



1600 Pacific Highway, Room 203
 San Diego, CA 92101-2942
www.sdstatusofwomenandgirls.org
CSWG@sdcountry.ca.gov

Chairwoman: Melinda Vásquez

| | | | |
|--|--|---|--|
| <p><u>Vice Chair</u> Kristine Custodio Suero Amy Nantkes Vernita Gutierrez</p> | <p><u>District 1, Vargas</u> Vacant Vacant</p> | <p><u>District 2, Anderson</u> Mary Davis Lauren Welty</p> | <p><u>District 3, Lawson-Remer</u> Vacant Kristine Custodio Suero</p> |
| <p><u>District 4, Montgomery</u> <u>Steppe</u> Idara Ogunsaju Melinda Vásquez</p> | <p><u>District 5, Desmond</u> Rohida Khan Amy Nantkes</p> | <p><u>Members At Large</u> Vacant Vernita Gutierrez Nadia Farjood</p> | <p><u>Staff Assistant</u> Cristina Garcia <u>Senior Deputy County</u> <u>Counsel</u> Heather Murray</p> |

MINUTES
 December 6, 2024
Hybrid Meeting
12:00 PM – 1:00 PM

Chair Melinda Vásquez: Meeting was called to order at 12:03 PM.

Commissioner Roll Call:

Members Present In-person:

| | |
|-------------------------|---------------------------------------|
| Melinda Vásquez | Vernita Gutierrez |
| Kristine Custodio Suero | Amy Nantkes |
| Mary Davis | Lauren Welty (virtually – just cause) |
| Idara Ogunsaju | Rohida Khan |

Members Absent:

| | |
|---------------|--|
| Nadia Farjood | |
|---------------|--|

Election of Officers for 2025:

Commissioner (Comm.) Nantkes nominated Comm. Custodio Suero for the 2025 Chair position. Comm. Custodio Suero accepted the nomination. No other nominations heard. Roll call vote passed unanimously.

Comm. Custodio Suero nominated Comm. Nantkes who wanted to wait for other nominations. Comm. Gutierrez nominated Comm. Davis who accepted the nomination with the notice that things could change during the upcoming year. Comm. Custodio Suero nominated Comm. Ogunsaju who accepted the nomination. Comm. Ogunsaju nominated Comm. Gutierrez who accepted the nomination. Comm. Khan made a motion to vote Commissioners Davis, Ogunsaju, and Gutierrez for the three Vice Chair positions for the 2025 calendar year. Roll call vote passed unanimously.

At this time the 2025 Chair, Comm. Custodio Suero, took over the meeting.

Approval of Minutes:

Comm. Vasquez made a motion to approve the November 1, 2024, meeting minutes. Vice Chair Davis seconded the motion. During discussion Comm. Nantkes mentioned her last name was spelt wrong. Roll call vote passed unanimously with the condition of correcting Comm. Nantkes' last name on page 2.

Public Comments:

Chelsea with Lawyer's Club spoke about her position as co-chair of the Gender Equity Committee and how they would like to collaborate with the commission on upcoming events. Equity equal pay day in the spring, breakfast event on April 8th, and International Women's Day on May 6th. Will be focusing on paid leaves.

Rosemary from Language of Women Voters said she would like to speak on CEDAW but since it was on the agenda, she was given time to speak during that agenda item.

Business:

Agenda item #5 – see attachment A – CEDAW PowerPoint Presentation

Agenda item #6 – Vice Chair Gutierrez made a motion to recommend bylaw changes to the County Board of Supervisors for consideration. Comm. Vasquez seconded the motion. Motion passes unanimously with all voting in favor of the motion.

Agenda item #7 –

- Civic Engagement: Defer to committee meeting.
- Policy: Comm. Nantkes willing to help with transition to new committee chair.
- Governance: The Commission will not be able to meet the requirements of spending down the Phase II grant funds and will have to forfeit the remaining funds.
- Executive Board: Your Safe Place wrapping taking place during the same time of current meeting so Comm. Vasquez informed them the Commission would not be able to attend to help with wrapping. Comm. Vasquez will have the annual report completed and sent to new executive board for review so it can be approved and submitted to the Board of Supervisors.

Agenda item #8 –

- CEDAW Advisor: see attachment B
- Women's Hall of Fame: Chelsea spoke about Lawyers Club wanting to partner with Women's Hall of Fame and Commission. More to be discussed at the Strategic Planning meeting.
- Association of California Commission for Women: Comm. Welty had no updates. Still having issues with attending the meetings and connecting with folks at the state commission.

Agenda item #9 – Comm. Khan wanted to remind everyone that January is Human Trafficking month. Chair Custodio Suero requested Comm. Nantkes provide a link to her dissertation to the staff assistant so it can be shared with the rest of the commissioners.

ADJOURN:

- a. There be no further business, this meeting is closed at 1:20pm.

NOTE: The Commission on the Status of Women and Girls jurisdiction is established by action of the Board of Supervisors as follows: The Board of Supervisors of the County of San Diego declares that it is the policy of the County to take action to identify needs and problems of women in the County that are affected by public policy decisions; and furthermore, to eliminate the practice of discrimination and prejudice on the basis of sex within the County. In order to promote this policy and to provide an open forum for discussion and action, there is hereby established a San Diego County Commission on the Status of Women in the Chief Administrative Office. County Code of Administrative Ordinances, Section 85.



