

2022

ANNUAL REPORT

California Commission ON THE STATUS OF WOMEN AND GIRLS

TABLE OF CONTENTS

02 Leadership Letters

06 About the Commission

20 Organizational Focus

50 Programs

70 Collaborations

90 Policy & Legislation

114 Budget & Financials

126 2023 - Looking Ahead

Dear Governor Newsom,

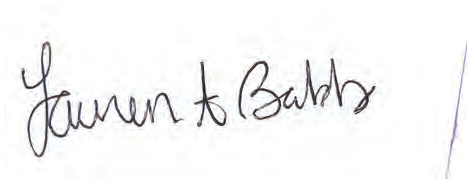
Over the past 50 years, this Commission's purpose has been to promote equality and justice for all women and girls by advocating on their behalf with you, the legislature, and the public. In the wake of the overturning of Roe v. Wade, the role that we play as a reproductive freedom state is now more important than ever. We are honored to present this 2022 fiscal year report that exceeds our mandate and highlights the impact of the California Commission on the Status of Women and Girls.

The intersection of race and gender is a critical factor in the economic well-being of women. Historically marginalized and underserved women have experienced greater disparities in economic security, health, and well-being throughout the pandemic. The Commission centered this year's work on amplifying and producing tangible solutions to keep women and girls at the center of the pandemic economic recovery.

Our partnership with your office and the office of the First Partner, and our collaborations with legislative and local leaders has allowed us to make an impact with groundbreaking research on the impact of the pandemic on women and girls and to provide direct infusions of support into local communities with the Women's Recovery Response Grants, serving the most vulnerable women and girls throughout the state.

Thank you for your leadership and your commitment to eliminating the pink tax, improving paid leave policies, and expanding pay transparency which shows the commitment and energy that supports our vision in which women are essential to the entire California economy.

A special thanks to First Partner Jennifer Siebel Newsom, California Senate President Pro Tempore Senator Toni Atkins, Assembly Speaker Anthony Rendon, and the California Legislative Women's Caucus, for the continued partnership and support. We look forward to continuing this work with you as we learn what is needed to improve the lives of all women and girls throughout California and work together to build a stronger, more equitable, reproductive freedom state.



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



2022 was the Year of the Woman.

The year a woman had to choose between her career and caring for her family. The year her right to bodily autonomy was taken away. The year she was paid only 78 cents to the dollar a man earned for the same work. The year she put her aspirations, be it educationally or career-wise, aside, couldn't save, or pay into retirement, invest her money, or buy a home. This was the year anxiety, stress, and sheer burnout challenged her mental health beyond limits.

By all measures, this year was a battleground for women who faced real threats to their livelihood, time and again. What was expected of women during the on-going crisis of the pandemic was unbearable, unimaginable, and simply put, unfair.

Women were our essential workers that kept our hospitals open, children educated, and food on our tables. Frontline and service sectors were the most impacted, where nearly 80% of jobs lost were in female dominated occupations -- retail, hospitality, and education – which also employ women and women of color at lower wages. Women of color were first to lose their jobs and last to regain them. And as industries reopened their doors and jobs became available, childcare accessibility and affordability vanished.

This letter is a call to action to never again expect women to shoulder the burdens they carried throughout the pandemic. We must never allow inexcusable inequities to persist or devalue women and their contributions in the workforce and at home.

Women are half the population of California, key drivers of industry, and key workforce participants. As such, they are deserving of half the state's investments and a seat at the table to bring voice and representation at every level of decision making. California must not wait until the next crisis before tackling the opportunity to use the lessons from this one to build more equitable support systems.

I am proud of the work of the California Commission on the Status of Girls to challenge systemic inequities and to create the California we know is possible only when we center women's contributions as critical to California's ingenuity, overall health, and essential to its economy.





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

#WOMENAREESSENTIAL



"ULTIMATELY, THE GREATEST LESSON THAT COVID-19 CAN TEACH HUMANITY IS THAT WE ARE ALL IN THIS TOGETHER."

- KIRAN MAZUMDAR-SHAW



ABOUT THE COMMISSION

For more than 50 years, the California Commission on the Status of Women and Girls has identified and worked to eliminate inequities in state laws, practices, and conditions that affect California's women and girls. Established as a state agency with 17 appointed commissioners in 1965, the Commission regularly assesses gender equity in health, safety, employment, education, and equal representation in the military, and the media. The Commission provides leadership through research, policy and program development, education, outreach and collaboration, advocacy, and strategic partnerships. 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).

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.

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.



COMMISSIONERS


Lauren Babb
Chair


Dr. Joely Proudfit

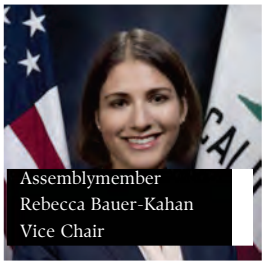

Assemblymember
Lisa Calderon


Assemblymember
Monique Limón


Lisa Zola Greer
Member-At-Large


Erica Courtney
Second 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

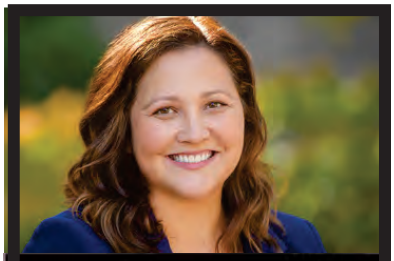

Assemblymember
Dr. Akilah Weber


Lilia García-Brower
Labor Commissioner


Dr. Alisha Wilkins


Catalina Chacon

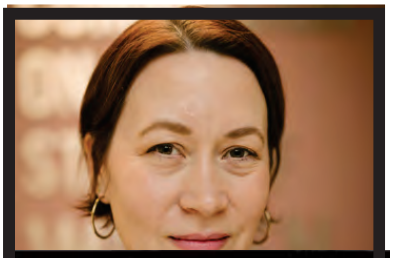
STAFF



Holly Martinez
Executive Director



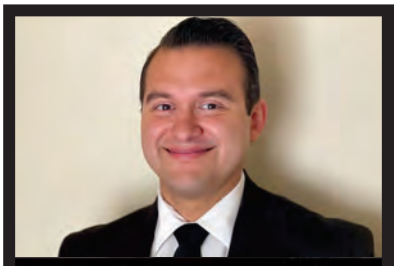
Tifani Bartow
Deputy Director of
Operations and Grants



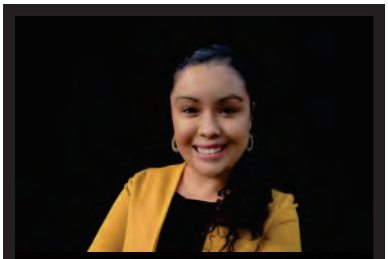
Darcy Totten
Communications Director



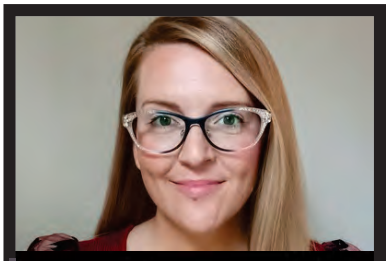
Kimberlee Vaye
Programs Director



Steven Maestas
Contracts and Budgeting Analyst



Michelle Teran-
Woolfork
Policy Director



Jen DeGrossa
Grants Manager

AGENCY STRUCTURE

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, thus leading to greater equity and justice for all.

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, Equal Pay, and Comparable Worth.

The CCSWG 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.



GOALS & EVOLUTION

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

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 for women to achieve basic rights equal to men and the work for women of color was even more daunting.

In 2022 as CCSWG published its report, “California Blueprint for Women's Pandemic Economic Recovery,” it’s clear there is no greater time than now for our agency to tackle the growing challenges and unmet needs of half of California’s population. The pandemic impacted the daily lives of everyone. Today as we work to rebuild, women, especially women of color, continue to face significant impediments to recovery, with long-term impacts to their lives and to the future of California.

At the California Commission on the Status of Women and Girls, we are working to improve the state of women most impacted by the pandemic who require interventions for their prosperity and for the vitality of our state. We are committed to building a state in which women’s contributions and labor are properly valued for their significant impact to the state’s economy, its people, and communities.

The work ahead demands improved equity for the economic prosperity for all, alleviating systemic barriers rooted in poverty, stifling women and plaguing women of color, for decades. We must eliminate gender inequities that persist in the workforce, and it starts with increasing pay transparency, calling out occupational segregation, closing the wage gap, supporting women as they navigate an evolving workforce, and opening pathways for girls to be the future of California.

The California Commission on the Status of Women and Girls California is committed to rebuild, revitalize, recreate, and redefine a post-pandemic future for women and girls.



BYLAWS & COMMITTEES

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 2022, the California Commission on the Status of Women and Girls improved is operations for improved outcomes by implementing the following:

- Completed a full review of its bylaws and adopted a new set of bylaws to reflect updated procedures and practices for strengthened governance, as well as distinguishing commission committees with improved descriptions and roles.
- Elected Officers to the Executive Committee comprised of Chair Lauren Babb, Vice Chair Assemblymember Rebecca Bauer-Kahan, Second Vice Chair LTC Erica Courtney, and Members-at-Large Lisa Greer and Joelle Gomez. The Executive Officers now serve two-year terms for no more than three consecutive terms.
- Adopted the recommendations of the Policy Committee to champion a platform of impactful legislation for the betterment of women and girls, including co-sponsoring two critical bills, SB 1162 authored by Commissioner Senator Limón for pay transparency and AB 1287 authored by Commissioner Assemblymember Bauer-Kahan to end the “pink tax.”
- Convened a Strategic Planning Committee to build the foundational priorities for a long-term vision and Strategic Plan.
- Established Governance, External Affairs, and Girls Committees to lay the groundwork for future efforts that will support the accountability of the Commission as well as inform the engagement of partners and programmatic work.



AWARDS & HONORS

The California Commission on the Status of Women and Girls was named the winner of a Gold Stevie® Award in the Best Annual Report - Government Agencies category, and a Bronze Stevie® Award in the Organization of the Year - Non-Profit or Government (Small) category in The 20th Annual American Business Awards® in 2022. More than 3,700 nominations from organizations of all sizes and in virtually every industry were submitted for consideration in a wide range of categories.

Additionally, the Commission was thrilled to learn that its 2021 Annual Report had also won a First Place National Association of Government Communicators Blue Pencil & Gold Screen Award.

As the California Commission on the Status of Women and Girls moved into 2022 focused on those who have been hard hit by the pandemic, the agency wrapped up the work of 2021 with its first-ever Annual Report. The intent of the report is to provide public acknowledgement of a drastic increase in activities and growth for the agency over the past year and a fundamental shift in public engagement. The Commission has expanded its work and partnerships significantly to truly meet this moment of need and to work collaboratively to rebuild a more equitable California in which all people have an equal voice and the essential work of women is recognized and supported.

The Commission believes that #WomenAreEssential to the state's recovery, and is honored to have our efforts recognized nationally.



AWARDS & HONORS

The California Commission on the Status of Women and Girls was also recognized by The Globee® Awards, an international business awards program and ranking lists, which named the Commission a Grand winner in the 15th Annual 2022 Women World Awards®.

The Women World Awards recognizes the world's best in leadership, innovation, organizational performance, new products and services, and milestones from every major industry in the world.

The California Commission on the Status of Women and Girls was recognized in the following categories:

CCSWG was recognized as a Gold Globee winner in the Organization of the Year in Government or Non-Profit category for the establishment of the Women's Recovery Response Grant, a 5-million-dollar grant program benefitting women's pandemic recovery.

CCSWG Executive Director Holly Martinez was recognized with a Gold Globee in the Female Executive of the Year in Government or Non-Profit category for her leadership growing the commission into a thriving, multimillion dollar organization benefiting California's women and girls.

CCSWG Communications Director Darcy Totten was recognized with a Gold Globee in the Female Employee of the Year in Government or Non-Profit category for her work as an Author and Thought Partner on multiple CCSWG Reports & the Recovery Response effort. She was also nominated for a Women in the Housing & Real Estate Ecosystem (NAWRB) "Women in Media" award by Commissioner Erica Courtney and was honored at the 2022 Annual Conference, Women's Rings of Leadership.





AWARDS & HONORS

The California Commission on the Status of Women and Girls was honored by the Public Relations Society of America at the PRSA Sacramento Influence Awards Gala at the Library Galleria in late October.

We were delighted to gather in person to celebrate our region's best public relations initiatives and professionals, including our own staff, who received several awards. In addition to merit awards for our Annual Report and Best External/Community Relations campaign, both of which were produced by Communications Director Darcy Totten, the Commission was honored to receive the CAPPIE Influence award which honors the most successful or inspiring public relations campaign that distinctly enhanced or promoted the Sacramento region over the past year.

Our Women's Recovery Response Grant Program and accompanying #WomenAreEssential campaign has meant a lot to the entire team and we were proud to share the moment with Commission Chair Lauren Babb and Commission Second Vice Chair LTC Erica Courtney.

Executive Director Holly Martinez accepted the award on behalf of the entire staff team who made this project possible, including Grants and Operations Director Tifani Bartow, Director of Communications Darcy Totten, Policy Director Michelle Teran-Woolfork, and Contracts and Budgeting Analyst Steven Maestas who all joined the event.

Receiving this award is a significant honor, particularly considering that this was the first time the Commission and the state of California were able to place women and girls front and center in this level of emergency response while highlighting the essential role women play in making our state a leader in the global economy.



COMMISSIONER HONORS

Congratulations to our Commissioner, Dame Erica Courtney on being knighted into the Order of St. George!

The Order of St. George of Canada and the Americas was established in 2003 and continue a 694-year-old tradition. Its forerunner was initially founded in 1326, in Hungary, as the first secular and charitable royal military order of its kind. It originates from the English Crown established as one of eight Orders supporting various charities focused on good deeds and the betterment of humanity.

The charity supports Canadian and American military personnel, first responders, and their families, requiring aid from the result of stressful duties from service. The Order also extends its support to other eligible organizations that work towards the welfare of veterans, first responders, or their families.

<u>Commissioner Courtney on the Knighting ceremony experience:</u>

Through my journey I have met some amazing people and when things get tough, I know there are other champions doing similar work which gives me energy to keep going. Like most warriors for change I like to say, sometimes it can get lonely, and the burden feels heavy. I have got to know some great organizations really doing right by veterans, but at the same time continue to expose barriers veterans face like legislation, stigmatism, lack of quality care, shelter, and services.





I was informed I was accepted into the Order and was invited to Kingston, Canada for the knighting ceremony. Um, OK, what do I pack? My armor, my sword, my bathing suit? I had no idea. I was given the invitation and itinerary including a social, a traditional ceremony and banquet. I showed up and other Knights and Dames were so welcoming. They have lived lives of service and were dedicated to the mission. The stories they shared were fascinating, heartwarming, and sad all at the same time. The demographics were mostly older white males but the Chairman of the Board, is a woman and a powerhouse. I met people from many countries, and they were hungry for ideas. I have plenty of those. I was given a habit-a cloak of sorts-to wear which kind of freaked me out until I learned the meaning. Back in the day, people would band together to fight off evil-mostly war enemies. They would come together and wear the same black habit, so no one knew your standing in society. You were all equal. From Lords to Serfs. You were all one.

We walked to the Church of St. George and there were many others in their insignia and habits. So, the next thing I knew, I was ordained as a Lady of The Order having taken the Oath of Knighthood to continue to do 'good deeds' within the community. The sword dubbing, oath, and paparazzi. It was a bit surreal. The ceremony was steeped in tradition and first-rate. Over 30 of us new Postulants-I am learning a lot of new terms-were ordained into the Knighthood; five of us were women. I felt honored and excited to continue work with highly capable and passionate people. That evening was gladdened with bagpipes, drums, kilts, red coats, ribbon bearers and most importantly amazing company of doers. What is interesting is this is in some way a weird full circle was occurring considering my DNA is traced back to London and Dublin. As many Americans whose ancestors arrived here in the 1700s, I am not connected to my heritage in ways many second or third generation Americans are. I am American and what does that mean? Freedom, democracy, strength, opportunity, diversity, fast food? We are a young nation, trying to navigate ways forward that unite us, not divide us. That is the beauty about military service. No one cares about where you come from, what you look like, who you marry. It is about doing a job, together. Perhaps we as Americans can learn from this, our oldest organization being the military, and create meaningful traditions that will outlast us all by many generations. I charge all those reading this, I guess I can do that now, to do good deeds and make this world a better place ensuring humanity is approached with empathy, integrity, and duty.



COMMISSIONER HONORS

Commissioner Mary Quinn Delaney was appointed by President Joseph R. Biden to the Commission on Presidential Scholars in 2022.

The Commission on Presidential Scholars is a group of eminent private citizens appointed by the President to select and honor the Presidential Scholars. Commissioners are selected from across the country, representing the fields of education, medicine, law, social services, business, and other professions. The Commissioners make the final selection of the 161 Presidential Scholars. The Scholars demonstrate exceptional accomplishments in academics, the arts, career and technical education, and an outstanding commitment to public service.

In April, the Commission on Presidential Scholars reviews the applications of all semifinalists based on the same criteria used by the review committee. The Commission selects up to 161 U.S. Presidential Scholars each year. All scholars are honored for their accomplishments during the online National Recognition Program. U.S. Presidential Scholars are awarded the U.S. Presidential Scholars medallion each June. For over 58 years, this unique federal program has honored over 8,000 U.S. Presidential Scholars, who have demonstrated leadership, scholarship, and contribution to school and community. The work of the Commission on Presidential Scholars reaffirms, on behalf of the President, the Nation's commitment to education.

Quinn Delaney is the Founder and Board Chair of Akonadi Foundation, located in Oakland, California, which supports the development of powerful social change movements to eliminate structural racism and create a racially just society. Delaney has spent over thirty-five years working in social change philanthropy. In 2019, Delaney was appointed to the California Commission on the Status of Women and Girls where she continues to serve, championing the power and strength of women and girls.

