



COUNTY OF SAN MATEO

COMMISSION ON THE STATUS OF WOMEN

AGENDA

Tuesday, July 28, 2026, 6:00-8:00pm

IN-PERSON: Room 101, 455 County Center, Redwood City, CA 94063

Members of the Public option: <https://smcgov.zoom.us/j/86483621428> Audio: +1 699 900 6833; enter Meeting ID 864 8362 1428

ITEM	PERSON RESPONSIBLE	TIME
1. Call to Order & Land Acknowledgement	LaSaundra Gutter	6:00pm
2. Roll Call	Ann Girard	6:04pm
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>	LaSaundra Gutter	6:05pm
4. Action to Set Agenda and approve Consent Agenda (action)	Ann Girard	6:08pm
CONSENT AGENDA		
5. Approval of April 2026 Minutes		
6. Approval of June 2026 Minutes		
REGULAR AGENDA		
7. Shared Ownership & Worker Empowerment: Community-based Economic Justice – Presentation	Lizbeth Hernandez Adriana Fernandez Arriaga El Concilio, San Mateo County	6:10pm
9. President's Report – Update	Ann Girard	6:30pm
10. Listen & Learn Debrief - Update	Trish Erwin	6:32pm
11. Women's Equality Day – Presentation	Trish Erwin & Dayna Chung	6:37pm
12. Fund the Future Update - Communications & Engagement Sub-Committee - Revised CSW Survey - Fund the Future Sub-Committee	Rosie Tejada Tanya Beat Dayna Chung, Amy McHugh and Aileen Cassinetto	7:00pm
13. Spotlight: Aileen Cassinetto	Aileen Cassinetto	7:20pm
14. Announcements	All	7:23pm
15. Adjournment	All	7:30pm

*****MEETING IN-PERSON*****

This meeting of the Commission on the Status of Women (CSW) will be held in rm 101 at 455 County Center, Redwood City, 94063. Members of the public only will be able to participate in the meeting in person. For information regarding how to participate in the meeting, either in person or remotely, please refer to the instructions at the end of the agenda.

Public Participation:

*Written public comments may be emailed to tbeat@smcgov.org, and such written comments should indicate the specific agenda item on which you are commenting or note that your comment concerns an item that is not on the agenda or is on the consent agenda.

*Spoken public comments will be accepted during the meeting in person.

***Please see instructions for written and spoken public comments at the end of this agenda.**

ADA Requests

Individuals who require special assistance or a disability related modification or accommodation to participate in this meeting, or who have a disability and wish to request an alternative format for the meeting, should contact Tanya Beat as early as possible but no later than 5:00 p.m. on the day before the meeting at (650) 363-4467 and/or tbeat@smcgov.org. Notification in advance of the meeting will enable the County to make reasonable arrangements to ensure accessibility to this meeting, the materials related to it, and your ability to comment.

***Instructions for Public Comment**

***Written Comments:** Written public comments may be emailed in advance of the meeting. Please read the instructions carefully:

1. Your written comment should be emailed to tbeat@smcgov.org by 12 p.m. on the day of the meeting.
2. Your email should include the specific agenda item on which you are commenting or note that your comment concerns an item that is not on the agenda or is on the consent agenda.
3. Members of the public are limited to one comment per agenda item.
4. The length of the emailed comment should be commensurate with the one minute customarily allowed for verbal comments, which is approximately 150-200 words.
5. If your emailed comment is received by 12:00 p.m. on the day of the meeting, it will be provided to the CSW. If emailed comments are received after 12:00p.m. on the day of the meeting, the staff will make every effort to either (i) provide such emailed comments to the CSW, or (ii) read such emails or a summary thereof during the meeting.

***Spoken Comments:** In person Participation:

If you wish to speak to the CSW, please fill out a speaker's slip located on the materials table. If you have anything that you wish distributed to the CSW, please hand it to staff who will distribute the information to the members and staff.



COUNTY OF SAN MATEO

COMMISSION ON THE STATUS OF WOMEN

Meeting Minutes

Tuesday, April 28, 2026, 6:00-8:00pm

1. Call to Order & Land Acknowledgement

2. Roll Call

a. **Commissioners Present:**

b. Dayna Chung, Trish Erwin, Amani Shroff, Ann Girard, Siyona Jain, Susan Kokores, Larisa Ocañada, Susan Takalo, Irma Zoepf, Nirmala Bandrapalli, Aysha Pamukcu

c. Staff: Tanya Beat, Rocio Kiryczun

d. Absent: Julissa Acosta, Ana Avendaño, Aileen Cassinetto, Meghan Crowell (on zoom), Amy McHugh, Michelle Stewart, Rosie Tejada, La Sandra Gutter

3. Public Comment:

4. Action to set Agenda and Approve Consent Agenda

- Motion to approve agenda and February and March minutes by Susan Takalo, seconded by Nirmala Bandrapalli. Approved.

