2021

ANNUAL REPORT



California Commission ON THE STATUS OF WOMEN AND GIRLS

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Dear Governor Newsom,

We are honored to present to you the 2021 fiscal year report on the work of the California Commission on the Status of Women and Girls. This is the first such report sent by the Commission to the Office of the Governor. It contains updates on work that would not have been possible without your support and the support and investment of the Office of the First Partner.

Thank you for your leadership and your commitment to the more than 21 million diverse women of California, through the COVID-19 crisis. As you continue to steer the state toward recovery, CCSWG will continue to be a support and an anchor to the women of the state.

As we look back on our work despite the challenges, we faced this year, and look ahead to our goals for 2022, we are reminded once again that change is not made without collaboration and strong allies.

We are looking forward to continuing this work with you as we build an equitable California for ALL and offer ways to ensure that women's voices are present in the state's recovery.



Lauren Babb
Chair
California Commission on the
Status of Women & Girls



Dear Friends,

As we close out another year, I want to take a moment to recognize the incredible commitment and talent of the entire CCSWG team who work day-in and day-out to improve the lives of women and girls in California. I am truly grateful for the leadership of the senior staff - Tifani Bartow, Program Director and Darcy Totten, Communications Director – for their leadership and partnership to persevere together at a time our state faces the greatest challenge in a generation... the COVID-19 pandemic.

The Commission's commitment to pandemic recovery at the local level for the women and girls who were hit the hardest by this disaster is unwavering. Thank you to our Commissioners who are committed to rebuilding California with women at the heart of the effort, leading where we have previously been forced to follow.

To be effective in the vital role that women must play in rebuilding our state, we need the support of donors, community leaders, interested and committed organizations, and working women across the state. There has never been a more important time to center the needs of women and families, and with your help, we will rebuild a better, more equitable, California for ALL.



Holly Martinez
Executive Director
California Commission on the
Status of Women & Girls

STRUCTURE & AGENCY

The California Commission on the Status of Women and Girls (CCSWG) is an independent State of California Executive Branch agency. While not housed under any other state entity, we adhere to state laws for executive branch operations including rules outlined by the Fair Political Practices Commission, the Department of Justice, Department of Human Resources, the State Controller, the State Treasurer, the Department of Finance, and others as they become applicable. The Department of General Services, which provides business support services for a fee to state agencies, supports administrative functions for the Commission.

The Commission makes regular reports on its activities, findings, and recommendations to the Legislature and reviews state laws in regard to the civil and political rights of women. As we have the capacity to do so, we also recommend, develop, or coordinate materials, projects, or other activities, and give technical and consultative advice to public or private groups or persons concerned with preventing or minimizing problems brought about by the changing roles and responsibilities of women and developing programs to support the women and girls of California.

We believe that when we educate Californians about the significant intersectional challenges women and girls experience, we generate 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 for all.



ABOUT THE COMMISSION

CCSWG Commissioners represent a diverse cross section of the California population. We have nine (9) public members, six (6) legislative members, one (1) designee of the Superintendent of Public Instruction and the California Labor Commissioner assigned through statute to our Commission.

The Commission is led by a Chair, Vice Chair, and Executive Committee, as elected by the Commission annually. Commissioners manage the guiding vision of this agency and ensure execution of our strategic plan. Commissioners commit to:

- Regularly attend meetings to share expertise and knowledge to further the vision mission and values of the organization
- Serve on subcommittees
- Serve as a subject matter expert for the Commission on specific topics
- Engage with staff to identify opportunities to support the Commission & Commission's projects or events

Mission

The California Commission on the Status of Women and Girls is the leading state agency advancing the interests of women and girls in one of the world's largest economies and the most populous state in the nation. We work inclusively to champion issue impacting women and girls through advocacy, education, and outreach to the Governor, Legislature, and the public to attain equity and access for all.



VISION & VALUES

Mission Driven

The Commission on the Status of Women and Girls 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 policymakers. The Commission 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.

Vision & Values

CCSWG will be the leading voice in advancing equity for women and girls in California.

OUR VALUES:

- Change making
- Bold action
- Inclusion
- Commitment
- Authenticity

All references to 'women and girls' include gender-expansive individuals (cis women and girls, trans women and girls, nonbinary individuals, gender-nonconforming individuals, genderqueer individuals, and any women or girl identified individuals).



BASIC OPERATIONS

As a state agency, the California Commission on the Status of Women and Girls implements programs and policy that is developed by the 17-member Commission body. The Commission meets approximately six times a year every other month to govern its operations, administration, programmatic and policy priorities.

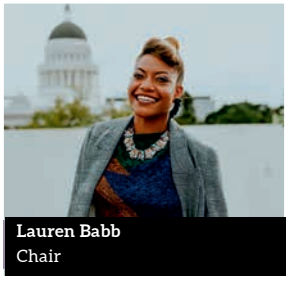
All Commission and committee meetings follow a defined set of by-laws and subject to the Bagley-Keene Open Meeting Act. The Commission has established committee and subcommittees to support the vision, operations and function of the organization. The Executive Committee is run by officer elected every two years lead by The Chair, 1st Vice Chair, 2nd Vice Chair, 1st Member-at-Large and 2nd Member-at-Large. Commission's priorities and policies are determined by the Commission and informed by state priorities and public input.

The Executive Director (ED) is appointed by, serves at the pleasure of, and reports to the Commission. The ED is the chief executive officer and official advisor and executive agent of the Commission and its Executive Committee. The ED 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 ED leads a staff of approximately ten civil servants as well as three student assistants.

There is no other independent agency as uniquely positioned to amplify the diverse needs of women and girls, champion critical and equitable solutions, and facilitate access to helpful and timely information, services, policy-makers and direct resources that put women, girls, and families first.



COMMISSIONERS



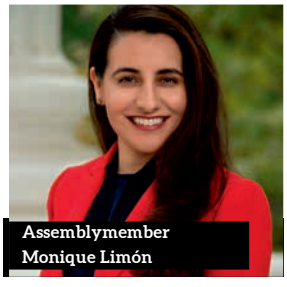
Lauren Babb
Chair



Dr. Joely Proudfit



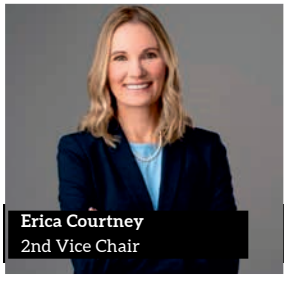
Assemblymember
Lisa Calderon



Assemblymember
Monique Limón



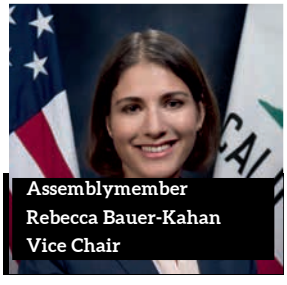
Lisa Zola Greer
Member-At-Large



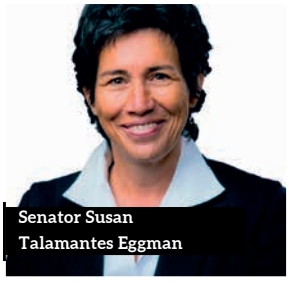
Erica Courtney
2nd Vice Chair



Nichol Whiteman



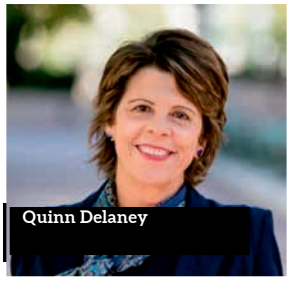
Assemblymember
Rebecca Bauer-Kahan
Vice Chair



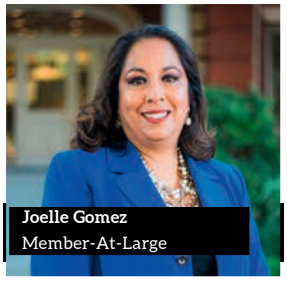
Senator Susan
Talamantes Eggman



Senator Rosilicie
Ochoa Bogh



Quinn Delaney



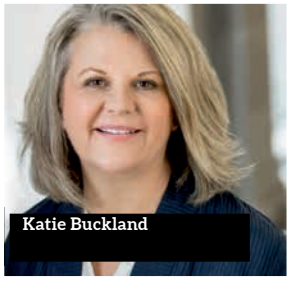
Joelle Gomez
Member-At-Large



Assemblymember
Dr. Akilah Weber



Lilia García-Brower
Labor Commissioner



Katie Buckland



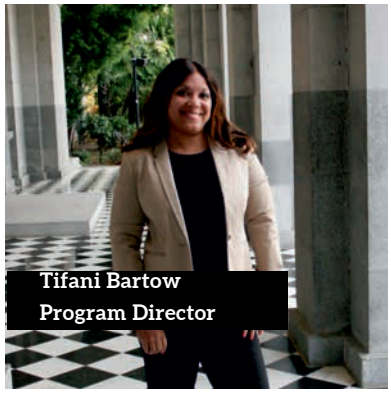
Celinda Vázquez

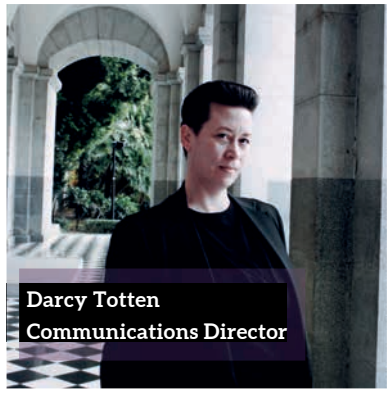


Dr. Alisha Wilkins

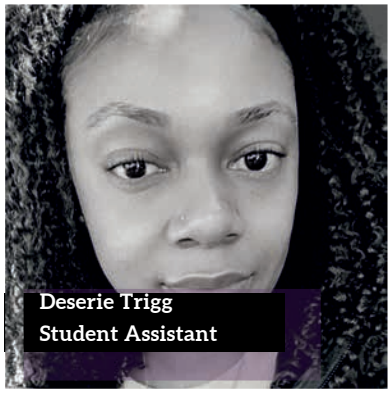
STAFF


Holly Martinez
Executive Director


Tifani Bartow
Program Director


Darcy Totten
Communications Director


Ranjana Maharaji
Equal Pay Specialist


Deserie Trigg
Student Assistant


Elieza Lewis
Student Assistant



COMMISSION HISTORY

The California Commission on the Status of Women was established by Governor Gerald “Pat” Brown in 1965 in response to an order signed by President John F. Kennedy in 1961 which established the President's Commission on the Status of Women (PCSW) of which Eleanor Roosevelt was Chair. When the PCSW issued its first report in 1963, titled "American Women in 1963," it was clear that the work for women's equality had only begun. Much needed to be done in the states and localities in order for women to achieve basic rights equal to men and the work for women of color was even more daunting.

Thus, the California Commission on the Status of Women was established as an advisory board to the Legislature and Governor to make recommendations on state policy affecting women and girls. It was signed into law as a permanent independent state agency in 1971 by Governor Ronald Reagan. “Girls” was added to the Commission’s name in 2012 to be inclusive of women through their entire life cycle.

As an independent, nonpartisan state agency, the Commission focuses on systemic issues and conditions affecting the female population of California. The Commission can hold public hearings and legislative briefings. It is capable of conducting research and advising the Governor, the Legislature, and the public on issues affecting the equity of women and girls. In the past, and with a plan to start again in 2020-2021, the Commission commonly held town hall meetings across the state to discuss priority issues affecting local communities.

Following the Great Recession, after several years of budget reductions, in 2012 the Commission was cut from the state budget. The Commission was subsequently reestablished in 2013 with one staff member with a budget allocation from the Legislature.

Since 2014, the Commission has experienced a surge in growth and with new interest, operations have expanded to include new programming. The Commission is the only state agency that directly deals with issues impacting women, establishing a critical link between local communities and government that would not otherwise exist.



COMISSION TIMELINE

As the only state agency to exclusively focus on the needs and concerns of women of all ages and backgrounds, the Commission on the Status of Women holds a noteworthy place in the history of California. Our records reflect the diverse and complex topics that impact women in this state while chronicling the ever-changing nature of legislative actions surrounding those issues. For the past 50 years, the Commission has been present for national debates and social movements, advocating to better the lives of women.

