



1600 Pacific Highway, Room 352

San Diego, CA 92101-2942

www.sdstatusofwomenandgirls.org

CSWG@sdcounty.ca.gov

Chairwoman: Kristine Custodio Suero

Vice Chair

Kelly Jenkins-Pultz

Rohida Khan

Idara Ogunsaju

District 1, Vacant

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

August 14, 2026

Regular Meeting

12:00 PM – 2:00 PM

Chair Custodio Suero Meeting was called to order at 12:06 PM.

Agenda item #1 – Commissioner Roll Call:

Members Present:

Monica Martinez	Rohida Khan
Kristine Custodio Suero	Idara Ogunsaju
Shantella Slaten	Amy Nantkes
Kelly Jenkins-Pultz	Vernita Gutierrez
Amelia Tsering	

Members Absent:

Kimberly Keen	Daniela Perez
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Agenda item #2 – Approval of Minutes: July 10, 2026

Motion by Commissioner Gutierrez, seconded by Commissioner Tsering.

Motion passes.

Agenda item #3 – Public Comments:

None.

Agenda item #4 – Triton Consulting Group Presentation on Paid Family Leave Research Project –

Attachment #1

Agenda item #5 – Committee Reports:

- Civic Engagement: VC Jenkins-Pultz – Provided an update.
- Governance: VC Khan – Provide an update.
- Policy: VC Ogunsaju – Provided an update.
- Executive: Chair Custodio Suero – Provided an update.
 - Executive Committee July 23, 2026 Meeting Minutes – **Attachment #2**

Agenda item #6 – OERJ Presentation & Updates

- Director, Taryell Simmions will have Ms. Leroy send out an email on how the commission can get involved in community engagement pieces around legislation.
- Director Simmons & Ms. Leroy provided updates and presented to the commission. – **Attachment #3**

Old Business:**Agenda item #7 – CEDAW Baseline Report**

- **Debrief and updates on status regarding CEDAW baseline analysis report**
- **Project Plan Matrix proposal by Commissioner Slaten**
- **HR&A Consultants summary of findings report**
- **OERJ updates on presentation of report to Board of Supervisors (BOS) on August 18, 2026**

Chair Custodio Suero:

- Thanked Commissioner Slaten on the proposed matrix and updated the commission that it is currently under review with County Counsel; will be an ongoing discussion.
- Read her draft public comment for the BOS meeting on August 18th; will have Ms. Leroy send out via email as well.

VC Ogunsaju motions to have the Chair's public comment be read at the BOS meeting. Seconded by Commissioner Khan. Motion passes.

Commissioner Tsering motions for the Chair along with Executive Committee to discuss at their next Executive Committee meeting with regard to outreach strategies to the Chair, Vice-Chair of BOS as well as staff for the remaining BOS, specifically to provide updates with regard to the CEDAW Baseline Report and invite them to the September meeting. Seconded by Commissioner Guterrez. Motion passes.

Agenda item #8 – Vacancies & Appointments

- a. **Vacancies - District 2 (Anderson)**
 - 2 open vacancies

Agenda item #9 - Initiative Updates and Liaison Reports

- a. **CEDAW Advisor: Chair Emeritus, Parisa Ijadi-Maghsoodi**
None.
- b. **National Association of Commissions for Women (NACW): VC Kelly Jenkins-Pultz**
Provided an update.

Agenda item #10 – 2026 Annual Report for Board of Supervisors regarding Status Updates, Discussion and Submission

Chair Custodio Suero: Friendly reminder to check emails, please send photos and events (with a brief 1-2 sentence description) that you may attend to be included in the report.

Agenda item #11 – San Diego Women's Museum (San Diego History Center)

- **Discussion on Interest in Collaboration with Commission's History Project**
- **Women's Equality Day Event Updates on August 26, 2026 at 6pm**

No update

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

- 8/18/2026 – General Legislative Session (9:00 am)
- 9/1/2026 – General Legislative Session (9:00 am)
- 9/15/2026 – General Legislative Session (9:00 am)

Chair Custodio Suero encourages members to attend.

Agenda item #13 – Discussion regarding Strategic Plan and Updates

Chair Custodio Suero noted that this will be agendaized for the Executive Committee meeting as well as the monthly September meeting.

Agenda item #14 – Discussion regarding Participation and Attendance at Committee and Monthly Meetings

Chair Custodio Suero reminds commissioners to check their emails frequently for information and polls. Excessive absences will result in removal of commission membership.

New Business

Agenda item #15 – Discussion regarding Potential Priority Issues of the Commission

Chair Custodio Suero this topic will be taken on by the Executive Committee.

