

1600 Pacific Highway, Room 352
San Diego, CA 92101-2942
www.sdstatusofwomenandgirls.org
CSWG@sdcounty.ca.gov

Chairwoman: Kristine Custodio Suero

Vice Chair	**District 1, Vacant**	**District 2, Anderson**	**District 3, Lawson-Remer**
Kelly Jenkins-Pultz	Monica Martinez	Vacant	Kimberly Keen
Rohida Khan	Daniela Perez	Vacant	Kristine Custodio Suero
Idara Ogunsaju			
District 4, Montgomery Steppe	**District 5, Desmond**	**Members At Large**	**Staff Assistant**
Idara Ogunsaju	Rohida Khan	Kelly Jenkins-Pultz	Chiara Leroy
Shantella Slaten	Amy Nantkes	Vernita Gutierrez	**Senior Deputy County Counsel**
		Amelia Tsering	Heather Murray

MINUTES
October 2, 2026
Regular Meeting
12:00 PM – 1:00 PM

Chair Custodio Suero Meeting was called to order at 12:05 PM.

Agenda item #1 – Commissioner Roll Call:

Members Present:

Kristine Custodio Suero	Amy Nantkes
Kelly Jenkins-Pultz	Vernita Gutierrez
Shantella Slaten	Kimberly Keen
Monica Martinez	

Members Virtually:

Daniela Perez	Amelia Tsering

Members Late:

Idara Ogunsaju late (12:11p)	

Members Absent:

Rohida Khan	

Agenda item #2 – Approval of Minutes: September 4, 2026
Motion by Commissioner Slaten, seconded by Commissioner Nantkes.
Motion passes.

Agenda item #3 – Public Comments:
None.

Agenda item #4 – Guest Speaker: Tinesia Conwright
Founder of DETOUR EMPOWERS FANCY. – Attachment # 1

Participated in Q&A.

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 September 10, 2026 Meeting Minutes – Attachment #2

Agenda item #6 – OERJ Presentation & Updates

- **2025 Annual Report Status**
    - Chiara Leroy informed the commission that the report was submitted to the Board of Supervisors (BOS) via Clerk of the Board (COB) and it was also posted on the commission's website.
- **SB 707 Revision of the Brown Act for Virtual Meetings Updates**
    - Chiara Leroy informed the commission that the memo has been drafted and is being reviewed, will be submitted to COB by October 9 and go to the BOS for their October 27th meeting. If approved by BOS the Commission can then vote on its implementation as early as November with a protentional start date of December.

Chiara Leroy reminded commissioners to sign up for the COB's Orientation for Boards, Commissions and Committee's (BCC) if they have not already attended an orientation.

Melissa Bartolome welcomed the BOS representatives for attending and reminded the commission on the goal of OERJ and the Commission on continuing to work together.

Chiara Leroy provided an update and refresher on the CEDAW Baseline Report – Attachment #3

<u>Old Business</u>:
Agenda item #7 – CEDAW Baseline Report – Attachment #4

- Proposed Matrix by Commissioner Slaten

Previously discussed in agenda #5 – Policy Committee update.

Agenda item #8 – Vacancies & Appointments

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

Chair Custodio Suero reminded commissioners to be mindful if their appointing BOS term is ending, their seat on the commission is also expiring.

Agenda item #9 - Initiative Updates and Liaison Reports

- **CEDAW Advisor: Chair Emeritus, Parisa Ijadi-Maghsoodi**

CEDAW Advisor Parisa Ijadi-Maghsoodi provided an update

- **National Association of Commissions for Women (NACW): VC Jenkins-Pultz**

No update.

- **Women's Hall of Fame: VC Jenkins-Pultz**

No update.

Agenda item #10 – Invitations to Board of Supervisors' Chiefs of Staff and/or Policy Advisors regarding the CEDAW Baseline Report at Monthly Meetings

- **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**

Chair Custodio Suero welcomes the Policy Advisors in attendance and welcomes them to all monthly meetings.

Agenda item #11 – 2026 Annual Report for Board of Supervisors regarding Status Updates, Discussion, and Submission

Chair Custodio reminds the commissioners to continue submitting photos and updates.

Agenda item #12 – San Diego Women's Museum (San Diego History Center)

VC Jenkins-Pultz – Provided an update.

