



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, September 17, 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 *June 18, 2026 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. Janus of Santa Cruz Presentation – Vero Campos (*Perinatal Program Manager*)
 - 4.2. Consider Feedback on Draft CEDAW Ordinance
 - 4.3. Status of Women and Girls: 2026 Education Report Update and Draft Review
 - 4.4. Consider *Request for a Proclamation Recognizing the United Nations' Designation of 2026 as the International Year of the Woman Farmer*
5. Staff Report
6. Correspondence
7. Emerging Matters
8. Adjournment

The next scheduled regular meeting will be on Thursday, October 15, 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, June 18, 2026
TIME: 6:00 PM
LOCATION: County Government Building, 701 Ocean Street, 5th Floor Redwood Conference Room
PRESENT: Paige Gordon (1st District), Tasha Fareed (1st District), Brenda Rogers (2nd District), Allison Albert (3rd District), Ariel Young (5th District), Kate McGrath (5th District)
EXCUSED: Gail Michaelis-Ow (2nd District), Suzanne Doty (3rd District), Rita Sanchez (4th District)
ABSENT: None
STAFF: Kaite McGrew (Commissions Manager)
GUESTS: Camille Zaug (WSWA Organizer), Daniel Thurmond (WSWA Administrative Assistant), Soledad Garcia, (WSWA Member Delegate) and 1 member of the public were present.

1. Call to Order/Roll Call/Agenda Review

Meeting convened at 6:10 PM.

2. Approve April 16, 2026 Meeting Minutes

Motion to approve April 16, 2026 Meeting Minutes as written

Motion/Second: McGrath/Albert

Motion passed unanimously.

3. Public Comment: None

4. New/Continuing Business/Action Items:

4.1. Western Service Workers Association (WSWA) Presentation

Zaug, Thurmond, and Garcia provided an overview of their organization's history, mission, and services. The organization has served the community for more than 50 years, providing emergency food, clothing, diapers, formula, referrals, advocacy, and other support services. Representatives described their disaster response efforts, including assistance during the Pajaro River flooding, and highlighted their extensive volunteer, outreach, and community mobilization networks. They also outlined their 11-point benefits program, which includes access to health, dental, legal, childcare, employment, and information services, as well as their broader mission of poverty reduction through advocacy, education, and community action. The presenters noted ongoing needs for volunteers, including medical professionals and translators, and emphasized their role in connecting community needs with available resources.

5. Ad Hoc Subcommittee Reports

5.1. Ad Hoc 2026 Status of Women and Girls Report Subcommittee Update (Albert, Gordon)

Albert and Gordon provided an update on their research related to the status of women and girls' education. The data reflects that women and girls tend to outperform their male counterparts scholastically except for the rate of girls in special education for learning disabilities. While it has been speculated that autism and ADHD may be more prevalent in boys, it is also possible that girls are being underdiagnosed because cultural influences modify the behavior of girls more

significantly than they do for boys, thereby masking commonly recognized neurodiversity characteristics. For this reason, girls with ADHD and/or on the autism spectrum may perform better academically than their male counterparts and therefore do not seek special education supports. The subcommittee is reworking the format of the report and will meet again before the August meeting to begin working on a draft.

5.2. Ad Hoc Resource Directory Subcommittee Report (Rogers, Gordon)

Staff reported adding immigration safety resources to the Commissions resource directory.

5.3. Ad Hoc EEO/CR Advocacy Subcommittee Report (Doty, Sanchez)

Staff reported meeting with the EEO Officer to update her on the Commission's planned approach. Doty and Sanchez continue their review of County department EEO/CR plans.

6. Priority Reports

6.1. CEDAW Recommendation Implementation Status Report

Stafford reported that Supervisor Cummings intends to bring the matter back before the Board for follow-up. The item will be added to the Commission's August agenda for discussion and potential feedback on County department responses to the CEDAW recommendations.

6.2. Social Media Outreach Report

Gordon reported a revised approach to social media outreach, limiting Instagram posts to Commission agendas and items that have existing artwork. Commission outreach will focus on the Facebook platform because of the relative ease of reposting. Commissioners discussed following other California Women's Commissions.

6.3. Immigration Enforcement Activity Report

Staff reported that the County recently announced its intention to sign an amicus curiae brief in support of litigation brought by the California Attorney General and Santa Clara County regarding a planned federal immigration enforcement facility near Gilroy.

