



1600 Pacific Highway, Room 203

San Diego, CA 92101-2942

www.sdstatusofwomenandgirls.org

CSWVG@sdcountry.ca.gov

Chairwoman: Kristine Custodio Suero

Vice Chair

Mary Davis
Idara Ogunsaju
Vernita Gutierrez

District 1, Vargas

Vacant

Monica Martinez

District 2, Anderson

Mary Davis
Lauren Welty

District 3, Lawson-Remer

Kimberly Keen
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

Senior Deputy County

Counsel

Heather Murray

MINUTES

April 4, 2025

Hybrid Meeting

12:00 PM – 1:00 PM

Chair Kristine Custodio Suero: Meeting was called to order at 12:06 PM.

Agenda item #1 – Commissioner Roll Call:

Members Present In-person:

Kristine Custodio Suero	Vernita Gutierrez
Lauren Welty	Amy Nantkes
Monica Martinez	Rohida Khan
Idara Ogunsaju – arrived remotely at 12:24 p.m.	

Members Absent:

Melinda Vásquez	Kimberly Keen
Mary Davis	

Agenda item #2 – Approval of Minutes for the March 7, 2025 Regular Meeting:

Vice Chair (VC) Gutierrez made a motion to approve the March 7, 2025, regular meeting minutes. Commissioner (Comm.) Welty seconded the motion. All those present during the meeting voted in favor except Comm. Nantkes who abstained since she was not present for the March meeting. Motion passed.

Agenda item #3 – Public Comments:

None

Agenda item #4 – Committee Reports:

- Civic Engagement: VC Davis is stepping back from the Vice Chair role but will remain on the commission. Comm. Khan expressed interest in taking on the role of Vice Chair and Chair for the Civic Engagement Committee. A formal vote will be held during the May 2025 regular meeting. Chair Custodio Suero also shared that VC Davis received an invitation for the Commission to attend the community engagement event in Lemon Grove which VC Davis did attend. Chair Custodio Suero will ask VC Davis to share her experience when she returns at the next meeting.
- Policy: Kelly Jenkins-Pultz reported out on behalf of VC Ogunsaju – The committee met last

Wednesday (March 26, 2025) and discussed ongoing issues regarding paid leave programs. They are looking to identify public employers with paid leave programs and have identified other counties with paid leave. The committee is going to reach out to other county officials to ask about the process and recommendation for other counties to obtain paid leave program. There is still ongoing work surrounding CEDAW, but no updates besides still work being done with the CEDAW advisor.

- c. Governance: VC Gutierrez shared that they are working on operating procedures and creating a document for that. They also continue to follow up on the status of the proposed bylaw changes that were drafted and submitted for approval. The Finance and General Government Group is reviewing the bylaws to ensure that no changes were made that affect the Admin Code.
- d. Executive: Chair Custodio Suero shared besides what was already mentioned regarding VC Davis stepping down from her role, former Chair Melinda Vasquez also resigned due to absences. Current vacancies for the commission are District 1 with 1 vacancy, District 4 with 1 vacancy, 2 At-large vacancies. Kelly Jenkins-Pultz' application was submitted to the Board of Supervisors (BOS) for consideration and has been put on the BOS meeting agenda for April 8th for consideration .

Old Business:

Agenda item #5 – Initiative Updates and Liaison Reports

- a. CEDAW Advisor: Comm. Nantkes shared the update on behalf of former Chair and current CEDAW Advisor, Parisa Ijadi-Maghsoodi. (Attachment A)
- b. Women's Hall of Fame: Chair Custodio Suero shared that Comm. Vasquez was attending these meetings and so was she as of last year. Chair Custodio Suero has been in contact with the Women's Museum of California executive director, Laura Mitchell, and as previously mentioned the event will be held in November 2025. It used to be held in March, but it was changed to November this year. There was supposed to be a planning committee meeting, but it was cancelled. Will keep the commission updated once she attends a planning committee meeting .
- c. Association of California Commissions for Women: Comm. Welty shared that she has reached out to the Sacramento commission to hopefully provide clarity on how to obtain funding. They are under county jurisdiction. Comm. Martinez shared during the UN CSW69 she met with a commissioner from the Bay Area commission who was able to get her in contact with the Santa Clara area. They have funding because they are integrated into the county's budget. which gives them more access to data and funding. Comm. Martinez will reach out and find out more. Comm. Welty shared that it was previously discussed that the commission could potentially be under the human resources for the purpose of the county's budget, but it is still unclear.

