



1600 Pacific Highway, Room 203

San Diego, CA 92101-2942

[www.sdstatusofwomenandgirls.org](http://www.sdstatusofwomenandgirls.org)

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

**Chairwoman:** Kristine Custodio Suero

**Vice Chairs**

Mary Davis  
Vernita Gutierrez  
Idara Ogunsaju

**District 1, Vargas**

**Vacant**  
Monica Martinez

**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  
**Vacant**

**Staff Assistant**

Cristina Garcia  
**County Counsel**  
Heather Murray

**MINUTES**

February 7, 2025

Hybrid Meeting

12:00 PM – 1:00 PM

**Chair Kristine Custodio Suero: Meeting was called to order at 12:11 PM.**

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

**Members Present In-person:**

Melinda Vásquez	Vernita Gutierrez
Kristine Custodio Suero	Rohida Khan (arrived after roll call at 12:13 pm)
Mary Davis	Monica Martinez
Idara Ogunsaju	Lauren Welty

**Members Absent:**

Amy Nantkes	
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**Agenda item #2 - Approval of Minutes:** Chair Custodio Suero entertained a motion to approve the January 3, 2025 regular Commission meeting minutes. Vice Chair Davis asked for a correction to the spelling of her name under Item #4. VC Davis then motioned to approve the minutes with that correction. The motion was seconded by Vice Chair Ogunsaju. Motion carried.

**Agenda item #3 - Public Comments:**

None

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

- Civic Engagement: VC Davis expressed the Committee's desire to reach out to the City Commission on the Status of Women and Girls. VC Davis is planning to attend a future City commission meeting, and invited others to attend as well.
- Policy Committee: VC Ogunsaju reported that logistically, the location and timing of the January 24th Committee were good. The action item for Committee members is to

review the CEDAW ordinance. The next Committee meeting is scheduled for February 28th.

- c. Governance Committee: VC Gutierrez reported that the committee discussed and agreed on its areas of focus for 2025, which include documenting the Commission's operations procedures, exploring funding opportunities, and supporting recruitment efforts.
- d. Executive Board Committee: Chair Custodio Suero reported that she has been in touch with the Deputy Chief Administrative Officer for the County of San Diego in hopes of getting more traction on the CEDAW implementation.

### **Old Business**

#### **Agenda Item #5 – Initiative Updates and Liaison Reports:**

- a. CEDAW Advisor: Chair Custodio Suero reported on the status of the baseline analysis, on behalf of CEDAW Advisor, Parisa Ijadi-Maghsoodi. It was recommended that all commissioners familiarize themselves with the CEDAW ordinance, especially section 3. (Attachment A)
- b. Women's Hall of Fame: Commissioner Vasquez shared that she reached out but was unsuccessful in connecting with the chair of the Women's Hall of Fame. Chair Custodio Suero connected with Laura Mitchell at the Women's Museum and was informed that the event is taking place in November.
- c. Association of California Commission for Women: Comm. Welty was finally able to connect with ACCW and will be attending the next meeting on February 20th.

### **New Business**

#### **Agenda Item #6 – Guest Speaker:**

Bettina Hausmann, President, United Nations Association (UNA), Southern California Division presented on the United Nations Commission on Women's (UN-CSW) convening in New York City in March, 2025. 2025 marks the 30th anniversary of the Beijing Declaration and Platform for Action which centers on 12 areas of action to advance the rights of women and girls. The UN-CSW's goals align with CEDAW and the SD County Commission's charge as a stakeholder in its implementation. There are 11 chapters in the UNA Southern California division. The UN-CSW convening will be presented in a hybrid platform, with 8,000-9,000 attendees expected to participate globally. San Diego county has 20 delegates, including representatives from the San Diego County CSWG. A minimum of two days of attendance is required, and representatives are responsible for covering their own travel and accommodation costs. Commissioner Martinez will be attending as a representative of the SD County Commission on the Status of Women and Girls. Ms. Hausmann informed on how to access content virtually.

The NGO CSW Civil Society Forum runs parallel to the UN-CSW and provides a space for non-governmental organizations to engage, network and advocate for gender equality and the rights and empowerment of women and girls.

More information can be obtained at [www.unwomen.org](http://www.unwomen.org) and [www.ngocsw.org](http://www.ngocsw.org).

