



# FULL COMMISSION MEETING PACKET

SEPTEMBER 28, 2021

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## **NOTICE OF MEETING**

### ***California Commission on the Status of Women and Girls***

#### ***Full Commission Business Meeting***

***Tuesday, September 28, 2021***

***10:30 a.m. – 1:30 p.m.***

*Please note: Due to COVID-19, this meeting will be a virtual teleconference meeting. Join from PC, Mac, Linux, iOS or Android:*

<https://us02web.zoom.us/j/89145733729?pwd=ckFoekF2YXd6Y3VndEpRdUNZalBTdz09>

*Password: 671992*

*Or Telephone: Dial:*

*USA 214 765 0479*

*USA 8882780296 (US Toll Free)*

*Conference code: 475133*

*Local AT&T Numbers:*

[https://www.teleconference.att.com/servlet/glbAccess?  
process=1&accessNumber=2147650479&accessCode=475133](https://www.teleconference.att.com/servlet/glbAccess?process=1&accessNumber=2147650479&accessCode=475133)

Public comments will be taken on agenda items at the time the specific item is raised unless it is a closed session item. Agenda items may be taken out of order to accommodate speakers and to maintain a quorum. Please check the Commission's website for updates, as the meeting may be rescheduled. For verification of the meeting, access the Commission's website at [www.women.ca.gov](http://www.women.ca.gov). Time limitations for discussion and comment will be determined by the Chair.

- I. Welcome and Call to Order – Chair**
- II. Roll Call – Establish Quorum**
- III. Approve Minutes of June 14th Commission Meeting**
- IV. Chair Opening Remarks**
- V. Presentation by California Partners Project**
- VI. Reading of the By-Laws**
  - a. Action item**
- VII. Strategic Planning Discussion**
  - a. Action item**
- VIII. Organization Planning and Timeline**
  - a. Action item**
- IX. Women's Recovery Response Discussion**
  - a. Action item**
- X. Presentation by Urban Strategy Group**
  - a. Information item**
- XI. Public Comment – including matters not on the agenda\***
- XII. Closed Session (Gov. Code, sec. 11126: a (1))- Discussion of personnel matters may be taken at this meeting.**
- XIII. Adjourn**



\* In addition to public comment regarding each agenda item, the Commission affords an opportunity to members of the public to address the Commission on items of interest that are within the Commission's jurisdiction but are not on the noticed agenda. The Commission is not permitted to act on items that are not on the noticed agenda but may refer items for future consideration.

### **Disability Access**

Any person with a disability who wishes to receive this Notice and Agenda in an alternative format, or who wishes to request auxiliary aids or services to participate in the meeting of the Commission, in accordance with State or Federal law, should contact Darcy Totten at <mailto:darcy.totten@women.ca.gov> no later than five (5) business days before the noticed meeting day.

The Commission and its subcommittees comply with the Americans with Disabilities Act by ensuring that the meeting facilities are accessible to persons with disabilities, and providing that this notice and information given to the members of the board is available to the public in appropriate alternative formats when requested.

### **Contact Information**

Please contact Darcy Totten to submit written material regarding an agenda item or to request special accommodations for persons with disabilities, or non-English language translations. Requests for information prior to the meeting may be directed to Darcy Totten at the California Commission on the Status of Women and Girls at [Darcy.Totten@women.ca.gov](mailto:Darcy.Totten@women.ca.gov). To view this agenda online please visit our website at [www.women.ca.gov](http://www.women.ca.gov).



# **Regular Meeting**

## **Open Session**

**Subject:** Approval of Minutes of the April 12, 2021, Regular Meeting – California Commission on the Status of Women and Girls – Open Session

**Presenter(s):** Department of General Services, Department of Justice, Cooperative Personnel Services

**Item Type:** Consent Action

**Date & Time:** June 14, 2021 – 120 minutes

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**Attachment(s):** None

**PowerPoint(s):** None

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### **PROPOSED MINUTES**

**California Commission on the Status of Women and Girls – Regular Meeting**

**June 14, 2021**

**OPEN SESSION**

**LOCATION: Web Conference**

### **COMMISSIONERS PRESENT**

Lauren Babb

Assemblymember Rebecca Bauer-Kahan

Lilia Garcia- Brower

Erica Courtney

Quinn Delaney

Joelle Gomez

Lisa Greer

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Celinda Vazquez

Dr. Alisha Wilkins

Dr. Akilah Weber

**OTHER COMMISSIONER DELEGATES PRESENT**

None

**STAFF PRESENT**

Holly Martinez

Tifani Bartow

Darcy Totten

Tiffaney Boyd

Deserie Trigg

**OTHER(S) PRESENT**

Ms. Bing Wei- Member of the Public

**I.**

**WELCOME AND CALL TO ORDER - ESTABLISH QUORUM**

Meeting is called to order at 11:06 a.m.

Attendance of Commissioners	Aye	Nay	Abstain
Lauren Babb	x		
Assemblymember Rebecca Bauer-Kahan	x		
Lilia Garcia- Brower	x		
Katie Buckland (ABSENT)			
Assemblymember Lisa Calderon (ABSENT)			
Erica Courtney	x		
Quinn Delaney	x		
Joelle Gomez	x		
Lisa Greer	x		
Senator Connie Leyva (ABSENT)			
Celinda Vazquez (ABSENT)			
Dr. Akilah Weber	x		
Dr. Alisha Wilkins	x		

## **II. APPROVAL MINUTES OF APRIL 12, 2021 COMMISSION MEETING**

### **a) MOTION TO APPROVE April 12, 2021 meeting minutes**

Members Voting	Aye	Nay	Abstain
Lauren Babb			
Assemblymember Rebecca Bauer-Kahan			
Lilia Garcia- Brower			
Katie Buckland (ABSENT)			
Assemblymember Lisa Calderon (ABESNT)			
Erica Courtney			
Quinn Delaney	x 2nd		
Joelle Gomez			
Lisa Greer	x		
Senator Connie Leyva (ABESNT)			
Celinda Vazquez (ABESNT)			
Dr. Akilah Weber			
Dr. Alisha Wilkins			

Commissioner Greer motions to approve the June 14, 2021 meeting minutes

Commissioner Delany seconds the motion

## **III. CHAIR'S OPENING REMARKS & COMMISSIONER COMMENTS**

Commissioner Greer asks to move nominating committee vote to the beginning of the agenda instead of at the end. Asks to vote to move the agenda item which was initially denied.

- b) Chair Dr. Wilkins asks for a motion and asks what changes are recommended.
- c) Commissioner Greer proposes items 8 and 9 be moved to the top of the agenda. After clarification motion to rearrange agenda moved forward.
- d) Commissioner Gomez introduces the new slate for the new E board which is: Chair- Commissioner Babb, Vice Chair – Commissioner Bauer-Kahan, 2<sup>nd</sup> Vice Chair- Commissioner Courtney, Member at large – Co Commissioner Garcia Brower asks if this slate will give an overview of their goals in these positions.
- e) Commissioner Garcia Brower asks if this slate will give an overview of their goals in these positions. Commissioner Courtney offers to give a short overview if the other nominees are as well. Commissioner RBK says she is also happy to do so. Commissioners Babb, Bauer-Kahan, Courtney, Greer and Gomez provide verbal summary of their desired goals for their respective positions.

After hearing the Commissioners speak on their goals for the new Executive Committee

**f) MOTION TO re-arrange the agenda order to Nomination Committee presentation**

Members Voting	Aye	Nay	Abstain
Lauren Babb	x		
Assemblymember Rebecca Bauer-Kahan	x		
Lilia Garcia- Brower			x
Katie Buckland (ABSENT)			
Assemblymember Lisa Calderon (ABSENT)			
Erica Courtney			x
Quinn Delaney	x		
Joelle Gomez	x 2nd		
Lisa Greer	x		
Senator Connie Leyva (ABSENT)			
Celinda Vazquez (ABSENT)			
Dr. Akilah Weber			
Dr. Alisha Wilkins			x

Commissioner Greer makes motion to approve the re-arranging of the agenda order.

Commissioner Gomez seconds the motion.

**g) MOTION TO approve the new slate of Executive Committee members**

Members Voting	Aye	Nay	Abstain
Lauren Babb	x		
Assemblymember Rebecca Bauer-Kahan	x		
Lilia Garcia- Brower			x
Katie Buckland (ABSENT)			
Assemblymember Lisa Calderon (ABSENT)			
Erica Courtney	x		x
Quinn Delaney	x 2nd		
Joelle Gomez	x		
Lisa Greer	x		
Senator Connie Leyva (ABSENT)			
Celinda Vazquez (ABSENT)			
Dr. Akilah Weber- Joined	x		
Dr. Alisha Wilkins	x		

Commissioner Gomez motions to vote to accept the slate as presented.

Commissioner Delany seconds the motion.

Chair Dr. Wilkins congratulates the new slate and invites the bylaws committee to report out.

#### **DISCUSSION OF THE FIRST READING OF THE DRAFT REVISED BY LAWS**

Commissioner Babb goes over some of the updates to the bylaws the Committee has made focused on conflicts and accountability.

Commissioner Courtney says Bylaws are the start if there are any questions about transparency and process. Says staff did a great job putting together legal aspects and asks Commission to own this, make it right, and look to the bylaws to lead.

- a) Commissioner Courtney says the vote is to approve current draft to send to legal and that then there will be a second review and final vote. This is a vote on the first reading only.
- b) Chair Dr. Wilkins asks for additional comments or questions.
- c) Commissioner Weber asks who will fix the grammar errors before legal sees it.
- d) Chair Dr. Wilkins starts screen sharing another organization's bylaws to show how she would prefer the bylaws changes be formatted.
- e) Tifani Bartow chimes in to say staff can help to reformat but that the vote itself does not change and that the format will have no bearing on legal. Explains that the vote today is to send a DRAFT to legal.
- f) Chair Wilkins asks for new format, then resend to Commissioners, then a second admin meeting be held to vote on sending it to legal.
- g) Commissioner Babb says the admin committee wants to send this draft to legal, then they will get back a marked-up version, and there will be a second reading to discuss those changes. The goal for today is to get a DRAFT to legal. This is not a final round.

#### **IV. ADMIN COMMITTEE – OVERVIEW OF THE REVISED BY LAWS**

##### **a) VOTE TO SEND THE DRAFT BY LAWS TO LEGAL FOR COMMENTS**

Members Voting	Aye	Nay	Abstain
Lauren Babb	x		
Assemblymember Rebecca Bauer-Kahan	x		
Lilia Garcia- Brower	x		
Katie Buckland (ABSENT)			
Assemblymember Lisa Calderon (ABSENT)			
Erica Courtney	x		



Quinn Delaney	x		
Joelle Gomez	x		
Lisa Greer	x		
Senator Connie Leyva (ABSENT)			
Celinda Vazquez (ABSENT)			
Dr. Akilah Weber			x
Dr. Alisha Wilkins	x		

Commissioner Courtney moves to approve sending an as is draft to legal.

Commissioner Babb seconds the motion.

## **V. PRESENTATION BY DOJ - BAGLEY KEENE OPEN MEETING ACT**

### **a) INFORMATION ITEM**

- b) Commissioner Wilkins says there have been violations of Bagley Keene and because of that she invited Department of Justice, Office of the Attorney General representatives Jim Stanley and Lisa Ehrlich to present on Bagley Keene, Open Meeting Act. Copies of the presentation(s) were included in the dissemination the Commission packet.
- a) Chair Wilkins introduces a presentation by Department of General Services (DGS) regarding an Executive Director search because in the previous meeting Commissioners voting to move forward with an ED search. Jen Atwood and Joni Casias from DGS recruitment.
- b) Joni Casias gives an overview of how their Executive Recruitment works and that it is included in the current state contract. Plan includes facilitating a strategy meeting, creating a written advertisement, creating a graphic for social media, posting on various search boards and headhunting.
- c) Commissioner Wilkins asks if we want to move forward with DGS as our recruiter for this process.

## **VI. PRESENTATION BY DGS – EXECUTIVE DIRECTOR SEARCH**

### **a) VOTING ITEM TO ADOPT DGS SERVICES TO MOVE FORWARD WITH RECRUITING**

Members Voting	Aye	Nay	Abstain
Lauren Babb	x		
Assemblymember Rebecca Bauer-Kahan	x		
Assemblymember Lisa Calderon (ABSENT)			
Katie Buckland (ABSENT)			
Erica Courtney	x		
Quinn Delaney	x		

Lilia Garcia- Brower			
Joelle Gomez	X		
Lisa Greer	X		
Senator Connie Leyva (ABSENT)			
Celinda Vasquez (ABSENT)			
Dr. Akilah Weber	X		
Dr. Alisha Wilkins	X		

Commissioner Babb motions that the Commission moves forward with the DGS process in collaboration with a yet to be determined committee.

Commissioner Delaney seconds the motion.

### **Presentation by Cooperative Personnel Services**

Chair, Dr. Wilkins says an employee engagement survey will be conducted and introduces Cooperative Personnel Services (CPS) - Consultant Judy England Joseph presents.

- a) Judy England Joseph goes over CPS and its mission; all her work has been focused on Public Sector principles.
- b) Will interview staff and Commissioners and look for patterns. Then will conduct a workshop to address employee engagement.

## **VII. EMPLOYEE ENGAGEMENT**

### **a) VOTING ITEM TO ADOPT CPS SERVICES FOR EMPLOYEE ENGAGEMENT**

Members Voting	Aye	Nay	Abstain
Lauren Babb	X		
Assemblymember Rebecca Bauer-Kahan			
Lilia Garcia- Brower	X		
Katie Buckland (ABSENT)			
Assemblymember Lisa Calderon (ABSENT)			
Erica Courtney	X		
Quinn Delaney	X		
Joelle Gomez	X		
Lisa Greer	X		
Senator Connie Leyva (ABSENT)			
Celinda Vazquez (ABSENT)			
Dr. Akilah Weber	X		
Dr. Alisha Wilkins	X		

Commissioner Delaney makes a motion to move forward with CPS for Employee Engagement. Commissioner Gomez seconds the motion.

Chair Wilkins asks for staff updates at a high level only.

- a) Interim ED Martinez gives a high-level budget update and SB24. She introduces new student assistants Desiree Trigg and Elieza Lewis.
- b) Tifani Bartow gives a high level on programs focused on Equal Pay days and planning with the Labor Commissioner on Equal Pay in August. She highlights the newest pledge champions and WRAP training. She provides a quick overview on open SAC seats.
- c) Tiffaney Boyd offers a high-level overview on upcoming budget deadline and status of priority bills. Goes over Pink Tax becoming a two-year bill and highlights several other bills that are still moving through the process. Adds that letters were sent out around the budget and highlights that while it was not approved, there is still an effort taking place with supporters and the Governor's Office.
- d) Darcy Totten gives high-level update on website and marketing as well as the ADA compliance process.

**VIII. PUBLIC COMMENT – INCLUDING MATTERS NOT ON THE AGENDA\***

Chair Wilkins asks for public comment. No public comments provided.

**IX. MEETING ADJOURNED**

2:08 p.m.

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# Executive Director Report

Informational and Voting Items

September 28, 2021

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## SUMMARY OF THE ISSUE(S):

This Executive Director Report is for informational purposes only.