CEDAW and the Importance of Data Transparency

December 6, 2024

San Diego County Commission on the Status of Women and Girls

Parisa Ijadi-Maghsoodi (CEDAW Advisor) & Amy Nantkes (Vice Chair)





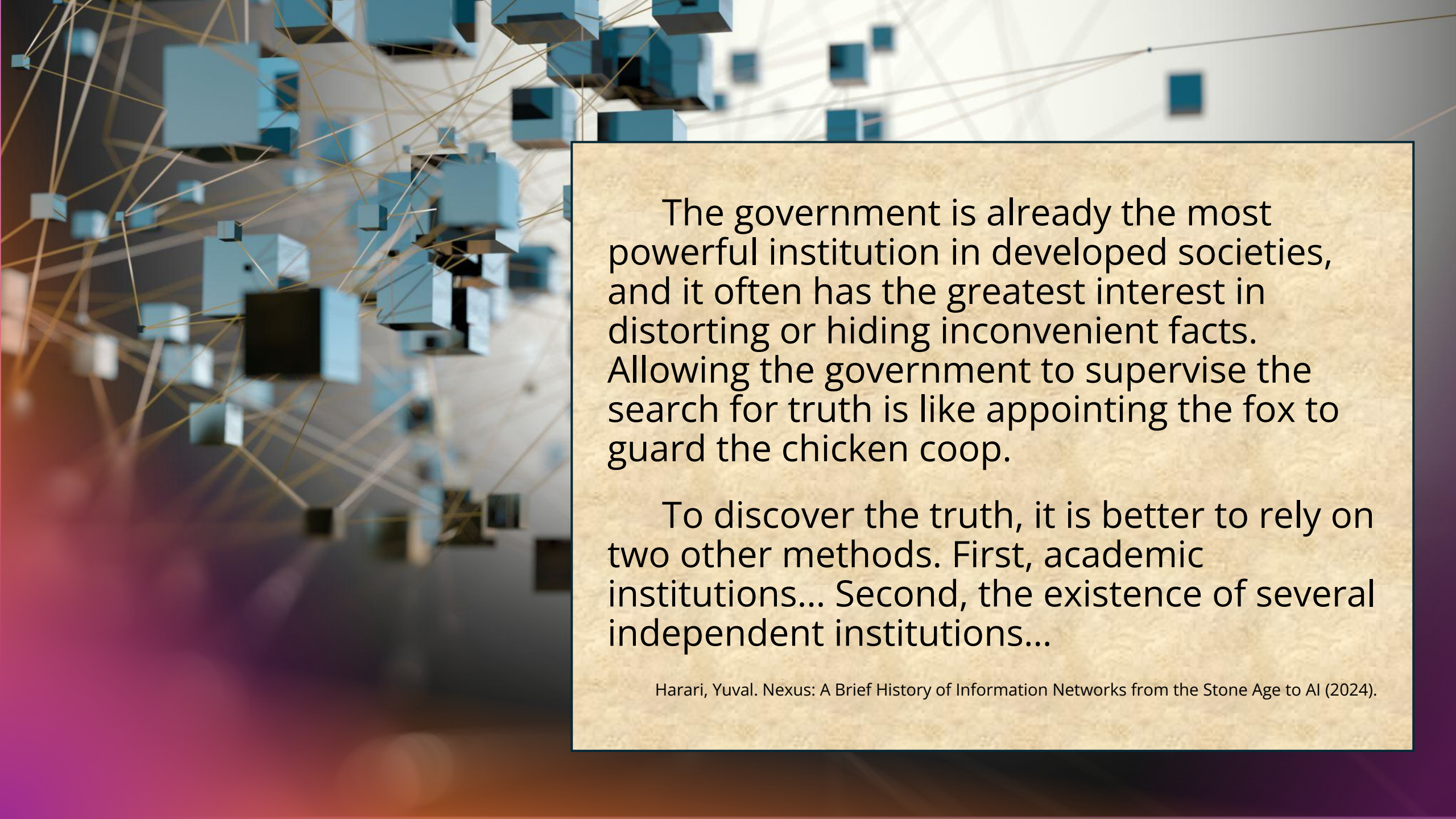
CEDAW

[Bit.ly/3YQZI5j](https://bit.ly/3YQZI5j)

“In implementing the principles underlying the CEDAW, the County shall ensure that a consideration of the intersectionality of discrimination is at the forefront of all efforts, and shall afford special attention to individuals in poverty, who have the least access to opportunities. **The county shall conduct intersectional gender analyses to identify, analyze, and eradicate barriers to gender equity and factors perpetuating gender inequity.**”

SEC. 32.832. LOCAL PRINCIPLES OF CEDAW

**San Diego County's Ordinance
Reflecting the Principles of CEDAW**



The government is already the most powerful institution in developed societies, and it often has the greatest interest in distorting or hiding inconvenient facts. Allowing the government to supervise the search for truth is like appointing the fox to guard the chicken coop.

To discover the truth, it is better to rely on two other methods. First, academic institutions... Second, the existence of several independent institutions...

