



1600 Pacific Highway, Room 203

San Diego, CA 92101-2942

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[CSWG@sdcounty.ca.gov](mailto:CSWG@sdcounty.ca.gov)

**Chairwoman:** Kristine Custodio Suero

**Vice Chair**

Mary Davis  
Idara Ogunsaju  
Vernita Gutierrez

**District 1, Vargas**

**Vacant**

**Vacant**

**District 2, Anderson**

Mary Davis  
Lauren Welty

**District 3, Lawson-Remer**

**Vacant**

Kristine Custodio Suero

**District 4, Montgomery**

**Steppe**

Idara Ogunsaju  
Melinda Vásquez

**District 5, Desmond**

Rohida Khan  
Amy Nantkes

**Members At Large**

**Vacant**

Vernita Gutierrez  
Nadia Farjood

**Staff Assistant**

Cristina Garcia

**Senior Deputy County**

**Counsel**

Heather Murray

**MINUTES**

January 3, 2025

**Hybrid Meeting**

**12:00 PM – 1:00 PM**

**Chair Kristine Custodio Suero: Meeting was called to order at 12:01 PM.**

**Agenda item #1 – Commissioner Roll Call:**

**Members Present In-person:**

Kristine Custodio Suero	Rohida Khan
Mary Davis	Amy Nantkes
Vernita Gutierrez	Lauren Welty
Idara Ogunsaju	

**Members Absent:**

Nadia Farjood	Melinda Vásquez
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**Agenda item #2 – Approval of Minutes:** Vice Chair Gutierrez mentioned on page 2 under public comment “Language of Women Voters” should be changed to “League of Women Voters”. Comm. Ogunsaju mentioned that International Women’s Day events are usually held in March, so she wanted a point of clarification on the event Ms. Mutual indicated during public comment. The December 2024 meeting minutes reflect May 6<sup>th</sup>, therefore confirmation on the month would be greatly appreciated and changed if necessary. Motion by Comm. Ogunsaju to approve the December 2024 meeting minutes with the changes mentioned; seconded by Vice Chair Davis. Motion passed with all in favor of the motion.

**Agenda item #3 – Public Comments:**

None

**Agenda item #4 – Committee Reports:**

- Civic Engagement: Vice Chair Davis to chair the committee.
- Policy: Vice Chair Ogunsaju to chair the committee. Comm. Nantkes, former chair of the committee, has helped with the transition of responsibilities and will remain a member of the committee.
- Governance: Vice Chair Gutierrez to remain as chair of the committee. Committee did not meet in December 2024. No updates.

- d. Executive: No updates. Chair Custodio Suero will report out on this committee going forward. Former Chair Vasquez and current Chair Custodio Suero met for a transition meeting. A new chair email has been created: [cswg.chair@gmail.com](mailto:cswg.chair@gmail.com). This email address will move with commission chairs.

### **Old Business:**

#### **Agenda item #5 – Initiative Updates and Liaison Reports**

- a. CEDAW Advisor: Please see attachment A.
- b. Women's Hall of Fame: Chair Custodio Suero shared that the Executive Director is Laura Mitchell, and they have been in communication via email. Ms. Mitchell informed Chair Custodio Suero that the event is scheduled for Saturday, November 8, 2025. San Diego History Museum is collaborating with Women's Hall of Fame.
- c. ACCW: No updates from Comm. Welty who still has not been able to get a hold of anyone at ACCW. Former Chair Ijadi-Maghsoodi will try to help connect Comm. Welty with someone at ACCW.

**Agenda item #6 – Update on proposed by-law changes:** Staff Assistant Garcia shared that the proposed bylaws are in the hands of the Finance and General Government Group Executive Office. They are in the process of reviewing the changes and will be creating the board letter recommending the changes be approved by the Board of Supervisors. The bylaw changes and drafted board letter needs to be reviewed by the County Counsel's Office as well as County folk that might have an interest in the board letter, including OERJ. Vice Chair Gutierrez asked if OERJ also reviews the bylaw changes and Staff Assistant Garcia confirmed.