## RECOMMENDATION:

### Informational items only:

- Organizational updates

### Voting items:

- Proposed By-Laws
- Strategic Planning
- FY21-22 Organizational Timeline
- Women's Recovery Response Initial Plan

## BRIEF HISTORY OF KEY ISSUE(S):

### Committee Updates

#### **Administrative Committee**

##### *By-Laws*

- Supported the Administrative Committee in their task to update the Commission's by-laws with a second set of revision to present to the full Commission. A vote will be motioned to move an updated draft of the by-laws forward. (See Attachment 1: Revised By-Laws)

#### **Executive Committee**

##### *Fiscal*

- Presented budget update to the Executive Committee with an update to close out fiscal year 20-21. Presented a spending plan for the current fiscal year (July 1, 2020 through June 30, 2021) to maximize expenditures to support the growth and development of the organization. (See Attachment 2: FY21-22 Spending Plan)
- On-going development, execution, and implementation of contracts to support research, build capacity and expertise, and deliver key outcomes of the Commission. (See Attachment 5: Summary of Contracts)

### *Operations*

- Developed an annual work plan for FY21-22 identifying short-term goals, objectives, tactics, and a timeline (See: Attachment 4: FY21-22 Organizational Timeline)
- Administered Independent Performance Evaluations for current personnel.

### *Strategic Planning*

- Participated in initial strategic planning efforts (Attachment 3: Strategic Planning Deck)

### *Women's Recovery Response*

- Developed a project charter for the Women's Recovery Response to outline the efforts for the one-time allocation of \$7.9 million in General Funds. (See Attachment 6: Women's Recovery Response Infographics)
- Administered a survey among local women commissions to gain necessary intel that will inform future participation in the Women's Recovery Response efforts. (See Attachment 7: Local Commission Survey Summary)

### **Fundraising Committee**

An initial draft plan of a Year-End Fundraising Campaign was shared with members of the Fundraising Committee which will convene following the September 28<sup>th</sup> Commission meeting.

### **Policy Committee**

Participated in recent Policy Committee meetings, on-going select  
Refer to Legislative Report provided by Tiffaney Boyd.

### **RESPONSIBLE PERSON(S):**

Holly Martinez, Interim Executive Director

### **ATTACHMENT(S):**

- Attachment 1: Revised By-Laws
- Attachment 2: FY21-22 Spending Plan
- Attachment 3: Strategic Planning Deck
- Attachment 4: FY21-22 Organizational Timeline
- Attachment 5: Summary of Contracts
- Attachment 6: Women's Recovery Response Infographics
- Attachment 7: Local Commission Survey Summary

**CALIFORNIA COMMISSION ON THE STATUS OF WOMEN AND GIRLS  
BY-LAW REVISION 2021**

**POWERS  
AND  
AUTHORITY**

TITLE 2. GOVERNMENT OF THE STATE OF CALIFORNIA [8000-22980]

DIVISION 1. GENERAL [8000-889.24]

CHAPTER 3.1. Commission on the Status of Women and Girls [8240-8250.1]

The Commission on the Status of Women and Girls ("Commission") shall have the powers and authority set forth in Government Code sections 8244 and 8246, as amended from time to time, and such other powers and authority as the California Legislature ("Legislature") shall from time to time establish. These bylaws are to be used as a governing instrument.

The commission shall have the powers and authority necessary to carry out the duties imposed upon it by this chapter, including, but not limited to, the following (Gov. Code, § 8244):

(a) To employ such administrative, technical, and other personnel as may be necessary for the performance of its powers and duties.

(b) To hold hearings, make and sign any agreements and to do or perform any acts which may be necessary, desirable, or proper to carry out the purposes of this chapter.

(c) To cooperate with, and secure the cooperation of, any department, division, board, bureau, commission, or other agency of the state to facilitate it properly to carry out its powers and duties hereunder.

(d) To appoint advisers or advisory committees from time to time when the commission determines that the experience or expertise of such advisers or advisory committees is needed for projects of the commission. Section 11009 is applicable to advisers or advisory committee.

(e) To accept any federal funds granted, by an act of Congress or by executive order, for all or any of the purposes of this chapter.

(f) (1) To accept any gifts, donations, grants, or bequests for all or any of the purposes of this chapter, and to conduct fundraising activities that may require payment or purchase to attend.

(2) Article 9 (commencing with Section 11120) of Chapter 1 of Part 1 of Division 3 shall not apply to the commission at a fundraising event held or organized by the commission, provided that a majority of members do not discuss among themselves any item of business of a specific nature that is within the subject matter jurisdiction of the commission.

(3) Article 9 (commencing with Section 11120) of Chapter 1 of Part 1 of Division 3 shall not apply to any meetings conducted solely for purposes of raising funds for the Women and Girls Fund, provided that no other item of business that is within the subject matter of the commission is discussed, deliberated, or acted upon.

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8246: (a) The commission is expressly authorized to inform the Legislature of its position on any legislative proposal pending before the Legislature and to urge the introduction of legislative proposals.

(b) The commission is expressly authorized to state its position and viewpoint on issues developed in the performance of its duties and responsibilities as specified in this chapter.

(c) This section is declaratory of existing law.

### **About**

The Commission on the Status of Women and Girls (CCSWG) works in a culturally inclusive manner to promote equality and justice for all women and girls by advocating on their behalf with the Governor, the Legislature, and other public policymakers, and by educating the public in the areas of economic equity including educational equity, access to health care including reproductive choice, violence against women and other key issue areas identified by the Commission as significantly affecting women and girls.

### **History**

The California Advisory Commission on the Status of Women was established by Chapter 1378 (Statutes of 1965), for "developing recommendations which will enable women to make the maximum contribution to "society." On August 11, 1971, Chapter 541 (Statutes of 1971) was signed by the Governor, making the Commission on the Status of Women (CSW) a permanent agency. In addition to its existing duties, CSW was also mandated to "act as an information center on the status 'of women's needs" and "develop and coordinate with [those] concerned with preventing problems brought about by the changing roles of women, and [those who] develop programs to enable women to be fully contributing members of "society." Amended in 2012, California Legislature found and declared that even though women apparently have greater equality in California than in many states, they still are not able to contribute to society according to their full potential. To develop recommendations that will enable women to make the maximum contribution to society, the Legislature has created the Commission on the Status of Women and Girls.

### **Nondiscrimination policy**

The Commission will not practice or permit any unlawful discrimination based on sex, race, color, religion, ancestry, national origin, disability, medical condition, genetic information, marital status, sexual orientation, citizenship, primary language, or immigration status, or any other basis prohibited by law.

### **Functions**

The Commission shall:

- Advise the Legislature and the Governor on matters of particular concern to women and girls;
  - Inform Legislature of its position on any legislative proposal pending before the Legislature and urge the introduction of legislative proposals (Gov. Code, § 8246);
  - Initiate, promote, and take appropriate steps to inform the public about current and proposed legislation affecting women and girls;
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- Collect and disseminate information on issues of concern to California women and girls;
  - Coordinate group and individual activities throughout the state regarding Commission programs and priorities;
  - Evaluate compensation and classification plans determining where compensation and classification inequities exist based on comparability of the value of work, giving primary consideration to identifying and correcting inequities between female-dominated and male-dominated classes of employees in the state, provided that funds for said evaluation are appropriated by the Legislature in the annual Budget Act or another statute (Gov. Code, § 8248);
  - Hire staff or contract for those experts or technical and professional services as may be required for the completion of the study required by Section 8248. Staff hired pursuant to this section shall be hired in compliance with the State Civil Service Act (Part 2 (commencing with Section 18500) of Division 5 of Title 2). Contracts awarded pursuant to this section shall comply with Section 19130 (Gov. Code, § 8250);
  - Provide technical and consultative assistance and advice on matters relating to the needs of California women and girls; Perform such other functions as are outlined in Government Code, section 8245, as amended from time to time;
  - Study the following policy areas, including, but not limited to, to examine any laws, practices, or conditions concerning or affecting women and girls which impose special limitations or burdens upon them or upon society, or which limit or tend to limit opportunities available to women and girls (Gov. Code, § 8245, subd. (a)):
    - (1) Gender equity in the media.
    - (2) Educational needs of women and girls.
    - (3) Gender in the workplace and employment.
    - (4) Health and safety of women and girls.
    - (5) Women in the military, women veterans, and military families.
    - (6) State laws regarding the civil and political rights of women, including pensions, tax requirements, property rights, marriage and dissolution of marriage provisions, and similar matters.
    - (7) The effect of social attitudes and pressures and economic considerations in shaping the roles to be assumed by women in society.
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- The commission shall act as an information center on issues that affect the lives of women and girls (Gov. Code, § 8245, subd, (b));
- Recommend, develop, prepare, or coordinate materials, projects, or other activities, and shall give technical and consultative advice to public or private groups or persons concerned with any of the following (Gov. Code, § 8245, subd. (c)):
  - (1) Preventing or minimizing problems brought about by the changing roles and responsibilities of women.
  - (2) Developing programs to encourage and enable women to be fully contributing members of society.
- Develop a strategy to attract financial support from private donors to reduce the commission's dependence on state funding (Gov. Code, § 8245, subd. (d));
- Encourage women's and girls' organizations and other groups to institute local self-help activities designed to meet women's educational, employment, and related needs. The commission shall make reports on its activities, findings, and recommendations to the Legislature from time to time, but not less often than every odd-numbered year (Gov. Code, § 8245, subd. (e)).

**Research**

Research and programs shall not be implemented unless and until funds are appropriated by the Legislature in the annual Budget Act or another statute (Gov. Code, § 8250)..

**Funding**

The Women and Girls Fund is hereby created as a fund in the State Treasury to carry out this chapter in support of the commission upon appropriation by the Legislature in the annual Budget Act. Subject to the approval of the Department of Finance, all money collected or received by the commission from gifts, bequests, or donations shall be deposited in the State Treasury to the credit of the Women and Girls Fund, following the terms of the gift or donation from which the money is derived and under Sections 8647, 11005, 11005.1, and 16302 of the Government Code. Upon the approval and the establishment of the Women and Girls Fund, any funds deposited and remaining in the Commission on the Status of Women and Girls Fund special deposit fund to support the activities of the Commission on the Status of Women and Girls shall be transferred to the Women and Girls Fund. (Gov. Code, § 8250.1.).

**COMMISSION  
MEMBERS**

The members of the Commission (individually, "member" or "Commissioner;" collectively, "members" or "Commissioners") shall be those individuals designated in Government Code section 8241, as amended from time to time.

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Pursuant to section 8242, public members of the commission shall receive per diem while on official business of the commission, not to exceed 12 days per year. Each member of the commission shall also be entitled to receive his or her actual necessary traveling expenses while on official business of the commission.

Under section 8242(b), the commission shall select annually from its membership a chairperson and vice-chairperson.

Per section 8241, the Commission shall consist of 17 members to be appointed as follows: Seven Commission members are appointed by the Governor. Three Members of the Senate and one public member appointed by the Senate Committee on Rules. Three Members of the Assembly and one public member appointed by the Speaker of the Assembly. One public member is appointed by the Superintendent of Public Instruction. The Labor Commissioner. One of these public members shall be a veteran or a member of the military. The Members of the Legislature shall serve at the pleasure of the appointing powers.

The Government Code also requires that public member appointees of the Speaker of the Assembly and the Senate Committee on Rules, and appointees of the Governor shall serve four-year terms. All persons appointed according to Section 2 of Chapter 1378 of the Statutes of 1965, as amended by Chapter 382 of the Statutes of 1973, shall continue in office until the expiration of their term and the appointment of their successors. The appointing powers may reappoint a member whose term has expired and shall immediately fill any vacancy for the unexpired portion of the term in which it occurs. The appointing powers shall, in making appointments of public members to the commission, make every effort to ensure that there is a geographic balance of representation on the commission. All appointees shall hold office until the appointment of their successors.

The Commission's primary responsibility is to determine the character of the Commission, to establish overall policy, direction and to assure financial stability. The Commission has the responsibility for the effective implementation of the policies it adopts. No Commissioner can individually be responsible for the work or actions of the whole Commission. However, when a person agrees to serve on the Commission, he/she is assuming some responsibilities and comply with certain legal standards. These are commonly known as the duties of care, loyalty, and obedience.

The Commissioners will perform the following duties:

- Represent the people of the entire state of California.
  - Establish general policy within the framework of policy established by the Legislature and the Governor and following state and federal laws and regulations.
  - Participate in project development and implementation.
  - Advise the Governor and the Legislature on matters of
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Commission policy, in consultation with the Director.

- Possess sound judgment, as demonstrated by the management of their affairs.
- Attend regularly scheduled and special meetings of the Commission and, upon request of the Chair, other meetings, events, forums, seminars, and the like, that further Commission objectives.
- Inform the Chair and the Director of any activities wherein they act in an official capacity representing the Commission.
- Be faithful to the organization, promote its welfare and best interests.
- Agree to support the mission and work.
- Partake in Commission and Committee meetings.
- Understand and embrace fiduciary responsibilities.
- Act as an ambassador for the organization, when in public, speak with one voice outside the standard meetings.
- Volunteer outside the Commission when appropriate.
- Review bylaws, policy and suggest changes.
- Accept Committee or task force assignments.
- Attend at least 75% of Commission meetings (phone and in-person), come prepared, and actively participate.
- Commit to results. Majority rules.
- Assess the Commission's effectiveness and conduct self-evaluations.

**Term**

The terms of office of the members of the Commission shall be as outlined in Government Code section 8241, as amended from time to time. Individuals may be elected to each officer position for no more than two consecutive terms.

**Compensation**

Compensation. Public members of the Commission shall be entitled to reimbursement for expenses incurred in the performance of Commission business and the per diem outlined in Government Code section 8242, as amended from time to time. Commission members are entitled to per diem for each meeting not to exceed 12 days per year and in accordance to current the state rates . Commission members shall be reimbursed for eligible expenses incurred: Attend regular and special meetings of the Commission and its committees or attend special activities/events approved in advance by the Chair and Director.

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**Officers**

The officers of the Commission shall be a chairperson, ("Chairperson"), a vice-chairperson ("Vice-Chairperson"), a second vice-chairperson, ("Second Vice-Chairperson"), a member-at-large ("Member-at-Large"), and a second member-at-large ("Member-at-Large"). No Commissioner shall simultaneously hold more than one of the offices designated in this section. The officers shall be elected for a term of two years. Individuals can only be elected to each officer position for no more than two consecutive terms.

**The Chair**

The following applies to the Chair of the California Commission on the Status of Women and Girls:

- Elected, majority vote, by the Commission in June and begins their term in July;
  - Serves as a spokesperson on policy matters for the Commission;
  - Presides at Commission meetings and activities;
  - Works in partnership with the Executive Officers and fellow Commissioners;
  - Serves, in partnership with the Executive Director, as liaison to other agencies and organizations related to the work of the Commission;
  - Establishes and maintains effective working relationships with the Governor and staff, Senate President pro Tempore, Assembly Speaker, and other stakeholders;
  - Appoint the members of all committees of the Commission, except the Executive Committee and Governance Committee (as hereinafter defined);
  - Serve as the chairperson of the Executive Committee (as hereinafter defined);
  - May recommend potential Commission members to the Governor and/or the Speaker and President pro Tempore in consultation with full commission;
  - Notifies members of the Commission about issues of major concern to the Commission;
  - Must obtain authorization of the executive committee with majority vote before committing the Commission to any action that is new or pivots from the annual strategic plan approved by the full commission;
  - No one shall be elected Chair until she has served for two (2) years as a Commissioner unless no one with such qualification is available to serve as Chair;
  - The Chair is responsible for ensuring that the Commissioners are aware of and fulfill their governance responsibilities;
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comply with applicable laws and bylaws; conduct Commission business effectively and efficiently; are accountable for their performance;

- The Chair may delegate specific duties to the Executive Director, Commissioners, and/or committees as appropriate; however, the final accountability for them remains with the Chair; and
- The Chair is expected to review and understand the organization's by-laws, policies and procedures, financial and legal situation, and strategic plan.

