

THIS WOMAN'S WORK

# *THIS WOMAN'S WORK*

PROFILES OF TRAILBLAZING  
CALIFORNIA STATE  
EMPLOYEES

**& Historic and Modern Perspectives**

## *CWC Mission*

The California Workforce Connection empowers individuals with skills to be successful through mentoring, coaching, visionary leadership, and educational training.

## *CWC Vision*

The California Workforce Connection will transition professions for evolutionary leadership changes and demographic partnerships.

**Thank You For Joining Us!**



There are thousands of interesting stories of trailblazing women who chose to work for the State of California in a variety of roles.

The individuals highlighted today have been selected from a wide pool of many possible people to feature.

The people featured were selected by the creator of tonight's presentation.



# THIS WOMAN'S WORK

A SELECTION OF NOTABLE WOMEN IN  
STATE SERVICE

*HISTORIC PERSPECTIVE:*  
THE SECOND SHIFT

*MODERN PERSPECTIVE:*  
2022 WOMEN IN THE WORKPLACE AND LOOKING  
TO THE FUTURE



**FROM NOT SPEAKING  
ENGLISH TO RE-ELECTED  
CONTROLLER**

Imagine you are born to Chinese immigrant parents, and raised in a working-class family, you had to struggle for every opportunity. You help your parents with the bookkeeping and accounting for the family's small dry-cleaning business. But you didn't let a language barrier stop you from achieving your dreams.

After completing her education, she took a job as a staff member for the California State Assembly and California State Senate. She worked her way up the ranks, becoming a key advisor on budget and taxation issues.

In 1994, she made the bold decision to run for the California Board of Equalization, becoming the first Asian American woman to win a statewide office in California's history.

And her hard work paid off when she was elected California State Controller in 2014, and re-elected in 2018, where she brought the same determination and resolve to her role, fighting for Californians and making government more transparent, effective, and accountable.



She is

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BETTY  
YEE

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**RESTORING A COLLEGE  
AFTER THE QUAKE...WHILE  
BEING THE FIRST**



Imagine you earned your Ph.D. from Boston College in 1979. You excel in academic administration, becoming the first African American woman to become president of a large (over 25,000 students) university. Then, two years into your term at 4:30 am one January morning, a 6.7 quake shakes your whole world, shifting priorities and centering your term on rebuilding infrastructure on top of your work rebuilding curriculum.

She was president of CalState Northridge (CSUN) during the 1994 Northridge earthquake, one of the worst natural disasters in U.S. history. She oversaw the years-long rebuilding of CSUN costing nearly \$400 million and repairing or rebuilding over 100 buildings on the campus. That's \$765 million in 2023 dollars.



She is

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DR. BLENDA  
WILSON

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**RAISING THE BAR, AT THE  
BAR, KNOWING  
WHO YOU ARE**

Imagine feeling like your body doesn't match who you know you are in your heart. And, every step could mean significant injury. If you fall, you could die. But, you feel called to the law. You witnessed the struggles of your son- an adult Black man, and you think of your ancestors- Jewish Holocaust survivors. They spur a legal career spent advocating for the civil rights of all people.