7. Staff Report: None

8. Correspondence: None

9. Emerging Matters

Young shared concerns about proposed parking fees at County parks and encouraged Commissioners to attend their respective Supervisors' Commissioner mixers. Women's Equality Day subcommittee will meet to consider options.

10. Adjournment

The meeting was adjourned at 7:59 PM.

Respectfully submitted by: Kaite McGrew, *Commissions Manager*

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

ORDINANCE NO. _____

**ORDINANCE ADDING CHAPTER 8.51 TO THE SANTA CRUZ COUNTY
CODE TO ADOPT THE PRINCIPLES OF THE CONVENTION ON THE
ELIMINATION OF ALL FORMS OF DISCRIMINATION AGAINST WOMEN**

The Board of Supervisors of the County of Santa Cruz hereby finds and declares the following:

WHEREAS, the Convention on the Elimination of All Forms of Discrimination Against Women ("CEDAW"), adopted by the United Nations General Assembly in 1979, establishes principles for eliminating discrimination against women and promoting equality in areas including health, education, employment, political participation, and safety; and

WHEREAS, although the United States signed CEDAW in 1980, it has not ratified the Convention, and local governments throughout the United States have adopted CEDAW principles through resolutions, ordinances, and other local policies; and

WHEREAS, on February 27, 2024, the Board of Supervisors reaffirmed Santa Cruz County as a CEDAW County and directed the Santa Cruz County Women's Commission to identify priorities and develop recommendations to advance gender equity in County government and the broader community; and

WHEREAS, on September 9, 2025, the Women's Commission presented eleven priority recommendations to the Board of Supervisors addressing issues including workforce equity, health care access, housing, economic opportunity, justice system involvement, data practices, and the adoption of a County CEDAW ordinance; and

WHEREAS, the Women's Commission recommended adoption of a CEDAW ordinance to further formalize the County's commitment to gender equity and enhance accountability, transparency, and alignment with community partners; and

WHEREAS, on March 24, 2026, the Board received a report from the County Executive Office evaluating the Women's Commission recommendations in coordination with affected County departments, including existing County programs and policies and potential operational and fiscal considerations associated with further implementation; and

WHEREAS, the Board recognizes that advancing gender equity is an ongoing responsibility that should be integrated, as appropriate, into County policies, programs, services, workforce practices, and decision-making; and

WHEREAS, adoption of a CEDAW ordinance will establish a durable policy framework for the County's continued efforts to identify and address gender disparities while allowing implementation to occur through existing County planning, budgeting, program evaluation, and administrative processes to the extent practicable;

NOW, THEREFORE, the Board of Supervisors of the County of Santa Cruz hereby ordains as follows:

SECTION I

Chapter 8.51 is hereby added to the Santa Cruz County Code to read as follows:

Chapter 8.51

COUNTY'S ADOPTION OF THE PRINCIPLES OF THE CONVENTION ON THE ELIMINATION OF ALL FORMS OF DISCRIMINATION AGAINST WOMEN

Sections:

8.51.010 Purpose.

8.51.020 Definitions.

8.51.030 County CEDAW policy.

8.51.040 Implementation.

8.51.050 Reporting and accountability.

8.51.060 Women's Commission advisory role.

8.51.070 Construction.

8.51.010 Purpose.

The purpose of this chapter is to establish the principles of the Convention on the Elimination of All Forms of Discrimination Against Women as an ongoing policy framework of the County of Santa Cruz and to promote gender equity in County government and County programs and services.

This chapter is intended to further formalize the County's commitment to identifying and addressing gender disparities and to promote accountability and transparency in the County's continuing gender equity efforts.

8.51.020 Definitions.

For purposes of this chapter:

(A) "CEDAW" means the Convention on the Elimination of All Forms of Discrimination Against Women adopted by the United Nations General Assembly on December 18, 1979.

(B) "County" means the County of Santa Cruz.

(C) "Gender equity" means fair and equitable treatment and opportunity regardless of gender, with consideration of disparities in access, outcomes, participation, and representation.

(D) "Women's Commission" means the Santa Cruz County Women's Commission established pursuant to the Santa Cruz County Code.

