



California Commission on the Status of Women and Girls

Annual Report

2023





***The California Commission on the Status of
Women and Girls stands with all of the women
and girls impacted by conflict and violence
around the world.***

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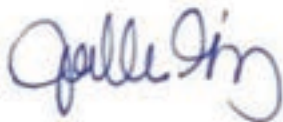
Dear Governor Newsom,

It is my honor and privilege to serve as the Chair of the California Commission on the Status of Women and Girls, and to work side-by-side with my fellow Commissioners and agency staff who serve the more than 20 million women and girls of our state.

As the CEO of Children's Home of Stockton, I know first-hand the challenges facing some of California's marginalized populations of children and youth. I have dedicated my career to serving women, children, and families in my community. As CEO at the Women's Center - Youth & Family Services for 24 years, I have built connections and strengthened opportunities for community members to succeed and thrive. From initiating and convening San Joaquin County's first Human Trafficking Task Force, to speaking out against sexual assault on campuses, I am committed to using my voice to amplify the unique, and too often overlooked, needs of women and girls. I am proud to continue this effort at the Commission.

In 2023, we have achieved goals that just a few years ago would have felt beyond our capacity. We have continued to support women and girls at the local level by infusing local communities with resources that advance economic opportunity for women and continued our groundbreaking research focused on gender equity and the California economy. We have continued to oversee grant programs advancing California's first in the nation approach to supporting women and girls' recovery from the pandemic and our state's commitment to reproductive freedom, and to advocate for policy and budgetary alignment with a vision for a fully gender equitable state in the fifth, almost fourth, largest economy in the world.

The work ahead for 2024 is just as ambitious in our pursuit of gender equity and justice, and we look forward to continuing this critical work on behalf of the women who are essential to California's continued growth and global economic leadership.



Joelle Gomez
Chair
California Commission on the Status of Women & Girls



As the mother of a teenager and a pre-teen child, I find my days centered around their schedules – school activities, multiple year-round commitments. They are a full-time job on top of my paid full-time job. Being a mother is the best and hardest job I'll ever have, even with a husband as a partner who also shoulders the shared responsibilities. In fact, he is better than me at managing the schedules, multiple apps, and last-minute changes that come daily.

We women and mothers are often encouraged to take time to care for ourselves – mentally and physically – which I admit usually comes last. What does come first is the guilt I feel when I lose my cool when my kids don't listen, or when I eat that not so healthy meal, or skip a workout.

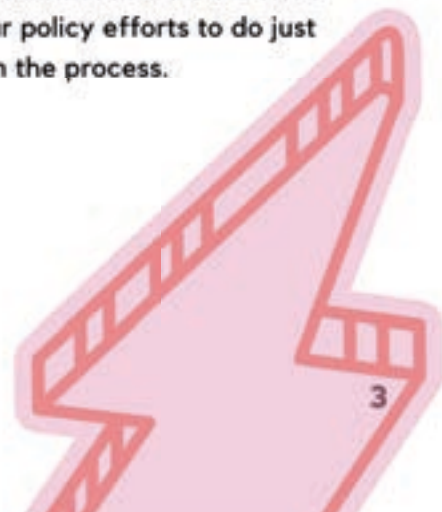
This experience is not unusual for mothers and women who have a hard time expressing their needs and putting themselves first. Women and girls have been conditioned to believe that we shouldn't have wants. The idea of the selfless woman who puts everyone else first is ingrained into our institutions and political and economic structures that were not built with women in mind and which can increase barriers for women and limit opportunity.

The COVID-19 pandemic is a clear example of how structural inequities and existing problems are exacerbated in times of crisis. When women entered the COVID-19 pandemic they were already struggling with lower-wage jobs and a pervasive wage gap. On the other hand, women with degrees and without children who remained employed through the pandemic saw their earnings rise – a clear indication that our system wasn't built for working mothers to thrive.

Today, women are struggling with burn out, lack of steady employment, and access to childcare – which as an industry is still one of the slowest to recover. While California's workforce is recovering, we cannot accept pre-pandemic levels for women as the measure of economic excellence. As half of California's population, women are essential to the world's fifth largest economy, and are key drivers of industry and workforce participation. If you paid women fairly, an average woman would have enough additional money annually for more than a year's worth of food, or more than nine months of rent. They could afford an additional year of childcare, or one year of tuition and fees at a four-year public university. The impact of fair pay is clear, and the ripple effect on our communities is undeniable.

The California Commission on the Status of Women and Girls considers gender a critical indicator of economic health and includes it in all proposed solution building and economic innovation. As we close out another year, we are looking forward to building on our research and our policy efforts to do just that benefitting not just the women and girls, but all of California's citizens in the process.

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



About the Commission

Our 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 issues impacting women and girls through advocacy, education, and outreach to the Governor, Legislature, and the public to attain equity and access for all.



For more than 58 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 including cis women and girls, trans women and girls, nonbinary individuals, gender-nonconforming individuals, genderqueer individuals, and any women or girl identified individuals.

Commissioners represent a diverse cross section of the California population. The Commission is allocated 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.



Agency Structure

The California Commission on the Status of Women and Girls 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 supports administrative functions for the Commission.

The Commission makes regular reports on its activities, findings, and recommendations to the Legislature and reviews state laws regarding the civil and political rights of women and girls through an intersectional gender lens. As we have the capacity to do so, we also recommend, develop or coordinate materials, research, projects, or other activities, and give technical and consultative advice to public or private groups or persons, and oversee state grant administration and programs designed to support the women and girls of California. For the past 58 years, the Commission has been present for national debates and social movements, advocating to better the lives of women and girls.

We believe that when we educate Californians about the significant intersectional challenges women and girls experience, we generate meaningful opportunities to champion policy and program solutions designed to achieve equity.

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.

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

In 2012, the Commission voted to add "and Girls" to its title to reflect the need to include the perspectives of girls and youth in our work and the future-forward nature of gender equity work. In 2023, the Commission launched the first ever Youth Advisory Council in California dedicated to building a Girl's Agenda.



2023 Commissioners



Thank You Commissioners

The California Commission on the Status of Women and Girls would like to acknowledge and recognize the service of Commissioners who have departed in 2023: Lauren Babb Tomlinson, Assemblymember Dr. Akilah Weber, Dr. Alisha Wilkins, Dr. Joely Proudfit, Kamilah Willingham, and Nichol Whiteman.

We are grateful for their time and contribution to the work and their efforts to advance the mission and impact of the Commission.

The Commission's strength is located in the talents and perspectives each Commissioner brings to the whole, reflecting the incredible diversity of our state. We thank all of our Commissioners for their dedication and service to all of California's women and girls.

We would also like to welcome several newly appointed Commissioners who have joined us this year: Assemblymember Stephanie Nguyen, Crystal Young, Kawser Amine, and Rita Gallardo Good.

Finally, as the Commission grows, we have welcomed new staff in December of 2023 to support the Commission's future progress.



2023 Staff



Goals & Evolution

There is no other California agency as uniquely positioned as this Commission to amplify the diverse needs of women and girls, champion critical and gender equitable solutions, and to facilitate access to helpful and timely information, services, 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, of which Eleanor Roosevelt was Chair. When that Commission 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 the California Commission published its report, "The California Blueprint for Women's Pandemic Economic Recovery," which made clear that there is no greater time to tackle the growing challenges and unmet needs of half of California's population. In 2023, we built on that research and data, finalizing a multi-year grant program focused on shoring up community response to the pandemic crisis with women at the center, and building a new network of collaborative partnerships, interagency agreements, and international opportunities for sharing and learning.

At the California Commission on the Status of Women and Girls, we remain steadfastly 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. At a time when the right to bodily autonomy, equitable access to healthcare, and investment in building equitable pathways to economic success are under attack, we know that a solidarity-first approach is critical, and that all women must be equally protected and offered the same opportunities to truly reach our collective state potential.

The work ahead demands improved equity for the economic prosperity for all; alleviating systemic barriers rooted in poverty, that have been 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.



Officers & 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.

2023 -2024 Executive Officers

Joelle Gomez
Chair (Stockton)

Lisa Zola Greer
1st Vice Chair (Los Angeles)

Erica G. Courtney
2nd Vice Chair (Half Moon Bay)

Quinn Delaney
Member-at-Large (Oakland)

Catalina Chacon
Member-at-Large (Temecula)



Committees

STANDING COMMITTEES

EXECUTIVE COMMITTEE

Chair: Joelle Gomez

1st Vice Chair: Lisa Greer

2nd Vice Chair: LTC Erica Courtney

Members-at-Large: Quinn Delaney

Members-at-Large: Catalina Chacon

GOVERNANCE COMMITTEE

Senator Limón, Assemblymember Bauer-Kahan,
Erica Courtney, and Rita Gallardo Good

LEGISLATION/ POLICY COMMITTEE

Assemblymember Calderon and Rita
Gallardo Good

Alternates: Assemblymember Nguyen and
Senator Menjivar

STRATEGIC PLANNING COMMITTEE

Erica Courtney, Senator Menjivar, Rita
Gallardo Good, Lilia Garcia-Brower
Alternate: Senator Ochoa-Bogh

PROGRAMS AND PARTNERSHIPS COMMITTEE

Kawser Amine and Crystal Young
Alternate: Lilia Garcia-Brower

SUBCOMMITTEES

YOUTH ADVISORY SUBCOMMITTEE

Lisa Greer and Lilia Garcia-Brower

BUDGET ADVOCACY SUBCOMMITTEE

Catalina Chacon and Quinn Delaney

GRANTS SUBCOMMITTEE

Lisa Greer and Jenn Quin

FUNDRAISING & DONOR OUTREACH COMMITTEE & SUBCOMMITTEE

Joelle Gomez

Quinn Delaney

Lisa Greer

AD HOC COMMITTEES

SEXUAL ASSAULT APPOINTMENTS (SAC) COMMITTEE

Joelle Gomez

YOUTH ADVISORY COUNCIL

27 California Youth

Subcommittees: Safety, Healthcare, and
Education

Honors & Awards

The California Commission on the Status of Women and Girls was named the winner of a **Gold Stevie® Award in the Category: Best White Paper or Research Report** for the "California Blueprint for Women's Pandemic Economic Recovery," and was named a winner of a **Silver Stevie® Award in the category of Thought Leadership Campaign of the Year - Government or Non-Profit** category for the "California Blueprint for Women's Pandemic Economic Recovery" in **The 21st Annual American Business Awards®**.

More than 3,700 nominations from organizations of all sizes and in virtually every industry were submitted this year for consideration in a wide range of categories, including Startup of the Year, Executive of the Year, Best New Product or Service of the Year, Marketing Campaign of the Year, Thought Leader of the Year, and App of the Year, among others. We are thrilled that the Commission's important work, focused on research and policy recommendations that prioritize the economic recovery of women in the wake of the devastating impacts of the pandemic, were recognized by the American Business Awards for the second year in a row.

Nomination: The California Blueprint for Women's Pandemic Economic Recovery
Category: Best White Paper or Research Report
Status: Gold Stevie Winner

Nomination: The California Blueprint for Women's Pandemic Economic Recovery
Category: Thought Leadership Campaign of the Year - Government or Non-Profit
Status: Silver Stevie Winner



Honors & Awards

SILVER GLOBEE® WINNER: Achievement in Government or Public Sector

California Commission on the Status of Women and Girls | Sacramento, California, United States | Rebuilding California with Women in Mind | Holly Martinez, Executive Director, Tifani Bartow, Deputy Director of Grants and Operations, Darcy Totten, Director of External Affairs, Michelle Teran-Woolfork, Policy Director, Kimberlee Vaye, Programs Director, Jennifer DeGrossa, Grants Manager, Steven Maestas, Contracts and Budgeting Analyst

About the Globees

The Globee® Awards for Women in Business is a prestigious recognition program that celebrates the remarkable achievements of women in various industries and professions worldwide. It honors the inspiring women who have made significant contributions to their respective fields, demonstrating exceptional leadership, innovation, and success. The awards provide a platform to showcase the remarkable accomplishments of women in business and highlight their invaluable contributions to the corporate world. By recognizing and honoring women's achievements, the Globee® Awards strive to inspire and empower women, promoting gender equality and diversity in the business landscape. Whether it's in entrepreneurship, leadership, or groundbreaking innovations, the Globee® Awards for Women in Business shine a well-deserved spotlight on the outstanding accomplishments of women and their transformative impact on the global business community.