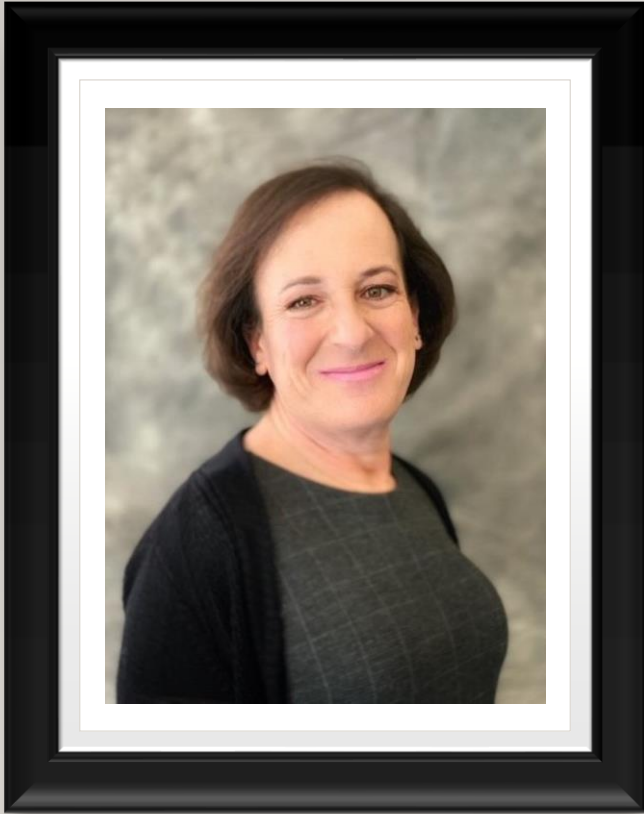
Born with brittle bone disease, she has experienced more than 100 fractures in her life. She said she is proud to be transgender, having transitioned in the last four years, and has been accepted and promoted as part of Newsom's administration.

She pledged to use her experiences to ensure that everyone who appears before her is welcome in the court system. At 58 years old, she will serve as a judge in Sacramento County Superior Court, filling the vacancy created by the retirement of Judge Benjamin Davidian, "I'm humbled, honored and I'm thrilled...I'm grateful to Gov. Newsom for creating a vision of California for all."



She is

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HON. ANDI  
MUDRYK

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**FROM TELEVISION TO THE  
LIBRARY OF CONGRESS, VIA  
SACRAMENTO**

Imagine you've just given birth to your son. Then, imagine the heartbreak of learning your spouse had an affair, and the baby boy the housekeeper just had is also your husband's child. And every media outlet is covering the story.

She worked as a correspondent for Dateline from 1989 until 2004 when she resigned because of conflicts of interest that arose after her husband became governor of California (2003–11).

She published a book in 2000 that evolved from her commencement address at College of the Holy Cross, during which she said "Ten Things I Wish Someone had told me at Graduation Before I Went Out in the World"

- 1.First and Foremost: Pinpoint Your Passion
- 2.No Job Is Beneath You
- 3.Who You Work for and with Is as Important as What You Do
- 4>Your Behavior Has Consequences
- 5.Be Willing to Fail
- 6.Superwoman is Dead (and Superman may be taking Viagra)
- 7.Children Do Change Your Career (Not to Mention Your Entire Life)
- 8.Marriage is a Hell of a Lot of Hard Work
- 9.Don't Expect Anyone Else to Support You Financially
- 10.Laughter

She is

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MARIA  
SHRIVER

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**FROM HARDSCRABBLE  
ROOTS TO THE FLOOR OF  
THE LEGISLATURE**

Imagine you were born to sharecroppers in Hope, Arkansas during the segregationist Jim Crow era. Your father, who left Arkansas after being threatened by a lynch mob, did not have the opportunity to vote until he was in his 30s.

As a woman and a person of color, she faced numerous obstacles in her pursuit of a career in political science. She made her home in San Diego. Before her most recent appointment, she served four terms as an Assembly Member representing California's 79th Assembly District.

She focuses on attendance and dropout rates, law enforcement's use-of-force and body camera practices, inclusive jury selection and instruction, predatory lending, resources for exonerees, restorative justice, and racial profiling. She is now responsible for making government more transparent and accessible in the areas of elections, business, political campaigning, legislative advocacy, and historical records.



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DR. SHIRLEY  
WEBBER

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FROM TRAGEDY TO  
CALIFORNIA TASK FORCE,  
TO WASHINGTON, DC

Imagine your 13-year-old daughter, walking home in the evening after a church carnival. A multiple repeat offender drunk driver veers off the road, killing her.

Turning heartbreak into action, after she founded MADD, she began lobbying Gov. Brown to set up a state task force to investigate drunk driving. Brown eventually agreed, making her the task force's first member. In 1981, California passed a law imposing minimum fines of \$375 for drunk drivers and mandatory imprisonment of up to four years for repeat offenders.

