



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, January 15, 2026
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 *November 20, 2025 Meeting Minutes*
3. Public Comment:
Any person may address the Commission for a period not to exceed five minutes on matters within the jurisdiction of the Commission.
4. New/Continuing Business/Action Items:
 - 4.1. Consider Commission's 2024-2025 Biennial Report
 - 4.2. Consider Celebrating Women's Equality Day – August 26, 2026
 - 4.3. Consider Commission Strategic Action Plan
 - 4.4. 2026 Trailblazer Awards Ceremony Planning Update
5. Staff Report
6. Correspondence
7. Emerging Matters
8. Adjournment

The next scheduled regular meeting will be on Thursday, February 19, 2026 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, November 20, 2025
TIME: 6:00 PM
LOCATION: County Government Building, 701 Ocean Street, 5th Floor Redwood Conference Room
PRESENT: Amanda Crowder (1st District), Brenda Rogers (2nd District), Suzanne Doty (3rd District), Allison Albert (3rd District), Ariel Young (5th District), Kate McGrath (5th District)
EXCUSED: Paige Gordon (1st District), Karina Moreno (4th District)
ABSENT: Rita Sanchez (4th District)
STAFF: Kaite McGrew (Commissions Manager)
GUESTS: Sarah Marschall (Family Justice Center Consultant), Gina De Martini-Kuhns (CEO Senior Administrative Analyst) and no members of the public were present.

1. Call to Order/Roll Call/Agenda Review

Meeting convened at 6:07 PM.

Commission welcomed new Commissioners Ariel Young and Kate McGrath, both representing District 5.

2. Approve September 18, 2025 Meeting Minutes

Motion to approve September 18, 2025 Meeting Minutes

Motion/Second: Crowner/Albert

Motion passed unanimously.

3. Public Comment: None

4. New/Continuing Business/Action Items:

4.1. Family Justice Center Overview

Marschall provided an overview of the Family Justice Center model, which originated in San Diego and co-locates multidisciplinary services for survivors of domestic violence, sexual assault, human trafficking, and related crimes in a single, trauma-informed location. The organization is exploring the establishment of a Family Justice Center in Santa Cruz County and is currently seeking potential sites of approximately 5,000 square feet. Planning and resource development are anticipated to take approximately one year, with a possible phased implementation and a tentative start timeframe around March 2026. Marschall would like to be added to the Commission's mailing list and future Commission meetings. Commissioners are encouraged to help share information about the Family Justice Center and its services with their communities and encourage community members to join the center's mailing list for more information.

4.2. County Strategic Planning

De Martini-Kuhns summarized the County's outreach efforts to help identify priorities for the County's Strategic Plan. The Commission reviewed the County Strategic Plan focus areas including Housing & Infrastructure; Access to Services & Support; Health, Wellbeing

& Connection; Safety & Justice; Environment, Climate & Resilience; and Economy & Job Growth and discussed priorities within them that specifically impacted women. Commissioners identified access to health care, childcare, domestic violence protections, food security, protections for immigrants, housing, and economic equity as priorities for women. Staff will send CEDAW recommendations to De Martini Kuhns.

4.3. 2026 Trailblazers Awards Planning

Commission discussed scheduling an ad hoc subcommittee meeting. Doty removed Crowder from the subcommittee and appointed McGrath in her place to ensure representation from each District on the subcommittee. The next

Ad hoc Trailblazers Awards Ceremony Planning Subcommittee members are now Albert, Gordon, Doty, Sanchez, and McGrath.

5. Staff Report:

Staff reported that Commissioner Moreno has resigned her seat and thanks the Commission for all their great work. Commissioners are encouraged to promote applicants for District 4. Rogers met with Supervisor De Serpa and was very pleased with her interest in the Commission's work. Supervisor De Serpa is working on outreach and recruitment for the District 2 vacancy. Staff encouraged Commissioners to keep an eye out for stipend claims forms in their email.

6. Correspondence: None

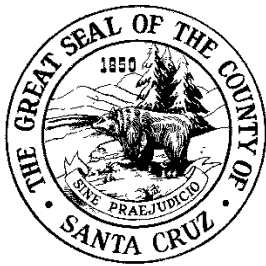
7. Emerging Matters:

Crowder announced that she will be resigning her seat in March. The Commission expressed their appreciation for all her hard work.

8. Adjournment

The meeting was adjourned at 7:52 PM.

