



# COUNTY OF SAN MATEO

## COMMISSION ON THE STATUS OF WOMEN

### Meeting Minutes

Tuesday, October 28, 2025, 6:00-8:00pm

**1. Call to Order and Land Acknowledgement**

**2. Roll Call**

a. **Commissioners Present:**

b. Julissa Acosta, Rosie Tejada, Michelle Stewart, Ana Avendaño, Nirmala Bandrapalli, Dayna Chung, Meghan Crowell, Ann Girard, LaSaundra Gutter, Susan Kokores, Amy McHugh, Larisa Ocañada, Aysha Pamukcu, Susan Takalo, Irma Zoepf Staff: Tanya Beat

c. Absent: Aileen Cassinetto, Trish Erwin, Amani Shroff, Siyona Jain

**3. Public Comment – Judith Guerrero from Coastside Hope**

**4. Action to Set Agenda**


Motion to approve by Nirmala Bandrapalli. Seconded by Dayna Chung. Approved.

**5. Listen & Learn Conversations – see attached presentation**

- Welcome & Introduction
- Commission on the Status of Women
- Listening Circles
- Group Sharing – n/a
- Closing & Next Steps



## Listen & Learn: Understanding the Community's Priorities

San Mateo County District 3  
Half Moon Bay Library  
Tuesday, October 28  
6:00-8:00pm




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## Commission on the Status of Women

For more information, please visit:  
[bit.ly/4m7pdqd](https://bit.ly/4m7pdqd)



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## Mission



*The Commission on Status of Women, an advisory group to the Board of Supervisors, seeks to improve the lives of women of all ages in San Mateo County. Through strategic partnerships and collaboration, we identify needs, advise the Board of Supervisors and educate the community about matters concerning women.*




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## Our Focus: Women's Economic Health

- In 2023, the Commission focused on researching the wealth gap (more significant than wage gap) and child care access, while surveying the community to learn the inequity drivers of each topic.
- The goal was to **provide an advisory report to the Board of Supervisors in 2024.**
- 2025, Two Sub-Committees:
  - The **Communications & Engagement Committee** focused on engaging with the community with Listen & Learns and a survey.
  - The **Fund the Future Committee** focused on the key recommendations from the Report. Partnerships and collaboration allows the CSW to address the economic equity gaps for women.


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## Economic Challenges for Women in San Mateo County





### Earnings/Savings & Child Care

- Women > 50% of the population
- Median earnings for women > 25% less than men
- Almost 1/2 of women struggle with expenses
- > 1/2 households cannot afford the local cost of living
- 53% of single mothers fall below the "Real Cost Measure"




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## Economic Challenges continued

<p><b>Shortage of 9,000 childcare slots:</b></p> <ul style="list-style-type: none"> <li>Average cost of child care is \$48K</li> <li>&lt; 45% of those eligible receive child care subsidies</li> </ul>	<p><b>Women are not building wealth like they should:</b></p> <ul style="list-style-type: none"> <li>Women: \$.82 /\$1 by men</li> <li>Black and Latina: \$.09</li> </ul>	<p><b>Women are very worried about retirement:</b></p> <ul style="list-style-type: none"> <li>Live longer</li> <li>Earn less</li> <li>Time off for caregiving</li> <li>Lack of a retirement plan</li> </ul>
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### Recommendations

**Create and Invest in an Office of Women & Children**

A centralized office to coordinate efforts related to child care, pay equity, and financial literacy is essential.


This office would address the interconnected issues impacting women and children, facilitating access to crucial services.

**Develop a Blueprint for Child Care**

To address the shortage of child care services, a comprehensive plan outlining specific goals and actions to improve accessibility and affordability is needed.

**Promote Pay Equity**

Continued efforts toward achieving and promoting pay equity across businesses and nonprofits are crucial for economic stability in the region.



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### Recommendations

**Increase Awareness of Savings Programs**


Programs like CalSavers and CalKIDS need more widely promoted to help residents, especially women, build wealth and save for future education.

**Support Guaranteed Basic Income (GBI) Programs**

Expanding GBI programs for vulnerable populations, such as young mothers and survivors of domestic violence, can provide much-needed financial stability.

**Enhance Financial Literacy and Career Pathways**

Financial literacy programs need integrated into adult education, and career pathways need strengthened to provide women with the tools to achieve long-term economic stability.





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### Progress Continues!

**Impact & Next Steps**


- **Women's Equality Day**
- **Child Care Blueprint** to be released January, 2026
- Two **CalSavers Retirement Workshops** completed
- **Listen & Learns** in all 5 Districts in SMC by the end of 2026.
- **Financial Wellness Workshops** underway for 2026
- **Online Survey** to capture feedback throughout San Mateo County

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### Group Agreements


- **Share the air; step up, step back**
- **Listen for understanding**
- **Lift as you climb**
- **Be present & engaged**
- **Let the facilitator guide the process**
- **Technology on silent**



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### Roundtable Instructions

- **Speak from your own experiences**
- **Share your thoughts and feelings**
- **Reflect on what you heard**
- **What stands out from others' stories?**
- **Everyone's voice matters equally**



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*"When women and girls rise, their communities and their countries rise with them."*  
- Michelle Obama



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