



COUNTY OF SAN MATEO

COMMISSION ON THE STATUS OF WOMEN

Meeting Minutes

Tuesday, September 22, 2020, 6:30-8:30pm

1. Call to Order

2. Roll Call & Introductions

a. **Commissioners Present:** Becky Abens, Nirmala Bandrapalli, Aeneas Bufiy, Sue Datta, Anya Drabkin, Cheryl Fama, Ann Girard, Stella Kaval, Melissa Lukin, Ellen Tafeen, Marguerite Machen, Christine Padilla, Ei Ei Samai, Susan Kokores, Maya Tussing, Anisha Weber, Manufou Liaiga-Anoai

Staff: Tanya Beat, Juda Tolmasoff

b. **Absent:** Dana Linda, Karen Pyles

3. Public Comment

Bharathi Chinnakotla

4. Approval and Adoption of Agenda (Action)

Motion to approve by Ann Girard, seconded by Melissa Lukin. Unanimously approved.

5. Approval of August Meeting Minutes (Action)

Motion to approve by Becky Abens, seconded by Manufou Liaiga-Anoa'i. Unanimously approved.

6. Voting Tools by Linda Wolin, Senior Legislative Aide for Supervisor Pine

- a. Shared various ways to vote; important dates and deadlines; locations; process for registration and vote on the same day
- b. Suggested to vote early and to make sure to sign ballot
- c. Thrive Alliance trainings; <http://smcvote.org>

7. Youth Commissioner Welcome & Introductions by Stella Kaval

Senior, Menlo Atherton HS; golf team; Girls Learn International Club; Youth Commissioner (2018-2020); liaison to Commission on Disabilities; Girl Scout: check out <http://changingtheperceptionofdisability.org>

8. RISE 2020 Virtual Conference by Tanya Beat

- a. **Commissioner Feedback:**
- b. What Worked?
 - i. The graphic drawings were great (Melissa Dinwiddle)
- c. What did NOT Work and/or Suggestions to try for next event

- i. Bookends: a way to start the event and then a way to close the event. Have a theme throughout the week that every session includes.
- ii. Mix up the structure of the sessions
- iii. 5 days was too long; perhaps 3 days instead
- iv. Theme: what is the Commission; have commissioners assigned to each session to briefly share about the CSW.
- v. More interaction with audience - Try Kahoot (and ice-breaker quiz)
- vi. Try more grittier topics or more diversity of thought with topics
- vii. Hybrid model: an in-person part and a virtual part
- viii. Would be GREAT to work on a project that comes directly out of the conference.

d. Session Feedback

- i. Audience demographics
- ii. Session feedback
- iii. Topics that participants ranked as important to them:
 1. Affordable Housing / Lack of Housing
 2. Access to Affordable Quality Child Care
 3. Gender discrimination in the workplace / Gender Pay gap
 4. Under-representation of Women in Government

9. Potential Projects from RISE 2020 by Tanya Beat (postponed to the October CSW mtg)
 ie: Communications project (multiple ways to reach audience & talking points); Emergency Kits for the Elderly, Disabled

10. Economics of COVID-19 by Maya Tussing

- a. White Board Brainstorm – Future Topics
 - i. Retirement Plans & options with retirement; what to do if your employer doesn't provide this as an option
 - ii. Basic information about how to start financial planning (at various ages)
 - iii. Savings or emergency funds in times of recession
 - iv. How are women-owned business being impacted?
 - v. When's the best time to refinance?
 - vi. Basic budgeting
 - vii. How much to spend on training programs for women (rehire potential)
 - viii. How women's access to health/insurance/healthcare is being impacted by COVID economy
 - ix. Economics of voluntary relocation due to involuntary displacement of housing, job loss, business closings
 - x. Youth (Gen Z) perceptions of current economy & future outlook
 - xi. Connection between financial means and elected leadership
 - xii. Pay equity statistics
 - xiii. Charitable giving and philanthropic info

11. Mental Health Work Group by Cheryl Fama (postponed to the October CSW meeting)

12. Announcements

Only two more meetings left. Officer elections are in November as well.

We may have commissioners ending their term and leaving the CSW. Let's take time to celebrate them and "end the year."

13. Adjournment

The **Commission on the Status of Women Group** agree to arrive on time/start on time; take turns speaking; speak loud enough for everyone to hear; be courteous of other opinions; listen to hear a different perspective than your own; mute phones; allow the chair to guide the process; Chair will check in about remaining time at 8:15 PM.

