

OFFICE OF THE IL LT. GOVERNOR, JULIANA STRATTON
 Illinois Council on Women & Girls
 Quarterly Meeting Minutes
 September 18th, 2019

A present majority of current non-ex-officio members shall constitute a quorum: i.e. 10				
Position	Name	Present	Phone	Absent
Ex-Officio				
Chair, Ex-Officio (LG's Office)	Lt. Governor Juliana Stratton	X		
Ex-Officio (Refugee & Immigrant Services, DHS)	Ngoan Le (rep. Grace Hou)			X
Ex-Officio (Dept. of Aging)	Selma D'Souza (rep. Paula Basta)			X
Ex-Officio (Dept. of Human Rights)	James Bennett			X
Ex-Officio (Dept. of Children & Family Services)	Gaylon Alcaraz			X
Ex-Officio (Dept. of Healthcare & Fam. Services)	Theresa Eagleson			X
Ex-Officio (Dept. of Pub. Health)	Ngozi Ezike			X
Ex-Officio (Dept. of Labor)	Marina Faz-Huppert (rep. Michael Kleinik)		X	
Ex-Officio (State Board of Ed.)	Amanda Elliott (rep. Carmen Ayala)			X
Ex-Officio (Board of Higher Ed.)	Nyle Robinson			X
Ex-Officio (Community College Board)	Natasha Allan (rep. Brian Durham)		X	
Pub. Mem. (Gov.)				
Pub. Mem. (Gov.)	Candace Coleman		X	
Pub. Mem. (Gov.)	Jennifer Lee			X
Pub. Mem. (Gov.)	Nikita Richards		X	
Pub. Mem. (Gov.)	Veronica Espina		X	
Pub. Mem. (House Min.)				
Pub. Mem. (House Min.)	Ines Kutlesa	X		
Pub. Mem. (House Min.)	Rhonda Thomas	X		
Pub. Mem. (House Min.)	Theresa Forthofer	X		
Pub. Mem. (House Min.)	Amanda Basso	X		
Pub. Mem. (House Speaker)				
Pub. Mem. (House Speaker)	Aileen Kim			X
Pub. Mem. (House Speaker)	Kaethe Morris Hoffer		X	
Pub. Mem. (House Speaker)	Maaria Mozaffar	X		
Pub. Mem. (House Speaker)	Wendy Pollack		X	
Pub. Mem. (Sen. Min.)				
Pub. Mem. (Sen. Min.)	Brandy Donaldson		X	
Pub. Mem. (Sen. Min.)	Vidhya Prakash	X		

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Pub. Mem. (Sen. Min.)	Monique Garcia		X	
Pub. Mem. (Sen. Min.)	Pamela Althoff			X
Pub. Mem. (Sen. Pres.)				
Pub. Mem. (Sen. Pres.)	Amina Jaffer	X		
Pub. Mem. (Sen. Pres.)	Drella Savage		X	
Pub. Mem. (Sen. Pres.)	Rochelle Crump	X		
Pub. Mem. (Sen. Pres.)	Sylvia Matos-Collins	X		
Rep. of Gov.'s Office				
Rep. of Gov.'s Office	Pending			
Guest (non-member)				
Guest, Representative	Anna Moeller			X
Guest, Senator	Jackie Collins			X
Guest	Wendy Thomas		X	
Guest	Kelly Fair			X
Lt. Governor's Staff (non-member)				
N/A	Charles Watkins			X
N/A	Teresa Reyes	X		
N/A	Dartesia Pitts	X		
N/A	Robert Mannis	X		
N/A	Levi Bain	X		

1. Lt. Governor Stratton called the meeting to order at 5:35PM

- Roll taken and quorum established

2. Approval of meeting agenda for September 18th, 2019 and meeting minutes from June 12th, 2019

- Agenda for September 18th, 2019
 - Moved by Ines Kutlesa
 - Seconded by Vidhya Prakash
 - Passed
- Minutes from June 12th, 2019
 - Moved by Vidhya Prakash
 - Seconded by Sylvia Matos-Collins
 - Passed

3. Chairwoman's remarks

- Lt. Governor Stratton's remarks
 - Thanked to Guardian Angel Community Services
 - Discussed
 - Her keynote address to the Latino Policy's MLA Class of 2019, where she had the opportunity to speak with some of the State's and nation's future Latinx leaders

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- Her meeting with First Lady MK Pritzker and Susan Burton (formerly incarcerated woman and current author), where the topic of discussion was the challenges women face in jails and prisons across the State
- Highlighted her interest in hearing the recommendation proposals from the committees
- Ines Kutlesa's brief welcoming remarks
 - Thanked folks for attending the meeting at Guardian Angel Community Services

4. New business

- **Lt. Governor Stratton**
 - Each committee has developed a set of recommendations they would like to include in this Council's Strategic Report; we will hear each committee present on their recommendations (see Appendix I)
 - The recommendations we discuss now are not necessarily the final recommendations to be included in the strategic report
 - Health & Healthcare Committee
 - 5 recommendations discussed
 - **Lt. Governor Stratton**
 - I like recommendations #3 & #4 because these are current
 - I think recommendation #5 is something we can do as a council regardless of its inclusion in the report as a Strategic Report as a recommendation
 - I think recommendations #1 & #2 specifically address marginalized communities that might otherwise be lost in the shuffle
 - **Wendy**
 - We should ensure we're drawing the connection between different recommendations; this will help us operate more efficiently as we can then consolidate efforts for the successful implementation of our recommendations
 - Academic & Economic Opportunity Committee
 - 7 recommendations discussed
 - **Lt. Governor Stratton**
 - There are a few recommendations that don't seem to have a direct impact on women and girls. For example, recommendation #1 & #4. This is not to say that recommendations should solely benefit women and girls – in fact these recommendations should benefit all Illinoisans, but we should target issue areas that have a disproportionate impact on women and girls
 - I love recommendation #7, this is something the First Lady plans to work on, and we want to consider the natural places to engage with her and other stakeholders on this matter
 - Leadership & Inclusion Committee
 - 2 recommendations discussed
 - There were 8 recommendations in total, but the committee trimmed it down to 2 due to miscommunication; the additional 6 recommendations were included in a follow-up document shared with the Lt. Governor's office (see Appendix II)
 - **Lt. Governor Stratton**

