



1600 Pacific Highway, Room 203  
San Diego, CA 92101-2942  
[www.sdstatusofwomenandgirls.org](http://www.sdstatusofwomenandgirls.org)  
PHONE: (619) 531-5160

**Chair:** Parisa Ijadi-Maghsoodi

**Vice Chair**

Deja Cabrera  
Nadia Farjood  
Melinda Vásquez

**District 1, Vargas**

Deja Cabrera  
Leah Goodwin

**District 2, Anderson**

Mary Davis  
Lauren Schulte

**District 3, Lawson-Remer**

Eve Benton  
Kristine Custodio Suero

**District 4, Vacant**

Parisa Ijadi-Maghsoodi  
Melinda Vásquez

**District 5, Desmond**

Sherry Ludwig  
Amy Nantkes

**Members At Large**

Nadia Farjood  
Vernita Gutierrez  
(Vacant)

**Staff Assistant**

Cristina Garcia  
**County Counsel**  
Frances Rogers

**MINUTES**

July 7, 2023

**Regular Meeting**

**12:00 PM – 1:30 PM**

**Chair Ijadi-Maghsoodi: Meeting was called to order at  
12:03PM.**

**Commissioner Roll Call:**

**Members Present In-person:**

Chair: Parisa Ijadi-Maghsoodi – District 4, Vacant  
Vice Chair: Deja Cabrera – District 1, Vargas  
Vice Chair: Melinda Vásquez – District 4, Vacant (arrived late)  
Mary Davis – District 2, Anderson  
Lauren Schulte – District 2, Anderson  
Kristine Custodio Suero – District 3, Lawson-Remer  
Sherry Ludwig – District 5, Desmond (arrived late)  
Amy Nantkes – District 5, Desmond  
Vernita Gutierrez – Member At-Large

**Members Present Virtually:**

Vice Chair: Nadia Farjood – Member At-Large (just cause – contagious illness)

**Members Absent:**

Leah Goodwin – District 1, Vargas  
Eve Benton – District 3, Lawson-Remer

**Approval of Minutes:**

Commissioner Gutierrez made a motion to approve the minutes from May 5th, 2023 commission meeting. Commissioner Davis seconded the motion. Motion carried with the following voting in favor: Ijadi-Maghsoodi, Cabrera, Farjood, Davis, Custodio Suero, Nantkes, Gutierrez.  
Abstained: Schulte

**Public Comments:**

None

**Business:**

1. New Commissioner – Introductions

Commissioner Davis: I'm a retired civil servant who became an accidental activist during COVID. Now I am a watchdog activist for the people. I'm also a planning group member at the Alpine Community planning Group. And I'm just very interested in taking this to the next level and being an advocate for women and girls.

Commissioner (Dr.) Nantkes: I'm a professor of political science at Point Loma Nazarene University. Prior to my entree into academia, I was a community organizer working with community organizations and churches for 20 years, mostly in the San Diego area. I live in North County with my husband and our two younger sons, our other son is away at college. My focus is on public policy and American politics. In my research, I mainly focus on the intersection of women and rhetoric and social welfare policy and immigration policy. So excited to serve in any way that I can.

Commissioner Schulte: I am a land use developer. I live in Ramona, and I've lived there for almost 10 years. Like Commissioner Davis, I'm on the Community Planning Group, as well as a couple other subcommittees within Ramona and just excited to be in another realm of development and public policy instruction.