Public records that relate to any item on the open session agenda for a regular or special meeting of the Commission on the Status of Women 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 members of the Commission. Those public records are available online and for public inspection at the Human Resources Department located at 455 County Center, 5th floor, Redwood City, CA 94063 by appointment. The public records may also be transmitted electronically by emailing tbeat@smcgov.org or calling 650-363-4467. **IN COMPLIANCE WITH THE CALIFORNIA GOVERNMENT CODE AND THE AMERICANS WITH DISABILITIES ACT**, auxiliary aids and services for this meeting will be provided upon request when given three days' notice. Please call 650-363-4467 (voice) or email tbeat@smcgov.org to make such a request.

To: San Mateo County Commission on the Status of Women

From: Tanya Beat, Commission Director

Date: October 27, 2020

Subject: Director's Report

Officer Election

- Both Nirmala Bandrapalli and Maya Tussing are running for re-election as President and Vice-President.
- Voting will take place at the November 17 Commission Meeting.

Virtual Holiday Gathering

- Dates and times to gather
- No Commission Talk
- Celebrating the Year End and Manufou Liaiga-Anoa'i ending her service with the CSW

Vacancy

- We have one vacancy to fill; description to go up on the Boards and Commissions website in December to start taking applications
- Reappointments include: Anya Drabkin; Dana Linda, Melissa Lukin; Cheryl Fama, Nirmala Bandrapalli, Anisha Weber, Marguerite Machen

To: San Mateo County Commission on the Status of Women

From: Becky Abens, Commissioner

Date: October 1, 2020

Subject: Commissioner Updates

Update:

- San Mateo County Domestic Violence Council Meeting
 - Carole Groom will now chair the DVC, replacing Warren Slocum who had scheduling conflicts
 - October is Domestic Violence Awareness Month
 1. CORA is making two presentations at juvenile hall
 2. The Probation Dept will be conducting their “Purple Operations” – making home visits to 60 DV defendants
 - CORA will be doing a training for probation (others welcome) on the impacts of Covid and defendant computer hacking, at the end of October
 - Covid related
 1. The DA’s office has had a significant increase in requests from victim services
 2. CORA is working to process restraining orders
 3. CORA’s hoteling clients have increased
 4. CORA is subsidizing rent for 85% of it’s clients as many have lost jobs during the pandemic
 - Next DVC meeting is January 21st – Thursday is a new day for this meeting

To: San Mateo County Commission on the Status of Women

From: Becky Abens, Commissioner

Date: October 13, 2020

Subject: Commissioner Updates

Update:

- Human Trafficking Task Force
 - Betty Ann Hagenau and Brian Wo from the Bay Area AntiTrafficking Coalition (BAATC) presented on the work they're doing
 1. baatc.org
 2. They're working with men in San Quentin (many are interested in getting into the lucrative world of HT upon release)
 3. BAATC is focused on the move-work-sleep cycle of the business
 4. Training is investing in training "where they move victims" – transportation (airports) and housing (hotels, apartments, hospitals)
 5. 2021 focus areas –
 - SFO and employees at 25 other airports trained
 - On-demand web training for individual travelers – for increased "eyes and ears"
 - Training will be available before the end of the year
 - Training will be 15-20 minutes
 - Training is free but there will be an opportunity to donate
 - Freedom flyer training
 - John Vanek presented on his work on the National Advisory Committee on Sex Trafficking of Children & Youth in the US
 1. Committee produced a report on best practices for states
 2. 172 recommendations – some goals were mandated
 3. The report can be found on the HHS website
 - John also discussed a federal grant that was applied for and not awarded to the county
 - An announcement was made that Freedom House is closing at the end of October
 - The next meeting is in November (no meeting in December)

To: San Mateo County Commission on the Status of Women
From: Aeneas Bufiy and Stella Kaval, San Mateo County Youth Commissioner

Date: 10/21/20

Subject: Commissioner Updates 9/24/20 Workgroup Meeting

Updates:

- District One Presentation for Supervisor Dave Pine
 - Linda Wolin, Supervisor Pine's office
 - To highlight the issues of interest to Supervisor Pine's Office
 - Global Warming
 - Public Transit
- District Two Presentation for Supervisor Carole Groom
 - Christina Falla, Supervisor Groom's Office
 - To highlight issues of interest to Supervisor Groom's Office
 - Early Childhood Education
 - Disaster Preparedness
 - Public Transit
 - Air and County Parks Management
- District Four Presentation for Supervisor Warren Slocum
 - Madahi Cornejo, Supervisor Slocum's Office
 - To highlight issues of interest to Supervisor Slocum's Office
 - Affordable Housing
 - Public Transit
 - Ensuring everybody has access to Covid Relief Resources.
- Parks Commission
 - Katherine Wright, Park Ranger
- Safely re-open Parks while adhering to Covid guidelines
- Organizing events to get people to visit parks
- Possible projects the Youth Commission could work with the Parks Commission on:
 - Tunitas Creek Beach Cleanup
- Juvenile Justice and Delinquency Prevention Commission
 - Justice system reforms
 - Factors that lead to processing in the Juvenile Justice System:
 - Poverty
 - Trauma
 - Domestic Violence
 - Absent Parent
 - Low literacy

