



COUNTY OF SAN MATEO

COMMISSION ON THE STATUS OF WOMEN

AGENDA

Tuesday, February 27, 2024, 6:00-8:00pm

IN-PERSON Meeting: 455 County Center, Room 101, Redwood City, CA 94063

Members of the Public option: <https://smcgov.zoom.us/j/92970063144> ; Audio: +1 699 900 6833; enter Meeting ID 929 7006 3144

Swearing In of Michelle Stewart and Ana Avendano

ITEM	PERSON RESPONSIBLE	TIME
1. Call to Order & Land Acknowledgement	Ann Girard	6:00pm
2. Roll Call	Susan Kokores	6:03pm
3. Public Comment <i>is an opportunity for members of the public to address the commission on any topic that is not on the agenda. If your subject is not on the agenda, we will recognize you at this time. Speakers are customarily limited to two minutes.</i>	Ann Girard	6:05pm
4. Action to Set Agenda and Approve Consent Agenda Items (action)	Susan Kokores	6:10pm
CONSENT AGENDA		
5. Approval of January 2024 Minutes		
REGULAR AGENDA		
6. Introductions of 2 new Commissioners		6:15pm
7. Accion Opportunity Fund: Small Business Loans and Support - Accion Opportunity Fund - Accion Opportunity Fund (aofund.org)	Luz Urrutia, CEO (10 min)	6:25pm
8. Reports - President - Youth Commission – verbal update - Director	Susan Kokores Youth Commissioners Tanya Beat	6:42pm
9. RISE 2024 Presentations – Practice - includes more information on Feedback Facilitation	Sub-Committees Tanya Beat	6:55pm
10. Commissioner Announcements	All	7:55pm
11. Adjournment	All	8:00pm

HYBRID MEETING - IN-PERSON AND BY VIDEOCONFERENCE

This meeting of the Commission on the Status of Women (CSW) will be held at 455 County Center, Rm 101, Redwood City, 94063. Members of the public will be able to participate in the meeting remotely via the Zoom platform or in person. For information regarding how to participate in the meeting, either in person or remotely, please refer to the instructions at the end of the agenda. In addition, a video broadcast of the meeting can be viewed at:

<https://smcgov.zoom.us/j/92970063144> Closed Captioning will be provided for all CSW meetings. While watching the video broadcast, please scroll over the video and click “CC” to turn closed captions on.

Public Participation:

The CSW meeting may be accessed through Zoom online at <https://smcgov.zoom.us/j/92970063144> . The meeting ID is: 929 7006 3144. The meeting may also be accessed via telephone +1 669 900 6833. Enter the Meeting ID: 929 7006 3144, then press #. Members of the public can also attend this meeting physically at 455 County Center, Rm 101, Redwood City, 94063

*Written public comments may be emailed to tbeat@smcgov.org, and such written comments should indicate the specific agenda item on which you are commenting.

*Spoken public comments will be accepted during the meeting in person or remotely through Zoom at the option of the speaker. Public comments via Zoom will be taken first, followed by speakers in person.

***Please see instructions for written and spoken public comments at the end of this agenda.**

ADA Requests

Individuals who require special assistance or a disability related modification or accommodation to participate in this meeting, or who have a disability and wish to request an alternative format for the meeting, should contact Tanya Beat as early as possible but no later than 5:00 p.m. on the day before the meeting at (650) 363-4467 and/or tbeat@smcgov.org. Notification in advance of the meeting will enable the County to make reasonable arrangements to ensure accessibility to this meeting, the materials related to it, and your ability to comment.

***Instructions for Public Comment During Hybrid Meetings**

During hybrid meetings, members of the public may address the CSW as follows:

***Written Comments:** Written public comments may be emailed in advance of the meeting. Please read the following instructions carefully:

1. Your written comment should be emailed to tbeat@smcgov.org.
2. Your email should include the specific agenda item on which you are commenting or note that your comment concerns an item that is not on the agenda or is on the consent agenda.
3. Members of the public are limited to one comment per agenda item.
4. The length of the emailed comment should be commensurate with the two minutes customarily allowed for verbal comments, which is approximately 250-300 words.
5. If your emailed comment is received by 5:00 p.m. on the day before the meeting, it will be provided to the CSW and made publicly available on the agenda website under the specific item to which your comment pertains. If emailed comments are received after 5:00p.m. on the day before the meeting, the staff will make every effort to either (i) provide such emailed comments to the CSW and make such emails publicly available on the agenda website prior to the meeting, or (ii) read such emails during the meeting. Whether such emailed comments are forwarded and posted, or are read during the meeting, they will still be included in the administrative record.