(Attachment B)

#### **Agenda Item #7 - Vacancies/Appointments:**

Chair Custodio Suero invited Kelly Jenkins-Pultz to introduce herself as an at-large candidate. Ms. Jenkins-Pultz's application will be voted on at the February Board of Supervisors meeting. Chair Custodio Suero tasked the Executive Committee with reviewing past and current applications and cross-referencing them with the current vacant positions. Names of potential candidates will be brought to the full Commission so that we can collectively agree on and make recommendations to the Board of Supervisors to fill vacant at-large seats and encourage appointments as needed. Commissioners were reminded that at-large applications can be submitted to the Commission on a rolling basis. Additionally, we were advised to expect an appointee from Supervisor Lawson-Remer soon.

**Agenda Item #8 - Approve 2024 Annual Report to be submitted to the Board of Supervisors:**

Vice Chairs Davis and Gutierrez made some corrections and revisions to the previous draft. Commissioners were expected to review the final draft report prior to the meeting. A motion from Vice Chair Ogunsaju to approve the report; was seconded by Commissioner Khan. The motion passed. (Attachment C)

**Agenda Item #9 - 1619 Celebration of Black Women Exhibition-March Women's History Month:**

Former Chair Leah Goodwin copied Chair Custodio Suero and Vice Chair Gutierrez on an email to Joshua Dunn, Community Representative from the County, requesting the display of a quilt and other works of art at the County Administration in partnership with the 1619 Celebration of Black Women as part of the County's Art Halls Art Walls Program, during Women's History Month in March. VC Gutierrez reached out to Ms. Goodwin to determine what support might be needed from the Commission but to date has not heard back.

**Agenda Item #10 - Kim Center for Social Balance LEAPS Initiative:**

Commissioner Martinez briefly discussed the LEAPS initiative on workplace equity, how it aligns with the Commission's focus areas of research as well as the tenets of CEDAW, and the potential for collaborative opportunities with the Kim Center for Social Balance. More information can be found at [www.kimcenter.org](http://www.kimcenter.org). Comm. Martinez will invite Dr. Hei-ock Kim, Founder and Director of the Kim Center, to present to the Commission at a future meeting.

**Announcements:**

- a. Chair Custodio Suero acknowledged Chiara Leroy, Equity Impact Manager for the County Office of Equity and Racial Justice, and Brian Albright, Deputy Chief Administrative Officer. Both were in attendance virtually at the 2/7/2025 meeting. Chair Custodio Suero met with Deputy CAO Albright virtually on 2/5/2025.
- b. Chair Custodio Suero led the Commission in congratulating Commissioner Amy Nantkes on her recognition as Point Loma Nazarene's Educator of the Year.
- c. Vice Chair Gutierrez requested an update on the bylaws review process. County Counsel Murray did not have an update, and VC Gutierrez will follow up with Staff Assistant Garcia.
- d. Commissioner Davis thanked County staff who provide administrative support for Commission meetings. Commissioner Davis requested that someone take the lead on representing the Commission on the human trafficking task force. Commissioner Khan agreed to be the representative.
- e. Commissioner Khan announced that the Female Genital Mutilation Task Force of Southern California is hosting an international zero tolerance event.

**Information Items:**

**2025 Meetings:** March 7th, April 4th, May 2nd, June 6th, July 11th, August 1st, September 5th, October 3rd, November 7th, December 5th

**ADJOURN:**

- a. There being no further business, this meeting closed at 1:00 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.

## **Attachment A**

### **CEDAW Advisor update for Feb. 7, 2025 meeting:**

Correspondence re: "Status of CEDAW Baseline Intersectional Data Analysis Methodology" prepared and sent to Chair Lawson-Remer and Supervisor Montgomery Steppe on January 20, 2025; brief status meeting held with Former Chair Jenni Prisk and Supervisor Montgomery Steppe's Office on January 29, 2025; waiting on dates for a follow up meeting and will provide potential dates to Chair and Commissioner Nantkes for further action/participation.





