



**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

March 8, 2017 Convening

Panelist Biographies

Panel 1: The Science of Implicit Bias

Sue E. Miller



Sue Miller currently serves as the American Association of University Women of California (AAUW CA) State Public Policy Chair where she leads members in their advocacy efforts to empower women and girls. During her tenure, she has led the local membership in support of the passage of multiple equal pay bills in recent sessions of the California legislature. She also represents AAUW-CA on the Stronger California Coalition, the California Coalition on Reproductive Freedom and the Title IX Coalition.

Sue's leadership experience also includes four terms as president of the Roseville-South Placer branch of AAUW, two terms on the AAUW CA Board and a term as AAUW CA Vice President. She is also a member of the Gender Equity Committee at Sierra College. Sue's personal experiences of gender discrimination in her work life serve as her motivation and involvement with AAUW. Sue holds a Bachelor of Science in Chemistry from Miami University (Ohio) and Master of Science in Healthcare Administration from the University of Cincinnati.

Jeffrey Sherman, Ph.D.



Dr. Sherman is a Professor in the department of Psychology at the University of California, Davis. His research investigates the cognitive processes underlying social psychology and behavior. In particular, he is interested in how stereotypes and prejudice affect how people perceive themselves, other people, and groups of people. He has authored more than 90 scientific publications on these topics. Dr. Sherman is Editor of the journal *Social Cognition*. He is the 2019 President of the Society of Experimental Social Psychology, the past-President of the International Social Cognition Network, and is a Fellow of the Association for Psychological Science, the Society of Personality and Social Psychology, and the Society for Experimental Social Psychology.

Dr. Sherman won the Theoretical Innovation Prize presented by the Society for Personality and Social Psychology and is a recipient of the Anneliese Maier Research Award from the Alexander von Humboldt Foundation. His research on stereotyping and prejudice has been funded by the National Institutes of Health and the National Science Foundation.

Dr. Sherman earned his B.A. in Psychology at the University of California, Berkeley and his Ph.D. in Social Psychology at the University of California, Santa Barbara.

Jessica Stender



Jessica Stender joined Equal Rights Advocates (ERA) as a Senior Staff Attorney in September 2015. She 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 and projects. As ERA's Policy Lead, Jessica serves on the Policy Committee of the national Equal Pay Today! Campaign and coordinates the Stronger California Advocates Network, a statewide collaboration of organizations promoting policy reform to improve the economic strength of women and families in California.

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 the Center for Migrant Rights, 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 (Boalt Hall) 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 assistance to migrant farmworkers throughout Pennsylvania.

Panel 2: Individual Testimonies About Implicit Bias

Amy Tong



Governor Jerry Brown appointed Amy Tong as Director of the California Department of Technology (CDT) on June 30, 2016 after she had served as Acting Director since April 1, 2016.

As the Director and State Chief Information Officer (CIO), Ms. Tong is responsible for advising the Governor on the strategic management and direction of the state's Information Technology (IT) resources. She is also responsible for establishing and implementing state IT strategic plans, policies, standards and enterprise architecture while minimizing overlap, redundancy and cost to the state by promoting efficient and effective use of IT. Ms. Tong coordinates the activities of Agency Information Officers and department CIOs for the purpose of integrating statewide technology initiatives and ensuring compliance with IT policies and standards in the areas of Digital Services, Information Security, Project Delivery, Innovation and IT Workforce development. She promotes alignment and effective management of IT resources by working to improve organizational maturity and capacity in the effective management of IT. In order to achieve success in these areas, Ms. Tong has emphasized the importance of strategic clarity within the department. She has aimed to instill a sense of common purpose throughout the organization through structural realignment and improved internal communication with the end goal being a department that is pointed in the same direction and continuously working toward one common goal.

Ms. Tong has over 22 years of business, technology, and management experience in the public sector. Prior to being appointed director of CDT, she served as the Chief Deputy Director and Agency Chief Information Officer in the Office of Systems Integration at the California Health and Human Services Agency, Deputy Director and Chief Information Officer at California Lottery, Chief Technology Officer at Board of Equalization; Chief of the Data Center at California Public Employees' Retirement System; and was the acting CIO at the Water Resources Control Board. Ms. Tong has a Bachelor of Science degree in Management Information System (MIS) and a Master of Business Administration (MBA) from California State University, Sacramento.

