



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, May 15, 2025
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 20, 2025 Meeting Minutes*
3. Approve *March 26, 2025 Special Meeting Minutes*
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. Officer Elections
 - 5.2. Consider 2026 Meeting Schedule
 - 5.3. CEDAW Recommendation Update
 - 5.4. Strategic Planning
6. Staff Report
7. Correspondence
8. Emerging Matters
9. Adjournment

The next scheduled regular meeting will be on **Thursday June 12, 2025 at 6:00 PM***
***(adjusted for Juneteenth Holiday)**

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 20, 2025
TIME: 6:00 PM
LOCATION: County Government Building, 701 Ocean Street, 5th Floor Redwood Conference Room
PRESENT: Amanda Crowder (1st District), Paige Gordon (1st District), Brenda Rogers (2nd District), Claire Protti (2nd District), Suzanne Doty (3rd District), Rita Sanchez (4th District)
EXCUSED: None
ABSENT: Karina Moreno (4th District),
STAFF: Kaite McGrew (Commissions Manager)
GUESTS: No members of the public were present.

1. Call to Order/Roll Call/Agenda Review

Meeting convened at 6:01 PM.

Commission welcomed new Commissioners Gordon (*District 1*) and Sanchez (*District 4*).

2. Approve October 21, 2024 Meeting Minutes

Motion to approve the October 21, 2024 Meeting Minutes

Motion/Second: Doty/Rogers

Motion passed unanimously.

3. Correspondence: None

4. Public Comment: None

5. New Business/Action Items:

5.1. Consider Amending 2025 Meeting Schedule

Commission discussed holding the regularly scheduled June meeting on June 12th instead of June 18th to avoid the Juneteenth holiday.

Motion to amend the meeting schedule.

Motion/Second: Rogers/Sanchez

Motion passed unanimously.

5.2. CEDAW Research Assignment Updates and Next Steps

Commission identified several areas of concern that they would like to prioritize including:

- The need for a detailed gender analysis of County workforce compensation conducted by an independent consultant (Article 11)
- The scarcity of Ob/gyn care in South County due to systemic factors related to inadequate compensation, lack of affordable housing, and cost of living, to name a few (Articles 12 and 14)

- Protecting access to reproductive and gender affirming health care in response to recent federal restrictions (Article 12)
- Addressing disproportionate prenatal substance use by Santa Cruz County women relative to women in other counties, particularly for White women (Article 12)
- Mitigating the impact of federal funding withdrawn from agencies with DEI policies and programs (Articles 5, 10, 11, and 13)
- Ensuring gender-specific, trauma-informed accommodation and re-entry support for women incarcerated in Santa Cruz County (Article 15)
- Increasing the availability for long-term affordable housing and housing programs that prioritize support for women and women-led households (Article 13)
- Increasing the availability of affordable childcare and funding programs that make it affordable, particularly for single-income, women-led households (Articles 11 and 13)
- The need for increased support for women and women-led families who become justice-involved because of their immigration status in light of recent federal legislation. (Articles 9 and 15)
- Strengthening the 2024 CEDAW resolution by converting it into an ordinance, which would introduce enhanced accountability and transparency, while also fostering alignment among community partners outside of County government. (Article 7)

Staff will develop recommendations that are focused on study, funding, and policy decisions within the County's authority for each of the above-identified priorities to be considered at the next Commission meeting.

6. Staff Report:

Staff reported that Commissioners receiving stipends will need to re-register with the County's new payment system. A group photo will be taken before the March meeting. Commission website is being upgraded to align with County branding.

7. Emerging Matters:

Commissioner Sanchez suggested that the Commission consider whether their mandate and bylaws could be more gender inclusive.

8. Adjournment

The meeting was adjourned at 7:42 PM.

Respectfully submitted by: Kaite McGrew, *Commissions Manager*



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SPECIAL MEETING MINUTES

DATE: Thursday, March 26, 2025
TIME: 6:00 PM
LOCATION: County Government Building, 701 Ocean Street, 5th Floor Redwood Conference Room
PRESENT: Amanda Crowder (1st District), Paige Gordon (1st District), Brenda Rogers (2nd District), Claire Protti (2nd District), Suzanne Doty (3rd District), Allison Albert (3rd District),
EXCUSED: Karina Moreno (4th District), Rita Sanchez (4th District)
ABSENT: None
STAFF: Kaite McGrew (*Commissions Manager*)
GUESTS: No members of the public were present.

1. Call to Order/Roll Call/Agenda Review

Meeting convened at 6:04 PM.

Commission welcomed new Commissioner Albert (3rd District).

