



COUNTY OF SAN MATEO

COMMISSION ON THE STATUS OF WOMEN

Meeting Minutes

Tuesday, September 23, 2025, 6:00-8:00pm

Child Care in San Mateo County – Presentation by Supervisor Jackie Speier, 6:10-6:55pm
Please see presentation in Meeting Materials

1. **Call to Order (6:55pm)** & Removing the Land Acknowledgement
2. **Roll Call**
 - a. **Commissioners Present:**
 - b. Julissa Acosta, Nirmala Bandrapalli, Dayna Chung, Meghan Crowell, Ann Girard, LaSaundra Gutter, Siyona Jain, Susan Kokores, Amy McHugh, Larisa Ocaña, Michelle Stewart, Susan Takalo, Rosie Tejada, Irma Zoepf; Staff: Jacki Rigoni, Natasha Ram
 - c. Absent: Ana Avendaño, Aileen Cassinetta, Trish Erwin, Aysha Pamukcu, Amani Shroff
3. **Public Comment** – Aysha Pamukcu, Dow Jane Pi (spelling?)
4. **Action to approve the Consent Agenda**
 - Motion to approve by Susan Takalo, seconded by Nirmala Bandrapalli. Approved.
5. **Action to approve Adjusted Agenda**

Motion to approve agenda with the following adjustments:

 - Remove Land Acknowledgement
 - Accept the Sign in Sheet as the Roll Call
 - Remove Agenda item #6. The presentation was provided before the meeting officially started. This motion provided by Dayna Chung and seconded by Michelle Stewart. Approved.

CONSENT AGENDA

6. July Meeting Minutes

REGULAR AGENDA

Due to technology issues, the child care presentation was done before the meeting started; thus it is now removed from the Agenda.

- ~~7. **Child Care in San Mateo County** – Presentation by Supervisor Jackie Speier~~
 - ~~• Please see presentation in Meeting Materials~~
8. **Listen and Learn in Half Moon Bay (D3)** - Julissa Acosta, Susan Takalo, La Saundra Gutter (see meeting materials)
 - Program Overview: Susan and Ann will conduct the business portion of the meeting and the Fund the Future overview.
 - i. Questions are open-ended
 - ii. Share out at the end to close the meeting
 - Logistics & Roles: thank you all for making the effort to come to the Coast.
 - i. Recommend leaving at 4:30pm to have enough time to arrive at HMB Library.

- ii. Will have a Spanish-only table
- iii. One commissioner facilitate, one is note-taker
- Promotion and Outreach

9. Spotlights

- Dayna Chung
- Julissa Acosta

10. Women's Equality Day

- Thank You
- Debrief facilitation: Susan Takalo asks what worked and what would be different
 - i. Have audience questions or audience note cards that are passed up for the end.
 - ii. Clarify at the beginning about the Brown Act and Supervisors are not able to talk about their work
 - iii. LaSaundra was excellent!
 - iv. Supervisors shared wonderfully intimate stories that resonated. They connected on this issue as human beings.
 - v. Facts on the chairs were awesome. Have a QR code where people can download resources
 - vi. Check-in table was well organized

11. Fund the Future Project

- Communications & Engagement Update – Rosie Tejada
 - i. Fog Fest tabling and materials
 - ii. With commitment from commissioners, the CSW can do more tabling. There are a ton of community events to table at that are free or low-cost. Cost should not be the issue
 - iii. Propose this committee develop a calendar of events that CSW can table at.
- Fund the Future Update – Dayna Chung
 - i. Child care Blueprint is soon to be released (before the end of 2025)
 - ii. CalSavers: workshop at Thrive went really well. Next workshop is October 20th at Burlingame Community Center, 4-5pm. Invite CSW to attend.
 - iii. Financial Wellness: Meeting with Peninsula Family Service
 - iv. Pay Equity: Ann and Amy connected with State CSWG; promote businesses who have signed Pay Pledge and list on CSW website.

12. Announcements: Oct 12 is International Day of the Girl; Nirmala Bandrapalli is speaking at the Girls Scouts event. Oct 26: Concert Cabaret with CoastPride from 4-6pm and Susan Takalo is providing interpretation. Leadership Council SMC has a series of workshops – special discount for commissioners; register on website. Thrive Alliance is hosting the Climate Summit on Oct 9th at Stanford.

13. Adjournment



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



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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.




3


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>Shortage of 9,000 childcare slots:</p> <ul style="list-style-type: none"> Average cost of child care is \$48K < 45% of those eligible receive child care subsidies 	<p>Women are not building wealth like they should:</p> <ul style="list-style-type: none"> Women: \$.82 /\$1 by men Black and Latina: \$.07 	<p>Women are very worried about retirement:</p> <ul style="list-style-type: none"> Live longer Earn less Time off for caregiving Lack of a retirement plan
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6

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**



10

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**



11



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



12

Listen and Learn, Half Moon Bay (District 3)

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

Summary provided by Tanya Beat and Susan Takalo

Goal: To share about CSW's Fund the Future and then engage in roundtables to learn from participants about economic issues and their priorities since the start of 2025 through 2026.

Attendees: 15 Members of the Community; 15 CSW Members; 1 Staff Member; approximately 5 children

After presenting about Fund the Future, we had approximately 75-90 minutes of roundtable engagement. Commissioners served as facilitators and note-takers and others staffed the Check-in Table and Food table.

There are 5 note documents (reflecting five tables) in the Listen & Learn Folder for Half Moon Bay. Susan Takalo reviewed all the notes, synthesized the overall lead topics (counted how many times they were mentioned), created visuals under topics of financial wellness, housing, child care, retirement, and healthcare and included all the detailed notes together.

Topics that were discussed included:

- Financial Wellness: "Lack of Knowledge" was mentioned the most
- Housing: "Limited Affordable Housing" was mentioned the most
- Childcare: "Availability & Quality" was mentioned the most
- Retirement: "Lack of Financial Literacy or Retirement education" was mentioned the most
- Healthcare/Mental Health: "Insurance/Medicare/Medical" was mentioned the most
- Transportation
- Challenges Specific to the Coast

Recommendations:

List included 23 recommendations from taxes on alcohol and marijuana to subsidize childcare to longer paid leave caregivers. Some recommendations have been mentioned previously but others are almost open-ended questions for policymakers.



COUNTY OF SAN MATEO

COMMISSION ON THE STATUS OF WOMEN

2026 Meeting Schedule

CSW meets on the fourth Tuesday of the month from 6:00-8:00pm

Month	Date	EVENT	Time
January	27		6:00-8:00 PM
January	28	SMC Recognition Event	5:00-8:00PM
February	24	D5 Listen & Learn	5:00-9:00 PM
March	6	Women's Hall of Fame	4:30-6:30PM
March	24		6:00-8:00 PM
April	28	D2 Listen & Learn	6:00-8:00 PM
May	26		6:00-8:00 PM
June	23		6:00-8:00 PM
July	28		6:00-8:00 PM
August	25		6:00-8:00 PM
August	26	Women's Equality Day	TBD
September	22		6:00-8:00 PM
October	27	D4 Listen & Learn	6:00-8:00 PM
November			NO MEETING
December	1		6:00-8:00 PM



COUNTY OF **SAN MATEO** BOARDS AND COMMISSIONS



SAVE THE DATE!

RECOGNITION AND GRATITUDE RECEPTION

WEDNESDAY, JANUARY 28, 2026

5:00PM TO 8:00PM

**Regional Operations Center,
501 Winslow Street,
Redwood City, CA 94063**