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- I like the recommendation about women and girls deserving data
 - I like “#StudyIllinoisWomen”
 - Gender-Based Violence Committee
 - 6 recommendations discussed
 - **Vidhya Prakash**
 - Human trafficking should be added to recommendations that address educating folks
 - Folks educated should range from first responders to the general public
 - **Lt. Governor Stratton**
 - I especially love the recommendation that focuses on rural communities
 - **Maaria Mozaffar**
 - I like the checklist; it sends a strong message of the priorities for how law enforcement should interact with the public, and it’s easy to say “hey, let’s do [get folks to use this checklist to help guide their work]”
- **Lt. Governor Stratton**
 - I want an online portal for council members and guests to join in the conversation around the Strategic Report so that they can add information to their recommendations as needed
- **Robert Mannis**
 - Discusses the structure of the Strategic Report’ once the draft is complete, it will be passed onto the Council to approve on December 18th, 2019 so that it can subsequently be passed onto the Governor’s Office and General Assembly
- **Lt. Governor Stratton**
 - When going through the recommendations discussed today, I could see the lives of Illinoisans, and specifically women and girls, changing. I’m appreciative of all the work that y’all have done and look forward to all the work we’ll do moving forward
 - This is year one of the Council. Over the next year we won’t do everything discussed today and eventually included in the Strategic Report, but we’re going to find things we can focus on and actually achieve. This is only the first year; next year we can focus on other issues
- **Marina Faz-Huppert**
 - Thank you for including IDOL in the conversation
 - I like the ideas of workforce development and workplace rights
 - Please utilize IDOL as a resource to help implement recommendations wherever possible

5. Member updates

- No requests for member updates were made

6. Public comment

- No requests for public comments made

7. Adjournment

- Motion moved and seconded
- Approved by all

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- Meeting adjourned at 7PM

Appendix I



Illinois Council on Women & Girls

COMMITTEE RECOMMENDATIONS

SEPTEMBER 18TH, 2019

Health & Healthcare

AMANDA BASSO

ROCHELLE CRUMP

THERESA FORTHOFFER

AMINA JAFFER

AILEEN KIM


SYLVIA MATOS-COLLINS

VIDHYA PRAKASH



centralillinoisproud.com/news/local-news/gov-pritzker-announces-21-new-members-of-illinois-council-on-women-and-girls/

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LIVE NOW Tracking the Tropics: Live coverage of Dorian on CIProud.com

LOCAL NEWS

Gov. Pritzker announces 21 new members of Illinois Council on Women and Girls



by: **Kevin Schwaller**

Posted: Apr 10, 2019 / 10:57 AM CDT / Updated: Apr 10, 2019 / 10:57 AM CDT

PRINGFIELD, Ill. – Gov. J.B. Pritzker named 21 new members of the Illinois Council on Women and Girls at a reception in Springfield on Tuesday.

Formed in 2018, the Council's mission is to advise the Governor and the General Assembly on policy issues impacting women and girls in Illinois.

Vidhya Prakash - O... Gov. Pritzker annou... Council on Women ... Health and Healthc...

Our Team

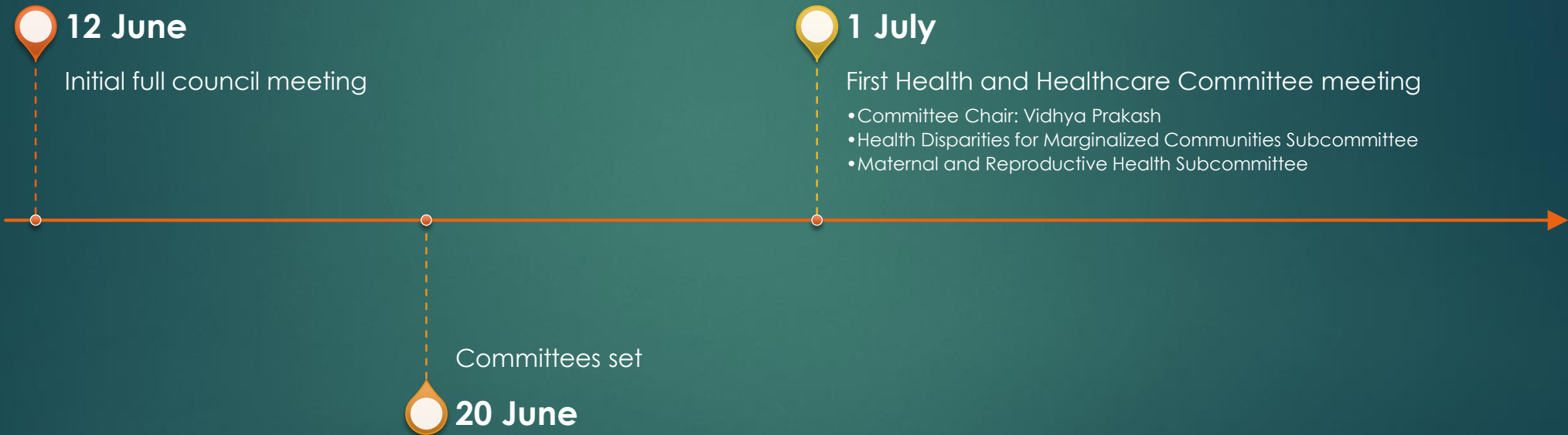
Maternal and Reproductive Health

- ▶ Aileen Kim
- ▶ Amando Basso
- ▶ Vidhya Prakash

Health Disparities for Marginalized Communities

- ▶ Theresa Forthofer
- ▶ Amina Jaffer
- ▶ Rochelle Crump
- ▶ Sylvia Perez Matos-Collins

Methods for Developing Recommendations



Key Initial Questions


What does the data tell us about disparities?

