Chair
Kristine Custodio Suero

Vice Chair
Kelly Jenkins-Pultz
Rohida Khan
Idara Ogunsaju

District 1, Aguirre
Daniela Perez
Monica Martinez

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

Chiara Leroy,
Staff Assistant

Heather Murray,
Senior County Counsel

SAN DIEGO COUNTY COMMISSION ON THE STATUS OF WOMEN & GIRLS

AGENDA
November 6, 2026
Regular Meeting
12:00 p.m.

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 via a 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 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 the 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 October 2, 2026 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. Committee Reports:
   - Civic Engagement: Vice Chair, Kelly Jenkins-Pultz (oral)
   - Governance: Vice Chair, Rohida Kahn (oral)
   - Policy: Vice Chair, Idara Ogunsaju (oral)
   - Executive: Chair, Kristine Custodio Suero (oral)
     i. Executive Committee October 13, 2026 Meeting Minutes – Attachment #1
5. OERJ Presentation & Updates [INFORMATIONAL/DISCUSSION/ACTION ITEM]
   - SB 707 Revision of the Brown Act for Virtual Meetings Updates

Old Business

6. CEDAW Baseline Report [INFORMATIONAL/DISCUSSION/ACTION]
   - CEDAW Implementation Metrics Matrix (IMM): Review of Completed Commissioner Authored Matrix and Determination of Commission Use and Next Steps [INFORMATIONAL/DISCUSSION/ACTION ITEM] – Attachment #2
7. Vacancies & Appointments [INFORMATIONAL/DISCUSSION]
   - Vacancies - District 2 (Anderson)
8. Initiative Updates and Liaison Reports [INFORMATIONAL/DISCUSSION]
   - CEDAW Advisor: Chair Emeritus, Parisa Ijadi-Maghsoodi
   - National Association of Commissions for Women (NACW): Vice Chair Kelly Jenkins-Pultz

- Women's Hall of Fame: Vice Chair Kelly Jenkins-Pultz

9. Debrief of Board of Supervisors' Policy Advisors regarding CEDAW Baseline Report at Monthly Meetings [INFORMATIONAL/DISCUSSION/ACTION]
   - District 1 (Supervisor Paloma Aguirre): Paul Worlie
   - District 2 (Supervisor Joel Anderson): Virginia Casey
   - District 3 (Supervisor Terra Lawson-Remer): Meghan M. Elledge
   - District 4 (Supervisor Monica Montgomery Steppe): Donte Wyatt
   - District 5 (Supervisor Jim Desmond): Darren Gretler
10. 2026 Annual Report for Board of Supervisors regarding Status Updates, Discussion, and Submission [INFORMATIONAL/DISCUSSION]
11. San Diego Women's Museum (San Diego History Center) [INFORMATIONAL/DISCUSSION/ACTION]
12. Discussion on Interest in Collaboration with Commission's History Project and Commission Historian/Archivist [INFORMATIONAL /DISCUSSION/ACTION]
13. Collaborators/Partners of the Commission – Updates on Selection Process & Information Gathering for Upcoming Events/Projects [INFORMATIONAL/DISCUSSION]
    - 11/17/2026 – General Legislative Session (9 am)
    - 12/8/2026 – General Legislative Session (9 am)
14. Discussion on Updates to Strategic Plan [INFORMATIONAL/DISCUSSION/ACTION]
    - Interest in Extending 12/04/2026 Monthly Meeting to 2 hours for a Strategic Planning Session
15. Discussion on Interest for County Medical Services (CMS) initiatives (potential HR1 impacts on Medi-Cal coverage) at January 2027 monthly meeting [INFORMATIONAL/DISCUSSION]
16. Commission Website & Commissioner Profile Standards [INFORMATIONAL/DISCUSSION]
17. Discussion regarding Communications (including Timely Response), Participation, and Attendance at Committee and Monthly Meetings [INFORMATIONAL/DISCUSSION]
18. Succession Planning & Upcoming Nominations/Elections [INFORMATIONAL/DISCUSSION]

New Business

19. Family Law Update – Kimberly Keen [INFORMATIONAL/DISCUSSION/ACTION]
20. Discussion regarding SB 707 Revision of the Brown Act for Virtual meetings [DISCUSSION/ACTION/VOTING]
21. Discussion and Interest to Change Meeting Time [INFORMATIONAL /DISCUSSION/ACTION]
22. Discussion regarding Potential Priority Issues of the Commission [INFORMATIONAL/DISCUSSION]
23. Chair/Commissioner Announcements [INFORMATIONAL/DISCUSSION]

