



**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: Occupational Segregation

November 14, 2017 Informational Hearing

Panelist Biographies

Panel 1: The History and Status of Gender Occupational Segregation and Relevant Legal Boundaries

Jessica Stender - Senior Staff Attorney, Equal Rights Advocates



Jessica Stender joined Equal Rights Advocates (ERA) in September 2015. As Senior Staff Attorney and Policy Counsel, Jessica is responsible for leading ERA's Women at Work Initiative by supporting and developing ERA's litigation and other gender justice-related advocacy work, with a focus on employment-related cases, projects, and policy advocacy. Jessica coordinates the Stronger California Advocates Network, a statewide network of organizations promoting policy reform to improve the economic strength of women and families in California. She serves as Vice Chair of the Women's Rights Committee of the American Bar Association Section on Civil Rights and Social Justice, Co-Chair of the Policy Committee of the National Taskforce on Tradeswomen Issues, and is a member of the Policy Committee of the national Equal Pay Today! campaign.

Prior to joining ERA, Jessica served as Legal Director of Centro de los Derechos del Migrante, Inc. (Center for Migrants Rights), a transnational migrant workers' rights organization based in Mexico. There, Jessica advocated on behalf of low-wage migrant workers in U.S. courts and before U.S. government agencies and worked with advocates in the U.S. to facilitate representation of migrant worker clients in Mexico.

Prior to joining CDM, Jessica was a Civil Rights Fellow at the public interest class action firm Goldstein, Borgen, Dardarian & Ho, where she represented workers in civil rights and employment class action cases. Jessica graduated from U.C. Berkeley School of Law in 2009, where she served as Senior Executive Editor of the Berkeley Journal of Employment and Labor Law, Co-Chair of the Student Liaison Committee for Faculty Appointments and Co-Chair of the Boalt Hall Chapter of the National Lawyers Guild. Before law school, Jessica worked as a paralegal at Friends of Farmworkers in Philadelphia, providing legal assistance to migrant farmworkers throughout Pennsylvania.

Eileen Boris, Ph.D. – Hull Professor and Distinguished Professor, Feminist Studies, UC Santa Barbara



Dr. Eileen Boris is a renowned author, grassroots activist and professor who combines scholarship with activism to analyze and address a variety of issues relating to social justice, gender, race, and the labor force.

Prior to teaching at UC Santa Barbara, Eileen was a professor at Howard University for 14 years. Since 2001, Eileen has been a Feminist Studies professor at UC Santa Barbara and holds the distinguished, Hull Chair. The Hull Chair is an endowed chair that supports the teaching and research activities of a distinguished interdisciplinary scholar who is working to advance the understanding of women, gender, and social justice.

As an interdisciplinary historian and labor feminist, Eileen writes on the home as a workplace - domestic, industrial, care, and mother workers - and on racialized gender and the state. Her books include the prize-winning monographs *Home to Work: Motherhood and the Politics of Industrial Homework in the United States*; *Caring for America: Home Health Workers in the Shadow of the Welfare State* (co-authored with Jennifer Klein); and *Intimate Labors: Cultures, Technologies, and the Politics of Care* (co-edited with Rhacel Parreñas). *Caring for America* became the basis for an amicus brief to the Supreme Court filed in support of the state of Illinois and SEIU in *Harris v. Quinn* (2013). Eileen also submitted an amicus brief in support of home care workers and the end of the companionship rule filed by the ACLU in *HCAA vs. Weil* (2015).

Eileen's public writings have appeared in *The New York Times*, *The American Prospect*, *Time*, *the Nation*, *Al-Jazeera America*, *Huffington Post*, *New Labor Forum*, *Salon*, *Dissent*, and *Labor Notes*.

Eileen was the principal investigator for "Working at Living: The Social Relations of Precarity" and for "Enforcement Strategies for Empowerment: Models for the California Domestic Worker Bill of Rights" and currently is leading a team comparing the experiences of unionized home care workers with household workers in domestic worker organizations. Eileen served on the Executive Board of CAUSE for a decade.

