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JOINT COMMITTEE ON RULES SUBCOMMITTEE ON SEXUAL HARASSMENT PREVENTION AND RESPONSE

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Informational Hearing

Best Practices for Changing Culture on Sexual Harassment

January 24, 2018

The Subcommittee intends today's hearing on best practices for culture change as an overview, putting the challenge of sexual harassment in the Legislature in the context of the broader cultural challenges and the best practices for overcoming those challenges. The Subcommittee seeks answers to questions that include:

- How does public agency organizational culture develop, and how can it change? What are the practices and tools that other public agencies have used to change their culture?
- What are the best practices of human resources managers across the nation in overcoming sexual harassment? How does addressing sexual harassment in California fit into the national dialogue and effort to achieve greater respect and success in diversity?
- How have corporations changed their cultures to reduce sexual harassment, increase workplace respect, and achieve greater diversity?
- How have universities reduced sexual harassment and assault pursuant to federal Title IX legal requirements? How are universities similar and different than the Legislature?

Witnesses. The Chair and Vice-Chair directed staff to identify witnesses who could offer four different perspectives on culture change – academic study, human resource management, corporate culture change, and university management. In recent weeks, staff has talked to experts on sexual harassment from across the country, and invited the following witnesses:

- 1) **Janet Denhardt:** Is Chester A. Newland Professor of Public Administration at the USC Price School of Public Policy. She has published five books, including *The Dance of Leadership*, *The New Public Service*, *Managing Human Behavior in Public and Nonprofit Organizations*. She can offer expertise in public agency organizational culture.
- 2) **Johnny Taylor:** Recently became CEO of the Society for Human Resource Management, after serving 7 years as CEO of the Thurgood Marshall College Fund. As leader of human resource professionals nationwide, he can frame the challenge of sexual harassment in the broader context of diversity and mutual respect.
- 3) **Joelle Emerson:** Is the founder and CEO of Paradigm, a consulting firm that works with companies across industries, from tech and media to law and financial services, to help them design stronger, more inclusive organizations. Paradigm takes a data-driven approach and draws on behavioral science research. Emerson can offer insight into how to change corporate cultures and design diverse, inclusive organizations.
- 4) **Kathleen Salvaty:** Serves as the University of California's Systemwide Title IX Coordinator, where she has developed programs to help victims of sexual harassment and assault and to expand the UC community's understanding and engagement in reducing and responding to sexual harassment. She can describe how the University of California has addressed sexual harassment in the university environment.

The Subcommittee will also be hearing from Jonathan Griffin with the National Conference of State Legislatures, who will provide important insight into what other states are doing to combat the issue of sexual harassment.