California Commission on the Status of Women and Girls
Achievement in Government or Public Sector
2023
Globee® Awards for Women in Business

Honors & Awards

The California Commission on the Status of Women and Girls was honored with a **Hammy Award** on Tuesday April 18th, 2023, at the **Habitat for Humanity Greater Sacramento 29th Annual Hammy Awards!**

At this year's Hammy Awards, Habitat for Humanity presented over 40 awards to various donors, volunteers, ReStore supporters, organization champions, and policy advocates for their exemplary support of the nonprofit affordable housing developer in 2022.

The Commission was honored in the Fund Development Hammy Awards category as a sponsor of the Women Build Legislative Build in 2022. Present to accept the award on behalf of the Commission were Program Director, Kimberlee Vaye, Deputy Director of Grants and Operations, Tifani Bartow, and Director of External Affairs, Darcy Totten.



Commissioner Honors



Commissioner Lieutenant colonel **Erica Courtney**, Founder of 2020vet, Inc., was named one of the Silicon Valley Business Journal's Women of Influence 2023!

Presented annually, the award honors Silicon Valley women leaders for their influence in their specific industries and their work in their communities. The Silicon Valley Business Journal celebrated this year's 100 most influential women in Silicon Valley on June 29th in San Jose. Honorees were selected from the private, public and nonprofit sectors.



Commissioner **Rita Gallardo Good**, Senior Associate Vice President Public Affairs & Advocacy at Sacramento State University Communications and Public Affairs, was named one of Sacramento Cultural Hub's 2023 Exceptional Women of Color!

The annual Exceptional Women of Color Awards & Expo is presented by the Sac Cultural Hub Media Foundation to recognize women of color throughout Northern California for accomplishments in their communities and professional affiliations, as well as providing a platform for networking, mentorship, leadership and career development.



Staff Honors: Executive Director of the Year

Executive Director Holly Martinez was awarded a GOLD GLOBEE® in the category of Female Executive of the Year in Government or Non-Profit for her work as the Executive Director of the California Commission on the Status of Women and Girls.

Under Holly's leadership, the Commission has established itself as a critical voice in California, the only independent state agency using a gender lens to examine persistent social and economic challenges while working to uplift and empower women and girls and ensure an equitable and inclusive California is at the heart of all public policy agendas.

The annual Globee® Awards for Women in Business honors the inspiring women who have made significant contributions to their respective fields, demonstrating exceptional leadership, innovation, and success.



The award highlighted Executive Director Holly Martinez' forward thinking leadership in government and public sector service. Building a first-ever statewide response for women as comprehensive as the Women's Recovery Response required the Executive Director's incredible leadership in establishing brand new systems for the Commission. This required the Commission to create a grant program (a first in its nearly 60-year history), develop an extensive research partnership with the University of California Berkeley Policy Lab, and launch a statewide public awareness campaign all within an 8-to-12-month period.

In announcing the awards, Globee Awards President, San Madan, congratulated Holly and other winners for "unparalleled innovation, leadership, and unwavering perseverance." We can't help but echo the sentiment.

Youth Councilors Honors & Awards

Penelope Oliver:

Student Voices Leader and All Access Arts Founder

Penelope is a youth advocate whose organization brings visual and performing arts to youth in her community, focusing heavily on underserved and houseless populations. Penelope is also the recipient of the 2023 Plan USA Day of the Girl Feature, chosen for her community organizing experience and involvement in the community, pertaining to gender justice.



Rebecca Wang:

Director at Hydra Hacks, Apple WWDC Scholar, and Pete Conrad Scholar.

Rebecca is also a 2023 Apple Swift Challenge winner. Her app, Dare to Dream, is focused on inspiring girls and young women to code. Moreover, she, along with two of her classmates, has also invented SIREN, a 3x6 inch device, that detects shots and can pinpoint the location the shot is coming from within a school. The intention is to improve the response law enforcement's response time in school shootings.



Staff Honors

Director of External Affairs, Darcy Totten, was named one the Sacramento Business Journal's 2023 Women Who Mean Business!

Presented annually, the award honors Sacramento women business leaders for their work and innovation in their specific industries and their volunteer work in their communities. The Sacramento Business Journal celebrated this year's class of Women Who Mean Business on June 16th in Sacramento. Honorees were selected from the private, public and nonprofit sectors. Executive Director Martinez and Commissioner Erica Courtney were in attendance. An article in the Business Journal told Totten's story and highlighted her work at the Commission.



Darcy was also named **Communications Professional of the Year** by the **21st Annual American Business Awards®** making her an individual **Gold Stevie Winner** for her work in her former role as Communications Director at the California Commission on the Status of Women and Girls. This award focused on Director Totten's efforts in creating an innovative and creative approach to communications within government and building the narrative for the Commission's efforts in improving the lives and opportunities for women and girls in California. In addition to changing public policy, Totten's work is focused on changing the conversation about women and girls and what they contribute to the fifth largest economy in the world.



Telling Our Stories: Why the Work Matters to Us

DARCY TOTTEN

DIRECTOR OF COMMUNICATIONS | CALIFORNIA COMMISSION ON THE STATUS OF WOMEN AND GIRLS

Darcy Totten is often the only one of something in any room, whether that's the role of a woman, a woman of color, a woman of color who is also a woman of color. During her teenage years in the real estate, banking, and tech industries, she was the only woman of color in the room.

"I was pretty much the only person of color in the room," she says. "It was weird on TV, we didn't really have a lot of people of color in the room. It was weird on TV, we didn't really have a lot of people of color in the room. It was weird on TV, we didn't really have a lot of people of color in the room."

Totten lived for a while in a room and then in an apartment with her many roommates. She was a woman of color in the room and then in an apartment with her many roommates. She was a woman of color in the room and then in an apartment with her many roommates.



In 2023 the California Commission on the Status of Women and Girls kicked off the new year with a singular focus on women's economic equity. It soon became clear, however, that to be truly effective we are going to have to show up as our full selves and bring our own stories to the table.

Director of External Affairs, Darcy Totten, who served as primary author of the Commission's "California Blueprint for Women's Pandemic Economic Recovery," authored a Comstock's article and was featured in Sacramento Magazine, detailing some of her own lived experiences with foster care, adoption, housing instability, homophobia, and inequity. In the articles she also highlights the approaches that the Commission has taken to prioritizing economic equity and an intersectional approach in applying a gender lens to systemic challenges and big picture solutions.

Women Are Essential to the State Economy

How to make the fourth largest economy in the world work for women.

by Darcy Totten



As we move forward, we need to be intentional about the work we do. We need to be intentional about the work we do. We need to be intentional about the work we do. We need to be intentional about the work we do.

As we move forward, we need to be intentional about the work we do. We need to be intentional about the work we do. We need to be intentional about the work we do. We need to be intentional about the work we do.

We must end the wage gap
The pandemic added an economic crisis to the one we already had. It was a crisis that we already had. It was a crisis that we already had. It was a crisis that we already had.

As we move forward, we need to be intentional about the work we do. We need to be intentional about the work we do. We need to be intentional about the work we do. We need to be intentional about the work we do.

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We have to talk about long COVID
The pandemic has been a crisis. It has been a crisis. It has been a crisis. It has been a crisis. It has been a crisis. It has been a crisis. It has been a crisis.

As we move forward, we need to be intentional about the work we do. We need to be intentional about the work we do. We need to be intentional about the work we do. We need to be intentional about the work we do.

We must value caregiving
The pandemic has been a crisis. It has been a crisis. It has been a crisis. It has been a crisis. It has been a crisis. It has been a crisis. It has been a crisis.

As we move forward, we need to be intentional about the work we do. We need to be intentional about the work we do. We need to be intentional about the work we do. We need to be intentional about the work we do.

Recovery is a start — but we can't have a relapse
The pandemic has been a crisis. It has been a crisis. It has been a crisis. It has been a crisis. It has been a crisis. It has been a crisis. It has been a crisis.

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Telling Our Stories con't.



Policy Director, Michelle Teran-Woolfork, stepped in as a valuable contributor to the Commission's public outreach this year as a spokesperson for Spanish language media on critical public policy issues impacting women and girls. Michelle's history as a labor advocate, and passion for supporting working Californians, has been vital in our strategic development. As the Commission continues to grow, outreach to all of California's diverse and critically important communities of women is a priority. We are grateful to Michelle for setting aside her dislike of the spotlight to help us do a better job of speaking directly with the women and girls of California.

 **NEW EPISODE:**
MOVING THE NEEDLE FOR WOMEN IN CA

FEATURING: TIFANI BARTOW & KIMBERLEE VAYE

CALIFORNIA COMMISSION ON THE
STATUS OF WOMEN AND GIRLS

⏮ ⏪ ⏩ ⏭

ALL ABOUT GIRLS OF COLOR

Deputy Director of Operations and Grants, Tifani Bartow, and Programs Director, Kimberlee Vaye, joined the "All About Girls of Color" podcast to share their origin stories; the "why" behind their passion for serving the women and girls of California and what's in store for the Commission and its programs. The podcast is hosted by Tinesia Cartwright, Founder and Executive Director of DETOUR Empowers, Gabriela B. Delgado, Founder of Saving Our Starfish, and Janedra Sykes, Certified Organizational Development Coach and Consultant, the Arboreta Group.

FLOWERS ARE NICE
BUT I PREFER CASH...
JUST PAY & PROMOTE
ME PLEASE.

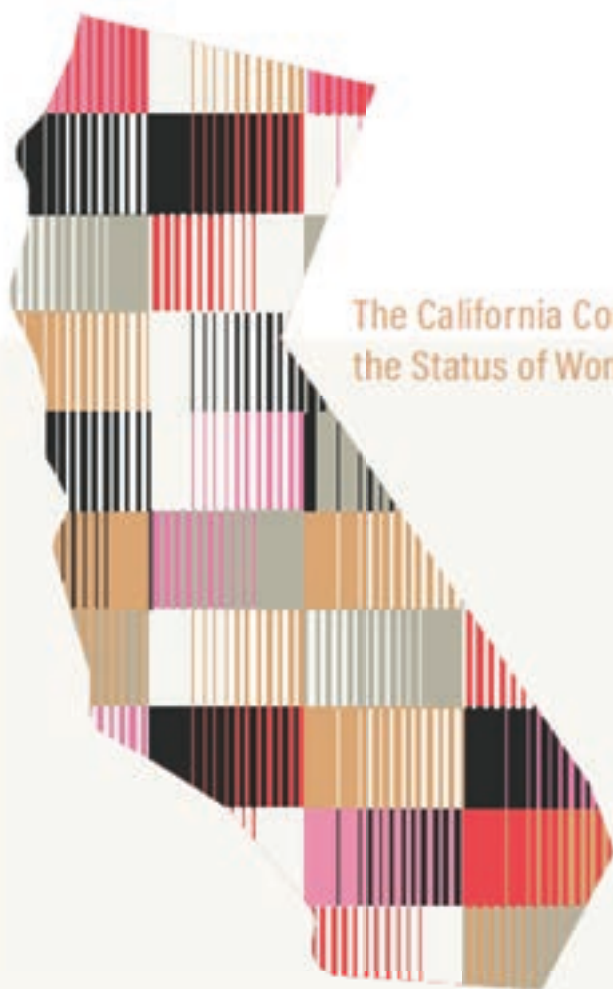


A woman with dark curly hair, wearing a blue blazer over a black dress and brown boots, stands in a grand, ornate hall. She is smiling and holding a stack of documents with a colorful geometric pattern on the cover. The hall features high ceilings with arched windows, decorative columns, and a tiled floor. In the background, other people are visible, and a banner with the text "FLORIDA REPUBLIC" and a lion logo hangs from the ceiling. A sign with "★ 1" is visible on a pillar to the right.