Who are local, regional and national partners and think tanks who can help us with this data?

What does the literature tell us about solutions at scale?

How should we prioritize the initial list we generate?

Who are the right people (experts, stakeholders) to bring to the table?



THERESA FORTHOFFER
AMINA JAFFER
ROCHELLE CRUMP
SYLVIA PEREZ MATOS-
COLLINS

Health Disparities for Marginalized Communities

Current Data

- ▶ Health Disparities for Marginalized Communities Articles:
- ▶ US Department of Health and Human Services, Health Disparities(thanks to Rochelle for the tip!): <https://www.hhs.gov/civil-rights/for-individuals/special-topics/health-disparities/index.html>
- ▶ Health Equity Report: https://www.health.ny.gov/statistics/community/minority/mcd_reports.htm
- ▶ National Healthcare Quality and Disparities Report: <https://www.ahrq.gov/research/findings/nhqrdr/index.html>
- ▶ CDC: <https://www.cdc.gov/features/reduce-health-disparities/index.html>
- ▶ IDPH Disparities Report: <http://www.dph.illinois.gov/sites/default/files/publications/publicationscmhhealth-disparities-report.pdf>
- ▶ IDPH 5 year strategic plan: http://www.idph.state.il.us/about/StrategicPlan_Final_2014-2018.pdf
- ▶ IL Public Health Institute: <https://iphionline.org/homepage/health-disparities/>

Questions Generated

1. IL Department of Public Health Disparities Report 2009-2014: It would be helpful to include data for veterans, prisoners, immigrants, LGBTQ, mental health, elderly-- need data to prioritize this list
2. It would be helpful to have an annual health equity report that includes the above groups; break down reports for each city as NY State did in 2017
3. Would it be helpful to develop Health Equity Planning coalitions?
4. Would it be helpful to create a statewide database to capture health data for veterans, prisoners, immigrants, LGBTQ, elderly, mental health? Again, must prioritize.
5. From National Healthcare Quality and Disparities Report 2017: LGBTQ and granular racial/ethnic groups were included but the struggle was in not having sufficient data available for these groups. We need to work on this!

Stakeholders

Involvement of
Racial and Ethnic
Health Disparities
Action Council

Stakeholders with
an interest in
Military/Veterans
Affairs


Women's Justice
Task Force in IL

Stakeholders with
an interest in
LGBTQ matters

Stakeholders with
an interest in
immigrant/refugee
matters

Stakeholders with
an interest in
matters pertaining
to the Elderly

Stakeholders with
an interest in
Disabilities



AILEEN KIM
AMANDA BASSO
VIDHYA PRAKASH

Maternal and Reproductive Health

Current Data

- ▶ US Department of Health and Human Services, Reproductive Health and Healthy People 2020: <https://www.hhs.gov/opa/sites/default/files/reproductive-health-and-healthy-people-2020.pdf>
- ▶ WHO: https://www.who.int/gho/maternal_health/en/ and <http://apps.who.int/gho/data/node.gswcah>
- ▶ CDC: <https://www.cdc.gov/reproductivehealth/maternalinfanthealth/index.html>
- ▶ **IL Annual Report:** http://www.dph.illinois.gov/sites/default/files/Publications_OWH_Draft%20Title%20V%20FY%2018%20Application.pdf
- ▶ IDPH Maternal, Child and Family Health: <http://www.dph.illinois.gov/topics-services/life-stages-populations/maternal-child-family-health-services>
- ▶ IDPH Maternal Health: <http://www.dph.illinois.gov/topics-services/life-stages-populations/maternal-child-family-health-services/maternal-health>
- ▶ **IDPH First Maternal Morbidity and Mortality Report:** <http://www.dph.illinois.gov/topics-services/life-stages-populations/maternal-child-family-health-services/maternal-health>
- ▶ IDPH Family Planning: <http://www.dph.illinois.gov/topics-services/life-stages-populations/womens-health-services/family-planning>
- ▶ IL Wisewoman Program: <http://www.dph.illinois.gov/topics-services/life-stages-populations/womens-health-services/wisewoman-program>

Questions Generated

Follow up on State Action Plan objective to increase the percent of women with a past-year preventive medical visit by at least 10% by 2020.

Follow up on State Action Plan objective to increase the percent of women using most/moderately effective contraception by at least 10% by 2020

Follow up on collaboration with University of IL School of Public Health, IL Family Planning Program and IL Department of Healthcare and Family Services (HFS) on pilot for pediatricians and FP physicians to offer women an opportunity to complete a reproductive health planning tool during their infants well-baby visits.

Follow up on Long-Acting Reversible Contraceptive Pilot Project

Follow up on data garnered from collaboration with University of IL Center of Excellence in Women's Health review of severe maternal morbidity cases at hospitals

Follow up on request for all birthing hospitals to update obstetrical hemorrhage policies and procedures and plans to assure all current obstetrical staff would be re-trained by Jan 2017 and all new obstetric staff are trained within the first year of service

Stakeholders

IDPH

UIS School of Public Health

IL Family Planning Program

IL Dept of Healthcare and Family Services (HFS)

Women, Infant and Children (WIC) Program

Healthy Start

Better Birth Outcomes

Family Case Management

IL Breast and Cervical Cancer Program

WISE Women Program

Division of Chronic Diseases

IL Maternal Mortality Review Committee

IL Perinatal Professionals

Office of Women's Health and Family Services, Division of Maternal, Children and Family Health Services