Respectfully submitted by: Kaite McGrew, *Commissions Manager*



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Santa Cruz County Women's Commission 2024 - 2025 Biennial Report

1. The Role of the Commission

The Women's Commission is an advisory body to the Board of Supervisors on issues affecting women and girls in Santa Cruz County. The Commission was established to:

- a. Advise the Board of Supervisors on matters affecting any current inequalities suffered by citizens of this County
- b. Make recommendations to the Board of Supervisors to rectify any such inequalities;
- c. Make available to the public information and resources concerning equal rights and opportunities. The Commission shall also maintain a current file of services and resources useful to the community;
- d. Review Santa Cruz County's equal employment opportunity plan and policies and recommend to the Board of Supervisors and the Equal Employment Opportunity Commission any revisions which may be necessary to eliminate employment discrimination against women;
- e. Review Santa Cruz County's rules and job descriptions and make recommendations to the Board of Supervisors and to the Civil Service Commission, as necessary, to assure that any unnecessary barriers to the employment of women are removed;
- f. Study the present and projected needs of women. Develop comprehensive goals to achieve present solutions and effective future planning;
- g. Review pending Federal and State legislation which would impact upon women and, where appropriate, advise the Board of Supervisors of its recommendations;
- h. Exercise any other responsibilities related to the needs and concerns of women and as set forth in the Commission's bylaws as approved by the Board of Supervisors.

2. Meetings Dates, Time, and Location

Women's Commission regular meetings are scheduled for the third Thursday of every month except July and December, from 6:30 until 8:00 PM. During the reporting period, the Commission met at the County Government Building (701 Ocean Street, Santa Cruz, CA 95060).

- During 2024, seven regularly scheduled meetings were canceled for lack of quorum. Persistent unfilled vacancies made forming a quorum incredibly difficult. In some instances, there were not enough members seated to form a quorum.

- During 2025, six regularly scheduled meetings were canceled for lack of quorum. However, by the close of 2025, all but two seats on the Commission were filled, so 2026 attendance bodes well.

3. Commission Structure

The Women’s Commission is composed of ten voting members; two appointed by each of the five County Supervisors. New officers are elected each year during the April regular meeting. On December 31, 2025, the Women’s Commission membership was as follows:

District	Commissioners
1 st District	Amanda Crowder Paige Gordon (Co-Chair)
2 nd District	Brenda Rogers Seat Vacant
3 rd District	Suzanne Doty (Co-Chair) Allison Albert
4 th District	Rita Sanchez Seat Vacant
5 th District	Ariel Young Kate McGrath

The Commissioners who were appointed during the reporting period were Paige Gordon, Brenda Rogers, Claire Protti, Suzanne Doty, Amanda Safi, Rita Sanchez, Allison Albert, Ariel Young, and Kate McGrath. The Commissioner(s) who completed their terms, resigned, or were replaced during the reporting period were Jennifer Martin, Heather Lenhardt, Claire Protti, Jennifer Smith, Amanda Safi, Alicia Danna, Sheila De Lany, and Karina Moreno. Commissioners Crowder, Gordon, and Rogers were reappointed during the reporting period.

In 2024, Doty and Protti were elected to serve as Co-Chairs. In 2025, Doty and Gordon were elected to serve as Co-Chairs.

4. Commission Staff

Kaite McGrew (*Commissions Manager*) staffed the Commission for the entirety of the reporting period.

Between Commissions meetings, County Staff was available by phone, email, or in person for information and referrals. The County EEO Commissions Office is located in the County Government Center (701 Ocean Street, Room 510, Santa Cruz, CA 95060).

5. Attendance

Please see attached *Santa Cruz County Women’s Commission 2024-2025 Attendance Report*.

6. Commission Activities and Accomplishments

The Commission’s priorities and subsequent activities are determined by the Commission’s mandate and emerging needs as expressed by the community and identified by the Commissioners.

During the reporting period, Commissioners conducted the following business:

- Held seven regularly scheduled meetings
- Held one special meeting
- Maintained a current, informative Commission website to support Commission outreach and advocacy efforts
- Reviewed new County position descriptions as they became available
- Received reports and reviewed correspondence from members of the public about issues of interest to women in Santa Cruz County
- Provided a platform for County and community partner speakers to present on information of interest to women and girls in Santa Cruz County

During the reporting period, the Commission heard reports on the following community agencies, County programs, and other organizations of interest to women:

