

LOURDES A. LEON GUERRERO
GOVERNOR



JOSHUA F. TENORIO
LT. GOVERNOR

UFISINAN I MAGA'HÅGAN GUÅHAN
OFFICE OF THE GOVERNOR OF GUAM

VIA ELECTRONIC MAIL: klitzkie@hotmail.com

July 11, 2022

Senator Robert Klitzkie

RE: Sunshine Law Demand

Hafa Adai Senator Klitzkie:

This letter is in response to your Freedom of Information Act (FOIA) request, dated and received by the Office of the Governor of Guam on July 4, 2022, for the following:

1. Public records showing that BWA has complied with 5 GCA § 1803 (a). viz. "To formulate policies to eliminate gender discrimination throughout the government of Guam and the private sector;"
2. Public records showing that BWA has complied with 5 GCA § 1803 (b) viz. "To study and make recommendations on issues of particular concern to women, and on widening the access of persons of both genders to all positions and aspects of the community;"
3. Public records showing that BWA has complied with 5 GCA § 1803 (c) viz. "To review and submit recommended legislation to the Legislature addressing the gender inequities in current laws;"
4. Public records showing that BWA has complied with 5 GCA § 1803 (d) viz. "To be responsible for closely monitoring issues and legislation relating to gender discrimination, and to advise the Governor and the Legislature of issues on such discrimination along with proposed recommendations for action;"
5. Public records showing that BWA has complied with 5 GCA § 1803 (e) viz. "To select representatives to attend national conventions and other forums where issues concerning gender discrimination are to be discussed and acted upon."
6. The names of the representatives selected per 5. *supra*.
7. Correspondence with the Director of Administration required by 5 GCA § 1804.

LOURDES A. LEON GUERRERO
GOVERNOR



JOSHUA F. TENORIO
LT. GOVERNOR

UFISINAN I MAGA'HÅGAN GUÅHAN
OFFICE OF THE GOVERNOR OF GUAM

8. Advertisements required 5 GCA § 1805.
9. Public records showing the names of the members of the Board of Advisors required by 5 GCA § 1805
10. Public records showing the organization of the Bureau and necessary committees required by 5 GCA § 1805

Pursuant to the Sunshine Reform Act of 1999 (the Act), 5 GCA §§ 10101 – 10315, please find the attached documents as requested subject to the limitations on the disclosure 5 GCA §§ 10108. In reference to your request for items 5 through 10, the Office of the Governor has no responsive documents.

Senseramente,

A handwritten signature in blue ink, which appears to read "Jean Taitano".

Jean Taitano
Special Assistant

cc: Jayne Flores, Bureau of Women's Affairs Director



BUREAU OF WOMEN'S AFFAIRS

LOURDES A. LEON GUERRERO
Governor of Guam

JOSHUA F. TENORIO
Lieutenant Governor of Guam

JAYNE T. FLORES
Director

May 4, 2022

Speaker Therese M. Terlaje
Chairperson
Committee on Health, Land, Justice and Culture
36th Guam Legislature
Guam Congress Building
163 Chalan Santo Papa
Hagatna, Guam 96910
email: speaker@guamlegislature.org, senatorterlajeguam@gmail.com

Hafa Adai Speaker Terlaje and Committee members,

The Bureau of Women's Affairs is diametrically opposed to any legislation that impinges on a woman's constitutional right to choose whether and when to bear a child. I come before you today to testify against Bill 291 and to ask questions about it. If this bill is intended to become law, my first question is to the bill's main sponsor, Senator Nelson.

Senator Nelson: How would this bill work? Let's say a young woman in the Guam National Guard needs to have an abortion - for whatever reason. A fellow soldier drives her to a clinic wherein a doctor gives the young woman medicine for a medical abortion. The soldier mentions to you that he drove her to the clinic. Because you authored this bill and you want to set an example, you sue the soldier for aiding and abetting an abortion - because the bill says you can't sue the young woman. Perhaps, if you and the soldier are friends, and because you know the soldier doesn't have \$10,000 but the doctor does, you decide to sue the doctor instead.

The bill structures the resulting lawsuit as a civil proceeding - a lawsuit between private parties, for monetary damages. I am not a lawyer, but how would you, Senator Nelson, a person who was not injured or harmed by this woman's actions, or the actions of her fellow soldier, or those of her doctor, have standing to sue any of them? Won't the judge just throw out the case because of your lack of standing? Isn't that what Texas State District Judge David Peeples did in addressing the identical structure in Texas' law, which I can only assume is where you copied this bill from?

Also, how are you going to prove that this young woman had an abortion? She's not talking, and the doctor cannot reveal anything because of federal HIPAA laws. You would have to rely on hearsay from the soldier who helped the young woman. You weren't in the doctor's office with the woman, you didn't see her take the pills, and she wasn't obviously pregnant. So how do you prove anything? Let's say, for argument's sake, that the civil court judge says, "Hearsay is good enough," and awards you \$10,000 plus attorney's fees, which the doctor supposedly now has to pay you.

How does this scenario, which is exactly what will happen if Bill 291 becomes law - prevent abortion?

I'll tell you: It doesn't. This bill does NOTHING to prevent abortion. It is a bill that empowers any money-seeking stranger who wants \$10,000, with a way to get it.

You claim this bill doesn't go after the woman seeking an abortion. That is a narrative perpetuated in your remarks as well as on social media, but isn't that effectively what you are doing? You want to embarrass the woman. You want to persecute her, her family, her friends, her doctor. You want to make it so that if she chooses to exercise this right to autonomy over her own body, it will come at a steep cost. When she is processing the difficulty of her decision and the reasons behind it, you believe it should also cost her her dignity. Her privacy. Her right to choose with whom she shares this very personal, intimate decision.

What happens if a woman suffers a miscarriage, and some money-seeking third party decides to accuse a friend or relative of helping her to attempt an abortion? A miscarriage in itself is devastating, and 10 to 20% of pregnancies end in miscarriage, according to the Mayo Clinic. But to have to defend against somebody who accuses you of having had an abortion because they want \$10,000 is horrifying.

Here's another scenario. This actually happened to the daughter of a friend. The daughter and her husband had suffered several miscarriages, and they finally had a pregnancy that passed the 12-week mark. But at 17 weeks, an ultrasound showed a fetal anomaly that would not allow their precious baby boy to survive outside the womb. They were devastated. Subsequent opinions confirmed the diagnosis, and their doctor told them they had a heart-wrenching decision to make. Because remember, their baby still had a heartbeat. They could choose to carry him as long as possible, and IF he reached term, they could hold him while he died. OR they could choose to terminate, and try again to have a healthy child.

I'm not going to tell you what they chose, because it is none of your business. You're not the woman's doctor or her partner. You're not her mother. It's not YOUR right to know; nor is it your decision to intrude upon. And it most certainly is not your job to legislate such an extremely personal, heartwrenching decision - for any woman.

The majority of the people of Guam, and more importantly a majority of the women of Guam, have made it abundantly clear that they support a woman's right to choose, and that they support leaders who feel the same.

Si Yu'os Ma'ase.



Jayne Flores
Director
Bureau of Women's Affairs



BUREAU OF WOMEN'S AFFAIRS

LOURDES A. LEON GUERRERO
Governor of Guam

JOSHUA F. TENORIO
Lieutenant Governor of Guam

JAYNE T. FLORES
Director

Signing Ceremony
Bill 71-36 into P.L. 36-26
Tuesday, June 8, 2021
1:30 pm

Office of the Governor, Large Conference Room

Agenda

1:30 Welcome/Introductions	Jayne Flores, Director Bureau of Women's Affairs/ GWCC Board Member; Chair, Government Committee
1:35 Remarks	Hon. Tina Muna Barnes, Acting Speaker
1:40 Remarks	Senator Amanda Shelton, Legislative Secretary/Chair Committee on Air Transportation, Parks, Tourism, Higher Education, and the Advancement of Women, Youth, and Senior Citizens/Acting Vice Speaker
1:45 Remarks	Laura Nelson Cependa, President Guam Women's Chamber of Commerce
1:50 Impact Remarks	Jessica Leon Guerrero, President/Owner, M80 Systems Geri Leon Guerrero, Owner, Adztech & Public Relations Inc.,/ GWCC Board Member
1:55 Signing Remarks	Maga'haga Lourdes Leon Guerrero Founding Member, Guam Women's Chamber of Commerce
2:00 Signing Ceremony	Gov. Lourdes Leon Guerrero, Lt. Governor Joshua Tenorio
2:05 Closing Remarks	Lt. Gov. Joshua Tenorio
2:10	Conclusion of Signing Ceremony/Photo opportunity



BUREAU OF WOMEN'S AFFAIRS

LOURDES A. LEON GUERRERO
Governor of Guam

JOSHUA F. TENORIO
Lieutenant Governor of Guam

JAYNE T. FLORES
Director

April 6, 2022

Honorable Speaker Therese M. Terlaje
Chairperson, Committee on Health, Land, Justice and Culture
I Mina'trentai Sais na Liheslaturan Guåhan
36th Guam Legislature
Guam Congress Building
163 Chalan Santo Papa, Hagåtña, Guam 96910
Email: senatorterlajeguam@gmail.com

Re: Testimony in SUPPORT of Bill 242-36

Hafa Adai Speaker Terlaje and Committee Members,

Si Yu'os Ma'ase for the opportunity to testify in favor of **Bill 242-36, RELATIVE TO THE TRANSFER OR RELEASE OF FAMILY VIOLENCE VICTIMS FROM SHARED WIRELESS PLANS.**

According to the Guam Police Department's Domestic Assault Response Team, or DART, in 2021, GPD responded to 1,226 cases of family violence – a 19% increase over the 1,030 cases reported to GPD in 2020.

To say that we have a problem with family violence on our island is an understatement. The Guam Coalition Against Sexual Assault and Domestic Violence notes that our rates are among the highest in the nation. We know that victims of domestic or family violence are often financially at the mercy of the perpetrator. Which is why Bill 242-36 is so important. This piece of legislation allows documented victims of family violence to be released or transferred from a wireless plan that they may share with the perpetrator.

This legislation is especially important when you consider that a shared phone plan is yet another way for a family violence perpetrator to be able to control their victim(s), because the account holder of the plan can monitor any and all phone calls made by persons under the plan. This ability to monitor the phone activity of a wireless plan can in effect prevent victims of family violence from reaching out for help. It can actually put a victim of family violence in more danger, if the perpetrator “accuses” the

victim of calling someone the perpetrator deems “inappropriate” for the victim to be communicating with.

GPD reported that in 2021, 71% - an overwhelming majority of reported cases of family violence victims - were female. The Bureau of Women’s Affairs considers this legislation an important component in helping to protect women from the scourge of family violence on our island.

Si Yu’os Ma’ase for the opportunity to testify in favor of Bill 242-36.

Sincerely,

A handwritten signature in cursive script, appearing to read "Jayne Flores".

Jayne Flores
Director, Bureau of Women’s Affairs
Administrator, Governor’s Community Outreach Federal Programs Office



BUREAU OF WOMEN'S AFFAIRS

LOURDES A. LEON GUERRERO
Governor of Guam

JOSHUA F. TENORIO
Lieutenant Governor of Guam

JAYNE T. FLORES
Director

April 6, 2022

Honorable Speaker Therese M. Terlaje
Chairperson, Committee on Health, Land, Justice and Culture
I Mina'trentai Sais na Liheslaturan Guåhan
36th Guam Legislature
Guam Congress Building
163 Chalan Santo Papa, Hagåtña, Guam 96910
Email: senatorterlajeguam@gmail.com

Re: Testimony in SUPPORT of Bill 243-36

Hafa Adai Speaker Terlaje and Committee Members,

Si Yu'os Ma'ase for the opportunity to testify in favor of **Bill 243-36, RELATIVE TO DEFINING “CONSENT,” REVISING THE LANGUAGE OF “MENTALLY DEFECTIVE” TO “MENTALLY IMPAIRED,” AND EXPANDING THE DEFINITION OF “MENTAL INCAPACITATION” AND “PHYSICALLY HELPLESS.”**

First, I would like to thank former Assistant Attorney General Christine Tenorio for bringing to my attention the loophole in Guam law that this bill will close when it passes. Ms. Tenorio first brought this issue up during a Sexual Assault Response Team, or SART, Review Committee meeting back in May 2021. She recalled a case in Minnesota, as the bill's legislative intent section notes, wherein the Minnesota Supreme Court overturned a rape conviction because the victim had been voluntarily intoxicated, and that “voluntary intoxication” did not meet the state's definition of mental incapacitation. Ms. Tenorio noted that Guam's law was similarly written. She said she had been admonished by a judge during a sexual assault case for claiming that because a victim had been voluntarily intoxicated that she could not consent to sexual activity, because the judge noted that Guam law did not allow for that claim. Ms. Tenorio stressed the importance of closing this loophole in our laws.

Senators, the trainings that the Governor's Community Outreach Federal Programs Office funds through our Office of Violence Against Women federal grants, all teach that if a person is intoxicated or drugged, or otherwise mentally challenged, even of their own volition, that person *cannot consent to*

sexual activity. The Guam Coalition Against Sexual Assault and Family Violence recognizes and teaches the community this as well. If someone gets drunk, no matter how they got drunk, that is not license for someone else to sexually assault them. Except that, according to current Guam law, it is. This sort of attitude is what the Coalition and all of us who are working to reduce, and one day hopefully eliminate, sexual assault fight against on a daily basis. It is known as “victim blaming.” You blame the victim for getting drunk, therefore the sexual assault that ensues is her (or his, or their) fault because they were drunk or high or whatever.

We need to fix this now. I want to thank Senator Mary Torres and the 11 other senators who are listed as sponsors of Bill 243-36 for addressing this issue and working to close this loophole in Guam law that basically allows for “victim blaming.”

The sooner the law is updated to include any form of mental incapacitation, whether voluntary or involuntary, as the inability to consent to sexual activity, the sooner we can chip away at the high rate of sexual assault that has spread like a cancer through our community.

Si Yu’os Ma’ase for this bill, and in advance for what I certainly hope will be its unanimous passage in the 36th Guam Legislature.

Sincerely,



Jayne Flores
Director, Bureau of Women’s Affairs
Administrator, Governor’s Community Outreach Federal Programs Office



BUREAU OF WOMEN'S AFFAIRS

LOURDES A. LEON GUERRERO
Governor of Guam

JOSHUA F. TENORIO
Lieutenant Governor of Guam

JAYNE T. FLORES
Director

April 6, 2022

Honorable Speaker Therese M. Terlaje
Chairperson, Committee on Health, Land, Justice and Culture
I Mina'trentai Sais na Liheslaturan Guåhan
36th Guam Legislature
Guam Congress Building
163 Chalan Santo Papa, Hagåtña, Guam 96910
Email: senatorterlajeguam@gmail.com

Re: Testimony in SUPPORT of Bill 244-36

Hafa Adai Speaker Terlaje and Committee Members,

Si Yu'os Ma'ase for the opportunity to testify in favor of **Bill 244-36, RELATIVE TO ESTABLISHING A BILL OF RIGHTS FOR VICTIMS OF SEXUAL ASSAULT, AND TO FURTHER CITING THIS ACT AS "THE SURVIVORS' BILL OF RIGHTS ACT OF 2022."**

The Guam Police Department's Domestic Assault Response Team, or DART, reported filing 190 cases of criminal sexual conduct in 2020. Nearly 90% of those CSC victims were female. Nearly 75 percent of the victims were UNDER AGE 18. And those are just the cases that were reported.