Ms. Tong has also spent the past 17 years serving her community as a volunteer. She is national senior advisor and immediate past national vice-chair of the Asian Pacific Islander Public Affairs Association, a non-profit organization, dedicated to empowering community members in civic engagement, youth leadership development, and community collaboration. Ms. Tong is continuing her community involvement by serving as the Planning Commissioner for the City of Elk Grove.

Nada Bassyoni



Nada Bassyoni lives in Irvine, California with her parents and two siblings and is an honor roll student and senior at Northwood High School. She is also an athlete, playing the forward position at Northwood's varsity basketball team during her senior and junior years and serving as the Junior Varsity Team Captain in her sophomore year. In addition, Nada competes in track and has acquired a 1st degree black belt in Taekwondo. Nada's has been a member of Northwood's Muslim Student Association for four years and she served as its secretary in her junior year. Her leadership abilities have also been demonstrated through involvement in class council for the past three years. Nada enjoys giving back to her community so in her spare time, she has volunteered at an elderly care center.

Recently, Nada traveled to the state Capitol as part of a student advocacy trip to speak with policy experts about increasing funding for education. One day, Nada hopes to pursue a law degree and eventually transition into a career in politics or broadcast journalism.

Darci Burrell



Darci Burrell's dedication to advancing the rights of society's less powerful is equaled only by her devotion to the rule of law. An unyielding advocate for her clients, Ms. Burrell's innovative legal work has expanded the bounds of civil rights law. She is particularly noted for the novel application of "aiding and abetting" claims to employment discrimination cases, including one case against a psychiatrist who determined that an African American employee was unfit for duty because she kept raising claims of racial discrimination in the workplace.

Darci is a founding partner of Levy Vinick Burrell Hyams LLP. Prior to that, she was a senior associate with the employment practice group of Boxer & Gerson LLP, where she successfully litigated and tried cases on behalf of women subjected to gender discrimination and sexual harassment, people subjected to racial discrimination and harassment, people with disabilities, whistleblowers, tradeswomen and other women in non-traditional employment, and others, against both corporations and public entities.

Darci has practiced civil rights and public interest law since she graduated from UCLA Law School in 1995, beginning with a year serving as the Ruth Chance Law Fellow with Equal Rights Advocates, a women's employment law center in San Francisco. In that position, Darci represented women and girls in cases involving sexual harassment and gender-based discrimination. She also advocated on behalf of women in non-traditional employment, including tradeswomen and fire fighters.

Darci then joined the NAACP Legal Defense Fund as a staff attorney, litigating class action lawsuits on behalf of, among others, female police officers, African American probation officers, and residents of a largely-Latino neighborhood fighting a new freeway extension.

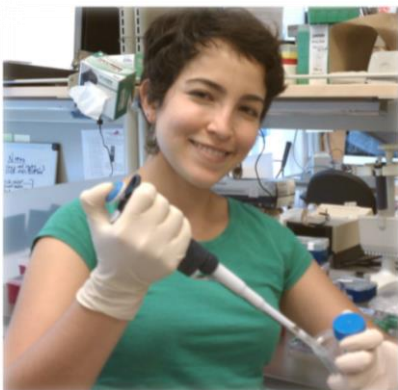
Darci returned to the Bay Area in 1998 to serve as a Civil Rights Attorney with the U.S. Department of Education, Office for Civil Rights, enforcing laws against discrimination in education on the basis of race, ethnicity, age, gender and disability. Two years later, she joined Goldstein, Demchak, Baller, Borgen & Dardarian as a civil litigator involved in a variety of employment discrimination and wage and hour class action lawsuits.

Outside the office, Darci immerses herself in everything the East Bay has to offer, particularly outdoor adventures and popular culture. She is a regular at many Oakland gathering spots, and a

reliable source for the best tips on Oakland's vibrant local food and music scene. On the quieter side, she has recently indulged in a full-on obsession with Jane Austen fan fiction.

Panel 3: What Can Be Done About Implicit Bias

Linet Mera, Ph.D.



Linet was born in Bogotá, Colombia. She grew up in 5 different countries, and learned three different languages before landing in the Bay Area. She obtained a B.S in Genetics with a Biochemistry double major and French and Spanish minor from Texas A&M University in 2006. She then continued her education at the University of California, San Francisco (UCSF) where she obtained her PhD in 2014 in Molecular Biology and Biochemistry while pursuing her thesis work in the study of proteins that control the creation of brown fat – a type of fat that burns energy in the human body. She currently consults for

UCSF's Office of Career and Professional Development, developing resources for graduate students and postdoctoral fellows nationwide that are looking to transition into careers outside of academia.

