



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, March 21, 2024
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 *February 15, 2024 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. Consider proposed revisions to *DataShareSCC's Women's Wellbeing 2024* web content
 - 5.2. Consider CEDAW Project Planning Next Steps
 - 5.3. Consider Commission Mission, Objectives, and Activity
 - 5.4. Consider Violence against Women: Human Trafficking
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 April 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, February 15, 2024
TIME: 6:00 PM
LOCATION: County Government Building, 701 Ocean Street, 5th Floor Redwood Conference Room
PRESENT: Amanda Crowder (1st District), Heather Lenhardt (2nd District), Brenda Rogers (2nd District), Jennifer Smith (3rd District), Karina Moreno (4th District), Alicia Danna (4th District), Sheila De Lany (5th District)
EXCUSED: Jenny Martin (1st District)
ABSENT: None
STAFF: Kaite McGrew (Commissions Manager)
GUESTS: Shane McKeithen (District 1 Analyst) and no members of the public were present.

1. Call to Order/Roll Call/Agenda Review

Meeting convened at 6:01 PM.

2. Approve November 16, 2023 Meeting Minutes

Motion to approve the November 16, 2023 Meeting Minutes

Motion/Second: Moreno/Danna

Motion passed unanimously.

3. Correspondence: None

4. Public Comment: None

5. New Business/Action Items:

5.1. CEDAW Data Set Discussion

McKeithen presented the results of his research into County data available disaggregated by gender and requested feedback about additional data that may be useful to the Commission if the Board of Supervisors directs them to make recommendations related to the CEDAW (*Convention on the Elimination of All Forms of Discrimination Against Women*) resolution.

Co-Chairs established a CEDAW Resolution Review Ad Hoc Subcommittee and appointed Crowder and Martin to work with Staff to provide feedback on the Board Memo and CEDAW Resolution language. Subcommittee will be dissolved upon completion of review and submission of feedback to the Board of Supervisors staff involved in the project.

5.2. Review and Consider the 2022-2023 Biennial Report

Commission reviewed the report and amended it to correct several typographical errors, add affiliations, revise Commission goals, and clarify the status of several ad hoc subcommittees.

Motion to approve the 2022-2023 Biennial Report as amended.

Motion/Second: Smith/Delany

Motion passed unanimously.

5.3. Commission Support for/Participation in the March 2024 InspireHer Event

Commission considered opportunities to participate in the Women in Leadership Diverse Roles (WILDR) 2024 InspireHer event.

Motion to participate in and promote the WILDR InspireHer event instead of hosting a Trailblazers event in 2024.

Motion/Second: Karino/Rogers

Motion passed unanimously.

5.4. Commission Stipends and other Amendments to SCCC Chapter 2.38 Governing County Adviosry Bodies

Staff reported on recent updates to the ordinance including the addition of officer term limits and Commissioner stipends.

6. Officers and Commission Priority Reports

6.1. Co-Chairs Report: No Report

6.2. Legislation/Policy Report: No Report

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: No Report

6.7. Economic Justice and Empowerment Report: No Report

6.8. Healthcare Report: No Report

7. Staff Report: No Report

8. Emerging Matters:

Commission will discuss the recent Center for Nonviolence event on human trafficking at the next meeting.

9. Adjournment

The meeting was adjourned at 7:45 PM.

Respectfully submitted by: Kaite McGrew, *Commissions Manager*

DataShareSCC Draft on Women's Wellbeing in Santa Cruz County 2024

The purpose of publishing this resource on Women's Wellbeing in Santa Cruz County 2024 is to collect the data necessary to analyze utilization and outcomes for women and girls in Santa Cruz County, identify any barriers to equity, develop strategies and recommendations to eliminate these barriers and measure progress in advancing gender equity goals in Santa Cruz County.

Consistent with the underlying principles found in the Articles of the 1976 UN Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW),¹, [SCR-78 California Senate Concurrent Resolution 78](#) (filed with the Secretary of State on February 27, 2018), and the areas of interest identified by the *California Commission on Women and Girls* as outlined in the Santa Cruz County Women's Commission's *2011 Report on the Status of Women and Girls* (SOWAG), this DataShareSCC spotlight is organized around the following six key indicators of women's well-being:

1. Healthcare;
2. Economic Empowerment and Justice, including a focus on the impact of childcare costs and available resources on economic opportunity and advancement;
3. Education;
4. Violence Against Women, including domestic violence and human trafficking within the county;
5. Criminal Justice; and
6. Political Participation.

The data sets are also broken out to highlight disparities among women across other protected characteristics (race/ethnicity, age, gender identity, disability status, etc.) as well as regions within the County, with a particular focus on the wellbeing of women in our rural communities.

