

Attendance: Betty Bernal, Tejal Tarro, Adriana Dawson, Betsy Dennigan, Rebecca Webber, Ann Assumpico, Corinne Russo, Director Janet Coit, Seema Dixit, Lisa D'Agostino, Lisa Middleton, Representative Messier, Representative Hearn, Representative Costa, Senator Goldin, Senator Morgan

Rebecca Webber called the meeting to order.

We built a strong consensus around the idea of a comprehensive plan for workplace support for all employees, driven by a focus on women. This will require buy-in from businesses, who understand and embrace the mission, and employees, who feel protected and empowered. Pay equity will serve as a tenant of this holistic approach, but will be combined with other important services, educational outreach efforts, and workplace best practices. I will speak to the Governor's office to confirm our alignment with the policy objectives, but look forward to developing and rolling out these layers of achievement for the business community.

These efforts will involve a cultural change for employers and employees alike, and it's critical for the state to take a leading role in engaging with stakeholders and adhering to these practices. We also acknowledged the need to build a strong infrastructure for involvement and success, and agreed to the following action items:

+ Establishing a communications task force, led by Tejal Tarro and

Adriana Dawson, to evaluate and determine the best strategy for disseminating messages to an inclusive business community and beyond. This is critical to the success of education and outreach opportunities, as well as credibly asserting the Commission's agenda. We'll look forward to their initial report at our next meeting.

+ Writing a letter of support for Senator Goldin's legislation (and S 0722), to be edited by the group and voted on in our next meeting. We'll keep an eye out for a House version - hopefully, our members will keep us updated!

+ Considering a set of criteria that can help develop baseline measures for the performance of employers relative to women and family, with the aim of visibly recognizing successful employers and providing tools for others to make positive gains. The Women's Fund 2020 Vision provides a valuable starting point - please send me all other suggestions to be compiled and discussed at our next meeting. In time, this could evolve to include an employee survey, and hopefully businesses will be willing to step up as pilots or exemplary standards.

+ I will be speaking to the Boston Office for Women's Advancement next week, and will relay findings in the next meeting. I've also been meeting with the Women's Fund, and look forward to discussing potential opportunities for collaboration.

In the interim, Director Coit suggested that we amass a "required reading list" to substantiate our knowledge in different aspects of pay equity and other gender-based issues. Please send any recommendations to me or David, and we can forward them to the entire group. I'll start with a snippet of the wage discrimination law currently on the books. Digesting it in parts can help us unpack changes we could envision in the long-term.

Our next meeting will be Monday, June 1 from 6-7:30 (we may not use the full 90 minutes, but I wanted to provide adequate time for a robust conversation). I will send further details, including the conference room, closer to the date. Plus, I will have a contact list and a draft of the letter supporting the legislation in the coming weeks. I will also be at the YWCA Women Holding Office event on Monday, May 4.

Meeting adjourned