CONSENT AGENDA

5. Approval of February 2026 Minutes.

6. Approval of March 2026 Minutes.

REGULAR AGENDA

7. SMC Women & Children Action Plan – Update by Rocio Kiryczun, Deputy County Executive

8. Brown Act Changes with SB 707 – Action

- Motion to approve option to meet remotely when in need by Nirmala Bandrapalli; seconded by Trish Erwin. Approved.

9. President's Report - Update

10. Listen and Learn Update for D2 – Tanya Beat, Aileen Cassinetto, Trish Erwin

- Role Sign Ups: Trish explained the new "I wish..." statements for everyone to reflect on in June.
- Potential Partners for Outreach – Peninsula Family Service; San Mateo, Foster City, & Belmont have been asked to include in their monthly newsletter.
- Child Watch volunteers – provided by volunteers from City of San Mateo

11. Women's Equality Day – Update

- Please join the planning committee; we have to limit it to 8 people to abide by Brown Act.

12. Fund the Future Update

- Revised CSW Survey – Susan Takalo; request to submit feedback and revisions.
- Outreach Process – Susan Kokores (see meeting materials)

- Fund the Future Sub-Committee – Dayna Chung (see meeting materials)

13. Spotlight: Aysha Pamukcu

14. Announcements

15. Adjournment



COUNTY OF SAN MATEO

COMMISSION ON THE STATUS OF WOMEN

Meeting Minutes

Tuesday, June 23, 6:00-8:00pm

IN-PERSON Only: Social Room A&B, 725 Monte Diablo Ave, San Mateo (Martin Luther King, Jr. Community Center)

Doors open and dinner served starting at 5:45pm

ITEM	PERSON RESPONSIBLE	TIME
1. Call to Order	Ann Girard	6:15pm
2. Roll Call Attendance: Julissa Acosta, Nirmala Bandrapalli, Dayna Chung, Meghan Crowell, La Saundra Gutter, Susan Kokores, Amy McHugh, Larisa Ocanada, Aysha Pamukcu, Michelle Stewart, Susan Takalo, Rosie Tejada, Irma Zoepf, Aileen Cassinetto, Trish Erwin, Ann Girard Absent: Ana Avendano, Siyona Jain	LaSaundra Gutter	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>	La Saundra Gutter	6:22pm
4. Action to Set Agenda Motion by Nirmala Bandrapalli; seconded by Susan Kokores. Approved.	Ann Girard	6:25pm
5. Listen & Learn Conversations - Welcome & Introduction - Commission on the Status of Women - Listening Circles - Group Sharing – please see summary of notes - Closing & Next Steps	Trish Erwin	6:30pm
Adjournment	All	8:00pm

I Wish I Could Afford

1. I wish I could afford to spend more time with my grandmother and mom.
2. I wish I could afford a greenhouse.
3. I wish I could afford a dedicated space for my venture.
4. I wish I could afford to rent an art studio.
5. I wish I could afford housing in San Francisco.
6. I wish I could afford to buy a home in San Mateo County and to stop worrying about money.
7. I wish I could afford a house.
8. I wish I could afford season tickets and a house overlooking the ocean.
9. I wish I could afford to buy a home (in a desirable area of the Bay area).
10. I wish I could afford my own apartment (live on my own or to buy a condo someday) and to be able to save more money for retirement.
11. I wish I could afford so many things.
12. I wish I could afford to retire soon.
13. I wish I could afford to retire (and not stress about me and my husband having to find a job since we're both out of work right now).
14. I wish I could afford childcare that doesn't eat my paycheck.
15. I wish I could afford some medical/dental procedures that are not covered/well covered by my medical insurance.
16. I wish I could afford medical procedures not covered by Medicare.
17. I wish I could afford to help more people in my neighborhood who have to move away, to remodel my home and to have an animal sanctuary for abandoned pets.
18. I wish I could afford residential home programs all over the bay area and to support at risk pregnant and parenting mothers.
19. I wish I could afford to support my students/community more, long-term care, spend time with my loved ones and retire on time.
20. I wish I could afford to travel, to buy some new clothes and shoes and the new HOA fees in my condo complex (10%+ \$18 fee to pay dues).
21. I wish I could afford a big backyard where I can grow plants and vegetables to share with my community and neighbors.
22. I wish I could afford to help my dad renew his home.
23. I wish I could afford the security of having enough to not stress about what I can't afford (and need).
24. I wish I could afford for me and my community to have nice homes and economic stability so we can spend more time with our families.

