



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

November 7, 2025

Regular Meeting

12:00 PM – 1:00 PM

Vice Chair Jenkins-Pultz Meeting was called to order at 12:03 PM.

Agenda item #1 – Commissioner Roll Call:

Members Present:

Mary Davis	Monica Martinez
Kelly Jenkins-Pultz	Amy Nantkes
Kimberly Keen	

Members Absent:

Kristine Custodio Suero	Idara Ogunsaju
Rohida Khan	Vernita Gutierrez

Agenda item #2 – Approval of Minutes: October 3, 2025

Motion by Commissioner Nantkes, seconded by Commissioner Davis. Motion passed unanimously.

Agenda item #3 – Public Comments:

None

Agenda item #4 – Committee Reports:

- a. Civic Engagement: Vice Chair (VC) Jenkins-Pultz –
 - Civic Engagement Committee meetings notes, 10/03/25, attachment A
- b. Policy: VC Jenkins-Pultz –

- AB 406 updates, attachment B

Agenda item #5 – Guest Speaker

Erin Hogeboom, Director of Every Child San Diego gave a background of organization and presented Every Child San Diego slides, attachment C.

Q: Commissioner Nantkes – Item 8.1 San Diego County Working Families Initiative proposal, can you tell us where that proposal is at? And can you talk about the decision to leave Paid Family Leave out in lieu you have here Paid Parental Leave.

A: Director Hogeboom – Familial Leave was done about 5 years, state legislation just passed extending paid parental leave, if this was done today, it would have a broader sense of care. This was drafted by Commissioner Richardson and first proposed to First 5. Unsure of the status, proposes CSWG Commission inquire, if under their purview.

Commissioner Nantkes – On the Policy Committee we’ve had many discussions about care and wanting to make any efforts for policy change, being more inclusive of people who may not have young children at home, but do have aging relatives or just other relatives who need care.

VC Jenkins-Pultz – Thanks Director Erin Hogeboom for her presentation.

Old Business:

Agenda item #6 – Update on the status of County staff’s drafting of the board letter requesting approval of CSWG Bylaws revisions

Chiara Leroy – Will circle back on this item since she is unsure if she is able to speak about this topic at this meeting. However, information has already been shared with VC Gutierrez.

Agenda item #7 – Opportunities for Commission input regarding CEDAW baseline analysis report

VC Jenkins-Pultz advises not to discuss any confidential information about the CEDAW report. The commission had sent several communications to the County raising some concerns about the data collection and the analysis that was moving forward.

October 27 – Commission sent a memo that was specially addressed to the County addressing some of these concerns.

October 29 – Office of Equity and Racial Justice (OERJ) requested an emergency meeting.

Due to the short timeline, they were not available. They did request an extension of the deadline to provide additional input and discussion. Has there been any movement? Has the draft report moved forward? Still an opportunity for us to provide feedback?

C. Leroy – Apologizes for not being able to speak on this topic in this capacity, is here to provide support to the commission. Would need to discuss outside of this meeting.

Commissioner Nantkes - Asks County Counsel how does the Commission have that outside conversation if the Chair has reached out to OERJ and specially asked for an extension, I think our request for additional time to review the report is more than reasonable considering we’re a volunteer Commission.

County Counsel – You will have to speak to the department; it is not in her capacity as Counsel right now can speak to. It is her understanding that the Chair is in communication with a representative of OERJ and they can have communication and report back at the next meeting.

VC Jenkins-Pultz – Spoke to Chair Custodio Suero this morning and was advised that she has not received a response to her request for an extension of the deadline. Would like to go on the record to state that she and the other commissioners are confounded about the whole process. Cannot discuss publicly, but how are they to provide input. The commission is written as a statutory advisor and the whole process is not clear at all about how we engage. The opportunity is going to be lost to have a real impact.

Commissioner Davis – Believes the commission is being stonewalled on this topic. Will be putting it as a private citizen, a Public Records Request for all communication with OERJ and obtain a draft of the report.

C. Leroy – Our roles (herself and County Counsel) are at the meeting to provide admin support [to the Commission], they are not in a capacity to be able to speak to outside work, including anything going on with the CEDAW Report. Advises to continue to work with OERJ.