8.51.030 County CEDAW policy.

It shall be the policy of the County to promote gender equity and to support the elimination of discrimination against women and girls consistent with the principles of CEDAW and applicable federal and State law.

In carrying out this policy, the County shall seek, as appropriate and within available resources, to:

(A) Identify and consider disparities in County programs, services, policies, and workforce practices that may result in differing outcomes based on gender;

(B) Promote equitable access to County programs, services, employment opportunities, and decision-making processes;

(C) Consider relevant gender-disaggregated data and other available demographic information in evaluating County programs and services, where collection and use of such information is lawful, appropriate, and practicable;

(D) Incorporate consideration of gender equity, where relevant, into existing County planning, program evaluation, budgeting, and policy-development processes; and

(E) Coordinate, where appropriate, with community organizations, advisory bodies, and other public agencies engaged in efforts to advance gender equity.

8.51.040 Implementation.

(A) The County Executive Office shall coordinate implementation of this chapter in collaboration with County departments, as determined by the County Executive Officer.

(B) County departments shall consider the principles established by this chapter in the development and administration of programs, services, policies, and other activities where gender disparities are relevant to the department's functions.

(C) Implementation of this chapter should utilize existing County data collection, strategic planning, budgeting, performance measurement, and reporting processes to the extent practicable.

(D) Nothing in this chapter requires the creation of a new County program, position, expenditure, or appropriation unless separately authorized by the Board of Supervisors.

8.51.050 Reporting and accountability.

The County Executive Office, in consultation with relevant County departments and the Women's Commission, shall periodically report to the Board of Supervisors on the County's efforts to advance the purposes of this chapter.

Such reporting may include, but is not limited to:

- (A) Significant County initiatives or policy actions advancing gender equity;
- (B) Available data identifying significant gender disparities relevant to County programs, services, or workforce practices;
- (C) Progress in addressing priorities or recommendations previously presented to the Board concerning implementation of CEDAW principles; and
- (D) Opportunities or operational considerations for further County action.

To minimize duplication and administrative burden, reporting required by this section may be incorporated into existing County reports, planning processes, or other reports to the Board.

8.51.060 Women's Commission advisory role.

Consistent with its existing duties and authority, the Women's Commission may monitor the County's implementation of this chapter, identify emerging gender equity issues, and advise the Board of Supervisors by providing recommendations concerning implementation of this chapter and County policies and programs affecting women and girls.

Nothing in this section expands the authority of the Women's Commission beyond that otherwise established by the Santa Cruz County Code or other applicable law.

8.51.070 Construction.

- (A) This chapter shall be implemented consistent with federal and State law and other provisions of the Santa Cruz County Code.
- (B) Nothing in this chapter shall be construed to create a private right of action or an independent basis for civil liability against the County, its officers, employees, agents, or contractors.
- (C) Nothing in this chapter shall require an expenditure of funds or modification of a County program or service without any appropriation or other authorization otherwise required by law.

SECTION II

If any provision of this ordinance or its application to any person or circumstance

is held invalid, the remainder of the ordinance, including the application of such provision to other persons or circumstances, shall not be affected and shall continue in full force and effect. To this end, the provisions of this ordinance are severable.

SECTION III

This ordinance shall take effect on the 31st day after the date of final passage.

PASSED AND ADOPTED by the Board of Supervisors of the County of Santa Cruz, State of California, this _____ day of _____, 2026, by the following vote:

AYES:

NOES:

ABSENT:

ABSTAIN:

Monica Martinez

Chair of the Board of Supervisors

ATTEST: _____

Juliette Rezzato
Clerk of the Board

Approved as to Form:

Jason M. Heath
County Counsel

5 Education in Santa Cruz County

5.1 Intro

The Women's Commission finds the status of women and girls' education in Santa Cruz County to be above average when compared to men and boys. By exploring performance in primary school and post secondary education attendance and attainment, it is clear that female students in Santa Cruz County are engaged in educational pursuits and often outpacing their male counterparts. However, reviewing economic outcomes, despite being the more educated population, women's median income remains lower than that of men with equal education.

A note on terminology; data sets utilized in this report are disaggregated by sex or gender. While these terms are not interchangeable, female populations are the closest representation for women and girls available for this analysis. When referencing a specific data source the terms female/male or woman/man will be used as corresponds to the data set. Additionally, non-binary designations are available in some data sets, however were not included in this report as the population is often too small to be shared by the source for privacy concerns.