We all know that rape, the most serious form of criminal sexual conduct, is one of the most under-reported crimes. This is due in part to the shame and embarrassment felt by the victim, even though society is finally beginning to put the blame for this heinous crime where it belongs: on the perpetrator. Bill 244-36 is in furtherance of this societal "awakening" to the fact that no matter the circumstances surrounding this crime, it is not the victim's fault if she or he is raped; it is the fault of the rapist.


The Bureau of Women's Affairs considers this legislation an important component in fighting the phenomenon known as "victim blaming" that we often see or hear about associated with sexual assault and is in full support of this bill.

We do have one suggestion for this legislation: §161.3 (f) calls for the retention of forensic medical evidence for a period of at least five years. With the advancement of technology regarding the

collection of DNA evidence in cases of sexual assault, and with the ability of law enforcement agencies to now access familial DNA databases in order solve decades old crimes, and with the opening of the new state-of-the-art GPD Crime Lab on the GCC campus, we think it may be prudent to store forensic medical evidence until such time as the case is resolved. I personally know of a case where a murder involving the sexual assault of the victim went unsolved for nearly 50 years, but because of the DNA technological advancements mentioned above, an arrest was made and the case was finally solved, providing closure for the victim's family.

Si Yu'os Ma'ase for the opportunity to offer this testimony in favor of Bill 244-36. We appreciate very much the efforts of the Guam Legislature to support and assist victims of sexual assault on our island.

Sincerely,

A handwritten signature in cursive script, appearing to read "Jayne Flores".

Jayne Flores
Director, Bureau of Women's Affairs
Administrator, Governor's Community Outreach Federal Programs Office

I Mina'trentai Sais Na Liheslaturan Guåhan
BILL STATUS

BILL NO.	SPONSOR	TITLE	DATE INTRODUCED	DATE REFERRED	CMTE REFERRED	PUBLIC HEARING DATE	DATE COMMITTEE REPORT FILED	FISCAL NOTES	NOTES
111-36 (COR)	Amanda L. Shelton Mary Camacho Torres Telena Cruz Nelson Therese M. Terlaje	AN ACT TO <i>AMEND</i> § 120.60 OF CHAPTER 120, TITLE 8, GUAM CODE ANNOTATED, RELATIVE TO REQUIRING MEDICAL EXAMINATIONS OF THOSE CHARGED WITH CRIMINAL SEXUAL ABUSE OR CONDUCT AT THE REQUEST OF VICTIMS.	4/9/21 2:15 p.m.						

I MINA'TRENTAI SAIS NA LIHESLATURAN GUÅHAN
2021 (FIRST) Regular Session

Bill No. 111-36 (COR)

Introduced by:

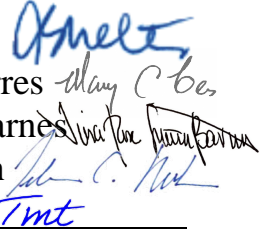
Amanda L. Shelton

Mary Camacho Torres

Tina Rose Muña Barnes

Telena Cruz Nelson

Therese M. Terlaje



**AN ACT TO AMEND § 120.60 OF CHAPTER 120, TITLE
8, GUAM CODE ANNOTATED, RELATIVE TO
REQUIRING MEDICAL EXAMINATIONS OF THOSE
CHARGED WITH CRIMINAL SEXUAL ABUSE OR
CONDUCT AT THE REQUEST OF VICTIMS.**

BE IT ENACTED BY THE PEOPLE OF GUAM:

Section 1. Legislative Findings and Intent. *I Liheslaturan Guåhan* finds that a victim of a criminal offense which involves the transmission of body fluids, or which involves certain sexual offenses in which the victim is a minor, disabled adult, or elderly person, is entitled to know at the earliest possible opportunity whether the person charged with the offense has tested positive for human immunodeficiency virus (HIV) infection or any other sexually transmitted disease.

I Liheslatura further finds that to deny victims access to HIV test results causes unnecessary mental anguish in persons who have already suffered trauma. *I Liheslatura* further finds that since medical science now recognizes that early diagnosis is a critical factor in the treatment of hepatitis and HIV infection, both the victim and the person charged with or alleged by petition for delinquency to have

1 committed the offense benefit from prompt disclosure of hepatitis and HIV test
2 results.

3 *I Liheslatura* further finds that the Bureau of Women's Affairs and Federal
4 Programs Office recently received a \$900,000 grant from the Office on Violence
5 Against Women to employ six (6) more nurses trained to administer forensic sexual
6 assault exams under the Improving Criminal Justice Responses (ICJR) to Domestic
7 Violence, Dating Violence, Sexual Assault, and Stalking Program. *I Liheslatura*
8 further finds that a condition of this grant is that the jurisdiction must meet the
9 requirements under 34 U.S.C. § 10461(d) concerning HIV testing of individuals
10 charged with or convicted of sexual assault. If requirements are not met, five percent
11 (5%) of grant funds will be withheld.

12 It is, therefore, the intent of *I Liheslaturan Guåhan* to further the care and
13 treatment of victims of sexual assault by providing them with critical medical
14 information about their assailants through the provision of an additional statutory
15 mechanism whereby a court may order HIV-related testing of individuals who are
16 accused of committing certain sexual offenses.

17 **Section 2.** § 120.60 of Chapter 120, Title 8, Guam Code Annotated, is
18 hereby *amended* to read:

19 **“§ 120.60. Medical Examinations of Those Convicted of Criminal**
20 **Sexual Abuse and Services to Victims of Criminal Sexual Conduct.**

21 (a) Any person convicted of criminal sexual conduct *shall*
22 submit to the necessary medical examinations for determining whether
23 such convicted person is infected with the Human Immunodeficiency
24 Virus (‘HIV’) or with any other sexually transmitted disease such as,
25 but not limited to, the examination of such convicted person’s blood,
26 urine, genital discharge or lesions. The Department of Public Health
27 and Social Services *shall* administer and analyze such necessary

1 medical examinations in accordance with standard medical procedures,
2 and the results of such examinations *shall* be furnished to the victim, or
3 parent or guardian of the victim of such conduct, and to the convicted
4 person.

5 (b) A defendant who is alleged to have committed and
6 charged with a criminal sexual conduct offense as defined by 9 GCA,
7 Chapter 25, at the request of the victim, shall be subject to a court order
8 to submit to the necessary medical examinations for determining
9 whether such person is infected with the Human Immunodeficiency
10 Virus ('HIV') or with any other sexually transmitted disease such as,
11 but not limited to, the examination of such defendant's blood, urine,
12 genital discharge or lesions no later than forty-eight (48) hours after the
13 date on which the information or indictment is presented and the
14 defendant is in custody or has been served with the information or
15 indictment. The Department of Public Health and Social Services shall
16 administer and analyze such necessary medical examinations in
17 accordance with standard medical procedures, and the results of such
18 examinations shall be furnished to the victim, or parent or guardian of
19 the victim of such conduct, and to the defendant.

20 ~~(b)~~(c) The Department of Public Health and Social Services with
21 the assistance of the Sexual Abuse and Rape Crisis Center shall provide
22 services to victims of criminal sexual conduct. Such services to the
23 victim shall be free of charge, and shall include, but are not limited to:

24 (1) Pre and post HIV testing, counseling on HIV
25 prevention and other sexually transmitted diseases (STD), and
26 ensuring that the victim understands the implications of HIV and
27 STD testing, their benefits and results of the test(s); HIV or any

1 other sexually transmitted disease testing in accordance with
2 standard medical procedures and applicable law; and

3 (2) Providing referrals for appropriate health care and
4 support services. Such treatment shall not be construed to
5 interfere with or diminish any medical support already provided
6 by any health insurer, agency or office; nor shall provision of the
7 services or treatment required by this Section relieve any health
8 insurer of its duty to provide coverage.”



BUREAU OF WOMEN'S AFFAIRS /
GOVERNOR'S COMMUNITY OUTREACH-FEDERAL PROGRAMS OFFICE

LOURDES A. LEON GUERRERO
Governor of Guam


JOSHUA F. TENORIO
Lieutenant Governor of Guam

JAYNE T. FLORES
BWA Director / GCOFPO Administrator

November 16, 2021

To: Gov. Lourdes Leon Guerrero
Lester Carlson, Director, BBMR
Tyrone Taitano, Director, BSP

Cc: Jon Jr. Calvo, COS
Alice Taijeron, DCOS

From: Jayne Flores, Director, Bureau of Women's Affairs 

Re: BWA Fiscal Recovery Funds spending proposal for \$129,784

The Bureau of Women's Affairs respectfully submits the attached budget justification for the \$129,874 awarded to BWA from the federal Fiscal Recovery Funds awarded to the Government of Guam. The BWA proposes using the funding for the following:

- A BWA \$500 scholarship program for a total of 36 female adult high school graduates and GCC postsecondary female students.
- A BWA/Guam Coalition Against Sexual Assault and Family Violence (GCASAFV) media awareness/education campaign addressing domestic violence, sexual assault, and human trafficking.
- Personnel funding for one-half of a PC 1 position; the other half to be funded by the BWA FARE grant (the PC1 will be responsible for media buys for both the FARE and the BWA awareness/education campaigns and publicity for the scholarship campaign)

Scholarship Program

As the former communications director for nearly a decade for Guam Community College, I am well aware of the difficulties adult education students face in completing Adult High School and acquiring their HS diploma. Consistently over the last decade, a majority of the Adult Ed students are female. Many face challenges with regard to childcare and transportation in being able to attend classes, and a majority drop out before completion. The challenges of being able to earn a high school diploma for employment purposes has been exacerbated by the COVID-19 pandemic, as both Guam Department of Labor and University of Guam research have shown that a majority of those affected by the pandemic are female. According to a UOG study, "63% of those most affected by the COVID-19

pandemic on Guam were women; specifically, CHamorro women under 40 years of age, with a high school education or less, making less than \$20,000 per year, living with seven persons or more.”

This scholarship program proposes to award 18 female students \$500 upon completion of the GCC Adult High School Program, as an incentive toward completion. The program proposes to award another 18 female students attending GCC postsecondary programs with a \$500 scholarship, based on financial need. Funding has been included in the budget to publicize the scholarship program.

Domestic Violence, Sexual Assault, Human Trafficking Media Awareness/Education Campaign

We also know that the pandemic has exacerbated the situation for women and children in domestic violence situations. Guam has a higher-than-average rate of domestic violence incidents, according to the Guam Coalition Against Sexual Assault and Family Violence. The Guam Police Department’s Domestic Assault Response Team (DART), comparing the data from Jan. – June 2020 (502 cases reported), to data from Jan. – June 2021 (603 cases reported), saw a 20% increase in the reporting of cases. Victim Advocates Reaching Out (VARO) Executive Director Karen Carpenter has noted that even with the increase in reporting, VARO is still concerned about the number of victims being trapped at home with a perpetrator and not being able to report. And in 2020, GPD noted that of the 190 criminal sexual conduct cases reported, 142, or 75%, were criminal sexual conduct acts committed against minors under the age of 17. In 2019, although the number of CSC cases was higher, (239 cases reported), the percentage of CSC cases committed against minors was 70%. 2020 saw a 5% increase in the percentage of cases reported against our most vulnerable victims, even as the actual number of cases reported was lower (Again, VARO warns that the pandemic made it much more difficult for victims to report these crimes, so the lower number of cases reported does not necessarily mean fewer cases of CSC actually occurred.).

Guam also does not have a handle on the number of cases of human trafficking on the island. We know, from guardian ad litem attorneys appointed by the court, that there are cases where minor females have been trafficked by older male relatives for drugs. The Polaris Project, a national human trafficking non-profit organization, notes that the existence of several factors in a community make persons vulnerable to trafficking: drugs, poverty, and the demand for cheap labor. Guam has all three factors.

The BWA proposes to use a portion of the FRF funding to work with the GCASAFV to develop a comprehensive awareness campaign about domestic violence, sexual assault, and human trafficking, and where victims can reach out for help. Guam has never had a comprehensive media awareness/education campaign with regard to these issues. As the pandemic has exacerbated them, BWA believes NOW is the time to develop such a campaign.

Personnel

The BWA FRF budget includes funding for one-half of the salary and benefits for a PC1 position; the other half of the salary to be paid for by the BWA FARE grant. The PC 1 will coordinate media buys for both the FARE grant and the BWA for media education and awareness campaigns. The FARE grant media awareness campaign focuses on addressing workplace harassment issues for marginalized, low-income women workers.

APR Interim Final Rule Guidelines

The APR Interim Final Rule guide notes on page 10 that, “eligible uses under this category must be in response to the disease itself or the harmful consequences of the economic disruptions resulting from or exacerbated by the COVID-19 public health emergency.”

On page 14 of the guidelines, it notes that “Stay-at-home orders and other pandemic responses may have also reduced the ability of individuals affected by domestic violence to access services.” Pages 22-23 state that, “Specifically, recipients may use payments from the Fiscal Recovery Funds to facilitate access to resources that improve health outcomes, including services that connect residents with health care resources and public assistance programs and build healthier environments, such as: Evidence-based community violence intervention programs to prevent violence and mitigate the increase in violence during the pandemic.”

The BWA believes its funding proposal addresses the harmful consequences of the economic disruptions resulting from the COVID-19 pandemic shutdown through the scholarship program, and through the media awareness campaign addressing domestic violence, sexual assault, and human trafficking. Working with the GCASAFV, we can raise awareness, which can help to decrease the number of these crimes committed against our people.

This FRF proposal, along with the attached budget justification, is respectfully submitted for your review and approval.

###



BUREAU OF WOMEN'S AFFAIRS

LOURDES A. LEON GUERRERO
Governor of Guam

JOSHUA F. TENORIO
Lieutenant Governor of Guam

JAYNE T. FLORES
Director

December 23, 2021

BWA lauds signing of Period Poverty Act

(Hagatna) Period poverty will soon be a thing of the past for females who attend Guam's public and charter schools.

"Our very progressive Maga'haga, Lourdes Leon Guerrero, this afternoon signed into law one of Guam's most progressive pieces of legislation to date – Bill 97-36, 'The Period Poverty Act of 2021,'" said Jayne Flores, Director of the Bureau of Women's Affairs.

"This law is literally game-changing for many of our school-age females," Flores added. "No longer will they have to stay home because they don't have any way to manage their period."

The Guam Youth Congress authored the legislation based in part on research done by the BWA in 2019 with regard to the issue of period poverty on island. Senator Amanda Shelton introduced it as Bill 97-36 in the 36th Guam Legislature back in March 2021.

"I'd like to also give a special acknowledgement to the Guam Youth Congress under the leadership of Speaker Stephanie Ignacio (Lorenzo)," said Gov. Lou Leon Guerrero, just before signing the bill into Public Law 36-66.

