



1600 Pacific Highway, Room 203
 San Diego, CA 92101-2942
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CSWG@sdcounty.ca.gov

Chairwoman: Melinda Vásquez

Vice Chair
 Kristine Custodio Suero
 Amy Nantkes
 Vernita Gutierrez

District 4,
Montgomery Steppe
 Vacant
 Melinda Vásquez

District 1, Vargas
 Leah Goodwin
 Deja Hartley

District 5, Desmond
 Rohida Khan
 Amy Nantkes

District 2, Anderson
 Mary Davis
 Lauren Schulte

Members At Large
 Lindsay Riedel Ruther
 Vernita Gutierrez
 Nadia Farjood

District 3, Lawson-Remer
 Vacant
 Kristine Custodio Suero

Staff Assistant
 Cristina Garcia
Senior Deputy
 Frances Rogers

MINUTES
 April 5, 2024
 Hybrid Meeting
 12:00 PM – 1:30 PM

Chair Melinda Vásquez: Meeting was called to order at 12:11PM

Commissioner Roll Call:

Members Present In-person:

Melinda Vásquez	Amy Nantkes
Mary Davis	Rohida Khan
Lindsay Riedel Ruther	Lauren Welty
Kristine Custodio Suero – arrived @ 12:21pm	

Members Present Virtually (AB2449):

Leah Goodwin (-Emergency)

Members Absent:

Nadia Farjood	Deja Hartley
Vernita Gutierrez	

Approval to Teleconference:

Approval of the request by Comm. Leah Goodwin to teleconference from a remote location due to medical emergency circumstances. Comm. Khan made a motion, Vice Chair (VC) Comm. Nantkes seconded. Motion carries with a vote of 6-0 (Comm. Goodwin did not vote; Comm. Custodio Suero not present for the vote).

Approval of Minutes:

No additions, deletions, or modifications. VC Comm. Nantkes moved to approve the February 10, 2024, Special Meeting Minutes. Comm. Davis seconded the motion. No discussion. Motion carries with 7-0 vote (Comm. Custodio Suero not present for the vote).

No additions, deletions, or modifications. Comm. Davis moved to approve the March 1, 2024, Regular Meeting Minutes. Comm. Riedel Reuther seconded the motion. No discussion. Motion carries with 6-0 vote, 1 abstention from Comm. Goodwin who was not present for the March 1, 2024, meeting (Comm. Custodio Suero not present for the vote).

Public Comments:

None

Business:

Agenda Item #5 – Decided to move the agenda item to be heard right before the Committee Reports (item#7) to give time for VC Comm. Custodio Suero arrival.

VC Comm. Nantkes and VC Custodio Suero shared their experiences at the 68th United Nations Commission on the Status of Women and provided a presentation (attachment A). Former Chair Ijadi-Maghsoodi presented at the event. The 2025 event will be held March 10-21, 2025, in New York City at the United Nations Headquarters. The theme will be Journey to Beijing+30 (anniversary milestone).

Agenda Item #6 – To reconsider the April 28, 2024, Strategic Planning (SP) Meeting for another date due to Comms. Farjood, Hartley and Riedel Reuther will not be able to attend. The intent of the SP Meeting is to have all commissioners present at the meeting. Comm. Nantkes moved to reconsider the Special meeting scheduled on April 28th. Comm. Welty seconded the motion. VC Comm. Nantkes in favor of reconsideration because the commission would like all commissioners present, moving it to another date would all for that. No more discussion. Motion carries with 7-0 vote, 1 abstention by VC Comm. Custodio Suero who walked in while discussing point of information.

The intent is to reschedule the SP meeting for right after the regularly schedule commission meeting. Comm. Davis moved to schedule the SP meeting on September 6, 2024. VC Comm. Nantkes seconded the motion. Motion carries with 8-0 vote.

Comm. Davis moved to hold the SP meeting immediately after as just discussed. Comm. Davis withdrawals her motion. VC Comm. Custodio Suero moved to hold the SP meeting on Friday, September 6, 2024 from 2:00pm to 5:00pm based on the parking at the County Administration Building. Comm. VC Comm. Nantkes seconded the motion. Motion carries with 8-0 vote.