Adjourn

24. 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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SAN DIEGO COUNTY COMMISSION ON THE STATUS OF WOMEN & GIRLS

MINUTES
October 13, 2026
Executive Committee Meeting
12:00 pm

The meeting began at 12:12 pm at the Rancho Bernardo Library located at 17110 Bernardo Center Dr., San Diego, CA 92128. In attendance in-person were Vice Chairs Idara Ogunsaju (IO) and Kelly Jenkins-Pultz (KJP) and Chair Kristine Custodio Suero (KCS). Vice Chair Rohida Khan (RK) was absent. Equity and Racial Justice (OERJ) Director Taryell Simmons (TS) and Chiara Leroy (CL) were in attendance online. Joshua Dunn joined as a member of the public online at 12:30 pm. There were no members of the public present in person.

KJP reported updates for the Civic Engagement Committee on social media efforts, including the creation of a new Instagram account (SDCSWG) with email CSWG.social@gmail.com. KJP also discussed an invitation from Tinesia Conwright to attend DETOUR and F.A.N.C.Y.'s leadership academy meeting on November 5, 2026 at 6 pm at Jackie Robinson YMCA, where commissioners were asked to share career advice with young people.

The group discussed moving the November environmental justice speaker to either December or January, with KJP agreeing to follow up with Commissioner Perez about postponing. KCS mentioned potential collaboration with the Lawyers Club of San Diego through involvement in their Gender Equity Committee and Outreach Committee. KCS shared about the Lawyers Club of San Diego's recent gathering at Civic Center Plaza and potential future events around Women's History Month and Sexual Assault Awareness Month. The group discussed applications for board appointments, with CL confirming that all applications are submitted through the Clerk of the Board website. They also noted an upcoming meeting with the San Diego Women's Center scheduled for Wednesday, October 14, 2026 and discussed a collaboration with the San Diego History Center regarding the Commission's history archivist position.

Joshua Dunn from Supervisor Monica Montgomery's office joined the meeting at 12:30 pm. The group discussed upcoming Board of Supervisors meetings through December as well as the State of the County address on November 16, 2026 at the La Jolla Playhouse. The group reviewed the CEDAW report implementation process, noting that representatives from each supervisor's office had attended and connected with policy advisors. The discussion concluded with updates on Triton Consulting and concerns about commissioner profile standards on the website, with KJP inquiring about Commission Shantella Slaten's specific concerns regarding similar bios and the need for clearer guidelines.

The group discussed concerns about similar biographies for commissioners, with CL explaining that OERJ only reviews for typos and flow without editing content, and the timing issue was resolved. KCS suggested expanding the resources section on the website to include helpful links to regional organizations, similar to a previous resource page created last summer. CL confirmed she handles website management and offered to add a resources section, pending council approval and receiving the desired layout specifications. TS committed to sharing administrative SOPs in development to align with the governance committee's work on their side.

The team discussed the layout of a resource page for the website, with KCS suggesting Commissioner Amelia Tsering create a draft for review. TS raised concerns about website migration from the old to new platform, noting that both the Commission and OERJ websites are currently on the old platform, and he and CL need to determine whether to make changes now or wait for the migration. CL provided an update on SB 707, explaining that the memo was submitted to the Clerk of the Board and is scheduled to be voted upon by the Board of Supervisors during their October 27, 2026 meeting, with the CSWG potentially voting on its implementation in November of 2026 and eligibility starting in December of 2026 if approved.

The meeting covered several key topics including virtual meeting eligibility for Civic Engagement and Policy committees, updates to the strategic plan scheduled for the November and December 2026 monthly meetings, and the establishment of a CEDAW Ad Hoc Committee which requires coordination with the Governance Committee and County Counsel to align with Brown Act requirements. The group discussed succession planning for 2027 leadership positions. The meeting also addressed the 2026 annual report submission, with plans to gather photos and information from upcoming events including the State of the County to complete the report by the end of the month.

The group discussed plans for documentation and reporting, including compiling meeting minutes and taking group photos at upcoming events. KCS announced an upcoming Casa Cornelia Law Center's inaugural human rights law symposium on December 10, 2026 at the University of San Diego, and agreed to forward relevant information to CL to share with the Commissioners. The group discussed IO's Confidence Talk Conference's success, which attracted 150 women and included scholarship opportunities for students, and discussed potential future networking conferences that could be convened at County locations with light refreshments.

The meeting ended at 12:59 pm.

