



1600 Pacific Highway, Room 201

San Diego, CA 92101-2942

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Chairwoman: Kristine Custodio Suero

Vice Chair

Vernita Gutierrez

Vacant

Idara Ogunsaju

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

Vacant

District 5, Desmond

Rohida Khan

Amy Nantkes

Members At Large

Kelly Jenkins-Pultz

Vernita Gutierrez

Vacant

Staff Assistant

Cristina Garcia

Senior Deputy County

Counsel

Heather Murray

MINUTES

May 2, 2025

Hybrid Meeting

12:00 PM – 1:00 PM

Chair Kristine Custodio Suero: Meeting was called to order at 12:08 PM.

Agenda item #1 – Commissioner Roll Call:

Members Present In-person:

Kristine Custodio Suero	Vernita Gutierrez
Idara Ogunsaju	Amy Nantkes
Monica Martinez	Rohida Khan – Attended remotely due to just cause
Mary Davis	Kelly Jenkins-Plutz
Kimberly Keen	

Members Absent:

Lauren Welty	
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After roll call, Senior Deputy County Counsel Murray suggested to move agenda item #8, nominations and election of the vacant Vice Chair position on the executive board and Chair of the Civic engagement Committee to be the first agenda item heard. Therefore, the listing of agenda items below reflects the order in which the agenda item was heard during the meeting.

(New Business) Agenda item #8 – Nominations and election of vacant Vice Chair position on the executive board and Chair of the Civic Engagement Committee: Chair Custodio Suero asked if Comm. Khan was still interested in self-nominating for open position since she previously expressed interest. Comm. Khan did not respond therefore Chair Custodio Suero moved forward with other nominations. Commissioner (Comm.) Kelly Jenkins-Pultz self-nominated for the vacant vice chair position and chair of the Civic Engagement Committee. Comm. Nantkes made a motion to approve the nomination. Vice Chair (VC) Ogunsaju seconded the motion. All those present voted in favor of the motion. Motion carried.

(New Business) Agenda item #9 – Adopt a resolution urging transparency in CEDAW implementation: Chair Custodio Suero asked to hear a motion on the floor to adopt a resolution urging transparency in CEDAW implementation. Senior Deputy County Counsel Murray mentioned there were several inaccuracies in quotations in law and contract and mis-situation to law, so the option is for the board to adopt a resolution in substance and counsel and chair can meet after to fix the items before the resolution is signed. Chair opened the floor to entertain a motion to adopt the resolution in substance. VC Ogunsaju made a motion. Comm. Nantkes seconded the motion. Chair Custodio Suero read written public comment from former chair Jenni Prisk (Attachment A). Chair Custodio Suero read written public comment from Mary Hansel (Attachment B). Former chair Melinda Vasquez, who attended virtually, provided her support for the resolution during public comment. Rosemary Straley of League of Women Voters, who attended virtually, also provided her support for the resolution during public comment and willing to provide a written statement. Chair Custodio Suero read written public comment submitted Ashley Raveche, President of United Nations Association, USA, San Francisco (Attachment C). Former chair Parisa Ijadi-Maghsoodi, who attended virtually, provided her public comment in support of the resolution. No further public comment. A roll call vote was held with all commissioners voting in favor. Motion carried.

Agenda item #2 – Approval of Minutes for the April 4, 2025 Regular Meeting:

Commissioner (Comm.) Nantkes made a motion to approve the April 4, 2025, regular meeting minutes. Comm. Davis seconded the motion. All those present during the meeting voted in favor of the motion except Comm. Davis and Keen who abstained due to being absent for the April 4th meeting. Motion carried.

Agenda item #3 – Approval of Minutes for the December 6, 2025 Strategic Planning Meeting:

Commissioner (Comm.) Nantkes made a motion to approve the April 4, 2025, regular meeting minutes. Vice Chair Gutierrez seconded the motion. All those present during the meeting voted in favor of the motion except Comm. Martinez, Comm. Keen and VC Jenkins-Pultz, who abstained since they were not commissioners at the time of the December 6th Strategic Planning meeting. Motion passed.

Agenda item #4 – Public Comments:

None

Agenda item #5 – Committee Reports:

- a. Civic Engagement: Chair Custodio Suero has been engaging in community engagement and community outreach as a commissioner and private citizen. She attended the State of the County on April 16, 2025. She was invited to the California Western School of Law, Women and Immigration Law class on April 22, 2025. Then on April 23, 2025 was invited to SDSU undergraduate women's study student Women Law and Policy class. Then earlier this week she had a meeting with Chair Susan Davis from the City of San Diego Commission on the Status of Women. Comm. Davis attended the Lemon Grove democratic club on March 26th where she advertised and promoted CEDAW, and the club was very excited about it.
- b. Policy: Meeting May 9th.
- c. Governance: VC Gutierrez shared that the committee met on April 4th and the intent was to review the draft of operating procedures but that document was not ready for review so they will review it at the next committee meeting.
- d. Executive Board: No updates but discussed briefly appointments and vacancies which is also on the agenda for today's meeting.

