



1600 Pacific Highway, Room 203
San Diego, CA 92101-2942

www.sdstatusofwomenandgirls.org
CSWG@sdcounty.ca.gov

Chairwoman: Kristine Custodio Suero

<p><u>Vice Chair</u> Mary Davis Idara Ogunsaju 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 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 Counsel</u> Heather Murray</p>

MINUTES
January 3, 2025
Hybrid Meeting
12:00 PM – 1:00 PM

Chair Kristine Custodio Suero: Meeting was called to order at 12:01 PM.

Agenda item #1 – Commissioner Roll Call:

Members Present In-person:

Kristine Custodio Suero	Rohida Khan
Mary Davis	Amy Nantkes
Vernita Gutierrez	Lauren Welty
Idara Ogunsaju	

Members Absent:

Nadia Farjood	Melinda Vásquez
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Agenda item #2 – Approval of Minutes: Vice Chair Gutierrez mentioned on page 2 under public comment “Language of Women Voters” should be changed to “League of Women Voters”. Comm. Ogunsaju mentioned that International Women’s Day events are usually held in March, so she wanted a point of clarification on the event Ms. Mutual indicated during public comment. The December 2024 meeting minutes reflect May 6th, therefore confirmation on the month would be greatly appreciated and changed if necessary. Motion by Comm. Ogunsaju to approve the December 2024 meeting minutes with the changes mentioned; seconded by Vice Chair Davis. Motion passed with all in favor of the motion.

Agenda item #3 – Public Comments:

None

Agenda item #4 – Committee Reports:

- a. Civic Engagement: Vice Chair David to chair the committee.
- b. Policy: Vice Chair Ogunsaju to chair the committee. Comm. Nantkes, former chair of the committee, has helped with the transition of responsibilities and will remain a member of the committee.
- c. Governance: Vice Chair Gutierrez to remain as chair of the committee. Committee did not meet in December 2024. No updates.

- d. Executive: No updates. Chair Custodio Suero will report out on this committee going forward. Former Chair Vasquez and current Chair Custodio Suero met for a transition meeting. A new chair email has been created: cswg.chair@gmail.com. This email address will move with commission chairs.

Old Business:

Agenda item #5 – Initiative Updates and Liaison Reports

- a. CEDAW Advisor: Please see attachment A.
- b. Women’s Hall of Fame: Chair Custodio Suero shared that the Executive Director is Laura Mitchell, and they have been in communication via email. Ms. Mitchell informed Chair Custodio Suero that the event is scheduled for Saturday, November 8, 2025. San Diego History Museum is collaborating with Women’s Hall of Fame.
- c. ACCW: No updates from Comm. Welty who still has not been able to get a hold of anyone at ACCW. Former Chair Ijadi-Maghsoodi will try to help connect Comm. Welty with someone at ACCW.

Agenda item #6 – Update on proposed by-law changes: Staff Assistant Garcia shared that the proposed bylaws are in the hands of the Finance and General Government Group Executive Office. They are in the process of reviewing the changes and will be creating the board letter recommending the changes be approved by the Board of Supervisors. The bylaw changes and drafted board letter needs to be reviewed by the County Counsel’s Office as well as County folk that might have an interest in the board letter, including OERJ. Vice Chair Gutierrez asked if OERJ also reviews the bylaw changes and Staff Assistant Garcia confirmed.

New Business

Agenda item # 7 – Guest Speaker: Bilateral Safety Corridor Coalition (Marisa Ugarte): Please see attachment B.

Agenda item # 8 – Approve 2024 Annual Report: Vice Chair Gutierrez recommended changes to the annual report, including correcting a few formatting issues, adding the Commission logo, and adding funding as a priority for 2025. Comm. Nantkes mentioned she was under the impression that there would be more details regarding the grant to show the extensive work, even if it is an appendix. Vice Chair Davis made a motion that the approval of 2024 Annual Report be tabled for discussion during the February 2025 meeting; seconded by Vice Chair Ogunsaju. Motion passed with all commissioners voting in favor of the motion. Vice Chairs Davis and Gutierrez agreed to make revisions to the 2024 Annual Report prior to the February meeting.

Agenda item #9 – Establish 2025 regular meeting calendar: Executive Committee meeting hosted at 11:30 AM in person on the first Friday of the month. The regular Commission meeting will be held at noon for 1 hour on the first Friday of the month via the hybrid model followed by in person committee meetings at 1PM to 2PM. Vice Chair Ogunsaju mentioned that the Policy Committee will try to find a public location to host their meetings to allow for other commissioners to join as it will not be tied to other committee meeting dates/times. Senior Deputy Murray mentioned that as long as the meeting is publicly noticed and follows the Brown Act, the meetings can be held at any location. Comm. Nantkes mentioned the first Friday in July is a holiday, so the July meeting will be held on July 11th. The regular monthly Commission meetings at the County Administration Center building. The room number might change from month to month depending on availability. Vice Chair Davis made a motion to approve the 2025 regular meeting schedule as mentioned; seconded by Comm. Nantkes. Motion passed with all commissioners voting in favor of the motion.