CEDAW Implementation Metrics Matrix

CSWG San Diego County - Baseline findings, data gaps, department routing, and Commission follow up questions

Draft working tool prepared for CSWG review, subject to Chair, staff, County, and noticed meeting process.

Prepared for	CSWG CEDAW review
Prepared date	2026-06-06
Primary source	County of San Diego Baseline Intersectional Gender Equity Analysis Report, March 2026

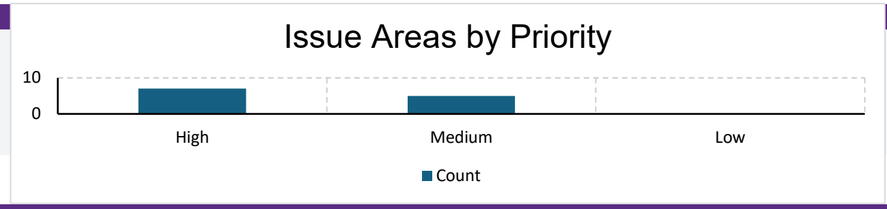
Total Issue Areas	12
High Priority	7
Immediate Urgency	4
Open Items	12

Priority	Count
High	7
Medium	5
Low	0

Urgency	Count
Immediate	4
Near Term	7
Longer Term	1

Recommended Use

1. Review the Dashboard to identify high priority and immediate items.
2. Use the CEDAW Metrics Matrix as the master working document for Commission discussion.
3. Use the Department Routing Matrix to decide which office should receive each question.
4. Use the Commission Action Tracker to document motions, routing, responses, and follow up.
5. Keep substantive discussion and direction within noticed agenda items to remain Brown Act mindful.



Brown Act Process Note

This matrix is intended to organize report findings, data gaps, and proposed questions. It is not intended to seek deliberation or decision making outside a noticed public meeting. Any substantive Commission discussion, direction, amendment, or action should occur through the appropriate agenda process.

