



1600 Pacific Highway, Room 352

San Diego, CA 92101-2942

www.sdstatusofwomenandgirls.org

CSWG@sdcounty.ca.gov

Chairwoman: Kristine Custodio Suero

Vice Chair

Vernita Gutierrez
Kelly Jenkins-Pultz
Idara Ogunsaju

District 1, Vacant

Vacant
Monica Martinez

District 2, Anderson

Mary Davis
Vacant

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

Chiara Leroy
Senior Deputy County Counsel
Heather Murray

MINUTES

October 3, 2025

Regular Meeting

12:00 PM – 1:00 PM

Chair Kristine Custodio Suero: Meeting was called to order at 12:03 PM.

Agenda item #1 – Commissioner Roll Call:

Members Present:

Kristine Custodio Suero	Rohida Khan
Mary Davis	Amy Nantkes
Vernita Gutierrez	Idara Ogunsaju
Kelly Jenkins-Pultz	

Members Late:

Kimberly Keen	
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Members Absent:

Monica Martinez	
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Agenda item #2 – Approval of Minutes: September 5, 2025

Motion by Commissioner Ogunsaju, seconded by Commissioner Khan. Motion passed unanimously.

Agenda item #3 – Public Comments:

San Diego Workforce Partnership (SDWP) – President & CEO Rachel Bereza gave background of organization and presented SDWP slides, attachment A

Q: Commissioner Khan: Is there a particular number human trafficking victims can utilize or would they just walk into the office?

A: They can call or walk into any facility to get assistance, but Ms. Bereza offered to work 1:1 w/ commissioner Khan to assist victims.

Q: Vice-Chair (VC) Jenkins-Pultz: She is aware that SDWP has the Erica Grant, what other support services do you offer?

A: The Workforce Innovation and Opportunity Act (WIOA) is flexible, so we built in significant childcare supports in the Erica Grant, but there are other supportive services available to individuals: Transportation, apprenticeship program (earn and learn), housing, mental health.

Q: Vice-Chair (VC) Ogunsaju: How do you and the team take care of yourselves in order to maintain the energy towards doing this work?

A: Vicarious trauma is something that we pay a lot of attention to in this line of work because many of us do have lived experience. Coming into the organization, it was important that we do was 'Name the Harm' and commit to not creating more. What does that look like and how do we Co create that future together instead of having sort of a dictation from leadership? That was probably one of the most powerful things that we did and the other ways that we really try doing that is by caring for our staff and the individuals in the workplace.

Q: Commissioner Keen: Can you describe the learn and earn program?

A: The Erica grant is in construction with trades, so that is a construction apprenticeship program. Apprenticeship programs teach you and then raise your wage once you've earned a certain level of certification. In San Diego apprenticeship programs include: Healthcare, IT, Creative Economy. Upskill, earn a new wage and repeat until you graduate.

Q: Chair Custodio Suero: #1, Curious how you address higher education populations that are coming out of school and having difficulty in finding a job. #2, We are seeing impacts right now on women in our communities with respect to the sandwich generation, they're caring for children and caring for elders is that being addressed in the work that you're doing?

A: Not in the way it probably could be, that is where I think feedback from groups like this is incredibly important. We are currently conducting research with youth: In high school, college, drop outs, or in need continuing education. Then we have community engagement model with proximate leaders. Those are the planning steps to be able to incorporate an informed decision making process.

Chair Custodio Suero confirmed Policy Committee can reach out directly to Ms. Bereza going forward.

Agenda item #4 – Committee Reports:

- a. Civic Engagement: VC Jenkins-Pultz – Planning an outreach with Office of Child Support for Human Trafficking month, January 2026, and they will provide a Zoom platform for use. Commissioner Khan will use her expertise in this subject matter to help us create the content and perhaps a guest speaker. Designed to be prevention and resources if they have been a victim.
- b. Governance: VC Gutierrez – Governance committee has not met in a couple of months, but they have been working on an operating procedures document that would outline some of the practices of the Commission. There are pending questions and it would be helpful to meet with County staff.
- c. Policy: VC Ogunsaju – Did not meet in September due to not meeting quorum, question for County Counsel, can we have virtual participation to make quorum and meet? Outside of that issue, they continue to work on CEDAW, paid family leave, safety (violence against women and girls), immigration; as soon as it is feasible and they identify the mechanisms for continuing the conversation including looking into economic opportunities for women and girls.
- d. Executive: Chair Custodio Suero - Reminded the commission about nominations and elections that occur at the end of the year followed by Strategic Planning session once elections are over. Chair Custodio Suero also informed the commission that she will be missing the November meeting. Chair Custodio Suero met with the director from the Office of Equity and Racial Justice (OERJ) and was provided with CEDAW updates regarding data collection and also the analysis portion that would

translate into the report that the contractor will be issuing. Draft report will be forthcoming.