Over the course of its lengthy history, the Commission has formed many committees, including the following: Advisory, Child Care, Child Support/Custody, Community Involvement, Criminal Justice, Education, Employment, Executive, Health, Homemaker, Marital Property, and Public Information. Notable task forces include those on Minority Women and Comparable Worth.

1965 - 2022

1965

The California Advisory Commission on the Status of Women was established by Chapter 1378, for the purpose of developing recommendations "which will enable women to make the maximum contribution to society." The recommendations of this Commission were due to the Governor by June 30, 1967.

1967

Chapter 854 (Statutes of 1967) extended the sunset date of the Commission through June 1969. It also increased the membership from 15 to 17 commissioners, with the Senate Rules Committee and the Speaker each appointing one public member.

1971

Governor made the Commission on the Status of Women a permanent agency. In addition to its existing duties, CSW was 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."

1980

CCSWG gained appointing authority for six public members of the State Advisory Committee on Sexual Assault Victim Services when Penal Code 13836 transferred administrative responsibility for rape crisis centers from the Department of Social Services to the Governor's Office of Criminal Justice Planning.

1981

Neither the Advisory Commission nor CSW had any distinct organizational programs until 1981, when the work of CSW was divided into Research and Information Services, Legislative Liaison, and Administration.

COMMISSION TIMELINE

1984

The Displaced Homemaker Emergency Loan Act program added to CSW was created by law, a pilot loan program administered by CSW until 1998 extended by Chapter 1385, Statutes of 1985, and Chapter 488, Statutes of 1995. Comparable Worth Task Force established by CSW.

1987

Comparable worth task force ended.

1999

In 1999, DHELA was ended.

2012

Commission de-funded as part of a larger package of budget cuts during the recession.

2013

Commission reestablished with a $150,000 contribution from the Legislature.

2016

Commission launched the California Pay Equity Task Force after the passing of SB 358 (Jackson) to focus on developing tools for proactive implementation of the California Fair Pay Act, the strongest equal pay law in the nation.

2017

CCSWG presented a panel discussion on the California Pay Equity Task Force at the National Association of Commissions for Women annual conference. The panel shared best practices for practical implementation of civil rights laws with 11 other state women's commissions working toward equal pay implementation across the nation.

2018

California Pay Equity Task Force ends having completed the foundation for what will become the California Pay Equity Tool Kit.

2019

CCSWG published the California Pay Equity Toolkit; launched the #EqualPayCA program in partnership with the First Partner of California; SB 24 (Leyva) signed into law.

2020

College Student Right to Access Program (SB 24) launched by CCSWG.

2021

CCSWG launches 7.9 million dollar Women's Recovery Response effort to support women's economic recovery from the Covid-19 pandemic.

2022

CCSWG builds California Blueprint for Recovery, launches California Women's Impact Fund.

"HAVE FAITH THAT YOUR BEST DAYS ARE AHEAD OF YOU, THAT YOUR NEXT FRONTIER WILL BE THE MOST FULFILLING TIME OF YOUR LIFE, AND THAT YOU DESERVE TO BE SEEN AS GOOD ENOUGH JUST THE WAY YOU ARE—INCLUDING BY YOURSELF."

– MARIA SHRIVER



ORGANIZATIONAL FOCUS











THE IMPACT OF COVID-19

As we grapple with the long-term consequences of the COVID-19 pandemic, it is imperative that women across the state, in all industries and localities receive the support they need.

The California Commission on the Status of Women and Girls remains deeply concerned about the systematic erosion of women's well-being and human rights that have been profoundly accelerated by COVID-19 and the associated economic crisis they are experiencing, which will continue unless halted by deliberate interventions we must deploy now.

We must build on the state's recent investment of 7.9 million in fiscal year 2021-2022 to create a statewide blueprint for a Women's Recovery Response and invest in deliberate strategic program and policy interventions identified in the plan that will generate economic recovery and security centering Californians disproportionally impacted by the COVID-19 pandemic. From our initial literature review for the Women's Recovery Response, studies resoundingly report women, especially women of color, are experiencing greater loss in jobs, income, childcare services and increasing alarming rates of mental health concerns.

According to a survey by the California Budget and Policy Center:

- More than 6 in 10 Latinx and Black women in California live in households that lost earnings during the pandemic.
- Over half of women in California were living in households this past fall that lost employment income after mid-March 2020, reflecting the depth of job loss in California.
- This past fall, more than 1 in 3 women in California lived in households that found it somewhat or very difficult to pay for usual expenses, such as rent, utilities, food, and childcare.

Before the virus took hold, all Californians enjoyed the same low unemployment rate of 4.1%. But in the last year, women have suffered more: 12% have lost jobs statewide, compared with 10.4% of men. Economists call it a COVID-19 "she-cession," with disturbing consequences for the American workforce after decades of hard-earned gains by women. Women of color — more than 60% of California's female population — continue to be the hardest hit. In March, 13.4% of Latinas, 12.8% of Black women and 12.5% of Asian women statewide were officially unemployed, defined as those actively looking for work. That compares with 11.5% of White women.

As pandemic restrictions have eased, women are trickling back to work: About 6,000 returned to California's labor force in March, but more than a million remained unemployed — compared with 358,000 a year earlier.

The ever-growing needs and challenges women face demands a coordinated statewide urgent response to address the short-term and long-term impact of this crisis.

CCSWG believes that a just and sustainable economic recovery will not be possible without fully accounting for women's unrecognized contributions to economic growth and well-being and supporting their pivotal role in the care sectors. We know many women were locked out of the California's prosperity well before the pandemic. Pre-pandemic hardship and lack of economic security was particularly acute for American Indian, Black, Latinx, and Pacific Islander women in California.

One year after the COVID-19 recession, many women in California continue to face harsh realities as they scramble to pay for everyday expenses after losing jobs and household income. For many workers — especially American Indian, Black, Latinx, and Pacific Islander Californians, and women — unemployment doesn't even cover rent, leaving them in debt or at risk of eviction as they look for a new job.



WOMEN'S RECOVERY RESPONSE

As California's women and families grapple with the long-term consequences of the COVID-19 pandemic, it is imperative that those most impacted receive the support they need and have access to mechanisms through which their lived experience can inform policy decisions being made on their behalf. The California Commission on the Status of Women and Girls is deeply concerned about the systematic erosion of women's well-being and human rights that have been profoundly accelerated by COVID-19 and the associated economic crisis which has led to a deepening of existing systemic inequities.

In July of 2021 the California Commission on the Status of Women and Girls announced the receipt of a one-time state budget allocation of $7.9 million to be used to facilitate a Women's Recovery Response to COVID-19 through a network of local commissions on women and direct service support. The Commission is grateful to Budget staff and Chairs Senator Nancy Skinner and Assemblymember Phil Ting, and the Women's Caucus for their commitment to California's women and girls in this time of crisis.

As the state entity tasked with assessing gender equity in multiple issue areas including health, safety, employment, education, and others, the California Commission on the Status of Women and Girls is uniquely positioned to uplift local commissions and the direct service providers they work with to help ensure that women's needs are centered in the statewide recovery efforts. The additional investment will begin to insert structural support and resources into the network of local commissions while the California Commission continues to act as a statewide convener, facilitator, and oversight administrator.



The Women's Recovery Response is designed to focus in the economic impact of COVID-19 on California's women and girls. According to a report released from the Center for the Advancement of Women in Los Angeles, women and girls in California have struggled in the workforce, caring for their families and staying mentally well during the pandemic.

One key finding shows that 25% of women in California were unemployed compared to only 20% of men, as COVID-19 impacted the economy. The Center for the Advancement of Women at Mount Saint Mary's University noted that nearly 80% of the jobs lost were clustered in retail, education, hospitality, healthcare, and government. Women lost nearly three million jobs in total, according to this research, as compared to men who only lost 1.8 million jobs.

Additional findings from the Center for the Advancement of Women at Mount Saint Mary's University's 2021 Report on the Status of Women and Girls in California show that 41% of mothers working from home provided extra childcare, while only 15% of fathers did when schools closed. Seventy percent of women suffered anxiety and more than 50% experienced mild to severe depression. Women of color — more than 60% of California's female population — continue to be the hardest hit. In March, 13.4% of Latinas, 12.8% of Black women and 12.5% of Asian women statewide were officially unemployed, defined as those actively looking for work compared to the lower rate of White women at 11.5% .

Women are not a monolith and by investing in the leadership and knowledge of women on the ground through local women's commissions and direct service providers, we invest in growing a more equitable state. The ever-growing needs and challenges demand an urgent response to address the long-standing, systemic inequities that the current crisis compounded. We cannot be satisfied with a return to "normal" after the pandemic is over. This is an opportunity to do better.

By working to strengthen the existing network of local commissions, the California Commission on the Status of Women and Girls seeks to build a more direct system of support for women in communities across the state. 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.

The Commission on the Status of Women and Girls will allocate up to $5 million in one-time General Funds to engage target populations to inform a statewide blueprint of women's economic recovery. Throughout the process of generating the blueprint, multiple deliverables including surveys, research reports, a public education campaign, and advocacy opportunities for local women-led organizations and commissions in all 58 counties.

ORGANIZATIONAL PRIORITIES

The California Commission on the Status of Women and Girls is in the process of approaching a strategic planning round in 2022 that takes into account the immediate needs of women and girls who have been profoundly impacted by the COVID-19 pandemic which remains ongoing.

The organization has committed to focusing its efforts into three primary objectives that encompass the need holistically and focus limited resources on programs and philanthropic efforts that will deliver the most cohesive approach to recovery. Each program and grant include substantive evaluation metrics and processes for revision as our work yields results.

The Executive and Strategic Planning Committees have developed a workplan that is in line with the vision and values of the organization that approaches the pandemic needs of women and girls by focusing on Connection, Economic Security, and Health and Wellness from an intersectional perspective.

Through education and advocacy, fundraising, and building on-the-ground support systems through local commissions and service providers, the California Commission on the Status of Women and Girls is prepared to scaffold and scale previous successes into a statewide blueprint for gender-based crisis recovery.

Primary Objectives



Connection



Economic Security



Health & Wellness

CONNECTION

The Commission will seek to ensure that all program, education, and philanthropic efforts are rooted in the opportunity to connect, partner, collaborate with, and increase support and access to resources for women-led organizations in cities and counties across the state.

All programs are focused on strategic solutions to large scale problems facing women and girls, with tactical solutions included that directly address intersectional challenges.

Commissioners and staff act as Ambassadors throughout the state and the communities we serve, amplifying the impact of programming and philanthropic or research efforts. Publications, reports, public education campaigns, and media are the vehicles through which these efforts are amplified and recorded for distribution.

The Commission seeks to be an accessible resource for women and girls and views this ability to connect networks, offer support, and create convening opportunities as critical for women's equality and recovery. By developing assets and offering access to subject matter experts, the Commission continues to grow a strong community of belonging capable of championing policy, program, and philanthropic solutions to the problems faced by California's 24 million women and their families.



ECONOMIC SECURITY

Core to our mission, the Commission is responding to the hardship women are disparately experiencing due to of COVID-19 with a clear focus on building economic security for women who have been profoundly affected.

The financial fallout of women being pushed out of the workforce while carrying a disproportionate share of responsibility in the home is impacting not only their economic security but also the mental health and wellness of women who are the backbone of our families and communities.

Since the onset of the pandemic, women have suffered the most pandemic-related job losses, accounting for 53.8% of overall net job loss since the start of the crisis. The California Commission on the Status of Women and Girls is in the process of facilitating a pandemic recovery response effort to respond to the growing demands and essential needs of women by creating a centralized response at the state level. From this, the Commission will create a statewide blueprint for recovery, the first of its kind, that centers the needs of women and girls.

Through this centralized response to support, expand, and stabilize local women's and girls' commissions to ensure the economic security of women within their community, we also identify and help regional women and girls' commissions champion gender equity initiatives and interventions that improve the status of women in California, increase opportunities for employment and entrepreneurship including education and technical training and workforce development, and continue to tackle key issues such as the pay gap and opportunity gaps facing women in the workplace.

Issues including shelter, transportation, population-specific needs assessments and interventions, mentorship and networking as well as supporting local communities investment in women and families, thus reducing social burden costs are all key components of the Commission's work in this area and inform program development and grantmaking.