ID	Issue Area	CEDAW Principle	County Role	Impacted Population	Primary Department Owner	Secondary Departments	Baseline Finding	Proposed Metric	Current Baseline
CEDAW-01	County jobs, workforce equity, and education requirements	Economic Development, Employment Equity	Employer	Women employees, women of color, applicants without traditional degree pathways	Department of Human Resources	OERJ, Civil Service Commission, CAO	Women make up a majority of the County workforce. Aggregate gender pay gaps remain across all employment levels. Black women remain under 8 percent across employment levels, and recent declines were identified among Black, Native Hawaiian or Pacific Islander, and American Indian or Alaska Native women.	Classification and qualification barrier review, by gender and race. Track percent of job classifications requiring degrees, applicant flow, hiring, promotion, retention, attrition, and pay by classification.	Women are 60.9 percent of County workforce. County employed women earn about 88 cents per dollar earned by men. Black women remain under 8 percent across levels.
CEDAW-02	Child care as workforce infrastructure	Economic Development, Child and Family Care, Employment Equity	Service Provider	Mothers, caregivers, women in households with children under age 6, low income families	Child and Family Well Being	HHSA, First 5, Self Sufficiency Services, OERJ	Caregiving responsibilities and unequal access to affordable child care limit women's workforce participation. Women in households with children under age 6 experience the largest gender earnings gap among the focus populations.	Child care access and workforce impact metric. Track provider capacity, subsidy access, waitlists, geography, family stabilization, employment participation, and income outcomes by gender where legally available.	Women in households with children under 6 have median personal earnings of about $34,700, compared to about $74,900 for men. Women employment is 58.9 percent, compared to 76.6 percent for men.
CEDAW-03	Housing stabilization and housing purchase equity	Housing and Homelessness, Economic Participation	Service Provider	Black women, Latina women, older women, single mothers, caregivers, women led households	Housing and Community Development Services	HHSA, Self Sufficiency Services, OERJ, CAO	Women are disproportionately impacted by rising housing costs and affordability challenges. Black women and Latina women spend a higher share of income on housing. Older women and caregivers face heightened housing instability and displacement risk.	Gender disaggregated housing access metric. Track rental assistance, stabilization, eviction prevention, foreclosure prevention, first time homebuyer, down payment assistance, and housing purchase equity by gender, race, household type, and age where legally available.	Black women spend 64.4 percent of income on housing. Latina women spend 58.0 percent. Women make up 54.0 percent of extremely cost burdened households.
CEDAW-04	IHSS, senior care, and women care workers	Healthcare, Long Term Care, Economic Security	Service Provider	Older women, disabled residents, IHSS recipients, paid care workers, family caregivers	Aging and Independence Services	HHSA, IHSS Public Authority, OERJ, CAO	Older women experience substantially lower personal income than older men and face higher vulnerability related to fixed incomes, disability, and caregiving needs. AIS programs include IHSS and other senior services.	Care workforce and older women impact metric. Track IHSS caseload, provider demographics, service hours, wait times, wage impacts, older women income vulnerability, and disability related access needs.	Older women median personal income is about $25,800, compared to $48,900 for older men. Older adults have 29.0 percent disability prevalence.
CEDAW-05	Women owned small businesses and County contracting	Economic Development, Contracting Opportunity	Community and Business Partner	Women owned, minority owned, Black women owned, Latina owned, and women of color owned businesses	Purchasing and Contracting	OERJ, CAO, Office of Economic Development and Government Affairs	The Department of Purchasing and Contracting supports County procurement and supplier diversity. Vendor demographic data is incomplete, optional, and not sufficient to draw firm conclusions about contractor demographics.	Supplier equity metric. Track participation, bids, awards, dollar amounts, outreach, technical assistance, certification status, and barriers by business demographic category where legally permissible.	Vendor demographic module launched in November 2023. Completion is optional. County procurement role is significant and equity evaluation is limited by data gaps.
CEDAW-06	Justice involved women, children, reentry, and homelessness	Criminal Legal System, Housing and Homelessness, Family Stability	Service Provider	Women in custody, women on probation, women in reentry, children of incarcerated or justice involved parents, homeless justice involved women	Probation	Sheriff, Public Defender, District Attorney, DCSS, CFWB, HCDS, Behavioral Health Services	Women in the criminal legal system may have specific needs related to trauma, caregiving responsibilities, behavioral health, housing, and employment after release. Probation links clients to housing, support services, employment resources, and behavioral health care.	Justice involved caregiver and housing stability metric. Track caregiver status, dependent children, custody or placement impact, housing status at release, reentry referrals, behavioral health connection, employment supports, and service outcomes by gender and race where legally available.	Report identifies women's justice related needs as potentially under addressed because women are a smaller share of justice involved populations. Probation supervised 16,287 adults and 1,507 youths in community and 866 youths in facilities during FY 2024 to 2025.
CEDAW-07	Health care, women's health, and long term care access	Healthcare, Public Services	Service Provider	Older women, caregivers, immigrant women, women with disabilities, women of color	Public Health Services	AIS, Medical Care Services, Behavioral Health Services, HHSA, OERJ	The report states that health and aging departments serve mostly women, especially older adults and caregivers, and that more review is needed to understand women's health needs, including mental health, reproductive health, and long term care.	Women's health access metric. Track access, wait times, language access, culturally competent care, reproductive and maternal care, mental health utilization, and long term care needs by gender, race, age, disability, and language where available.	Older women and immigrant women show heightened barriers related to disability, language access, and economic vulnerability.
CEDAW-08	Gender based violence and harassment, integrated supports	Gender Based Violence and Harassment, Housing, Health, Legal Services	Service Provider	Survivors of domestic violence, trafficking survivors, older women, women with young children, transgender women, sex workers	District Attorney	CFWB, Behavioral Health Services, Public Defender, HHSA, OERJ, HCDS	The report recognizes that economic insecurity, housing instability, and caregiving burdens increase vulnerability to violence and harassment. It also identifies co located support models such as Family Justice Centers.	Survivor support access metric. Track service participation, referral completion, shelter and housing linkage, trauma informed services, language access, legal support, and outcomes by gender and race where safe and legally permissible.	DA Family Justice Centers offer co located services for domestic violence victims, including medical care, therapy, case management, and legal support.