Commissioner Nantkes – Requests clarity from County Counsel, what are the commissions parameters because we have been told that in the communications that we are not allowed to share the report to the rest of the commission. That does seem out of line with our oversight as an oversight body of the implementation of the CEDAW ordinance. What are the parameters and how can we get the information?

County Counsel – We'll work with the department and get a response to the Chair that can be shared with you all at the next meeting.

Commissioner Davis – Advises that the Chair write an email to OERJ and extends an open invitation to attend meetings and have a liaison from OERJ in attendance so that County Counsel and Chiara are not placed in the middle for inquiries.

Agenda item #8 - Initiative Updates and Liaison Reports

a. CEDAW Advisor: Chair Emeritus, Parisa Ijadi-Maghsoodi

Commissioner Nantkes – Reiterates the e-mail dated October 27, from the Commission to OERJ that we did effectively cover the outstanding issues and that we are waiting upon an update.

b. Association of California Commissions for Women (ACCW): Vice Chair Kelly Jenkins-Pultz

VC Jenkins-Pultz – No one has replied to her inquiries.

c. Women's Hall of Fame: Center for Women's History Launch on November 6th, Vice Chair Kelly Jenkins-Pultz

VC Jenkins-Pultz – Shared that her and VC Ogunsaju attended this event and it was announced that the official merging of the Women's History Museum into the San Diego History Center. It was chaired by Sandra Moss, former KUSI news anchor. VC Jenkins-Pultz provided highlights of the event.

New Business

Agenda item # 9 – Select date for annual strategic planning session

VC Jenkins-Pultz – Polled the commissioners how their schedules look in December, it will be a 2-hour strategic meeting. Will work with Chair Custodio Suero to select a date that works for everyone.

Agenda item #10 - Direct CSWG Chair to draft a letter recommending approval of Amelia Tsering for Commission at-large position

Motion by Commissioner Davis, seconded by Commissioner Nantkes. Motion passed unanimously.

Agenda item #11 - Confirmation of reserved spots at the 2026 U.N. Conference on the Commission on the Status of Women

March 9 – March 20, 2026, this is an opportunity for some of the commissioners to attend at their own expense.

Commissioner Nantkes asks how many seats they have been allocated since she was told she could take 2 students and would like confirmation so that she can begin planning.

VC Jenkins-Pultz will inquire.

Informational Announcement: Commissioner Nantkes – December 10, 2025, 2nd - CEDAW Rising National Convening, fully online. Focus will be Gender Based Violence.
December 13, 2025 – Debrief via Zoom.

Agenda item #12 – ADJOURNED: This meeting is closed at 1:18 PM.

Information Items:

- **2025 Meetings:** 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.

Meeting Notes SD CSWG Civic Engagement Meeting 10-3-25

In attendance: Commissioner Rohida Khan, Commissioner Mary Davis, Amelia Tsering, Esther DeWitt, and Commissioner Kelly Jenkins-Pultz

Welcome – Commissioner Jenkins-Pultz welcomed a member of the public, Esther DeWitt.

Old Business:

1. Discussion of Social media outreach focused on content for the LinkedIn Account and efforts to share information that is not new content, but already created information that aligns with Commission priorities, such as information on Latina Equal Pay Day, Native American Equal Pay Day, Domestic Violence Awareness Month, etc. It would be appropriate for some type of Know Your Rights information to be shared each month as well. When appropriate, the committee members may want to create items that we can post ourselves, such as a recognition of today's speaker from SD Workforce Partnership. Amelia Tsering offered to help generate that content to share.
2. Discussion of a women's organization partner list focused on the need to create a group list of collaborating organizations to share information with, elevate social media posts and potentially cross promote events that align with the Commission priorities. Commissioner Jenkins-Pultz started an excel spreadsheet and will send to the group for additional contacts to add.
3. Discussion of next Human Trafficking webinar with the SD County of Child Support Enforcement included report from Commissioner Jenkins-Pultz that she has suggested two dates in January to the Office of Child Support, but they have not yet confirmed which date is better. She will follow up and work with Commissioner Khan to create an agenda for the webinar. Commissioner Khan suggested 90 minutes with 45 minutes for a presentation and a 30-minute panel with a service provider, survivors, and resources. Potential collaborating speakers may be from One Safe Place, a shelter and survivor speaker and an agent from the Human Trafficking Taskforce.
4. Ideas for future programming included discussion of Commissioner Davis's idea to host a luncheon at the historic Grant Hotel as a way of reminding the public how far women's rights have evolved over the last 50 years.
5. Discussion regarding collaboration with the City of San Diego Commission on Women included potentially inviting the City Commission to any type of event we

may be able to host at the Grant Hotel, as well as a potential webinar to share information about the impact of California's Fair Pay Act, which has now been in effect for ten years.