As we continue to develop this resource, we welcome your contributions and requests for additional data sets or breakouts that can assist us in effectively measuring and improving the wellbeing of women and girls in Santa Cruz County.

¹ The Santa Cruz County Board of Supervisors resolved to adopt CEDAW in February 2024

Suggestions on the Womens Wellbeing Data Sets

- Replace introduction with the language shared above
- Remove the editorial introductions and summaries before/beside each data set and replace them with more detailed information about the methodology used to collect the data, and what the data sets indicate (e.g., are Asian women being compared to Asian men, to women of other races, or to the overall average?) – instead of restating what the graphs reveal, or drawing any conclusions about why/how the outcomes happened, please provide substantive information about what is being compared to what and how the data was collected/soliticited.
- Revise mini dashboards so that they include only data sets that are disaggregated by gender.
- Disaggregate women’s data by other protected characteristics (age, race/ethnicity, disability status, etc.)
- Include mini dashboards that align with the six *Status of Women and Girls* categories
 - **Health Care**
 - Insurance access rates
 - Reproductive health access
 - Teen pregnancy rates
 - Maternal and child health data
 - Mental health rates
 - Substance misuse rates
 - Morbidity and mortality rates
 - **Criminal Justice**
 - Crime rates for women offenders
 - Jail facilities for women
 - Health services for women in jail
 - Rehabilitation rates
 - Post-incarceration resources
 - **Violence Against Women**
 - Violent crime statistics including sexual assault
 - Substantiated stalking statistics
 - Human trafficking
 - Substantiated domestic violence statistics
 - Substantiated child abuse data statistics
 - Sexual harassment
 - Violent crime and LGBTQ+ data

- **Education**
 - Statistics about women in STEM fields
 - Level of education statistics
 - Public schools vs. private schools
 - SAT scores
 - Dropout rates
 - Educational support programs including re-entry for women
 - Hiring/recruitment support, including job retraining programs
- **Economic Justice**
 - Income and earnings
 - Female-led businesses
 - Poverty statistics
 - Self-sufficiency standards
 - Homelessness data disaggregated by gender
 - Housing program utilization
 - Employment program utilization
 - Parenting data
 - Single-parent data disaggregated by gender
 - Childcare data – specifically daycare data. In-home care is less relevant – if we can't have both, list only the data relevant to outside childcare (i.e., daycare) rates.
 - Child support statistics
 - Foster care statistics
 - CPS statistics
- **Political Participation**
 - Voter statistics (registration and turnout)
 - Women in elected and appointed positions

CEDAW Mandate

Santa Cruz County Women's Commission

Board of Supervisors' Mandate

- **February 2024 Mandate:**
 1. Adopt a 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 the Articles of CEDAW, identify priorities, formulate questions, and develop recommendations** to further advance gender equity throughout the Santa Cruz County community and within the County government's workforce using available County data, and return to the Board with their **recommendations by August 2024**
- **CEDAW and SOWAG Common Categories:**
 - Healthcare
 - Economic Justice/Empowerment
 - Education
 - Political Participation
 - Violence Against Women (including Human Trafficking)
 - Criminal Justice

CEDAW Mandate Workflow

Board of Supervisors

- Adoption
- Questions/Refinements
- Delegation to appropriate agencies/commissions

Final Proposals (by delegated agency. with Women's Commission review/input)

Examples:

- Legislation
- Funding or redirection of resources
- Better data/measurement

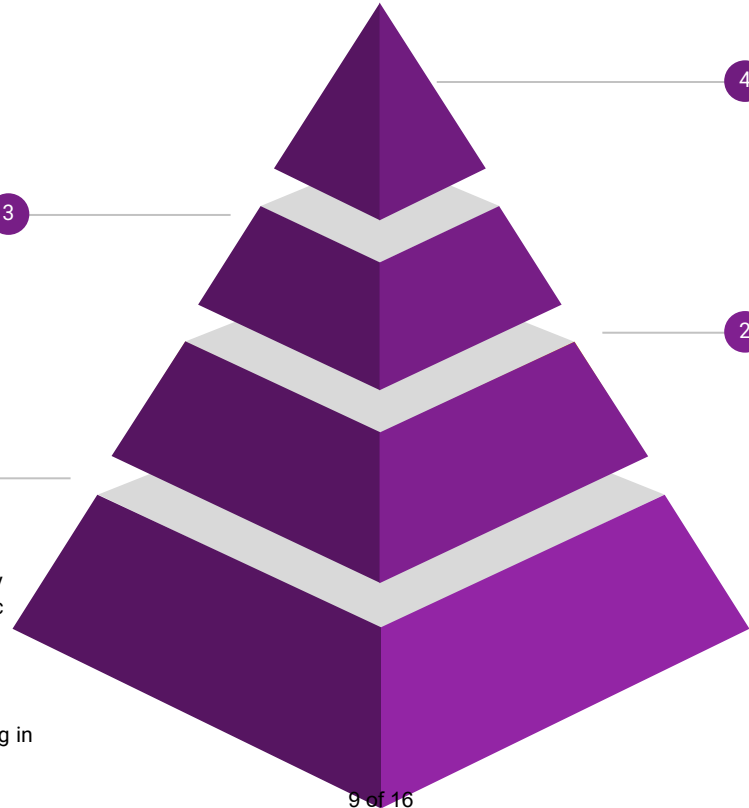
Develop Recommendations to Address Key Priorities - due August 2024

