

DEPARTMENT OF INDUSTRIAL RELATIONS

Office of the Director

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Women in Construction Workplan Subcommittee

MINUTES OF MEETING

Thursday, January 22, 2026

Via Tele/Videoconference

In Attendance via tele/videoconference:

DIR Staff

Mark Chekal, Policy Advisor, Director's Office (OD)

Stacy Miller, OD

Cruz, Division of Apprenticeship Standards (DAS)

Jeanne-Mairie Duval, DAS

Jessica Damian, DAS

Romae Aquino, DAS

Lisa Harris, Office of External Affairs (OEA)

Derek Moore, OEA

Frank Polizzi, OEA

Nicole Wehling, OEA

Vanessa Soto, Office of Legislative and Regulatory Affairs (OLRA)

Subcommittee Members

Ashley Matthews, ValleyBuild - Fresno Regional Workforce Development Board

Carlos Torres, Women in Non-Traditional Employment Roles (WINTER)

Mary Teichert, Teichert Construction

Meg Vasey, National Taskforce on Tradewomen's Issues

Committee Members

n/a

I. Welcome & Introductions/roll call

- A. Introductory remarks and roll call from Mark Chekal
- B. Quorum reached

II. Review current workplan

Developed Fall 2024, adopted December 2024, objectives from legislative mandate

- A. Objective #1: Provide women, non-binary and underserved populations opportunities to train for construction career with greater access to DAS registered pre-apprenticeships and apprenticeships

- Mark summarizes completed action plan items: DIR/DAS presented successful programs during main committee meeting, Ashley Matthews presented on MC3, and DAS presented successes learned.
- Mark asks if current funding cycle grantees are reporting their status on meeting deliverables. Cruz states that DAS is currently in the review process for the grant cycle that ended December 30th. Due to the grace period of 20 days after the submission deadline, DAS may not meet the originally proposed 45-day turnaround due to the high volume of reports and late access to the California Outreach Rapid Deployment Tool (CORD) for grant management.
- Meg Vasey asks what a reasonable turnaround is for DAS to process grantees' submissions so that target dates and more regular reporting can be added to the workplan and suggests there may be a need for another subcommittee meeting before the May 2026 committee meeting. Romae mentions that DAS is short-staffed but that there is a new data analyst who can help with reports.
- Mary Teichert does not want to lose track of and would like for grant recipients to provide data on women entering the construction industry. Mark says DAS does produce an annual report on how many women graduate apprenticeship programs in the building trades.
- Romae Aquino and Cruz present sampling of participant reporting spreadsheets that grantees complete quarterly which has fields for required and optional demographic information of recipients served by the grant. Mark asks if grantees provide data in the quarterly deliverable report; Romae says grantee responses on deliverable reports are qualitative and that the previously shown spreadsheets are quantitative. Cruz adds that grantees' responses are compared against the actual contracts.
- Romae talks about fiscal challenges for grantees; although there was an initial 25%, 6-month advance to grantees, some have not been paid for the first quarter, and it's possible for July expenses to be unpaid as of December due to the review process. Meg Vasey points out that upfront costs can be a

burden on nonprofits; Mark mentions that DIR was not paying grantees timely during the previous round of grants around summer of 2024.

- Mary Teichert understands that data can be difficult to get and would like the DIR to reach out to employers who successfully employ women in their crew. Carlos asked about opportunities to highlight such employers on the DAS newsletter; Jeanne-Mairie Duval says resources can be added to DAS and/or WIC webpages.
- Mark wants social media stories of women in pre-apprenticeship and/or apprenticeship programs who were then successfully hired in construction zone.
- Meg would like tracking and reporting progress on percentage of women in apprenticeships, graduation rates, and worksite culture. Mark says DAS also has objectives on tracking worksite culture.

B. Objective #2: Create marketing strategies to invite more women, non-binary and underserved populations interested in a career in the building/construction industry

- OEA is working w/ Sensis on marketing campaign metrics; Lisa Harris mentions that contract w/ Sensis ends in May 2026, which needs to be considered before incorporating Sensis into workplan objectives.
- Mark believes that hearing from employers is important and that DIR could work w/ the evaluation team at UC Berkeley to do focus groups.

C. Objective #3 (target outreach and networking with contractors and employers to address any concern around hiring women, non-binary and underserved apprentices) & Objective #4 (increase the number of women, non-binary and underserved populations registered in construction apprenticeships and pre-apprenticeships) received no feedback.

III. Develop proposed new workplan

A. Ashley Matthews to put together updated workplan, suggests list of questions to be addressed at quarterly meetings

IV. Public comment (limited to three minutes per person)

A. No public comments

V. Adjourn

A. Next WIC Advisory Committee meeting is Thursday, February 19th, 2026 at 9:00 a.m.
B. Meeting adjourned