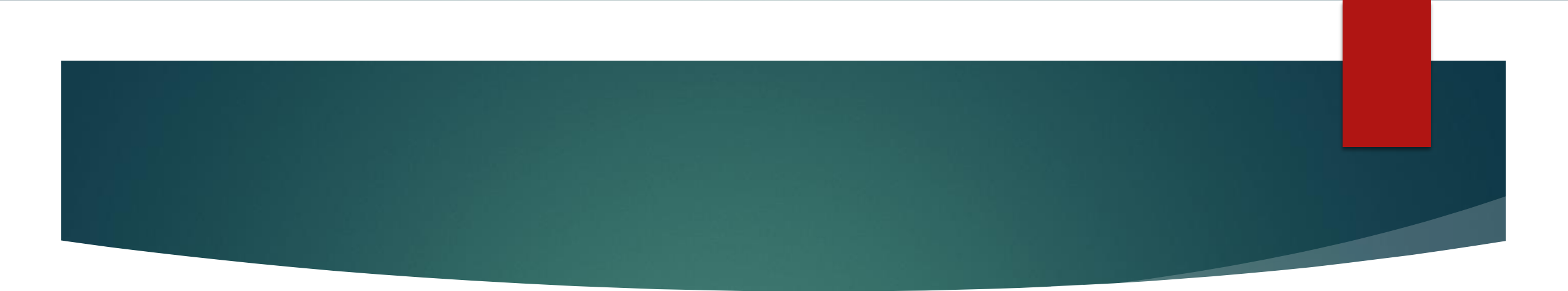
Process

- ▶ July 30, 2019
 - ▶ Meeting to discuss current data, questions generated and key stakeholders in both subcommittees
 - ▶ Distilled the most important and relevant points
 - ▶ Generated list of 5 recommendations

Health and Healthcare Committee Recommendation #1

Create a statewide, user-friendly database that collects data, which will be reported in the next iteration of the Illinois Department of Public Health Disparities Report, for the following groups:

- a. Veterans
- b. LGBTQ
- c. Prisoners
- d. Mental Health
- e. Disability
- f. Elderly females (emphasis on those in long-term facilities)
- g. Granular racial/ethnic subgroups (Mexican, Puerto Rican, Cuban, other Hispanic/Latino/Spanish origin, Asian Indian, Chinese, Filipino, Japanese, Korean, Vietnamese, other Asian, Native Hawaiian, Guamanian or Chamorro, Samoan, and other Pacific Islanders) as well as African and Middle Eastern
- i. Includes immigrants



Health and Healthcare Committee Recommendation #2

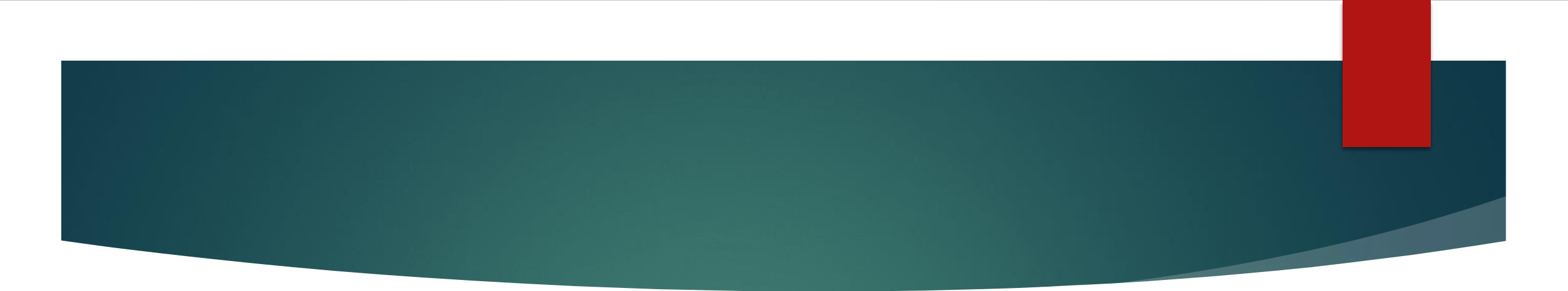
Include key statewide and local community organization stakeholders that represent marginalized groups (underrepresented minorities, veterans, LGBTQ, prisoners, granular racial/ethnic subgroups, mental health, disability) to develop a Health Equity Planning coalition for the state of Illinois



Health and Healthcare Committee Recommendation #3

Uphold the key recommendation from the Illinois Maternal Morbidity and Mortality Report published in October 2018 that

“Illinois should expand Medicaid eligibility for the postpartum period from 60 days to one year after delivery and health insurance plans should cover case management and outreach for postpartum high-risk women for up to one year after delivery.”



Health and Healthcare Committee Recommendation #4

Uphold the key recommendation from the Illinois Maternal Morbidity and Mortality Report published in October 2018 that

“The Illinois Department of Human Services should increase access to substance use and mental health services statewide for pregnant and postpartum women, and ensure that programs are gender responsive, trauma informed, serve women with young children, and prioritize justice-involved pregnant and postpartum women” in addition to prioritizing developmental milestones for children.

Health and Healthcare Committee Recommendation #5

Create a report that addresses follow-up to the following recommendations and initiatives outlined in the Maternal and Child Health Services Title V Block Grant Illinois (FY 2018 Application/FY 2016 Annual Report)

- a. Follow up on State Action Plan objective to increase the percent of women with a past-year preventive medical visit by at least 10% by 2020.
- b. Follow up on State Action Plan objective to increase the percent of women using most/moderately effective contraception by at least 10% by 2020
- c. Follow up on collaboration with University of IL School of Public Health, IL Family Planning Program and IL Department of Healthcare and Family Services (HFS) on pilot for pediatricians and FP physicians to offer women an opportunity to complete a reproductive health planning tool during their infants well-baby visits.
- d. Follow up on Long-Acting Reversible Contraceptive Pilot Project
- e. Follow up on data garnered from collaboration with University of IL Center of Excellence in Women's Health review of severe maternal morbidity cases at hospitals
- f. Follow up on request for all birthing hospitals to update obstetrical hemorrhage policies and procedures and plans to assure all current obstetrical staff would be re-trained by Jan 2017 and all new obstetric staff are trained within the first year of service

Special Thanks

MR. BOBBY MANNIS
MS. TERESA REYES
LT GOVERNOR
JULIANA STRATTON
GOVERNOR JB
PRITZKER

Academic & Economic Opportunity

PAMELA ALTHOFF

AMINA JAFFER

WENDY POLLACK

NIKITA RICHARDS

DRELLA SAVAGE

Methodology

Convened on July 2nd and August 29th to discuss issue areas related to academic and economic opportunities facing women and girls in Illinois.