**Vice-Chairs**

The following applies to the Vice-Chair of the California Commission on the Status of Women and Girls:

- Elected by Commission in June and begins their term in July;
- Serve as a member of the Executive Committee (as hereinafter defined);
- Carry out the duties of the Chair with the powers and duties prescribed by these Bylaws when the Chair is absent; and
- Act as a leader/advocate/spokesperson for the Commission.

**Members-at-Large**

The following applies to commissioners who serve as Members-At-Large of the California Commission on the Status of Women and Girls:

- Elected by Commission in June and begins their term in July;
- Serves as members of the Executive Committee (as hereinafter defined).
- Performs such other duties as the Chairperson may deem necessary and may request to facilitate the conduct of the Commission's business.
- Acts as a leader/advocate/spokesperson for the Commission.

**Delegation**

In case of the absence of any officer of the Commission, or for any other reason that the Commission may deem sufficient, the Commission may at any time and from time-to-time delegate all or any part of powers or duties of any Officer to any other Officer or any Commissioner or Director

**Removal from Office**

Action to remove an officer shall be under the following procedure:

(a) Written notification must be submitted to the Executive Director from Commission member(s) describing the specific cause for which removal is sought.

(b) The Executive Director shall notify the officer charged by registered mail and email within two (2) working days of receiving the charges. Any member so notified shall have ten (10) days to respond to the group or individual responsible for notification. Following this ten (10) day period, the responsible

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parties shall notify the Executive Director within ten (10) days as to whether or not they wish to request the removal of the officer. If the responsible parties are satisfied by the officer's response that no sufficient cause exists, the matter will be closed with written notice to the Executive Director and the officer.

(c) If the group or individual requesting removal is not satisfied by the response of the officer or if the officer fails to respond in ten (10) days, the Executive Director shall put the issue on the agenda at the beginning of the next commission meeting and inform the Commission members as to the purpose of the agenda item.

(d) Written charges shall be distributed and reviewed at the specified meeting of the Commission.

(e) A majority vote shall be required to remove a chairperson or vice-chairperson from office. If removal of the Chairperson is under consideration, the vice-chairperson shall preside.

(f) Any officer may be removed from office at any time, with or without cause, by a vote of a majority of the Commissioners.

(g) Any officer may resign his or her office at any time, such resignation to made in writing and to take effect immediately without acceptance by the Commission.

**Election of Officers**

(a) Election of officers shall occur once every two years. Except when there is a vacancy, all officers of the Commission shall be elected at a regular meeting of the Commission which will be held when feasible during June or before the start of the Commission's fiscal year ("Election Meeting").

(b) Nominations. The Governance Committee shall consist of no less than two Commissioners appointed annually by the full commission in advance of the June meeting. The Committee shall nominate officers for two-year terms. The Committee shall nominate the officers and the Commission shall vote to elect the officers at the June meeting. Officers shall consist of a Chair, First Vice-Chair, 2<sup>nd</sup> Vice-chair, 1<sup>st</sup> Member-at-Large, and 2<sup>nd</sup> Member-at-Large.

(c) Governance Committee's suggested slate of officers shall be made available to each member of the Commission no less than two (2) weeks before the Election Meeting. Additional nominations may be submitted by any member of the Commission; provided, however, that any such additional nomination(s) shall be submitted in writing to the current Chairperson and the Governance Committee no less than seven (7) days before the Election Meeting. Notwithstanding any other provision contained herein, however, nominations may be made from the floor at any Election Meeting if two-thirds (2/3) of those Commissioners present at such meeting vote to open such meeting to nominations from the floor.

(d) The election of officers shall be by roll-call vote.



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**Vacancies**

Vacancies. Notwithstanding any other provision contained in these by-laws, any vacancy in an officer position that occurs during an unexpired term of office shall be filled by the Chair, or Acting Chair, until an election can be held at the first regularly scheduled Commission meeting following the occurrence of such vacancy. At such a meeting, the acting Chairperson shall take nominations from the floor to fill such vacant position(s). The election of such officer(s) shall then be conducted by a roll call vote.

**EXECUTIVE  
DIRECTOR**

The Executive Director (ED) is appointed by, serves at the pleasure of, and reports to the Commission. Subject to the control of the board and such supervisory powers as the board may assign to the chair of the board, the ED shall be the chief executive officer and official advisor and executive agent of the Commission and its Executive Committee. The Executive Director provides day-to-day direction and leadership toward the achievement of the Commission's philosophy, mission, strategy and implements the strategic goals and objectives of the Commission. The individual reports to the Chair and manages the day-to-day activities. The ED is specifically accountable for the execution of the Commission's strategic plan initiatives within the authorized budget of the organization, which aligns with the delegated authority deemed by the state, and in compliance with all applicable laws and regulations. The ED is responsible for various administrative tasks, program and service delivery, managing financial risk, tax, facilities management, human resource management, community and public relations, keeping the Commission informed, and fundraising functions.

Appointment: In the event of a permanent vacancy in the office of ED, the Commission shall elect a replacement from among candidates submitted for consideration by an ad hoc special Search Committee appointed by the Commission. An affirmative vote of a majority of the Commission is required for the hire. When an ED vacancy occurs, the Executive Committee shall recommend the appointment of an interim executive director to the full commission until a permanent executive director is appointed.

Administrative Responsibilities: Within the policy guidelines established by the Commission, the ED shall develop the institutional program, provide administrative and managerial leadership, employ and discharge personnel, prepare the annual budget, and have responsibility for the day-to-day operation of the Commission. The ED shall direct the Commission's vision and guide it in preparation for agendas for its meetings and the long-range plan development of the Commission..

- The ED must provide management and annual reviews of direct reports;
- Serves (or assigns a staff representative) as staff on all Commission committees;

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- Establishes and maintains continuing liaison with the Governor, Legislature, and all national and state agencies, institutions, associations, and entities working with the Commission to develop cultural programs and implement the direction of the Commission;
- The Executive Director shall be under the direction and control of the Commission's Executive Committee, and an annual performance review of the ED shall be coordinated by the Executive Committee;
- The Executive Director is responsible for ensuring that: For administration of the organization the Commission's directives are carried out by Commission staff through the proper assignment and conduct of Commission work, including but not limited to grants, and other contracted work with the understanding that Commission staff are members of the state civil service and enjoy all attendant protections of that status;
- There is adequate supervision over the development and implementation of standard orientation tools for staff, policy manuals, and training addressing program and administrative requirements;
- The Executive Director shall be under the direction and control of the Commission's Executive Committee, and a performance evaluation shall be conducted annually;
- Implements Commission-approved policies and develops operational policies;
- Ensure continuity and record-keeping functions as adequate to refer for historical context;
- Lead efforts to complete an annual report;
- Shall do and perform such other duties as may be assigned by the Commission; and
- The Executive Director shall call the Conflict-of-Interest Code, Appearance of Conflict of Interest, and Code of Responsibility to the attention of all Commission members upon appointment to the Commission.

**Removal**

- Action to remove the Executive Director of the Commission shall be conducted following Government Code Section 11120, et. seq.
  - The Executive Committee of the Commission may recommend the removal of the Executive Director during a regular or special meeting. This recommendation shall be taken to the Commission during a regular or special meeting for discussion
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and action.

- A majority vote, during a regular or special Commission meeting, shall be required to remove the Executive Director..

### **MEETINGS**

The following applies to the Meetings of the Commission:

- Held at the call of the Chair shall be held no less than six times each calendar year.
- Must be preceded by at least ten days of a public notice, unless there are extraordinary circumstances emergency meetings as prescribed in BK. Section 11125.5.
- Must have a quorum, consisting of a majority of the Commission members, to transact business.
- All are subject to the Bagley-Keene Act.
- Meetings can be held remotely with appropriate notice.
- The Chair shall preside at all meetings. In the absence of the Chair, the Vice-Chair(s) shall preside at meetings.
- Meetings shall be conducted under rules, procedures, and protocols established by the Commission.
- The Commission shall establish, maintain, and regularly update a strategic plan which shall set forth the following:
  - Clearly stated goals and objectives with a timeline.
  - A delineation of the broad programs and activities required to achieve Commission objectives.
  - Metrics and Evaluation
  - Identify assigned personnel to tasks
  - Pro Forma linked to the strategy

### **Closed Session**

The Commission may hold a closed session to discuss the following matters, as specifically defined and limited in the Bagley Keene Act:

- Personnel matters, specifically conducting business to consider the appointment, employment, evaluation of performance, or dismissal of a public employee or to hear complaints or charges brought against that employee by another person or employee unless the employee requests a public hearing;
- Examination matters;
- Matters affecting individual privacy;
- Administrative disciplinary matters;
- Pending litigation;
- Response to a confidential final draft audit record;
- Threat of criminal or terrorist activity.

(Gov. Code, § 11126.)

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**Special Meetings**

A special meeting may be called at any time by the presiding officer of the Commission only for one of the explicit purposes listed in the Bagley Keene Act, and only when the regular ten days of notice would impose a substantial hardship on the Commission where immediate action is required to protect the public interest (Gov. Code, § 11125.4, subd. (a)).

The Commission shall provide notice of the special meetings to each member of the Commission and to all parties that have requested notice of its meetings as soon as is practicable after the decision to call a special meeting has been made, but shall deliver the notice in a manner that allows it to be received by the Commissioners and by newspapers of general circulation and radio or television stations at least 48 hours before the time of the special meeting specified in the notice.

**STRATEGIC PLAN**

An implementation plan with benchmarks for the Commission to discuss and evaluate.

- In developing the Strategic Plan, persons may be designated as advisors and advisory groups may be created. Advisor and advisory group input will be reported at each Commission meeting; committees will make recommendations to the full Commission, not set policy; and all policy votes and decisions will be in public.
- The plan must include a mission statement, vision, objectives, tasks, and measurable outcomes to gauge success.
- Commissioners and the ED will review and produce a strategic plan at least annually, before the budget cycle, to request necessary funds to support programs and initiatives.
- Produce funding requirements and a plan to the State.

**COMMITTEES**

The primary method by which the Commission exercise its oversight function is through a series of Commission-appointed committees. These committees are extensions of the Commission itself. These committees have three primary functions. They are first of all responsible for developing policies and procedures especially related to Commission functions, which they oversee for subsequent review and approval by the Commission. Second, they are responsible for implementing the Commission's oversight role to a specific function to which they are assigned. The oversight role is limited to assuring two very specific results: first compliance with all Commission-approved policies related to that department and second, to assure congruence and consistency with Commission-approved strategic performance goals. They do not hold day-to-day management responsibilities. Finally, committees are a primary mechanism by which the Commission executes important functions dictated by necessity, response, or government priorities.

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**Current Standing  
Committees**

The Commission, by resolution adopted by a majority of the entire Commission, may designate from among the Commissioners an executive committee and other standing committees, each consisting of at least two Commissioners to serve at the pleasure of the Commission, and each of which, to the extent provided in such resolution, shall have the authority of the Commission. The Commission may designate one or more Commissioners as alternate members of any such committee, who may replace any absent member or members at any meeting of such committee. The Commission may appoint volunteers and staff other than Commissioners to also serve on committees.

The following applies to the Committees of the Commission:

- The Chair shall establish and appoint standing committees;
- The Chair assigns a Committee chair who reports outcomes of meetings to the Chair and Executive Committee;
- Committee actions require Executive Committee or full Commission approval;
- The Chair may establish and appoint ad hoc committees utilizing Commission members and/or non-voting non-Commission members as necessary. An ad hoc committee dissolves once it has completed its task;
- The time, date, and location of any committee or subcommittee meeting shall be determined by the chairperson of such committee or subcommittee;
- The Executive Director shall assign staff to assist the committee chair(s) with the operation of each committee;
- Each committee shall have a charge, which shall include its objective(s), its proposed work schedule, reporting deadlines, and termination date;
- Committee members shall be responsible for the implementation of committee assignments;
- Committee Chair(s) shall be Commission members and preside over meetings and report to the Commission as necessary; and
- All Committees are subject to the Bagley-Keene Act.

**Executive  
Committee**

The Executive Committee may make structural decisions affecting the Commission, such as the addition or removal of programs or policy. Certain repetitive and standard decisions and legal matters do not require full Commission meetings and can easily be attended by the Executive Committee. The Executive Committee may test controversial ideas, study important issues, and present findings to the full Commission. The Executive Committee cannot replace the full Commission, but can save time by focusing on issues requiring full Commission approval.

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The Executive Committee shall be comprised of the elected officers of the Commission. The Executive Committee shall make recommendations to the Commission and shall implement policies set by the full Commission.

- There shall be no less than six (6) in-person or phone meetings of the Commission's Executive Committee per year and the Executive Committee shall meet as often as necessary to fulfill its duties.
- The Executive Committee shall have delegated authority to implement on behalf of the Commission between meetings but shall not modify any action taken by the Commission unless authorized by the Commission to do so. The full Commission at the next regular or special meeting shall receive a report of all Executive Committee actions taken between Commission meetings.
- Administrative matters shall be a standing agenda item at every Executive Committee meeting and shall include but not be limited to, budget reports, expenditure reports, and other major administrative issues.

At no time, however, shall the Executive Committee consist of less than three (3) or more than five (5) Commissioners.

### **Governance Committee**

The Governance Committee shall be composed of no less than two (2) Commissioners, appointed annually by the full commission in advance of the June meeting. The chair may not serve on the Governance Committee. The Committee shall nominate the executive officers and assess the Commission's current composition and identifying needs, developing Commissioners and officer job descriptions, adhering to rules, regulations, and bylaws, identifying and cultivating prospective partners, and coordinating officer elections. In addition, the Governance Committee may be responsible for broader Commission management issues, such as reviewing policies, Commission self-assessment, leadership, legal issues, and action plans. The Governance Committee is the Commission's mechanism for looking after itself. As such, its work is vital to the health of the Commission and the entire organization. It should ensure that the Commission is doing its job to provide leadership and oversight to the organization and that individual Commissioners are carrying out their duties.

