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## Recent Changes to the Brown Act SB707

March 24, 2026

Tim Fox  
Lead Deputy County Attorney

Questions?  
Contact Caiti Busch, Deputy County Attorney  
cbusch@smcgov.org

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## Remote Appearance by a Member: Teleconferencing

- Can still use existing teleconferencing rules
  - **Teleconference location is listed on the agenda, including full address (and room # if applicable)**
  - **Teleconference location must be publicly accessible and must have means for public participation from that location**
  - Post agenda at teleconference location 72 hours in advance
  - A quorum must attend in-county
  - The agenda must include opportunity for public participation at teleconferenced location(s)
  - All votes must be by roll call
- SB707: Watching or listening without speaking/discussing is not teleconferencing. (County already followed this rule.)

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## Remote Appearance by a Member: Just Cause

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- Prior Law: As an alternative to teleconferencing, member could invoke emergency circumstances or just cause to participate remotely in a limited number of meetings
- Now: All rationales defined as “just cause” but cover the same general justifications, plus a few extra. Commission members can invoke “just cause” two times per year
- Whole Commission/members can still meet remotely if there is a State or local emergency and certain findings are made or if BOS approves

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## Remote Appearance by a Member: Just Cause

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1. Childcare or caregiving need of a child, parent, grandparent, grandchild, sibling, spouse, or domestic partner
2. Contagious illness
3. A need related to a physical or mental condition that is not otherwise covered as an ADA accommodation
4. Travel while on official business of the legislative body or another state or local agency.
  - Does not include work travel unless you work for a public agency
5. Have an immunocompromised child, parent, grandparent, grandchild, sibling, spouse, or domestic partner
6. A physical or family medical emergency
7. Military service obligations

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## Remote Appearance by a Member: Just Cause

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- Just Cause Process:
  - Member must notify Commission as early as possible, including up to beginning of meeting, with general description of circumstances
  - Must participate through audio and visual means
  - Must disclose any present adults and relationship to them
  - Must not invoke more than twice per year
  - Meeting minutes must identify the specific just cause rationale relied upon, but no need to disclose diagnosis or disability

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## Remote Participation by a Member: ADA Accommodation

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- As an alternative to the standard teleconferencing rules, members may appear remotely as a reasonable accommodation under applicable law, including the Americans with Disabilities Act (ADA).
- Must appear by audio and visual means unless the disability prevents you from appearing on video
- Must disclose any present adults and relationship to them

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## Remote Participation by Full Commission

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- Prior Law: Full Commission could attend remotely only in state-declared emergency circumstances if certain criteria were met.
- Now:
  - Full Commission can attend remotely in state- or local-declared emergencies if certain criteria are met; and
  - Full Commission can attend remotely if Board of Supervisors authorizes Commission to do so after making specific findings, and if a physical location with a staff member present is available to the public.
    - Elected officials serving in their official capacities may not rely on this provision

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## Meeting Disruptions

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- Prior Law: The Commission Chair could remove a member of the public who actually disrupts, disturbs, impedes or renders infeasible the orderly conduct of the meeting.
- Now: Clarifies that this rule applies also to teleconferencing/remote meetings

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## Public Right to Record

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- Confirms that members of the public may record meetings by any non-disruptive means

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## Social Media Use

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- SB707 makes permanent existing social media use rules
- Commissioners can communicate with their own constituents using social media platforms, and can comment upon, like, or repost social media content *generated by constituents or their own agencies* so long as a majority of members do not “discuss among themselves” business of a specific nature either via comments or reaction emojis on such content
- Commissioners are altogether forbidden from commenting upon, liking, or reposting the social media content generated by *other members of the Commission* on topics within the Commission’s purview

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## Receipt of Brown Act

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- Agencies must provide a copy of the Brown Act to Commission members

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## Questions?

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TO: County of San Mateo Commission on the Status of Women

FROM: Ann Girard

DATE: March 24, 2026

RE: President's Report

- ACTION: Is Commission interested in having access to remote meetings, pursuant to Brown Act changes? What are the expectations for when remote access will be used by Commissioners?
  