Agenda Item #7 –

- Civic Engagement: VC Comm. Custodio Suero has not been able to schedule a meeting with Comm. Hartley and Comm. Goodwin. Influx with website, more information to come.
- Policy: VC Comm. Nantkes thanked all commissioners for their work on the Know Your Rights Symposium. Event went smoothly with about 70+ attendees and 4 panels: housing, healthcare, immigration and employment rights.
- Governance: Chair Vasquez shared on behalf of VC Gutierrez that if you have not completed your orientation training and ethics training, to please do so as soon as possible. Once the finances and invoices are in the Governance committee can complete the grant report.
- Executive: Chair Vasquez echoed the thank you to all commissioners. The KYR Symposium was a monumental event, first of its kind reaching out to community members. The next steps are executing the next 2 events under the CSW Phase II grant: KYR on Human Trafficking and KYR at Las Colinas. A new county commission website is being created by Staff Assistant Garcia to help eliminate the fees for the external .org website.

Agenda Item # 8 –

- **CEDAW Advisor:** (heard before item #7) Chair Emeritus Ijadi-Maghsoodi shared the San Diego County's Ordinance Integrating the CEDAW Principles: Implementation summary

(attachment B). Currently at Conduct a Baseline Intersectional Gender Analysis. Pursuant to section 32.833 of the CEDAW Ordinance, the County has hired a qualified expert to conduct the gender analysis (H&R Advisors Inc, in Los Angeles). Next steps, consultant is in the process of completing the gender analysis which will be provided at a County Board of Supervisors meeting. Guest Nancy Breneau mentioned the San Diego Ordinance is the gold standard that is taken across the county across the state. Commends former Chair Ijadi-Maghsoodi on her worker with the CDEAW Ordinance.

Commented [CG1]: Please confirm

- **Women's Hall of Fame (WHOF):** The event will take place on April 13, 2024 at 10am. You can access it through the state website and the commissions .org website.
- **Association of California Commission for Women (ACCW):** Open position for a commissioner liaison. If interested, please connect with Chair Vasquez.

Agenda Item #9 – Comm. Davis suggested to purchase the .org domain and have it redirect to the new county commission website. Would like to explore an Instagram account for the San Diego County Commission on the Status of Women and Girls. Comm. Khan mentioned she's been working on Human Trafficking events at high schools. Has already reached 1,500 students. Provided prevention information and letting them know what their rights are. Comm. Goodwin shared the website cost can be raised/covered through grants like the Community Enhancement Grant which the commission received while she was former Chair. Senior County Counsel confirmed that receiving grants are authorized, but received donations is prohibited. Comm. Davis wanted to put on commissioners' radar that there is a regular scheduled commission meeting scheduled on July 5th with is right after the July 4th holiday. Some families might take and extended holiday so it would be a good idea change maybe change the regular meeting to July 12th. Senior County Counsel Rogers mentioned it could be added as an action item for the next meeting.

Information Items:

- **2024 Meetings:** 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 1:28pm.

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.

Resolution Urging County to Provide Operational Data for Baseline Data Analysis for Effective Implement of the CEDAW Ordinance

Whereas, in May 2022, San Diego County adopted Ordinance No. 10791, “An Ordinance of the Board of Supervisors of the County of San Diego to Provide for the Local Implementation of the United Nations Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW).”

Whereas, the CEDAW Ordinance states as follows: “In order to implement the principles of this CEDAW ordinance, the County of San Diego recognizes it must first identify and analyze gender inequities in order to implement effective measures to remove barriers and promote gender equitable-practice.” (CEDAW Ordinance, Sec. 32.833(a).) Accordingly, the CEDAW Ordinance requires “the completion of an intersectional gender analysis of the entire county, including county departments, offices, programs, boards, commissions, and other operational units. This analysis will establish the baseline for subsequent analyses that may be conducted by the county. All analyses will be conducted externally by qualified individuals.” (CEDAW Ordinance, Sec.32.833(b)(1).)

Whereas, in December 2023, San Diego County entered into a \$500,000 contract “for a contractor to complete the baseline intersectional analysis of the entire county, including county departments, offices, programs, boards, commissions, and other operational units, to implement the principles of the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) ordinance[.]” (County Contract Number 570344, Exhibit A – Statement of Work, pp. 21, 67.)

Whereas, in February 2024 and April 2024, San Diego County Commission on the Status of Women and Girls urged San Diego County to collect and provide to the contractor operational data from all County units.

Whereas, in May 2024, San Diego County informed San Diego County Commission on the Status of Women and Girls that now may not be the best time to obtain data from operational units because departments have “survey fatigue.”

