



**The Senate Select Committee on Women, Work & Families presents:**

**The Life Benefits of Equitable Family Leave Policies**

*May 3, 2017, 1:30 p.m. to 3:30 p.m.*

*California State Capitol, Room 2040, Sacramento, California 95814*

**Panel One: Setting the Stage: Where We Are and Where We Need to Go**

**Ann M. O’Leary**



Ann O’Leary is a partner at Boies Schiller Flexner, providing strategic counseling and crisis management to leaders and organizations in the corporate, non-profit and philanthropic sectors.

Prior to joining BSF, Ann was the co-Executive Director of the Clinton-Kaine Transition and as a Senior Policy Advisor to Hillary Clinton. In both 2015 and 2016, Politico Magazine named O’Leary to its list of top fifty “thinkers, doers, and visionaries” who are transforming American politics.

Prior to joining Hillary Clinton’s presidential campaign, O’Leary was a Senior Fellow at the Center for American Progress, where she wrote extensively about labor protections for working families; and, she served as the Senior Vice President of Next Generation and Director of Too Small to Fail, a public action campaign jointly launched by the Clinton Foundation and Next Generation to provide parents the information and tools they need to boost their young children’s vocabulary development and close the “word gap.”

O’Leary previously served as a lecturer in health law and social policy at UC Berkeley School of Law, executive director of the Berkeley Law Center on Health, Economic & Family Security, a deputy city attorney in San Francisco, legislative director to Senator Hillary Rodham Clinton, and she led the children and family policy team on the White House Domestic Policy Council under President William J. Clinton. She also served as a member of the Obama-Biden Presidential Transition Team.

O’Leary currently serves on the Boards of KQED, the San Francisco Bay Area’s NPR and PBS affiliate; the East Bay Community Law Center, UC Berkeley Law’s poverty law clinic; and The Opportunity Institute, a non-profit think tank that she co-founded, which promotes social mobility and equity.

O’Leary earned a B.A. from Mount Holyoke College, a Master’s in Education Policy from Stanford University and a J.D. from the University of California, Berkeley, School of Law.

### **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 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.

## Sharon Terman



Sharon Terman is the Director of the Work and Family Program and a Senior Staff Attorney at Legal Aid at Work (formerly Legal Aid Society-Employment Law Center) in San Francisco. Sharon provides free legal advice to low-wage workers, represents employees facing family medical crises, advocates for policy and institutional change to promote family-friendly workplaces, and educates the community through trainings, know-your-rights materials, and technical assistance. Sharon co-founded a medical-legal partnership with Zuckerberg San Francisco General Hospital to educate low-income pregnant patients about workplace rights. She also helps lead the Healthy Mothers Workplace Coalition, a collaboration of government agencies, community-based organizations, and employers that seeks to improve workplace conditions for pregnant and parenting workers through public education, public policy development, and an award program that recognizes employers with family-supportive workplace policies.

Sharon is a leading expert on family and medical leave policies and has helped craft several landmark laws, including expansions of Paid Family Leave to cover caregiving for siblings, grandparents, grandchildren, and parents-in-law, and increasing the benefit amount; a law mandating continued health insurance benefits during pregnancy leave; and a law requiring job-protected time off to visit or enroll children in school or childcare or to address a child care emergency.

Sharon received her J.D. with distinction from Stanford Law School and her B.A. with highest distinction from the University of California, Berkeley. After law school, she clerked for the Honorable Richard A. Paez of the Ninth Circuit Court of Appeals before joining Legal Aid at Work as a Skadden Fellow in 2005. She is the 2011 recipient of the Stanford Law School Miles L. Rubin Public Interest Award, and was named a 2015 Northern California Rising Star by *Super Lawyers*.

## Jenya Cassidy



Jenya Cassidy directs the California Work & Family Coalition, a project of Next Generation.

The Coalition is an alliance of working parents, caregivers, advocates, and union members organizing to expand and protect every Californian's right to put their family first. Jenya leads statewide legislative campaigns, local grassroots efforts, and community outreach and education efforts around family friendly laws.