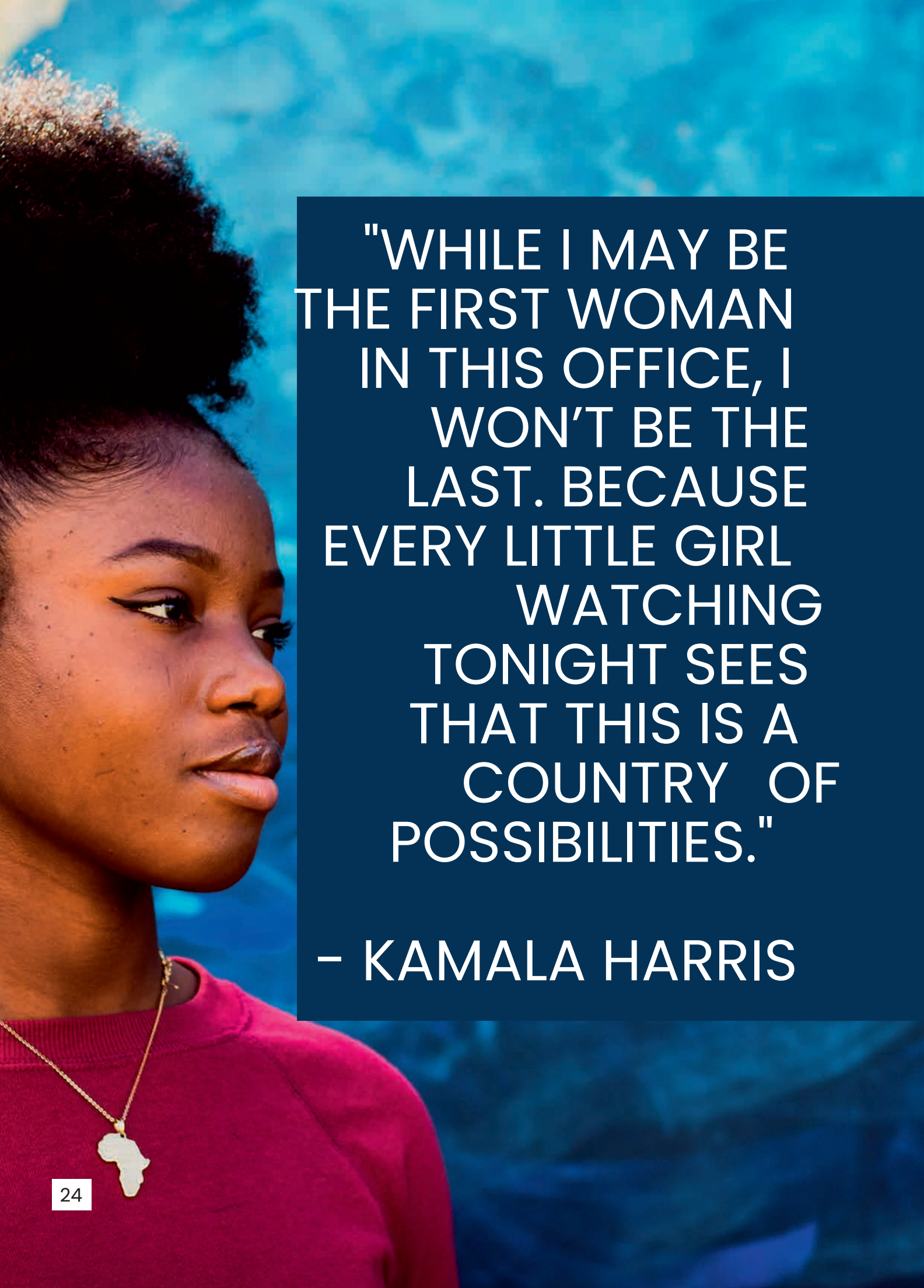
HEALTH & WELLNESS

The Commission recognizes the critical importance of physical and mental health in addressing the needs of women of California. Particularly amidst the pandemic, we understand that it's more important than ever to ensure that women and girls in our state have accessible, affordable, and holistic health care that address the unique needs of their intersectional experiences.

To achieve health equity, the Commission supports a concentrated focus on accessibility, affordability, mental and behavioral health, reproductive justice, sexual health, assault, and intimate partner violence prevention and support.

The Commission's programmatic work differs slightly from its policy approach and efforts as an appointing body for other agency efforts, and includes working with state agencies and legislative bodies to assess systems, programs and policies that affect women and girls and acting as a liaison between the public and private sector to eliminate barriers to care. The Commission is committed to ensuring women and girls are free from all forms of violence and are able to live happier, longer, and healthier lives by addressing the growing disparities in health equity and safety.





"WHILE I MAY BE THE FIRST WOMAN IN THIS OFFICE, I WON'T BE THE LAST. BECAUSE EVERY LITTLE GIRL WATCHING TONIGHT SEES THAT THIS IS A COUNTRY OF POSSIBILITIES."

– KAMALA HARRIS

PROGRAMS











COLLEGE STUDENT RIGHT TO ACCESS ACT

California has chosen to be a leader on reproductive healthcare access. The College Student Right to Access Act ensures that California's college and university students have access to medication abortion through campus health centers.

The California Commission on the Status of Women and Girls oversees the funding for preparing public universities to provide certain types of abortion care, which is a fundamental right and an essential part of sexual and reproductive health care.

The College Student Right to Access Act requires, on and after January 1, 2023, each student health care services clinic on a California State University or University of California campus to offer abortion by medication techniques, as specified. The bill requires the Commission on the Status of Women and Girls to administer the College Student Health Center Sexual and Reproductive Health Preparation Fund, which the bill establishes. The bill continuously appropriates the monies in that fund to the Commission for allocations to each public university student health care services clinic for specified activities in preparation for providing abortion by medication techniques, thereby making an appropriation.



The College Student Right to Access Act prepares public universities to provide abortion by medication techniques to pregnant students. The Commission's responsibility includes administering the college student health preparation fund, providing non-monetary assistance and support, and reporting duties.

Over the course of fiscal year 2020-2021, CCSWG' organized and facilitated the executive leadership teams from California State University (CSU) and University of California (UC) to meet virtually on a quarterly basis to establish implementation plans for operational readiness as well as financial tracking of allocations for each CSU and University campus.

The University of California Student Health Services (SHS) centers have made substantial progress in readying their clinical centers to provide medication abortion services to students at each UC campus by January 1, 2023 despite delays caused by COVID-19 pandemic with the closing of campuses, redirecting priorities to COVID-19 related services and response, and to re-opening and for readying campus-based learning and large-scale tracking systems for COVID-19 vaccinations.

The California State University (CSU) system has established the College Student Right to Access Work Group comprised of a diverse leadership from the student health services units representing small and large campuses, rural and urban locations, and full/minimal health clinic settings. The group is developing a comprehensive implementation plan for the delivery of medication abortion services to CSU students by January 1, 2023.



#EQUALPAYCA

The California Commission on the Status of Women and Girls has a long history of promoting equity for women. The Office of the First Partner, Jennifer Siebel Newsom, is continuing to partner with the CCSWG on the #EqualPayCA campaign, which focuses on eliminating pay disparities for Women through the Equal Pay pledge, Equal Pay Day events, and social media messaging on Equal Pay Days. These efforts help to further illuminate pay disparities for women in California by examining equal pay through the lens of gender and race.

While California has the strongest equal pay laws in the nation, the wage gap persists. California law requires that women and men be paid the same wage rate for performing substantially similar work. Although these protections extend to race and ethnicity, a typical woman nevertheless loses thousands of dollars and thus thousands of opportunities over her lifetime due to the wage gap and the numbers are substantially worse for women of color.



COVID-19 severely impacted the California economy. At the bullseye of that impact are women of color. In December 2020, of the 140,000 jobs lost nationally, Black women, Latinas, and working mothers were impacted the hardest. When a woman loses her job, or is not paid fair wages, the impact is devastating to her and her whole family. In addition, COVID-19 has had a compounding effect on women's health, her mental health and overall economic stability. CCSWG is committed to promoting ongoing upward mobility for women, closing the pay gap and improving economic opportunities and promoting speedy recovery for women impacted by COVID-19.

The Commission is working to form actionable changes in policy, keep the spotlight on pay inequities, increase access to tools and resources for women and encourage businesses to take the Equal Pay Pledge. Our aim is to cultivate a collective action that will increase the commitment of California employers to Equal Pay.

Specifically, we will continue our work to achieve the following:

- Raise awareness about intersectional pay inequities for working women
- Increase access to tools and resources that help women achieve pay equity
- Increase the number of corporations that take the Equal Pay Pledge
- Define what the impacts of COVID-19 are on women of color and how the workplace can work better for women as employees
- Identify the needs for policy changes and corrective measures



EQUAL PAY PLEDGE

Part of the #EqualPayCA campaign is a massive effort encouraging companies in California to take the Equal Pay Pledge. Pledge takers commit to:

- Conducting an annual company-wide gender pay analysis
- Reviewing hiring and promotion processes and procedures to reduce unconscious bias and structural barriers
- Identifying and promoting other best practices that will close the pay gap to ensure fundamental equity for all workers

The California Commission on the Status of Women and Girls in partnership with the Office of the First Partner have set ambitious goals for the coming year including a series of business roundtables and statewide data collection to help inform a framework for corporate best practices.

The following companies are a sample of those who have taken the Pledge

Adobe | Airbnb | Apple | AT&T | Autodesk | Blue Shield of California | Box | Branch Metrics | Children's Home of Stockton | Cisco | Drift | Edison International |The Grateful Dog, Inc | eBay | Fisher & Phillips LLP | First Capitol | Gap Inc. | Genentech, a member of the Roche Group | Gusto | Ike Robotics | Intel | Just Us 4 Youth | Lending Club | Liveconvos.tv | Maxim Integrated | Mattel |Medallia Inc. | Metromile | Nextdoor | Ripple Foods | Salesforce | Shutterfly | Simplecast | Sacramento Municipal Utility District | Snapdocs | Social Glass | Square | SunRun Inc. | Sunshine Sachs | TuSimple | Twitter | Uber | Zynga



WRAP TRAINING

The Commission on the Status of Women and Girls promotes, empowers, and advocates on behalf of all women and girls throughout California. Our current economic conditions provide an excellent opportunity for the CCSWG to work with several partners statewide to readdress disparate impact facing women in the workplace and how that impact ultimately effects women economically, mentally, and overall health and well-being.

The Workplace Rights Ambassador Project is an effort to build a bridge between disenfranchised workers and the Labor Commissioner's Office. The Office of the First Partner and the California Commission on the Status of Women and Girls are excited to partner with the California Labor Commissioner's Office (LCO) to provide additional #EqualPayCA WRAP trainings during Equal Pay Day months for women of color, and to increase the number of women of color participating in the Ambassador Project. Our joint purpose is to ensure women's awareness surrounding workplace rights and to increase knowledge of proper procedures when those rights have been violated.

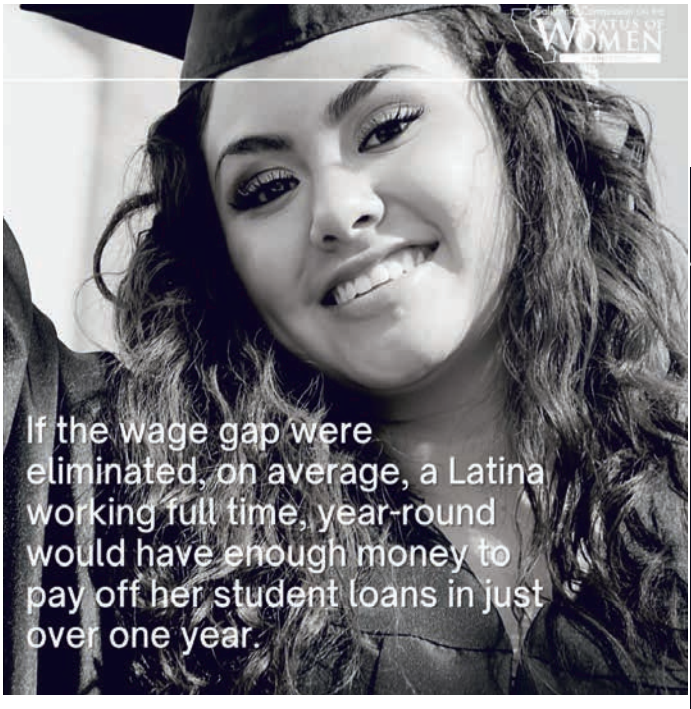
If pay and opportunities were equally available to every woman in workforce in California, we would be successful in promoting economic justice and full enforcement of California's labor laws. This training focuses on accessing and understanding paid sick leaves, domestic violence protections, new parental leave laws, and lactation accommodation and policy oversight.