Old Business:

Agenda item #5 – Vacancies & Appointments

Chair Custodio Suero reminded the commission on the standing policy in regards to attendance. If you miss 3 consecutive meetings, you will be removed from the commission. Chair also congratulated VC Gutierrez on being reappointed by the Board of Supervisors (BOS) to the commission.

Q: Commissioner Nantkes – Are we looking to fill the At-Large position?

A: Chair Custodio Suero – We can review and recommend to the BOS applicants for that position, but the district seats needs to be Supervisor appointed.

VC Jenkins-Pultz – Civic Engagement committee was tasked to review all the applications and looking at the current membership and seeing where there might be gaps and where our voices don't fully represent. The committee has identified the need for representation from women under 35, Hispanic, and Native American; as well as two individuals that are being acknowledged for their engagement and expressing their support of interest in furthering their expertise by joining the commission. The recommendation is to support one via the At-Large position and the other via a recommendation to the District 4 Supervisor.

Q: Commissioner Nantkes – What are next steps? When is vote?

A: Chair Custodio Suero - Write a letter to BOS on behalf of the Commission to get put the nominees on the BOS agenda. Voting will occur next month.

Agenda item #6 – Initiative Updates and Liaison Reports:

- a. CEDAW Advisor: Taken out of order, reported last - Chair Emeritus, Parisa Ijadi-Maghsoodi – We are in the most important phase of our CEDAW ordinance implementation. As you are all well aware based on the resolutions you have signed and the meetings that we have engaged with for the past two years and so the baseline data analysis for our CEDAW ordinance serves as the foundation by which all future San Diego County CEDAW efforts will be measured and the infrastructure for informing the Intersectional Gender Equity Action Plans that every county youth will be required to develop in order to close the gap at a granular county based program and service level. Praised the commissioners on their work. Informed the commission that the County has allocated more funds to this baseline data analysis for the CEDAW ordinance than it has in the past. The draft report has been released to the Chair and has been shared with advisor Chair Emeritus, Parisa Ijadi-Maghsoodi and Commissioner Nantkes for review, they provided feedback to OERJ, noting that some concerns that they raised were not carried over in the report. We are here to reiterate the importance that there is transparency in the meetings between OERJ and the consultants to avoid things being lost in translation. Chair Emeritus, Parisa Ijadi-Maghsoodi disclosed all the faults they found with the report and that OERJ spoke to the consultants, and a revised draft report will be sent out. Chair Emeritus, Parisa Ijadi-Maghsoodi also reminded the commission what they can do as a Commission under the law.

Commissioner Nantkes – Reiterates what Chair Emeritus, Parisa Ijadi-Maghsoodi said about the importance of getting this baseline right.

Q: VC Jenkins-Pultz – Can you elaborate what the timing is for a public hearing? If we were to go that route?

A: Once the final report is released, that is without a doubt an opportunity for the public to weigh in and provide public comments. However, what I was suggesting was doing it at the draft level and obtaining stakeholder feedback once the revised draft is received from OERJ.

- b. Women's Hall of Fame: Chair Custodio Suero – Reminded the commission that the Women's Hall of Fame has been absorbed by the San Diego History Center. Chiara will be forwarding an email about an event in November. Be mindful that when commissioners are invited to an event, they do not discuss commission matters.

Chiara – Additionally be mindful that you cannot all attend an event that will make you have quorum or is seen as being that you all are there on ‘behalf of’ or are doing commission business.

Q: VC Gutierrez – In the event that we are all hosting or invited to an event is that no allowed?

A: Chiara – Will confirm the rules and report back out.

