

Maryland Commission for Women

Meeting Minutes

Thursday, June 21, 2019

3 p.m.

Historic Oakland ♦ 5430 Vantage Point Road ♦ Columbia, MD

Commissioners Attending:

Yun Jung Yang, Chair
Tawanda Bailey, First Vice Chair
Carole Jaar Sepe, Second Vice Chair
Lee Bachu
Tammy Bresnahan
Gloria Chang
Maureen Colburn
Amanda Costley
Melissa Curtin
Lauren Lambert
Patricia M. Lambert
Bonnie Luna
Brenda McChriston
Ishrat Memon
Roberta Pardo

Evelyne Steward
Ummu Bradley Thomas
Tamara England Wilson

Commissioners Absent:

Deborah Cartee
Eugenia Henry
April Nyman
Corinna Shen
Marylou Yam

Staff Attending:

Judith Vaughan-Prather, Executive Director
Tammy Wise, Management Associate

I. Call to Order.....Yang

A. Call to Order

The meeting was called to order at 3:10 p.m. by MCW Chair Yang.

B. Approval of Agenda

Chair Yang called for approval of the agenda for tonight's meeting. Commissioner McChriston moved approval of the agenda for today's meeting. Commissioner Steward seconded the motion which passed unanimously.

C. Approval of Minutes of the May 16, 2019 MCW Meeting

Commissioner Wilson moved approval of the minutes as submitted. The motion, seconded by Commissioner McChriston, passed unanimously.

II. Guest Presentation: AAUW's Work Smart Initiative.....Sarah Spencer Senior Program Associate, AAUW

Ms. Spencer described a new initiative of the national American Association of University Women designed as part of its work to close the gender-based pay gap in the U.S. The Work Smart Initiative addresses one aspect of the wage gap by providing both on-line and in-person seminars that teach women salary negotiation skills. She noted that in the U.S., women's average earnings are only 80% of men's and that for women of color, the gap is much wider. Even an 80% wage

gap results in a loss of more than \$400,000 in lifetime earnings over the course of a 40-year career. She encouraged the MCW to put the link to the free training (www.aauw.us/salarynegotiation) on its website, in its communications and social media.

III. Business Meeting

A. Introduction of New Commissioner and Commissioner Reappointments

Governor Hogan appointed Patricia M. Lambert to the MCW, and re-appointed Commissioners Bresnahan, Chang, Sepe, and Yang to second four-year terms.

B. Update on Status of Women In Maryland (SWIM) Project

The staff is working with the DHS Office of Procurement to develop and publish the Solicitation for contractor proposals to conduct the SWIM research project. It has been an arduous process but it is hoped that the call for proposals will be posted before the end of this month and that the project will begin early in September.

C. Women's Suffrage Tea

Commissioners Bachu and Thomas, along with MCW Chair Yang and Executive Director Vaughan-Prather were invited to attend the June 13 "Suffrage Tea" hosted by the Commission to Commemorate the 100th Anniversary of the Passage of the 19th Amendment to the U.S. Constitution, and First Lady Yumi Hogan. It was held at the U.S. Naval Academy in Annapolis and served to launch a year of celebrations and commemorations.

D. Letter re: Incarcerated Women

In the 2018 session, the Maryland General Assembly passed SB0598/HB0797 - Correctional Services - Inmates - Menstrual Hygiene Products. This legislation mandates "each correctional facility in the Division of Corrections to have a written policy and procedure in place requiring that menstrual hygiene products be provided at no cost to a female inmate at certain times; requiring the Director of the Patuxent Institution and the managing official of a correctional facility to ensure that the correctional facility has a sufficient supply of menstrual hygiene products to meet the needs of the inmate population at all times." Governor Hogan signed that bill into law and it was to take effect October 1, 2018. However, on June 5, 2019, the Washington Post reported that some eight months later, the DOC has not implemented this law.

The Commission wrote to the newly appointed Secretary of the Maryland Department of Public Safety and Correctional Services commending his stated commitment to take immediate steps to enforce this law and urging him to ensure that it is implemented fully and as soon as possible. The MCW further asked that he share with it the steps that will be taken and the timeline for full implementation of SB0598/HB0797, and offered to be of any appropriate assistance in ensuring that women incarcerated in this state have equal access to services and equitable living conditions as incarcerated men.