Julian Gross - James O. Gibson Innovation Fellow, PolicyLink



Julian Gross has extensive experience in community economic development, having represented community-based organizations and public entities in negotiation of community benefits agreements and a wide range of equitable development strategies.

Julian has an extensive background in Minority- and Women-Owned Businesses (MWBE) matters, having drafted numerous contracting policies relating to MWBEs and small and local businesses. He has also represented numerous clients in legal challenges to Proposition 209 and other litigation regarding race and gender discrimination in public contracting programs. He has drafted local hiring and contracting policies, negotiated project labor

agreements that advance equity goals, and helped design and implement numerous other innovative approaches to capturing economic value for low-income communities.

Julian graduated from UC Berkeley School of Law, and served as a Skadden Fellow upon graduation. In his spare time, he plays guitar in swing bands in Oakland and San Francisco.

Panel 2: Obstacles and Opportunities to Gender Occupational Equity

Daniel Rounds - Research, Policy, and Legislative Director, California Workforce Development Board



Daniel Rounds has served as the Research, Policy, and Legislative Director for the California Workforce Development Board since January 2015. Prior to that he was a Senior Policy Analyst for Senator Hannah Beth Jackson, and a Principal Consultant for the Senate Office of Research where he provided policy research and crafted legislation on labor and workforce matters for members of the Senate from 2009 to 2014.

Prior to working for the State Senate he was the Research Director for SEIU Local 1000. He has MAs in Sociology and Political Science from University of California Los Angeles where he studied Economic and Political Sociology.

Jodi Pincus – President, Rising Sun Energy Center



Jodi Pincus joined Rising Sun Energy Center in 2006. She is a leading expert on the green economy, youth employment frameworks, and workforce development. Under her leadership, Rising Sun Energy Center has developed innovative green training and employment models that are held as exemplars in both the national and international community. Jodi has participated in several policy groups, conferences, and task forces, and has been featured in the media, where she has shared her expertise on how environmental investments can create green jobs for disadvantaged communities while improving environmental quality for everyone.

Jodi is a thought leader and administrator with over 14 years of experience. She specializes in managing staff and programs using consensus building and conflict resolution, developing curricula, evaluating and analyzing outcomes, change management, and researching program methodology and effectiveness.

Born in South Africa and a former resident of Australia, Israel, and Mexico, Jodi considers herself a global citizen. She has committed much of her life to social justice and sustainability, and is dedicated to solving issues of social inequality and environmental degradation through innovative, proactive approaches. Jodi is a UC Berkeley graduate in Peace and Conflict Studies and holds an MBA from the Presidio Graduate School in Sustainable Management.

Aida Cardenas - Executive Director, Building Skills Partnership



Aida Cardenas is the Executive director of Building Skills Partnership (BSP). Aida leads a unique training collaboration between the janitors' union (Service Employees International Union-United Service Workers West or SEIU-USWW), responsible businesses, and the community to advance the skills and opportunities of low-wage building service workers across California.

Aida is herself a daughter of Mexican immigrant service workers. She graduated from UCLA in 1996 with a B.A. in history and has over 16 years of experience coordinating and directing educational, leadership, and organizing initiatives with janitors and other low-wage service workers. As an organizer and eventually the southern California staff director for SEIU-USWW, Aida led organizing campaigns and contract negotiations. Aida's leadership was crucial in bringing together representatives from several organizations, including industry employers and building owners, to expand a statewide training collaborative and create the BSP statewide non-profit.

Aida was appointed to the Workforce Investment Boards of both the city and county of Los Angeles, and is part of the Council for Immigrant Integration. She has been recognized for her efforts and received the 2013 Leadership Award from the James Irvine Foundation.

Meg Vasey - Executive Director, Tradeswomen Inc.