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	<p>The Governance Committee is commissioned by and responsible to the Commission to ensure effectiveness, maximum participation, and performance; to recommend new members/leadership in a timely fashion; to ensure Commission policies are being observed; to implement Commission development and growth opportunities throughout the year; to ensure all Commissioners receive orientation, and to annually recommend changes in governance to the Commission.</p> <p>The Governance Committee shall review and draft revisions to the Commission Handbook including the CCSWG By-Laws and make recommendations to the Commission.</p>
<b>Legislative Committee</b>	<p>The Legislative Committee shall review, comment, and recommend positions on significant proposed legislation and/or proposed regulations, policies, procedures, and/or practices. Assist Commissioners and staff in formulating and implementing legislative policy and positions on state and federal regulatory proposals. The Legislative Committee shall review and analyze legislative proposals and administrative regulations that have an impact on California women and girls. One Commissioner of the Legislature and one Commissioner holding a public seat are required to serve on this committee.</p> <p>The Commission acts as one voice and ensure constituent needs are met either through requests or grassroots efforts. The Committee aids in research to legislators and, where appropriate, works to influence the passage of legislation by presenting grassroots recommendations and testimony in hearings or other venues. The Committee can adopt a position on a bill or issue for formal disposition by the Executive Committee. They disseminate legislative information. Develop and recommend for Executive Committee adoption resolutions, position papers, and platforms on key women and girls' issues and seek input and opinions of Commissioners on legislation to better represent their interests. Cooperate with other groups interested in Commissioner issues where a community of interest exists and work with Commissioners to develop an active state legislative program.</p>
<b>Fundraising Committee</b>	<p>The fundraising committee shall review all previous year's fundraising activity and make recommendations for improvements for the new fiscal year. Track and report progress toward fundraising goals to the Commission. Monitor &amp; support fundraising efforts to be sure that ethical practices are in place. Comply with state and federal rules regarding allowable state agency and Commission activities.</p> <p>The Commission will appoint no less than five (5) and no more than seven (7) members of Friends of the Commission Advisory Committee by majority vote. Members of the Fundraising Committee may hold up to two (2) seats on the Friends of the Commission Advisory Committee. Responsibilities of the Friends of the Commission Advisory Commission include:</p> <ul style="list-style-type: none"><li>• Supporting the execution of the fundraising objectives as established by the full Commission.</li></ul>

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- Meet quarterly to review the grant recommendations of the Philanthropic Advisory Committee.
- Present final grant award recommendations to the full Commission for a majority vote to select the grant awardees quarterly.
- Board Officers are voted by the entire board – Chair, Vice Chair, Secretary, Treasurer and Historian on an annual basis.
- Terms for Officers is two years with two consecutive term options.

The Philanthropic Advisory Committee will be comprised of up to seven (7) members representing expertise in philanthropy, programmatic impact, and/or community-based solutions. The seven (7) members are nominated by the Fundraising Committee and approved by the full Commission by majority vote. At least one (1) member of the Fundraising Committee will hold a seat on the Philanthropic Advisory Committee. Responsibilities of the Philanthropic Advisory Commission include:

- Inform the development of grant programs for maximum impact.
- Support outreach and education of grant opportunities.
- Review grant applications on a quarterly basis.
- Select grant awardees for final consideration through majority vote.
- Provide final recommendations to the Friends of the Commission Advisory Committee.

### **Strategic Plan Committee**

The Strategic Planning Committee shall establish, maintain, and regularly update the strategic plan which shall set forth the following:

- The plan must include a mission statement, vision, values, goals, objectives, tasks, timeline, budget, and measurable outcomes to gauge success; and
- A delineation of the broad programs and activities required to achieve Commission objectives.

### **APPEARANCE OF CONFLICT OF INTEREST**

As required by law, Commission members shall not be present nor participate in any communication or discussion with any other commission member, nor vote on any matter, involving an individual or organization with which the Commission member has an association as a board member, officer, advisory panel, or staff, salaried or volunteer, or where there is, or has been, any economic interest for twelve months before the discussion or vote.

Commission members shall recuse themselves from the discussion and/or vote on any matter where an outside observer might have reasonable cause to believe the Commission member might not be impartial, whether positively or negatively on behalf of the issue or entity.

### **Statement of Economic Interests Form 700 Filing Requirements**

Commission members are subject to the California State Ethics Training and filing requirements per the conflict-of-interest code, and any rules adopted by the Commission. Commission members shall file a Statement of Economic interest Form 700 upon onboarding within 30 days of commencement of work



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as well as annually which is April 1, of each year and when a Commissioner has left office, which is due within 30 days of leaving office.

### **Mandatory Training**

The California State Attorney General has developed an Ethics Training course as required by law for all state officials. Training is available online and due within 30 days of onboarding for new Commissioners, and every 2 years thereafter which falls on an odd year schedule. Upon completion of the course, a certificate of completion is required as proof of your participation. All certificates will be turned in to Commission administrative staff.

### **What does NOT constitute a gift:**

#### **Seeking and Receiving Gifts**

Commission members shall adhere to and abide by all relevant provisions of the regulations of the Fair Political Practices Commission. Commission members shall not seek gifts, gratuities, or gratis admission to programs, events, or performances for which the public is charged a price for admission or at which a meal is provided (or other things of value).

In the event of the unsolicited receipt and use of something described in the preceding paragraph for use by an individual Commission member or his or her spouse or immediate family member, such receipt and/or use shall constitute receipt of a gift under the regulations of the Fair Political Practices Commission, the State Franchise Tax Board, and the Internal Revenue Service. Reporting receipt of such a gift shall be the obligation of the Commission member.

Tickets/passes to programs, events, performances, lunches/dinners or otherwise, provided to Commission member(s), their spouses and/or immediate family, in conjunction with a request by the Director and/or Chair, for the Commission member to represent the agency at such event, performance, lunch/dinner or otherwise shall not be considered a gift to said Commission member(s). Tickets/passes provided to a Commission member, his or her spouse, and/or immediate family, for an event at which the Commission member has an official or ceremonial role shall not be considered a gift to the Commission member. Commission member(s) invited to perform an official and/or ceremonial role shall notify the Chair and Director of such invitation.

### **Use of Commission Appointment**

Commission members should be alerted to avoid any actions that could be interpreted as a use of Commission appointment to attain personal financial gain, favors, or special treatment, or act in any way that furthers the economic interests of an organization or person with which they are affiliated in any way.

### **REIMBURSEMENT OF EXPENSES**

Commission members shall be reimbursed for eligible expenses incurred using budgetary limitations as established by the state and the agency budget. To receive reimbursement, Commission members shall file, within 90 days of incurring the eligible expense, an itemized expense form with the agency's administrative Director. Reimbursement shall be made under state law and any applicable governing regulations. The agency will make every

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attempt to issue authorized reimbursement within 30 days of receipt from the Commission member.

**Travel and Expense Budget** All out-of-state travel is subject to prior approval by the Chair, Director, and the Governor's office following governing rules and procedures. The Commission budget shall include an amount sufficient to cover the cost of authorized and eligible Commission member reimbursable travel and other expenses as reasonably projected by the Chair in consultation with the Director on an annual basis. Said travel budget line item within the agency's budget shall be within the requirements of the Department of Finance and other control agencies, based on the operational needs and requirements of the Commission.

**FISCAL YEAR** The fiscal year of the Commission shall commence July 1 of each calendar year and shall terminate June 30 of the following calendar year.

**GOVERNING PROVISIONS; SEVERABILITY** Applicable Laws; Severability. All applicable laws of any governmental authority or agency having jurisdiction over the Commission are hereby incorporated by reference as if fully set forth herein. In the event of a conflict between such applicable law(s) and any provision of these by-laws, the applicable law(s) shall control, and such by-laws provision(s) shall be considered null and void; provided, however, that all provisions of these by-laws not so affected shall remain in full force and effect.

**EFFECTIVE DATE; AMENDMENTS** Effective Date. These by-laws shall be effective upon their adoption at a regularly scheduled meeting of the Commission and shall supersede any by-laws previously adopted by the Commission and all resolutions adopted by the Commission which may conflict with the provisions contained herein.

Amendments. Proposed amendments to these by-laws shall be submitted in writing to the Chairperson. Upon his or her receipt of any such proposed amendment(s), the Governance Committee shall review the proposed amendment(s) and shall submit its recommendation as to such proposed amendment(s) for action by the full Commission at its next regularly scheduled meeting. Any such proposed amendment and the recommendation of the Governance Committee relative thereto shall be transmitted to the full Commission together with the agenda of the Commission meeting at which such by-laws amendment(s) are to be considered.

Notwithstanding any provision to the contrary contained herein, no adoption, amendment, deletion, modification, or ratification of these by-laws shall be effective unless approved by a vote of two-thirds (2/3) of the Commissioners present at a duly called and constituted meeting of the Commission. Nothing herein is intended to, nor shall it, preclude the Chairperson from appointing a Governance Committee to review and make recommendations to the Commission regarding the by-laws at any time the Chairperson believes a review of the by-laws may be appropriate. These bylaws may be altered,



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amended, added to, or repealed at any meeting of the Commission called that purpose by the vote of a majority of the Commissioners in office.

In the case of any conflict between any policy and these by-laws, the bylaws take precedence.

These bylaws were adopted at a meeting of the Commission on June X, 2021.

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XXXX  
Chair

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XXXX  
Vice-Chair

DRAFT

## FY21-22 Spending Plan OVERVIEW

### Budget Authority FY21-22 vs. FY20-21

*Projected expenses for General, Special Funds, and One-Time Augmentation*

General Fund 0001 FY21-22		Previous FY20-21
<b>Personnel</b>	<b>\$477,000</b>	\$417,000
<b>Operating</b>	<b>\$485,000</b>	\$707,000
<b>Total GF</b>	<b>\$962,000</b>	\$1,124,000

A decreased in General Funds 0001 accounts for one-time funds in FY20-21 to support CCSWG Office. A 15% budget cut for FY21-22 was required for all state agencies and departments.

Special Fund 8126 FY21-22		Previous FY20-21
<b>Personnel</b>	<b>\$543,000</b>	\$865,000
<b>Operating</b>	<b>\$5,291,000</b>	\$7,662,000
<b>Total SF</b>	<b>\$5,834,000</b>	\$8,527,000

This fund is continuously appropriated. A decrease in Special Fund 8126 accounts for \$2.2 million in grant awards to the UCs. A 15% budget cut for FY21-22 was required for all state agencies and departments.

Total GF + SF		FY21-22	Previous FY20-21
<b>Personnel</b>	<b>\$1,020,000</b>		\$1,282,000
<b>Operating</b>	<b>\$5,776,000</b>		\$8,369,000
<b>Total Combined</b>	<b>\$6,796,000</b>		\$9,651,000

### 2021-22 Projected Personnel: \$1,235,245

- 9 Staff (salaries, wages, and benefits)
  - Executive Director
  - CEA A – Deputy Director
  - SSM II – Program Director
  - SSM 1 – Policy Director
  - SSM 1 – Communications Director
  - SSM 1 – SB 24 Manager
  - AGPA – Equal Pay Program Assistant
  - AGPA – Budget/Accounting Assistant
  - OA – Office Assistant
- 3 Student Assistants
- Commission per diem (17 commissioners for 6 meetings)

### 2021-22 Projected Operating: \$5,776,000

- Facilities (rent & utilities)
- \$5 million grant awards to CSUs for SB 24
- Interagency agreements (DGS: HR, IT & Procurement; DOJ)
- External consultant contracts (Rebranding/design; subscription services; research projects)
- Travel (commission and staff)
- Supplies, printing, postage
- Training

**New FY 2021-22 General Fund – One-Time Allocation**

**\$7.9 million**

<b>CCSWG Oversight/Administration</b> <ul style="list-style-type: none"><li>• Staff Personnel &amp; Oversight (\$500k)</li><li>• Project Contractor (\$500k/2 year contract)</li><li>• Travel &amp; Admin expenditures (\$200k)</li><li>• Tools/Graphics/Collateral Production (\$300k)</li></ul>	<b>\$1.5 million</b>
<b>Local Grants for Direct Relief</b> <ul style="list-style-type: none"><li>• Top Commissions (\$2M)</li><li>• Top Women's Needs (\$3M)</li></ul>	<b>\$5 million</b>
<b>Local Commission Capacity &amp; Development</b> <ul style="list-style-type: none"><li>• Training &amp; Development Services (\$200k/2 year contract)</li><li>• PR/Social Impact Firm contract (\$300k/2 year contract)</li><li>• Events &amp; Travel Grants (\$100k)</li></ul>	<b>\$600,000</b>
<b>Research: Needs Assessment &amp; Economic Impact</b> <ul style="list-style-type: none"><li>• Economic Impact Forecast report (\$300k/1x expense)</li><li>• Community Needs Assessment 58 counties (\$500k/1x expense)</li></ul>	<b>\$800,000</b>

Executive  
Committee  
Brief to Full  
Commission



# Near Term HISTORY or *HERSTORY* of the CCSWG

It has been over a decade since the CCSWG has revised important internal facets to include its vision, mission, purpose, goals, and tasks. Ask yourself, who are we?

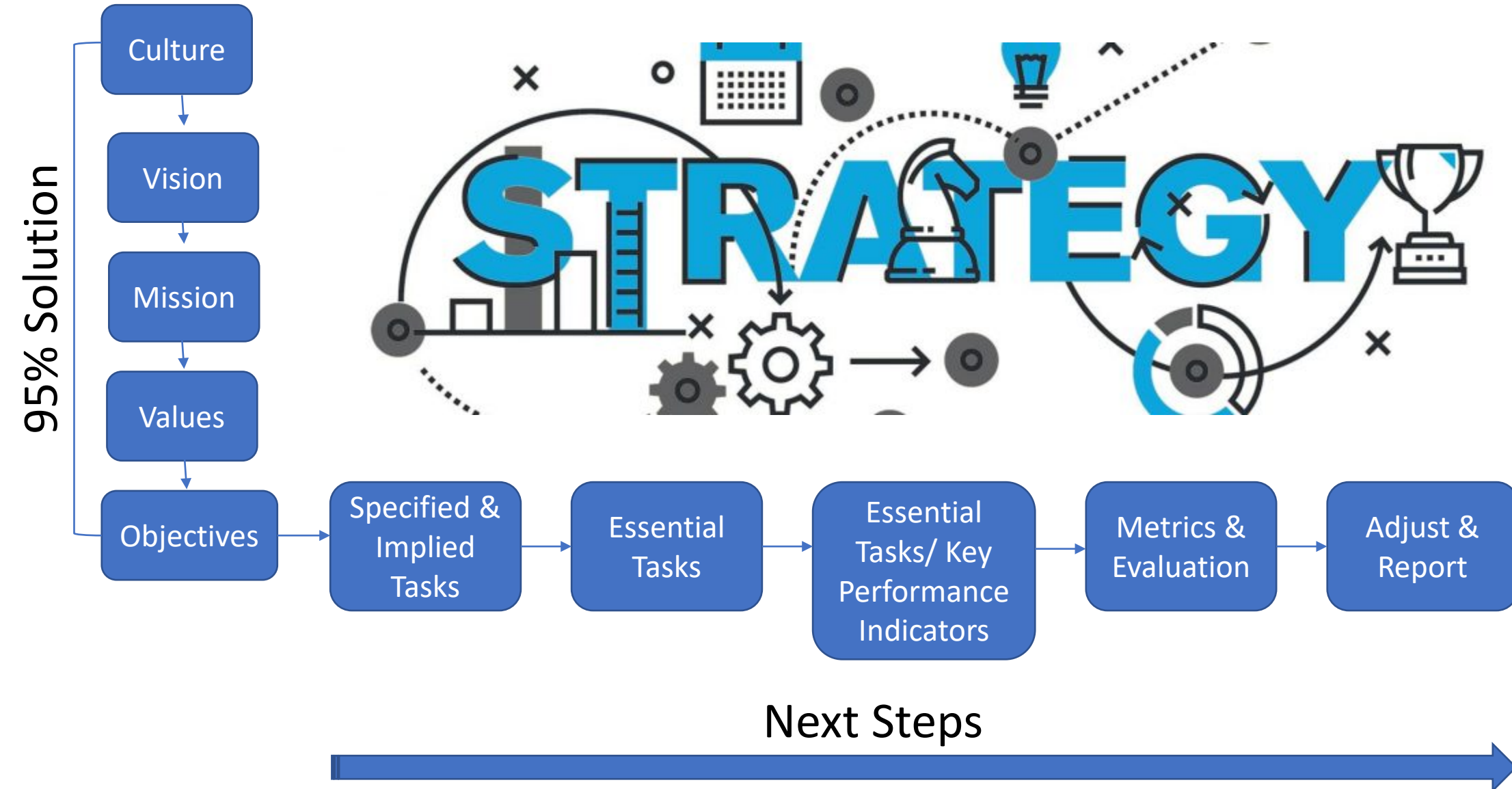
Are we relevant and impactful? Who is the customer?