"We're going to make sure we help our women get the education that they need and that there are no barriers to a quality education for our women," Gov. Leon Guerrero added.

Period poverty is the lack of access to sanitary products due to financial constraints. In 2019, the Bureau of Women's Affairs conducted a survey of clients at the Department of Public Health and Social Services to determine the extent of Guam's period poverty issue.

"The overwhelming – and heartbreaking – responses to those surveys told us this is a very real issue for many females on our island," Flores said.

In 2019, BWA teamed up with Island Girl Power to launch "Project *Sottera*," an effort to provide menstrual products to Guam's public middle and high school female students so that they would be able to stay in school during their monthly cycle. *Sottera* is the Chamorro word for when a female starts menstruating. Menstrual products donated by island women's clubs, businesses, and

UOG students were provided to middle and high school nurses' offices so that students would be able to access these products for free and stay in school, according to Flores.

"I want to thank Juanita Blaz, executive director of Island Girl Power, the Guam Council of Women's Clubs, and all of the entities that have supported Project *Sottera* by donating menstrual products to our schools over the past two years while this legislation was in the works," said Flores.

"Part of Project *Sottera* is education and awareness," Flores continued. "Not just for females, who are well aware of the issues that come with menstruation. But also for males, so that we can promote a culture of respect for everyone, and the issues that a person – regardless of gender – may be dealing with at any given time."

Guam is the first U.S. territory to require public schools to provide menstrual products free of charge to female students. To date, only five U.S. states have such legislation on their books.

For more information on period poverty, visit <https://period.org/> or call the Guam Bureau of Women's Affairs at 671-475-9162, or email Director Flores at jayne.flores@guam.gov.

###



Bureau of Women's Affairs
Government of Guam

February 27, 2019

Mr. Jon Fernandez
Superintendent
Guam Department of Education
501 Mariner Avenue
Barrigada, Guam 96913

Hafa Adai Mr. Fernandez,

A national survey regarding the issue of “period poverty,” or lack of access to feminine hygiene products during a girl’s menstrual cycle, notes that one in five girls around the United States either misses school or has to leave school early because she does not have access to these products. Fully 34 percent of Guam’s residents receive either welfare benefits or food stamps or both, according to the Guam Department of Public Health and Social Services. Most of the welfare and food stamp recipients have children attending Guam’s public schools, however feminine hygiene products are not among the approved food stamp purchases.

The Bureau of Women’s Affairs (BWA) of the Government of Guam is initiating a campaign to end “period poverty” on our island. With the help of Dr. Kelly Sukola and Dr. Zeni Natividad of GDOE’s Research, Planning & Evaluation division, the BWA sent out a survey on this subject two weeks ago to GDOE teachers, counselors, and school nurses. Over half of the 300 respondents noted some level of need for feminine hygiene products to be supplied to their female students, most especially in the middle and high schools.

My office is planning to make a presentation to the Guam Council of Women’s Clubs next week on Project Sottera: End Period Poverty, and propose that each of the 14 women’s clubs on island “adopt” a middle or high school and once or twice a year (in August and/or January), supply that school’s nurse’s office (the survey overwhelmingly recommended the disbursement of free menstrual pads for female students through the nurse’s office) with feminine hygiene products so that girls do not have to leave school or miss school entirely because of lack of access to these products. In this way, the school nurse can regulate the disbursement of the menstrual pads, and also have conversations with female students about their menstrual cycle and any other issues that might arise. The amount of pads donated to each school will be dependent upon what is affordable for the respective club and we plan to work with a local distributor to facilitate a bulk rate purchase. The project also allows the women’s clubs to

provide tangible, relevant help to female students, many of whom desperately need these products.

The Bureau of Women's Affairs hopes to secure the approval of your office for this very worthwhile project that will enable girls and young women on Guam to attend school every day of the month, and empower them with knowledge regarding menstruation issues. I would like to email each of the middle and high school nurses' offices this week to inform them of this project and to partner them with one of our island's women's clubs.

Si Yu'os Ma'ase for your consideration. I hope to hear from you soon.

A handwritten signature in cursive script, reading "Jayne Flores".

Jayne Flores
Director
Bureau of Women's Affairs



BUREAU OF WOMEN'S AFFAIRS

LOURDES A. LEON GUERRERO
Governor of Guam

JOSHUA F. TENORIO
Lieutenant Governor of Guam

JAYNE T. FLORES
Director

April 8, 2022
3:20 p.m.

FOR IMMEDIATE RELEASE

Statement by Bureau of Women's Affairs Director Jayne Flores on introduction of "Guam Heartbeat Act of 2022"

"We are extremely disappointed with the introduction of Bill 291-36, 'The Guam Heartbeat Act of 2022.' It is a pro-VOTE bill, not a pro-life bill. This type of legislation always rears its ugly, divisive head during a gubernatorial election year, in an attempt to divide our community.

"It is also moot legislation because we do not currently have any doctors on Guam who perform abortions, or any doctors on Guam that provide medically induced abortions, that BWA is aware of.

"Women have the right to confidential, affordable, and unrestricted access to the full range of reproductive health care options available in 2022, including the option to terminate a pregnancy. A woman has the right to decide what is best for her own health, and that includes the right to control what happens within her own body. It is a decision that she should make, in consultation with whoever SHE trusts and deems important to make it with her. It is not something that the government, or anyone else, should decide.

"If we really want to be pro-life, we as a community need to worry about the children on THIS side of the womb - children like the 5-year-old boy who died recently because of neglect.

"Being 'pro-life' is addressing the nearly 2,000 children in our foster care system. The sponsors of 'The Guam Heartbeat Act' should focus their 'pro-life' efforts on the following:

- Improving, expanding, or establishing social programs to make raising children easier and more affordable;
- Bringing Guam families out of poverty;
- Ensuring that contraception is accessible and affordable on island. One of the main ways to prevent abortion is to provide accessible birth control options in a community.
- Addressing the underlying causes of our drug and alcohol addiction problems and the crimes they create. We have high rates of sexual assault and domestic violence related to these addictions.

"April is Sexual Assault Awareness Month. Ironically, 'The Guam Heartbeat Act' makes no exception for victims of rape or incest. It negates every single piece of legislation this legislature has passed that

purports to be ‘in support of sexual assault victims.’ The sponsors are in effect saying to victims of sexual assault, ‘We don’t care about what happened to you.

“BWA inquires of the five sponsors of ‘The Guam Heartbeat Act of 2022’:

How do you think this bill is going to work? Private individuals are not trained in enforcement the way that state actors are. When you put enforcement authority in the hands of the public, you are giving private rights of action to individuals who are not accountable for meeting any enforcement standards, and essentially guaranteeing abuse of the process.

“With regard to the Texas law upon which this bill is based, it has been declared unconstitutional in district court because of the enforcement mechanism – having private individuals sue others without having suffered harm themselves. The sponsors of this legislation criticize alleged violations of constitutional rights during the pandemic but fully embrace such violations when it comes to a woman’s right to choose AND appropriate access to courts.

“There is also the issue of HIPAA – the Health Insurance Portability and Accountability Act. Abortion is a medical procedure, and disclosing it is a HIPAA violation. Yet according to the bill, a physician performing an abortion to preserve the health of the pregnant woman must ‘execute a written document that specifies the medical condition of the pregnant woman that the abortion is asserted to address...’ Will the physician have to produce this document to someone who files a civil suit against the physician? That is a HIPAA violation, as is the reporting requirement of the bill.

“In our view, Bill 291 is a ridiculous piece of legislation, simply a ploy to get votes, and even more simply: unacceptable for our community of Guam or any other community.”

###



BUREAU OF WOMEN'S AFFAIRS

LOURDES A. LEON GUERRERO
Governor of Guam

JOSHUA F. TENORIO
Lieutenant Governor of Guam

JAYNE T. FLORES
Director

June 10, 2022

Ms. Cynthia Cabot
Executive Director
Guam Coalition Against Sexual Assault and Family Violence
PO Box 1093, Hagatna, GU 96932
cynthia@guamcoalition.org

Subject: Letter of Support for Marianas Human Trafficking Task Force *Setbe yan Protehi* Project

Håfa Adai Ms. Cabot,

The Guam Bureau of Women's Affairs (BWA) fully supports the role of the Guam Coalition Against Sexual Assault and Family Violence (GCASAFV) in the Marianas Human Trafficking Task Force Project "*Setbe yan Protehi*". As BWA director, I am fully aware that sex and labor trafficking exist in our region, and that human trafficking is far too often an underlying component of other crimes. Guam must develop more training, data tracking, and resources to focus on the prevention, detection, and prosecution of human trafficking, and the GCASAFV is the perfect entity to drive this effort.

As BWA director, I also serve on the Marianas Human Trafficking Task Force, and will commit a \$10,000 match of my time, effort, and expertise to assist GCASAFV with the development of public service announcements for this project. I also serve as administrator of the Governor's Community Outreach Federal Programs Office (GCOFPO). The GCOFPO handles Guam's federal Office of Violence Against Women STOP and SASP formula grants to fight domestic violence, dating violence, sexual assault, and stalking. As such, GCOFPO works closely with the GCASAFV. Both BWA and GCOFPO pledge our offices' respective support in the development and implementation of the MHTTF's Project *Setbe yan Protehi* initiative.

I am hopeful that this program will be approved for funding, as it will undoubtedly help to address, and hopefully one day to eradicate, the crime of human trafficking from our island and region.

If you have any questions, please do not hesitate to contact me at jayne.flores@guam.gov, or by phone at (671)475-9162.

Respectfully,

Jayne Flores
Director, Guam Bureau of Women's Affairs

PROJECT NARRATIVE

Statement of Need

- i. Guam Bureau of Women's Affairs (BWA) FARE grant focus: harassment. U.S. territory of Guam is located 13 degrees north, 144 degrees east in western Pacific Ocean. Population: 159,358, per U.S. 2010 Census. Guam is north of Federated States of Micronesia (FSM), Republics of Palau and Marshall Islands (FSM, Palau, and Marshalls are known as Freely Associated States (FAS)). Guam's close proximity to FAS allows islanders, through U.S. Compact of Free Association, to freely travel and immigrate throughout the U.S. and avail of services and access to employment. *All of Guam represents underserved, unserved and inadequately served minority populations*. Guam also home to Joint Region Marianas U.S. military command, with nearly 8,764 U.S. military personnel and families stationed on island.
- ii. During much of 2020, Guam was under public health state of emergency, virtually shutting down from late March through September due to COVID-19. All non-essential businesses closed; no public gatherings allowed; tourist flights cancelled. Nearly 30,000 people furloughed, permanently dismissed, or had work hours cut (Guam Department of Labor (GDOL)). University of Guam data indicated 63% of residents affected were women, with CHamorro women under 40, earning under \$20k per year most affected; females comprised 53% of residents receiving federal unemployment benefits through December 2020; 53% of affected workers were employed in retail, restaurant, and hospitality services - sectors employing majority females. Closure of Guam's 46 daycare centers also affected women workers; childcare responsibilities fell more on women. Pre-existing challenges and barriers facing women: 22% poverty rate (2010 Census), 78% of workplace establishments employing under 20 people, many without capacity to address workplace complaints; and high rates of sexual assault and domestic violence. Department of Public Health & Social Services FY

2020 Annual Report put food stamps recipients near 55,000 - close to one third of the island's population, with majority recipients being female. Guam Police Department (GPD) reported 190 criminal sexual conduct cases for 2020; 87% female victims. Compared per capita to other states, Guam's rate of sexual assault is among the highest in U.S. GPD 2020 family violence statistics note 74% of 1,030 cases reported were female victims. This data creates areas of vulnerability within the workplace for underserved and marginalized low-income women workers. Guam Society for Human Resource Management (SHRM) and Guam Coalition Against Sexual Assault and Family Violence (Guam Coalition) report that women, especially those from outer islands, tend NOT to report sexual assault and/or harassment for cultural or economic reasons.

- iii. Proposed grant activities include "train the trainer" sessions for multilingual representatives of partner organizations; trainers then conduct multilingual sessions throughout island to disseminate knowledge to targeted women workers. Corresponding media outreach/education campaign including print, broadcast, and social media, and website benefits navigator. Activities enable workers and families to learn about workplace harassment.

Organizational Capacity

BWA, under Governor's Office addresses women's issues and marginalized community members. BWA also functions as the Governor's Community Outreach Federal Programs Office (GCOFPO), which administers federal Office of Violence Against Women (OVW) grants. GCOFPO oversees administration of nearly \$1.5 million in grants to more than 12 subgrantees. Organizational capacity enables quick execution of grant activities to achieve program objectives and goals within grant period.

Partner Organizations are established entities with subject matter experts to assist women and

others with services involving sexual assault, harassment, domestic violence, educational and employment barriers, legal system issues, and substance abuse and recovery. The following NGOs' organizational capacity to reach clientele will enable expanded benefits of proposed activities in order to achieve described grant goals: **Guam Coalition Against Sexual Assault and Family Violence (Guam Coalition)** ensures coordinated community response and administers contractual services which provides direct services to victims/ survivors. **Mane'lu Inc.** educates and empowers children and families through support services via site-based youth and family activities. **Guam Department of Labor (GDOL)** improves residents' working conditions, advances opportunities for training and employment, and safeguards civil rights of individuals to access, obtain and hold employment without discrimination. **Society for Human Resource Management (SHRM) Guam Chapter** serves the HR profession in the western Pacific. **iCan Resources, Inc.** establishes training and employment opportunities for individuals with significant disabilities. **Guma' Mami** addresses critical community needs and case management services for individuals with disabilities. **Victim Advocates Reaching Out (VARO)** provides services to victims and families of domestic violence, sexual assault, abuse, violent crime and traumatic events. **Oasis Empowerment Center** provides women with in-patient alcohol/substance abuse recovery.

Project Design

- i. BWA project approach and timeline for identifying underserved, marginalized low-income women workers and addressing workplace harassment rights, services, and benefits:
 - ***September 30, 2021 - January 2022:*** Solicit teams of "train the trainer" human resources and legal experts to develop training program addressing workplace harassment, laws,

resolution, benefits, and services; Identify 24 persons with multilingual abilities to become trainers.

