



Gender Equity Commission Meeting – April Minutes

April 21, 2020; 2:30pm - 4:30 pm

(Virtual Meeting due to Covid 19 Response)

Commission Attendance:

GEC Executive Director

anupama jain;

Commissioners Present

Jessie Ramey

Lee Fogarty

Janet Manual

Mike Strelac

Sabrina Korbel

Amanda Neatrou

Kathi Elliot

Rick Williams

Kelauni Cook

Sarah Hansen

Sarah Shultz

Commissioners Absent

Megan Block

Deb Gross

Public Attendees:

None

April Motions and Action Requests:

Motion #1:

Motion: To approve February minutes

1st Motion: Janet Manual

2nd Motion: Lee Fogarty

Yes: All

No: 0

Abstentions: 0

Approved

Motion #2:

Motion: To approve March minutes

1st Motion: Janet Manual
2nd Motion: Lee Fogarty
Yes: All
No: 0
Abstentions: 0
Approved.

Motion #3:

Motion: To Adjourn the April GEC meeting
1st Motion: Janet Manual
2nd Motion: Kelauni Cook
Yes:
No: 0
Abstentions: 0
Approved

Action Requests

None

April Action Items:

- (Anu)
 - send out Town Hall slides as a resource for commissioners.
 - a response back to Majestic about the budgeting for gender analysis
- (Rick)
 - Follow up about Manchester citizens corporation
- (GEC)
 - a stand-alone white paper on the case for disaggregated data
 - a list of policy recommendations for mayor's office in the public
 - Discuss how we want to tackle universal income

Public Meeting Minutes:

Beginning Time: 2:30 pm

1. Video Conferencing / Tech

- **Anu talked to I&P department and the Mayor's office to get us our own Zoom.**
 - thinking about making meetings public on video but concerned about security and logistics
 - Still doing some research and workarounds to figure this out

2. General Public Comments

- None submitted

3. Approval of Minutes

- Minutes for February and March approved

4. Administrative Duties - Executive Director's Report

- (Anu)
 - How to get the private sector involved in considering the business case for gender equity.
 - (Showed us an infographic)
 - Went over town hall video, written overview, and slides
 - Working on a memo for gender equity during this time
 - No best practices for gender equity during pandemic
 - Including UN recommendations
 - Jessie and Anu are creating a white paper around this
 - Went over the slides from the town hall and went over gendering the pandemic white paper
 - Almost no one is really tracking gender right now
 - Suggest that GEC continuously asked for gender data
 - Shared resources from webinars attended
 - Prepare memo for mayor's office for universal basic income
 - Went over conversation from the city department committee meeting
 - Scheduled a meeting with Lindsey Powell who told her that it's difficult to track data with meals.
 - will prepare a memo for the department committee and the GEC for how universal income could aid in existing inequality.
 - As a group, we should consider drafting recommendations as a commission.
- (Jessie Response)
 - The White paper is on the need for disaggregated data
 - We should consider recommendations for the Mayor's office and the public for how to consider gender during this time.
 - Idea of universal income and what position we will take on this
 - What is the new normal and what will be our recommendations?
- (Kelauni)
 - Will there be a follow-up call with Lindsay? Offered to assist anu with these conversations
 - Anu- yes we will see if Lindsay can talk to the entire group.

5. Executive Committee Update

- (Jessie)
 - Town Hall was a success, special thanks to a new and Alla for their great contribution

- resources, recording, and notes from town hall have already been made public
- Feedback was very positive, great choice of speakers and the work they are doing
- Rick spoke with Manchester Craftsman guild to host May's meeting
- No public meeting in May for health concerns
- Everyone agreed

6. Budget Committee

- No updates

7. Governance Committee

- No updates

8. Gender Analysis Committee

- (Jessie)
 - Megan is taking a step back from this month from her Commissioner duties
 - We may need a new co-chair for this committee
- (Kathi)
 - Needs to hear about budget before making any larger decisions about continuing as a co-chair
 - asked what the update was around the budget for the analysis with Pitt
 - Anu
 - responded that the gec is not guaranteed \$40,000
 - Majestic wanted to know what it would cost
 - We need to come up with a price tag for all of this work
 - The challenge is that if we say what we will do with a certain amount it may not be persuasive enough to get the \$40,000 back
 - Kathi expressed that patience is thin and needs to choose where to put effort and energy because the administration we're supposed to be supporting won't put the resources and to do it properly
 - Wants to do it fully or not at all with speculations and unclear answers
- (Jessie)
 - We can go back to Majestic with a price
 - Anu
 - We are all frustrated with not getting our asks from the administration
 - We should go back with an amount that we need
 - Offered to go out and research budgets for this project
 - Asked the commission if we wanted her to find examples of this type of research or asked if any of the GEC Commissioners have research expertise that want to come up with an amount