Harari, Yuval. *Nexus: A Brief History of Information Networks from the Stone Age to AI* (2024).

THE COST OF DISCRIMINATION

“San Diego County regularly fails to enroll a high percentage of eligible residents in major federal safety net programs, including CalFresh, Medi-Cal, and CalWORKs, at an estimated cost of \$1 billion lost annually to the local economy.”

COUNTY OF SAN DIEGO BOARD OF SUPERVISORS
TUESDAY, APRIL 06, 2021
MINUTE ORDER NO. 22

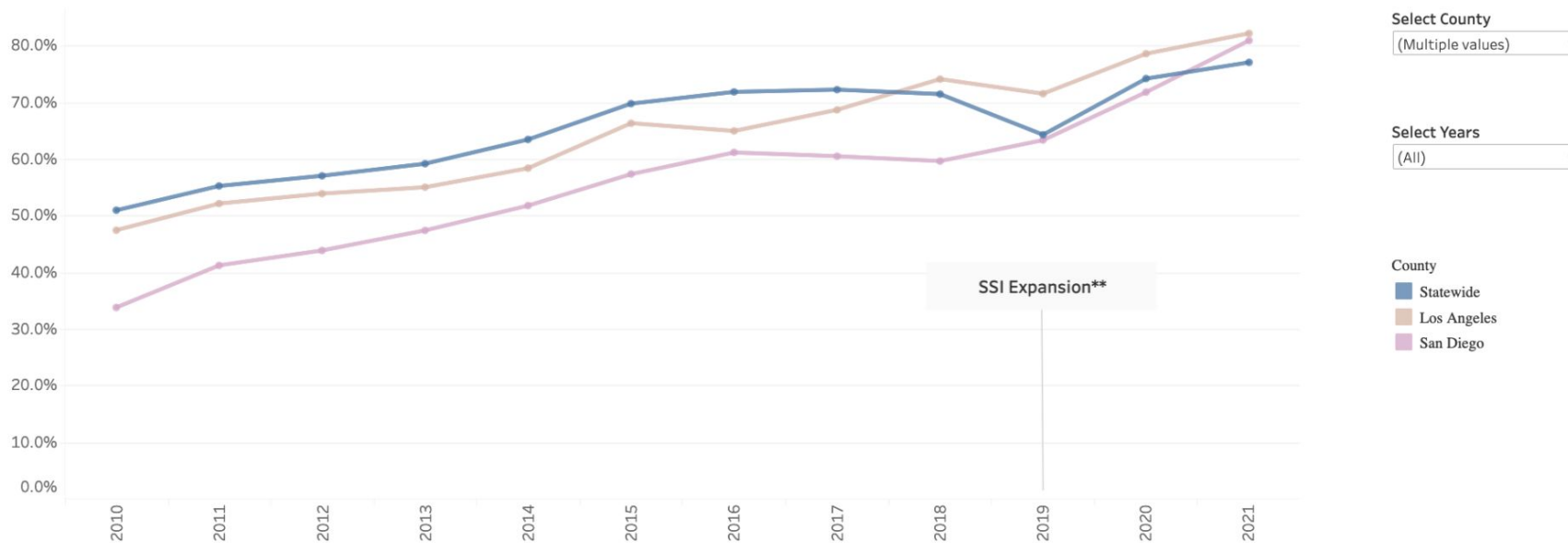
THE COST OF DISCRIMINATION



Program Reach Index (PRI)



PRI, Statewide and County *



Source: CDSS calculation based on data from the U.S. Census Bureau American Community Survey, DFA 256, and Medi-Cal Eligibility Data System. See "Resources" tab for further documentation on PRI methodology.

*Because ACS 1-year data does not contain a sufficiently large sample from small counties, the plot combines estimates for small counties generated with the 5-year ACS data and estimates for larger counties generated with the 1-year ACS data. The plot represents the best PRI estimate that can be generated with this methodology and the data available for a given county. Due to disruptions to Census operations in the COVID-19 pandemic, the 2020 PRI estimates are generated based on a combination of 2019 and 2020 census data.

**SSI recipients became eligible for CalFresh on June 1, 2019, therefore the PRI estimates from 2019 to 2021 include SSI recipients in the eligible population (the denominator) while PRI estimates from 2010 to 2018 do not include SSI recipients in the eligible population. This enlargement of the eligible population explains part of the change in PRI from 2018 to 2019.

POLICY STUDIES & PATH DEPENDENCE

Path Dependence (Pierson, 2000)

