



Santa Cruz County Women's Commission

701 Ocean Street, Fifth Floor, Room 510
Santa Cruz, CA 95060
(831) 454-2772 (F) 831-454-2411 TTY/TDD: 711
commissions@santacruzcountyca.gov
www.sccwc.org

Notice of Public Meeting and Agenda

Date: Thursday, November 16, 2023
Time: 6:00 to 8:00 PM
Location: County Govt Building, 701 Ocean Street, Fifth Floor Redwood Conference Room
Santa Cruz, CA 95060

*As a courtesy to those affected, kindly attend the meeting **scent-free** and **smoke-free**.*

AGENDA

1. Call to Order/Roll Call/Agenda Review
2. Approve *September 21, 2023 Meeting Minutes*
3. Correspondence
4. Public Comment:
Any person may address the Commission for a period not to exceed five minutes on matters within the jurisdiction of the Commission.
5. New/Continuing Business/Action Items:
 - 5.1. Review and Consider Providing Feedback and Advocating in Support of Proposed CEDAW Resolution
 - 5.2. Consider Commission Support for/Participation with March 2024 WILDR Event
 - 5.3. Consider Advocating with the Board for the Continuation of the Commission as a Distinct Advisory Body
6. Officer and Commission Priority Reports
 - 6.1. Co-Chairs Report
 - 6.2. Legislation/Policy Report
 - 6.3. Public Participation/Civic Engagement Report
 - 6.4. Community Recognition Report
 - 6.5. Community Resources Report
 - 6.6. Social Media Report
 - 6.7. Economic Justice and Empowerment Report
 - 6.8. Healthcare Report
7. Staff Report
8. Emerging Matters
9. Adjournment

The next scheduled regular meeting will be on Thursday January 18, 2024 at 6:00 PM

The County of Santa Cruz does not discriminate on the basis of disability, and no person shall, by reason of a disability, be denied the benefits of its services, programs, or activities. If you require special assistance to participate, please call (831) 454-2772 (TTY/TDD: 711) at least 72 hours in advance to make arrangements.



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Meeting Minutes

DATE: Thursday, September 21, 2023
TIME: 6:00 PM
LOCATION: County Government Building, 701 Ocean Street, 5th Floor Redwood Conference Room
PRESENT: Amanda Crowder (1st District), Jenny Martin (1st District), Heather Lenhardt (2nd District), Jennifer Smith (3rd District), Karina Moreno (4th District), Alicia Danna (4th District)
EXCUSED: Samantha Farren (2nd District)
ABSENT: Sheila De Lany (5th District)
STAFF: Kaite McGrew (Commissions Manager), Mitsuno Baurmeister (EEO Officer)
GUESTS: Doreen O'Donovan (President of the American Association of University Women – Santa Cruz County). No other members of the public were present.

1. Call to Order/Roll Call/Agenda Review

Meeting convened at 6:06 PM.

Commission welcomed District 2 Commissioner, Heather Lenhardt.

2. Approve March 16, 2023 Meeting Minutes

Motion to approve June 15, 2023 Meeting Minutes

Motion/Second: Crowder/Smith

Ayes: Crowder, Martin, Lenhardt, Smith, Danna

Abstentions: Moreno

Motion passed.

3. Correspondence: None

4. Public Comment

5. New Business/Action Items:

5.1. Commission Officer Elections

Motion to elect Jenny Martin to serve as Co-Chair.

Motion/Second: Crowder/Lenhardt

Motion passed unanimously.

5.2. Subcommittee Restructure

Commission discussed criteria for convening ad hoc subcommittees and dissolved existing subcommittees. Future ad hoc subcommittees will be established with the defined projects with limited scope and terms less than 6 months.

6. Officers and Commission Priority Reports

6.1. Co-Chairs Report: No Report

6.2. Legislation/Policy Report:

Staff will report on the status of legislative priorities at the October meeting. This priority will be pended until February.

6.3. Public Participation/Civic Engagement Report: No Report

6.4. Community Recognition Report: No Report

6.5. Community Resources Report: No Report

6.6. Social Media Report

Staff will get login information for social media accounts from former Commissioner Rachel Wells.

6.7. Economic Justice and Empowerment Report:

Staff research the Commission's activities related to CEDAW (*Convention on the Elimination of All Forms of Discrimination Against Women*).

6.8. Healthcare Report: No Report

7. Staff Report:

Staff will bring the Strategic Action Plan to the October meeting for discussion.

8. Emerging Matters: None

9. Adjournment

The meeting was adjourned at 7:05 PM.

Respectfully submitted by: Kaite McGrew, *Commissions Manager*



**County of Santa Cruz Board of Supervisors
Agenda Item Submittal**

From: Manu Koenig, First District Supervisor
TBD, X District Supervisor (831) 454-2200

Subject: Support for the Convention on the Elimination of All Forms of
Discrimination Against Women's Agenda for Equality Program

Meeting Date: December 5, 2023

Recommended Action:

1. Adopt the attached resolution in support of the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW).
2. Direct the Women's Commission to review CEDAW & identify specific actions the County can implement that support the advancement of gender equity in Santa Cruz.
3. Direct the Equal Employment Opportunity Officer to review the CEDAW Agenda For Equality Program & identify measurable goals/objectives that will support the advancement of women's positions in Santa Cruz County and be included in the 2024-2026 Equal Employment Opportunity and Cultural Competence plan.

Executive Summary

The Convention on Eliminating Discrimination Against Women (CEDAW) is an international treaty adopted by the United Nations to combat ongoing gender discrimination. The agenda for equality is specified in fourteen subsequent articles. In its approach, the Convention covers three dimensions of the situation of women, including civil rights, reproduction, and cultural factors on gender relations, outlining the methods that states must use to guard against the discrimination of women. By signing the CEDAW Resolution, Santa Cruz County will enhance women's well-being by implementing this program in the County through the EEO and Women's Commission.

