

# CSW - District 3 Listen and Learn Session Plan

**Focus:** Economic Health & Childcare Access for Women of All Ages

**Length:** 2 hours

**Location:** Half Moon Bay Library, 6-8pm

**Audience/Guests:** Community members, women of all ages, advocacy groups, service providers, employers, policymakers, local nonprofits, other commissions

## Objectives

1. Provide overview of CSW and Fund the Future.
2. Hear directly from women and allies about their lived experiences particularly within District 3.
3. Identify systemic gaps and local barriers to economic health and quality childcare.
4. Gather community-informed insights to guide future commission priorities.

## Agenda

### 1. Welcome & Introduction (15 minutes)

*Lead: Susan K & Ann G*

- Land Acknowledgement & Opening remarks by the Commission President
- Brief overview of the Commission's role and purpose of the session
- Ground rules for respectful listening and participation

### 2. Fund the Future (15 minutes)

*Lead: TBD*

- A brief story from about Fund the Future, its recommendations, and progress to date

### 3. Listening Circles / Breakout Groups (60 minutes)

*Lead: ALL - Tables and roles assigned previously based on CSW confirmed attendance*

- Participants divide into small groups, each facilitated by CSW

### 4. Group Sharing & Thematic Highlights (20 minutes)

*Lead: Dist 3 Team*

- Each group shares 1–2 key takeaways or stories
- Notes collected on a shared board (physical or digital)

### 5. Listen & Learn Closing & Next Steps (10 minutes)

*Lead: Susan K & Ann G*

- Thank participants
  - Outline of how the information will be used (e.g., reports, policy recommendations)
  - Opportunities for continued engagement and advocacy
  - Provide contact info and next event date
  - Encourage follow-up via feedback form or survey
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## **Support Materials**

- Childwatch: provided onsite or stipend for attendees?
  - Translation/interpretation services if needed
  - Technology access - do we need to set up a computer/ slidedeck
  - Printed or digital resource QR codes with link to Fund the Future and survey
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## **Post-Event Follow-up**

- Summary report shared publicly within 30 days
- Survey distributed to participants for additional feedback
- Ongoing engagement through email updates or community roundtables

## **Potential Table Questions**

- What are the biggest challenges you face in accessing affordable childcare?
- How have economic barriers shaped your opportunities?"
- What would make it easier for you to thrive economically?"
- "What solutions have helped, and what remains out of reach?"
- "What role should local government, employers, or nonprofits play?"
- Have you saved enough for retirement? If not, what barriers have you experienced?

# Engagement for our Community's Economic Future

Thank you for participating in this survey! It should take approximately 10 minutes to complete and we ask that you submit it by \_\_\_\_\_

## Who are we?

We are volunteer commissioners on the San Mateo County Commission on the Status of Women (<https://smcgov.org/csw>), which is an advisory body to the Board of Supervisors, seeking to improve the quality of life for women of all ages in San Mateo County. Through strategic partnerships and collaboration, the commission identifies women's needs, advises the board of supervisors, and educates the community on matters concerning women.

## What is our goal?

The Commission on the Status of Women is committed to advancing women's economic security in San Mateo County. Last year's Fund the Future survey helped shape a powerful report—unanimously approved by the Board of Supervisors—that is now driving real change.

This follow-up survey builds on that momentum and helps fill in remaining information gaps. We want to better understand your past and current experiences with child care, wages, retirement, and financial confidence—and whether your priorities have shifted in 2025. Your feedback will inform an update to the Board of Supervisors with regards to our 2024 Fund the Future recommendations and ensure community voices remain at the center.

The survey is anonymous (available in English, Spanish, and Mandarin) and takes about 10 minutes to complete. Please share as much detail as you'd like—your input matters.

\_\_\_\_\_

[A prompt with link will explain to go to survey in Spanish and a survey in Chinese.]

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\* Indicates required question

## Section 1 - Your Demographics

This section helps us understand if we have reached the diverse community members who make up the whole of San Mateo County. Please select the ones that best fit you.

