



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

www.sdstatusofwomenandgirls.org
CSWG@sdcounty.ca.gov

Chairwoman: Kristine Custodio Suero

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| <p><u>Vice Chair</u> Kelly Jenkins-Pultz Rohida Khan Idara Ogunsaju</p> <p><u>District 4, Montgomery Steppe</u> Idara Ogunsaju Shantella Slaten</p> | <p><u>District 1, Vacant</u> Monica Martinez Daniela Perez</p> <p><u>District 5, Desmond</u> Rohida Khan Amy Nantkes</p> | <p><u>District 2, Anderson</u> Mary Davis Vacant</p> <p><u>Members At Large</u> Kelly Jenkins-Pultz Vernita Gutierrez Amelia Tsering</p> | <p><u>District 3, Lawson-Remer</u> Kimberly Keen Kristine Custodio Suero</p> <p><u>Staff Assistant</u> Chiara Leroy</p> <p><u>Senior Deputy County Counsel</u> Heather Murray</p> |
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MINUTES
 May 1, 2026
Regular Meeting
12:00 PM – 1:00 PM

Chair Custodio Suero Meeting was called to order at 12:07 PM.

Agenda item #1 – Commissioner Roll Call:

Members Present:

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

Members Absent:

| | |
|----------------|--|
| Amelia Tsering | |
|----------------|--|

Agenda item #2 – Approval of Minutes: April 3, 2026

Motion by Commissioner Nantkes, seconded by Commissioner Davis.
 Motion passes.

Agenda item #3 – Public Comments:

Jenni Prisk – Expressed her appreciation to the commission.
 Natasha Wong – From City of San Diego’s Commission on the Status of Women invites the commissioners to attend their meeting.

Agenda item #4 – Committee Reports:

- a. Civic Engagement: VC Jenkins-Pultz – Provided an update.
- b. Governance: VC Khan – Provided an update.
- c. Policy: VC Ogunsaju – Provided an update.
- d. Executive: Chair Custodio Suero – Provided an update. – Attachment #1

VC Ogunsaju informed the commission that the Vice-Chairs held orientations for two new commissioners, Daniela Perez and Shantella Slaten.

Agenda item #5 – OERJ Presentation & Updates

Director Taryell Simmons presented a PowerPoint to the commission – Attachment #2

- Shared the culture of the County: Be Kind, Be Curious, Be Bold, Do the Right Thing
- Shared background on the Board of Supervisors (BOS) declaring Racism a Public Health Crisis
 - Shared OERJ background, staff and current projects and initiatives

Old Business:

Agenda item #6 – Vacancies & Appointments

- a. **Vacancies - Districts 2 (Anderson)**
- b. **Appointments –**
 - District 1 (Aguirre) Daniela Perez
 - District 4 (Montgomery Steppe) Shantella Slaten

Chair Custodio Suero introduced Shantella Slaten who introduced herself to the commission with a brief background on herself. It was noted that Daniela Perez was appointed for District 1 and unfortunately is not in attendance.

Chair Custodio Suero introduced County staff and the commissioners introduced themselves with brief backgrounds.

Agenda item #7 – Update on the status of County staff’s drafting of the board letter requesting approval of CSWG Bylaws revisions.

No updates provided. Bylaws were already approved by the Board and posted to the Commission’s website. No further action needed.

Agenda item #8 - Initiative Updates and Liaison Reports

- a. **CEDAW Advisor: Chair Emeritus, Parisa Ijadi-Maghsoodi**
Commissioner Nantkes provided an update.
- b. **National Association of Commissions for Women (NACW): VC Kelly Jenkins-Pultz**
Provided an update.
- c. **Women’s Hall of Fame: VC Kelly Jenkins-Pultz**
No updates provided.

Agenda item #9 – Annual Report for Board of Supervisors regarding Status Updates, Discussion and Submission

VC Kelly Jenkins-Pultz provided an update to the commission.

Agenda item #10 - Triton Consulting Group – Interest in Paid Family Leave Research Project

No updates provided.

Agenda item #11 - Standard Operating Procedures (SOPs) Updates –

No updates provided.

Agenda item #12 – Collaborators/Partners of the Commission – Update on Selection Process & Information Gathering for Upcoming Events/Projects

- Board of Supervisors - 2026 Board of Supervisors Meeting Calendar – Interest & Availability for Attendance by Commissioners • 4/21/2026 – Annual County Volunteer Recognition Event (9 am) & General Legislative Session (10 am)
- 5/5/2026 – General Legislative Session (9 am)
- 5/19/2026 – General Legislative Session (9 am)
- 6/1/2026 – Budget Hearing: Recommended Budget Presentation & Community Feedback (12 pm)
- 6/9/2026 – General Legislative Session (9 am)
- 6/23/2026 – General Legislative Session/Budget Deliberations & Adoption (9 am)

New Business

Agenda item #13 – San Diego Women’s Museum (San Diego History Center) – Discussion on Interest for Tour on June 12, 2026 at 12 pm

VC Kelly Jenkins-Pultz requests a response if the commissioners are interested in attending this tour.