Agenda item #16– Discussion regarding Commission Website & Commissioner Profile Standards

Chair Custodio Suero updated the commission.

Agenda item #17 – Discussion regarding SB 707 Revision of the Brown Act for Virtual meetings

Chair Custodio Suero asks the commission:

1. If they want to move forward as a Commission with SB-707 and have virtual meetings on behalf of the Commission and all committees of this Commission?
2. A physical designated location needs to be determined because the public still needs to have a physical space to come to should they want to participate in the meetings, which means that Ms. Leroy or a County staff representative will need to be present at the location.
3. Providing justifications [for having virtual meetings].

Chair Custodio Suero motions for the committee to move forward with SB-707, so moved by VC Ogunsaju. Seconded by Commissioner Martinez. Motion passes.

After motioned passes, Ms. Leroy clarified that she would need all physical locations and justifications.

Monthly Meeting – CAC

Policy Committee - Mission Valley Library

Executive Committee – Rancho Bernardo Library

Governance Committee – Rancho Bernardo Library

Civic Engagement Committee – Kensington/Normal Heights Library

County Operations Center is also an option.

1. All in favor of moving forward?
 - Ayes: Martinez, Ogunsaju, Slaten, Custodio Suero, Jenkins-Pultz, Khan, Gutierrez, Tsering
 - Nays: Nantkes
 - Abstentions: None
 - Motion passes
2. Physical Locations: CAC and COC
 - Ayes: Martinez, Ogunsaju, Slaten, Custodio Suero, Jenkins-Pultz, Khan, Gutierrez, Tsering
 - Nays: None
 - Abstentions: Nantkes
 - Motion passes
3. Justifications that will be included in the request:

- Public Access – As stated in the CEDAW Baseline Report with regard to the public access in women and girls in this region to participating in civic life.
- Membership – For convenience outside of the just cause as the commission currently does.
- Ayes: Martinez, Ogunsaju, Slaten, Custodio Suero, Jenkins-Pultz, Khan, Gutierrez, Tsering
- Nays: None
- Abstentions: Nantkes
- Motion passes

Agenda item #18 – Chair/Commissioner Announcements

None

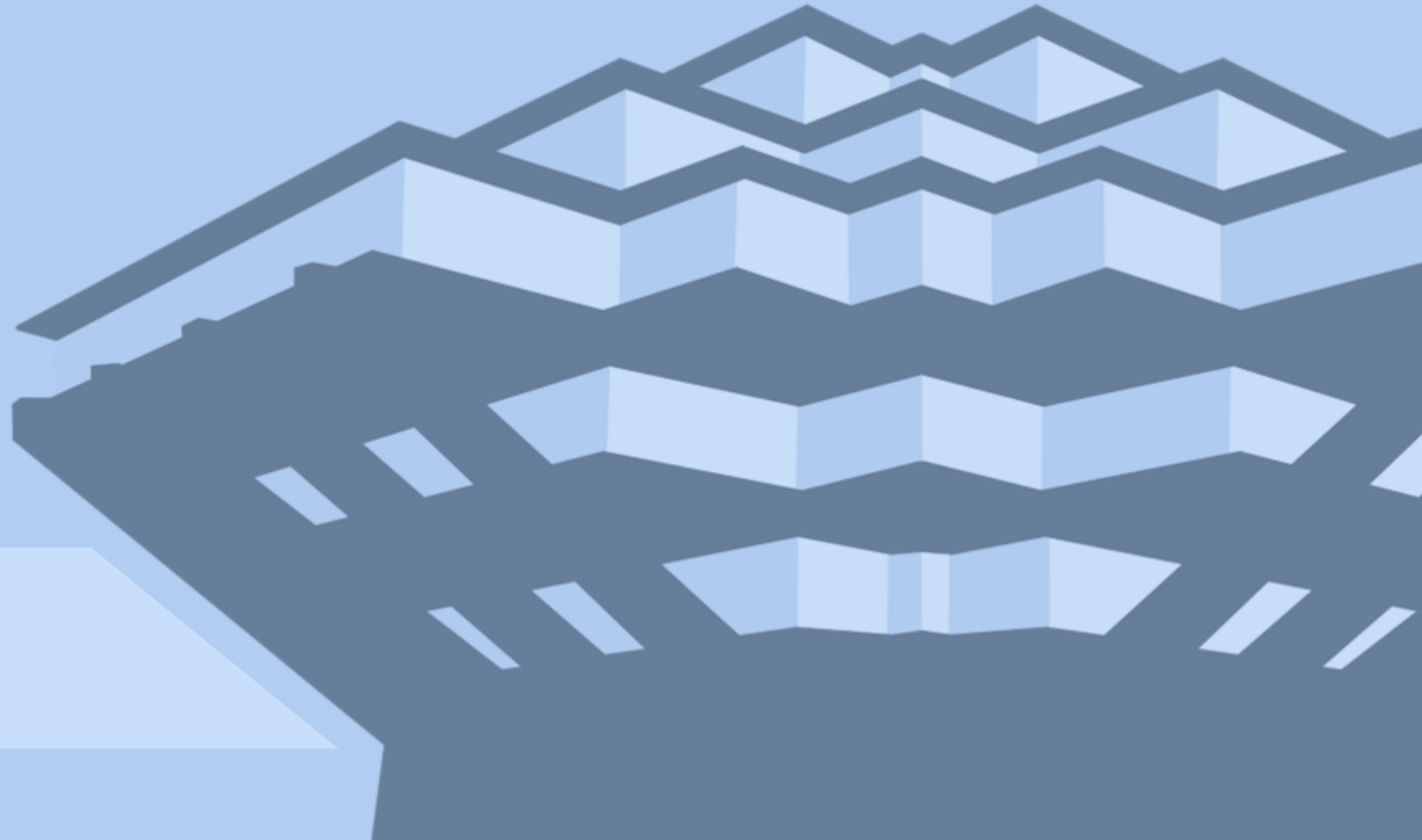
Agenda item #19 – ADJOURNED: This meeting is closed at 1:52 PM.