Before coming to Next Generation, Jenya served as the California Policy Director for the Labor Project for Working Families. At the Labor Project, Jenya oversaw statewide policy campaigns, edited the labor-focused newsletter and developed a training program on California Family Leave Laws.

Previously, Jenya worked as a community organizer, a union organizer, and a Labor Representative for the Health Care Workers' Union, Local 250. Jenya's life-shaping early work includes teaching English at a public middle school in St. Petersburg, Russia, and working the deli at Canter's Fairfax in Los Angeles.

In her spare time, Jenya participates in helping build local community and labor alliances, volunteers at her kids' public schools, and serves on the Advisory Board of ROC the Bay, a worker center for Bay Area restaurant workers.

Jenya earned a Bachelor's Degree from UCLA. She lives in Alameda, California with her three children.



## Panel Two: The Socioeconomic Benefits of Equitable Family Leave Policies

### **William H. Dow PhD**



William H. Dow is Professor of Health Economics at the University of California–Berkeley’s School of Public Health, and a research associate at the National Bureau of Economic Research. He has worked with both Democratic and Republican groups on health policy proposals at the federal, state and local levels, and previously served as senior economist for health at the White House Council of Economic Advisers. His research includes evaluating employer effects of San Francisco's Paid Sick Leave Ordinance, as well as an ongoing evaluation of San Francisco's Paid Parental Leave Ordinance. Dow holds a PhD in economics from Yale University.

### **Suzanne Stewart, MD**



Suzanne Stewart, MD is a pediatric resident at UC Davis Children’s Hospital. She was born and raised in Nebraska earning her undergraduate degree in Biological Systems Engineering and Medical Degree at the University of Nebraska. She has a particular interest in early childhood development, currently studying safe sleep habits in the UC Davis Hospital. She is the American Academy of Pediatrics, Section on Pediatric Trainees (SOPT) Assistant District Coordinator for the State of California.

## Camille Maben



In December 2012, Camille Maben began serving in her current role as Executive Director of First 5 California. In that role, she is responsible for staffing the California Children and Families Commission, in addition to directing the work of the agency and its staff. Through her leadership, First 5 California is implementing several evidence-based and results-driven Signature Programs targeted to children, parents, and teachers that focus on quality.

Prior to her appointment at First 5 California, Camille served as the Division Director of the Child Development Division at the California Department of Education (CDE). Part of her responsibilities in that role included providing leadership and oversight to over 700 early care and education contractors with a \$1.7 billion dollar budget. She most recently served as Co-Chair of the State Advisory Council on Early Learning and Care, and also helped win and implement the \$52.6 million federal Race to the Top – Early Learning Challenge Grant.

She was previously appointed by the Governor to serve as Chief of Staff for the Office of the Secretary of Education. She worked closely with the Secretary on the coordination and development of the Governor's education policy agenda.

In earlier work at CDE, Camille served as Division Director of the School and District Accountability Division. Her division included the No Child Left Behind Office, oversight of the Categorical Program Monitoring process, the Title I Policy and Partnerships Unit, and the English Learner Accountability Unit. She served as the Superintendent's representative to the California Interscholastic Federation. Camille also served as Senior Advisor to former State Superintendent Delaine Eastin and has worked as a consultant to the Assembly Education Committee.

Camille currently serves as a school board member for the Rocklin Unified School District. She has served on the Rocklin Board for over 20 years.

**Adam Rochon**, is a business owner who lives in Central California and runs a small health insurance brokerage company. Mr. Rochon is a member of Small Business Majority.

Small Business Majority is a national small business advocacy organization, founded and run by small business owners to focus on solving the biggest problems facing small businesses today. This organization actively engages small business owners across America to drive smart public policy and get entrepreneurs the resources they need to thrive.

Small Business Majority believes small business entrepreneurship is a potent force for positive change in every aspect of creating a thriving society and economy—from addressing long-term unemployment to providing quality jobs in challenged communities. Small, local businesses are forces for economic development—creating economic opportunity in the neighborhoods where they operate by providing jobs that lead to income growth and helping revitalize challenged areas. Indeed, healthy small business ecosystem can provide a pathway for women, minorities, youth, veterans and immigrants to enter the mainstream American economy and build income and independence.