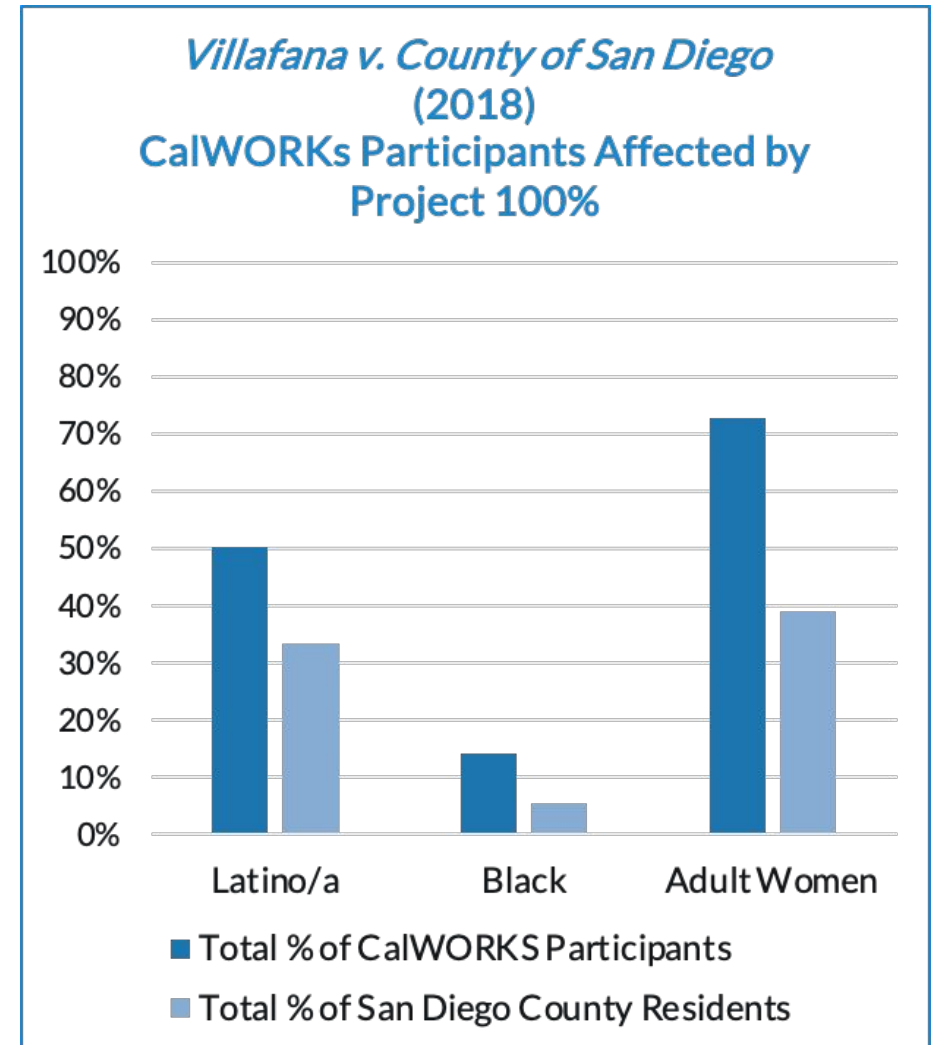
- Early decisions shape long-term policy paths
- Feedback loops reinforce inequalities over time
- Reform is costly due to entrenched structures

San Diego County Context

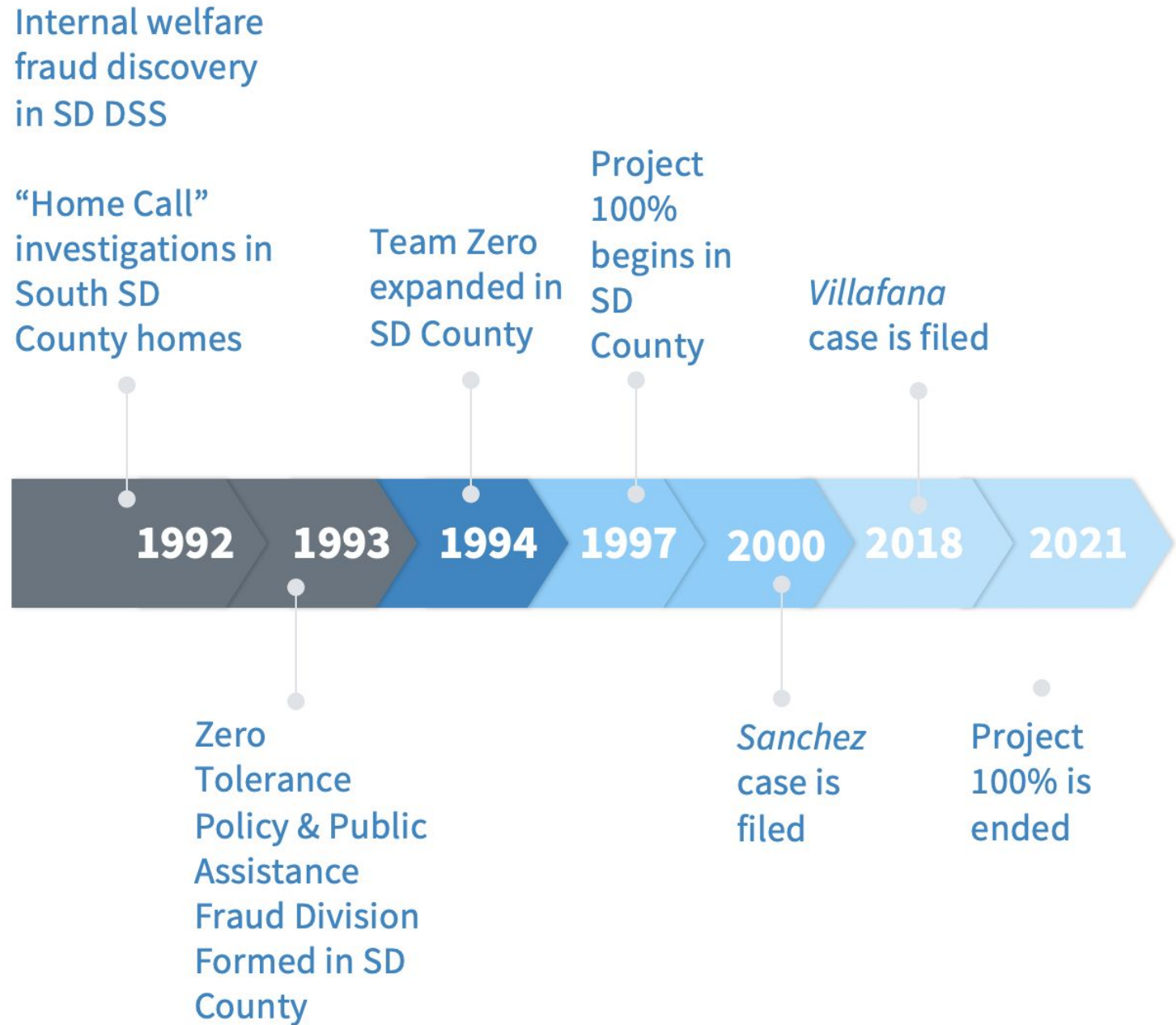
- History of undercounting/exclusion entrenched barriers
- Intersectional analysis needed to address root causes