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.

Summer 2026 Final Deliverable

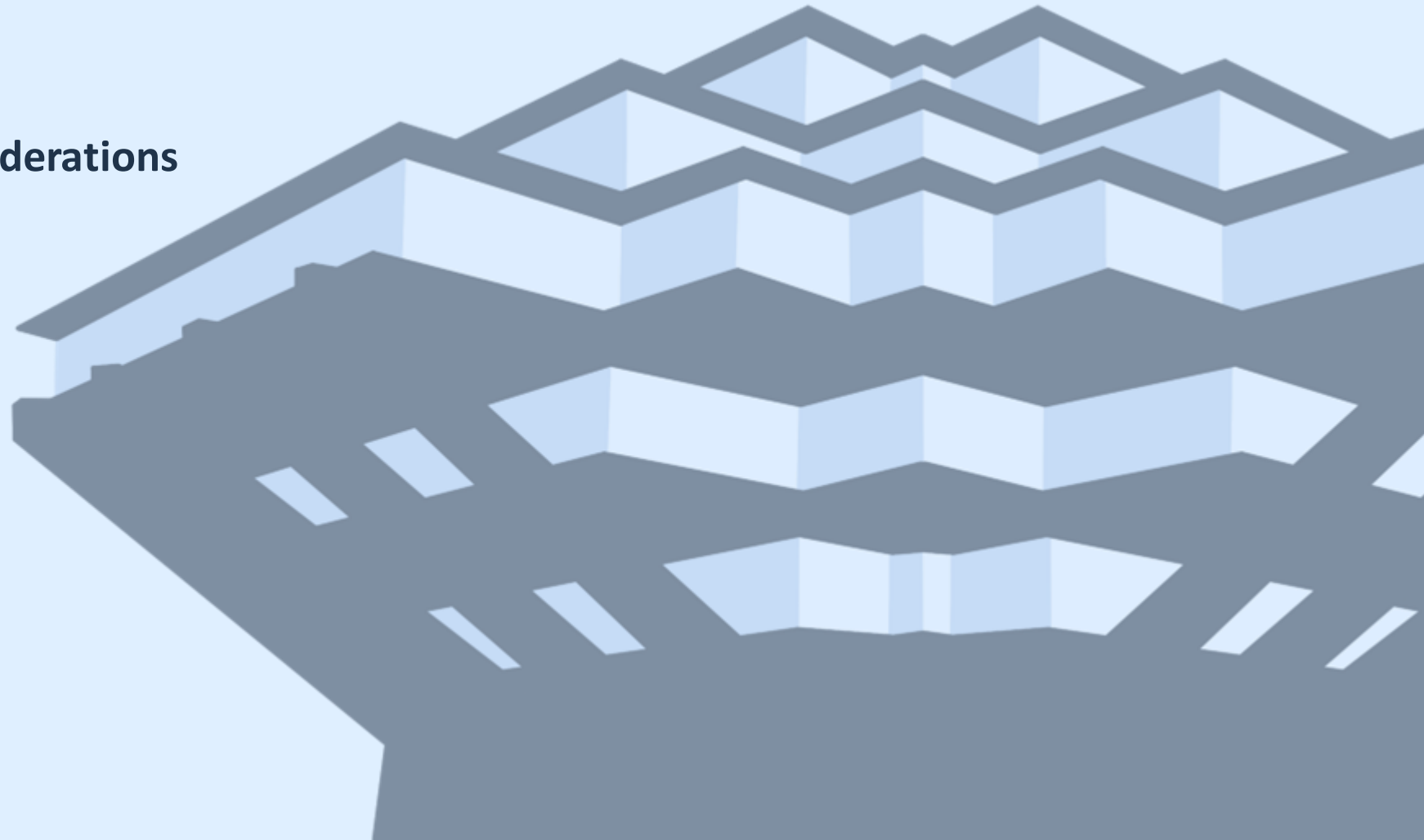
Triton Consulting Group

SD County CSWG



Agenda

- 1 **Recap of Spring Findings**
- 2 **Unions**
- 3 **Our Findings**
- 4 **Implications & Considerations**



Background Information on California PFL

California Paid Family Leave

- Provides up to 8 weeks of partial wage replacement (70-90% of income) to eligible workers who need time off to:
 - New Child Bonding
 - Family Caregiving
 - Military Exigency

Qualifications

- CASDI (California State Disability Insurance) Contributions
- Earnings Threshold
- Demonstrated Need
- Employment Type
- Benefit Conflicts

Impact of PFL Expansion

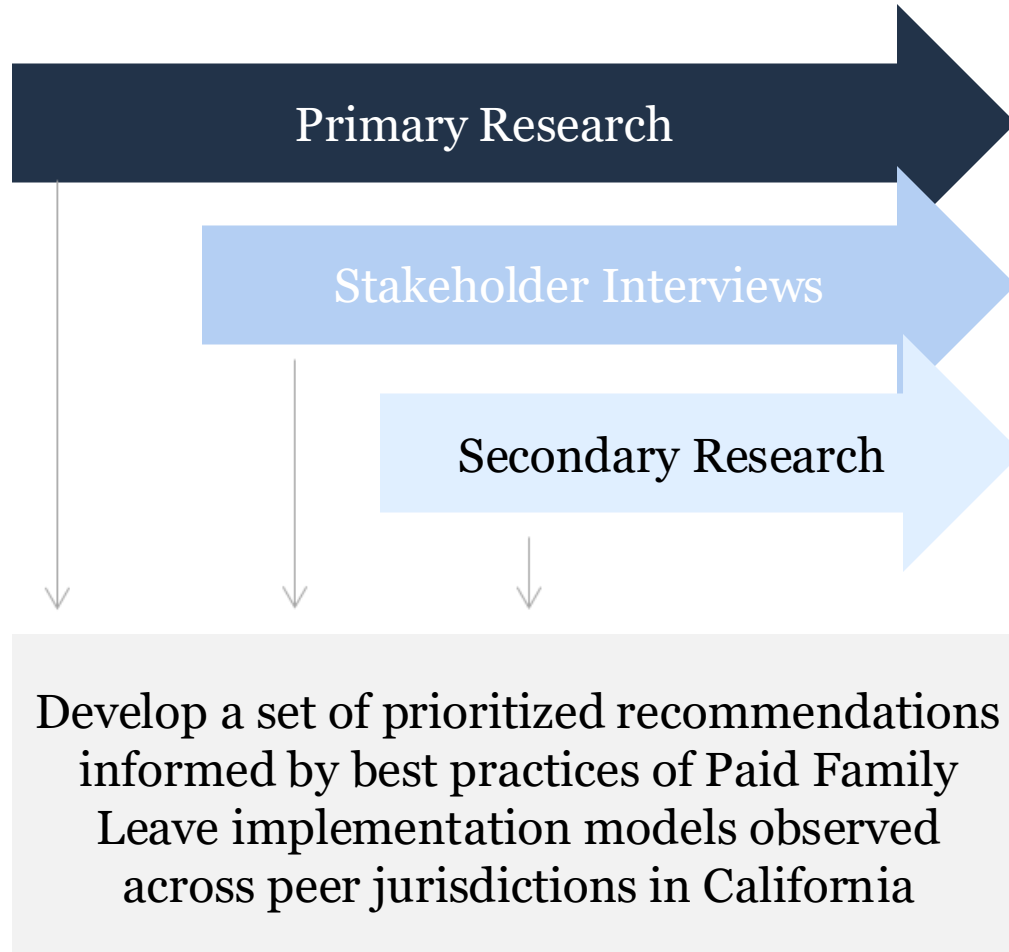
- **Expanded in 2025:** following the wage replacement hike to **90% for low-income workers**, PFL claims in early 2025 rose by 25% year-over-year