- ***January 2022:*** Solicit bids for media campaign / benefits navigator; create/produce workplace harassment flyers, posters, broadcast PSAs, print and social media ads, to include benefits navigator services for inclusion on websites.
- ***February - May 2022:*** Expert teams train 24 multilingual representatives of cultural and NGOs. Experts accompany teams of two in “beta testing” of presentations, to ensure training sessions are comprehensive and accurately translated.
- ***June 2022 - January 2023:*** Eight-month media outreach campaign targets underserved and marginalized low-income workers about workplace harassment, advertises information/outreach sessions. Portion of media campaign to target small business owners/employers on prevention.
- ***June 2022 - January 2023:*** Teams of trainers conduct 12-15 training sessions at various island sites, reaching estimated 300-400 women workers (goal is 25-30 per session - possibly smaller if deemed necessary), disseminating knowledge about workplace harassment and resources available. Trainers act as in-person benefits navigators for session attendees; Sessions connect and refer women workers to additional services, benefits, and legal assistance available in dealing with harassment or other harmful issues; include training evaluation tool and sign-up sheets for contact information.
- ***February - March 2023:*** Evaluation of FARE grant services; grant report completion.

ii. ***Outreach activities:*** Outreach activities deliverables/milestones include: Two “train the trainer” sessions and training materials between Feb-May 2021; • 12-15 training sessions between June 2022-January 2023, including benefits navigator; • Media outreach/information

campaign. Legal, HR experts to develop training program for “train the trainer” sessions. BWA/GCOFPO, through subgrantees, partner organizations and media campaign, will effectively connect with women workers in low-paid sectors to encourage attendance at training sessions. Sign-in sheets count participants. Importantly, incentives offered/expected in island training settings, such as cultural refreshments and “gifts” (small bag containing donated menstrual products and other necessities). (Timeline in Project Design *i.*)

Dissemination activities: Partner organizations service and communicate effectively with target area women workers; are trusted by this group. Training sessions to offer one-on-one consultations for women wanting to speak to a trainer or partner organization volunteer post-session. Company producing materials for outreach/informational dissemination campaign has extensive knowledge of specific target population reaches of media outlets; materials translated into target audience languages by partner NGOs. Counts of all media materials produced, social media/web hits, and PSAs aired compared to number of session participants to measure dissemination activities’ effectiveness. (Timeline in Project Design *i.*)

Rights and benefits activities: BWA works with experts to develop training materials; trainers conduct multilingual sessions/serve as benefits navigators to ensure attendees’ access to rights and benefits; connect/refer women to additional services. Sustainability ensured through education of future trainers/advocates and web benefits navigator. All materials produced available to entities serving target area women; sessions documented for attendance and dissemination to show effectiveness. To deter violations and improve compliance, portion of media dissemination materials directed at small business employers to inform about identifying, preventing workplace harassment. (Timeline: See Project Design *i.*)

Expected Outputs and Outcomes

Anticipated *OUTCOMES* include: • 300-400 women reached, including disabled and justice-involved women. Future reach through training trainers sustainability measure for more sessions following initial grant period. • Initially train 24 trainers who conduct 12-15 sessions with 25-30 women attending each session. • Anticipate 150-200 (half) of women attending sessions connected to navigation and benefit calculator services. • *ALL* women (300-400) attending sessions will benefit from rights and benefits activities. • Estimated 300-400 women attending trainings will be positively impacted; number will increase exponentially as attendees talk to friends, relatives, coworkers. • Best practices sustainability includes enabling those trained to conduct sessions beyond grant period, counsel women one-on-one. Word of mouth and tangible grant materials allow continued information outreach. • Systemic change through knowledge gained by workers and small business owners/employers can stop harassment by giving workers courage, knowledge, and support to report; business owners knowledge to recognize/prevent.

Anticipated *OUTPUTS* (tangible products/services) include: • Workplace harassment training course materials, feedback forms for training sessions; • two “Train the Trainer” sessions; • 12-15 workplace harassment training sessions (target audiences 25-30 persons per session); • website benefits navigator for upload to agency or NGO websites; • flyers, posters, broadcast, print and social media PSAs.

Project Sustainability

- i. BWA commits to building a knowledge base of best practices by providing proper reporting documents to subrecipients. BWA to partner with GSC to ensure documents are in line with the CFR200 and local laws applicable to federal grant processes.
- ii. After completion of program, BWA to keep in communication with subrecipients for data collection and facilitation. This will allow for highest impact measurement, future data reporting, and future grant applications.

FEPD Harassment/Sexual Harassment Data 2018 / 2019 / 2020

Number of Cases:	Jurisdictional	Male	Female
2018	3	1	2
2019	4	2	2
2020	6	1	5
Total	13	4	9

Number of Pre-screen Complaints:	Non Jurisdictional		
2018	1	0	1
2019	5	4	1
2020	5	4	1
Total	11	8	3

Labor Clinics:	2018: Total Participants - 55 3/8/2018 - 28 Participants 6/12/2018 - 17 Participants 9/20/2018 - 10 Participants
	2019: Total Participants - 60 11/29/2018 - 30 Participants 5/16/2029 - 30 Participants
	2020: Total Participants- 14 6/18/2020- Canceled- PCOR1 7/7/2020 -Canceled- PCOR1 11/21/2020 - 14 Participants
	2018: Total Participants - 50 11/9/2017 - DPHSS [27 - Participants] 6/8/2018 - McDonalds [23 - Participants]

Outreaches:

2019: Total Participants - 153
2/22/2019 - Coast 360 [36 - Participants]
3/12/2019 - Taiwan Asso. [37 - Participants]
5/29/2019 - Dusit Thani [80 - Participants]
2020: Total Participants - 0
None Due to Covid - 19 Pandemic

LOURDES A. LEON GUERRERO
MAGA'HÅGA • GOVERNOR



JOSHUA F. TENORIO
SIGUNDO MAGA'LÅHI • LIEUTENANT GOVERNOR

FOR IMMEDIATE RELEASE – May 8, 2019

Island Girl Power Receives Donation of Sewing Machines

Hagåtña, Guam - Island Girl Power (IGP) is one step closer to its dream of launching a project that will provide sewing workshops and sustainability for women and girls in the community. On May 2, the non-profit organization dedicated to the empowerment of girls received eight sewing machines shipped all the way from Wisconsin, thanks to the generosity of The Sewing Machine Project, Triple B Forwarders, and Matson, Inc.

“We are extremely grateful for the all-around help we have received in order to help us get this project off the ground, from the Bureau of Women’s Affairs launching and coordinating the effort, to the Sewing Machine Project’s generosity, to Triple B and Matson helping us get the machines here from the mainland. It truly was a nationwide effort,” said Juanita Blaz, Island Girl Power Director.

The donation came about back in February when Blaz collaborated with Jayne Flores, newly appointed Bureau of Women’s Affairs Director, about Project Sottera, the BWA effort to get menstrual pads to girls so that they can stay in school. Blaz explained to Flores that she was trying to organize a sewing project at Island Girl Power so girls and women could make reusable pads, and make and sell other items to earn money and become more sustainable.

Flores contacted Margaret Jankowski, founder/director of the non-profit The Sewing Machine Project (SMP), in Madison, Wisconsin. The SMP offers sewing machines, tools, and education to groups “committed to using the machines to provide opportunities to create, learn new skills, build self confidence, and contribute to their own livelihoods and the well being of their families and communities,” according to its website, thesewingmachineproject.org.

“Margaret emailed me and told me she could help Island Girl Power with this effort,” said Flores. **“And thanks to Triple B and Matson, we were able to get the machines here.”**

UFISINAN I MAGA'HÅGA
OFFICE OF THE GOVERNOR

LOURDES A. LEON GUERRERO
MAGA'HÅGA • GOVERNOR



JOSHUA F. TENORIO
SIGUNDO MAGA'LÅHI • LIEUTENANT GOVERNOR

Blaz says she is now preparing a place in Island Girl Power's Dededo clubhouse compound to be able to set up sewing workshops.

"We still need monetary donations for the program and for facility upgrades, so anyone wishing to donate to our 501c3 organization, please, we really need the help," Blaz said.

To donate to Island Girl Power for this empowering project, email islandgirlpower671@gmail.com, or jayne.flores@guam.gov.

###

For media inquiries, please contact Jayne Flores, Director of the Bureau of Women's Affairs, at 472-8931 or jayne.flores@guam.gov



Tuesday, May 14, 2019

FOR IMMEDIATE RELEASE

AAUW, UOG Pre-med students donate to Project *Sottera*

The Bureau of Women's Affairs (BWA) Project Sottera, an initiative to help public middle and high school girls to be able to stay in school every day of the month, is gaining ground.

Last week, the American Association of University Women donated over 1500 sanitary pads to Guam public school nurses during their Nurses' Week meeting/luncheon on May 9 at Onward Resort. The nurses will distribute the pads to girls and young women who need them through their various school nurses' offices.

The next day, May 10, pre-med students from the University of Guam's American Medical Student Association donated over 900 pads to Untalan Middle School.

Sottera is the CHamoru word for when a young girl first starts her menstrual cycle.

"You cannot purchase feminine hygiene products with food stamps," said Jayne Flores, BWA Director. "Over one-third of the island's population receives food stamps, and after speaking with school nurses and Island Girl Power and learning that often, these necessary products are too expensive for these families, the BWA decided to raise awareness about how girls often have to leave school or stay home from school because they don't have access to these products," said Flores.

"AAUW believes that all young girls deserve equal opportunities to advance their education. If we can help girls stay in school, we contribute to their long term success and help address socioeconomic gaps that will be compounded if not addressed at these early stages," noted Dr. Laura Biggs, AAUW President.

"We weren't aware that it was a problem, and when we learned about it, since we are pre-med, we decided to do something," said Ella Macatugal, UOG AMSA President. "We hope to do this every year," she added.

"It's encouraging to see the response we are getting from clubs and organizations willing to donate these products to help girls be able to stay in school. It is so important for their self-esteem," Flores added.

If you wish to donate to Project Sottera, contact the Bureau of Women's Affairs at 475-9312 or email jayne.flores@guam.gov.

Suggested photo captions:

Photo #0696 - AAUW School Nurses' Project Sottera donation suggested photo caption

The American Association of University Women collected over 1500 sanitary pads to donate to island middle and high schools through the Bureau of Women's Affairs Project Sottera, an initiative to help girls be able to stay in school every day of the month. AAUW President Dr. Laura Biggs and Treasurer Mary Ann Cabrera presented the pads at a meeting of public school nurses on May 10, 2019 at Onward Resort.

Photo #0702 - UOG AMSA Untalan large group photo suggested photo caption:

From left: Victoria Maper and Ella Macatugal, UOG students; Jocelyn Sabinay, Untalan MS School Nurse; Untalan MS Student Body Association officers Zoey Indalecio, Trixia Nierva, and Peter Valencia; Gaylene Cruz, Untalan MS Asst. Principal; Sen. Amanda Shelton; Jayne Flores, Bureau of Women's Affairs Director; and Agnes Guerrero, Untalan MS Principal, gather around the Project Sottera donation of nearly 1,000 sanitary pads to the school by the UOG American Medical Student Association on May 10, 2019. AMSA students collected the products during a drive to support Project Sottera, the BWA initiative to provide sanitary products to girls in island middle and high schools so that they can stay in school every day of the month.

Photo #0704 UOG AMSA Untalan Project Sottera donation box photo

Photo #0706 UOG AMSA Untalan small group photo suggested caption:

UOG Pre-med student/UOG American Medical Student Association member Victoria Maper; Sen. Amanda Shelton; UOG AMSA member Seanna Bataclan; AMSA President Ella Macatugal; member Eries Moreno, and Bureau of Women's Affairs Director Jayne Flores pose with nearly 1000 sanitary pads donated to Untalan Middle School by the UOG AMSA on May 10. AMSA students collected the products during a drive to support Project Sottera, the BWA initiative to provide sanitary products to girls in island middle and high schools so that they can stay in school every day of the month.

###

I Mina'trentai Sais Na Liheslaturan Guåhan
BILL STATUS

BILL NO.	SPONSOR	TITLE	DATE INTRODUCED	DATE REFERRED	CMTE REFERRED	PUBLIC HEARING DATE	DATE COMMITTEE REPORT FILED	FISCAL NOTES	NOTES
97-36 (LS) As amended by the Committee on Air Transportation, Parks, Tourism, Higher Education, and the Advancement of Women, Youth and Senior Citizens.	Committee on Air Transportation, Parks, Tourism, Higher Education, and the Advancement of Women, Youth, and Senior Citizens	AN ACT TO ADD A NEW § 6121 TO ARTICLE 1 OF CHAPTER 6, TITLE 17, GUAM CODE ANNOTATED, RELATIVE TO REQUIRING GUAM DEPARTMENT OF EDUCATION AND GUAM CHARTER SCHOOLS TO PROVIDE AND REGULARLY STOCK MENSTRUAL HYGIENE PRODUCTS IN ALL GUAM PUBLIC AND CHARTER SCHOOLS; TO REQUIRE THE UNIVERSITY OF GUAM AND THE GUAM COMMUNITY COLLEGE TO THE SAME; AND TO CITE THIS ACT AS THE "PERIOD POVERTY ACT OF 2021."	3/25/21 3:11 p.m.	3/26/21	Committee on Air Transportation, Parks, Tourism, Higher Education and the Advancement of Women, Youth, and Senior Citizens		11/9/21 4:30 p.m. As amended by the Committee on Air Transportation, Parks, Tourism, Higher Education, and the Advancement of Women, Youth and Senior Citizens	Request: 3/29/21 4/19/21	
	SESSION DATE	TITLE	DATE PASSED	TRANSMITTED	DUE DATE	PUBLIC LAW NO.	DATE SIGNED	NOTES	
	12/6/21	AN ACT TO ADD A NEW § 6122 TO ARTICLE 1 OF CHAPTER 6, TITLE 17, GUAM CODE ANNOTATED, RELATIVE TO REQUIRING GUAM DEPARTMENT OF EDUCATION AND GUAM CHARTER SCHOOLS TO PROVIDE AND REGULARLY STOCK MENSTRUAL HYGIENE PRODUCTS IN ALL GUAM PUBLIC AND CHARTER SCHOOLS; TO REQUIRE THE UNIVERSITY OF GUAM AND THE GUAM COMMUNITY COLLEGE TO DO THE SAME; AND TO CITE THIS ACT AS THE "PERIOD POVERTY ACT OF 2021."	12/15/21	12/15/21	12/27/21	36-66	12/23/21	Received: 12/27/21 Mess and Comm. Doc. No. 36GL-21-1448	

LOURDES A. LEON GUERRERO
GOVERNOR



JOSHUA F. TENORIO
LT. GOVERNOR

UFISINAN I MAGA'HÅGAN GUÅHAN
OFFICE OF THE GOVERNOR OF GUAM

December 23, 2021

Doc Type: 36GL-21-1448
OFFICE OF THE SPEAKER
THERESE M. TERLAJE

HONORABLE THERESE M. TERLAJE, Speaker

I Mina'trentai Sais Na Liheslaturan Guåhan

36th Guam Legislature
Guam Congress Building
163 Chalan Santo Papa
Hagåtña, Guam 96910

12-23-2021

Time: 4:43pm
Received: He

Re: BILL NO. 97-36 (LS) – An Act to Add a New § 6122 to Article 1 of Chapter 6, Title 17, Guam Code Annotated, Relative to Requiring Guam Department of Education and Guam Charter Schools to Provide and Regularly Stock Menstrual Hygiene Products in all Guam Public and Charter Schools; to Require the University of Guam and the Guam Community College to do the same; and to Cite this Act as the “Period Poverty Act of 2021”

Dear Madame Speaker,

Today, I sign into law as **Public Law No. 36-66**, an act improving access to free menstrual hygiene products in Guam’s public schools, charter schools, community college, and university.

