



Claim Jumper
1355 North Harbor Dr,
San Diego, CA 92101
www.sdstatusofwomenandgirls.org
CSWG@sdcounty.ca.gov

Chairwoman: Melinda Vásquez

Vice Chair
Kristine Custodio Suero
Amy Nantkes
Vernita Gutierrez

District 1, Vargas
Leah Goodwin
Deja Hartley

District 2, Anderson
Mary Davis
Lauren Schulte

District 3, Lawson-Remer
Vacant
Kristine Custodio Suero

District 4, Fletcher
Vacant
Melinda Vásquez

District 5, Desmond
Rohida Khan
Amy Nantkes

Members At Large
Lindsay Riedel Ruther
Vernita Gutierrez
Nadia Farjood

Staff Assistant
Cristina Garcia
County Counsel
Frances Rogers

MINUTES
February 10, 2024
In-person Special Meeting
12:00 PM – 1:30 PM

Chair Melinda Vásquez: Meeting was called to order at 2:05 P.M.

Commissioner Roll Call:

Members Present In-person:

Melinda Vásquez	Vernita Gutierrez
Mary Davis	Nadia Farjood
Deja Hartley	Kristine Custodio Suero
Leah Goodwin	Amy Nantkes

Members Absent:

Lindsay Riedel Ruether	Rohida Khan
Lauren Welty	

Public Comments:

None

Business:

1. VC Gutierrez moved to reconsider the date for the Special Meeting scheduled for April 28, 2024; Comm. Farjood, seconds, discussion occurred by several commissioners and then Comm. Farjood moved to table the motion.

Information Items:

- **2024 Meetings:** April 5, May 3, June 7, July 5, August 2, September 6, October 4, November 1, December 6
- **2024 WHOF:** April 13, 2024, Joan Kroc Center

ADJOURN:

- a. There be no further business, this meeting is closed at 4:00 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.



1600 Pacific Highway, Room 302

San Diego, CA 92101-2942

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MINUTES

March 1, 2024

In-person Meeting

12:00 PM – 1:30 PM

Chair Melinda Vásquez: Meeting was called to order at 12:04 P.M.

Commissioner Roll Call:

Members Present In-person:

Melinda Vásquez	Vernita Gutierrez
Mary Davis	Nadia Farjood
Deja Hartley	Rohida Khan
Lindsay Riedel Ruther	Lauren Welty
Amy Nantkes (arrived @ 12:15pm)	

Members Absent:

Kristine Custodio Suero	Leah Goodwin
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Approval of Minutes:

Comm. Gutierrez made a motion to approve the meeting minutes from February 2, 2024. Commissioner Davis seconded the motion. Motion carried with 7 in favor, 1 abstention by Comm. Welty, and Vice Chair Nantkes was not present for the vote.

Public Comments:

None

Business:

Agenda Item #4 - Letter of Support for Announcing Its Commitment To End Child Marriage By Calling For 18 Years of Age, No Exceptions: Nancy Breneau, Commissioner for Santa Clara County Commission on the Status of Women, spoke on child marriage and how their commission submitted a resolution to their Board of Supervisors to end child marriage by calling for 18 years of age, no exception. The Santa Clara County passed the resolution and now supports state legislation. Chair Vásquez opens the floor to hear a motion to recommend the support of the resolution. No movement, no action taken at this time.

Agenda Item #5 – Presentation by County Counsel (CoCo) Frances Rogers regarding requirements for Commissioners: With 11 seated members, CoCo Rogers mentioned a majority to consist of a quorum is 6 commissioners. The meeting procedures are Roberts Rules of Order. The Board Policy and County Administrative Code require that Commission meetings must be open to the public. Subcommittees are not subject to comply with the Brown Act; however, since 6 commissioners consists of a quorum subcommittee with more than 6 Commissioners are subject to the Brown Act and meetings would need to be noticed. The County Administrative Code provides that a commissioner vacates their seat if they are absent for more than one-third of the regular scheduled meetings in any 12-month period or three consecutive meetings. All commissioners must attend regular monthly meetings and special meetings in person unless they have “just cause” or an “emergency” (AB 2449), then they will be allowed to attend virtually. There is a limit in the number of times a commissioner can use AB 2449. Travel for work does not apply for “just cause”; however, if a commissioner is traveling on commission business, then they can use AB 2449. Chair Vásquez mentioned wanting to amend the by-laws to allow for baby leave. CoCo Rogers advised that the commission would need to make a recommendation to the Board of Supervisors to amend policy.

