



California Partners  
PROJECT

# 2023 IMPACT REPORT

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The purpose at the heart of the California Partners Project is simple: **to uplift women and children to ensure a thriving California for all.**

As parents, partners, and women, we see the undeniable link between gender equity and the well-being of our children. A child's well-being improves when the women in their lives are supported. And when women have equal opportunities to lead and succeed, their families and communities thrive.

Guided by our core values of partnership, equity, and innovation, the **California Partners Project has sparked a cross-sector movement** to champion gender equity and the well-being of our state's youngest residents. We are proud to share the progress made this year.

In 2023, the California Partners Project **listened to youth, parents, and other child well-being experts about how technology is impacting their lives.** Caregivers shared how they are navigating parenting in the digital age - powerful insights that will benefit every California family in the coming years. Girls shared their perspectives on the promise and pitfalls of social media. These insights informed *Shared Experiences*, a new report elevating youth voices in the broader conversation initiated by the U.S. Surgeon General's Advisory on Social Media and Youth Mental Health.

The California Partners Project also **brought together private and public sector leaders to focus on supporting women**, providing tools to build transformative boards, champion equal pay strategies, and center women in the economy. Sharing effective practices from California employers enhances awareness and encourages the uptake of board diversity policies.

We are proud to have founded an organization that is building bridges across sectors for the benefit of all Californians. Our collective actions today will leave an enduring mark on the Golden State for years to come. **We look back on 2023 and are deeply grateful to you for making this work possible.**



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### JENNIFER SIEBEL NEWSOM

First Partner of California  
Co-Founder, California Partners Project *(right)*

### OLIVIA MORGAN

Co-Founder & Board Chair,  
California Partners Project *(left)*

# Connect Collaborate Catalyze

## MISSION

In partnership with the people of California, California Partners Project champions gender equity across the state and ensures our state's media and technology industries are a force for good in the lives of all children.

## VALUES

### Partnership

We know that we're better together than alone. Partnership is key to maintaining the bold and innovative leadership that has always defined the Golden state.

### Equity

Our vision is a more equitable California, harnessing the creative, problem-solving, and ingenuity of all its people to lead the nation and the world. Equity is the key that unlocks our potential and allows us all to thrive.

### Innovation

California's innovative spirit shines from Silicon Valley to Hollywood and everywhere in between. By connecting personal, public, and private sectors, we can devise innovative solutions to our most complex challenges.



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# Initiatives

## CHILD WELL-BEING

In the midst of the worsening youth mental health crisis, the California Partners Project is championing a holistic approach to enhance child well-being. We create tools for families as they navigate the challenges of parenting in the digital era and put their children on a path to a healthier future.

## EQUAL PAY CA

While California has some of the strongest pay laws in the nation, the wage gap between men and women persists. We create actionable tools to help companies close the gender wage gap and adopt policies that ensure parents and caregivers can thrive both at work and at home.

## WOMEN ON BOARDS

The California Partners Project has been the leading data tracker and storyteller of California's first-in-the-nation women on boards law, SB 826. In addition to tracking data, the California Partners Project also creates resources for companies looking to build and retain more diverse and inclusive boards.



## CALIFORNIA EQUAL PAY PLEDGE

*"Closing the pay gap for mothers and women of color may seem like a daunting goal, but in California, we are up to the challenge."*

- **First Partner Jennifer Siebel Newsom**

Under the leadership of First Partner Jennifer Siebel Newsom and in partnership with her office, the California Commission on the Status of Women and Girls and the California Partners Project hosted Equal Pay Day 2023 at the Governor's Mansion in Sacramento. It was the first in-person convening of signatories of the [California Equal Pay Pledge](#) - champions for equal pay from across the Golden State. Signatories include Fortune 500 companies, municipalities, the State of California, Chambers of Commerce, and more.

Signing the pledge signifies a commitment to conducting an annual internal gender pay analysis, reviewing hiring and promotion processes and procedures to reduce bias and structural barriers, and promoting equal pay best practices. To encourage sharing company-tested pay equity strategies from Equal Pay Pledge signatories, the California Partners Project will release an Equal Pay Playbook in 2024 featuring best practices, tips, and resources.