Organizational Focus & Agenda

Policy in Focus: Blueprint for Women's Pandemic Economic Recovery

CALIFORNIA BLUEPRINT FOR WOMEN'S PANDEMIC RECOVERY



The California Commission on the Status of Women and Girls

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.

In November 2022, the Commission published an original research report, in partnership with California Policy Lab, titled "The California Blueprint for Women's Pandemic Economic Recovery." This work analyzed the pandemic's impact on women and, by extension, the state's economy and the persistent structural disparities that were exacerbated by the 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.

Economic Security

Women are innovators. We are visionaries. We are half of the workforce in the fifth largest economy in the world. Just imagine what we could do with consistent and steady investment that moves beyond simple support for those struggling in systems that were not designed with us in mind. We can increase the financial stability and opportunities of 50.3% of our citizens who continue to face underinvestment in their roles as company leaders, entrepreneurs, creatives, small business owners, veterans, innovators, entire industry workforces, and key experts who are simultaneously disproportionately burdened by rental costs, student debt, caregiving costs, childcare requirements, and a persistent status as financial afterthoughts.

The 2023 labor force participation rate for prime-age women hit 77% in 2023 - the highest on record. Nevertheless, we are overrepresented in part-time and low paid positions. Women, and particularly women of color, face earnings gaps, caregiving burdens, and barriers to wealth building that create a persistent state of gender-based economic disparity. In California's budget, a persistent pattern shows women as the beneficiaries of scattershot one-time spending, but next to nothing in sustained investment. This hurts women, the economy, and, over time, costs more to implement.

It is time to lead boldly and adopt processes that work to promote equality of opportunity and the fair and equitable distribution of resources in a manner that respects difference,

and acknowledges the challenges of long-standing economic inequities in the fifth largest economy in the world. The Commission has worked for years with global leaders to understand the ways in which gender mainstreaming and Gender Advising in the budgeting and policy processes can offer significant opportunities for cost savings and improve statewide economic gender equity. It's time to stop leaving trillions in women's potential on the table.

The Blueprint recognizes women as more than just caregivers, but also as key drivers of industry, entrepreneurs, community leaders, small business owners, homeowners, and vital workforce participants comprising the bulk of essential industry employees, such as nurses and teachers.

For too long California's leaders have invested in stop-gap spending to support women and girls when clear disparities or disasters have emerged. The California Commission on the Status of Women and Girls has been inspired by the tireless advocacy of a new wave of women leaders over the past few years and has come to believe that a new approach is necessary. We must invest in the potential of women. When wholly supported through foundational efforts like gender mainstreaming in budgeting and gender advising at all policy levels, women are capable of incredible innovation, leadership, and reimagining how to build a collaborative society that works for all of us.



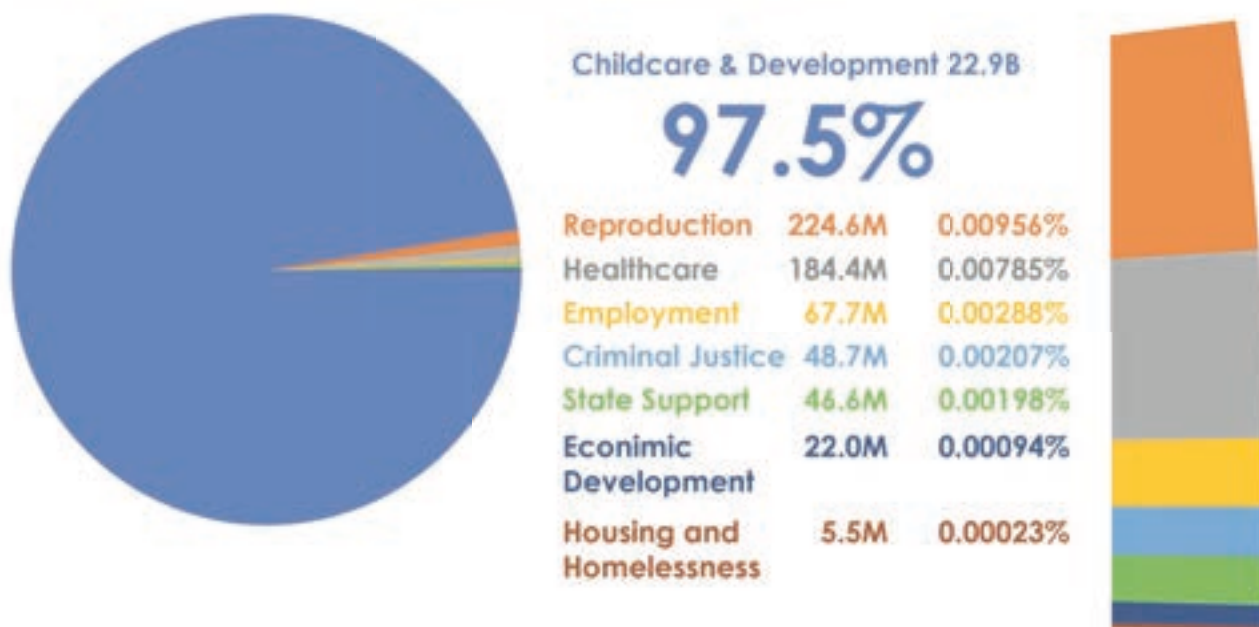
Economic Investment Through a Gender Lens

The Commission on the Status of Women and Girls, through the California Blueprint for Women's Pandemic Economic Recovery (2022), adopts a gendered lens on the state economy, recognizing women as key drivers of industry and vital workforce participants who are uniquely burdened by persistent structural inequities that span all workforces and sectors of the California economy.

This research project, spearheaded by Director of External Affairs Darcy Totten and done in collaboration with the California Research Bureau, was to identify sources of ongoing budgetary support that quantifies the total state budget investment in women and girls over the last decade, not including one-time spending.

Budgets show us how we plan to spend our resources and are often statements of what we value. The estimated budget investment in California women over the last 10 years at first glance appears to be slightly more than \$23 billion dollars. However, investment is not the same as one-time spending, and that number conflates women and children, obscuring a lack of investment in women outside of a traditional role as primary caregivers.

Ninety-seven percent (97.5%) of the estimated investment is in childcare and development. This means that in the last decade we estimate that less than three percent (2.5%), or fewer than \$1 billion dollars, has been specifically budgeted for investment in women and girls.



Investing in Women

If you remove children as primary recipients of this ongoing funding, then California's roughly 20 million adult women have benefitted from less than \$1 billion in investments over the last ten years.

The real contributions of women to the economic architecture of California, to its tax base, innovation, industry leadership, global economic standing and competitiveness, are not reflected in a budget that invests in women almost exclusively in their relationship to childcare and reproduction.

After decades of research, outreach, advocacy and statewide leadership there is one thing we at the Commission know for certain – the structures of our government, media, infrastructure, education, and the landscape of our economy were not originally built with women in mind. As such, despite recent efforts to move us all toward equality, nothing is truly gender neutral. More than that, we also know that women do not lead single issue lives. Our gender is but one facet of the experience of half the state's population, and it cannot be divorced from our other identities, such as race, age, disability, parenthood, or sexual orientation, to name just a few.

It is the layered complexity of our experiences that make us so valuable as advisors, as business and policy leaders, entrepreneurs, veterans, innovators, community organizers, and experts. As California reimagines its approach to sustained investment priorities over the next few years, it is critical that we adopt a gender lens on that process, prioritizing ways to ensure that women and girls are deliberately included in state investment, and not just assumed to be covered.



How We Did It

What We Found

The estimated budget investment in California women over the last 10 years is slightly more than \$23 billion dollars. Ninety-seven percent (97.5%) of the estimated investment is in childcare and development. This means that in the last decade, we estimate that less than three percent (2.5%), or slightly more than \$1 billion dollars, has been specifically budgeted for investment in women and girls.

What We Did Not Include

We did not include any other legislation that may have allocated or appropriated funding for women and girls other than budget bills and trailer bills. We also did not include COVID-19 funding. There are and have been other, undoubtedly, other sources of funding that have gone to women and girls over the last decade. Those other sources of funding are not part of this analysis.

Why Budget Investment

Budgets are plans for spending. Budgets show us how we plan to allocate our resources, help us save for emergencies, and provide financial security during economic downturns. Investment is not the same as spending. Spending is what we do right now to meet immediate needs; investing intentionally focuses on creating future wealth and opportunities.

The yearly budget process is a consistent, ongoing example of how policymakers have planned and continue to plan to invest in the future to create opportunities, address anticipated needs, and reduce existing disparities.

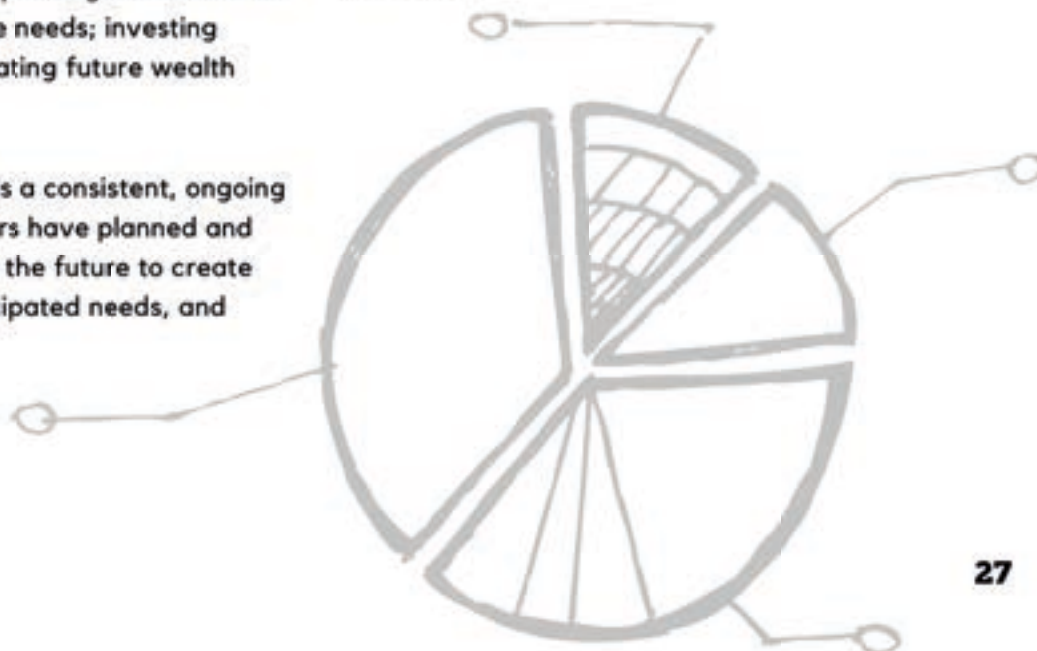
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Women's Recovery Response

Over \$11.78 million dollars in Women's Recovery Response Grant funding was funneled into key organizations throughout California in 2022 & 2023.

The Commission awarded \$4.87 million dollars in funding to 129 grantees across the state in 2022. In 2023, that number was \$5.6 million dollars, distributed to 86 grantees, including both local governments and nonprofit organizations conducting invaluable work for women and girls most impacted by the COVID-19 pandemic. The Commission awarded funds in the areas of capacity building, communications, community engagement, direct service, and re-granting efforts.

An additional \$1.30 million dollars in discretionary funds were awarded to California Women Lead, Habitat for Humanity, Golden State Opportunity Fund, the International Rescue Committee, and VetFund, who are conducting crucial on-the-ground services in a broader capacity for survivors of domestic violence, low-income communities, refugee and immigrant communities, and women veterans. A portion of those funds were re-granted to additional local nonprofits for their continued efforts in uplifting these communities.

Remaining funds supported operating expenses for the Commission as we developed and administrated this first-of-its-kind grant program.

