

## RESOLUTION NO.

### RESOLUTION FINDING THAT, AS A RESULT OF THE CONTINUING COVID-19 PANDEMIC STATE OF EMERGENCY DECLARED BY GOVERNOR NEWSOM, MEETING IN PERSON FOR MEETINGS OF THE COMMISSION ON THE STATUS OF WOMEN WOULD PRESENT IMMINENT RISKS TO THE HEALTH OR SAFETY OF ATTENDEES

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**WHEREAS**, on March 4, 2020, the Governor proclaimed pursuant to his authority under the California Emergency Services Act, California Government Code section 8625, that a state of emergency exists with regard to a novel coronavirus (a disease now known as COVID-19); and

**WHEREAS**, on June 4, 2021, the Governor clarified that the “reopening” of California on June 15, 2021 did not include any change to the proclaimed state of emergency or the powers exercised thereunder, and as of the date of this Resolution, neither the Governor nor the Legislature have exercised their respective powers pursuant to California Government Code section 8629 to lift the state of emergency either by proclamation or by concurrent resolution in the state Legislature; and

**WHEREAS**, on March 17, 2020, Governor Newsom issued Executive Order N-29-20 that suspended the teleconferencing rules set forth in the California Open Meeting law, Government Code section 54950 et seq. (the “Brown Act”), provided certain requirements were met and followed; and

**WHEREAS**, on September 16, 2021, Governor Newsom signed AB 361 that provides that a legislative body subject to the Brown Act may continue to meet without fully complying with the teleconferencing rules in the Brown Act provided the legislative

body determines that meeting in person would present imminent risks to the health or safety of attendees, and further requires that certain findings be made by the legislative body every thirty (30) days; and,

**WHEREAS**, California Department of Public Health (“CDPH”) and the federal Centers for Disease Control and Prevention (“CDC”) caution that the Delta variant of COVID-19, currently the dominant strain of COVID-19 in the country, is more transmissible than prior variants of the virus, may cause more severe illness, and that even fully vaccinated individuals can spread the virus to others resulting in rapid and alarming rates of COVID-19 cases and hospitalizations

(<https://www.cdc.gov/coronavirus/2019-ncov/variants/delta-variant.html>); and,

**WHEREAS**, the CDC has established a “Community Transmission” metric with 4 tiers designed to reflect a community’s COVID-19 case rate and percent positivity; and,

**WHEREAS**, the County of San Mateo currently has a Community Transmission metric of “substantial” which is the second most serious of the tiers; and,

**WHEREAS**, the Commission on the Status of Women has an important governmental interest in protecting the health, safety and welfare of those who participate in its meetings; and,

**WHEREAS**, in the interest of public health and safety, as affected by the emergency caused by the spread of COVID-19, the Commission on the Status of Women deems it necessary to find that meeting in person would present imminent risks

to the health or safety of attendees, and thus intends to invoke the provisions of AB 361 related to teleconferencing;

**WHEREAS**, The Board of Supervisors strongly encourages all legislative bodies of the County of San Mateo that are subject to the Brown Act, including but not limited to, the Planning Commission, the Assessment Appeals Board, the Civil Service Commission, and all other oversight and advisory boards, committees and commissions established by the Board of Supervisors and subject to the Brown Act, to make a similar finding and avail themselves of teleconferencing until the risk of community transmission has further declined;

**NOW, THEREFORE, IT IS HEREBY DETERMINED AND ORDERED** that

1. The recitals set forth above are true and correct.
2. The Commission on the Status of Women finds that meeting in person would present imminent risks to the health or safety of attendees.
3. Staff is directed to return no later than thirty (30) days after the adoption of this resolution with an item for the Commission on the Status of Women to consider making the findings required by AB 361 in order to continue meeting under its provisions.
4. Staff is directed to take such other necessary or appropriate actions to implement the intent and purposes of this resolution.