Agenda item #6 – Discussion and update regarding appointments and vacancies (12:26 p.m.): If there are any interests please submit your interest online. VC Gutierrez suggested that determining the needs of commission would be a good starting point. A big gap and experience we need is funding acquisition, which Comm. Martinez has some experience in. During the executive board committee meeting it was discussed that since there is no guest speaker in May, that time is allocated to revisiting the strategic priorities (refer to the meeting minutes of that meeting that took place in December). Plan on having a 20-minute discussion regarding appointments and vacancies, specifically criteria and areas of focus to prioritize this year and through the next 5 years. As a reminder, for those appointed by supervisors, reach out to them and remind them of the vacancies the commission currently has and the desire to get those seats filled.

New Business

Agenda item # 7 – Guest Speakers:

- a. US Women's Caucus President Pam Perraud – Advocacy group that started in 2018 when many US NGO's of the United Nations felt there was not enough emphasis placed on women's issues. (Attachment B)
- b. UN CSW69 (Beijing +30) Updates (combined with agenda 7c.) – Comm. Martinez shared her experience at the UN CSW69. Attended the townhall. The UN secretary was there, and he wanted to hear more comments and suggestions, rather than questions. Someone asked when there would be the first female UN secretary. He is working on an initiative that by 2030 to get the UN leadership to a more equal place, and invited everyone to follow those action steps. Actions items 6+1(6 action items plus one is you). Freeing women and girls from poverty and increasing their choice, voice and safety. Keep women informed on how to make their vote count. The six actions items are: #1 digital revolution, #2 all women freedom from poverty, #3 zero violence, #4 accelerating women's whole and equal decision making (involvement in government), #5 peace and security, #6 Climate justice. The recommendation is county commissions select one or two action items that align with the national priorities and focus on those initiatives. Comm. Martnez was graciously hosted by Bettina for the UN

trip. Betinna is the board president for the Southern CA UN board. Comm. Martinez expressed her interest to continue the work of the commission with Bettina, and Bettina mentioned she is interested in having representation from each commission as a UN public board member. Comm. Martinez expressed her interest in being the liaison between the commission and the UN. VC Gutierrez asked if the action items are determined before the conference or during the conference with members suggestion. Comm. Martinez shared she believes they are determined before the conference.

- c. Commissioner Martinez – UN CSW69 Report: See above agenda item 7b.
- d. Commissioner Nantkes, PhD – Point Loma Nazarene University Pilgrimage – Comm. Nantkes introduced student guest speakers Laine Moraes and Isis Benjamin who are a senior and a junior in political science program at Point Loma Nazarene University. They took a trip to Alabama and Georgia to visit civil rights movement locations. This trip has been going on for 14 times and has been correlated in a class in the sociology department. Comm. Nantkes got to pop on as a supporting professor. The focus of the trip and the class is to explore the historical and current civil rights movement in the country. Both students shared their experience of their recent trip to Montgomery, Selma and Atlanta for the Civil Rights Pilgrimage. Chair Custodio Suero said that the commission is looking to elevate and amplify the voices of young women and would like suggestions or recommendations from the students on how to do so. Maybe an advisory council implemented by the California Commission on the Status of Women. Miss Moraes said bringing student into these meetings will help them understand the day to day and a youth board will also be good to have. Miss Benjamin also agrees on a youth board because of the generational gap and the way they see things. Making it known that everyone is welcome to attend. They will let peers know but also putting it out there on social media. VC Ogunsaju asked the students from their perspective do they see an improvement on how people communicate amongst themselves differently being different people and secondly, in their opinion do they feel the next generation has reconciled that different people have experience so they can approach the necessary change with those perspectives. Miss Benjamin responded more groups are more intertwined and not so much in their own echo chambers; that students on campus, there is a lot of intermingling. She goes to black student union meetings and there are various people there, not just black students. She also goes to Asian Pacific Islander meetings and sometimes there are cross over meetings. Miss Moraes added that she feels their generation is showing interest in intersectionality and how their identities interact and overlap. She also wanted to point to the importance of their educators for bringing them to that information and data. There is optimism for our generation but we must be determined to educate and bring each other into that conversation. (Attachment C)