For this analysis, primary sources utilized are The California Department of Education database QuestData and US Census data with supplemental sources as needed.

5.2. Primary School: Lower Education (K-12)

The most current available data on Santa Cruz County's lower education, Kindergarten through 12th Grade, students indicate female students are, in most instances, outperforming male students

Areas that female students outperform male students include:

- English/Language Arts Standardized Testing
- CAST (science) Standardized Testing
- Physical Fitness Testing
- Graduation Rates
- Graduates meeting UC/CSU Requirements
- Dropout Rates (lower)
- College-Going Rates
- Suspension Rates (lower)
- Absenteeism Rates (lower)
- Stability Rates

Areas that male students outperform female students include:

- Mathematics Standardized Testing
- Enrollment in Students with Disabilities subgroup (a deviation highlighted later in this report)

5.2.1 Standardized Testing

English Language Arts/Literacy (ELA) and Mathematics

According to CAASPP Standardized Testing averages, female students outperform male students in English Language Arts/Literacy (ELA), while male students outperform female students in Mathematics.

- ELA - On average 47.7% of female students met or exceeded the ELA standard compared to 39.93% of male students.
- Mathematics - On average 30.64% of female students met or exceeded the Mathematics standard compared to 34.9% of male students.¹

There are no notable deviations between female and male students' Achievement Level (AL) trends by grade. When female students' ALs decrease, male students' ALs typically also decrease. The same is seen for increases. There is no indication of a performance drop off for female students in ELA or Mathematics as compared to male students.

Santa Cruz County ELA and Math AL averages are about 4.5-5% below California averages².

California Science Test (CAST)

According to CAASPP Standardized Testing there are no notable deviations between female and male students' Achievement Level(AL) trends by grade³.

- CAST - On average 35.52% of female High School students met or exceeded the CAST standard compared to 34.91% of male high School students.

When female students' ALs decrease, male students' ALs typically also decrease. The same is seen for increases. There is no indication of a performance drop off for female students in science as compared to male students.

Santa Cruz County Science AL averages are about 2.5-3% above California averages⁴.

Physical Fitness Test

According to California Physical Fitness Report 2018-19 data, the most recent available, female students meeting all 6 physical fitness standards surpass male students in all grades tested⁵.

- Grade 5 - 24% of female students met 6/6 standards compared to 21.1% of male students.
- Grade 7 - 32.8% of female students met 6/6 standards compared to 27.9% of male students.
- Grade 9 - 40.5% of female students met 6/6 standards compared to 35.7% of male students.

Santa Cruz County Physical Fitness averages are between .01-8.1% below California averages⁶.

5.2.2 Student Enrollment

Student population averages in Santa Cruz County and California broadly are about 49% female and 51% male⁷.

¹ Table 5.2.1A

² Table 5.2.1B

³ Table 5.2.1C

⁴ Table 5.2.1D

⁵ Table 5.2.1E

⁶ Table 5.2.1F

⁷ Table 5.2.2A

Student Enrollment by Subgroups

Subgroups include: English Learners, Students with Disabilities, Socioeconomically Disadvantaged, Migrant Youth, Foster Youth, and Homeless Youth.

Of these groups, Students with Disabilities and Foster enrollment percentages deviate from the 49/51% gender enrollment average⁸.

- Students with Disabilities are 35.6% female and 64.4% male. This is also reflected in the California Students with Disability average⁹. The Women's Commission inquired about this deviation with subject matter experts, see section 5.2.5.
- Foster students are 59.3% female and 39.5% male.

Student Enrollment by Ethnicity

Ethnicity groups outlined are: African American, American Indian or Alaskan Native, Asian, Filipino, Hispanic or Latino, Pacific Islander, White, and Two or More Races.

No significant deviations from the 49/51% gender enrollment average are seen in any ethnicity group¹⁰.

5.2.3 Four-Year Adjusted Cohort Rates

Graduation Rate and Graduates Meeting UC/CSU Requirements

Female students on average outperform male students in Graduation Rate and Graduates Meeting UC/CSU Requirements¹¹.