2. Public Comment: None

3. New Business/Action Items:

3.1. Consider CEDAW Recommendations to the Board of Supervisors

Commission discussed a letter to the Board of Supervisors with their recommended CEDAW priorities. The letter was amended as follows: add clarifying language to item 2, add the Public Defender's Office to item 6, and add clarifying language to item 7.

Motion to approve the CEDAW Recommendation Letter as amended

Motion/Second: Rogers/Doty

Motion passed unanimously.

4. Adjournment

The meeting was adjourned at 6:09 PM.

Respectfully submitted by: Kaite McGrew, *Commissions Manager*



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Scheduled Meetings

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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.
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March 26, 2025

Santa Cruz County Board of Supervisors
701 Ocean Street, Room 500
Santa Cruz, CA 95060

Re: Women's Commission Recommendations to the Board on CEDAW Priorities

Dear Chair Hernandez and Members of the Board,

On behalf of the *Santa Cruz County Women's Commission*, we write in response to the Board's February 27, 2024, resolution reaffirming Santa Cruz County's status as a *Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) County* and directing the Women's Commission to develop recommendations to the Board on CEDAW priorities to further gender equity throughout both the community and the County government workforce.

The urgency of this work has only increased in the wake of the new federal administration's recent executive orders that threaten residents based on their immigration status, access to reproductive healthcare and gender-affirming care for women and the LGBTQ+ community, and Federal funding for County programs and community partners with diversity, equity, and inclusion initiatives. These federal actions exacerbate existing disparities and create new barriers to equity making it imperative that the County take proactive steps to protect and support women and marginalized communities.

Therefore, the Women's Commission requests that you consider implementing the following recommendations that address critical issues affecting women in our community and propose actionable steps within your jurisdiction to effect lasting and meaningful change in these areas:

1. Gender Analysis of County Workforce Compensation (Article 11)

Recommendation: 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.

2. Ob/Gyn Care Shortages in South County (Articles 12 and 14)

Recommendation: 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).

3. Protecting Access to Reproductive and Gender-Affirming Health Care (Article 12)

Recommendation: Adopt a Resolution to Protect Reproductive and Gender-Affirming Health Care Rights to:

- Establish a County Health Equity Fund to offset the impact of federal and state restrictions by supporting community-based organizations and providers that offer reproductive health services (e.g., elective abortion, contraception, etc.), gender-affirming care(e.g., hormone therapy, mental health services, etc.), as well as health education and direct services.
- Prioritize grants and contracts with health care providers who continue to offer comprehensive reproductive and gender-affirming care despite funding threats.

4. Addressing Prenatal Substance Use Disparities (Article 12)

Recommendation: Support legislation, policies, and programs that address Santa Cruz County’s disproportionately high prenatal substance use affecting women and fetuses. Allocate additional funding to the Health Services Agency’s behavioral health budget to address substance use and mental health issues in women and children.

5. Mitigating the Impact of Federal Funding Losses Due to DEI Policies (Articles 5, 10, 11, 13)

Recommendation: Direct the County Administrative 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 and identify alternative sources of support.

6. Gender-Specific, Trauma-Informed Support for Incarcerated Women (Article 15)

Recommendation: 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. Additionally, ask 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.

7. Expanding Affordable Housing for Women and Women-Led Households (Article 13)

Recommendation: 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.

8. Enhancing Affordable Childcare Access (Articles 11 and 13)

Recommendation: 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.

9. Support for Justice-Involved Women Affected by Immigration Policies (Articles 9 and 15)

Recommendation: Establish a task force to consider how best to support women and their families who have become justice-involved due to their immigration status. The task force should evaluate the feasibility of and monitor implementation of the following elements among others: Public Defender’s Office intervention, County funding for legal representation, and County monitoring of the status of County residents who have been deported or removed due to immigration policies.

10. Collection and Use of Gender-Disaggregated Data

Recommendation: Require County departments to collect and report gender-disaggregated data in *all* submissions to the Board, ensuring Board awareness of any gender-based disparities when making funding and policy decisions.

11. Strengthen the 2024 CEDAW Resolution by establishing a CEDAW Ordinance (Article 7)

Recommendation: 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.

We appreciate the Board’s leadership in reaffirming its commitment to gender equity through its recent resolution, and we welcome the opportunity to collaborate further on these priorities. We look forward to working together to implement these recommendations and make a lasting impact in Santa Cruz County.

Respectfully,

Signed by:

B02EF0EE4E0A43D...
Suzanne Doty, *Commission Co-Chair*

Signed by:

500150CB608D42F...
Claire Protti, *Commission Co-Chair*

Santa Cruz County Women's Commission	
2024 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: TBD	
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: 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

2024 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	



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