

# Montgomery County Commission for Women

Rockville Memorial Library Building

21 Maryland Avenue, Suite 330

## Summary of Discussion

Wednesday, March 18, 2015

7:00 p.m.

*Meeting Host: Karmen Rouland*

### Attending:

Linda Amendt  
Debra Bright Harris, President  
Daphnee Cherubin  
Lorna Forde  
Beatrice Lauman  
Guilia McPherson  
Barbara Mintz  
Farah Nageer-Kanthor  
Safia Qadri  
Heather Reichardt  
Karmen Rouland

### Not Attending:

Natalia Farrar  
Katie Smith  
Angela Whitehead Quigley

### Staff:

Sharon Morris

#### **7:00 I. CALL TO ORDER..... President Bright Harris**

- A. The meeting was called to order at 7:15pm. Commissioner Forde moved to approve the agenda with adjustments to the items to discuss. Commissioner McPherson seconded the motion. Motion was unanimously approved. The motion to approve the January meeting minutes with the addition of who attended was made by Commissioner Mintz and seconded by Commissioner Cherubin. Motion unanimously carried.

#### **7:15 II. EXECUTIVE COMMITTEE REPORT..... President Bright Harris**

- A. Executive Director Position Update
- a. President Bright Harris along with three members of the County Executive's staff participated in the first round of interviews of four candidates. Two candidates were identified for a round of second interviews which took place, and an offer was made. There is no status on whether or not the offer was accepted. The new Executive Director would start in April.
  - b. President Bright Harris requested that Ms. Morris stay with the Commission to help with the transition work of the new Executive Director. Ms. Morris is scheduled to be with the Commission through May.
- B. Meeting w/ Council staff
- a. On January 28, 2015, President Bright Harris and Commissioners Forde and Reichardt met with Councilwoman Navarro's office. Unfortunately, Councilwoman Navarro was unable to attend. The Commissioners did not know what to expect or prepare for. The topic was to find out how they (Councilwoman Navarro's office) could support the Commission and what the Commission's needs are. There was a lengthy discussion about the counseling services that the Commission used to provide and how they could be provided in other areas. There was also a discussion about the gap that is missing

from the commission and how that money could be used on something else—possibly adjusting the budget request to include another staff person. It was a helpful meeting with good ideas.

C. Annual Meeting with the County Executive

A. The County Executive individually met with each board, committee, and commission. President Bright Harris and Commissioners Forde, Mintz, and Rouland asked the County Executive to consider using the counseling funds to support an administrative position. Commissioner Forde said that he did address the issue and seemed OK with the request although she thought it wasn't clear whether or not he thought that the Commission was asking for additional funds to support this. The Budget goes through on June 30, and the Commission is expecting to receive a similar budget amount for FY2015-16. The Commission could still offer counseling services—the county's services are sliding scale and the Commission's services were free. The Commissioners will discuss strategy with the new Executive Director to make a plan and collaborate with the county. Possibly put a county counselor in the commission offices for safety. We will need to collect data on the clients and the multi-cultural services that were given—all female staff that spoke in many languages.

D. New Commissioner Recruitment:

- a. Commissioners Forde, Lauman, Mintz, Rouland, and Smith's terms are ending at the end of June. They are all eligible to apply for a second term.
- b. Commissioner Martinez's position is vacant with one year left on his term.
- c. More details on applying for reappointment will be forthcoming. Typically, a letter asking for reappointment is written to the County Executive. If you are endorsed by an organization, a letter of endorsement of your appointment must also be included. Please make sure that Ms. Morris gets a copy of the letter to the County Executive. Those who are eligible to renew need to meet the deadline as there are no exceptions.
- d. Commissioner Nageer-Kanthor suggested that perhaps one commissioner be a teenager—18-19 years old. The nominating committee is able to select a younger member or a male candidate.

E. Maryland Human Rights Day is March 20, 2015.

F. The WE3 Conference is being held September 18-19, 2015. Commissioner Amendt will contact Jennifer Jones-Peoples from the PG CFW and ask if anyone from the MC CFW can participate in the planning committee meetings. At least a few MC CFW Commissioners typically attend the conference.

G. Women's Conference: Women Working for Social Justice is taking place at the Maryland Women's Heritage Center in Baltimore on Sunday, Mar 22 from 12:30pm – 5:15pm. Commissioner Forde is on one panel with other CFWs from around the area.

**7:30 III. STAFF REPORT..... Morris**

- A. Update on WLB—for this year's annual event, over \$30,000 was raised through sponsorships and the sale of tickets, and a similar amount was spent on the Briefing. Approximately \$750 was raised through *I Can Do More!* donations and \$610 from 35<sup>th</sup> anniversary tickets for the CFW STEM Scholarship. Seven hundred people attended this year's WLB. Evaluations were overwhelmingly positive!
- B. Commissioner Amendt and Ms. Morris put up the display in the library's lobby display case. The display case has already been reserved for March 2016, but only one half of the case was available.
- C. The CFW website has been updated and includes the 2015 WLB program, Networking Directory, and photos from the WLB. The Women's History Archives has also been updated to include this year's inductees—Senator Susan Lee and Judith Vaughan-Prather.

- D. Five commissioners have terms up at the end of June. As soon as the vacancies and application details are available, Ms. Morris will forward to the five commissioners.
- E. Reminder: per the county by laws, all boards, committees, and commissions have a county attendance requirement. If you fail to attend three consecutive meetings, you have effectively resigned from the commission. This applies to any 12 month period.