From 2021 to 2023, our grantees have changed the lives of women and girls throughout California!



Grant Overview con't:

The Women's Recovery Response overall program was a first-of-its-kind historic investment in the California Commission on the Status of Women and Girls, providing the Commission with programmatic funding to deliver an immediate response by infusing critical resources into local communities to meet the urgent needs of women and girls, who were disproportionately impacted by the pandemic. In the first year of the grant program, we received a total of 623 applications requesting more than \$62,118,154 million dollars. With \$5 million available, we were able to fund just only 20% of the applications for a total of 135 grant awards.

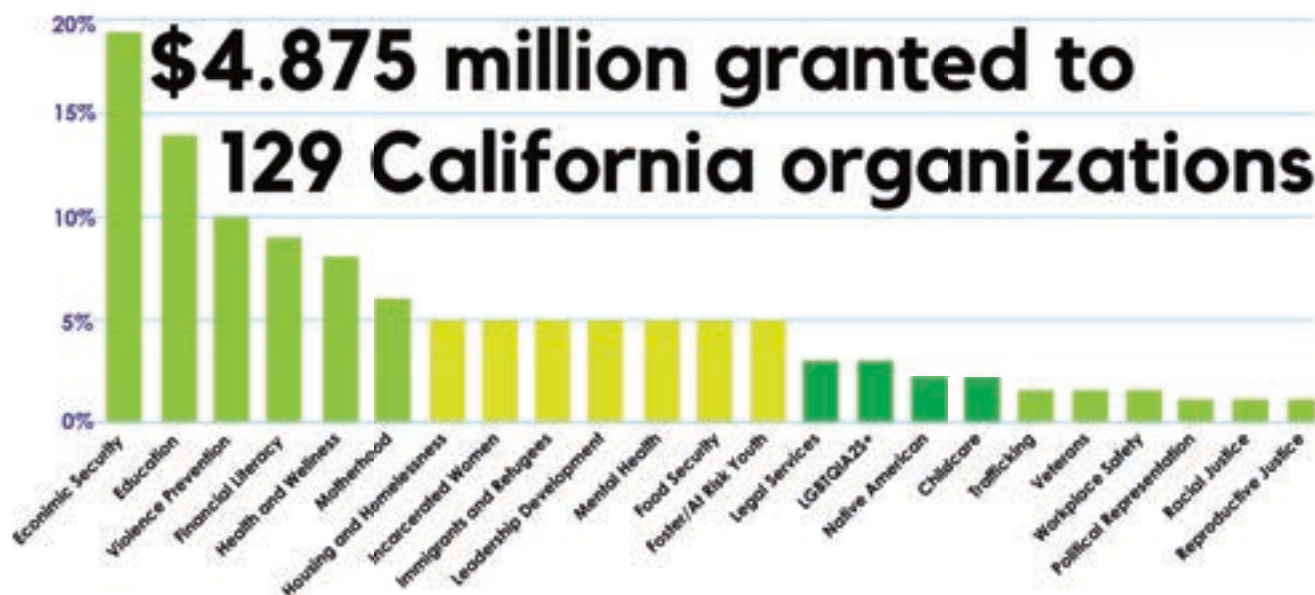
The grant program provided crucial funding to nonprofit organizations and local governments who are doing frontline work in communities throughout California to uplift women and girls, and to provide some level of financial security and economically uplift women and girls disproportionately impacted by the pandemic.

Funding has been awarded to organizations such as: domestic violence shelters, after-school programs, career upskilling, housing placement, childcare assistance, small business resources and infrastructure, women veteran services, mental health services and wraparound service providers to assist women and girls to help stabilize them during their most crucial time of need. We have seen that individuals and families that were already in tenuous situations prior to the pandemic often found themselves worse off during- and post-pandemic, making the continued provision of these services paramount.

The Commission has learned that the need for ongoing services in all areas of life's needs is necessary and essential to serving women and their families as a lifeline for many underserved Californians. This program has demonstrated that investments in women not only benefits their livelihood, but also their children, family and communities. With intentional investment in women's economic opportunity, wealth and asset building can be achieved, which creates upward mobility for women who have faced historical barriers of generational poverty.

The program further generated original research on the pandemic's economic impact on women, and the essential role of women as drivers of key industry and workforce, proving that the economy is not gender neutral. The California Blueprint for Women's Pandemic Economic Recovery offered California a unique look at the ways women were bearing the brunt of the impact of the virus both at work and in the home, and offered key strategies for solving some of the challenges of inequity highlighted through policy solutions and programmatic investments.





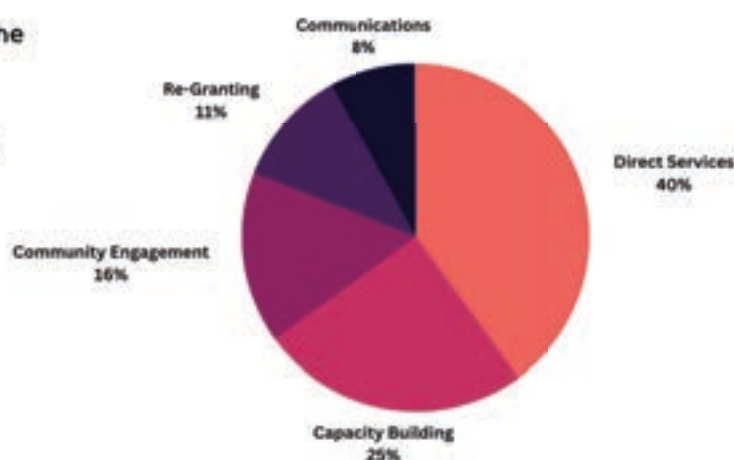
Communications – Design and/or support digital communications strategies; support education and engagement opportunities to reach intended audience; may involve website development, social media, online content creation, collateral development, language translations, media/PR efforts.

Capacity Building – Strengthen an existing organizations systems and operations; establish a new local commission (city or county); and may involve human capacity, developmental skill-building, or structural sustainability to improve ability to serve intended target audience of local women and girls.

Re-granting – Support the organization's existing grant program(s); expand impact to the intended target to the intended audience of women and girls for the purpose of improving economic opportunity and security for women and girls.

Direct Services – Support the organizations existing programming and direct services; increase services to the intended audience of women for the purpose of improving economic opportunity and security for women and girls.

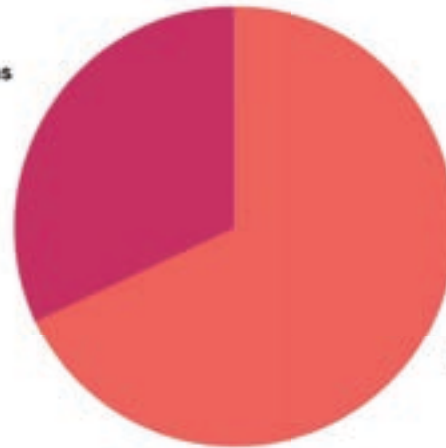
Community Engagement – Create, facilitate, and promote outreach and engagement opportunities; collect stories, data, and community solution proposals and gather input from women impacted by the COVID-19 pandemic (will be shared with CCSWG and the public); may involve public meetings, interviews, convening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



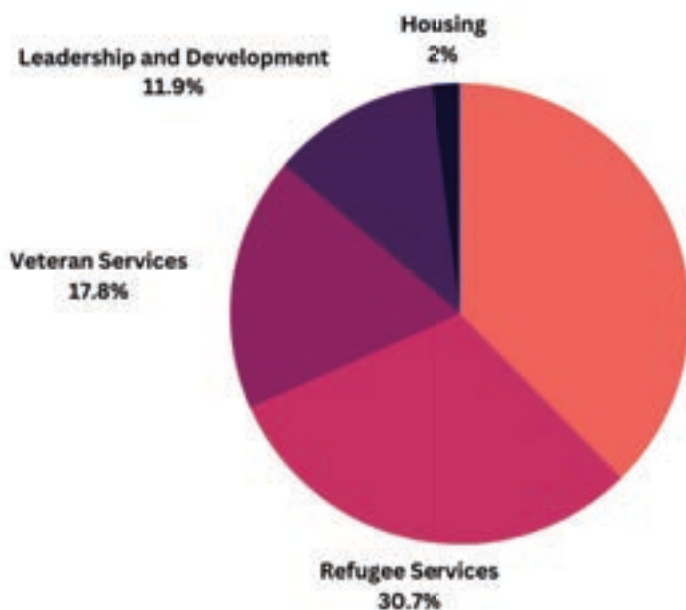


Nineteen (19) grants to local Commissions on women and girls totaling \$525,000

Establishing New Commissions
32%



Existing Commissions
68%



Recovery and Re-granting
37.6%

\$1.3 million discretionary dollars to five (5) organizations

Golden State Opportunity Fund — a nonprofit dedicated to ending poverty.

International Rescue Committee, Inc. — provides opportunities for refugees, asylees, victims of human trafficking, survivors of torture, and other immigrants who thrive in America.

Habitat for Humanity of Greater Sacramento — a nonprofit dedicated to eliminating substandard housing locally and worldwide.

VetFund — a nonprofit organization which continues the work of the California Department of Veterans Affairs, conducting Military Sexual Trauma (MST) training and conducting California Women Veteran's Survey and Report.

California Women Lead — a nonpartisan association of women leaders, which distributed 29 scholarships in the amount of \$2,500 each.



Grantee Highlight: International Rescue Committee

Funding through the Women's Recovery Response Grant (\$400,000) enabled International Rescue Committee San Diego to integrate economic development programs within their Women's Resilience Center, with the goal of reaching a minimum of 35 refugee women. This effort holistically and responsively addressed these clients' barriers through targeted gender-transformative programming. International Rescue Committee conducted its first Driving Equity program to address transportation barriers head-on through a comprehensive set of services that helped women earn a driver's license and ultimately finding employment and support in purchasing a car. Additionally, International Rescue Committee conducted three Businesswomen in Action training cohorts to support women with young children to overcome barriers to economic self-sufficiency by helping them establish an in-home childcare business. While the business training includes business planning, marketing, and filing taxes, Businesswomen in Action concurrently addressed wellness issues that frequently impede successful business development. Topics included coping with stress, healthy relationships and family dynamics, conflict resolution, and safety in the community.

International Rescue Committee NorCal (which supports Sacramento, Oakland, Turlock, and San Jose) supported women and girls in accessing gender-specific services, including groups and educational workshops provided through the Health & Wellness and Economic Empowerment programs, in which women connected with other (limited-English-proficient) women from similar backgrounds to form social networks and to build confidence. International Rescue Committee NorCal also guided women in the program on their rights under US law, the benefits available to them, and how to engage with relevant law enforcement, if necessary. Under this grant, their Sacramento office also assisted survivors of domestic violence and interpersonal violence through case management.



Grantee Highlight: Child Guidance Center, Inc.

With \$50,000 in grant funds from the Commission, Child Guidance Center bolstered their Strong Families Strong Children program by recruiting and hiring a Woman Veteran Peer Specialist who trained, specifically, on understanding the disproportionate impact COVID-19 has had on women and girls at a local, national and global level, and in integrating wrap-around services that are family-centered, collaborative and culturally responsive.

This Specialist triaged with a multi-disciplinary team of mental health clinicians, Housing Resource Specialists and Legal Advocates specializing in domestic violence to support the varying needs of military-connected women and girls in Orange County with respect to their mental and physical health, employment, school, economic and housing stability, family safety, legal concerns and basic needs.

Examples of such services include: Mental Health Services, Housing, Financial Support, Food, Health Care, Social/Community Support, Donated Items, Childcare, Employment, VA benefits, Transportation, Education, Legal Aid, and Furniture.

During the funding cycle, Child Guidance Center enrolled and provided peer support and case management services for 23 women and their families!

In addition, Child Guidance Center actively engaged in outreach efforts focusing on the economic recovery of military-connected women and girls throughout Orange County in order to educate and bring awareness to their unique experiences and needs.



