

Attendance: Betty Bernal, Tejal Tarro, Josephine O'Connell, Leah Williams Metts, Barbara Wong, Maribeth Calabro, Vimala Phongsavanh, Adriana Dawson, Betsy Dennigan, Rebecca Webber, Senator Gallo, Senator Goldin, Representative Messier, Representative Hearn

Rebecca Webber called the meeting to order.

Organizational updates

+ We approved the following members for positions within the Commission:

- Betty Bernal, Vice Chair**
- Tejal Tarro, Treasurer**
- Josephine O'Connell, Secretary**

+ We also approved the designation of new members from the following departments/ agencies who will join us at our next meeting:

- RISP**
- DHS**
- DEM**
- BHDDH**
- Health**
- DLT**
- DOT**
- DOA**

+ We welcomed our Legislative appointees, who have been added to our email list:

- Senator Gallo**
- Senator Goldin**
- Senator Morgan**
- Representative Messier**
- Representative Hearn**
- Representative Costa**

Content

Everyone delivered a thoughtful introduction of their experiences and aspirations for the Committee. Many of the themes appropriately coalesced around the spirit of Pay Equity Day, and our first charge from the Governor's office centers on the idea of establishing a pay equity certification. We left with some broad-based questions around the following:

- + Purpose of the certification, leading to a meaningful definition**
- + Expected timeline for implementation**
- + Partners for implementation, from inception to roll-out and promotion (DLT, Commerce, etc.)**
- + Stakeholder organizations (e.g., labor, OIC, Women's Fund)**
- + Business groups (e.g., Greater PVD Chamber)**
- + Private and public employers who may be interested or eligible for**

our proposal

In the interest of not re-inventing the wheel in terms of the certification, there were several valuable suggestions:

- + Explore RI's past experience or research from RI sources (e.g., The Women's Fund)**
- + Consider other states that have instituted some sort of pay equity certification (NM or MN)**
- + Unearth the body of research, economic and otherwise, substantiating the cause**
- + Contact other groups already engaged in this activity, like the city of Boston**

Individuals volunteered to gather data, research from the Women's Fund, and consider other resources. Senator Goldin suggested that I reach out to the organization in Boston pursuing pay equity efforts in hopes of sharing their experiences. I sent an email and intend to follow up with a call this week.

Next meeting

- + Review our evolving thoughts on the pay equity certification, with an update from meetings with DLT and any clarity from the Gov's office**

+ Welcome the new departmental designees

+ I requested an open meetings presentation from the AG or Sec of State's office to help guide our procedures

+ I asked the Gov's office to follow-up on the website update

Meeting adjourned