Where do we want to go?

What resources will that require?

In October 2019, Commissioners, Staff and Academia met to address these very questions.





# Revised



## VISION:

The leading voice in advancing equity for women and girls in California.

## MISSION:

The CCSWG is the leading state agency advancing women and girls in one of the world's largest economies and most populous state in the nation. We work inclusively to promote issues impacting women and girls through advocacy, education, and outreach to the Governor, Legislature, and the public through collaborative partnerships to attain equity and access for all.

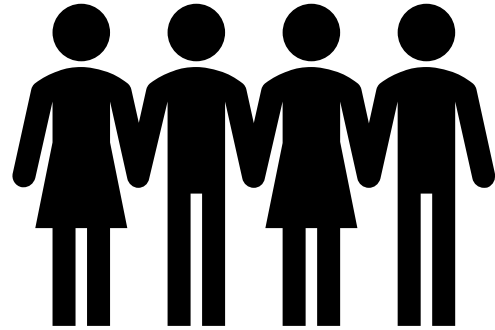
## VALUES:

- Changemakers
- Bold action
- Inclusion
- Commitment
- Authenticity

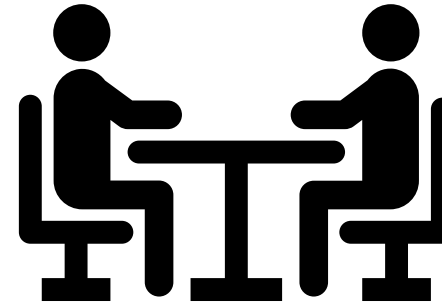
## CCSWG Objectives

1. Connection
2. Economic Security
3. Health & Wellness

### Connection



### Economic Security



### Health & Wellness



## Holistic Approach



# How

CCSWG's educates Californians about the significant intersectional challenges women and girls experience, generating meaningful engagement opportunities to champion policy and program solutions, resulting in positive impacts for women and girls to achieve economic security and health, leading to greater equity and justice.



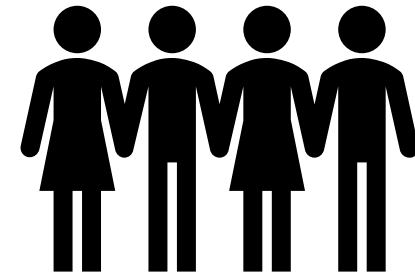
Educate

Engage

Impact

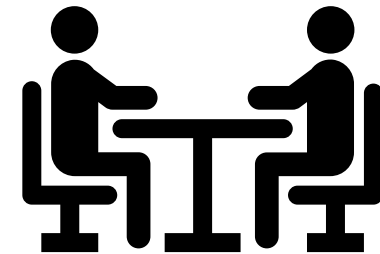
# Connection

- Connect, partner, collaborate, increase support & access
- Understand tactical but focus on strategic solutions
- Commissioners and staff act as Ambassadors at events
- Amplify impact through education, publications & PR
- Women's networking critical for equality & wellness
- Seen as community assets & subject matter expert (SMEs)
- Grow a strong CCSWG staff building continuity & belonging
- Engagement championing policy and program solutions
- Build a base of intelligence-educate & data gather
- Fundraising & budget appropriations
- Operational component-Requests for Information



# Economic Security

- Employment
- Entrepreneurship
- Education & technical training
- Personal branding (clarify this), resume, social media
- Pay gaps & equity issues
- Invest in women, reduce social burden costs
- Mentorship programs/networking professionals
- Childcare
- Justice
- Shelter
- Transportation



# Health: Mental, Physical & Spiritual

- Mental: Suicide, depression, anger management, anxiety, PTSD, addiction, sexual trauma and violence, divorce
- Physical: Access to reproductive and wellness care. Tackle food insecurities.
- Spiritual: Religion, yoga, dogs, horses, gardening, volunteering, networking.





SEPTEMBER

9/28/21 Full commission meeting  
Vote on Women's Recovery Response plan  
Updated By-Laws  
Start of Strategic Planning  
Executive Director Search



OCTOBER

10/21/21 Latina Equal Pay Day & Public Hearing  
10/10/21 Last day for Governor to sign/veto bills  
Equal Pay Business Cohorts



NOVEMBER

Local Commission Convening for Women's Recovery  
Launch Year-End Giving Campaign  
Equal Pay Business Cohorts



DECEMBER

12/6/21 Full Commission Meeting  
Year-End Giving Campaign  
Equal Pay Business Best Practices  
2021 Annual Report



JANUARY

1/3 /23 Legislature Reconvenes  
Deadline to Introduce Bills for FY22-23\*  
Governor's State Budget Proposal Released\*  
Launch Local Grant Awards for Women's Recovery



FEBRUARY

\*BCP Deadline for Budget Proposals  
Training & Development for Local Commissions



MARCH

Spring Budget Letters to the Legislature\*  
Legislative Policy and Budget Hearings\*  
Public Education Campaign for Women's Recovery  
Possible AAPI Equal Pay Day\*  
Possible Women's Equal Pay Day\*



APRIL

California Blueprint for Women's Recovery  
\*Legislative Policy and Budget Hearings



MAY

Governor's May Revise\*  
State Capitol Day for Women's Recovery  
Legislative Policy and Budget Hearings\*  
Possible Mothers Equal Pay Day\*



JUNE

Deadline to for Women's Recovery Response Funds  
\*State Budget Deadline  
Release of Interactive Map for Women's Recovery  
\*Possible LGBTQIA Equal Pay Day  
June Primary Election



JULY

7/1/22 New State Budget Enacted for FY22-23

\*2022 Equal Pay Days, FY22-23 Legislative Dates, and CCSWG Commission Meetings to be determined.

## Summary of FY21-22 Contracts & Agreements

### EXECUTED CONTRACTS

#### **Urban Strategy Group Consulting Contract**

Duration: June 2021-23 (2 year)

Type: External; Funds: FY20-21

- **Equal Pay Pledge Strategy and Outreach** - Provide detailed recommendations on outreach strategies to best secure future Equal Pay Pledges from businesses who commit to gender equity and provide written analyses on how to obtain and retain targeted businesses for the purpose of securing their commitment to taking the Equal Pay Pledge.
  - **Equal Pay Champion Engagement** - Provide recommendations to establish a plan to virtually facilitate and convene businesses who took the Equal Pay Pledge in an effort to build community among like-sized businesses to share in experiences, challenges, and learnings with regards to implementing pay equity within their workforce.
  - **Guide of Best Practices, Trending Methods and Statistical Evaluation** - A guide will be produced as an end product as a result of the Equal Pay Champion engagement tactics and will highlight recommended practices for pay equity practices and lessons learned for the purposes of supporting all businesses in their efforts to eliminate the gender wage gap.
- 

#### **California Research Bureau (CRB)**

Duration: June 2021-2022 (1 year)

Type: Interagency Agreement; Funds: FY20-21

- **Impact of COVID-19 on the Gender Pay Gap and the Future of Women in the Workforce** - Comprehensive library of recent and the latest finding related to economic impact of Covid-19 on women and girls alongside a data gather of the growing/leading industries of tomorrow with indicators of women's economic participation.
  - **2021 Study on Women in the California State Civil Service** - Update on gender and race in California State Civil Service to share findings on the status of women in the state workforce.
  - **Consequences/Implications of Equal Pay Pledges** - A baseline on performance for the Equal Pay Program. Generate further background information that may inform development of future program for maximum impact. Efforts further support outcomes of business roundtable cohorts.
  - **A Review of Women and Girl Focused State Services and Programs** - Data bank of state resources geared toward women and girls to generate insight and build relationships with key agency and departments. Lays foundation for CCSWGs to generate inroads to champion gender equity throughout the state.
  - **History of Budget Investment for Women and Girls** – Trends and Future Opportunities - Based on data collection of state services, analyze trends of budget investments to build a case for support.
  - **Building a Girls Agenda** - Generate insight on the leading issues facing girls today and tomorrow (based and backed by recent research and findings) to inform future priorities in building a girl's agenda.
  - **Bill Background and Research** - Provide background on key bills to support the develop positions on policy and legislation for the FY21-22 session.
-

### **Department of Publishing Services**

Duration: June 2021-2022 (1 year)

Type: Interagency; Funds: FY20-21

- Interagency agreement for printing and production of collateral and rebranded materials for CCSWG such as letterhead, business cards, nametags, and so forth.
- 

### **Office of Business Acquisitions**

Duration: June 2021-2022 (1 year)

Type: Interagency; Funds: FY21-22

- Interagency agreement for services that involve procurement, contracts, and agreements under the authority of the Office of Business Acquisitions.
- 

### **DGS Human Resources**

Duration: June 2021-2022 (1 year)

Type: Interagency; Funds: FY21-22

- Interagency agreement for HR services that involve classification and pay; labor relations; selection and examinations; constructive intervention; transactions; and return to work.
- 

### **DGS ETS**

Duration: June 2021-2022 (1 year)

Type: Interagency; Funds: FY21-22

- Interagency agreement for services that involve support and maintenance information technology needs, desktop support, equipment, website hosting and online security.
- 

### **CPS HR Consulting**

Duration: June 2021-2022 (1 year) Type: Interagency; Funds: FY21-22

- Interagency agreement for services that involve organizational analysis through staff, commission and external stakeholders.

## **FUTURE CONTRACTS**

### **Rebranding & Design Consultant**

- **Logo and Brand Design** - Formulate a branding strategy and brand and logo design that results in three options of designed logo mock-ups, typography, colors, and design elements that are created to align with the overall brand look and feel for the California Commission on the Status of Women and Girls.
- **Brand Guide** - Brand guide must be created by the Contractor to document the architecture of the brand delivered as a PDF. The Brand Guide further documents the voice and tonality of written communication for CCSWG's brand.
- **Designed Templates** - The templates must include letterhead, business cards, social media banners, newsletters (3), toolkits, print covers, and website plugins and change recommendations for how to incorporate new look and feel that may include the new logo, color palette, imagery, typography and such. For any web design work, ADA compliance is required.

### **Women Recovery Response**

- **Economic Forecast / Projection** - Partnership with an economist to generate financial impact and projections in support policy and program interventions for women's recovery.
- **Project Manager Consultant** – Support to oversee services, engagement of local commissions, partners, and more.
- **Statewide County Assessment**- Community assessment across 58 counties to generate local reports on the status of women and girls.
- **PR/Social Impact Consultant** - Launch a coordinated public education campaign based on results of surveys, research, needs assessments and grant-funded activities to support CCSWG future policy and program solutions and engage people and partners through directed calls to actions.
- **Interactive Online Map Tool** - Release an interactive online tool representing the diversity of women across California visually demonstrating gender, race, ethnicity, economic and health indicators as it relates to geography and location.



# WOMEN'S RECOVERY RESPONSE



A brief outline of the Women's Recovery Response efforts accompanied by a timeline of the main activities.

1

## SURVEYS

Gather community feedback from:

- 30 local women's commissions to learn about their infrastructure and unique needs.
- General public to learn about their circumstances as impacted by Covid-19.
- Key legislators on specific programming and district efforts for women impacted by the pandemic.



2

## RESEARCH

Secure critical data and analysis to develop the California Blueprint for Women's Recovery:

- California Research Bureau's literature review of recent studies and publications on the economic impact of the pandemic on California's women.
- Partner with an economist to generate financial impact projections in support of state policy and program interventions for women's recovery.
- Community assessment across 58 counties to generate local reports on women and girls.



3

## LOCAL GRANTS

Disburse state funds through local grants to provide assistance to local women's commissions and community-based organizations focused on the economic security and health and well-being of women and girls impacted by the pandemic.

- Launch inaugural Giving Campaign to leverage private philanthropy for additional impact.

4

## TRAINING & DEVELOPMENT

Convene local women's commissions to build their capacity, skills, and reach to support participation in state-awarded grant activities and build increased diversity and capacity of local women's commissions throughout California.



5

## PUBLIC EDUCATION CAMPAIGN

Launch a public education campaign based on results of surveys, research, needs assessments and grant-funded activities to support policy and program solutions and engage partners through directed calls to action.

6

## BLUEPRINT

Issue a statewide California Blueprint for Women's Recovery to the Governor and Legislature detailing the path to achieve immediate and long-term recovery from the pandemic focusing on women and girls.

7

## ADVOCACY

Champion policy solutions and program interventions identified in the Blueprint through bills and budget proposals that improve the status of women and put them on the road to pandemic recovery.



8

## INTERACTIVE MAP

Release an interactive online tool visually demonstrating gender, race, ethnicity, economic and health indicators of women in California.

