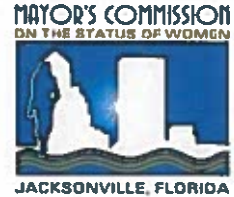


DECEMBER 3, 2018 MEETING MINUTES 4:10 PM



## Mayor's Commission on the Status of Women

### **Commissioners Meeting called to order at 4:10pm**

Donna Kuldau – CHAIR  
Jaynelle Pemberton – VICE CHAIR  
Patricia DeWitt, Commissioner  
Anji Easterday, Commissioner  
Sabrina Edwards, Commissioner  
Eileen Rodden - Women's Center – Ex-officio Member  
Julie Savino, Commissioner  
Tammy D. Taylor, Commissioner

### **Absent Commissioners**

Shawna Grant – Commissioner - Excused  
Sheila Spivey - UNF – Ex-officio Member

### **Guest Attendees**

Ashlie Empleo, Student Engagement Advisor, Diversity & Social Change, Florida State College at Jacksonville  
Demika Jackson, P.E.A.C.E. Program Manager, Volunteers in Medicine

### **Approval of Minutes:**

October 29, 2018 minutes were reviewed and approved.

Motion to approve: Commissioner Anji Easterday

Motion seconded: Commissioner Patricia DeWitt

***Approved Unanimously***

### **Public Comments:**

There were no public comments.

### **Liaison Report: Barbara Florio**

Liaison Florio reported there are three potential commissioners, approved and recommended by the Commission, who have interviews scheduled with the Mayor's office: Demika Jackson, Ashlie Empleo and Lorna Matos.

MCSW roster was passed around for board members to double check and update their information. An updated roster is to be submitted to the Mayor's office by the end-of-the year.

Three board dates of the draft 2019 MCSW meeting calendar were reviewed: May meeting is on Memorial Day and the November and December are on Holiday weeks. After a brief discussion it was decided the May date would be re-scheduled for Monday May 20<sup>th</sup>, 2019. The November / December were combined into one meeting and will be held on Monday, December 9<sup>th</sup>, 2019.

Staff is working diligently to update the MCSW webpage with executed meeting minutes and up-to-date Commission information. It is recommended by staff to post Commissioner names and emails only.

Chair Kuldau inquired as to how many more people are going through the interview process with the Mayor's office and have they all been vetted through? Liaison Florio informed three more are in the interview process at the Mayor's office. They have all been vetted thru the Commission and this will bring the member count to 14 if all are approved by the Mayor's office. Liaison Florio has been working with the Mayor's office to ensure all positions have a staggered term roll out date and hence all Commissioners do not exit at the same time.

### **New Commissioners**

New Commissioner, Ms. Tammy D. Taylor, introduced herself to the Board.

### **Gender Wage Gap 2018/19**

Chair Kuldau reported the Equal Pay Day Event Committee would meet immediately following the Commission's meeting and she would report next month on the Gender Wage Gap.

Commissioner DeWitt distributed a copy of a chart of Equal Pay Laws by State and their status as of September 2018.

Commissioner Easterday informed the board the All Women's Equal Pay Day national date was changed from April 9<sup>th</sup> to April 2<sup>nd</sup>, 2019 with the group currently booked at Moxie Kitchen for the 9<sup>th</sup>. Commissioner DeWitt stated, if the date cannot be moved, suggested the slogan 'A Day Late and 17 cents short'.

Chair Kuldau requested the Board reach out to Moxie Kitchen for a date change. With the sub-committee doing social media, TV and radio interviews it would be wise to be in sync with the national date. Date to be discussed more in depth in the afternoon's Gender Wage Gap Committee meeting.

Commissioner DeWitt indicated the Equal Pay Laws by State chart encompasses the total legislations which include equal pay and employment discriminations provisions. Regarding Duval County, in 2017 the median income for women working fulltime year round was \$38,252; 86% with a difference of \$6,182 versus men who made \$44,434.

Chair Kuldau inquired as to where the group was regarding the legislations?

Commissioner DeWitt stated March 12<sup>th</sup> and 13<sup>th</sup> were the pending dates to visit the Capitol to lobby. Chair Kuldau requested the lobbying days to the Capitol be placed on the MCSW website and involve the schools by ramping up the equal pay school ambassadors.

### **Report to the Mayor**

Commissioner Pemberton reported the board had received a copy of the draft report. The online draft report has an adobe spark presentation with pictures.

The draft report is basically a summary of last year's gender wage gap, equal payday and other events done throughout the year. Statistics are from the 2015 US Census for Duval County and highlighted areas requiring board member feedback. The report also includes the future potential of the board hosting workshops and trainings.

Liaison Florio will email Commissioners the online version for their review. All feedback, photos and additional information are to be provided to the Liaison by December 14, 2018. The goal is to have the end-of-year report completed by the January 2019 board meeting.

### **Social Media Training**

Ms. Empleo spoke with her colleague, Michael Berkshire FSCJ Diversity and Social Change Advisor, and he has agreed to do the social media training. The date, time, location and major topics will need to be established for Mr.

Berkshire to put together the agenda. Ms. Empleo and Mr. Berkshire are happy to host the event during the day at FSCJ.

Chair Kuldau indicated the event needed to be Publicly Noticed and an invitation extended to AAUW members and other organizations that would like to participate.

After a brief discussion it was established the training will be held the week of the January 14<sup>th</sup> or the 21<sup>st</sup> at a computer laboratory at the downtown ATC building during a lunch hour timeframe. The social media training will be used as a pilot and Ms. Empleo's colleague will tweak the course for future trainings.

Chair Kuldau requested the training include the basic knowledge on how to use social media accounts like Facebook, Twitter, Instagram and Snapchat, publicize events, send information, share and post articles and on cyberspace security.

Ms. Empleo will create and send an RSVP link for guests to sign up.

#### **New Business**

Ex-officio Member Rodden announced FSCJ is hosting the ShowingUp live event from TED Women 2018 a simulcast + panel event on December 6, 2018.

Commissioner Easterday reminded the board the AAUW special luncheon meeting with a cost of \$25 on January 19, 2019. At the luncheon Dr. Gatta, who does work on women's economics, wages and economic security, will talk about her new book and do book signings.

#### **Unfinished Business**

Chair Kuldau will reach out to Judge Cole for a luncheon and to present her with the Rosie Awards.

#### **Meeting Closure**

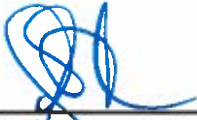
Chair Kuldau thanked everyone for their help and continued support.

#### **Meeting adjourned at 5:10PM**

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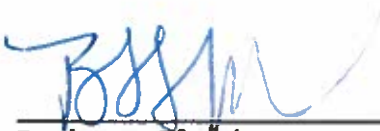
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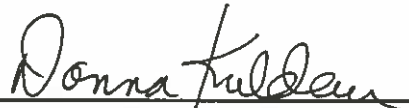
\_\_\_\_\_  
Julie Ann Rivera  
MCSW Staff Support

Submitted by:



\_\_\_\_\_  
Barbara Florio  
MCSW Board Liaison

Approved by:



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Donna Kuldau, Chair

COPY TO: Filed for public access