



ADDRESS REPLY TO:  
California Apprenticeship Council  
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## EQUAL OPPORTUNITY IN APPRENTICESHIP COMMITTEE MEETING

### MINUTES

Wednesday – January 28, 2015 10:30 A.M.

#### I. Call To Order/ Roll Call

Commissioner Susan Anderson called the meeting to order at 10:34 a.m.

Members present: Susan Anderson, John Dunn standing in for Van Ton-Quinlivan, Barbara Blake, Hector Velez, Frank Quintero, Christopher Christophersen, Jack Buckhorn, and DAS Chief Diane Ravnik

A quorum was met.

Members absent: Yvonne de la Peña

Review and approval of October 29, 2014 minutes

A motion and a second were made to approve the October 29, 2014 minutes. All were in favor. The motion carried.

#### II. “Bridging the Way” – Jamie Robison

Commissioner Anderson gave a brief introduction of Ms. Robison. Ms. Robison has been a millwright by trade since 1988. She is a facilitator with the Southwest Carpenters Training Fund at the Educational Services. Ms. Robison is the chairperson for the Southern California Sisters in the Brotherhood for 13 years.

Ms. Robison spoke briefly about the recent conference, “Bridging the Way”. Of the 467 attendees, 416 were trades women. Some of the workshops were on “Stepping Up to Leadership” - designed to encourage women to get involved in their local unions and “Generational Differences”. She expressed that the conference was an opportunity to network with women and share experiences with successes with best practices. She shared a poll that was taken that showed women being in the carpentry industry for 50 – 72 years. The current statistics show 5,025 women in construction, in the industrial sector there are 5,096.

She continued with her path to being millwright. Even though she always felt girlish; growing up she found her interests in doing things the boys liked to do. She always wanted to build something. During her quest for an education she asked her brother if he would get her a job as a carpenter, hence came the first roadblock of being a girl and wanting to have a career in a male dominated trade. She went on to college and decided that if she couldn't build them perhaps she could design them. She took classes in architecture and design. Not able to support her education she found a job in

a building materials company and found she was not being compensated fairly in comparison to the other workers. She later saw a sign “Nurturing Women in Construction”. She quit her job and joined the pre-apprenticeship program. While in the program it was mentioned to her that she should be a millwright. Time moved on and she learned the trade and then one day she was asked to teach a pre-apprenticeship program. After teaching for a while she went back out into the field. As time went on she was asked to teach again and then asked to write curriculum for the other programs. This connected her to the colleges and eventually to writing standards and attending CAC meetings.

She concluded in stating that even though she faced obstacles, she never had a chip on her shoulder, the bullying taught her not to take things personally.

### III. Comments

A woman electrician commented that Ms. Robison’s story illustrates that a woman’s issue is also a man’s issue. She found most men appreciate the presence of women on the job site as it changes the atmosphere, to the point that some would apologize to her for the negative actions of others.

Chief Ravnik gave accolades to Commissioner Anderson for the new and different format she has presented and has resulted in full participation of the attendees.

Meg Vasey stated that Tradeswomen Inc. is part of a national Taskforce on Tradeswomen Issues which features a blog called Tradeswomen Tuesdays. This is a part of a continuing commitment to advancing the conversation on employment issues faced by women in the trades. It is currently on the *Equal Rights Advocates* website, ([you can read previous installments](#)).

Chairperson Susan Anderson asked the attendees to contact her if they know of anyone that would come forward to give a presentation.

### IV. Adjournment

A motion and a second were made to adjourn the meeting. All were in favor. The motion carried.  
The meeting adjourned at 11:27 a.m.