



Commission on the Status of Women

Meeting Minutes

FRIDAY, MARCH 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, Lakeya Cherry, 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: Susan Davis, Wendy Urushima-Conn, Lakeya Cherry, Natasha Wong, and Marlyn Carrillo

Absent: Gail Friedt, Dana Toppel, and Sophie Tarazi

Item 3: Approval of the Minutes (Chair Davis)

- Review of minutes from February 14, 2025

[Approved](#)

Item 4: Non-Agenda Public Comment

Item 5: Announcement on Resignation of Commissioners Joy Hartmann and Laurie Black (Chair Davis)

- Joy Hartman has expressed her regrets about being unable to move forward with the commission at this time. Due to increased personal commitments, she is unable to dedicate the necessary time and has decided to step back. She also shared the exciting news that she is expecting a new baby.

Item 6: Status of Badges (Natasha Wong)

• **Status of Badges:**

- **Commissioner Natasha** has been working with a staff member from the office.

- The badges have been ordered and will be ready by **March 25th**.
- Per Chida's request, the badges will be handed off to FM.
- The tracking list and website will need to be updated accordingly.

- **Committee Representation & Open Slots:**

- The goal is to have a representative from every council district.
- FM has been asked to identify which districts have openings.
- Some districts may have **two representatives**.
- **Commissioner Davis** wants to announce the open slots.
- **Commissioner Cherry** wants Chida to post the open positions
- FM is being consulted to confirm which districts are vacant for outreach efforts.

Item 7: Preliminary discussion of potential collaboration with the San Diego Regional Policy Innovation Center

- **Davis** emphasized significant opportunities to potentially collaborate with the SD Regional Policy Innovation Center and other non-profits.

- Highlighted key issues, including **Pay Equity Policy** and **Diversity, Equity, and Inclusion (DEI)** in policymaking.
- Stressed the importance of **Mayor's engagement** and posed the question: **What has changed with the consolidations of departments?**
- Short-term priorities: Establishing a **timeline for pay equity ordinances** and envisioning long-term goals for the next **two years**.

- **Policy Discussion Highlights:**

- **Parental Leave:** Advocating for an extension, as currently only **27% of eligible employees** utilize it.
- **Economic Impact of Women:** Checking in with city departments to assess their initiatives, using military policies as a reference.
- **Accountability & Outreach:** Ensuring crucial questions are asked and tracking progress on gender-related policies.

- **Commissioner Cherry's Take:**

- Inquired about DEI policies for **non-city employees** and suggested **meeting with HR** for insights.
- Questioned how to align the committee's work with **City Council's priorities on women and girls**.
- Recommended leveraging committee influence to **promote existing projects**.

- **Commissioner Davis' Follow-Up Actions:**

- Suggested speaking with **beneficiaries of city policies** and holding direct discussions.
 - Emphasized that the Mayor—**whoever holds the office**—must listen to the community’s needs.
 - Expressed interest in **securing a meeting with the Mayor**.
- **Meeting Request Process:**
 - FM will check in with the **Mayor’s office** regarding the meeting request.
 - FM will **notify the scheduler** to expedite the request.
 - Commissioners are encouraged to email FM with questions to share with **Mayor Todd Gloria (MTG)**.
- **Compliance Considerations:**
 - Clarification needed on whether meetings should include the **entire commission** or only three **representatives**.
 - Concerns raised about potential **Brown Act violations**, ensuring public access to discussions.
- **Convention on the Elimination of All Forms of Discrimination Involvement:**
 - **Commissioner Cherry** suggested inviting **Christine (former CSW County Chair)** back to review the budget and ongoing projects.
 - **Commissioner Davis** attended their last meeting and engaged informally after the meeting.
 - Discussion on whether commissioners should **regularly attend Convention on the Elimination of All Forms of Discrimination (CEDAW’s) meetings**.
- **Funding & Legal Considerations:**
 - **Commissioner Wendy** raised concerns about **funding for the Policy Innovation Center**, particularly regarding parental leave policies.
 - **Commissioner Davis** consulted with the **City Attorney’s Office** and noted legal complexities when funding is involved.
 - **Commissioner Wendy** proposed **pro bono legal support** for related policy efforts.
 - Parks & Recreation oversees **child resources**, which will be a crucial factor for the **Policy Innovation Group**.
- **Research & Grants:**
 - San Diego Foundation’s **API study and grants** were discussed, particularly regarding **mental health initiatives**.
 - Initial study cost was **\$35,000-\$45,000**, but Davis noted the actual figure is closer to **\$200,000**.
 - **Commissioner Natasha** expressed interest in commissioning a study to support policy efforts.