Grantee Highlight: Root and Rebound

The Commission's \$50,000 grant to Root and Rebound supported crucial efforts under their Fresno Reentry Women and Employment Initiative. Between March of 2022 and March of 2023, the Initiative onboarded 62 new clients in total and provided wraparound legal, social, and employment support to 104 women from across the Central Valley who were returning home from prison or otherwise impacted by the criminal justice system. In addition to the holistic wraparound services provided by the Initiative, during the grant period Root and Rebound conducted intakes with 106 women who reside in the Central Valley via their free reentry hotline. Each woman served through the hotline received a holistic intake to assess their needs in multiple areas of reentry and were provided legal support and services by a team of attorneys.

The work of the Initiative over the past year is demonstrated perfectly by the story of their client Louise, who provided permission to share her story:

Louise was referred to Root and Rebound by a Fresno rehabilitation program, Fresno First, where she was working to get sober and be reunited with her children. Louise was connected with the program and provided a variety of support and services over several months that enabled her to make phenomenal progress.

Over a five-month period, Louise got her kids back, obtained her GED, was employed at Panera Bread, and secured her own apartment. Louise has been an advocate for other women since entering the Initiative, and she has returned to Root & Rebound as their Central Valley Communications & Outreach Coordinator, where she will be able to support women and enrich Root and Rebound programs with her lived experience, and skills advocating for fellow clients, knowledge of the social services in the community, developing strategic partnerships, and mentoring women in the sober living program.



Grantee Highlight: Golden State Opportunity

The Commission invested in focused, original research to examine the economic impact of COVID-19 on California's women and girls and published the California Blueprint for Women's Pandemic Economic Recovery in November of 2022. The Blueprint delves into data that shows significant challenges for women in an economic emergency, their roles in a rapidly changing workforce, and explored solutions to entrenched problems. One of the most promising findings of the Blueprint is that pandemic response through government safety net programs was strong and prevented Californians from experiencing deeper levels of poverty, though the relief was only temporary.

Building on the charge to examine the long-term impact of the pandemic, the Commission worked with Golden State Opportunity to create roundtables around the state for women to share their pandemic experiences and how the pandemic's impact continues to shape their lives. Golden State Opportunity hosted these discussions in partnership with community-based organizations Barro Action, Black Women for Wellness, Dreams for Change, New Economics for Women, and Peninsula Conflict Resolution Center.

We must work collaboratively to prioritize the voices of those most impacted, through partnerships such as the one between Golden State Opportunity and the California Commission on the Status of Women and Girls. Government must be led by the people, and when it comes to women, before we can promote solutions to long-standing gendered economic inequities, we first must hear their stories.



Grantee Highlight: Golden State Opportunity

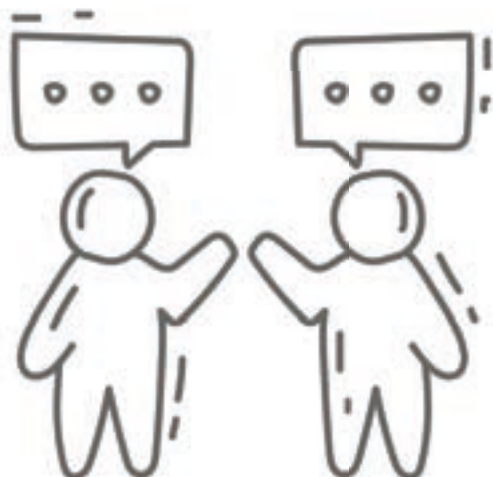
The report was the culmination of six discussions with 64 women across the state in roundtables held in Los Angeles, San Fernando Valley, Imperial and San Mateo counties. The Blueprint found that women experienced greater losses in jobs, income, and childcare services and underscored the need to invest in the economic well-being of women.

Participants detailed being forced to make impossible choices between work and family while balancing the need to attend to health challenges. Income that would have gone to creating financial stability had to be used to address emergencies and other priorities for the household.

Participants also detailed relying on community-based organizations for assistance, where these spaces helped them feel safe and took their backgrounds into account. When participants were able to access wraparound services, they spoke with greater hope for the future.

Armed with information about the lived experiences of women in California, we can take bold next steps that move beyond simple support for those struggling in times of crisis to building an equitable economy that works for everyone.

This report was presented at a roundtable in Sacramento on November 20, 2023, which brought together advocates, Commissioners and staff, community organizations and policy leaders to discuss the findings.



Grantee Highlight: Pacific Coast Regional Small Business Development Committee

Funding from the Commission (\$50,000) supported the Pacific Coast Regional inaugural cohort of Black female business owners in the SELF (Sister Entrepreneur Loan Fund) program seeks to help underserved businessowners recover from the pandemic and to thrive in the future. The inaugural cohort launched on March 7, 2022, with thirty women in the Los Angeles area. The women participated in six months of workshops and one-on-one business advising through the Pacific Coast Regional Small Business Development Center to be eligible for a grant to fund technology and general business expenses. The participants worked to improve profitability, better manage customers, and create goals that will help them sustain their businesses and prepare to apply for loan capital in the future. Grant funds also allowed business owners to improve their technological infrastructure and enhance their operations.

The success of the SELF program has created huge impact for its participants and Pacific Coast Regional:

1. 216 business advising hours were completed, 39 jobs were created, and 41 jobs were retained!
2. Center Director, Collette Moore, was able to expand outreach to Black women-focused organizations, such as Black Women's Network and Empowered Women's Ministry.
3. SELF Cohort 1 boasts a retention rate of 73% and participants remain actively engaged in program activities.



Making An Impact:

Having a dedicated local commission focused on the needs of women and girls in cities and counties makes a difference for everyone in the community – not just women and girls.

~ If we total the population of local commissions that received the grants from the Commission (excluding crossover of city commissions within counties with commissions):

1. Fresno County Commission in the Status of Women
2. Los Angeles County Commission for Women
3. Marin County Women's Commission
4. San Luis Obispo County Commission on the Status of Women and Girls
5. San Mateo County Commission on the Status of Women
6. Santa Barbara County Commission for Women
7. Alameda County Commission on the Status of Women
8. Contra Costa Commission for Women and Girls
9. County of San Diego Commission on the Status of Women and Girls
10. Sonoma County Commission on the Status of Women
11. Sacramento County Commission on the Status of Women and Girls
12. San Francisco Commission and Department on the Status of Women



**The population total of
those counties is
21,871,525.**

**That's over half the
population of California!**

Fostering Global Connections for Women & Girls

The critical need for inclusion of women's voices and perspectives at all levels of government and decision-making is a global issue. California leads the way in many respects but is eager to learn from our global partners successfully performing gender equity policy work.

The California Commission on the Status of Women and Girls, through a series of partnerships and direct connections, meets regularly with international delegations of policymakers and staff who are leading gender equity work in government, nonprofit and NGO's, and philanthropic areas to share best practices, engage in cultural exchange, and to collaborate and elevate the work each partner is spearheading.

The Commission staff and Commissioners meet regularly with delegations from programs through the U.S. State Department, the University and Community College systems, Global Ties Northern California, and direct representatives from permanent delegations to the United States to discuss and share how other countries are institutionalizing and elevating the voices of women in government. We are committed to fostering these connections and to building formal partnerships and opportunities for California's collaboration. Meetings are focused on economics, equity, using a gender lens in policymaking, and equitable representation in government and business.



Global Investments: United Kingdom

On March 6, 2023, California Commission on the Status of Women and Girls Executive Director, Holly Martinez, and Program Director, Kimberlee Vaye, had the pleasure of meeting with the British Deputy Consul-General, Tammy Sandhu MBE and her colleague, Lucy Campbell, to discuss the Commission's California Blueprint for Women's Pandemic Economic Recovery and the steps the UK has taken toward women's economic empowerment. We are excited to begin thinking about the ways in which California and the UK can work together in supporting women and girls' mental health, and the role that technology plays in online harms and how to support the women and girls who are disproportionately impacted.

The meeting was followed up by further discussion and connection with the UK's new International FCDO Women and Girls Strategy, which was announced on International Women's Day. It is focused around three thematic priorities:

- Educating girls
- Empowering women and girls and championing their health and rights
- Ending gender-based violence

During Governor Newsom's inauguration, the British Deputy Consul-General had the opportunity to chat with the First Partner and discuss the UK's work on the intersections of the mental health of women and girls and online safety and harms. The California Age Appropriate Design Code Act, which was signed into law last year, was modelled directly on UK legislation. We look forward to exploring further opportunities for collaboration.



Global Investments: Catalonia

California Commission on the Status of Women and Girls Executive Director, Holly Martinez, along with Deputy Director of Operations, Tiffani Bartow, Director of External Affairs, Darcy Totten, and Director of Policy and Legislation, Michelle Teran-Woolfork, were honored to host a meeting at our offices with the Government of Catalonia Delegation to the United States of America.

The team met with Isidre Sala Queralt, Head of Delegation, and Magali Muria, Institutional Relations, to learn more about Catalonia's Gender, Equality and Non-discrimination policies and the development of the Ministry of Equality and Feminisms (a name we love). The group discussed ways the Commission can support the delegation in areas of interest aligned with an existing MOU between California and Catalonia, including sharing lessons from our respective work on reproductive rights, menstrual equity, pay equity, and more. We look forward to ongoing discussion and future opportunities to collaborate.



Catalonia: Working Delegation

The California Commission on the Status of Women and Girls was honored to be included in a broad delegation gathering kicking off a multi-day collaborative work group. The group included representatives from multiple California state agencies including the Governor's Office of Emergency Services, California Health and Human Services, as well as representatives from law enforcement, first responders, local transportation and energy, the Lieutenant Governor's Office, and the California International Relations Foundation.

The Commission was represented by Director of External Affairs, Darcy Totten, and is excited to continue the conversations begun in an earlier meeting in the spring. We look forward to a continuing and productive relationship with California's partner in equity and economic growth, Catalonia.



Global Investments: Indonesia

On March 10th, 2023, as part of the U.S. Department of State International Leadership Program and Global Ties U.S. collaboration, the California Commission on the Status of Women and Girls, represented by Executive Director Holly Martinez, Director of External Affairs, Darcy Totten, and Program Director, Kimberlee Vaye, had the honor of speaking with a delegation from Indonesia. We spoke to Ms. Hana Alfikih, Visual Artist; Ms. Andi Juwita Amal, Secretary, South Sulawesi Chapter, Indonesia Psychology Association; Ms. Maria Immaculata, Founder and Lead Educator, School of Life; Ms. Hena Rustiana Sayuti, Member, Behavior Modification Subdivision, National COVID-19 Task Force; Ms. Istiana Tajuddin, Lecturer, Psychology Department, Hasanuddin University; Ms. Alegria Wolter, Advisory Board Chair, Suara Kita; and Mr. Sumo Hadi Wibowo Maladi, Caregiver for Ms. Hana Alfikihon, to discuss a range of topics impacting women and girls, but particularly focused on the impact of the COVID-19 pandemic on mental health in the United States and Indonesia, and understanding how mental health issues impact society, youth, and economic prosperity.



Global Investments: Azerbaijan

We were so excited to have the opportunity to connect with Sacramento City College professors Riad Bahur and Jeannette Kiel, the Sac City College Global Studies Program, and the Congressional Office for International Leadership. The Commission's Director of External Affairs, Darcy Totten, was able to speak with a group of young professionals from Azerbaijan who are all involved in some form of gender-related activism (including LGBTQ+ issues), ranging from social work to advocacy, arts, culture, and journalism. Director Totten met with Ms. Afaq Huseynova, Social Worker, Women Initiative Group; Mr. Aykhan Osmanli, Project Coordinator, Gender Resource Center; Ms. Aytaj Aghazada, Project Coordinator, AYNA Women's Support Center for an Equal Society; Ms. Parvana Gurbanova, Multimedia Journalist, Toplum TV; and Ms. Nargiz Absalamova, Journalist, Abzas Media.