\* \* \* \* \*



County of San Mateo Commission on the Status of Women

## CalSavers Retirement Saving Program

September 27, 2022

Jonathan Herrera, Director of Outreach and Education  
CalSavers Retirement Savings Board



# Why is CalSavers needed?



**50%**

Nearly **50%** of Californians are projected to retire into economic hardship -- at or below two times the federal poverty level.<sup>1</sup>

**7.5 million**

**7.5 million** Californians lack a workplace retirement plan.<sup>2</sup>

**15X**

Workers are **15 times** more likely to save for retirement if they have access to a payroll deduction savings plan at work.<sup>3</sup>

# Who is CalSavers for?



## Workers



W2 wages from participating ER  
– OR – Earned income



18 or older



Social Security Number or an  
Individual Taxpayer Identification  
Number

## Employers – California Retirement Mandate



Do not offer an employer-sponsored  
retirement plan



5+ California employees



at least one of whom is eligible (18 or older)

### Fines for non-compliance:

- \$250/employee 90 days after 1<sup>st</sup> notice
- \$750/employee 180 days after 1<sup>st</sup> notice

CalSavers is not intended to replace or compete with employer-sponsored plans

# Impact in San Mateo County



- ❖ In the County of San Mateo there are more than 4,300 potentially eligible employers with more than 92,000 employees.



# Primary Features of CalSavers



- 1) Employer Requirement (current law):** All CA employers with an average of 5 or more employees must register for CalSavers if they do not offer a retirement plan
- 2) Automatic Enrollment for Employees:** completely voluntary for employees, but automatic enrollment if no opt-out. May opt-out and back in at any time.
- 3) Public Private Partnership:** Professionally managed & advised by financial services companies with oversight by a public board chaired by State Treasurer.
- 4) Zero Cost to the State, Taxpayers:** self-sustaining on saver fees.







## Employer features

**Easy to  
facilitate**

**No fees for  
Employers  
(and no match)**

**Employers are  
not fiduciaries**

## Saver features

**Simple**

**Portable/  
Accessible**

**Low Fee**



# Participation update

Data as of 09/21/2022



## Savers

- Total Enrollments: 829,000+
  - Funded Accounts: 353,848
- Participation Rate: 63%
- Average contribution rate: 5.07%
- Average monthly contribution: \$165
- Median monthly contribution: \$130

## Employers

- Registered: 108,086

## Funding

- Total Assets: \$277.4 million
- Contributions last 30 days: \$29.8 million

## Monthly Public Reports:

<https://www.treasurer.ca.gov/calsavers/reports.asp>



# Expanding Program Access

## SB1126 (Cortese) in effect January 1, 2023



Expand eligibility for the CalSavers Retirement Savings Program to any employer with at least one employee



330,000 more small business



Three quarters of a million more employees



Simplify the process for employers



Allow us to reduce our savers fees faster  
(reminder: there are never any fees for employers)



Deadline of December 31, 2025





# Outreach & Education

# How the Commission can help



1. Distribute Communications:
  - Social media
  - Newsletters
  - Email listserves
2. Host a webinar with us or invite us to a standing meetings or events
3. Grassroots:
  - Have conversations to inform your communities
  - Connect us to other local leaders, community orgs

The screenshot shows the 'Digital Toolkit' page on the California State Treasurer's website. At the top, it identifies the California State Treasurer as Fiona Ma, CPA. The page features the CalSavers logo (a tree with dollar signs) and the text 'CalSavers RETIREMENT SAVINGS PROGRAM'. A circular seal of the Office of the State Treasurer is also visible. The main heading is 'Digital Toolkit', followed by a paragraph explaining that the toolkit is designed to help users share information about CalSavers through social media, web content, newsletters, and other methods. Below this, there is a section for 'Sample Web Content & Newsletters' with links for 'General', 'Short Spanish', 'Standard Spanish', and 'Employer'. A green arrow icon is next to the 'Digital Toolkit' heading. On the right side, there is a call to action: 'More than 100 employees' followed by a green arrow pointing to a box that says 'Deadline is September 30' and 'DEADLINE PASSED. REGISTER TODAY.' The breadcrumb trail at the top reads 'Home -> CalSavers -> Digital Toolkit'.