January 20, 2025

Chair Lawson-Remer and Supervisor Montgomery Steppe  
County of San Diego Board of Supervisors  
County Administration Center  
1600 Pacific Highway, San Diego, CA 92101  
[Terra.Lawson-Remer@sdcounty.ca.gov](mailto:Terra.Lawson-Remer@sdcounty.ca.gov)  
[Monica.MontgomerySteppe@sdcounty.ca.gov](mailto:Monica.MontgomerySteppe@sdcounty.ca.gov)

**Re: Status of CEDAW Baseline Intersectional Data Analysis Methodology**

Dear Chair Lawson-Remer and Supervisor Montgomery Steppe:

We write to commend the County for the significant progress made in refining the methodology for the intersectional baseline analysis mandated by the CEDAW ordinance. It is clear that there has been a focused effort to incorporate the vast majority of the recommendations we have made, and we want to acknowledge the hard work that has gone into advancing this process. The improvements made so far are promising, and it is evident that the County is committed to ensuring the analysis aligns with—rather than deviates from—global best practices on implementing this data-driven, evidence-based human rights framework.

However, as we continue this important work, it is essential that we ensure we are conducting the baseline analysis with full adherence to the ordinance, as its full potential can only be realized when all aspects are diligently implemented. There are a few areas that still require attention to ensure complete fidelity to the intent and purpose of the ordinance, as well as to ensure fiscal responsibility given the \$500,000 allotted to this important stage of implementation. These issues, while perhaps minor in appearance, are critical to ensuring an effective baseline analysis.

**Area 1:** The focus must be on inequities in County operations, not on general inequities existing at the resident level

While we applaud the County's recognition that significant inequities exist at the resident level, it is important to clarify that this is not the primary aim of the baseline intersectional data analysis. (The ordinance itself already recognizes these inequities, and we extensively outlined their scope when drafting the board letter that urged its adoption.) Instead, the purpose of this baseline data analysis is to identify inequities stemming from the County's role as a service provider, employer, and community partner. This data-driven approach is designed to reveal inequities in operations that would otherwise remain unnoticed and, consequently, go unaddressed. Only *after* we identify these inequities can we take affirmative steps to address and remedy their discriminatory impacts, specifically through the mandated Action Plans. Accordingly, while the resident-level demographic data is important, its role is to serve as a comparator group for the granular data analysis conducted on a unit-by-unit and program-by-program level.

**Area 2:** It is imperative that no unit, program, or service—particularly those serving women in poverty—be omitted from the baseline data analysis

We acknowledge that earlier in this process, the County was unwilling to provide us with the list of all County units, programs, and services from which it was obtaining disaggregated data

and releasing that data to the consultant. However, given where we are now, it is crucial that we receive this list to ensure that this resource-intensive analysis is comprehensive. A review of the County's updated methodology memo solidifies the importance of our review of this list. For instance, the memo identifies services provided by one department but omits the department's largest program, which is required to serve the County's lowest-income residents, including a significant number of women-led households.

Given the CEDAW's focus on women in poverty combined with our ordinance's centering of women in poverty and prioritization of the County's role as a service provider, it is both essential and fiscally responsible to ensure no program or service—especially a program serving women in poverty—be excluded from the baseline analysis. This analysis will serve as the foundation for comparing the future analyses mandated by the ordinance and for measuring progress under the subsequent Action Plans.

As Commissioner Dr. Nantkes illustrated through her detailed presentation at the December 2024 Commission meeting, Project 100% was not ancient history. This ordinance is a tool for the County to use to avoid again administering any program or service in a manner that perpetuates—rather than mitigates—discrimination, including on the basis of gender, race, and ethnicity. However, its effectiveness will be compromised if all units, programs, and services, particularly those serving women in poverty, are not included.

By addressing these areas, we are confident the baseline analysis will be implemented with full adherence to the ordinance, align with best practices in the global human rights arena, and lay the foundation by which we will be able to effectively measure future progress. Accordingly, the County's efforts in ensuring the baseline analysis is conducted effectively and transparently will exceed the expectations of its residents, ensuring long-term success and community trust.

While I offer my continued support in working together to resolve these concerns and to create the most effective and sustainable implementation of this ordinance, moving forward, joining me in these efforts of support will be Chair Custodio Suero and Commissioner Dr. Nantkes, who are not only committed to gender equity but have also served as delegates at the UN Commission on the Status of Women, which centers the CEDAW.

At an upcoming in-person meeting, we look forward to discussing the resolution of the aforementioned issues. At that time, we will also circle back on two additional unresolved but critical issues: the importance of ensuring the County's use of language aligns with—rather than contradicts—the CEDAW; and ensuring the Commission's continued involvement in all stages of implementation given the ordinance's clear mandate.

Thank you for your attention to these matters. We look forward to seeing the continued progress, and to discussing in person in the near future at a time that works for all stakeholders.