Middle-Income Claim Surge

- While claims for those earning under **\$20,000** rose **by 2%**, claims for those earning under **\$60,000** saw a massive **17% jump**, indicating a high "pent-up" demand for leave among the working class

Project Overview

Project Goals



Key Objectives

1

Quantify Demographic & Economic Vulnerabilities

2

Benchmark Comparative Municipal Leave Frameworks

3

Develop Actionable County-Level Policy Recommendations

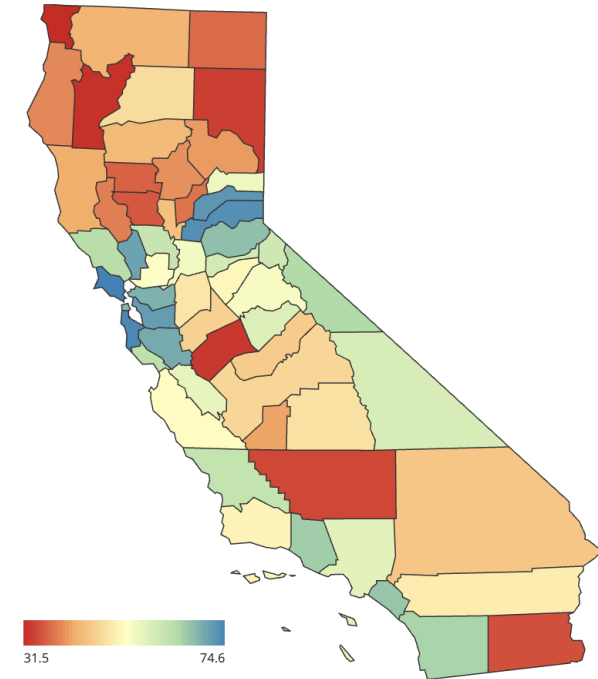
California's PFL Structure – County Comparable Analysis

State Funded EDD vs County Funded PFL

- California EDD provides a baseline minimum for the state: 60-70% wage replacement up to 8 weeks
- Counties must decide to dedicate additional resources to go above this state baseline
- San Diego County has no dedicated program above the baseline regarding PFL, notable for accessibility of information

Women's Well Being Index

Marin, 74.6
San Mateo, 73.5
Placer, 71.4
Nevada, 66.3
Alameda, 65.6
Napa, 64.9
Santa Clara, 64.5
Contra Costa, 64.2
San Francisco, 63.0
El Dorado, 61.8
Orange, 61.7
Ventura, 61.1
San Diego, 61.0
Mono, 60.3
Sonoma, 60.0
Santa Cruz, 59.3
San Luis Obispo, 58.6
Yolo, 57.4
Alpine, 56.9
Amador, 56.8
Inyo, 56.6
Mariposa, 56.5
Los Angeles, 56.4
San Benito, 55.9
Sierra, 55.7
Sacramento, 55.2
Tuolumne, 54.5
Solano, 54.1
Monterey, 53.4
Calaveras, 52.7
Santa Barbara, 50.9
Riverside, 49.1
San Joaquin, 46.5
Tulare, 46.3
Shasta, 46.2
Fresno, 46.2
Stanislaus, 46.0
Madera, 45.9
San Bernardino, 44.9
Sutter, 44.9
Tehama, 44.9
Siskiyou, 44.5
Mendocino, 44.2
Kings, 44.0
Plumas, 43.8
Butte, 43.7
Humboldt, 42.9
Lake, 42.7
Yuba, 42.5
Modoc, 42.2
Glenn, 41.8
Colusa, 40.1
Imperial, 39.4
Kern, 38.7
Lassen, 38.0
Merced, 37.9
Trinity, 34.7
Del Norte, 31.5



Takeaway from Comparable Analysis

What should San Diego do?

