



CALIFORNIA  
LEGISLATIVE  
WOMEN'S  
CAUCUS

May 7, 2018

Senator Richard D. Roth, Chair  
Senate Budget and Fiscal Review Committee,  
Subcommittee No. 4  
State Capitol, Room 5019  
Sacramento CA 95814

Assemblymember Jim Cooper, Chair  
Assembly Budget Committee  
Subcommittee No. 4  
State Capitol, Room 6026  
Sacramento CA 95814

Dear Senator Roth and Assemblymember Cooper:

Given the important mission of the California Department of Fair Employment and Housing (DFEH) as one of California's civil rights enforcement agencies, and at the critical moment we are in, the California Legislative Women's Caucus respectfully requests three million dollars in ongoing General Fund money to advance critical goals related to workplace harassment. This allocation could fund an additional 20 mediators and investigators, which could be used for education and outreach, for an agency ombudsperson, for the Office of Compliance Programs, and for senior attorney positions to help with systemic and complex civil rights cases.

As you know, DFEH is the state agency charged with investigating, mediating, and prosecuting claims of sexual harassment, as well as the many other forms of discrimination and harassment in employment and housing. During testimony provided by DFEH Director Kevin Kish at the January 11, 2018 joint hearing held by the Senate Committee on Judiciary and the Senate Select Committee on Women, Work and Families, the Legislature learned that DFEH is currently not adequately resourced to proactively and strategically engage in the reforms that the California Legislative Women's Caucus and the Legislature are prioritizing to address sexual harassment in the workplace.

For example, both the Legislature and the Legislative Women's Caucus have discussed the need for more education and outreach on sexual harassment laws, hotlines and access to legal assistance, more effective sexual harassment and bystander intervention trainings and strategic enforcement.

In light of the #MeToo and #WeSaidEnough movements, sexual harassment has gained long overdue attention. Women across all industries and all wage levels have spoken out about their experiences with sexual harassment in the workplace. Their actions certainly take a lot of courage and bravery and we applaud them. We must seize this moment to ensure that DFEH is properly resourced to promptly address ongoing issues of workplace harassment in California.

Respectfully,

Susan Talamantes Eggman, Acting Interim Chair  
Assemblywoman, 13<sup>th</sup> District

Connie M. Leyva, Vice Chair  
Senator, 20<sup>th</sup> District