

SENATE SELECT COMMITTEE ON
WOMEN AND INEQUALITY



**The Senate Labor and Industrial Relations Committee,
the Legislative Women's Caucus, and
the California Commission on the Status of Women and Girls
jointly present:**

**Implicit Bias and its Impact on Women in the Workforce:
Wage Inequality**

April 21, 2017 - 10 a.m. to 1 p.m.

Rose Hills Auditorium, Mount St. Mary's University, Doheny Campus, Los Angeles, CA 90007

Panel 1: Implicit Bias and Gender Wage Inequality

Melissa V Abad, PhD



Doctor Melissa Abad focuses on the challenges people face in creating careers in the 21st century. She uses an intersectional lens to examine the career trajectories of people of color. She's excited to bring her expertise to the experience of professionals in Silicon Valley and to be part of the Clayman Institute of Gender Research team dedicated to using research to promote gender equality.

Dr. Abad joins the Clayman Institute of Gender Research after completing her PhD in sociology at the University of Illinois at Chicago, where she completed a study on the suburban immigrant nonprofit sector. Through four years of onsite and in-person research, Abad's research unpacked the relationship between the feminization of work in nonprofits and the challenges Latino advocates faced in negotiating their civic and professional responsibilities. From this, she was able to explain how the network of nonprofit staff and local elite attempted to create a welcoming community for Latino immigrants who settled in these communities. Abad is deliberate in comparing the experiences of not only Latinas to white women, but also in comparing their status in the nonprofit sector to the men who form part of the immigrant service sector.

Caroline Simard, PhD



Doctor Caroline Simard is passionate about building better workplaces for women through evidence-based solutions. As Research Director, Dr. Simard is responsible for leading research designed to build more effective and inclusive organizations. Previously, she was Associate Director of Diversity and Leadership at the Stanford School of Medicine, where she implemented innovative models for increasing work-life integration to increase faculty satisfaction and retention.

Prior to joining Stanford University, Caroline was Vice President of Research and Executive Programs at the Anita Borg Institute (ABI) for Women and Technology, where she led the creation and dissemination of research-

based solutions to further gender diversity in scientific and technical careers, working with leading technology companies and academic institutions. She drove ABI's first collaborative research project with the Clayman Institute, "Climbing the Technical Ladder," receiving global media attention. Prior to ABI, Simard was a Researcher at the Center for Social Innovation of the Stanford Graduate School of Business and an Associate Director of Executive Programs.

Caroline holds a PhD from Stanford University and a Masters from Rutgers University. Her publications have focused on solutions to recruit, retain, and advance women in technology, underrepresented minority talent in STEM, the diffusion of best practices, open innovation, and social networks.

Panel 2: What Can Be Done About Implicit Bias and the Gender Wage Inequality

Randi B. Wolfe, Ph.D



Randi B. Wolfe, Ph.D., has worked in early care and education (ECE) for more than 35 years. She has been a preschool teacher, child care center director, family support center director and university professor.

Since moving to Los Angeles in 2007, her work has focused on ECE workforce development and policy efforts. As Director of Workforce Development at Los Angeles Universal Preschool, she created and launched the *Early Care and Education Workforce Initiative*, awarding grants to collaborations of community colleges, universities and feeder high schools, aimed at removing barriers and creating pathways

to ECE careers. She also built the *LA County ECE Workforce Consortium* and secured \$37 million in funding to support its implementation and long-term sustainability.

As an independent consultant, Randi has conducted research and written extensively on ECE workforce development and policy efforts in LA County, across California and nationally. Currently, she is working with SEIU to establish several ECE apprenticeship models that provide an on-ramp to the ECE field and ongoing means of on-the-job training coupled with coaching and college coursework. To date, the highly successful pilot projects have received nearly \$4 million in funding.

Randi has an Ed.M. in Instructional Leadership from the University of Illinois, and a Ph.D. in Human Development and Social Policy from Northwestern University. She was a Visiting Professor at California Polytechnic University, Pomona, from 2015-2016, and an Associate Professor at Northern Illinois University from 1997-2006.

Victoria Pynchon, Esq.



Victoria Pynchon co-founded *She Negotiates Consulting and Training* in 2010, four years after earning her legal masters degree at the Straus Institute for Dispute Resolution at the Pepperdine University School of Law.

Victoria's focus is now on closing the wage and income gap for women; to that end, she has been training lawyers and business people of both genders in mutual benefit negotiation strategies since 2005.

Victoria earned her J.D. from the Martin Luther King, Jr. School of Law at U.C. Davis in 1980 and practiced as a commercial litigator for twenty-five years. She is the author of two books, *The Grownups ABC's of Conflict Resolution* and *Success as a Mediator for Dummies*.

Nancy Kirshner-Rodriguez



Nancy Kirshner-Rodriguez is the Executive Director of the California Commission on the Status of Women and Girls. The 17 member Commission (CCSWG), established in state statute in 1965 focuses on identifying and eliminating inequities that affect California's now more than 19 million women and girls.

Nancy previously held senior roles in federal and local government including almost eight years in the Clinton Administration at the US Department of Labor and the US Department of Housing and Urban Development (HUD) in

Washington. She has also served as Director of Government Relations for the City and County of San Francisco. Kirshner-Rodriguez served six years as a member of San Francisco Commission on the Status of Women where she worked to create the internationally recognized Cities for CEDAW Campaign and championed local initiatives to reduce domestic violence and human trafficking; improve gender equality and advance girls' services. She is the National Board Treasurer of Emerge America and on the SF Bay Area Jewish Community Relations Council.

Nancy graduated from Mount Holyoke College with a Bachelor of Arts degree in Political science. She received the Alumnae Medal of Honor in 2005 for her years of service to the college.

Nancy and her spouse Sam Rodriguez proudly parent Kira Sonoma Rodriguez, an inquisitive 12 year old.