- Graduation Rate - Female students had a 89% Graduation Rate compared to male students with a 87.7% Graduation Rate.
 - Santa Cruz County female students' Graduation Rates are slightly lower at 89% than the California average at 89.3%.
 - Santa Cruz County male students' Graduation Rates are higher at 87.7% than the California average at 85.8%.
- Graduates Meeting UC/CSU Requirements - 50.1% of female graduates met the UC/CSU requirements compared to 45% of male graduates.
 - The rate of Santa Cruz County female Graduates Meeting UC/CSU Requirements is lower at 50.1% than the California average at 59.1%.
 - The rate of Santa Cruz County male Graduates Meeting UC/CSU Requirements is lower at 45% than the California average at 48.9%.

Female students outperform male students in Graduation Rate for all subgroups aside from Migrant Education where the female Graduation Rate is 84.6% compared to the male Graduation rate of 90.5%¹².

Female students outperform male students for Graduates Meeting UC/CSU Requirements by 10+ percentage points in the following subgroups:

⁸ Table 5.2.2B

⁹ Table 5.2.2C

¹⁰ Table 5.2.2D

¹¹ Table 5.2.3A

¹² Table 5.2.3B

- English Learners - 25.4% of female students met UC/CSU requirements compared to 13.3% of male students.
- Migrant Education - 43.6% of female students met UC/CSU requirements compared to 15.8% of male students.
- Students with Disabilities - 26% of female students met UC/CSU requirements compared to 15.9% of male students.

Dropout Rates

Dropout Rates are lower on average for female students at 8.5% than male students at 10.6%. This remains true across subgroups¹³.

Santa Cruz County female and male Dropout Rates are both over 1 percentage point higher than the California average¹⁴.

College-Going Rate for California High School Students

College-Going Rates are higher on average for female students at 71.4% than male students at 61.7%. This remains true across subgroups¹⁵.

Santa Cruz County female and male College-Going Rates are 0.6% and 1.1% point higher than the California average respectively¹⁶.

5.2.4 Suspension, Expulsion, Absenteeism, and Stability Rates

Suspension Rates

Suspension Rates for female students are lower at 1.4% compared to male students at 4%.

Santa Cruz County female and male College-Going Rates are 0.4% and 0.1% point lower than the California average respectively. Of students receiving suspensions, female students are less likely to have multiple suspensions at 21.9% compared to male students at 31.5%¹⁷. This remains true across subgroups¹⁸.

Expulsion Rates

Both female and male Expulsion Rates are effectively 0% in Santa Cruz County, however there were 6 expulsions in the 2024-25 school year, all of whom were male students¹⁹.

Absenteeism Rates

Average days absent are the same for female and male students at 12.5 days. Unexcused absences for female students are lower at 30.2% compared to male students at 32.6%²⁰.

Among the subgroups, one deviation from the averages is Foster Youth where female students have higher average days absent and higher unexcused absences²¹.

¹³ Table 5.2.3C

¹⁴ Table 5.2.3D

¹⁵ Table 5.2.3E

¹⁶ Table 5.2.3F

¹⁷ Table 5.2.4A

¹⁸ Table 5.2.4B

¹⁹ Table 5.2.4C

²⁰ Table 5.2.4D

²¹ Table 5.2.4E

- Average Days Absent for Foster Youth are 14.1 days for female students compared to 11.4 days for male students.
- The Unexcused Absence Rate is 51.1% for female Foster students compared to 19.1% for male foster students.

Chronic Absenteeism Rates are 18.1% for female students compared to 18.2% for male students.

Santa Cruz Chronic Absenteeism Rates are over 1 percentage point lower than California²². The only significant discrepancy between female and male students' Chronic Absenteeism Rates across subgroups is Foster Youth where female students have a 27.9% Chronic Absenteeism Rate compared to 14.3% for male students²³.

The small Foster Youth population size should be considered, meaning averages are less reliable indicators of trends. The Foster Youth population is 97 and represents 0.25% of the total population. Reviewing Foster Youth Absenteeism data from 2017-2025 there is no indication of a trend of discrepancies between female and male students²⁴.

Stability Rates

Stability Rates for female students are higher at 92% compared to male students at 90.9%. Among subgroups, both female and male Foster Youth students' Stability Rates are over 30 percentage points lower than the average²⁵.

Santa Cruz County female students' Stability Rate is higher than the overall California female Stability Rate at 91.7%, while Santa Cruz County male students' Stability Rate is lower than the overall California male Stability Rate at 91.3%²⁶.