Recommended path (by feasibility):

- **Short term:** Centralized PFL navigation portal + multilingual outreach (high legal & economic feasibility)
- **Medium term:** Expanded paid caregiver leave days + leave stacking guidance modeled on LA County pilot
- **Long term:** Supplemental wage replacement pilot + data tracking infrastructure

San Diego Future Plans – Protect San Diego's Health and Safety Act

- **Protect San Diego's Health and Safety Act** set to be officially put on ballot by County Board of Supervisors in November 2026 after receiving 150,000+ signatures in support
- 0.5% sales tax in SD County w/ 22% towards:
 - **8%** — stipends to licensed childcare providers, prioritizing infant/toddler care
 - **8%** — vouchers for families to access licensed childcare centers or family childcare homes, again prioritizing infants and toddlers
 - **6%** — early childhood mental/behavioral health services

Recap

Summary of Findings from Spring

High Systemic Standardization

- Most California counties follow California State PFL framework through the EDD → **minimal variation in core policy design**

SF as example

- San Francisco = **aggressive** local model,
- Own Paid Parental Leave Ordinance (PPLO)
→ mandates private-sector employers with 20+ workers comply with employer-funded top-offs up to a 2026 cap of \$2,522/week

San Diego Focus

- San Diego mirrors baseline California State PFL rules
- Relies on standard 70%-90% state wage replacement, **lacking any localized county-funded cash top-offs or eldercare supplements to protect vulnerable caregivers**

SEIU 2015

About the Union

- 500K+ long-term care workers
- Home care, assisted living center & skilled nursing facility workers

Union Position

- Believe in building a **strong "care economy"** = keep services **accessible** and support caregivers
- Support **workers' rights** and benefits movements, to ensure care workers can perform their roles

Union Accomplishments

Alameda County

- SEIU 2015 members won an 18% wage increase for all IHSS caregivers
- Secured \$5,000 for caregivers to use for training each year

Santa Clara County

- Immediate **\$1.10 an hour** increase after SEIU 2015 members vote and approve the contract (SEIU 2015)

UDW/AFSCME Local 3930

About the Union

- San Diego based labor union (United Domestic Workers) targeting home care workers affiliated with the American Federation of State, County, and Municipal Employees (AFSCME)

Union Position

- Committed to ending systemic inequality and building better lives for the members of their communities by addressing the needs of child care providers

Union Accomplishments

- **2020:** Won access to PPE, federal paid sick leave, and other protections during the COVID-19 pandemic
- **2021:** Ended the 7% cut to IHSS hours
- **2023:** Won a second contract with the state and retirement benefits for family child care providers & 5 days of paid sick leave for IHSS providers
- **2024:** Won Cost of Care Plus Rate Payment for family child care providers

Our Conversation with Trang

UDW San Diego County Representative

- **IHSS** – In Home Supportive Services
 - Serves elderly and disabled low-income individuals through Medi-Cal (federal and state funded)
 - Enrollment process to become a **provider**:
 - 1. Apply online or by phone through the county
 - 2. Background check required
 - 3. Receive orientation package, then attend orientation
 - **San Diego County wage** - \$20.40 / hour
 - Offers 40 hours of paid sick leave for entire year
 - No accruing PTO

Women predominantly perform both informal unpaid family care and comprise the vast majority of the paid caregiving workforce, **87%**!

Current Partial Solutions

The PACE Program

About the Program

- Collaborates with seniors & their families to create a comprehensive + coordinated personal care plan

Position

- Built on the principle that community-based care leads to better outcomes & well-being for seniors with chronic conditions and their families



Qualifications

- be 55+ yrs, live in a PACE service area, be certified by the state to need a nursing home level of care

What this means

- Helps address **logistical burdens** sandwich generation may experience

Our Findings

Current Partial Solutions

Givers

About the Program

- AI-powered startup offering caregiver training to sandwich generation

Position

- Aim to create an environment where your loved ones (child, spouse, or parent) with special needs receive care in the comfort of their homes



How it Works

- Trains family member & allows them to get paid via Medicaid
- Up to \$3,429/mo

What this means

- **Tailors** caregiving & caregiver experience to the situation family experiences

Our Findings

PFL when Pregnancy results in a loss

Pregnancy Disability Leave

- Pregnancy loss = pregnancy related medical condition
- Time off is determined by the physician → **UP TO 4 MONTHS**
- Employees do not need to work at their company for a certain amount of time to qualify
- The employer needs 5+ employees for PDL to apply

Reproductive Loss Leave

- Includes miscarriage, stillbirth, failed adoption, failed surrogacy, unsuccessful assisted reproduction (IVF)
- Not limited to person who was pregnant, covers anyone who would become a parent

California Bereavement Leave

- Does not currently include miscarriage as a qualifying loss

KEY GAP

Employees experiencing pregnancy loss may have access to different types of leave depending on their medical circumstances, but there is no specific PFL benefit specifically for pregnancy loss.