6. Amelia Tsering shared the news that community member London Holtgren has moved to Washington DC to attend law school and won't be attending the Civic Engagement meetings in the future.

AB406 Summary**Regular Meeting of The Commission on the Status of Women and Girls**

Handout - November 7th, 2025

Summary: AB 406 is a recently enacted California law from 2025 that strengthens the paid sick leave rights of employees who are victims of violent crimes or are family members of victims. It expands on California's existing paid sick leave law. California's "AB406", signed into law on October 1, 2025, was not **about** paid sick leave specifically but it relates to unlawful discrimination against victims of violence and provisions for taking time off for the prescribed reasons. Paid sick leave laws in California were previously updated, with a major change occurring on January 1, 2024.

AB 406 additional details

- **Who it affects:** The bill specifically aims to protect workers who are victims of violent acts or are family members of victims, providing them with the ability to take time off.
- **What it does:** It enhances leave provisions for these specific situations, including allowing a victim or a family member of a deceased victim to use leave for related treatment or services and potentially qualify for bereavement leave under a separate section.
- **Documentation:** The bill outlines requirements for documentation from a medical professional, domestic violence counselor, or other authorized individuals to support the use of leave. It also mentions employees providing reasonable notice.
- **Timeline:** The bill was chaptered (approved) on October 1, 2025, and its provisions are being implemented.

California's general paid sick leave law


- **General requirement:** Since January 1, 2024, California law requires most employers to provide at least 40 hours or five days of paid sick leave per year to eligible employees.
- **Eligibility:** Most full-time, part-time, and temporary employees who have worked for the same employer for at least 30 days in a year are eligible.
- **Purpose:** The general law helps protect workers from illness, ensures a healthy workforce, and allows employees to balance work and family needs.

References:

Text of the bill on Legiscan:

<https://legiscan.com/CA/text/AB406/id/3271501#:~:text=California%2D2025%2DAB406%2DChaptered&text=%5B%20Approved%20by%20Governor%20October%2001,State%20October%2001%2C%202025.%20%5D>

Previous changes/updates to sick leave: https://www.dir.ca.gov/dlse/paid_sick_leave.htm



Together,
we can end the
experience of
child poverty in
San Diego.

SAN DIEGO FOR
every child

Acknowledgement of Land and People

This virtual event is taking place on the unceded territory of **Payómkawichum**, **Kuupangaxwichem**, **Kumeyaay**, and **Ipai** peoples.

The land we call San Diego County is still home to the La Jolla, Pala, Pauma, Pechanga, Rincon, Soboba and Luiseño people.

More about local land acknowledgements:

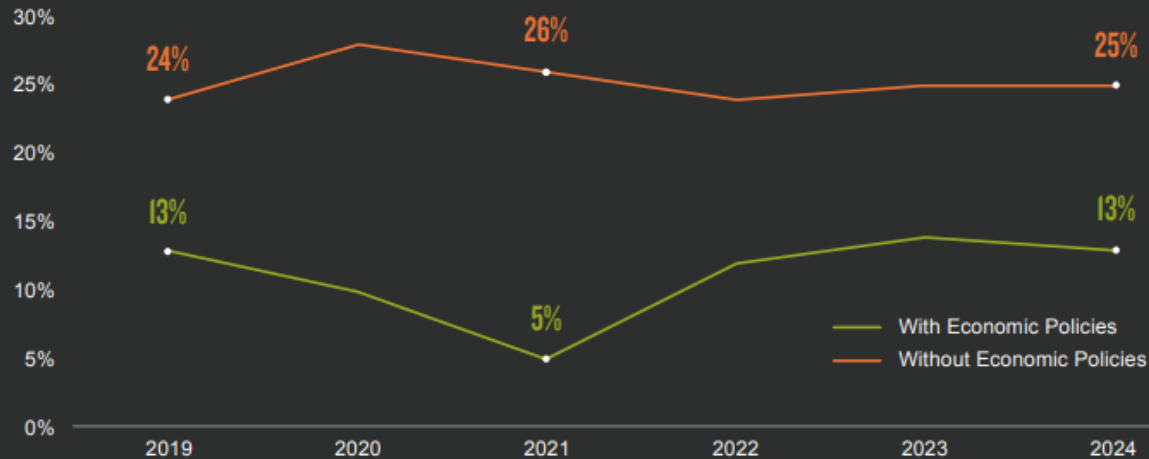
<https://www.csusm.edu/cicsc/land.pdf>

San Diego for Every
Child is dedicated to
halving the experience
of child poverty in San
Diego County by 2030.

FIGURE I

U.S. Supplemental Child Poverty Rates With and Without Key Government Economic Policies (2019 Through 2024)

The SPM reveals the powerful impact of public investments on strengthening family finances and reducing child poverty in America.



Source: Population Reference Bureau analysis of U.S. Census Bureau, Current Population Survey, 2020 to 2025 Annual Social and Economic Supplements (CPS ASECs).

Note: "Without Economic Policies" removes positive value transfers: Earned Income Tax Credit (EITC); Child Tax Credit (expanded and fully refundable in 2021 only); Economic Impact Payments (2020 and 2021 only); Social Security; Supplemental Security Income (SSI); Supplemental Nutrition Assistance Program (SNAP)/Food Stamps; Women, Infants, and Children (WIC); National School Lunch; Capped Housing Subsidies; Low Income Home Energy Assistance Program (LIHEAP); Unemployment Insurance; Child Support received; Cash welfare (TANF); Worker's Compensation; and Emergency Broadband Benefit/Affordable Connectivity Program (EBB) (2022, 2023 and 2024 only).

Pre-COVID, 40% of children under 12 in San Diego County are living in households under double the federal poverty line.

In 2024, the average across San Diego County's five congressional districts was 24.8%. That equates to 193,000 children. We have more work to do.

SAN DIEGO FOR
every child

A photograph of a child sitting on a black plastic swing in a park. The child is wearing a light blue shirt with a heart pattern and dark pants. The swing is hanging from a chain. The background is a blurred green landscape. The text 'Our Approach' is written in a white, cursive script font across the middle of the image, underlined.

Our Approach

Cutting the experience of child poverty in half by 2030 won't be easy. But it is possible.



