



1600 Pacific Highway, Room 352
San Diego, CA 92101-2942
www.sdsstatusofwomenandgirls.org
CSWG@sdcounty.ca.gov

Chairwoman: Kristine Custodio Suero

Vice Chair Vernita Gutierrez Kelly Jenkins-Pultz Idara Ogunsaju	District 1, Aguirre 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
December 5, 2025
Regular Meeting
12:00 PM – 1:00 PM

Chair Custodio Suero Meeting was called to order at 12:00 PM.

Agenda item #1 – Commissioner Roll Call:

Members Present:

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

Members Late:

Kimberly Keen	
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Agenda item # 9 – (Taken out of order) Nominations & Elections of Chair & Vice Chairs –
Chair:

Commissioner Nantkes nominates Kristine Custodio Suero for Chair. Vice Chair (VC) Ogunsaju seconded. Nomination accepted. Unanimously approved.

Vice Chairs:

Chair Custodio Suero nominates Idara Ogunsaju for Vice Chair. Commissioner Davis seconded. Nomination accepted. Unanimously approved.

VC Gutierrez nominates Kelly Jenkins-Pultz for Vice Chair. Chair Custodio Suero seconded. Nomination accepted. Unanimously approved.

VC Gutierrez nominates Rohida Khan for Vice Chair. Commissioner Davis seconded. Nomination accepted. Unanimously approved.

Effective immediately.

Agenda item #2 – Approval of Minutes: November 7, 2025

Motion by Commissioner Martinez, seconded by Commissioner Jenkins-Pultz. Commissioner Gutierrez abstains. Motion passes.

Agenda item #3 – Public Comments:

Former Chair, Jenni Prisk – In regards to the Draft Baseline Analysis Report, push for transparency, allowing all Commissioners to be given the time to review the report as the Commission was intentionally written into the ordinance for public oversight and secondly for more time for a full review to take place given that the baseline analysis report will serve as the foundation upon which the equity action plans are created and for which all CEDAW progress is measured. The report is slated to be ready by December 12, with presentation to the Board of Supervisors (BOS) on January 14, 2026 and if this additional oversight is to take place, I would suggest that those dates will need to be changed and moved out further.

VC Ogunsaju wants clarification on the report process, was unaware that the commission would not be seeing the report, assumed it was a timing issue.

Chair Custodio Suero points out Agenda #12, for a Closed Session to further discuss these types of issues.

Former Chair, Parisa Ijadi-Maghsoodi – Public comment will also be allowed based on and during the public agenda items pertaining to CEDAW, correct? Chair Custodio Suero – For this commission, the time period that was allotted to us for the final drafts has expired.

Agenda item #4 – Committee Reports:

- a. Civic Engagement: VC Jenkins-Pultz – Last meeting did not have quorum. Human Trafficking joint training with the Office of Child Support will occur on January 15th. Two 1-hour sessions, just for staff; at a later date one will be offered to the public. Commissioner Khan will also be doing Cyber safety and providing resources and videos.

Q: Chair Custodio Suero asks who is on the committee?

A: VC Jenkins-Pultz – herself, VC Khan, Commissioner Davis, member of the public,

- b. Governance: Commissioner Gutierrez informed the commission that this subcommittee will meet following the current main meeting. Main point of discussion will be to review the Standard Operating Procedures (SOP) and extends the invitation to VC Khan to attend.

- c. Policy: VC Ogunsaju – Informed the commission that the next meeting will be held on December 12. Have not met quorum the last two (2) meetings, there has been interest from members of the public, however their attendance was not consistent. Due to the rules of needing to meet in person versus virtual, quorum has been more difficult to attain.

Q: VC Jenkins-Pultz asks County Counsel if ad-hoc committees are allowed?

A: County Counsel – Yes, will provide rules following the meeting.

Commissioner Nantkes suggests being mindful of full-time employees who cannot take time off to attend the Policy subcommittee meetings when they are held on days other than the main meeting.

VC Ogunsaju – Concurs and informed the commission that this item is on the agenda for the December 12th meeting.

