Women and Wages
Thursday, August 11
10:45 a.m. - Noon
Room W179b
2016 has seen a lot of action at the state and federal levels to ensure women are paid fairly. Hear the latest research about women in the workforce, learn about different approaches states have taken to address the question, discuss the role of small business, and get an update on federal policy changes that affect workers.

Presiding: Representative Brenda Gilmore, Tennessee, President of the Women’s Legislative Network of NCSL

Panelists:
Tiffany Boiman, United States Department of Labor Women's Bureau, Washington, D.C.
Senator Harriette Chandler, Senate Majority Leader, Massachusetts
Senator Judy Lee, North Dakota
Elizabeth Milito, National Federation of Independent Business, Washington, D.C.
Kate Nielson, American Association of University Women, Washington, D.C.

Tiffany Boiman, United States Department of Labor Women's Bureau, Washington, D.C.
Tiffany Boiman joined the Women’s Bureau in 2014, bringing several years of experience working in the area of gender and working women’s issues and a background in research and evaluation, policy analysis and strategic planning. She was previously a Senior Outreach and Policy Associate at the Institute for Women’s Policy Research. Prior to joining IWPR, Ms. Boiman served as the Director of Policy and Programs for Women Work!, the largest national network of education and job training programs for women. She also worked at the National Governors Association, Center for Best Practices, where she provided research and policy analysis to state officials and gubernatorial staff on human services and workforce development topics. In addition, she also spent more than five years at the U.S. Government Accountability Office, researching and evaluating federal workforce development, human services and education programs at the request of Congress. Ms. Boiman holds a Master of Public Policy from the Harvard Kennedy School.

Senator Harriette Chandler, Senate Majority Leader, Massachusetts
State Senator Harriette L. Chandler was the first Worcester woman ever elected to serve in the Massachusetts Senate and is the Majority Leader. Harriette is a strong advocate for health care reform, education, veterans’ issues, housing, and civil rights. She was a member of the Massachusetts House of Representatives from 1995-2001 where she Chaired the Joint Committee on Health Care. Prior to serving in the Massachusetts legislature, she was a member of the Worcester school committee from 1991 to 1994. She also serves as the Co-Chair of the Prevention for Health Caucus, Co-Chair of the Regional Transit Authority (RTA) Legislative Caucus, Co-Chair of the Central
Massachusetts Caucus, Co-Chair of the Oral Health Caucus, and formerly served as the Co-Chair of the Brain Injury Commission and Co-Chair of the Caucus of Women Legislators. Senator Chandler earned degrees from Wellesley College (B.A.), Simmons College (M.B.A.), and Clark University (Ph.D.). Worcester State College, Honorary Doctorate Public Administration. She is married to Worcester attorney Burton Chandler and has three adult children and four grandchildren.

**Senator Judy Lee, North Dakota**

State Senator Judy Lee has represented West Fargo in the North Dakota Senate since 1995. Senator Lee graduated from the University of North Dakota with a bachelor’s degree in medical technology. She worked in a hospital and medical clinics and then had a 34-year career in real estate. She has served on the Senate Human Services committee since 1995 and as chair since 2001. She was elected President Pro Tempore of the Senate in 2007 and served as chair of the Health Committee of the National Conference of State Legislatures in 2009. She has served on the boards of the United Way of Cass-Clay, F-M Symphony, Hospice of the Red River Valley, West Fargo and Fargo-Moorhead Chambers of Commerce, and others. Senator Lee and her late husband Duane have two children and three grandchildren.

**Elizabeth Milito, National Federation of Independent Business, Washington, D.C.**

Elizabeth Milito serves as Senior Executive Counsel with the National Federation of Independent Business, a position she has held since March 2004. Ms. Milito came to NFIB from the U.S. Department of Veteran's Affairs where she defended the agency in employment and labor lawsuits and was responsible for training and counseling managers on fair employment and HR practices. She has an extensive background in tort, medical malpractice and employment law. Prior to serving as an attorney at the Department of Veteran's Affairs, Ms. Milito worked as a trial attorney at Nationwide Insurance Company. Ms. Milito was the editor of notes and comments for the *Maryland Law Review* at the University of Maryland School of Law where she earned her Juris Doctor degree in May of 1996. Ms. Milito is responsible for managing litigation and amicus work for NFIB. She has testified before Congress, federal agencies, and state legislatures on the small business impact of labor and employment issues. She also comments and writes regularly on small business cases before federal and state courts. Ms. Milito frequently counsels businesses facing employment discrimination charges, wage and hour claims, wrongful termination lawsuits, and in most other areas of human resources law. She also provides and develops on-line and on-site training on a variety of employment law matters and is a frequent media spokesperson on employment and labor matters.

**Kate Nielsion, American Association of University Women, Washington, D.C.**

Kate Nielson is AAUW’s state policy analyst, managing the organization’s work on state and local policy. Kate analyzes legislation, tracks developments and trends in state policy, prepares testimony, and drafts model legislative language. As a part of her advocacy work, she establishes relationships with key state policymakers and coalition partners, and develops strategies to advance AAUW’s legislative priorities. Kate works on a wide variety of policy issues to support AAUW’s members, but specializes in equal pay. Before joining AAUW, she worked on education policy with the National Governors Association, as a legal fellow at the American Civil Liberties Union, and as an organizer at the Feminist Majority Foundation. Kate holds a law degree and a master's of public policy from the University of Michigan and a bachelor’s degree from Bowdoin College. She is a member of the Maryland State Bar.