5.2.5 Perspectives from Local Education Leaders

To supplement the publicly available data presented in this report, the Women's Commission consulted with two education leaders from the Santa Cruz County Office of Education: Jessica Little Austin, Executive Director of the North Santa Cruz County Special Education Local Plan Area (SELPA), and Marcia Russell, Associate Superintendent of Educational Services. These conversations provided local context about the experiences of girls in special education, athletics, and STEM. Their professional observations are intended to complement—not replace—the quantitative findings presented elsewhere in this report.

Austin reported that boys are identified for special education services more frequently than girls across most disability categories, consistent with broader state and national patterns. She explained that differences in how students present their needs may affect identification: boys may be more likely to exhibit outwardly disruptive behavior, while girls may be more likely to withdraw, potentially making their needs less visible. Austin also described an overall increase in special education needs since 2020, alongside greater mental health challenges, chronic absenteeism, and more complex student needs following the COVID-19 pandemic. She

²² Table 5.2.4F

²³ Table 5.2.4G

²⁴ Table 5.2.4H

²⁵ Table 5.2.4I

²⁶ Table 5.2.4J

highlighted local efforts to support earlier and more equitable identification, including K–2 reading screeners, multi-tiered systems of support, and greater attention to implicit bias in referral and identification practices.

Russell reported that comprehensive high schools throughout Santa Cruz County continue to offer a wide range of athletic opportunities for girls, including volleyball, softball, soccer, basketball, cross-country, track and field, flag football, golf, lacrosse, wrestling, water polo, tennis, swimming, and cheer. She had not observed a recent decline in girls' athletic opportunities or participation, although countywide participation data were not available to confirm this quantitatively. Russell also identified girls' participation in STEM as an area that merits continued attention and indicated that Santa Cruz County appears to follow national participation patterns. Additional local data would be needed to evaluate that comparison and identify any differences among schools or student populations.

5.3 Post-Secondary Education

5.3.1 College Attendance and Attainment Rates

The female population continues to pursue higher education at a rate greater than the male population as indicated by current college admissions at UCSC and Cabrillo College as well as Santa Cruz County residents' educational attainment rates.

University of California, Santa Cruz (UCSC) Admissions

Fall 2025 enrollment to UCSC consists of 20,140 students, 50% identify as women, 44.9% as men, and 5.1% other/unknown²⁷.

Cabrillo College Admissions

Fall and Spring 2024-25 enrollment to Cabrillo College consists of 2,786 full time students, 53.8% identify as women and 46.2% as men²⁸.

Educational Attainment by Age Group

Among the population aged 18-24 years in Santa Cruz County, the female population attained Bachelor's Degrees or higher by over 10 percentage points compared to the male population, meaning the female population is seeking higher education at a greater rate than the male population²⁹.

The same is seen in populations 25 years and older. Of the female population 20.7% have acquired a Graduate or Professional Degree compared to 17.5% of the male population³⁰.

5.3.2 Women in Sports

Women make up nearly half of UCSC student athletes and over 1/3 of Cabrillo student athletes. Both colleges are allocating a greater proportion of expenses to the women's teams by percentage of student athletes.

²⁷ <https://admissions.ucsc.edu/posts/statistics>

²⁸ <https://drive.google.com/file/d/1w9XUhtxEDHSqi1EXrAKIKNF7HWtMX6Wf/view>

²⁹ Table 5.3.1A

³⁰ Table 5.3.1B

UCSC

Women's sports teams include Basketball, All Track Combined, Golf, Soccer, Swimming, Tennis, and Volleyball. Women make up 47.9% of all student athletes. 54.3% of the sports specific expenses are allocated to women's sports³¹.

Cabrillo

Women's sports teams include Volleyball, Soccer, Basketball, Tennis, Beach Volleyball, Swimming, and Softball. Women make up 33.47% of all student athletes. 39.9% of the sports specific expenses are allocated to women's sports³².

5.3.3 Title IX, Equity and Equal Protection (EEP)

University of California, Santa Cruz (UCSC) Report³³

During the 2023-24 Academic year UCSC's Equity and Equal Protection (EEP) received a total of 794 reports, including Sexual Violence & Sexual Harassment (SVSH), Discrimination & Harassment, Other, No Basis, Whistleblower, or a combination of the four. This count also includes duplicate reports that often occur when, for example, more than one reporter submits the same incident. Compared to the year prior, there is an increase in total reports & report types across all case types. Below is a breakdown of the reports by category.

