Center (NCRC): The Nontraditional Career Resource Center has just entered its second year. Dr. Terri Boyer gave a short presentation on recent accomplishments and presented the NCRC’s video of women in buildings trades. The video will be distributed to Council members, other organizations including all New Jersey school districts, with a special emphasis on middle schools. The Council suggested and it was agreed that the NCRC and Dept of Education would work together to distribute to the schools and this distribution would include a letter from the DOE. Boyer also advised that the video was relevant to adults as well as school students and that the Lower Manhattan Development Corporation had expressed an interest in using it to attract more women to work on rebuilding that area.

Online Learning Program: Dr. Mary Gatta gave a brief update on the Online Learning Project in New Jersey and on efforts to bring it to scale nationally. New Jersey has instituted programs in five more WIBs and these programs should be in full force within the next few months. As a part of the national effort, a conference was held on September 20-21, which brought together officials from 17 states, federal Regions I and II, as well representatives from New York City, Washington, DC, and Philadelphia, PA. This conference was an overwhelming success and received nationwide media attention. Work is currently underway to get financial support to continue the effort over the next few years.

SETC One-Stop Conference: The SETC One-Stop Conference will be held December 14-15, 2004 at Trump Towers in Atlantic City. The Council submitted nine workshops to present at the Conference. Unfortunately, time and space limitations precluded all workshops being accepted. The Council will present three workshops – Women in the

**Research Women in Finance:** Dianne Mills McKay introduced Melissa Callahan of the Center for Women and Work who will be conducting the preliminary research on women in financial services. Callahan gave a brief overview of her findings so far. While there have been class action suits resulting in firms initiating diversity programs, the number of women on Wall Street continue to decline. Research will focus on identifying model programs for recruitment and retention, and preliminary findings will be presented at the next Council meeting.

**Education:** Dianne Mills McKay began a discussion of gender equity as a part of teacher preparation programs in the State. Marie Barry provided a brief overview of the State’s Professional Standards for Teachers and Leaders which includes in Standard Three, *Diverse Learners*, minimum standards for knowledge of diversity and performance standards for addressing diversity issues. After some discussion, the Council formed a committee (Boyer, McKay, Barry, Bethea, Zompa) who will meet with Department of Education officials and deans of higher education institutions to talk about ways to meet these standards, and research curriculums and/or models in the schools to create a resource guide to provide all schools to help them meet this criteria.

**Outreach & Marketing:** Preliminary work has been done to produce a brochure for the Council, but much more work needs to be done to gain public awareness. The Council has a discussion of ways to get publicity including editorial board meetings, meetings with Bill Porter, Henry Coleman, George Taber, and working with Patty Lamiell to gain wider audience for completed research. Other suggestions included writing a letter to legislature on past and current activities, host an open house event on a day when legislature is in session, and tying into organized events that other organizations are hosting (e.g., NI AFL-CIO).

**Committees:** Dianne Mills McKay asked for Council members to think about ways to create subcommittees to better facilitate the work of the Council. (Example is the Healthcare Advisory Committee, and the newly created Education Committee).
Meeting Notes
Council on Gender Parity in Labor and Education
August 5, 2004

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

Attending: Christine Amalfe, Eileen Appelbaum, Fleeta Barnes, Marie Barry, Angela Bethea, Terri Boyer, Laurel Brennan, Theresa Daniels, Mary Gatta, Alma Joseph, Senator Ellen Karcher, Dianne Mills McKay, Mary C. Murphree, Patricia Palmeri, Virginia Pasqualini, Henry Plotkin, Sherrie Preische, Tamara Thomas, Linda J. Wharton, and Diane Zompa.

Brief Overview and Opening Remarks: Henry Plotkin, Executive Director of the State Employment and Training Commission, 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.

Plotkin 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 overview of the Council’s mission, current research agenda, published reports, and conferences, and other events.