- d. Executive: Chair Custodio Suero informed the commission that Commissioner Gutierrez sent the minutes to C. Leroy who will distribute accordingly. Chair Custodio Suero has the nomination letter ready for Amelia Searing to be sent off with the hopes that she will join the commission in January 2026.

Q: Commissioner Keen – Did we decide on any new commissioners?

A: Chair Custodio Suero – Amelia Searing was decided on, last meeting, more will be discussed at this one. There are three (3) vacancies. District 1, District 2 and Members at Large, will be filled by Amelia.

Commissioner Nantkes – At the last BOS meeting, Supervisor Aguirre put forward a nominee and that was accepted, for District 1.

VC Ogunsaju – District 4 also has a vacancy.

Chair Custodio Suero – Vacancies in District 2 and 4; you do not have to reside in the district to be appointed by the BOS.

Commissioner Keen – Has not seen any applications, what is the process?

VC Jenkins-Pultz – Civic Engagement committee was asked to review the applications, there was 12

and were separated by district, after their review they brought forward their nominations to the commission.

Commissioner Gutierrez – Made clear that the commission can only recommend ‘At Large’ members, all other seats are appointed by the BOS.

Chair Custodio Suero – Reminded the commissioners about CEDAW Rising on December 10 at 11:00 am it coincides with Human Rights Day. Please refer to the email Chiara sent out with registration information.

Old Business:

Agenda item #5 – Update on the status of County Staff’s drafting of the board letter requesting approval of CSWG Bylaws revisions

Commissioner Gutierrez requests an update on the status of the Board Letter that was supposed to be drafted by County staff requesting approval of the Bylaws revisions that they had done some time ago.

Chiara – Reminded commissioners that questions of that nature need to be handled offline. She did not receive any requests ahead of time but reminded commissioners that the update that was shared the last time still holds.

Commissioner Gutierrez informed the commissioners that the last update that was received in October was that a letter would be drafted, that is why an update was requested but would be happy to follow up offline if that is what is needed.

Chiara – Reminds commissioners that if questions are going to be asked during a meeting, please ask ahead of time so staff can be fully prepared. Will discuss further with Commissioner Gutierrez offline.

Commissioner Davis – Asked for clarification on the process of asking and obtaining an answer for things that were questioned at a previous meeting.

Chiara – Reiterates that an email, phone call etc. prior to a meeting is helpful, while agenda items are discussed and compiled it is not clear that a question would be asked directly towards her.

Commissioner Davis – Declared that an email between meetings will be sent prior to the main meeting so Chiara can be fully prepared when a question is directed towards her.

Chair Custodio Suero – Officially requests an update on this inquiry for the January 2026 meeting.

Agenda item #6 – Debrief on Status regarding CEDAW baseline analysis report

Parisa Ijadi-Maghsoodi thanks the commissioners on their service. Thanks to the Office of Equity and Racial Justice (OERJ) for their commitment to working with the commission. Reiterates what former Chair Prisk said about the commission being written into the ordinance. Provided a brief history of CEDAW and the reason for the development of the ordinance as well as the reason for the baseline analysis report. Emphasized the importance of sharing the report with the commissioners for review due to their respective expertise in various fields.

Agenda item # 7 – 2026 U.N. Conference on the Commission on the Status of Women

CSWG is allocated 3 delegate seats to this event. Chair Custodio Suero has reached out to her contact to see if an additional 2 seats would be attainable also asked for clarification on extending the invitation to commission members and/or students who are aligned with the commission’s work. Also reminded the commission that this is a self-funded opportunity.

Agenda item #8 - Initiative Updates and Liaison Reports

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

See Agenda #6 for update.

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

The ACCW has taken over the role of communication and to organize for all of the commissions throughout California. They will be the point of contact to obtain information on what other cities and commissions are doing throughout the state.

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

VC Jenkins-Pultz and VC Ogunsaju attended the event at the San Diego History Center where

they launched the new Women's History Project. They exchanged contact information with Laura to stay up to date on the November 6th project.