Chair Custodio Suero – Reminded the commission that she informed the Women’s Hall of Fame that the commission is not in a position to offer funding, but did recommend they apply for Community Enhancement grants. There was also discussion on holding a smaller event this month, October, but there has been no other discussion about it. Once a response is received, the commission will be informed.

- c. Association of California Commissions for Women (ACCW): VC Jenkins-Pultz – The current ACCW is disorganized, and VC Jenkins-Pultz has sent an email offering assistance to get the group up and running again, but thus far has not received a response.

New Business

Agenda item # 7 – Chair/Commissioner Updates - Chair Custodio Suero and VC Ogunsaju will be attending the California Commission on the Status of Women event at Mount Saint Mary University on November 10, they will report back to the commission at the December meeting.

Agenda item #8 – ADJOURNED: This meeting is closed at 1:18 PM.

Information Items:

- **2025 Meetings:** 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.

Everyone deserves the opportunity to succeed

We design and deliver workforce services, programs and special initiatives that help San Diegans do just that.





Hello!

I'm Rachel Bereza

President & CEO of San Diego Workforce Partnership

You can find us at www.workforce.org



MISSION

To empower job seekers to meet the current and future workforce needs of employers in San Diego County.

We recognize the uniqueness of individuals and businesses and connect them with the specific resources they need to succeed. We take a people-centered approach in our programs, research and resources.

We serve all of San Diego's job seekers and businesses.

FY24 Annual Results



145,905

general public
interactions



5,515

active
training/employment
enrollees



\$4M+

invested in job-
readiness training



1,176

employers
served

Supporting the Community

Our customers:



Job seekers



Employers



We bring money to the region from federal, state and local governments, as well as private business and philanthropy



We bring the community together through boards and committees that determine policy, strategy and priority



We identify local skill gaps to pinpoint the skills employers are looking for



We organize community partners to create impactful workforce development programs based on research



We design, fund, deliver and measure programs to increase opportunities for job seekers and businesses

We serve ...

San Diego County residents, with specialized programs and services.



- Dislocated workers
- Low-income individuals
- Parents & families
- Young adults, black opportunity youth & foster youth
- Veterans
- Justice-involved
- Unhoused individuals
- Mental & physical disabilities
- Immigrants, refugees & English language learners

Training Opportunities



- We work with **36 training providers with 170 courses** for participants to choose from.
- SDWP offers trainings for providers on how to add/or maintain status on the Eligible Training Provider List (ETPL) and keep information up-to-date.
- Enhancing our ETPL collaboration initiatives to connect more participants with SDCCD programs.

Job Seeker Services



RSVP to an Event



Career Centers



Job Boards



Find a Program



Our Ikigai



My Next Move




On-demand Training




Portal Log In


Career Centers

Metro Career Center

 4389 Imperial Ave.
San Diego, CA 92113


 [Get Directions](#)

 M–F: 8 a.m.–5 p.m.


 Accepting walk-ins


 Additional resources located at this location:
[PCG](#), [EDD](#), [Able Disabled Advocacy](#), [Five Keys](#), and
[Department of Rehabilitation](#)


South County Career Center

 1111 Bay Blvd.
Suite E
Chula Vista, CA 91911


 [Get Directions](#)

 M–F: 8 a.m.–5 p.m.


 Accepting walk-ins


 Additional resources located at this location:
[Access, Inc.](#), [SER Jobs for Progress](#), [EDD](#),
[Turn BHS \(Mental Health Systems\) Employment Services](#), and
[Department of Rehabilitation](#)


East County Career Center (located in the PCG building)

 151 Van Houten Ave.
El Cajon, CA 92020


 [Get Directions](#)

 M–F: 8 a.m.–5 p.m.


 Accepting walk-ins


 Additional resources located at this location:
[Job Corps](#), [Access, Inc.](#), and [Department of Rehabilitation](#)

North County Coastal Career Center (located in North Coastal Live Well Center)

 3708 Ocean Ranch Blvd
Oceanside, CA 92056

 [Get Directions](#)

 M–F: 8 a.m.–5 p.m.

 Accepting walk-ins

Business Services



Capital for Talent Training



Support During Layoffs



Industry-specific Talent Matching



Recruitment for Inclusive Growth



Resource Network



THANK YOU

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workforce.org



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