Healthy food



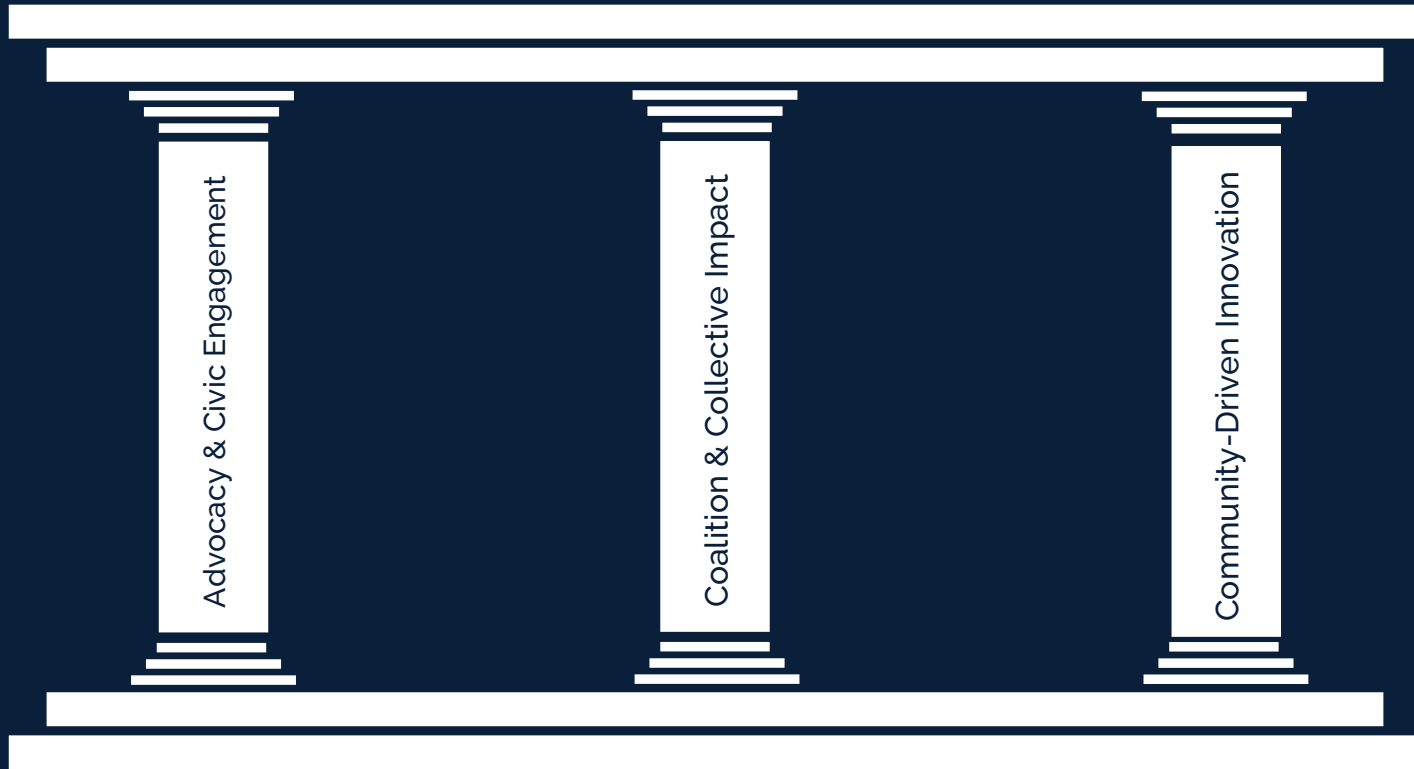
Stable housing



Reliable
healthcare



Quality childcare &
early education



San Diego for Every Child's Pillars of Work

SAN DIEGO FOR
every child



**Tackling the challenges
of child care across our
San Diego County
communities**

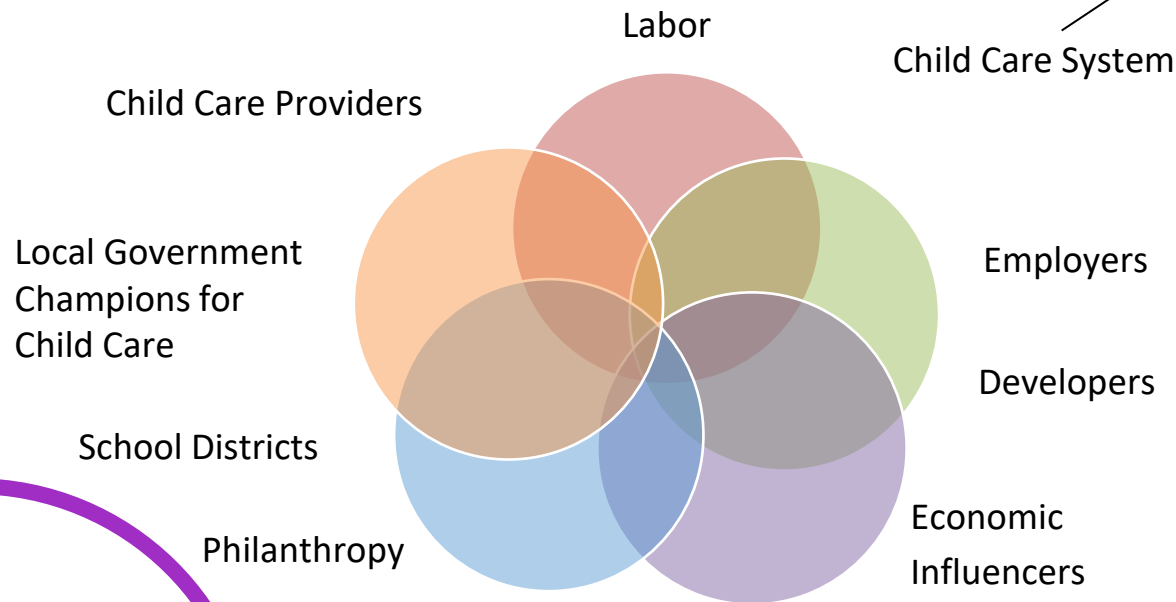
www.SDChildrenFirst.org



**We are Based in Values of
Equity, Compassion & Hope**

Building the Coalition

Filling the need for cross-sector collaboration and advocacy.