Old Business:

Agenda item #6 – Initiative Updates and Liaison Reports

- a. CEDAW Advisor: CEDAW advisor, Parisa Ijadi-Maghsoodi was not online at the time to provide any updates but rejoined after item #10. Two updates 1) status on request for confirmation – no update to the status. 2) national convening – In end of May or early June, there will be a national convening of CEDAW representatives from jurisdiction across the nation to share best practices and implementation to highlight progress. SD will be spotlighted because of the tremendous ordinance along with LA. Hoping to have Comm. Nantkes provide a presentation similar to the presentation she provided to the commission in December 2024. Also inviting elected officials and county staff implementing CEDAW ordinance. Mentioned it to the San Diego County Office of Equity and Racial Justice and hoping they attend. The meeting will be virtual to ensure accessibility. The issue is timing because of the folks on the east coast. It potentially will be held on a weekday in the afternoon, but possibly a Saturday. Mary Hansel is the individual leading this convening.
- b. Women's Hall of Fame: Chair Custodio Suero mentioned there was a meeting was scheduled for May 1st but was cancelled. Women's Hall of Fame scheduled to take place in November but not actual date set.

- c. Association of California Commissions for Women: No updates as Comm. Welty was not present and did not submit any updates to the Chair or Staff Assistant.

Agenda item #7 – Discussion and update regarding appointments and vacancies: Chair Custodio Suero welcomed new commissioner Kelly Keen. Comm. Keen provide information about herself and her passion for the commissions work. Comm. Kelly Jenkins-Pultz, now Vice Chair, also provided information about herself and her passion for continuing to work with the commission in her new role as Vice Chair. Chair Custodio Suero shared there is a vacancy in District 1, District 4 and an At-Large vacancy. Comm. Nantkes would like to consider on going work with youth and young women and consider filling the at-large seat with a younger woman to allow for younger voice, input, and knowledge. VC Gutierrez mentioned it would be a good idea to reach out to the applicants that applied a while ago to ask if they are still interested in serving on the commission and make sure they were applying of the correct commission since there was an application received that had a different commission name. Comm. Davis strongly encourages youth participation but mentioned that there should not be a rubric put in writing stating preferential treatment to the youth as not to age discriminate because over 40 is a protected class. Comm. Nantkes wanted to put on the forefront of giving younger women an open opportunity. Former chair Vasquez provided her public comment that the at-large position is meant to fill in where a characteristic is missing and that Comm. Nantkes was trying to convey that the commission is lacking youth. The Civic Engagement Committee to look at applications received and provide recommendations to the commission of who to nominate for the vacant seats and there would be further discussion of the recommendations.

Agenda item #10 – Roundtable: Initially no information was shared but after CEDAW advisor shared the CEDAW updates, Chair Custodio Suero shared she has a meeting with the Office of Equity and Racial Justice on May 7th for a formal meet and greet. Also, on May 9th the City of San Diego Commission on the Status of Women will be holding their meeting in Balboa Park. There will be a guest speaker for the June 6th meeting.

Adjourn

Agenda item #11: This meeting is closed at 1:08 p.m.

Information Items:

- **2025 Meetings:** 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

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

ATTACHMENT B

I offer this public comment in support of the resolution promoting transparency in the implementation of San Diego County's CEDAW ordinance.

I am an international human rights attorney and legal scholar. Although I submit this comment in my personal capacity, I serve as Co-Chair of the National Cities for CEDAW Advisory Board and Co-Founder of CEDAW Rising — a new organization leading the next chapter of local CEDAW implementation. I was the lead advocate for Los Angeles County's CEDAW ordinance and provided technical assistance in support of San Diego's measure. Last month, I was honored to receive L.A. County's inaugural Human Rights Award for my CEDAW-related work.

In May 2024, Cities for CEDAW sent the attached letter to the San Diego Board of Supervisors and the Office of Equity and Racial Justice, offering guidance on effective implementation of the CEDAW ordinance. This letter emphasized the critical need for gender analyses to include all jurisdictional units, programs and services. Indeed, comprehensive gender analyses enable jurisdictions to identify intersectional gender inequities and lay the foundation for meaningful progress.