ID	Issue Area	CEDAW Principle	County Role	Impacted Population	Primary Department Owner	Secondary Departments	Baseline Finding	Proposed Metric	Current Baseline
CEDAW-09	Transportation, digital access, language access, and service reach	Public Services, Transportation, Libraries, Environmental Health	Service Provider	Low income women without cars, LEP women, women with disabilities, rural and urban underserved communities	County Communications Office	Public Works, Libraries, Parks, Environmental Health, OERJ, HHSA	Women in low income carless households face barriers to employment, health care, education, digital access, and service participation. Language access and broadband gaps compound these barriers.	Access friction metric. Track language access, transit proximity, broadband access, digital engagement, service location, service hours, and outreach effectiveness by geography and gender where available.	Low income no car households have lower incomes, lower homeownership, higher overcrowding, and higher disability prevalence. LEP women have median personal income around $10,400 compared to $24,400 for LEP men.
CEDAW-10	Civic engagement, boards, commissions, and representation	Political and Civic Engagement	Community and Business Partner	Younger women, Asian women, low income women, women of color, community applicants	Clerk of the Board	OERJ, CSWG, CAO	County boards and commissions show overall gender balance, but younger women, Asian women, Hispanic or Latina women, and lower income residents may be underrepresented in civic leadership pathways.	Civic representation metric. Track applicant pool, appointment outcomes, retention, vacancies, age, race, income, gender, district, outreach source, and accessibility supports where legally available.	Board and commission membership is about 50.7 percent women and 48.0 percent men. Members tend to be older and wealthier than the broader regional population.
CEDAW-11	CEDAW action plan timeline, transparency, and accountability	Implementation and Monitoring Framework	All Roles	Women, girls, gender diverse residents, departments, community partners	Office of Equity and Racial Justice	CAO, County Counsel, all departments, CSWG	The baseline report is the first stage of the ordinance mandate and is intended to support department level and Countywide Intersectional Gender Equity Action Plans. The report is a starting point for ongoing learning, reflection, and action.	Implementation accountability metric. Track department action plan status, assigned owners, timelines, community input, metrics, budget alignment, update schedule, and public reporting cadence.	The report states Action Plans are expected to be updated every two years and future activities may include needs assessments, workforce reviews, and expanded engagement.
CEDAW-12	CSWG operational capacity, grant readiness, and public engagement support	Commission Capacity, Public Engagement, Implementation Support	Community and Business Partner	Commissioners, public participants, community organizations, women and girls served by CSWG	CSWG	FGG, OERJ, County Counsel, CAO	The Commission's annual report identifies resource constraints, limited staff support, and operating without a dedicated budget as barriers to public forums, meetings, and broader impact. Operational capacity affects the Commission's ability to review, track, and advance CEDAW implementation.	Commission capacity metric. Track grant opportunities, allowable uses, approval status, outreach events, meeting support needs, public participation, resource requests, and staff support needs.	Annual Report identifies resource constraints and limited staff support. CSWG is exploring grant pathways and operational capacity needs.

Data Gap	Follow Up Question	Priority	Urgency	Recommended Commission Action	Proposed Routing	Report Page Citation	Source Notes	Status	Assigned Owner	Target Date
No matrix-ready analysis yet linking degree requirements, minimum qualifications, classification structure, applicant flow, retention, and advancement by gender and race.	Has the County reviewed whether degree requirements, minimum qualifications, or classification pathways create unnecessary barriers for women and women of color, and can DHR provide a timeline for any such review?	High	Immediate	Request DHR briefing or written response as part of CEDAW review questions matrix.	Chair and staff to route to OERJ and DHR after Commission approval.	CEDAW Report, pp. 86 to 90	Department of Human Resources section, Findings and Potential Opportunities	Not Started	TBD	
Current review does not appear to connect child care funding, provider capacity, and workforce participation metrics in one implementation framework.	How does the County measure whether child care investments support women's workforce participation, and are any state or federal funding changes expected to reduce access or provider capacity?	High	Immediate	Include as core CEDAW implementation question and request budget alignment update.	Route to OERJ, CFWB, First 5, HHSA budget staff.	CEDAW Report, pp. 37, 47, 114	Focus population profile and CFWB service description	Not Started	TBD	
Current report identifies need and disproportionate burden, but does not provide a single implementation metric for housing purchase equity or gender disaggregated program access.	Does the County collect gender disaggregated data for housing stabilization, rental assistance, foreclosure prevention, down payment assistance, and first time homebuyer programs?	High	Immediate	Ask for written response from housing program staff and identify which measures can be tracked in future CEDAW action plans.	Route through Chair, staff, OERJ, and HCDS.	CEDAW Report, pp. 27, 34, 35, 48, 63, 213	Housing and Homelessness summary, focus population profile, CEDAW ordinance housing language	Not Started	TBD	
Gender impact of IHSS funding, service hour, eligibility, and caseload changes is not yet summarized in a Commission facing implementation metric.	Can the County assess whether IHSS or senior care funding changes may disproportionately affect older women, disabled residents, family caregivers, and paid care workers?	High	Near Term	Request AIS or HHSA briefing, or include in budget alignment follow up questions.	Route to OERJ, AIS, HHSA, and County budget staff.	CEDAW Report, pp. 55, 104 to 106	Older Adults profile and Aging and Independence Services section	Not Started	TBD	
No reliable baseline yet for women owned, minority women owned, or women of color owned business participation in County contracting.	What vendor demographic data can the County legally collect and report to better understand participation by women owned and women of color owned businesses in County contracts?	High	Near Term	Request DPC data gap plan and lawful reporting options.	Route to DPC and OERJ after Commission approval.	CEDAW Report, pp. 91 to 93	Purchasing and Contracting section, data limitations and CEDAW alignment	Not Started	TBD	
Current data describes supervision populations, but does not appear to evaluate reentry services or outcomes, caregiver status, children's status, or housing stability by gender.	Does the County collect or coordinate data on women in custody, probation, or reentry who are primary caregivers, including the status of their children, family stabilization needs, housing risk, behavioral health needs, and access to reentry supports?	High	Near Term	Add as sixth matrix issue or integrate into housing and caregiving section. Request cross department data inventory.	Route to OERJ, Probation, Sheriff, Public Defender, DA, DCSS, CFWB, and HCDS.	CEDAW Report, pp. 6, 25, 153 to 160	Criminal Legal System summary, DA, Probation, Public Defender, and DCSS sections	Not Started	TBD	
A comprehensive gender disaggregated women's health access metric is not yet visible in the review materials.	What additional data is needed to determine whether County health services are fully meeting women's health needs, including mental health, reproductive health, and long term care?	Medium	Near Term	Request OERJ and HHSA identify existing needs assessments and data gaps for women's health and long term care.	Route to OERJ and HHSA health departments.	CEDAW Report, pp. 6, 26, 55, 102 to 130	Healthcare summary and HHSA sections	Not Started	TBD	
Program participation and outcomes data were not available for some DA initiatives, limiting evaluation of reach for women and historically marginalized groups.	Can the County identify what data is available to evaluate whether survivors are receiving timely, adequate, trauma informed, and culturally responsive support?	Medium	Near Term	Include as issue area for future committee review or OERJ follow up.	Route to OERJ, DA, CFWB, and HHSA.	CEDAW Report, pp. 6, 27, 153	Gender Based Violence and DA sections	Not Started	TBD	

