



1600 Pacific Highway, Room 352

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Chairwoman: Kristine Custodio Suero

Vice Chair

Kelly Jenkins-Pultz

Rohida Khan

Idara Ogunsaju

District 1, Aguirre

Monica Martinez

Daniela Perez

District 2, Anderson

Vacant

Vacant

District 3, Lawson-Remer

Kimberly Keen

Kristine Custodio Suero

District 4, Montgomery

Steppe

Idara Ogunsaju

Shantella Slaten

District 5, Desmond

Rohida Khan

Amy Nantkes

Members At Large

Kelly Jenkins-Pultz

Vernita Gutierrez

Amelia Tsering

Staff Assistant

Chiara Leroy

Senior Deputy County

Counsel

Heather Murray

MINUTES

July 10, 2026

Special Meeting

12:00 PM – 1:00 PM

Chair Custodio Suero Meeting was called to order at 12:13 PM.

Agenda item #1 – Commissioner Roll Call:

Members Present:

Monica Martinez	Idara Ogunsaju
Kristine Custodio Suero	Amy Nantkes
Kelly Jenkins-Pultz	Vernita Gutierrez

Members Online (Just Cause)

Shantella Slaten – childcare	Rohida Kahn - medical
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Members Absent:

Daniela Perez	Amelia Tsering
Kimberly Keen	

Agenda item #2 – CEDAW Baseline Report:

a. HR&A Advisors present the CEDAW Baseline Gender Equity Report

- Lydia Gaby from HR&A Advisors – Presented PowerPoint on Baseline Intersectional Gender

Analysis – **Attachment #1**

- Taryell Simmons, Director for OERJ informs the commission on the two main principles for how we move this work forward.
 - 1. Othering and Belonging Institute – Targeted Universalism
 - 2. Government Alliance on Race and Equity (GARE) – Works across several jurisdictions
 - Provided a GARE overview example/approach
 - [About Us - GARE Online Community](#)
 - Practical framework helps government create fair outcomes for everyone, it has four (4) simple steps: Visualize, Normalize, Organize and Operationalize.

b. OERJ updates on next steps

- Chiara Leroy, Group Program Manager, OERJ – Presented a slide on Convention on the Elimination of all Forms of Discrimination Against Women and what will happen after the presentation is given to the Board of Supervisors (BOS) – **Attachment #2**
- August 18th is when the report will be presented at the BOS Meeting
- Chair Custodio Suero informed the commission that they had an Executive Committee meeting on July 26th where Commissioner Slaten submitted a proposed matrix for tracking work going forward. Will also discuss with County Counsel. Encourages commissioners to join the August 18th meeting to support the report.
- Vice-Chair (VC) Ogunsaju wanted to provide more context to the robust Excel document that Commissioner Slaten provided. Brown Act, the concern of quorum etc., was discussed and not to lose sight of the goal, which is to have a way to continue to work collaboratively.
- Commissioner Nantkes asked for clarification from Ms. Gaby, from HR&A, on the departments that had no data or did not collect data. Answer: Data requests were made to all departments, but data availability is not the same across all departments, provided examples of how it differs, internal vs external to the requirement of the ordinance.
- Director Simmons provided additional examples of departments that do and do not collect data.
- Public inquiry, Chelsea Mutual- Remarkd how internal department data collection would be relevant to this analysis, despite the previous examples. Commissioner Nantkes concurred.
- Ms. Gaby indicated that the list of departments that did not have and/or submit data are located in the introduction sections to each of the organizational groups. Additionally, she shared that the creation and the data guidelines was created with the County.
- VC Ogunsaju thanked Ms. Gaby. Also wanted to ensure that when we talk about the requirements of the ordinance and approaching next steps, we also do not lose sight of opportunities to apply the lessons learned across all the departments and across the roles of the County.
- Chair Custodio Suero reminds the commissioners that this is a baseline report, a launching point. Next meeting is August 14th and the presentation to the BOS on the report is August 18th.
- Commissioner Martinez inquires if it is possible to add attending the commission meeting virtually as an option on the August 14th agenda? Chair Custodio Suero informed the commission that the next opportunity to make this request will be in October and reminds commissioners to frequently check their emails for Commission communication.
- Commissioner Nantkes asks for clarification/confirmation if the meeting on August 14th will have a preview of the presentation that will be given to the BOS, on August 18th. She is requesting this so that comments/questions made to the BOS are not repeated. Director Simmons will inquire if that is possible and will circle back.
- VC Ogunsaju inquires what is the harm in hearing the presentation beforehand? Director Simmons will inquire on Board policy and will circle back.
- Ms. Gaby informs the commission that the positionality of the report is not to move into action, but to set up this additional process around action planning, so this foundational baseline can

give some perspective on where we have answers to some questions, where we do not have answers to others, where data exists and where it does not exist, and further data collection. Further analysis would be part of the next step of work to create those action plans. The action plans then would be what goes into implementation. There currently is no action plan to implement, this is a report to set the foundation to begin the review and action planning process.

- Commissioner Slaten states she is looking forward to the responses to the matrix that was prepared for the commission because it will answer a lot of questions and lead the commission to those implementing questions so that the commission is not going around in circles on the same subject matter.
- Commissioner Gutierrez asks who will be presenting the report to the BOS? Director Simmons informs the commission that he and OERJ Deputy Director Melissa Bartolome will be presenting.
- Public inquiry, Mary Hansel – What happens after the presentation? Chair Custodio Suero will discuss with OERJ on next steps.
- VC Jenkins-Pultz invites commission to Women's Equality Day event on August 26, 2026 at 6pm at the NAT in Balboa Park.
- Public inquiry, Chelsea Mutual - Inquires on Commissioner vacancies and what the terms would be? Chiara Leroy answers that those commissioners that have been appointed by the BOS are tied to their terms.