- Shane McKeithen (District 1 Analyst) on Supervisor Koenig's effort to establish Santa Cruz County as a *Convention on the Elimination of All Forms of Discrimination Against Women* (CEDAW) community
- Eva Holt-Rusmore (*Consultant for DataShareSCC*) on developing *DataShareSCC's 2024 Women's Wellbeing Spotlight*
- Tricia Webber (*County Clerk*) on new changes in federal legislation impacting voter registration for women
- Sarah Marschall (*Family Justice Center Consultant*) on the new Family Justice Center under development
- Gina De Martini-Kuhns (*CEO Senior Administrative Analyst*) on the County's Strategic Planning outreach efforts and focus areas

7. COMMISSION MEMBERSHIPS & AFFILIATIONS

During the reporting period, Commissioners served on or were affiliated with the following commissions or organizations:

- 100 Women Who Care
- Bonny Doon Neighbors
- Boulder Creek Business Association
- Coalition Against Human Trafficking
- Democratic Women's Club of Santa Cruz County
- Highlands Park Senior and Community Center
- Model United Nations of the Far West, Inc.
- San Lorenzo Rotary Club
- Santa Cruz Mountains Art Center
- Save Pleasure Point Committee
- Valley Women's Club
- Women in Leadership for Diverse Representation (WILDR)
- Santa Cruz County Health Services Agency

- Santa Cruz County Clerk’s Office
- Santa Cruz County Seniors Commission
- Nonprofit Connection Santa Cruz County
- The Wisdom Center.

8. COMMISSION SUBCOMMITTEES

During the reporting period, the Commission authorized the following ad hoc subcommittees to complete specific projects their subject matter jurisdiction within finite periods of time:

Ad Hoc CEDAW Resolution Review Subcommittee

Subcommittee tasked with working with County staff to provide feedback on the Board Memo and CEDAW (*Convention on the Elimination of All Forms of Discrimination Against Women*) Resolution language. As of December 31, 2025, the subcommittee had completed its task and been dissolved.

Ad Hoc 2025-2027 Equal Employment Opportunity and Cultural Responsiveness Plan Review Subcommittee

Subcommittee tasked with reviewing the County’s 2025-2027 EEO/CR Plan and providing feedback via a gender lens. As of December 31, 2025, the subcommittee had completed its task and been dissolved.

Ad Hoc Trailblazers Awards Ceremony Planning Subcommittee

Subcommittee tasked with planning a Trailblazers Awards ceremony for March 2026. As of December 31, 2025, subcommittee members included Albert, Gordon, McGrath, Doty and Sanchez.

9. COMMISSION ACCOMPLISHMENTS AND SPECIAL PROJECTS

During the reporting period, Commissioners took the following actions to address emerging issues:

- Provided feedback on the County’s 2025-2027 Equal Employment Opportunity and Cultural Responsiveness Plan
- Consulted with their District Supervisors to advocate in support of the Board honoring Women's Equality Day (August 26th) with a proclamation commemorating the certification of the 19th Amendment to the U.S. Constitution in 1920, which granted women the right to vote.
- Promoted women’s civic engagement and attendance to WILDER forums and events

During the reporting period, the Commission participated in the following special projects:

- The majority of the Commission’s efforts in 2024-2025 were in service to the Board of Supervisors’ directive to recommend priorities related to the County’s recent resolution establishing Santa Cruz County as a Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) community. The Commission’s efforts were hindered by the many vacancies resulting in most meetings having to be canceled for lack of quorum. Despite this difficulty, the Commission successfully compiled and presented their recommended CEDAW priorities to the Board of Supervisors.

- Promotion of and participation in Women in Leadership Diverse Roles (WILDR) March 2024 *InspireHer* event.
- Worked with a consultant to develop *DataShareSCC's 2024 Women's Wellbeing Spotlight*

10. FUTURE GOALS AND RECOMMENDATIONS

In the next reporting period, the Women's Commission will endeavor to accomplish the following:

- Continue to support the County's implementation efforts related to the Commission's CEDAW recommendations.
- Recognize local women and organizations who are advancing the interests of women and girls in Santa Cruz County.
- Update Commission Bylaws to incorporate changes to Brown Act notice requirements and add language related to fundraising for special projects. Standardize language as appropriate.
- Continue to monitor implementation of the County Equal Employment Opportunity and Cultural Responsiveness Plan including offering feedback for future plans.
- Continue to develop an easily accessible library of resources for women and girls in Santa Cruz County.