The New Jersey Council on Gender Parity in Labor and Education was created by legislation in September 1999. Its mission is to

- Assess gender equity programs in education and training;
- Make recommendations for access and equity in labor, education & workforce training;
- Review legislation and make recommendations;
- Develop policies for data collection & integration to assess progress toward equity;
- Educate and inform the public on the issues; and
- Assess implementation of recommendations of SETC Gender Equity Task Force

Additionally, the Council is required to report annually to the Governor, the Legislature, the State Employment and Training Commission and the Division on Women on its accomplishments, initiatives, assessments, and recommendations.
Gatta said that since its formation, the Council has conducted research, published reports, and produced conferences and other events to identify barriers and make recommendations for programs, policies, and practices to remove gender-related biases in education and the workforce. The Council initially identified five high-wage, high-demand industries with gender equity challenges that were pivotal to New Jersey growth and focused its work on these industries. They are: buildings trades; financial services; healthcare; law; and science, engineering, and technology.

During the past five years, the Council focused its work on these industries and produced the following reports and public events:

**Reports:**
- *Bridging the Gap: Gender Equity in Science, Engineering and Technology* (2001)
- *Women and Work: Prospects for Parity in the New Economy* (May 2001);
- *Women at Work: Achieving Parity on the Job* (June 2002);
- *Choosing a Career: Labor Market Inequalities in the New Jersey Labor Market* (September 2002);
- *Engineering Their Futures: The Educational and Workplace Experiences of Female Engineers* (May 2003);
- *Healthcare Workforce Outlook: Suggestions for Future Research and Policy* (December 2003);
- *Men in Nursing* (Forthcoming); and
- *Women in the Buildings Trades* (Forthcoming)

**Conferences and Events:**
- *Gender Equity and Technology in the NJ Workplace: Setting the Agenda* (October 2000)
- *A Women’s Place: Her Role in the New Economy* (May 2001)
- *Engineering Their Futures: The Educational and Workplace Experiences of Female Engineers* (June 2003)

Additionally, the Council worked with the SETC and the Department of Labor and Workforce Development to oversee research conducted on *Women in the 21st Century - Distance Learning Pilot Project*. The report, *Findings from the Field: Early Findings of the New Jersey Online Learning Project for Single Working-Poor Mothers*, was published in December 2003.

**Nontraditional Career Resource Center:** The Council also oversees the work of the Nontraditional Career Resource Center (NCRC) which is funded by the NJ Department of Education, housed in the Center for Women and Work, Rutgers University, and directed by Dr. Teresa M. Boyer. Its advisory committee is chaired by Dianne Mills McKay.

Dr. Boyer provided a brief update on the NCRC activities which included an overview of the Center’s structure. The NCRC is the practice arm of the research and policy pieces that come
out of the Gender Parity Council and works to provide resources on gender equity and career development in nontraditional fields. Recent activities of the NCRC included two Summer Nontraditional Career Weeks where a total of 33 students from grades 7-12 attended week long sessions in July 2004 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 forming stronger partnerships with employers to increase awareness and opportunities for students interested in nontraditional careers. The NCRC also recently completed a video of women in the buildings trades for students to learn more about this workforce; and just completed an interactive web-based game for students to learn how much it will cost to support a family, and how much they will have to earn to be self-sufficient in New Jersey.

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

- *What are the most critical challenges to gender equity in the areas of labor and education today?*

- *What should comprise the council’s agenda in order to address these challenges effectively in New Jersey?*

**Summary of the results of these discussions:**

- **Workplace/Workforce Issues (Labor):** New Jersey employers have made great strides over the past five years in addressing gender equity concerns in the workplace but there is a great deal of work still to be done. As a first step, employers need to update mature and outdated policies to keep best practices for workplace diversity up to date and effective. Additionally, the Council needs to continue to identify high-demand jobs where a diverse workforce is necessary to meet employers’ needs (equity = economic growth). Lastly, the Council will continue with its original goal to conduct research on women in finance and in law but will look into combining the research with an emphasis on “best practices” in these industries.