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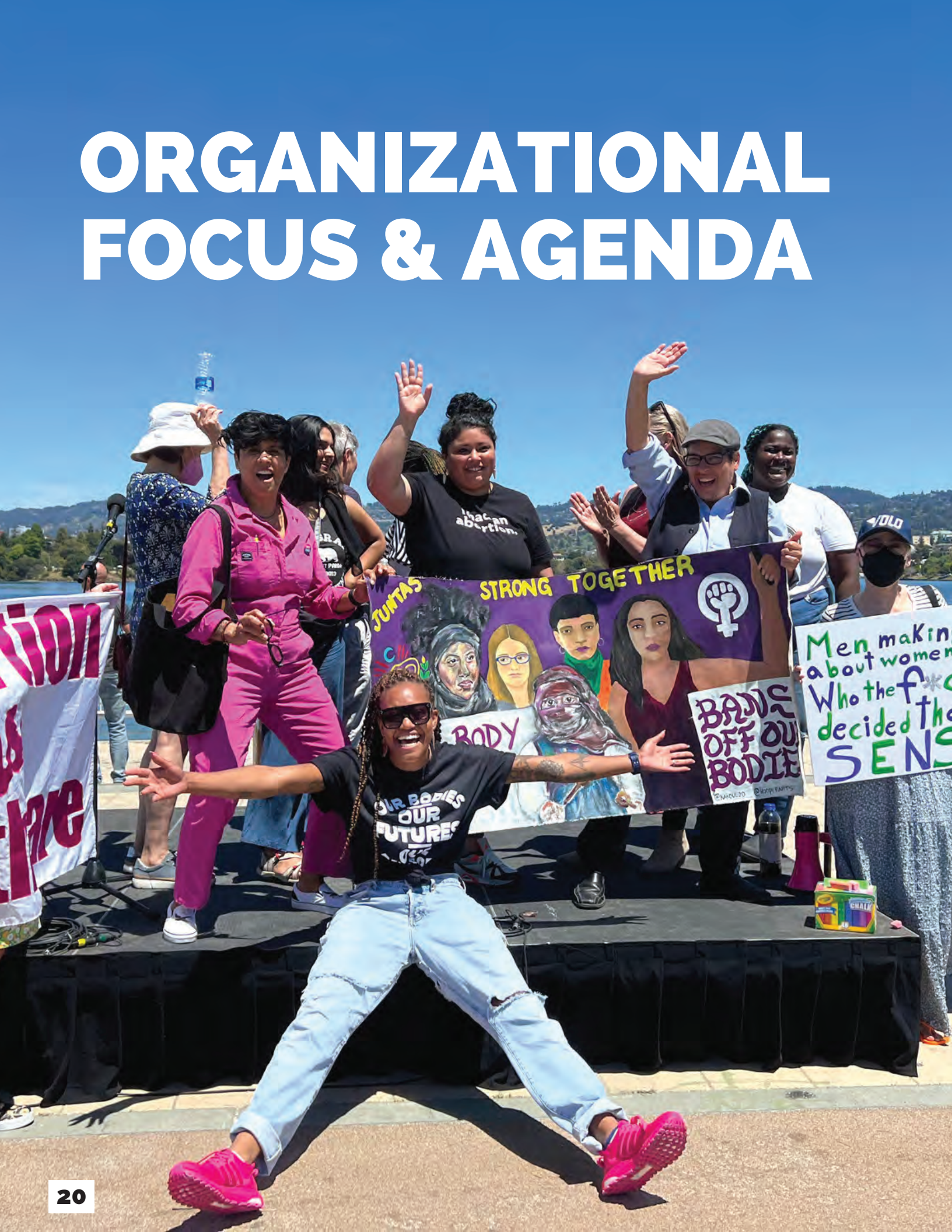


THE MEDALLION
Official Newsletter of the U.S. Presidential Scholars Alumni Association


The California Commission on the Status of Women and Girls
congratulates
COMMISSIONER
DR. JOELY PROUDFIT
a proud Payómkawichum woman and a California leader for women and girls, on being recognized as one of Variety's
EDUCATORS OF THE YEAR
In a world determined to erase women's experiences, particularly the intersectional experiences of women of color, telling our stories is a revolutionary act.
One of our greatest needs as humans is the need to be understood, to be seen. In modern American culture, we tell our stories through media – tv, film, social and written words. Not simply entertainment, our stories situate us in the fabric of American life.
Over the past decade, we have seen the beginnings of what we hope will be a radical diversification of Hollywood and media at large. But we are by no means there yet.
As an educator and storyteller Dr. Proudfit builds human capacity to invest in stories, invest in other experiences, invest in understanding. She understands that women and girls, particularly those who have been deliberately silenced for hundreds of years, must control our own narrative.
Telling our stories, from our own perspectives, using the labor and creative work of those who understand our unique struggles is how we achieve true representation. It is how we become real in the imaginations of those who never stopped to consider us before.
Women are half of America – and our stories, our experiences, are essential. We must invest in those women whose stories have been suppressed but could never be erased. We call on Hollywood and those who make and guard the gates of media creation to deliberately invest in Indigenous women creators and storytellers. We must bring the experiences and understandings of women and girls to life for all people to cocreate a world in which all our stories are valued.
Learn more at women.ca.gov and caiiff.com
California Commission ON THE STATUS OF WOMEN AND GIRLS


"THE MOST COMMON WAY PEOPLE GIVE UP THEIR POWER IS BY THINKING THEY DON'T HAVE ANY."
– ALICE WALKER

ORGANIZATIONAL FOCUS & AGENDA



THE IMPACT OF COVID-19

The California Commission on the Status of Women and Girls (CCSWG) 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.

As Californians grapple with the long-term consequences of COVID-19, it is imperative that California's leaders recognize that women comprise nearly half of the state's workforce and are integral to the proper flow and function of the fourth largest economy in the world.

Research confirms that women are also those most impacted economically by the pandemic. Their noticeable absence from the labor force, or reduced participation, illuminates tears in the fabric of our caregiving infrastructure, and negatively impacts the California economy.

The Center for the Advancement of Women at Mount Saint Mary's University noted that nearly 80% of the jobs initially lost were clustered in retail, education, hospitality, healthcare, and government industries in which women are overrepresented in lower-paying positions. This disparity was reflected in early data, which show that 25% of women in California were unemployed compared to only 20% of men, as COVID-19 began to impact the economy.

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 saw that women were shouldering the brunt of the impact from the pandemic both at work and in the home. We advocated for resources to support the immediate needs of women, which we were successful in securing, to operate a first-ever grant program administered by CCSWG. We also dedicated resources into research to take a deeper look and study what happened to women throughout the pandemic and as we look to the future to build a more equitable future for all of California's women and girls.

What we learned through this effort is that while recent interventions, supports, and employment opportunities improved economic outcomes for some California women, others continue to fare far worse than their pre-pandemic status. Of course, women are not a monolith. Long-standing, systemic inequities that women have historically faced were compounded dramatically by the current crisis. Therefore, those who were the most marginalized before COVID-19 were more likely to have worse outcomes during the pandemic and are less likely to have recovered to date.

We cannot be satisfied with a return to pre-pandemic normalcy. The growing needs and challenges for women resulting from a global pandemic demand an urgent response and deliberate ongoing policy interventions that center women as essential to California's future.

WOMEN'S RECOVERY RESPONSE

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 Grant Program. This effort focuses on supporting organizations at the local level who are helping to respond to the unique needs of women in their communities under COVID-19 through a network of local commissions on women and organizations providing direct service support. The Commission is grateful to Governor Gavin Newsom, Budget Committee Chairs Senator Nancy Skinner and Assemblymember Phil Ting, California Senate and Assembly Budget staff, and the Legislative Women's Caucus for this necessary and unprecedented commitment to California's women and girls in this time of crisis. We look forward to working together to expand this effort to fully meet the growing need of this historic moment.

The investment inserts 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.

Grant funds were distributed in three major ways to offer support:

1. Engage and strengthen existing local women's commissions.

2. Develop new local commissions at the city and county level to increase diverse representation of all women's voices throughout California.

3. Increase resources for community-based non-profit organizations that provide direct services to support immediate needs for women through an economic security lens that ultimately support and align with the mission of women and girl's commissions.



The Goal of the Grant Funding Opportunity is to build a more direct system of support for women in communities across the state by strengthening the existing network of local commissions, growing diverse representation of all women's voices through the establishment of new local commissions, and providing immediate relief to women by increasing resources for direct service providers to support the economic recovery of women and the economic circumstances of girls.

Grants were issued in the following categories and amounts:

Capacity Building [$25,000]
Strengthen an existing organization's systems and operations; establish a new local commission (city or county); and may involve human capacity, developmental skill-building, or structural sustainability to improves ability to serve intended target audience of local women and girls.

Communications [$25,000]
Design and/or support digital communications strategies; support education and engagement opportunities to reach intended audience; may involve website development, social media, online content creation, collateral development, language translations, media/PR efforts.

Community Engagement [$25,000]
Create, facilitate, and promote outreach and engagement opportunities; collect stories, data and community solution proposals and gather input from women impacted by the COVID-19 pandemic (will be shared with CCSWG and the public); may involve public meetings, interviews, convening with community groups and residents with an emphasis on strategic engagement of underrepresented women and girl's voices.

Direct Services [$50,000]
Support the organization's existing programming and direct services; increase services to the intended target audience of women for the purpose of improving economic opportunity and security for women and girls.

Re-Granting [$50,000]
Support the organization's existing grant program(s); expand impact to the intended target audience of women and girls for the purpose of improving economic opportunity and security for women and girls.

There was an incredible response for the $5 million in funding available to grant, demonstrating significant need around the state. In response to a call for grantees, the California Commission on the Status of Women and Girls (CCSWG) received applications requesting more than $62,118,154 million dollars - well in excess of the $5 million available. This is a clear indicator that the individual need across California's counties remains significant. With only $5 million available, we were able to fund just 20% of the applications, for a total of 135 grant awards.

The Women's Recovery Response Grant Program kicked off with a budget advocacy campaign in January of 2022 to secure the funding for the Grant Program and moved into the announcement and promotion phase on March 15, 2022 with a press conference highlighting the ways that California women are essential to our economy and daily life. This campaign featured grantee organizations and will continue with the program.

This campaign is tied to the Women's Recovery Response Grant Program and is designed to highlight women as the biggest group of essential workers during the COVID-19 pandemic who are still in need of support to recover. California women not only face a significant wage gap, they face bias and opportunity gaps that mean that even pre-pandemic women were more likely than men to earn low wages and to live in poverty. The 50.3% of California's residents that are female were significantly less able to weather a financial crisis like the one COVID-19 has caused. Nearly 1 in 17 Black women ages 20 and over (5.8%) were unemployed in January 2022 and over 1 in 13 women with disabilities (7.9%) were unemployed in January 2022 - a number we expect to increase due to the prevalence of Long COVID. These kinds of economic hurdles can shape a women's financial security – and that of her family – for an entire generation or more. This campaign was designed to raise awareness of our unique needs.

The process of securing this funding and establishing the program included more than 50 meetings with women leaders and legislators, local commissions on women, and nonprofit providers. We partnered with the California Research Bureau who performed an extensive literature review of all state materials on the impact of the pandemic on women. We also partnered with the California Policy Lab to perform original research on the specific economic impact on women with an eye toward intersectional experiences which formed the backbone of the California Blueprint for Women's Pandemic Economic Recovery.

As the state entity tasked with assessing gender equity in multiple issue areas, 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.



LOCAL COMMISSION CONNECTIONS

The magnitude of economic setbacks for so many Californians requires dedicated funding for immediate intervention and sustained relief. Additional resources are needed to support community-led direct support programs, and the development of a local commission in each county. The combination of these things would help to scaffold a public policy-oriented network that not only distributes resources – but also can act as an early warning system against crises that disproportionately impact women.

We must build a more direct system of support for women in communities across the state by strengthening the existing network of local commissions, growing diverse representation of all women's voices through the establishment of new local commissions, and provide immediate relief to women by increasing resources for direct service providers to support the economic recovery of women and the economic circumstances of girls.

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 CCSWG 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.



LOCAL COMMISSIONS

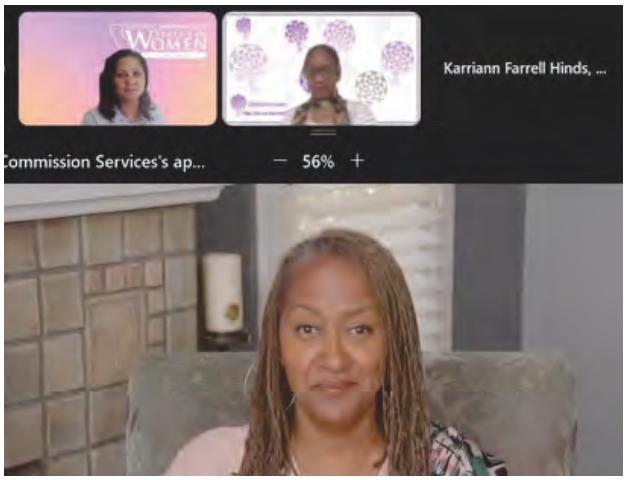
County Commissions

- 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
- County of San Francisco, Department on the Status of Women
- San Luis Obispo County Commission on the Status of Women
- San Joaquin 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 County Commission on the Status of Women and Girls
- San Mateo County Commission on the Status of Women
- Fresno County Commission on the Status of Women
- Riverside County Commission on the Status of Women

City Commissions

- Berkeley Commission on the Status of Women
- City of Carson Women's Issues Commission
- Compton Commission for Women
- City of San Diego Commission on the Status of Women
- Glendale Commission on the Status Women
- City of San Francisco, Department on the Status of 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
- City of South El Monte Commission for Women
- City of Fresno Women's Commission
- Long Beach Commission on Women and Girls
- City of Norwalk - L.A.D.Y (Leadership and Advocacy for the Direction of Young Women)
- City of Sanger Commission on the Status of Women and Girls
- City of Milpitas: Advancing Women in Milpitas

LOS ANGELES COUNTY COMMISSION FOR WOMEN



The 7th Annual Southern California Commissions for Women Virtual Convening took place on June 13, 2022. The CCSWG provided a briefing on the Women's Recovery Response efforts, as well as a breakdown of its policy priorities for the 2022 legislative session, including efforts to secure continued funding for the WRR grant program for fiscal year 2023. Speakers included Dr. Regina Smith of the LACCW, Assemblymember Cristina Garcia, and Supervisor Holly Mitchell.

WOMEN'S EQUALITY DAY

The 19th Amendment was ratified on August 18th, 1920, and made official a week later, on August 26. Women's Equality Day celebrates this milestone.

The Santa Clara County Commission on the Status of Women hosted a virtual Be Bold. Inspire. Lead. - Womxn in Action 2022 Women's Equality Day Event that featured a fireside chat with leading experts to discuss key issues -- womxn's health and reproductive rights & equal pay and wages -- including CCSWG Chair Lauren Babb.



THE STATE OF BLACK WOMEN IN CA 2022 AND BEYOND - ESSAYS FROM BLACK WOMEN THOUGHT LEADERS

The California Commission on the Status of Women and Girls is a proud contributor to the State of Black Women in CA 2022 and Beyond – Essays from Black Women Thought Leaders report, which can be found on our website. The report is produced annually by California Black Women's Collective (CABWC) in partnership with California Black Media and Black Women Organized for Political Action (BWOPA).

This report focuses on critical issues impacting Black women and the Black community including political participation; work and family; health and wellness; employment and earnings; poverty and opportunity; education; violence and safety; and Black women and aging. More than 20 different authors, including CCSWG Chair Lauren Babb, provided insights and highlighted legislative and non-legislative recommendations.

The California Commission on the Status of Women and Girls was proud to lend support as a Silver Sponsor when this report was released at the California Black Women's Collective Empowerment Series, which included the State of Black Women's Issues Forum 2022 and Beyond.




EQUAL RIGHTS
FOR OTHERS
DOESNT MEAN
FEWER RIGHTS
FOR YOU -
ITS NOT PIE

FOCUS ON WOMEN'S ECONOMIC SECURITY

When the California Supplemental Poverty Measure (SPM) was released in 2017 by the Stanford Center on Poverty and Inequality (SCPI) and the Public Policy Institute of California (PPIC), it brought insight and perspective about the cost of living in California and its impact on people's ability to make ends meet, especially for low-income populations. The recent California Supplemental Poverty Measure (SPM) of 2019 demonstrates that too many Californians, about 6.3 million or 16.4%, lacked the necessary resources to support basic needs prior to the onset of the COVID-19 pandemic.

For a family of four, this is an approximate income of just $35,600 annually. Many families were already struggling to put food on the table and pay bills, with 40% of Americans reporting they would have a difficult time coming up with $400 dollars to cover an unexpected expense. This is the stark reality for many living paycheck to paycheck in California where more than a third of the state's population were poor or near poor in 2019.

In 2019, prior to the start of the acute phase of the COVID-19 pandemic, California had a $3.1 trillion economy. Compared to the Gross Domestic Product (GDP) of nations, this ranks California's 2019 Gross Domestic Product (GDP) as the 5th largest in the world.



ECONOMIC SECURITY

According to the Public Policy Institute of California (PPIC), "The gap between high and low-income families in California is among the largest in the nation—exceeding all but four other states in 2020. Families at the top of the income distribution earned 11 times more than families at the bottom ($270,000 vs. $25,000 for the 90th and 10th percentiles, respectively)."

Further, the report notes that "California's income distribution reflects high rates of poverty. Income is frequently not enough to meet basic needs (on average a family of four requires about $36,000). Families in the bottom third of the income distribution are at risk of poverty, absent major safety net programs. Wealth is more unevenly distributed than income. In California, 20% of all net worth is concentrated in the 30 wealthiest zip codes, home to just 2% of Californians."

All efforts to support the economic recovery of women from the pandemic's impacts must also recognize the diversity of the population as a whole. Core to our mission, the Commission on the Status of Women and Girls is responding to the hardship women are disparately experiencing due to the economic impact of the pandemic with a clear focus on building economic security for women.

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

Through an ongoing response effort to ensure the economic security of women we also champion gender equity initiatives and interventions that improve the status of women in California. These include efforts to increase opportunities for employment and entrepreneurship including education and technical training, workforce development, and policy and public education efforts focused on key issues such as the pay gap and opportunity gaps facing women in the workplace.

Long before the COVID-19 crisis, millions of women were already navigating poverty while shouldering the majority of family caregiving responsibilities. American women are also severely underrepresented in leadership positions and political life. Women of color are particularly underrepresented.

These are just a few of the barriers women face when they try to climb the economic ladder, and the California Commission on the Status of Women and Girls is committed to removing obstacles to success and increasing equity and access to economic security so that all of the women, who comprise over half of California's population, can thrive.

ONGOING INVESTMENT

As women continue to experience economic and health challenges exacerbated by the pandemic, the urgency to strengthen state systems of support and elevate their needs is unabated.

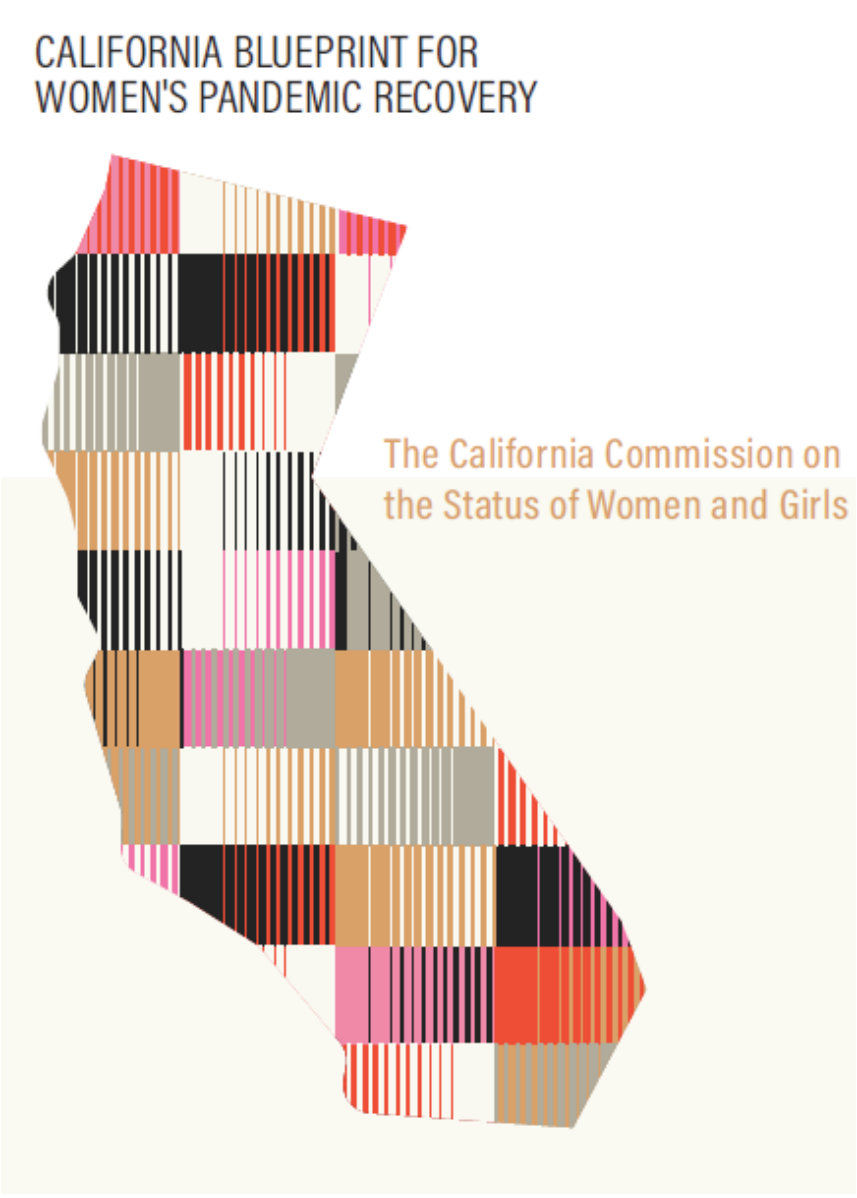
Many women were locked out of opportunities to prosper long before the current crisis. A return to that inequity is unacceptable. Women are half of California's population, and it is long past time that they cease to be seen merely as an interest group. Rather, the time has come to treat them as a full partner and participant in every aspect of state policy, politics, and economic growth.

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 Grant Program. This effort focuses on supporting organizations at the local level as they respond to the unique needs of women in their communities under COVID-19, and includes a network of local commissions on women as well as organizations providing direct service support. We are pleased to report that this program's funding has been renewed for the 2022/2023 cycle and will continue for another round.

Additionally, in partnership with California Policy Lab, the Commission conducted significant research that shed light on points of pain and bright spots of hope for a more equitable economic recovery for women. This California Blueprint for Women's Pandemic Economic Recovery, the first of its kind, centers the economic needs of women and girls as critical to the state's economic recovery from the COVID-19 pandemic, which remains ongoing. This work will serve as a foundational document to inform the work of the Commission for the foreseeable future.



CALIFORNIA BLUEPRINT FOR WOMEN'S PANDEMIC ECONOMIC RECOVERY



The California Commission on the Status of Women and Girls is deeply concerned by the impacts to women's well-being, human rights, and economic status that have been profoundly accelerated by COVID-19 and the associated economic crisis.