***Spoken Comments:** In person Participation:

1. If you wish to speak to the CSW, please fill out a speaker’s slip located on the materials table. If you have anything that you wish distributed to the CSW and included in the official record, please hand it to staff who will distribute the information to the members and staff.

Via Teleconference (Zoom):

1. The meeting may be accessed through Zoom online (see instructions above).
2. You may download the Zoom client or connect to the meeting using an internet browser. If using your browser, make sure you are using a current, up-to-date browser: Chrome 30+, Firefox 27+, Microsoft Edge 12+, Safari 7+. Certain functionality may be disabled in older browsers including Internet Explorer.
3. You will be asked to enter an email address and name. We request that you identify yourself by name as this will be visible online and will be used to notify you that it is your turn to speak.
4. When the Co-chair or staff calls for the item on which you wish to speak, click on “raise hand.” Speakers will be notified shortly before they are called to speak.

***Additional Information:**

For any questions or concerns regarding Zoom, including troubleshooting, privacy, or security settings, please contact Zoom directly. Public records that relate to any item on the open session agenda for a regular meeting are available for public inspection. Those records that are distributed less than 72 hours prior to the meeting are available for public inspection at the same time they are distributed to all members, or a majority of the members of the CSW.



COUNTY OF SAN MATEO

COMMISSION ON THE STATUS OF WOMEN

Meeting Minutes

Tuesday, January 23, 2024, 6:00-8:00pm

1. Call to Order and Land Acknowledgement

2. Roll Call

a. **Commissioners Present:**

b. Aileen Cassinetto, Dayna Chung, Ann Girard, La Saundra Gutter, Susan Kokores, Melissa Lukin, Ellen Tafeen (not present for vote on item 4), Susan Takalo, Rosie Tejada, Anisha Weber, Joy Zou
Staff: Tanya Beat, Jacki Rigoni

c. Absent: Julissa Acosta, Trish Erwin, Natalie Handel, Jess Hudson, Aysha Pamukcu, Amani Shroff

3. Public Comment – Nirmala Bandrapalli on Zoom as a member of the public.

4. Action to Set Agenda and Approve Consent Agenda Items

Motion to approve by Anisha Weber, seconded by Susan Takalo. Approved.

CONSENT AGENDA

5. Approval of November 2023 Minutes

REGULAR AGENDA

6. Mission Moment – Susan Kokores

What is your word for 2024?

7. President's Presentation – 2024 Goals – Susan Kokores

- Women's Hall of Fame, RISE 2024, Community Feedback session, Women's Equality Day; need to have all commissioners participate/attend.
- Provide a Final Report to the BOS by the end of 2024.
- Conduct a CSW retreat in Feb 2025.
- Desire to create policy and go to Sacramento to "lobby." As commissioners are not able to lobby or create policy, we can advise Supervisors and comment at city councils.
- San Mateo County Legislative Program is managed by Connie Juarez-Diroll, Chief Legislative Officer. It is produced every 2 years. The 2023 Legislative Program can be downloaded on the [Intergovernmental and Public Affairs](#) page.
- Include in report: accountability; update report in 1 – 2 years?

8. 2024 CSW Meeting Calendar

- Discussion: we will keep August 27 on the calendar and do something for Women's Equality Day. We will cancel the November meeting and instead, meet on Tuesday, December 3. Agree to have one or two meetings in different locations.
- Motion to approve all meeting dates (and meeting time 6-8pm) except November and meet instead on Dec 3 by Susan Kokores. Second by Anisha Weber. Approved.
- Tanya will send out Google sheet so everyone can add their attendance at all meetings in 2024

9. Reports

- Youth Commission: update on projects. Sub-committees: Education, Equity, Environmental Justice, Civic Engagement, Health & Wellness, Immigrant Youth; possible Civic Engagement Summit in April.
- Director: overview of Women's Hall of Fame. Ann Girard volunteered to be an adult chaperone for Joy Zou (anyone under the age of 18 must accompany an adult);
 - i. Need for WHOF: for commissioners to attend; wine & beer donations
 - ii. Need for RISE: commissioners to serve as Feedback Facilitators; yes you will need to take notes but there will be other ways for people at your table to provide feedback.
 - iii. [Volunteer Form](#) is now available for people who want to volunteer in exchange for registration.
 - iv. Outreach: please do individual outreach to people who you want there for their feedback. It could be childcare providers, parents, business owners, economic development people, etc.
 - v. 2 vacancies and will be interviewing and appointing in February