On our island, several pockets of low-income students suffer from “period poverty,” which is generally defined as limited access to menstrual hygiene products and education. Exacerbated by the COVID-19 pandemic and the recent rising cost of goods and expenses, the inability to access menstrual products has become increasingly prevalent and visible within our community. Very often, this issue disproportionately impacts adolescents and young people. These items are medical necessities, not luxuries, and access to such products should not be a financial burden. These products should be affordable and easily accessible for all menstruating persons, particularly our students.

Accordingly, it is in the public interest to tackle period poverty by providing free menstrual products at educational institutions. Free access to menstrual products at education institutions encourages menstruating persons to come to school, improves regular attendance and sports participation. Beyond stigma, access to menstrual products would improve self-esteem and alleviate feelings of anxiety, depression, or shame. As such, this act would steer our community away from sources of shame by paving a promising path towards gender equality, women empowerment, and a more inclusive society.

Senseremente,

LOURDES A. LEON GUERRERO
Maga'hågan Guåhan
Governor of Guam

**COMMITTEE ON RULES
RECEIVED:**

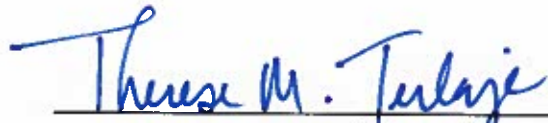
December 27, 2021
9:54 A.M.

Enclosure: Bill No. 97-36 (LS) *nka* P.L. No. 36-66
cc via email: Honorable Joshua F. Tenorio, *Sigundo Maga'låhen Guåhan*
Compiler of Laws

I MINA'TRENTAI SAIS NA LIHESLATURAN GUÅHAN
2021 (FIRST) Regular Session

CERTIFICATION OF PASSAGE OF AN ACT TO *I MAGA'HÅGAN GUÅHAN*

This is to certify that **Bill No. 97-36 (LS)**, "**AN ACT TO ADD A NEW § 6122 TO ARTICLE 1 OF CHAPTER 6, TITLE 17, GUAM CODE ANNOTATED, RELATIVE TO REQUIRING GUAM DEPARTMENT OF EDUCATION AND GUAM CHARTER SCHOOLS TO PROVIDE AND REGULARLY STOCK MENSTRUAL HYGIENE PRODUCTS IN ALL GUAM PUBLIC AND CHARTER SCHOOLS; TO REQUIRE THE UNIVERSITY OF GUAM AND THE GUAM COMMUNITY COLLEGE TO DO THE SAME; AND TO CITE THIS ACT AS THE "*PERIOD POVERTY ACT OF 2021*,"** was on the 15th day of December 2021, duly and regularly passed.



Therese M. Terlaje
Speaker

Attested:



Amanda L. Shelton
Legislative Secretary

This Act was received by *I Maga'hågan Guåhan* this 15th day of December
2021, at 6:50 o'clock P.M.

PO1 D. Cruz

Assistant Staff Officer
***Maga'håga's* Office**

APPROVED:



Lourdes A. Leon Guerrero
I Maga'hågan Guåhan

Date: 12/23/2021

Public Law No. 36-66

2021-15254
RCVD AT CENTRAL FILES
DEC 16 '21 AM 9:27
Elaine Tajalle

I MINA'TRENTAI SAIS NA LIHESLATURAN GUÅHAN
2021 (FIRST) Regular Session

Bill No. 97-36 (LS)

As amended by the Committee on Air Transportation,
Parks, Tourism, Higher Education, and the
Advancement of Women, Youth and Senior Citizens.

Introduced by:

Committee on Air Transportation, Parks,
Tourism, Higher Education, and the
Advancement of Women, Youth and
Senior Citizens

by request of *I Kongressun Manhoben*
Guåhan, the Guam Youth Congress, in
accordance with 2 GCA § 7102.

**AN ACT TO ADD A NEW § 6122 TO ARTICLE 1 OF
CHAPTER 6, TITLE 17, GUAM CODE ANNOTATED,
RELATIVE TO REQUIRING GUAM DEPARTMENT OF
EDUCATION AND GUAM CHARTER SCHOOLS TO
PROVIDE AND REGULARLY STOCK MENSTRUAL
HYGIENE PRODUCTS IN ALL GUAM PUBLIC AND
CHARTER SCHOOLS; TO REQUIRE THE UNIVERSITY
OF GUAM AND THE GUAM COMMUNITY COLLEGE
TO DO THE SAME; AND TO CITE THIS ACT AS THE
“*PERIOD POVERTY ACT OF 2021*.”**

BE IT ENACTED BY THE PEOPLE OF GUAM:

Section 1. Legislative Findings and Intent. *I Liheslaturan Guåhan* finds
that period poverty is a systemic global problem that impacts millions of women
around the world. The lack of access to basic menstrual hygiene products such as
tampons and sanitary napkins for individuals during their monthly menstrual cycle

1 hampers their ability to participate in basic activities, including regular attendance
2 in school and participation in sports. According to a survey done by the Bureau of
3 Women's Affairs in May 2019, thirty-three (33) responses indicated that women
4 used baby diapers as substitutes for traditional period products. In addition, the
5 survey found that out of the two hundred eighty-eight (288) participants, one
6 hundred one (101) responded that they missed school due to the lack of access to
7 period products.

8 *I Liheslatura* further finds that several states, including New York and
9 California, require public school facilities that serve female students in the sixth (6th)
10 through twelfth (12th) grades to regularly provide and stock menstruation products
11 in the female restroom facilities; and, the products are readily available to the
12 menstruating students without any fees or charges.

13 It is, therefore, the intent of *I Liheslaturan Guåhan* to address period poverty
14 on Guam and to require Guam public and charter schools that serve students in the
15 fifth (5th) through twelfth (12th) grades to provide and regularly stock menstrual
16 hygiene products in the school nurse's office. It is, further, the intent of *I*
17 *Liheslaturan Guåhan* to require that the products be provided to menstruating
18 students without any fees or charges.

19 **Section 2. Menstrual Hygiene Products in Guam Public and Charter**
20 **Schools.** A new § 6122 is hereby *added* to Article 1 of Chapter 6, Title 17, Guam
21 Code Annotated, to read:

22 **“§ 6122. Menstrual Hygiene Products in Guam Public and**
23 **Charter Schools.**

24 All public and charter schools on Guam that serve students in grades
25 five (5) through twelve (12) shall provide menstrual hygiene products, such
26 as tampons and sanitary pads, in the nursing or counselor's offices of such

1 schools; and, such products shall be provided to students at no charge to
2 students.”

3 **Section 3. Menstrual Hygiene Products at the University of Guam and**
4 **the Guam Community College.** The University of Guam and the Guam
5 Community College shall provide menstrual hygiene products, such as tampons and
6 sanitary pads, in their health services centers; and, such products shall be provided
7 to students at no charge to students.

8 **Section 4. Effective Date.** This Act shall be effective upon enactment.

9 **Section 5. Severability.** If any provision of this Act or its application to any
10 person or circumstance is found to be invalid or contrary to law, such invalidity shall
11 not affect other provisions or applications of this Act that can be given effect without
12 the invalid provision or application, and to this end the provisions of this Act are
13 severable.



Jayne Therese Flores <jayne.flores@guam.gov>

more data

Bernadette P. Schumann <Bernadette.Schumann@dphss.guam.gov>

Mon, Jun 3, 2019 at 10:32 AM

To: Jayne Therese Flores <jayne.flores@guam.gov>

Cc: "Linda U. DeNorcey" <Linda.DeNorcey@dphss.guam.gov>

Hi Jayne:

Please see my responses below in RED. I've also attached documents for your reference.

I've attached a STI FP powerpoint presentation that demonstrates Guam's 2017 Chlamydia rate of reported cases, a summary write up for STD/HIV trends that includes data from YRBS and STD Adolescent Profile, Guam Adolescent Sexual Health Profile, Guam Adolescent STI Surveillance Report and Guam School Based Policy Brief. Please feel free to contact me at 735-3604.

Hafa Adai Linda,

Can you please point me in the direction of the person at Public Health who can provide this data:

1. Guam's teen pregnancy rates (I need a range of maybe 10 years if you have it, to show trending...) I only have 2015 data and will need to ask Maggie Bell (MCH Program Coordinator)

Table 4: Teen Birth Rate (Births per 1,000 Females), 2015

	Guam	United States
Females 15-19 years	38.3	22.3
Females 15-17 years	16.9	9.9
Females 18-19 years	71.6	40.7

Change in rate to females aged 15-19 (1991 to 2015)	-60%	-64%
Change in rate to females aged 15-19 (2014 to 2015)	-21%	-8%

Source: HHS.gov, Office of Adolescent Health, U.S. Department of Health & Human Services, Guam Adolescent Reproductive Health Facts (<https://www.hhs.gov/ash/oah/facts-and-stats/national-and-state-data-sheets/adolescent-reproductive-health/guam/index.html>)

2. Guam's STD rates (as compared to the states, and whether STDs on Guam are increasing - and which ones). I understand we have the 5th highest rate of chlamydia in the nation - is this correct? **Yes: I've attached CDC 2017 Annual STD surveillance report for reference. It's a pretty large document, but Guam is included for Chlamydia, Gonorrhea and Syphilis Surveillance**

<https://www.cdc.gov/std/stats17/tables/3.htm> (2013-2017 STD CDC Report reflects Guam's growing trend of Chlamydia cases) or go to pg. 47, 71 and 72 provide rate per populations; we can discuss more.

3. Birth rates on Guam (are more women in middle age having babies now? Who tracks this? **(Vital Statistics/Maternal Child Health Program, Please contact Maggie Bell: margaret.bell@dphss.guam.gov), Also, Guam DPHSS Territorial Epidemiologist, Dr. Ann Pobutsky (ann.pobutsky@dphss.guam.gov) was hired last November and will be working closely with MCH to analyze prenatal data.**

4. Do you have a ratio of the number of women who give birth and then ask for birth control after?

(Need to access this information from the Maternal Child Health Program and Prenatal Clinics at the Community Health Center); or email Maggie Bell: margaret.bell@dphss.guam.gov; she may have some information.

Does Public Health issue birth control? What type? Pills, IUD, shot, etc5. **Yes, the stockpile includes Oral Contraceptives, IUD, Patch, Depovera, Condoms are available, but may vary at the Central Public Health Center and Community Health Centers Pharmacies/Sites; we can discuss more since I am also handling the Title X Family Planning and Reproductive Health Project and working closely with the Northern Clininc.**

Does Public Health offer a "morning after" pill to prevent pregnancy? **At this time, Public Health does not have a stockpile for the morning after pill offered at the Family Planning Clinic, however, Family Planning Program is still exploring options based on consumer needs.**

**Bernadette Provide Schumann**

STI/HIV/TB/VH Program Collaboration Service Integration (PCSI) Lead

Guam Family Planning and Reproductive Health Project (Interim Coordinator)

Bureau of Communicable Disease Control

Rm. 127, 1st Floor

Department of Public Health & Social Services

123 Chalan Kareta, Mangilao Guam 96913

E-mail: bernadette.schumann@dphss.guam.gov

Office: 671.735.3604

Fax: 671.734.2104

Confidentiality Notice:

This message is intended exclusively for the individual or entity to which it is addressed. This communication may contain information that is proprietary, privileged, confidential or otherwise legally exempt from disclosure. If you are not the named addressee, you are not authorized to read, print, retain, copy or disseminate this message or any part of it. If you have received this message in error, please notify the sender immediately either by phone or reply to this e-mail and delete all copies of this message.

 please consider the environment before printing this email**From:** Linda U. DeNorcey**Sent:** Friday, May 31, 2019 10:32 PM**To:** Jayne Therese Flores <jayne.flores@guam.gov>; Bernadette P. Schumann <Bernadette.Schumann@dphss.guam.gov>**Subject:** Re: more data

Jayne,

[Quoted text hidden]


6 attachments**STI_FP_Meeting_March2019finalpresentation.pptx**

 1796K

 **STDHIVProgram Trends.docx**
367K

 **2017-STD-Surveillance-Report_CDC-clearance-9.10.18.pdf**
21656K

 **Guam Adolescent STI Surveillance Report 2015-2017_FINAL.pdf**
198K

 **2017 Guam Adolescent Sexual Health Profile.pdf**
1022K

 **Guam School-Based Policy Brief_FINAL.pdf**
129K



Jayne Therese Flores <jayne.flores@guam.gov>

more data

Jayne Therese Flores <jayne.flores@guam.gov>

Mon, Jun 3, 2019 at 11:30 AM

To: "Bernadette P. Schumann" <Bernadette.Schumann@dphss.guam.gov>

Cc: "Linda U. DeNorcey" <Linda.DeNorcey@dphss.guam.gov>, Tony Babauta <cos@guam.gov>

Hafa Adai Bernie,

Thanks so much for these stats. I am totally on board to assist with the promotion part of this Family Planning Service grant, and will help get the word out. As for ideas for publicity, I suggest maybe asking Attorney Anita Arriola and Dr. Ellen Bez to be on the communications panel, as well as a nurse or another clinician, and maybe a student from UOG's social work program and a student from GCC (we need the young people's perspective!). I will also serve on the panel. I also suggest we get GCC VisCom students to produce PSAs for us. I can handle that part, and we can have the panel establish the message.

If we can get clinics up and running in the north and the south, maybe we can then talk about a privately-funded clinic in the central part of the island. :)

It is great working with you.

[Quoted text hidden]

[Quoted text hidden]



Jayne Therese Flores <jayne.flores@guam.gov>

US DOL Women's Bureau FARE grant for underserved women

Jeffrey Sablan <jeffrey.sablan@dol.guam.gov>

Mon, Jun 28, 2021 at 4:30 PM

To: Jayne Therese Flores <jayne.flores@guam.gov>

Cc: Greg Massey <greg.massey@dol.guam.gov>, David Dell'Isola <david.dellisola@dol.guam.gov>, Gerard Toves <gerard.toves@dol.guam.gov>

Hafa adai Jane,

I would say Harassment is one that you can focus on specifically the FSM community. Small businesses like Restaurants are one example. Probably due to culture. First time to Guam, does not understand local and federal laws, language barriers, etc.

Regards.

Jeffrey J. Sablan

Fair Employment Practice Officer /

FEPA Administrator

**414 West Soledad Avenue**

GCIC Bldg, Suite 401

671-300-4544 tel671-475-6811 faxwww.dol.guam.gov

CONFIDENTIALITY NOTICE: The information contained in this message and any accompany attachments and/or documents contained in this e-mail message may contain privileged, private, and/or confidential information protected by state and federal law. This message are intended only for the sole use of the identified recipient(s). Any unauthorized review, use, copying, disclosure, or distribution is prohibited.