Considerable discussion followed. Commissioner Luna moved that the issue be tabled until the MCW's September meeting. Commissioner Thomas seconded the motion. Following further discussion, the motion was amended to state that the issue will be placed on the MCW's agenda for its September meeting. After more discussion, Commissioner Wilson called for a vote. The motion, as amended, passed unanimously. Commissioner Curtin, who served this past year as the MCW's liaison to the Women Moving Forward Conference at the Maryland

Correctional Institution for Women (MCIW), will explore whether any further action from the MCW would be appropriate.

E. IWPR Panel

On May 17, at the invitation of the Institute for Women’s Policy Research (IWPR), Executive Director Vaughan-Prather participated in a panel presentation for visiting Fulbright Fellows, discussing citizen advocacy and Commissions for Women. The event was sponsored by the School of International Service on the campus of The American University.

F. Summer Student Intern

For many years, the MCW’s budget has included funds to pay a summer intern to work at the Maryland State Archives (MSA) expanding the biographies in the Maryland Women’s Hall of Fame, as part of a larger internship program operated by the MSA. This year, the MSA was unable to host such an intern, so the MCW was given budget approval to hire a summer work-study student intern in its offices. Applicants have been interviewed and it is hoped that an intern will begin work in the office in early July.

G. Prince George’s County Commission for Women (PG CFW)

The new County Executive for Prince George’s County has appointed all new members to the 11-person Commission for Women in that county. MCW Executive Director was invited to the PG CFW’s first meeting on June 18 to discuss the work of Commissions for Women in general, the National Association of Commissions for Women, and the work of the MCW specifically.

H. Hall of Fame/Women of Tomorrow Ceremony Photo/Video Montage

The DHS Communications Office Director of Creative Services very kindly offered to produce the collage the MCW wanted combining clips from the Hall of Fame honoree interviews and photos from the ceremony. The staff shared his draft production with the MCW. Once the final edits have been made, it will be posted on the MCW’s website and Facebook pages and will be shared with the honorees.

IV. Committee Activities & Consideration of Current Commitments

A. PAL (Policy and Legislation) Committee.....Bresnahan

The MCW, at the recommendation of its PAL Committee, developed a legislative platform of 13 bills on seven issues (six were cross-filed resulting in two bills each) that the MCW supported this year. Letters were sent to the appropriate committee for each.

B. 2019 ARC (Achievement & Recognition Ceremony) Committee.....Sepe for Cartee

This year, eight women were inducted into the Hall of Fame and five students were honored as Women of Tomorrow. The March 21 induction and awards ceremony was attended by nearly 200 and was a wonderful event. It is planned that in 2020, the traditional ceremony will be held in March, as always, and that a special induction ceremony will be held during the August 26 Women’s Leadership Conference, inducting a group of Maryland women who were involved in the suffrage campaign.

C. 2020 Women’s Leadership Conference.....Yang for Henry

Planning has begun in earnest for a conference to be held on August 26 in Annapolis. Invitations to speak have already been issued to the Governor and First Lady and to the newly elected Speaker of the Maryland House of Delegates. After the Suffrage Tea last week, Chair

Yang and the Executive Director met the President and the Executive Director of the Maryland Women’s Heritage Center, and then Chair Yang attended a meeting of the Center’s Board of Directors on Saturday morning, June 15. The Center’s board has approved a \$25,000 sponsorship of the MCW’s Women’s Leadership Conference. It is estimated that the total budget for the conference will be at least \$50,000 and this is a very good start. The sponsorship will be donated to the Maryland WAG Foundation.

D. Status of Women (SWIM) Research Project.....Yang

As reported earlier, DHS has appropriated \$30,000 to hire a research firm to conduct the research and develop a report. It is hoped that the research will begin in September and that a draft report will be ready for the MCW’s review fairly early next year with the goal of publishing the results and releasing the report at the 2020 Women’s Leadership Conference.