The California Blueprint for Women's Pandemic Economic Recovery centers the economic needs of women and girls as key drivers of the state economy. During the first two years of the pandemic, women in the United States lost more than 5.4 million net jobs. Data shows that the economic crisis exacerbated the cumulative and collective crises women in California were already experiencing.

The erosion of women's well-being, and economic status will likely continue unless halted by deliberate policy interventions and strategic support from government and key stakeholders. Studies consistently report that women, especially women of color, experienced greater loss in jobs, income, and childcare services.

"WE CANNOT REBUILD AN EQUITABLE CALIFORNIA WITHOUT PARITY WHEN IT COMES TO STATE, COUNTY, CITY AND COMMUNITY INVESTMENT IN OUR RECOVERY, OPPORTUNITY, AND SUCCESS."

California Blueprint for Women's Pandemic Economic Recovery



ABOUT THE BLUEPRINT

For more than 50 years, the California Commission on the Status of Women and Girls has identified and worked to eliminate inequities in state laws, practices, and conditions that affect California's women and girls. The Commission produced the California Blueprint for Women's Pandemic Economic Recovery which provides solutions-focused leadership through research and policy recommendations.

In partnership with the California Policy Lab at U.C. Berkeley (CPL), CCSWG examined pre-pandemic economic conditions for women, women's labor-market outcomes during the height of the pandemic, financial indicators during the peak of the pandemic government response period, and overall safety net usage by women.

CCSWG reviewed the outcomes and conducted an extensive review of current literature to generate a snapshot of women's economic well-being and offer an estimate of the likely outcomes for the state economy moving forward.

The Blueprint describes the collective trajectories of groups of women who entered the pandemic already in economic difficulty and explores opportunities to chart new paths based on impact data from federal and state support programs and interventions since the COVID-19 pandemic began. Then, it imagines a future-forward state economic model that presupposes the value of women's labor in the workforce and at home while contending with a virus that appears to be here to stay.

The California Commission on the Status of Women and Girls has constructed this statewide blueprint for a recovery response that centers women and supports deliberate gendered policy interventions, but it is only the first step.

As California's women and families grapple with the long-term consequences of the COVID-19 pandemic, it is imperative that impacted people with lived experience are empowered to inform policy decisions being made on their behalf.



BLUEPRINT

The Blueprint confirms that California women went into the pandemic worse off due to existing systemic inequities in the workforce, with employment rates at 20% lower than men, a persistent pay gap of 78 cents on the dollar, and the inequitable practice of occupationally segregating women, particularly women of color, who hold nearly half of all low-paying jobs.

At the height of the pandemic, women were disproportionately burdened with school closures, family caregiving and lack of childcare options. Female-dominated occupations such as retail, hospitality, and education had the largest share of job loss, which largely impacted women of color who experienced lower employment rates as compared to white women. Nearly 8% of women with disabilities were jobless during the acute phase of the pandemic and 1 in 4 non-citizens lost their job as compared to 1 in 6 naturalized citizens and 1 in 7 native-born U.S. citizens.

“Women entered the pandemic more economically disadvantaged compared to men due to existing systemic inequities, particularly impacting women of color,” said CCSWG Chair Lauren Babb. “Women of color were the first to lose jobs and last to regain them, causing long-term financial stress to their households. Many women are the primary breadwinners and backbone of their families. As California’s economy recovers, women of color have been slower to bounce back. To improve economic equity, solutions must include an intersectional approach that centers those most impacted and prioritizes policy that provides opportunity and relief for the most vulnerable Californians with an emphasis on women and girls in the state.”

The Blueprint adopts, for the first time, a gendered lens on the state economy, and offers critical policy solutions that center women as key drivers of industry and key workforce participants. Women will undoubtedly continue to face systemic inequities unless halted by deliberate interventions we must deploy now.



"47% OF WOMEN IN CALIFORNIA REPORTED SYMPTOMS OF ANXIETY OR DEPRESSION DURING THE PANDEMIC. ABOUT 75% OF WOMEN WHO SPECIFICALLY REPORTED EXPERIENCING ECONOMIC HARDSHIPS, ALSO REPORTED EXPERIENCING SYMPTOMS OF ANXIETY OR DEPRESSION DURING THE PANDEMIC."

California Blueprint for Women's Pandemic Economic Recover



The pandemic added an estimated 36 years to the time it will take for women to make the same amount as men, bringing the total to 135 years. In California, if all working women and working single mothers earned the same as men in comparable roles, the state's poverty rate for working women would be reduced by about 40%.

The pandemic significantly increased the share of labor at home that fell on women, even those working full time. More than 60% of mothers of children under 12 took on the majority or entirety of extra care work in 2020, compared with 22.4% of fathers. Professional caregivers were also significantly impacted by shutdowns, an impact that continues for an industry experiencing a slower rate of recovery and a severe and persistent workforce shortage. Women employed in the care industry are among the lowest paid workers at about $12.00 - $13.43 an hour, and employing predominately women of color. For comparison, animal care specialists (dog walkers) average $13.00 an hour.

Overall, women also reported experiencing disproportionate rates of psychological stress with 47% of women in California reporting symptoms of anxiety or depression during the pandemic. About 75% of women who specifically reported experiencing economic hardships, also reported experiencing symptoms of anxiety or depression during the pandemic.

California's government safety-net programs helped women meet life's basic needs. Unemployment benefits helped low-wage workers weather the crisis. 183,000 more women relied on food assistance during the early pandemic. Safety net programs helped women pay down debt, see a rise in credit scores, and significantly reduced child poverty. highlighting a path forward to an equitable economy.

As safety net supports are withdrawn, measures of economic struggle are returning to pre-pandemic levels. The growing needs and challenges for women resulting from the global pandemic demand an urgent response and deliberate, ongoing, policy interventions.



The Blueprint also considers the growing body of research that indicates women are disproportionately impacted by Long COVID. An estimated 14.9% of all adults living in the California have experienced symptoms consistent with Long COVID. At the high end, that is roughly 5,960,000 people. Roughly 257,000 workers are estimated to be out of the workforce due to Long COVID, amounting to an estimated $17.61 billion in annual lost earnings.

Direct and inclusive investments in women, made particularly to women of color, Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual (LGBTQIA+) women, disabled women, immigrant women, young women and girls, women without college degrees, and women from across the economic spectrum, can ensure that women have a voice proportionate to their contributions and concerns.

California women went into the pandemic worse off due to existing systemic inequities in the workforce, such as a persistent pay gap and occupational segregation, impacting their wealth building and financial security. The Blueprint adopts, for the first time, a gendered lens on the state economy, and offers critical policy solutions that center women as key drivers of industry.

The Women's Recovery Response and the Blueprint are designed to focus specifically and primarily on the economic impact of COVID-19 on California's women and girls. While public health concerns are clearly a critical focus in building a recovery, the Commission is committed to ensuring that the economic well-being of the state and policies designed to impact recovery do not view women's contributions as an afterthought.

As we imagine and build a post-pandemic future, gender will continue to be a substantive element of the health of the state's overall workforce and capacity for economic growth and must be considered as an essential element in state resource stewardship. When you invest in women you invest in everyone – because women are essential to California's continued economic and global competitiveness.



BLUEPRINT INTRODUCTION & PUBLIC HEARINGS

The California Commission on the Status of Women and Girls offered a first look at the overview of its California Blueprint for Women's Pandemic Recovery Response during a public hearing in August. The full Commission meeting and public hearing offered a deeper dive into some of the issues and data featured in the blueprint by leading national experts, many of whose work is cited in the final research. The goal of this hearing was to facilitate understanding of the challenges women and girls will continue to face and how the Commission can champion impactful solutions.

The first hearing focused on the Economic Impact of COVID-19 and the ongoing impact of Long COVID and inflation to women and the economy as a whole. As the Centers for Disease Control and Prevention (CDC) has updated its Long COVID guidance stating clearly that an anticipated 1 in 5 people who contract COVID-19 will develop Long COVID, and a growing body of research has indicated women are far more likely to suffer from Long COVID. The potential long-term economic impact is undeniable and California must quickly translate what this means for the working women of the third largest state and the 4th largest economy in the world. Presentations were made by Katie Bach, Senior Fellow at the Brookings Institution, Katica Roy, CEO, Pipeline Equity, Jane Thomason, Lead Industrial Hygienist, National Nurses United, Desiree Nguyen Orth, Director, East Bay Community Law Center Consumer Justice Clinic, and Colette Moore, Vice President and Program Manager, Pacific Coast Regional Small Business Development and CCSWG Grantee.

The second hearing focused on Closing the Gender Wage Gap. The pandemic added an estimated 36 years to the time it will take for women to close the wage gap. As described throughout the Blueprint, women are overrepresented in low-wage jobs, defined as earning median hourly wages of $10.22 or about $18,000 a year, but this is especially pronounced for women of color. Examples of these jobs include, but are not limited to, food preparation and service jobs, temporary workers, home health and childcare workers, and cleaning professionals, all of which were deeply impacted by pandemic closures and economic shifts – some permanently. Presentations were made by Joe Sanberg, Founder, Golden State Opportunity, Samantha Gordon, Chief Programs Officer, Tech Equity Collaborative, and Jessica Stender, Senior Counsel, Workplace Justice & Public Policy, Equal Rights Advocates.



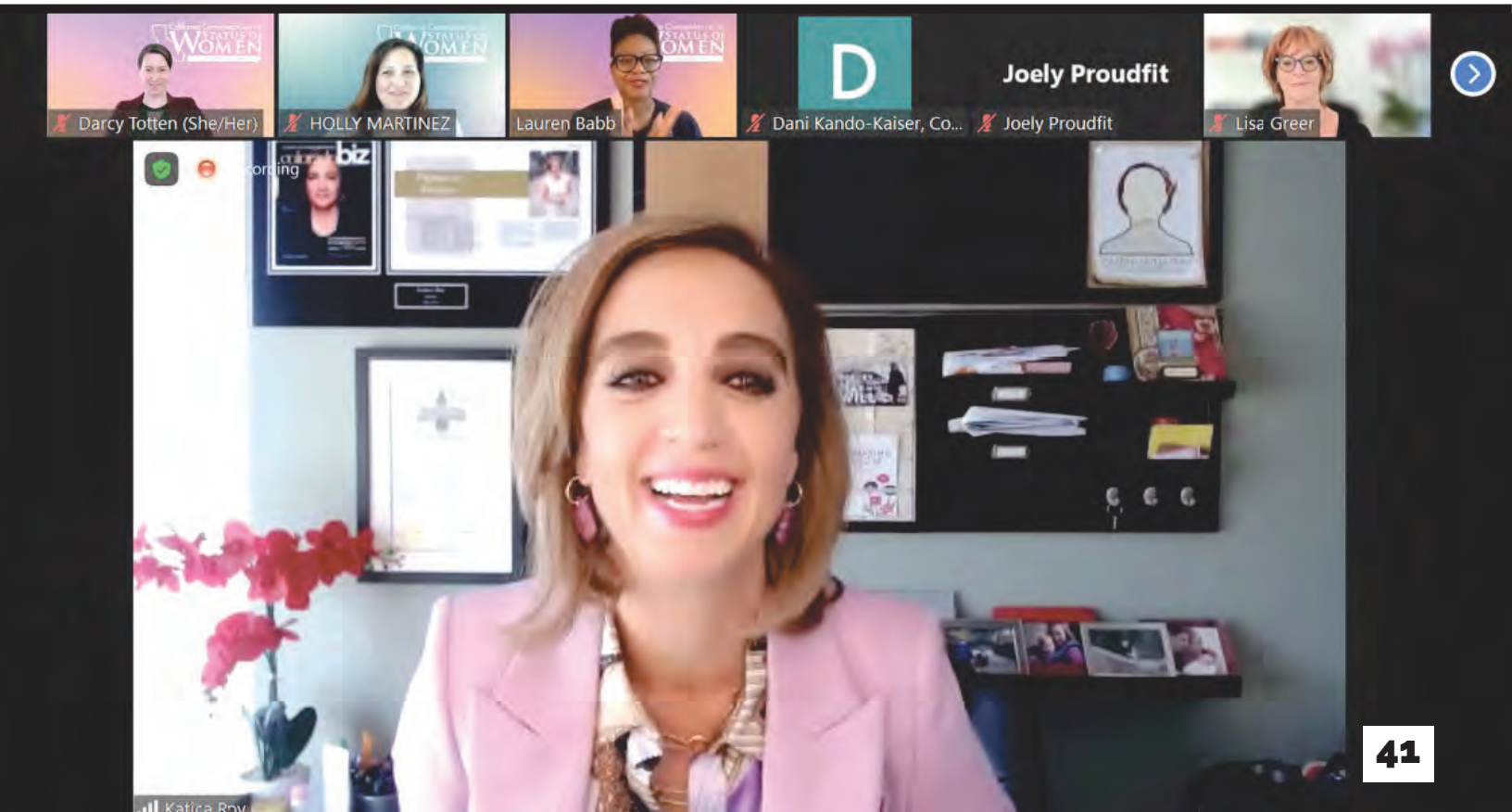
BLUEPRINT HEARINGS: INFLATION & GENDERED IMPACTS BY KATICA ROY, CEO, PIPELINE

Katica Roy is an ambassador for intersectional gender equity in the workplace and beyond. She is a gender economist and the CEO and founder of Pipeline™, an award-winning SaaS platform that leverages artificial intelligence to identify and drive economic gains through intersectional gender equity. The Pipeline Platform™ was named one of TIME Magazine's Best Inventions of 2019 and Fast Company's 2020 World's Most Innovative Companies. Her testimony focused on the critical intersections between inflation and the Pink Tax, along with women's labor market participation.

Full Testimony:

If misrepresentation is a lie, then our economic indicators are living in sin. Most policy officials rely on aggregate measurements to watch the economy. However, the problem with aggregate measurements is that they mislead. In my research, I apply the intersectional gender lens to disaggregate the data by gender PLUS race and ethnicity. In doing so, we find that economic events are not gender neutral—and our policy response to these events shouldn't be either.

For example: Inflation has been vaporizing everyone's economic security, and especially women. The prices of goods and services targeted specifically to women have risen twice as fast as those targeted to men. It's the pink tax on steroids.



This is happening against the backdrop of a she-cession that wiped out 29 years of hard-earned progress toward gender equity in the labor market. If we included the 1.17 million women missing from the labor market since the start of the pandemic, women's real unemployment rate would be 4.6%. For Latinas specifically, it would be 7.1%. For Black women, it would be 7.6%.

Aggressive interest rate hikes only aggravate these inequitable unemployment rates. In fact, tighter monetary policy causes companies to consolidate their workforces to the rhythm of "last hired, first fired." And that means women and Black employees are usually the first to get cut.

This is particularly concerning because since 1982, more than half of Black U.S. households with children have been headed by breadwinner moms. And Black breadwinner moms have the most egregious gender pay gap of any cohort of women in the labor force. They earn just 44 cents for every dollar earned by breadwinner dads. In other words, our future entrepreneurs, policy makers, and essential workers who live in households headed by breadwinner moms have become the collateral damage of inequity.

In the United States, women hold 67% of student loan debt. They work 58% of minimum wage jobs. They pay 7% more for "pink" goods and services half of the time. They face .04% higher mortgage rates than men. They make up 56% of those living in poverty. They perform 90 more minutes of unpaid labor per day than men.

It's time we use gender and race disaggregated data to inform more equitable policy making.

Gender equity is a $301 billion opportunity for the state of California. To rebuild and reimagine California's economy, leaders must account for these intersectional gender differences. Failure to do so is fiduciary irresponsibility at its finest.



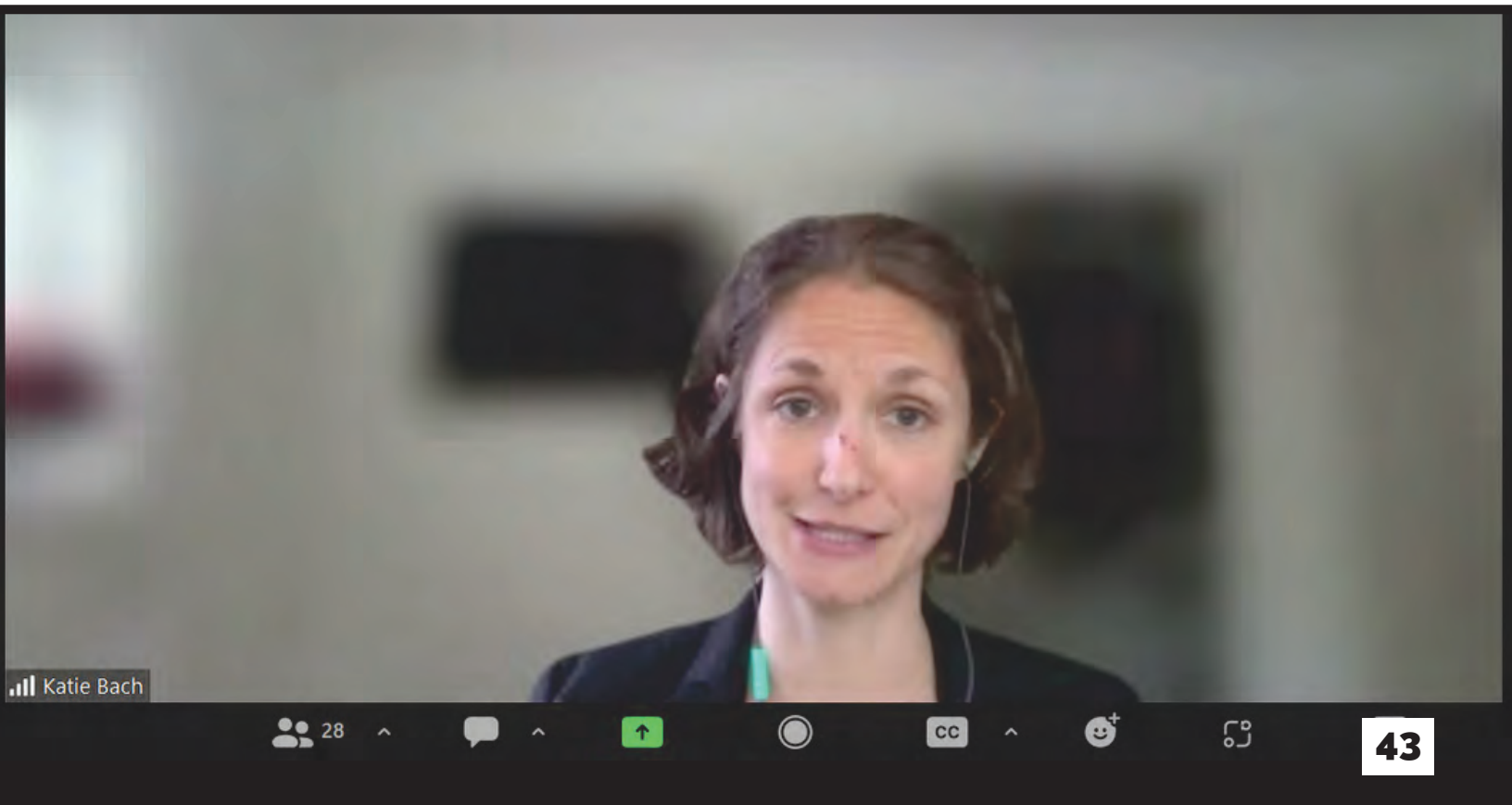
BLUEPRINT HEARINGS: LONG COVID BY KATHRYN BACH, SENIOR FELLOW, BROOKINGS INSTITUTION

Kathryn Bach is an expert in job quality and low-wage work. She has a particular interest in the incentives and structures that lead companies to underinvest in workers. Bach has worked with dozens of companies, ranging from Fortune 50 to start-ups, on improving frontline jobs.

Most recently, Bach was the Managing Director of the Good Jobs Institute, a non-profit founded by MIT Sloan professor Zeynep Ton. Previously she was the Director of Corporate Strategy at Starbucks, where she led strategic planning. Bach also spent five years in management consulting, primarily at McKinsey & Company.

Bach has published numerous articles in Harvard Business Review, Politico, Forbes, and elsewhere discussing the financial case for higher wages, why we need more than a $15 wage, and the need for corporate disclosure requirements on worker pay. She is the co-author of a forthcoming Brookings report about stakeholder capitalism.

Bach has an MBA from MIT Sloan, where she was a Forte Fellow, McKinsey Scholar, and Siebel Scholar, all recognizing outstanding leadership and academic achievements. She has an MSc in Global Politics from the London School of Economics, where she was valedictorian of her class, and a BA in Politics, Philosophy, and Economics from Oxford University.