Data Gap	Follow Up Question	Priority	Urgency	Recommended Commission Action	Proposed Routing	Report Page Citation	Source Notes	Status	Assigned Owner	Target Date
Usage data for transportation, libraries, parks, and some public services are not consistently collected in ways that allow equity assessment.	Which service access barriers can the County measure across language, digital access, transportation, and geography, and where should targeted outreach be prioritized?	Medium	Longer Term	Track as cross cutting public services issue in the matrix and ask departments what demographic data can be improved.	Route to OERJ and relevant departments by service area.	CEDAW Report, pp. 7, 28, 49, 52, 57 to 63	Public services, LEP, low income no car, and geography sections	Not Started	TBD	
Limited longitudinal metrics connecting outreach, applicant demographics, appointments, and retention by gender and intersectional identity.	How can the County strengthen recruitment, appointment, and retention processes so boards and commissions better reflect younger women, lower income women, and women of color?	Medium	Near Term	Consider as CSWG civic engagement and governance follow up item.	Route to Clerk of the Board, OERJ, and CSWG Civic Engagement Committee.	CEDAW Report, pp. 6, 81 to 83	Political and Civic Engagement summary and Clerk of the Board section	Not Started	TBD	
Commission facing timeline, reporting cadence, and tracking mechanism are not yet consolidated in a metrics matrix.	What is the timeline for department level and Countywide Gender Equity Action Plans, and how will CSWG questions and recommendations be tracked, responded to, and incorporated?	High	Immediate	Request formal status update and adopt matrix as Commission tracking tool.	Route to OERJ, CAO, and County Counsel through Chair and staff.	CEDAW Report, pp. 4, 7, 9, 10, 21	Introduction, next steps, analytical objectives, and ordinance fulfillment sections	Not Started	TBD	
No finalized grant readiness, approval, or resource tracking process for CSWG independent funding opportunities.	What process should CSWG use to identify, approve, apply for, receive, and track grant funding or operational support consistent with County policy and Brown Act requirements?	Medium	Near Term	Create grant and resource development process item for Governance or SOP review.	Route to CSWG staff, Chair, County Counsel, FGG, and Governance Committee.	CSWG Annual Report, p. 12; CEDAW Report, pp. 9 to 10	Annual Report resource constraints and CEDAW implementation needs	Not Started	TBD	