2. Launching of the Commission's Governance Committee

- Item was discussed out of order, specifically after item 3 due to Vice Chair Vásquez being on her way to meeting at time item 2 was reached.
- Chair Ijadi-Maghsoodi reminded everyone that they have access to the Google Drive with strategic planning meeting minutes. The governance committee covers administrative work including updating bylaws and grant reports on the work the commission is doing. The commission has grant reports due regularly and this governance committee will help ensure that the Commission continues to meet its grant goals. The work of this committee depends on needs of the Commission and currently includes, in conjunction with the civic engagement committee, updating our brochures to reflect what the commission is doing, commission codes, bylaws, and meetings. The commission also would like the website to be consistently updated to recognize commission community partners. This governance work ensures that the commission runs effectively and is good for succession planning.
- Chair of the governance committee Vásquez. Committee Chair Vásquez shared bylaws should be revised every 1 – 2 years to help everyone know what their responsibilities are. The commission also must be transparent about who they are partnering with. The policies and procedures are the main issues that she will address as the committee chair. Committee Chair Vásquez needs two additional volunteers. Her e-mail address is

[melinda.vasquez@gmail.com](mailto:melinda.vasquez@gmail.com). Commissioners are not bound to any committee for their entire service, every year there is a strategic planning session and things change, but the goal right now would be to serve on one committee, which is required in the commission bylaws and code.

### 3. Committee Reports

- Civic Engagement – Committee Chair Cabrera: (See report in the packet). The civic engagement committee is all about being out in the community. The committee is working on a *Know Your Rights* series. On June 27<sup>th</sup>, Committee Chair Cabrera attended the County's pride flag raising ceremony and honors. Pride is next weekend, check out *She Fest* in Hillcrest (for all folks with vaginas and queer women). At Chair Ijadi-Maghsoodi's request, Committee Chair Cabrera shared that she served in an official leadership role in the pride events and was formally recognized by County Supervisor Nora Vargas for her service.
- Policy Committee –
  - Chair Ijadi-Maghsoodi recognized the work of Commissioners Goodwin and Custodio Suero for their service on the Source Selection Committee for the County's CEDAW RFP, work that is not reported on through the Policy Committee because it is confidential. The county has adopted an ordinance that reflects the principles of CEDAW, which provides a framework for achieving intersectional gender equity. The county will be conducting a baseline intersectional gender analysis and the RFP relates to that analysis.
  - Committee Chair Farjood: The Commission sought out a second round of funding of about \$32,000 for a series of *Know Your Rights* workshops in these areas: housing, healthcare, employment, immigration, trafficking. The committee also requested and received funds for a Next Steps workshop for women at the Las Colinas Women's Detention and Reentry Facility. To make these free workshops accessible, the commission has funding for on-site childcare and food. If anyone would like to help secure interpretation and translation services, childcare providers, venues, logistics for building out these workshops, etc., reach out to Committee Chair Farjood directly. Commissioner Ludwig said she can offer services as a Spanish translator.
  - In attendance was Mikhak Ghorban who put together a Lawyer's Club of San Diego annual dinner where Vice Chair Farjood attended on June 15th. Gloria Allred spoke along with two former commissioners.
  - The Commission approved the executive committee to research and propose a potential new parental leave policy to the County. The committee has a survey for the Gender Equity Working Group at the County, which is convened by Vanessa Green at the Office of Equity and Racial Justice. This is an anonymous survey for county employees regarding parental paid leave experiences. Committee Chair Farjood will report back on what is learn from that questionnaire. Commissioner Ludwig asked if the commission is still affiliated with the Gender Equity Center and Doctor Kim. Commissioner Ludwig mentioned, for those people that don't know, Gloria Allred and her documentary on Hulu is fabulous.
  - Chair Ijadi-Maghsoodi mentioned the "how" behind the *Know Your Rights*

work. The commission has funding and has the need for entities to perform the work, and the key is connecting those two. With monthly meetings, it's difficult for the commission to vote on approving every vendor. At the next meeting the commission will vote on delegating authority from the Commission to a smaller group of commissioners or a commissioner to be able to effectuate those agreements more quickly.