- **Education:** Women continue to face obstacles in education and training to compete for high-wage, high-demand jobs. These obstacles which include discrimination that students face that affect their life and career choices – sexual harassment, discrimination against female athletes, and in STEM courses – exist both in and out of the classroom. As a first step, the Council felt that teachers need to be better prepared to handle gender equity issues in the classroom. One way to accomplish this is to recommend that teachers’ training and certification include three courses on gender equity courses. The Council will add to its agenda a campaign to legislate a recommendation that New Jersey schools include college-credited gender equity courses as a requirement for a teaching certificate in New Jersey. The Council plans to publicize this work on this issue through briefings with deans, NJEA, PSA, school boards, and other entities. The Council also plans to follow up with the schools to encourage them to adopt the recommendation.
• **Outreach & Marketing**: The Council on Gender Parity in Labor and Education has worked diligently over the past five years to alleviate the bias in gender equity in education and training and in the labor force in New Jersey. The Council believes that a heightened outreach and marketing strategy should be implemented to publicize its research and programs and to increase its allies of employers, educators, policy-makers, and to better inform the media, students, workers, and job changers. The Council will begin work to establish an outreach and marketing strategy and to make its work more accessible to all.

Other goals established at the retreat include:

1. **Periodically revisit and update original research** and identifies needs for future research

2. **Establish a committee structure for the Council**. Possible committees include: law and finance; K-12 education; publicity.

3. **Establish relationships and partnerships with other groups to support and coordinate, and disseminate work** – e.g., Society for Human Resource Management, unions, NJAWBO. Prepare and disseminate progress reports to these and other potential partners.
   - Utilize legislative partnerships to full advantage.
   - Increase funding for Council.

4. **Career and/or job issues** – continue work to address career and/or job issues, including:
   - Changing jobs or careers
   - Balancing work and family, including childcare and eldercare, and
   - Self-employment; entrepreneurship, consulting.

**Closing**: Dianne Mills McKay thanked the Council members for attending the meeting and closed the meeting at 3:00 p.m.
Meeting Notes
Council on Gender Parity in Labor and Education – January 19, 2005

Chair Dianne McKay opened the meeting at 10:37 a.m., welcomed everyone and introductions were made.


CWW Staffing Changes: Mary Gatza has been devoting a substantial portion of her time to the New Jersey online learning project and to efforts to expand New Jersey’s model nationally. We are pleased that Mary’s efforts to expand the model nationally have resulted in the Center for Women and Work being awarded a grant of $850,000 from the Sloan Foundation. This of course means that Mary will no longer be able to continue in her capacity as CWW’s project director for the Council. In order to continue to provide the Council with the same level of administrative and scholarly support for its programs and activities, Dr. Terri Boyer and Karen White will assume work previously done by Mary.

Online Learning Program: The Center for Women and Work has been awarded a grant of $850,000 over two years from the Sloan Foundation to establish a national center to expand New Jersey’s model nationally by providing technical support and other resources to the states. The Center hopes to have six states up and running by the end of the grant period and to establish online learning as a mainstream option. CWW is also working to change the ambiguous language in the Workforce Investment Act so that it clearly identifies computers as an allowable expense.

SETC One-Stop Conference: The SETC One-Stop Conference was a huge success with over 650 participants attending 50 workshops. The Council presented 3 workshops and had an exhibit table displaying the work of the Council and of the Nontraditional Career Resource Center. A 4th workshop on gender and racial equity was also held.