Agenda item #3 – ADJOURNED: This meeting is closed at 1:37 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 of San Diego Baseline Intersectional Gender Equity Analysis (CEDAW Ordinance)

CSWG Special Meeting
July 10, 2026

What the Ordinance Requires

The CEDAW ordinance establishes three requirements:

- 1. Statement of Values and Goals**
- 2. Baseline Intersectional Gender Analysis**
- 3. Gender Equity Strategy**

This report delivers the second requirement: the baseline analysis.



Grounding

- Quantitative data from Fiscal Years 2020-2023
- Ordinance data requirements
- All departments received data requests

How We Conducted the Analysis

Track 1: Regional Conditions

What is life like for women and girls across San Diego County?

Data: U.S. Census (American Community Survey, 2019–2023)

Topics: Income and employment, housing costs, health access, education, civic participation, and safety

Lens: How gender intersects with race, income, immigration status, disability, and age

Track 2: County Operations

How is the County performing as a service provider, employer, and partner?

Data: County department operational data (FY 2020–2023)

Topics: Who the County serves, employs, and engages—including client demographics, workforce composition, boards and commissions, and contracting

Lens: How well the County’s reach aligns with the communities it serves

Putting It Together: By comparing regional conditions with County operations, this analysis identifies who the County is reaching—and where there may be opportunities to strengthen services, outreach, or data collection.

What Regional Data Show

These are conditions shaped by city, state, and federal policy.

1 in 3 HOUSING

Women face higher housing cost burdens across the region, with the greatest challenges among Black and Latina women

2x HEALTH ACCESS

Women with limited English proficiency and immigrant women face greater barriers to accessing healthcare services

39% CIVIC PARTICIPATION

Women hold approximately 39% of municipal offices in California — above the national rate of 32%, but still short of equal representation

SAFETY

Financial stress, housing instability, and caregiving responsibilities are associated with greater vulnerability to gender-based violence



County Operations: Areas of Strength

58.9%

HOUSING PROGRAMS

Housing and Community Development Services demonstrates strong reach to women (58.9% of clients), with effective engagement with communities facing high-cost burdens

Strong

HEALTH & SOCIAL SERVICES

Programs like In-Home Supportive Services, CalWORKs, and CAPI demonstrate strong reach to older women, immigrant women, and women with limited English proficiency

A-139

LANGUAGE ACCESS

County-wide investments in multilingual materials, interpretation, and culturally responsive outreach are reaching several language communities at or above expected rates

Connecting Regional Conditions to County Operations

The comparative analysis identified two patterns:

1. **Strong alignment:** In many areas, the clients the County serves reflect the broader regional population—suggesting the County is effectively reaching communities facing gender-related challenges.
 2. **Areas for further review:** In some areas, certain populations appear over- or underrepresented compared to regional patterns. These differences may reflect program design, eligibility, outreach, or data limitations—and point to potential opportunities for deeper analysis.
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Key Themes Across the Analysis

58.9% HOUSING

County housing programs reach women above expected rates. Some language communities and younger adults are less represented, suggesting areas to explore.

Strong LANGUAGE ACCESS

Strong engagement with Arabic- and Spanish-speaking residents. Communities speaking East Asian and South Asian languages are less represented in some service areas.

57.7% OLDER WOMEN

AIS demonstrates strong engagement (57.7% of clients are women). Outside specialized aging programs, older adults are less represented in some service areas.

Data Infrastructure: Identifying opportunities to strengthen demographic data collection, where appropriate, and threading is a key recommendation. Better data will enable the County to more precisely understand who it is reaching and where outreach can be improved.



What County Operations Data Shows

Women in the County organization represent:



6%

BOARDS AND COMMISSION SEATS

Women under 35 are 6% of County Board and Commission seats...

which is lower than 24% of the total regional population for women under 35.



60.9%

WORKFORCE

Women are 60.9% of County workforce at all levels including leadership...

which is higher than 49.4% of the total regional population.

Recommendations

- Explore strengthening data collection
- Conduct focused follow-up analysis
- Build on existing workforce analytics
- Broaden civic participation
- Continue investing in language access



THANK YOU



Convention on the Elimination of all Forms of Discrimination Against Women

Next Steps (CEDAW Ordinance)

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July 10, 2026

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Presentation Overview

➤ Grounding

➤ Next Steps

➤ Timeline

Next Steps

- **Department-Specific Intersectional Gender Equity Action Plans:** Each department will develop an action plan based on these baseline findings, with plans being updated every two years as required by the ordinance.
- **Five-Year, Countywide Intersectional Gender Equity Action Plan:** A countywide strategy that brings together policy, budgeting, and program design.
- **Annual Reporting:** Annual progress reports will be presented to the Board about the implementation and monitoring of the Department-Specific Intersectional Gender Equity Action Plans.
- **Community Partnership:** Continued collaboration with community-based organizations and residents to ensure the County's equity work reflects the needs and priorities of the people it serves.

Timeline



Timeline – Next Steps

Visualize

**Align Around
the Vision**

July 2026 –
November 2026

Normalize

**Understand
Dept. Context**

November 2026 –
May 2027

Organize

**Build Action
Plan Templates**

May 2027 –
September 2027

Operationalize

**Implement &
Track Progress**

September 2027
– onward

Co-created by OERJ in collaboration with
CSWG and County departments



Q&A

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