



City of Doral Commission on the Status of Women Minutes

Monday, May 21, 2018
6:00 p.m.
Doral Police Substation
Community Room
3719 N.W. 97th Avenue
Doral, FL 33178

1. Call to Order

Meeting was called to order at 6:31 p.m.

2. Roll Call of Board Members

Ana Taina Shepard, Chair	Absent
Alejandra Moreno, Vice Chair	Present
Marlene Gonzalez, Secretary	Present
Thelma Cela, Board Member	Absent
Elizabeth Nieves, Board Member	Present

Also present were:

Maggie Santos, City of Doral, Public Affairs Director
Sharon Johnson, Miami-Dade County, Status of Women Chair
Ana Maria Zulueta, Mujeres Ciudadania

3. Pledge of Allegiance

4. Public Comments

a. There were no comments made during public comments.

5. Approval of Minutes

Motion to approve the April 19, 2018 meeting minutes as presented made by Board Member Alejandra Moreno and seconded by Board Member Elizabeth Nieves. By consensus, motion passes unanimously.

6. Discussion Items

a. **Discussion:** Collaborations and Campaigns for Equal Pay, Paid Parental Leave, and Sexual Harassment in the Work Places in the City of Doral.

b. **Open Discussion:**

Alejandro Moreno, Vice Chair informed that 6 entities were invited to attend the meeting:

1. Miami-Dade County, Status of Women (Sharon Johnson)
2. Mujeres Ciudadania (Ana Maria Zulueta)
3. Chamber of Commerce (Cristina Sarmiento)
4. Miami-Dade School Board (Susie Castillo)
5. Local Rotary Chapter
6. UN Women-Women's Fund

c. **Open Discussion by invited organizations:**

Sharon Johnson from Miami-Dade County, Status of Women briefed attendees on the on-going activities they participate in.

Miami-Dade County has different committees, everyone heads one of them.

Events & Activities: Unsung Heroes, History of Lobby Display, Outreach of Business Women and they Partner with Young Women's Preparatory, which gives Scholarships through fundraisers to 3 deserving young ladies, On the Road Meeting held in South Miami courthouse, Girl Talk 101, Women's Equality Day Event (scheduled for August 18th, 2018), Mentoring Project for Girls, 2020 Women's Suffrage, and they collaborate with Women's Equal Pay Coalition, in addition to working towards increasing Historical Markers around town.

Shared the following with attendees:

- Report being drafted by FIU, "The Status of Women in Miami-Dade County-An Economic Development Analysis
- Resolution directing the Mayor or Mayor's Designee to conduct an analysis of Miami-Dade County's Sexual Harassment Policy and consider updating same to bring in line with current best practices nationally
- NY Times article "How a Common Interview Question Fuels the Gender Pay Gap (and How to Stop It)

Marlene Gonzalez shared copies with all board members via email through Karina La Rosa.

Ana Maria Zulueta from Mujeres Ciudadania represents a new organization in the U.S., located in Doral, FL with Chapters in Latin America and are registered with the U.N. Currently they have 150 business women in Doral who partake in their activities. The role of their organization is to assist women on how to adapt to citizenship and philosophy in the USA. In addition, they provide insight to empower business women and recognize achievements of entrepreneurial women who succeed at it.

They are reviewing what organizations to join forces with and get a momentum how we can work together to achieve specific goals. They meet on the 3rd Thursday of every month.

A notable accomplishment was for City of Doral to pass "Paid Parental Leave" and have been working towards equal pay of \$0.70 over the dollar.

Alejandra Moreno briefed attendees on events of interest that we have attended in the past and could participate to demonstrate our level of commitment in collaborating with local, state and national organizations in our quest to recognize, promote and excel the status of women continuously.

- City of Doral paid for us to attend in Sarasota, Florida the State Commission on Status of Women Meeting.
- Women's Equality Day Event scheduled for August, 2018.
- Women's Fund meeting scheduled for September, 2018.
- Alejandra has attended webinars by National Association on Status of Women, at which the Chair for Hawaii Commission presented a "**Me Too Prevention Seminar**", where the cultural aspects of why this has happened is discussed. They have offered to do this training to other organizations and it can be tailored to specific audiences.

7. Future Meeting Date

Thursday June 21, 2018 at 6:00 pm.

8. Discussion of next meeting agenda items.

- a. Since only Miami-Dade County, Status of Women & Mujeres Ciudadania were in attendance, a **Motion** was made by Alejandra Moreno to invite the other entities named above to our next meeting. By consensus, the Board Members Marlene Gonzalez and Elizabeth Nieves agreed.
- b. The Board wants to receive information on City of Doral's "Sexual Harassment Training" currently in place.
- c. The Board wants to pursue training on cultural diversity and sensitivity training.

9. Adjournment Meeting adjourns at 7:15 p.m.

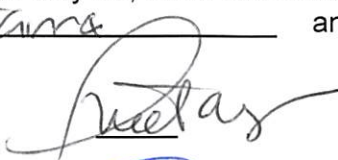

Respectfully submitted,


Marlene Gonzalez, Secretary

Motion to approve the minutes of the May 21, 2018 Commission on the Status of Women Meeting made by Board Member Taina and seconded by Board Member

Elizabeth

Chair Ana Taina Shepard
Vice Chair Alejandra Moreno
Secretary Marlene Gonzalez
Board Member Thelma Cela
Board Member Elizabeth Nieves

APPROVED and ADOPTED this 26th day of June 2018.

Ana Taina Shepard, Chair