Agenda item #10 – Strategic Planning Session

Chair Custodio Suero states that historically following the election a meeting is then held to discuss the Strategic Planning Session.

Commissioner Davis asks if January 2nd meeting will be held or pushed back?

Chair Custodio Suero confirms that the meeting for January has been pushed back to January 9th, due to the holiday. Chair also took a head count to ensure that quorum would be met with the new January 9th date.

VC Ogunsaju asks for clarification on regular meeting date versus Strategic Planning meeting.

Commissioner Martinez informs the chair that per the last meeting, 2 hours were decided on for a Strategic Planning meeting following the regular meeting.

VC Ogunsaju suggests pushing the Strategic Planning Session to a date where all commissioners can attend.

Chair Custodio Suero polls for January 16th, for a regular meeting (12-1p) as well as the Strategic Planning Session to follow (1-3p).

Commissioner Nantkes motions, seconded by VC Ogunsaju. Motion passes unanimously.

New Business

Agenda item #1 – OERJ Presentation & Updates

Director Taryell Simmons and Deputy Director Melissa Bartolome from OERJ were on hand to support the presentation from Chiara Leroy on the County-wide Baseline Intersectional Gender Analysis – Status Update – Attachment 1

Comments:

Jenni Prisk shared her views on sharing the report with all the commissioners.

Mr. Simmons responded that there was a two-week window to review and they are still in conversations to see how they can work and have conversations around this timeline.

VC Ogunsaju clarifies that at no point did anyone say the Commissioners were not allowed to see the report but rather it was based on the timeline for review.

Mr. Simmons: yes.

Commissioner Nantkes asks when will all the commissioners receive a copy of the report?

Mr. Simmons: Unfortunately, does not have an answer at this time, will continue to work with the Chair to rectify timelines and will provide an update as soon as possible.

Commissioner Nantkes points out the Brown Act in which the commissioners are not allowed to communicate with the Chair on matters of the commission nor she with them. This is a time sensitive matter and if the commissioners are asked to provide agenda items with 3 weeks' notice, she asks that the same courtesy be extended to the Commission since only a 12-day notice was given to review for the report and provide feedback. Repeats her question on when the Commission can look forward to receiving the report?

Mr. Simmons: That is not a decision that he cannot make here but will take it back as an action item and will work with Chiara to bring back to the Commission. Additionally, he suggests having a representative from Clerk of the Board (COB) come and provide rules and regulations, so everyone is on the same page.

Commissioner Davis noticed that Immigration Status was one of the points and she thought that it was not legal to collect in California. Are you actively asking and collecting that data and does that abide by State law? Second, in her work she works with a school district and they repeatedly hold things to the last minute and use the timeline as an excuse to delay or not provide information and lastly she believes the commission is a poster child for the County because other commissions that are resourced get money, they get budget, they get staff and this commission does not, it is a huge constraint on them for this report and the resources the county give to this commission, very candidly says put up or shut up, otherwise it is just tokenism. Wants to see the report.

VC Jenkins-Pultz thanks OERJ for their presentation. Wants to know why not all departments are collecting the same data, until the commission can look to see what they have, they cannot provide good guidance or ask good questions that might help redirect to do a better analysis of the data. Expresses great interest in reading the data before the report is written.

VC Gutierrez echoes sentiments by the other commissioners on reviewing the report, thanks OERJ for their presentation. What is the process if you cannot provide answers now and the commission's next meeting is not until January 16, 2026.

Mr. Simmons shares with the commission that he and the Chair meet monthly to discuss any challenges that are coming from her end as well as at OERJ's end, only high-level items should be discussed at public

meetings and not to dive into the report. Will discuss offline with County Counsel. Will listen to other questions the commission has, but may not be able to provide answers, however he will provide one to the Chair and/or at the next meeting.

Parisa Ijadi-Maghsoodi asks a yes/no question to Mr. Simmons: Would like a confirmation that this report will not be final until the Commissioners have reviewed and provided feedback to your office and you've considered that feedback. If the answer is no, advice to the Chair is to seek an extension from the BOS who appointed them since they are an independent advisory body. Additionally, under the California Public Records Act (CPRA) she asks for a copy of this meeting since it is being recorded.