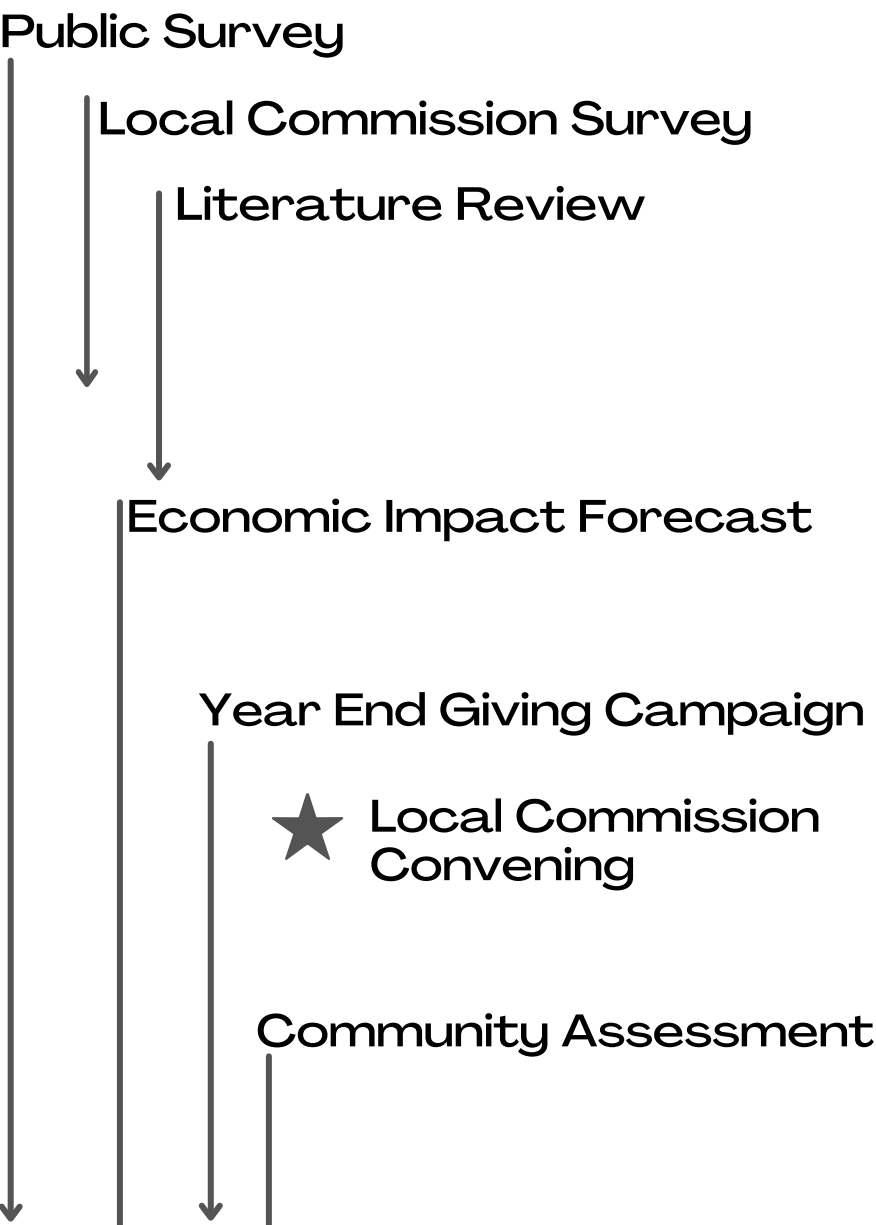
WOMEN'S  
RECOVERY  
RESPONSE

2021-2022

SHORT-TERM



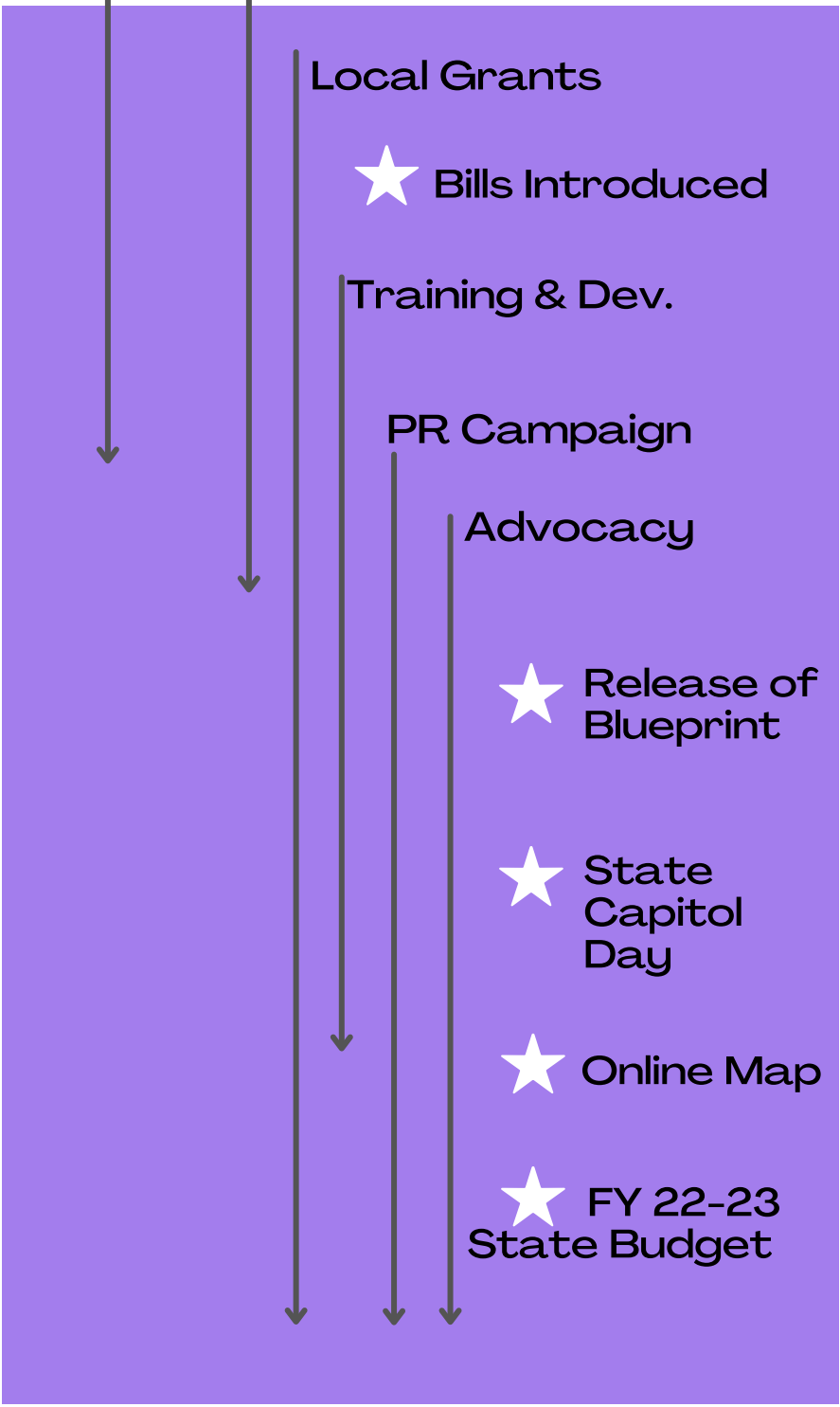
0-5 months



MID-TERM

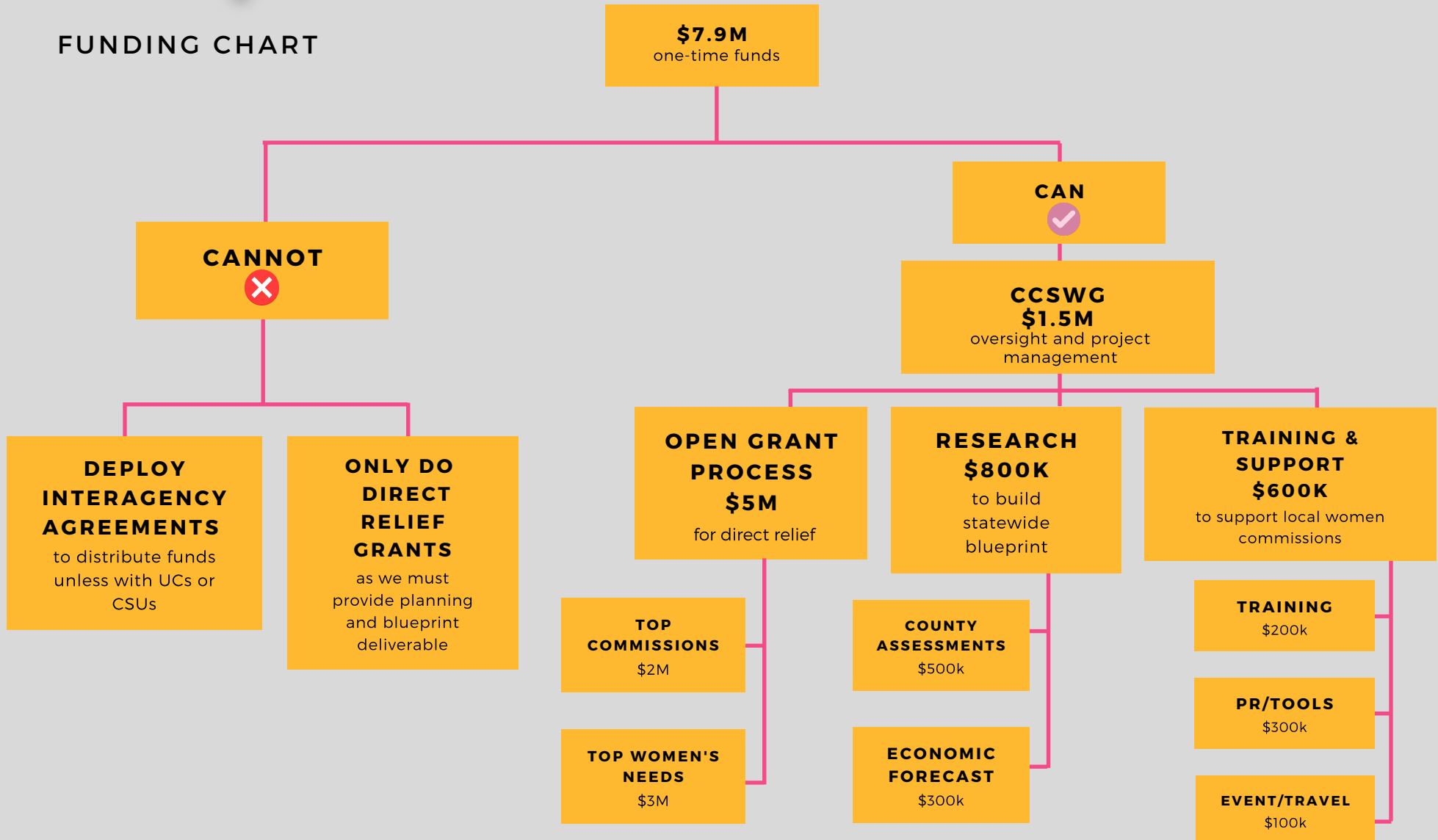


6-12 months



# Women's Recovery Response

## FUNDING CHART





## **Local Commission Survey: Summary of Findings**

### **Survey Participants**

CCSWG composed a survey for local women commissions to provide insight into their construction and the issues they are working on to address for the women and girls in their communities (*See list at bottom of local commissions for survey participation*).

- There are nearly 30 local women commissions throughout California of which 18 in total participated in this survey.
- Of this group of local commissions, 68.4% are county-operated, while 15.8% are city-operated.
- More than half (52.6%) have an annual operating budget of \$5,000 or less.
- 33% of commissions have one full-time staff personnel, while 61% of commissions reported having partial or no staff personnel.
- While 89.5% of local commission survey participants reported having a strategic plan or program priorities identified, only 52.6% have dedicated funds to achieve their plan and program goals.

### **Needs of Women and Girls**

The top needs and challenges facing women and girls as reported by local commissions are:

- 1) Affordable Housing (89.5%)
- 2) Caregiving/Childcare (66.7%)
- 3) Mental Health (63.2%)
- 4) Domestic Violence (36.8%)
- 5) Jobs/Living Wage (31.6%)

Some examples of existing Covid-19 local efforts reported are:

- Local surveys, listening sessions, and some research on local impact
- Feminine hygiene donations and drives
- Public awareness for mental health support
- Support and education for rape crisis and domestic violence centers

Some examples of future Covid-19 plans and efforts:

- Workshops on financial wellness
- Organized focus groups to gain data on local impact
- Advocate for mental health services and access to affordable childcare
- Looking into job loss impact and sharing resources for services
- Amplifying local partners' resources and available services

### **Needs of Local Commissions**

The top categories local commissions reported needing the most support with:

- Research & Data Collection (63.2%)



- Funds to Distribute Grants (57.9%)
- Grassroots & Community Engagement (52.6%)
- Training & Development (57.9%)
- Strategic Communications (52.6%)
- Program Development & Evaluation (47.4%)

### **List of Survey Participants:**

#### **Northern California**

- Alameda County Commission on the Status of Women and Girls
- City of Berkeley Commission on the Status of Women
- Contra Costa Commission for Women and Girls
- Marin Women's Commission
- San Francisco Commission on the Status of Women
- San Mateo County Commission on the Status of Women
- Santa Clara County Commission on the Status of Women
- Sonoma County Commission on the Status of Women and Girls
- Solano Commission for Women and Girls
- Sacramento Commission on the Status of Women and Girls

#### **Central California**

- Monterey County Commission on the Status of Women
- San Luis Obispo County Commission on the Status of Women and Girls
- Santa Cruz County Women's Commission

#### **Southern California**

- City of West Hollywood Women's Advisory Board
- County of San Diego Commission on the Status of Women and Girls
- Los Angeles County Commission for Women
- Santa Barbara County Commission for Women
- Santa Monica Commission on the Status of Women and Girls

### **Update on the Status of the Public Survey**

- Over 50 participants initially
- 85.4% female
- 41.5% White; 22% Black; 17% Latina
- 37.1% are 45-54 in age; 22% are 55-64 in age
- 46.3% are parents of grown children
- 51.2% are employed
- 61% were not furloughed due to Covid-19
- 91% are vaccinated
- 29.3% need assistance with student debt; 24.4% need assistance with mental health
- 29.3% of respondents' children have social and emotional development concerns

# Programs Report

September 28, 2021  
Informational Items

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## **SUMMARY OF THE ISSUE(S):**

Informational update on CCSWG program items.

## **RECOMMENDATION:**

No action required

## **BRIEF HISTORY OF KEY ISSUE(S):**

### **Equal Pay Program**

The Equal Pay Program will begin working in collaboration with our consulting firm, Urban Strategies Group (USG) towards business engagement roundtables starting early October 2021. The Programs team will strategize with businesses to ensure gender equality in the workplace. Our program allows businesses to take the Equal Pay Pledge and examine their own hiring practices, promotional opportunities, current policies, identify pay gaps, and to develop a roadmap on how to mitigate those gaps.

The Commissions' Equal Pay roundtables will offer insight into why companies should invest their time and resources into a thoughtfully developed pay equity strategy. CCSWG will continue to work with USG to enhance the vision of the Equal Pay Program and will assist businesses in optimizing their employment practices.

The strategic plan that has been provided to USG includes the following:

- Facilitating bi-monthly network sessions with companies based on size and industry to discuss common goals, challenges, and how to mitigate those challenges.
- Provide a safe place to openly talk about desired policy changes and how to implement with no risk.
- Outlined benchmarks and best practices that can be shared and compiled for current/future use.
- Guide employers to providing substantive understanding of the legal landscape of the pay equity in a benefit that outweigh the risk overview.
- Produce a pamphlet that summarizes model performance, how to utilize experts on compensation, pay equity hiring practices, equal representation, and promotional opportunities.

## **Equal Pay Day Events (virtual) – Series of discussions during Equal Pay Days**

### Women's Equal Pay Days for 2021:

- Black Women's Equal Pay Day (**Completed** on August 25, 2021)
- Native American Women's Equal Pay Day (September 8, 2021)
- Latina Women's Equal Pay Day (October 21, 2021)

Black Women's Equal Pay Day was held on August 25, 2021. The event speakers included a warm welcome from our First Partner Jennifer Siebel Newsom, Sherri Bell Deputy Labor Commissioner of the Retaliation and Investigations Unit, Dorothy Chang Staff Attorney from the Labor Commissioners Office, Jessica Stender Senior Counsel for Workplace Justice and Public Policy from Equal Rights Advocates, Laure Babb Chair of the California Commission on the Status of Women and Girls and Nichelle Henderson Los Angeles Community College District Board of Trustees.

The speakers' topics of discussion were on Pay Equity, an overview of the wage gap that Black women face, intersectionality, protections for women at work, retaliation, occupational segregation, wage disputes, and efforts to close the wage gap by strengthening equal pay laws. This event had over 100 attendees and a very engaged audience.

Native Women's Equal Pay Day was on September 8, 2021, and we have engaged Commissioner Dr. Joely Proudfit who will host a future webinar on Native American Women's equal pay, heritage, resilience, and empowerment. The Commission will host this event and is working actively to confirm a future date with Commissioner Proudfit.

Latina Equal Pay Day is on October 21, 2021, and it will be held virtually. The Programs team is working collaboratively with the Policy Director, and Assembly Coordinator on the planning efforts for a hearing with the Unseen Latinas Select Committee. Please stay tuned for more information as the event is still in development.

### **SAC**

The State Advisory Committee has two (2) openings which are currently being recruited for. The positions are for a Rape Crisis Professional as well as a General Member. These two positions were vacated in March 2021. There is a SAC Committee who has led the interviews of candidates for the open seats. Interviews are being finalized and the committee will have a final decision by the end of September.