In celebration of Women's Equality Day, the San Mateo County Commission on the Status of Women and Supervisor Lisa Gauthier's Office are creating a short video highlighting the importance of voting and civic participation. The video will be shared during the August 25 Board of Supervisors meeting as part of the Women's Equality Day celebration.

We'd love for you to be a part of it!

There are two ways to participate:

- **Sign up to record in person** using the Google Form below. We'll be filming on three different days. You must fill out the Google Form to select your days.
- **Record a video at home** and send it to us.

Recording Guidelines

- Film in **vertical (portrait)** orientation.
- Record in a **well-lit** location, preferably with natural light or a light source in front of you.
- Choose a **quiet** space with minimal background noise.
- Position your camera at **eye level** and keep it steady.
- Look directly at the camera while speaking.
- Speak naturally and clearly.
- Wear whatever makes you feel comfortable and confident.
- Keep your response to **15–30 seconds**.
- Please answer the questions below in your own words.

Questions

1. My vote matters because...
2. Voting makes me feel...
3. What's the first word that comes to mind when you hear "vote"?
4. Finish the sentence: "One vote can..."
5. Are you an early voter or an Election Day voter, and why?

Submit Your Video

If you're recording from home, please email video responses to bbarry@smcgov.org with the subject line Vote Video. Please include your full name and profession in your email.

[Google Form For In Person Recording](#)

Thank you for helping us celebrate Women's Equality Day and inspire civic engagement in our community. We look forward to hearing your voice!

Agenda #12

Communications & Engagement Subcommittee Meeting July 2, 2026

Debrief: D2 Listen & Learn

June 23rd 6 pm

MLK Jr. Center, San Mateo

- Good attendance
- Liked the focus - a lot more illuminating and a lot more positive than the previous Listen & Learn in District 5
- Participants shared that even with challenges, they like San Mateo County
- "Ample parking" was advertised but finding parking was a challenge – apparently, we were told the summer activities ended by 5 pm.
- Child Watch - Didn't work as well as with D5: partition/adjacent room is better
- Sandwiches better than pizza, not a lot left over, doesn't get cold
- Liked the way we stopped in time for feedback
- Poem was chef's kiss
- Liked the intro wasn't too long
- Didn't feel as connected with our commissioners as we did at HMB and DC Listen & Learns - we should always start together before the L&L
- Imbalanced tables - the point is to learn what everyone is experiencing; in bigger groups, some people tend to be quiet
- In larger groups, it is hard to hear people
- Encourage commissioners to visit tables once their "role" / "job" is done
- Our presentation talks about what the CSW is - our missing, etc. We should share who we are, not what we are; start with a quick story of **why** we are commissioners. Maybe two Commissioners can share a quick "why" story.
- Add to facilitator notes - have the facilitator share a brief with the table group that shows your vulnerability.

Survey

- Launch at Women's Equality Day
- Susan gone July 22nd to August 17th

Other

- La Saundra, Ann, Tanya met with Supervisor Gauthier - she is a willing partner

Update on Women's Equality Day

- Parking will be tough - we may be the only ones able to get parking because we will be arriving early. We should not park in the lot so that guests can park there - encourage carpooling - maybe park at the nearby Lions Club, though not ideal
- Reach out to Nirmala
- Outreach posters should humanize us commissioners
- La Saundra reaching out tomorrow about artwork on tote bags/swag bags (reach out to Ann and Tanya to put out an email to commissioners)
- Program set - Kalimah Salahuddin, Karen Pace, Laura from Samaritan House, KQED panel facilitator (Affordability at the Ballot Box)

FUND THE FUTURE – JULY 2026 UPDATE

Overview

The Fund the Future Committee continues to advance the four priority areas identified in the Fund the Future report: child care, pay equity, financial wellness, and retirement security. The Commission's 2026 approach remains focused on practical implementation, strategic partnerships, community engagement, and connecting women and families with useful information and resources.

