

Maryland Commission for Women

Meeting Minutes

Thursday, October 20, 2022

5 p.m.

Virtual Meeting

Commissioners Attending:

Tawanda Bailey, Chair
Andrea Bottner
Essita Duncan
Beth Anne Dorman (Langrell)
Judith Emmel
Kristi S. Halford
Kathryn M. Fiddler
Kaprece James
Lauren M. Lambert
Patricia McHugh Lambert
Christine Lee
Brenda J. McChriston
Jenny Peña Dias
Carole Jaar Sepe
Evelyne S. Steward
Lenita Walker

Tamara E. Wilson
Yun Jung Yang
Monica Watkins

Commissioners Absent:

Tammy Bresnahan
Deborah Cartee
Eugenia B. Henry
Maria Menucci
Roberta Pardo, Second Vice Chair
Maxine Griffin Somerville, First Vice Chair

Staff Attending:

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

I. Call to Order.....Chair Bailey

A quorum having been established; the meeting was called to order at 5:02 p.m.

A. Approval of Agenda

Chair Bailey welcomed the commissioners. She called for approval of the agenda for tonight's meeting. Commissioner Yang moved approval of the agenda as proposed. Commissioner Duncan seconded the motion which passed unanimously.

B. Approval of Minutes of the September 15, 2022 MCW Meeting

The Chair called for any amendments to the minutes of the September MCW meeting. Commissioner Halford moved approval of the minutes. Commissioner Walker seconded the motion which passed with one abstention.

II. Executive Committee Report..... Chair Bailey

A. Meeting Inspiration

Chair Bailey called the Commissioners’ attention to the quote at the top of the agenda, from Maya Angelou: *“Stepping onto a brand-new path is difficult, but not more difficult than remaining in a situation that is not nurturing to the whole woman.”* She said she hoped that wisdom would serve as inspiration for this evening’s meeting.

B. Pregnant Incarcerated Women

Multiple news media reported a pregnant woman incarcerated at the Washington County Detention Center who was forced to give birth alone, on the floor of her cell, despite her repeated and frantic calls for help. In response, the Commission has written to the president of the Caucus of Maryland Women Legislators, with a copy to the Speaker of the House of Delegates, urging them to introduce legislation in the upcoming session of the Maryland General Assembly that would address the needs of pregnant incarcerated women – wherever they are imprisoned in our state – and that will require that all pregnant women receive a medical evaluation immediately upon entering custody and regular appropriate health care for as long as they remain in the custody of the state or any jurisdiction within the state.

C. Women’s Bureau Regional Conference

The Women's Bureau is an agency of the U.S. Department of Labor. It was instrumental in the establishment of CFWs during the 1960's and 1970's. In fact, President Kennedy established a President's Commission on the Status of Women in the U.S. in 1961, with Eleanor Roosevelt as the Chair and Esther Peterson (the DOL Women's Bureau Director) as Vice Chair. That Commission issued its report in 1963 which, among other things, recommended the establishment of CFWs in every state in the U.S. The Women's Bureau has long been a supporter of CFWs and is now apparently renewing its commitment to that support. The WB is planning to organize regional meetings for CFWs around the country. Maryland is included in Region 2, along with Delaware, Virginia, West Virginia, D.C., Pennsylvania, Ohio and Kentucky.

The first meeting for Region 2 CFWs will be virtual and is scheduled for November 1. Chair Bailey was invited to make a presentation about the MCWs work. All members of all the CFWs in the eight-state region will be invited to the meeting. All MCW commissioners are encouraged to attend.

D. November MCW Meeting

The ACT Committee recommended that the entire MCW participate in Diversity and Inclusion training, and the Maryland Commission on Civil Rights has agreed to provide that training at the MCW’s November meeting. The meeting will be held in-person in Annapolis at the Attman-Glazer Building at 45 Calvert Street. It will be important that all commissioners attend.

III. Unfinished Business

A. DOL Women’s Bureau Equity in Focus Conference.....Yang

Commissioners Bresnahan and Yang, along with Executive Director Vaughan-Prather represented the MCW at the September 22 conference sponsored by the Women’s Bureau. The conference was held at the Department of Labor on Capitol Hill and featured speakers on women in non-traditional careers, including apprenticeships, union participation and training. Chair Bailey thanked Commissioners Bresnahan and Yang for representing the MCW.

IV. New Business

- A. Workplace Sexual Harassment Training..... Lee**
Commissioner Lee suggested that Maryland might want to model what several other states have done by enacting legislation that would require that all employers in the state provide training on the prevention of and appropriate response to sexual harassment in the workplace. Her research on this issue will be forwarded to the MCW’s PAL Committee to consider as it develops its legislative agenda for the 2023 Maryland General Assembly.

V. Committee Reports

- A. Advocacy and Collaboration Taskforce (ACT)..... Wilson**
The ACT Committee has taken several steps towards the implementation of its recommendations approved at last month’s MCW meeting:
- The Diversity and Inclusion Training for the MCW has been scheduled.
 - The letter to the Women’s Caucus transmitting the recommendations of the SWiM report on Women and the Pandemic has been sent.
 - Collaboration with and support for CFWs in the state has included a consultation with the Wicomico County CFW (more on this later), and will include encouraging the establishment of CFWs in the seven remaining counties in the state that do not yet have one.
 - Baltimore City is hoping to develop some staff support for its CFW and continues working toward the appointment of its new commissioners.