### **RESPONSIBLE PERSON(S):**

Tifani Bartow, Program Director

### **ATTACHMENT(S): USG Presentation**



# EQUAL PAY PLEDGE



Presented by:  
**URBAN STRATEGY GROUP**



# 1. EQUAL PAY PLEDGE STRATEGY & OUTREACH

## ASSOCIATED ACTIVITIES



### Identify new organizations

Which industries have the greatest need?

Target company lists

- Define the role of partners
- Outline partner selection criteria
- Determine engagement strategies
- Estimate resources required



### Stratify the Equal Pay Pledge

Align companies to #EqualPayCA

Align propositions with partners

- Define value propositions
- Align propositions with partners
- Develop marketing materials
- Engage targeted partners
- Establish a process for developing and sharing partnership successes



### Foster a collaborative support

Establish leadership/ HR support

Provide program visibility

- Develop training and tools
- Establish leadership support
- Provide program visibility
- Establish a common language
- Promote ongoing communication



### Market the pledge program

Define value propositions

Create interest

- Develop budget
- Develop engagement programming
- Provide resources to encourage pledges



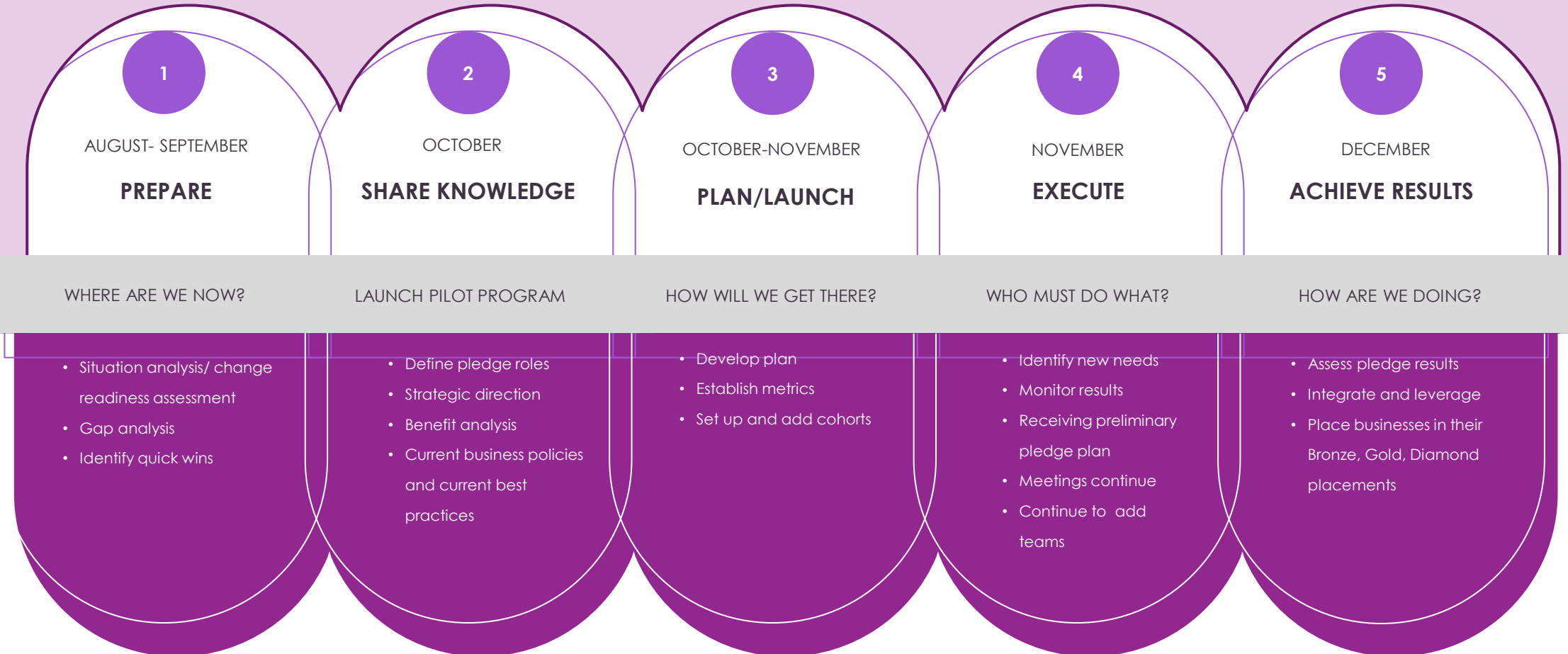
### Measure progress

Develop outcome-related measures

- Develop outcome related measures
- Reassess program over time

## 2. EQUAL PAY CHAMPION ENGAGEMENT

### EQUAL PLEDGE PLAN



## 2. Equal Pay Champion Engagement

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### Onboarding

All current and new pledges must initiate the pledge through an onboarding process:

- Preliminary intake survey/interview
- Develop objectives based on intake information
- ID cohort group by size, industry and objectives
- Create a timeline of deliverables



### 10 Virtual Meetings

- Educate and build consensus on CCSWG vision
- Presentations & General Discussion
  - Working Group Sessions
    - Equal Pay Vision
    - Operational Guidelines
  - Feedback from Working Groups & General Discussion
  - Next Steps



### Support Hub (Resource Mobilization)

Provide resources for businesses to ensure each meets the Equal Pay objectives.

## 2. EQUAL PAY CHAMPION ENGAGEMENT

### PARTNERSHIP EVALUATION MATRIX

PLEDGE LEVELS	ENGAGEMENT MODEL	EXAMPLES
Bronze	Launch an exploratory #EqualPayCA initiative	<ul style="list-style-type: none"><li>- Adoption or updating of a policy on equal pay by X date;</li><li>- Adoption of an action plan on equal pay by X date;</li></ul>
Silver	Companies that develop a #EqualPayCA plan	<ul style="list-style-type: none"><li>- Evaluate whether pay gaps exist within an organization;</li><li>- Annual reporting on the jobs held by men and by women</li><li>- Conducted a pay gender analysis/privilege analysis</li></ul>
Gold	Companies that integrate the #EqualPayCA plan , transform the company culture	<ul style="list-style-type: none"><li>- Establishment of a minimum wage by X date;</li><li>- Promotion of awareness-raising, advocacy campaigns or initiatives on equal pay by X date;</li><li>- Created additional policies that directly model Equal Pay such as: providing greater pay transparency, pay gap analysis, eliminating occupational segregation.</li></ul>
Diamond	Companies that create solutions that integrate #EqualPayCA objectives	<ul style="list-style-type: none"><li>- All actions taken above.</li></ul>

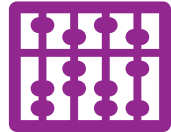
All companies taking the pledge must meet quarterly with CCSWG to review milestones.

### 3. Guide of Best Practices, Trending Methods & Statistical Evaluation



#### **Capture Data**

USG team will collect data from the Equal Pay Pledge actions.



#### **Review & Evaluate Data**

USG will review and evaluate the data gathered to provide recommended practices for pay equity practices and lessons learned from the engagement implementation.



#### **Submit Guide for Approval**

USG will send the guide to CCSWG for approval.

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# Legislative Report

Information Item  
September 28, 2021

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## **SUMMARY OF THE ISSUE(S):**

This Legislative Report is for informational purposes only.

## **RECOMMENDATION:**

Informational only.

## **BRIEF HISTORY OF KEY ISSUE(S):**

The California State Legislature session ended on September 10<sup>th</sup> and 9 of the Commission's supported legislation made it out of the Legislature and to the Governor's desk (see attachment). The Governor has until October 10 to sign or veto the bills. In addition, the 2021-22 State Budget funded many of the Commission's priorities including expanding MediCal payment parity to include telephone and audio-only models through the end of 2022, waiving child care family fees, Medical coverage for 12 month postpartum and doula services, and funding for 988 crisis hotline. Our budget advocacy in the State Legislature also resulted in a \$7.9 million one-time investment to the Commission.

In August, the Policy Director worked with Commissioner Weber office to introduce and support House Resolution 66 (Weber, 2021) which declared August 26 as Women Equality Day and commemorates the passage of the 19th Amendment to the U.S. Constitution, granting the right to vote to women.

The Legislative/Policy Sub-Committee met on September 13<sup>th</sup> and continues to be focused on researching interventions, benefits and protections that value women and women of color work and expands their opportunities in getting and staying in good jobs with equitable and family-supporting wages for the upcoming legislative session.

## **AB 1356 Implementation: Reproductive Health Clinic Protection**

On September 22, 2021, Commissioner and Assemblymember Rebecca Bauer-Kahan Reproductive Health Clinic Protections bill (AB 1356) was signed into law. This bill increases penalties for current crimes under the California Freedom of Access to Clinic Act (FACE Act) and updates online privacy laws and peace officer training related to anti-reproduction-rights offenses. It creates new offenses arising from recording or photographing patients or providers within 100 feet of the entrance to a reproductive health services facility. The Commission not only supported this legislation through the legislative process and participated at the bill signing ceremony, but through this law the Commission on the Status of Women and Girls is responsible for creating an advisory committee that makes two reports (in 2025 and 2029, respectively) evaluating the implementation of Chapter 899 of the Statutes of 2001 and any subsequent amendments made to this title and the effectiveness of the plan developed by the Attorney General pursuant to paragraph (4) of

subdivision (a) of Section 13777a as well as recommendations regarding any other legislation, and recommendations for any other actions by the Attorney General, Commission on Peace Officer Standards and Training, or the Commission on the Status of Women and Girls to address security concerns faced by reproductive health care providers and patients.

### **Brief History of CCSWG Role in Reproductive Health Clinic Protection**

In 2006 the Legislature passed Senate Bill 603, which allowed the Commission on the Status of Women and Girls to review the FACE Act, including its violations, reporting requirements, and where improvements may be needed and have report due December 31, 2007. The statute was amended again in 2008 by Senate Bill 1770 to require a second report due December 31, 2011.

AB 1365 is consistent with the Commission's previous program and administrative history: the Reproductive Rights Law Enforcement Act, requires the Attorney General to carry out certain functions relating to anti-reproductive-rights crimes in consultation with, among others, subject matter experts, and requires the Commission on the Status of Women and Girls to convene an advisory committee that consists of members of the organizations identified as subject matter experts. AB 1365 requires an advisory committee to be convened again and to make two additional reports, the first by December 31, 2025, and the second by December 31, 2029. Commission staff look forward to implementing this bill and collaborating with stakeholders including the Committees on Health, Judiciary, and Public Safety of the Senate and Assembly, the Attorney General, the Commission on Peace Officer Standards and Training, and the Commissioners on the Status of Women and Girls.

### **RESPONSIBLE PERSON(S):**

Tiffaney Boyd, Policy Director

### **ATTACHMENT(S): Updated Bill List**

Pillar	BILL #	Author	Subject	Location
Economic Security	AB 123	Gonzalez	<b>Paid Family Leave Weekly Benefit Amount</b> - increases CA Paid Family Leave wage replacement rates for low & middle-income families	Sent to Gov Desk
	SB 331	Leyva	<b>Silenced No More Act</b> - Ensures workers can speak out about all forms of harassment & discrimination	Sent to Gov Desk
Wellness	AB 124	Kamlager	<b>Justice for Survivors</b> - disrupts the abuse-to-prison pipeline and takes a step toward ending the criminalization of survivors	Sent to Gov Desk
	AB 367	C. Garcia	<b>Menstrual Equity 2021</b> - requires CSUs, CCs & 6-12 grade public schools to provide access to menstrual products	Sent to Gov Desk
	AB 1171	C. Garcia	<b>End Spousal Rape Exemption</b> - treats spousal rape just as serious as other	Sent to Gov Desk
	AB 1356	Bauer-Kahan	<b>Protections for Reproductive Clinics</b> - strengthens safety & security laws for reproductive health centers throughout CA.	Sent to Gov Desk
Justice & Equity	AB 14/SB 4	Aguiar Curry/ Gonzalez	<b>Broadband4All</b> - funds highspeed broadband deployment to all Californians	Sent to Gov Desk
	SB 65	Skinner	<b>California Momnibus Act</b> - improves maternal and infant outcomes, particularly for families of color.	Sent to Gov Desk

2 Year Bills				
Economic Security	AB 1287	Bauer-Kahan	<b>Gender Price Discrimination</b> - ends discriminatory pricing for products marketed to women	2 YEAR Bill in Assembly Appropriations May be acted upon Jan 2022
Wellness	AB 925	Dahle	<b>Sexual Assault Exam Reimbursement</b> - increase access to critical health services and an avenue for justice for victims of sexual assault.	Senate Appropriations
	AB 1225	Waldron	<b>Dignity for Incarcerated Women Act</b> - recognizes the specific needs of women behind bars	2 YEAR Senate Appropriations May be acted upon Jan 2022

Bills that didn't "make it" but were Funded in Budget				
Economic Security	AB 92	Reyes	<b>Childcare Family Fees</b> - waive childcare fees for all families through October 31,	Funded in State Budget. May be acted in Jan 2022
	SB 364	Skinner	<b>School Meals 4 All</b> - Provides universal school meals and takes one step closer to eliminating child hunger	Funded in Budget 2 YEAR Bill Senate Appropriations May be acted upon Jan 2022



Wellness	AB 32	Aguiar Curry	<b>Telehealth</b> - strengthen telehealth flexibilities and access	Funded in Budget (AB 133) 2 year Bill Senate Health
	SB 56	Durazo	<b>Health4All</b> - removes exclusions to MediCal regardless of immigration status	Funded in budget (ab 133) In Assembly Appropriations
	AB 988	Bauer-Kahan	<b>988 Crisis Hotline</b> - alternative number to 911 for those experiencing a mental health crisis	Seed money funded in budget+A14:E23D3A15:E23D3A15:E23

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# Communications Report

Information Item  
September 28, 2021

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## SUMMARY OF THE ISSUE(S):

This Communications Report is for informational purposes only.

## RECOMMENDATION:

Information only.

## BRIEF HISTORY OF KEY ISSUE(S):

### Media Highlights:

#### Commissioners:

- Babb: <https://sacobserver.com/2021/08/open-letter-seeks-equity-for-black-women/>
- Buckland: <https://illinoisnewstoday.com/inevitable-foundation-launches-pipeline-program-for-disabled-screenwriters-deadline/309451/>
- Delaney: <https://www.politico.com/states/california/story/2021/07/17/four-wealthy-donors-fuel-overhaul-of-californias-criminal-justice-system-1388261>
- Proudfit: <https://www.latimes.com/california/story/2021-07-05/governor-appoints-first-indigenous-woman-to-commission-advocating-for-women-and-girls>

### Upcoming Events

**Latinas At Last:** The Assembly Select Committee on Latina Inequities and the California Commission on the Status of Women and Girls present ***Latina's At Last: The Latina Pay Gap*** on October 21, 2021. Additional information to follow via email.

### Communications Updates

#### Your Vote is Your Voice:

The 2020 Your Vote is Your Voice campaign was updated and released to encourage women to vote in the September recall election. The materials were focused on informational elements of the Secretary of State's campaign and designed to GOTV in a non-partisan manner. The campaign comes with an updated [webpage and toolkit](#).