- Summarize key gap with specific findings
- Propose deeper analysis/data and questions for review
- Recommend appropriate agencies to develop specific proposals (e.g., recommend EEO analyze and respond to gender disparities in government workforce)

Identify Priority Disparities/Gaps

Identify Gaps in Santa Cruz County within the priority areas of CEDAW and SOWAG (Healthcare, Economic Justice, Education, Political Participation, Violence Against Women (including Human Trafficking), and Criminal Justice)

- DataShareSCC data on Women's Wellbeing in Santa Cruz County 2024
- Speakers
- Research





Adopted 02/27/2024
Board of Supervisors
DOC-2024-159 22.e

BEFORE THE BOARD OF SUPERVISORS
OF THE COUNTY OF SANTA CRUZ, STATE OF CALIFORNIA

RESOLUTION NO. 42-2024

On the motion of Supervisor: Hernandez
Duly seconded by Supervisor: Koenig

The following resolution is adopted:

RESOLUTION IN SUPPORT OF THE CONVENTION ON THE ELIMINATION
OF ALL FORMS OF DISCRIMINATION AGAINST WOMEN

WHEREAS, the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) is a United Nations treaty adopted in 1979 that requires countries to take appropriate measures to promote and protect the rights and fundamental freedoms of women, aiming to advance the dignity and rights of all people; and

WHEREAS, the County of Santa Cruz is committed to fostering equitable outcomes for all by providing opportunities, access, and support, to individuals of every status, regardless of race, color, creed, religion, national origin, ancestry, disability, medical condition, marital status, sex, sexual orientation, gender, gender expression, gender identity, transgender status, age, veteran status, pregnancy, or any other non-merit factor; and

WHEREAS, the County of Santa Cruz recognizes that, though the County has made great strides to improve gender equity, opportunities exist to improve gender equity in areas such as access to affordable childcare, affordable housing, education, healthcare, gender-based violence, political participation, and employment; and

WHEREAS, in 1995, the Santa Cruz County Women's Commission successfully advocated for the passage of a CEDAW resolution by the Board of Supervisors and initiated the first-ever Status of Women and Girls (SOWAG) Report to address gender inequalities in the areas of economic justice, health care, education, criminal justice, violence against women, and political participation; and

WHEREAS, the California Budget and Policy Center's Women's Well-Being Index identified a notable difference in pay between men's and women's annual median earnings from 2014 - 2018, highlighting that

COB Rev. 8-1-22

Santa Cruz County women made 84 cents to the dollar compared to their male counterparts; and

WHEREAS, the County of Santa Cruz acknowledges there is a continuing need for the County to protect the human rights of women and girls and to revisit the articles of CEDAW; and

WHEREAS, the 30 Articles of CEDAW provide a comprehensive framework to address issues relating to gender inequality and outline opportunities to strengthen local policies and practices to ensure they result in equitable outcomes for all; and

WHEREAS, several key areas have been identified from the CEDAW including but not limited to economic development, gender wage gap, housing and homelessness, affordable accessible childcare, gender-based violence, health care equity, and political and civic engagement; and

WHEREAS, numerous other cities and counties across the United States have adopted the principles of CEDAW as part of their local policies and initiatives; and

WHEREAS, the bi-annual Equal Employment Opportunity and Cultural Competency Plan has supported the County in its efforts to foster the advancement of women into leadership positions within County Government; and

WHEREAS, it is the Board of Supervisors' intent to ratify its support for the CEDAW treaty and take related actions to address any gender equity issues that may be identified within the County government's workforce, or, more broadly, throughout the Santa Cruz County community; and

WHEREAS, the Board of Supervisors of Santa Cruz County calls upon all elected representatives and stakeholders in Santa Cruz County cities and neighboring jurisdictions to collaborate in the advancement and swift implementation of relevant components of the CEDAW treaty;

NOW, THEREFORE, the Santa Cruz County Board of Supervisors directs the Women's Commission to review the Articles of CEDAW, identify priorities, and formulate questions related to each priority area that can be addressed using departmental data.

