



COUNTY OF SAN MATEO

COMMISSION ON THE STATUS OF WOMEN

Meeting Minutes

Tuesday, February 24, 6:00-8:00pm

IN-PERSON Only: Building A, 123 Edgemont Dr, Jefferson Union High School District, Daly City, CA 94015

Doors open and dinner served starting at 5:45pm



ITEM	PERSON RESPONSIBLE	TIME
Informal Welcome from Rosie Tejada 1. Call to Order	Rosie Tejada La Saundra Gutter	6:15pm
2. Roll Call Attendance: Julissa Acosta, Nirmala Bandrapalli, Dayna Chung, Meghan Crowell, La Saundra Gutter, Siyona Jain, Susan Kokores, Amy McHugh, Larisa Ocanada, Aysha Pamukcu, Amani Shroff, Michelle Stewart, Susan Takalo, Rosie Tejada, Irma Zoepf Absent: Ana Avendano, Aileen Cassinetto, Trish Erwin, Ann Girard	Tanya	6:20pm
3. Public Comment <i>is an opportunity for members of the public to address the commission on any topic that is not on the agenda. If your subject is not on the agenda, we will recognize you at this time.</i> <ul style="list-style-type: none"> • Kalimah Salahuddin introduced herself • Juslyn Manalo introduced herself 	La Saundra Gutter	6:22pm
4. Action to Set Agenda Motion by Rosie Tejada; seconded by Nirmala Bandrapalli. Approved.	La Saundra Gutter	6:25pm
5. Listen & Learn Conversations <ul style="list-style-type: none"> - Welcome & Introduction - Commission on the Status of Women – see presentation with minutes - Listening Circles – please see Summary of Notes - Group Sharing - Closing & Next Steps 	La Saundra Gutter Dayna Chung Rosie Tejada	6:30pm
Adjournment	All	8:00pm

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




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Commission on the Status of Women

For more information, please visit:
bit.ly/4m7pdqd



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Mission

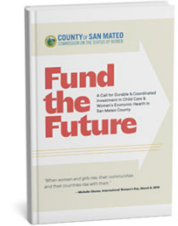
The Commission on Status of Women, an advisory group to the Board of Supervisors, seeks to improve the lives of women of all ages in San Mateo County. Through strategic partnerships and collaboration, we identify needs, advise the Board of Supervisors and educate the community about matters concerning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




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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.
- 2026:
 - Sub-Committee work continues.
 - Completion of Listen & Learn sessions.
 - Countywide survey performed.



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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 1/3 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



Shortage of 9,000 childcare slots:

- Average cost of child care is \$48K
- < 45% of those eligible receive child care subsidies

Women are not building wealth like they should:

- Women: \$.82 /\$1 by men
- Black and Latina: \$.09

Women are very worried about retirement:

- Live longer
- Earn less
- Time off for caregiving
- Lack of a retirement plan



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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 Hall of Fame
- Women's Equality Day
- CalSavers Retirement Workshops completed
- Listen & Learns in all 5 Districts in SMC
- Financial Wellness Workshops underway for 2026
- Online Survey to capture feedback throughout San Mateo County

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Group Agreements

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