Agenda item #10 – Outreach Strategies:

- a. Supervisors: Chair Custodio Suero as well as others have already contacted some of the Supervisors regarding vacancies. Each appointee will contact their respective supervisor when there is a vacancy and/or when their term is about to expire.
Supervisor Nora Vargas in District 1, has appointed Monica Martinez to the commission. Ms. Martinez was in attendance in person and may attend meetings as a guest until she attends an orientation. The vice chairs will do an onboarding session with Ms. Martinez before the February meeting, and she will also need to complete the additional required trainings.
- b. Internal Connections: Vice Chair Davis wanted to plant the seed of forming connections with the City’s Commission on the Status of Women and Girls, The Dept. of Labor, liaison
- c. Recruitment: to be discussed further in the Civic Engagement Committee meeting
- d. Youth/Pipeline and Development: to be discussed further in the Civic Engagement Committee meeting

Agenda item #11 – Events and social media: Create a content calendar, partner with the District Attorney’s Office, Dept. of Labor.

Agenda item #12 – Commissioner’s attendance/presence at public events: Generally, it is not advised that a whole commission or board attend an event because if there is any official business discussed at that event then there is a violation of the Brown Act. If there is not quorum, then most likely there will not be a violation of the Brown Act. If all commissioners want to attend an event, then it is recommended to be very strict on what is

discussed so that no violation of the Brown Act occurs. Everyone can attend the Women's Hall of Fame induction as long as there is no discussion of official business.

Agenda item #13 – Commissioner Announcement: None

Information Items:

- **2025 Meetings:** January 3rd, February 7th, March 7th, April 4th, May 2nd, June 6th, July 11th, August 1st, September 5th, October 3rd, November 7th, December 5th

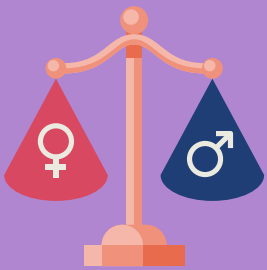
ADJOURNED: This meeting is closed at 1:19 pm.

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.

San Diego County Commission on the Status of Women & Girls

2024

ANNUAL REPORT



Annual Report:
Outreach, Engagement
and Accomplishments in 2024



SAN DIEGO COUNTY
COMMISSION ON THE STATUS OF
WOMEN & GIRLS



December 2024

ACCOMPLISHMENTS



FROM 2024



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



Jan.

Mar.



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.

Apr.



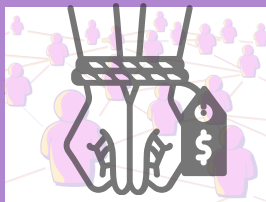
Partnered to Help with the
‘Women’s Hall of Fame’ Awards’
(with Women’s Museum of CA)

Conducted ‘Know Your
Rights’ Education
at Las Colinas



Jun.

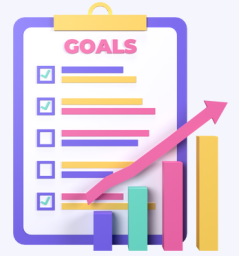
Jun.



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

STRATEGIC FORECAST

External Priorities for 2025:



Gender-based Disparities

CEDAW

Pay Equity

Caregiving

Paid Family Leave

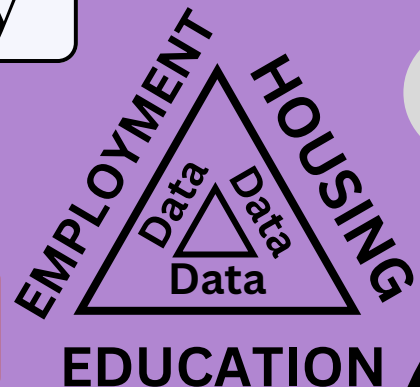
Invisible Labor

Anti Human-Trafficking

Financial Literacy

Economic Opportunities

'Know Your Rights' Campaigns



STRATEGIC FORECAST

Internal Priorities for 2025:



2
0
2
5



FUNDING



Recruitment



Youth Pipeline



**County Department
Connections**



Networking



**Leadership
Development**

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
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”



U.N. Conference

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**

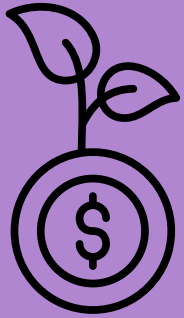
03

**COLLABORATE
WITH OTHER
CSWs**

04

**CONNECT WITH
PARTNER
ORGANIZATIONS**

U.N. Conference - 2025



Funding Needs

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

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CSW69 /
Beijing+30 (2025)