Driving questions included:

- ▶ In what ways do our recommendations overlap with ongoing work in Illinois, and how can we leverage this to support our recommendations?
- ▶ What roadblocks exist to implementing these recommendations?
- ▶ Who are the relevant stakeholders that need to be part of the conversation?

Recommendation # 1

Recommendation: Develop a support system within schools specifically addressing the needs of children of parents who serve in the military and are often relocated during the school year.

Recommender: Nikita Richards

- ▶ **Target Goal(s):** Provide further supports for children of military families, who can be left behind in the educational system due to transitional setbacks
- ▶ **Implementation Strategy:** TBD
- ▶ **Success metric(s):** TBD

Recommendation #2

Recommendation: Increasing access to childcare, especially for women in school and women in the workforce.

Recommender: Amina Jaffer

▶ **Target Goal(s):**

- ▶ Create avenues for access to affordable, high-quality, and reliable childcare to give options to women to pursue work or education.

▶ **Implementation Strategy:** TBD

- ▶ **Success metric(s):** An increase in how many women have access to affordable and high-quality childcare, especially women from historically disenfranchised communities.

Recommendation #3

Recommendation: Create protections for university students who miss class due to sexual and gender-based violence.

Recommender: Wendy Pollack

- ▶ **Target Goal(s):** Require colleges and universities to provide the same accommodations to students missing class due to sexual violence as outlined in the “Children and Youth Who Are Parents, Expectant Parents, or Victims of Gender-Based Violence Article” in SB0449, including providing coursework accessible from home for these students.
- ▶ **Implementation Strategy:** TBD
- ▶ **Success metric(s):** Passage of legislation granting university students who miss class due to sexual and gender-based violence the same protections as those outlined for other students in SB0449.

Recommendation #4

Recommendation: Host convenings for university students and staffers in the Governor's Office to come together and discuss student issues.

Recommender: Nikita Richards

- ▶ **Target Goal(s):** Increase students' access to career and educational opportunities and increase student representation in conversation regarding Illinois policy.
- ▶ **Implementation Strategy:** TBD
- ▶ **Success metric(s):** Increased face-to-face communication between staffers in the Governor's Office and university students concerning student issues and ways for students to access improved career and educational opportunities.

Recommendation #5

Recommendation: Paid family medical leave.

Recommender: Wendy Pollack

- ▶ **Target Goal(s):** TBD
- ▶ **Implementation Strategy:** TBD
- ▶ **Success metric(s):** TBD

Recommendation #6

Recommendation: Eliminate the sub-minimum wage.

Recommender: Wendy Pollack

- ▶ **Target Goal(s):** TBD
- ▶ **Implementation Strategy:** TBD
- ▶ **Success metric(s):** TBD

Recommendation #7

Recommendation: Develop a state mandate to provide educational services regarding open adoption to incarcerated women.

Recommender: Nikita Richards

▶ **Target Goal(s):**

- ▶ Increase the amount of incarcerated mothers' with access to maintain relationships with their children who were adopted by other families

▶ **Implementation Strategy:** TBD

- ▶ **Success metric(s):** Expanded educational services and opportunities related to open adoption given to pregnant incarcerated women in Illinois

Leadership & Inclusion Committee Recommendations for the Council on Women and Girls

MEMBERS:

NIKITA RICHARDS

MAARIA MOZAFFAR

VIDHYA PRAKASH

MONIQUE GARCIA

AILEEN KIM

ROCHELLE CRUMP

BRANDY DONALDSON

AMANDA BASSO

JENNIFER LEE

PAMELA ALHOFF

VERONICA ESPINA

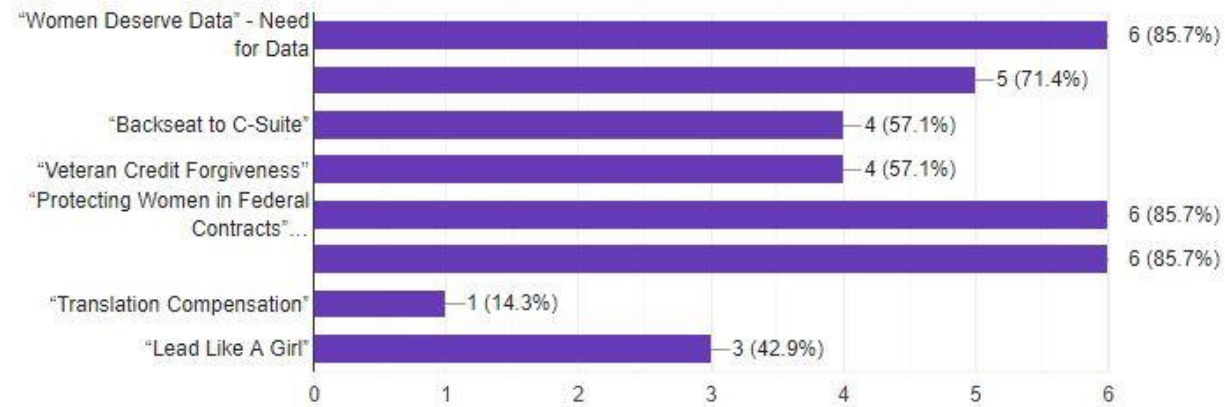
Methods

- Convened to define our working groups & collected member ideas via survey
 - Described what the idea will accomplish for women and girls in Illinois
- -Provided structural implementation considerations, and relevant background information through research to contextualize the necessity of each idea
 - Drafted summary
- Reconvened to plan further and draft recommendations and implementation strategies
- Committee members then submitted their top five suggestions, their top two recommendations & stakeholder information to be submitted to the Governor & Lt. Governor (via survey)

Final Survey Results

Please select your top 5 recommendations to be submitted to Governor Pritzker & Lt. Gov Stratton.