Agenda Item #6 – Chair Vasquez sought commissioner input and spoke about the challenges faced in maintaining a full roster due to restrictive language regarding reappointment of members beyond their term limits. During discussion, Chair Vásquez mentioned wanting the option to waive term limits. The Chair went on to say it is hard to maintain a full roster for a variety of reasons, including term limits, and maternity leave, which currently is not an excusable absence. As a commission that advocates for women’s rights and equality as well as strives for diversity and inclusion, it was mentioned that the commission would also like for policy to be amended to allow for maternity leave, or at least the option to attend virtually for causes of maternity leave/baby bonding without having to use *just cause* because there are limits to that as well. County counsel advised the commission to make a recommendation to the Board of Supervisors for these changes.

Agenda Item #7 – Committee Reports given orally.

- Civic Engagement: Comm. Hartley reported that the Civic Engagement committee met with the consultant to get Know Your Rights (KYR) flyers completed and create a slideshow to play while waiting for the event to start.
- Policy: Vice Chair, Chair Nantkes reported that there are 42 registrants for the KYR symposium. All are encouraged to wear purple. There are enough volunteers currently. After today’s meeting, everyone is welcome to do a site visit of the venue (consultant will

be there too). Event is from 9am – 1pm, with check in from 8am-8:30am. Childcare vendor will arrive at 7am to set up the area. Help is needed at the end of the event to make sure the venue is left the way it was when arrived. Thankful for the County allowing to use the venue at no cost to the commission. Breakfast will be available at 8:30am. Open remarks by BOS Chair Vargas, MC is Laura Fink.

- Governance: Vice Chair, Chair Gutierrez mentioned the committee is focused on supporting the KYR event. They have secured 10 volunteers, excluding commissioners. Commissioner were asked to sign up for an assignment for the day of the KYR symposium.
- Executive: Chair Vásquez mentioned the committee will meet on the 17th of this month. All hands-on deck with the KYR event.

Agenda Item # 8 – Initiative Updates and Liaison Reports:

- Women’s Hall of Fame (WHOF): WHOF event will be held on April 13th. Tickets are on sale now.
- Association of California Commission for Women (ACCW): Comm. Goodwin not in attendance to report out.

Agenda Item #9 – Commissioner Announcements: Comm. Farjood shared Lawyers Club hosting Equal Pay Day Breakfast on March 12th. There will be 4 speakers, including Dr. Hei-ock Kim. Cost is \$25 for members/\$40 for non-members. MCLE credit available. Vice Chair Nantkes shared a few commissioners are gearing up for attending the 68th annual Commission on the Status of Women in New York City from March 11th – 22nd. Comm. Khan shared a training on human trafficking and child exploitation was given at 2 high schools. Working on getting into more school in all districts to spread the word and make students aware of this issue. Comm. Davis thanked all committee chairs for their efforts.

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ADJOURN:

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68th

UNITED NATIONS
COMMISSION ON THE
STATUS OF WOMEN

CSWG Vice Chairs

Kristine Custodio Suero & Amy Nantkes

2024 THEME

“Accelerating the achievement of gender equality and the empowerment of all women and girls by addressing poverty and strengthening institutions and financing with a gender perspective”



only **EXPERIENCE**



Meeting Peacemakers



**Learning from
Innovators**



**Participating in
Convenings**



Building Coalitions

notable
TAKEAWAYS

01

**CEDAW AS OUR
NORTH STAR**

02

**BRINGING YOUNG
WOMEN & GIRLS TO
THE TABLE**

03

**COLLABORATE
WITH OTHER
CSWs**

04

**CONNECT WITH
PARTNER
ORGANIZATIONS**

CSWG BYLAWS

ARTICLE III

Duties of the Commission, Commissioners, and Administrative Staff

Section A: Duties of the Commission

The Commission shall have the power and duty to:

1. Study and evaluate County Charter provisions, ordinances, policies and proposed policies, and their implementation to determine if there are instances of discrimination against any person because of sex.
2. Cooperate with Federal, State, County, City and other public agencies and refer to the respective agencies any matters, disputes, or controversies already in the jurisdiction of their existing powers, with the intent that duplication of efforts should be avoided. The Commission may initiate investigations of such matters and make recommendations to such agencies.
3. Study areas of possible discrimination as they pertain to women's lives and needs including but not limited to:
 - (1) Employment opportunities,
 - (2) Education opportunities,
 - (3) Medical and health services,
 - (4) Legal services,
 - (5) Credit and loan policies,
 - (6) Criminal justice policies and procedures,
 - (7) Housing and transportation facilities,
 - (8) Child care needs,
 - (9) Human care services.
4. Conduct workshops for County personnel and community groups to explore specific subject areas and improve relationships.
5. Conduct public hearings dealing with matters before the Commission.
6. Utilize County resources and facilities to accumulate information for the purpose of furthering the objectives of this Commission.
7. Prepare and disseminate information on matters related to sexual discrimination and prejudice.
8. Formulate programs or legislation to promote and insure equal rights and opportunities for all women.
9. Provide liaison and assistance to citizen groups interested in the problems facing women.
10. Apply for and administer grants from all levels of government and private sources for carrying out the functions of the Commission.
11. Annual Report: The Commission shall write, approve, and submit an annual report to the Board of Supervisors of its policies, activities, findings and recommendations.