County Counsel, Heather Murray, advises the commissioners to be mindful to not meet quorum outside of Commission meetings, which would be 7, unless a special meeting is called.

Agenda item #14 – Chair/Commissioner Announcements

Commissioner Nantkes save the date: June 16th. Commissioner Nantkes will send the information to Chiara so it can be disseminated.

Commissioner Davis thanked Chiara for finding alternative location for today’s meeting. Commission thanked Chiara for all of her support.

Chair Custodio Suero reminded commissioners of an event in Balboa Park on May 2nd at 3PM. Announcement had been sent via email.

Agenda item #15 – ADJOURNED: This meeting is closed at 1:24 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.

Chair

Kristine Custodio Suero

Vice Chair

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, MontgomerySteppe

Idara Ogunsaju
Vacant

District 5, Desmond

Rohida Khan
Amy Nantkes

Members At-Large

Kelly Jenkins-Plutz
Vernita Gutierrez
Amelia Tsering

Chiara Leroy,
Staff Assistant

Miranda Hart,
Deputy County Counsel



MINUTES
April 10, 2026

Executive Board Committee Meeting
1:00 PM

The meeting began at 1:11 pm at the Rancho Bernardo Library located at 17110 Bernardo Center Dr., San Diego, CA 92128. There were not members of the public present.

In attendance were Chair Kristine Custodio Suero (KCS), Vice Chair Idara Ogunsaju (IO) and Vice Chair Kelly Jenkins-Pultz (KJP). Vice Chair Rohida Khan was absent.

IO shared Policy Committee updates and discussed the Triton Consulting Group project focusing on caregiving by the sandwich generation, which will be presented by Sadhana at the August 14, 2026 Commission's monthly meeting. The project will examine county policies and compare them to other jurisdictions' approaches to supporting women caring for both children and aging parents.

Regarding the Civic Engagement Committee, KJP reported setting up a meeting with Jasmine LaFleur from Greater Than Tech for April 16, 2026 at 4 pm, with a potential presentation at the June commission meeting. The group discussed the Commission's monthly meeting held on April 3, 2026, where participants debated whether to reschedule the May 1, 2026 monthly meeting due to a protest acknowledging different perspectives on the scheduling conflict. Discussion also included a future tour of the San Diego Women's History Museum potentially on June 12, 2026 considering how to structure it to comply with meeting protocols while allowing public participation. The discussion included updates on youth engagement outreach efforts, including notifications sent to various organizations about a History Project initiative. KCS shared that she recently attended an American Association of University Women (AAUW) salary negotiations workshop related to Equal Pay Day and that resources were provided to the attendees; KCS inquired if the Civic Engagement Committee has or will discuss upcoming workshops on this issue. KJP also stated that the City of San Diego's Youth Summit will be held on June 3, 2026 and that she will be participating and presenting on behalf of the Commission. The conversation also touched on additional resources from the that could supplement the workshop, emphasizing the importance of both knowledge and advocacy in addressing gender and racial wage disparities.

KCS also discussed the importance of leveraging youth involvement and ambassadors to advance the Commission's work, highlighting the benefits of virtual meetings and collaboration with external organizations. KCS also emphasized the need to address financial literacy and economic mobility alongside the current focus on CEDAW, noting the interconnectedness of these issues with women's experiences across different life stages. KCS expressed hope that the Commission would not lose sight of broader issues while focusing on CEDAW implementation, suggesting these topics could be discussed further in upcoming committee meetings.

The discussion also focused on several key updates and planning items. IO confirmed that Daniela's orientation would take place on Monday, April 13, 2026 at 4 pm, after which she could officially join the May 1, 2026 meeting after connecting with staff representative, Chiara Leroy. The group decided not to secure a guest speaker for the May 1, 2026 meeting due to location uncertainty, instead planning to conduct a mid-year strategic planning session to review progress and plan future activities. There was discussion on upcoming community events, including an April 21, 2026 Department of Labor Women's Bureau event and a potential focus on military appreciation and mental health awareness for May, with plans to develop resources and information about women veterans.

The meeting ended at 2:08 pm.