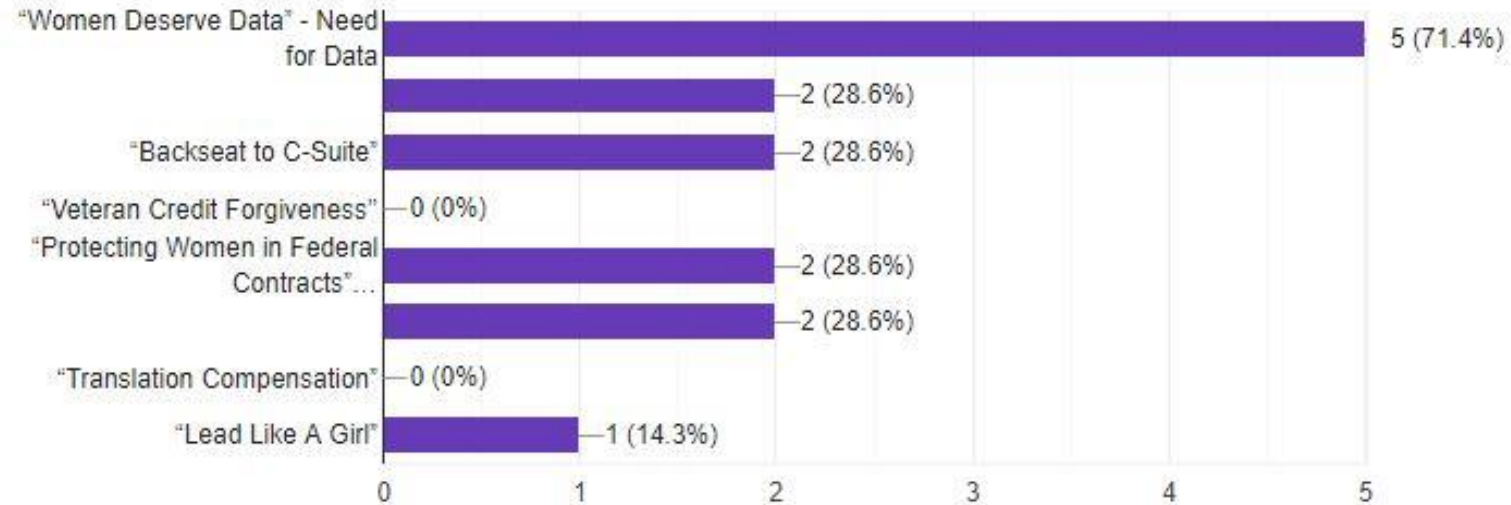
7 responses



Survey Results Cont...

Please select your top 2 recommendations that you feel could be implemented immediately.

7 responses



Women Deserve Data

- ▶ **Recommendation:** Identify existing pipeline groups in the major industries in Illinois to understand ongoing needs - Medicine, Business, Law, STEM/STEAM industries
- ▶ **Relevant subcommittee:** Leadership Pipeline & Identity Groups
- ▶ **Target goal(s):**
- ▶ Determine how career and leadership opportunities are being promoted to girls in school and what career and leadership opportunities are being promoted (including girls within and aging out of DCFS, disabled, LGBTQ, underrepresented groups and immigrants).
- ▶ Gather research regarding women in leadership in the IL National Guard to determine if there is improvement needed
- ▶ **Implementation strategy:** 1) Identify specific areas of already existing of data
 - ▶ a. women enrollment, leadership and employment in Medicine, Business, Law and Stem
 - ▶ b. underrepresented groups
 - ▶ c. leadership programs in middle school and high school
 - ▶ d. graduation rates and post-graduation employment
- ▶ 2) Identifying specific organizations/individuals that have already done research
- ▶ 3) Identifying organizations/individuals that can do the needed research

Protecting Women in Federal Contracts

- ▶ **Recommendation:** Create fairer access to minority business growth and a competitive market, proper representation that can provide diversity in perspective and experiences

- ▶ **Relevant subcommittee:** Leadership Pipeline

- ▶ **Target goal(s):** Ensure that executive order 11246, 11375 and 11246 are legally adhered to

- ▶ **Implementation strategy:**
 - ▶ 1. Illinois State Legislature delegates Illinois Attorney General's office the authority to review companies in Illinois entering into federal contracts in the following areas
 - ▶ a) Employment of women
 - ▶ b) Employment of diverse women
 - ▶ 2. Mandate the hiring of state compliance managers to review companies, institutions or organizations who receive federal funding

Gender-Based Violence Committee Recommendations for the Council on Women and Girls

COMMITTEE MEMBERS

PAMELA ALTHOFF

CANDACE COLEMAN

BRANDY DONALDSON

INES KUTLESA

KAETHE HOFFER

SYLVIA MATOS-COLLIN

WENDY POLLACK

DRELLA SAVAGE

RHONDA THOMAS

Methodology

Convened to Determine Areas of focus for the Committee and Working Groups

Education: Where is information and knowledge enhancement/education in the area of gender based violence necessary to improve community and related responses.

Systemic Barriers: What are the systemic barriers that result in inadequate identification/investigation, and prosecution of domestic violence and sexual assault cases and unequal access to support and services for gender based violence victims.

Relevant research to inform the development of recommendations in the areas of education and systemic barriers were shared amongst Committee members for review and consideration in between meetings.

Methodology

Committee Reconvened to brainstorm preliminary recommendations.

Guiding questions to consider included:

- oWhat onramps exist in implementing these recommendations?
- oWhat roadblocks exist to implementing these recommendations?
- oWho are the relevant stakeholders that need to be part of the conversation and should be considered as working group participants.

EDUCATION: Ensuring Success In Schools

Recommendation: To support the Ensuring Success in School Initiative and amendment to the School Code as described in SB 449 that ensures elementary and secondary students who are parents, expectant parents, or survivors of gender based violence can safely stay in school, succeed academically and complete their education.

- ▶ **Working Group:** Education
- ▶ **Target Goal(s):** Ensuring School Code includes recommended amendments as described in SB 449, and as it relates to education, for aforementioned groups.
- ▶ **Implementation Strategy:** Committee member has been working in this arena and offering the support of the Council may further enhance likelihood of successful passage of SB 449.
- ▶ **Success metric(s):** Successful passage of SB 449.