- Happy Women's History Month! Proclamation from San Mateo County Board of Supervisors and 2025 Annual Report. Key areas of achievement during 2025:
  - (a) CSW Retreat
  - (b) Fund the Future initiatives
  - (c) Women's History Month
  - (d) Women's Equality Day
  - (e) Engagement; Listen & Learn in Half Moon Bay
  
- Women's View Art Exhibit Co-Sponsorship
- Update on Commissioner status
- Thank you for combined and individual efforts! You are creating history.
- What's ahead? Report to Board of Supervisors:
  - (a) Engagement, Listen & Learns in remaining districts
  - (b) Women's Equality Day Event, August 25, 2026, Burlingame Community Center, 850 Burlingame Ave., Burlingame.
  - (c) Countywide Survey
  - (d) Plan retreat for Jan. 2027
- Call for Women's Equality Day Event Committee; first meeting (by Zoom) on April 7<sup>th</sup>, time TBD.

Next meeting:

April 28, 2026; 6:00 – 8:00 pm at County Center, room 101 at 455

Next Listen & Learn is in District 2

June 23, 2026, 6:00-8:00pm at MLK, Jr Community Center.



## 2025 ANNUAL REPORT

# COMMISSION ON THE STATUS OF WOMEN OF SAN MATEO COUNTY

Submitted to the Board of Supervisors on March 24, 2026

### I. INTRODUCTION

The Commission on the Status of Women (CSW), founded in 1984, seeks to improve the quality of life for women of all ages in San Mateo County (SMC). Through strategic partnerships and community engagement, CSW identifies women's needs, advises the Board of Supervisors, and educates the community on matters concerning women. Supervisor Lisa Gauthier is the Board of Supervisors' Liaison to CSW. The actions of CSW contribute to Shared Vision 2025 and focus on the economic empowerment of women.

### II. COMPOSITION OF THE COMMISSION

The Commission consists of 17 adult and 2 youth members who are residents of SMC. CSW Service is voluntary. Employers are listed in parenthesis by each person. Current members include:

Ann Girard, *President (retired)*  
La Saundra Gutter, *Vice-President (retired)*  
Julissa Acosta (City of Half Moon Bay)  
Ana Avendaño (El Concilio)  
Nirmala Bandrapalli (self-employed)  
Aileen Cassinetta (self-employed)  
Dayna Chung (self-employed)  
Meghan Crowell (self-employed)  
Trish Erwin (SMC)  
Susan Kokores (retired)  
Amy McHugh (Leadership Council SMC)

Larisa Ocañada (SAMCEDA)  
Aysha Pamukcu (SF Foundation)  
Michelle Stewart (VIVE Church)  
Susan Takalo (retired)  
Rosie Tejada (Vista Equity Partners)  
Irma Zoepf (Thrive Alliance)  
  
Siyona Jain (student) *Youth  
Commissioner*  
Amani Shroff (student) *Youth  
Commissioner*



### III. COMMISSION ACTIVITIES

In 2025, commissioners were involved in several activities in SMC that are outlined in this section.

#### **CSW Retreat**

Commissioners gathered for an evening session of planning with an outside facilitator. They developed two sub-committees: (1) Communications and Engagement; and (2) Fund the Future. Following the retreat, the sub-committees created detailed workplans and timelines for the upcoming two calendar years (2025 and 2026).

#### **Fund the Future Actionable Initiatives**

As a result of the Board of Supervisors' acceptance of the Fund the Future report and the subsequent resolution to implement the Action Plan for Women and Children, the CSW's workplans and ensuing activities have targeted Action Plan initiatives; including, retirement and CalSAVERS, financial wellness workshops, promotion of pay equity with local businesses, and community engagement via a Listen & Learn meeting in District 3 and a resource table at Pacific Coast Fog Fest.

#### **Women's History Month**

Women's History Month was recognized by CSW in several ways:

- (1) CSW accepted a *Proclamation from the Board of Supervisors* to commemorate Women's History Month;
- (2) CSW participated in the 13<sup>th</sup> Annual OYE (Orgullo y Educacion) Latinx Youth Conference, held at Cañada College where they provided a workshop on civic engagement and a resource table; and
- (3) CSW co-sponsored the annual Women's View 2025 art exhibit, held at Twin Pines Art Center in Belmont. The exhibit featured the work of women artists who reside in, or work for, SMC.