1. 1.1 Age/Edad \*

*Mark only one oval.*

- under 30 / menos de 30
- 31-50
- 51-70
- over 70 / mas de 70
- prefer not to say / prefiero no decirlo

2. 1.2 Gender Identity/Identidad de género \*

*Mark only one oval.*

- identify female/Me identifico como mujer
- identify male/Me identifico como hombre
- identify transgender/Me identifico como transexual
- identify intersex/Me identifico como multisexual
- nonbinary/other | no binario/otro
- prefer not to say/prefiero no decirlo

3. 1.3 Sexual Orientation/Orientación sexual \*

*Mark only one oval.*

- asexual
- bisexual
- gay
- heterosexual
- lesbian / lesbiana
- pansexual/fluid/pansexual/fluido
- questioning queer/cuestionador queer
- prefer not to say/prefiero no decirlo
- Other: \_\_\_\_\_

4. 1.4 Ethnicity/ Origen étnico \*

*Mark only one oval.*

- Latine/Hispanic | Latino/Hispano
- East Asian | Asiático oriental
- South Asian | Asiático meridional
- Southeast Asian | Asiático sudoriental
- Pacific Islander | Isleño del Pacífico
- Caucasian or White | Caucásico o blanco
- African American or Black | Afroamericano o negro
- Middle Eastern or Northern African | De Oriente Medio o del norte de África
- American Indian or Alaskan Native | Indio americano o nativo de Alaska
- prefer not to say/prefiero no decirlo
- Other: \_\_\_\_\_

5. 1.5 Household Income | Ingreso familiar \*

*Mark only one oval.*

- less than \$30,000/Menos de \$30,000
- \$30,000 - \$100,000
- \$101,000 - \$200,000
- over \$200,000/Más de \$200,000
- prefer not to say/Prefiero no decirlo
- Other: \_\_\_\_\_

6. 1.6 Children/Dependents | Hijos(as)/Dependientes \*

*Mark only one oval.*

- just me/solo yo
- 1 dependent/un dependiente
- 2 dependents/dos dependientes
- 3 or more dependents/tres or mas dependientes

7. 1.7 Adults you care for (parent or family member) / Adultos que usted cuida \*

*Mark only one oval.*

- none
- 1 adult / adulta
- 2 adults / adultas
- 3 or more adults / tres o mas adultas

8. 1.8 What city do you live in? / Que ciudad de vive? \*

\_\_\_\_\_

## Section 2 - Child Care Needs in the Present

Please answer questions related to your present child care needs. Even if you are not currently using child care resources, please answer all questions that apply. If you have never used any type of child care, you can skip to section 3.

9. 2.1 What would have made it easier to find child care when you needed it? (Select all that apply)

*Check all that apply.*

- A one-stop website with local providers, types of care, and eligibility info
- Personalized support from someone who could walk me through my options
- Flyers or materials in my home language
- Events or trusted spaces to learn more (info sessions, community or faith-based groups)
- Recommendations from people I trust
- I didn't need help
- Other: \_\_\_\_\_

10. 2.1a If you selected "Other" in the above question, please share below.

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11. 2.2 Do you use a friend, neighbor, or relative to help with in-home care for children or others?

*Mark only one oval.*

- Yes
- No

12. 2.3 If Yes: what kind of support would make it easier to keep this care arrangement? (Select all that apply)

*Check all that apply.*

- Help paying or compensating the caregiver
- Access to books, toys, or learning materials
- Training or support for the caregiver
- A network or playgroup to reduce isolation
- Guidance on safety or developmental milestones
- Other: \_\_\_\_\_

13. 2.3a If you selected "Other" in the above question, please share below.