EDUCATION: Gender Based Violence Responsiveness Training

Recommendation: To implement comprehensive trauma informed Gender Based Violence Responsiveness training for Illinois State police/local police with special considerations of the LGBTQ community, and persons with disabilities.

- ▶ **Working Group:** Education
- ▶ **Target Goal(s):** To implement pilot training programs with the Illinois State Police/Local Police
- ▶ **Implementation Strategy:** To support the implementation of pilot programs to provide comprehensive trainings to the Illinois State Police and local police in urban and rural areas in cases of domestic violence and sexual assault with special considerations for disenfranchised constituents. Curriculum may be informed by gender based violence service providers and survivors, and will include information about nuances unique to the LGBTQ community and persons with disabilities, as these cases are often mis-identified or mishandled, due to lack of knowledge as it relates to confounding variables specific to accurately assessing cases of gender based violence within these populations.
- ▶ **Success metric(s):** Successful implementation of pilot programs: positive results in pre-post training tests, increase in referrals to services providers.

EDUCATION: Boosting Local Leadership in Support of Chicago's New Deal for Women & Girls-SWAG

Recommendation: To boost local leadership in support of components of Chicago's New Deal for All Women & Girls-SWAG

- ▶ **Working Group:** Education
- ▶ **Target Goal(s):** To inform the states agenda based on local work as defined in Chicago's New Deal that was developed in partnership with 120 women and girls of diverse groups across the city, and includes 20 recommendations, with this Committees target goal of enhancements to comprehensive health and sexual education curriculum, ensuring all area schools have access to the same resources.
- ▶ **Implementation Strategy:** The Council may lead the effort to work with organizations to further develop goals, host focus groups, and consider a summit/conference with schools around Title 9 for which the Council will be credited.
- ▶ **Success metric(s):** Facilitation of Focus groups-Summit/Conference and implementation of components of Chicago's New Deal, added curriculum in the areas of sexual education and resources in area schools.

Systemic Barriers: Enhancing Processing of Sexual Assault Cases

Recommendation: To advocate that all police departments be required to implement sexual assault investigation guidelines developed by the International Association of Chiefs of Police, to build stronger cases and attain higher rates of prosecution, and to achieve uniformity in case coding terminology and reporting procedures.

- ▶ **Working Group: Systemic Barriers**
- ▶ **Target Goal(s):** Police Departments will be required to implement guidelines developed by the IACP to reduce system barriers in all areas of investigation and prosecution of sexual assault cases.
- ▶ **Implementation Strategy:** To develop relationships with key advocates and stakeholders such as the IACP and others who participated in the development of the guidelines, to further their cause and make a case for the guidelines to be required of law enforcement across the state.
- ▶ **Success metric(s):** Guidelines adopted and implemented statewide by law enforcement.

Systemic Barriers: Access to Information & Resources in Both Rural and Urban Communities

Recommendation: To address the disparity in access to information, services and other resources in rural areas that have been identified as a barrier in response to cases of domestic violence and sexual assault, for all people, including consideration of challenges unique to veterans, persons with disabilities and the LGBTQ community.

- ▶ **Relevant subcommittee:** Systemic Barriers
- ▶ **Target goal(s):** Educating the general public on gender based violence is suggested by research to be ineffective in entirely reaching survivors of domestic violence and sexual assault, 50% of whom studies show, do not know how to access services. Goal is to ensure first responders know how to identify the resources needed and to properly link and refer constituents to resources.
- ▶ **Implementation Strategy:** Leverage work done by Chicago's New Deal for Women and Girls, with additional considerations for the disenfranchised, so that constituents residing in rural areas have the same access to information and resources as urban communities do.
- ▶ **Success Metric(s):** An increase in resources and information in rural areas as it relates to gender based violence, and a reduction in those reporting they do not know how to access services.

Systemic Barriers: Illinois State Police Forensic Lab Backlog Reduction

Recommendation: To amend the ISP forensic examiner procurement law, allowing them to hire forensic examiners from outside the state

- ▶ **Relevant subcommittee:** Systemic Barriers
- ▶ **Target goal(s):** To broaden the applicant pool for forensic examiner positions throughout ISP forensic labs, ensuring there are enough forensic examiners to manage the rape-kit caseload.
- ▶ **Implementation Strategy:** Build sufficient support for the bill among government (executive and legislative) and community stakeholders to see the bill through the process of becoming law.
- ▶ **Success Metric(s):** An increase in the number of out-of-state forensic examiners hired by ISP, ideally leading to a reduction in the rape-kit backlog and fast processing times for testing future rape kits.

NEXT STEPS

RECONVENE TO
SOLIDIFY WORKING
GROUP PARTICIPANTS

SCHEDULE WORKING
GROUPS TO FURTHER
DEVELOP
RECOMMENDATIONS
THAT HAVE BEEN
SELECTED AS THE AREAS
OF FOCUS FOR THE
GENDER BASED
VIOLENCE COMMITTEE

Appendix II

Recommendations and Execution Strategy

Leadership & Inclusion Committee

- **Need for Data – Submitted by Vidhya Prakash**

Identify the existing pipeline groups in the major industries in Illinois to understand ongoing needs - Medicine, Business, Law, Stem industries

We must ensure to capture data regarding girls within and aging out of DCFS, disabled, LGBTQ and underrepresented groups and immigrants.

The need for data exists to see what gaps there are for communities of women in hardship in high school graduation rates, college enrollment, post graduation employment and workplace promotion. It is important to collect data on the existing pipeline programs in Illinois and discuss the successes/setbacks and needs of each. This would give us further information on what the leaders of these programs believe are necessary for future pipeline programs.

Determine how career and leadership opportunities are being promoted to girls in school and what career and leadership opportunities are being promoted.

Gather research regarding women in leadership in the IL National Guard to determine if there is improvement needed.

“Women Deserve Data” #studyIllinoiswomen

Execution

1) Identifying specific areas of already existing of data.