Commissioner Nantkes would like to know who makes the final decision on who is getting to see which of the Commissioners are getting to see the report.

Chiara states that all communications and the report have been sent to the Chair.

Chair Custodio Suero states that due to the nature of data confidentiality she was advised to share with a small group, which includes: Parisa Ijadi-Maghsoodi, Commissioner Nantkes.

Parisa Ijadi-Maghsoodi states they did provide preliminary concerns of the report within the two-week timeline, she also stated that it was made very clear that the Chair, Commissioner Nantkes or herself were not allowed to share the report with others. Asks if she can email the report to the commissioners?

Mr. Simmons cannot answer that at this time. Asks if the issue is that they did not share the report with the commission within the timeline to review.

Parisa Ijadi-Maghsoodi states the directive was to not share the document at all.

Commissioner Nantkes confirms that it was her understanding as well and as per the Brown Act, they are not allowed to communicate or share information directly, it needs to go through the County Liaison.

Chiara – Confirms that the report was shared with a small group and discussion on how to share with the Commission was raised so as not to violate the Brown Act and the request for an extension came on the last day for review, and they have been trying to navigate how to proceed.

Chair Custodio Suero states that the reason for Agenda item #2 to be discussed since they are in a conundrum. Rosemary Straley shared what the League of Women Voters has done in support of a CEDAW Ordinance and expressed her concern at the Commission not being able to review the data analysis and urges Mr. Simmons for an extension on the timeline.

Commissioner Nantkes asks when can the commissioners expect to receive a draft report with respect to the report being confidential.

Mr. Simmons will take that back as an action item.

Commissioner Guitierrez asks when can the commission expect a response to all the action items?

Mr. Simmons cannot put a set date but will follow up with the Chair after speaking to Leadership Team. There are some things that we need to tackle that may be involved with processes, procedures and other things that may need to be talked through to see how we make that happen.

Agenda item #2 – Discussion on interest in a Closed Session regarding CEDAW baseline analysis report

Chair Custodio Suero asks if there are no objections? Hearing none, asks County staff to communicate with County Counsel on next steps.

Agenda item #3 – Chair/Commissioner Announcements

- a. **Debrief of California Convening of Commissions & Anniversary Celebration – 11/10/2025**
Chair Custodio Suero stated that it was previously discussed.
- b. **CEDAW Rising Meeting – 12/10/2025**
Chair Custodio Suero shares information via Chiara as it comes in to her.

Agenda item #14 – ADJOURNED: This meeting is closed at 2:01 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.



County-wide Baseline Intersectional Gender Analysis

**Status Update
(CEDAW Ordinance)**

CSWG Regular Meeting
December 5, 2025

Presentation Overview

- Introduction
 - *Who are we?*
- Background
 - *What is CEDAW?*
- Methodology & Data Collection
 - *Where have we been?*
- Next Steps
 - *Where are we going?*

Grounding

- Confidentiality
- Development of the methodology and the action plans
- What the report is and isn't?

It is....	It is not....
A meaningful part of the County's broader equity work	Not a single solution to every equity challenge
A tool that helps highlight trends, opportunities, and future data needs	Not an indication that every department has collected—or must collect—specific data
Focused on issues that fall within the County's scope of authority	Not designed to address items outside the County's jurisdiction
Acknowledges that departments vary in what data they collect and how	Not a uniform expectation that all departments track identical metrics

CEDAW Background

International:

The Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW) is an international treaty adopted in 1979 by the United Nations General Assembly. Described as an international bill of rights for women, it was instituted on September 3, 1981, and has been ratified by 189 states. Over 50 countries that have ratified the convention. ([Wikipedia](#))

Federal:

In 1980, President Carter signed the CEDAW, however the United States remains one of only a few member states that has not yet ratified the treaty. The international adoption and ratification of the CEDAW significantly advances gender equity for women and girls around the world as the CEDAW provides a blueprint for actions to address discriminatory barriers and intends for implementation at the local level. ([Ordinance](#))

CEDAW Background

State

California Senate Concurrent Resolution No. 78 (2018), the Legislature decreed support for the implementation of the principles underlying CEDAW and therein recognized “a need to strengthen effective national and local mechanisms, institutions, and procedures and to provide adequate resources, commitment, and authority to advise on the impact of all government policies on women and girls, to monitor the situation of women comprehensively, and to help formulate new policies and effectively carry out strategies and measures to eliminate discrimination.”