- Usage of intoxicants
 - Disproportionate amount of blacks and latinos in the Juvenile Justice System
 - Proposal to close down Juvenile Hall
- Youth Commission Committee Updates:
 - Civic Engagement
 - Organizing Conference on youth voting, working with Immigrant Youth Committee
 - Day 1: Keynote speaker (Kevin Mullin), voting presentation, Kahoot
 - Day 2: Penpal exchange, watching Hamilton
 - Education and Economic Development Committee
 - Anti-Racism Education Declaration
 - Environmental Justice Committee
 - Met with Andrew from the Office of Education, working on a campaign to have all school boards sign climate declarations to send to all school boards in the county.
 - Immigrant Youth Committee
 - Working with Civic Engagement Committee to find speakers for conference
 - Health and Wellness Committee
 - Find a list of topics to focus on, for collaboration with Safe Space to start a Mental Health Awareness Project.

October 27, 2020

To: Commission on the Status of Women
From: Mental Health Work Group: Cheryl Fama, Sue Datta, Nirmala Bandrapalli, Ei Ei Samai, Marguerite Machen, Karen Pyles
Subject: Recommendation for Mental Health Projects 2021

Background:

The Mental Health Work Group has been meeting since February 2020 to assess and learn how the Commission on the Status of Women (CSW) can tackle the issue of “mental health” for women and girls. Mental Health is a vast topic and it is challenging to focus on just one area. Thus, the Work Group is providing a recommendation that has generated four project areas that we are asking the CSW to approve and prioritize. Additionally, we ask for interested and available commissioners to join the Work Group to start project planning.

Discussion:

The following is a recommendation to create an **advocacy campaign** that supports existing County services, resources and Behavioral Health and Recovery Service programs. The work group is requesting for the Commission to include all suggested projects and prioritize which one to start with.

Promote Peer Programs:

Prioritize support of mental health services like phone, text and application-based support lines, NAMI groups, SafeSpace, Outlet, Pride Center, etc. Along with direct services, support in-direct services that are related to mental health such as parent groups, recipe exchanges, youth clubs. The focus of this priority is related to identifying programs/services, their audiences, and learning how to amplify outreach of those services and programs to women and girls.

The Lens of Connection

Help support the funding of mental health in existing grants and programs by articulating mental health outcomes inside existing grants and programs. Looking at nonprofit programs around the county and asking, how could we integrate, embed, weave resilience and connection into current work? Example: Second Harvest has created different ways that make the experience of getting food a connective experience.

Mental Health Resource Webpage

Add a mental health resource page to the CSW website that promotes and connects to existing services and resources for women and girls. The Commission would have to connect and work with community groups to identify resources for the most vulnerable women and girls.

Experts Spotlight

Create a series of interviews (done via Zoom or podcast depending on the ability of Commissioners) of experts and/or expert organizations who provide behavioral health, wellness, and support for women. Examples could be Puente (Rita Mancera), Edgewood, PCRC, StarVista, Pride Center, One-Life Counseling, Bay Area Community Health Advisory Council.

Action: Discuss, Approve Recommendation and prioritize the four suggested projects.

To: San Mateo County Commission on the Status of Women
From: Tanya Beat, Commission Director
Date: October 27, 2020
Subject: Potential Projects from RISE 2020 Topics & Issues

Survey Rankings of Topics

- Affordable Housing and/or Lack of Housing
- Access to Affordable Quality Child Care, Preschool and Afterschool Care
- Gender Discrimination in the Workplace / Gender Pay Gap
- Under-representation of Women in Government

Topical Inquiries from Keynotes or Discussion

- Supporting Gender & Diversity Representation in Local Government: Pay for City Council Members
- Financial Stability:
 - Job Access and Job Security
 - Wage increases
 - Child care
 - Affordable Housing
 - Access to Food
- Communications (diverse outlets to inform women/girls)

Most Popular Sessions/Topics

- How To Be An Ally (97)
- Empowering Women in the Workplace: both sessions (93, 49)
- Inspire Leadership in Elected Positions (61)
- Inspire Leadership in Grassroots Community Engagement (46)

Process to Identify and Prioritize

- Breakout Room: small groups of 3 people per group.
- Discuss and identify top two topics or issues that the Commission could create projects around (and temporary work groups) for 2021.
- Come back to Large Group, Share Out
- List all topics in Poll, vote and share results
- Homework: read and review document: Criteria for Selecting Projects