EQUAL PAY DAYS

Equal Pay Day was developed by the National Committee on Pay Equity (NCPE) in 1996 as a public awareness event to illustrate the gap between men's and women's wages. This date symbolizes how far into the year women must work to earn what men earned in the previous year. Because the wage gap is wider for women of color, multiple dates exist corresponding with women belonging to different racial/ethnic groups.

The California Commission on the Status of Women and Girls is proud to partner with the Office of the First Partner on the #EqualPayCA campaign which highlights these issues annually. Dates for Equal Pay Days are based on annual U.S. Census data on median earnings for full-time, year-round workers.





PAY GAP BY RACE

57 CENTS
LATINA WORKERS

Compared to White men, Latina's earn 57 cents to the dollar compared to White men.

60 CENTS
NATIVE AMERICAN WOMEN WORKERS

Compared to White men, Native American women earn 60 cents to the dollar compared to White men.

63 CENTS
BLACK WOMEN WORKERS

Compared to White men, Black women earn 63 cents to the dollar in California.

85 CENTS
ASIAN WOMEN WORKERS

Compared to White men, Asian women earn 85 cents to the dollar in California.

82 CENTS
ALL WOMEN WORKERS

Compared to White men, women earn 82 cents to the dollar.



BUSINESS ROUNDTABLES

To increase viability the Commission hired Urban Strategies Group to assist in facilitating Equal Pay Business Roundtables. Our consultants assisted CCSWG with facilitating 10 business roundtables which kicked off in October. We partnered with various subject matter experts who presented valuable information and resources to best build a bridge between taking the pledge and addressing disparities that exist for women in the workforce.

The programs team worked diligently to synthesize topics that are most practical and pertinent to today's climate with women in the workforce and binding the pledge with their own business commitments.

The Business Roundtables offered insight as to why companies should invest their time and resources in developing and enhancing pay equity strategies. Program Director Bartow, CCSWG staff, and the consultants met with pledge takers to re-engage, assist if companies had identified pay equities, or if they have determined improvements were needed, and how they would move forward in closing the gap.

Taking the Equal Pay Pledge was just the beginning for a lot of businesses, but many have no foundation to build on to have a path forward and no resources to look to for assistance in building better opportunities for women in the workforce.

In developing a robust program, our intent is to provide businesses an opportunity to network amongst peers, ask complex questions, and share challenges they are facing while striving to close the pay gap.

"When we invest in women and girls, we are investing in the people who invest in everyone else."

MELINDA GATES

The following topics were presented and discussed in small cohort sessions:

1. Introduction Business Roundtable
2. How to Retain Top Female Talent
3. Equal Pay and Leave Protections
4. Creating Equal Pay Policies
5. It Starts with HR – Recruitment Matters
6. How Reskilling and Upskilling Will Close Gender Gaps
7. Rethinking Mentorship
8. Women in Collective Bargaining
9. Increasing opportunities for ALL Women in the Workforce
10. Final Roundtable – Equal Pay Resolutions

Notably, we were successful in gaining the following from our first few roundtables:

- Organized network sessions with companies based on size and similar industry to discuss common goals and challenges
- Provided a safe space to openly talk about policy changes and how to implement with no risk
- Outlined benchmarking and best practices that can be shared and compiled for current/future use
- Afforded substantive understanding of the legal landscape of the pay equity in a benefit that outweighs the risk overview

Our program allows businesses to take the Equal Pay Pledge and examine their own hiring practices, promotional opportunities, current polices to identify pay gaps and develop a roadmap to mitigate those gaps.





WOMEN ON CORPORATE BOARDS

In 2018, our former Commissioner and State Senator Hannah Beth Jackson passed Senate Bill 826 (SB 826) which was signed by then Governor Jerry Brown, requiring publicly traded corporations with principal executive offices in California to have one to three female directors depending on the size of their boards by the end of 2021.

According to a recent report by the California Partner's Project, as the deadline nears, 98% of California companies are meeting this mandate by having at least one woman director.

We recognize that representation needs to move beyond the required one to three women directors to create the change we want to see. This is especially true for women of color who only hold 6.6% of the women board seats, yet make up 32% of California's population. Even more startling, is the fact that Latinas represent only 1% of women with corporate board seats despite there being no shortage of women qualified to serve.

There are, however, plenty of barriers to their entry into the pool from which those who get to serve are chosen. One of the biggest barriers to corporate board service is that these are not positions that are publicly advertised to which just anyone can apply. The Commission is looking at ways to change the structure of how these positions are filled. We need to create pathways, not pipelines, that are wide enough for many women to fill these roles, and build open access to competitive processes that will allow those who are qualified, but maybe not connected, a way in.





"PERHAPS, ONE OF OUR GREATEST CHALLENGES AS A NATION, AS A PEOPLE, AS HUMAN BEINGS IS MAKING SURE THAT OUR GRANDKIDS CAN LIVE ON THIS EARTH."

—BARBARA BOXER

COLLABORATIONS











LOCAL WOMENS COMMISSIONS

County Commissions

- Alameda County Commission on the Status of Women
- Contra Costa Commission for Women
- Los Angeles County Commission for Women
- County of Marin Women's Commission
- Monterey County Commission on the Status of Women
- San Diego County Commission on the Status of Women
- Department of Human Resources
- City & County of San Francisco, Department on the Status of Women
- San Luis Obispo Commission on the Status of Women
- San Joaquin County Commission on the Status of Women
- San Mateo County Commission on the Status of Women
- Santa Cruz County Women's Commission
- Santa Barbara County Commission for Women
- Santa Clara County Commission on the Status of Women
- Sonoma County Commission on the Status of Women
- Stanislaus County Commission for Women
- Sacramento Commission on Women and Girls
- Solano Commission for Women and Girls

City Commissions

- Berkeley Commission on the Status of Women
- City of Carson Women's Issues Commission
- Compton Commission for Women
- Glendale Commission for Women
- Los Angeles City Commission on the Status of Women
- Pasadena Commission on the Status of Women
- Santa Monica Commission on the Status of Women
- West Hollywood Women's Advisory Board

STATE ADVISORY COMMITTEE (SAC)

SEXUAL ASSAULT VICTIM SERVICES PROGRAM

The SAC, established by Penal Code Section 13836, provides oversight to the Rape Crisis, Child Sexual Abuse, and Child Sexual Exploitation and Intervention Programs. The California Emergency Management Agency (Cal OES) recognizes the far-reaching impact of the sexual violence on individuals, communities, and society. Through the SAC, the Office of Emergency Services gives voice to the concerns and needs of sexual assault survivors in California.

State funding for rape crisis centers began in 1978 with the establishment of a grant program at the Department of Social Services. In 1980, legislation (P.C. 13836) transferred administrative responsibility for this program to Governor's Office of Criminal Justice Planning (OCJP), and also established the SAC. The OCJP has since been disbanded, with their sexual assault programs being moved to Governor's Office of Emergency Services. The SAC's oversight responsibilities increased in 1983 and 1985 when legislative amendments added the Child Sexual Abuse Program and the Child Sexual Exploitation and Intervention Program to P.C. 13836.

The SAC is authorized by statute to advise the Governor's Office of Emergency Services on program development and implementation, to develop criteria for awarding funds, to assist in the development of a course of training for prosecutors who investigate and prosecute sexual assault cases, and to approve grants awarded to the three programs for which it has oversight.

The SAC goals are ambitious and include: legislative advocacy and development; provision of optimal medical and forensic evaluation and treatment of all victims of sexual assault and abuse; victim restitution advocacy; increased training for professionals who works with victims and survivors; monitoring, evaluation and recommendation of public policy as it relates to sexual assault, child sexual abuse, and child sexual exploitation.

The SAC is composed of 11 members, five of which are appointed by the California Emergency Management Agency (Cal EMA) and include three district attorneys representatives, one law enforcement representative, and one public defender's office representative. The California Commission on the Status of Women appoints the six remaining members, which shall include one rape crisis center representative and one medical professional experienced in dealing with sexual assault victims. The SAC usually meets four times a year.

Current CCSWG SAC Appointees:



Linda McFarlane



Heidy Kellison



Sandra Henriquez



Patima Komolamit



Dr. Candace Burton



Jessica E Draughon Moret

EQUAL RIGHTS AMENDMENT COALITION

The ERA Coalition is comprised of some 200 national and local partner and support organizations across the country representing millions of advocates working for the equality of all. The Commission was honored to formally join the Coalition this year to amplify and support this effort. ERA Coalition partner organizations participate in bi-weekly strategy and messaging discussions, share best practices, and receive trainings.

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 to ensure equal rights under the law are enshrined in the constitution.

The Amendment States:

Section 1: Equality of rights under the law shall not be denied or abridged by the United States or by any state on account of sex.

Section 2: The Congress shall have the power to enforce, by appropriate legislation, the provisions of this article.

Section 3: This amendment shall take effect two years after the date of ratification.



ENGAGING GIRLS IN STEAM

The Commission, in partnership with the California Department of Education Foundation and various corporate sponsors, annually co-hosts the California STEAM Symposium.

The Symposium is geared toward California teachers and administrators of K-12 education and focuses on innovative methods for preparing today's students for college and 21st-century careers, approach to scale STEAM professional learning, and discover ways to broaden quality STEAM education on a systemic level. In 2018, the Commission convened a keynote panel of screenwriters with science degrees to discuss their role as science writers for television shows such as Grey's Anatomy.

This event provides support to educators as they explore new ways to positively impact students' lives and expand opportunities with STEAM. Highlights include strategies to creatively partner with local community organizations to address learning loss, techniques to lean into learning recovery, and ways to support the social-emotional development of students; hands-on activities to use in most learning environments; inspiring keynote speakers; and a variety of peer-led, interactive breakout sessions.





Women and girls in California continue to lag behind their male counterparts in academic performance in STEAM fields, enrollment into STEAM courses, majoring in STEAM fields, and working in STEAM careers.

Our mission is to increase the participation of girls in STEAM classrooms, and increase the number of women in STEAM fields. The 9th annual California STEAM Symposium took place October 21-23, 2021, bringing together passionate people seeking inspiration, energizing engagements, and the opportunity to collaborate to expand STEAM learning opportunities for everyone in California.

Sally Ride famously said once that "You can't be what you can't see" and we think about that a lot at the Commission, particularly with regard to representation and building up strong role models for girls. This year we were so excited that ALL FOUR of the keynote speakers were women.

This event presents an opportunity to make significant positive change for girls in California as we continue to push open doors and break down barriers to their participation in STEAM fields around the globe.



YOUR VOTE IS YOUR VOICE

The California Commission on the Status of Women and Girls, the California Secretary of State, and California Women Lead joined together to increase voter registration and turnout.

Your Vote Is Your Voice is a campaign created to remind women of their personal power to co-create our collective future by casting a ballot in every election. We are proud to work with the California Secretary of State's Office to amplify the resources available designed to make voting easy for every California resident.

The Commission worked with California Women Lead and additional stakeholders to host several panel discussion events examine the importance of women's votes this fall and to produce a public service campaign highlighting women across California encouraging everyone to make themselves heard at the ballot box and reminding women that our power is in our collective vote. We look forward to continuing this campaign with additional partners in coming election years.







INTERNATIONAL COLLABORATIONS

The California Commission on the Status of Women and Girls (CCSWG) is proud to partner with the Mexican Ministry of Foreign Affairs which has adopted a feminist foreign policy. Signatories Dr. Alisha Wilkins, Chair, California Commission on the Status of Women and Girls and Martha Delgado, Undersecretary for Multilateral Affairs and Human Rights signed on May 4, 2021 to launch this five-year partnership.

The Mexican Ministry of Foreign Affairs through its various programs seeks to actively and permanently, promote all the consular services available to Mexican women, in order to contribute to their personal, family, economic and social empowerment, taking into account their circumstances, and if applicable, special situations of vulnerability have partnered with the California Commission on the Status of Women and Girls to contribute to the advancement of equality, empowerment, and the promotion of women and girls' rights in California and Mexico.