discussion:
**AREAS OF FOCUS
FOR CSWG**

RECOMMENDATIONS

CAREGIVING

**INVISIBLE
LABOR**

**PAID FAMILY
LEAVE**

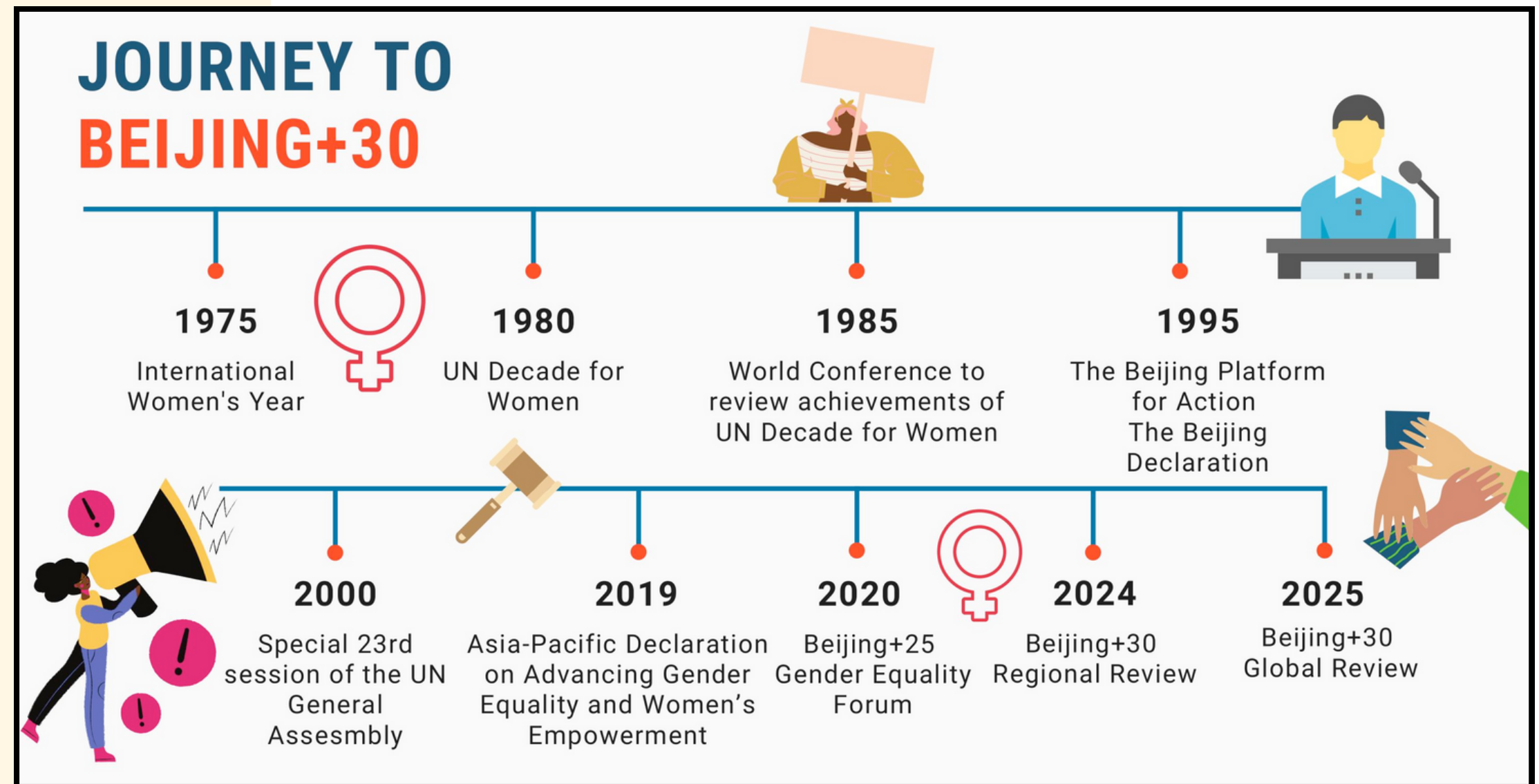
PAY EQUITY



CSW 2025

MARK YOUR CALENDARS

United Nations Headquarters
New York City
March 10-21



San Diego County CEDAW's Ordinance

