



1600 Pacific Highway, Room 203
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Chairwoman: Melinda Vásquez

<u>Vice Chair</u> Kristine Custodio Suero Amy Nantkes Vernita Gutierrez	<u>District 1, Vargas</u> Vacant Vacant	<u>District 2, Anderson</u> Mary Davis Lauren Welty	<u>District 3, Lawson-Remer</u> Vacant Kristine Custodio Suero
<u>District 4, Montgomery</u> <u>Steppe</u> Idara Ogunsaju Melinda Vásquez	<u>District 5, Desmond</u> Rohida Khan Amy Nantkes	<u>Members At Large</u> Vacant Vernita Gutierrez Nadia Farjood	<u>Staff Assistant</u> Cristina Garcia <u>Senior Deputy County</u> <u>Counsel</u> Heather Murray

MINUTES
 December 6, 2024
Hybrid Meeting
12:00 PM – 1:00 PM

Chair Melinda Vásquez: Meeting was called to order at 12:03 PM.

Commissioner Roll Call:

Members Present In-person:

Melinda Vásquez	Vernita Gutierrez
Kristine Custodio Suero	Amy Nantkes
Mary Davis	Lauren Welty (virtually – just cause)
Idara Ogunsaju	Rohida Khan

Members Absent:

Nadia Farjood	
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Election of Officers for 2025:

Commissioner (Comm.) Nantkes nominated Comm. Custodio Suero for the 2025 Chair position. Comm. Custodio Suero accepted the nomination. No other nominations heard. Roll call vote passed unanimously.

Comm. Custodio Suero nominated Comm. Nantkes who wanted to wait for other nominations. Comm. Gutierrez nominated Comm. Davis who accepted the nomination with the notice that things could change during the upcoming year. Comm. Custodio Suero nominated Comm. Ogunsaju who accepted the nomination. Comm. Ogunsaju nominated Comm. Gutierrez who accepted the nomination. Comm. Khan made a motion to vote Commissioners Davis, Ogunsaju, and Gutierrez for the three Vice Chair positions for the 2025 calendar year. Roll call vote passed unanimously.

At this time the 2025 Chair, Comm. Custodio Suero, took over the meeting.

Approval of Minutes:

Comm. Vasquez made a motion to approve the November 1, 2024, meeting minutes. Vice Chair Davis seconded the motion. During discussion Comm. Nantkes mentioned her last name was spelt wrong. Roll call vote passed unanimously with the condition of correcting Comm. Nantkes' last name on page 2.

Public Comments:

Chelsea with Lawyer's Club spoke about her position as co-chair of the Gender Equity Committee and how they would like to collaborate with the commission on upcoming events. Equity equal pay day in the spring, breakfast event on April 8th, and International Women's Day on March 6th. Will be focusing on paid leaves.

Rosemary from League of Women Voters said she would like to speak on CEDAW but since it was on the agenda, she was given time to speak during that agenda item.

Business:

Agenda item #5 – see attachment A (pages 3-16) – CEDAW PowerPoint Presentation

Agenda item #6 – Vice Chair Gutierrez made a motion to recommend bylaw changes to the County Board of Supervisors for consideration. Comm. Vasquez seconded the motion. Motion passes unanimously with all voting in favor of the motion.

Agenda item #7 –

- Civic Engagement: Defer to committee meeting.
- Policy: Comm. Nantkes willing to help with transition to new committee chair.
- Governance: The Commission will not be able to meet the requirements of spending down the Phase II grant funds and will have to forfeit the remaining funds.
- Executive Board: Your Safe Place wrapping taking place during the same time of current meeting so Comm. Vasquez informed them the Commission would not be able to attend to help with wrapping. Comm. Vasquez will have the annual report completed and sent to new executive board for review so it can be approved and submitted to the Board of Supervisors.