### **New Business**

**Agenda item # 7 – Guest Speaker: Bilateral Safety Corridor Coalition (Marisa Ugarte):** Please see attachment B.

**Agenda item # 8 – Approve 2024 Annual Report:** Vice Chair Gutierrez recommended changes to the annual report, including correcting a few formatting issues, adding the Commission logo, and adding funding as a priority for 2025. Comm. Nantkes mentioned she was under the impression that there would be more details regarding the grant to show the extensive work, even if it is an appendix. Vice Chair Davis made a motion that the approval of 2024 Annual Report be tabled for discussion during the February 2025 meeting; seconded by Vice Chair Ogunsaju. Motion passed with all commissioners voting in favor of the motion. Vice Chairs Davis and Gutierrez agreed to make revisions to the 2024 Annual Report prior to the February meeting.

**Agenda item #9 – Establish 2025 regular meeting calendar:** Executive Committee meeting hosted at 11:30 AM in person on the first Friday of the month. The regular Commission meeting will be held at noon for 1 hour on the first Friday of the month via the hybrid model followed by in person committee meetings at 1PM to 2PM. Vice Chair Ogunsaju mentioned that the Policy Committee will try to find a public location to host their meetings to allow for other commissioners to join as it will not be tied to other committee meeting dates/times. Senior Deputy Murray mentioned that as long as the meeting is publicly noticed and follows the Brown Act, the meetings can be held at any location. Comm. Nantkes mentioned the first Friday in July is a holiday, so the July meeting will be held on July 11<sup>th</sup>. The regular monthly Commission meetings at the County Administration Center building. The room number might change from month to month depending on availability. Vice Chair Davis made a motion to approve the 2025 regular meeting schedule as mentioned; seconded by Comm. Nantkes. Motion passed with all commissioners voting in favor of the motion.

#### **Agenda item #10 – Outreach Strategies:**

- a. Supervisors: Chair Custodio Suero as well as others have already contacted some of the Supervisors regarding vacancies. Each appointee will contact their respective supervisor when there is a vacancy and/or when their term is about to expire.  
Supervisor Nora Vargas in District 1, has appointed Monica Martinez to the commission. Ms. Martinez was in attendance in person and may attend meetings as a guest until she attends an orientation. The vice chairs will do an onboarding session with Ms. Martinez before the February meeting, and she will also need to complete the additional required trainings.
- b. Internal Connections: Vice Chair Davis wanted to plant the seed of forming connections with the City's Commission on the Status of Women and Girls, The Dept. of Labor, liaison
- c. Recruitment: to be discussed further in the Civic Engagement Committee meeting
- d. Youth/Pipeline and Development: to be discussed further in the Civic Engagement Committee meeting

**Agenda item #11 – Events and social media:** Create a content calendar, partner with the District Attorney's Office, Dept. of Labor.

**Agenda item #12 – Commissioner's attendance/presence at public events:** Generally, it is not advised that a whole commission or board attend an event because if there is any official business discussed at that event then there is a violation of the Brown Act. If there is not quorum, then most likely there will not be a violation of the Brown Act. If all commissioners want to attend an event, then it is recommended to be very strict on what is

discussed so that no violation of the Brown Act occurs. Everyone can attend the Women's Hall of Fame induction as long as there is no discussion of official business.