Whereas, in May 2024, San Diego County further informed San Diego County Commission on the Status of Women and Girls that there may not be sufficient time left in the contract to obtain operational data from all County units.

Whereas, on May 20, 2024, Cities for CEDAW and San Diego County Commission on the Status of Women and Girls Chair Vasquez sent the County of San Diego the attached letters.

Whereas, as of May 31, 2024 (six months into the \$500,000 contract), San Diego County has not provided operational data from all County units to the contractor hired to conduct the baseline intersectional gender analysis, nor has San Diego County provided a date by which San Diego County will provide operational data from all County units to the contractor.

Whereas, as emphasized by Cities for CEDAW in its May 20, 2024 guidance to San Diego County, operational data is necessary for effective implementation of the first phase of the CEDAW Ordinance, the baseline data analysis. (Importance of Data Collection for CEDAW Baseline Intersectional Gender Analysis, Cities for CEDAW letter to San Diego County, May 20, 2024.)

Whereas, Cities for CEDAW's guidance to San Diego County states "[t]he baseline analysis requires the collection of data from government departments, which must include data pertaining to the government's role as a service provider Operational data is vital for identifying – including in comparison to resident demographic data – inequities that may not otherwise be revealed including through surveys or other non-data based methods. An accurate data-based analysis of government operations is integral to the baseline analysis. Without this operational data, there can be no identification of the inequities in government operations that will serve as the basis for the actions to analyze and remove those barriers to equity. Nor will there be a baseline by which to compare future progress under those action plans." (Importance of Data Collection for CEDAW Baseline Intersectional Gender Analysis, Cities for CEDAW letter to San Diego County, May 20, 2024.)

Effective implementation of the CEDAW Ordinance is an important priority for San Diego County Commission on the Status of Women and Girls. There can be no effective implementation of the CEDAW Ordinance without the baseline data analysis, and there can be no effective baseline data analysis without operational data from all County units. The baseline data analysis the purpose of the \$500,000 contract San Diego County entered into six months ago.

NOW, THEREFORE, BE IT RESOLVED, that San Diego County Commission on the Status of Women and Girls hereby urges the San Diego County to take all steps necessary to promptly provide operational data from all County units to the contractor hired to conduct the intersectional baseline analysis.

BE IT FURTHER RESOLVED, that San Diego County Commission on the Status of Women and Girls urges San Diego County to prioritize the provision of data pertaining to the County's role as a "service provider" consistent with the priorities set forth in the CEDAW Ordinance. (CEDAW Ordinance, Sec. 32.832.)

We, the undersigned members of San Diego County Commission on the Status of Women and Girls hereby certify that the above resolution was duly adopted at a meeting of the Commission held on June 5, 2024.

Enclosures:

County Contract Number 570344 (December 7, 2023)

Cities for CEDAW letter to San Diego County (May 20, 2024)

Chair Vasquez letter to San Diego County (May 20, 2024)



May 20, 2024

Chair Vargas and Vice Chair Lawson-Remer
County of San Diego Board of Supervisors
County Administration Center
1600 Pacific Highway
San Diego, CA 92101
Via Email District1Community@sdcounty.ca.gov
Terra.Lawson-Remer@sdcounty.ca.gov

Director Strong and Program Manager LeRoy
Office of Equity and Racial Justice
County Administration Center
1600 Pacific Highway
San Diego, CA 92101
Via Email Andrew.Strong@sdcounty.ca.gov
Chiara.Leroy@sdcounty.ca.gov

Re: Importance of Data Collection for CEDAW Baseline Intersectional Gender Analysis

Dear County of San Diego:

We write on behalf of the Cities for CEDAW movement to offer support and guidance for San Diego County's effective implementation of its recently passed CEDAW ordinance.

Launched at the UN Commission on the Status of Women in 2014, Cities for CEDAW provides tools and leadership resources to help local jurisdictions pass and implement ordinances based on the Convention on the Elimination of All Forms of Discrimination against Women. While Cities for CEDAW is committed to assisting localities with their drafting and adoption of ordinances (as we have for San Diego), our support does not end there; indeed, the critical work to advance intersectional gender justice begins once the ordinance is passed. The importance of effective implementation of the ordinance cannot be overstated.

All CEDAW ordinances contain, at the barest minimum, three core components: (1) data collection from all government departments to enable a baseline and follow up gender analyses; (2) an oversight body to monitor implementation of the local CEDAW ordinance — including the data collection and gender analysis processes; and (3) adequate funding to support the first two components. We believe that these three interrelated components are indispensable in fulfilling the purpose of the ordinance — to advance gender justice in the nation's fifth most populous county.

