

Hampden County Commission on the Status of Women and Girls
Agenda

March 11, 2021

6:00 PM - 8:00 PM

Online via Zoom:

<https://zoom.us/j/6895726626?pwd=aDdCTEpPSlkwa2pxd29VZDRqZStkOT09>

Please contact hccswg@gmail.com for the meeting password

- I. Call to Order and Roll Call
- II. Discussion with our featured guest, Michelle Equale, Transformational and Operational Leader at Empower Retirement
- III. Public Speak Out (15 min.)
- IV. Approval of minutes from February 11, 2020
- V. Chair Report
- VI. Vice-Chair Report
- VII. Old Business**
 - a. Collaboration with Hampshire-Franklin**
 - i. April Event: Trivia Night - Social Event with Hampshire-Franklin
 - 1. Date:TBD- Waiting on HFSWG
 - 2. [Tentative Questions](#)
 - ii. **Paid leave presentation: March 9th**
 - 1. Paid leave and have Diana Painter speak on legislation
 - b. Coffee Chat Winter Events Updates**
 - i. Collaboration with Hampshire-Franklin
 - ii. Spring/Summer Coffee Chats

Commissioner	Gabrielle	Pattie	Tara	Michelle	Shanique	Jen	Jackie	Dawn
Chat Date								
Zoom Link								

VIII. New Business

a. **Planning for International Women's Day**

- i. [Planning Doc w/Details](#)
- ii. Finalizing plans and details
- iii. Run of show

b. EqualPayMA Roundtable Series

- i. Shaitia is looking for speakers for our Mother's Equal Pay Day Conversation on **May 12th at 11:00am.**

c. **Policy Discussion**

- i. Legislation that we would like to support

d. **Internship Program**

e. **Meeting Dates**

- i. April 8th - Dr. Neena Qasba
- ii. May 13th - Shaitia Spruell
- iii. June 10th - Danella Clarke?

f. **Swearing in of recommended Commissioner, Jacqueline Velez**

IX. MCSW Events

a. **Semi-Annual Convening of the Regional Commissions (Action Item)**

- i. Two dates have been identified for the next Regional Commission Convening - Monday, May 24th and Tuesday, May 25th. Please complete the poll by Monday, March 8th at 5pm: <https://www.when2meet.com/?11226761-GUmgT>. Based on the Regional Commissioner responses, the date and time of the Convening will be confirmed on Tuesday, March 9th during the Program and Planning Committee meeting.

b. **Virtual Advocacy Day** - Advocacy Day will be held on May 19th. More details to come.

c. **Commonwealth Heroines**

- i. This afternoon we will be opening up the recommendation form for the Commonwealth Heroines Class of 2021. Each year the Commission partners with state legislators to identify women who make outstanding contributions to their organizations and communities. Each legislator is encouraged to submit one woman from their constituency as a means of recognizing their invaluable community efforts. This submission form will

be open for legislators until Monday, April 5, 2021. For more information, please visit the links below:

- ii. [Commonwealth Heroine Program Book 2020](#)
- iii. [Commonwealth Heroine 2021 Work Plan](#)

d. Adjournment

About Our Featured Guest:



Michele is the Head of End to End Process Owner Program, Workplace Solutions at MassMutual. Michele works with leadership to design and execute best in class

capabilities and cultivate superior talent practices. She believes a people-centric lean operation delivers the highest return in policyholder value and creates the best experience for MassMutual employees. Committed to increasing the value delivered to customers and reduce the waste within operational processes, Michele coaches leaders at all levels of the firm on transformation management, change leadership and lean management principles. Completing her 13th year with MassMutual, Michele has functioned in roles influencing executive recruiting, business strategy development & planning and continuous improvement. She is a UMASS Isenberg School of Management 2019 Driven Leader Award recipient, a UMASS Isenberg School of Management 2018 Driven Leader Award Nominee, a two-time recipient of MassMutual's Enterprise Improvement Award, a recipient of MassMutual's President Cost Challenge Award and a recipient of the MassMutual Diversity & Inclusion

Champion Award. Michele actively serves on the UMASS Alumni Association Board of Directors, on the UMASS Alumni Association Finance and & Investments & Audit Committees.

Passionate about closing the gap in women in leadership positions, Michele founded the Women's Leadership Business Resource Group's (WLBRG) *Lean in to Learn* program, focused on supporting women at all levels of MassMutual and cultivating their financial and investment acumen and confidence. Michele also assumed the role of WLBRG Treasurer in that role Michele oversees community partnerships and cultivates strategic relationships with regional nonprofit partners to further the promotion & equity of women of all ages in the Springfield region. Outside of her corporate responsibilities Michele dedicates her time supporting the UMASS Women of Isenberg via presenting at the annual conference (4 years), mentoring undergraduate and graduate students and participating on the 2020 Women of Isenberg Conference alumni advisory panel.

Early in her career, she sold software solutions and consulting services to fortune 100 corporations in multiple industries and regions of the country. Michele is a proud mother and step-mother of four children, Reilly, 21, Joseph, 17, Brooke, 16, and 9-year-old AnnaRose, and enjoys life's delights such as painting in her art studio, attending fine art galleries and museums, riding horses and floating on Saratoga Lake with her kids, parents and husband, Chris. Michele obtained her MBA at Isenberg School of Management in 2013 and a Bachelor's of Fine Arts from Colorado State University in 1995.

Additional Flyers and Partnership Events:



The Office of Economic Empowerment is hosting a yearlong virtual webinar series this year called the 2021 EqualPayMA Roundtable Series. We are highlighting equal pay days affiliated with different demographic groups, in addition to hosting general conversations regarding the [shcession](#).

The purpose of this series is to:

- Discuss how the pandemic has influenced the wage gap
- Highlight the current state of pay inequity, leading to financial pitfalls for women and how certain industries were overwhelmingly affected by the *shcession*
- Reflect on where we've come in the five years since the Equal Pay Law was passed in 2016
- Strategize with *key stakeholders, employers and chambers of commerce* on what we need to do to prevent a future *shcession*

It's about (paid) time (off)!

IS MA'S PAID LEAVE BENEFIT FOR YOU?

No one should have to choose between their job and their family, or their own health. MA's paid family and medical leave program becomes available in 2021, and most MA workers have the right to take paid leave. In this presentation, attendees will learn more about their rights under the law, who is covered, how the program works, and what benefits are available to individuals and families under this program.

Tuesday, March 9, 2021

6:30-7:30pm

Facebook Live

RSVP to Contact.hfcswg@gmail.com

Guest Speakers

Diana Painter, Coalition for Social Justice
Alex Risley Schroeder, Essentials for Childhood



**Sponsored by the
Hampshire- Franklin, Hampden, &
Bristol Commissions on the Status of
Women & Girls**