Agenda item #13 - Discussion on Interest in Collaboration with Commission's History Project and Commission Historian/Archivist

Chair Custodio Suero encourages the commission to document its work and to explore partnership opportunities with the SD Women's Museum.

Agenda item #14 – Collaborators/Partners of the Commission – Update on Selection Process & Information Gathering for Upcoming Events/Projects

- 10/6/2026 – General Legislative Session (9 am)
- 10/27/2026 – General Legislative Session (9 am)
- 11/17/2026 – General Legislative Session (9 am)
- 12/8/2026 – General Legislative Session (9 am)

Chair Custodio Suero encourages the commission to attend BOS meetings.

Agenda item #15 – Discussion regarding Strategic Plan and Updates

- Interest in extending 11/6/2026 Monthly Meeting to 2 hours for a Strategic Planning Session.

Chair Custodio Suero encourages the commission to extend November meeting to 2 hours.
VC Ogunsaju suggests that the first hour be dedicated to items all commissioners need to be in attendance for.
Commissioner Gutierrez suggests not having guest speakers for November and December due to limited time.

- VC Jenkins-Pultz informed the commission that they have a guest speaker slated for November.
- Commissioner Perez informed the commission that there would be no issue pushing back the scheduled guest speaker's presentation to December if need be.

Motion to extend November meeting to 2 hours (12-2p) by Commissioner Martinez, seconded by VC Ogunsaju. Motion passed.

Agenda item #16 - Commission Website & Commissioner Profile Standards

Chair Custodio Suero informed the commission that this is a standing item and ongoing discussion occurring in the Civic Engagement Committee, where they have also been tasked with assessing potential future Commissioners.

Agenda item #17 - Discussion regarding Communications (including Timely Response), Participation, and Attendance at Committee and Monthly Meetings

Chair Custodio Suero reminds commissioners to check emails for any updates and timely responses.

Agenda item #18 - Succession Planning & Upcoming Nominations/Elections
Chair Custodio Suero reminds commissioners that the December meeting will have elections and needs to be addressed in the strategic planning.

New Business
Agenda item #19 – Discussion on Interest for County Medical Services (CMS) Initiatives (Potential HR1 Impacts on Medi-Cal Coverage) at January 2027 Monthly Meeting
Chair Custodio Suero informs the commissioners that she hopes to have a presenter for the January meeting.

Agenda item #20– Discussion regarding Potential Priority Issues of the Commission
Chair Custodio Suero asks the commission if they would like to extend the December 4th meeting?

The Commission will vote on the potential extension during the November meeting.

Agenda item #21 – Discussion of interest in creating an Instagram (IG) Account for the Commission to boost social media presence and awareness of Commission priorities and activities.
VC Jenkins-Pultz informed the commission that currently the Civic Engagement Committee profile on Link-In is used to promote items and would rather create an IG account for the commission as a whole.

Commissioner Tsering would be the lead due to her background with social media and marketing.

Commissioner Perez suggests the Governance Committee create a policy regarding IG.

VC Jenkins-Pultz motions on the creation of an IG account. Motion passes.

Agenda item #22 - Addition of CEDAW Ad Hoc Committee to CSWG
Commissioner Nantkes provided a brief update on why this was suggested from the Policy Committee.

Commissioner Keen asks what are the rules with a Ad Hoc Committee? Can they meet virtually?

- County Counsel (A) – Same rules as the subcommittees. Brown Act rules still apply.

Commissioner Perez suggests the Governance Committee create a policy for the Ad Hoc committee.

VC Jenkins-Pultz asks for clarification on Ad Hoc committees having to comply with Brown Act as she was under the assumption that they could meet virtually.

- County Counsel (A) –No, the County has a unique subsection in the creation of the founding of the CSWG in Administrative Code 85.6. The Code does say that any committee, any Commission meetings, including ad hoc and standing committee meetings, must be open and public.

Commissioner Nantkes motions for the Ad Hoc Committee. Motion passes.

Agenda item #23 – Chair/Commissioner Announcements
Chair Custodio Suero provided upcoming event updates.

Agenda item #24 – ADJOURNED: This meeting is closed at 1:38 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.