Warmly,



Parisa Ijadi-Maghsoodi

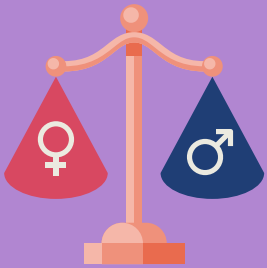
CEDAW Advisor, Commission on the Status of Women and Girls

Cc: Kristine Custodio Suero, Chair, Commission on the Status of Women and Girls  
Dr. Amy Nantkes, Commissioner, Commission on the Status of Women and Girls  
Taryell Simmons, Interim Director, Office of Equity and Racial Justice  
Melissa Bartolome, Deputy Director, Office of Equity and Racial Justice  
Chiara Leroy, Equity Impact Manager, Office of Equity and Racial Justice

# San Diego County Commission on the Status of Women & Girls

2024

## ANNUAL REPORT



***Annual Report:***  
Outreach, Engagement  
and Accomplishhments in 2024



SAN DIEGO COUNTY  
COMMISSION ON THE STATUS OF  
WOMEN & GIRLS



December 2024

# ACCOMPLISHMENTS



## FROM 2024



**Facilitated an Equal Pay  
(‘Lilly Ledbetter Act’) Webinar  
with the U.S. Dept. of Labor**



**Jan.**

**Mar.**



**Hosted the ‘Know Your Rights’  
Symposium at the  
Southeastern Live Well Center**

**Represented at the 68th U.N.  
Conference on the Commission  
on the Status of Women**



**Mar.**

**Apr.**



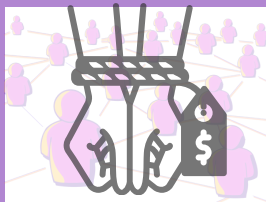
**Partnered to Help with the  
‘Women’s Hall of Fame’ Awards’  
(with Women’s Museum of CA)**

**Conducted ‘Know Your  
Rights’ Education  
at Las Colinas**



**Jun.**

**Jun.**



**Hosted an Anti-Human-Trafficking  
Webinar featuring  
D.A. Summer Stephan**

# STRATEGIC FORECAST

*External Priorities for 2025:*



Gender-based Disparities

# CEDAW

Pay Equity

Caregiving

Paid Family Leave

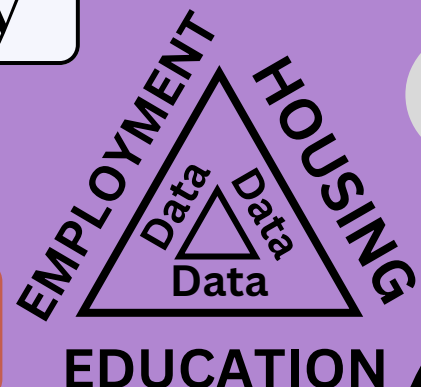
Invisible Labor

Anti Human-  
Trafficking

Financial  
Literacy

Economic  
Opportunities

‘Know Your Rights’ Campaigns



# STRATEGIC FORECAST

*Internal Priorities for 2025:*



# 2025

FUNDING

Recruitment

Youth Pipeline

County Department  
Connections

Networking

Leadership  
Development



# ADVANCING



Join us on the 15th Anniversary of the  
Lilly Ledbetter Fair Pay Act



Free Webinar

Monday January 29  
12 noon - 1pm PT

# FAIR PAY

*Advancing Fair Pay. Pictured left to right: Sandra Maas, Melinda Vazquez and Lilly Ledbetter.*

## Advancing Fair Pay

**Monday, January 29, 2024. 12 noon – 1pm PT**

Join us on the 15th Anniversary of the Lilly Ledbetter Fair Pay Act!

Hear from news anchor **Sandra Maas**, who obtained a \$1.75 million jury verdict plus \$2.4 million in attorney fees when she successfully sued her employer for paying her less than her male co-anchor under the California Fair Pay Act.

Interviewed by **Melinda Vazquez**, San Diego County Commission on the Status of Women and Girls.

With additional remarks from

- **Linda Li**, U.S. EEOC
- **Jessica Stender**, Equal Rights Advocates
- **Kelly Jenkins-Pultz**, Women's Bureau
- **Ruth Silver Taube**, Workers' Rights Practice

Hosted by the Bay Area Equal Pay Collaborative (BA=PC), including members U.S. Department of Labor, Women's Bureau - Western Region; U.S. Equal Employment Opportunity Commission, San Francisco District; Equal Rights Advocates; and the Workers' Rights Practice of the KGA Community Law Clinic.