Meg Vasey has been the Executive Director of Tradeswomen, Inc. since 2009. Meg, an apprenticeship graduate and construction electrician for 38 years, is a member of the International Brotherhood of Electrical Workers (IBEW) Local Union 302 in Martinez, CA and represents Local 302's members as a retirement plan trustee. In 1998, Meg enrolled in UC Berkeley's Boalt Hall School of Law, passing the State Bar in 2001.

Subsequently, Meg worked with the Port of Oakland to implement its newly adopted Project Labor Agreement. She coordinated dynamic coalitions of local contractors, community groups, construction trade unions and agency staff to increase the participation of local residents and to promote sustainable job opportunities in the construction industry. As Executive Director of Tradeswomen, Inc. Meg has revitalized the organization's programs through increased staff, budget and strategic partnerships. Tradeswomen Inc. has grown to offer direct services, technical assistance and policy support for working women as well as unions, employers and advocates.

As a woman who believes that supporting blue-collar pathways into the middle class for California women and one who fed her family working with the tools, Meg remains committed to furthering women's opportunities in apprenticeship and in the trades.

Emily Lo – Captain, City of Davis Fire Department; Co-Chair, Women's Commission to Recruit Women for the Fire Service



Emily Lo has been with the City of Davis Fire Department since 1991 where she serves as Fire Captain, a position she has held since 2002. Before that, she was a firefighter for the City of Fairfield from 1990 to 1991.

Emily has served as the Treasurer of Davis Firefighters Union Local 3494 for 18 years. She is also a Candidate Physical Ability Test proctor at the California Firefighter Joint Apprenticeship Committee's (Cal-JAC) Firefighter Candidate Testing Centers, where she mentors candidates seeking a career in the fire service.

Emily was appointed to the Cal-JAC's Commission to Recruit Women for the Fire Service in 2005 and serves as its co-chair. The commission is dedicated to recruitment and retention of women seeking a career in the fire service.

Panel 3: Solutions to Gender Occupational Disparities

Lynn Shaw PhD, Visiting Dean of Sector Strategies California Community College Chancellor's Office; Electrical Technology Professor, Long Beach City College



Dr. Lynn Shaw is the Visiting Dean of Sector Strategies for the California Community Colleges and is an Electrical Technology Professor at Long Beach City College. Lynn has a Ph.D. in Educational Policy from Claremont University and San Diego State. She has worked as a miner, steelworker, longshore worker and journey-level electrician. She is often a featured speaker on the topics of career education, women in nontraditional careers, unions and apprenticeship.

In the 1980's when Lynn was frustrated with being the only woman on construction job sites she founded Women In Non Traditional Employment Roles (WINTER), a non-profit organization. WINTER began simply, as an informal support network for women working in the skilled trades and others who wanted these high paying careers. WINTER now has a national reputation and educates and trains over a thousand women every year, preparing them for non-traditional careers.

Jacob Knapp - Deputy Counsel, California Community Colleges Chancellor's Office



Jacob Knapp serves as Deputy Counsel for the California Community Colleges Chancellor's Office. Prior to joining the Chancellor's Office, Jake was an attorney with the Office of Statewide Health Planning and Development (OSHPD), a department within the California Health and Human Services Agency that serves as the statewide building department for hospitals and skilled nursing facilities and provides grants to medical professionals who commit to work in medically underserved areas of California. Prior to joining OSHPD, Jake was an associate with Meyers Nave, a law firm that specializes in local public agency representation. Jake served as city attorney for the City of Colusa and assistant city attorney for the City of Pittsburg, and advised several other municipalities and special districts in northern California.

Jake has more than ten years of experience representing public agencies in California, including several local and statewide boards and commissions. Jake has expertise in laws related to open records, open meetings and conflicts of interest.

Jake attended the University of California, San Diego where he earned a B.A. in Political Science. He received his law degree from the University of San Diego in 2005.

On the weekends, you are likely to find Jake at the zoo with his wife and daughter.