COB Rev. 8-1-22

BE IT FURTHER RESOLVED AND ORDERED that the Santa Cruz County Women's Commission is directed to develop recommendations from the articles the Board can prioritize to further advance gender equity throughout the Santa Cruz County community and within the County government's workforce and return to the Board with their recommendations by August 2024.

BE IT FURTHER RESOLVED AND ORDERED that the Equal Employment Opportunity Officer is directed to consider incorporating the County government workforce-related recommendations into the 2025-2027 Equal Employment Opportunity and Cultural Competency Plan.

PASSED AND ADOPTED by the Board of Supervisors of the County of Santa Cruz, State of California, this 27th day of February, 2024, by the following vote:

| | |
|----------|--|
| AYES: | Supervisors: Koenig, Friend, Hernandez, McPherson and Cummings |
| NOES: | None |
| ABSENT: | None |
| ABSTAIN: | None |

DocuSigned by:

Justin Cummings

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2/29/2024

Justin Cummings
Chair of the Board of Supervisors

DocuSigned by:

Juliette Rezzato

466B074F3141450...

ATTEST: 2/29/2024

Juliette Rezzato
Clerk of the Board

Approved as to Form:

DocuSigned by:

Jason M. Heath 2/21/2024

2336E053FF38435...

Jason M. Heath (02/21/2024, 15774)
Office of the County Counsel

| Santa Cruz County Women's Commission | |
|---|--|
| 2023 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. | Team |
| ACTION 1A: Update and publish the Status of Women and Girls in Santa Cruz County Report (SOWAG). | All SOWAG Teams |
| 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. | All Relevant Teams |
| ACTION 1C: Research and make recommendations to the Board of Supervisors on issues that impact women and girls in Santa Cruz County. | All Relevant Teams |
| ACTION 1D: | |
| Objective #2: Promote the Interests of Santa Cruz County Women and Girls through Community Outreach and the Provision of Resources. | Team |
| ACTION 2A: Provide resources and referrals to services that support women and girls in Santa Cruz County. | Community Resource Team |
| ACTION 2B: Invite community partner reports and presentations on matters of interest to Santa Cruz County women and girls. | Executive Leadership Team and All Relevant Teams |
| ACTION 2C: Host, sponsor and/or participate in community events that promote the interests of women and girls in Santa Cruz County | All Relevant Teams |
| ACTION 2D: Maintain an online and social media presence to promote Commission activities and community events of interest to women and girls in Santa Cruz County. | Community Outreach Team |
| Objective #3: Monitor and Promote Equal Opportunity Employment for Women in Santa Cruz County. | Team |
| ACTION 3A: Review the County EEO Plan and make recommendations as needed. | Entire Commission |
| ACTION 3B: Review County rules and job descriptions and make recommendations as needed. | Entire Commission |
| Action 3C: TBD | |
| Action 3D: TBD | |

| Santa Cruz County Women's Commission | |
|---|--|
| 2023 Strategic Action Plan | |
| Objective #4: Increase Awareness and Advance the Interests of Women and Girls in Santa Cruz County. | Team |
| ACTION 4A: Host the Trailblazers Awards to honor individuals who have advanced the interests of women and girls in Santa Cruz County. | Community Recognition Team |
| 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.) | Political Participation/ Civic Engagement Team |
| ACTION 4C: TBD | |
| ACTION 4D: TBD | |



Need Help? Call the National Human Trafficking Hotline: 1-888-373-7888

[Home](#) » [Get Involved](#)

Get Involved

If you have a few minutes to help end human trafficking

- Tell your friends and family about what you learned here today.
- Put the National Human Trafficking Hotline in your phone: 1-888-373-7888
- Like the Coalition To End Human Trafficking Facebook Page
- Donate to the Coalition To End Human Trafficking or one of our partners

If you have a few hours to help end human trafficking

- Watch the documentary Food Chains to learn about human trafficking in agriculture
- Go to thelifestory.org and explore the many turning points where we can make the difference in a survivor's life
- Request a training on human trafficking at your agency, company or an organization you are involved with
- Attend the Coalitions annual conference or other training

If you have a few months or more to help end human trafficking

- Volunteer with one of our partners
- Contact the Coalition To End Human Trafficking to see how you can get more involved

If you are ready to change your life

- Become a Resource Family



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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.