

Attendance: Tejal Tarro, Josephine O'Connell, Vimala Phongsavanh, Adriana Dawson, Elizabeth Francis, Betsy Denningan, Rebecca Webber, Seema Dixit, Kate Wilson, Lisa Middleton

Rebecca Webber called the meeting to order.

Recap:

+ Next meeting: 7/13 at the Dept of Administration (further details and a posted agenda to follow). Please make an effort to attend, as it will serve as an important working session to identify our priorities for framing a pay equity certification.

+ Legislative update: Senator Goldin provided great detail on the subA of the wage discrimination bill in the Senate. The original text of the bill increases the penalties associated with violations, and protects employee wage transparency. In conjunction with DLT and other stakeholder groups (AG's office, ACLU, Human Rights Commission), the subA will improve DLT enforcement capacity for violators. Representative Hearn delivered an update on the positive reception for the companion bill in the House, H6180, in the Labor Committee. The Senate subA will be used for the House bill, and the Chair of House Labor has encouraged rapid submission.

+ I attached the text of a prospective letter of support for the Senate or House versions of the bill. As a group, it's important to identify first whether we would like the submission of this letter to serve as

our first public act; and if so, the appropriate content. All input and edits are appreciated, but again, I must insist on individuals resisting "reply all" per Open Meetings regulations. I will compile all suggestions and comments and send them to the group. Our next meeting will be too late to host an in-person discussion, so we must come to a consensus soon. In an following update I will solicit a last call for feedback.

+ Communications working group: Tejal and Adriana delivered a thoughtful and meaningful structure for contemplating and managing change effectively, demonstrating the importance of communication to build the necessary foundation. Importantly, they provided a template for us, as Commission members, to identify connections to stakeholder groups (businesses, NGO's, government orgs, non-profits, etc). With approval from the Gov's office, Tejal will distribute a Survey Monkey to identify connections between Commission members and these groups to establish lines of communication. This effort will be critical to disseminate our messaging effectively, and I appreciate your responses in advance!

+ Jackie Cooke's presentation: Jackie delivered a comprehensive overview of equal pay initiatives nationally in the most current legislative session, giving us a great opportunity to survey the landscape and identify what may work best for RI. The discussion of efforts in MA, and specifically in Boston, seemed to bridge the gap between addressing and elevating the issue, without excessive

regulatory strain - making the business case, as the comms working group emphasized. This is important, as our discussion suggested, in aligning with the Gov's focus on jobs and the economy. Jackie also provided position papers and background content, and will send out her compiled research when available. For those not in attendance, I will distribute your folders at the next meeting. Jackie will be an invaluable resource going forward, and her presentation was terrific!

+ Next steps: July's working group meeting intends to determine the most important attributes in RI's version of the pay equity certification, borrowing from other places with an openness to local creativity! The framework for discussion should help us to methodically measure the relative merits of each version. The end result, in rough draft form, will be socialized with the Gov's administration and other stakeholders for input and revision.

Meeting adjourned