Department or Office	Relevant Issue IDs	County Role	Likely Information Needed	Suggested Routing Path	Notes
Office of Equity and Racial Justice	CEDAW-01 to CEDAW-12	All Roles	Action plan timeline, implementation framework, department routing, data standards, community	Chair and staff to OERJ	Central coordination office for gender equity implementation.
Department of Human Resources	CEDAW-01	Employer	Classification review, minimum qualifications, degree requirements, promotion, retention, pay by	Commission approved question to OERJ and DHR	Technical review should be classification based, not general pay comparison only.
Child and Family Well Being	CEDAW-02, CEDAW-06, CEDAW-08	Service Provider	Child care provider capacity, child welfare intersections, prevention services, family	Through OERJ and HHSA	Relevant to child care, caregivers, and children impacted by justice or housing instability.
Housing and Community Development Services	CEDAW-03, CEDAW-06	Service Provider	Rental assistance, stabilization, foreclosure prevention, homeownership, reentry housing	Through OERJ and HCDS	Include housing purchase equity where data exists or can be developed.
Aging and Independence Services	CEDAW-04, CEDAW-07	Service Provider	IHSS, senior services, older women, disability, caregiver workforce, long term care	Through OERJ and HHSA	Important for older women and women care workers.
Purchasing and Contracting	CEDAW-05	Community and Business Partner	Vendor demographics, awards, dollars, outreach, technical assistance, lawful reporting limits	Through OERJ and DPC	Data completeness is a major issue.
Probation	CEDAW-06	Service Provider	Gender, race, caregiver status, reentry supports, housing referrals, employment referrals, behavioral	Through OERJ and Public Safety Group	Use care with privacy and justice system data limitations.
Sheriff	CEDAW-06	Service Provider	Women in custody, health needs, caregiver status where legal, children impact, release planning	Through OERJ, County Counsel, and Sheriff	Potentially sensitive, frame as inquiry and data inventory.
Public Defender	CEDAW-06, CEDAW-08	Service Provider	Holistic services, diversion, reentry, client support, available aggregate data	Through OERJ and Public Safety Group	Client confidentiality must be respected.
District Attorney	CEDAW-06, CEDAW-08	Service Provider	Family Justice Centers, victim services, homeless court, program participation and outcomes	Through OERJ and DA	Report notes outcome data gaps for initiatives.
County Communications Office	CEDAW-09	Service Provider	Language access, engagement by channel, digital access, outreach effectiveness	Through OERJ and CCO	Useful for public communication around CEDAW.
Clerk of the Board	CEDAW-10	Community and Business Partner	Boards and commissions applicant and appointment demographics, outreach and retention	Through OERJ and Clerk	Aligns with civic engagement representation.
CSWG and FGG	CEDAW-12	Community and Business Partner	Grant approval process, operational capacity, public engagement support, SOP implications	Chair, staff, County Counsel, FGG	Operational capacity should be framed as implementation support.

Action ID	Related Issue IDs	Action	Recommended Body	Decision Needed	Brown Act Note	Status	Owner	Target Date	Deliverable
ACT-01	CEDAW-01 to CEDAW-12	Adopt CEDAW Implementation Metrics Matrix as a working document	Full Commission	Discussion and possible action	Substantive discussion should occur only on a noticed agenda item.	Not Started	TBD		Approved working matrix
ACT-02	CEDAW-11	Request OERJ timeline for department level and Countywide Gender Equity Action Plans	Full Commission or Chair with staff	Approval to transmit question	No serial deliberation by email.	Not Started	TBD		Written question to OERJ
ACT-03	CEDAW-01	Request DHR briefing on workforce equity and classification barriers	Full Commission	Approval to request briefing	Keep discussion in meeting.	Not Started	TBD		DHR briefing or written response
ACT-04	CEDAW-02, CEDAW-03, CEDAW-04	Request budget alignment update for child care, housing, IHSS, and senior care	Full Commission	Approval to transmit budget questions	Frame as data request, not decision by email.	Not Started	TBD		Budget alignment question set
ACT-05	CEDAW-05	Request lawful vendor demographic data options from Purchasing and Contracting	Policy or Governance Committee then Commission	Determine committee path	Committee work must comply with agenda requirements.	Not Started	TBD		Contracting data gap memo
ACT-06	CEDAW-06	Add justice involved women, children, and reentry housing as a sixth issue area	Full Commission	Decision whether to include as stand alone or cross cutting issue	Sensitive data should be handled through staff and counsel.	Not Started	TBD		Cross department data inventory question
ACT-07	CEDAW-12	Develop CSWG grant and resource development process	Governance Committee or Executive Committee	Confirm process with staff and County Counsel	No grant commitment outside approved process.	Not Started	TBD		Grant process workflow