Free Webinar - Register Now:

[https://eoc.zoomgov.com/webinar/register/WN\\_phORMOVPSaOQKCNTpPeaNA](https://eoc.zoomgov.com/webinar/register/WN_phORMOVPSaOQKCNTpPeaNA)





# Know Your Rights Symposium



**Date**

Saturday, March 9, 2024

**Time**

9 a.m. - 1 p.m.

**Location**

Southeastern Live Well Center  
5101 Market St., San Diego, 92114

Learn about your rights from  
legal experts in employment,  
housing, healthcare and immigration.

**Register:**

**[sdstatusofwomenandgirls.org](https://sdstatusofwomenandgirls.org)**

Disability-related accommodations necessary to facilitate meeting participation, language interpretation, including American Sign Language, and written materials in alternative languages and formats are available upon request. Please submit your request at least 72 hours in advance of event via the registration form.

Funded by a Women's Recovery Response Grant, California Commission on the Status of Women and Girls.

**70+  
attendees**

**4 Panels:**

**Housing  
Healthcare,  
Immigration  
&  
Employment  
Rights**

**SAN DIEGO COUNTY  
COMMISSION ON THE STATUS OF  
WOMEN & GIRLS**

## KNOW YOUR RIGHTS SYMPOSIUM

**ANNOUNCING OUR PRESENTERS!**

Register today at: [sdstatusofwomenandgirls.org/events](https://sdstatusofwomenandgirls.org/events)

**University of San Diego  
SCHOOL OF LAW  
Legal Clinics**

**Jewish Family Service**  
Moving Forward Together

**CASA CORNELIA  
LAW CENTER**

**SDVLP**  
SAN DIEGO  
VOLUNTEER LAWYER PROGRAM

**LEGAL AID SOCIETY  
OF SAN DIEGO**

**Planned Parenthood**  
Pacific Southwest

**LEGAL SERVICES  
of  
NORTHERN CALIFORNIA**

Join us  
Saturday, March 9  
9 a.m. - 1 p.m.  
Southeastern Live Well Center,  
5101 Market St. San Diego  
92114

**girls  
inc.**  
of San Diego County

**#sdwomenkyr  
#knowyourrights**

Grant funding from:  
California Commission on the  
**STATUS OF  
WOMEN  
& GIRLS**

# ***U.N. Conference***

68<sup>th</sup>

## **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"



# *U.N. Conference*

## *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**



# U.N. Conference - 2025



## Funding Needs

**Assist  
Commissioners  
and interested  
students with  
costs to attend the  
2025 Conference  
\$\$\$**



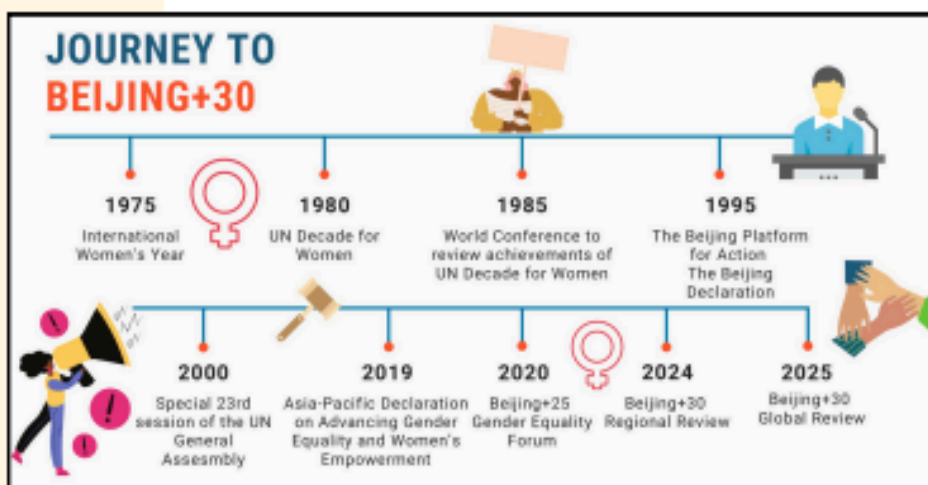
## CSW69 / Beijing+30 (2025)

In 2025, the global community will mark the thirtieth anniversary of the Fourth World Conference on Women and adoption of the Beijing Declaration and Platform for Action (1995).