Children First Collective Workgroup Members:

- First 5 San Diego
- City of SD Office of Child and Youth Success
- APs
- R&R
- Local Planning Council
- County Office of Ed
- UDW Child Care
- Providers
 - Head Start and CSPP
 - Family Child Care
 - Child Care Centers
- Parent Voices
- Local State University
- Local Foundation
- Close Media Allies

Coalition Composition

Filling the need for cross-sector collaboration and advocacy.

The Collective: The term 'Collective' is meant to encompass the entire body of organizations and individuals that consider themselves part of the broader community pursuing and strengthening local cross-sector collaborations that improve access to quality, affordable child care. This includes participants of quarterly Town Hall meetings, monthly Policy Circles, and ad hoc working groups on specific issues and opportunities.

The Collective Working Group: The Working Group of the Collective consists of organizations and Subject Matter Experts (SME) that together drive the work forward—putting ideas on paper and structuring advocacy goals and tactics based on community input—which are governed by consensus decision-making, and meet every Thursday morning at 8:15am.



#WeChooseCare

OUR FOCUS AREAS



Facilities

Including child care centers and homes in the mixed delivery system



Workforce

Building a strong, fairly compensated child care workforce.



Mental and Behavioral Health

Supports for children and their caregivers



Benefits and Policies

Building systemic support for working parents



Local Government

Laying the groundwork for infrastructure that supports children and families



Dedicated Funding

Prioritizing children and families in a sustainable way with dedicated funding



Facilities

Including child care centers
and homes in the mixed
delivery system

Facilities: Child Care Centers and Homes, in the Mixed Delivery System

Getting creative with co-location of childcare and affordable housing.

- Partnership with the Low Income Investment Fund, '[A Community Win-Win: Co-Locating Child Care with Affordable Housing in San Diego County](#)'
- Measure H Implementation – Utilizing City-owned property for child care
- Child care as additional points in [City](#) NOFAs for affordable housing.
- Working with SDUSD and SDCCD on build-outs.



#WeChooseCare



Workforce

Building a strong, fairly compensated child care workforce.

Key Findings: Economic Insecurity

- Early childhood educators are paid a median wage of **\$13.07/hour**;
- Those hourly rates are **not a living wage** for a *single adult* in any state;
- **97% of other occupations are paid more** than early educators;
- Nearly **half (43%)** of childcare workers' families **survive on public assistance** like Medicaid and food stamps.

[Understanding the True Cost of Care in San Diego County](#)



Mental and Behavioral Health

Supports for children and their caregivers

Mental and Behavioral Health Supports for Children and Their Caregivers

Collaborative advocacy for the mental and behavioral health of children ages 0-5, their parents, families, and caregivers.

- Joint advocacy with Rady Children's Hospital and American Academy of Pediatrics, California Chapter 3, for successful (and unanimous) Board of Supervisors' support for the creation of a child and youth *specific* Optimal Care Pathways plan.
- One-time \$4.3M to sustain Healthy Development Services another year.
- Participation on Policy & Innovation Center's Strategic Behavioral Health Initiative (SBHI), Children and Youth Behavioral Health Regional Council's Constituency Council.



#WeChooseCare



Benefits and Policies

Building systemic support for working parents

Family-Friendly Worker's Benefits

Advocating for the policy changes that we know will help working families.