County of San Diego Office of Equity and Racial Justice

Commission on the Status of Women and Girls
Regular Meeting

05/01/26



Social Justice 2020

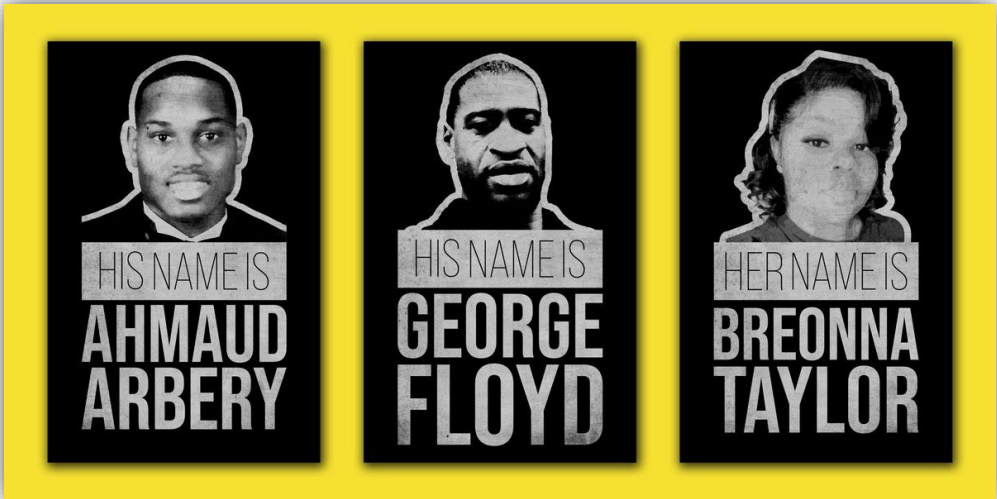


wp The Washington Post

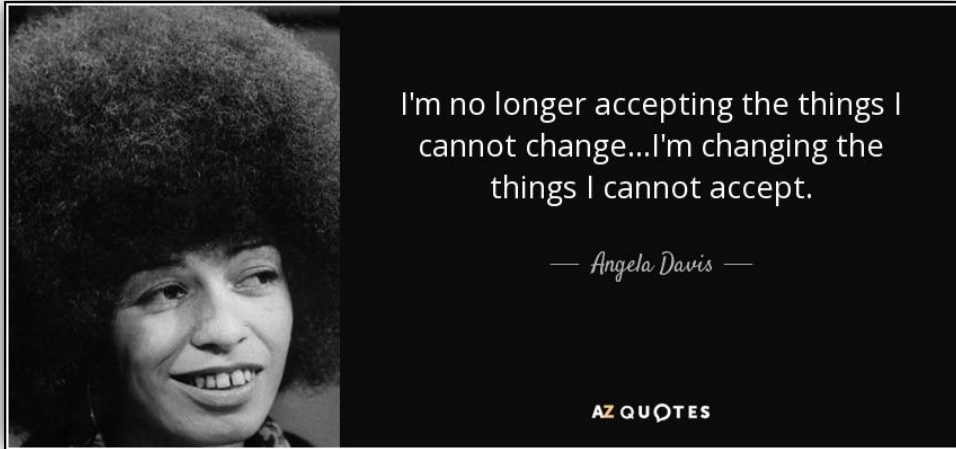
A man wore a KKK hood at a grocery store after San Diego County required face masks

A man wears a Ku Klux Klan hood in a Vons supermarket in Santee, Calif., Saturday. Local authorities say they're looking into the incident.

May 4, 2020



Racism Declared a Public Health Crisis



Board of Supervisors Resolution on January 12, 2021

Acknowledge systemic racism and health disparities in San Diego County

Integrate Equity and Belonging to the County's Mission, Vision, Values & Strategic Plan