- Sarah H
 - prefers to have the experts tell us what they can do with a specific amount
 - feels these decisions are outside of our purview as a commission
- Anu suggested that we put out an RFP for \$22,000 and Kathi responded that it wouldn't make sense to put out an RFP of that amount.
- Lee responded that putting out an RFP for \$22,000 is ridiculous and that we need to say what we need because the last time the small amount we were given wasn't enough; we can't hire someone without knowing how much money we have.
- Jessie responded that we should tell Majestic we want \$60,000 to \$70,000
- Katherine responded that Pitt did the original projects because they wanted it to be done. They didn't not take the \$45,000 for it to be allocated somewhere else.
- Mike asked Anu if the money still exists when there is no money during the pandemic right now?
- Kathi responded that if the money is already given for the projects we should still have it; the work we're doing feeds right into what's happening right now during this crisis. If there is no money in the budget then what are we doing?
- Anu responded that there are three options
 - #1: do a RFP for \$22,000
 - #2: tell Majestic and the Mayor's office how much we want after doing research and give examples like the last RFP
 - #3: scratch everything and tell them that they aren't committing enough
- Sarah H responded that we need to be concrete and direct. We want \$45,000 plus the \$22,000 originally allocated. offered for the commission to use her document with the five steps to do a CBPR project to which Anu responded that Majestic said that wouldn't be enough.
- Mike asked when Majestic told Anu they had this money because it might be gone now.
- Anu responded that Majestic told her the money was available 2 weeks ago; said that it sounds like if we don't get the \$65,000 then we should scratch it.
- Kelauni asked where the \$75,000 is coming from.
- Kathy responded that it is really \$45,000 and \$22,000 so really it comes out to \$67,000.
- Sarah H asked how we know how much money we have?
- Anu responded that Majestic said \$50,000 as of a week ago for workforce equity.
- Sarah H ask two questions.

- #1: how was the gender analysis committee planning to roll out this given the crisis?
 - #2: Is there an opportunity to do funding from foundations?
- Amanda responded that we should consider how we will look if we go to foundations and they know that the money came back. It will suggest that we don't have buy-in from our own administration. They will most likely not do more if buy in isn't promised.
- Jessie concluded that we must get an answer about the money from Majestic.
- Sarah S suggested we agree on a timeline for this money and if it doesn't happen we should agree to table the project.
- Rick explained how he'd been trying to get a disparity study done that hasn't been touched in 20 years and that can cost up to \$1000000 along with the management system to hold people accountable so \$22,000 for an RFP isn't a good look for us.
- Lee responded that we already had the money and it has been taken from us and we need to know where it is.
- Amanda responded that the money was given to us so we should get that money back. It's important that we use the correct language around that.
- Anu suggested that the GC write a statement that can be given back to Majestic
- Jessie offered to work on that statement with anu

9. Policy Update by Alla

- Went over the legislative policy report review (anu has the entire thing)
- Went over the families first coronavirus response act
- Went over the touchy parts of the act that the Republicans and Democrats aren't agreeing on
- Went over the state level bills around opening the government and e-commerce for cars
- Went over protection for employees to not be threatened by employers for complying with covid-19 restrictions
- Covered telemedicine Bill and abortion bill
- Covered paid sick leave on the city level
- Anu asked for women and children with disabilities birthing etc.
- Jessie asked if the city will be endorsing any of these policies that the GEC can support
- Alla responded that this is all just being observed at this point, but if the GEC wants to write a letter of request to let them know.
- The paid leave and Family Care act press release about what the mayor is asking for from federal aid to come into the city.

- Janet explained that a lot of these things are already being implemented on the City level to which Alla suggested they meet prior to these meetings to add a column for how these policies work from the City HR standpoint.

10. Workforce Equity Committee Updates

- (Sarah H)
 - National AAUW chapter has a contract for partnering with Pittsburgh on our training.
 - will be sending questions to AAUW that Majestic and others have weigh in on
 - Once contract is not so drafty, it will be shared with the GEC within a month
 - Equity Workforce Council - crafted emails in Boston, but former contacts are no longer in the positions at the Boston Women's Workforce Council for the data management solutions which will be a separate contract.
 - Still trying to connect with the city of Boston.
 - We will have some support from Boston over the next few months to draft everything from old contacts
 - The new 12-month timeline for putting this all together will start at the beginning of the AAUW contract
 - The committee will put together a budget to do this data management solutions work with AAUW and Boston contacts to get that information.
 - Mike asked if the committee was considering money.
 - Sarah responded...
 - from a design standpoint we can still move forward. We may not get funding right away, but we can keep the conversations and excitement going.
 - Anu asked if the \$50,000 is still available to us? And explained that she will follow up with Majestic but as of a week ago, we can move forward. Suggested that we should consider what we put out into the world will look like past covid-19.
 - Janet explained that from a workforce readiness standpoint there are many resources that individuals can receive right now. But as of now, the commitment from partners are still there.
 - Sarah explained that Equity is on the mind of a lot of folks right now such as Remake Learning.

11. City Departments Analysis Committee

- Mike said that there are no meetings because not much is happening.
- (Anu)
 - Suggested an email communicating with City departments to support them and give suggestions

- GEC could discuss a set of best practices for City and other groups to use to talk to them about keeping gender Equity at the forefront

12. New Business

- Creating Recommendations for the City (suggestions from the GEC)
 - Jessie- collect disaggregated data to better understand the gender impact.
 - Kelauni - we should have groups who deal with Equity be a part of the initial conversations
 - Amanda- Janet's HR department already has policies that departments should be following and giving directions to leadership to follow those policies to enforce equity for employees.
 - Lee - expand our list of groups and agencies that people may not know about.
 - Janet- we could work with business partners of these departments and the department's on who is really following what already exists.
 - Jessie asked Janet if there was any policy around collecting disaggregated data to which Janet confirmed that there are existing policies that can be implemented.

13. Public Input

- None

14. Meeting adjourned.