- a. women enrollment, leadership and employment in Medicine, Business, Law and Stem
- b. underrepresented groups
- c. leadership programs in middle school and high school
- d. graduation rates and post-graduation employment

2) Identifying specific organizations/individuals that *have already* done research

3) Identifying organizations/individuals that *can* do the needed research

* Important to be cognizant that research methods do not lead to skewed data. The methods applied have to be based on empirical research.

- **Fair Participation – Submitted by Nikita Richards**

There should be women on the selection committee for companies or agencies, both public and private, who make decisions on which businesses to award contracts to, especially STEM focused businesses.

Along with this, companies and agencies should have to do premier business with minority owned women owned businesses, perhaps making a policy where a percentage of their contracts has to be awarded to minority owned women owned businesses.

“Let Women Hire Women” #womenhiringwomen

Execution

1. Gather data on how many women sit on selection committees for hiring, appointment and accepting contract bids in public, private companies and state agencies across the state of Illinois
2. Draft legislation that mandates women participation in above stated roles.

Backseat to C-Suite – Submitted by Aileen Kim

Creating new or promoting existing career pathways/entryways for women who do not have a traditional 4-year degree; ensure those pathways/entryways are sustainable and provide access to jobs that provide opportunities for advancement financially/professionally.

It's my impression that a lot of career programs are focused on helping people prepare for and to get a job, but not on the quality of the job itself (e.g. Does it pay well? Does it provide opportunities to grow/advance in that particular field?). A job won't help a woman, no matter how driven she may be, advance if she's underpaid with no opportunities to grow.

“Backseat to C-Suite” #womenincsuites

Execution

1. Create academic to trade school pipeline that is operated by state and trade school partnerships specifically geared towards women.
2. State funded assistance in internships for young girls and women with hardship.

- **Veteran Credit Forgiveness – Submitted by Nikita Richards**

Illinois ranks top 10 in the country for the highest amount of veterans living in a state. Female veterans are among the most vulnerable and make up the highest numbers of homeless veterans. Often time women aren't able to obtain the same financial wealth as men which leads them to make financial decisions under stress just to make ends meet and while often falling behind on bills which effects their credit, ability to secure certain career & professional opportunities, ability to obtain safe and suitable housing, apply for bank loans versus pay day loans etc. It's a never-ending cycle, however credit forgiveness legislature for female veterans would allow for a second chance and access.

“Veteran Credit Forgiveness”

Execution

1. State mandates credit forgiveness legislation for female veterans

- **Federal Contractor Enforcers – Submitted by Nikita Richards**

Fairer access to minority business growth and a competitive market, proper representation that can provide diversity in perspective and experiences.

EO 11246 implemented the Kennedy order and consolidated most of the contract compliance programs in the federal government into the Department of Labor. Since 1965, the Office of Federal Contract Compliance Programs (OFCCP) amended the order with Executive Order 11375, adding gender to the list of prohibited bases. Section 503 of the Rehabilitation Act of 1973 and the Vietnam Era Veterans Readjustment Assistance Act of 1974 joined EO 11246 as laws enforced by the OFCCP. Later, the Obama Administration amended EO 11246 to add gender identity and sexual orientation to the list of prohibited bases.

The order applies to companies and institutions that receive more than \$10,000 in federal contracts. Contractors having \$50,000 in federal contracts and 50 employees must prepare a written affirmative action program. The order covers approximately one-quarter of the civilian workforce and reaches employees working in industries such as defense contracting, higher education, banks, and department stores.

Since the order was enacted, the OFCCP has embarked on compliance and enforcement efforts in industries such as textiles and construction, challenged the glass ceiling, defined an applicant in the age of the Internet, tackled compensation discrimination, established goals for individuals with disabilities and benchmarks for veterans, created a tiered review program, and added the LGBTQ community as a protected group.

“Protecting Women in Federal Contracts”

Execution

1. The Illinois State Legislature delegate Illinois Attorney General’s office the authority to review companies in Illinois entering into federal contracts in the following areas
 - a) Employment of women
 - b) Employment of diverse women
- 2) Mandate the hiring state compliance managers to review companies, institutions or organizations who receive federal funding.

- **Paid Internships For All – Submitted by Nikita Richards**

Provide women and girls with better access to train and learn in their desired fields, be mentored by the some of the best in the industry, access to meaning networking, exposure to opportunities and experiences they otherwise would never know, and the ability to maneuver on a level playing field.

“Gateway for Girls”

Execution

1. Start partnership between the state/institutions of higher learning/ private companies to fund internships for young women.

- **Translation Compensation - Submitted by Nikita Richards**

This will accomplish 2 things. Another financial avenue for women and girls, especially those of color; and Fair compensation

Women are unfairly paid within the workforce. For those women and girls who serve in customer service industries (and other fields as well) and whom are bi or multilingual, often time serve dual roles outside of their paid/ assigned employment responsibilities as unofficial interpreters for their employers. Most times these assets to the employer go without proper compensation for their translation services. Without this skill and ability many companies, organizations and institutions would not able to adequately serve the public or their clients. Illinois can create policy that require employers to pay bi & multilingual employees when they use this skill while on the job.

- The use of bilingual skills should be paid separately.

“Translation Compensation”

Execution

1. Drafting legislation that identifies the need for provisions for bilingual speakers, translators and their compensation in Human Resources Departments of all private, public companies and state agencies that follow the guidelines of Employment Relations Law.

- **"Lead Like A Girl" - Submitted by Maaria Mozaffar & Nikita Richards**
Pipeline of access, opportunity and resources for women and girls who aspire to serve in government through a statewide campaign.

"Lead Like A Girl"

Execution

Implement a statewide campaign initiative that executes programmatic events, programs that develop leadership for young girls starting in 8th grade to college graduation. State Legislative should be required to serve as mentors to women and girls from high school and post high school through a statewide program entitled "Lead Like A Girl".

As a part of this statewide initiative, legislatures would be required to serve mentors to high school and post graduate. Lead Like A Girl Mentorship Program.