The committee met on July 14 to review progress across these priorities, discuss upcoming activities, and prepare updates for the full Commission.

Focus Areas

Child Care – It Takes a Village

Why it matters: Access to affordable, high-quality child care is essential to family stability, workforce participation, and gender equity.

What we are doing:

The Commission continues to support implementation of the San Mateo County Child Care Blueprint through The Children's Collective, a countywide effort focused on expanding access to care, strengthening the child care workforce, improving facilities, and building a more coordinated system of support.

July update:

- The Children's Collective has selected eight new community members to join its Action Roundtable who will bring community perspectives into implementation of the Child Care Blueprint.
- The new Children's Collective website is expected to launch by the end of July.
- A kickoff meeting will be held in late August to unveil the new website, welcome the newly selected Action Roundtable members, and engage others who would like to participate in the work. Additional details will be shared soon.
- Dayna is preparing an article describing the origins of the Blueprint, the community process that shaped it, and the Commission's contributions to the work.
- Commissioners are invited to recommend publications, newsletters, media outlets, and community partners that may be interested in highlighting the website launch or related child care affordability efforts.

Pay Equity – Mind the Gap (see included report)

What we are doing:

As the pay equity landscape has evolved, the Commission is shifting its strategy from primarily encouraging businesses to sign the California Equal Pay Pledge toward providing employees and employers with accessible, practical information. The pledge will remain part of the Commission's resources, but the broader focus will be on helping women understand their rights and take action while supporting employers in adopting equitable pay practices.

July update:

The Pay Equity team is developing a resource center for the Commission website with separate sections for employees and employers.

Employee resources may include:

- Understanding pay equity and workplace rights
- Taking action if someone believes they is being paid unfairly
- Negotiating pay and raises
- Accessing career, financial, and community resources

Employer resources may include:

- Understanding legal responsibilities
- Implementing equitable compensation practices
- Accessing tools, best practices, and trusted resources
- Learning about the California Equal Pay Pledge

The team is currently identifying and organizing resources, with the goal of assembling the initial website content and design by July 30. The Commission also plans to make key information available at Women's Equality Day through one or two concise flyers or handouts that direct community members to the online resource center.

Financial Wellness – Know Your Numbers

Why it matters: Financial literacy supports informed decision-making, financial stability, and long-term planning.

What we are doing:

The Commission continues to expand financial wellness efforts through partnerships, community programming, youth engagement, and resources designed to make financial information practical, accessible, and relevant to women at different stages of life.

July update:

Financial Wellness Book Club (see included materials)

The Commission will host a Financial Wellness Book Club on **Thursday, September 10, from 6:00 to 7:30 p.m. at Atherton Library**. The discussion will feature *Make Money Move: A Guide to Financial Wellness* by Lauren Simmons. The book offers an accessible introduction to personal finance while exploring how mindset and identity shape women's financial experiences. The event is intended to provide a welcoming, low-pressure space where women can talk openly about money, reflect on their experiences, and build confidence and community.

FUND THE FUTURE JULY 2026 UPDATE

Aileen is preparing a chapter-by-chapter discussion guide, and the library has begun promoting the event. Commissioners are encouraged to share the event with their networks and attend the discussion.

Library registration link: <https://smcl.bibliocommons.com/events/6a29f9ab16554cd59fc7e57a>

Retirement Security – Show Me the Money

Why it matters: Access to retirement savings tools is critical to long-term financial stability, particularly for workers without employer-sponsored retirement plans.

What we are doing:

Building on last year's CalSavers enrollment push, retirement has been integrated into this year's broader financial wellness efforts, including book clubs, workshops, and upcoming online resources.

July update:

- The committee identified the need to incorporate previously shared data into its working documents in order to more fully capture the reach and impact of these efforts.

Additional Committee Update

The Commission's Women's Equality Day event will take place on **Tuesday, August 25, from 4:30 to 6:00 p.m. at the Burlingame Community Center.**

The event will celebrate women's right to vote and encourage informed participation across the ballot, including local and down-ballot races and measures. Its central message—**your vote is your voice and your power**—also connects directly to Fund the Future's work to strengthen women's economic power through child care, financial literacy, equal pay, retirement security, and related investments.

