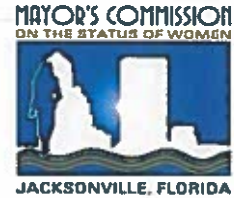


OCTOBER 29, 2018 MEETING MINUTES, 4:44 PM



Mayor's Commission on the Status of Women

Commissioners Meeting called to order at 4:44pm

Donna Kuldau – CHAIR

Jaynelle Pemberton – VICE CHAIR

Patricia DeWitt

Anji Easterday

Julie Savino

Eileen Rodden - Women's Center – Ex-officio Member

Absent Commissioners

Sabrina Edwards – Member - Excused

Sheila Spivey - UNF – Ex-officio Member

Guest Attendees

Ashlie Empleo, Student Engagement Advisor, Diversity & Social Change, Florida State College at Jacksonville

Approval of Minutes:

September 24, 2018 minutes were reviewed and approved.

Motion to approve: Commissioner Jaynelle Pemberton

Motion seconded: Chair Donna Kuldau

Approved Unanimously

Public Comments:

There were no public comments.

Liaison Report: Barbara Florio

Liaison Florio reported City Council approved 2018/19 budget as is in the packet. The FY 2017-18 final financial report was distributed.

Chair Kuldau inquired if the Board wanted to use the funds would they have to make a request for additional funds?

Liaison Florio indicated if they had a need for additional funds and decided on this they will need to go to the Mayor's Budget Review Committee (MBRC) and present a proposal with the budget and a business plan of what it is they are requesting from the general funds.

Commissioner DeWitt asked if there was a deadline on requesting money from the general funds and what was the period of the budget being presented to the Commission??

Liaison Florio indicated the schedule is about a 12 to 14 week lead and would probably be as early as April 2019 and the period being presented is the City Of Jacksonville's fiscal year October 1st through September 30th.

Chair Kuldau inquired as to additional money the Board had from years past regarding a Trust Fund?

Liaison Florio explained there was approximately \$1,800 in the trust fund account. The Board would have to take action to expend any money from the trust fund account and the account is not replenishable.

There is one final Ethics training during 2018 on December 6 from 12PM to 1PM in the Lynwood Roberts Room. All new Commissioners and those that have not gone through ethics training in the last four years are required to do so. Upon completion, a copy of the certificate must be provided to the liaison.

Liaison Florio requested the Commission consider combining the November / December meetings to one in either the 1st or 2nd week of December. The December meeting falls during the Christmas week and the November the Monday after Thanksgiving weekend. Liaison Florio put forth either the December 3rd or 10th dates as a combined November/ December meeting.

A discussion prevailed on the dates for the combined meeting and a decision was made to move both the MCSW and the Equal Pay Day Event Committee meeting to December 3rd with MCSW at 4PM and Equal Pay at 5PM.

Public Noticed announcements will be sent to notify of the cancellation and new meeting dates.

Prospective Board Members

A slate of sponsored Commissioners was presented to the Board.

Action

The Board approved and recommended Ashlie Empleo, Shawna Grant, Demika Jackson and Tammy Taylor resumes for review and vetting by the Mayor's office.

Motion – Anji Easterday

Second – Julie Savino

Vice-Chair Pemberton inquired as to where the Board stood on total Commissioners, how many more were in an interview process, the available open seats and how many total Commissioners was the Board looking to have?

The Commission discussed having a total of no more than 15 board members and of growing the board strategically. Chair Kuldau indicated she and the Liaison had discussed the goal is to have a broader spectrum of diversity from the community, women's organization, universities, backgrounds and different skillsets.

Unanimously Approved

Gender Wage Gap 2018/19

Chair Kuldau reported the Equal Pay Day Event Committee has received permission to have the Unhappy Hour at Moxie Kitchen from 5PM to 7:30PM. They are also working on getting a busload of people together for a rally in Tallahassee on March 12th thru the 13th to support the legislation.

Commissioner DeWitt informed there have been legislative remedies recommended or suggested to improve the pay gap. The Florida pay gap is only at 13% and is low because the State is a low wage state due to the service industry. For the last two session years, legislations have been presented and filed in the House and Senate areas. Two of the legislations being pushed forward are to prohibit employers from requesting a salary history from applicants; and the second to prohibit employers retaliating against employees who discuss their salaries.

Chair Kuldau requested Commissioner DeWitt bring information to the next MCSW meeting which States have passed these laws. In addition, to bring local legislator information back to the next committee meeting and the Commission would strategically divide and get people to knock on their doors.

Chair Kuldau is trying to establish a social media committee, as part of the Equal Pay Day Event Committee, with Ashlie Empleo heading it and getting student volunteers to work on this committee. The Committee inquired if a new slogan would be created or use last year's slogan for the buttons. Last year's slogan was Bold City Bold Women for Equal Pay jobs. Ms. Empleo will try to find volunteers willing to give a Social Media Course, prior to the holidays, to the women on the campaign. Vice-Chair Pemberton recommended keeping the slogan same as last years to build and create branding.

Next meeting has been moved to December 3rd, 2018 at 5:00PM; immediately after the MCSW meeting.

Report to the Mayor

Vice-Chair Pemberton is leading the Mayor's Report with the assistance of the Commissioners.

Commissioner DeWitt will verify the availability of statistics directly pertaining to Jacksonville to include in the Mayor's Report and also mentioned the possibility of the City sponsoring a Work Smart workshop. The work smart workshop is marketed for women in the work force and trains them to research salaries in their field and to negotiate for a better paying job.

The Chair will reach out to Council Member Anna Brosche for a City Council proclamation and copy the Liaison for follow-up assistance.

Commissioner DeWitt inquired on thanking the Mayor for instituting the paid family leave, a key element in improving the pay gap, and on seeing the details of the program.

Liaison Florio will provide Chair details of the Family Leave so Chair can craft a letter to the Mayor.

Commissioner Savino will provide the Commission a contact that runs approximately 26 radio stations; an excellent publicity option for upcoming events.

New Business

Unfinished Business

None.

Meeting Closure

Chair Kuldau thanked everyone for their help and continued support.

Meeting adjourned at 5:49PM

CERTIFICATION

Recorded and Transcribed by:



Julie Ann Rivera
MCSW Staff Support

Submitted by:



Barbara Florio
MCSW Board Liaison

Approved by:



Donna Kulda, Chair

COPY TO: Filed for public access