



Commission on the Status of Women

Meeting Minutes

FRIDAY, FEBRUARY 14, 2025

Hybrid Meeting, 12:00 PM – 1:30 PM

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Meeting ID: 291 250 502 091

Passcode: DQCTmR

Location: Sudbury Room, Serra Mesa-Kearny Mesa Library
9005 Aero Drive, San Diego, CA 92123,

Chair: Susan Davis | **Vice Chair:** Wendy Urushima-Conn

Commissioners: Gail Friedt, Dana Toppel, Joy Hartmann, Lakeya Cherry, Laurie Black, Marlyn Carrillo, Natasha Wong, Sophie Tarazi

City Staff Liaison: Fatima Maciel

Item 1: Call to Order (Chair Davis)

Item 2: Roll Call (Chair Davis)

Present: [Gail Friedt](#), [Dana Toppel](#), [Lakeya Cherry](#), [Natasha Wong](#), [Sophie Tarazi](#)

Absent: [Laurie Black](#), [Marlyn Carrillo](#), [Joy Hartmann](#)

Item 3: Approval of the Minutes (Chair Davis)

- Review of minutes from January 10, 2025

Approved

Item 4: Non-Agenda Public Comment

Item 5: Announcement on Resignation of Commissioner Solange Jacobs (Chair Davis)

Item 6: Discussion on Women Outreach Groups and Organizations

- Commissioners, please bring suggestions for women's organizations to be included for outreach event(s).

ID Concerns: There are concerns regarding the inclusion of an ID.

- **Natasha Wong** brought a sample and emailed it to **FM** for review.
- They're looking into using a **magnetic backing** and have questions about whether the **logo or seal** should be included.

- The materials will be sent back to **FM** for approval.

Item 7: Discussion on Event proposal

- **Alternative Venue:** The original venue has been reconsidered.
 - Seeking additional **venue options**.
- **Intended Audience:**
 - The commission is working on clarifying the **intended audience** for the event and understanding **why** this audience is targeted.
- **Fundraising Discussion:**
 - **Question:** Could the event be approved as a **fundraiser** with a set budget?
 - **Response :** The committee is **not in a position to fundraise** at this time.
- **Proposal from Natasha Wong:**
 - **NW** proposed inviting **community leaders** and **stakeholders** to the event and **looking for donations**.
 - **NW** also proposed involving her **school** in the event.
- **Wendy and Wong** are on board to help organize this event.
- **Wendy:** Can get pastries for the event, as she has connections with local vendors.
- The Tea Party was originally scheduled for **May 21st**, but it will be pushed back.

Item 8: Informational San Diego Regional Policy and Innovation Center (PIC) Presentation, Emily Wier, VP Chief Policy and Strategy Officer and Karen Boyd, Economist and Director of Research

- **Foundation Overview:**
 - Established in **2021** during the **COVID-19 pandemic**.
 - Provides **financial aid** and **intellectual resources** to address gaps where no agency is currently addressing the issue.
- **Focus Areas:**
 - **Climate change** and **workforce development**.
 - Focus on **research** and **cost-benefit analysis**
 - Works to pull in **federal funding**, which may shift in the future (Trump administration)
- **Presentation Key Findings:**
 - It costs approximately **\$3,300** to live with a family of 4.
 - This financial burden impacts **Hispanic** and **Black communities**, particularly those with **language barriers**.

- **San Diego women** are more likely to live in **poverty** and are also more likely to experience **food insecurity**.
- **Commission Discussion:**
 - Specifically, they want to identify the audience not currently represented at the table, but who can contribute to the committee's goals.
- **Policy and Research Efforts:**
 - The PIC provides **landscape analysis** for both **San Diego County** and **the City of San Diego**.
 - They aim to connect with **council members** to help create **policy**.
 - The **Regional and Innovation Group** will assist in gathering research to aid in policy creation, particularly focusing on **language accessibility**.
- **Demographic Focus:**
 - The PIC discussed which **demographics** need support, especially in areas of **lower labor force participation**.
- **Collaboration and Advocacy:**
 - **Cherry** asked about **advocacy** and what a partnership with the Women's Commission would look like.
 - The foundation suggests a "**pay equity**" policy, which would:
 - Compile similar policies.
 - Create a **timeline for implementation**.
 - Determine if an **ordinance** is needed for policy change.
 - The **Innovation Group** would assist in gathering the necessary research.

Item 9: Subcommittee Updates

- Motion to get the approval for the Tea Party subcommittee:
 - Approved by **Wong** and seconded by **Wendy**.
 - The motion was passed with no rejections.

Item 10: Liaison Updates

- **Fatima:** City's Women of Distinction is Tuesday March 18, at 10:00 am at Council Chambers. In recognition of March as Women's History Month, the Mayor and the City Council will be recognizing ten inspirational, courageous and strong local women who help make the City of San Diego a better place. The Mayor's office worked with each Councilmember individually for this ceremonial item. In addition to the Mayor's selected city-wide honoree, each individual Councilmember selected and submitted to the Mayor's office one Woman of Distinction honoree who lives, works, or goes to school in their Council District.

Item 11: Final Commissioner Comments

- **Contact Points:**
 - Suggestion: Want to work with the **Council office** and **Mayor's office** to provide a **contact** to facilitate better communication with each district.
 - The group will start with one **contact** per district.
- **Established Contacts:**
 - There are already established contacts with **JLC** and **SW**.
 - The group is seeking **points of contact** with other **Council Members**.

Next Meeting with be March 14, 2025

Meeting adjourned at 1:34 PM

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