Agenda item #8 –

- CEDAW Advisor: see attachment B (page 17)
- Women's Hall of Fame: Chelsea spoke about Lawyers Club wanting to partner with Women's Hall of Fame and Commission. More to be discussed at the Strategic Planning meeting.
- Association of California Commission for Women: Comm. Welty had no updates. Still having issues with attending the meetings and connecting with folks at the state commission.

Agenda item #9 – Comm. Khan wanted to remind everyone that January is Human Trafficking month. Chair Custodio Suero requested Comm. Nantkes provide a link to her dissertation to the staff assistant so it can be shared with the rest of the commissioners.

ADJOURN:

- a. There be no further business, this meeting is closed at 1:20pm.

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.



CEDAW and the Importance of Data Transparency

December 6, 2024

San Diego County Commission on the Status of Women and Girls

Parisa Ijadi-Maghsoodi (CEDAW Advisor) & Amy Nantkes (Vice Chair)



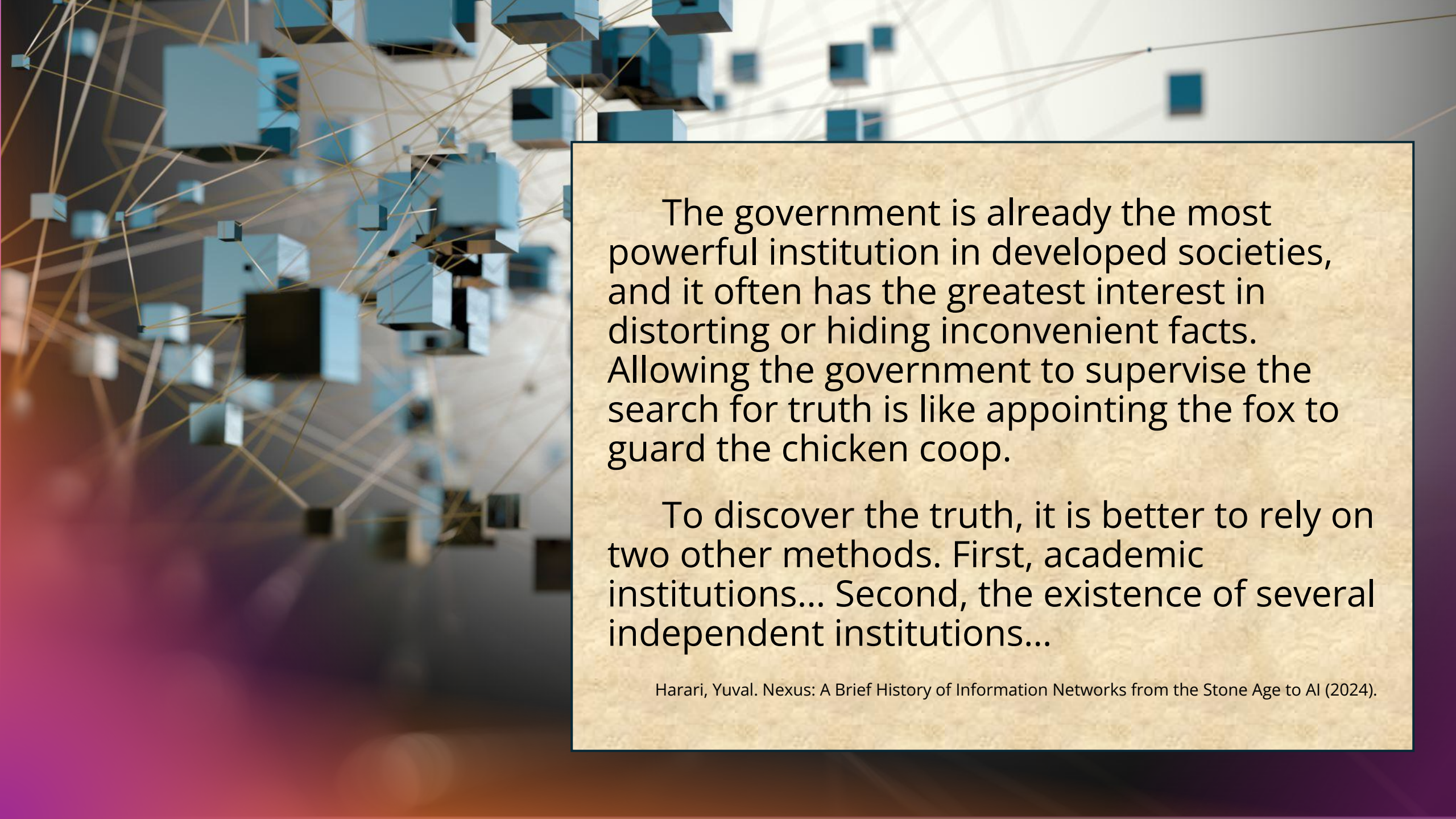


[Bit.ly/3YQZI5j](https://bit.ly/3YQZI5j)

“In implementing the principles underlying the CEDAW, the County shall ensure that a consideration of the intersectionality of discrimination is at the forefront of all efforts, and shall afford special attention to individuals in poverty, who have the least access to opportunities. **The county shall conduct intersectional gender analyses to identify, analyze, and eradicate barriers to gender equity and factors perpetuating gender inequity.**”

SEC. 32.832. LOCAL PRINCIPLES OF CEDAW

**San Diego County's Ordinance
Reflecting the Principles of CEDAW**

The background of the slide features a complex network of thin, gold-colored lines connecting various blue, three-dimensional cubes of different sizes. The cubes are scattered across the frame, with some appearing more prominent than others. The overall aesthetic is digital and interconnected, suggesting themes of technology, data, or global networks.

The government is already the most powerful institution in developed societies, and it often has the greatest interest in distorting or hiding inconvenient facts. Allowing the government to supervise the search for truth is like appointing the fox to guard the chicken coop.

To discover the truth, it is better to rely on two other methods. First, academic institutions... Second, the existence of several independent institutions...

Harari, Yuval. Nexus: A Brief History of Information Networks from the Stone Age to AI (2024).

THE COST OF DISCRIMINATION

“San Diego County regularly fails to enroll a high percentage of eligible residents in major federal safety net programs, including CalFresh, Medi-Cal, and CalWORKs, at an estimated cost of \$1 billion lost annually to the local economy.”