[Quoted text hidden]



Jayne Therese Flores <jayne.flores@guam.gov>

US DOL FARE grant workplace harassment program

Jayne Therese Flores <jayne.flores@guam.gov>

Wed, Jan 12, 2022 at 3:02 PM

To: Jeffrey Sablan <jeffrey.sablan@dol.guam.gov>, Greg Massey <greg.massey@dol.guam.gov>

Cc: Karl Sotto <ksotto@gmail.com>, Ivana Sherrell Nimea <ivananimea10@gmail.com>

Hafa Adai Jeff and Greg,

The Bureau of Women's Affairs has secured a USDOL FARE grant to focus on helping underserved and marginalized low-income women workers understand their rights and avenues of resolution with regard to workplace harassment. We are putting out a bid for HR companies to develop a workplace harassment presentation and information/awareness campaign that includes the following information:

- 1) What constitutes workplace harassment
- 2) Different types of harassment, and signs someone is being harassed or someone is harassing an employee
- 3) All Guam laws that deal with workplace harassment
- 4) What an employee can do, or where they can go to complain, about having experienced, or if they are currently experiencing, workplace harassment
- 5) Exploration of cultural aspects that may prevent an employee from speaking up about workplace harassment
- 6) Employer responsibilities with regard to workplace harassment: How to deal with it and how to stop it

The GDOL website page on harassment contains some of this information:

<https://www.eeoc.gov/prohibited-employment-policiespractices#harassment>

I would like to schedule a zoom meeting with the two of you to discuss any other topics you think may be pertinent for this presentation to include, especially with regard to the focus on underserved and marginalized low-income women workers.

Thank you and I hope to hear from you soon.

Jayne

Si Yu'os Ma'ase,

Jayne Flores

Director, Bureau of Women's Affairs /

Administrator,

Governor's Community Outreach - Federal Programs Office

Ufisinan I Maga'hågan Guahan

Office of the Governor of Guam

Email: jayne.flores@guam.gov



Office: 671-475-9162

Cell: 671-483-6409



MY PHONE
IS IN THE COVID FIGHT
HELP GUAM STOP COVID-19



I am proud to support the Guam Department of Public Health & Social Services' new app to help contain COVID-19 in Guam. Add your phone to the fight and protect your community while protecting your privacy. Download the Guam COVID Alert app for free at the [App Store](#) or [Google Play](#). For more information go to guamcovidalert.guam.gov.



Jayne Therese Flores <jayne.flores@guam.gov>

Bill 97-36 & adoption bills

Jayne Therese Flores <jayne.flores@guam.gov>

Tue, Apr 20, 2021 at 5:24 PM

To: Amanda Shelton <officeofsenatorshelton@guamlegislature.org>

Hafa Adai Sen. Amanda,

Great job today on Bill 97-36. Please let me know what I need to do to help get it passed. I will keep you posted on the IGP sustainable menstrual options business efforts.

Also, I watched the hearing on Bills 108 and 109 with great interest today, as I have been assisting Ohala' Adoptions. I was really concerned about CPS' stance, especially since it appears Dr. Tom Shieh is running his own private adoption services out of his office. Please see the news article below and the attached photos of his social media posts. Isn't this what CPS was concerned about?

<https://www.pncguam.com/rally-for-life-thanks-dr-shieh-for-pushing-adoption-alternative-to-abortion/?jwsourc=em>

Thank you again for introducing Bill 97-36 AND Bill 71-36. Let me know what I can do to help both along....

si Jayne

Si Yu'os Ma'ase,**Jayne Flores**

Director, Bureau of Women's Affairs /

Administrator,

Governor's Community Outreach - Federal Programs Office

Ufisinan I Maga'hågan Guahan

Office of the Governor of Guam

Email: jayne.flores@guam.gov

Office: 671-475-9162

Cell: 671-483-6409





**MY PHONE
IS IN THE COVID FIGHT**
HELP GUAM STOP COVID-19



I am proud to support the Guam Department of Public Health & Social Services' new app to help contain COVID-19 in Guam. Add your phone to the fight and protect your community while protecting your privacy. Download the Guam COVID Alert app for free at the [App Store](#) or [Google Play](#). For more information go to guamcovidalert.guam.gov.

2 attachments



Shieh 1.png
325K



Shieh 2.png
326K



Jayne Therese Flores <jayne.flores@guam.gov>

Changes to Bill 71-36

Jayne Flores <jayneflores59@gmail.com>

Fri, Apr 23, 2021 at 4:08 PM

To: Amanda Shelton <officeofsenatorshelton@guamlegislature.org>, Telen Nelson <senatortcnelson@guamlegislature.org>, Vice Speaker Tina Rose Muña Barnes <senatormunabarnes@guamlegislature.org>, Mary Camacho Torres <marycamachotorres@gmail.com>, office@senatorjoannebrown.com
Cc: Benita Manglona <bmanglonacpa@gmail.com>, Clare Delgado <claredelgado@yahoo.com>, Holly Rustick <hollywego@gmail.com>, Jessica Leon Guerrero <jleonguerrero@m80systems.com>, Laura Nelson Cependa <lnelson@ucguam.com>, Lina Leon Guerrero <lina@saguampg.com>, Lucia Wood <luciabwood@gmail.com>, Mary Rhodes <president@ghra.org>, Rene Logie <connect@guamwomenschamber.com>, Vanessa Williams <vlw@vlwilliamsllaw.com>, Amanda Gima <amanda.gima@raymondjames.com>, Angel Camacho-Paulino <angel@pacificsbdc.com>, Bernie Valencia <bernavalencia@gmail.com>, Bernie Valencia <bvalencia@matson.com>, Geri Leon Guerrero <gerilg.adztech@teleguam.net>, Helana Leon Guerrero <helana@saguampg.com>, Jennifer McFerran <jenniferm@cpkguam.com>, Kathlyn Selleck <kathlynselleck@gmail.com>, Livia Marati <livia@inawellnesscollective.com>, Michelle Crisostomo <mcrisostomo710@gmail.com>, Rindraty Limtiaco <rlimtiaco@localiq.com>, Tasi Peddicord <tpeddicord@matson.com>, Jayne Therese Flores <jayne.flores@guam.gov>

Hafa Adai Senators Shelton, Nelson, Torres, Brown, and Vice Speaker Muna-Barnes,

We understand that some senators of the 36th Guam Legislature may have some concerns about [Bill 71-36](#), and we would like to recommend two changes that we believe will alleviate those concerns.

1. We recommend that the phrase "*and except for the procurement of professional services*," on lines 25 and 26 of page 2, be deleted. Inclusion of this phrase, which generally refers to law firms, engineering firms, and consulting services, may preclude some Guam Women-Owned Small Businesses (WOSBs) from competing for local government contracts, which is definitely NOT the intent of the bill.

2. We recommend deleting "or the Guam Economic Development Authority" on lines 21-22 of page 3 of the bill. We now realize that allowing local businesses to have a separate, local WOSB designation may in fact cause procurement issues, if two WOSBs are competing for a contract and one has a federal designation and the other a local one. Plus, requiring the federal SBA WOSB or Economically Disadvantaged WOSB designation will serve to make a local women-owned company stronger.

The GWCC would definitely be willing to partner with PTAC and/or other entities for workshops to help local WOSBs to obtain the federal designation.

We sincerely hope that these two changes will help to facilitate Bill 71-36's passage through the Guam Legislature. Thank you again for championing this important piece of legislation.

Si Yu'os Ma'ase,

Jayne Flores

GWCC Government Committee Chair / Bureau of Women's Affairs Director

483-6409

"Success isn't about how much money you make; it's about the difference you make in people's lives." ~Michelle Obama



Jayne Therese Flores <jayne.flores@guam.gov>

Guam - WB-36960 2021 FARE

Cox, Charles - ETA <cox.charles@dol.gov>

Tue, Sep 21, 2021 at 5:58 AM

To: "STEPHANIE.FLORES@GUAM.GOV" <STEPHANIE.FLORES@guam.gov>

Cc: "Humphlett, Patricia - WB" <Humphlett.Patricia@dol.gov>, ETA OGM DFANDP Grant Agreements <DFANDP_Awards@dol.gov>, "JAYNE.FLORES@GUAM.GOV" <JAYNE.FLORES@guam.gov>

Dear Ms. Flores,

Congratulations again on being awarded a Fostering Access Rights and Equity - FARE 2021 Award with the US Department of Labor!

Attached is your letter of notification, the executed award will be sent to you via email under separate cover.

Best regards,

Charles Cox

Charles L. Cox

Grant Officer

U. S. Department of Labor

Employment and Training Administration

Office of Grants Management

V: 202-693-3905

C: 703-966-0882

E: cox.charles@dol.gov



GU WB-36960 letter - signed.pdf
157K



Jayne Therese Flores <jayne.flores@guam.gov>

Bill 71-36 - Thank you!

Jayne Therese Flores <jayne.flores@guam.gov>

Sat, May 29, 2021 at 10:53 AM

To: Telen Nelson <senatortcnelson@guamlegislature.org>

Cc: Guam Women's Chamber of Commerce <connect@guamwomenschamber.com>

Bcc: Krystal Paco <krystal.paco@guam.gov>

Hafa Adai Senator Nelson,

On behalf of both the Bureau of Women's Affairs and the Guam Women's Chamber of Commerce (of which I am a board member and serve as Government Committee chair), thank you so much for your sponsorship of Bill 71-36, and for your help in getting this legislation passed in yesterday's session. This legislation will help women-owned small businesses on Guam to gain some ground in Guam's economic landscape.

Governor Lourdes Leon Guerrero's office has tentatively scheduled a bill signing for Tuesday, June 8th, at 1:30 pm - location TBA.

Again, on behalf of Guam's women-owned small businesses, Si Yu'os Ma'ase!

Si Yu'os Ma'ase,**Jayne Flores**

Director, Bureau of Women's Affairs /

Administrator,

Governor's Community Outreach - Federal Programs Office

Ufisinan / Maga'hågan Guahan

Office of the Governor of Guam

Email: jayne.flores@guam.gov

Office: 671-475-9162

Cell: 671-483-6409



MY PHONE
IS IN THE COVID FIGHT
HELP GUAM STOP COVID-19



I am proud to support the Guam Department of Public Health & Social Services' new app to help contain COVID-19 in Guam. Add your phone to the fight and protect your community while protecting your privacy. Download the Guam COVID Alert app for free at the [App Store](#) or [Google Play](#). For more information go to guamcovidalert.guam.gov.



Jayne Therese Flores <jayne.flores@guam.gov>

Bill 71-36 signing ceremony today, 1:30 pm, Adelup Large Conference Room

Jayne Therese Flores <jayne.flores@guam.gov>

Tue, Jun 8, 2021 at 10:21 AM

To: boris@guamptac.com, admin@guamptac.com

Cc: Jennifer Louise Dulla <jennifer.dulla@guam.gov>, Krystal Paco <krystal.paco@guam.gov>, Guam Women's Chamber of Commerce <connect@guamwomenschamber.com>, Laura Nelson <lnelson@ucguam.com>

Hafa Adai Boris,

I very much apologize for the lateness of this notice - I thought I had sent you out an email, but just realized today that I did not, and that's why I had not heard from you.

Governor Leon Guerrero will sign Bill 71-36 into law today at 1:30 pm in the Large Conference Room at Adelup. I know we have spoken about this bill and the wait time for SBA WOSB certification, but it is a positive step for Guam WOSBs. The GWCC wants to work with PTAC to facilitate more Guam WOSB certifications, so whatever GWCC can do to help the process, we will be there.

I hope you can make it to the signing. The entire ceremony should be around 45 minutes.

Thanks so much and again, I apologize for the late notice. Hope to see you there.

si Jayne

Si Yu'os Ma'ase,**Jayne Flores**

Director, Bureau of Women's Affairs /

Administrator,

Governor's Community Outreach - Federal Programs Office

Ufisinan I Maga'hågan Guahan

Office of the Governor of Guam

Email: jayne.flores@guam.gov

Office: 671-475-9162

Cell: 671-483-6409





MY PHONE
IS IN THE COVID FIGHT
HELP GUAM STOP COVID-19



I am proud to support the Guam Department of Public Health & Social Services' new app to help contain COVID-19 in Guam. Add your phone to the fight and protect your community while protecting your privacy. Download the Guam COVID Alert app for free at the [App Store](#) or [Google Play](#). For more information go to guamcovidalert.guam.gov.



Jayne Therese Flores <jayne.flores@guam.gov>

Bill 71-36 sponsorship

Jayne Therese Flores <jayne.flores@guam.gov>

Fri, May 21, 2021 at 4:34 PM

To: Telo Taitague <senatortelot@gmail.com>

Hafa Adai Senator Telo,

I just want to thank you for adding your name to Bill 71-36 as a sponsor. This piece of legislation will be one way to help our women-owned small businesses on island to recover from the pandemic. GDOL data shows that women have been disproportionately affected by the pandemic on Guam, and federal and international data shows this for women in the U.S. and worldwide as well. Bill 71-36 is modeled after the federal SBA statute to help women-owned small businesses with regard to federal government contracts.

One of UN Women's recommendations is for governments to provide support for women-owned and women-led businesses, quote, "through specific grants and stimulus funding, as well as subsidized and state-backed loans. Tax burdens should be eased and where possible, governments should source food, personal protection equipment, and other essential supplies from women-led businesses." (That's what Bill 71-36 helps to do with its slight advantage for local government contract bidding for women-owned businesses.)

Thank you again for signing on as a sponsor. If you ever need any assistance with gathering data about women's issues, please let me know - I am happy to help.

Have a good, safe weekend.

si Jayne

Si Yu'os Ma'ase,

Jayne Flores

Director, Bureau of Women's Affairs /

Administrator,

Governor's Community Outreach - Federal Programs Office

Ufisinan I Maga'hâgan Guahan

Office of the Governor of Guam

Email: jayne.flores@guam.gov

Office: 671-475-9162

Cell: 671-483-6409





MY PHONE
IS IN THE COVID FIGHT
HELP GUAM STOP COVID-19



I am proud to support the Guam Department of Public Health & Social Services' new app to help contain COVID-19 in Guam. Add your phone to the fight and protect your community while protecting your privacy. Download the Guam COVID Alert app for free at the [App Store](#) or [Google Play](#). For more information go to guamcovidalert.guam.gov.



Jayne Therese Flores <jayne.flores@guam.gov>

Passage of Bill 71-36

Jayne Therese Flores <jayne.flores@guam.gov>

Sat, May 29, 2021 at 11:01 AM

To: Telo Taitague <senatortelot@gmail.com>

Cc: Guam Women's Chamber of Commerce <connect@guamwomenschamber.com>

Bcc: Krystal Paco <krystal.paco@guam.gov>, "Carlotta A. Leon-Guerrero" <carlotta.leonguerrero@guam.gov>

Hafa Adai Senator Telo,

On behalf of both the Bureau of Women's Affairs and the Guam Women's Chamber of Commerce (of which I am a board member and serve as Government Committee chair), thank you so much for your sponsorship of Bill 71-36, and for your help in getting this legislation passed in yesterday's session. This legislation will help women-owned small businesses on Guam to gain some ground in Guam's economic landscape.

Governor Lourdes Leon Guerrero's office has tentatively scheduled a bill signing for Tuesday, June 8th, at 1:30 pm - location TBA.

Biba Guam women-owned small businesses!

si Jayne

Si Yu'os Ma'ase,



Jayne Flores

Director, Bureau of Women's Affairs /

Administrator,

Governor's Community Outreach - Federal Programs Office

Ufisinan / Maga'hågan Guahan

Office of the Governor of Guam

Email: jayne.flores@guam.gov

Office: 671-475-9162

Cell: 671-483-6409



MY PHONE
IS IN THE COVID FIGHT
HELP GUAM STOP COVID-19



I am proud to support the Guam Department of Public Health & Social Services' new app to help contain COVID-19 in Guam. Add your phone to the fight and protect your community while protecting your privacy. Download the Guam COVID Alert app for free at the [App Store](#) or [Google Play](#). For more information go to guamcovidalert.guam.gov.