<https://www.treasurer.ca.gov/calsavers/toolkit.asp>





# Thank you

**Jonathan Herrera,**  
Director of Outreach and Education  
[jherrera@treasurer.ca.gov](mailto:jherrera@treasurer.ca.gov)



[www.calsavers.com](http://www.calsavers.com)



[www.treasurer.ca.gov/scib](http://www.treasurer.ca.gov/scib)



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CalSavers



  
**CalSavers**  
RETIREMENT SAVINGS PROGRAM

# Resources/Client Services Assistance



## Website

[www.calsavers.com](http://www.calsavers.com)

### Saver Resources

- Program Details
- Forms
- Frequently Asked Questions

### Employer Resources

- Tools, Tips, Templates
- Program Details
- Registration Timelines/Deadlines
- Frequently Asked Questions



## Phone/Email

1-855-650-6918 (Savers)

1-855-650-6916 (Employers)

[clientservices@calsavers.com](mailto:clientservices@calsavers.com)

### Hours:

8:00 am to 8:00 pm PT M-F



## 1 on 1 Support

- Dedicated onboarding team
- In-state representatives available to visit employers across the state.
- Assist employers with registration and account setup.
- Assist savers with enrollment.
- Saver education sessions
- [fieldsupport@calsavers.com](mailto:fieldsupport@calsavers.com)

**Multilingual** support available on website, phone/email and onsite support.

# CliftonStrengths® Themes

<b>Achiever®</b>	People exceptionally talented in the Achiever theme work hard and possess a great deal of stamina. They take immense satisfaction in being busy and productive.
<b>Activator®</b>	People exceptionally talented in the Activator theme can make things happen by turning thoughts into action. They want to do things now, rather than simply talk about them.
<b>Adaptability®</b>	People exceptionally talented in the Adaptability theme prefer to go with the flow. They tend to be “now” people who take things as they come and discover the future one day at a time.
<b>Analytical®</b>	People exceptionally talented in the Analytical theme search for reasons and causes. They have the ability to think about all of the factors that might affect a situation.
<b>Arranger®</b>	People exceptionally talented in the Arranger theme can organize, but they also have a flexibility that complements this ability. They like to determine how all of the pieces and resources can be arranged for maximum productivity.
<b>Belief®</b>	People exceptionally talented in the Belief theme have certain core values that are unchanging. Out of these values emerges a defined purpose for their lives.
<b>Command®</b>	People exceptionally talented in the Command theme have presence. They can take control of a situation and make decisions.
<b>Communication®</b>	People exceptionally talented in the Communication theme generally find it easy to put their thoughts into words. They are good conversationalists and presenters.
<b>Competition®</b>	People exceptionally talented in the Competition theme measure their progress against the performance of others. They strive to win first place and revel in contests.
<b>Connectedness®</b>	People exceptionally talented in the Connectedness theme have faith in the links among all things. They believe there are few coincidences and that almost every event has meaning.
<b>Consistency®</b>	People exceptionally talented in the Consistency theme are keenly aware of the need to treat people the same. They crave stable routines and clear rules and procedures that everyone can follow.
<b>Context®</b>	People exceptionally talented in the Context theme enjoy thinking about the past. They understand the present by researching its history.
<b>Deliberative®</b>	People exceptionally talented in the Deliberative theme are best described by the serious care they take in making decisions or choices. They anticipate obstacles.
<b>Developer®</b>	People exceptionally talented in the Developer theme recognize and cultivate the potential in others. They spot the signs of each small improvement and derive satisfaction from evidence of progress.
<b>Discipline®</b>	People exceptionally talented in the Discipline theme enjoy routine and structure. Their world is best described by the order they create.
<b>Empathy®</b>	People exceptionally talented in the Empathy theme can sense other people’s feelings by imagining themselves in others’ lives or situations.