The group discussed the work of the California Commission on the Status of Women and Girls and the ongoing shared global efforts we are all making toward gender equality. The Congressional program to bring these delegations to the US was created after the fall of the Soviet Union upon the initiative of the Library of Congress. The idea was to bring young leaders from the former Soviet successor states to the US to meet Americans through a people-to-people framework based on friendship and sharing. This successful program has existed for more than three decades and offers a unique opportunity for cultural sharing and collaboration.



Global Investments: Basque

On May 24th, 2023, the California Commission on the Status of Women and Girls met with Unai Telleria, Delegate, for the Delegation of the Basque Country in the United States. The Commission was represented by Executive Director Holly Martinez; Director of External Affairs, Darcy Totten; Policy Director, Michelle Teran-Woolfork; and Programs Director Kimberlee Vaye.

The meeting focused on the work of the Basque Institute for Women, known as Emakunde, and its main projects, such as Generation Equality - Country Pact, and Gizonduz, and the ways in which the Commission and California could learn from the Gender Lens approach to practice, and policymaking being utilized.

Discussions for continuing collaboration and potentially convening an international group focused on Gender Lens application also took place.



Global Investments: Colombia

On February 24, 2023, the California Commission on the Status of Women and Girls had the honor of speaking with a delegation from Colombia, represented by Commissioner Erica Courtney; Director of External Affairs, Darcy Totten; Policy Director, Kimberlee Vaye; and Program Director, Michelle Teran-Woolfork, as part of the U.S. Department of State International Leadership Program and Global Ties U.S. collaboration. We spoke with Ms. Luz Marina Becerra Panesso, General Secretary, Afrodes, Ms. Mercy Dayana Campaz Caicedo, Freelance Lecturer and Tutor, Ms. Cindy Alexandra Morales Castillo, General Editor, El Espectador, Ms. Viviana Andrea Sarmiento Pena, Gender Specialist, Electoral Observation Mission and Ms. Daniela Valencia Aragon, Impact and Governance Advisor, Manos Visibles on a range of topics impacting women and girls.





Programs



PSST...
LET'S GO
THAT
WAY.

Programs: Building A More Gender Equitable Future

The Commission is happy to share some of the incredible growth that our outreach, collaborations and programs have seen in 2023, and how those successes have had a positive impact on our mission.

Last year we launched the Youth Advisory Council in recognition of the need to include the voices of younger constituents in our outreach efforts, and this year that collaboration has produced the first ever Girls Agenda for the Commission, which will be finalized in 2024. With the support of the twenty-seven members of the Youth Advisory Council we have been able to increase youth involvement in vital public policy efforts. This collaboration allows us to support outreach dedicated to promoting safety, with a particular emphasis on addressing domestic violence and intimate partner violence (including teen dating violence), due to the alarming prevalence of these issues among youth.

Our collaborations have grown, including a new effort with the Girl Scouts which in 2024 will include a targeted public policy advocacy program for young women in grades 6 to 12 that includes training, and real-life experience engaging with public officials.

This year we also continued our critical work with the State Advisory Committee on Sexual Assault Victims, which ensures that women, crisis center representatives, and experienced medical professionals voices are heard and included in program development and implementation advice provided to the Governor's Office of Emergency Services.

The Commission continues to work with the First Partner to expand the Equal Pay Pledge and support programming, and also worked with the Mom's Equal Pay Day roundtable to highlight the Motherhood Penalty.

In the pages that follow, we are excited to highlight these accomplishments, and more, that were made possible because of the support of the California Legislature and Constitutional offices.



Future Focused: Youth Advisory Council

In 2022, the California Commission on the Status of Women and Girls recognized that the voices of our younger constituents were not being adequately represented in our research, recommendations, or programs. In response to that need, we created the Youth Advisory Council. The Youth Advisory Council is made up of California residents, ages 12 to 19, brought together to increase youth involvement in California's public policy efforts. Through this Council, the Committee shall keep youth engaged through thoughtful conversations, engaging with experienced speakers, advocacy, and mentoring and leadership development, resulting in the development of a Girls Agenda for the Commission.

Vision – To educate policymakers, service providers, and community officials throughout California about the experiences, needs and views of our state's youth and young adults.

Mission – The YAC members will provide insight into policies, procedures, and legislation affecting girls throughout California. The YAC will provide meaningful leadership for its members through training, experiences, and interactions with Commissioners, CCSWG staff, and other professionals in the public and private sectors, resulting in the empowerment of young women and girls to become advocates not only for themselves but for their communities.

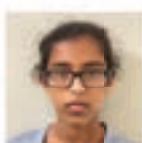
*All references to 'women and girls' include gender-expansive individuals (cis women and girls, trans women and girls, nonbinary individuals, gender-nonconforming individuals, genderqueer individuals, and any women or girl identified individuals).



Youth Advisory Council



Yuzuna Kudo
Los Angeles County



Riya Yariagadda
Ventura County



Maya Henry
Los Angeles County



Karlynn Ursugi
San Bernardino County



Anna McMillan
San Mateo County



Penelope Oliver
Sacramento County



Rebecca Wang
Santa Clara County



Noelle Hardy
Los Angeles County



Nora Lounibos
Sonoma County



Bhajleen Khalsa
San Joaquin County



Natalia Armas
Stanislaus County



Sage Calderon
San Bernardino County



Talitha Gachuz
San Bernardino County



Isabella Murillo
Contra Costa County



Eli Reeves-Toribio
Los Angeles County



Hannah Satute
San Mateo County



Diana Haas
Sacramento County



Kyra Knight
Solano County



Abigail Shih
Orange County



Qi Rafel
San Francisco County



Shae Dellamaggiore
Madera County



Thao Yun
San Diego County



Anagha Rajm
Santa Clara County



Yasmeen Arceaga
Los Angeles County



Phoebe Seigal
San Francisco County



Serena Griffin
Alameda County



Martha Patton
Glenn County

Youth Advisory Council: Issues & Focus

This group of twenty-seven young Californians have been brought together to increase youth involvement in California's public policy efforts. Council members represent a diverse cross section of the California population, comprised of youth ages 12 to 19, from the Alameda, Contra Costa, Glenn, Los Angeles, Madera, Orange, Sacramento, San Bernadino, San Diego, San Francisco, San Joaquin, San Mateo, Santa Clara, Solano, Sonoma, Stanislaus, and Ventura counties.

Youth Advisory Council members have engaged in thoughtful conversations, listened to experienced speakers, and sought out advocacy and leadership development in their schools, communities, and around the United States. Healthcare, safety, and education were the hot topics of 2023, and these discussions will result in the development of a Girls Agenda for the Commission.

Executive Officers

2023-2024 Youth Advisory Council



Yazuna Kudo, Chair
Los Angeles County



Rebecca Wang, Vide Chair
Santa Clara County



Sage Calderaz, Secretary
San Bernadino County

Youth Advisory Council: Building a Youth Agenda

Members of the inaugural Youth Advisory Council will be completing their one-year term in the Spring of 2024. The Council members have connected with non-profits, private institutions, and other state agencies to gather information required to support and form a Girls Agenda that focuses on intersecting issues regarding healthcare, education, and safety, that have a unique effect on girls in California.

Applications for the 2024 to 2025 Youth Advisory Council will be posted in the late Spring of 2024 and entering members will continue to work on the Girls Agenda. New members will also have a chance to participate in regular meetings as well as additional leadership development for members ages 11 to 15 through the Lean In Girls curriculum.

The Girls Agenda will be finalized in the Spring of 2024, at the conclusion of the inaugural members' one-year term. The Girls Agenda will feature priority areas that members have identified as being critical in focusing on for girls across the state of California. Broad topics are healthcare, education, and safety. These will be broken down into smaller focus areas with data and research backing the "why," goals, short term objectives, such as awareness campaigns and toolkit creation and distribution, and long-term solutions, including policy changes.

Example focus areas include health and physical education curriculum in public schools, including sex education, eating disorders and self-defense; menstrual equity awareness and accountability; personal safety, including awareness and recognition of domestic violence and teen dating violence, specifically digital abuse, including sextortion and non-consensual image sharing; and access to mental health resources and safe spaces for LGBTQIA+ youth.

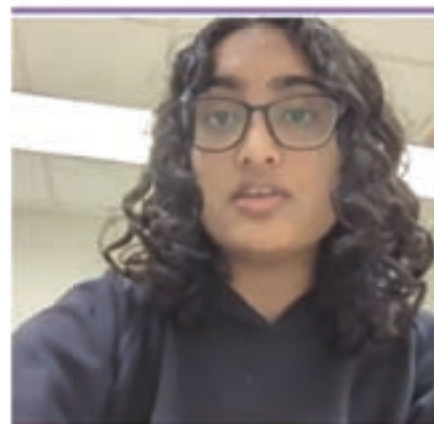


Youth Advisory Council: Building Futures Collaboration

The Youth Advisory Council is dedicated to promoting safety, with a particular emphasis on addressing domestic violence and intimate partner violence, including teen dating violence, due to the alarming prevalence of these issues among youth. Our focus stems from the urgent need to create safe environments where young individuals feel empowered to stand up for themselves, as well as the importance of raising awareness of these issues and providing resources for young people to learn more about what these issues are, how to identify them, and what to do in such a situation.

During Domestic Violence Awareness month in October, youth members were proud to partner with Building Futures, an organization in Alameda County, whose mission is to "build communities with underserved individuals and families, where they are safely and supportively housed, free from homelessness and domestic violence."

Youth members promoted vital support and resources to survivors of domestic/intimate partner violence through four weeks of Instagram posts.



Anagha Rajesh
CCSWG Youth Advisory
Council Member
National Domestic
Violence Hotline
1-800-799-7233

California Commission on the
STATUS OF WOMEN
FOR ADVOCACY AND ACTION

BUILDING FUTURES

**OCTOBER IS
DOMESTIC VIOLENCE
AWARENESS MONTH**

A collaboration between the California Commission
on the Status of Women and Girls' Youth Advisory
Council women.ca.gov and Building Futures bfwc.org.

OUR 24-HR CRISIS LINE CAN
CONNECT YOU TO SERVICES:
1-866-A-WAY-OUT

**Some things to say when a domestic
violence survivor shares their story with you:**

- ☑ "I believe you."
- ☑ "Thank you for sharing your story with me"
- ☑ "You deserve to be treated with respect."
- ☑ "I'm glad you shared that with me."
- ☑ "How can I support you right now?"

Special thanks to NCADV.org

OUR 24-HR CRISIS LINE CAN
CONNECT YOU TO SERVICES:
1-866-A-WAY-OUT

A collaboration between the
California Commission on the
Status of Women and Girls' Youth
Advisory Council women.ca.gov
and Building Futures bfwc.org.

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. SB 24 (Leyva), Chapter 740, Statutes of 2019, requires each student healthcare clinic on a California State University (CSU) or University of California (UC) campus to offer abortion by medication techniques beginning January 1, 2023. SB 24 requires the Commission to administer the College Student Health Center Sexual and Reproductive Health Preparation Fund for allocation of resources to CSU and UC for SB 24 implementation and to report to the Legislature by December 31 every year through 2026 regarding abortion by medication techniques at the student health centers. The reports are to include the number of health centers providing medication for abortions, the number of abortions by medication, and total funds received by each system. Of the \$10.29 million in private funding allocated to implement SB 24, approximately \$7.7 million has been distributed to the school systems or spent by the Commission, leaving a balance of \$2.5 million to spend through 2026.

The College Student Right to Access Act requires the California Commission on the Status of Women and Girls to administer a Reproductive HealthFund, which provides private funding for these services. The Commission administers a direct allocation of funds to the UC and CSU Systems. The Commission's role is not that of a service provider — our mandate is to provide funds to both the UC and CSU systems to become prepared to offer safe and legal abortion by medication. The College Student Right to Access Act outlines how the funds are to be allocated and spent.

This legislation increases access to reproductive health care at UC and CSU campuses and is designed to reduce barriers for the hundreds of California public university students who are forced to go off-campus to seek care every month, often missing class and delaying their access to these vital health care services.