F. Liaison Reports

1. Maryland Women’s Heritage Center.....Yang
As reported earlier

2. Maryland Women’s History Museum

Commissioner Cartee has served as the MCW’s liaison to the foundation in Queen Anne’s County that is working to convert an historic home there into a museum of Maryland Women’s History. No regular meetings are required of the liaison – just keeping up to date and reporting to the MCW as progress proceeds.

3. Maryland WAG Foundation – The Fund for Maryland’s Women and Girls...Steward

Several of the Commissioners serve on the WAG Board, including Commissioner Shen who is its president, and Commissioners Henry, Nyman, Steward, Thomas and Yang. WAG will be actively working to develop funds for the August 26 conference, and hopes to initiate a fundraising campaign that will permit donors to honor women important in their lives, with the goal of at least 100 for the 100th anniversary year.

4. MLAW.....Curtin

MLAW is a non-profit coalition of women’s organizations across the state that form an alliance to speak in unison on legislation in the Maryland General Assembly. A conference is held each fall inviting recommendations for bills to include in the next year’s agenda. Member organizations vote later on the priorities and a list of the bills to be supported is developed. The MCW has traditionally held its annual meeting of the county and city CFWs in the state in conjunction with the MLAW conference. MLAW recently held an end-of-session wrap-up meeting to review the 2019 MGA bills that failed, passed, were signed into law and those that were allowed to become law without the Governor’s signature. The session was different this year for many reasons, including the passing of the long-term and much honored Speaker of the House followed by the post-session election of the state’s first ever female Speaker, Delegate Adrienne Jones.

5. Women Moving Forward Conference.....Curtin

This conference is designed to help MCIW residents who are within a year of release prepare for re-entry into family and community. The date of the 2020 WMF Conference has been set for Saturday, April 11. The MCW provided a \$200 sponsorship of the 2019 WMF Conference.

6. **19th Amendment Commemoration Commission.....Bachu and Thomas**
 The legislation establishing this commission provides that two MCW Commissioners serve on that board. They must be appointed to those positions by the Governor. In the build up to the 2020 anniversary year, a number of historic markers have been placed at sites around the state where events related to the women’s suffrage campaign took place.

7. **Women’s Legislative Briefing Planning Meeting.....Colburn**
 The Montgomery County Commission for Women sponsors the annual Women’s Legislative Briefing (WLB) – easily the largest women’s issues conference in the state, regularly attended by 600 – 700. The MCW is a co-sponsor of the event, staffs an exhibit table there and provides commissioners to serve as panelists in the seminars. Next year’s WLB will be on Sunday, January 26, 2020. Meetings are generally held on the first Thursday evening of September, October, November, December and January in White Oak.

8. **National Association of Commissions for Women (NACW).....Vaughan-Prather**
 There is no national Commission for Women. The state, county and city commissions across the country have voluntarily formed a non-profit national association. Vaughan-Prather has served on its board of directors for many years. The national conference will be in Chicago this year July 22 – 25, and Vaughan-Prather will attend. Next year’s conference will be held in Loudon County, VA. The purpose of NACW is to strengthen CFWs and the conferences offer training specifically designed for commissioners. NACW hopes to re-launch its Voices of Women in American initiative at this year’s conference.

9. **Maternal Mortality Review Stakeholders Group.....Costley**
 Commissioner Costley has been nominated and has submitted an application to serve on this board. She is awaiting approval.

10. **UMD SAFE Center.....Costley**
 The Center recently offered an Attorney Training on the issue of human trafficking. MCW helped publicize the event across the state.

V. Formation of Committees/Designation of Chairs and Vice Chairs

The Commission agreed to the following committee membership for FY 2020:

Committees	2019 – 2020 Members
Executive Committee Members	Chair: Yun Jung Yang First Vice Chair: Tawanda Bailey Second Vice Chair: Carole Jaar Sepe Members: Deborah Cartee Tammy Bresnahan Eugenia Henry
Achievements & Recognition Ceremony Maryland Women’s Hall of Fame Women of Tomorrow	Chair: Deborah Cartee Vice Chair: Roberta Pardo Members: Bonnie Luna, Gloria Chang Lauren Lambert, Corinna Shen, April Nyman, Ishrat Memon
Legislation & Public Policy	Chair: Tammy Bresnahan Vice Chair: Maureen Colburn Members: Melissa Curtin, Pat Lambert Brenda McChriston Amanda Costley
2020 Women’s Leadership Conference	Chair: Eugenia Henry Vice Chair: Evelyne Steward Members: All Commissioners
SWIM Project Committee Status of Women in Maryland Research Project	Executive Committee