Much like her science, Linet has always wanted to improve the world through her work in diversity. While an undergraduate, she co---founded the Texas A&M Language Learning Institute and became the VP of the Colombian Student Association, organizing events to increase campus awareness and celebration of the diversity of the student body. While obtaining a PhD, Linet co-led the Women in Life Sciences group aimed at providing resources to support women in the sciences. She also represented the student voice on committees including the Chancellor's Advisory Committee on the Status of Women and Campus Climate, Culture, and Inclusion. As part of the Minority Graduate Student Organization, she helped develop and implement the annual Diversity Workshop for graduate students and faculty to, for the first time, engage in a discussion on diversity at UCSF. In addition to these groups, she brought diversity to the table of science communication through volunteering to teach in the San Francisco Unified School District through the Science and Health Education Partnership, and through science communication and outreach at Discovery Days at AT&T Park and science booths at Berkeley's farmer's market.

After completing her PhD, Linet continued her work advocating for diversity by volunteering with the Unconscious Bias Project (UBP) at the University of California, Berkeley. UBP's goal is to raise awareness of and reduce bias and unconscious bias in Science, Technology, Engineering, and Mathematics (STEM) fields by (1) showing evidence that bias exists in STEM, (2) providing evidence---based approaches to help others identify their own biases, and (3) sharing evidence---based methods of reducing bias. Learn more at <http://unconsciousbiasproject.org/>

Outside of her work and volunteering, Linet performs with jazz and funk/soul groups in Oakland.

Clarissa Doutherd



Clarissa Doutherd is the Executive Director of Parent Voices Oakland, an East Bay chapter of Parent Voices California. She comes to the organization with over a decade of experience working for grassroots, non-profit organizations.

Clarissa discovered her passion for child care advocacy when she lost a much needed child care subsidy for her then 3 year old son, Xavier. Clarissa has been a strong advocate for mothers like herself who were caught in the crosshairs of ineffective public policy.

In addition to supporting Parent Voices Statewide campaigns, she has worked to decrease the number of mothers in Oakland waitlisted for child care subsidies. As a collaborative movement builder, Clarissa has forged deep partnerships with large local Government agencies including the County Social Services Agency, Public Health, and Behavioral Health Services. After stepping into leadership as the Co-Chair on the Alameda County Early Childhood Policy Committee with First 5 of Alameda County, Clarissa led efforts to refocus the group to become a cross sector collaborative which brings together community based organizations, parents and service providers to advance innovative strategies for County-wide systems change; and works to elevate parent leadership in public policy.

Clarissa is the recipient of the prestigious Gloria Steinem "Woman of Vision" award, and currently sits on the steering committee for the Alameda County Early Care and Education Planning Council, the 18th Assembly District Education Advisory Committee, and the Alameda County-Oakland Community Partnership Board for the City of Oakland. Clarissa resides in Oakland, California with Xavier who is now 9 years old.

Laura Mather, Ph.D.



Founder and CEO of Unitive, Laura Mather combines expertise in technology, insights into human behavior and an entrepreneurial savvy to address major challenges facing business and society. She co-founded Silver Tail Systems in 2008 and built it to a team of more than 100 that protected over one billion accounts before it was acquired by RSA Security LLC, the security division of EMC Corporation, in December of 2012. Laura began her career at the National Security Agency and then Britannica.com before

pioneering anti-phishing practices for eBay and PayPal in the early 2000s.

Throughout these professional experiences, Laura became intrigued with how the most productive teams were formed. She witnessed how a lack of diversity stunted innovation and effectiveness at organizations, whether big or small, government, startup or Fortune 500.

Fueled by these observations and driven by the importance of helping organizations become more productive, innovative, and effective, Laura began researching the changes required to move today's organizations forward. What she found was a plethora of research on how organizations could become more productive and innovative, but no realistic, scalable methodology for implementing the research.

Through Unitive, Laura and her team have developed a suite of software to transform the talent management landscape by bolstering traditional human resource processes with software to mitigate unconscious bias and get the right people into the right jobs.

In 2012, Laura was named number 16 on Fast Company's Most Creative People in Business list, number six on Fortune's list of Most Powerful Women Entrepreneurs and number nine on Business Insider's list of Most Powerful Women Engineers. In 2013, she was named to the top 50 Future Digital Strategists for Corporate Boards by Agenda magazine.

Laura has a Ph.D. in Computer Science and a B.S. in Applied Mathematics.