The Commission has disbursed funds to all 33 Public Universities and will continue to serve as a resource through the duration of the program until December 31, 2026. The Commission has provided guidance on allowable expenditures, facility and security upgrades, the delivery of telehealth services, technical and clinical training, and creating sustainable billing practices. In 2021 and 2022, CCSWG provided two detailed statutorily required reports to the Legislature and will provide an updated report December 2023.

All funding earmarked for the UC and CSU student health centers has been distributed to the individual campus systems and CCSWG continues to work with the schools on allowable expenses and ongoing areas of need and opportunity.

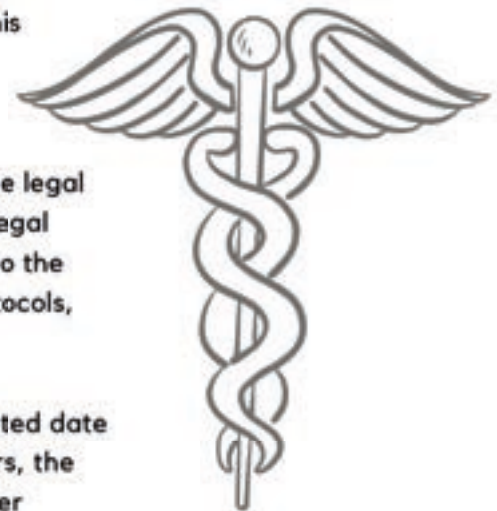
The UC Student Health Services (SHS) centers made substantial progress in readying their clinical centers to provide medication abortion services to students at each UC and CSU campus by January 1, 2023, despite delays caused by the COVID-19 pandemic.

While readiness was successfully reached by the mandated date, the school systems need ongoing support around billing, training, and capacity building to make the future of medication abortion services sustainable. The Commission worked collaboratively with SHS Medication Abortion Workgroups who have shared best practices, reviewed standardized quality assurance and patient experience metrics, and reviewed campus progress.

The Commission will be available for additional supportive services that support program sustainability. Additionally, a long-standing requirement for in-person medication pick up was lifted, which broadened access and allows more pharmacies, including mail-order services, to distribute the medication. This permanent approval will facilitate increased timeliness, accessibility, and affordability for students.

Additionally, the Commission continues to monitor federal litigation and the legal landscape regarding the availability and use of mifepristone. Should the legal landscape change, requiring the use of only one medication (as opposed to the current practice of two medications), the schools will need to change protocols, train clinic staff, and prepare for the adjustment.

All UC and CSU student health centers reached compliance by the mandated date of January 1, 2023. While expenditures will be made over the coming years, the resources available to UC and CSU from the College Student Health Center Sexual and Reproductive Health Preparation Fund are sufficient to enable full compliance under the current protocols.



Reproductive Justice

The California Commission on the Status of Women and Girls is responsible for working to eliminate disparities in state laws, practices, and conditions that affect California's women and girls. As part of that commitment, the Commission stands resolved to ensure access to reproductive healthcare in the face of nationwide initiatives that undermine the advancement of equality.

In California, both in-clinic abortion procedures and medication abortion are still legal and available. Legal efforts nationwide are underway to bar healthcare providers from prescribing this medication even in states where abortion is legal, or in the case of California, a constitutional right.

The Commission provides ongoing access to persons who need abortion services through the program we administer, the College Student Health Center Sexual and Reproductive Health Preparation Fund, which has been established to provide private funding for statewide efforts across all California State and University of California campuses.

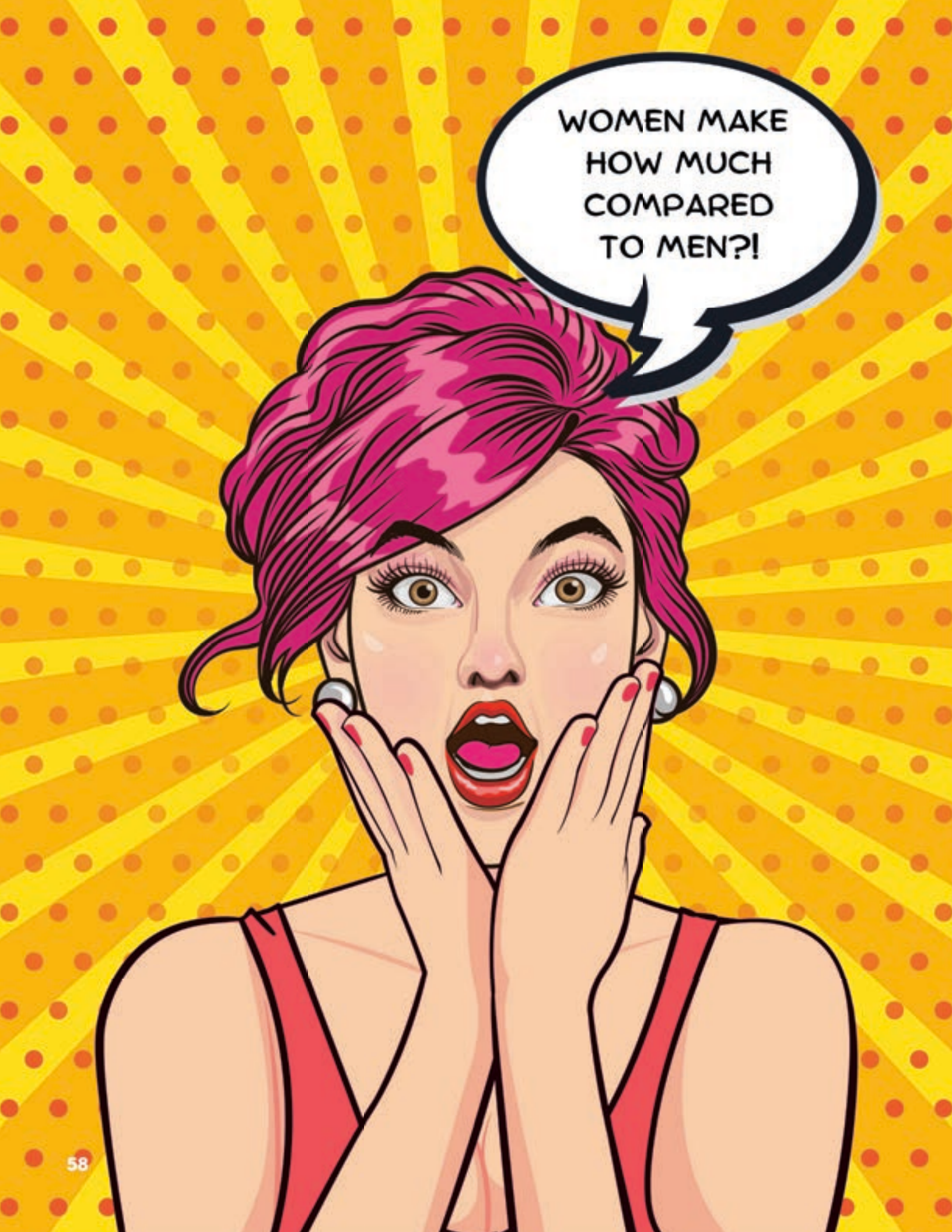
The Commission is also responsible for administering The College Student Right to Access Act, formerly Senate Bill 24 (SB 24), authored by then-Commissioner, Senator Connie Leyva (D-Chino). The Act requires, on and after January 1, 2023, all student health care services clinics on a University of California (UC) or California State University (CSU) campus to offer abortion by medication, which is a fundamental right and an essential part of sexual and reproductive health care.



The Commission's goal is to continue making medication abortion readily accessible, and to be a resource for the participating Colleges and Universities in their work to make reproductive and sexual healthcare accessible to California students.

Most American citizens believe that every woman should have the freedom to make decisions about her own body, but extremists continue to attempt to undermine that freedom. These efforts continue to put women's lives at risk due to denied care and treatment, and undermine fundamental rights guaranteed to every American citizen.

While the laws targeting reproductive health in extremist states will likely be decided by the Supreme Court, the Commission recognizes that in this moment California has an obligation to stand against activist judges and the forced birth organizations that seek them out. We must safeguard the right to full bodily autonomy guaranteed to women by the 14th Amendment of the United States Constitution, including access to safe and effective abortion services, which are a critical component of reproductive health care and a fundamental human right.



WOMEN MAKE
HOW MUCH
COMPARED
TO MEN?!

Equal Pay Program

The California Commission on the Status of Women and Girls has a long history of advocacy work with regards to pay equity in California and has been proud to work with First Partner Jennifer Siebel Newsom since 2019 to encourage companies, cities, and counties to take the California Equal Pay Pledge. The Commission offers aligned programmatic offerings, educational briefings, and our support as advocates, supporters, and co-authors of critical legislation.

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 the Commission continues to work with the Office of the First Partner, the California Partner's Project, legislators and state level partners to provide resources, training, policy advocacy, education opportunities, and assistance to help ensure that women are front and center in conversations regarding gender equity and 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.



New Look, Same Fight.

The California Equal Pay Pledge is an initiative led by the Office of the First Partner and the California Commission on the Status of Women and Girls, in partnership with the California Partners Project, to help close the pay gap in California, with a recognition that more work needs to be done to address inequities. Policies that ensure equal pay for all Americans help businesses attract the strongest talent, boost productivity, and benefit our entire economy.

To date, 130 major California employers have taken the pledge, including GAP Inc., Apple, Salesforce, the State of California and more. Equal pay is not just a moral issue, it is also an economic one. Economic systems have not evolved to equitably support women workers, whose workforce participation is required to maintain California's growth and global economic competitiveness. Closing the gender pay gap benefits ALL- women workers, families, businesses, industries, and the entire state.

We are honored to partner with such incredible champions to collaborate in building a California economy that truly works for everyone.

The logo for the California Equal Pay Pledge is contained within a teal square border. It features the words "CALIFORNIA", "EQUAL", "PAY", and "PLEDGE" stacked vertically in a bold, teal, sans-serif font. A light gray diagonal line runs from the top right to the bottom left, passing behind the text.

**CALIFORNIA
EQUAL
PAY
PLEDGE**

On Equal Pay Day, March 14th, 2023, First Partner Jennifer Siebel Newsom announced that the cities of Oakland, San Francisco, Los Angeles, San Diego, Long Beach, and Fresno have signed the California Equal Pay Pledge, joining over 100 existing pledge signatories.

The First Partner made the announcement alongside former State Senator Hannah-Beth Jackson; Deputy Mayor of Oakland Kimberly Mayfield; Kimberly Ellis, Executive Director of the San Francisco Department on the Status of Women; Gloria Chen, Chief People Officer for Adobe; and Holly Martinez, Executive Director of the California Commission on the Status of Women and Girls.

"It will continue to take public and private partnerships like our California Equal Pay Pledge to close the gender pay gap in California. Pay inequity stems from a patriarchal system that was not built with gender equity in mind, but instead built to keep money and power in the hands of few men in control," said First Partner Siebel Newsom. "Given our history as a nation, closing the pay gap for mothers and women of color may seem like a daunting goal, but in California, we are up to the challenge. I am grateful to the over 100 companies as well as the cities of Oakland, San Francisco, Los Angeles, Fresno, Long Beach, and San Diego for standing with us and sending a clear message to their employees, customers, and constituents that women are valued, and that women's labor is as valuable as men's."

In 2019, as part of her California for ALL Women initiative, the First Partner, in partnership with the Commission launched the Equal Pay Pledge to build upon the state's nation-leading equal pay laws by closing the existing gender wage gap. The California Partners Project, founded by the First Partner in 2020, also provides support for the Pledge.



"Despite the incredible progress women have made, the gender pay gap in the United States has held stable for nearly 20 years," said California Commission on the Status of Women and Girls Executive Director Holly Martinez. "This is an unacceptable stagnation reflecting, in part, that women continue to be clustered in lower-paying occupations relative to their share of the workforce, but also persistent discrimination not explained by any other measurable factor. The reliance on women during the pandemic as essential workers, caregivers, and parents made clear that women are essential to our economy and key workforce participants. It's time to finally close the wage gap."