**7:40 IV. COMMITTEE REPORTS**

- A. Policy and Legislation.....**Rouland**
  - a. We have been active in testifying at the Maryland General Assembly. There are a lot of bills focusing on women’s issues. Commissioners have attended events, testified and written letters for the earned sick leave and pay equity bills. Commissioner Rouland went to a hearing last week for equal work for equal pay. The law is already on the books, but the new bill is stronger if you are discriminated against and contains more protections and stringent repercussions.
  - b. MLAW – we support their bills and following their agenda
  - c. Healthy Working Families press conference in Annapolis
  - d. At the County level: Commissioner Cherubin testified in support of the pay equity and earned sick and safe leave bills. Commissioner Mintz testified in support of the human trafficking bill which includes licensure for acupuncture and bodyworks places of businesses.
  - e. Fair scheduling bill – support by sending a letter
  - f. There is one month left in the session.
  - g. Commissioners Rouland, Cherubin, and Mintz have been working very hard on the issues!
  - h. Councilmember Navarro is trying to establish a children’s trust fund to support children in poverty and low income in the county. Miami-Dade, San Francisco, and Los Angeles have a “Children’s Trust Fund” that provides resources for children and youth programming.
- B. CFW Scholarship.....**Lauman**
  - a. The CFW STEM Scholarship is in process – there is still some bureaucracy to work through. Montgomery College cannot accept gift funding from a government entity. There was a discussion on how to deal with this—maybe put a disclaimer on the county check that these funds have come from individual donations. President Bright Harris has been in contact with county and Montgomery College...more updates to come.
- C. WLB.....**Forde/Smith**
  - a. The wrap up meeting was held on February 19. The feedback was overwhelmingly positive; negative was administrative. Kudos to the CFW--all Commissioners pitched in and helped. We could not have done it without all the help of Ms. Morris, our administrative support. All committees reported out. There were 36 girls in the Teen Track. Overall very successful. Have not received any negative comments from other organizations. A lot of positive press. Feedback from speakers was very good as well. On Teen Track, speakers wanted to keep in touch with the students; need to keep track of student attendees. Somehow keep girls engaged throughout the year; Commissioner Cherubin suggested tracking the impact – bring girls back together a few times to keep momentum going. There were 700 in attendance. Thank you to the County Executive’s office for responding to the issue of not having the proper support for the WLB. The early morning team went above and beyond.
- D. Women’s History Month.....**Amendt**
  - a. The committee put together the display for the library. This year, there did not seem to be as much time and everything was done through email. We were able to provide a great display for the month. Thank you to the committee for the hard work of making a wonderful display for the community.

**8:00 V. LIAISON REPORTS**

- A. MLAW.....**Cherubin**
  - a. Delegate Kelly’s office: FMLA bill passed out of the subcommittee
- B. Campaign for Paid Sick Days.....**Cherubin**
  - a. Commissioner Cherubin will forward email from Melissa Broome; big hurdle still is leadership
- C. Human Trafficking Task Force.....**Mintz**
  - a. The hearing for the bodyworks bill (Bill 9-15) was yesterday. Testimony included Commissioner Mintz, Montgomery County police, Gaithersburg city executive, MC NOW, and a representative from the Catholic Church. Commissioner Mintz was interviewed for an article for *Bethesda Magazine*. Thank you to Commissioner Mintz for continuing her service with the commission and the task force.
- D. Teen Dating & Violence Taskforce .....**Qadri**
  - a. A lot of media was interested in the March 8, Choose Respect Conference.
- E. Domestic Violence Task Force.....**Mintz**
  - a. See D above; trying to organize to get a building for supervised visitation
- F. Maryland Commission for Women.....**Forde**
  - a. The Women’s Hall of Fame Induction Ceremony will be held this Thursday in Annapolis. The reception is at 5:30pm followed by the induction ceremony at 7:00-8:30pm. Last year, the Commission recommended Henrietta Lacks.
  - b. Women of Tomorrow Awards targets youth. Maryland Commission is soliciting nominations of young women in 7<sup>th</sup> – 12<sup>th</sup> grade. There are three categories with awards. The deadline has been extended to the end of June. The MD Commission website is updated.

**8:20 VI. UNFINISHED BUSINESS.....**

- A. Equal Pay Day, April 14.....
  - a. Unhappy Hour coordinated by MC NOW will be held on April 14 from 6-8pm at Matchbox in Rockville (1699 Rockville Pike). Wear red to symbolize how far women and minorities are “in the red” with their pay.
- B. Should develop a general information brochure for the MCCFW - table for April meeting. ..

**8:30 VII. NEW BUSINESS.....**

- A. Intent to run for president – if you would like to run for president, you have to submit notification by May 14. The election will take place at the June 11 Commission meeting. President Bright Harris is running again to help with transition of the new Executive Director.

**8:40 VIII. ANNOUNCEMENTS.....**

- A. The Montgomery College Women and Gender Studies Annual Scholarship Breakfast will be held Thursday, March 26 at 8:00am. This organization has endorsed President Bright Harris and Commissioner Cherubin. We hope others will attend.
- B. Acknowledgements: Life Happens!
  - a. Commissioner Forde lost her father in January
  - b. Commissioner Rouland had a baby boy in January!
  - c. Commissioner Mintz – we care!
- C. On March 24, Councilwomen Floreen will be presenting the CFW with a proclamation for Women’s History Month. Commissioner Reichardt will accept the proclamation on behalf of the CFW.

**8:45 IX. ADJOURNMENT..... President Bright Harris**

8:59pm

**Next meeting – review some of the evaluation comments from the surveys from the WLB...**