

Chair
Kristine Custodio Suero

Vice Chairs
Kelly Jenkins-Pultz
Rohida Khan
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 Ojunsaju
(Vacant)

District 5, Desmond
Rohida Khan
Amy Nantkes

Members At-Large
Kelly Jenkins-Pultz
Vernita Gutierrez
Vacant

Chiara Leroy, Staff
Assistant

Heather Murray, Senior
Deputy



AGENDA
January 16, 2026
Regular Meeting

12:00 PM

Pursuant to Government Code Section 54954.2 the San Diego County Commission on the Status of Women & Girls will conduct a meeting at the above date and time for the purpose of transacting or discussing business as identified on this agenda.

LOCATION AND REMOTE BROADCAST

The meeting will take place at the County Administration Center: 1600 Pacific Highway, Room 302, San Diego, CA 92101 and is open to the public.

Individuals may also watch and listen to the Commission meeting via Microsoft Teams by joining on your computer, mobile app or room device:
Join on your computer, mobile app or room device

[**Join the meeting now**](#)
Meeting ID: 255 875 781 434 3
Passcode: sV7YK7h5

PUBLIC PARKING

There is 3-hour free parking is available in the underground parking garage located on Ash Street (south side of the building). Be sure to park in a public parking space to avoid citation.

HOW TO PROVIDE LIVE PUBLIC COMMENT

Individuals who wish to address the Commission and provide live public comment may do so at the designated time for public comment during the meeting at the location above or by using Microsoft Teams videoconference or call-in option listed above to access the meeting.

Those interested in speaking are encouraged, but are not required, to submit a request to speak prior to the start of the meeting by sending an email to CSWG@sdcounty.ca.gov with your name, email address, and the agenda item you wish to speak on or if you want to comment on item(s) not on the agenda. You may also submit your request by calling (619) 531-5505.

DISABLED ACCESS TO MEETING

A request for a disability-related modification or accommodation, including auxiliary aids or services, may be made by a person with a disability who requires a modification or accommodation in order to participate in the public meeting. Any such request must be made by sending an email to CSWG@sdcounty.ca.gov or by calling (619) 531-5505 at least 24 hours before the meeting.

WRITINGS DISTRIBUTED TO THE COMMITTEE

Pursuant to Government Code 54957.5, written materials distributed to the Commission in connection with this agenda less than 72 hours before the meeting will be available to the public at the Office of the Clerk of the Board of Supervisors at the County Administration Center, 1600 Pacific Highway, Room 402, San Diego CA 92101. Please submit requests to the coordinator at: CSWG@sdcounty.ca.gov or (619) 531-5505.

Welcome – Call to Order

1. Commissioner Roll Call
2. Approve Minutes for the December 5, 2025 Regular Meeting
3. Public Comment (Opportunity for members of the public to speak to the Commission on any subject matter within the Commission's jurisdiction that is not an item on today's agenda. Follow the instructions above on "How to Provide Public Comment" if you wish to be heard during this public comment period.)
4. Guest Speaker: Nancy Bremeau, National Association of Commissions for Women
5. Committee Reports:
 - a. Civic Engagement: Vice Chair, Kelly Jenkins-Pultz (oral)
 - b. Governance: Vice Chair, Rohida Kahn (oral)
 - c. Policy: Vice Chair, Idara Ogunsaju (oral)
 - d. Executive: Chair, Kristine Custodio Suero (oral) – Attachment #1

Old Business

6. Update on the status of County staff's drafting of the board letter requesting approval of CSWG Bylaws revisions [INFORMATIONAL]
7. Debrief on Status regarding CEDAW baseline analysis report [DISCUSSION/ACTION ITEM]
8. Updates about the discussion on interest in a Closed Session regarding CEDAW baseline analysis report [INFORMATIONAL/DISCUSSION/ACTION ITEM]
9. 2026 U.N. Conference on the Commission on the Status of Women [INFORMATIONAL]
10. Initiative Updates and Liaison Reports [INFORMATIONAL/DISCUSSION]
 - a. CEDAW Advisor: Chair Emeritus, Parisa Ijadi-Maghsoodi
 - b. Women's Hall of Fame: Vice Chair Kelly Jenkins-Pultz
11. Debrief on OERJ Presentation & Updates [INFORMATIONAL/DISCUSSION/ACTION ITEM]
12. Strategic Planning Session [DISCUSSION/ACTION ITEM/VOTING] – Attachment #2

New Business

13. Chair/Commissioner Announcements [INFORMATIONAL/DISCUSSION]
 - a. CEDAW Rising Meeting Debrief- 12/10/2025

Adjourn

14. There being no further business, 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.

Mailing Address:

1600 Pacific Highway, Room 352, San Diego, CA 92101-2942

Website: www.sdstatusofwomenandgirls.org

Email: CSWG@sdcounty.ca.gov

Phone: (619) 531-5505

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MINUTES
January 9, 2026

Executive Board Committee Meeting
12:00 PM

Meeting began at 12:04 pm. Chair Custodio Suero presided.

Present in-person:

Chair Kristine Custodio Suero (KCS)
Vice Chair/Policy Committee Chair Idara Ogunsaju (IO)
Vice Chair/Civic Engagement Committee Chair Kelly Jenkins-Pultz (KJP)
Vice Chair/Governance Committee Chair Rohida Khan (RK)
Public via Zoom: Nancy Bremeau

Policy Committee Chair Ogunsaju reported on the December meeting, which focused on communication strategies regarding critical issues such as paid family leave and violence against women. Chair Custodio Suero suggested that the Civic Engagement Committee Chair Jenkins-Pultz begin outreach to local unions and community members to gather insights on employment issues affecting women, ensuring that the committee's efforts align with the commission's broader goals including youth engagement, CEDAW efforts, paid family leave, and gender-based violence. Moving forward in 2026, the policy committee will prioritize focusing on documentation- documenting position, policy discussions, and drafting memos as appropriate on behalf of the commission. There will be an ongoing focus on PFL in the committee while other topics that overlap with the general work of the commission will continue at the commission level.