"AS A WORKFORCE, WOMEN OVERALL ACCOUNT FOR ALMOST 89% OF HEALTH CARE WORKERS."

California Blueprint for Women's Pandemic Economic Recovery



BLUEPRINT HEARINGS: JOE SANBERG, FOUNDER, GOLDEN STATE OPPORTUNITY

Joe Sanberg is a progressive business leader and anti-poverty advocate. He is the founder of Golden State Opportunity, a nonprofit dedicated to ending poverty by providing all Californians with the tools to build financial well-being and thrive.

As a steward of the movement to pass the Earned Income Tax Credit for low-income families in California, Joe founded CalEITC4Me, one of the state's largest anti-poverty programs, which has put more than $10 billion back in the pockets of working families.

He successfully led the charge to expand eligibility for the program to low-wage workers, young adults, and seniors, who had previously been excluded from the tax credit. GSO leads comprehensive statewide campaigns to help families access public benefits, achieve financial stability and plan for the future through programs that uplift low-income Californians. Today, GSO is a leading statewide advocacy organization working to end poverty and ensure everyone can meet life's basic needs and invest in their future. GSO's leadership and advocacy for low-income workers led California to establish the Young Child Tax Credit and expand CalEITC eligibility to include anyone 18+ and all ITIN holders, making CalEITC one of the strongest and most inclusive EITC programs in the country.



"THE PANDEMIC HAS FURTHER WIDENED THE GENDER ECONOMIC GAP, IMPACTING WOMEN'S FUTURE RETIREMENTS FAR MORE THAN MEN'S. FOR EXAMPLE, AMONG PRE-RETIREES, MORE WOMEN REPORTED A NEGATIVE IMPACT ON THEIR JOB SECURITY THAN MEN (39% VS. 20%)."

California Blueprint for Women's Pandemic Economic Recovery

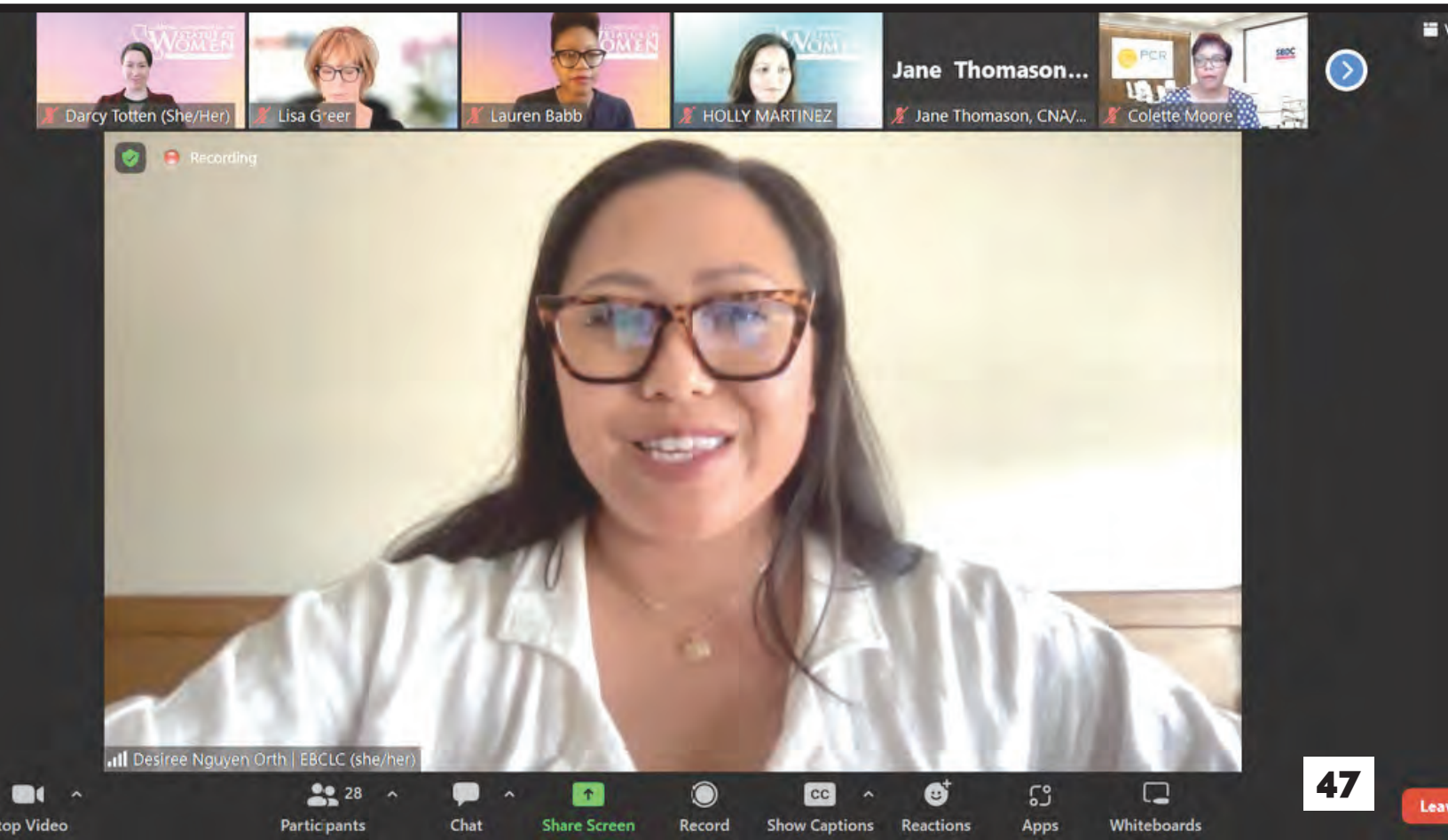


BLUEPRINT HEARINGS: DESIREE NGUYEN ORTH, DIRECTOR, EAST BAY COMMUNITY LAW CENTER CONSUMER JUSTICE CLINIC

Desiree joined the Consumer Justice Clinic at EBCLC in 2021. Prior to joining, Desiree ran the Consumer Advocacy Project at the Justice & Diversity Center of the Bar Association of San Francisco and a private practice centered on working with women business owners in the creative industry.

Desiree is passionate about consumer protection and strongly believes that financial education and literacy are fundamental stepping stones to racial equity. As a first-generation AAPI woman and newish mother of two, Desiree has a special propensity for fighting for women of color.

Desiree's work as the director of the Consumer Justice Clinic is largely focused on creating consumer protection policy that serves to dismantle and correct outdated laws that provide systemic barriers to access for low-income, monolingual, or underrepresented consumers.



BLUEPRINT HEARINGS: SAMANTHA GORDON, CHIEF PROGRAMS OFFICER, TECH EQUITY COLLABORATIVE

Samantha Gordon is an experienced leader in the space of workers' rights and social justice. She served for over twelve years with the two-million-member Service Employees International Union (SEIU); most recently as Division Executive Director for SEIU Local 1000, which represents 96,000 state workers across California.

In her time at SEIU, she focused on strengthening member engagement and leadership development programs across the country. Samantha trained and developed SEIU local union chapters on political education and small-donor fundraising, helping SEIU become one of the largest political action committees in the U.S. prior to Citizens United.

In addition, she played leadership roles for SEIU in the 2008 and 2012 presidential elections in Arizona and Florida, respectively. Samantha moved from SEIU's national organization to its largest public-sector local union chapter, SEIU Local 1000, to drive a culture-change initiative across its statewide organizing program. She served as key advisor to elected leadership and ultimately directed three major program areas of the union: organizing, politics, and communications.



"IN THE U.S., PEOPLE WITHOUT A COLLEGE DEGREE ARE 1.3 TIMES MORE LIKELY TO NEED TO MAKE OCCUPATIONAL TRANSITIONS AS THE ECONOMY IS RECONSTRUCTED COMPARED TO THOSE WITH A COLLEGE DEGREE. BLACK AND HISPANIC WORKERS ARE 1.1 TIMES MORE LIKELY TO HAVE TO TRANSITION BETWEEN OCCUPATIONS THAN WHITE WORKERS."

California Blueprint for Women's Pandemic Economic Recovery





PROGRAMS

"WE CANNOT CHANGE WHAT WE ARE NOT AWARE OF, AND ONCE WE ARE AWARE, WE CANNOT HELP BUT CHANGE."

– SHERYL SANDBERG



PROGRAM BASED SOLUTIONS

The Commission is excited to expand some of its existing initiatives into full-fledged programs!

With thoughtful program planning and development, we will set short and long-term goals, lay the foundation to effectively implement the programs and achieve milestones. Through regular evaluation of programs and discussion of lessons learned and best practices, we can achieve even more. in 2022 CCSWG hired a new Programs Director, Kimberlee Vaye, who will lead these efforts and will be supported by two Commission members on program committees.

Last year, we began to expand the Girls Agenda with the start of a Youth Advisory Council where young women and girls can meet and advise Commissioners on pressing issues facing girls today which will inform programmatic and policy priorities. We will continue to develop and grow the Youth Advisory Council to represent California's diverse demographics and geographic locations throughout the state. The Girls Agenda will expand our efforts and outreach with existing initiatives such as the Sports Bra Project, Girl Scout Day at the Capitol, Alliance for Girls in Oakland and Los Angeles, and the annual STEAM Symposium.

We will also grow the Equal Pay program by continuing to work closely with the Office of the First Partner and California Partners Project to strategically align our goals and engage Equal Pay Pledge takers through levels of achievement and recognition. We look forward to expanding our 2023 Equal Pay Day visits to businesses who have taken the Equal Pay Pledge and are accomplishing key milestones in achieving a more equitable workplace.

We especially want to highlight organizations and businesses that are women-led, veteran-owned, and/or minority-owned. We cannot wait to grow our program accomplishments throughout 2023!



COLLEGE STUDENT RIGHT TO ACCESS ACT

The California Commission on the Status of Women and Girls has committed to be a leader on reproductive healthcare access. The College Student Right to Access Act, formerly Senate Bill 24 (SB 24), authored by then CCSWG Commissioner, Senator Connie Leyva (D-Chino), requires, on and after January 1, 2023, each student health care services clinic on a University of California (UC) or California State University (CSU) campus to offer abortion by medication techniques through campus health centers, which is a fundamental right and an essential part of sexual and reproductive health care.

The CCSWG is responsible for administering the College Student Health Center Sexual and Reproductive Health Preparation Fund, which has been established to provide private funding for statewide readiness efforts across all state of California University campuses. CCSWG is also tasked with providing non-monetary assistance and support, as well as activity and expenditure reporting requirements to the Legislature.

Over the course of fiscal year 2021-2022, executive leadership teams from University of California (UC) and California State University (CSU) met virtually on a quarterly basis to establish implementation plans for operational readiness and financial tracking of allocations for each campus.

The UC 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 the COVID-19 pandemic, which resulted in the closing of campuses, redirecting priorities to COVID-19 - related services and response, and to re-opening and readying campus-based learning and large-scale tracking systems for COVID-19 vaccinations.



The SHS Medication Abortion Workgroup has continued to meet monthly to review and share best practices, troubleshoot implementation issues, review standardized quality assurance and patient experience metrics, and review individual campus progress.

Campuses have adopted protocols, conducted clinical and support staff training sessions, and designed site-specific scheduling and follow-up procedures. Campuses have also recruited, trained, and/or contracted with providers, as needed, to establish the capacity to provide these services. Individual UC campuses have received a high level of collaboration from Essential Access Health and the National Abortion Federation in this process. The UCs have developed standardized templates for clinical documentation, clinical outcomes measures, and patient experience surveys, and are in the process of collecting initial data to conduct their first quality assurance reviews in FY 2022-23.

The CSU systems have established the College Students 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. This group developed a comprehensive implementation plan for the delivery of medication abortion services to CSU students by January 1, 2023. Additionally, the CSU partnership with Essential Access Health has been influential in understanding the current landscape of best practices in the provision of medication abortion. The standard of care has shifted to conducting an ultrasound only in cases where it is needed. Recently, the use of telehealth and mail order as a service delivery model has also become an option for the standard of care. This will facilitate access to healthcare providers outside of the student health centers for consultation, assistance, and after-hours care, as needed.

Finally, a long-standing requirement for in-person medication pick up has been lifted, which will broaden access and allow more pharmacies, including mail-order services, to distribute the medication. This permanent approval, along with recent decreases in the cost of such medications, will facilitate increased timeliness, accessibility, and affordability for students.

Of note, a Memorandum of Understanding (MOU) with the CCSWG as the liaison agency for one-time funding ($4.8M) and for the annual reporting requirements, has been executed. All UC and CSU student health centers are on target to ensure implementation of SB 24 medication abortion by January 1, 2023.



EQUAL PAY PROGRAM

The California Commission on the Status of Women and Girls (CCSWG) has a long history of advocacy work with regards to pay equity in California. Former Commissioner, Senator Hannah-Beth Jackson, authored the California Fair Pay Act, the strongest equal pay law in the nation, as well as SB 973 and SB 1383, requiring large California employers to report salary data and protecting California's paid family leave benefits, respectively.

While CCSWG continues to work with state level partners to provide resources, training, policy advocacy, education opportunities, and assistance to help ensure that women are front and center as we rebuild our state economy, there is much that must be done to alleviate the burden the wage gap places on women of color, mothers, and LGBTQIA+ women.

There continues to be a disparity in how men and women are paid, even when all compensable factors are controlled, meaning that women are paid less than men due to no attributable reason other than gender.

In 2022, the uncontrolled gender pay gap is $0.82 for every $1 that men make, and these numbers only get worse for women of color, LGBTQIA+ women, and mothers.

2020 estimates of the annual gender pay gap in California suggests a pay gap of "$46B and an even higher race/ethnicity annual gender pay gap of $61B," up from a 2016 estimate of $39 billion.



The pandemic added an estimated 36 years to the time it will take for women to make the same amount as men, bringing the total to 135 years. This is in large part due to occupational segregation. As described throughout this report, women are overrepresented in low-wage jobs defined as earning median hourly wages of $10.22 or about $18,000 a year, but this is especially pronounced for women of color. Examples of these jobs include but are not limited to food preparation and service jobs, temporary workers, home health and childcare workers, and cleaning professionals, among others.

Closing the gender and race pay gap would boost the state's economy and save money by reducing poverty. In California, if all working women and working single mothers earned the same as men in comparable roles, the state's poverty rate for working women would be reduced by about 40%.

Additionally, the estimated average earnings increase if all working women earned the same as comparable men would be 15.8% (that's an additional $68.45 billion or 2.2% to the state's economy).

Equal Pay Day was developed by the National Committee on Pay Equity (NCPE) in 1996 as a public awareness event to illustrate this persistent 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, mothers, and LGBTQIA+ women, multiple dates exist, corresponding with women belonging to different groups.

The Equal Pay Day dates for 2022 highlight the widening gap for women of color in particular when compared to the dates from the previous year, and are more inclusive of the contributions of part-time workers who have struggled throughout the pandemic. For instance, Equal Pay Day for all women moved from March 24th in 2021 to March 15th in 2022. Asian American, Native Hawaiian and Pacific Islander Equal Pay Day moved from March 9th in 2021 to May 3rd in 2022.



For Black women, the difference is clear, moving from August 3rd in 2021 to September 29th in 2022, reflecting nearly two additional months. Native American workers found their gap expanded significantly moving from September 8th in 2021 to November 30th in 2022, followed by Latina's who went from an Equal Pay Day of October 21st in 2021 to December 8th in 2022, reflecting that they work almost an entire extra year now to make what white men make in one year.

In March of 2022, the California Department of Fair Employment and Housing (DFEH) released the first data required under SB973 which showed that statewide, "women were much less likely to be in the highest salary range than men despite the breakdown of the workforce being roughly even along gender lines. Of the top earners making more than $128,960, only 36 percent were women compared to 64 percent being men."

The report offered industry breakdowns that showed women as being overrepresented in low-wage positions and occupationally segregated in areas like administrative, sales, and service jobs. Men were more likely to be executives and managers.

These disparities will continue to have an outsize effect on the ability of women as a whole, and especially, women of color, to recover economically from the pandemic. This is particularly the case given the ongoing stressors and pandemic persistence moving into the third year of the pandemic.

Former Commissioner Jackson put it best saying, "Women's paychecks should reflect their true value and contributions…we have to do better."

CCSWG works with state level partners to provide resources, training, policy advocacy, education opportunities, and assistance to help ensure that women are front and center as we build back a better California for ALL.



EQUAL PAY DAY GRANTEE VISITS: ST. JOHNS PROGRAM FOR REAL CHANGE

In recognition of the persistent gender pay gap, the Commission held visits with Women's Recovery Response grantees who are providing critical support for economic recovery with focused interventions for women of color, mothers, and members of the LGBTQIA+ community as they face greater barriers.

Mom's Equal Pay Day – September 8th

To recognize Mom's Equal Pay day on September 8th, we visited one of our grantees, St. Johns Program for Real Change, to learn about their program and services that support women and working mothers. CCSWG Chair Lauren Babb, Executive Director Holly Martinez, Deputy Director of Grants and Operations Tifani Bartow, and Communications Director Darcy Totten, joined First Partner Jennifer Siebel Newsom along with her staff, Rebecca Sterling, Senior Program Manager and Crystal Young, Director of Communications, and St. John's Program for Real Change CEO, Julie Hirota, and Andrea Richardson, Senior Director of Development & External Affairs, on an in-person visit. CEO Hirota introduced her team along with a program participant. We enjoyed a tour of the facilities and deep conversations about the impact Saint John's has had on the lives of local women.

Moms are paid 58 cents for every dollar paid to dads. This wage gap makes it harder for moms to put food on the table, gas in their cars, and to afford quality child-care and healthcare, as a result, often those necessities are not met. Saint John's Women's Program For Real Change is designed to reduce the number of homeless women and children in the community, helping women to develop the habits and professional skills needed to begin and maintain lives of independence. In the spring, CCSWG awarded $50,000 for scholarship funding to support the women and children who live at Saint John's.



EQUAL PAY DAY GRANTEE VISITS: MY SISTER'S KEEPER

Black Women's Equal Pay Day – September 21st

On September 15, 2022, Commissioner Dr. Alisha Wilkins along with Commission staff Tifani Bartow, Deputy Director of Operations & Grants, and Steven Maestas, Contracts and Budgeting Analyst, went to visit My Sister's Keeper Success Institute (MSKI) in Temecula, CA. They were joined by Founder and Director of My Sister's Keeper Success Institute, Kristen Newsome, along with students and parents.

My Sister's Keeper Success Institute received a grant from the California Commission on the Status of Women and Girls to build capacity in their mentoring program.

MSKSI's program impact is measured by both population and program-level data. At the population level MSKSI maintains a contributory relationship with various community partners and evaluates how actions can fit into a larger strategy of community efforts of ensuring educational equity for all girls/students with a current focus on STEAM education pathways.

The program participants in attendance gave examples of how the program has helped them overcome fears of wanting to study in traditionally male-dominated fields and offered their accounts of how they have become more confident with the help of My Sister's Keeper Success Institute.



EQUAL PAY DAY GRANTEE VISITS: BLACK WOMEN FOR WELLNESS

On September 22nd, one day after Black Women's Equal Pay Day, CCSWG Commissioners Lisa Greer and Nichol Whiteman, along with Executive Director Holly Martinez and Communications Director Darcy Totten, visited CCSWG Women's Recovery Response Grantee, Black Women for Wellness (BWW). Black Women for Wellness Grants Manager Robert 'Akil' Bell engaged with the Commissioners in a deeper discussion of the program efforts and the community served and the visiting group had an opportunity to volunteer with the organization's food distribution program, which provides healthy and fresh organic produce along with a warm plant-based meal and recipes for community members to continue to prepare meals with the produce they receive.

Since 2020, Black Women for Wellness has consistently provided fresh produce to households in their community to offset food insecurity issues caused by the COVID-19 pandemic.

As Women's Recovery Response grantees, from March 2022 - February 2023 BWW is implementing food distribution services twice a month with African American/Black women & girls, decreasing food insecurity, increasing food knowledge surrounding the impact of food on health status, and highlighting the connection between economic security, financial well-being, food, and health. This includes the Kitchen Diva Food Preparation and Cooking classes, as well as wellness programming for community members, academic institutions, secondary schools, government agencies and community-based organizations (that are Black women and girl centered) throughout California and nationally. Activities are offered to more than 6,000 BWW community members at least twice a month.