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### **Section 3 - Managing Your Finances, Retirement, and Pay Equity**

**Please answer questions related to the barriers of building financial security, specifically in retirement, managing your finances, lower wages with jobs that employ a higher number of women, and longer life expectancy.**

14. 3.1 Managing Your Finances: When you think about managing your money, what is your top priority? (Select all that apply)

*Check all that apply.*

- Budgeting
- Building savings and emergency funds
- Reducing debt
- Investing
- Other: \_\_\_\_\_

15. 3.1a If you selected "Other," please share below what that is:

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16. 3.2 Managing Your Finances: What's the best way for you to learn about budgeting, saving, or handling your money? (select all that apply)

*Check all that apply.*

- In-person workshops
- Online webinars
- Self-paced learning (online courses, guides, podcasts, videos)
- One-on-one financial coaching
- I'm not sure / I would need help figuring out where to start

17. (first option) 3.3 Pay Equity: Do you think your male co-workers are paid more than you for the same work?

*Mark only one oval.*

- Yes
- No
- Not sure

18. (OR second option) 3.3 Pay Equity: Do you think your male co-workers are:

*Mark only one oval.*

- Paid More for the same work
- Paid Less for the same work
- Unsure what they are paid, but would like to know
- I'm not interested in what male co-workers are paid

19. 3.4 Pay Equity: If interested in learning more regarding compensation from your employer, select the topics below that you want more information about:

*Check all that apply.*

- Annual internal gender pay analysis
- Hiring and promotion process reviews to reduce bias
- Policies that promote fair pay practices, including transparency and legal protections

20. 3.5 Pay Equity: Would you want your employer to share information about pay/salaries, promotion practices, and a commitment to fair pay?

*Mark only one oval.*

- Yes
- No
- Not sure

21. 3.6 Retirement Savings: Do you have a retirement plan?

*Mark only one oval.*

- Yes
- No
- Not sure

22. 3.7 Retirement Savings: What is hard about saving for retirement? (Select all that apply)

*Check all that apply.*

- Not enough income
- My employer doesn't offer a plan
- Lack of information or understanding
- Paying off debt
- Saving for retirement is not hard for me
- Other: \_\_\_\_\_

23. 3.7a If you selected "Other," please share below what that is:

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#### **Section 4 - Other Important Issues**

**Since the beginning of 2025, are there issues that you have had to prioritize that we have not captured? We want to learn what those issues are.**

24. 4.1 Please rate the following issues with how you prioritize them in your every day life. (this is just a sample. I need to study prioritizations and revise accordingly)

*Check all that apply.*

	Critical	Necessary	Important but could do with less	Less Important/Not a priority	Could do without this
<b>Rising costs of household goods, gas, inflation</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Access to affordable housing</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Future of social security &amp; federal safety net programs</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Access to affordable health care (including Medicare &amp; Medicaid)</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Immigration policies &amp; safety of the immigrants</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Federal cuts to Head Start, Dept of Education</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Access to reproductive health care</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Protection of LGBTQ+ rights and safety</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Efforts to limit or restrict content in schools/universities</b>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Access to mental health services & resources for well-being (for yourself or your family)

Civic engagement, trust in government, & direction of national leadership

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25. 4.2 Is there an issue that is critical for you that has not been included? What is that issue and why is it critical to you?

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26. Thank you for your responses above. As a reminder this survey will remain anonymous, however if you are interested in sharing your story, please share your name and email address and a member of our commission will follow up with you: \*

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**GRATEFUL!**

Thank you for sharing your voice! Your input is deeply appreciated in shaping a stronger economic future for women and families in San Mateo County.



**HER                      HER                      OUR**  
**VOICE.                  POWER.                  FUTURE.**

**Raising Voices for Community Prosperity**  
**- IN CELEBRATION OF WOMEN'S EQUALITY DAY -**

**SAVE THE DATE**

**Tuesday, August 26, 2025 | 6:00PM - 7:30PM**  
**Regional Operations Center (ROC)**  
**Redwood City**



**COUNTY OF SAN MATEO**  
COMMISSION ON THE STATUS OF WOMEN