Commissioner P. Lambert suggested that the MCW ask the CFWs around the state what they hope the MCW might provide that would be of assistance to them.

- B. Policy and Legislation (PAL) Committee..... Halford**
The PAL Committee has met twice and wrote the two letters to the Women’s Caucus, one regarding pregnant incarcerated women and one transmitting the recommendations from the Women and the Pandemic research. Commissioner Halford also encouraged the MLAW leadership to consider those recommendations as it develops its legislative agenda for the year. MLAW encouraged the MCW to provide copies of the Women and the Pandemic report to the attendees at its Fall Conference this year.

- 1. MLAW Fall Conference.....Dorman**
The Conference, Shift to the States: Women Lead in Maryland, is scheduled for November 12 at 9 a.m. in Silver Spring. The MCW is a Platinum Sponsor of the conference and will send six MCW commissioners. In addition, the MCW has invited each of the county/city CFWs to send two of their commissioners to the conference as guests of the MCW.
- 2. 2023 Women’s Legislative Briefing.....McChriston**
The Women’s Legislative Briefing, sponsored primarily by the Montgomery County Commission for Women, is scheduled for January 29, 2023 and will be held virtually again this year. The theme will be “Empowered Women Protect Democracy.” A networking session for the Chairs of the sponsoring community organizations will be held in-person.

- C. Achievement and Recognition (ARC) Committee.....L. Lambert**
It is hoped that the Hall of Fame Induction and Young Women Leaders Awards Ceremony will be held, in-person, on March 16, 2023. The Committee is actively seeking a new venue for the event in the Annapolis area. The Call for Nominations was first issued on October 3 with a closing date of November 4. The ACT Committee will meet again on October 25 at 6 p.m. All commissioners are welcome to attend.

VI. Liaison Reports

- A. The Foundation for the Maryland Commission for Women..... Henry**
No report.

- B. Maryland Women’s Heritage Center..... Bailey**
MCW Chair Bailey attended Heritage Center Board’s strategic planning meeting last month where she presented a briefing on the MCW’s work. The meeting focused on developing strategies to further its mission and develop resources.

- C. Women Moving Forward (WMF) Conference.....Bottner & McChriston**
The conference was held in the Maryland Correctional Institute for Women on Saturday, October 1. Although illness prevented Commissioner McChriston from attending, she reported that 125 MCIW residents participated in the conference, where much excellent information was presented along with help preparing to re-enter the workforce and the community. Employers offered individual consultation discussing how to explain the period of incarceration in a job interview. The steering committee is already discussing plans for next year’s event.

- D. Maternal Mortality Review Stakeholders Group.....Peña Dias**
The Group met recently and reviewed 30 cases of maternal mortality in the state. African American and Hispanic women are over-represented among the victims, as are residents of Baltimore City. These trends are similar to those of recent years. The board developed a list of recommendations that include:
- Support policies and programs to expand access to essential medications and durable medical equipment, such as home blood pressure monitoring cuffs, during and after pregnancy
 - Investigate strategies to better coordinate connections between eligible individuals and the Maryland health exchange
 - Expand programs that reduce transportation as a barrier to prenatal and postpartum care, including the utilization of transportation subsidies, increased telemedicine capacity, and mobile clinics

The Group is looking for volunteers who could help gather and evaluate data.

- E. Maryland Women’s History Museum..... Emmel**
No report.

- F. UMD SAFE Center..... Somerville**
No report.

- G. Maryland 250 Commission..... Emmel**
The Commission is developing a website and a fund-raising entity to support its plans for commemoration of the state’s 250th anniversary in 2026.

H. NACW..... Sommerville
No report.

VII. Staff Report.....Vaughan-Prather

A. Wicomico County CFW

The MCW Executive Director met with members of the Wicomico County CFW in Salisbury on October 11 to discuss effective structure for the work of CFWs, and possible strategies for addressing the needs of women in that county.

B. More Staffing/Leadership Transitions

At the last meeting, it was reported that the executive director’s liaison to the DHS Secretary had suffered a long illness and passed away. During that time, the director reported to the Deputy Secretary for Programs. She left DHS on September 13, and the Director of Governmental Affairs became the liaison for MCW to the Secretary’s Office. We just learned this afternoon that she is leaving, effective today. The MCW will work with the Assistant Director for Governmental Affairs when necessary.

VIII. Announcements

A. Executive Committee Meeting: Thursday, November 10, 2022 @ 4:30 p.m.

B. MCW Meeting: Thursday, November 17, 2022 @ 5:00 p.m. (In-Person)

C. Nice News!

Commissioner Beth Anne Langrell got married earlier this month! Her new name will be Beth Anne Dorman. The Commissioners extended their warmest congratulations and best wishes.

D. Breast Cancer Awareness Month

Commissioner P. Lambert reminded the commissioners that October is Breast Cancer Awareness Month and encouraged all commissioner to have their regular mammograms – it saver her life! She also suggested that commissioners encourage all the women in their lives to be sure to have regular mammograms.

IX. Adjournment

No further business being brought before the Commission, the meeting was adjourned at 6:05 p.m. Chair Bailey thanked all the commissioners for their attendance at this meeting and all their hard work between meetings.

Respectfully Submitted: November 11, 2022

By: Judith Vaughan-Prather, Executive Director

Approved: November 17, 2022