EQUAL PAY DAY GRANTEE SPOTLIGHT: THE CALIFORNIA INDIAN MUSEUM AND CULTURAL CENTER

Native Women's Equal Pay Day – November 30th

To recognize Native Women's Equal Pay day, we want to highlight the California Indian Museum and Cultural Center (CIMCC) in Santa Rosa, whose purpose and goals are to educate the public about California Indian history and cultures, to enhance and facilitate these cultures and traditions through educational and cultural activities, to preserve and protect California Indian cultural and intellectual properties, and to develop relationships with other Indigenous groups.

CIMCC, is a Women's Recovery Response (WRR) grantee, and has a deep understanding of the importance of visibility and representation of Native young women and women on boards and committees for Native women's voices and perspectives to be heard in critical forums and networks, to combat their current underrepresentation and lack of visibility.

They are utilizing the grant to work with an advisory committee of seasoned Native women board and committee representatives, and to develop a web-based portal for Native young women and women to upload their interest areas, skills, experience, and contact information. The portal will then serve as a centralized clearinghouse of information for corporations, agencies, and other entities to reference when they are seeking Native young women and women to serve on boards or committees.



EQUAL PAY DAY GRANTEE VISITS: VISION Y COMPROMISO

Latina Equal Pay Day – December 8th

The Commission met with Vision y Compromiso (VyC), a WRR Community Engagement grant recipient. Founded in 2000, Visión y Compromiso is a nationally recognized non-profit organization dedicated to improving community health and well-being by supporting promotoras (community-based health workers). Primarily Latina women, promotoras are respected community leaders characterized by their servicio de corazon, service from the heart.

In the United States, many promotoras live in communities affected by longstanding systemic racism and related health and social inequities. These same communities have been disproportionately affected by COVID-19. As frontline workers, promotoras have carried heavy COVID-related service burdens for their communities under inadequate patchwork employment parameters. Historically seen as a volunteer workforce, promotoras are generally engaged only part-time, or as independent contractors; some receive merely a small stipend as compensation for their valuable community ties and relationship building skills. The instability of pandemic-specific funding streams further exacerbated their uncertainty.

VyC deeply understands the disparate impact COVID-19 had on this vital community-based workforce, and with the grant, has partnered with Elisa Sobo, PhD, Professor and Chair of Anthropology at San Diego State University (SDSU), to study the economic impact of the COVID-19 pandemic on promotoras in California. The goal is to identify solutions to support their recovery that moves them from the margin to the center of a sustainable, durable, community-responsive health/behavioral health infrastructure. The research will also inform ongoing policy discussions related to promotoras and community health workers (CHWs) and support the concept that stable funding for community-based initiatives enhances community well-being.



FAIR PLAY SCREENING

CCSWG staff attended the screening of First Partner Jennifer Siebel Newsom's latest film, Fair Play, at the California Museum in Sacramento on October 18th, hosted by the California Partners Project & The Representation Project. The film Fair Play is based on New York Times bestselling author Eve Rodsky's book, Fair Play: A Game-Changing Solution for When You Have Too Much to Do (And More Life to Live). It was produced by Hello Sunshine, in association with The Representation Project and P&G Studios.

The Commission acknowledges that women in California have unrecognized contributions to economic growth and well-being, and prior to the pandemic, were locked out of California's prosperity, specifically Native American, Black, Latinx, and Pacific Islander women. We also recognize that women have been disproportionately impacted by COVID-19.

This documentary highlights gender inequality at home where women have historically shouldered domestic and care work in the home, despite everyone benefiting from equality at home. Fair Play follows four families attempting to balance care work at home, and that the struggle over a sink full of dirty dishes or an overflowing garbage can, is essentially about a deeper struggle for gender justice.

The Commission acknowledges that with over two million women leaving the workforce during the pandemic to take on multiple caregiving and teaching roles, it is imperative to focus on building economic security, and improving the overall health and well-being of women.



PAY EQUITY IS KEY TO WOMEN'S ECONOMIC SECURITY

While the difference between the earnings of women and men has shrunk over time, it has done so in incrementally, creating a persistent gap over decades. There continues to be a disparity in how men and women are paid, even when all compensable factors are controlled for, according to research by Payscale, meaning that women are paid less than men due to no attributable reason other than gender. In 2022, the uncontrolled gender pay gap is $0.82 for every $1 that men make and these numbers only get worse for women of color, LGBTQIA+ women, and mothers.

CCSWG has a long history of advocacy work with regards to pay equity in California. Former Commissioner Senator Hannah-Beth Jackson authored the California Fair Pay Act, the strongest equal pay law in the nation, as well as SB 973 and SB 1383, requiring large California employers to report salary data and protecting California's paid family leave benefits, respectively. These efforts were crucial and Commissioners continue to expand on them, including co-sponsoring Commissioner Senator Monique Limón's Salary Transparency bill, SB 1162, which was signed into law in September by Governor Newsom.

Employer transparency is key to achieving equal pay for women and people of color. We can't fix what we can't see. Former Commissioner Jackson put it best saying, "Women's paychecks should reflect their true value and contributions…we have to do better."

CCSWG works directly with First Partner Jennifer Siebel Newsom, the California Partners Project, and other state-level partners to provide resources, training, policy advocacy, education opportunities, and assistance to help ensure that women are front and center as we build back a better California for ALL.



PAY GAP BY RACE & ETHNICITY

INCLUDES ALL WORKERS (FULL AND PART TIME)

54 CENTS
LATINA WORKERS

Compared to white, non-Hispanic men in in California.

51 CENTS
NATIVE AMERICAN WORKERS

Compared to white, non-Hispanic men in in California.

64 CENTS
BLACK WOMEN WORKERS

Compared to white, non-Hispanic men in in California.

78 CENTS
WHITE WOMEN WORKERS

Compared to white, non-Hispanic men in in California.

75 CENTS
ASIAN AMERICAN/PACIFIC ISLANDER/NATIVE HAWAIIAN WORKERS

Compared to white, non-Hispanic men in in California.



STATE ADVISORY COMMITTEE (SAC)

SEXUAL ASSAULT VICTIM SERVICES PROGRAM

The State Advisory Committee on Sexual Assault Victims (SAC) holds public meetings four times a year and is composed of 11 members. The California Governor's Office of Emergency Services (Cal OES) appoints three district attorney representatives, one law enforcement representative, and one public defender's office representative.

The Commission on the Status of Women and Girls appoints the six remaining members, which shall include one rape crisis center representative and one medical professional experienced in dealing with sexual assault victims.

Over the course of 2022, the SAC held hybrid meetings, making it accessible for everyone to attend throughout the state. Information and updates are shared by the Commission, Cal OES Children's Unit, Cal OES Sexual Assault Unit, California District Attorneys Association (CDAA), and Valor US (formerly California Coalition Against Sexual Assault). Each meeting is opened up for public comment and questions.

The committee has been discussing updating the Service Standards for the Operation of Rape Crisis Centers to reflect the changes implemented in response to the COVID-19 pandemic, along with updating the current funding formula for Rape Crisis Centers.

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.

In November 2021, the Commission appointed Ms. Patima Komolamit. Patima currently serves as the Shelter Program Director for the Center for the Pacific Asian Family (CPAF) in Los Angeles. Patima has extensive experience providing comprehensive, culturally appropriate services to sexual assault survivors. During her tenure with CPAF, Patima has worked directly with domestic violence and sexual assault clients as a Family Advocate, Coordinator, Shelter Manager, and now Shelter Director. As a Thai-American woman, living and working in Los Angeles county, Patima is keenly aware of the need for community-based, culturally specific organizations that provide prevention and intervention services to survivors of gender-based violence.

The newest member of the SAC appointed by the Commission is Dr. Candace Burton. Dr. Burton was a former faculty at the Sue & Bill Gross School of Nursing at the University of California, Irvine, and Director of the Orange County Sexual Assault Nurse Examiner Education Program. Dr. Burton is a forensic nurse who has done extensive research into survivor trauma and aims to address the disparate and inequitable pathways sexual assault survivors take to access services. Dr. Burton served on the SAC through September 2022, and has accepted a position at University of Nevada, Las Vegas. The Commission thanks Candace for her service and will be appointing another SAC member to fill the seat of a medical professional in early 2023.

Current CCSWG SAC Appointees:


Linda McFarlane


Heidy Kellison


Sandra Henriquez


Dr. Candace Burton


Jessica E. Draughon Moret


Patima Komolamit

ENGAGING GIRLS AT THE STEAM SYMPOSIUM

The California Commission on the Status of Women and Girls were proud co-hosts of the 10-year anniversary of the California STEAM Symposium Oct 1st and 2nd at the Anaheim Convention Center, along with the California Department of Education and the California Dedicated Education Foundation!

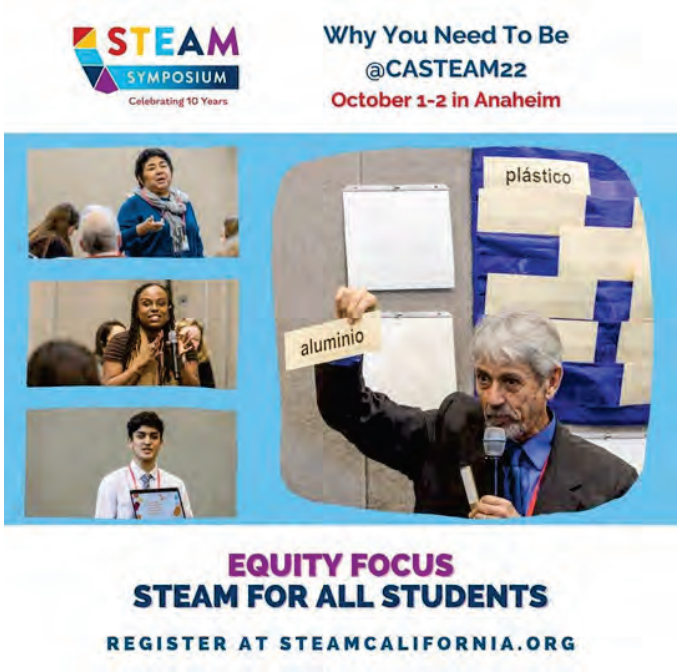
The California STEAM Symposium is grounded in the principles for advancing equity of traditionally marginalized students and communities, with a focus on Access, Awareness, Opportunities and Outcomes. The event allowed everyone to explore high-quality strategies to cultivate systems that promote life-long learning for everyone through inclusive and targeted practices, high-impact techniques, and policies, whether from a classroom or organizational point of view.

CCSWG's Deputy Director of Operations & Grants, Tifani Bartow, had the privilege of introducing Keynote Speaker Johann Hari, author of 'Stolen Focus,' a New York Times bestseller and top Amazon Science book of 2022. Johann has also written for the New York Times, Le Monde, The Guardian, the Los Angeles Times, The New Republic, and Slate. Johann was twice named 'National Newspaper Journalist of the Year' by Amnesty International. He was named Gay Journalist of the Year at the Stonewall Awards and was awarded the Martha Gellhorn Prize for Political Writing.

Another highlight from the Symposium was Danielle Wood, Director of Massachusetts Institute of Technology (MIT) cutting-edge Space Enabled Research Lab. Prior to joining Massachusetts Institute of Technology (MIT), Wood worked as special assistant to Dava Newman at NASA.







Danielle Wood presented, 'Bringing Space Technology Back to Earth for Social Good' on the Main Stage. She spoke about how one can take the tools that typically orbit us and apply them to projects advancing social good on our home planet. This can be improving water sources for African teens or preventing the next famine. Wood brought space technology back down to Earth.

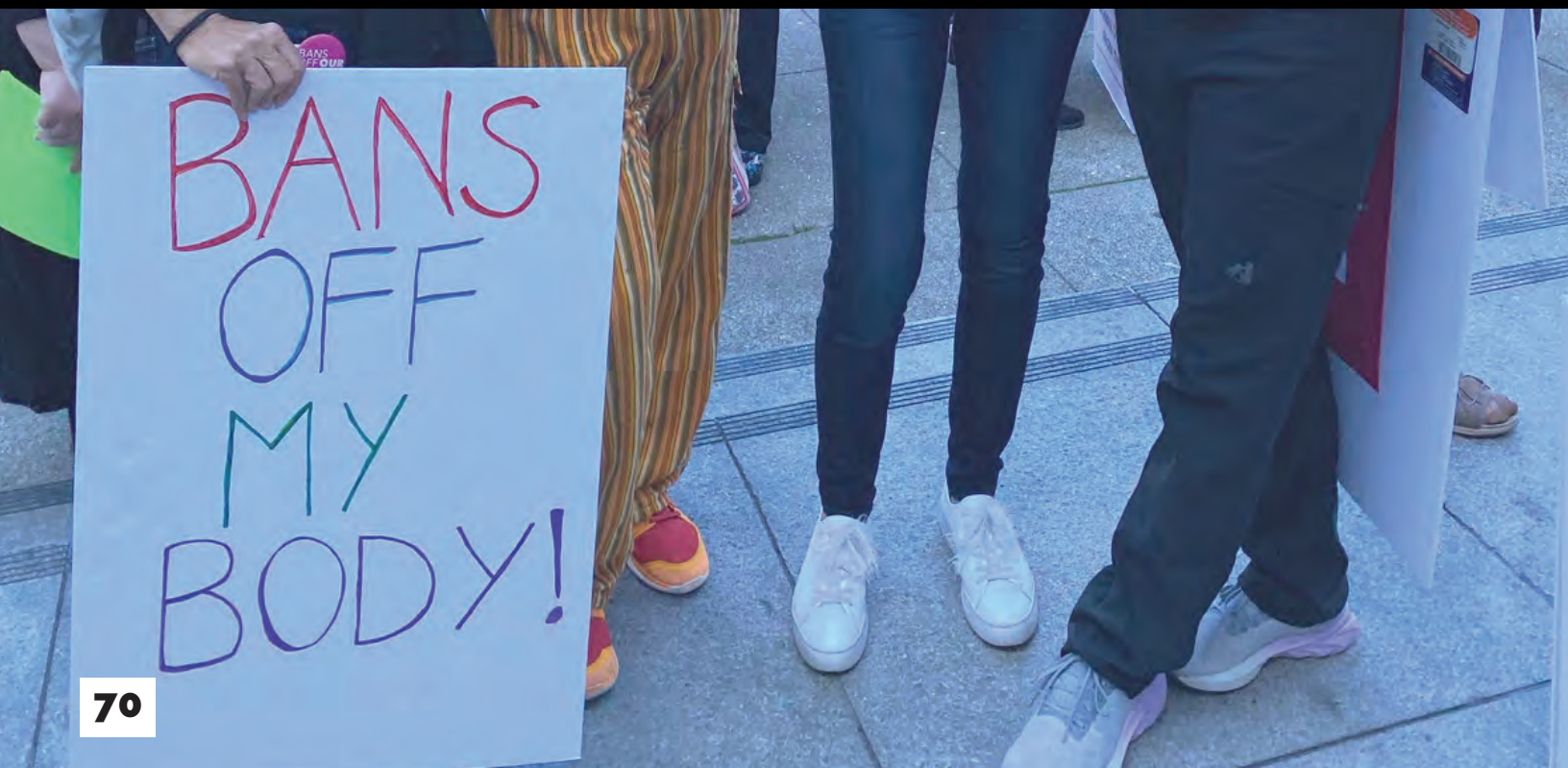
It was also exciting to see My Sister's Keeper Success Institute, a CCSWG grantee, as an exhibitor. My Sister's Keeper promoted their mission of inspiring BIPOC girls who are historically most underrepresented in STEM and business ownership, to be confident bold world changers through STEAM & Career Mentoring and Personal Development Programs.

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. This annual 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.



COLLABORATIONS



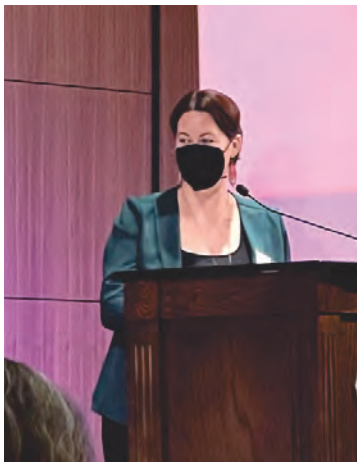

"IT TOOK ME QUITE A LONG TIME TO DEVELOP A VOICE, AND NOW THAT I HAVE IT, I AM NOT GOING TO BE SILENT."
– MADELEINE ALBRIGHT

LEVEL UP! CA WOMEN LEAD ANNUAL CONFERENCE









The CCSWG was proud to present at the opening session of the California Women Lead Annual Conference, Level Up! The Women's Economic Recovery Discussion Panel included California Commission on the Status of Women and Girls Executive Director Holly Martinez, Chair Lauren Babb, Commissioner LTC Erica Courtney, Commissioner Lisa Greer, and was moderated by Communications Director, Darcy Totten. Panelists focused on their unique areas of expertise and solution sets for economic equity.

The panel discussion focused on the findings of the California Blueprint for Women's Pandemic Economic Recovery and the solution-focused approach of the Commission. CCSWG Deputy Director of Operations and Grants Tifani Bartow, Director of Policy and Legislation Michelle Teran-Woolfork, and Program Director Kimberlee Vaye were in attendance. It was wonderful to see hundreds of women leaders come together as a community to connect with each other and get inspired to Level Up in 2023!

NATIVE AMERICAN DAY





The 55th Annual California Native American Day returned to the West Steps of the State Capitol Building in Sacramento, CA on Friday, September 23, 2022. The California Commission on the Status of Women and Girls was delighted to attend the celebration, the first in-person since 2019. This year's theme, "Stand Strong Together" celebrates and honors the years spent apart alongside the historical and cultural contributions by California Native Americans. Commissioner Dr. Joely Proudfit and Executive Director Holly Martinez attended.

The event featured remarks from CTCA Chairman Bo Mazzetti, Assemblymember James C. Ramos, Tribal Affairs Secretary for the Governor's Office of Tribal Affairs Christina Snider, Deputy Secretary for the California Department of Veterans Affairs Xóchitl Rodriguez Murillo, and included Cultural Sharing from the Intertribal Bird Singers & Dancers, the Karuk Tribe Traditional Dancers, the Chumash Tribal Singers, and the Cachil Dehe Wintun & California Kalte Crew.

SOLIS POLICY INSTITUTE SOCIAL JUSTICE SOCIAL





At the "Social Justice Social" in celebration of the California Women's Foundation's Solis Policy Institute in Sacramento, the Commission was excited to celebrate the power of investing in young leaders!

CCSWG staff joined with the leaders of the California Women's Foundation including Executive Director Surina Khan and Board member Elmy Bermejo, both long-time leaders in California and champions for equity, to celebrate this important pipeline for young voices in public policy. We were also thrilled to chat with Symphoni Barbee, an up and coming leader at Planned Parenthood, Timiza Wash of the Sacramento County Commission on Women and Girls and Kanitra Lopez of the California Women's Foundation.

YOUR VOTE IS YOUR VOICE: RESOURCES FOR THE GENERAL ELECTION

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.

The California Commission on the Status of Women and Girls works with various nonpartisan organizations to amplify the resources available designed to make voting easy and accessible. One such resource is the League of Women Voters® of California Education Fund and the California State Library Easy Resource Guide.

To view your entire ballot from top to bottom, along with information on how to vote in person, register to vote, or drop off a ballot - the Commission offers links to resources such as the the unbiased, comprehensive Voter's Edge guide.

Your vote is your voice! The California Commission on the Status of Women and Girls was proud to encourage all of California's eligible women voters to use their voices and vote in the November 8, 2022 General Election!



GIRL SCOUTS DAY AT THE CAPITOL

The Girl Scouts and California Women Lead convened some amazing Girl Scouts (6th-12th graders) together to explore civic leadership and meet with CA leaders including California Commission on the Status of Women and Girls Executive Director Holly Martinez - the future is bright for these girls!

This unique Capitol event brought Girl Scouts together to explore civic leadership and meet with leaders who impact legislation as well as services within state and local government. The event's purpose is to demonstrate the importance of having female voices at the decision-making table, provide them with the exposure they need to understand how to become the next generation of leaders and help to show how each one of them can make a powerful difference in the world.

Girls Scouts attending the event represented regions throughout central and northern California. As part of Holly's remarks, she engaged the Scouts to share more about their community service projects, which involved building community gardens, coordinating recycling efforts and implementing anti-bullying projects in school to build safer and inclusive communities in our state.



GLOBAL TIES: KOSOVO

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. In 1999, Congress authorized the creation of Open World as a Legislative Branch agency that offers bipartisan support to Members of Congress in creating cultural exchanges. The founders of Open World were united in the belief that widespread, direct contact between American leaders and those of other nations would greatly benefit all involved.