DETOUR FANCY
EXPO&LEADERSHIP ACADEMY
FOCUSED AND NATURALLY CONFIDENT YOUTH

Attachment #1



PARTNERSHIP PRESENTATION

Girls' Leadership, Civic Voice & Economic Mobility

DETOUR Empowers ×
San Diego County Commission on the Status of Women & Girls

Tinesia Conwright | Founder & Executive Director

2026

F.A.N.C.Y. Leadership Academy

DETOUR AT A GLANCE

Who We Are

A leadership and career-readiness pipeline built around access, relationships and real-world exposure.

500+

Youth served in the most recent program year

11

School sites across 4 districts

80+

Partners, sponsors, employers & community organizations

100%

College or career placement among graduating seniors

OUR MISSION

Increase access to education, leadership development and career readiness opportunities for youth from diverse backgrounds in underrepresented communities.

Access changes lives.



THE MODEL

From participation to leadership

Girls enter at different points, but the pathway is designed to deepen confidence, opportunity and responsibility over time.

SCHOOL-BASED

Belonging • confidence
career awareness

→

LEADERSHIP ACADEMY

Identity • voice
leadership habits

→

FELLOWS

College/career
professional growth

→

AMBASSADORS

Paid leadership
workforce readiness

→

ALUMNI

Career mobility
mentoring • give-back







Leadership is practiced, not just taught

DETOUR combines skill-building with relationships, exposure and opportunities to lead.



1	**DISCOVER**	Identity, strengths, voice and possibilities
2	**PRACTICE**	Communication, teamwork, wellness and career skills
3	**APPLY**	Mentoring, service, STEM and field experiences
4	**REFLECT**	Feedback, growth, goals and next steps

What families should notice: growing confidence • stronger communication • more initiative • real responsibility

WHY THIS PARTNERSHIP FITS

Shared priorities. Different assets.

The Commission brings civic access and policy visibility. DETOUR brings sustained relationships with girls and a ready leadership pipeline.

THE COMMISSION BRINGS

- Connection to County government and public decision-making
- A regional platform focused on women and girls
- Civic engagement and public-service exposure
- Gender-equity and CEDAW-related policy conversations

DETOUR BRINGS

- Direct, trusted relationships with girls and families
- Middle-school-to-alumni leadership infrastructure
- Career readiness, workforce exposure and mentoring
- Youth voice, lived experience and community connection

Together: create a stronger bridge between girls' lived experiences and regional civic leadership.

How the Commission can help expand access

The ask is not for the Commission to create a new DETOUR program. It is to open doors that girls cannot access on their own.

1	**CIVIC ACCESS**	Invite girls into Commission and County spaces to see how decisions are made.
2	**YOUTH VOICE**	Create structured opportunities for girls to share experiences, priorities and ideas.
3	**CAREER EXPOSURE**	Connect participants with women in public service, policy, law, STEM and County careers.
4	**DATA + INSIGHT**	Help identify regional indicators and data needs that can strengthen the GIS/dashboard concept.
5	**VISIBILITY + CONNECTIONS**	Introduce DETOUR to County departments, commissioners and aligned regional partners.

A PRACTICAL START

Build a girls' civic engagement bridge

Start with existing County and Commission opportunities. Give girls meaningful exposure before creating anything new.



01	**SEE**	Attend a Commission or Board meeting
02	**LEARN**	Meet commissioners and women in public service
03	**PRACTICE**	Prepare questions, public comments or issue briefs
04	**LEAD**	Participate in a youth panel, listening session or presentation
05	**INFORM**	Bring youth perspectives back into Commission conversations

Goal: girls understand that civic leadership is a place they belong.

Make opportunity and inequity easier to see

A future dashboard should answer real questions, not simply display data.

What could we understand better?

- Where resources for women and girls are located
- Where leadership and career opportunities exist
- Which communities face access gaps
- What youth say they need and experience
- Which indicators matter most for regional gender equity

RESOURCES → ACCESS → OPPORTUNITIES → OUTCOMES → GAPS

Discovery question

What information would the Commission actually use to make decisions, educate the community, identify gaps or strengthen its work with women and girls?





Three partnership moves we can advance now

Keep the first phase simple, visible and achievable.

01 **DETOUR PRESENTATION**

Invite Commission to a Thursday Meeting with F.A.N.C.Y. girls to share what they are learning, experiencing and aspiring toward.