President Reagan asked her to serve on the National Commission on Drunk Driving, which recommended raising the minimum drinking age to 21 and revoking the licenses of those arrested for drunk driving.

In July 1984, she stood next to Reagan as he signed a law reducing federal highway grants to any state that failed to raise its drinking age to 21 (a change that was estimated to save around 800 traffic deaths annually). By 1985, all 50 states had tightened their drunk-driving laws.



She is

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CANDY  
LIGHTENER

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# HISTORIC PERSPECTIVE

The Second Shift

On the next slide is a video from Stanford University's America's Course on Poverty featuring Dr. Arlie Hochschild.  
She coined the term "Second Shift".

You can watch it on your own screen after our presentation if you copy the link, pasted into the chat.







FINDINGS



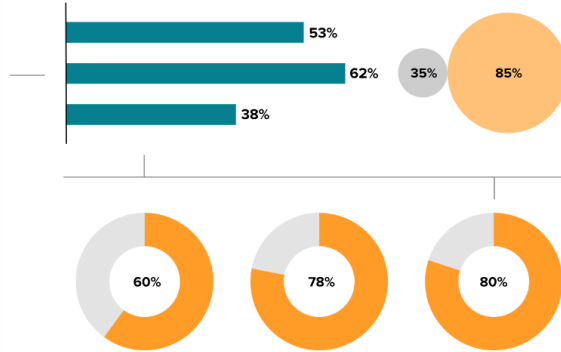
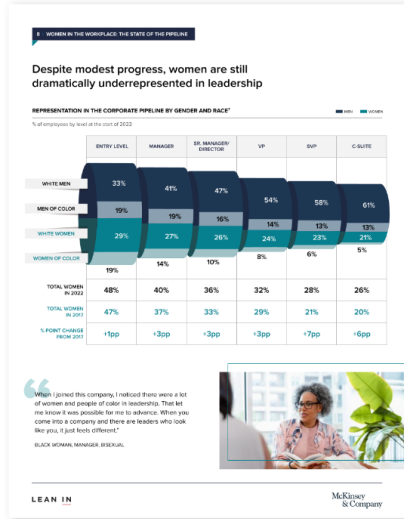
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# MODERN PERSPECTIVE

Women at Work after  
the Pandemic



# Women in the Workplace 2022



Women in the Workplace is the largest study on the state of women in corporate America. Based on data from more than 333 companies employing more than 12 million people, this year's report features:

- A detailed look at the impact of flexibility and remote and hybrid work on women's experiences
- Insights on the distinct biases and barriers faced by Black women, Latinas, Asian women, LGBTQ+ women, and women with disabilities
- Data-driven best practices for advancing and retaining all women employees
- Specific recommendations for closing the gap between what's expected of managers and how they're trained and rewarded

On the next slide is an introductory video on the  
2022 Women@Work Deloitte survey.

You can watch it on your own screen after our  
presentation if you copy the link, pasted into the chat.