Local

In May 2022, the Board of Supervisors worked with the Office of Equity and Racial Justice and the San Diego County Commission on the Status of Women & Girls to approve the local [CEDAW Ordinance](#).

Local CEDAW Ordinance



The CEDAW ordinance requires:

- Development of a **statement of values and goals** to prevent and eliminate discrimination and to achieve gender equality;
- Implementation of a County-wide **intersectional gender analysis** that identifies barriers to gender equity and factors perpetuating gender inequity in San Diego County;
- A **gender equity strategy** for County operations throughout the region.

Continuation of Equity Work

Database Name	Department	Client Demographics												Client location			Service location		
		Age	Race	Ethnicity	Race/Ethnicity	Gender	Income	Education	Job Status	Home ownership	Language	Communicate in English	Homelessness	Street address	Zip Code	City	Street address	Zip Code	City
Finance & General Government Group																			
Acclaim - Integrated Recording & Vitals system	Assessor Recorder County Clerk	Yes	No	No	No	Yes	No	No	No	Yes	No	No	No	Yes	Yes	Yes	Yes	Yes	Yes
ARCC AS400	Assessor Recorder County Clerk	No	No	No	No	Yes	Yes	No	No	Yes	No	No	No	Yes	Yes	Yes	No	No	No
ARCC Mainframe	Assessor Recorder County Clerk	No	No	No	No	Yes	Var ies	No	No	Yes	No	No	No	Yes	Yes	Yes	No	No	No
ADP	Treasurer Tax Collector	Yes	Yes	Yes	No	Yes	Yes	No	Yes	No	No	No	No	Var ies	Yes	Yes	No	No	No
AppXtender	Treasurer Tax Collector	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No
EPSX	Treasurer Tax Collector	No	No	No	No	No	No	No	No	No	No	No	No	Yes	Yes	Yes	No	No	No
MainFrame	Treasurer Tax Collector	No	No	No	No	No	No	No	No	Yes	No	No	No	Yes	Yes	Yes	No	No	No
Manual Database	Treasurer Tax Collector	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No
Nationwid e	Treasurer Tax Collector	Yes	No	No	No	Var ies	Var ies	No	Yes	No	No	No	No	Var ies	Yes	Yes	No	No	No