#### **Women's Equality Day**

CSW celebrated Women's Equality Day on August 26, 2025 by accepting a *Proclamation from the Board of Supervisors* and by hosting a panel presentation at the Regional Operations Center. The community event featured Supervisors Corzo, Gauthier and Speier, was free of charge and emceed by Commissioner Gutter. The presentation was the first of its kind since the historic election of three women to the Board of Supervisors. The Supervisors shared personal stories of their financial journeys.

#### **Collaborations**

Commissioners are ambassadors for and partners with SMC programs impacting women. The sustained partnerships include the Leadership Council of San Mateo County, Coastside Hope, the Youth Commission, the Office of Arts & Culture, the Arts Commission, the Office of Racial Equity and Social Justice, Silicon Valley Community Foundation, and Thrive Alliance. Commissioners continue their service by providing presentations, organizing and facilitating Listen & Learn meetings, , fostering community collaboration and engagement, and supporting other boards, commissions, businesses, and community groups.



#### IV. PLANS FOR 2026

CSW completed the first year of its two-year workplan in 2025. In 2026, CSW will continue to implement its workplan and retain the structure of two sub-subcommittees, while maintaining flexibility to adjust tasks/timelines based on shifting needs and circumstances in SMC. CSW's priority for 2026 is engagement within the community through events, meetings and a survey.

Key projects and events for 2026:

- Conduct Listen & Learn meetings in Districts D1, D2, D4 and D5.
- The 36<sup>th</sup> Biennial Women's Hall of Fame, March 6, 2026
- Recognition of Women's History Month on March 24, 2026 with a *Proclamation by the Board of Supervisors* and support of the Women's View Art Exhibition through the Office of Arts & Culture.
- Continuing support of economic equity with workshops on pay equity and financial wellness.
- Hosting the Women's Equality Day event on August 25, 2026.
- Finalization of countywide survey and plan/timeline for implementation, analysis and report of results.
- Continuing to serve as ambassadors and promoting SMC resources and information available to women.

#### V. FISCAL IMPACT

All activities undertaken by the CSW were and are financed by the CSW through their attainment of grants and sponsorship. CSW thanks local sponsors: Kaiser Permanente, Skyline College, Silicon Valley Community Foundation, Peninsula Family Service, Coastside Hope, and Peninsula Books, as well as the ongoing funding from SMC and individual donors. Staff support is provided by the SMC Human Resources Department.

#### VI. MORE INFORMATION

Additional information about CSW is available from Commission Director, Tanya Beat, at [tbeat@smcgov.org](mailto:tbeat@smcgov.org), or on the CSW webpages at <https://www.smcgov.org/csw>.

CSW meetings are held on the fourth Tuesday of the month, 6:00 – 8:00 PM. Meetings are held in-person at 455 County Center, room 101, Redwood City, CA. The 2025 meeting schedule is listed below:

- January 27
- February 24, D5 Listen & Learn
- March 24
- April 28
- June 23, D2 Listen & Learn
- July 28
- August 25, Women's Equality Day, D1
- September 22
- October 27, D4 Listen & Learn
- December 1\* (last meeting of 2026)

# Listen and Learn, Daly City (District 5)

February 24, 2026; 6:00-8:00pm

Summary provided by Communications & Engagement Sub Committee with support from Tanya Beat

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: 10 Members of the Community; 15 CSW Members; 1 Staff Member; 2 Child Watch Volunteers; approximately 4 children

After presenting Fund the Future, we had approximately 75 minutes of roundtable engagement. Commissioners served as facilitators and note-takers and others staffed the Check-in Table and Food table. Groups were able to share out their top challenges and recommendations.

There are 4 note documents (reflecting four tables) in the Listen & Learn Folder for District 5. Tanya Beat reviewed all the notes, synthesized the overall lead topics and summarized recommendations.