Report Category	Instances	% of Reports
SVSH	578	64.2%
Discrimination	150	18.2%
No Basis	92	11.2%
Other	38	4.6%
Whistleblower	5	0.6%
Unknown	4	0.5%
SVSH & Discrimination	6	0.7%

528 cases related to Sexual Violence and Sexual Harassment were reported to the Title IX Office. 6.3% (30 cases) proceeded through the Title IX Office's investigation process. Of the 30 cases that went through the Investigation process, 76.7% (23 instances) resulted in a substantiated policy violation under the UC Sexual Violence and Sexual Harassment Policy by the Civil Rights Investigator assigned to the case. 23.3% cases (7 instances) did not result in a substantiated policy violation under the UC Sexual Violence and Sexual Harassment Policy by the Civil Rights Investigator.

³¹ https://goslugs.com/documents/2026/7/6/EADA_FY25.pdf?path=general

³² <https://drive.google.com/file/d/1w9XUhtxEDHSqi1EXrAKIKNF7HWtMX6Wf/view>

³³ <https://acrobat.adobe.com/id/urn:aaid:sc:VA6C2:ce419304-a9fd-440e-8357-e7f1fee27ef2>

21 cases went through the hearing process. The Hearing Officer found that 76.2% (16 cases) of Respondents engaged in conduct that violated the UC Sexual Violence and Sexual Harassment Policy. Respondents were not found to have engaged in conduct that violated the UC Sexual Violence and Sexual Harassment policy in 14.3% of hearings (3 cases). 9.5% (2 cases) of cases that went to hearing are still in the hearing process as of this report.

Sanctions and corrective action that were issued after undergoing the full adjudication process for cases from the 2023-2024 academic year are as follows:

Sanction or Corrective Action	Instances	% of Instances
Suspension	7	11.7%
Exclusion From Areas on Campus and/or Official University Functions	13	21.7%
Educational Training	7	11.7%
Continuation of No Contact/Stay Away Order	7	11.7%
Termination of Employment	3	5%
Documented Discussion	1	1.7%
Counseling	1	1.7%
Dismissal	10	16.7%
Counseling Memo	1	1.7%
Demotion	1	1.7%
Letter of Censure/Warning	1	1.7%
Loss of Privileges and/or Exclusion from Activities	1	1.7%
Other	3	3.3%

5.4 Economic Outcomes

Despite the overall higher education levels of the female population in Santa Cruz County, the median income of the female population is typically lower than the male population. However, there are a few occupations where the female median income is greater than the male median income.

Median Income by Education Level

The median income for female residents in Santa Cruz County is between \$12,916-\$49,260 below male residents with equivalent education levels. The most dramatic difference is between

females and males with graduate or professional degrees where median incomes are \$74,782 and \$124,042 respectively³⁴.

Population in Poverty by Education Level

Despite education level, female residents are more likely to have an income under the poverty level in Santa Cruz County. Excluding the High School Graduate (Including Equivalency) category which is split 50% for both female and male residents, female residents make up 58-59% of the population below the poverty line³⁵.

Median Income by Occupation

Based on 2024 data, the female median income is 67.8% of the male median income. However, female median income exceeds male median income in certain occupations in Santa Cruz County. These occupations, along with what percentage of the occupation is female and female median income, are outlined below:

Occupation	% Female within Occupation	Female Median Income
Life, Physical, and Social Science	48.5%	\$71,773
Community and Social Service	58.9%	\$51,511
Legal	50.8%	\$151,719
Health Technologists and Technicians	40.5%	\$55,350
Healthcare Support	88.4%	\$31,393
Law Enforcement Workers Including Supervisors	18.3%	\$100,510
Personal Care and Service	78.5%	\$27,182
Office and Administrative Support	81.3%	\$46,053
Transportation	8.1%	\$38,773

All other occupations in Santa Cruz County show male median income exceeds female median income. The occupation with the greatest discrepancy is Arts, Design, Entertainment, Sports, and Media where female median income is 18.7% of the male median income³⁶.