Citation ID	Source	Page or Section	Relevant Issue IDs	Evidence Summary	Verification Note
CIT-01	County of San Diego Baseline Intersectional Gender Equity Analysis Report	p. 4	CEDAW-11	Report is a starting point and highlights areas for deeper exploration.	Use as framing for inquiry, not accusation.
CIT-02	CEDAW Report	pp. 5, 9, 10	CEDAW-01 to CEDAW-12	Report reviews County roles as service provider, employer, and community and business partner and supports ongoing departmental action planning.	Use for matrix structure.
CIT-03	CEDAW Report	p. 7	CEDAW-11	Next steps include focused needs assessments, workforce review, inclusive outreach, and Gender Equity Action Plans.	Use for Commission follow up action.
CIT-04	CEDAW Report	pp. 86 to 90	CEDAW-01	DHR workforce findings, pay equity, representation, and retention concerns.	Use for workforce equity and degree requirement inquiry.
CIT-05	CEDAW Report	p. 47	CEDAW-02	Households with children under age 6 show largest earnings gap and lower employment for women.	Use for child care as workforce infrastructure.
CIT-06	CEDAW Report	pp. 27, 34, 35, 48, 63	CEDAW-03	Housing cost burden and homelessness patterns, including Black and Latina women and extremely cost burdened households.	Use for housing stabilization and purchase equity.
CIT-07	CEDAW Report	pp. 55, 104 to 106	CEDAW-04	Older women income gap, disability prevalence, and AIS programs including IHSS.	Use for IHSS and senior care inquiry.
CIT-08	CEDAW Report	pp. 91 to 93	CEDAW-05	DPC procurement role and vendor demographic data limitations.	Use for women owned business contracting inquiry.
CIT-09	CEDAW Report	pp. 6, 25, 153 to 160	CEDAW-06	Women in justice system may need trauma informed, caregiving, housing, employment, reentry, and legal supports. Probation and Public Defender sections identify service connections and data limits.	Use carefully, with privacy and confidentiality caveats.
CIT-10	CEDAW Report	pp. 26, 55, 102 to 130	CEDAW-07	Healthcare and long term care needs, especially older women, caregivers, women with disabilities, and LEP residents.	Use for health and long term care question.
CIT-11	CEDAW Report	pp. 27, 153	CEDAW-08	Gender based violence, DA Family Justice Centers, victim supports, and outcome data gaps.	Use for integrated survivor support inquiry.

Citation ID	Source	Page or Section	Relevant Issue IDs	Evidence Summary	Verification Note
CIT-12	CEDAW Report	pp. 28, 49, 52, 57 to 63	CEDAW-09	Transportation, language access, digital access, and geography create barriers to services.	Use for service access and outreach metrics.
CIT-13	CEDAW Report	pp. 81 to 83	CEDAW-10	Boards and commissions show gender balance overall but age, income, and race representation gaps remain.	Use for civic engagement metrics.
CIT-14	CSWG Annual Report Draft	p. 12	CEDAW-12	Resource constraints and limited staff support affect public forums and Commission capacity.	Use for grant and operational support process.

Field	Definition	Use
Issue Area	Policy or operational subject identified in the CEDAW report or CSWG review.	Sort or filter to focus Commission discussion.
CEDAW Principle	Local CEDAW policy domain connected to the issue area.	Shows authority and policy alignment.
County Role	Employer, Service Provider, Community and Business Partner, or All Roles.	Routes questions to the correct operational lens.
Baseline Finding	Concise factual finding from the report or Commission record.	Grounds each question in evidence.
Proposed Metric	Technical indicator or measurement approach to track implementation.	Turns a concern into a measurable review item.
Data Gap	Missing information needed to assess implementation or equity impact.	Supports requests for follow up data.
Priority	High, Medium, or Low based on urgency, direct Commission relevance, and budget sensitivity.	Helps sequence action.
Urgency	Immediate, Near Term, or Longer Term.	Aligns with agenda, budget, and action plan timing.
Status	Not Started, In Review, Routed, Response Received, or Closed.	Supports tracking and accountability.

Priority	Urgency	Status
High	Immediate	Not Started
Medium	Near Term	In Review
Low	Longer Term	Routed
		Response Received
		Closed