In the next reporting period, the Women's Commission recommends that the Board of Supervisors take the following actions:

- Actively recruit to fill Commission vacancies.
- Continue to monitor and advance implementation of the following CEDAW recommendations as appropriate:
 - Direct the County Administrative Office to commission an independent consultant to conduct a comprehensive gender analysis of County workforce compensation to identify and address pay disparities.
 - Establish a task force of County Health Services Agency staff and community partners to examine the root causes of the scarcity of OB/GYN providers in South County and propose solutions that address those systemic root causes (such as provider compensation, cost of living, and the lack of affordable housing).
 - Adopt a resolution to protect reproductive and gender-affirming health care rights.
 - Support legislation, policies, and programs that address Santa Cruz County's disproportionately high prenatal substance use affecting women and fetuses.
 - Direct the County Executive Office to work with County departments to assess potential funding shortfalls resulting from federal withdrawal of funds from DEI-aligned programs and identify alternative sources of support.
 - Establish a community task force to identify which community partner safety net services for women and children will be most impacted by federal withdrawal of funds and identify alternative sources of support.

- Direct the Sheriff’s Office/Corrections to revisit the recommendations made in the 2017 report by Susan Greene, “Gender Matters: A Profile of Women in Santa Cruz County Jail”, to determine if they have been implemented, assess the effectiveness of those that have been, and evaluate opportunities to implement outstanding recommendations.
- Support efforts by the Sheriff’s Office, Public Defender’s Office, and Probation Department to implement and fortify gender-responsive, trauma-informed policies and reentry support programs for incarcerated women in Santa Cruz County.
- Direct the Housing for Health Division to conduct a comprehensive analysis of housing trends to identify any disparities disproportionately impacting women (particularly unhoused women) and women-led households and implement housing programs that prioritize support for women and families.
- Work with the Human Services Department to expand funding for affordable childcare programs, particularly for single-income, women-led households, and explore additional state and federal grant-funding to expand such programs.
- Establish a task force to consider how best to support women and their families who have become justice-involved due to their immigration status.
- Require County departments to collect and report gender-disaggregated data in submissions to the Board as appropriate, ensuring Board awareness of any gender-based disparities when making funding and policy decisions.
- Draft and adopt a CEDAW ordinance to further formalize the County’s commitment and enhance accountability, transparency, and alignment with community partners, to ensure ongoing commitment to gender equity goals.

Approved by the Women’s Commission on January 15, 2026 at their regularly scheduled meeting.

Respectfully Submitted,

 Suzanne Doty
 Co-Chair, Women’s Commission

 January 15, 2026

Date

 Paige Gordon
 Co-Chair, Women’s Commission

 January 15, 2026

Date

SANTA CRUZ COUNTY WOMEN'S COMMISSION

2024 ATTENDANCE REPORT

District/ Supervisor	Commissioner	Jan 2024	Feb 2024	Mar 2024	April 2024	May 2024	June 2024	July 2024	Aug 2024	Sept 2024	Oct 2024	Nov 2024	Dec 2024								
1st District Supervisor Manu Koenig	Amanda Crowder	MEETING CANCELED - LACK OF QUORUM	P	P	MEETING CANCELED - LACK OF QUORUM	MEETING CANCELED - LACK OF QUORUM	MEETING CANCELED - LACK OF QUORUM	NO MEETING SCHEDULED	MEETING CANCELED - LACK OF QUORUM	MEETING CANCELED - LACK OF QUORUM	P	MEETING CANCELED - LACK OF QUORUM	NO MEETING SCHEDULED								
	Jennifer Martin		E	P							-										
	Paige Gordon		-	-							-										
2nd District Supervisor Zach Friend	Heather Lenhardt		P	P							-			-	-	-	-	-	-	P	-
	Brenda Rogers		-	P							-			-	-	-	-	-	P	-	
	Claire Protti		-	-							-			-	-	-	-	-	P	-	
3rd District Supervisor Justin Cummings	Jennifer Smith		P	E							-			-	-	-	-	-	-	-	-
	Suzanne Doty		-	-							-			-	-	-	-	-	P	-	
	Amanda Safi		-	-							-			-	-	-	-	-	-	-	
4th District Supervisor Felipe Hernandez	Karina Moreno		P	P							-			-	-	-	-	-	-	P	-
	Alicia Danna		P	P							-			-	-	-	-	-	P	-	
5th District Supervisor Bruce McPherson	Sheila De Lany		P	P							-			-	-	-	-	-	-	-	-
	Seat Vacant		-	-							-			-	-	-	-	-	-	-	-