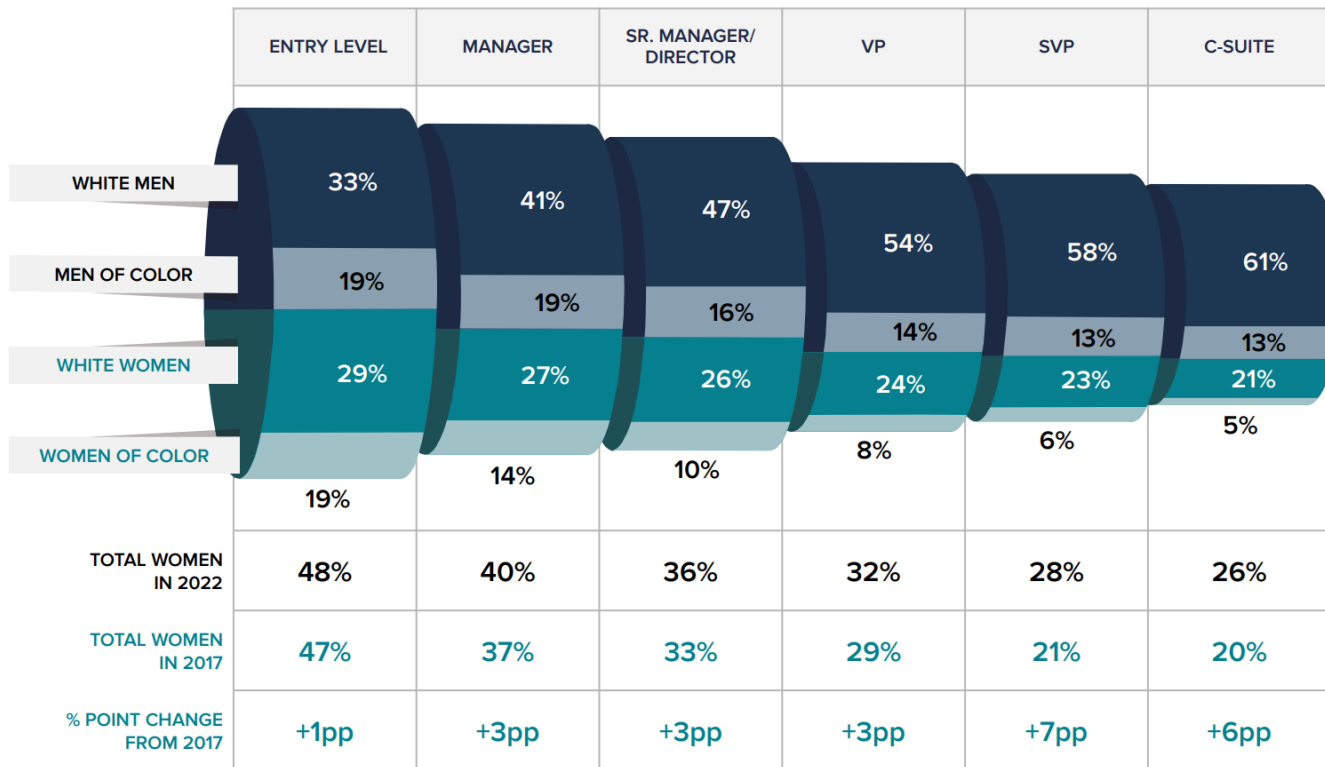
It's the forgotten elements of work

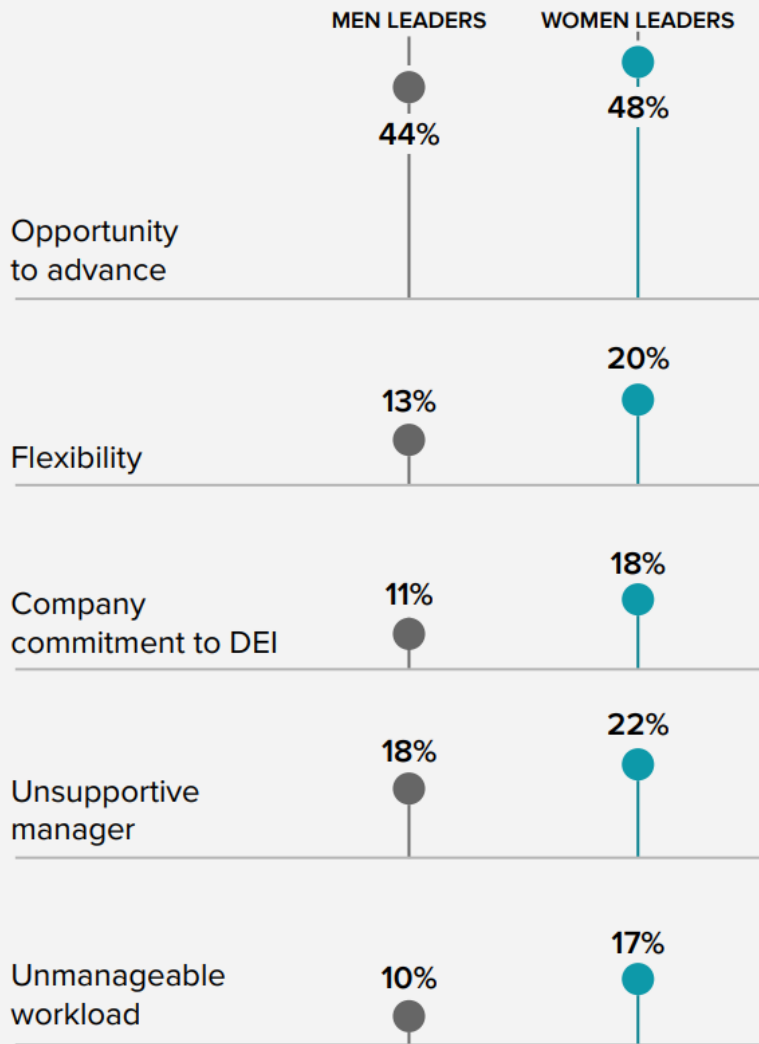
# Despite modest progress, women are still dramatically underrepresented in leadership