CEDAW Project – Intersectional Gender Analysis

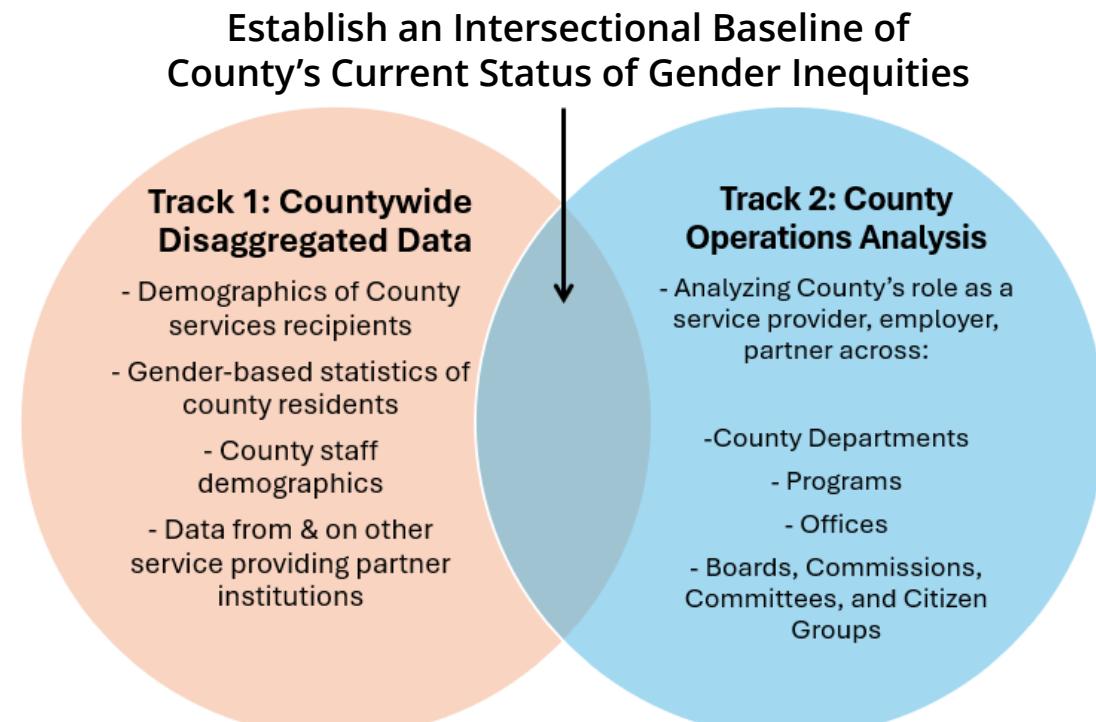
- **Project Lead:** County departments collaborated with the **Office of Equity and Racial Justice** (OERJ) and HR&A Advisors to provide information for analysis.
- **Program Demographic Data:** To perform the analysis, HR&A looked at disaggregated, **de-identified** program demographic information from our residents, clients, and staff and how the County is allocating funding and contracts.
 - Analyzing the County as a service provider, employer, and partner
 - All departments, offices, programs, boards, commissions, and other operational units
- **Data Scope:** “Disaggregated data” shall mean information collected and analyzed by enumerated categories to identify **potential disparities** as well as **good news stories**. These categories shall include, to the extent permitted by law, demographic attributes such as **race, gender, gender identity, sexual orientation, marital status, age, language, socioeconomic status**, and other attributes.
- **Data Sharing:** Data sharing requests were tailored to each department, taking into account data **availability, complexity, and limitations**, including potential regulated data considerations

Two-Track Analytical Methodology

Based on the ordinance's goals for this analysis, the overarching guiding questions for the methodology are:

- How can a baseline intersectional gender analysis be performed to identify existing disparities in the areas associated with the seven principles of the CEDAW ordinance?

- How can we provide an objective, data-driven snapshot to the County that will (1) allow the County to develop actions to operate more equitably as an employer, service provider, and partner, and (2) serve as a baseline against which progress can be measured?



Data from these two comparator groups will be used to conduct the unit-by-unit analysis to identify disparities

CEDAW Project Timeline

Phase 1: Prep

March – November 2024
Develop Data Methodology Memo

September & October 2024
Develop Data Privacy Memo

Phase 2: Data

May 2025
Issue Data Requests

June & July 2025
Collect Data

August 2025
Analyze Data

Data Requested

- Expanded from the 8 demographics listed in the ordinance to 14 actually requested
- Data years FY'20-21, 21-22, 22-23

■ Gender	■ Race	■ Socioeconomic Status
■ Gender Identity	■ Ethnicity	■ Secondary and Tertiary
■ Sex Assigned at Birth	■ Immigration Status	Educational Attainment
■ Orientation	■ Origin Country	■ Other Attributes
■ Age	■ English Language Ability	
■ Zip Code	■ Language	

CEDAW Project Timeline

Phase 3: Report Development

October &
November 2025
Review Report

December 2025*
Approve Report

Phase 4: Implementation

January 2026*
BOS
Presentation

January 2026+
Action Plans

Reminder

- Confidentiality
- Consistent communication
 - Project timeline updates to come
 - Open to future presentations
 - 3 week lead time
- Training refresh and other support available



Q&A



Thank You!