Jayne Therese Flores <jayne.flores@guam.gov>

Re: BWA testimony Bill 71-36 - Invitation to edit

Jayne Therese Flores <jayne.flores@guam.gov>

Wed, Apr 14, 2021 at 3:17 PM

To: Sophia Santos Diaz <sophia.diaz@guam.gov>

Cc: Rikki Orsini <rikki.orsini@guam.gov>, Leslie Travis <leslie.travis@guam.gov>

Ok cool. Here it goes!

Thanks ladies. I am also testifying next week on Bill 97-36, the period poverty bill. I expect no issues with that bill, but I will run by the three of you anyway.

Another bill on my radar will be bill 111-36, the STD/HIV testing bill for perpetrators that I lobbied for because it is needed on our books in order for us to get all of our Office of Violence Against Women ICJR grant funding. Sen. Shelton introduced over the weekend.

Thanks,
Jayne

Si Yu'os Ma'ase,

**Jayne Flores**

Director, Bureau of Women's Affairs /

Administrator,

Governor's Community Outreach - Federal Programs Office

Ufisinan I Maga'hågan Guahan

Office of the Governor of Guam

Email: jayne.flores@guam.gov

Office: 671-475-9162

Cell: 671-483-6409



MY PHONE
IS IN THE COVID FIGHT
HELP GUAM STOP COVID-19



7/7/22, 1:10 PM

Government of Guam Mail - Re: BWA testimony Bill 71-36 - Invitation to edit

I am proud to support the Guam Department of Public Health & Social Services' new app to help contain COVID-19 in Guam. Add your phone to the fight and protect your community while protecting your privacy. Download the Guam COVID Alert app for free at the [App Store](#) or [Google Play](#). For more information go to guamcovidalert.guam.gov.

[Quoted text hidden]



Jayne Therese Flores <jayne.flores@guam.gov>

thank you!

Jayne Therese Flores <jayne.flores@guam.gov>

Fri, Feb 5, 2021 at 12:35 PM

To: Amanda Shelton <officeofsenatorshelton@guamlegislature.org>

Hafa Adai Sen. Amanda,

Thank you for meeting with me this morning. I am very excited about the women's set-aside bill, and about the other legislation efforts we discussed.

Please see the attached Bill 31-115, which outlines the set-aside for veteran disabled businesses. This is the legislation upon which we want to mirror the women's set-aside legislation.

Please pass on to Christian for review.

Thank you again for meeting with me this morning. Stay safe, and have a good weekend.

si Jayne

Si Yu'os Ma'ase,**Jayne Flores**

Director, Bureau of Women's Affairs /

Administrator,

Governor's Community Outreach - Federal Programs Office

Ufisinan / Maga'hågan Guahan

Office of the Governor of Guam

Email: jayne.flores@guam.gov

Office: 671-475-9162

Cell: 671-483-6409



MY PHONE
IS IN THE COVID FIGHT
HELP GUAM STOP COVID-19



I am proud to support the Guam Department of Public Health & Social Services' new app to help contain COVID-19 in Guam. Add your phone to the fight and protect your community while protecting your privacy. Download the Guam COVID Alert app for free at the [App Store](#) or [Google Play](#). For more information go to guamcovidalert.guam.gov.



P.L. 31-115 SBill No. 225-31_SDVOSB (1).pdf
1225K



Jayne Therese Flores <jayne.flores@guam.gov>

Women's set-aside legislation

Jayne Therese Flores <jayne.flores@guam.gov>

Mon, Mar 8, 2021 at 3:54 PM

To: Melanie Mendiola <mel.mendiola@investguam.com>, "Dafne M. Shimizu" <dafne.shimizu@revtax.guam.gov>

Cc: Jon Junior Calvo <jon.calvo@guam.gov>

Hafa Adai Mel and Dafne,

Mel, I know I spoke to you or emailed you about the possibility of GEDA being the designator of a women-owned small business for the purpose of a local set-aside law for women-owned small businesses that bid for GovGuam contracts. (Federal contracts are under SBA set-aside laws). However, Chief JJC recommends that it should actually be Rev and Tax that designates a local contractor as a women-owned small business, based on the fact that Rev Tax issues business licenses. The parameters of the proposed legislation are now being discussed among senators.

I have suggested to Senator Amanda that if I can be of assistance, to let me know.

FYI Dafne - her office may be contacting you about this.

Thanks to both of you - and Happy International Women's Day!

si Jayne

Si Yu'os Ma'ase,

Jayne Flores

Director, Bureau of Women's Affairs /

Administrator,

Governor's Community Outreach - Federal Programs Office

Ufisinan I Maga'hågan Guahan

Office of the Governor of Guam

Email: jayne.flores@guam.gov

Office: 671-475-9162

Cell: 671-483-6409





MY PHONE
IS IN THE COVID FIGHT
HELP GUAM STOP COVID-19



I am proud to support the Guam Department of Public Health & Social Services' new app to help contain COVID-19 in Guam. Add your phone to the fight and protect your community while protecting your privacy. Download the Guam COVID Alert app for free at the [App Store](#) or [Google Play](#). For more information go to guamcovidalert.guam.gov.



Jayne Therese Flores <jayne.flores@guam.gov>

women's set-aside meeting

Jayne Therese Flores <jayne.flores@guam.gov>

Fri, Feb 5, 2021 at 5:05 PM

To: Telenia Nelson <senatortcnelson@guamlegislature.org>

Cc: Inelson@ucguam.com, Guam Women's Chamber of Commerce <connect@guamwomenschamber.com>, Jayne Therese Flores <jayneflores59@gmail.com>, jleonguerrero@m80systems.com

Hafa Adai Sen. Telenia,

Thank you so much for meeting with the representatives of the GWCC today about our proposed women's set-aside legislation. As promised, attached is Bill 31-115, which is the veteran's set-aside bill. I have also attached the GWCC proposed legislation. In the legislative intent section, you will find the data that backs up our legislative effort.

Some points we discussed that need further scrutiny will be how a local woman-owned business is designated if not by the SBA (I can approach GEDA on this, as mentioned); also the scenario if a woman-owned business and a veteran-owned business or two women-owned businesses compete for a contract (some of the draft language is highlighted in yellow for review); and finally, perhaps a sunset clause that if women-owned businesses reach the 50 percent mark (that would be awesome!), then the set-aside will no longer be valid.

I will send you further research as we look into this issue more closely.

Again, thank you for a productive meeting today! Stay safe and have a great weekend.

Si Yu'os Ma'ase,



Jayne Flores

Director, Bureau of Women's Affairs /

Administrator,

Governor's Community Outreach - Federal Programs Office

Ufisinan I Maga'hagan Guahan

Office of the Governor of Guam

Email: jayne.flores@guam.gov

Office: 671-475-9162

Cell: 671-483-6409




MY PHONE
IS IN THE COVID FIGHT
HELP GUAM STOP COVID-19



I am proud to support the Guam Department of Public Health & Social Services' new app to help contain COVID-19 in Guam. Add your phone to the fight and protect your community while protecting your privacy. Download the Guam COVID Alert app for free at the [App Store](#) or [Google Play](#). For more information go to guamcovidalert.guam.gov.

2 attachments

 **GWCC DRAFT Women's set-aside legislation.pdf**
129K

 **P.L. 31-115 SBill No. 225-31.veterans.pdf**
1225K



Jayne Therese Flores <jayne.flores@guam.gov>

GWCC Founders invitation to Bill 71-36 signing ceremony

Jayne Therese Flores <jayne.flores@guam.gov>

Thu, Jun 3, 2021 at 12:41 PM

To: "Dr. Anita Enriquez" <abe@triton.uog.edu>, Monica Guzman <monicaguzman@galaidegroup.com>, siska@cornerstoneevaluation.com, Jackie Marati <jackie.marati@bankofguam.com>, Doyon Morato <doyon.morato@northwindgrp.com>, Lorraine Okada <lo@okadaconsulting.com>, Mary <mary.okada@guamcc.edu>, tonis@stgguam.com, Vanessa Williams <vlw@vlwilliamsllaw.com>, denise.mendiola@guamcc.edu
Cc: "Gov. Lourdes A. Leon Guerrero" <governor@guam.gov>, Jennifer Louise Dulla <jennifer.dulla@guam.gov>, Krystal Paco <krystal.paco@guam.gov>, Guam Women's Chamber of Commerce <connect@guamwomenschamber.com>, Laura Nelson <lnelson@ucguam.com>

Hafa Adai Auntie Toni, Lorraine, Dr. Anita, Dr. Mary, Jackie, Monica, Siska, Denise, Vanessa, and Doyon,

Last week Friday, May 28th, the 36th Guam Legislature passed into law Bill 71-36, which gives Guam women-owned small businesses that are SBA certified a 5% procurement price advantage with regard to Government of Guam contracts. The bill is modeled after the disabled veteran-owned small business local procurement law that already exists in the GCA. We all know that women, and women-owned businesses, have been more adversely affected by this pandemic than any other sector of our society. So this bill is a start to help our women owned businesses on Guam not only to recover, but also to grow stronger. The Guam Women's Chamber of Commerce will be working with PTAC to help women-owned small businesses to become SBA certified.

The bill was introduced by Senator Amanda Shelton, and sponsored by Vice Speaker Tina Muna Barnes and Senators Telena Nelson, Mary Torres, Joanne Brown, and Telo Taitague.

Governor Lou Leon Guerrero, who is a founding member of the GWCC. will sign the bill into law during a signing ceremony next week Tuesday, June 8th, at 1:30 pm in the Large Conference Room at Adelup. We hope that all of you, as founding members, will be able to join us. If so, please email me your attendance confirmation.

Several of you mentioned to me when I became director of the Bureau of Women's Affairs that the GWCC had wanted to get legislation for a women's business set-aside passed into law. The BWA and the GWCC have worked to get this legislation passed, and we hope to see all of you there for its signing into law.

Have a great day and stay safe. I hope to hear from each of you soon!

Si Yu'os Ma'ase,

Jayne Flores

Director, Bureau of Women's Affairs /

Administrator,

Governor's Community Outreach - Federal Programs Office

Ufisinan I Maga'hågan Guahan

Office of the Governor of Guam



Email: jayne.flores@guam.gov

Office: 671-475-9162

Cell: 671-483-6409



MY PHONE
IS IN THE COVID FIGHT
HELP GUAM STOP COVID-19



I am proud to support the Guam Department of Public Health & Social Services' new app to help contain COVID-19 in Guam. Add your phone to the fight and protect your community while protecting your privacy. Download the Guam COVID Alert app for free at the [App Store](#) or [Google Play](#). For more information go to guamcovidalert.guam.gov.



Jayne Therese Flores <jayne.flores@guam.gov>

Project Sottera: End Period Poverty

Kelly R. Sukola <krsukola@gdoe.net>

Mon, Mar 4, 2019 at 9:41 PM

To: Jayne Therese Flores <jayne.flores@guam.gov>

Cc: bbdiaz@gdoe.net, ctquiaoit@gdoe.net, emjaleco@gdoe.net, bcmutuc@gdoe.net, epcatague@gdoe.net, jcsabinay@gdoe.net, "Stella L. Ji" <slji@gdoe.net>, sccruz@gdoe.net, "THORA C. MARK" <tcmark@gdoe.net>, kaestremadura@gdoe.net, "Kenneth C. Perez (Okkodo HS)" <kcperez@gdoe.net>, "Ronny Pro C. Espina" <rcepsina@gdoe.net>, "Joycelyn S. Sosa" <jssosa@gdoe.net>, Juanita Blaz <islandgirlpower671@gmail.com>, jbarterio@gdoe.net, "Julietta C. Quinene" <jcquinene@gdoe.net>

Thank you Jayne for your help with this issue. I am pleased that you had a good number of respondents to your survey and that you will be going one step further and connecting our schools with clubs that will make a difference. I look forward to an update regarding what clubs will be adopting what schools. I have a principal's meeting on Wednesday and will share the TedTalks video and your results and commitment to our schools. I appreciate your support. Thank you again.
Dr. Sukola

On Fri, Mar 1, 2019 at 9:56 AM Jayne Therese Flores <jayne.flores@guam.gov> wrote:

[Quoted text hidden]

--

Kelly Sukola, Ed.D.,
Deputy Superintendent
Educational Support & Community Learning
501 Mariner Avenue
Barrigada, GU 96913

***"You can't go back and make a new start, but you can start right now
and make a brand new ending."***

~James R. Sherman

GDOE SY 2018-2019



Jayne Therese Flores <jayne.flores@guam.gov>

Passage of Bill 71-36

Jayne Therese Flores <jayne.flores@guam.gov>

Sat, May 29, 2021 at 10:57 AM

To: Amanda Shelton <officeofsenatorshelton@guamlegislature.org>

Cc: Guam Women's Chamber of Commerce <connect@guamwomenschamber.com>

Bcc: Krystal Paco <krystal.paco@guam.gov>

Hafa Adai Senator Amanda,

On behalf of both the Bureau of Women's Affairs and the Guam Women's Chamber of Commerce (of which I am a board member and serve as Government Committee chair), thank you so much for introducing Bill 71-36, for getting five other sponsors named on the legislation, and for your help in getting this legislation passed in yesterday's session. This bill will help women-owned small businesses on Guam to gain some ground in Guam's economic landscape.

Governor Lourdes Leon Guerrero's office has tentatively scheduled a bill signing for Tuesday, June 8th, at 1:30 pm - location TBA.

Biba Guam women-owned small businesses!

si Jayne

Si Yu'os Ma'ase,



Jayne Flores

Director, Bureau of Women's Affairs /

Administrator,

Governor's Community Outreach - Federal Programs Office

Ufisinan I Maga'hågan Guahan

Office of the Governor of Guam

Email: jayne.flores@guam.gov

Office: 671-475-9162

Cell: 671-483-6409



MY PHONE
IS IN THE COVID FIGHT
HELP GUAM STOP COVID-19



I am proud to support the Guam Department of Public Health & Social Services' new app to help contain COVID-19 in Guam. Add your phone to the fight and protect your community while protecting your privacy. Download the Guam COVID Alert app for free at the [App Store](#) or [Google Play](#). For more information go to guamcovidalert.guam.gov.



Jayne Therese Flores <jayne.flores@guam.gov>

Passage of Bill 71-36

Jayne Therese Flores <jayne.flores@guam.gov>

Sat, May 29, 2021 at 10:58 AM

To: Senator Mary Torres <marycamachotorres@gmail.com>

Cc: Guam Women's Chamber of Commerce <connect@guamwomenschamber.com>

Bcc: Krystal Paco <krystal.paco@guam.gov>

Hafa Adai Senator Mary,

On behalf of both the Bureau of Women's Affairs and the Guam Women's Chamber of Commerce (of which I am a board member and serve as Government Committee chair), thank you so much for your sponsorship of Bill 71-36, and for your help in getting this legislation passed in yesterday's session. This legislation will help women-owned small businesses on Guam to gain some ground in Guam's economic landscape.