### **Black Women's Equal Pay Day:**

A campaign for the Equal Pay Program focused on Black Women's Equal Pay Day on August 3rd included a new [webpage](#) and links to shareable [toolkits](#) designed by CCSWG staff. This year, the campaign focused on a Twitter storm that helped generate over 1,800 profile views for CCSWG as well as an in-person event titled "Closing the Pay Gap for Black Women." This webinar featured CA First Partner Jennifer Siebel Newsom, Equal Rights Advocates' Jessica Stender, CCSWG Chair Lauren Babb, Deputy Labor Commissioner Sherri Bell, and LACCD Trustee Nichelle Henderson and had over 80 attendees.

### **Native Women's Equal Pay Day:**

A similar campaign for the Equal Pay Program focused on Native Women's Equal Pay Day on September 8<sup>th</sup> and included a new [webpage](#) and links to shareable [toolkits](#) designed by CCSWG staff. This campaign also focused on a Twitter storm; analytics included at the end of this memo.

### **Texas SB8:**

A media statement was released on the CCSWG website and across social media channels in response to the Supreme Court upholding TX SB8 which bans all abortion after six weeks and allows for private citizens to act as the enforcement mechanism of the law, utilizing "bounties" for turning in anyone "aiding and abetting" abortions after six weeks. Read the full statement [here](#).

### **ERA Coalition and Women's Equality Day:**

The ERA Coalition is comprised of some 200 national and local partner and supporter organizations across the country, **including CCSWG**, representing millions of advocates working for the equality of all. This is a very critical time for the Equal Rights Amendment. The U.S. House has removed the ERA time limit and now the U.S. Senate must act. On Women's Equality Day, CCSWG celebrated with [House](#) and [Senate](#) resolutions brought by Commissioners Asm. Weber and Sen. Leyva respectively. The Commission also participated in building awareness through social media campaigns around the ERA and supported the [Coalition](#) in promoting it's in-person rally in Washington D.C.

### **Fundraising Collateral:**

Work has begun on new digital portal that will be housed on the homepage of the CCSWG website (currently being redesigned) to display and archive all collateral materials, donor packets, and annual reports designed to support fundraising efforts. This will be an evolving section but is expected to be complete by November 2021.

### **2020/2021 Reports:**

An annual report is being compiled (expected completion date is next Full Commission meeting – December 6, 2021) that will showcase the Commission's substantial growth and movement in 2021 and that will act as an annual report to be displayed on the new fundraising section of the website at the end of the calendar year. The report will focus on the Women's Recovery Response effort and the use of recently allocated

funding to generate a statewide plan for women's recovery in the wake of the Covid-19 pandemic.

### **Women's Recovery Response:**

The California Commission on the Status of Women and Girls was honored to [announce](#) that the state budget includes additional one-time funding of 7.9 million dollars which will be utilized to facilitate a statewide Women's Recovery Response in the wake of COVID-19. This effort fills a key gap in California for detailed information on the needs of women and girls in the counties where local women commissions are active, and will provide a stronger analysis of women's representation among under-resourced communities across the state that currently do not have a local commission. An initial charter for the program was written in collaboration across teams and preparation for implementation is underway. This effort will have a portal from the main website that will allow access to project updates and information. The anticipated final project page will be complete by the end of the year and will hold the existing resource hub as well.

### **Local Commission Updates:**

- The city of Long Beach voted 9-0 to approve the establishment of a new Commission for Women on September 7<sup>th</sup>.
- Solvang Chamber of Commerce Executive Director Tracy Beard was [recently elected to the Board of Directors for California, Region 9 of the National Association of Commissions for Women](#). Beard is the longest serving Santa Barbara County women's commissioner at 10 years. She is also a past president of the Association of California Commissions for Women

### **Website Updates**

The website has gone through a complete redesign. All sections have been brought into the new template and updated to reflect current content and aesthetics for the Commission. Each section has been redone including all linked pages. The [Homepage](#) has also been provisionally redesigned and will continue to be updated as we further expand on the Fundraising and Recovery Response portal content. Please take a moment to look it over and if you have any questions please email [darcy.totten@women.ca.gov](mailto:darcy.totten@women.ca.gov).

### **Analytics**

Since the last meeting traffic to the website has increased by 6% with the number of sessions up by 3.5%.

The following content garnered the most traffic:

<input type="checkbox"/>	Page ?	Pageviews ?	Unique Pageviews ?	Avg. Time on Page ?
		11,718 % of Total: 100.00% (11,718)	7,289 % of Total: 100.00% (7,289)	00:01:24 Avg for View: 00:01:24 (0.00%)
<input type="checkbox"/>	1. / *	1,269 (10.83%)	908 (12.46%)	00:01:31
<input type="checkbox"/>	2. /women-of-color-and-the-fight-for-womens-suffrage/	865 (7.38%)	758 (10.40%)	00:06:46
<input type="checkbox"/>	3. /?page_id=16174&preview=true	599 (5.11%)	10 (0.14%)	00:01:14
<input type="checkbox"/>	4. /about/	523 (4.46%)	316 (4.34%)	00:00:31
<input type="checkbox"/>	5. /californiapayequity/	486 (4.15%)	389 (5.34%)	00:01:17
<input type="checkbox"/>	6. /?page_id=16133&preview=true	329 (2.81%)	13 (0.18%)	00:01:29
<input type="checkbox"/>	7. /programs/	312 (2.66%)	211 (2.89%)	00:00:59
<input type="checkbox"/>	8. /contact-us/	266 (2.27%)	169 (2.32%)	00:01:02
<input type="checkbox"/>	9. /?page_id=16243&preview=true	261 (2.23%)	3 (0.04%)	00:00:47
<input type="checkbox"/>	10. /black-womens-equal-pay-day-2021/	252 (2.15%)	204 (2.80%)	00:05:04

### **Social Media Accounts:**

Since the last meeting the engagement for CCSWG social media channels are as follows:

- **Facebook:** 1000 post reach/252 post engagement/2,643 followers
- **Instagram:** Accounts reached 226/ Content interactions 68 / 591 followers
- **LinkedIn:** 110 reactions /55 unique visitors / 449 followers
- **Twitter:** 41.4k impressions/52 mentions /2003

### **IN THE WORKS:**

**Branding & Design:** CCSWG has begun the process of seeking an outside design consultant to provide a brand refresh targeting color palette, logo, font, style guides and swag. Progress updates will be posted here as we progress.

**Media Relations:** CCSWG has begun the process of procurement for Cision, a media relations tool that will increase the Commission's outreach capacity with members of the press. Negotiations are currently stalled with DGS but are ongoing and we hope to procure this system by the next full Commission meeting.

**Press Clips:** Starting in the next month, news clips will be available on topics of interest to the Commission staff in newsletter form through Lexis Nexus. Please contact [darcy.totten@gmail.com](mailto:darcy.totten@gmail.com) if you would like the staff clips to include specific issue items.

### **RESPONSIBLE PERSON(S):**

Darcy Totten, Communications Director

### **ATTACHMENT(S):**

**Bios of new commissioners**  
**Updated Roster with new commissioner contact info**

# MONIQUE LIMÓN

## BIO

*Senator, Commissioner*

Senator Monique Limón was elected to the California State Senate in November 2020 and represents the 19th Senate District, which includes all of Santa Barbara County and more than half of Ventura County. Senator Limón served as the Assemblymember from 2016 to 2020. Born and raised in the 19th Senate District, Monique has worked continuously as an educator, leader, and an advocate for causes advancing the quality of life in her community.

For Monique, education has always been a priority. She received her undergraduate degree from UC Berkeley and a Master's Degree from Columbia University. Prior to being elected to the California State Legislature, Monique served on the Santa Barbara Unified School Board and spent fourteen years working in higher education at UC Santa Barbara and Santa Barbara City College.

Prior to serving in the State Legislature, Monique served as a Commissioner on the Santa Barbara County Commission for Women, where she helped connect private and public resources with women in the community. Monique has a passion for bringing community groups together and building strong coalitions among local nonprofit organizations and civic groups.

In the State Assembly, she served as the Vice Chair of the Legislative Women's Caucus from 2018-2020. She has been a champion for women and working families ensuring access to paid family leave and early childhood education. She has advanced policies, such as AB 406 (2019) to strengthen access to paid family leave and AB 378 (2019) to create stability in California's early care and education workforce. Monique has been recognized for her work by the Santa Barbara Women's Political Committee, and Emerge California. Her voting record has received a 100% score from Planned Parenthood.

Monique's roots go deep in the 19th Senate District. Her extended network of family and friends include a range of small business owners and educators in the community.



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# ROSILICIE OCHOA BOGH

## BIO

*Senator, Commissioner*

Rosilicie Ochoa Bogh is a native Californian and the daughter of Mexican immigrants and credits her family with teaching her personal responsibility, the value of an education and hard work and that home ownership is the cornerstone of the American Dream.

Ochoa Bogh is a graduate of San Bernardino High School and the University of California, Santa Barbara. She worked towards her teaching credential at the California State University, San Bernardino. She went on to teach English language learners at the elementary school level before becoming a real estate agent. She has been a proud Realtor for the past 18 years, helping others to achieve the American Dream. Ochoa Bogh served on the Yucaipa-Calimesa Joint Unified School District board and is a former board Chairwoman/President of the Yucaipa Valley Chamber of Commerce as well as a former board member of the East Valley Association of Realtors.

In November 2020, Ochoa Bogh was elected to represent the nearly one million people of California's Senate District 23. The district includes all or portions of the following communities: Banning, Beaumont, Big Bear City, Big Bear Lake, Cedar Glen, Calimesa, Cherry Valley, Crestline, Homeland, Hemet, Highland, Lake Arrowhead, Loma Linda, Menifee, Mentone, Nuevo, Phelan, Pinon Hills, Rancho Cucamonga, Redlands, San Bernardino, San Jacinto, Wrightwood, and Yucaipa.

She has been appointed vice chair of the committees on Education; Banking & Financial Institutions; Labor, Public Employment & Retirement; and Public Safety. She is also a member of the committees on Budget & Fiscal Review; Business, Professions & Economic Development; and Housing.



Throughout her career, Bogh has been a champion for stronger schools, lower taxes, better infrastructure, and more affordable home prices. In the State Senate, she will work to lower the cost of living in California, support a strong economic recovery, preserve local control, and reverse the cycle of higher taxes and increased government intrusion. Senator Ochoa Bogh and Greg Bogh, her husband of 25 years, live with their son, two daughters and a Cocker Spaniel named Penny in the city of Yucaipa.

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# SUSAN TALAMANTES EGGMAN

## BIO

Commissioner

A leader with decades of experience in public service and community-building, Dr. Susan Talamantes Eggman was elected to the State Senate in November of 2020, serving the 5th Senate District which is comprised of San Joaquin County, a significant portion of Stanislaus County and the Sacramento County community of Galt. Susan served in the State Assembly from December of 2012 through November of 2020.

Susan grew up on her family's small almond orchard and apiary in Turlock. It was a farm-to-market family business, with Eggman's father and brother tending the orchard and hives, her mother keeping the books, and later her partner, Renee Hall, bottling and selling the honey at farmers markets in San Francisco. Continuing through three generations of growing and beekeeping in California's Central Valley, the operation ultimately grew to over 40 acres of almonds and 2000 beehives.

Susan joined the U.S. Army out of high school and served four years as a medic. After her service, she attended California State University, Stanislaus, where she completed a bachelor's degree in psychology and a master's degree in social work. She worked as a mental health provider and medical social worker before completing a Ph.D. at Portland State University. Prior to joining the State Assembly, Susan was a Professor of Social Work at CSU, Sacramento. A lifelong learner, Susan passed the Licensed Clinical Social Worker examination shortly after assuming office.

A former member of Stockton's City Council – and the first Latina elected to that office – Susan is committed to policies that advance the good of her whole community, including improving access to health care, expanding educational opportunities and addressing her district's critical need for resources to address crime. She has a proven record of working across partisan divides to find working solutions to real problems.



While in the Assembly, Susan successfully authored legislation to support the rights of undocumented residents who are victims of crimes; authored legislation to increase diversion programs as an alternative to incarceration for minor drug crimes; and authored the law that established the Solar on Multifamily Affordable Housing Program – which will invest up to \$1 billion over ten years to install solar roofs and provide electricity bill savings to residents of multifamily housing in disadvantaged communities. Susan is also the author of the landmark End of Life Option Act and authored the legislation establishing the National Guard's Discovery Challenge Academy in French Camp that is turning around the lives of hundreds of high school students each year.

Susan currently serves as the Chair of Budget Subcommittee #3 on Health and Human Services and is a member of the Senate Committees on Agriculture; Business, Professions and Economic Development; Energy, Utilities and Communications; Health; Military and Veteran's Affairs; and Natural Resources and Water. Susan and Renee, her spouse and partner for more than 30 years, live in Stockton where they are raising their daughter, Eme.

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Commissioners	Current Committee Assignments	Chair Suggested Committees
Lauren Babb <i>Chair</i>	<ul style="list-style-type: none"> <li>Executive</li> <li>Legislative (Lead)</li> <li>ED Search Committee</li> <li>Governance (Lead)</li> </ul>	
Assemblymember Rebecca Bauer-Kahan <i>Vice-Chair</i>	<ul style="list-style-type: none"> <li>Executive</li> <li>Legislative</li> <li>ED Search Committee</li> </ul>	
Erica Courtney <i>Vice-Chair</i>	<ul style="list-style-type: none"> <li>Executive</li> <li>Strategic Planning (Lead)</li> <li>Governance</li> </ul>	
Lisa Greer <i>Member-at-Large</i>	<ul style="list-style-type: none"> <li>Executive</li> <li>Fundraising (Lead)</li> <li>ED Search Committee</li> </ul>	
Joelle Gomez <i>Member-at-Large</i>	<ul style="list-style-type: none"> <li>Executive</li> <li>Policy</li> </ul>	
Katie Buckland		<ul style="list-style-type: none"> <li>Fundraising</li> </ul>
Quinn Delaney	<ul style="list-style-type: none"> <li>Fundraising</li> <li>Program</li> </ul>	
Senator Rosilicie Ochoa Bogh		<ul style="list-style-type: none"> <li>Fundraising</li> <li>External Affairs</li> </ul>
Lilia Garcia Brower		<ul style="list-style-type: none"> <li>External Affairs</li> <li>Programs</li> </ul>
Assemblymember Lisa Calderon		<ul style="list-style-type: none"> <li>Programs</li> <li>Governance</li> </ul>
Senator Susan Talmantes Eggman		<ul style="list-style-type: none"> <li>Legislative</li> <li>Strategic Planning</li> </ul>
Senator Monique Limon		<ul style="list-style-type: none"> <li>Governance</li> <li>Programs</li> </ul>
Joely Proudfit		<ul style="list-style-type: none"> <li>External Affairs</li> <li>Programs</li> </ul>
Celinda Vazquez		<ul style="list-style-type: none"> <li>Programs</li> <li>Governance</li> </ul>
Dr. Alisha Wilkins	<ul style="list-style-type: none"> <li>Programs</li> </ul>	<ul style="list-style-type: none"> <li>Strategic Planning</li> </ul>
Assemblymember Dr. Akilah Weber	<ul style="list-style-type: none"> <li>ED Search Committee</li> </ul>	<ul style="list-style-type: none"> <li>Strategic Planning</li> <li>External Affairs</li> </ul>
Nichol Whiteman		<ul style="list-style-type: none"> <li>Strategic Planning</li> <li>External Affairs</li> </ul>

# MARCH FOR OUR RIGHTS

— *Saturday, October 2, 2021* —

**San Francisco Community  
Organized March  
*for* Reproductive Justice**