## UPLIFTING PARENT VOICES

*“As a parent who has long helped other parents to solve problems at their children's schools, I'm always alert to signs of trouble in my conversations with other parents. Now I will be even more aware of the need to explore concerns expressed about social media use by kids while engaging other adults. For this I am glad and grateful.”* - **California parent**

The California Partners Project is committed to amplifying the voices of Californians and ensuring that their perspectives and experiences inform the programs and policies that impact their lives. This includes parents and caregivers, who we convened in focus groups last fall. We listened to the challenges they face and the wisdom they have gathered in navigating parenting in this digital age. These focus groups - in communities as diverse as Lost Hills, Los Angeles, and Monterey - were the first step in a broader, groundbreaking project that will connect the dots between key child well-being pillars, youth mental health, and the impact of media and technology.

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## SHARED EXPERIENCES

*“Shared Experiences crucially centers the lived experience of young people to co-design healthier technologies and digital environments that proactively work for them. As a pediatrician, public health leader, and parent, I absolutely love this for-us-by-us model.”* - **Dr. Devika Bhushan**

When the California Partners Project brought young women together to talk about the promise and pitfalls of online connection, they had a lot to say. To amplify their words and connect them to current research, the California Partners Project partnered with academic scholars on its newest report *Shared Experiences: How Social Media Affects the Well-Being and Empowerment of Girls and Young Women*. As part of a campaign to elevate youth leaders to co-create and promote healthier technology use, design, and regulations, this report calls on policymakers and tech leaders to enact changes that support child well-being in digital environments. This report was cited by Governor Gavin Newsom alongside the U.S. Surgeon General's Advisory on Social Media and Youth Mental Health in his letter to the CEO of NetChoice.



## GENDER EQUITY SUMMIT

*“Today’s theme is ‘Women, Wealth & Power’ because there can be no gender equity without addressing the inequities of income, wealth, representation, and opportunity, and who holds power in our country.”*

- **First Partner Jennifer Siebel Newsom**

The Office of the First Partner and the California Partners Project co-hosted First Partner Jennifer Siebel Newsom’s inaugural Gender Equity Summit on December 14, 2023 at the Governor’s Mansion in Sacramento.

The goal of this Summit was to leverage the opportunity of an Administration that uniquely prioritizes gender equity to increase the security, health, wealth, and power of women in California, with the knowledge that what happens in the Golden State radiates across the country. Key takeaways included the need for cross-sector collaboration and partnership as well as effective systems change, storytelling, education, and access to wealth for all women.

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## BOARD CULTURE PLAYBOOK

*“It is not enough to call for more women in leadership – we must actively increase diverse women’s representation at the tables of power where decisions are made. I’m immensely proud that California is leading the nation on this issue that’s not just vital to our economy and corporate culture, but also to the well-being of women and families.”*

- **First Partner Jennifer Siebel Newsom**

In partnership with the Stanford VMware Women’s Leadership Innovation Lab, the California Partners Project released a director-sourced and research-backed [Board Culture Playbook](#) featuring five strategies to create more inclusive and effective board dynamics. This innovative resource is for visionary public, private, and non-profit boards. Strategies are accompanied with actionable steps and downloadable tools to create high-performance culture that drives value and strategic clarity.



# Strategic Plan

Since the beginning, the California Partners Project has led with our values of partnership, equity, and innovation, focusing on improving the lives of women and children for the benefit of all Californians. With the 2022 re-election of Governor Gavin Newsom and the renewal of our partnership with the Office of the First Partner, we have created a roadmap for our next three years to achieve the following goals:

## **Support families navigating the challenges of parenting in the digital age.**

The California Partners Project will use a novel storytelling method to connect media and technology's impact on youth mental health and child well-being. The result will be a four-part report and family guide series featuring the voices of California parents and other experts.

## **Ensure young people collaborate on initiatives that impact their lives.**

Each May, a California Partners Project-organized Mental Health Roundtable will bring youth together with stakeholders for a solutions-oriented conversation moderated by the First Partner. Separately, the statewide Youth Advisory Committee will be a diverse cohort of young people from across California, meeting monthly to discuss and activate around child well-being issues, including mental health and technology.

## **Uplift nation-leading gender equity policies.**

The California Partners Project will continue supporting corporate board diversity by tracking board representation data, conducting a qualitative study, and producing playbooks to support effective board culture.