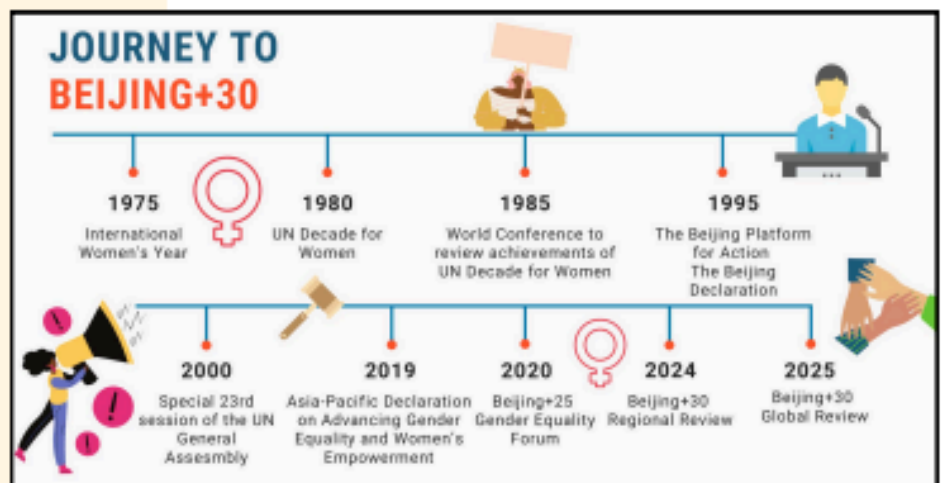
In 2025, the global community will mark the thirtieth anniversary of the Fourth World Conference on Women and adoption of the Beijing Declaration and Platform for Action (1995).

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.

CSW 2025

MARK YOUR CALENDARS

United Nations Headquarters
New York City
March 10-21



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



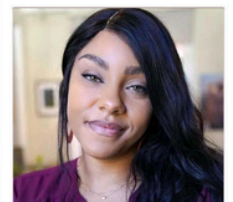
SURVIVOR & KNOW MORE
PROGRAM FACILITATOR
EBONY ROBINSON



VICTIM ASSISTANCE
SPECIALIST & EDUCATOR
ROHIDA KHAN



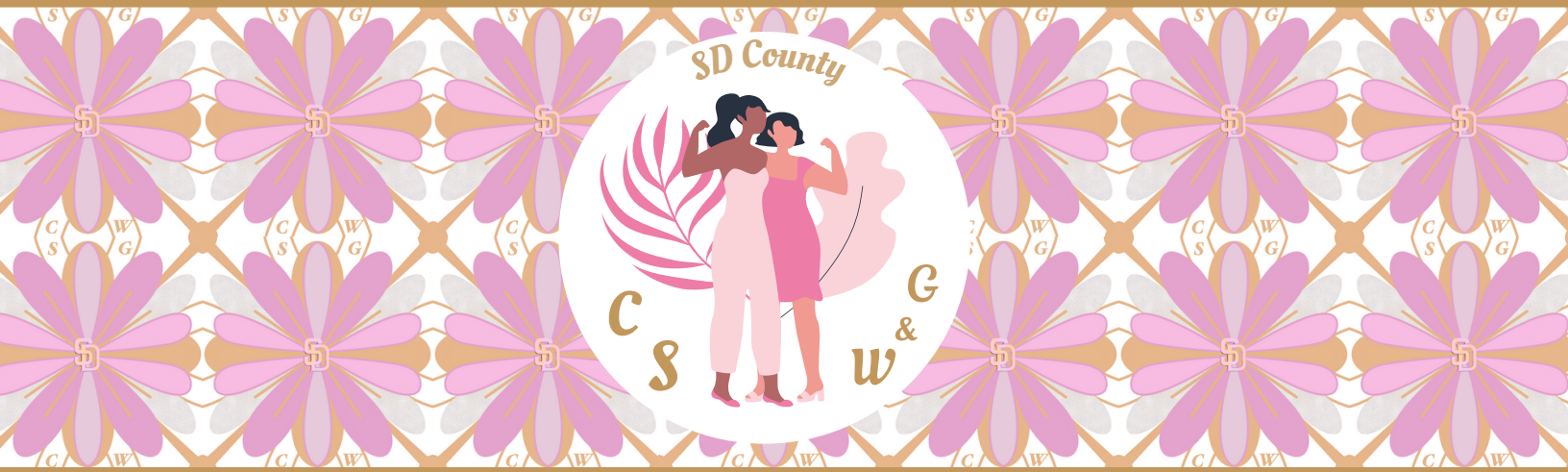
EXECUTIVE DIRECTOR, BILATERAL
SAFETY CORRIDOR COMMISSION
DR. MARISA UGARTE



PROGRAM SPECIALIST,
GENERATE HOPE
KEELIN WASHINGTON



www.sdstatusofwomenandgirls.org



A special 'Thank you' to all the County Supervisors for your unwavering support

and to county staff Cristina Garcia and
Heather Murray for making our work possible

*We're looking forward to
doing great things in 2025!*



SAN DIEGO COUNTY
COMMISSION ON THE STATUS OF
WOMEN & GIRLS