How changes in PFL framework can Impact Women

1

Longer Workplace Retention

- Access to PFL allows women to stay in the workforce with option to return after childbirth, rather than quit their jobs
- Doubled the use of maternity leave and increased chances that mothers remained employed after giving birth (Rossin Slater)

2

Reduction of Financial Hardships

- California PFL replaces worker's wages in qualifying cases
- Can allow women who would have taken a pay cut to take necessary leave

3

Physical & Mental Health

- PFL leads to higher rates and durations of breastfeeding
- Can also result in lower rates of postpartum depression and reduced infant hospitalization

Implications & Considerations

How can PFL be more equitable to all

1

Inclusion of Pregnancy Loss

- Include (miscarriage/still birth) situations as part of PFL leave, and a subsequent minimum number of days for funded leave in addition to the current amount

2

Self-Employed Access

- Decrease / eliminate in the premium charge required for self-employed individuals to receive PFL benefits

3

Lowering Self-Employed Barriers

- Elimination of the 5 employee minimum for private employers as a barrier for employers working in small family business

4

Additional Considerations

- Increased number of days of PFL
- Increased maximum possible weekly payment during PFL
- Subsidized access to caregiving facilities

Implications & Considerations

Additional Information

- **Private Sector Leave Momentum:** Major logistics, retail, and food service employers (e.g., J.B. Hunt, Chipotle) have expanded PTO to part-time staff, establishing private-sector precedent for inclusive coverage.
- **The Lifetime Cost of Caregiving:** While female caregivers report greater aging preparedness (MIT LPI data), it comes at significant personal cost: ~\$295K in lost lifetime earnings, heightened anxiety, and adverse long-term health outcomes.
- **Logistical & Coordination Offloading:** Dedicated navigation tools and municipal support programs are vital to reduce the administrative and cognitive load on family caregivers.
- **Job Protection Gap:** California State PFL provides partial wage replacement only and does not inherently guarantee job protection, leaving workers vulnerable without CFRA alignment.

Implications & Considerations

Thank you!

Chair

Kristine Custodio Suero

Vice Chair

Kelly Jenkins-Pultz
Rohida Khan
Idara Ogunsaju

District 1, Aguirre

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Monica Martinez

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**MINUTES****July 23, 2026****Executive Board Committee Meeting****12:00 pm**

The meeting began at 12:13 pm at the Rancho Bernardo Library located at 17110 Bernardo Center Dr., San Diego, CA 92128. In attendance in-person were Vice Chair Idara Ogunsaju (IO) and Vice Chair Kelly Jenkins-Pultz (KJP). Chair Kristine Custodio Suero (KCS) and Vice Chair Rohida Khan (RK; medical) was present online. Commissioner Shantella Slaten (SS; childcare) was in attendance online. Office of Equity and Racial Justice (OERJ) Director Taryell Simmons was in attendance in person and arrived at 12:42 pm. Guest Maria Lopez was in attendance online and arrived at 12:23 pm.

The meeting primarily focused on the CEDAW baseline report implementation process and coordination of presentations to the San Diego County Board of Supervisors. The group discussed the Commissioner's comments made during the July 10, 2026 Commission's Special Meeting about the rescheduling of the CEDAW baseline report presentation to the Board of Supervisors at Board's August 18, 2026 meeting due to the Board of Supervisor's July meeting cancellation. There was further discussion about the Commissioners' comments about the need for access to the presentation slides and talking points to provide complementary public comments during the August 18, 2026 Board of Supervisors' meeting. KCS and KJP discussed challenges with coordinating meetings and presenting comments on behalf of the Commission regarding CEDAW baseline data and recommended to add an agenda item authorizing the Chair or another designated Commissioner to present public comments at the August 18, 2026 Board of Supervisors' meeting. OERJ Director Taryell Simmons attended the conversation to provide updates on the report status and presentation format.

The group also addressed governance structure questions, confirming that the Governance Committee would continue to meet separately from the policy committee to maintain proper quorum and address ongoing grant administration issues. RK will send the agenda for the next Governance Committee meeting to Chiara Leroy.

KJP reported updated on behalf of the Civic Engagement Committee on youth outreach efforts and proposed inviting Galina Semanova from Womanity Portrait Foundation to speak about supporting breast cancer survivors during the Commission's October 2, 2026 monthly meeting. KJP stated that she will follow up with Commissioner Daniela Perez to request a speaker for the September 4, 2026 Commission's monthly meeting. KJP will also share summary and photos from the June 2026 City of San Diego's Office of Child and Youth Services' summit with staff representative Chiara Leroy for inclusion in the annual report. KJP also stated that she is attending the NACW's annual meeting on July 27, 2026 as well as the City of San Diego's Commission on the Status of Women's monthly meeting on August 11, 2026 at the Serra Mesa library. KJP reminded the group about the Commission's collaborative Women's Equality Day on August 26, 2026 at 6 pm with the San Diego Women's Center at the San Diego History Center located in Balboa Park. KJP noted that Commissioner Amy Nantkes will be a featured speaker at the event on the topic of the importance of voting. There was further discussion about possibly collaborating with the San Diego Women's Center at the San Diego History Center to preserve and document the work of the Commission especially around the CEDAW ordinance and implementation. The group also touched on the need to better define and manage the concept of "partners" or "collaborators" of the Commission.