02 **CIVIC ENGAGEMENT EXPERIENCE**

Identify one Commission or County opportunity for Fellows/Ambassadors during the 2026–27 program year.

03 **DATA DISCOVERY SESSION**

Bring the right County/Commission stakeholders together to define data needs before building a dashboard.





DETOUR FANCY
EXPO&LEADERSHIP ACADEMY
FOCUSED AND NATURALLY CONFIDENT YOUTH

THE QUESTION

Where can the Commission open a door that expands what girls can see, access and lead?

DETOUR already has the girls, the relationships and the leadership pipeline. Partnership can add civic access, visibility, public-sector exposure and regional connection.

Let’s identify one action we can move forward together.



Chair
Kristine Custodio Suero

Vice Chair
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Rohida Khan
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Members At-Large
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Amelia Tsering

Chiara Leroy,
Staff Assistant

Heather Murray,
Senior County Counsel

SAN DIEGO COUNTY COMMISSION ON THE STATUS OF WOMEN & GIRLS

MINUTES
September 10, 2026
Executive Committee Meeting
12:00 pm

The meeting began at 12:05 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. No commissioners were present online who were serving in their role as a commissioner. Office of Equity and Racial Justice (OERJ) Director Taryell Simmons (TS), Melissa Bartolome (MB), and Chiara Leroy (CL) were in attendance online. Commissioner Shantella Slaten (SS) joined as a member of the public online at 12:14 pm. There were no members of the public present in person or online.

KJP reported updates for the Civic Engagement Committee indicating that KJP and Commissioner Tsering were planning to meet the following day to create an outreach list of organizations that supported the CEDAW ordinance. The group discussed adding youth organizations to their outreach list, particularly focusing on engaging young women in leadership roles. KJP stated that Karla Samayoa, Chief Programs Officer, Casa Familiar, will speak at the November 6, 2026, meeting about environmental issues impacting women and families. The October 2, 2026 meeting speaker has not yet been confirmed. The discussion highlighted a gap in civic engagement among high school and college-age women, with TS offering to connect KCS with Tinesia Conwright, Executive Director of DETOUR Empowers, who could speak about empowering women and leadership initiatives.

Discussion ensued around scheduling and administrative matters for the commission. KCS and CL discussed upcoming meeting logistics, including the October 2, 2026 meeting materials deadline of September 23rd. CL reported ongoing issues with commissioner responsiveness to email communications, particularly regarding agendas and RSVPs. The group also addressed succession planning needs and potential changes to the November 6, 2026 meeting format to make it a more strategic session ahead of the new term in 2027.

KCS requested that CL include OERJ updates as a discussion point at the October 2, 2026 meeting to ensure alignment with the Commission's requirements for the SB 707 Revision of the Brown Act for Virtual Meetings. The group discussed upcoming vacancies and appointments, including potential involvement from Supervisor Anderson's office, and confirmed plans for a presentation on CEDAW at the October meeting, with an emphasis on making the most of the time allocated for this topic.

KCS proposed implementing bimonthly supervisor meetings to build relationships and understand supervisor priorities regarding the CEDAW baseline report. She emphasized the need for a listening session where supervisors can share their office priorities, rather than immediately presenting commission issues. The meetings would serve as an opportunity to establish working relationships and determine next steps for collaboration on the CEDAW project.

KCS discussed streamlining the CEDAW implementation process, emphasizing the need to identify dedicated commissioners and establish clear points of contact with supervisors' offices. She proposed using a working group model similar to previous reports, potentially delegating implementation to a policy committee subcommittee. CL confirmed that the 2025 annual report had been submitted to the Board of Supervisors but noted they had not received feedback yet. KCS requested that CL include this update in the October 2, 2026 meeting OERJ updates and asked about any additional needs for the 2026 report beyond the announced outreach efforts.

The meeting focused on planning for upcoming reports and presentations to the Board of Supervisors. CL confirmed there were no additional communications needed at this time, assuming they would follow the same process as before where the executive committee compiles content and visuals for reports. The group discussed preparations for the October 2, 2026 meeting, including coordination with OERJ for a high-level CEDAW report overview and CEDAW advisor materials to present to supervisor staff. They also addressed the need to extend the November 6, 2026 meeting to allow adequate time for strategic planning and preparation for the December election cycle and 2027 term.