The partnership will initially focus primarily on equal pay for women, training and education on workplace rights and equal pay, diversity, equity, and inclusion in the workplace, prevention of domestic violence and sexual assault, and the general health and well-being of women and girls. It is a vital part of our effort to reach women in California who are struggling deeply with the effects of systemic racism and the global pandemic.

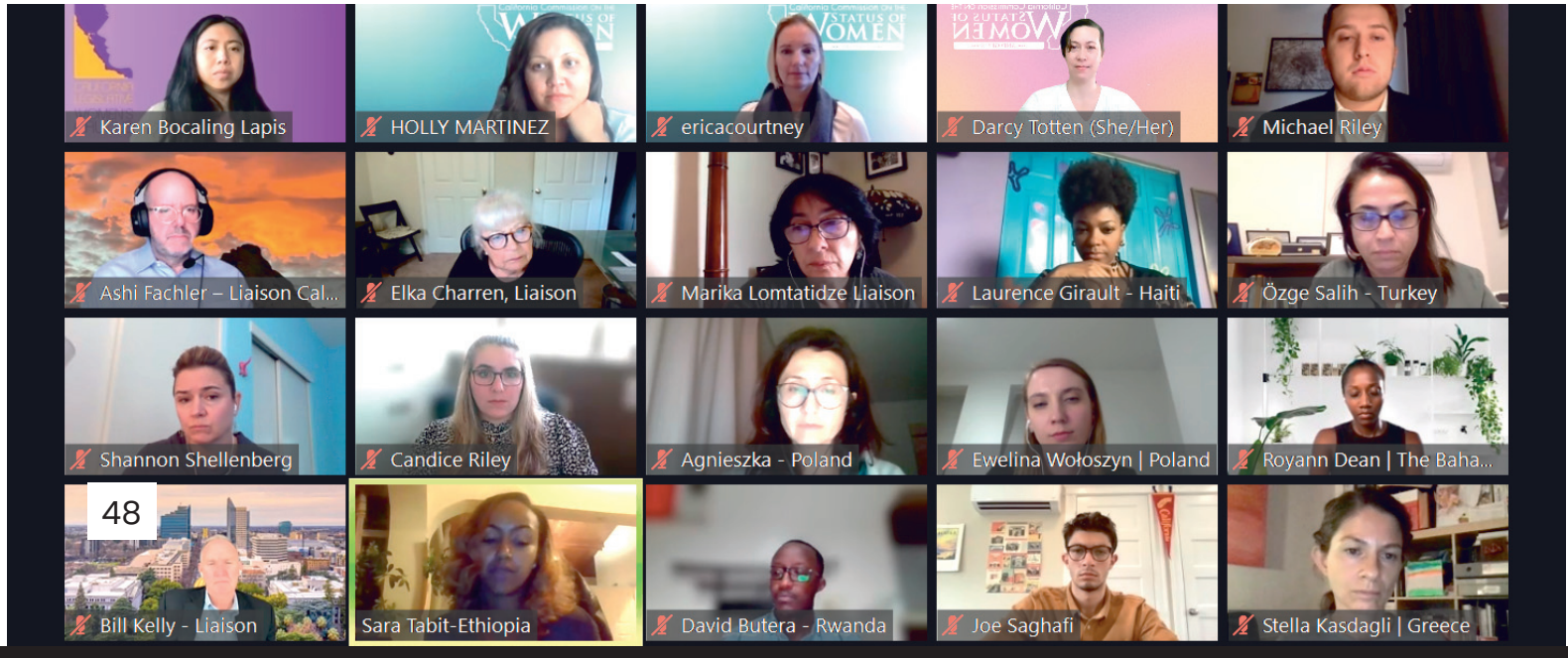


GLOBAL TIES SACRAMENTO

Global Ties Sacramento influences positive global change and fosters mutual understanding through the facilitation of professional, cultural, and educational exchanges. By connecting international leaders with the Greater Sacramento Region, the organization provides opportunities for people from around the globe to engage in meaningful dialogue, build relationships, and create a more peaceful world.

Global Ties Sacramento is a division of World Trade Center Northern California, and a member of the Global Ties U.S. network. The Commission has a multi-year relationship with the organization, providing leaders in California as speakers for visiting scholars on diverse topics impacting women in the state.

This year, Commissioner LTC Erica Courtney and Interim Executive Director Holly Martinez as well as Communications Director Darcy Totten and Karen Bocaling Lapis, consultant with the California Women's Caucus, spoke to a cohort of women from across the globe as part of the Global Ties Sacramento and International Visitor Leadership Program's "Women and Entrepreneurship." From mentorship and connection to policy change, women on corporate boards, and the vital need for women's leadership in the wake of a global pandemic, together, we can build a more equitable world for all of us!



CALIFORNIA WOMEN LEAD

CCSWG was honored to once again attend the California Women Lead Annual Breakthrough Conference.

This annual event offers a unique opportunity for women across California to discuss top-of-mind issues and hear from female leaders in California. When SB826, authored by former CCSWG Commissioner Senator Hannah-Beth Jackson, became law, 1,275 women needed to be added to public company boards in California. Now, more than 98% of California companies have at least one woman director! However, women of color currently hold just 6.6% of California's public company board seats even though they make up 32% of California's population. We can and must do better.

CCSWG Executive Director Holly Martinez joined Olivia Morgan, Co-Founder & Executive Director, California Partners Project and Stacie Oliveras, Financial Consultant, CalPERS Board to discuss how to build broad pathways to corporate board service for women, and particularly women of color.



SUPPORTING WOMEN VETERANS

Women veterans face unique challenges that their male veteran counterparts do not. As the fastest growing cohort within the veteran community at 9.4% (2M) growing to 16.3% by 2043, it is imperative we capture data on this demographic to address specific needs.

Historically, only 1.4% of all female American's have served in the armed forces. They face unusually high unemployment rates of 11.1 % compared to 7.1% for other women. Women veterans are three times as likely to experience homelessness and poverty over non-veteran women. According to the VA, women veterans die by suicide at six times the rate of non-veteran women. Younger women veterans are at higher risk at 12 times the rate of non-veteran women. While only constituting 15% of the military, women account for 95% of reported sex crime victims and is considered seriously underreported due to retribution.



Commissioner LTC Erica Courtney and Executive Director Holly Martinez met this year with Virginia Wimmer, Deputy Secretary for Women Veterans Affairs and Xochitl Rodriguez Murillo, Deputy Secretary for Minority & Underrepresented Veterans to talk about how the California Commission on the Status of Women and Girls can best support women veterans, particularly in the wake of COVID-19.

As more and more women move into the ranks of veterans, it becomes important to investigate their post-military outcomes. Who are women veterans and how are they different from their non-veteran counterparts? How do women veterans use the benefits and services? In addition to data collection, the Commission will participate in CalVet's public campaign to raise awareness about female veterans.

With over 163,000 women veterans in California and many currently serving in the state's 32 military bases, CalVet Women Veterans will feature the diversity and the extent women served and sacrificed. By gathering stories and photographs of California women veterans, they will establish a visible and more accurate narrative of how women served so future generations can follow, aspire to, and be inspired to continue breaking barriers and stereotypes.



NACW

The Commission has been a member of the National Association of Commissions on Women (NACW) for much of its history. In 2018, the Commission presented a keynote panel which focused on the California Pay Equity Task Force convening as a model for the proactive execution of civil rights law. In 2019, the Commission and staff headed to Chicago, Illinois, for the 49th NACW Annual Meeting and Leadership Summit where a longtime staff member was elected to the national board of directors. In 2021 CCSWG once again joined collaborative efforts, paving the way for future expansion.

Through the association, Commissioners and staff have the opportunity to engage in nationwide collaboration on women's initiatives, leadership development, and peer-to-peer learning that will help create new and innovative programming to address justice and equality for all women and girls. The Commission plans to continue contributing to these annual conferences as a national leader in women's equity.



ACCW

The California Commission on the Status of Women and Girls has enjoyed a long and productive relationship with the Association of California Commissions for Women (ACCW) whose mission is to promote viability, strength, and effectiveness of member Commissions within the State of California.

As the Commission ramps up its Women's Recovery Response, we look forward to deepening our existing relationship. The goals of the Association dovetail strongly with those of the Commission-led response to the COVID-19 pandemic in that they seek to ensure that Commissions exist in every County or City, and that they are fully funded, permanent, and independent Government entities that give California women a voice.

The California Commission on the Status of Women and Girls remains committed to this issue as one of our goals for recovery and long-term investment statewide in the well-being of women and families.



“COURAGE IS THE MOST IMPORTANT OF ALL THE VIRTUES BECAUSE WITHOUT COURAGE, YOU CAN'T PRACTICE ANY OTHER VIRTUE CONSISTENTLY.”

— MAYA ANGELOU



POLICY & LEGISLATION











2021 WOMEN & GIRLS OPPORTUNITY AGENDA

The COVID-19 pandemic has brought into sharp focus the impacts of the crisis and the ways in which all crises disproportionately affect women.

Overall, women have lost a net of 5.4 million jobs during the recession—nearly 1 million more job losses than men. Response and recovery efforts must ensure women are at the table and that they are considered adequately in the policy solutions. This is critical in order to ensure our communities are resilient in the aftermath of this pandemic.

We are giving voice to initiatives that advocate for the needs of all women to decision makers and policymakers during this time. Working with advocates, the state Legislature, state agencies and businesses, the California Commission on the Status of Women and Girls is championing a policy agenda that increases women's and girls economic security, improves their the health and wellness and ensures their well-being is seen through an equitable and intersectional lens.

The following pillars shaped our work for the 2021 session:

- **Pillar I:** Ensuring Economic Security and Recovery - Upward Mobility, Social Support Services & Basic Needs
- **Pillar II:** Improving Wellness - Health Access, Care & Safety
- **Pillar III:** Applying an Intersectional Lens - Equity & Inclusion



As a society we must commit to confronting the cultural biases and systemic norms that harm women.

The California State Legislative session ended on September 10th with a total of 694 measures that awaited the Governor's signature. By the October 10th deadline, eight of the nine Commission's supported measures that made it to the Governor's desk received his signature! This was in addition to the 2021-22 State Budget that funded many of the Commission's priorities including maintaining Medi-Cal telehealth through the end of 2022, waiving child care family fees through 2022, 9-8-8 mental health crisis hotline funding, free school meals and Medi-Cal coverage regardless of immigration status.

The California Commission on the Status of Women and Girls is honored to support legislation and leaders that break down walls and build up opportunities for women to access desperately needed support, healthcare, family assistance, and the opportunities to showcase our best selves and our desperately needed skills at this crucial time in our state.




completely bare
completely SMOOTH
easy OFF
BLASTER
calm DOWN
PLAY MONEY
5

END THE PINK TAX!

CCSWG SPONSORED LEGISLATION

Title VII of the Civil Rights act of 1964 prohibits discrimination on the basis of gender identity. However, women still pay more on average for identical products that are marketed specifically to women, and often are identical. CCSWG was proud to cosponsor AB 1287, The Gender Equity in Pricing Act of 2021, authored by the Commission's Vice Chair, Assemblymember Rebecca Bauer-Kahan, which prohibits businesses from assigning different prices for identical goods simply because of the gender the goods are marketed to.

AB 1287 prohibits businesses from assigning different prices for identical goods simply because of the gender the goods are marketed to. In order to price products differently, a business would have to prove there was substantial difference in the time or cost of production. If the business was found to have assigned a price based solely on the gender of the intended consumer, the business would be fined increasing amounts for each violation.

Eliminating the Pink Tax removes one more barrier to gender equality. Compounded by the gender pay gap, arbitrary price differences are unjust and harmful. Women should be able to exercise their buying power without the fear of gender-based discrimination and we look forward to continuing to work towards the success of this bill in the next session.





CCSWG Women & Girl's Opportunity Agenda

Women & Girls Economic Security
(Upward Mobility, Social Support Services & Basic Needs)

CHILDCARE

AB 92 (Gomez-Reyes) Preschool and Childcare Family Fee

Creates an equitable sliding scale for family fees that will alleviate the burden on working families struggling to pay for childcare and early childhood education services.