The program will explore how voting and public policy decisions affect affordability, economic security, and community well-being. The conversation will be moderated by **Erin Baldassari of KQED** and will feature:

- Karen Pace, Executive Director, Ravenswood Early Learning
- Kalimah Salahuddin, DEI Community Programs Manager at Exelixis and former Jefferson Union High School District Trustee
- Laura Bent, Chief Executive Officer, Samaritan House

Panelists will discuss affordability through the lenses of child care, housing, economic security, public investment, and community well-being. The event will be nonpartisan and will not endorse any candidate or ballot measure.

Planning is also underway for a video with Supervisor Gauthier about the importance of voting. The Women's Equality Day planning team is developing the event agenda, Save the Date, and

FUND THE FUTURE JULY 2026 UPDATE

outreach materials. Dayna has volunteered to assist as needed, including with a possible one-page event overview or other outreach materials.

Commissioners are encouraged to attend, promote the event through their networks, and recommend community partners and organizations to invite.

Potential Commission Newsletter

The committee discussed a possible Commission newsletter that could be published quarterly or every other month.

A newsletter could help connect work across committees and share:

- Commission events and progress
- Community resources and opportunities
- Committee and workgroup updates
- Calls to action and ways to participate

The San Mateo County LGBTQIA+ Commission newsletter may provide a useful model. Further discussion is needed regarding audience, format, leadership, frequency, and staff capacity.

Upcoming Milestones

- **By the end of July:** Launch of The Children's Collective website
- **July 30:** Target for initial Pay Equity website content
- **August 25:** Women's Equality Day — Affordability at the Ballot Box
- **Late August:** The Children's Collective kickoff meeting and Action Roundtable welcome
- **September 10:** Financial Wellness Book Club at Atherton Library
- **Q4:** Review progress across the Fund the Future priorities and begin preparing year-end impact summaries

CSW Book Club Project Update

Project Goals

The book club is designed to create a low-pressure space where women can talk openly about money. The goal isn't financial expertise; it's building confidence and community around a subject that carries a lot of quiet shame and stress for many people.

Progress to Date

The library has begun promoting the Financial Wellness book club. We will be meeting in person at Atherton Library on September 10th at 6pm to discuss the book, reflect on key themes, and share personal perspectives.

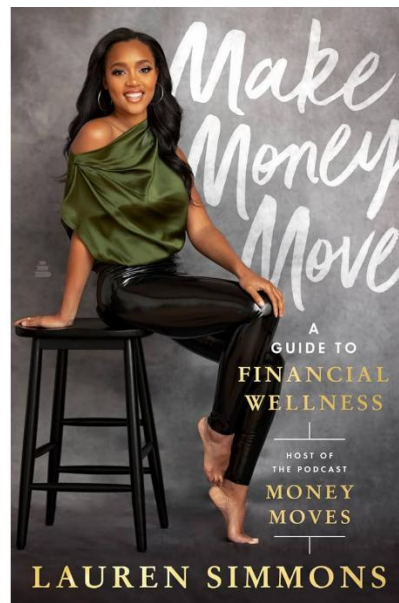
About the Book

Written by the youngest full-time female trader in NYSE history, *Make Money Move* by Lauren Simmons blends basic personal finance with mindset and identity. It's an introductory read, which is a strength for a group focused on starting conversations rather than mastering strategy.

Library registration link: <https://smcl.bibliocommons.com/events/6a29f9ab16554cd59fc7e57a>

The San Mateo County
Commission on the
Status of Women

FINANCIAL
WELLNESS
**BOOK
CLUB**



**ATHERTON
LIBRARY**

2 Dinkelspiel Station Ln

Thursday, September 10

6:00PM – 7:30PM

Discussion Guide: *Make Money Move* by Lauren Simmons

Chapter 1: Financial Wellness

Simmons frames money habits as inherited patterns we can choose to repeat or break, and encourages self-compassion alongside an “abundance mindset.”

Question: What would you tell your younger self about money?

In her words (paraphrased): Our relationship with money often mirrors what we saw growing up, and we get to decide whether to repeat it.

Chapter 2: A Five-Year Plan

Encourages goals that are realistic and within your control, like paying down a specific debt or raising your credit score.

Question: What's one financial goal within your control that you could set for the next five years?

In her words (paraphrased): Your plan should reflect your real life and real effort, not someone else's timeline.

Chapter 3: Networking

Simmons advocates building a deliberately diverse network rather than one that only mirrors your own identity, noting how few Black women hold finance roles.

Question: Have you ever received an opportunity because of someone you knew?

In her words (paraphrased): She looks for allies who will champion her, wherever they come from.

Chapter 4: Financial Literacy

Introduces her flexible 50/30/20 budgeting rule and stresses that financial habits take real time (60 to 90 days) to form.