COUNTY OF SAN DIEGO BOARD OF SUPERVISORS
TUESDAY, APRIL 06, 2021
MINUTE ORDER NO. 22

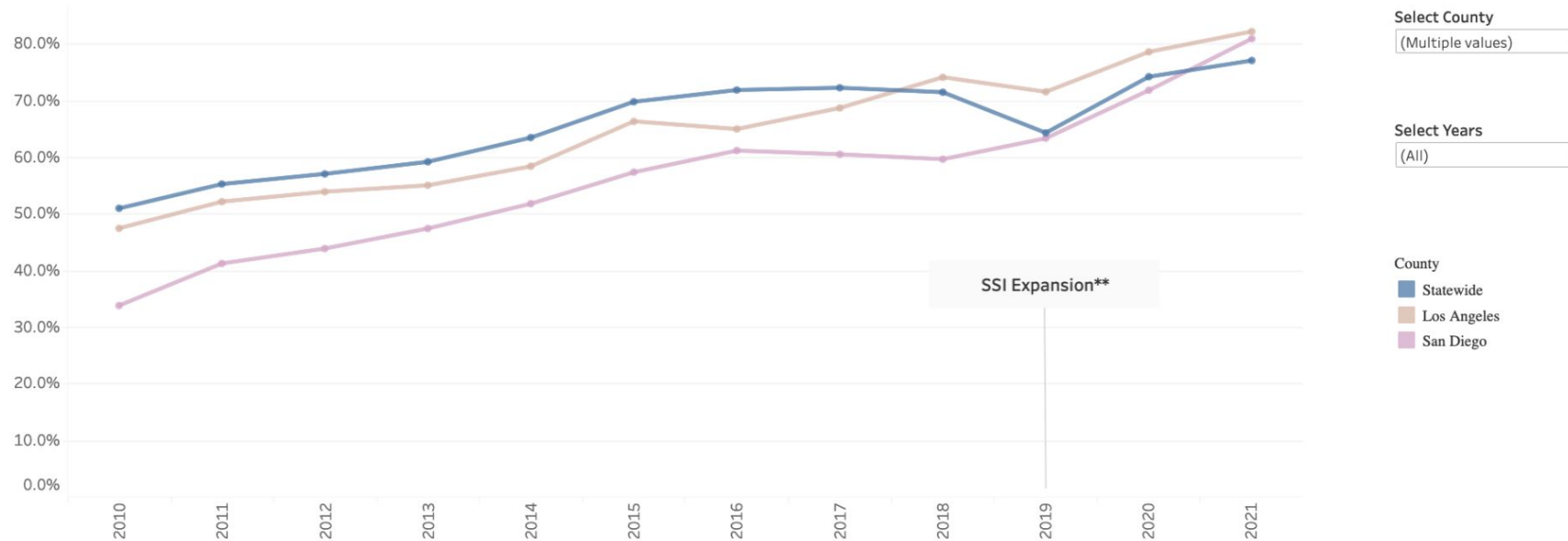
THE COST OF DISCRIMINATION



Program Reach Index (PRI)



PRI, Statewide and County *



Source: CDSS calculation based on data from the U.S. Census Bureau American Community Survey, DFA 256, and Medi-Cal Eligibility Data System. See "Resources" tab for further documentation on PRI methodology.

*Because ACS 1-year data does not contain a sufficiently large sample from small counties, the plot combines estimates for small counties generated with the 5-year ACS data and estimates for larger counties generated with the 1-year ACS data. The plot represents the best PRI estimate that can be generated with this methodology and the data available for a given county. Due to disruptions to Census operations in the COVID-19 pandemic, the 2020 PRI estimates are generated based on a combination of 2019 and 2020 census data.

**SSI recipients became eligible for CalFresh on June 1, 2019, therefore the PRI estimates from 2019 to 2021 include SSI recipients in the eligible population (the denominator) while PRI estimates from 2010 to 2018 do not include SSI recipients in the eligible population. This enlargement of the eligible population explains part of the change in PRI from 2018 to 2019.

POLICY STUDIES & PATH DEPENDENCE

Path Dependence (Pierson, 2000)