The meeting focused on ongoing discussions about the CEDAW Next Steps framework and roles of the departments, with TS explaining they need to have internal conversations about alignment and timeline before proceeding with the co-creation phase. KCS highlighted the importance of strategic dialogue and listening sessions to engage with stakeholders, including community members and the Board of Supervisors. The discussion also addressed concerns about maintaining independence as an advisory board to the Board of Supervisors rather than having work directed to them by OERJ as a few Commissioners expressed their concerns during the September 4, 2026 monthly meeting.

TS and CL left the meeting at 1:00 p.m.

The meeting covered updates on various agenda items including succession planning, with KJP waiting to hear back from Melissa Jones of the San Diego History Center after September 28, 2026 before proceeding. IO announced her upcoming women's leadership conference on October 9, 2026, focused on workplace confidence, which will include panels and a resource village with partnerships from organizations like EDC and San Diego Workforce Partnership. The commission discussed potential support for the San Diego Health and Safety Act through a letter to the Board of Supervisors, though they noted the voter initiative may already have sufficient support. The group also addressed upcoming leadership transitions, with KCS and IO confirming they would be terming out due to serving as chair and vice chair for two terms, and discussed plans for nominations and elections in December with a strategic planning session scheduled for November.

The meeting ended at 1:10 pm.

Attachment #3

Agenda Item #6:
OERJ Presentation & Updates

CEDAW Baseline Report

CSWG Regular Meeting
October 2, 2026

Overview

- CEDAW ordinance refresher
- What has happened?
- Next Steps: What will happen?