On May 13th, Commission Second Vice Chair LTC Erica Courtney and Commissioner Lisa Greer along with staff members Darcy Totten and Tifani Bartow represented the Commission in a unique meeting with a delegation from Kosovo's Parliament. The meeting covered women's economic well-being, government support opportunities for gender equality, and the looming issue of abortion access.

The delegation expressed concern for American women in the wake of the Supreme Court decision to overturn Roe v. Wade and invited CCSWG to consider further collaboration in the future in support of women's rights and global gender equality efforts.



GLOBAL TIES: KYRGYZSTAN

On November 10th Commission Chair Lauren Babb, Second Vice Chair Erica Courtney, Executive Director Holly Martinez, Programs Director Kimberlee Vaye, and Communications Director Darcy Totten, as part of an ongoing collaboration with Global Ties, welcomed four Members of Parliament from Kyrgyzstan in person to Sacramento. The delegates included Mr. Mederbek Aliev, Member of Parliament, Kyrgyzstan, Chairman of Committee focused on Constitutional Law, Judicial Legal Issues, Government and Rules of Parliament, Mr. Suyun Omurzakov, Member of Parliament, Kyrgyzstan, Chairman of Committee focused on Law Enforcement, Combating Crime and Anti-Corruption, Ms. Mirgul Temirbaeva, Member of Parliament, Kyrgyzstan, Member of Committee focused on International Affairs, Defense, Security and Migration, and Mr. Baktybek Choibekov, Member of Parliament, Kyrgyzstan, Member of Committee focused on Transport, Communications, Architecture and Construction. They were accompanied by a facilitator, Mr. Dolon Maldybaev, Assistant, Environment, Science, Technology, and Health (ESTH) Political and Economic Section, US Embassy in the Kyrgyz Republic and an interpreter.

Kyrgyzstan has ratified over 50 international covenants, including the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), the Beijing Platform for Action, the Millennium Development Goals (MDGs), and the Paris Declaration on Aid Effectiveness. Despite this, the country still suffers from high and rising inequalities and faces major regional disparities. Women are largely excluded from decision-making. Violence against women is widespread and takes many forms, and the negative reinterpretation of some cultural and social practices increasingly restricts women's rights to control their lives. Unpaid care makes it difficult for rural women in Kyrgyzstan to take advantage of on-and off-farm employment opportunities. The discussion was productive and illuminating for CCSWG.



CALIFORNIA WOMEN LEAD & CCSWG SCHOLARSHIPS

California Women Lead (CaWL), in partnership with the California Commission on the Status of Women and Girls (CCSWG), announced the California Women Lead Scholarship for female fellows in the Capitol community in August of 2022.

Thirty scholarship recipients received up to $2,500, along with training, coaching, and networking opportunities to support their professional endeavors. Commissioner Lisa Greer joined CaWL's scholars committee to review applicants and provide guidance to selected recipients.

"Securing a fellowship in the State Capitol is highly competitive," said CaWL Board President Mona Pasquil Rogers. "However, the largest obstacle for many fellows is not the application process—it's the related costs, such as housing and living expenses. The California Women Lead Scholarship will help support capable and talented young women as they pursue careers in policy and government."

To be eligible for a scholarship, applicants must identify as a woman and be currently participating in a Capitol fellowship program. Scholarship recipients reflect the diverse identities and life experiences of all women who live and work in California.



WOMEN CAPITOL FELLOWS SCHOLARSHIPS

On September 9th California Women Lead Board President Mona Pasquil Rogers and Executive Director Lindsey Nitta, along with California Commission on the Status of Women and Girls Executive Director Holly Martinez, CCSWG Commissioner Lisa Greer, and Communications Director Darcy Totten gathered the applicants for the California Women Lead Scholarship for female fellows in the Capitol community to announce that they had each been chosen to receive up to $2,500, along with training, coaching and networking opportunities to support their professional endeavors.

Scholarship recipients were invited to a summit which took place at the Citizen Hotel in Sacramento on September 23, 2022. The twenty-nine awardees were honored at a summit and reception and awardees received over $70,000 in scholarships.

The Scholars Summit featured speeches by notable women leaders in California, including a keynote address by Daisy Gonzales, Ph.D., Chancellor of the California Community Colleges, Commission Chair Lauren Babb, Commissioner Dr. Joely Proudfit, and CCSWG staff. The event included a welcome party and speed-friending social, career coaching sessions and trainings designed to build skills and confidence. Awardees will also receive ongoing access to CaWL's programming, training and network of female leaders to support their leadership pathway.

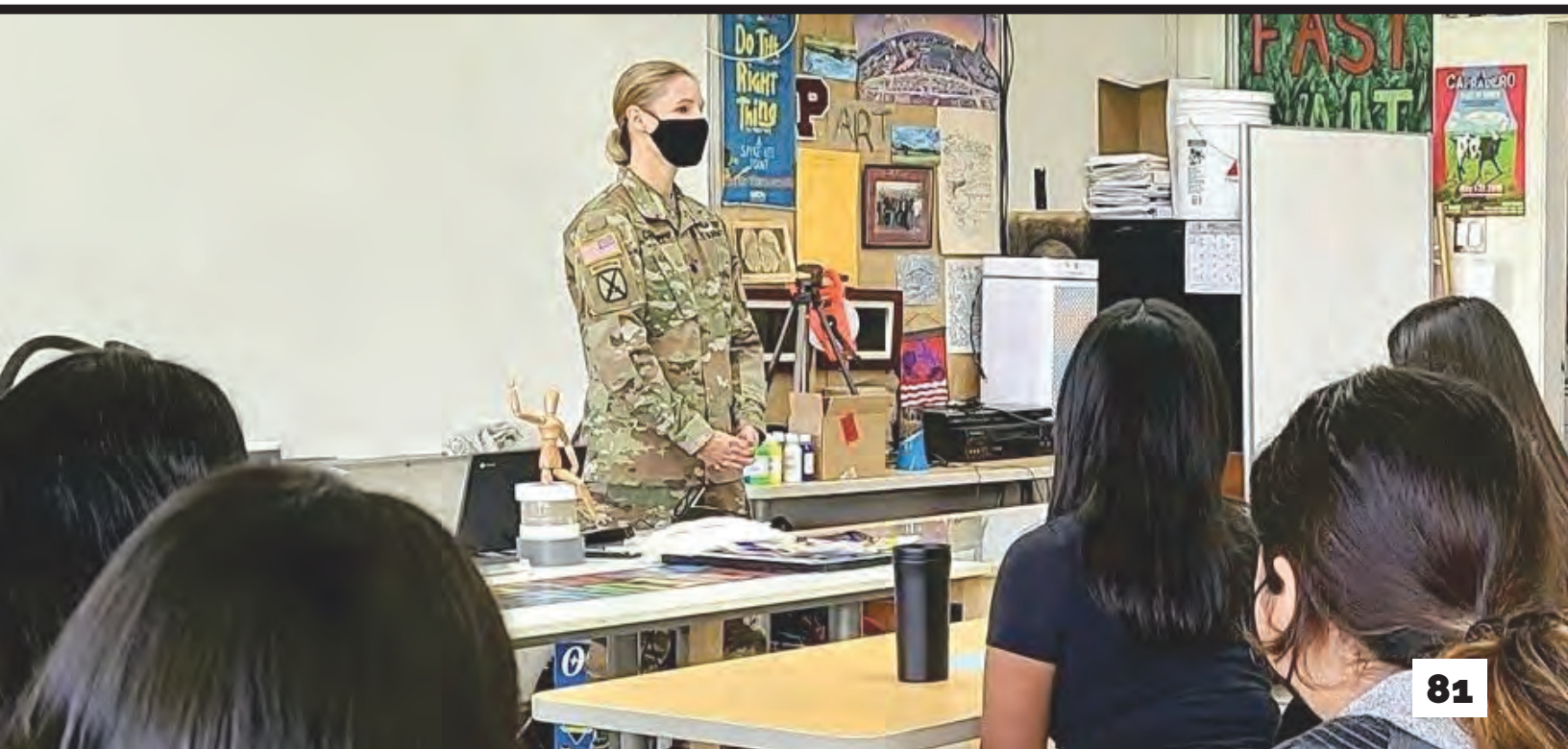


SUPPORTING WOMEN VETERANS

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 which is considered seriously underreported due to retribution.

California Commission on the Status of Women and Girls Commissioner LTC Erica Courtney spoke with nearly 200 students at Pescadero Middle & High School for Career Day in early March. She gave four 45-minute sessions to students motivating them to seek out education and gain experience, encouraging them to take chances, serve in some capacity, research their options and never take "no" for an answer. Commissioner Courtney discussed her journey in the military and how her skills and service translated to being an entrepreneur and an advocate.



OPERATION DRESS CODE

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.

The California Commission on the Status of Women and Girls partnered with CalVet, Wounded Warrior Project, and #WinLikeAGirl to support California's 163,000 women veterans through events like Operation Dress Code.

The annual Operation Dress Code event in San Diego has served more than 1,700 women over the past five years. On June 11, CCSWG supported the event in the Northern California in Walnut Creek at the Marriott Hotel, where attendees were also provided with workshops, seminars, and veteran's benefits information, along with resume writing, personal branding, building, managing a LinkedIn account, and other job tips.





HABITAT FOR HUMANITY

On March 31st, the Commission partnered with Habitat for Humanity Sacramento and several members of the California Legislative Women's Caucus including Caucus Chair Cristina Garcia, along with State Controller Betty Yee and several local women housing leaders including Sacramento Housing Alliance CEO Kendra Lewis, Sacramento Housing & Redevelopment Agency CEO La Shelle Dozier, Habitat Sacramento CEO Leah Miller, Habitat for Humanity California Executive Director Debbie Arakel, Mutual Housing Board Member and Sacramento Housing Alliance Board Chair Cathy Creswell. Collectively these leaders rocked pink hard hats, hosted a press conference, and helped to build homes for two single moms!

Women Leader's Build, an inaugural Habitat event, happened in collaboration with the CCSWG #CAWomenAreEssential campaign, which focused on the economic recovery from the pandemic. The event served as the official conclusion of Habitat for Humanity's March "Women Build." This month-long effort brought together over 550 women from across the community to volunteer on Habitat construction projects and support single mothers and low-income families with accessing equity-building, affordable homeownership opportunities during the region's affordable housing crisis.

In March, over Women's History Month, Habitat for Humanity of Greater Sacramento brought together over 500 women from across the region to help build and preserve critically needed affordable housing for low-income single moms, women, children, and families.



HABITAT FOR HUMANITY

Women, especially those who serve as head of their families and women of color, disproportionately face obstacles that make accessing decent, affordable housing seem impossible. Single women outpace men for homeownership and have since 1985 (52.6% vs men at 46.2%), but women with kids drop to 32.8% vs men with kids almost unchanged at 45.6%.

On the last weekend in June, we were excited to join three families as they finally received the keys to their new home! Syed spent his life savings opening a computer institute for girls. The institute graduated 72 girls before extremists burned it down. He came to the United States with nothing to provide a better future for his daughters and family. In June, he received the keys. Single mom Maranda also opened the door to her new home with her three children after receiving flowers from our Executive Director Holly Martinez to welcome her and her family home.

The California Commission on the Status of Women and Girls is proud to have helped create a platform for female leaders on housing issues to share what they know about the critical need for affordable housing statewide, the impact this has on women and families, and to build a network of women who help ensure that every family in California has a safe and affordable place to call home.





HABITAT FOR HUMANITY

As the state entity tasked with assessing gender equity in multiple issue areas, the California Commission on the Status of Women and Girls is uniquely positioned to ensure that women's needs are considered in the ongoing statewide pandemic economic recovery efforts.

Our focus is ensuring that the needs of women are met in an intersectional and inclusive way and that state drivers of recovery are educated on all the ways that #WomenAreEssential to a full economic recovery.

The Commission has expanded its commitment to Habitat for Humanity for the 2022/2023 fiscal year and will be the Presenting Sponsor of the 2023 Women Build month with a dedicated "Women Leaders Build" build to take place on March 8th to celebrate International Women's Day and a second build scheduled for March 29th featuring our Women's Recovery Response Grant recipients.

Once again, the Commission looks forward to hosting elected women leaders for an afternoon of skill building and volunteerism as we collectively contribute to providing more accessible and affordable housing for families in California's capital city.





ALLIANCE FOR GIRLS

Alliance for Girls celebrated 10 years by hosting "The World We Imagine" conference on October 11th at the Oakland Scottish Rite Center. CCSWG's Deputy Director of Grants and Operations Tifani Bartow and Program Director Kimberlee Vaye were in attendance. The conference was filled with engaging speakers and panels, youth leaders, and interactive workshops, including Janette Robinson-Flint, Executive Director of Black Women for Wellness, a Keynote speaker and a CCSWG grantee. A panel on Safety and Public Transit also featured the Alameda County Commission on the Status of Women, another CCSWG grantee.

Alliance for Girls serves over 300,000 girls and gender-expansive youth across nine Bay Area counties, with a mission to mobilize girls' champions to address barriers facing girls, create conditions for their success, and advance systemic change to achieve equity.

The Commission recognizes the importance of physical and mental health as a critical component of advancing equity for women and girls in California and advocates for solutions that address healthcare accessibility and affordability, including access to reproductive health care. We also are committed to increasing the participation of girls in STEAM classrooms and women in STEAM fields.





LEADERSHIP CALIFORNIA: DEI SUMMIT

Leadership California is a statewide nonprofit whose mission to catalyze distinguished women leaders across California to scale their impact. The organization seeks to create inclusive environments of diverse individuals, organizations, and communities.

CCSWG's Communications Director Darcy Totten participated in the 2022 California Issues and Trends program and Executive Director Holly Martinez is a regular speaker and presenter for the organization. One of Leadership California's greatest strengths is embedding diversity, equity, and inclusion in everything.

Leadership California's inaugural 2022 DEI Summit provided an overview of how diversity and inclusion plays an active role in our day-to-day lives and practices that can be applied within organizations.

CCSWG participated in a panel moderated by Dahyri Gonzales from Natera, Inc., and included panelists Nicole Santamaria from El/La Para TransLatinas, Denisse Gutierrez from the California Council of Economic Education, and Holly Martinez from the California Commission of the Status of Women and Girls.

The panel focused on organizations driving change in economics, transgender rights, and inequities for women, and fostering economic opportunity for California's marginalized and underserved populations. CCSWG discussed its recent efforts with the Women's Recovery Response.



50 YEARS OF TITLE IX

Title IX is a federal law that was passed as part of the Education Amendments Act of 1972 to ensure that male and female students and employees in educational settings are treated equally and fairly. It protects against discrimination based on sex (including sexual harassment). It prohibits sex discrimination in education programs supported by federal dollars, including high school and collegiate athletic programs.

Title IX states that, "No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any educational program or activity receiving Federal financial assistance."

The legislation also dramatically increased the number of women playing sports. Before Title IX, just one in 27 girls played sports. Today that number is two in five. Although Title IX guaranteed equal opportunity, it did not guarantee equal spending. Women's athletic budgets and scholarship funds still lag far behind men. In recent years, female athletes have used social media to bring attention to these disparities.

In honor of the 50th Anniversary of Title IX, The California Commission on the Status of Women and Girls (CCSWG) partnered with the Legislative Women's Caucus, Department of Education (CDE), and The Sports Bra Project (TSBP) which hosted a sports bra drive on June 20th through July 1st. The goal was to raise awareness of barriers that girls face while pursuing, or continuing to pursue, sports.



CELEBRATING TITLE IX WITH THE SPORTS BRA PROJECT

The Sports Bra Project (TSBP) provides sports bras to athletes who do not have access to these basic pieces of equipment which prevents their participation in sports. While the barriers to sports participation are varied, they often include a combination of cultural, economic and logistical concerns. Girls often have fewer opportunities to play sports in high school and college and physical education is often lacking in schools. This results in girls having to look elsewhere for sports, which may not exist, or may be costly. Often there is an additional lack of access to adequate playing facilities near their homes which makes it more difficult for girls to engage in sports. The goal is to increase access to sports for women & girls by addressing barriers to participation and to normalize the needs and experiences of female athletes.

By partnering with organizations such as CCSWG and the Legislative Women's Caucus, and operating in areas where access is limited by one or all these factors, TSBP was able to utilize the organizations' local knowledge and networks to provide sports bras to aspiring athletes who may not otherwise be able to participate in sports. Thanks to a growing network of individuals and organizations working to remove barriers to participation and increase access to sports, more than $150,000 in sports bras have been collected and distributed to sport based nonprofit organizations operating around the world.

While we often think of the U.S. leading the way in girls' sports, unfortunately there are still areas where access to sports is limited. To address this, since 2021, The Sports Bra Project has committed to distributing at least 75% of its sports bras to U.S. based programs. CCSWG was incredibly proud and honored to participate in the event!





POLICY AND LEGISLATION

"WE REALIZE THE IMPORTANCE OF OUR VOICES ONLY WHEN THEY ARE SILENCED."

– MALALA YOUSAFZAI



2022 LEGISLATIVE AGENDA & POLICY WINS

As California's women and families grapple with the long-term consequences of the COVID-19 pandemic, it is imperative that impacted people with lived experience are empowered to inform policy decisions being made on their behalf, so that services and resources can be designed and implemented.

Working with advocates, the state Legislature, state agencies and businesses, the California Commission on the Status of Women and Girls is championing a long-term policy agenda that increases women's and girls economic security, and ensures their well-being is seen through an equitable and intersectional lens.

The California Commission on the Status of Women and Girls for the last 50 years has advocated for State public policy and resource allocation that centers the economic needs of California women and girls. This year the Commission backed 22 legislative proposals that help address the multi-faceted issues women continue to face as we emerge from the COVID-19 pandemic and as women's reproductive rights are under attack nationwide. In total there were 16 bills signed into law and one bill was adopted in the State budget.

The Commission is committed to achieving economic parity for women and girls and to ensure a better quality of life is realized by uplifting their issues through legislative proposals, rulemaking and programmatic approaches.



Two critical pieces of legislation authored by Commissioners on the California Commission on the Status of Women and Girls and co-sponsored by the Commission were signed into law by Governor Newsom in 2022.

Commissioner Assemblymember Rebecca Bauer Kahan's (D-Orinda) bill, AB 1287 eliminating the "pink tax" on goods marketed to women has been a two-year project of the Commission and became law this year. As a committed co-sponsor of this legislation, we are thrilled to see California take this first step toward a more equitable economic environment for women and girls by eliminating the "Pink Tax" and prohibiting price differentials for substantially similar goods.

Additionally, Commissioner Senator Monique Limón's (D–Santa Barbara) bill, SB 1162 increasing Pay Transparency and Equity is key to building a workplace and a future California in which the gender wage gap will no longer exist. The Commission was proud to co-sponsor this bill and enthusiastically advocated for it's passage.

The Commission celebrates the signing of this vital legislation which requires employers to disclose a position's pay range in job listings and to employees who request it, as well as expanding pay data reporting to include contractors. Both actions increase transparency and empower workers to demand fair pay while once again California leads the way on building a more equitable state.



MOVING TOWARDS PAY TRANSPARENCY: SB 1162

Senator Monique Limón's (D–Santa Barbara) bill, SB 1162 increasing Pay Transparency and Equity is key to building a workplace and a future California in which the gender wage gap will no longer exist. SB 1162 was signed into law in September by Governor Newsom and will combat the gender and race wage gap in California in two important ways: The law will require employers with 15 or more employees to provide salary ranges on public job postings and the law will expand existing pay data reporting requirements to include aggregate pay data of contract workers hired through a third-party staffing agency.

Disclosure of salary ranges in job listings will promote equitable pay by giving workers more information to help them negotiate higher pay. At least six other states and local jurisdictions already require similar disclosures. The law will also will also expand pay data reporting requirements for employers who have 100 or more contract workers hired through a third-party staffing agency. In 2021, 1.9 million Californians were employed by staffing agencies, making them a large and growing part of California's workforce.

"This is a big moment for California workers, especially women and people of color who have long been impacted by systemic inequities that have left them earning far less than their colleagues," said Senator Limón. "California has once again shown its dedication to creating a more equitable economy with SB 1162. As we continue to build a sustainable economy, we must ensure every worker is paid equitably."





GOODBYE TO THE PINK TAX: AB 1287

Governor Newsom signed Commissioner Assemblymember Rebecca Bauer Kahan's (D-Orinda) historic AB 1287, eliminating the "Pink Tax" on goods marketed to women and girls. This legislation is part of a decades-long fight to end gender-based pricing.