BASIC NEEDS

SB 364 (Skinner) Free School Meals for All

Make free meals available to every public-school student without any burdensome application process or eligibility determination. With provisions that emphasize meals that are freshly prepared with locally grown food, SB 364, School Meals for All, will reduce hunger, improve learning, help families, and support California farmers and food producers.

FAMILY-FRIENDLY WORKPLACES AND PROTECTION

AB 123 (Gonzalez) Leave

Revises the formula for determining benefits available pursuant to the family temporary disability insurance program, by redefining the weekly benefit amount to be equal to 90% of the wages paid to an individual.

SB 331 (Leyva) Silence No More Act

Prevent workers from being forced to sign non-disclosure and non-disparagement agreements that would limit their ability to speak out about harassment and discrimination in the workplace. The bill will prohibit forced NDAs related to all forms of harassment and discrimination including race, religion, sexual orientation, gender identity, ancestry, disability, and age, among others. Resolve an often unworkable situation where the NDA covers only one aspect of the workers' experience and claim.

Women & Girls Wellness (Health Access, Care & Safety)

HEALTH ACCESS

AB 32 (Agiuar-Curry) Telehealth

Creates payment parity between Medi-Cal managed care plans and commercial plans and allowing virtual enrollment for limited scope Medi-Cal programs. Additionally, the intent of the bill is to continue the provision of telehealth in Medi-Cal programs, including video and audio-only technology, by making the telehealth flexibilities instituted during the public health emergency permanent.

SB 56 (Durazo) Medical eligibility: Undocumented Seniors

Would allow all low-income seniors ages 65 and older who call California home, regardless of their immigration status, to enroll in Medi-Cal.

MENTAL HEALTH

AB 988 (Bauer-Kahan) 988 Suicide and Mental Health Crisis Hotline

Creates a new three-digit phone line, 988, for suicide prevention and immediate, localized emergency response for individuals in mental health crisis by trained mental health professionals.

REPRODUCTIVE JUSTICE

AB 367 (C. Garcia) Menstrual Equity Act 2021

Would make access to menstrual products a right and require specific entities to make these
products available free of charge to all individuals in need of the product no matter the environment. The measure would require both Title 1 and non-Title 1 schools (public school maintaining any combination of classes from grades 6 to 12), as well as community colleges, college campuses (CSU/UC), and state/local municipal buildings to stock its public restrooms with free menstrual products.

AB 1356 (Bauer-Kahan) Protecting Reproductive Health Clinic Patients

Increases penalties and fines for sharing the private information of providers and patients online. This bill also requires new peace officer training and updated practices for handling reproductive health crimes and establishes a committee of experts in the Commission on the Status of Women and Girls to recommend changes to legislation and peace officer training.

SEXUAL ASSAULT AND DOMESTIC VIOLENCE PREVENTION AND SUPPORT

AB 124 (Kamlager) Justice for Survivors Act

Create a path for survivors of human trafficking and intimate partner violence to request a reduced prison sentence where the defendant's victimization was a "significant contributing factor" to their criminal behavior. S.O.S. will give victims a mechanism to seek justice that is holistic and rehabilitative.

AB 925 (Dahle) Sexual assault forensic examinations: reimbursement.

This bill would authorize the appropriate local law enforcement agency to seek reimbursement from OES, using the specified federal funds, for the cost of conducting the medical evidentiary examination of a sexual assault victim who has decided not to report the assault to law enforcement at the time of the examination. The bill would also authorize local law enforcement to seek, and would require OES to pay at an established rate, reimbursement for the cost of conducting the medical evidentiary examination of a sexual assault victim who has determined, at the time of the examination, to report the assault to law enforcement.

AB 1225 (Waldron) The Dignity for Incarcerated Women Act.

AB 1225 recognizes the different needs of incarcerated women. This bill would provide better trauma-informed care and health care services for women in prison, facilitate and strengthen communication with their families and children, and help them reintegrate into their communities once released. The goal of this bill is to help guarantee the safety and well-being of females in incarcerated settings.



Women & Girls Racial and Gender Equity (Intersectional)

DISPARITY/EQUITY

SB 65 (Skinner) Maternal Care and Services 'Mom'nibus Bill

Establish the Maternal Mortality Review Committee, requires local health departments that participate in the Fetal and Infant Mortality Review process to annually investigate, track, and review cases extend MediCal eligibility for a pregnant individual for an additional 10-month period following the 60-day postpartum period, expands doula care and establishes doula care, requires the State Department of Social Services to administer a program to provide a monthly stipend to low-income pregnant and postpartum people commencing at six months of pregnancy and until 24 months after birth to improve perinatal outcomes and address racial pregnancy and birthing mortality disparities for parents and infants.

AB 14 (Aguiar-Curry)/SB 4 (Gonzalez) Internet For All: broadband services: California Advanced Services Fund

Prioritizes the deployment of broadband infrastructure in California's most vulnerable and unserved rural and urban communities by extending the ongoing collection of funds deposited into the California Advanced Services Fund (CASF) to provide communities with grants necessary to bridge the digital divide.



ASSEMBLY COMMITTEE ON LATINA INEQUITIES

The Commission was honored to co-sponsor with the Assembly Select Committee on Latina Inequities at the invitation of Chairwoman Gonzalez, an Informational Hearing - Latinas at Last: The Latina Pay Gap.

Ending the pay gap for women and particularly women of color is an issue that the Commission has pursued passionately since our former Commissioner and State Senator, Hannah Beth Jackson passed the California Fair Pay Act, one of the nation's toughest laws addressing the gender pay gap. Following that, the Commission was trusted with convening the California Pay Equity Task Force from which we built a substantial resource library and policy agenda which we continue to implement through our Equal Pay Program and collaboration with First Partner Jennifer Siebel Newsom.

As leaders in this space, the Commission is deeply concerned with the impact that this persistent pay disparity, and the compounding issues of occupational segregation and the routine undervaluing of their work, is having on California Latinas.



POLICY PILLAR – ECONOMIC SECURITY

The Commission's policy pillar focused on Economic Security helps women return to the workforce with protections and flexibilities that lift women and girls out of poverty, provide opportunities, and emphasizes the need to build a robust care infrastructure. This work includes efforts to:

- **Improve access high-quality, affordable childcare and education**
- **Support flexible family-friendly workplaces, including comprehensive paid family, medical and sick leave**
- **Ensure fair and equitable pay and job opportunities**
- **Build and sustain strong safety net support systems**
- **Strengthen and enforce protections against discrimination, harassment, and retaliation, which are especially important to ensure women, people of color, LGBTQ people, and people with disabilities are treated equally and fairly in the workplace**



POLICY PILLAR – WELLNESS

The pandemic has further entrenched the inequities in health and safety faced by women, especially women of color, and their families. The Commission policy pillar focused on wellness for women and girls puts efforts towards ensuring women and girls can live happier, longer, and healthier lives by addressing the growing disparities in health equity and safety. This work includes focused efforts on:

- **Accessibility, Availability, Affordability to Care and Preventative Care, including Mental and Behavioral Health**
- **Reproductive Health and Justice**
- **Sexual Assault and Domestic Violence Prevention and Support**



POLICY PILLAR – EQUITY & JUSTICE

As we advance our mission of improving the lives of women and girls, we work to ensure that the Commission, our partners, and the California Legislature adopts and supports intersectional, equitable measures that value all lives and experiences. The Commission strives to eliminate disparities for vulnerable women and girls, regardless of their age, race, color, creed, abilities, socio-economic status, immigration status, sexual orientation, or gender through policy targeting the following:

- **Gender and racial wealth gaps**
- **Economic and gender justice**
- **Parity in leadership roles**
- **Strengthening and enforcing protections against discrimination, harassment, and retaliation, which are especially important to ensure women, people of color, LGBTQIA+ people, and people with disabilities are treated equally and fairly in the workplace**




"EVERY MOMENT IS AN ORGANIZING OPPORTUNITY, EVERY PERSON A POTENTIAL ACTIVIST, EVERY MINUTE A CHANCE TO CHANGE THE WORLD."
- DOLORES HUERTA

FUNDRAISING











CALIFORNIA WOMEN'S IMPACT FUND

The California Commission on the Status of Women and Girls is the only independent state agency working to uplift and empower women and girls and ensure that through their voices, an equitable and inclusive California is at the heart of all public policy agendas.

There is no other independent agency as uniquely positioned to amplify the diverse needs of women and girls, champion critical and equitable solutions, and facilitate access to helpful and timely information, services, policy-makers and direct resources that put women, girls, and families first.

The California Women's Impact Fund (CWIF) is a multi-year initiative designed to build critical infrastructure for women-led public policy leadership statewide through a diverse and representative network of local commissions on women to rebuild and sustain the leadership power of women, women-led organizations, women-focused direct service providers, and women-led advocacy coalitions in order to build back a more equitable California in which women have a voice proportionate to their contributions.

Unlike any other, the California Women's Impact Fund exists to support the building of a statewide network of interconnected Commissions on Women with access to local direct service providers, local policymakers, and diverse, locally focused, women-led organizations that, operating as one collective entity, can funnel direct input from those most impacted by policy at the local level straight to state-level policy-makers. This investment in the leadership and knowledge of diverse women in all 58 counties is designed to increase the power and enhance the capacity of those most impacted by crisis and who have the most impact on the lives of those around them.

Women hold up families, neighborhoods, communities and businesses and their level of influence demands more than a single seat at the table to move California toward truly transformational, equitable change. Resources from this Fund will support the building of a statewide network of women's commissions that act as leaders, conveners, and direct pipelines into the public policy process for women on the ground who speak for their local communities. This support is designed to provide the framework for structural change and a mechanism through which to fund grassroots advocacy work focused on the evolution and improvement of social and cultural change prioritizing the diverse intersectional experiences of California women and the needs of girls.

Impact of COVID-19 on Women

As we grapple with the long-term consequences of the COVID-19 pandemic, it is imperative that women, particularly those most impacted, receive the support they need and have access to mechanisms through which their lived experience can inform policy decisions being made on their behalf. The California Commission on the Status of Women and Girls is deeply concerned about the systematic erosion of women's well-being and human rights that have been profoundly accelerated by COVID-19 and the associated economic crisis which has led to a deepening of existing systemic inequities.

The Commission's work to build a statewide blueprint for a Women's Recovery Response and investment in deliberate strategic program and policy interventions is only the first step. Studies resoundingly report women, especially women of color, are experiencing greater loss in jobs, income, childcare services and increasing rates of health concerns. It is imperative that the experiences of these women are centered at every level of public policy as we rebuild. To accomplish this, the California Women's Impact Fund (CWIF), stewarded by the California Commission on the Status of Women and Girls, will supplement, and build on the initial effort to build critical infrastructure for women-led public policy leadership statewide with a circular pipeline from grassroots organizations and direct service providers to city and county commissions on women to state policymakers and back again that informs all work in which women are impacted.

By investing in the leadership power of women, particularly women of color, LBTQIA+ women, disabled women, young women and girls, and women from across the economic spectrum, this fund will ensure that women have a voice proportionate to their contributions and concerns and that those most impacted by the COVID-19 crisis will be front and center in leadership roles as we rebuild.

