

**Commission on the Status of Women
Update from Supervisor Noelia Corzo
Commission Retreat 2/25/2025**

Entering my third year as liaison from the Board of Supervisors to the Commission on the Status of Women, I'm proud of the work we have done together and look forward to advancing our shared priorities for women in San Mateo County. As you evaluate your goals for the coming year at your retreat, here are some updates to inform your next steps.

Challenges for Vulnerable Communities

I'm proud to share that the Board of Supervisors reaffirmed its commitment to vulnerable communities at the Jan. 28, 2025 board meeting, assuring the public that values and local protections have not changed in the face of new federal priorities.

The Board continues to be committed to ensuring that everyone in our community including immigrants, Indigenous people, LGBTQIA+ people, and those with disabilities feel valued and safe. I'm grateful to the Board of Supervisors for unanimously approving the resolution I co-sponsored with Supervisor Mueller. San Mateo County has made it clear: we refuse to backslide decades in our progress. [Read the resolution.](#)

Funding Challenges

The county and our community partners are bracing for significant state and federal funding cuts. Services to our most vulnerable community members will be deeply impacted and organizations are already feeling the pain. While the county is proactively preparing and making contingency plans, the Commission on the Status of Women can be a voice for how community members are impacted and how their needs can be met in challenging financial times.

Pay Equity

Based on data available as of 9/11/2024, the County's female workforce earned on average 6% less than its male counterpart. While this pay gap is well below the 2022 National Gender Pay Gap of 16% as reported by the Bureau of Labor and Statistics, the County is currently reviewing its compensation data in order to identify potential reasons for the 6% gap and ways to narrow it. See more information on the San Mateo County Pay Equity Dashboard.



The county is making progress on the commitments it made when signing the California Equal Pay Pledge, inspired by the Commission on the Status of Women's research and discussion.

By signing the Equal Pay Pledge, the county committed to:

- Conducting an annual internal company-wide gender pay analysis;
- Reviewing hiring and promotion processes and procedures to reduce unconscious bias and structural barriers to equality; and
- Promoting equal pay best practices, such as increased pay transparency, training on retaliation protections, and training for supervisors and managers on pay equity laws.

To meet those commitments, the county:

- Tracks data on its [Pay Equity Dashboard](https://performance.smcgov.org/stories/s/San-Mateo-County-Pay-Equity-Dashboard/nwn8-xdbj/) performance.smcgov.org/stories/s/San-Mateo-County-Pay-Equity-Dashboard/nwn8-xdbj/
- Creates a [Workforce Planning Report](https://www.smcgov.org/hr/workforce-planning-report), which includes efforts to expand equity initiatives. Page 35 of the report specifically addresses pay equity by gender on page 35 of the report, but also includes further details throughout the report. www.smcgov.org/hr/workforce-planning-report
- Added a new section on Pay Equity as an important pillar of the compensation philosophy in the [Classification and Compensation Guidelines](https://www.smcgov.org/hr/classification-and-compensation-guidelines) for county employees. Specifically, "the County will strive to foster a culture of pay equity and parity by (a) conducting pay equity analyses when creating new classifications or conducting salary surveys; (b) providing transparent data on workforce pay equity to County departments and the public; and (c) making compensation-related decisions that balances internal and external market data and is based on job-related competencies." www.smcgov.org/hr/classification-and-compensation-guidelines

For consideration:

- Does the Fund the Future report need to be updated to address new issues or areas of concern that have arisen in the county due to federal changes? For example, how are immigrant and LGBTQIA+ women as well as women in other vulnerable communities being impacted? How can the Commission be a voice for those women?
- How can the Commission support the Board of Supervisors in its decisions around funding challenges as they relate to impacts on women in the county?
- How can the Commission follow up in supporting the county in its commitment to pay equity and being a model for businesses and organizations in the county?