## Topics that were discussed included:

- High Cost of Living: high cost of healthcare, housing, child care
- Financial Wellness: "Lack of Knowledge" and access to early education
- Financial Mentorship: Women benefit & trust other women; peer education
- Caregiving Penalty: need more resources and access to financial help
- Housing: High cost of buying & renting force people to leave
- Childcare: retirement savings are sacrificed for childcare
- Retirement: caregiving takes priority over savings; retirement protections
- Wellness Focus: self-care allows healing from stress and focus on self

## Recommendations:

Top recommendations include financial education for youth and young adults, increase access to income supports like In Home Supportive Services (IHSS), lower the thresholds for eligibility to affordable housing, lower housing costs for qualified older adults/seniors, provide incentives for employers to offer family-friendly benefits, continue to support changing cultural norms in workplaces, and provide opportunities for woman-based peer financial mentoring.

# Women's Hall of Fame

Friday, March 6, 2026

## Survey Feedback

We had approximately 211 registered guests and we had approximately 215 actual attendees which includes onsite registrations.

- There were only 33 survey respondents.
- Did you find the event valuable? 100% Yes
- Would you recommend this to others? 100% Yes
  
- Please share any other feedback (responses from 24 people):
  - Needed written directions for older people who do not use smartphone maps.
  - I love that the services were provided by women-owned businesses
  - Very inspirational – well organized and fun! Some live jazz in the background could be nice during the mingling part
  - The speeches were very long. They were wonderful but it made for an very long evening.
  - The décor, format, and speeches were inspirational
  - Beautiful venue, great food, nice to hear from the supervisors and the awardees
  - MC did GREAT job!
  - The awardees all spoke for quite a long time - their speeches were interesting and good so it didn't exactly detract from the event but by the end I definitely was feeling that it had been a long program. Possibly shortening the social hour in order to allow more time for speeches without extending the overall event run time. Really fun and interesting event!

# FUND THE FUTURE – Q1 2026 UPDATE

## Overview

In Q1, the Fund the Future working group refined its strategy based on progress in 2025 and feedback from community partners, local organizations, and residents. While the Commission continues to focus on the four priority areas identified in the Fund the Future report—child care, pay equity, financial wellness, and retirement security—our 2026 work plan reflects a shift toward practical programming, partnerships, and community engagement.

At both the Q4 Listen & Learn in Half Moon Bay and the recent Q1 session in Daly City, the Commission shared highlights from the Fund the Future report. The issues of child care, pay equity, financial literacy, and retirement security continue to resonate strongly with residents. Child care remains one of the most consistently raised concerns, reflecting its central role in workforce participation, family stability, and gender equity.

**FUND THE FUTURE COMMITTEE MEMBERS:** Child Care (Dayna/Aysha); Pay Equity (Ann, Ayesha, Amy, and Irma); Financial Literacy (Meghan, Aileen, Siyona, and Amani); Retirement / CalSavers (Nirmala, Irma, and Susan K.).

## Focus Areas

### Child Care – *It Takes a Village*

**WHY IT MATTERS:** Access to affordable, high-quality child care is essential for family stability, workforce participation, and gender equity.

**WHAT WE'RE DOING:**

- Supporting implementation of the **San Mateo County Child Care Blueprint**, a countywide plan focused on expanding access to care, strengthening the workforce, improving facilities, and building a coordinated system of support.
- The Blueprint was **finalized in late 2025 and approved by the Child Care Partnership Council (CCPC) in early 2026**.
- Partners are now working to translate the Blueprint from an internal planning document into **community-facing materials**, including a website and communications resources to support broader outreach and engagement.
- **Andrea Jones**, who has played a key role in advancing this work across the county, was inducted into the **Commission on the Status of Women Hall of Fame on March 6, 2026**, reflecting the community's strong commitment to improving the child care system.

### Pay Equity – *Mind the Gap*

**WHY IT MATTERS:** Persistent wage gaps limit women's ability to build wealth and long-term economic security.

[COMMISSION ON THE STATUS OF WOMEN - Q1 2026 UPDATE](#)

## WHAT WE'RE DOING:

- Conducting research and stakeholder outreach to better understand current pay equity efforts and employer perspectives.
- Based on feedback from meetings with local employers and partners, the Commission has **shifted its strategy away from corporate pledge campaigns** and toward empowering individuals and engaging allies in advancing fair pay practices.
- The group is identifying partners to support **workshops focused on workplace bias, self-advocacy, and allyship**, with programming anticipated in **Fall 2026**.
- The Commission also continues to highlight positive examples already underway in the County, including **San Mateo County's leadership on pay equity and equitable procurement practices**.