Background

In 1979, the UN adopted the CEDAW to identify, target, and assist local governments in addressing gender-based discrimination. Specifically, their agenda for equality program outlines actions governments at every level can take to bolster women's rights and enhance gender equity. As of October 2023, 189 countries have implemented elements of the CEDAW Agenda for Equality Program. In California, cities like Santa Clara, San Jose, Berkeley, and San Francisco have adopted and actively support this initiative.

In 2017, [The City of San Jose's 2017 Women's Bill of Rights Ordinance](#) established a commission to collect disaggregated data, identify gender equality issues in city departments, and collaborate with the departments to create and support specific action plans with timelines to improve gender equality. The first step of this ordinance, [San Jose's 2019 Request For Information](#), called to find consultants to collect data accessing the impact of the city's departments, programs, and policies on gender equality.

In October 2020, the [Women's Well-Being Index - California Budget and Policy](#) Center highlighted various opportunities to enhance the well-being of women in Santa Cruz County,

particularly in housing, neighborhood safety, healthcare, childcare, and employment. The County has room to improve its gender wage gap, with a female-to-male median income ratio of 0.84. The County's 2022-2024 EEO&CC Plan outlines the countywide occupational categories that can improve utilization of the female workforce. As of September 30, 2022, women held 4% of Skilled Craft Worker positions, 31% of Protective services jobs, and 69% of Professional jobs. Moreover, underrepresentation in the county government workforce is notable in departments like the Agricultural Commissioner, General Services, Information Services, and the Community Development & Infrastructure Department. Specifically, within CDI's Public Works Division, women comprise only 20% of employees, with underutilization observed in skilled craft worker positions (4%) and administration (20%).

The information above reveals two workforce-specific areas requiring improvement in Santa Cruz County. By referencing the CEDAW Agenda, the EEO Officer and Women's Commission will be positioned to recommend actions the Board of Supervisors can take to further address gender disparities and improve equitable outcomes for all in Santa Cruz County.

Analysis

The Women's Commission and EEO Officer should primarily focus on the following subject areas, which reflect CEDAW principles applicable to the County of Santa Cruz:

1. *Workforce Representation*: Promote women's representation in underutilized workforce fields, including Santa Cruz County government departments: Agricultural Commissioner, General Services, Information Services, Planning, and Public Works.
2. *Gender Wage Gap Reduction*: Implement strategies to reduce the gender wage gap in Santa Cruz County, including conducting regular pay equity audits, advocating for equal pay for equal work, and promoting transparency in salary structures.
3. *Data Collection and Reporting*: Establish and improve systems for collecting and reporting gender-disaggregated data on employment, pay, and other relevant metrics to monitor progress.
4. *Training and Education*: Continue to improve training and awareness programs to address unconscious bias, harassment, and discrimination in the workplace.
5. *Work-Life Balance*: Develop policies and programs that support work-life balance for all employees, including parental leave, flexible work arrangements, and childcare facilities.
6. *Leadership Representation*: Increase the representation of women in leadership and decision-making positions within county government and related organizations.
7. *Enhancing Women's Healthcare Access and Services*: Ensure that women in Santa Cruz County have equitable access to comprehensive healthcare services, including reproductive health, maternal care, mental health services, and preventative care.

Strategic Plan Element(s):

- 1.a (Comprehensive Health and Safety – Health Equity)
- 1.c (Comprehensive Health and Safety – Local Justice)
- 6.b (Operational Excellence – County Workforce)

Submitted by:

Manu Koenig, First District Supervisor
_____, X District Supervisor

Attachments:

Resolution supporting CEDAW's Agenda for Equality Program
CEDAW Agenda for Equality Program (Link)



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Scheduled Meetings

Unless otherwise specified below, regularly scheduled Women's Commission meetings are generally held as follows:

DAY: Third (3rd) Thursday*
MONTH: Every month except July and December
TIME: 6:00 PM – 8:00 PM
LOCATION: **Santa Cruz County Government Building ***
5th Floor Redwood Conference Room
701 Ocean Street, Santa Cruz, CA 95060

***Unless noted otherwise below**

Locations may vary for outreach, town hall meetings, special meetings, changes of location, or meeting cancellations. Changes to the schedule will be listed on the website at www.sccwc.org as soon as information becomes available.

| 2024 MEETING DATES | | |
|--------------------|----------------|--------------------------|
| DATE | TIME | LOCATION |
| January 18, 2024 | 6:00 – 7:30 PM | County Bldg – Redwood Rm |
| February 15, 2024 | 6:00 – 7:30 PM | County Bldg – Redwood Rm |
| March 21, 2024 | 6:00 – 7:30 PM | County Bldg – Redwood Rm |
| April 18, 2024 | 6:00 – 7:30 PM | County Bldg – Redwood Rm |
| May 16, 2024 | 6:00 – 7:30 PM | County Bldg – Redwood Rm |
| June 20, 2024 | 6:00 – 7:30 PM | County Bldg – Redwood Rm |
| August 15, 2024 | 6:00 – 7:30 PM | County Bldg – Redwood Rm |
| September 19, 2024 | 6:00 – 7:30 PM | County Bldg – Redwood Rm |
| October 17, 2024 | 6:00 – 7:30 PM | County Bldg – Redwood Rm |
| November 21, 2024 | 6:00 – 7:30 PM | County Bldg – Redwood Rm |

Public Participation

- Please check the meeting agenda to learn details about how to participate in the commission meeting.
- If you need special accommodations, please call 454-2935 or TDD: 711 (California Relay Service) at least 48 hours before the meeting.