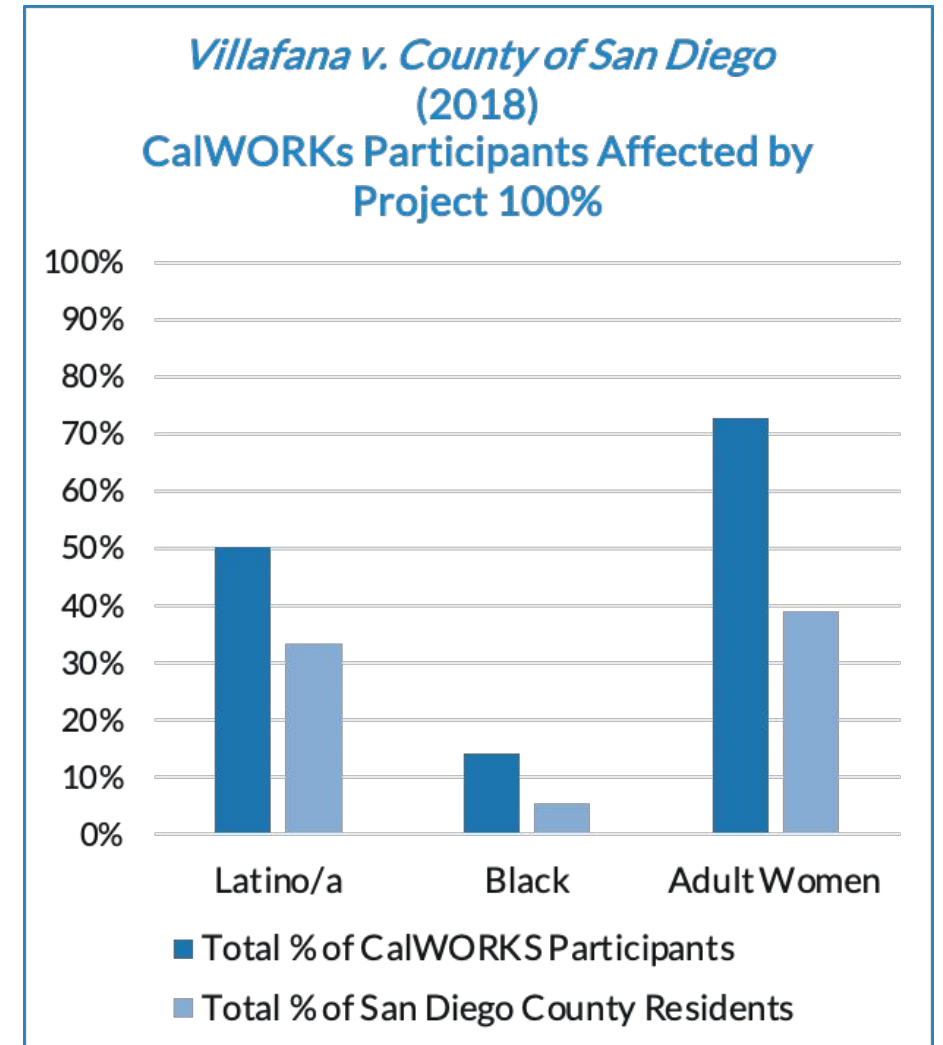
- Early decisions shape long-term policy paths
- Feedback loops reinforce inequalities over time
- Reform is costly due to entrenched structures