Six Critical Supports Recommendations for Businesses

- **Company Supports for working parents**

- Indicate that a company is inclusive and supportive of families
- Understanding of needs and challenges of employee as parents
- Provide peer-to-peer support for employees who are juggling the needs of employment and parenthood
- Provide a conduit of parenting resources to employees

- **Flexible & Predictable Work Schedules**

- Make work hours/schedules as predictable as possible, to enable employees to make childcare arrangements and help with family income stability (supports consistent earnings week-to-week)
- Use of PTO to care for sick family members
- Flexibility or unpaid leave to attend school conferences or events

- **Dependent Care Flexible Spending Accounts (FSA)**

- Provide (and help employees utilize) dependent care flexible spending account and/or dependent care assistance plans

- **Lactation Supports**

- Support workplace lactation beyond the requirements of the law; Since 2002, California has required employers of 50+ employees to provide reasonable time and location for employees for lactation
- Adopt lactation policies

- **Paid Parental leave**

- Provide paid leave for employees that are new parents (mothers, fathers, partners), to augment or extend the leave provided by California's paid family leave program

- **Child Care assistance - On-site or Financial Assistance**

- Explore options for on-site or work-adjacent childcare that is provided at a discount and/or waitlist preference for employees
- Provide direct financial assistance



Local Government

Laying the groundwork for
infrastructure that supports
children and families

Local Government Infrastructure that Supports Children and Families

*Keeping the interests of children, youth, and their
families at the forefront when making policies and
decisions.*

City of San Diego, Office of Child and Youth Success

- [Child and Youth Plan](#), with unanimous supported from City Council

County of San Diego, Child and Family Well-Being Department,
Office of Child and Family Strengthening

- [Child Care Blueprint](#), with unanimous support from Board
of Supervisors



#WeChooseCare



Dedicated Funding

Prioritizing children and
families in a sustainable way
with dedicated funding



The North Star!



#WeChooseCare

County of San Diego Child Care Updates



GOAL 1

The child care¹ workforce is well-trained, supported, valued as a profession, and paid competitive wages.²



GOAL 2

Safe and quality facilities are developed and renovated to expand child care programs, particularly in geographic areas where child care is scarce or family demand outpaces supply.

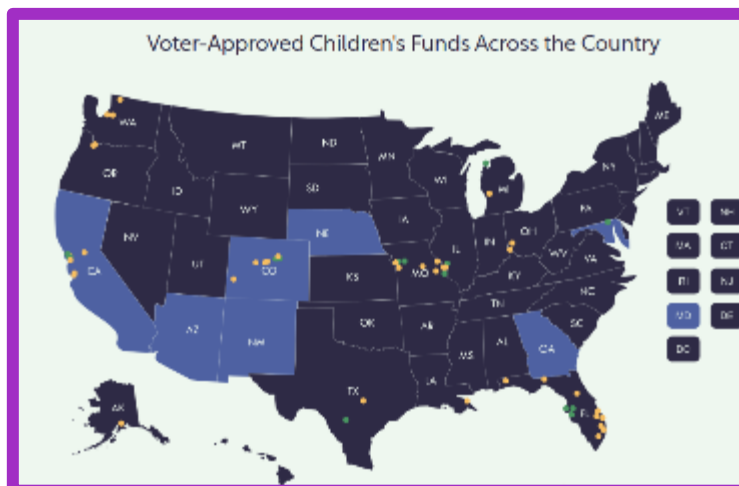


GOAL 3

All families have access³ to child care that meets their needs and preferences⁴ and supports their children's learning, physical and mental health, and social-emotional development.

To equitably and fully commit to these recommendations, a significant local investment for San Diego's child care sector is needed to support children, families, and child care providers.

Prioritizing children and families in a sustainable way with dedicated funding



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Collaborate with Children First Collective

- [Sign-up](#) to be on our newsletter!
- Follow us on [Instagram](#)!
- Connect with [Courtney](#) or [Erin](#) to learn more about our 501(c)4 efforts for children and youth!




#WeChooseCare

A child wearing a white bear costume is standing on a concrete ledge, looking out over a body of water. The child is seen from behind, with their arms resting on a green metal railing. The background shows a calm body of water under a clear sky.

If not now... WHEN!?

**SAN DIEGO FOR
every child**



Together,
we can end the
experience of
child poverty in
San Diego.

Follow us
@SDforEveryChild



sandiegoforeverychild.org
info@sandiegoforeverychild.org

SAN DIEGO FOR
every child