Attendance: P=Present A=Absent E=Excused (-) = Not Seated

2025 ATTENDANCE REPORT

District/ Supervisor	Commissioner	Jan 2025	Feb 2025	Mar 20 2025	Mar 26 2025	April 2025	May 2025	June 2025	July 2025	Aug 2025	Sept 2025	Oct 2025	Nov 2025	Dec 2025						
1st District Supervisor Manu Koenig	Amanda Crowder	MEETING CANCELED - LACK OF QUORUM	P	MEETING CANCELED - LACK OF QUORUM	P	MEETING CANCELED - LACK OF QUORUM	P	MEETING CANCELED - LACK OF QUORUM	NO MEETING SCHEDULED	MEETING CANCELED - LACK OF QUORUM	P	MEETING CANCELED - LACK OF QUORUM	P	NO MEETING SCHEDULED						
	Paige Gordon		P		P		P				E									
2nd District Supervisor Kim De Serpa	Brenda Rogers		P		P		P				P		-		-	-	-	P	-	
	Claire Protti		P		P		P				-		-		-	-	-	-	-	
3rd District Supervisor Justin Cummings	Suzanne Doty		P		P		P				P		P		P	P	P	P	P	P
	Allison Albert		-		-		p				P		P		P	P	P	P	P	P
4th District Supervisor Felipe Hernandez	Karina Moreno		A		E		E				A		A		A	A	A	A	A	E
	Rita Sanchez		P		P		E				P		P		P	P	P	P	P	A
5th District Supervisor Monica Martinez	Ariel Young		-		-		-				-		-		-	-	-	-	-	P
	Kate McGrath		-		-		-				-		-		-	-	-	-	-	P

Submitted by:



Kaite McGrew
Commissions Manager

December 31, 2025

Date

Santa Cruz County Women's Commission

2026 Strategic Action Plan

Objective #1:

Monitor and Assess Issues Impacting Santa Cruz County Women and Girls and Advocate for the Eradication of Barriers and Inequities.

ACTION 1A: Update and publish the Status of Women and Girls in Santa Cruz County Report (SOWAG).

ACTION 1B: Receive and review communications from the community on matters of interest to women and girls in Santa Cruz County and make recommendations as needed.

ACTION 1C: Research and make recommendations to the Board of Supervisors on issues that impact women and girls in Santa Cruz County.

ACTION 1D: Monitor County CEDAW recommendation implementation

Objective #2:

Promote the Interests of Santa Cruz County Women and Girls through Community Outreach and the Provision of Resources.

ACTION 2A: Provide resources and referrals to services that support women and girls in Santa Cruz County.

ACTION 2B: Invite community partner reports and presentations on matters of interest to Santa Cruz County women and girls.

ACTION 2C: Sponsor and/or participate in community events that promote the interests of women and girls in Santa Cruz County

ACTION 2D: Maintain an online presence to promote Commission activities and community events of interest to women and girls in Santa Cruz County.

Objective #3:

Monitor and Promote Equal Opportunity Employment for Women in Santa Cruz County.

ACTION 3A: Review the County EEO Plan and make recommendations as needed.

ACTION 3B: Review County policies and job descriptions and make recommendations as needed.

Action 3C: TBD

Action 3D: TBD

Santa Cruz County Women's Commission

2026 Strategic Action Plan

Objective #4:

Increase Awareness and Advance the Interests of Women and Girls in Santa Cruz County.

ACTION 4A: Host the Trailblazers Awards to honor individuals who have advanced the interests of women and girls in Santa Cruz County.

ACTION 4B: Promote civic engagement and the advancement of women in public service, (e.g. voter participation, census participation, and women in government and leadership roles, etc.)

ACTION 4C: Monitor the impact of Federal immigration enforcement actions and executive orders on Santa Cruz County Latinas

ACTION 4D: Monitor the impact of Federal legislation and executive orders regarding voter registration on women and non-binary persons in Santa Cruz County



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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.

2026 MEETING DATES		
DATE	TIME	LOCATION
January 15, 2026	6:00 – 7:30 PM	County Bldg – Redwood Rm
February 19, 2026	6:00 – 7:30 PM	County Bldg – Redwood Rm
March 19, 2026	6:00 – 7:30 PM	County Bldg – Redwood Rm
April 16, 2026	6:00 – 7:30 PM	County Bldg – Redwood Rm
May 21, 2026	6:00 – 7:30 PM	County Bldg – Redwood Rm
June 18, 2026	6:00 – 7:30 PM	County Bldg – Redwood Rm
August 20, 2026	6:00 – 7:30 PM	County Bldg – Redwood Rm
September 17, 2026	6:00 – 7:30 PM	County Bldg – Redwood Rm
October 15, 2026	6:00 – 7:30 PM	County Bldg – Redwood Rm
November 19, 2026	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.