Gender Equity Teaching Standards: Council members met with Department of Education staff representing the Divisions of Standards, Licensing, and Innovative Programs, and Lois Smith, manager of Higher Education Initiatives. The Department of Education is very interested in working with the Council to address guidelines to create gender equity standards for teacher certification. As a result of that meeting, the Council is tentatively planning a workshop session on this issue at the DOE’s Generation Next Conference in August 2005. Concern was expressed that a workshop in August would be too late to have an impact on standards that are to be in place in September. Concern was also expressed that the Council was not taking enough of an initiative to move this issue
forward with DOE. A discussion was held on how the Council could proceed as a result of this meeting. The following ideas were generated:

- Council members join Lois Smith in her meetings with Deans
- Can the Council make a presentation to Deans of schools?
- Council members vet equity standards

**Outreach & Marketing:** The Council reviewed its newly produced brochure and recommended the following changes be made: add union bug, and note John Hiedrich as SETC Chair on front panel. Other marketing and outreach activities included an exhibit at the SETC One-Stop Conference. Suggested next step is produce a 3-4 page report in March outlining the Council’s programs and providing one-paragraph updates on each project including goals and achievements. This report would be sent to members of the state legislature, key government officials, and Council constituents. It was suggested that the report be issued around the 5th anniversary of the Council’s first meeting (June 2000).

**Healthcare Workforce Initiative:** As a continuation of the healthcare workforce initiative, the Nontraditional Career Resource Center is joining with the Hiedrich Center to on a grant submission to Johnson & Johnson to run a healthcare track at the NCRC’s *Summer Nontraditional Career Week.*

**Nontraditional Career Resource Center (NCRC):** The Nontraditional Career Resource Center has been active over the past few months with sending videos going to all its constituents. Additionally, the video will be placed on the Center for Occupation and Employment Information’s web site, and their national counterpart of America’s Career Resource Network, and has been used by the Girl Scouts in New Jersey in their training program. Other news -- the game continues to be well received; Dr. Boyer and Dianne Mills McKay have been accepted as presenters at NAPE for a workshop which features the Council as a model for other states; job shadowing program scheduled for Newark, Trenton, and Vineland. Lastly, with the additional responsibilities working with the Council, Dr. Boyer will be hiring an associate director to manage the NCRC’s summer programs and in-school programs. This additional staff will allow the NCRC to provide better service to its constituents and puts it in more visible position.

**Research Women in Finance:** Melissa Callahan of the Center for Women and Work gave a presentation of her preliminary findings on her research on women in finance.

Suggestions for next steps in the research:

- Add replacement statistics to notation that women will account for 47% of NJ labor force growth between 2002 and 2012
- Need to pay attention to the evolving nature of the financial industry given the globalization of jobs and industries
- What makes finance difference as an industry – touch on the history of financial institutions and what makes them different from law firms
- Add educational requirements
- Interview recruitment officers at financial firms to determine skills sets they are looking for
• Look at Abby Cohen at Goldman Sachs – successful but never made partner
  (Check *Fortune 500* articles)
• What's happening that women aren't getting the experience?

Interest was also expressed on research on the emerging trends for low-skilled workers
(tellers, call centers, customer support) in financial industry. It was decided that while
this is important, the current research would focus on women in the upper-tier positions
in the industry. Subsequent research would focus on low-skilled workers.
Meeting Notes
Council on Gender Parity in Labor and Education – April 20, 2005

Chair Dianne McKay opened the meeting at 10:40 a.m., welcomed everyone and introductions were made.


New Council Member: Eric Reynolds, Vice President, the Borgata Hotel and Casino and Spa, has accepted membership on the Council. A native of Atlantic City, Eric Reynolds is also serves as head of the Atlantic City Jobs and Opportunities Program, responsible for placing previously unemployed or underemployed Atlantic City residents into skilled jobs. Reynolds takes an active role in the local community, sitting on the Atlantic City Sesquicentennial Committee and the Advisory Committee for the Nontraditional Career Resource Center at Rutgers University. A graduate of Northeastern University, he resides in Egg Harbor Township with his wife and two children.

Sloan Center on Innovative Training and Workforce Development: The Center will hold a retreat for staff from other states to hear about the New Jersey model, learn how to adapt that model for their state, and discuss strategies for funding and implementation. Additionally, the Center will hold a conference in Washington, D.C. in December 2005 to showcase the program and release Not Just Getting By: The New Era of Flexible Workforce Development, written by Dr. Mary Gatta in collaboration with Kevin McCabe, former Commissioner of Labor in New Jersey.