KCS indicated that she will attempt to attend the Policy Committee meeting on July 24, 2026 at 12 pm via Zoom. KCS further stated that agenda items for the August 14, 2026 monthly Commission meeting are required no later than July 31, 2026 in order to prepare the draft meeting agenda.

The meeting ended at 1:15 pm.



OERJ Presentation & Updates

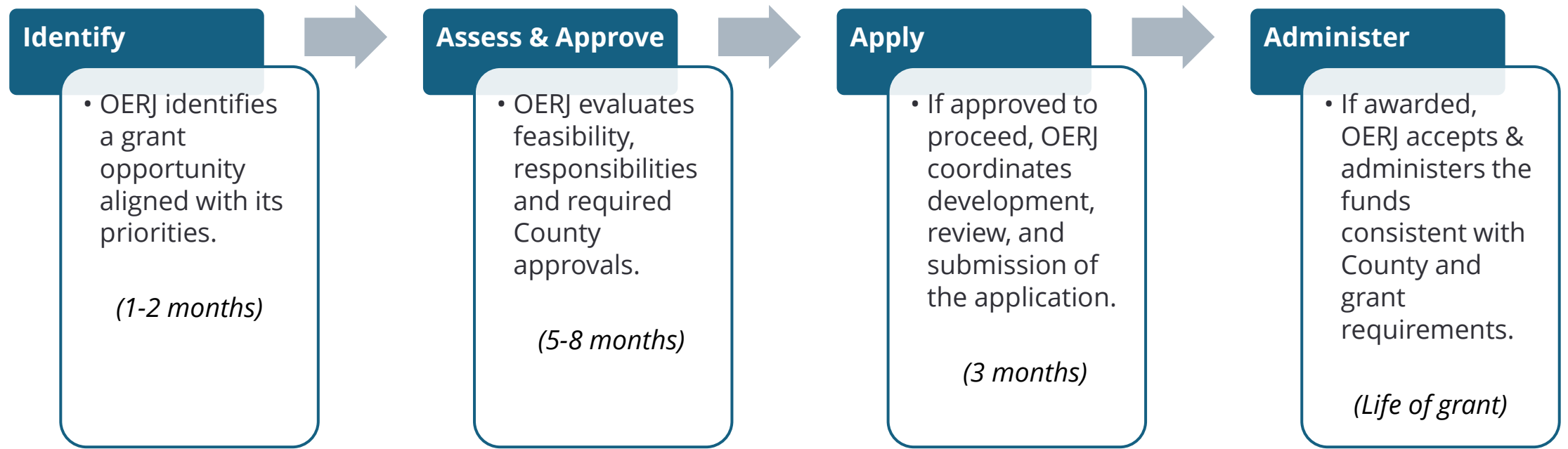
(Agenda Item #6)

CSWG Regular Meeting
August 14, 2026

CEDAW Report

- The County of San Diego Baseline Intersectional Gender Equity Analysis Report, aka the CEDAW report, will go to the Board on August 18th.
- The report will go on consent, agenda item #15.
- This does not impact the recommendation that the Board receive the report.
- The Commission and others can provide remarks during Public Comment.

OERJ Grant Process



- Process may take approximately one year.

SB 707 Virtual Meetings

Requests must include:

1. A listing of all physical locations that the Commission would hold any meetings at with the virtual option for Commissioners' participation.
2. Justifications for both member participation and public access.

SB 707 Virtual Meetings

Things to keep in mind:

- Any virtual meetings must be stopped if there are technological disruptions.
- The Board teleconferencing approval is effective for 6-month increments, from the time of the Board approval.
- The Board can revoke their approval at any time.
- After the Board approves the request, the Commission will still need to vote to implement the virtual meetings.

SB 707 Virtual Meetings

Once fully approved, Commissioners joining virtually must:

- Appear visibly on camera throughout the meeting,
- Disclose anyone over the age of 18 that is in the room with them, along with their relationship to the member, and
- Be listed in the minutes as participating virtually.

SB 707 Virtual Meetings

Request submission dates

Activity	1 st Half of Year	2 nd Half of Year
BCC's submit requests to Clerk of the Board	March	September
BOS reviews requests	April	October