PROJECT 100% (1997-2021)

- Mandatory comprehensive home investigations to detect & prosecute welfare fraud
- Deny the visit– deny your benefits
- Local policy: San Diego County Board of Supervisors & District Attorney
- Disproportionately affected women of color



PROJECT 100% TIMELINE



PROJECT 100% (1997-2021)

“The (Project 100%) investigator searched the home, including the bathroom cabinets, the bedroom, and every dresser drawer in the bedroom... asked Ms. Sanchez about a jacket and a pair of boots that her husband had left behind, stating that the presence of the clothing did not ‘make sense.’”

Sanchez v. County of San Diego (2006)

PROJECT 100% ISSUES



1 year budget
(1998-1999)

- \$8.4 million

2.5 year "savings":
(1997-May 1999)

- \$7.6 million

WHY THIS MATTERS & WHAT WE CAN DO

CEDAW Framework

- Focus on uncovering patterns of exclusion
- Use data to identify disparities that would otherwise go undetected
- Only once disparities are identified can we take informed action to dismantle systemic discrimination

Next Steps

- Prioritize in 2025 agenda
- Reach out to Supervisors to support effective implementation and data transparency





IMPLEMENTATION STATUS



QUESTIONS & DISCUSSION

Attachment B

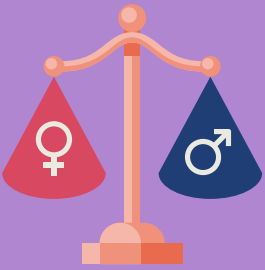
CEDAW Advisor Update:

At the last meeting in November, we informed you that OERJ stated on Oct. 29 that it would be providing the updated methodology which should address the concerns we raised. But we had yet to receive it then. We have still yet to receive it. Since then, we have flagged an additional issue (on Nov. 13) that OERJ has also yet to respond to. This new issue is simply our question of what data -- if any -- the County maintains but is withholding from the consultant (HR&A). This question arose because the most recent document released regarding the baseline analysis references "Data that cannot be provided to HR&A." Given the Commission's efforts, including the resolution we passed in June, and the letters of concern from experts in this field including Cities for CEDAW, we are simply seeking to confirm that the County is releasing all disaggregated intersectional data to HR&A.

San Diego County Commission on the Status of Women & Girls

2024

ANNUAL REPORT



Annual Report:
Outreach, Engagement
and Accomplishments in 2024



December 2024

ACCOMPLISHMENTS



FROM 2024



Facilitated an Equal Pay
(‘Lilly Ledbetter Act’) Webinar
with the U.S. Dept. of Labor



Jan.
29

Mar.
9



Hosted the ‘Know Your Rights’
Symposium at the
Southeastern Live Well Center

Represented at the 68th U.N.
Conference on the Commission
on the Status of Women



Mar.
10-16

Apr.
13



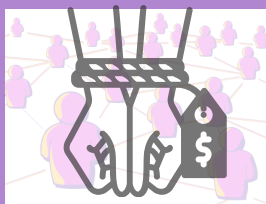
Partnered to Help with the
‘Women’s Hall of Fame’ Awards’
(with Women’s Museum of CA)

Conducted ‘Know Your
Rights’ Education
at Las Colinas



June
2024

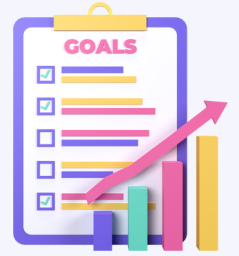
Jun
17



Hosted an Anti-Human-Trafficking
Webinar featuring
D.A. Summer Stephan

STRATEGIC FORECAST

Priorities for 2025:



Gender-based Disparities

CEDAW

Pay Equity

Caregiving

Paid Family Leave

Invisible Labor

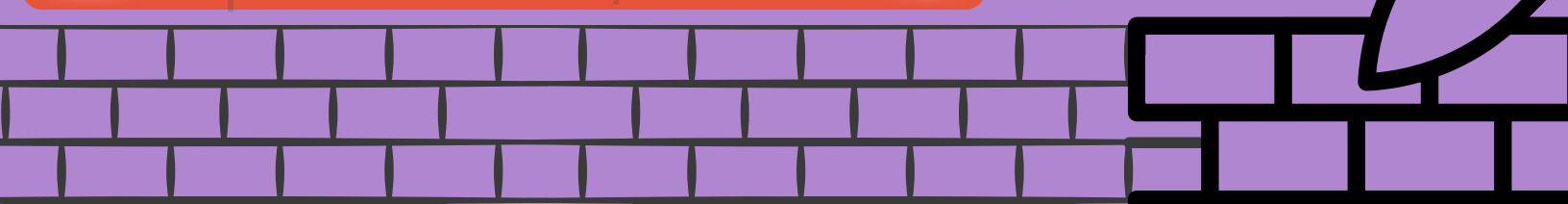
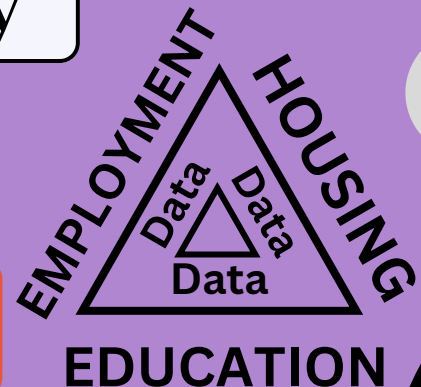
Anti Human-Trafficking

Financial Literacy

Economic Opportunities



'Know Your Rights' Campaigns



ADVANCING

Join us on the 15th Anniversary of the
Lilly Ledbetter Fair Pay Act



Free Webinar

Monday January 29
12 noon - 1pm PT

FAIR PAY

Advancing Fair Pay. Pictured left to right: Sandra Maas, Melinda Vazquez and Lilly Ledbetter.

Advancing Fair Pay

Monday, January 29, 2024. 12 noon - 1pm PT

Join us on the 15th Anniversary of the Lilly Ledbetter Fair Pay Act!

Hear from news anchor **Sandra Maas**, who obtained a \$1.75 million jury verdict plus \$2.4 million in attorney fees when she successfully sued her employer for paying her less than her male co-anchor under the California Fair Pay Act.

Interviewed by **Melinda Vazquez**, San Diego County Commission on the Status of Women and Girls.

With additional remarks from

- **Linda Li**, U.S. EEOC
- **Jessica Stender**, Equal Rights Advocates
- **Kelly Jenkins-Pultz**, Women's Bureau
- **Ruth Silver Taube**, Workers' Rights Practice

Hosted by the Bay Area Equal Pay Collaborative (BA=PC), including members U.S. Department of Labor, Women's Bureau - Western Region; U.S. Equal Employment Opportunity Commission, San Francisco District; Equal Rights Advocates; and the Workers' Rights Practice of the KGA Community Law Clinic.

Free Webinar - Register Now:

https://eoc.zoomgov.com/webinar/register/WN_phoRMOvPSaOQKCNTPpeaNA



Know Your Rights Symposium



Date
Saturday, March 9, 2024

Time
9 a.m. - 1 p.m.

Location
Southeastern Live Well Center
5101 Market St., San Diego, 92114

Learn about your rights from legal experts in employment, housing, healthcare and immigration.

Register:
sdstatusofwomenandgirls.org

Disability-related accommodations necessary to facilitate meeting participation, language interpretation, including American Sign Language, and written materials in alternative languages and formats are available upon request. Please submit your request at least 72 hours in advance of event via the registration form.

Funded by a Women's Recovery Response Grant, California Commission on the Status of Women and Girls.

70+ attendees

4 Panels:

**Housing
Healthcare,
Immigration
&
Employment
Rights**



KNOW YOUR RIGHTS SYMPOSIUM

ANNOUNCING OUR PRESENTERS!

Register today at: sdstatusofwomenandgirls.org/events



LEGAL AID AT WORK

LEGAL SERVICES
of
NORTHERN CALIFORNIA

Join us
Saturday, March 9
9 a.m. - 1 p.m.
Southeastern Live Well Center,
5101 Market St. San Diego
92114



**#sdwomenkyr
#knowyourrights**



Grant funding from:



U.N. Conference

68th

UNITED NATIONS COMMISSION ON THE STATUS OF WOMEN

**CSWG Vice Chairs
Kristine Custodio Suero & Amy Nantkes**

2024 THEME

“Accelerating the achievement of gender equality and the empowerment of all women and girls by addressing poverty and strengthening institutions and financing with a gender perspective”



our **EXPERIENCE**



Meeting Peacemakers



**Learning from
Innovators**



**Participating in
Convenings**



Building Coalitions

notable **TAKEAWAYS**

01

**CEDAW AS OUR
NORTH STAR**

02

**BRINGING YOUNG
WOMEN & GIRLS TO
THE TABLE**

03

**COLLABORATE
WITH OTHER
CSWs**

04

**CONNECT WITH
PARTNER
ORGANIZATIONS**

CSWG BYLAWS

ARTICLE III Duties of the Commission, Commissioners, and Administrative Staff

Section A: Duties of the Commission

The Commission shall have the power and duty to:

1. Study and evaluate County Charter provisions, ordinances, policies and proposed policies, and their implementation to determine if there are instances of discrimination against any person because of sex.
2. Cooperate with Federal, State, County, City and other public agencies and refer to the respective agencies any matters, disputes, or controversies already in the jurisdiction of their existing powers, with the intent that duplication of efforts should be avoided. The Commission may initiate investigations of such matters and make recommendations to such agencies.
3. Study areas of possible discrimination as they pertain to women's lives and needs including but not limited to:
 - (1) Employment opportunities,
 - (2) Education opportunities,
 - (3) Medical and health services,
 - (4) Legal services,
 - (5) Credit and loan policies,
 - (6) Criminal justice policies and procedures,
 - (7) Housing and transportation facilities,
 - (8) Child care needs,
 - (9) Human care services.
4. Conduct workshops for County personnel and community groups to explore specific subject areas and improve relationships.
5. Conduct public hearings dealing with matters before the Commission.

6. Utilize County resources and facilities to accumulate information for the purpose of furthering the objectives of this Commission.
7. Prepare and disseminate information on matters related to sexual discrimination and prejudice.
8. Formulate programs or legislation to promote and insure equal rights and opportunities for all women.
9. Provide liaison and assistance to citizen groups interested in the problems facing women.
10. Apply for and administer grants from all levels of government and private sources for carrying out the functions of the Commission.
11. Annual Report: The Commission shall write, approve, and submit an annual report to the Board of Supervisors of its policies, activities, findings and recommendations.

discussion: AREAS OF FOCUS FOR CSWG



RECOMMENDATIONS

CAREGIVING

INVISIBLE
LABOR

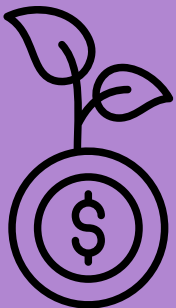
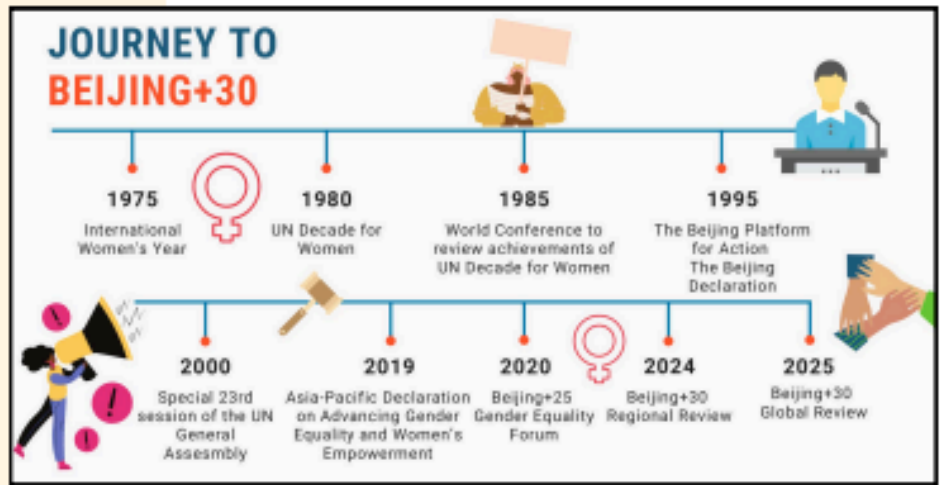
PAID FAMILY
LEAVE

PAY EQUITY

CSW 2025

MARK YOUR
CALENDARS

United Nations Headquarters
New York City
March 10-21



**Funding
Needs**

**Assist
Commissioners
and interested
students with
costs to attend the
2025 Conference
\$\$\$**

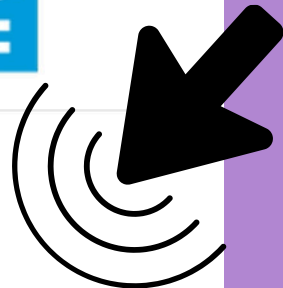

**UN
WOMEN**



CSW69 /
Beijing+30 (2025)

In 2025, the global community will mark the thirtieth anniversary of the Fourth World Conference on Women and adoption of the Beijing Declaration and Platform for Action (1995).

The sixty-ninth session of the [Commission on the Status of Women](#) will take place at United Nations Headquarters in New York from 10 to 21 March 2025.



San Diego County Women's Hall of Fame Induction Ceremony

April 13, 2024
10:00 AM - 12:30 PM
Joan B. Kroc Theatre



Description

Location

About The Host

Description

April 13, 2024

10:00 AM Hall of Fame Induction Ceremony

11:30 AM Reception

Doors open to the theatre 45 minutes before the ceremony

Joan Kroc Theater

6611 University Ave, San Diego, CA 92115

THE SAN DIEGO COUNTY COMMISSION ON THE STATUS OF WOMEN & GIRLS PRESENTS

KNOW YOUR RIGHTS: STRATEGIES TO PREVENT HUMAN TRAFFICKING IN SAN DIEGO COUNTY

**MONDAY JUNE 17TH
6:00-7:30PM**

Live Online Forum

**FREE REGISTRATION
HERE:**



You are invited to an empowering and motivating online event where you'll hear from survivors and experts, learn to spot the signs of human trafficking, and gain valuable strategies to take action on behalf of yourself and others.