**Agenda item #13** – Commissioner Announcement: None

**Information Items:**

- **2025 Meetings:** January 3<sup>rd</sup>, February 7<sup>th</sup>, March 7<sup>th</sup>, April 4<sup>th</sup>, May 2<sup>nd</sup>, June 6<sup>th</sup>, July 11<sup>th</sup>, August 1<sup>st</sup>, September 5<sup>th</sup>, October 3<sup>rd</sup>, November 7<sup>th</sup>, December 5<sup>th</sup>

**ADJOURNED:** This meeting is closed at 1:19 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.

## Attachment A

### CEDAW Advisor Report:

The concerns the Commission has raised regarding the County not adhering to the language or the intent of the ordinance for the mandated baseline data analysis remain. The OERJ has been unwilling or unable to explain its divergence from evidence-based best practices and the concerns raised by the Commission and the Commission's allies, including regional and national entities including Cities for CEDAW. While it may be better in the short-term for the County to avoid revealing inequities in County operations that would otherwise go undetected, doing so hinders actual progress and will impede the Commission's ability to complete the roles set forth in the ordinance, including developing action plans to eradicate the discriminatory practices causing those inequities. We do not want another Project 100. As we shared at the last meeting, the Commission was written into the ordinance for a reason and the Commission's involvement in each stage of CEDAW implementation was accomplished over the objections of the County. As stated in the PowerPoint Commissioner Nantkes and I presented at the last Commission meeting, "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." At this point, we will be preparing a detailed letter to the Supervisors and OERJ regarding this. We will share the letter with all Commissioners so that you can continue to meet and to set up meetings with the Supervisors. I, along with Commissioner Nantkes, stand ready and available to support you.

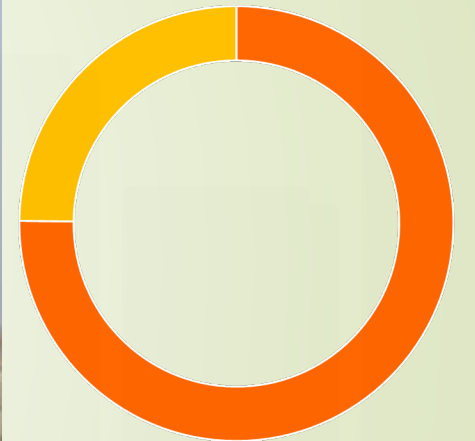
# What about Labor bondage and Trafficking?



# 49.6 + Million people live in Modern LaborSlavery



Children  
12.3mill.



Adults  
37.3 mill.



22 M.  
Forced  
Marriage

27.6 M.  
Forced  
Labor



# Forms of Trafficking in the U.S.

## The Typology of Modern Slavery – Polaris 3 were added BSCC

1. Escort Services
2. Illicit Massage, Health and Beauty
3. Outdoor Solicitation
4. Residential
5. Domestic Work
6. Bars, Strip Clubs, and Cantinas
7. Pornography
8. Traveling Sales Crew
9. Restaurants and Food Services
10. Peddling and Begging
11. Agriculture and Animal Husband
12. Personal Sexual Servitude
13. Health and Beauty Services
14. Construction
15. Hotels and Hospitality



**16. Landscaping**

**17. Illicit Activities/Drugs**

**Commercial Cleaning Services**

**19. Factories and Manufacturing**

**20. Remote Interactive Sexual Acts/ Webcam**

**21. Carnivals**

**22. Forestry and Logging**

**23. Health Care/Senior Facilities**

**24. Recreational Facilities**

**25. Fishing Industries**

**26. Organ Trafficking**

**27. Nannies**

**28. Student Sponsors**

**29. Nanny's**

**30. Homeless begging**

**31. Visa sponsors**

**32. Surrogacy**



# The Definitions


## Trafficking Definitions

- Labor - **Severe** form of sex trafficking in which a commercial sex act is induced by means or force, or fraud, or coercion, or in which the person induced to perform **such an act has not attained 18 years of age; labor.**
- The recruitment, harboring, transportation, provision, or obtaining of a person for labor or services, through the use of force or fraud, or coercion for the purpose of subjection to involuntary servitude, peonage, debt bondage, or slavery.

**Challenge: Severe?** Isn't slavery severe enough?

- Understanding force fraud or coercion ; everyone working in human trafficking interprets it differently.