- **Advocacy & Representation:**

- **Commissioner Davis** sees the commission's role as ensuring that **Mayor Todd Gloria & city leaders** engage with advisory bodies like theirs.
- **Status of Women & Girls Commission** (County level) is in discussion, with Christine leading the outreach.
- **Women of Color Commission & |MANA|** were recognized for their impactful work.
- Cherry emailed Christine and CC'ed **Susan Davis** to establish a **formal conversation**.

Commented [CCI]: They briefly mentioned this but I was not sure which organization it was nor how it is spelled out.

- **Upcoming Events:**

- Reminder: **City Museum in Balboa Park** will host an event **next Saturday**.
- Attendees include **Wendy, Susan Davis, and others**.

- **Commission Representation:**

- FM confirmed that members represent the **entire city**, not individual districts.
- Chita is currently **reviewing applications** for interested candidates and will conduct **interviews**.

Item 8: Discussion of Outreach Efforts

Tea Party Event at Wong's Preschool

- **Event Overview:**
 - **Commissioner Wong** is organizing a **tea party** at her **preschool** on either August 2, 3, and 9, 2025. (August 9 has been now selected as the date).
 - **Commissioner Wong** shares that the **schoolteachers are on board** and will be providing **child care**.
- **Discussion Highlights:**
 - **Commissioner Wong:** Spoke about **women in leadership event she attended**, mentioning the **CEO of AT&T and SDG&E**, all of whom are women in executive roles.
 - Discussed a book on **toxic productivity**, highlighting the need to move away from a constant "**always busy**" mindset, as shared by a therapist.
 - Attended a **women's council meeting** over the weekend:
 - Catering was provided outside.
 - Vendors and women-owned businesses were present.
 - Inside, there were **panels and speakers** on various topics.
 - Expressed concern over **DEI being dismantled** and its implications for women.
- **Event Planning Considerations:**
 - Exploring a **panel discussion to motivate and empower women**.
 - Encouraging networking by incorporating an **icebreaker activity**.
 - Noted that while **great work is being done**, there is a **lack of communication** among women's groups, preventing mutual support.

- Suggested **mid-morning timing (10 AM - 12 PM)** for the event.
- **Commissioner Wendy** is willing to **sponsor pastries** for the gathering.
- Emphasizing the importance of attracting a **younger audience**, with **social media as a key outreach tool**.
- Structuring the event as follows:
 1. **Roundtable & panel discussions** as the primary focus.
 2. **Vendors & food** as secondary elements.
- **Panel Planning & Target Audience:**
 - **Commissioner Wendy:** Emphasized the need for a **clear purpose** to encourage attendance.
 - **Commissioner Cherry:** Agreed with the proposed dates and raised key questions:
 - **Who is the target audience?**
 - **What are the event's goals?**
 - **Why are we bringing these women together?**
 - **How does this discussion on DEI align with our mission?**
 - **Are we convening women's groups to collaborate and increase accessibility?**
 - **Should we incorporate opportunities such as internships for young women?**
 - **Commissioner Wong:** Suggested **young mothers & mental health** as important focus areas.
 - **Parental leave** could also be a relevant discussion topic.
 - Noted that **the County** has hired people to assist with **similar events**.
- **Event Logistics & Scheduling Considerations:**
 - **Commissioner Davis:** Suggested holding the event **during the week** so participants could arrange **childcare**.
 - **Commissioner Wong:** Disagreed, believing a **weekend event** would be more effective.
- **Event Focus:**
 - The primary theme will be **Women's Mental Health**.
 - Scheduled for **Saturday, August 9, from 10 AM - 12 PM**.
- **Official Invitation:**
 - They plan to **formally invite Mayor Todd Gloria** to attend.
- **Next Steps:**
 - A **submission** will be created for this event.

Item 9: Subcommittee Updates

- **Advocacy: Event Update (Natasha Wong)**

Outreach and Advocacy Taskforce

- **New Taskforce Formation:**
 - A new taskforce, **Outreach and Advocacy Taskforce**, will be established.
 - Members will include **Natasha Wong, Wendy Urushima-Conn, and Marlyn Carrillo**
- **Purpose & Goals:**
 - Formed to facilitate **more regular meetings in regards to the Women's Tea Event and other outreach events**, as suggested by **Davis**.
 - **Commissioner Davis** has offered to assist in any capacity if needed.
- **Action Items:**
 - **FM** will:
 - Share this update with **MTG's scheduler**.
 - Email **commissioners** to inform them of these new developments.

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

- **Meeting for the month of April will be adjourned, and subcommittees will convene. The following meeting is schedule for May 9, 2025.**

Meeting adjourned at 1:30 PM

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