AB 1287 builds on the work begun in 1995 by then-Assemblymember Jackie Speier. Speier's "Gender Tax Repeal Act" prohibited charging women higher prices for similar services. This bill prohibits price differentials for substantially similar goods. The bill would allow for price differences when goods have a significant difference in the cost or time to produce.

AB 1287 removed a last pillar of commercial gender discrimination, in order to ensure women have equal access to products without paying a "tax" for their gender. AB 1287 was California Legislative Women's Caucus priority bill and was sponsored by the Commission on the Status of Women and Girls.

"The 'Pink Tax' is a gender based penalty that harms women who are already paid less," said Assemblymember Bauer-Kahan. "This type of arbitrary gendered pricing has no place in California. It's long past time to eliminate this type of inequality. I'm grateful Governor Newsom has signed this bill to ensure price equality in California."





2022 LEGISLATIVE AGENDA

Addressing Poverty

The cycle of poverty can persist for generations and the Commission's supported policy seeks to eliminate compounding issues.

COERCED DEBT

SIGNED INTO LAW: SB 975 (Min) – this bill creates a cause of action through which a debtor can enjoin a creditor from holding the debtor personally liable for a debt incurred in the name of a debtor through duress, intimidation, threat, force, fraud, or exploitation of the debtor's resources or personal information for personal gain.

Cultural Competence

Fostering inclusive environments is a priority of the Commission, modernizing California's language is a key step in achieving this goal.

INCLUSIVE LANGUAGE

SIGNED INTO LAW: AB 2022 (Ramos) – this bill requires the removal of the s-word from all geographic features and place names in the State of California and would establish a process for the California Advisory Committee on Geographic Names to review and revise offensive names in the State of California.

SIGNED INTO LAW: SB 923 (Wiener) – this bill requires a health care service plan or health insurer to require all of its health plan or insurer staff who are in direct contact with enrollees or insureds in the delivery of care or enrollee or insured services, to complete evidence-based cultural competency training for the purpose of providing trans-inclusive health care for individuals who identify as transgender, gender diverse, or intersex, no later than January 1, 2024



Fair and Equitable Compensation

Significant gender and wage gaps continue to persist, policies co-sponsored by the Commission seek to eliminate these gaps and get closer to parity.

GENDER PARITY

SIGNED INTO LAW: AB 1287 (Bauer-Kahan) – this bill prohibits businesses within California from charging different prices for any two consumer products that are substantially similar, if the price differential is based on the gender of the individuals for whom the goods are marketed or intended.

SIGNED INTO LAW: SB 1162 (Limon) – this bill expands state pay data reporting requirements to cover contracted employees and requires employers to make pay scale information for positions available to employees and included in job postings.

Housing for All

Access to housing in the United States is not an equal playing field and the Commission's supported policies strive for inclusion of all Californians.

HOUSING JUSTICE

SIGNED INTO LAW: SB 914 (Rubio) – this bill requires cities, counties, and continuums of care that receive state funding on or after January 1, 2023 to take specific actions to address the needs of unaccompanied homeless women with emphasis on domestic violence survivors.

SIGNED INTO LAW: SB 1017 (Eggman) – this bill allows survivors of domestic violence and other violent acts, who are tenants, to maintain their current housing and avoid eviction, significantly increasing their safety and providing much-needed stability as they heal from trauma.



Reproductive Freedom

At a time when women's rights are under attack, the Commission's supported policies protect a person's right to their own body.

ACCESS TO CARE

SIGNED INTO LAW: AB 1666 (Bauer-Kahan)- this bill declares that a law of another state that authorizes a person to bring a civil action against a person or entity that receives or seeks, performs or induces, or aids or abets the performance of an abortion, or who attempts or intends to engage in those actions, is contrary to the policy.

SIGNED INTO LAW: AB 2134 (Weber) – this bill ensures that health care providers who provide abortions are fully compensated for their services.

SIGNED INTO LAW: AB 2185 (Weber) – this bill ensures domestic violence victims access to medical evidentiary exams, free of charge, by Local Sexual Assault Response Teams or other qualified medical evidentiary examiners.

SIGNED INTO LAW: AB 2482 (Calderon) – his bill would establish a pilot program requiring five California State Universities and five California Community Colleges to establish at least one wellness vending machine at their main campus, satellite campus, or both.

SIGNED INTO LAW: AB 2626 (Calderon) – this bill protects abortion providers by preventing professional boards from revoking or suspending a license for providing lawful abortion care in California or in other states.

SIGNED INTO LAW: AB 2586 (C. Garcia) – this bill would address the reproductive and sexual health disparities that Black, Indigenous and other communities of color face.

SIGNED INTO LAW: AB 2872 (Weber) – this bill makes a series of modifications to the Secretary of State's Safe at Home address confidentiality program, including changes to applications, notice requirements, and termination.

SIGNED INTO LAW: SB 1142 (Caballero) – this bill requires the California Health and Human Services Agency to establish an internet website where the public can access information on abortion services in the state, on or before July 1, 2023, to ensure people have accurate and comprehensive information when accessing abortion services in California. Establishes the Abortion Practical Support Fund to provide grants that increase patient access to abortion.



Supporting Service Members

Military families face unique and burdens, and the Commission's supported policy goes a long way to address these unseen burdens.

CONSUMER PROTECTIONS

SIGNED INTO LAW: SB 1311 (Eggman)- this bill strengthens consumer protections related to military discounts, privacy protection, return of security deposits, auto sales contracts, borrower protections and deferral of interest, among other things.

Looking Ahead

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 ensure that women's needs are considered as essential to the future economic vitality of the state. If budgets are statements of values, it is clear where California needs to continue to invest. The Commission on the Status of Women and Girls recommends current data-driven policy and budget solutions based on the findings of the California Blueprint for Women's Pandemic Economic Recovery (Blueprint), developed by CCSWG and the California Policy Lab. The Blueprint adopts a gendered lens on the state economy, recognizing women as key drivers of industry and vital workforce participants who are uniquely burdened by the pandemic. Rooted in these findings, the Commission on the Status of Women and Girls will propose legislative solutions for the 2023 legislative session in early January.



THE END OF ROE V. WADE

On June 24, 2022, the Supreme Court of the United States of America overturned 50 years of precedent in a ruling that rendered the rights bestowed by Roe v. Wade and Planned Parenthood v. Casey void. The progress made by women and people who can become pregnant in that time was revolutionary and encouraged by decisions which upheld that individual liberty and the right to privacy, the right to equal protection under the law and the right to bodily autonomy were available to all citizens.

This year, a Supreme Court ruling changed everything. America has become a forced birth nation in which women are no longer full and equal citizens, free to make their own choices about their health and medical care or entitled to privacy about their choices. The ruling firmly cements a worldview that women and people who can become pregnant are not full, free, equal citizens under the law.

In America today, nearly 40 million U.S. citizens have less rights than their male counterparts. The California Commission on the Status of Women and Girls strongly condemns the SCOTUS decision to fundamentally undermine some American people's rights to privacy and self-determination. Women in California will not stand by as we are stripped of our rights and our hard-won progress is eliminated.

There are remedies that Congress and the Biden Administration must immediately undertake to preserve the gains made towards equality these past 50 years. First and foremost, women must be solidified as full and equal citizens in our constitution through the publication of the already ratified Equal Rights Amendment.



The California Commission on the Status of Women and Girls knows that millions of people who can become pregnant now face a future in which they find themselves unable to access safe or legal care. This will not stop them from obtaining abortions – but it will stop them from being able to do so easily or safely. Lack of access impacts low-income communities and communities of color first and is fundamentally inequitable.

The right to self-determination, to choose what happens to one's own body, cannot be a right bestowed only on the wealthy, the powerful, and the male citizens of a free and democratic Republic.

The California Commission on the Status of Women and Girls stands ready, in collaboration with like-minded legislators and those doing the hard work of providing direct services to do whatever is required to protect the rights of women and people who can become pregnant to privacy, choice, access to healthcare, and self-determination. The Commission is ready to step up and support women and girls in California and from out of state that need access to care.

We will continue to fight for the rights of women and pregnant people to make decisions about their own bodies through policy, education, advocacy at every level, and our on-the-ground support of providers and advocacy efforts. We will never stop fighting for equity and equality under the law.

CCSWG stood proudly with Senate Pro Tempore Atkins, Speaker Rendon, and Governor Newsom in support of a constitutional amendment to enshrine reproductive justice for all.



FIGHTING FOR REPRODUCTIVE FREEDOM: AB 1356

As access to reproductive healthcare is jeopardized across the nation, California is doing its part to provide safe access to reproductive health services. The implementation of AB1356, by Commissioner Assemblymember Bauer-Kahan, works to ensure people who need access to family planning and other sexual and reproductive health care services can do so confidentially and in a timely manner without harassment, threats, or fear of bodily harm.

This important legislation makes it a crime, within 100 feet of the entrance to or within a reproductive health services facility, to intentionally videotape, film, photograph, or record by electronic means a reproductive health services patient, provider, or assistant, as defined, with the specific intent to intimidate a person from becoming or remaining a reproductive health services patient, provider, or assistant. The bill makes it a crime to intentionally disclose or distribute material obtained in violation of that provision with the specific intent to intimidate a person from becoming or remaining a reproductive health services patient, provider, or assistant. The bill would exempt specified persons, including news reporters, from these provisions, as specified. By creating new crimes, this bill would impose a state-mandated local program.

Existing law, the Reproductive Rights Law Enforcement Act, requires the Attorney General to carry out certain functions relating to anti-reproductive-rights crimes in consultation with, among others, subject matter experts, and required the Commission on the Status of Women and Girls to convene an advisory committee that consists of members of the organizations identified as subject matter experts.



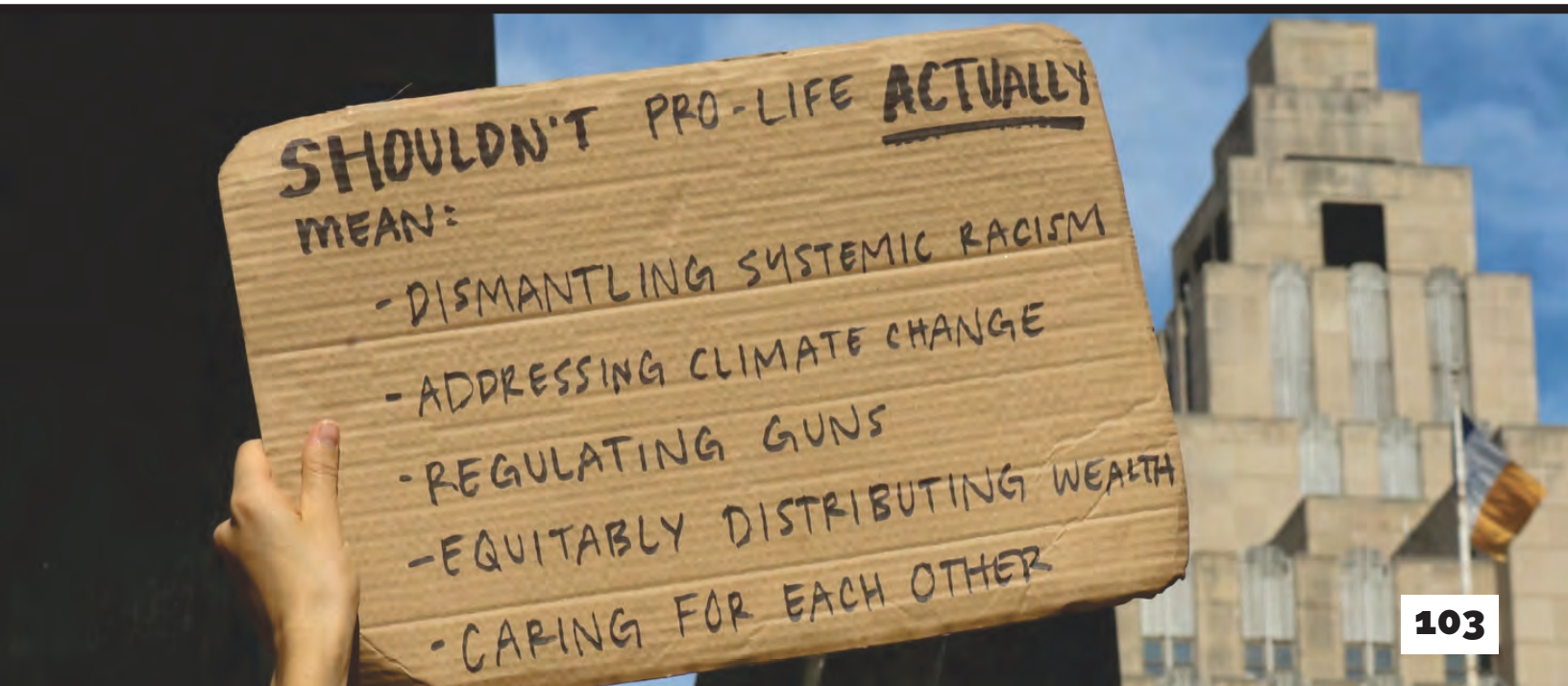
AB 1356

Existing law required the advisory committee to make two reports to specified legislative entities, the Commission on Peace Officer Standards and Training (POST), and the Commission on the Status of Women and Girls, the first by December 31, 2007, and the second by December 31, 2011, to evaluate the implementation of the act and making recommendations.

AB 1356 now requires local law enforcement agencies to report, in a manner prescribed by the Attorney General, the number of anti-reproductive-rights crime-related calls for assistance, the total number of arrests for anti-reproductive-rights crimes, and the total number of cases in which the district attorney charged an individual, as specified.

The bill requires the Attorney General, beginning January 1, 2023, to annually report this information to the Legislature.

CCSWG has been in contact with the Attorney General's office in preparation for this future work and the Commission on the Status of Women and Girls role in convening an advisory committee, which will ultimately provide two additional reports, the first by December 31, 2025, and the second by December 31, 2029.



CCSWG AT THE WHITE GENDER POLICY COUNCIL

The California Commission on the Status of Women and Girls was honored to join the the White House Gender Policy Council for the second installment of the Gender Equity Learning series on July 28th. This session brought together a distinguished panel of national and state leaders working on advancing gender equity in partnership with State Commissions on the Status of Women across the country.

The panelists featured were:

- Kate Marshall, Special Assistant to the President and Senior Advisor to Governors, White House Office of Intergovernmental Affairs and Former Lieutenant Governor of Nevada
- Jill Ashton, Regional Administrator for New England Region 1 at the Women's Bureau, Department of Labor, Former President of the National Association of Commissions on the Status of Women, and Former Executive Director of the Massachusetts Commission on the Status of Women
- Shaitia Spruell, Executive Director of the Massachusetts Commission on the Status of Women
- Holly Martinez, Executive Director of California Commission on the Status of Women and Girls

In 2021, the Biden-Harris Administration established the White House Gender Policy Council (GPC) and charged the GPC with leading the development of the first-ever National Strategy on Gender Equity and Equality, which sets forth an aspirational vision and a comprehensive agenda to advance gender equity and equality in domestic and foreign policy.



CCSWG AT THE WHITE GENDER POLICY COUNCIL

This regular learning series convenes Senior Designees across the federal government for off-the-record conversations with experts on key methods, tools, and frameworks for driving forward strategic priorities set forth by the National Strategy on Gender Equity and Equality.

The California Commission on the Status of Women and Girls was proud to have this opportunity to detail our extensive efforts on the Women's Recovery Response grant program and our forthcoming California Blueprint for Women's Pandemic Economic Recovery. We are grateful to all of the incredible leaders working across state, local and federal agencies who are committed to a National Strategy on Gender Equity and Equality.



"Women are 50.3% of California's population and this Commission ensures that we have a steady voice reminding those in power that half the citizens of a state or of a nation are not a special interest group. The time has come to establish, once and for all, that women and girls are full and equal citizens under the law, and that we are collectively entitled to access the same rights and opportunities to life, liberty, and the pursuit of our own happiness as the men who wrote themselves into our earliest frameworks as a nation."

-Holly Martinez,
CCSWG Executive Director
Remarks to WHGPC

EQUAL RIGHTS AMENDMENT: SJ NO. 12

This is a 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.

Introduced by Senator Skinner, Senate Joint Resolution (SRJ) No. 12 urges Congress to pass HR 891 – declares ERA the 28th Amendment and calls on Archivist to certify and publish its ratification. 50 years ago, Congress approved Equal Rights Amendment. At that time, Congress needed 38 states to ratify as 28th amendment. As of January 2020, 38th and final state just ratified with Virginia. However, today the U.S. has not certified ratification or published ERA – citing arbitrary deadline for when ratification needed to be reached. Executive Director Holly Martinez testified on SJR No. 12 on behalf of the Commission to encourage Legislators to pass the resolution to urge action at the Federal level.

The ERA is a critical protection to advances justice for women, girls and gender expansive individuals and will allow laws that perpetuate inequality and illicit gender role stereotypes to be struck down as unconstitutional. It further ensures restrictions on access to reproductive health care as unconstitutional.



WOMEN ON CORPORATE BOARDS: LEGAL RULINGS

In 2018, our former Commissioner and then Senator Hannah-Beth Jackson, passed Senate Bill 826 (SB 826) and 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 the California Partner's Project 98% of California companies met 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.

In May of 2022, a ruling in Los Angeles Superior Court overturned the California law requiring companies to include women on their boards of directors. The court found that the state's gender diversity rule violates the equal protection clause of the California Constitution. Conservative legal group Judicial Watch represented the plaintiffs in this case and another challenge that struck down a state law focused on increasing board diversity with regard to race and sexual orientation. While these rulings may still be appealed, the Commission continues to advocate for greater equity in representation.

One of the biggest barriers to corporate board service is that these are not positions that are publicly advertised. 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 a way in for those who may not be connected but are certainly qualified.



STOP SEXUAL HARASSMENT IN POLITICS

The COVID-19 pandemic has brought into sharp focus the impacts of the crisis and the ways in which all crises disproportionately affect women. With the decision to overturn Roe v Wade, abortion access is under attack in the country. Additionally, renewed attention to the ongoing challenges of workplace sexual harassment and assault in California workplaces is making headlines once again.

The CCSWG organized two public hearings on June 27, 2022 in conjunction with a scheduled full Commission meeting, offering the opportunity for subject matter experts on the two broad topics of Workplace Harassment/Violence and Reproductive Access to present two-minute updates and offer an opportunity for questions from the Commission.

The California Commission on the Status of Women and Girls heard testimony from experts and practitioners including Assemblymember Laura Friedman, Dedra Shipstead (Peace Over Violence), Faith Pulido (Stopping Harassment In Politics co-founder), and Mariko Yoshihara (California Employment Lawyers Association), who provided insight about the ongoing issue of sexual assault, harassment, and discrimination in California's workplaces.

Additionally, the Commission heard testimony from experts and practitioners including Assemblymember Wendy Carrillo, Amy Moy (FAB Council / Essential Access Health), Jackie Thu-Huong Wong (Executive Director of First 5 California), and Dr. Eleanore Kim (UCOP / SB24) who provided insight about the needs and impact of existing and proposed efforts to support women's access to safe reproductive health care.



CALIFORNIA DONOR TABLE

The California Commission on the Status of Women and Girls was honored to join the California Donor Table for a luncheon sponsored by California Donor Table (CDT) to help donors understand complex issues contributing to the topic of workplace sexual assault and harassment in California politics.

We were honored to be joined by First Partner Jennifer Siebel Newsom for an inspiring introduction reminding us all that now more than ever is the time to keep fighting for California's women and girls. CCSWG Commissioner and CDT Board Member Quinn Delany welcomed the crowd and gave a fabulous overview of the California Women's Impact Fund, a new project of the California Commission on the Status of Women and Girls.

A panel discussion featuring Susannah Delano, Executive Director of Close the Gap, Lauren Babb, Chair, CCSWG, Hannah-Beth Jackson, Former State Senator & former CCSWG Commissioner, and Malia Cohen, Board of Equalization, 2nd District, was moderated by Sophia Bollag of the San Francisco Chronicle.

The panel was designed to help stakeholders understand the intersectionality of this topic and how deep-rooted the issues are across the political spectrum in California.

The California Donor Table is a statewide community of donors who pool their funds to make investments in communities of color, so they have the power and resources they need to (1) elect people who represent their values and needs and (2) help govern and hold decision-makers accountable.



CALIFORNIA WOMEN'S IMPACT FUND: 2023

The concept for 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 that is proportionate to their contributions. Early steps have been taken to establish a Donor Advised Fund and 2023 will see a coordinated effort to launch this project.

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.