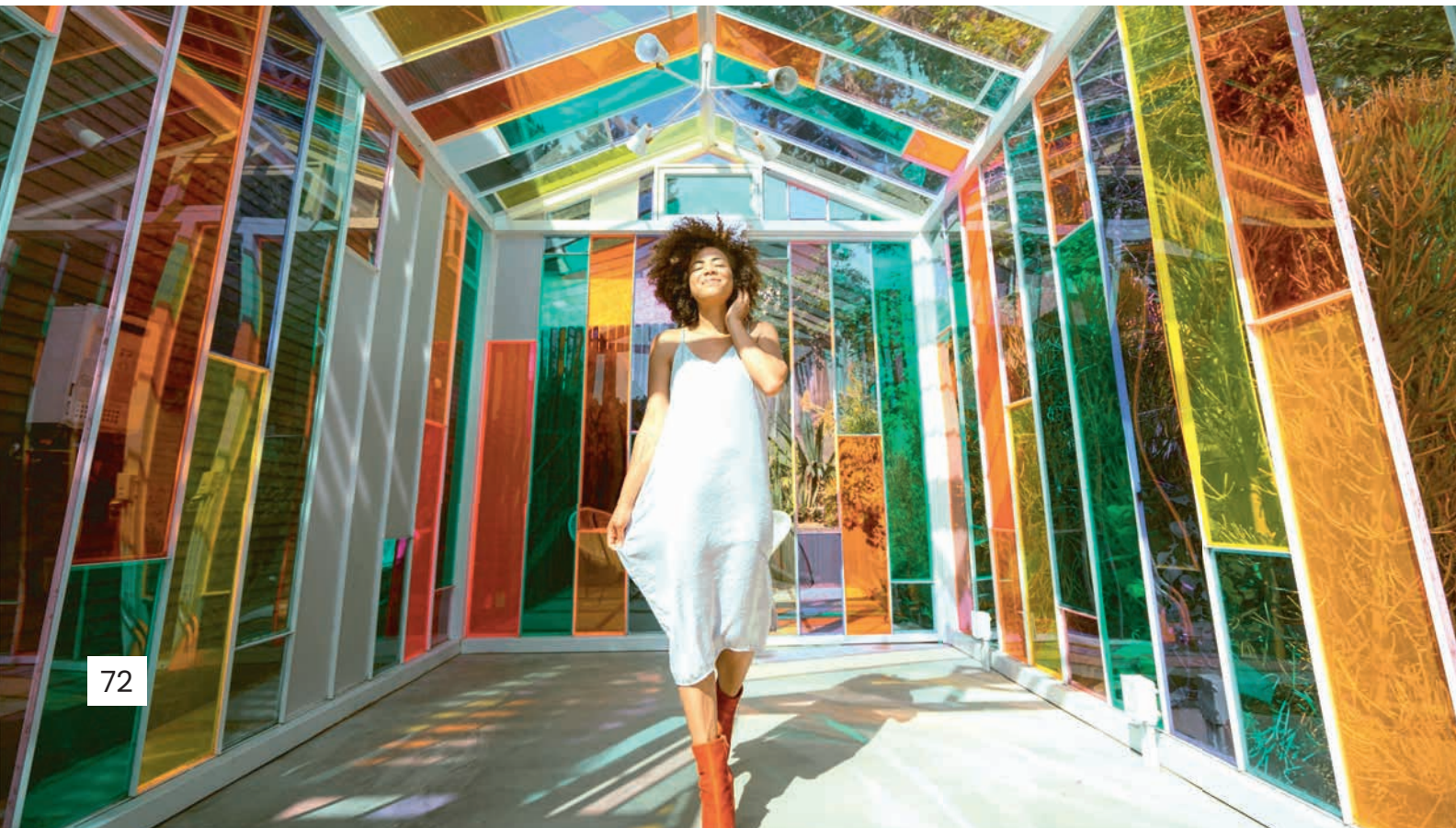
Women are not a monolith and by investing in the leadership and knowledge of women on the ground, most impacted, we invest in growing a more equitable state. The ever-growing needs and challenges demand an urgent response to address the long-standing, systemic inequities that the current crisis compounded. We cannot be satisfied with a return to "normal" after the pandemic is over.

This is an opportunity to do better.

Who Is Eligible for Support?

Achieving a more equitable power structure in public policy in a state as diverse and as large as California will require an overhaul of the pipelines to power concept. California's women and girls exist in a complex set of layered ecosystems which reflect their intersectional experiences.

By providing a stronger structure – one that operates more like a net than a pipeline - the CWIF will provide support for the women working independently and collectively at local, county and state levels to re-structure public policy to include women from diverse backgrounds as foundational, not merely as representational. CWIF will support local commissions and women-led and women-focused organizations addressing the complex issues faced by women in the state and ensure a pathway for those issues to be brought to the State Legislature.



Building Pathways to Change

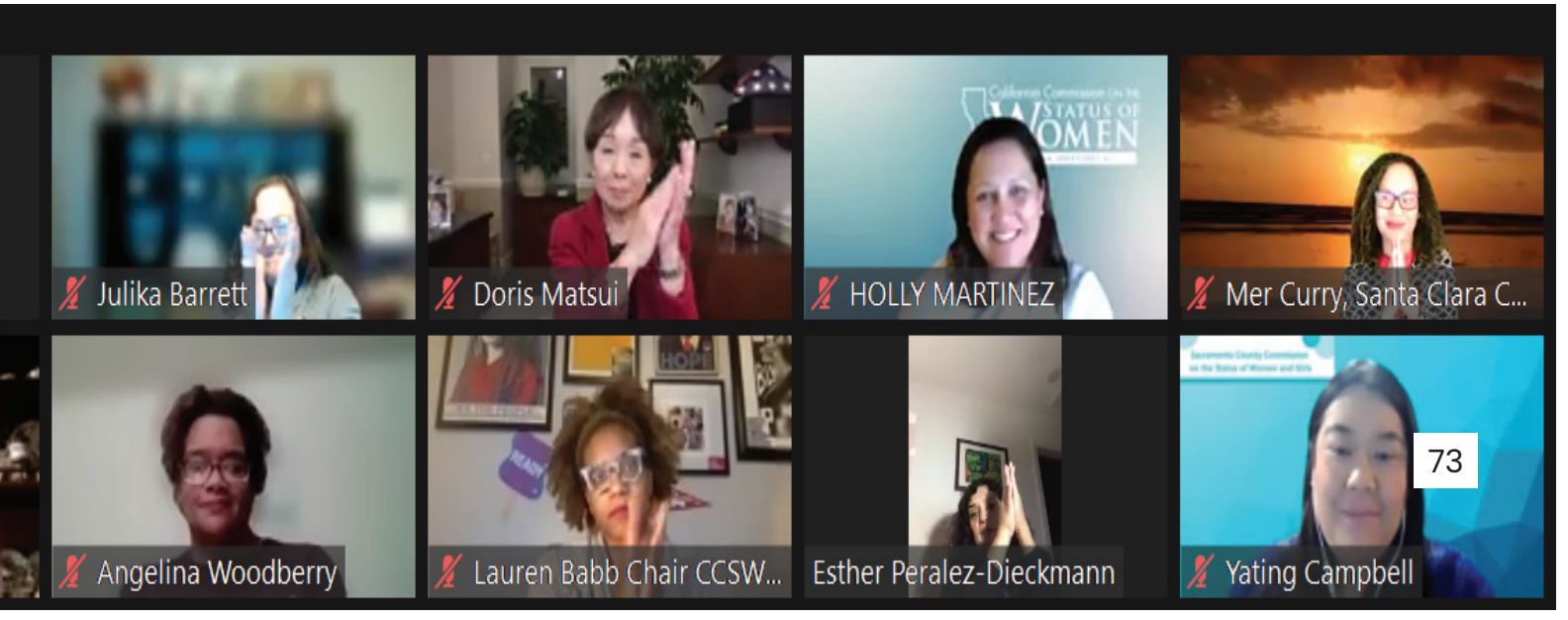
While the California Commission on the Status of Women and Girls will focus on building and strengthening the structural network of local commissions utilizing state funds, the CWIF will focus on providing grant funds through that network to support the nonprofit sector, grassroots organizing, women's leadership and the needs of families. Working both as a grant provider for direct services and as a statewide convener and central repository of information and experiences, a circular model of moving local women's needs and concerns directly to the desks of policymakers and feeding back new opportunities for engagement will help to make a seismic structural shift in who is able to impact public policy in California.

The CCSWG will work with local commissions on women to produce post-pandemic needs assessments within local communities, gap assessments for women in underrepresented regions in California, and offer technical training assistance that supports local commissions' ability to successfully implement local recovery activities.

The CWIF will offer support through grant funds offered to local commissions in the following key areas:

1) **Capacity building and organizational development grants**
2) **Public Policy Training and Technical Assistance**
3) **Research and Data**
4) **Support for Grassroots Policy Campaigns Led by Women**
5) **Convening and Network Building**

For the first-time in California's history, women will lead the effort to generate a roadmap of policy and program interventions informed directly by the women those policies impact the most.



Expected Outcomes and Impact

CCSWG will build an individual and corporate giving program exclusively benefitting women in California designed to increase participation in public policy and have a direct impact on the lives of the women and families of the state.

Support the Creation of a Workforce for Women

Funding will go to organizations who can deliver stipends to women to improve their economic status, livelihood, and ability to remain, re-enter or grow in the workforce.

A strengthened network of complex ecosystems representative of the diverse women of California will exist with access to influence public policy at the city, county and state level in numbers that reflect the women impacted.

Strategic narrative changes will alter how state and local government views its obligation to half of its citizens and the obligation to include those most impacted by policy decisions of their creation.

Fund Management & Operations

Money generated by this campaign will go to the Friends of the CCSWG Commission Fund at the California Community Foundation (CCF), a 501(c)3 organization that acts as the fiduciary of this charitable fund.

Call to Action

The California Women's Impact Fund exists in a unique moment of opportunity and crisis. At this juncture, women are poised, as more than half of California's residents and direct stakeholders, to diversify and solidify their representation and their level of impact on public policy to make it more equitable, and focused on the direct needs of those most impacted. Together, we can rebuild as the first truly gender equitable state in the nation





“WOMEN ARE LEADERS EVERYWHERE YOU LOOK... OUR COUNTRY WAS BUILT BY STRONG WOMEN AND WE WILL CONTINUE TO BREAK DOWN WALLS AND DEFY STEREOTYPES.”

– NANCY PELOSI



FINANCIALS











2021 INVESTMENTS IN WOMEN AND GIRLS

The California Commission on the Status of Women and Girls is grateful for the continued investment in Commission activity by the Office of the Governor and the Office of the First Partner and the Legislature. Core to our mission, the Commission is responding to the changing roles and hardships women are experiencing disparately because of COVID-19.

We look forward to continuing our growth trajectory and expansion with an eye towards increasing support for women through our work with local women's commissions, expanded reporting capacity, increased research and administrative functions, relationship-building with both the CSU and UC systems, fundraising efforts benefiting direct service providers for women and additional opportunities to increase business investment in equity through #EqualPayCA.

"Investing in women's lives is an investment in sustainable development, in human rights, in future generations - and consequently in our own long-term national interests."

LIYA KEBEDE

SUMMARY OF 2021 INVESTMENTS

In establishing the Commission, the Legislature recognized women and girls in California face many barriers that do not allow them to contribute to society according to their full potential. We know, resounding reports and findings demonstrate that women are the center bullseye of COVID-19 impact. Childcare affordability, equitable access to healthcare, post-pregnancy care, appropriate mental health response, and supporting localized direct services for women and girls are at the top of the agenda for the California Commission on the Status of Women and Girls.

Efforts to augment the Commission's budget will enable the Commission to facilitate a Women's Relief Effort to respond to women's growing demands and essential needs by creating a centralized response at the state level to support the multifaceted and intersectional needs for women and girls.

With the Commission's newly charged mandate to facilitate a Women's Recovery Response through one-time budget funding, the Commission is also generating a statewide blueprint that responds to women's growing demands and multifaceted essential and intersectional needs.

As the statewide Commission with a unique lens of understanding the status of women and girls throughout California, we are uniquely situated to orchestrate a centralized response to support, expand, and stabilize local women's and girls' commissions and direct support services that ensure the economic security of women within their community, and help regional advocates champion gender equity initiatives and interventions that improve the status of women in California.

The COVID-19 pandemic brings into sharp focus how the impacts of this crisis has disproportionately affected women and particularly women of color. The financial fallout of women being pushed out of the workforce while carrying a disproportionate share of responsibility in the home is impacting not only their economic security but also the mental health and wellness of women who are the backbone of our families and communities.

• Since the onset of the pandemic, 2.5 million women have left the workforce as compared to 1.8 million men.

• Nationally, women have suffered most of pandemic-related job losses: Since February 2020, women have lost over 5.3 million net jobs, and account for 53.8% of overall net job loss since the start of the crisis.

• In January 2021, 1.4 million fewer mothers of school-aged children were working for pay than had been in the previous year according to the Center for American Progress.

• Nearly 50% of Black and Latinx households reported difficulty paying for usual expenses according to a survey by the California Budget and Policy Center.

• According to this same survey, 47% of California women reported symptoms of anxiety and depression.

• 7 out of 10 respondents who reported symptoms of anxiety and depression are women of color.

This represents a great need and big gap in support services, and we must respond to the urgency of this crisis for women and girls to provide immediate relief and while fostering economic independence for all women and girls.