VI. Organizational Memberships and Sponsorship of Key Events

A list of event sponsorships and memberships approved for FY 19 and a proposed list for FY 20 was presented. Commissioner Pat Lambert moved that the Commission authorize the MCW Chair and Executive Director to have the discretion to spend up to a total of \$500 for additional sponsorships and memberships if necessary during the year. Commissioner Colburn seconded the motion. After considerable discussion, Commissioner Wilson called for a vote. The list on the following page and the \$500 discretionary authorization was approved with 14 in favor, three opposed, and one abstention. It was noted that the MCW has a policy regarding the events and memberships in which it will engage and that this, along the office’s budgetary limitations and oversight requirements will of course guide any such decisions.

The Commission approved the following sponsorships and organizational memberships for FY 2020:

Event/Organization	Date	Includes	FY 2020
MLAW Fall Conference and Roundtable		CFW Roundtable and MLAW Sessions	\$1500
MLAW Membership		Membership	\$125
MCASA Dues		Membership	\$200
Women's Legislative Briefing (Montgomery County CFW)		Community Sponsor and one additional ticket	\$200
MCIW WMF Conference		Sponsorship	\$200
NACW Membership		Membership	\$275
MD Network Against Domestic Violence		Membership	\$200
NACW 2019 Conference Sponsorship		Includes attendance	\$1000
Discretionary			\$500
TOTAL:			\$4200.00

VII. Liaison Designations

The Commission agreed to the following liaison designations for FY 2020:

Organization	2019 - 2020
Maryland Women's Heritage Center	Yun Jung Yang
WAG Foundation	Corinna Shen, April Nyman, Ummu Thomas, Evelyne Steward, Eugenia Henry, Yun Jung Yang, Judith Vaughan-Prather
Maryland Legislative Agenda for Women (MLAW)	Melissa Curtin
2020 Women's Legislative Briefing Planning Committee	Maureen Colburn
2020 Women Moving Forward Conference	Melissa Curtin
Maryland 19th Amendment to Commission	Lee Bachu & Ummu Thomas
Maternal Mortality Review Stakeholders Group	Amanda Costley
National Association of Commissions for Women (NACW)	Judith Vaughan-Prather
Maryland SAFE Center	Amanda Costley
Maryland Women's History Museum	Bonnie Luna

VIII. 2020 Conference Planning

All Commissioners will serve on the 2020 Women’s Leadership Conference planning committee. A number of subcommittees were formed with the following designations:

Subcommittees for 2020 Planning Committees	Coordinator	Members
Facility/Logistics	Yun Jung Yang	Evelyne Steward Eugenia Henry
Publicity/Creative Design/Branding	Evelyne Steward	Roberta Pardo
Seminars/Speakers		Tamara Wilson Brenda McChriston
Girls Leadership Training Track	Lauren Lambert	
Community Partnerships	Patricia Lambert	
Reception Planning	Roberta Pardo	Ishrat Memon
Registration	Ishrat Memon	Gloria Chang
Hospitality (Greeters, guides, hosts, etc.)	Bonnie Luna	Gloria Chang Ummu Thomas Tammy Bresnahan

MCW Chair Yun Jung Yang asked all Commissioners to review the proposal for the 2020 conference and to let her know if they are willing to meet over the summer. Her hope is to have a solid plan for each aspect of the conference in place before the MCW’s September meeting.

IX. Adjournment

The meeting was adjourned at 6:45 p.m. Chair Yang wished all the commissioners a happy, healthy and restful summer that will include meetings of the 2020 conference planning committee and its subcommittees. The MCW does not meet as a whole again until Thursday, September 19, in Annapolis.

Respectfully submitted

Judith Vaughan-Prather, Executive Director
Maryland Commission for Women

APPROVED: September 19, 2019