## **Help women build their careers and wealth by advancing pay equity and family-friendly workplace policies.**

The California Partners Project will contribute to closing the gender wage gap by supporting the California Equal Pay Pledge; highlighting the exemplary policies and practices of signatories; and providing company-tested strategies to create family-friendly workplace practices.

Gender  
Economic  
S...  
Women,  
Health,  
er.



# Supporters

The California Partners Project is a connector, collaborator, and catalyst. Together, we can uplift women and children for a thriving California for all.

But we cannot do it alone.

We are profoundly grateful for the support we have received since our organization's founding in 2020. Our collaborators and supporters and collaborators have deepened our work, magnified our impact, and demonstrated the true meaning of partnership.

Thank you for supporting the non-profit California Partners Project!

**Abbaszadeh Family Foundation**

**Annenberg Foundation**

**Artemis Rising Foundation**

**CalChamber**

**The California Endowment**

**Central Valley Community Foundation**

**Colley Family Foundation**

**Federated Indians of Graton Rancheria**

**LinkedIn Ad Grants**

**LSP Family Foundation**

**Lynda & Stewart Resnick**

**SSP Universe Trust**



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# Collaborators

Office of the First Partner  
Jennifer Siebel Newsom

5Rights Foundation  
Accountable Tech  
Brand Movement  
California Commission on the Status of Women and Girls  
California State Alliance of YMCAs  
Child Mind Institute  
Children & Youth Behavioral Health Initiative  
CHN Consulting, LLC  
Equilar, Inc.  
First 5 Monterey & First 5 Kern  
Governor's Advisory Council on Physical Fitness & Mental Well-Being  
Golden Gate Open  
KNOWN  
Latino Corporate Directors Association

Material+  
Mine The Gap  
Music Changing Lives  
National Association of Corporate Directors  
Parent Voices  
Shelectricity  
Stanford Graduate School of Business  
Stanford VMware Women's Leadership Innovation Lab  
Stanford Internet Observatory  
Studio To Be  
The Social Changery  
UCLA Chicano/a Research Studies Center  
Wonderful College Preparatory Academy  
Youth Leadership Institute



**Gender  
Equity  
Summit**

**Women,  
Wealth,  
& Power.**

# Our Team

## BOARD OF DIRECTORS

**Olivia Morgan**

Co-founder & Board Chair, California Partners Project

**Becky Beland McNaught**

Senior VP, Communications & External Affairs, Sacramento Kings

**Devika Bhushan, MD**

Pediatrician, public health leader, and writer

**Lisa Ling**

Emmy Award-winning journalist and bestselling author

**Ann O’Leary**

Partner, Jenner & Block

**Ahmad Thomas**

CEO, Silicon Valley Leadership Group

**Norah Weinstein**

Co-CEO, Baby2Baby

**Tom Willis**

Partner, Olson Remcho



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# Our Team

## STAFF

### **Carolyn Gan**

Executive Director

### **Elizabeth Cheong**

Program Manager, Gender Equity

### **Jennifer Heifferon**

Program Director, Child Well-Being

### **Leah Rooney**

Program Manager, Child Well-Being

### **Orlena Perez Watson**

Finance & Operations Manager

### **Leigha Weinberg**

Program Director, Gender Equity



# Our Advisors

## CHILD WELL-BEING ADVISORY COUNCIL

Elizabeth Estes  
Vicki Harrison, MSW  
Tim Kendall  
S. Marshall Perry, Ph.D.  
Dr. Caroline Uchechi Adanma Okorie  
Esta Soler  
Veronica Terriquez, Ph.D.  
Shafia Zaloom

## YOUTH ADVISORY COMMITTEE

*Coming Fall 2024!*

## GENDER EQUITY ADVISORY COUNCIL

Esther Aguilera  
Annalisa Barrett  
Betsy Berkhemer-Credaire  
Reveta Bowers  
Julie Castro Abrams  
Belen Gomez  
Dane E. Holmes  
Hannah-Beth Jackson  
Donna Lucas  
Heather McCulloch  
Amanda Packel  
Anne Sheehan  
Miriam Warren



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[www.CalPartnersProject.org](http://www.CalPartnersProject.org)