Throughout the state, 30 regional women and girls' commissions exist at either the county, city level or nonprofit level to support the economic, educational, health and well-being of women. The economic downturn continues to jeopardize the livelihood of these organizations, disrupting their ability to support the demands of women and their families during a pandemic.

Regional commissions are vital to the counties and cities they represent in promoting women's rights, and furthering gender equity in accountability and governance. Some are already analyzing city appointments, workforce, operations, and service impact and providing resources and tools and promoting best practices through educational forums for public and private sectors.

FUNDING HISTORY

Regional commissions are addressing violence against women, child abuse, elder abuse and homelessness prevention through supporting and facilitating coordinated strategies with local organizations that provide crisis lines, intervention and advocacy, legal services, prevention and education, emergency shelter, employment services and transitional housing.

California Commission on the Status of Women and Girls (CCSWG) staff will work with local women's and girls' commissions to identify gender equity issues and challenges to inform future initiatives and interventions that improve the status of women in California. The status of women and girls in California will continue to decline due to the long-lasting economic downturn and health crisis caused by the pandemic. As the only agency whose sole purpose is to examine and speak to the needs of women and girls, we strongly urge consideration of additional support in the coming FY 2022-2023 to support women and girls throughout the state.

FISCAL YEAR	GENERAL FUNDS	SPECIAL FUNDS	LOCAL ASSISTANCE	TOTAL
2021-2022	$3,869,000.00	$6,989,000.00	$ 5,000,000.00	$15,858,000.00
2020-2021	$1,124,000.00	$8,527,000.00		$9,651,000.00
2019-2020	$823,000.00			$823,000.00
2018-2019	$505,000.00			$505,000.00
2017-2018	$552,000.00			$552,000.00
2016-2017	$525,000.00			$525,000.00

FY 20–21 BUDGET SUMMARY

Total Budget Authority FOR ALL FUNDS

$9,651,000

General Funds (0001)

Total Budget Authority

$1,124,000

College Student Center Sexual & Reproductive Health Prep Fund (8126)

Total Budget Authority

$8,527,000

Budget Breakdown

12%	Programs & Policy
75%	Grants & Local Assistance
13%	Operations

FINANCIAL STATEMENTS

General Fund Expenditures

$381,477	Personnel Services
$499,359	Operating Expenditures & Equipment
$880,836	Total

8126 College Student Health Center Sexual & Reproductive Health Preparation Fund Expenditures

$123,262	Personnel Services
$48,259	Operating Expenditures & Equipment
$2,200,000	Grants
$2,358,321	Total

OUR 2022 STRATEGY

Financial Targets

$400K

California Women's Impact Fund

$1.5M

General Fund BCP

Future Plans For Growth

$100M

Women's Economic Recovery State Investment

$20M

Women's Economic Recovery Philanthropic Investment

Women's Economic Recovery is Critical

- COVID-19 has cost the world's women $800 billion in lost income
- Even before the virus struck, women and girls put in 12.5 billion hours of daily unpaid care work - from cooking and cleaning to caring for sick relatives - a contribution to the global economy of at least $10.8 trillion a year
- In the U.S., one in six women of color are facing food insecurity because of the pandemic
- The Brookings Institution found that mothers of children 12 and under spent an average of 8.6 hours a day caring for their kids while working their regular jobs through the pandemic
- The Bureau of Labor Statistics monthly job report in December 2021 found that the women's work force participation rate in December was 57.8 percent, a rate not seen since 1991

AGENCY COMPARISONS

	STATUS OF WOMEN & GIRLS	LITTLE HOOVER	CA ARTS COUNCIL
GENERAL FUND BUDGET (FY19-20)	$823,000	$1,085,000	$53,583,000
STAFF AUTHORITY	5.5	6.0	20.3
PUBLIC BOARD MEMBERS	11	9	11
LEGISLATIVE BOARD MEMBERS (VOTING)	6	4	0

*Above is a comparison of other Commissions/boards under the "General Government" category. These entities also rely on general fund money for their operations and all maintain boards of a similar size and function to our own.

2022 COMMISSION MEETING SCHEDULE

- FEBRUARY 22, 2022
- APRIL 5, 2022
- JUNE 7, 2022
- AUGUST 9, 2022
- OCTOBER 4, 2022




20
22



"FACE YOUR FEARS; LIVE YOUR PASSIONS, BE DEDICATED TO YOUR TRUTH."

– BILLIE JEAN KING

2022 LOOKING AHEAD











2022 RECOVERY & GROWTH

As the leading voice in advancing equity for women and girls in California, the Commission seeks to ensure the economic security of all women by recognizing, responding, and developing solutions to the need for a centralized response at the state level focused on recovery that centers the needs of women and girls.

With the hardship women are disparately experiencing due to of COVID-19, from the financial fallout of women being pushed out of the workforce, to the lack of family friendly workplace practices that provide flexibility, benefits, support, and community, more women than ever are experiencing resounding mental health challenges and an inability to meet life's basic needs. In the new year, we are awarding $5 million in grants to respond to women's economic crisis with a Women's Recovery Response to 1) engage and strengthens existing local women's commissions, 2) develop new local women's commission to improve representation of all women's voices throughout California, and 3) increase resources for community-based organizations providing direct services to support immediate needs for women through an economic security lens.

We will work to ensure all program, education, and philanthropic effort support the need to create, expand, diversify, and stabilize local women's and girls' commissions. Our goal is to build a unified coalition to champion gender equity initiatives and interventions that improve the status of women in California.



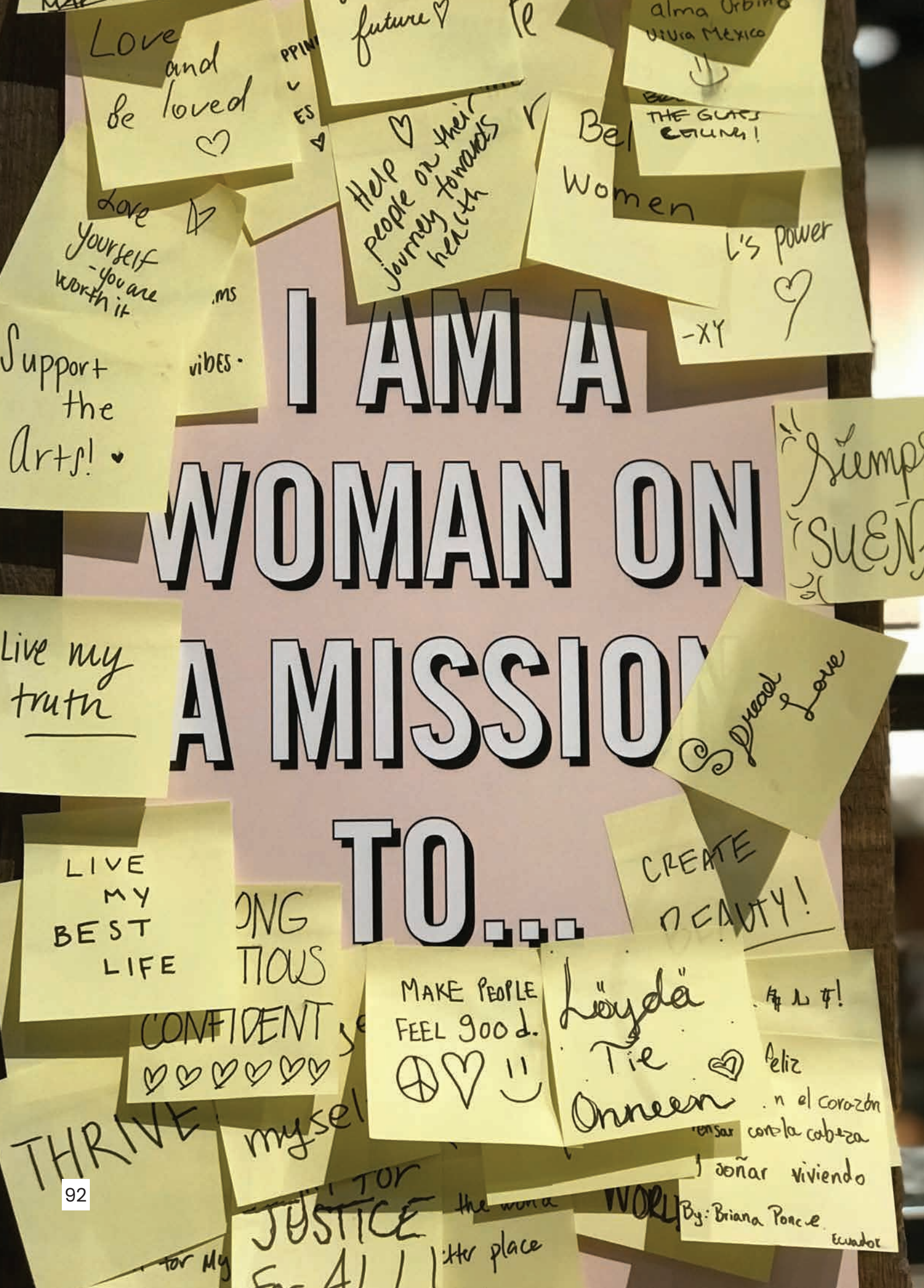
This spring, we are issuing a statewide California Blueprint for Women's Recovery to the Governor and Legislature detailing the path to achieve immediate and long-term recovery from the pandemic focusing on economic security and independence for all women. Our charge is to advance policy solutions and program interventions identified in the Blueprint through bill and budget proposals that improve the status of women.

Our resolve remains to end the gender wage and opportunity gaps facing women in the workplace. Through concerted efforts to convene Equal Pay Business Roundtables as safe virtual spaces, executives were encouraged to look at their business practices to create and amplify the opportunities for women to thrive in the workplace equitably. As a continued effort, we will be publishing a "Best Practices" guide which will include collective findings based on the central topics from the Equal Pay Business Roundtables as well as a strategy for future Business Roundtables and Equal Pay Pledgers to further the commitment in closing the pay gap along with increased public education efforts for future equal pay days.

It is imperative that we pursue policy solutions that address the collapse of the care economy directly impacting women in the workplace; the crippling issues of home insecurity; and access to critical infrastructure including transportation and technology, and advocate for benefits such as improved paid leave and flexible, reliable scheduling. We will champion greater access to increase women's representation on corporate boards, especially for women of color.

The Commission recognizes the critical importance of physical and mental health as critical to advancing equity for women and girls in California, working to ensure women and girls live happier, longer, and healthier lives by advocating and advancing solutions that address the lack of accessibility and affordability of health services. We remain committed to defending women's access to reproductive health care and fighting injustices that threatened reproductive rights and autonomy for women




I AM A
WOMAN ON
A MISSION
TO...
Love and be loved
Love Yourself - you are worth it
Support the Arts!
Live my truth
LIVE MY BEST LIFE
CONFIDENT
THRIVE
MAKE PEOPLE FEEL Good.
Help their people on their journey towards health
Women
L's power
-XY
Spread Love
CREATE BEAUTY!
Feliz
By: Briana Ponce
Ecuador
JUSTICE

2021 COMMISSIONERS

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Member-at-Large, Joelle Gomez

Member-at-Large, Lisa Zola Greer

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Senator Monique Limón

Dr. Joely Proudfit

Celinda Vázquez

Assemblymember Akilah Weber, M.D.

Nichol Whiteman

Dr. Alisha Wilkins



ACKNOWLEDGEMENTS

The Commission is grateful for the continued investment in our activity by the Office of the Governor, the Office of the First Partner, and the Legislature. The Commission would also like to acknowledge the work of Holly Martinez as Interim Executive Director, Tifani Bartow as Programs Director and Operations, and Darcy Totten as Communications Director and former Interim Operations Director, each of whom worked outside of their job duties to co-create and implement the fundraising, program, and grantmaking efforts contained in this report. We are grateful to have such a strong team of senior staff leading the work.

The Commission is also deeply appreciative of the agencies and organizations that work with us to improve the lives of women and girls in California. We look forward to continuing our growth trajectory and expansion with an eye towards increasing support for women through our work with local women's commissions, expanded reporting capacity, increased research and administrative functions, relationship-building with both the CSU and UC systems, fundraising efforts benefiting direct service providers for women and additional opportunities to increase business investment in equity through #EqualPayCA.

This report was prepared by the California Commission on the Status of Women and Girls



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