## REPRESENTATION IN THE CORPORATE PIPELINE BY GENDER AND RACE<sup>8</sup>

■ MEN ■ WOMEN

% of employees by level at the start of 2022





## Reasons women leaders are switching jobs..

% of women and men leaders who cite these reasons for switching jobs in the past two years

Percentage of women who rated the following aspects of life as poor/very poor



57%

Motivation at work



56%

job satisfaction



45%

ability to "switch off"  
work



38%

work/life balance



For those working hybrid, which of these statements are true?



I feel excluded from meetings and interactions



I don't have enough exposure to leaders



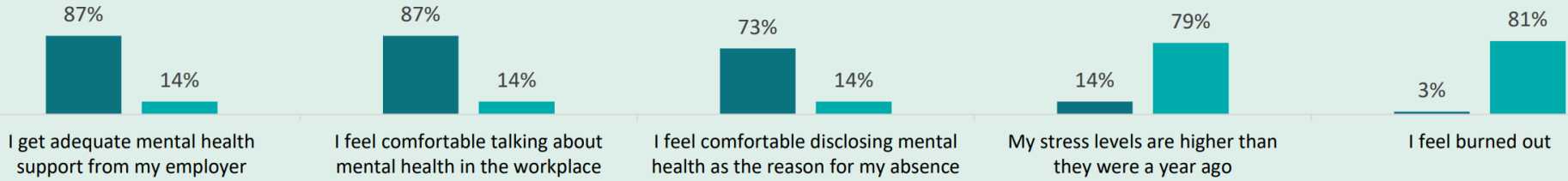
I have clear expectations around where/how I work

As in our 2021 research, this year we identified a group of women (albeit just 5% of the sample compared with 4% in 2021) who work for “Gender Equality Leaders”—organizations that, according to the women surveyed, have fostered genuinely inclusive cultures that support them and promote mental wellbeing. Women who work for these companies report far higher levels of engagement, trust, and career satisfaction, and they also plan to stay with their employers longer. They also report more positive experiences with hybrid working, with only 14% saying they have felt excluded from meetings/interactions and only 7% saying they don’t have enough exposure to leaders. Remarkably, only 3% of women working for Gender Equality Leaders reported being burned out, compared to 46% of respondents in the overall sample. Women employed by Gender Equality Leaders also receive greater mental health support: 87% say they get adequate mental health support from their employer, and the same percentage feel comfortable talking about their mental health in the workplace.