Question: What financial topic do you wish you'd been taught in school?

In her words (paraphrased): She personally flips the formula, saving far more than 20%, and encourages readers to find what actually fits their life.

Chapter 5: Investing

A conceptual introduction to investing as a source of passive income, centered on understanding your own risk tolerance before anything else.

Question: What's one investing myth you've heard, and do you believe it?

In her words (paraphrased): She personally invests not for emergencies but with intention, to diversify and grow her money.

Chapter 6: Investing in Real Estate

Covers real estate as an alternative asset, with appreciation depending on market, neighborhood, and mortgage terms.

Question: Renting vs. buying, what factors matter most to you?

In her words (paraphrased): Real estate value depends on far more than the property itself, it's about research and timing.

Chapter 7: Diversity, Equity & Inclusion

Addresses the underrepresentation of Black women in finance and connects economic power gaps in communities of color to broader social and health disparities.

Question: Have you ever felt excluded from a financial conversation?

In her words (paraphrased): She sees financial literacy itself as a tool for shifting the conversation around equity.

Chapter 8: Asset Classes

A straightforward rundown of five asset classes: alternative assets, stocks, fixed income, cash, and derivatives.

Question: Which asset class interests you most, and why?

In her words (paraphrased): Spreading money across different asset types is basic protection against putting everything in one place.

Chapter 9: Planning for Retirement

Ties the retirement savings gap to systemic wage disparities, and is candid that she's skeptical of traditional 401(k) accounts due to withdrawal restrictions and penalties.

Question: When should people begin saving for retirement, and what's gotten in the way for you?

In her words (paraphrased): Tapping a retirement account early should be an absolute last resort, not a first option.

Chapter 10: Career Advice

Frames career growth as requiring persistence and a trustworthy circle of mentors who give honest, constructive feedback.

Question: Who has been an important mentor in your life?

In her words (paraphrased): Not everyone is a safe space, choosing carefully who you ask for help matters.

Chapter 11: Entrepreneurship

Applies her personal finance principles, including a modified 50/30/20 rule, directly to running a business, and normalizes early failure as part of the process.

Question: What's one mistake new business owners often make?

In her words (paraphrased): Surviving the first six months is itself a meaningful signal that a business will be okay.

Chapter 12: Money and Dating

Simmons is blunt about knowing her own financial identity and not compromising it for a partner, while asking readers to define their own dealbreakers.

Question: What are you willing to compromise on with a partner's money habits, and what's a dealbreaker?

In her words (paraphrased): She approaches dating the same way she approaches investing, which is clear on her identity and unwilling to let outside pressure change it.

Chapter 13: Giving

Frames generosity as something chosen freely, not obligated, and specific to causes that genuinely resonate with the giver.

Question: Can generosity exist without wealth?

In her words (paraphrased): Give where you actually want to give, and not out of obligation.

Chapter 14: Financial Terms You Should Know

A closing glossary of core financial vocabulary (budget, equity, credit score, portfolio, and more) meant to build reader confidence.

Question: Which financial term became clearer to you after reading this book?

In her words (paraphrased): Understanding the language of money is itself a form of empowerment.

Closing

Question: Simmons wrote this book for “the others in the room,” people historically left out of financial knowledge and wealth-building. Did the book feel like it was speaking to you? Why or why not?

Question: What’s one financial habit you’ll actually change because of this book?

Pay Equity: July Update

Background: Shift in Focus

As the pay equity landscape has evolved, our team recognized that encouraging employers to sign the California Equal Pay Pledge is currently less effective than in previous years. To maximize our impact, we have shifted our focus toward educating and empowering employees and employers through accessible, practical resources. We are beginning this effort by revamping the Pay Equity section of the CSW's website.

Next Step: Creating a Pay Equity Resource Center

The new Pay Equity Resource Center will provide employees and employers with the knowledge, tools, and resources needed to promote pay equity.

For **employees**, the site will include information about:

- Understanding your rights
- Taking action if you believe you are being paid unfairly
- Accessing career and financial resources

For **employers**, the site will include information about:

- Understanding legal responsibilities
- Implementing equitable pay practices
- Accessing tools and best practices, including information about the California Equal Pay Pledge

In addition, we plan to develop one or two informational flyers that can be distributed at Women's Equality Day.

Progress to Date

The team is currently identifying and organizing resources for the website. Our goal is to finalize the content and site design by **July 30**.