5.6 Conclusion

Women and girls are embracing education and in many instances outperform men and boys. Female students display higher standardized test scores in multiple categories, lower disciplinary rates, and greater college going indicators. Currently, female students will likely

³⁴ Table 5.4.1A

³⁵ Table 5.4.1B

³⁶ Table 5.4.1C

continue to pursue higher education at a greater rate than male students. Currently, the Santa Cruz County adult female population is more educated than the male population.

Despite this, at every education level the female population is more likely to live in poverty and earn a lower median wage compared to the male population.

However, higher education is still a path to greater financial stability as median income increases regardless of sex with each education level advancement. Additionally, there are occupations that deviate from this trend and appear to provide greater financial opportunity to the female population. Women and girls are exceeding in education, but more work must be done for this success to translate to the workforce.

DRAFT



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

August 20, 2026

Santa Cruz County Board of Supervisors
Attn: Chair Martinez
701 Ocean Street, 500
Santa Cruz, CA 95060

Re: Request for a Proclamation Recognizing the United Nations International Year of the Woman Farmer 2026

Dear Chair Martinez and Members of the Board,

On behalf of the Santa Cruz County Women's Commission, we respectfully request that the Board of Supervisors issue a proclamation recognizing the United Nations' designation of **2026 as the International Year of the Woman Farmer**.

The International Year of the Woman Farmer was established to recognize the indispensable contributions of women throughout the agricultural value chain and to encourage governments, communities, and institutions to address the persistent gender disparities that continue to affect women working in agriculture.

Although women play essential roles in food production, processing, marketing, agricultural science, and farm management, they continue to experience unequal access to land ownership, financing, technology, training, leadership opportunities, and decision-making. The United Nations has identified advancing gender equity in agriculture as an important strategy for strengthening food security, economic resilience, and sustainable agricultural systems.

Santa Cruz County is uniquely positioned to recognize this international observance. Agriculture remains one of the County's foundational industries, contributing significantly to the local economy while producing berries, leafy greens, apples, flowers, nursery products, wine grapes, and numerous specialty crops. Women contribute to every aspect of this sector—as farm owners, agricultural workers, researchers, educators, managers, entrepreneurs, food processors, and business leaders—yet many continue to encounter barriers to advancement within an industry that has historically been male-dominated.

The Women's Commission believes that recognizing the *International Year of the Woman Farmer* provides an opportunity to acknowledge the vital contributions women make to Santa Cruz County's agricultural economy while highlighting the importance of expanding opportunities for women throughout the agribusiness sector. Supporting women's participation and leadership in agriculture strengthens local businesses, promotes workforce equity, encourages innovation, and contributes to the long-term resilience of one of the County's most important economic sectors.

The proclamation would also recognize the important role that women farmers and agricultural professionals play in advancing environmental stewardship, food security, climate resilience, and the economic vitality of our rural communities. By celebrating women working across

the agricultural supply chain—from production and harvesting to research, marketing, distribution, and agricultural entrepreneurship—Santa Cruz County can join communities around the world in recognizing their essential contributions.

Accordingly, the Santa Cruz County Women’s Commission respectfully requests that the Board of Supervisors adopt a proclamation recognizing 2026 as the **International Year of the Woman Farmer** in Santa Cruz County and encourage residents to celebrate the achievements and ongoing contributions of women throughout our local agricultural community.

Thank you for your consideration.

Respectfully submitted,

Sincerely,

Paige Gordon, *Commission Co-Chair*

Allison Stafford, *Commission Co-Chair*



Santa Cruz County Women's Commission

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Santa Cruz, CA 95060

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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 – 8:00 PM	County Bldg – Redwood Rm
February 19, 2026	6:00 – 8:00 PM	County Bldg – Redwood Rm
March 19, 2026	6:00 – 8:00 PM	County Bldg – Redwood Rm
April 16, 2026	6:00 – 8:00 PM	County Bldg – Redwood Rm
May 21, 2026	6:00 – 8:00 PM	County Bldg – Redwood Rm
June 18, 2026	6:00 – 8:00 PM	County Bldg – Redwood Rm
August 20, 2026	6:00 – 8:00 PM	County Bldg – Redwood Rm
September 17, 2026	6:00 – 8:00 PM	County Bldg – Redwood Rm
October 15, 2026	6:00 – 8:00 PM	County Bldg – Redwood Rm
November 19, 2026	6:00 – 8:00 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.