LEARN FROM OUR PANEL OF EXPERTS



**SD COUNTY
DISTRICT ATTORNEY
SUMMER STEPHAN**



**FOUNDER,
THE RAD MOVEMENT
SHARIE FINN**



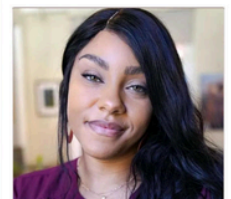
**SURVIVOR & KNOW MORE
PROGRAM FACILITATOR
EBONY ROBINSON**



**VICTIM ASSISTANCE
SPECIALIST & EDUCATOR
ROHIDA KHAN**



**EXECUTIVE DIRECTOR, BILATERAL
SAFETY CORRIDOR COMMISSION
DR. MARISA UGARTE**

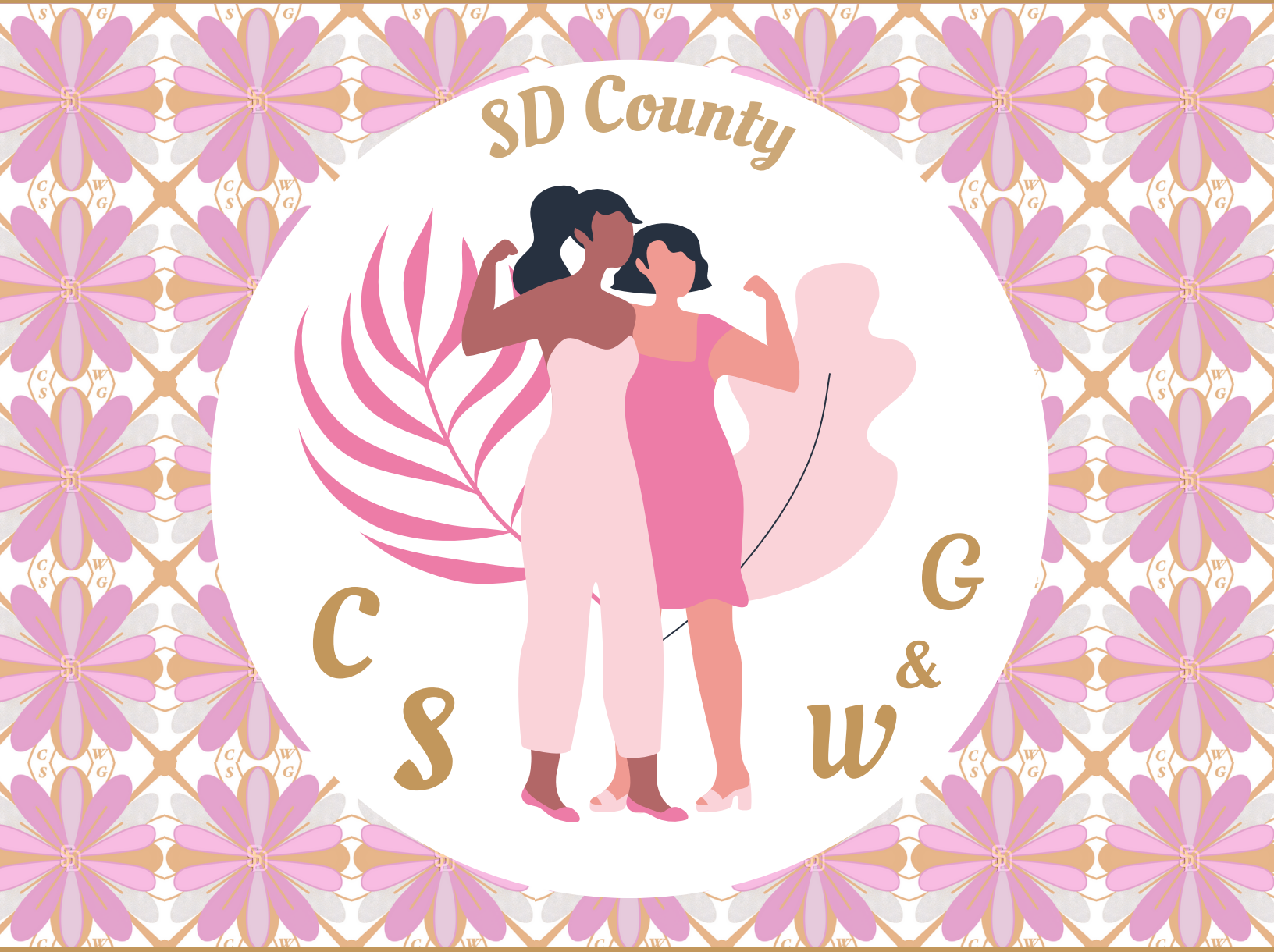


**PROGRAM SPECIALIST,
GENERATE HOPE
KEELIN WASHINGTON**



www.sdstatusofwomenandgirls.org

**Thank you for your support,
and we're looking forward to**



***doing great things
in 2025!***