Equity Impact Statements for all board letters

Enhance community input and data collection on County programs and policies



OERJ's Mission Statement

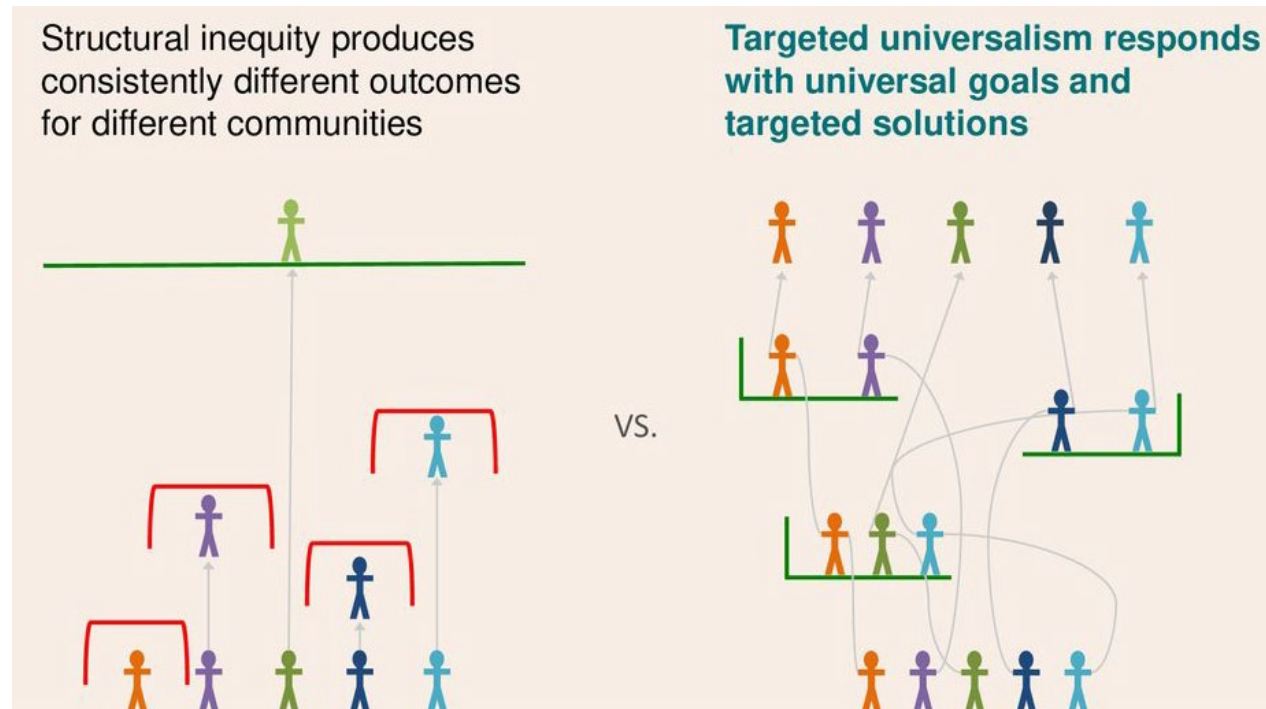
San Diego County's Office of Equity and Racial Justice partners with the community to co-create transformative, enduring, structural and systemic change in San Diego County government.

We bridge San Diego County departments and community voices to design bold policies and practices to advance equity.

We champion belonging for all and advocate for people suffering from structural and systemic racism and exclusion.

TARGETED UNIVERSALISM

- Combines universal and targeted approaches
- Sets **universal goals** for all communities that can be achieved by **targeted interventions**
- Identifies **structural barriers** that create differences between groups vs. focuses on the differences themselves



Our Team Members



Taryell Simmons

Director



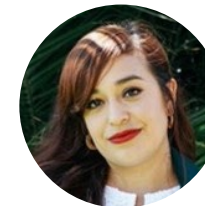
Melissa Bartolome

Deputy Director



Brandon Lewis

Equity Impact Manager
Social Equity Program for Commercial Cannabis



Alejandra Chaidez

Equity Impact Manager
Equity Impact Grant, Equity Indicators,
Organizational Equity Assessment



Chiara Leroy

Equity Impact Manager
Gender Equity, Community Engagement,
Communications



Kasandra Martinez-Topete

Administrative Analyst
JEDI Teams, Social Equity Program for Commercial
Cannabis

Some Key Projects & Initiatives



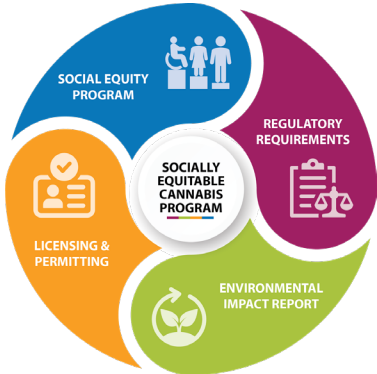
CEDAW & Gender Equity



Equity Impact Grant



Equity Indicator Report



Social Equity Program for Cannabis

Equity Impact Grant



Program Features

- 2 Cohorts, 10 Awardees each
- \$100,000 General Operating Support
- Capacity Building Training
- One-on-One Coaching

Equity Indicators Report



33 Indicators Across 10 Themes

- Communities and Civic Life
- Early Childhood Development
- Education
- Food Systems
- Health
- Housing
- Infrastructure
- Jobs and Finance
- Parks and National Resources
- Crime and the Legal System

Social Equity Program for Cannabis



- Social Equity Program
- Regulatory Requirements
- Licensing and Permitting
- Program Environmental Impact Report

THANK YOU