Governor Lourdes Leon Guerrero's office has tentatively scheduled a bill signing for Tuesday, June 8th, at 1:30 pm - location TBA.

Biba Guam women-owned small businesses!

si Jayne

Si Yu'os Ma'ase,**Jayne Flores**

Director, Bureau of Women's Affairs /

Administrator,

Governor's Community Outreach - Federal Programs Office

Ufisinan I Maga'hågan Guahan

Office of the Governor of Guam

Email: jayne.flores@guam.gov

Office: 671-475-9162

Cell: 671-483-6409



MY PHONE
IS IN THE COVID FIGHT
HELP GUAM STOP COVID-19



I am proud to support the Guam Department of Public Health & Social Services' new app to help contain COVID-19 in Guam. Add your phone to the fight and protect your community while protecting your privacy. Download the Guam COVID Alert app for free at the [App Store](#) or [Google Play](#). For more information go to guamcovidalert.guam.gov.



Jayne Therese Flores <jayne.flores@guam.gov>

Passage of Bill 71-36

Jayne Therese Flores <jayne.flores@guam.gov>

Sat, May 29, 2021 at 10:55 AM

To: Tina Muna Barnes <senatormunabarnes@guamlegislature.org>

Cc: Guam Women's Chamber of Commerce <connect@guamwomenschamber.com>

Bcc: Krystal Paco <krystal.paco@guam.gov>

Hafa Adai Vice Speaker Tina,

On behalf of both the Bureau of Women's Affairs and the Guam Women's Chamber of Commerce (of which I am a board member and serve as Government Committee chair), thank you so much for your sponsorship of Bill 71-36, and for your help in getting this legislation passed in yesterday's session. This legislation will help women-owned small businesses on Guam to gain some ground in Guam's economic landscape.

Governor Lourdes Leon Guerrero's office has tentatively scheduled a bill signing for Tuesday, June 8th, at 1:30 pm - location TBA.

Biba Guam women-owned small businesses!

si Jayne

Si Yu'os Ma'ase,**Jayne Flores**

Director, Bureau of Women's Affairs /

Administrator,

Governor's Community Outreach - Federal Programs Office

Ufisinan I Maga'hågan Guahan

Office of the Governor of Guam

Email: jayne.flores@guam.gov

Office: 671-475-9162

Cell: 671-483-6409



MY PHONE
IS IN THE COVID FIGHT
HELP GUAM STOP COVID-19



I am proud to support the Guam Department of Public Health & Social Services' new app to help contain COVID-19 in Guam. Add your phone to the fight and protect your community while protecting your privacy. Download the Guam COVID Alert app for free at the [App Store](#) or [Google Play](#). For more information go to guamcovidalert.guam.gov.



Jayne Therese Flores <jayne.flores@guam.gov>

Period Poverty Act of 2021

Jayne Therese Flores <jayne.flores@guam.gov>

Tue, Mar 22, 2022 at 9:48 AM

To: "Michelle A.T. Franquez" <matfranquez@gdoe.net>

Cc: Amanda Shelton <officeofsenatorshelton@guamlegislature.org>, Ivana Nimea <ivana.nimea@guam.gov>, "Julietta C. Quinene" <jcquinene@gdoe.net>

Hafa Adai Michelle,

May you please find out if GDOE school nurses' offices have a separate budget line item to purchase menstrual products for the SY 2021-2022? Or is that line item only included in the SY 2022-2023 budget since the law was signed in December 2021 (it was supposed to be in effect immediately)?

BWA is asking women's groups to donate to public middle and high schools two more times - once this spring and once in August, presumably to carry female students through until the FY 2023 budget kicks in.

Also, one of the school nurses told me that since girls are finding out that menstrual products are available now in the nurses' offices, girls will come in every week requesting them (presumably so they can take them home). So she has been having them sign in to get the pads. While this shows the great underlying need for these products, the purpose of the Period Poverty Act of 2021 is to keep the girls IN SCHOOL when they menstruate. Therefore, we recommend the sign-in process be initiated.

Thank you. I hope to hear from you soon about the line items for menstrual products in the GDOE budgets for FY 2022 and FY 2023.

si Jayne

**Jayne Flores****Director, Bureau of Women's Affairs /****Administrator, Governor's Community Outreach Federal Programs Office****Office of the Governor of Guam / Ufisinan I Maga'hågan Guahan****T. 671.475.9162 E. jayne.flores@guam.gov****W. <https://bwa.guam.gov/> <https://fpo.guam.gov/>**

1. How many females in your household menstruate? (Please include all girls who will begin menstruating within the next year.)									
Total number of females represented by 288 respondents:			670						
Total of 350 surveys distributed, 288 respondents = 82% response rate.									
2. What types of period products do the females in your household use when menstruating (having their period)? (Please select all that apply.)									
Sanitary pads		281		100% use pads					
Tampons (and pads)		59		20% use tampons					
Menstruation cup		3		1% use cups					
Other (washable pads)		1		1% use reusable pads					
3. How much do you spend a month on period products (pads, tampons, mini-pads, etc.)?									
(some respondents filled in more than one answer)									
0 - \$5		20		6%					
\$6 - \$10		90		31%					
\$11 - \$20		92		32%					
More than \$20		90		31% spend more than \$20					
4. Do you find period products too expensive?									
Yes		208		72%					
No		73		25%					
5. If you cannot afford period products, what do you use during your menstruation (period)?									
Answers:									
Cut up old clothes or rags		tissue	hand towels	napkins	newborn diapers*	90%		Approximate total for all answers)	
borrow items		pampers*	socks	old medical pads	depends				
ashamed to say		paper towels	free bleed	toilet paper	cheapest pads				
cloth diapers		pull-ups	used pampers**	baby wipes	underwear				
*33 respondents said they use their baby's diapers or Pampers					11%		(of the 90% said they used diapers)		
**This was the most shocking answer.									
5 respondents said they preferred not to say, 2 respondents wrote "Ashamed to say."									
6. Do any of the females in your household:									
Stay home from school because of lack of access to period products?					101		35%		
Miss work because of lack of access to period products?					70		24%		

7. Are you currently receiving public health services? If so please mark all that apply:								
SNAP (also known as food stamps)		209			73%			
TANF/or GA (cash assistance)		31			11%			
WIC (Women, Infants and Children)		116			40%			
Others not listed		30			10%			
Not on government assistance		38			13%			
8. If the Bureau of Women's Affairs could supply free period products for those in need, where would you suggest these products be made available?								
(respondents often gave more than one answer)								
Public Health		230			80%			
Village Mayor's Office		138			48%			
Kamalen Karidat		36			13%			
Island Homeless Shelters		57			20%			
Salvation Army		62			22%			
Other (public schools, restrooms)		29			10%			



Jayne Therese Flores <jayne.flores@guam.gov>

Project Sottera surveys at Public Health

Jayne Therese Flores <jayne.flores@guam.gov>

Wed, May 1, 2019 at 4:37 PM

To: "Linda U. DeNorcey" <linda.denorcey@dphss.guam.gov>

Cc: "Christine P. San Nicolas" <Christine.SanNicolas@dphss.guam.gov>, "Patrice J. Hara" <patrice.hara@dphss.guam.gov>, bertha.taijeron@dphss.guam.gov

Hafa Adai Linda,

Thank you for agreeing to distribute and collect the Project Sottera surveys for Public Health clients. I dropped off five packets of 50 surveys each to your office - Ms. Bertha Taijeron accepted them. My suggestion is to give one packet each to the Northern and Southern region health centers. Have the survey given to a client when she checks in, and then have the client return the survey to that same person. The person can then put the surveys back in the envelope and, if you have a runner for your northern and southern centers, if they could return the envelopes with the completed surveys to your office, I can come over and pick them up.

For the Mangilao center, you have three packets, or 150 surveys. My suggestion is to have them stationed at three different offices that see clients, and ask the clients to fill out the surveys and then return them to whoever handed the survey to the client. Again, they can collect the completed surveys and when all are completed, return the envelopes with the surveys to your office and I will come and pick them up. I also gave a packet of 50 surveys to Christine San Nicolas and Patrice Hara at the Bureau of Management Support at Castle Mall also - they will get them filled out for me.

Again, thank you for your help with this effort. The survey is attached FYI.

Si Jayne

**Jayne Flores**

Director

Bureau of Women's Affairs

Ufisinan I Maga'hågan Guahan

Office of the Governor of Guam

Email: jayne.flores@guam.gov

Tel: 671-483-6409

7/7/22, 1:19 PM

Government of Guam Mail - Project Sottera surveys at Public Health



Project Sottera PH survey.docx

198K



Jayne Therese Flores <jayne.flores@guam.gov>

Project Sottera: End Period Poverty

Jayne Therese Flores <jayne.flores@guam.gov>

Fri, Mar 1, 2019 at 9:58 AM

To: bbdiaz@gdoe.net, ctquiaoit@gdoe.net, emjaleco@gdoe.net, bcmutuc@gdoe.net, epcatague@gdoe.net, jcsabinay@gdoe.net, slji@gdoe.net, sccruz@gdoe.net, tcmark@gdoe.net, kaestremadura@gdoe.net, kcperez@gdoe.net, rcespina@gdoe.net, jssosa@gdoe.net, islandgirlpower671@gmail.com, jbartero@gdoe.net
Cc: "Kelly R. Sukola" <krsukola@gdoe.net>, "Julietta C. Quinene" <jcquinene@gdoe.net>

Hafa Adai GDOE School Nurses,

First of all, Si Yu'os Ma'ase to those of you who took part in the GDOE Feminine Hygiene Products survey sent out two weeks ago by the Bureau of Women's Affairs. Over half of the 300 respondents noted some level of need for feminine hygiene products to be supplied to their female students, most especially in the middle and high schools. A result of that survey and other research is the launch of a BWA campaign called "Project Sottera: End Period Poverty."

A national survey regarding the issue of "period poverty," or lack of access to feminine hygiene products during a girl's menstrual cycle, notes that one in five girls around the United States either misses school or has to leave school early because she does not have access to these products. Fully 34 percent of Guam's residents receive either welfare benefits or food stamps or both, according to the Guam Department of Public Health and Social Services. Most of the welfare and food stamp recipients have children attending Guam's public schools, however feminine hygiene products are not among the approved food stamp purchases. I know that some of you are able to purchase some feminine hygiene products with your meager budgets, but more of you personally supply what you can to girls in need.

My office is planning to make a presentation to the Guam Council of Women's Clubs next week on Project Sottera: End Period Poverty, and propose that each of the 14 women's clubs on island "adopt" a middle or high school and once or twice a year (in August and/or January), supply that school's nurse's office (the survey overwhelmingly recommended the disbursement of free menstrual pads for female students through the nurse's office) with feminine hygiene products so that girls do not have to leave school or miss school entirely because of lack of access to these products. In this way, your offices can regulate the disbursement of the menstrual pads, and also possibly have conversations with female students about their menstrual cycle and any other issues that might arise. The amount of pads donated to each school will be dependent upon what is affordable for the respective club and we plan to work with a local distributor to facilitate a bulk rate purchase. The project also allows the women's clubs to provide tangible, relevant help to female students, many of whom desperately need these products. It also brings the conversation about periods to where it should be: out in the light.

I will be in touch with each of you regarding which club will be able to help your respective office with regard to supplying these products to female students for free. If you have any questions or concerns about Project Sottera, or any suggestions as to how we can get the female students here NOT to be ashamed when they have their period, please, please call or email me.

Here is a video about this problem, which is worldwide and very silent:

<https://www.youtube.com/watch?v=1WRuKvLMkpA>

The Bureau of Women's Affairs wants to change that.

Si Yu'os Ma'ase. I hope to hear from each of you soon.

Jayne Flores



Director

Bureau of Women's Affairs

Ufisinan I Maga'hågan Guahan

Office of the Governor of Guam

Email: jayne.flores@guam.gov

Tel: 671-483-6409



Jayne Therese Flores <jayne.flores@guam.gov>

US DOL Women's Bureau FARE grant for underserved women

Jayne Therese Flores <jayne.flores@guam.gov>

Mon, Jun 28, 2021 at 4:10 PM

To: Jeffrey Sablan <jeffrey.sablan@dol.guam.gov>, Greg Massey <greg.massey@dol.guam.gov>

Cc: David Dell'Isola <david.dellisola@dol.guam.gov>

Hafa Adai Jeff and Greg,

Here is the US DOL Women's Bureau Funding Opportunity Announcement (FOA) Fostering Access, Rights, and Equity (FARE), FOA-WB-21-02, for which BWA is applying, now that Guam has been added to the application eligibility list.

The grant's main purpose is to give us \$250k-\$350k to work with CBOs, worker groups, unions, and other non-profits to assist women-dominated, low-paid sectors of the workforce with knowledge and improved access to workplace and safety net benefits.

The project must address one of the following categories. Please let me know which one you think would be the most beneficial for the grant to focus on with regard to educating underserved workers about their rights/benefits:

1. Paid Family and Medical Leave/Sick Leave - what does Guam law allow - and how do workers access these benefits?
2. FMLA - awareness of FMLA benefits - what are companies required to provide, and are workers aware of these benefits?
3. ~~EITC benefits (I don't think we need to address this on Guam - there is enough info about EITC out there already.)~~
4. Harassment - OTJ harassment - how do women address this? Just because we don't hear about cases doesn't mean they are not happening.
5. Wage payment/Overtime classification - do workers know their rights with regard to overtime? What are the rights with regard to private companies?
6. Pay equity/Pay transparency - Women generally earn less than men, and transparency is the key to closing the gap. Federal law protects the right to discuss salaries, but many places discourage discussion, preventing workers from being paid fairly.
7. ~~Unemployment Insurance - Guam doesn't have any so this category is moot.~~
8. Health Care - Do underserved workers need to know where to go to access health care? Could they benefit from outreach telling them to go to Northern, Central, or Southern DPHSS clinics?
9. Eligible benefits under American Rescue Plan - I think we have covered these extensively through the Governor's office.

Jeff and Greg, please let me know which area you think we could cover under this grant that would be the most beneficial for underserved female workers.

Thanks so much. The application is due July 15th. :)

si Jayne

Si Yu'os Ma'ase,

Jayne Flores

Director, Bureau of Women's Affairs /

Administrator,



Governor's Community Outreach - Federal Programs Office

Ufisinan I Maga'hågan Guahan

Office of the Governor of Guam

Email: jayne.flores@guam.gov

Office: 671-475-9162

Cell: 671-483-6409



MY PHONE
IS IN THE COVID FIGHT
HELP GUAM STOP COVID-19



I am proud to support the Guam Department of Public Health & Social Services' new app to help contain COVID-19 in Guam. Add your phone to the fight and protect your community while protecting your privacy. Download the Guam COVID Alert app for free at the [App Store](#) or [Google Play](#). For more information go to guamcovidalert.guam.gov.

2 attachments

FOA-WB-21-02_FINAL.pdf
432K

FARE FOA-WB-21-02 Amendment One - FINAL.pdf
94K