## CliftonStrengths® Themes

<b>Focus®</b>	People exceptionally talented in the Focus theme can take a direction, follow through and make the corrections necessary to stay on track. They prioritize, then act.
<b>Futuristic®</b>	People exceptionally talented in the Futuristic theme are inspired by the future and what could be. They energize others with their visions of the future.
<b>Harmony®</b>	People exceptionally talented in the Harmony theme look for consensus. They don't enjoy conflict; rather, they seek areas of agreement.
<b>Ideation®</b>	People exceptionally talented in the Ideation theme are fascinated by ideas. They are able to find connections between seemingly disparate phenomena.
<b>Includer®</b>	People exceptionally talented in the Includer theme accept others. They show awareness of those who feel left out and make an effort to include them.
<b>Individualization®</b>	People exceptionally talented in the Individualization theme are intrigued with the unique qualities of each person. They have a gift for figuring out how different people can work together productively.
<b>Input®</b>	People exceptionally talented in the Input theme have a need to collect and archive. They may accumulate information, ideas, artifacts or even relationships.
<b>Intellection®</b>	People exceptionally talented in the Intellection theme are characterized by their intellectual activity. They are introspective and appreciate intellectual discussions.
<b>Learner®</b>	People exceptionally talented in the Learner theme have a great desire to learn and want to continuously improve. The process of learning, rather than the outcome, excites them.
<b>Maximizer®</b>	People exceptionally talented in the Maximizer theme focus on strengths as a way to stimulate personal and group excellence. They seek to transform something strong into something superb.
<b>Positivity®</b>	People exceptionally talented in the Positivity theme have contagious enthusiasm. They are upbeat and can get others excited about what they are going to do.
<b>Relator®</b>	People exceptionally talented in the Relator theme enjoy close relationships with others. They find deep satisfaction in working hard with friends to achieve a goal.
<b>Responsibility®</b>	People exceptionally talented in the Responsibility theme take psychological ownership of what they say they will do. They are committed to stable values such as honesty and loyalty.
<b>Restorative™</b>	People exceptionally talented in the Restorative theme are adept at dealing with problems. They are good at figuring out what is wrong and resolving it.
<b>Self-Assurance®</b>	People exceptionally talented in the Self-Assurance theme feel confident in their ability to take risks and manage their own lives. They have an inner compass that gives them certainty in their decisions.
<b>Significance®</b>	People exceptionally talented in the Significance theme want to make a big impact. They are independent and prioritize projects based on how much influence they will have on their organization or people around them.
<b>Strategic®</b>	People exceptionally talented in the Strategic theme create alternative ways to proceed. Faced with any given scenario, they can quickly spot the relevant patterns and issues.
<b>Woo®</b>	People exceptionally talented in the Woo theme love the challenge of meeting new people and winning them over. They derive satisfaction from breaking the ice and making a connection with someone.

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# CliftonStrengths® *Potential* Balcony/Basement Behavior

The metaphor of a Balcony (using strengths most productively) and Basement (using strengths unproductively) is used to help illustrate the concept of talent effectiveness. It is in no way scientifically valid nor meant to be the only way of looking at strengths excellence/overuse.

Talent Theme	Balcony	Basement
<b>Achiever</b> ®	tireless, strong work ethic, leads by example, go-getter, hungry	unbalanced, brown-noser, overcommitted, can't say no, burning the candle at both ends, too concentrated on work
<b>Activator</b> ®	self-starter, fire-starter, energy source, fearless	ready-fire-aim, loose cannon, speak before you think, in left field (because others haven't caught up)
<b>Adaptability</b> ®	flexible, comfortable in times of change, easy to get along with, go with the flow	directionless, indecisive, sheep, inconclusive, whimsical
<b>Analytical</b> ®	well thought out, logical, deep, thorough, comfortable with numbers, figures, and charts, smart	rude, short, tough, never-satisfied with the answer, too many questions
<b>Arranger</b> ®	flexible, organizer, juggler, aligning and realigning tasks to find the most productive configuration possible, efficient, conductor	lack of structure, too flexible, don't follow the existing rules or procedures, constantly changing priorities, lack of vision
<b>Belief</b> ®	passionate, steadfast, know where they stand, altruistic, family-oriented, ethical, responsible	stubborn, set in their ways, elitist, unaccepting of other ideas, opinionated, goody-two-shoes
<b>Command</b> ®	charisma, direct, driven, inspirational, easy to follow, clear, concise	bossy, know-it-all, domineering, rude, abrupt, short, strong-willed, inflexible, stubborn
<b>Communication</b> ®	storyteller, great presence, easy to talk to, energizer, entertaining, charismatic	blabbermouth, poor listener, self-absorbed, show-off, always needs attention
<b>Competition</b> ®	driven, motivated, number one, measurement-oriented, winner	sore loser, not a team player, puts down others, self-centered, confrontational
<b>Connectedness</b> ®	spiritual, "doesn't sweat the small stuff", strong faith, always looking at the big picture, helps others see purpose	passive, naïve, too idealistic, wishy-washy, neglects pragmatism
<b>Consistency</b> ®	just, fair, problem-solver, policy maker	rigidly "by the book", inflexible, unwilling to customize/individualize
<b>Context</b> ®	has a robust historical frame of reference, learns lessons from the past, knows how things came to be, can leverage knowledge of the past	slow to move and react to change, closed-minded, lives in the past, asks too many questions
<b>Deliberative</b> ®	good judgment, identifies risk, makes solid decisions, can plan for the unexpected	standoffish, overly private or distrustful, aloof, cautious, private afraid to act
<b>Developer</b> ®	grows talent in others, teacher, coach, enjoys helping others succeed, invests in others	not an individual contributor, wastes time on low-potential people, spectator
<b>Discipline</b> ®	high productivity and accuracy b/c of ability to structure, breaks down complex into steps, great planners, promotes efficiency	overbearing, rigid, mechanized, can't handle change