The inclusion of all jurisdictional functions is not only practical — it is essential to governmental transparency. Transparency is a cornerstone of human rights, as well as a catalyst for developing impactful action plans for gender equity.

San Diego has made important strides, and I applaud your commitment and leadership to date. To ensure full compliance with the intent and purpose of the ordinance, however, it is vital to confirm that the baseline gender analysis will encompass all County units, programs, and services. Adoption of this resolution will affirm your commitment to transparency, reinforce the integrity of your CEDAW implementation and set a national example for advancing structural gender equity.

Mary Hansel, J.D., LL.M
Co-Founder, CEDAW Rising
Co-Chair, National Cities for CEDAW Advisory Board

Agenda Item #9 – Written Public Comments submitted

ATTACHMENT C

Dear Chair Kristine Custodio Suero and Supervisors Lawson-Remer and Montgomery-Steppe,

Please find a letter of support for the Commission on the Status of Women and Girls Agenda item #9 Resolution Urging Transparency in CEDAW implementation, submitted on behalf of the United Nations Association, USA, San Francisco Chapter, and the Ratify Movement.

For your additional review, I have also included a letter submitted in June 2024 addressing past concerns regarding the benchmark gender-data collection mandated by San Diego's CEDAW ordinance.

I am available for any questions you may have.

In kindness and respect,

--

Ashley Raveche

President

United Nations Association, USA, San Francisco

president@una-sf.org



UNITED NATIONS ASSOCIATION OF THE UNITED STATES OF AMERICA

San Francisco Chapter

May 2, 2025

Commission on the Status of Women and Girls
Chair, Kristine Custodio Suero
1600 Pacific Highway, Room 201
San Diego, CA 92101

Via email: CSWG@sdcounty.ca.gov,

**Re: Letter in Support of the Adoption of the Resolution Urging
Transparency in CEDAW Implementation [Agenda Item 9, May 2, 2025]**

Dear Chair Custodio Suero and Commissioners,

On behalf of the United Nations Association, USA, San Francisco and convenor of the Ratify Movement, we provide this letter in strong support of the **Resolution Urging Transparency in CEDAW Implementation**.

As one of the community stakeholders who helped to create San Diego's CEDAW Ordinance No. 10791, adopted in May 2022, we have continued to monitor the implementation progress and have provided thoughtful feedback to support the critical aspects of disaggregated gender-data collection to ensure the most successful outcomes for the County's strategic approach to addressing an end to all forms of discrimination against women and girls. The UNA-San Francisco provides this support guidance sharing best practices on benchmark gender-data collection and highlights the shared goals from a global human rights framework.

The CEDAW ordinance requires a baseline intersectional gender analysis, which will inform the Intersectional Gender Equity Action Plan, to be developed by every County operational unit. And this output cannot be achieved unless the totality of the operational data includes all units, departments, and services in the gender-data



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collection and benchmark analysis. Moreover, the stated goal of ending discrimination to address gender-based violence, poverty and homelessness of women is diluted if the County omits the largest housing programs which disproportionately serves extremely low-income women, and women of color for the baseline data collection. Lastly, we urge the County to prioritize data collection that focuses on inequalities in County operations, rather than publicly available demographic data as the objective benchmark metric to analyze its results.

Transparency in the benchmark gender-data collection and clear metrics for its analysis is integral to effective implementation of the CEDAW framework. The County's adopted approach of a comprehensive review of systems of discrimination are undermined if the data-collection is not transparent or is failing to collect the benchmark data prioritized in the ordinance specific for the analysis of the impacts of women and girls housing insecurity, growing conditions of poverty, and increased incidents of gender-based violence in the County.

The gender data is intended to facilitate closing policy gaps that have stalled progress of women's ability to advance the economy and participate fully, therefore it is imperative that San Diego County effectively collect the necessary benchmark gender-data to influence policy decisions impacting poverty, housing, and violence prevention. Moreover, the benchmark gender-data will serve as a valuable metric to review future progress of each County department, agency, and unit in order to correlate county-wide strategic goals from the analysis and results in its Gender Equity Action Plan.

San Diego County has adopted a powerful tool to effect more equitable outcomes for women and girls, to improve government operations, and to measure the impact of direct and indirect services. Building the CEDAW ordinance into operations and performance indicators of each department, agency, and unit is the best practice for using taxpayer monies to effectively address existing and systemic disparities, while closing the gender inequalities in San Diego.