Agenda item # 8 – Roundtable: Comm. Ogunsaju shared she attended an event yesterday (April 3, 2025) put on by Supervisor Montgomery Steppe and her staff. They invited all commissioners from District 4 and created a survey and a forum for all commissioners to meet each other that serve on other commissions and committees. It was a good way to meet and connect with others.

Denisse (public attendee) asked during the public comment section of the agenda, if they want to bring someone who predominantly speaks Spanish, is there availability for translation or interpretation? County Counsel Murray said yes, but they would need to contact the FG3 (Finance and General Government Group) office.

*Note added by current Staff Assistant that was not present at the April 4, 2025 meeting – any request for translation and/or interpretation services will need to be made to the Commission's Staff Assistant at least 24 hours before the meeting, but 72 hours' notice would be appreciated. The request can be made by sending an email to CSWG@sdcountry.ca.gov or by calling (619) 531-5137.

Adjourn

Agenda item #9: This meeting is closed at 1:10 p.m.

Information Items:

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

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 update read by Commissioner Nantkes on behalf of CEDAW Advisor, Parisa Ijadi-Maghsoodi, at April's CSWG meeting.

Three updates:

1. Last month, at the UN CSW NGO in NYC, the Commission's CEDAW Advisor Parisa Ijadi-Maghsoodi served on a panel organized by Cities for CEDAW, which Parisa co-chairs along with international human rights attorney Mary Hansel. A big thank you to Chair Custodio Suero for attending and representing the Commission at the remote session, during which Parisa presented on the following: how CEDAW ordinances increase gender equity and remove barriers faced by women and girls; our strong County ordinance reflecting the principles of CEDAW; current implementation status of our ordinance; the importance of effective implementation in light of the barriers our County has faced and its track record of very recently administering programs in a manner that disproportionately adversely impacted not only women, but women of color living in poverty, with credit to Commissioner Professor Nantkes for her tremendous research on this (which she presented to the Commission earlier this year); and the Commission's prioritization of effective implementation in the Commission's 2025 agenda.

2. In May 2025, we plan to host a national convening of representatives from jurisdictions across the nation that have adopted ordinances reflecting the principles of CEDAW and we hope each of you (Commissioners) will attend. It will be an opportunity to share best practices, highlight progress, and discuss barriers to effective implementation. To ensure accessibility, the convening will be held remotely and we will provide more information as soon as we have the date. CEDAW expert Mary Hansel is taking the lead on this. Stay tuned!

3. While we have made much progress through the resolution the Commission passed last year and through continued efforts to urge the County to adhere to the provisions of our ordinance, we continue to face two barriers to effective implementation. First, we have yet to receive from the County confirmation that the results of the baseline data analysis (to be released this summer) will focus on inequities in County operations, and not just on general inequities existing at the resident level. Second, we have yet to receive the list of all County units, programs, and services that will be included in the analysis, a list that is vital to ensuring that no unit, program, or service--particularly those serving women in poverty--is omitted whether inadvertently or intentionally.

US Women's Caucus

Feminist Advocacy at the UN

US Women's Caucus 2025

Our Mission

We are an alliance of US based organizations and individuals collaborating to advance human rights and gender equity for women and girls worldwide.