Talent Theme	Balcony	Basement
<b>Empathy</b> <sup>®</sup>	creates trust, brings healing, knows just what to say/do, customizes approach to others	"soft", moody, over-involved
<b>Focus</b> <sup>®</sup>	point person, disciplined, purposeful, laser-like precision, identifies important areas quickly, goal setter and goal getter	absorbed, tough to relax, intense, stressed
<b>Futuristic</b> <sup>®</sup>	imaginative, creative, visionary, even prophetic, inspiring	dreamer, "Fantasy Island", out in left field, lacks pragmatism
<b>Harmony</b> <sup>®</sup>	negotiator, can see both sides of a situation, great at asking questions, able to arrive at consensus, great facilitator	weak, indecisive, non-confrontational, avoids conflict
<b>Ideation</b> <sup>®</sup>	improves on the existing, learns quickly, agile mind	serendipitous, lacks follow-through, creates more work
<b>Includer</b> <sup>®</sup>	invites others in, caring, engages others, sensitive, takes up for others	indiscriminate, slows things down by over-including people, generous to a fault
<b>Individualization</b> <sup>®</sup>	sees the uniqueness in all individuals, intuitively knows that "one size doesn't fit all," appreciates the differences in others	unable to synthesize when it comes to people, has difficulty placing group above individual, difficulty in making people decisions
<b>Input</b> <sup>®</sup>	great resource, knowledgeable, excellent memory, mind for detail, collects interesting things, excellent conversationalist	knows a lot of worthless information, packrat, cluttered house- cluttered mind, boring conversationalist
<b>Intellection</b> <sup>®</sup>	excellent thinker, enjoys musing, capable of deep and philosophical thought, able to work alone	a loner, slow to act or wastes time thinking too much, isolated, doesn't work well with others
<b>Learner</b> <sup>®</sup>	always learning, catches on quickly, interested in many things, finds life intriguing	a know it all, lacks focus on results, learns a lot - produces little, bookish
<b>Maximizer</b> <sup>®</sup>	mastery, success, excellence, working with the best	perfectionist, picky, never good enough, always reworking
<b>Positivity</b> <sup>®</sup>	enthusiastic, lighthearted, energetic, generous with praise, optimistic	insincere, naïve, superficial, ignores or redirects hard issues
<b>Relator</b> <sup>®</sup>	caring, trusting, a great friend, forgiving, generous	lives in a clique, crony, has an inner circle, plays favorites
<b>Responsibility</b> <sup>®</sup>	committed, accountable, independent, trusted, conscientious	micro-manager, obsessive, can't say "no", take on more than you can chew
<b>Restorative</b> <sup>™</sup>	problem solver, troubleshooter, finds improvements and solutions	focuses on weaknesses, punitive, negative, critical
<b>Self-Assurance</b> <sup>®</sup>	self-confident, strong inner compass, risk-taker	arrogant, self-righteous, overconfident, stubborn
<b>Significance</b> <sup>®</sup>	seeks outstanding performance, does things of importance, independent	recognition hungry, self-focused, needy
<b>Strategic</b> <sup>®</sup>	anticipates alternatives, intuitive, sees different paths	jumps to quick decisions, difficult to understand their thinking, closed-minded
<b>Woo</b> <sup>®</sup>	outgoing, people-oriented, networked, rapport-builder	fake, shallow, does not care about deep relationships