In particular, the collection of data from all County units is a crucial exercise for implementing the CEDAW ordinance. Such data is necessary for identifying challenges, designing gender-responsive policies, measuring the efficacy of such policies and raising departmental awareness of gender considerations. (See, e.g., Ginette, Azcona, Why data matters for progress on gender equality, UN Women (Mar. 8, 2024), <https://data.unwomen.org/features/why-data-matters-progress-gender-equality>.)

Data collection is particularly important for conducting a baseline gender analysis. This is because the baseline analysis serves as the reference point for assessing progress toward intersectional gender equity. The baseline analysis requires the collection of data from government departments, which must include data pertaining to the government's role as a service provider. Operational data is vital for identifying – including in comparison to resident demographic data – inequities that may not otherwise be revealed including through surveys or other non-data based methods. An accurate data-based analysis of government operations is integral to the baseline analysis. Without this operational data, there can be no identification of the inequities in government operations that will serve as the basis for the actions to analyze and remove those barriers to equity. Nor will there be a baseline by which to compare future progress under those action plans. Indeed, the very text of San Diego County's Ordinance recognizes that the County "must first identify and analyze gender inequities in order to implement effective measures to remove barriers and promote gender-equitable practices."

Please let us know if you have any questions regarding the foregoing or the data collection process. We appreciate the opportunity to support the effective implementation of San Diego County's CEDAW Ordinance. Thank you for your continued commitment to intersectional gender justice.

Sincerely,

Elahe Amani
President, Women's Intercultural Network



Gail James, Ph.D.
Founding Member, Women's Intercultural Network

Cc: Mary Hansel, Esq., Co-Chair, Cities for CEDAW National Advisory Board
Parisa Ijadi-Maghsoodi, Esq., Co-Chair, Cities for CEDAW National Advisory Board



Director Strong and Program Manager LeRoy
Office of Equity and Racial Justice
County Administration Center
1600 Pacific Highway
San Diego, CA 92101
Via Email Andrew.Strong@sdcounty.ca.gov
Chiara.Leroy@sdcounty.ca.gov

Re: Concern With Delay in Data Collection for CEDAW *Data Analysis*

Dear Director Strong and Program Manager LeRoy:

The implementation of the CEDAW Ordinance continues to serve as an important priority for the County Commission on the Status of Women and Girls. Through regular reports from the Commission's CEDAW Advisor, it has been brought to my attention that the County has yet to provide any operational data to the consultant hired to conduct the baseline intersectional gender analysis.

I write to reiterate the recommendations and concerns the Commission's CEDAW Advisor has expressed to your office, including during the meeting with the consultant last week. Operational data is vital for the baseline analysis. An intersectional baseline analysis cannot be conducted without County operational data. Providing this data to the consultant is not optional, it is necessary for the baseline analysis to be conducted. As the County is now three months into the \$500,000 contract with the consultant, any further delay in providing operational data to the consultant is concerning. The required data analysis cannot be conducted without access to the County's data.

I understand there will be further discussions between your office and the Commission's CEDAW Advisor this week. I look forward to receiving an update after those discussions and I trust that we will have confirmation that the initial data requests have been made to all County units—or at least to all units with data pertaining to the County's role as a "service provider" given the priorities set forth in the CEDAW Ordinance.

I appreciate your office's work and your prompt attention to this matter.

Sincerely,

Melinda Vasquez, Esq.
Chair, Commission on the Status of Women and Girls

Cc: Parisa Ijadi-Maghsoodi, Esq.
CEDAW Advisor, Commission on the Status of Women and Girls

San Diego County's CEDAW Ordinance



Read the CEDAW Ordinance here:

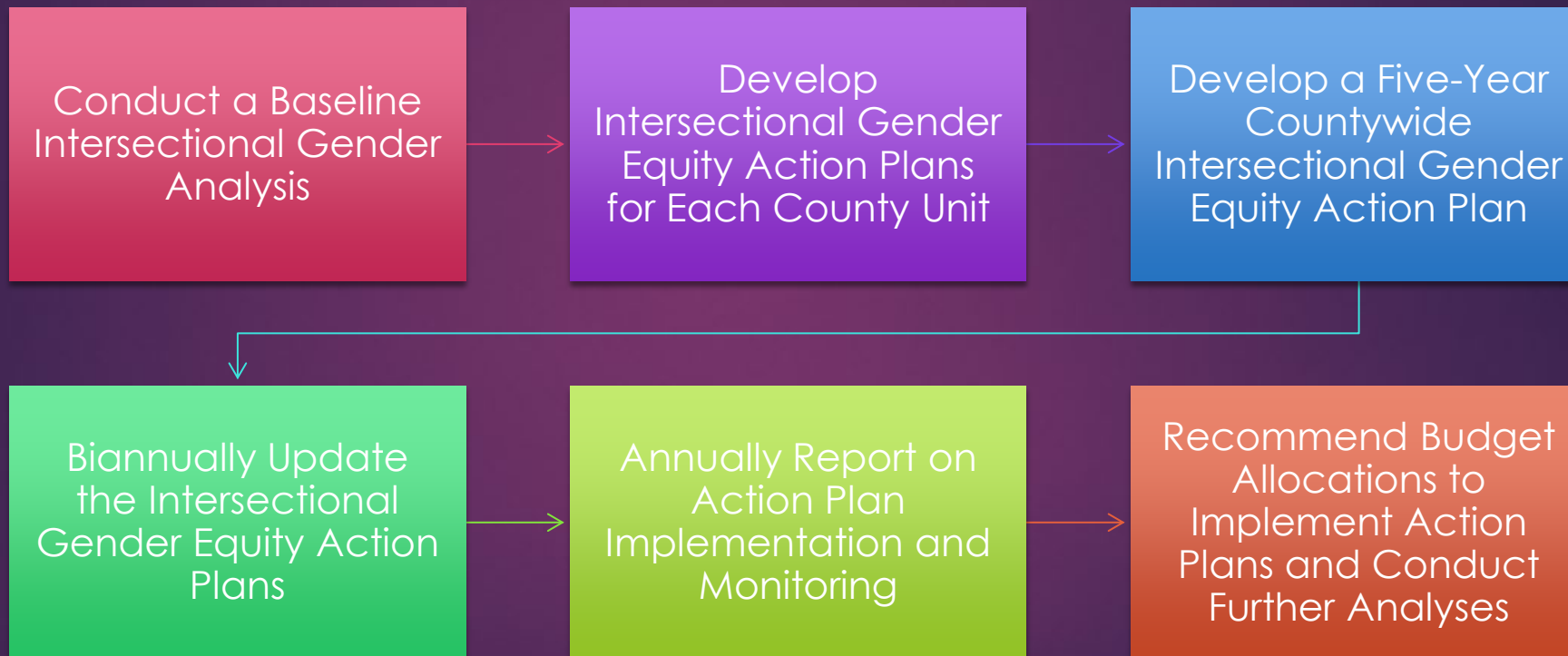
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“It is the goal of the County to implement the principles underlying the CEDAW to achieve gender equity and *eradicate discrimination* against women and girls.”



San Diego County CEDAW's Ordinance



KNOW YOUR RIGHTS: STRATEGIES TO PREVENT HUMAN TRAFFICKING IN SAN DIEGO COUNTY

**MONDAY JUNE 17TH
6:00-7:30PM**

Live Online Forum

**FREE REGISTRATION
HERE:**



You are invited to an empowering and motivating online event where you'll hear from survivors and experts, learn to spot the signs of human trafficking, and gain valuable strategies to take action on behalf of yourself and others.

LEARN FROM OUR PANEL OF EXPERTS



SD COUNTY
DISTRICT ATTORNEY
SUMMER STEPHAN



FOUNDER,
THE RAD MOVEMENT
SHARIE FINN



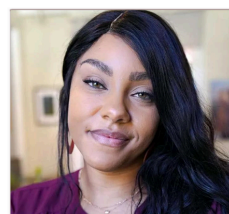
SURVIVOR & KNOW MORE
PROGRAM FACILITATOR
EBONY ROBINSON



VICTIM ASSISTANCE
SPECIALIST & EDUCATOR
ROHIDA KHAN



EXECUTIVE DIRECTOR, BILATERAL
SAFETY CORRIDOR COMMISSION
DR. MARISA UGARTE



PROGRAM SPECIALIST,
GENERATE HOPE
KEELIN WASHINGTON



SAN DIEGO COUNTY
COMMISSION ON THE STATUS OF
WOMEN & GIRLS