Gender Equity Teaching Standards: The Council continues to work with the Department of Education on the inclusion of gender equity training for pre-service and in-service teachers. Dianne McKay and Terri Boyer will be on the agenda at the next meeting of Deans and Directors of Schools of Education to talk about resources available and how this element can be included. The Council will also co-sponsor a track of workshops at the Generation Next conference in August 2005 to address this topic with in-service teachers. Suggestions were made to potentially pilot a professional development program with one school district to serve as a model.

Healthcare Workforce Initiative: The research of the Council will be showcased in two panel discussions in June – on June 9, 2005 at GSETA’s Conference in Atlantic City, and on June 24, 2005 at the NJ Hospital Association’s annual meeting in Princeton New Jersey. The Council will also be an exhibitor at the GSETA Conference in Atlantic City.

Nontraditional Career Resource Center (NCRC): The NCRC just submitted its interim report for Year 2 under the Dept of Education grant. During this time period, they had over 650 educators and administrators and over 600 students participate in the program – this is double the number they had participate during all of Year 1. Lastly, the NCRC presented its web-based game, Could This Be Your Life?, and generated an enthusiast discussion among Council members on ways to improve and expand the game. The web-based game won a Bronze medal in the 2005 Horizon Creative Awards in the Education/Training category.
Meeting Notes  
Council on Gender Parity in Labor and Education – June 15, 2005

Chair Dianne McKay opened the meeting at 10:20 a.m., welcomed everyone and introductions were made.


Healthcare Workforce Initiative: The Council hosted a panel discussion at the GSETA Conference, June 10, 2005, in Atlantic City on its research on recruitment and retention of healthcare workers in New Jersey. Included on the panel was Barbara Tofani who had served a member of the Council’s advisory committee on the healthcare workforce; Tom Rodgers, a male nurse and member of JNESCO; Terri Boyer, Dianne Mills McKay, and Mary Gatta. Terri Boyer reported that the panel received interest indicating the need to continue to address these issues.

On June 24, 2005, Dianne Mills McKay and Terri Boyer will again present the work of the Council on this issue at the annual Research Meeting of the New Jersey Hospital Association.

Lastly, a Healthcare Workforce Summit is being planned for Fall, 2005, and Diane Zompa has been working with others within the Department of Labor and Workforce Development, the Nursing Collaboration, Dean Barbara Wright, School of Nursing, Seton Hall, and others to help frame the Council’s portion of the program.

Sloan Center on Innovative Training and Workforce Development: Eileen Appelbaum reported on behalf of Mary Gatta that the Sloan Center is up and running and just produced a successful series of workshop on establishing online learning in the states. Seven states sent teams of staff to the workshops. The Sloan Center will also host a summit in December in Washington, D.C. and among other things will release Gatta’s book on Online Learning.

Gender Equity Teaching Standards: Dianne Mills McKay and Terri Boyer will present a track of three workshops on gender equity in the classroom at the State Department of Education’s Generation Next conference.

Additionally, chair of the NJ Association for College Teachers, Carole Browne is very interested in talking with Council members about drafting new standards to meet gender equity requirements for teaching certifications.
Outreach & Marketing: The Council reviewed a draft of the Timeline Brochure and discussed possible dissemination. It was decided that a mailing to the state legislators should happen in mid-November in order to be most effective. The Timeline should also be sent to the state commissioners of labor in each of the states.

Nontraditional Career Resource Center (NCRC): The Nontraditional Career Resource Center has hired a new Associate Director, Aramis Gutierrez, who introduced himself to the Council. Terri Boyer announced that the NCRC web-based game has now been picked up by four other states, and that the NCRC staff has been working hard to prepare the Summer Nontraditional Career Week programs.

Council Retreat: The Council had a discussion of the agenda for the August 2005 Retreat and concluded that coming out of the retreat would be a clear, crisp white paper with recommendations for the incoming administration on where we need to move this state in order to address gender barriers in labor and education.