



# COUNTY OF SAN MATEO

## COMMISSION ON THE STATUS OF WOMEN

### 2023 ANNUAL REPORT

# COMMISSION ON THE STATUS OF WOMEN OF SAN MATEO COUNTY

Submitted to the Board of Supervisors on March 12, 2024

## I. INTRODUCTION

The Commission on the Status of Women (CSW), founded in 1982, seeks to improve the quality of life for women of all ages in San Mateo County. Through strategic partnerships and collaboration, the Commission identifies women's needs, advises the Board of Supervisors, and educates the community on matters concerning women. The Commission also honors the achievements of women through the Women's Hall of Fame, currently planning its 35<sup>th</sup> ceremony as well as providing its fourth biennial women's leadership conference for and by women in San Mateo County. Supervisor Noelia Corzo is the Board of Supervisors' Liaison to the Commission. The actions of the Commission contribute to Shared Vision 2025 and a focus on the recovery of women from the impact of COVID-19.

## II. COMPOSITION OF THE COMMISSION

The Commission consists of 17 adult and 2 youth members who are residents of San Mateo County. There were seven new commissioners who joined us in 2023. There are two open vacancies we recently filled in February. Current members include:

Susan Kokores, *President*  
Ann Girard, *Vice-President*  
Julissa Acosta  
Ana Avendaño  
Nirmala Bandrapalli  
Aileen Cassinetto  
Dayna Chung

Trish Erwin  
LaSaundra Gutter  
Jess Hudson  
Melissa Lukin  
Aysha Pamukcu  
Michelle Stewart  
Ellen Tafeen

Susan Takalo  
Rosie Tejada  
Anisha Weber  
  
Natalie Handel  
*Youth Commissioner*  
Joy Zou  
*Youth Commissioner*



### III. COMMISSION ACTIVITIES

In 2023, commissioners were involved in several activities in San Mateo County (SMC) that will be outlined briefly in this section.

#### **Commission Retreat**

Commissioners gathered for a day-long session of planning with an outside facilitator. They developed two areas of focus specific to economic equity for women in San Mateo County. One focus includes drivers of the economic gap women face with wages, savings, and retirement. The other focus includes how childcare accessibility impacts economic outcomes for providers; and how childcare affordability impacts families' ability to live here in San Mateo County.

#### **Economic Power of Women**

The Commission developed a work plan and created two subcommittees, specifically: (1) Financial Learnings; and (2) Child Care and Early Learning. The initial work of the subcommittees was to collect County specific data and lived experiences in these two areas. Commissioners designed detailed surveys and ensured that responses were received from every district with the goal of hearing from a diverse group of stakeholders. Overall, 600 responses were received, with many including additional written comments. Commissioners also conducted 48 virtual and in-person interviews with executives of private businesses and nonprofit groups. The survey findings will be integrated into the 2024 RISE Conference for further feedback as the Commission works to further research and refine its recommendations. The two-year timeline for this project anticipates that a formal advisory report will be made to the Board of Supervisors in late 2024.

#### **Women's History Month**

The Commission recognized Women's History Month by accepting a Proclamation from the County of San Mateo and promoting local activities and events for International Women's Day.

#### **Women's Equality Day**

The Commission celebrated Women's Equality Day on August 23, 2023 by hosting a panel talk at the Burlingame Community Center. Speakers included Supervisor Noelia Corzo, Shireen Malekafzali, Burlingame Mayor Donna Colson, Burlingame Youth Poet Laurate Lauren Lin, Ellevest Chief Investment Officer Sylvia Kwan, and West Valley College President Jennifer Taylor-Mendoza.

#### **Women's Art Exhibit**

During the month of March (Women's History Month), the Commission co-sponsored with the Arts Commission the annual Women's Art Exhibit in the Hall of Justice showcasing the work of local women artists.

#### **Collaborations**

Commissioners are ambassadors for and partners with San Mateo County programs that impact women. They include the Leadership Council of San Mateo County, the Domestic Violence Council, the Youth Commission, the SMC Office of Arts & Culture and the Arts Commission, the SMC Office of Racial Equity and Social Justice, and the Voter Education and Outreach Advisory Committee (VEOAC) with Thrive Alliance.

#### **New Women's Hall of Fame Website**

A new website has been created featuring all honorees of the Women's Hall of Fame since its inception in 1984 to present. Please enjoy this amazing resource and hub of women leaders at:

<https://whof.smcgov.org/>



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### IV. PLANS FOR 2024

Along with the opening of the RISE 2024 Women’s Leadership Conference and Women’s Hall of Fame, the Commission will be completing their 2024 goals around two areas of study: Financial Impact and Childcare Accessibility and Early Learning. They retreated in the spring of 2023 to address goals for 2023-2024. Key projects and events for 2024 include:

- Recognition of Women’s History Month in March with a Proclamation by the Board of Supervisors.
- Completion of their Strategic Plan, including reports submitted to the Board of Supervisors by Nov 2024.
- Planning of the 2024 Women’s Leadership Conference.
- Planning of the 35<sup>th</sup> Women’s Hall of Fame held in 2024.
- Planning for Women’s Equality Day, August 2024.
- Continuing to serve as ambassadors of vital County resources and information.

### IV. FISCAL IMPACT

All activities undertaken by the Commission were and are financed by the Commission through their attainment of grants and sponsorship. The Commission thanks the generosity of the California Commission on the Status of Women and Girls and their Women’s Recovery Response Grant which is the foundational funding of Commission events. Additionally, the Commission thanks local sponsors such as Stanford University, Lucile Packard Children’s Hospital, Kaiser Permanente, SAMCEDA, Skyline College, College of San Mateo, Coastside Hope, and Silicon Valley Community Foundation for their support of these biennial events. Staff support is provided by the San Mateo County Human Resources Department.

### V. MORE INFORMATION

Additional information about the Commission on the Status of Women of San Mateo County is available from Commission Director, Tanya Beat, at [tbeat@smcgov.org](mailto:tbeat@smcgov.org), or on the Commission webpages at <https://www.smcgov.org/csw>.

Commission meetings are held on the fourth Tuesday of the month, 6:00 – 8:00 PM. Meetings are held in-person at 455 County Center, room 101, Redwood City, CA. The 2024 meeting schedule is listed below:

- January 23
- February 27
- March 26
- April 23
- May 28
- June 25
- July 23
- August 27
- September 24
- October 22
- December 3\* (last meeting of 2024)