CEDAW Ordinance

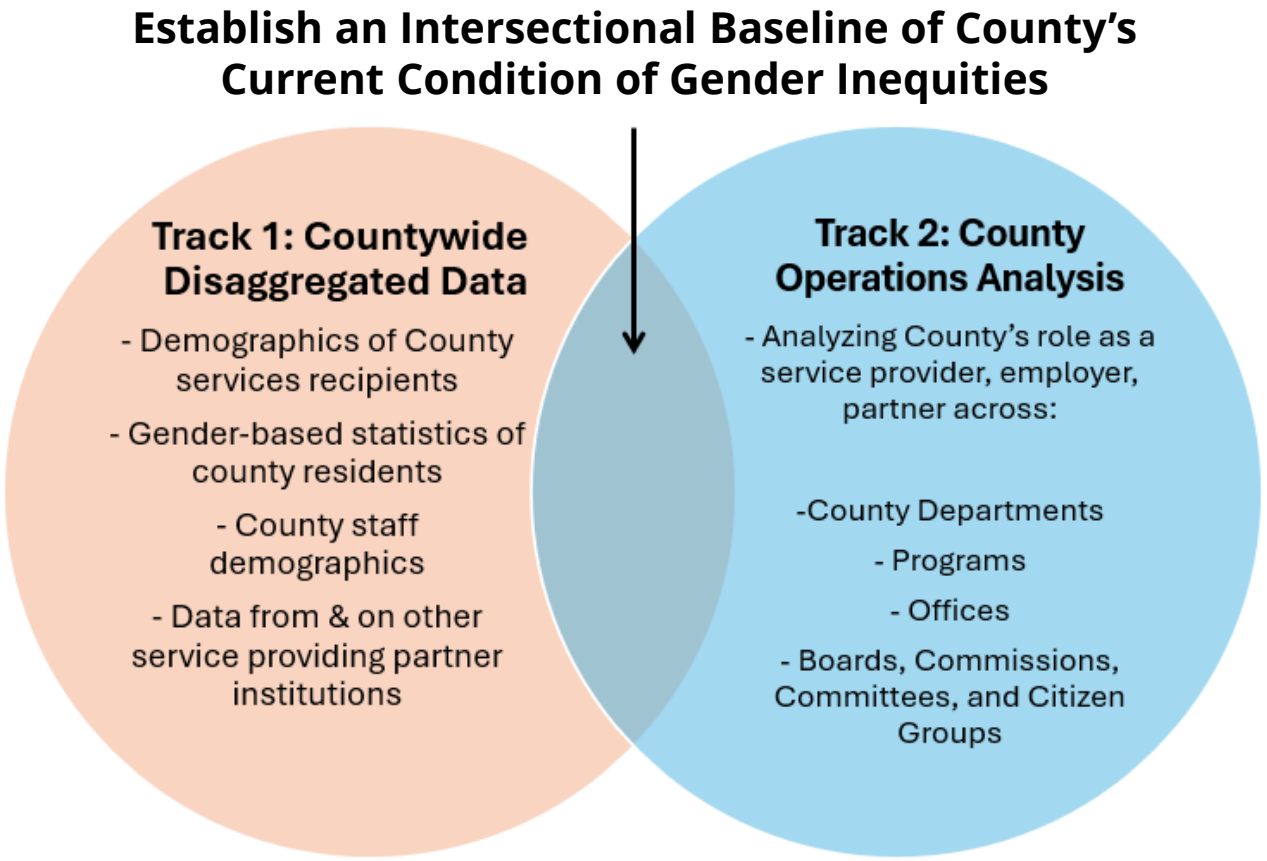


Angelina Bambina

The CEDAW ordinance requires the:

- Development of a **statement of values and goals** to prevent and eliminate discrimination and to achieve gender equality;
- Implementation of a **County-wide intersectional gender analysis** that identifies barriers to gender equity and factors perpetuating gender inequity in San Diego County;
- A **gender equity strategy** for County operations throughout the region.

Two-Track Analytical Methodology



Data from these two comparator groups were used to conduct the unit-by-unit analysis to identify disparities

Timeline – Next Steps

Currently Here



Visualize

Align Around the Vision

September 2026 – December 2026

Normalize

Understand Dept. Context

December 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 and Board Offices

Timeline – Next Steps

Currently Here

GARE Framework: CEDAW Phase	Strategic Objective	OERJ Role	CSWG Role
VISUALIZE: Align Around the Vision	Build shared understanding of the Baseline Intersectional Gender Equity Analysis and establish a common vision for implementation.	Present report, facilitate dialogue, provide technical guidance	Provide community perspective and advisory feedback
NORMALIZE: Under stand Department Context	Help departments understand what the findings mean for their work and identify opportunities to improve gender equity outcomes.	Facilitate data interpretation and equity analysis	Provide feedback on community priorities and lived experience
ORGANIZE: Build Action Plan Frameworks	Build organizational capacity and co-design practical action plan templates aligned with County priorities.	Develop templates, facilitate workshops, provide coaching	Review drafts and advise on equity considerations
OPERATIONALIZE: Implement & Track Progress	Support departments in implementing action plans and establishing accountability mechanisms.	Technical assistance, coordination, reporting support	Continue advisory role and monitor implementation
OPERATIONALIZE Learn & Improve	Create a continuous improvement cycle that strengthens implementation over time.	Analyze countywide trends, prepare Board reports, facilitate learning	Review progress reports and recommend improvements



Q&A

Chiara Leroy
Chiara.Leroy@sdcounty.ca.gov

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

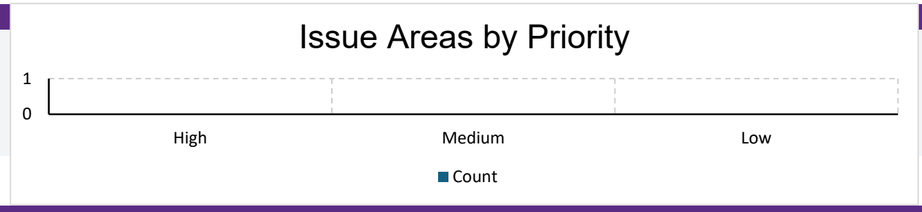
Total Issue Areas	
High Priority	
Immediate Urgency	
Open Items	

Priority	Count
High	
Medium	
Low	

Urgency	Count
Immediate	
Near Term	
Longer Term	

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	Data Gap	Follow Up Question	Priority	Urgency	Recommended Commission Action	Proposed Routing	Report Page Citation	Source Notes	Status	Assigned Owner	Target Date

Department or Office	Relevant Issue IDs	County Role	Likely Information Needed	Suggested Routing Path	Notes

Action ID	Related Issue IDs	Action	Recommended Body	Decision Needed	Brown Act Note	Status	Owner	Target Date	Deliverable

Citation ID	Source	Page or Section	Relevant Issue IDs	Evidence Summary	Verification Note

Field	Definition	Use

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