Governance Committee Chair Khan discussed the significance of addressing human trafficking, particularly in January, designated as Human Trafficking Month. She shared her involvement in various presentations and webinars on the topic and encouraged others to participate in these initiatives. KCS requested that RK forward the information to our staff representative to distribute to the Commissioners.

RK inquired regarding setting a condensed and more efficient meeting schedule with the various committees. KCS discussed the complexities of scheduling meetings across different committees, stressing the necessity for advance planning due to notice requirements and the importance of integrating discussions from various committees to enhance efficiency.

RK announced that she is being recognized with World Peace Ambassador Award by the Universal Federation for Peace and Women's Federation for Peace. KCS requested that RK provide KJP with the information to post on the Commission's social media platforms.

KCS reminded the Vice Chairs of the status of a long-pending amended bylaws review and advised that she has received no further updates regarding the status. KCS also stated that she has not received any updates regarding the additional clarification on the Status of Request for Closed Session for Review of Baseline Draft Report, specifically KCS's email of December 18, 2025, to our staff representative to inquire with County Counsel: "How is the baseline CEDAW report deemed confidential and on what basis? And what does County Counsel propose for the entire body to review the report? For example, can this be sent to each of the Commissioners with the agreement to not share the report and direct questions to OERJ? In other words, in what manner may all Commissioners review the draft report and direct inquiries? As well, please provide guidance on the what may be discussed in a public meeting or is the entirety of the report deemed confidential and if so on what basis and what procedure was used to determine this. Thank you."

KCS underscored the importance of strategic planning and the role of committees in achieving the group's objectives, particularly in preparation for events like Women's History Month. Civic Engagement Chair Jenkins-Pultz also emphasized the need for youth engagement, mentioning potential collaborations with organizations such as the City of San Diego Office of Child and Youth Success, the Girl Scouts and the Women's History Center.

KJP proposed scheduling the Executive Committee Meeting on January 23, 2026 at 4 pm (pending location) with no objections.

KCS discussed standing and ad hoc committees, with plans to finalize details in an upcoming January 16, 2026 monthly meeting. RK advocated for resource advocacy for victims of human trafficking and recommended that the Commission adopt a similar framework in strategic goal setting and project planning ("4 P Framework: Prevent, Protect, Peer Advocacy & Partnership"). RK also proposed collaboration with local organizations to enhance community support, with public member Nancy Bremeau expressing interest in the partnership initiatives discussed.

KCS stated that the topic of the Annual Report for Board of Supervisors will be further discussed at the January 16, 2026 regular monthly meeting/strategic planning session.

Meeting adjourned at 1:08 pm.

2026 Strategic Planning Chart¹

Goals	Commission Considerations	Stakeholders	Champions	Tactics

¹ Adapted from the Midwest Academy Strategy Chart, 28 E. Jackson Blvd. #605, Chicago, IL 60604, (312) 427-2304 mwacademy1@aol.com www.midwestacademy.com

After choosing your issue, fill in this chart as a guide to developing strategy. Be specific. List all the possibilities.

Goals	Commission Considerations	Stakeholders	Champions	Tactics
<p>1. List the long-term objectives of your commission's priorities.</p> <p>2. What constitutes success?</p> <p>3. How will this priority:</p> <ul style="list-style-type: none"> - Significantly improve the lives of women and girls in San Diego? - Expand women and girls control of their future? - Strengthen the economic and social well-being of women and girls? <p>4. What short-term or partial victories are steps toward your long-term goal?</p>	<p>1. List your commission's strengths and resources. Include skills, facilities, reputation, partnerships, etc. What in-kind contributions can be leveraged for collaboration on priority issues?</p> <p>2. List the specific ways in which you want your commission to be strengthened by the focus on this priority? Fill in numbers for each:</p> <ul style="list-style-type: none"> • Expand leadership group • Increase experience of existing leadership • Expand awareness among new organizations and groups. <p>3. List internal problems or barriers to action.</p>	<p>1. Who cares about this issue enough to support or help the commission?</p> <ul style="list-style-type: none"> • Whose problem is it? • What do they gain? • What risks are they taking? • What power can they leverage for action? • Into what groups are they organized? <p>2. Who might be opposed to action on your priorities?</p> <ul style="list-style-type: none"> • What will they do that might make the commission's priorities more difficult to accomplish? • How strong are they? • How are they organized? 	<p>1. What groups or individuals champion your priorities?</p> <ul style="list-style-type: none"> • Can they help to advance your priorities? • What connections do you have with them? <p>2. Secondary Champions</p> <ul style="list-style-type: none"> • Who has the ear of the groups or individuals who can help champion your priorities? • What connections do you have with them? • What advantages does collaboration with your commission offer to them? 	<p>List the tactics that can best be used to further the commission's priorities.</p> <ul style="list-style-type: none"> • In context. • Flexible and creative. • Directed at a specific audience. • Be backed up by a specific action. Tactics include: • Provide liaison and assistance to citizen groups • Engage with community leaders • Guest speakers at meetings • Issue Briefs or Reports • Public hearings • Conduct workshop events • Public education • Formulate programs

Attachment #2

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