## Financial Wellness – *Know Your Numbers*

**WHY IT MATTERS:** Financial literacy helps individuals make informed decisions, build stability, and plan for the future.

## WHAT WE'RE DOING:

- Expanding financial wellness programming through partnerships with libraries and community organizations.
- Hosting the **Frame Your Future youth financial wellness event on May 19, 2025 at the Redwood City Library**, which launched the Commission's financial literacy programming.
- Partnering with **Peninsula Family Services** to host a **Household Budgeting Workshop on April 13, 2026 (5–6 PM, Zoom)**. The workshop will cover budgeting basics, distinguishing fixed and variable expenses, and strategies for aligning spending with financial goals.
- Planning a **Financial Wellness Book Club** in partnership with the **Foster City Library**, with outreach expected this spring and the community discussion anticipated in **Fall 2026**. The final book selection is still being confirmed.

## Retirement – *Show Me the Money*

**WHY IT MATTERS:** Access to retirement savings tools is critical for long-term financial stability, particularly for workers without employer-sponsored retirement plans.

## WHAT WE'RE DOING:

- Supporting outreach efforts to increase awareness of the **CalSavers retirement savings program**.
- Participating in workshops and presentations with **business groups, employer networks, and child care providers across** the county.
- Recent outreach included sessions with **Thrive (August 2025), 4C's child care providers**, and a **regional employer workshop hosted with the Burlingame/SFO Chamber and partner organizations**.
- As CalSavers adoption expands statewide, retirement education is now being **integrated more closely into the Commission's broader financial wellness programming**.

# Implementation Timeline

## 2025 Progress and Milestones

Initiative	Q1	Q2	Q3	Q4
<b>Child Care – It Takes a Village</b>	Support launch of the Office of Women and Children; begin Child Care Blueprint engagement	Participate in Children’s Funding Collective and gather community input	Community engagement and listening sessions elevate Blueprint priorities	Child Care Blueprint finalized; Fund the Future report shared through community presentations
<b>Pay Equity – Mind the Gap</b>	Research pay equity models and begin stakeholder engagement	Develop strategy and policy framework	Outreach to employers and workforce partners	Share findings and align messaging with Fund the Future priorities
<b>Financial Wellness – Know Your Numbers</b>	Begin partnership outreach and develop financial wellness resource list	Frame Your Future youth financial wellness event (May 19) at Redwood City Library launches initiative	Expand community outreach and partnerships	Share financial wellness resources during Women’s Equality Day and community events
<b>Retirement – Show Me the Money</b>	Research retirement savings options and coordinate with CalSavers and county partners	Align outreach strategy with County and CalSavers partners	CalSavers workshop with Thrive for small businesses and nonprofits	CalSavers sessions with 4C’s for child care providers and Burlingame/SFO Chamber partners

## 2026 Priorities and Implementation

Initiative	Q1	Q2	Q3	Q4
<b>Child Care – It Takes a Village</b>	Blueprint approved by CCPC; Andrea Jones honored in CSW Hall of Fame	Launch Blueprint website and communications materials	Promote Blueprint priorities and funding advocacy	Evaluate impact and report outcomes
<b>Pay Equity – Mind the Gap</b>	Refine strategy based on employer feedback and pivot toward empowering individuals and engaging allies	Identify workshop partners and develop resources	Host pay equity workshops	Evaluate impact and report outcomes
<b>Financial Wellness – Know Your Numbers</b>	Plan Women’s Financial Wellness Book Club and youth financial literacy initiatives	Budgeting workshop with Peninsula Family Services (April 13); outreach for Financial Wellness Book Club	Financial Wellness Book Club event with Foster City Library	Evaluate impact and report outcomes
<b>Retirement – Show Me the Money</b>	Continue communications promoting retirement savings access	Additional presentations and resource distribution	Monitor participation and engagement	Evaluate impact and report outcomes