Member Organizations

- Education for Social Justice
- FAWCO - Federation of American Women's Clubs Overseas
- National Women's Political Caucus
- Sociologists for Women in Sociology
- Stem Institute
- Women's Equality Coalition
- Women Graduates- USA
- Women's Intercultural Network
- Women North Carolina
- Women's UN Research Network
- Zonta USA Caucus

US Women's Caucus 2025

What We Do

- **We** engage in joint advocacy at the annual UN Commission on the Status of Women (CSW).
- **We** promote the principles of the Convention on the Elimination of All Forms of Discrimination against Women as well as the Beijing Platform for Action.
- **We** research and exchange information on issues of vital interest to women.
- **We** advocate for the equality of women and girls at home and abroad with the US government and at the United Nations.

Advocacy and Research Topics

- ▶ Education
- ▶ ERA
- ▶ Environment
- ▶ Feminist foreign policy
- ▶ Health
- ▶ Human Rights
- ▶ Leadership, decision-making
- ▶ Older women and widows
- ▶ Peace and security
- ▶ Racial justice
- ▶ Sexual and reproductive rights
- ▶ Technology and digital divide
- ▶ Violence against women
- ▶ Women with disabilities

USWC Research and Reports

Shadow Reports

CSW 69 2025 Women's Rights in the US since Beijing 1995

Policy Briefs on CSW Themes

- CSW 68 2024 -- Gender and Poverty
- CSW 67 2023 - Gender and Technology
- CSW 66 2022 - Gender and Climate Change

US Women's Caucus 2025

Shadow Reports Beijing + 30

- ▶ Women and education
- ▶ Women and the environment
- ▶ Women's health
- ▶ Women and the economy
- ▶ Women in power and decision-making
- ▶ Women in media
- ▶ Women in armed conflict
- ▶ Violence against women
- ▶ Women and poverty
- ▶ Women's human rights
- ▶ Institutional mechanisms
- ▶ The girl child



Eleanor Smeal and Carolyn Maloney at CSW 2025

US Women's Caucus 2025



www.uswomenscaucus.org

PLNU CIVIL RIGHTS PILGRIMAGE

Laine Moraes and Isis Benjamin

San Diego County Commission on the Status of Women and Girls

April 4, 2025



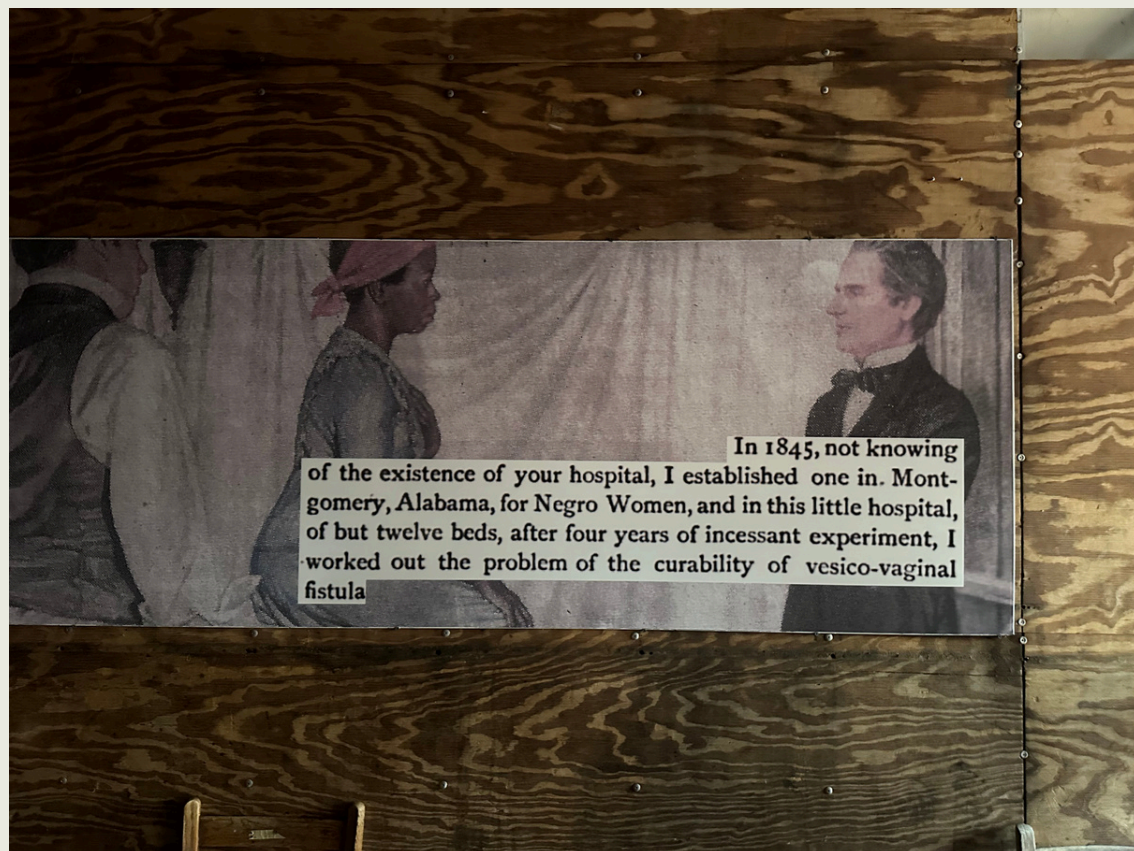
Ebenezer Baptist Church
Atlanta, Georgia



