

# MONTGOMERY COUNTY COMMISSION FOR WOMEN

401 Hungerford Drive, 1<sup>st</sup> Floor  
Rockville, Maryland 20850

## MEETING MINUTES

February 2, 2011

7:15 p.m.

### ATTENDING

Noha A. Bakr  
Miriam J. Carter  
Chandra Walker Holloway  
Jaclyn Lichter Vincent  
Nick Martinez  
Leticia Mederos  
Larniece McKoy Moore  
Manar S. Morales  
Jane C. Smith  
Jocelyn Samuels

### STAFF

Ruby V. Marcelo  
Paula S. Rodgers  
Judith Vaughan-Prather

### ABSENT

Leila Aridi Afas  
Vanessa E. Atterbeary  
Jennifer Cryor Baldwin  
Wilma Holmes  
Ivonne C. Lindley

### GUEST

Joann Nickles

*(This is the Commission's January meeting that had to be rescheduled due to inclement weather)*

**I. CALL TO ORDER .....President Lichter Vincent**  
**APPROVAL OF AGENDA AND MINUTES**

President Lichter Vincent called the meeting to order at 7:15 p.m., and recommended that the agenda be re-arranged with some items to be moved to next month's meeting in order to allow for discussion of the just released Organizational Reform Commission report. Upon the motion of Commissioner McKoy Moore and seconded by Commissioner Martinez, the amended agenda was unanimously approved.

Appreciation was expressed to President Lichter Vincent who arranged the commissioners' dinner for the meeting.

Upon the motion made by Commissioner Morales and seconded by Commissioner Carter, the Minutes of the November 17, 2010 meeting were unanimously approved as submitted.

**II. WOMEN'S LEGISLATIVE BRIEFING.....Marcelo**

On Sunday, January 30, CFW hosted a hugely successful 31<sup>st</sup> Women's Legislative Briefing in spite of inclement weather and the widespread power outages, including one on January 27 and the morning of January 28 that closed the CFW office building and created challenges to staff who had many preparations to finalize for the Briefing.

U.S. Department of Labor Women's Bureau Director Sara Manzano-Diaz gave a powerful Opening Keynote speech and Montgomery College President Dr. DeRionne Pollard was very well received as the closing keynote speaker.

Close to 600 persons participated in this year's event, with 84 organizations serving as co-sponsors. Positive comments were heard all around regarding the caliber of workshops and panelists. Commissioner Walker Holloway's networking session for the presidents of the co-sponsoring organizations went very well. Twenty-five persons registered for this pre-briefing event; however over 40 persons showed up including Senator Joanne Benson, Delegate Susan Lee and School Board Member Judy Docca.

**III. WORKPLACE FLEXIBILITY CONFERENCE.....Morales**

A. On January 20th, the WorkLife Flexibility Conference Committee met by telephone and discussed plans for the March 31, 2011 Dialogue. The Committee reviewed agendas for other National Dialogue events and got a better idea of what is expected in terms of the format for the event. The Women's Bureau must approve all speakers, supporters and invitees.

B. Joan Williams (Director of the Center for Work Life Law) was suggested as the Keynote Speaker. Katie Corrigan, co-director of the Workplace Flexibility 2010 Project was suggested as the Closing Plenary speaker. Other names suggested for panelists included Donna Klein, Arlene Holt-Baker, and Sara Crawford.

Panel discussions will focus on:

- The Business Case for Flexibility
- A Comprehensive Approach to WorkLife Balance
- A Worker's Perspective
- Preparing for Change

Follow-up items for staff and Commissioners:

1. Using the DOL Excel spreadsheet requirements that staff will email to each commissioner, please develop a list of invitees and submit these to Executive Director Vaughan-Prather by February 7, 2011.
2. Executive Director Vaughan-Prather will contact the County's Department of Economic Development regarding a list of people to invite.

3. Every CFW in the region and all their commissioners will be listed as invitees.
4. Other invitees should include:
  - DLLR
  - Delegate Anne Kaiser or a sponsor of the breast feeding bill before the Maryland General Assembly
  - Unions
  - AAUW
  - Organizations in the directory from the WLB pre-briefing event
  - Workplace 2010 employees
  - Sarah Ducey at Montgomery College and other colleges with hospitality programs
  - Presidents of the Maryland Restaurant Association and the District of Columbia Restaurant Association

Commissioner Mederos will ask Donna Kline to recommend invitees. Commissioner Morales will contact Ramona Fullman, Executive Director of the Delaware CFW to ask for employer recommendations. Commissioner Samuels will contact Latifa Miles at the Women's Bureau.

Executive Director Vaughan-Prather will contact former commissioner Evelyne Stewart who is the Vice President of Discovery Communications' WorkLife Initiatives program, for ideas about other employers in the hotel, restaurant and tourism industry.

#### **IV. ORGANIZATIONAL REFORM COMMISSION**

A report was published on January 31, 2011 from the Organizational Reform Commission (ORC). Among its recommendations are the elimination of the CFW office and its Counseling Center and the CFW itself would be moved to another department with only minimal staff support. The reason cited in the report was that CFW's services were duplicative of services provided elsewhere in the County.

President Lichter Vincent noted that the Washington Post article reporting this said that the Council will vote on each recommendation, regardless of the County Executive's response, and that any cost-savings that are rejected will have to be found elsewhere.

President Lichter Vincent said that she was interviewed by the Gazette prior to the CFW meeting, and she explained to the Gazette reporter that CFW's work is not duplicative.

Commissioner Morales moved that CFW oppose the recommendation; the motion was seconded by Commissioner Samuels and unanimously passed.

Commissioners expressed their disappointment in the OCR's inaccurate reasons to eliminate the CFW office and move the MCCFW. Commissioner Walker Holloway suggested that a subcommittee made up of commissioners be formed to explain why CFW activities are not duplicative. Commissioners directed that staff provide some data on the CFW's activities and Counseling Center programs and services so that talking points can be developed. President Lichter Vincent and Vice President Atterbeary will request a meeting with the County Executive.

**V. ADJOURNMENT**

There being no further business to come before the Commission for Women, the meeting was adjourned at 9:00 p.m.

**Minutes Submitted By  
Paula S. Rodgers  
Montgomery County Commission for Women**