*Gender Equality Companies can prevent  
and mitigate Burnout*

**Which of these statements are true for you?**

■ Gender Equality Leaders ■ Gender Equality Lagging Organizations



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# Gender Equality Leaders vs Lagging Organizations



women's museum OF CALIFORNIA  
PRESERVING THE PAST & INSPIRING THE FUTURE



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ABOUT

EXHIBITS

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Programs and Events

SUPPORT

# Women's Museum of California

The mission of the Women's Museum of California is to educate and inspire present and future generations about the experiences and contributions of diverse women by collecting, preserving, and interpreting their stories.

The Women's Museum of California is housed in two locations in San Diego, California.

404 EUCLID AVE  
SAN DIEGO  
92114

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- On the first Saturday of every month, the Women's Museum of California opens its doors to the public.
- Enjoy free admission to the Education Center from 11:00 AM - 4:00 PM. First Saturdays include activities for all ages, story time in our Free Feminist Library, special monthly offerings, and more!



# CALIFORNIA MUSEUM



VISIT | TOURS | **EXHIBITS** | EDUCATION | EVENTS | RENTALS | SUPPORT | ABOUT

**WOMEN INSPIRE:  
CALIFORNIA  
WOMEN  
CHANGING OUR  
WORLD**



## SIGNATURE EXHIBITS

California Hall of Fame +

California Indians +

California Missions

Constitution Wall

## WOMEN INSPIRE: CALIFORNIA WOMEN CHANGING OUR WORLD

Developed in collaboration with California First Partner Jennifer Siebel Newsom, this all-new long-term exhibit features the stories of more than 250 Golden State women from the 1700s to present, who inspire change and reflection on the ongoing struggle for equality.

[HTTPS://WWW.CALIFORNIA  
MUSEUM.ORG/WOMEN-  
INSPIRE-ONLINE](https://www.california-museum.org/women-inspire-online)

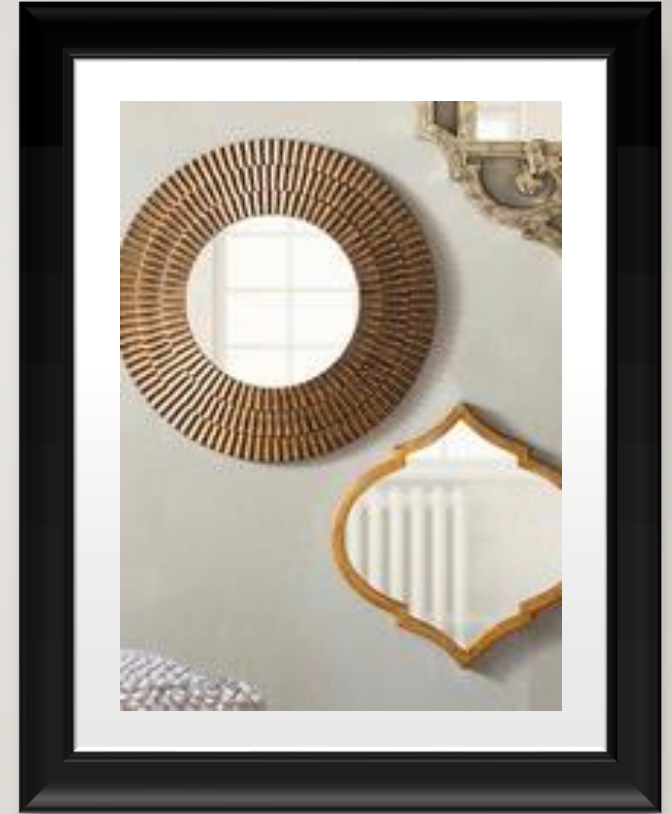
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# WHAT NOW?

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- Let's continue to press for women leaders
- Let's raise up and recognize the excellence and contributions of the women around us
- Let's normalize burnout prevention and work-life balance which means actively working to not contribute to the burnout of others





# LINKS AND SOURCES

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<https://www.womensmuseumca.org/educationcenter>



Q&A  
AND  
THANKS



**March 30, 2023 6:30pm**  
**<https://us02web.zoom.us/j/2740077921>**  
**Zoom Meeting ID: 274 007 7921**