Commissions and regional organizations must meet the following criteria to be eligible for funding:
• Be a 501c3 organization. Grant awards will initially be prioritized to support women and girls disproportionately impacted by COVID-19.
• The grant recipients must be led by women and controlled by women and must include specific efforts to be intersectional and explicitly inclusive in their approach.
• The grant recipients must show how their local project can be scaled or can be brought to local government or state legislative bodies to increase impact.
• 100% of funds raised will go directly to women and girls' state and local organizations.



2023 POLICY PRIORITIES

The California Commission on the Status of Women and Girls is dedicated to championing long-term change that can be achieve through impactful public policy. Based on the findings of the California Blueprint for Women's Pandemic Economic Recovery, advancing policy solutions to disrupt existing inequities for women, which were only exacerbated by the pandemic, is critical to create a California and economy that works for everyone. For California to truly make progress, we must invest in the economic well-being of women, recognizing that they are not simply a unique interest group, but in fact, fully half of the critical drivers of our economy with unique needs that have long gone unmet.

The Commission is committed to prioritizing equity and building a state in which women's contributions and labor are properly valued for their significant impact to the state's economy, its people, and communities. California can rebuild, revitalize, recreate, and redefine a post-pandemic future. For the 2023 upcoming legislative session, the Commission will look for opportunities to effectively drive forward policy to improve the economic vitality of California's women and girls – from workforce participation and gender equity, to improved protection and enhanced services for California's women and girls.

We are committed to ending the gender wage gap and improving workplace equity for women by deploying interventions that intentionally create structural systemic change. Women went into the pandemic worse off due to existing systemic inequities in the workforce, such as a persistent pay gap and occupational segregation. Working women in California experience a persistent wage gap, which widened during the pandemic, impacting economic security as well as wealth building and their future financial security.



Potential solutions that the Commission will continue to review and consider may include, improving pay data transparency requirements for private companies, ensuring equal pay for equal work for temporary employees, increasing California's minimum wage which predominately impacts women, and improving education and training on workplace discrimination and worker protections.

We must consider caregiving as a public good worthy of public investment and respond accordingly with state funds. The precarious nature of the care industry was illuminated during the pandemic. COVID-19 shutdowns drastically shifted the burdens of caregiving and significantly increased the share of labor at home that fell on women, including those working full time. This exposed cracks in a patchwork infrastructure. The care industry overall is experiencing slower industry-wide recovery.

The Commission will continue to explore opportunities to partner with advocate and policy makers to envision a new approach to care, from affordable and accessible childcare options for families, to improving wages and incentives for the caregiving profession.

Gender is a substantive element of the health of the state's overall workforce and capacity for economic growth and must be considered as an essential element in State resource stewardship. Social safety net support during the apex of the pandemic provided a clear path forward to alleviate poverty for women and families. As these supports are withdrawn, measures of economic struggle are returning to pre-pandemic levels.

The Commission will continue to evaluate measures that provide necessary and critical supports that keep women and families out of deeper levels of poverty, and which further existing opportunities to increase wealth.



"ECONOMIC EQUITY IS ENORMOUS EMPOWERMENT OF WOMEN. HAVING JOBS THAT PROVIDE INCOME MEANS THAT WOMEN CAN BE A MORE EFFECTIVE FORCE, A MORE EQUAL FORCE, IN THE POLITICAL PROCESS. "

– BETTY FRIEDAN





BUDGET AND FINANCIALS

2022 INVESTMENTS IN WOMEN AND GIRLS

The state resources stewarded by the California Commission on the Status of Women and Girls supported necessary work to advance women's equity at a time in history when our voice was needed most.

The Commission dedicated budget resources to invest in the first-of-its-kind grant program through the Women's Recovery Response for $5 million in General Fund to 136 local organizations. Through this effort, the Commission supported the establishment of new local commissions in communities that desire to improve representation of women's needs.

The grant program also generate support to expand the impact and reach of nonprofits providing direct essential services to support the economic recovery of women impacted by the pandemic. Grantees were supported by the leadership of the staff and the ability to bring on the consultant services of Corbin and Kaiser to support training and networking opportunities to enhance and strengthen the network of women's supporting organizations throughout the state. Training topics involved grant details, deadlines, reporting information as well as developed content on the themes of diversity, equity and inclusion, advocacy skill-building and more.



A critical component of the Women's Recovery Response program was the investment in research that took a deep look at the economic impact to women due to the pandemic. In partnership with California Policy Lab at U.C. Berkeley (CPL), CCSWG examined pre-pandemic economic conditions for women, women's labor-market outcomes during the height of the pandemic, financial indicators during the peak of the pandemic government response period, and overall safety-net usage by women. CCSWG also reviewed the outcomes of the research and conducted an extensive review of current literature to generate a snapshot of women's economic and financial well-being and offer an estimate of the likely outcomes for all of California's citizens and the state economy moving forward. As a result, the Commission published the Blueprint for Women's Pandemic Economic Recovery to describe the collective trajectories of groups of women who entered the pandemic already in economic difficulty and explores opportunities to chart new paths based on impact data from federal and state support programs and interventions since the COVID-19 pandemic began.

The California Commission on the Status of Women and Girls stands ready to do whatever is required to protect women's rights, choice, access to healthcare, and self-determination. We are proud to administer the largest privately funded abortion access program for CSU and UC students in the state and are ready to step up and support women and girls in California and from out of state. This year, the Commission executed a Memorandum of Understanding with the California State University system to award $5 million in funding from the College Student Right's to Access Fund. This investment of private resources will support the readiness of campuses to provide abortion by medication and contraceptive services for those seeking services, much like the work already in progress at University of California campuses.



BUDGET & POSITION ADVOCACY

Over the past year, the Commission has seen unprecedented growth as the need for investment in women's economic recovery has become ever more critical. On the heels of creating the Women's Recovery Response program in 2021, the Commission quickly worked to champion continued investment in the 2022 state budget.

With the launch of the new grant program to more than 135 awardees, the Commission had a great need to grow staff to provide supportive services for the new and bustling local activities. The California Commission on the Status of Women and Girls successfully secured three new permanent positions to support our growing body of work, increasing the Commission's staff footprint to 13 positions to support external relations, grant coordination, program growth and interagency collaboration.

The California Commission on the Status of Women and Girls thanks Governor Newsom, the Legislature, and the California Women's Legislative Caucus for the continued support of women and girls in the 2022 Budget Act, and will expand our work and investment in efforts to help women recover from the strain of the pandemic crisis. We know that a significant ongoing structural investment is needed to keep women working and advancing toward equity. Women are essential, as is the need for ongoing commitment to their full and equitable economic recovery.



California Commission on the Status of Women and Girls also secured $7.9 million for continuous investment in a dedicated Women's Recovery Response for fiscal year 2022-2023.

The COVID-19 pandemic upended life as we know it in almost every respect – but for many California women, the challenges it imposed were ones they were already facing.

Women face higher barriers in reentry to the workforce and a persistent gender wage gap that meant they had less savings, smaller retirement savings, and were concentrated in less flexible jobs when the crisis hit. As we move into another year of the pandemic, with the long-term consequences still unknown, these economic gender disparities continue to put California at risk.

We cannot be satisfied with a return to "normal" as pandemic restrictions ease. This is an opportunity to do better.

CALIFORNIA STATE ASSEMBLY
Media Archives

Live Media

Assembly Room 447 Video, Tuesday, March 8th, 2022



2023 BUDGET PRIORITIES

As the state entity tasked with assessing gender equity, the California Commission on the Status of Women and Girls is uniquely positioned to ensure that women's needs are considered as essential to the future economic vitality of the state. As stated in Executive Order N-16-22 regarding critical state actions on equity and discrimination, we couldn't agree more that "addressing unequal circumstances helps drive equal outcomes so all Californians have the chance to reach their full potential and lead healthy and rewarding lives." Nowhere do we see this more than in the consideration of gender in budgeting.

The Commission on the Status of Women and Girls recommends current data-driven policy and budget solutions based on our findings of the California Blueprint for Women's Pandemic Economic Recovery. It is from this viewpoint that we look ahead to 2023 and prioritize budget advocacy for California's women – half of California's population.

We will continue to advocate investing in women's economic recovery, specifically to support mothers and women of color who are experiencing lower rates of workforce participation and bearing the brunt of industry shifts in female-dominated low-paying jobs. Additionally, women were driven out of the labor force in significant numbers over the past two years, which carries a long-term wage penalty and impacts savings, require support. These breaks in experience also make it more difficult to climb the corporate ladder and further add to women's underrepresentation in management roles, reducing the diversity of ideas and experience at the top that could foster innovation in the business landscape.



CCSWG requests continued funding to sustain the Women's Recovery Response program to continue grants and programming to strengthen the network of local services and assistance for women delivering critical wrap-around supportive services. Continued funding for 2023-2024 budget year will allow the Commission to continue to meet the needs of women to attain economic stability. It will also allow for California to grow local womens commissions in communities that have a severe deficiency of representation, especially in the state's "Target Areas" that are priority communities to stimulate business investment in distressed areas of the state and create job opportunities which improve the economic vitality of these communities. This investment to generate local commissions is needed to connect women to local opportunities to thrive during this shift in women's economic participation.

CCSWG has requested funds to study the pandemic recovery needs of California's Native American women, disabled women, and LGBTQIA+ women and other marginalized groups who too often remain underrepresented and unseen. When analyzing existing available state data to develop the Blueprint, it was clear that intersectional data on specific populations of women was limited and at times, unavailable. California must prioritize the improved collection of not only disaggregated data by race, gender, disability, and sexual orientation for each major agency, but also to present that data publicly in a way that considers the multiple identities that women inhabit and the compounding effects of those intersections on the health and economic well-being of half of California's population.

CCSWG proposes that the Administration create a Gender Advisor position in Cabinet to bring equitable representation for 50.3% of California's citizens. Across every sector, from health to the economy, the impacts of COVID-19 are exacerbated for women and girls. Persistent inequities lead women and girls to disproportionately suffer during economic downturns. The pandemic is exposing vulnerabilities in social, political and economic systems which are, in turn, amplifying its impact. A Gender Advisor (GENAD) provides support to ensure that planning, execution and evaluation properly integrate Gender Perspective (GP) within state government and advises on the implementation and integration of a GP including, but not limited to, operations/missions, crisis/conflict analysis, concepts, doctrine, procedures, education and training. Within the last three years, the U.S. established the first national legislation focused on Women, Peace and Security (WPS) which was an important step in the right direction. As California establishes systems to improve equity and inclusion, the diverse viewpoints of women must be included at the highest level of government as a cabinet-level position, and to work in close collaboration with the CCSWG to inform, advise and implement critical strategies for half of California's population.

We cannot rebuild an equitable California without financial parity when it comes to state and community investment in our recovery, opportunity, and success. When you invest in women you invest in everyone because California women are essential to our entire economy.

FUNDING HISTORY

The 2022 California state budget signifies a renewed commitment to the Women's Recovery Response program, including a continuation of the $5 million dollar grant program to support local needs.

2022 support levels further reflect an increase in three new permanent staff positions that support the growth of the Commission.

The budget differential in totals show a decrease between 2021 and 2022, however this dip is accounted for in the one-time $5M in funds to the CSUs for their college readiness activities for abortion by medication.

Funding History Chart

Fiscal year	General Funds	Special Funds	Local Assistance	Total
2022-2023	$4,363,000	$711,599	$5,000,000	$10,347,599
2021-2022	$3,869,000	$6,989,000	$5,000,000	$15,858,000
2020-2021	$1,124,000	$8,527,000		$9,651,000
2019-2020	$823,000			$823,000
2018-2019	$505,000			$505,000

FY 21-22 BUDGET SUMMARY

Total Budget Authority FOR ALL FUNDS

$15,858,000

General Funds (0001)

Total Budget Authority

$3,869,000

General Funds for Local Assistance (601)

Total Budget Authority

$5,000,000

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

Total Budget Authority

$6,989,000

Budget Breakdown

87%	Grants and Local Assistance
7%	Programs and Policy
6%	Operations and Personnel

FINANCIAL STATEMENTS

0001 General Fund Expenditures

$582,309	Personnel Services
$591,927	Operating Expenditures & Equipment
$3,905,650	Local Assistance Grants
$5,079,886	Total

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

$127,401	Personnel Services
$5,000,000	Grants
$5,127,401	Total

AGENCY COMPARISONS (FY22-23)

State Agency	Total Budget	Staff Positions
CCSWG	$10,319,000	13.2
Arts Council	$107,618,000	24.4
Coastal Commission	$34,853,000	187
Mental Health Oversight and Accountability Commission	$111,744,000	54
Little Hoover	$1,292,000	7
Student Aid Commission	$3,575,135,000	174.7
Youth Commission	$1,500,000	1
Commission on Asian Pacific Islander Affairs	$502,000	2
Native American Heritage Commission	$3,548,000	24

*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.

I LOVE TO SEE A YOUNG GIRL GO OUT AND GRAB THE WORLD BY THE LAPELS. LIFE'S A BITCH. YOU'VE GOT TO GO OUT AND KICK ASS.

– MAYA ANGELOU





LOOKING AHEAD

2023 COMMISSION MEETING SCHEDULE

- FEBRUARY 14, 2023
- APRIL 11, 2023
- JUNE 13, 2023
- AUGUST 8, 2023
- OCTOBER 10, 2023
- DECEMBER 12, 2023



LOOKING AHEAD

Forecasters have warned California's economic outlook is one of concern with talks of recession around the corner. We are already seeing major companies laying off employees going into the holiday season. It seems hard to believe given this time last year California experienced the largest budget surplus in its history. With uncertainty in the economy and the ups and downs of an on-going pandemic, women are once again vulnerable an economic downturn and future crisis – some can even argue, more vulnerable than before.

As women continue to be funneled into low wage jobs with limited opportunity for advancement, their economic independence will always be in jeopardy. The pandemic provided clear proof of this reality for millions of women – specifically among women of color, disabled and newly disabled people, and LGBTQIA populations – who struggle to returned to reliable, steady jobs after having just experienced several years of inability to save, invest, put into their retirement, buy a home, and build their wealth. These are setbacks no doubt will have a long-term impact to their future and to our future generations.

Many temporary support programs were introduced to provide immediate relief and support amid the height of the crisis – stimulus checks, extended Unemployment Benefits, and the child tax credit – all helped to keep households out of deeper levels of poverty. However, all such programs have nearly ended and are set to expire. And in result, we are seeing growing levels of household debt and strains that create an unstable foundation for women, many of whom were the essentials workers who kept our hospitals and grocery stores up and operating, and teachers who educated are our children during an impossible time.



Women who were essential workers then are now experiencing job loss, high levels of burnout, and due to their increased exposure to COVID-19 because of essential duties, increased risk of Long COVID. They were there for California at a time when we needed them most. California must be there for them in return, especially in difficult times when they need it most.

The California Commission on the Status of Women and Girls understands the complexity of the issues women have and will continue to experience going into 2023. While concerns and challenges exist, our resolve to support women and girls persist.

We support women's full and equal participation in the workforce, and fight to eliminate gender inequities that devalue their contributions to the workplace and to California's economy has over half the state's population.

We see the need to reform and reimagine a care system that prioritizes the workers it employs, the families it serves, and is valued as a public good worthy of public investment to ensure the safety, health and economic security of our families, communities, and the state.

We recognize the need to generate a girl's agenda to prepare for the future leaders we need for a thriving workforce - made for women, led by women - as critical to the future of California.

We deeply prioritize the creation of policy solutions that are rooted in data and designed to have meaningful impact, disrupting systems of inequities that impede progress.

We welcome and value partnerships that strengthens our collective voice and join us in the charge to elevate women as essential to the future of our families, communities and thus our state.



2022 WOMEN'S RECOVERY RESPONSE GRANTEES

Grant recipients are providing needed support for economic recovery locally, offering resources, training opportunities, direct assistance, scholarships and more to women disproportionately affected by the pandemic, particularly women of color, those facing multiple barriers to employment, and underserved business owners recovering from the pandemic. The grant program has provided opportunity for underserved communities of women and girls who lack representation and voice through the creation of new local women's commissions while providing much needed resources to strengthen existing commissions for the benefit of being the champion women need.

2022 Grantees:

REACH the Valley
Narika
Bithiah's Family Services
Rainbow Services
Spirit Awakening Foundation
Physicians Medical Forum
Social Good Fund (Transformative In-Prison Workgroup)
The Alliance for Community Wellness
City of Norwalk
Women's Wisdom Art
Black Women for Wellness
My Sister's Keeper Success Institute, Inc.
Women's Economic Ventures
Los Angeles County Commission for Women
MPower Alliance
Raices Cultura
City of Long Beach
American Cancer Society
Media Done Responsibly
San Mateo County Commission on the Status of Women
City of Sanger
The Latino Cancer Institute
California Latinas for Reproductive Justice
San Luis Obispo County Commission on the Status of Women and Girls
DIY (Do-It-Yourself) Girls
Sacramento County Commission on the Status of Women and Girls
Marin Women's Commission
The Gathering for Justice Inc
Fresno County Commission in the Status of Women
The Minority Psychology Network
Santa Barbara County Commission for Women
City of Milpitas 0
City of South El Monte
New Economics for Women
City of Fresno
The California Indian Museum and Cultural Center
Hospitality Training Academy (HTA)
Center For A Non Violent Community
Alameda County Commission on the Status of Women
County of San Diego Commission on the Status of Women and Girls
Depositing Empowerment Through Outreach & Urban Redevelopment
Contra Costa Commission for Women and Girls
Prospera Community Development
Girls Inc. of Carpinteria
The University Corporation
Regents of the University of California at Irvine
Court Appointed Special Advocates (CASA) of Santa Barbara County
Community Partners FBO Maternal Mental Health NOW
Interval House
Beauty Behind the Bricks

Community Health Partnership, Inc.
Sonoma County Commission on the Status of Women
Los Angeles Universal Preschool, dba. Child360
Help a Mother Out
The TransLatin@ Coalition
City of Glendale Commission on the Status of Women
Los Angeles Section National Council of Jewish Women
California Black Women's Health Project
Chinese Progressive Association
Vision y Compromiso
Hui International
Nile Sisters Development Initiative
California Health Medical Reserve Corps
CA Healthy Nail Salon Collaborative
Housing and Economic Rights Advocates
Access Youth Academy
Agape Counseling Center and Network
California Service Dog Academy
Rosie the Riveter Trust
Peace Over Violence
IMPACT FOUNDRY
Motivating Inspiring Serving and Supporting Sexually Exploited Youth (MISSSEY)
SAJE
Shanti Orange County
Because Black is Still Beautiful
Child Advocates of Placer County
Healthy Black Families, Inc.
Sierra Service Project
4th Second
Boys & Girls Clubs of the North Valley
CASA of Los Angeles
Pathways to Independence
Epidaurus DBA Amity Foundation
National Coalition of 100 Black Women, Inc., San Francisco Chapter
JVS SoCal
Project: PeaceMakers, Incorporated
Niswa Association Inc
Bright Futures for Youth
Community Legal Aid SoCal
Community Action Commission of Santa Barbara County (DBA: CommUnify)
Root & Rebound
Armenian Bar Association
ACT for Women and Girls
Jefferson Economic Development Institute
U.S.VETS – Patriotic Hall
Catalyst Family Inc.
Planned Parenthood of Orange & San Bernardino Counties
Foundation for Women Warriors
A Sense of Home (ASOH)
Helping Kids to Recover, Inc.
Whittier Area First Day Coalition
Prosperity Lab
Sacramento Kindness Campaign
SD&I Womens Business Center (Southwestern College Foundation)
Public Counsel
3Strands Global Foundation
One in Long Beach, Inc.
Sacramento Metro Chamber Foundation
Child Guidance Center, Inc.
Kee Cha-E-Nar Nonprofit Corporation
Hope of the Valley Rescue Mission
Opening Doors, Inc.
Palomar Health Foundation
Men Taking Over Reforming Society Inc
CVS Em Power
YWCA Golden State Silicon Valley
Special Needs Network
Family Violence Law Center
San Diego Workforce Partnership
Breastfeeding Task Force of Greater Los Angeles
Pacific Coast Regional Small Business Development Corporation
Soroptimist International of Whittier
International Rescue Committee, INC
United Cerebral Palsy of the North Bay, Inc.
Inland Southern California 211+

ACKNOWLEDGEMENTS

The Commission is grateful for the continued investment in our activity by the Office of the Governor, the Office of the First Partner, the California Women's Legislative Caucus, and the California Legislature. We look forward to continuing our trajectory of expansion while addressing the systematic erosion of women's well-being, human rights, and economic status that have been profoundly accelerated by COVID-19. We look forward to working with our partners to continue to support broad structural changes to end the gender wage gap, improve workplace equity for women, alleviate poverty, and support economic recovery for women.

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



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