Edmund Pettus Bridge
Selma, Alabama



Edmund Pettus Bridge
Selma, Alabama



Dr. J. Marion Sims in the 1840s; Father of Gynecology.



Michelle Browder's depiction of Anarcha, Lucy, and Betsey



Isis and Ms. Michelle Browder at Mother's of Gynecology



Thank you.





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Nadia Farjood

Staff Assistant

Cristina Garcia

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Heather Murray

MINUTES

December 6, 2024

Strategic Planning Meeting

2:00 PM – 4:00 PM

Chair Kristine Custodio Suero: Meeting was called to order at 2:01 PM.

Agenda item #1 – Commissioner Roll Call:

Members Present In-person:

Melinda Vásquez	Vernita Gutierrez
Kristine Custodio Suero	Amy Nantkes
Mary Davis	Rohida Khan
Idara Ogunsaju	

Members Absent:

Nadia Farjood	Nadia Farjood
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Agenda item #2 – Public Comments:

None

Agenda item #3 – Strategic Planning Meeting (informative item):

A. Discussion about guest speakers for first quarter of 2025

- i. Comm. Khan to reach out to Marisa Ugarte for January 3, 2025 regular commission meeting
- ii. Vice Chair Gutierrez to reach out to Donna DeBerry of the Black Chamber of Commerce as well as Ellen Nash of BAPACSD as potential speakers on economic development
- iii. Chair Custodio Suero will reach out to United Nations Association – San Diego President Emeritus Bettina Housmann as potential speaker in advance of the United Nations Commission on the Status of Women meeting (CSW69 – Beijing +30) to provide an overview and information about the event

B. Chair Custodio Suero encouraged all Commissioners to reach out to their appointing Supervisors to keep connected and provide updates on the Commissioner’s work

C. Annual Report for 2024 was discussed and Vice Chairs Davis and Gutierrez will be providing the grant report updates and civic engagement events for the draft annual report

D. Chair Custodio Suero will follow up with the Women’s Museum of California Executive Director Laura

Mitchell for the San Diego Women's Hall of Fame event

Agenda item #4 – Know Your Rights Campaign 2025:

Discussion about converting the Know Your Rights Symposium format to an online forum to encourage broader participation as well as address funding for these types of events hosted by the Commission

Agenda item #5 – Caregiving: To be worked on under the umbrella of CEDAW

Agenda item # 6 – Invisible Labor: To be worked on under the umbrella of CEDAW

Agenda item # 7 – Paid Family Leave: To be worked on under the umbrella of CEDAW

Agenda item #8 – Pay Equity: To be worked on under the umbrella of CEDAW

Discussion for potential speakers for the April 4, 2025 meeting around the topic of Equal Pay Day