San Diego County Context

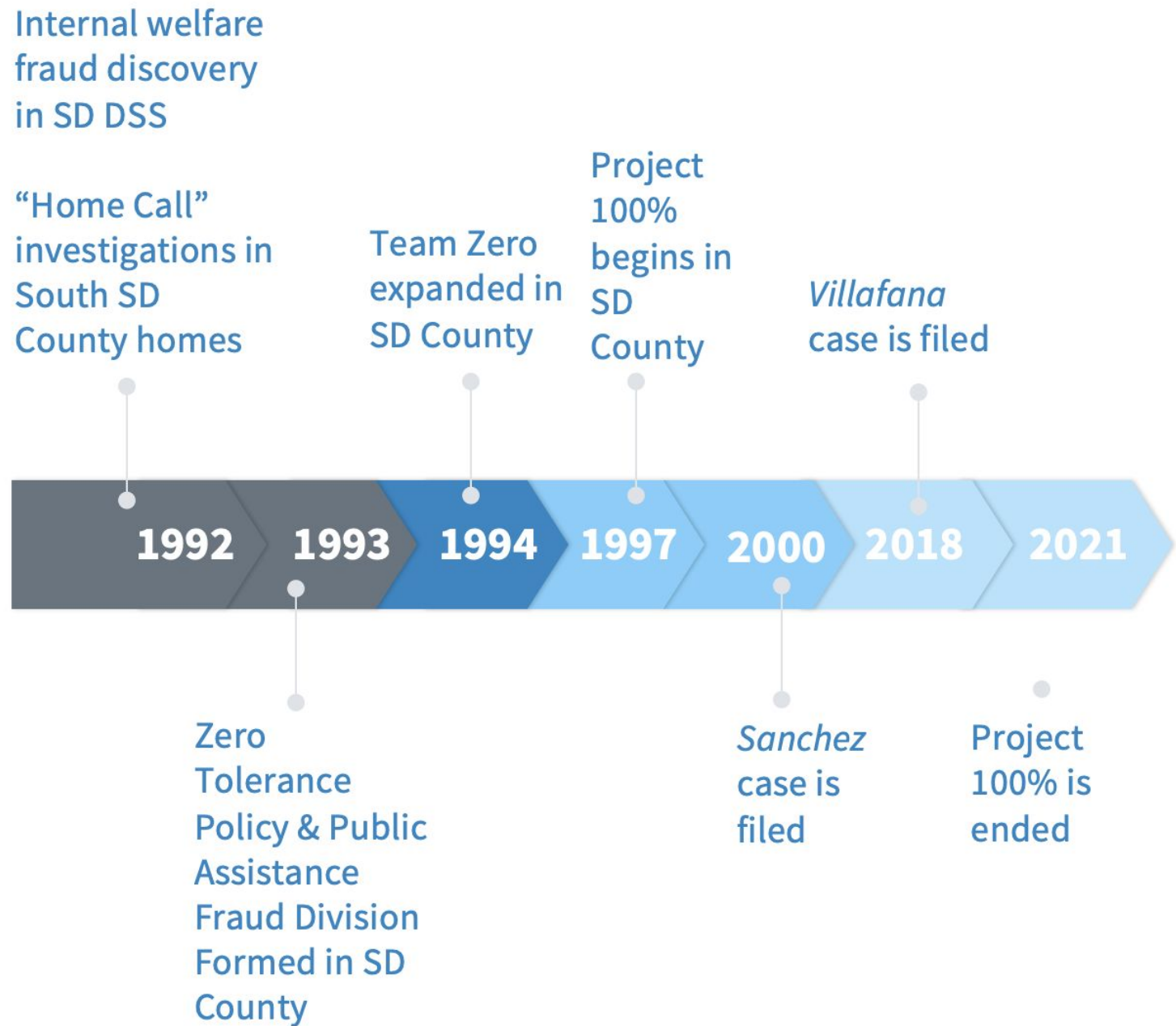
- History of undercounting/exclusion entrenched barriers
- Intersectional analysis needed to address root causes

PROJECT 100% (1997-2021)

- Mandatory comprehensive home investigations to detect & prosecute welfare fraud
- Deny the visit– deny your benefits
- Local policy: San Diego County Board of Supervisors & District Attorney
- Disproportionately affected women of color



PROJECT 100% TIMELINE



PROJECT 100% (1997-2021)

“The (Project 100%) investigator searched the home, including the bathroom cabinets, the bedroom, and every dresser drawer in the bedroom... asked Ms. Sanchez about a jacket and a pair of boots that her husband had left behind, stating that the presence of the clothing did not ‘make sense.’”

Sanchez v. County of San Diego (2006)

PROJECT 100% ISSUES



1 year budget
(1998-1999)

- \$8.4 million

2.5 year "savings":
(1997-May 1999)

- \$7.6 million

WHY THIS MATTERS & WHAT WE CAN DO

CEDAW Framework

- Focus on uncovering patterns of exclusion
- Use data to identify disparities that would otherwise go undetected
- Only once disparities are identified can we take informed action to dismantle systemic discrimination

Next Steps

- Prioritize in 2025 agenda
- Reach out to Supervisors to support effective implementation and data transparency





IMPLEMENTATION STATUS



QUESTIONS & DISCUSSION

Attachment B – CEDAW Advisor Update

CSWG's CEDAW Advisor's Update - Parisa Ijadi-Maghsoodi, read by Vice Chair Nantkes: Please see last meeting's minutes for the concerns at issue. On Tuesday (10/29), OERJ stated it would be providing the updated methodology which should address the concerns we raised. But we have yet to receive it. Accordingly, the same three concerns raised at our last meeting remain at issue. At the December CSWG meeting, Professor Nantkes and I plan to provide a more in depth presentation about the importance of data transparency and integrity, particularly in the realm of poverty alleviation programs given San Diego County's concerning history.