## 2008 Wilberforce



The 2008 reauthorization expanded the protections available with the T visa , and required that all unaccompanied alien children be screened as potential victims of human trafficking. This reauthorization also enhanced criminal sanctions against traffickers, and expanded definitions of various types of trafficking to make prosecution easier.

ILO also released a separate report showing **152 million children** were victims of child labor, which amounted to nearly one in every 10 children worldwide , with almost half of those engaged in hazardous work. More than two- thirds of these children were working on a family farms or in a family business, with 71 percent overall. Including the US working in agriculture



## Human Trafficking for a Criminal Enterprise:

- Begging or forcing one to transport drugs across the border, or being forced to do activities for the mafia or cartel; Organ Trafficking in 2012 was a 50 million enterprise. Now?

### The challenge:

- Recognizing that the issue world wide including the US (UCLA and NY)
- Begging is in San Diego, candy sales Begging in freeway exits e



- the massage parlors, hotels, labor etc.



# CHILD Labor in California laws and regulations



Try Washington labor department

# State of California

Department of Industrial Relations  
Division of Labor Standards Enforcement (DLSE)

*\*Disclaimer: We are NOT the experts\**





# Door-to-Door Sales

- Children employed in door-to-door sales may not work during school hours and must be at least 12 years old
  - Cal. Labor Code § 1308.1 provides that no minor under the age of 6 is permitted to engage in door-to-door or street sales
  - However, Cal. Education Code § 49111 provides that Permits to Employ and Permits to Work (required for door-to-door sales) may only be issued with respect to minors who are at least 12 years of age

# Minors Under 16

- May not:
  - Sell to passing motorists newspapers, candy, flowers, or other merchandise or commodities from a fixed location on a street, highway, freeway island or divider, freeway on or off ramp, or freeway shoulder
  - Sell newspaper or magazine subscriptions, candy, cookies, flowers, or other merchandise or commodities door-to-door...*unless...*

# Conditions for Door-to-Door Sales by Minors Under 16

- All of the following conditions MUST be met:
  - Minors must work in pairs, as a team, on the same or opposite side of the street;
  - Each crew of 10 or fewer minors must be supervised by an adult;
  - Minors must be within the sight and sound of the adult supervisor at least once every 15 minutes;
  - Minors must be returned to their respective homes daily after work;
  - Sales activities must be performed within 50 miles of the minor's residence
  - Cal. Labor Code §§ 1296 and § 1308.1,  
8 Cal. Code of Regulations § 11706



➡ U.S. DO U.S. DOL Wage & Hour Division

# Door-to-Door Sales U.S **Registration Requirements**

- California law requires employers, supervisors and transporters of minors under 16 in door-to-door sales to register with the DLSE if minors are transported more than 10 miles from their home
- Registration is valid for one year from the date of issuance and must be renewed annually
- Form DLSE 453 (Employer, Transporter and Supervisor Application)



Cal. Labor Code §§ 1308.2 – 1308.4

# Registration Requirements

- Exemptions
  - Any religious corporation / organization which holds property for religious purposes;
  - A *bona fide* cemetery corporation;
  - A *bona fide* political committee; or
  - A *bona fide* charitable corporation / organization operated primarily as a religious organization, educational institution, hospital, or licensed health care service plan

Cal. Labor Code §§ 1308.2 and 1308.3,  
Cal. Government Code §§ 12582, 12582.1 and  
12583



# State Resources

- DLSE has two **Child Labor Violation Hotlines** to report questionable door-to-door sales activities
  - Northern California (707) 576-2362
  - Southern California (213) 897-9856

# Bilateral Safety Corridor Coalition (BSCC)



- Thank you so much for the opportunity to present
- Marisa Ugarte Projects and services for victims, law enforcement, and the community.
- Bilateral safety Corridor Coalition
- 519 459 8559 CELL
- EMERGENCY HOTLINE ^ 619-666-2757

❖ Emergency response

❖ Housing, legal services, basic needs, counseling

❖ , etc.