Agenda item #9 – Vote on Goals for 2025:

A. Civic engagement and partnerships

- i. Discussed focusing commission priorities in 2025 on partnering and collaborating with aligned community organizations in order to promote events that align with the task and charge of the Commission

B. Fundraising

- i. The Commission would like to explore community funds available for the Commission to host events from the Board of Supervisors districts

C. Commission membership and retention

- i. Reviewing at-large applications and connecting with Supervisors' staff to ensure they are actively pursuing applicants for appointment.

Information Items:

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

ADJOURNED: This meeting is closed at ____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.



Resolution Urging Transparency in CEDAW Ordinance Implementation

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, on June 7, 2024, San Diego County Commission on the Status of Women and Girls adopted the attached Resolution, titled “Resolution Urging County to Provide Operational Data for Baseline Data Analysis for Effective Implement of the CEDAW Ordinance.”

Whereas, on December 6, 2024, San Diego County Commission on the Status of Women and Girls Commissioner Amy Nantkes and CEDAW Advisor Parisa Ijadi-Maghsoodi presented to the Commission on CEDAW and the importance of data transparency.

Whereas, on December 6, 2024, the San Diego County Commission on the Status of Women and Girls prioritized CEDAW in its 2025 Strategic Plan.



Whereas, since January 20, 2025—and as stated in the attached letter titled “Status of CEDAW Baseline Intersectional Data Analysis Methodology”—San Diego County Commission on the Status of Women and Girls sought confirmation regarding two outstanding areas of concern, specifically that (1) the focus of the baseline data analysis will be on inequities in County operations, not on general inequities existing at the resident level, and (2) no unit, program, or service—particularly those serving women in poverty—be omitted from the baseline data analysis.

Whereas, since January 20, 2025, San Diego County has yet to provide confirmation that the focus of the baseline analysis will be on inequities in County operations and that the analysis will include all County units, programs, and services, particularly those serving women in poverty.

Effective implementation of the CEDAW Ordinance is a priority for San Diego County Commission on the Status of Women and Girls. Ensuring the baseline data analysis is implemented with full fidelity to the intent and the purpose of the CEDAW Ordinance is crucial to align with best practices in the global human rights arena, lay the foundation by which we will be able to effectively measure future progress, and ensure fiscal responsibility given the \$500,000 allotted to this important stage of implementation.

NOW, THEREFORE, BE IT RESOLVED, that San Diego County Commission on the Status of Women and Girls hereby urges San Diego County to be transparent in its implementation of the CEDAW Ordinance.

BE IT FURTHER RESOLVED, that San Diego County Commission on the Status of Women and Girls urges San Diego County, specifically the Office Equity and Racial Justice, to respond to the Commission’s two outstanding requests for confirmation.

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 May 2, 2025.



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 is 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 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 7, 2024.



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
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

Here is my public statement regarding CEDAW, thank you:

The CEDAW Ordinance has never been more important in our country than right now. Women especially are seeing removal of their rights and justice. Therefore the CEDAW adoption is vital to progress the rights of women and girls. I strongly recommend that the San Diego County Commissioners on the Status of Women & Girls pass, on May 2, 2025, the resolution urging transparency in the implementation of the CEDAW Ordinance. It is imperative that the County provide confirmation that the baseline data analysis will cover all units, programs and services – especially those for women in poverty – thus focusing on inequities in County operations.

Over many years a dedicated team of Commissioners have fought tirelessly for the adoption of the CEDAW Ordinance. These efforts must not be wasted. The current Commission has the opportunity at this moment in time to apply its strength and commitment to the County's understanding that the baseline data analysis must be implemented without prejudice and with full compliance with the intent and purpose of the Ordinance.

Thank you.

Jenni Prisk

Former Chair of the SDCCSW, 2015-2017