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The baseline data collection is the comprehensive strategy to achieve the shared goals of the San Diego Board of Supervisors and the Commission on the Status of Women and Girls. Solving such intersectional problems of systemic discrimination requires not only addressing the root causes of failures within a particular system but also working across all County-wide systems to address intersecting and compounding issues.

San Diego's CEDAW ordinance has the potential to accelerate gender justice in economic development, the criminal legal system, voting rights, civic engagement, health care, as well as act as a barrier to gender-based violence and harassment, poverty and a bridge to address housing and homelessness. I am encouraged by this Resolution that seeks transparency in the process to support the most effective implementation of the San Diego CEDAW ordinance. Thank you for your time, and commitment to eliminating all forms of discrimination against women and girls through data-driven analysis and action-informing insights.

Ashley Raveche
President
United Nations Association, USA, San Francisco
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CC:

Terra.Lawson-Remer@sdcounty.ca.gov; Monica.MontgomerySteppe@sdcounty.ca.gov;



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June 7, 2024

Director Strong
Program Manager LeRoy
Office of Equity and Racial Justice
County Administration Center
1600 Pacific Highway
San Diego, CA 92101

Via email Andrew.Strong@sdcounty.ca.gov; Chiara.Leroy@sdcounty.ca.gov;

**Re: June 7, 2024 Commission on the Status of Women and Girls,
Resolution Urging the County to Provide Operational Data for a Baseline
Analysis**

Dear Director Strong and Program Manager LeRoy:

On behalf of the United Nations Association, USA, San Francisco and convenor of the Ratify Movement, we provide this letter in support of the Commission on the Status of Women and Girls' adopted Resolution Urging the County to Provide Operational Data for a Baseline Analysis.

As one of the community stakeholders who helped to create San Diego's CEDAW Ordinance, I know how critical the gender-data collection is to effective implementation of the CEDAW framework. The County can only view systems of discrimination in its local operations, policies, and external services through the disaggregated data. It is further important to highlight that the data collected also represents millions of dollars in public funds for programs and services that address inequalities and discrimination, and a review of this impact is a critical, fiduciary responsibility of the Board and all Department Directors.

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The County adopted ordinance No. 10791 in May 2022 declaring the following as its direct motivation for the gender-based data collection and analysis:

WHEREAS, multiple forms of discrimination compound to disadvantage and oppress women, including race, ethnicity, immigration status, disability, familial status, and age. The extent to which women and girls experience inequities impact their overall wellbeing and economic stability; and

WHEREAS, adoption of a CEDAW ordinance at the county level will help achieve gender equity and remove barriers faced by women and girls within the county, including in the areas of economic development, the criminal legal system, voting rights, civic engagement, health care, gender-based violence and harassment, housing and homelessness;

Moreover, the ordinance requires an intersectional gender analysis, which will inform the Intersectional Gender Equity Action Plans to be developed by every County operational unit. And this output cannot be achieved unless the disaggregated gender-based data is prioritized in its collection and analysis.

The stated goal of ending discrimination to address gender-based violence, poverty and homelessness of women is not enough. These are complex and intersectional issues that require bold, sweeping actions and the political will to take the first step beyond the words of the ordinance.

The gender-data is the strategy to achieve these shared goals. Moreover, the gender based data provides the Commission on the Status of Women and Girls, and the San Diego Board of Supervisors with the opportunity to review and discuss the impact of the County's strategies on closing the gender gap more effectively, with data-driven analysis and action-informing insights.



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The gender based data is the metric for each County department and is necessary to measure and track its progress and develop each Gender Equity Action Plan. This includes,

- Viewing the gender-data as the baseline metric to measure the impact – as the starting point – to shaping strategic goals for each department in their strategic action plans;
- Reviewing the current County systems for its impact on closing the gender inequities and assessing, as necessary, for potential cost-effective improvements; and
- Ensuring that each Department Director tracks the evolution of their work as a performance indicator, including their immediate outputs for addressing gender-based discrimination and looking to training and capacity to fully implement Department strategic plans.

San Diego County has adopted a powerful tool to effect more equitable outcomes for women and girls, to improve government operations, and to measure the impact of direct and indirect services. Building the CEDAW ordinance into operations and performance indicators of each department is the best practice for using taxpayer monies to effectively address existing and systemic disparities, while closing the gender inequalities in San Diego.

I am encouraged by this resolution that seeks outcome based measures for effective implementation of the San Diego CEDAW ordinance, and am available to discuss additional recommendations and share best practices for an effective and efficient approach that the County could employ for compliance of the gender-data collection mandate.



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Thank you for your time, and commitment to eliminating all forms of discrimination against women and girls.

Ashley Raveche
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