## **2022 Women's Leadership Conference and Women's Hall of Fame**

Committee: Tanya Beat (LEAD), Anisha Weber, Christine Padilla, Juda Tolmasoff, Kelly Keele, Dana Linda

### **Purpose/Mission:**

#### Women's Leadership Conference 2022:

The Women's Leadership Conference is a virtual day-long event where women come together to share their knowledge, mentorship, and inquiries on women's leadership in our county. Women are invested in creating change in the workplace, government, small businesses, and community-based groups to empower and develop more female leaders in San Mateo County.

#### 34<sup>th</sup> Women's Hall of Fame

The Women's Hall of Fame will continue as a signature, in-person event that recognizes outstanding women in San Mateo County for their achievements and contributions to the overall wellbeing of our community.

### **Goals with these Events**

- Drive systemic change in organizational equity and inclusion practices, policy, compensation, and government representation.
- Bring a timetable for gender equality forward.
- Empower and explore women's leadership style, action-planning, and equity and inclusion practices.
- Provide an inclusive environment where women and others from all backgrounds can share their challenges and strengths.

### **Accomplishments**

- RISE 2022 Women's Leadership Conference happened on March 23 & 24, **virtually** using the Whova platform.
- All CSW Sub-Committees led sessions on their topics, invited speakers and engaged with their session participants.
- The tracks offered: Women's Leadership, Mental Health, Economic Empowerment and Diversity, Equity, & Inclusion.
- The virtual environment with Whova provided an all-in-one platform where participants were included in all sessions, exhibit hall, message board, and networking.
- The Women's Hall of Fame **in-person event** happened on May 10 and three adult honorees were honored and a Young Woman of Excellence teen was honored.



### **Goals that were not addressed**

- While there was a session on equity and inclusion and another session about how to run for office, the conference did not address systemic change in organizational equity and inclusion practices, policy, compensation, and government representation.
- The conference did not bring a timetable for gender equality forward; however provided information, speakers, and resources for participants on gender equality with finances, leadership, and mental health services.

### **Future Goals and Potential Opportunities to Engage with the Community**

- Create a simpler in-person women's leadership event in March 2024
  - Create two main conversations featuring notable women leaders
  - Create Networking Opportunity
  - Create Resource Tables (not vendors)
  - Sessions are limited to the venue space
  - Create free entrance but deadline to register well in advance
  - Include Board of Supervisors in a panel
- Women's Hall of Fame in April/May 2024
  - Secure a venue space that is beautiful
  - Catering is high quality
  - Engaging emcee (Dani Gasparini)
- Engaging Community
  - Opportunity for CSW individuals or committees to host workshops, talks, panels, and listening roundtables independent of the larger two events.
  - Virtual engagement provides accessibility
  - In-person needs to be selective as it requires more planning from the individual commissioner
  - Opportunities can be planned ahead of time - quarterly and/or based on significant times of the year
    - Women's History Month
    - Pay Equity
    - Share what SMC women want (with 2 new Board Supervisors)
    - How to Start Your own Business
    - Representation and running for Office
    - Women's Equality Day

**To: San Mateo County Commission on the Status of Women**  
**From: Tanya Beat, Director**  
**Date: September 27, 2022**  
**Subject: Agenda #11 - Status of recent events/projects**

***Youth Commissioners***

- Introductions of:
  - Natalie Handel
  - Cate Warden (returning Commissioner)

***November 15 – Last CSW Meeting of the Year***

- In-Person Dinner at 5:30pm in Room 101 at County Center
- CSW meeting starting at 6:30pm (hybrid)
- E-vite RSVP
- Potluck Sign Ups
- Other Logistics

***Retreat Dates for 2023***

- Submit your availability if you have not already.