The sixty-ninth session of the [Commission on the Status of Women](#) will take place at United Nations Headquarters in New York from 10 to 21 March 2025.

**CSW 2025**  
**MARK YOUR  
CALENDARS**

United Nations Headquarters  
New York City  
March 10-21



# San Diego County Women's Hall of Fame Induction Ceremony

April 13, 2024  
10:00 AM – 12:30 PM  
Joan B. Kroc Theatre



**SDSU**

College of Arts and Letters  
Women's Studies



Description

Location

About The Host

Description

**April 13, 2024**

**10:00 AM Hall of Fame Induction Ceremony**

**11:30 AM Reception**

**Doors open to the theatre 45 minutes before the ceremony**

**Joan Kroc Theater**

**6611 University Ave, San Diego, CA 92115**

THE SAN DIEGO COUNTY COMMISSION ON THE STATUS OF WOMEN & GIRLS PRESENTS

# 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



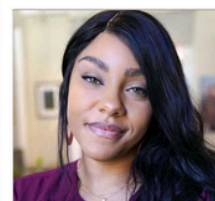
SURVIVOR & KNOW MORE  
PROGRAM FACILITATOR  
EBONY ROBINSON



VICTIM ASSISTANCE  
SPECIALIST & EDUCATOR  
ROHIDA KHAN



EXECUTIVE DIRECTOR, BILATERAL  
SAFETY CORRIDOR COMMISSION  
DR. MARISA UGARTE

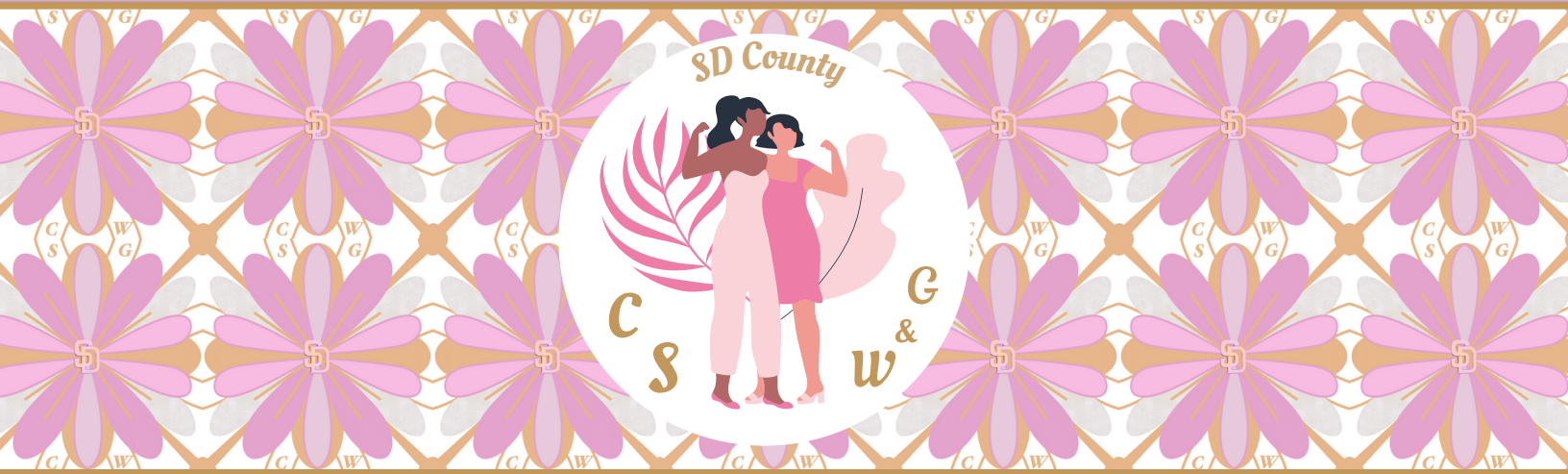


PROGRAM SPECIALIST,  
GENERATE HOPE  
KEELIN WASHINGTON



SAN DIEGO COUNTY  
COMMISSION ON THE STATUS OF  
WOMEN & GIRLS

[www.sdstatusofwomenandgirls.org](http://www.sdstatusofwomenandgirls.org)



**A special 'Thank you' to all the  
County Supervisors for your  
unwavering support**

**and to county staff Cristina Garcia and  
Heather Murray for making our work possible**

***We're looking forward to  
doing great things in 2025!***