#### 4. Initiative Updates and Liaison Reports

- Women's Hall of Fame – Vice Chair Vásquez mentioned the commission collaborates with the California Women's Hall of Fame to determine who will be honored. Community members make nominations in December which are voted on in January. The inductees tell their story live or on a video at the wonderful induction event in March. This won't be on the agenda moving forward but will start in October.
- Association of California Commissions for Women (ACCW) – Chair Ijadi-Maghsoodi shared that this is an association of all commissions sharing best practices and what's happening. Former Commissioner Dr. Boyce served as our liaison. If anyone is interested in serving on that role, they can let Chair Ijadi-Maghsoodi know. The meetings are held remotely via zoom and are an excellent way to learn about what's happening at commissions across the state. Note that ACCW is currently in flux and there isn't a meeting scheduled for the very near future.

#### 5. Commissioner Announcements

- The commission is very excited that the City of San Diego reinvigorated its Commission on the Status of Women. Their meeting times are the 2nd Friday of the month at noon in Balboa Park. Those meetings are about advancing the rights of women in the city of San Diego. On the call was Rosemary Straley, who has been a huge supporter of all of our region's gender equity work and significantly contributed to the work underway in both the city and county.
- The California Commission on the Status of Women has asked if the commission "know[s] of any organizations in San Diego that work directly with moms" because it is "looking to connect some organizations to the First Partner's office for Mom's Equal Pay Day in August." If anyone knows any organizations, let the Chair know.
- In May, Bettina Hausman, Executive Director of the United Nations Association (UNA) for the San Diego chapter, shared her organization is reserving spots for the commissioners to serve as delegates at the United Nations Commission on the Status of Women (CSW) in New York City next March. Commissioner Ludwig sent the Chair, Vice Chair Farjood, and former Commissioner Dr. Boyce a video from one of the NGO Committee of the CSW's monthly meetings (May 2023) and recommends having it on the commission's website. The video is here [https://www.youtube.com/watch?utm\\_source=NGO+CSW%2FNY+Constituency&utm\\_campaign=39f689ec1c-Save+the+Date%3A+Sept+2020+Monthly+Meeting\\_COPY\\_01&utm\\_medium=email&utm\\_term=0\\_67ac6441ff-39f689ec1c-411800317&mc\\_cid=39f689ec1c&mc\\_eid=a088e3fb51&v=y5Y1PG4h424&feature=youtu.be](https://www.youtube.com/watch?utm_source=NGO+CSW%2FNY+Constituency&utm_campaign=39f689ec1c-Save+the+Date%3A+Sept+2020+Monthly+Meeting_COPY_01&utm_medium=email&utm_term=0_67ac6441ff-39f689ec1c-411800317&mc_cid=39f689ec1c&mc_eid=a088e3fb51&v=y5Y1PG4h424&feature=youtu.be). If anyone is interested in attending the CSW, contact Chair Ijadi-Maghsoodi. Travel expenses are paid by the individual.

- Commissioner Davis shared she saw the movie Sound of Freedom that revolves around human trafficking, and it has a San Diego bi-national regional connection, both San Ysidro and Tijuana are featured in the movie. She also mentioned wanting to plant a seed for next year. This idea comes from her time as a police dispatch supervisor. “Pixels as Power.” It starts by focusing on women and girls - what you see as a picture online, is pixels that have the power to change the trajectory of your life. Email any relevant stories to Commissioner Davis to track and develop metrics.

**2023 Regular Meetings:** August 4<sup>th</sup>, September 1<sup>st</sup>, October 6<sup>th</sup>, November 3<sup>rd</sup>, December 1<sup>st</sup>

ADJOURN:

- a. There be no further business, this meeting is closed at 1:07 pm.

**NOTE:** The Commission on the Status of Women and Girls jurisdiction is established by action of the Board of Supervisors as follows: The Board of Supervisors of the County of San Diego declares that it is the policy of the County to take action to identify needs and problems of women in the County that are affected by public policy decisions; and furthermore, to eliminate the practice of discrimination and prejudice on the basis of sex within the County. In order to promote this policy and to provide an open forum for discussion and action, there is hereby established a San Diego County Commission on the Status of Women in the Chief Administrative Office. County Code of Administrative Ordinances, Section 85.