

To: San Mateo County Commission on the Status of Women

From: Susan Kokores, Commissioner, and Bharathi Chinnakotla, Volunteer

Date: April 27, 2021

Subject: Commissioner Updates

Economic Empowerment Team: Financial Wellness Subcommittee

Update:

- Presentation on **Financial Wellness:**
 - Financial Wellness helps women build wealth. Building wealth is essential for all women to do throughout their work lives. It has gained popularity and many employers embrace it as a benefit.
 - Women have different financial needs compared to men and respond differently to services and tools that may be helpful to them.
 - 62% of women report fair to extreme stress over finances compared to 53% of men: survey for “Financial Health Network”
 - Women have been negatively affected by the pandemic and this will have permanent consequences. NYT reports that a 35 year old woman making \$80K/yr who leaves the workforce for 5 years will lose more than \$197K in retirement benefits.

- Recent meetings with both the San Mateo County Benefits Department and the San Mateo Credit Union. Both are very supportive and actively involved in promoting financial wellness for their constituencies. The SMCU financial literacy program for high school students was recognized nationally last year by the industry.

- The Financial Wellness Subcommittee will continue to explore effective, best practice FW programs in both large and small businesses and organizations and identify barriers to women’s wealth-building. We will report back to the CSW of our progress.

Resources: To read further about the above identified financial issues for women...

- <https://knowledge.wharton.upenn.edu/article/economic-downturn-hurt-women/>
- <https://www.nytimes.com/2021/02/04/parenting/working-mom-burnout-coronavirus.html?action=click&module=RelatedLinks&pgtype=Article>
- <https://www.nytimes.com/2020/12/11/business/women-retirement-covid-social-security.html?searchResultPosition=9>
- <https://finhealthnetwork.org/research/millennials-and-women-in-the-workplace/>

May CSW meeting: Commissioner Maya Lis Tussing will present on “Business Practices”

To: San Mateo County Commission on the Status of Women

From: S. Datta and C. Fama, Co-chairs, Mental Health Work Group

Date: April 23, 2021

Subject: Mental Health Work Group

Update: Mental Health

- **May is Mental Health Month – Theme for 2021: “Hope for Change”**
 - ***Opportunity:*** There is a role for the CSW to partner with the County’s BHRS in raising awareness of how prevalent behavioral wellness and mental health issues are across all ages of women, youth and girls, and carry out the CSW plan to advocate for and promote the programs and resources of the County and community provider partners with a focus on the special programs planned for this month.
 - ***County BHRS staff we met with to identify CSW opportunities:***
 - Scott Gilman, Director of BHRS
 - Sylvia Tang, Head of Planning committee for MH Month
 - Claudia Saggese, Director of Consumer & Family Affairs, and leader of the Lived Experience Education Workgroup (LEEW)
 - Also attended the MH Month Planning Committee on 4/22 to participate in Community Outreach Planning.
 - ***Results/Opportunities:***
 - Develop talking points/messages for Commissioner use.
 - Offer public comments at BOS May 4th meeting when MH Month is recognized.
 - Offer public comments at each city council during May.
 - Actively promote the BHRS’s events through CSW and Commissioner social media.
 - Subgroup to gather and distribute flyers and links to other free provider programs on mental health. These examples are presented in English and Spanish:
 - Angst: Raising Awareness Around Anxiety*
<https://angst2021smoe.eventbrite.com>
 - Reducing COVID Stress and Anxiety for Parents*
<https://missionbe2021sequoia.eventbrite.com>

- Follow up on LEEW's interest, as shared by Ms. Saggese, in participating in a round table with a group of Commissioners to share their experiences and help inform the CSW Subgroup as it carries out its work plan.
- Wear lime green when presenting public comments – that is the MH Month color this year.

Resources:

[May is Mental Health Month Website](#)

[Proclamation by San Mateo County Cities](#)

Proposed Actions for the CSW:

Announcements:

-

2021 Mental Health Month Kick-Off

#HopeForChange



Sat, May 1st | 10:00am PST

Join us live to commemorate Mental Health Month! Enjoy a cooking demo, participate in a nature meditation, win some raffle prizes, and hear about all the ways you can participate throughout the entire month of May!



SAN MATEO COUNTY HEALTH
**BEHAVIORAL HEALTH
& RECOVERY SERVICES**

To: San Mateo County Commission on the Status of Women
From: Anisha Weber
Date: April 21, 2021
Subject: Commissioner Updates – Women’s Leadership Committee

Update:

- Workplan – created, reviewed delivered
- Purpose – identified, reviewed, incorporated
 The purpose of the Women’s Leadership Committee is to support women’s leadership initiatives, to identify women’s leadership topics and speakers for the next conference, and to share and communicate women’s leadership learnings
- Goals – developed, reviewed, incorporated
 - Provide forum/platform to discuss women’s leadership topics
 - Provide women’s leadership topics, speakers, sessions for conference
 - Integrate learnings back into the initiatives and share out
- Timeline – developed, reviewed, incorporated
 - Q1’2021 – identify purpose, goals, initiatives
 - Q2’2021 – initiative progress
 - Q3’2021 – initiative checkpoints
 - Q4’2021 – initiative close-outs
 - 2022 – Women’s Conference
- Checkpoints – conducted a number of checkpoint meetings
- Team and Initiatives – identified, reviewed, incorporated
 CSW – Women’s Leadership Committee
 Potential Initiatives