10. Sub-Committees RISE 2024 Draft Presentations

- **Childcare Committee:** Christine Padilla and Sarah Kinahan will be in conversation with Dayna Chung. Dayna is preparing handouts with data and stories for the audience.
- Whatever data or handouts are created, that information will also be on the website.
- Financial Learning Committee: agreed to learn what the 2-3 top drivers of the wealth gap. Showing work on surveys, interviews and internet sources. 3 key drivers are Low Wages, Caregiver Penalty, Lacking Knowledge and Confidence.
- Perhaps have Financial Learnings group go first then Childcare follows.
- Topic of immigrant women and the additional struggles they have (wages, ID, transportation)
- We need alignment and flow between the two committees. Align handouts, questions, etc
- March meeting will serve as time to go over logistics.

11. Commissioner Announcements

- Commission on Disabilities: Transition Fair, Feb 10
- Rainbow Kids training in Spanish only; 4 webinar dates; first date is Feb 13.

12. Adjournment

President's Report

1. Review of **Deliverables** (discussed at Jan CSW Meeting)

- Support & attend: Women's Hall of Fame March 8, RISE Conference March 28, Women's Equality Day (August 27), complete Report for BOS Nov, 2024
- Engage and build awareness of our programs in our community
- Mini retreat to enhance our economics platform, Feb 2025
- How can CSW enhance your personal aspirations, 2025

2. **Annual Report to BOS** during Women's History Month, March 12, 2024 at 9:00am...laying the groundwork for our economic recommendations. Also accepting the Women's History Month Proclamation, sponsored by Supervisor Corzo.

3. CSW expects to sign the [Equal Pay Pledge](#) from the **CCSWG and the First Partner on the Equal Pay California Campaign!**



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 35th 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 35th 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, 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)

To: San Mateo County Commission on the Status of Women
From: Tanya Beat, Director
Date: February 27, 2024
Subject: Status of recent events/projects

Welcome

- Michelle Stewart, lives in EPA with her family. Executive Director of Hope Hangar.
- Ana Avendano, lives in Redwood City with her family. Executive Director of El Concilio.

Women's View Art Exhibit

- Reception is Friday, March 1 from 3-5pm at 400 County Center, Redwood City.
- Exhibit runs March 1-April 30 (the last exhibit in this building before we move to the new office).

Women's Hall of Fame

- Thank you Ellen Tafeen for all the wine donations. Still in need of beer donations by end of this week (March 3); non-alcoholic drinks will be provided.

RISE 2024 Women's Leadership Conference

- Thursday, March 28, 7:30am – 2:00pm. Location: College of San Mateo
 - Early Bird Registration is now open (\$45); Standard Registration starts Feb 1 (\$55)
- CSW Members have waived registration and the option is to pay for your ticket.
- During presentations, who is not able to be Feedback Facilitators?

RISE 2024 Conference Update

Surviving to Thriving to Driving Change: Women's Economic Power

All Feedback Facilitators will need to attend a Volunteer Meeting/Training. **3 Volunteer Training Times:** March 15 at 12pm; March 18 at 5:30pm; March 25 at 6:00pm. Please select your times by filling out this form:

[Volunteer Sign Up Form](#)

- Looking at 3 questions to open up discussion.
- 3 questions will be on handouts for people to write their suggestions
 - 3 questions also online to submit their suggestions.



COUNTY OF SAN MATEO

COMMISSION ON THE STATUS OF WOMEN

2024 Meeting Schedule

CSW meets on the fourth Tuesday of the month from 6:00-8:00pm

Month	Date	Time
January	23	6:00-8:00 PM
February	27	6:00-8:00 PM
March	26	6:00-8:00 PM
April	23	6:00-8:00 PM
May	28 (day after Memorial Day)	6:00-8:00 PM
June	25	6:00-8:00 PM
July	23	6:00-8:00 PM
August	27	6:00-8:00 PM
September	24	6:00-8:00 PM
October	22	6:00-8:00 PM
November		NO MEETING
December	3	6:00-8:00 PM

Celebrating Women's History Month

Opening Artist Reception



March 1, 2024

3:00 PM – 5:00 PM

The Caldwell Gallery

400 County Center, Redwood City



SAN MATEO
COUNTY
ARTS
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COUNTY OF SAN MATEO
COMMISSION ON THE STATUS OF WOMEN