Resources (groups, sites, conferences)	Economic Empowerment (liaison and communications)	Women’s Community Leadership Network (WCLN)
Anisha	Susan	Juda / Becky
Conference (liaison and topics/speakers)	Partners (workshops, forums, mentoring)	Women in the Workplace (connecting, networking)
Anisha	Nirmala	Sue

Action Items:

- Schedule recurring checkpoint meetings
- Gather outstanding status from sub-initiatives
- Post online version of materials for online collaboration

To: San Mateo County Commission on the Status of Women
From: Tanya Beat, Director
Date: April 27, 2021
Subject: Status of recent events/projects

Mission Moment

- Welcome to the Commission Kelly Keele and Candra Williams!

Vaccine Rollout

- COVID-19 Vaccination Program: <https://www.smchealth.org/covidvaccine>
- SMC is now open to 16+ for vaccinations

RISE 2022 and Women's Hall of Fame

- 1-day Virtual Conference using Whova integrating Zoom and Eventbrite. Register and create one account to log into the conference.
- Sessions can range from 5 min speed, 30 min, and 60 minute. Content focus falls under Leadership, Economic Empowerment, Mental Health – led by sub-committees.
- Networking is included.
- Exhibiting is included.
- Keynote Interview(s): potential could be Meena Harris (or others in Harris family); Ayesha Curry; even bring Aimee Allison back.
- Hall of Fame would be wonderful in-person event; will plan for virtual as well.
- Anisha, Becky and Tanya currently are holding on to schwag that we need to give away at a summer in-person event such as Women's Equality Day. Or a general women's networking event we can create. *Please let Tanya know if you are interested in organizing this type of event for August, Sept or early Oct.*

Youth Commission Update for CSW

April 2021

The Youth Commission listened to the following Presentations

- Youth Transforming Justice- Disrupting the School to Prison Pipeline: emphasis on restorative justice, peer courts, trauma-informed solutions
- Presentation and Discussion: Home for All-Affordable Housing in SMC

Updates on Specific Committes

- Social Media: logo making
- Education & Economic Development: peer court training on Sunday 3/28
- Environmental Justice: postponed Merchants of Doubt screening
- Civic Engagement: organizing and publicizing Norcal Y2Y conference
- Health & Wellness: organizing conference/event with panelists, starting publicity

To: San Mateo County Commission on the Status of Women

From: Becky Abens, Commissioner

Date: April 8, 2021

Subject: Commissioner Updates

Update: San Mateo County Domestic Violence Council Meeting

- Presentation: Kristina Bell, Captain San Mateo Sherriff's Office, ECIT
 - Enhanced Crises Intervention Team
 - Practical de-escalation
 - Disengagement
 - Gun violence restraining orders (GVRO)
 - PERT – Psychiatric Review Team
- Update: Erin Grimm, Bay Area Legal Aid
- DV Awareness Committee Report
 - dvc.smcgov.org
 - Looking for volunteers!!
 - Committee meets every other month and is open to all
- Legal Process Committee
 - DV training for judicial officers
 - Civil stand-by training for law enforcement – specifically around strangulation and technology abuse

To: San Mateo County Commission on the Status of Women

From: Becky Abens, Commissioner

Date: April 13, 2021

Subject: Commissioner Updates

Update: Human Trafficking Task Force

- *Presentation by Ruth Silver Taube- Legal Services Chair, South Bay Coalition to End Human Trafficking – today's focus is on labor trafficking*
 - Labor trafficking includes finding of force, fraud, or coercion
 - Cases tend to be quite complex – need assistance from experienced advocates
 - Almost always includes wage theft
 - Federal labor laws and state labor laws apply
 - How a case is charged or filed changes the possible recovery – can get more than just wage restitution, including compensatory and punitive damages
 - Lawyers and judges need educated on what labor trafficking is
 - Less is known about labor trafficking than sex
 - Does not have to include smuggling
 - Statutes of limitations apply so timing is important
 - Ruth does many trainings including for law enforcement and bus drivers (both VTA in San Jose and MTA in San Francisco)
- *Presentation by Sue Williams, Advocate- Justice At Last*
 - *Bay Area legal services provider exclusively serving human trafficking victims*
 - Provide safety and emotional support to trafficking victims
 - Assists trafficking victims in defining and accessing their definition of justice – this may or may not include the criminal justice system
 - Trauma informed and survivor driven
 - JAL has four attorneys and one advocate
 - Population served - 26% male, 74% female; 54%sex, 43% labor, 3% both
 - Have a robust intake to screen for broad list of possible needs
 - Assist with crime victims' rights, post-conviction vacatur (expunging criminal record, family law (e.g. protective orders), immigration relief
 - Office of Labor Standards Enforcement (OLSE) provides a free Advice Line for businesses and workers seeking information or assistance with labor standards compliance or workplace issues - 1-866-870-7725
- Human Trafficking Poster Compliance Project – Volunteer Training
 - Training session is on the Sherriff's YouTube channel
 - Contact Pamela with the number of hotels you want to contact and your expected timing
- Meetings are posted on the SMC Sherriff's YouTube channel
<https://www.youtube.com/user/SMCSheriff/videos>