Companies who sign the Equal Pay Pledge have committed to conducting annual company-wide gender pay analyses, reviewing their hiring and promotion processes and procedures to reduce unconscious bias and structural barriers, and promoting best practices to help close the pay gap and ensure fundamental equity for all workers.

Since #EqualPayCA's launch in April 2019, we have worked with the Office of the First Partner to connect thousands of Californians to our educational equal pay resources, hosted roundtables and conversations to hear firsthand about the pay gap's impact on working women and their families, and secured more than 100 corporate commitments to our Equal Pay Pledge.

Through a combination of education, implementation, and enforcement, we're making sure that every woman in California gets her due. Together, we are actively moving the needle forward towards creating an equitable California. Additionally, we work to raise awareness with Equal Rights Advocates/Equal Pay Today on specific Equal Pay Days throughout the year that recognize the especially dire wage gap statistics for women of color and working mothers.



California passed the Equal Pay Act in 1949 with the hope of closing the wage gap between men and women. Under the Equal Pay Act, an employer cannot pay anyone less than the rates paid to employees of the opposite sex (or another race or ethnicity) for substantially similar work performed under similar working conditions, while taking into account the individual's skill, effort, and responsibility. Exceptions may apply if the employer demonstrates that the wage differential is based on certain factors.

To strengthen the Equal Pay Act, California enacted the Fair Pay Act (SB 358 - Jackson) in 2015. The Fair Pay Act discourages pay secrecy and ensures equal pay for work of comparable character. Subsequent amendments to the Equal Pay Act have added race and ethnicity as protected categories, added anti-retaliation protections, and included public employers.

The California Commission on the Status of Women and Girls formed the California Pay Equity Task Force in 2016. The taskforce provided tools and materials that serve as useful starting points for employees, employers, and unions, to work towards achieving pay equity for all workers throughout California.

According to the National Partnership for Women and Families, when comparing all women and all men in California with jobs, the annual gender wage gap is \$12,352. If this wage gap were eliminated, a woman could, on average, do one of the following:

Pay for 10 months of health insurance premiums; pay for one year of childcare; or pay off average student loan debt in three years.

For Latina working women it would be 32 months of health insurance premiums. Black working women would be able to pay for 2.4 years of childcare, and Asian American working women would be able to pay off average student loan debt in 1.9 years.



Of note, the methodology to calculate pay gap was changed this year and included earnings data for part time workers (in addition to the full time, year-round workers we used in the past). All workers' methodology occurred because part time workers are disproportionately made up of women of color, so change was made to be more inclusive and ensure better representation of those workers in the wage gap calculations.

Equal Pay Day

77 cents for all earners

84 cents for full-time, year-round earners

Asian American / Native Hawaiian / Pacific Islander (AANHPI) Women

80 cents for all earners

92 cents for full-time year-round earners

LGBTQIA Equal Pay Awareness Day to raise awareness around the lack of wage gap data for LGBTQIA+ communities
LGBTQ+ workers earn \$0.90 for every \$1 earned by a full-time worker in the U.S.
Black and Latinx LGBTQ+ workers earn even less.

Black Women's Equal Pay Day

64 cents for all earners

67 cents for full-time, year-round earners

Mom's Equal Pay Day

62 cents for all earners

74 cents for full-time, year-round earners

Native Hawaiian Pacific Islander Women (NHPi women have a much larger wage gap compared to the AANHPI community as a whole)

61 cents for all earners

65 cents for full-time, year-round earners

Latina's Equal Pay Day

54 cents for all earners

57 cents for full-time, year-round earners

Native and Indigenous Women's Equal Pay Day

51 cents for all earners

57 cents for full-time, year-round earners



THE
EQUAL PAY
PLEDGE
PAYS OFF!



Ending the Motherhood Penalty Together



Among full-time, year-round workers, mothers are typically paid 74 cents for every dollar paid to fathers. This means the wage gap typically robs mothers working full time, year-round of \$1,500 a month or \$18,000 a year. When part-time and part-year workers are included, mothers are typically paid just 62 cents for every dollar paid to fathers. When we compare women of color working full time, year-round with white, non-Hispanic fathers, the wage gap is even larger for Black women, Latinas, and Native women (National Women's Law Center, 2023).

The Mom's Equal Pay Day roundtable event took place in August at City of Refuge in Sacramento. Roundtable participants discussed the "Motherhood penalty," mothers make 58 cents for every dollar paid to fathers, vs. the "fatherhood bonus" wherein father's earnings actually increase (American Association of University Women). And occupational segregation continues to contribute to the wage gap along with a large gap within companies and certain sectors where women hold many of the lower paying jobs and men hold the majority of higher paying

managerial and executive positions. Senator Angelique Ashby spoke about the compromises the Legislators must make with no retirement package, a per diem agreement for housing and travel that doesn't benefit those who live in or near Sacramento, and networking and meetings that often take place after hours when moms want to get home to their children. emphasizing the structure and system was not set up for women, moms, families.

The First Partner emphasized that California has a responsibility and opportunity to lead the nation in our efforts to close the pay gap. We must acknowledge moms and caregivers as contributors to the economy to be a California where women can thrive, moms can thrive, and you want to raise your children here. To close the pay gap, we need to continue to build strong partnerships, have strong leadership, and write and implement strong policies such as one that the Commission is supporting, AB 524 (Wicks), that would prohibit employment discrimination on account of family caregiver status, as defined, and would recognize the opportunity to seek, obtain, and hold employment without discrimination because of family caregiver status as a civil right and AB 596 (Reyes)/ SB 380 (Limon) childcare rate reform.

Mom's Equal Pay Day Roundtable

Participants 8/15/23 - City of Refuge, CA

- 1. First Partner Jennifer Siebel Newsom**
- 2. Senator Nancy Skinner**
- 3. Senator Angelique Ashby**
- 4. Asm. Stephanie Nguyen, CCSWG Commissioner**
- 5. Jackie Wong, First 5 , ED**
- 6. Holly Martinez, CCSWG ED**
- 7. Jessica Stender, Equal Rights Advocates**
- 8. Rachelle Ditmore, City of Refuge Program Director**
- 9. Christie Hamm, Sacramento Public Librarian, Youth Service & Communities Manager**
- 10. Dana Williamson, Governor's Chief of Staff**
- 11. Sheri Mahlberg, Executive Clinical Director of Restoration Counseling Center**
- 12. Nikol Cruz, State Government Affairs Director, Johnson & Johnson**
- 13. Michelle Williams, Enterprise Senior Manager of Corporate Affairs, Spirit Health (Dignity Health Parent Company)**
- 14. Vanessa Russel, Founder and Executive Director of Love Never Fails**
- 15. Kianna Rowe, Lieutenant Sacramento Sheriff and Media Supervisor**
- 16. Stephanie Hopkins, Executive Director of Black Child Legacy Project**

Latinas in the Workforce & Ending the Wage Gap



On October 5th, 2023, the California Commission on the Status of Women and Girls was honored to participate in an event hosted by First Partner Jennifer Siebel Newsom and a coalition of advocacy groups, including Equal Rights Advocates, the UCLA Latina Futures @2050 Lab, the UCLA Chicano Studies Research Center, and the UCLA Latino Policy & Politics Institute. This #LatinaEqualPayDay event, held in Los Angeles, aimed to raise awareness of the existing gap in wages between Latinas and their white male counterparts and highlight recent research analyzing the Latina workforce experience.



The Commission's Executive Director, Holly Martinez, accompanied by Policy Director, Michelle Teran-Woolfork, joined fellow panelists Assemblymember Sabrina Cervantes; Monica Ramirez, Founder and President, Justice for Migrant Women; and Jessica Stender, Policy Director, Deputy Legal Director, Equal Rights Advocates, at the UCLA Faculty Club for a panel discussion on equal pay and closing the pay gap moderated by Dr. Veronica Terriquez.

California has some of the strongest equal pay laws in the country, but Latinas in the state are paid an average of 51 cents for every dollar paid to non-Hispanic white men. First Partner Siebel Newsom has committed, through her California for ALL Women initiative, to uplifting women and mothers and their ability to thrive at work, home, and in all aspects of society, and the Commission is proud to support these critical efforts.

Equal Pay Educational Briefings

The Commission was proud to host two virtual educational briefings in 2023.

On July 19, 2023, Adam Romero, Deputy Director of Executive Programs, and Alexis McKenna, Deputy Chief Counsel, Legal Division, at the California Civil Rights Department, provided their expertise on California pay equity laws. Attendees learned about the scope of the Civil Rights Department's work, which is not limited to addressing violations of fair employment and housing laws, but also combats unlawful discrimination by public accommodations (businesses) and state-funded and state-administered programs and activities, as well as hate violence and human trafficking. Speakers focused in depth on California Commission on the Status of Women and Girls sponsored pay transparency legislation SB 1162 (Limón – SD19) and annual pay data reporting for organizations with 100 or more employees.

On September 27, 2023, we hosted Dr. Sacha Joseph Mathews and LaVada English for a virtual panel: Diversity Equity and Inclusion in the Workplace. The speakers focused on the need for workplace culture shifts, accountability and implementation when working towards a work environment and culture that is sustainable for hiring and retaining diverse talent.

California Commission on the STATUS OF WOMEN

SAVE THE DATE!

July 19th 12:00-1:00PM

**CCSWG EQUAL PAY EDUCATIONAL BRIEFING
CA EQUAL PAY LAWS**

Adam Romero, Deputy Director of Executive Programs
Alexis McKenna, Deputy Chief Counsel
CA Civil Rights Department



 Civil Rights Department
STATE OF CALIFORNIA

To learn more and register, visit:
www.women.ca.gov/equalpayca/

Save the Date!

September 27, 2023

11:00-1:00 pm

CCSWG Equal Pay Educational Briefing on
Diversity, Equity, and Inclusion in the Workplace



Sacha Joseph Mathews
Assistant Dean for Diversity, Equity and Inclusion
and Associate Professor of Marketing
University of the Pacific

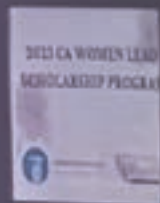
LaVada English
CEO, Bright Places, Inc.



www.women.ca.gov/equalpayca/

A woman in a dark suit is standing and presenting to a group of three women. They are in a room with large windows in the background. The woman in the dark suit is holding a small object, possibly a card or a small book, and is gesturing towards it. The other three women are looking at it with interest. One woman is wearing a light pink blazer, another is wearing a yellow blazer, and the third is partially visible on the right. The room has large windows with a view of a city skyline. There are purple curtains on the left side of the frame. The overall tone of the image is professional and collaborative.

COLLABORATIONS



HERE...YOU ARE
GONNA NEED
THIS!



Community Collaborations: Expanding the Ecosystem for Women and Girls



Strategic partnerships create a purposeful and meaningful relationship with organizations and government agencies who share our goals and objectives and can provide additional resources, political capital, and public support that the Commission needs to achieve its goals.

While we continue to utilize traditional public-private partnerships which involve collaboration between a government agency and a private-sector company to finance, build, and operate projects, we are also getting creative with what it might mean to collaborate. In the case of the Commission, we are reimagining what collaboration with multilevel stakeholder groups can look like, focusing on sponsorship, collaborative work, public campaigns, and promotion around key messaging and public policy and, most importantly, aligning disparate groups around new ideas about what it means to collaborate to build a gender-equitable state.

Interagency partnerships and collaboration are also critical to our approach as we focus on the building of relationships among people in different roles and disciplines, allowing for coordination across the entire ecosystem, and acting as an amplifier for ideas, messaging, and organizational strategies designed to build gender equity into every element of government, while interdependently approaching problem or program-specific objectives simultaneously.

What follows is a snapshot of our work with nonprofits and community groups specifically, which saw the greatest expansion this year.

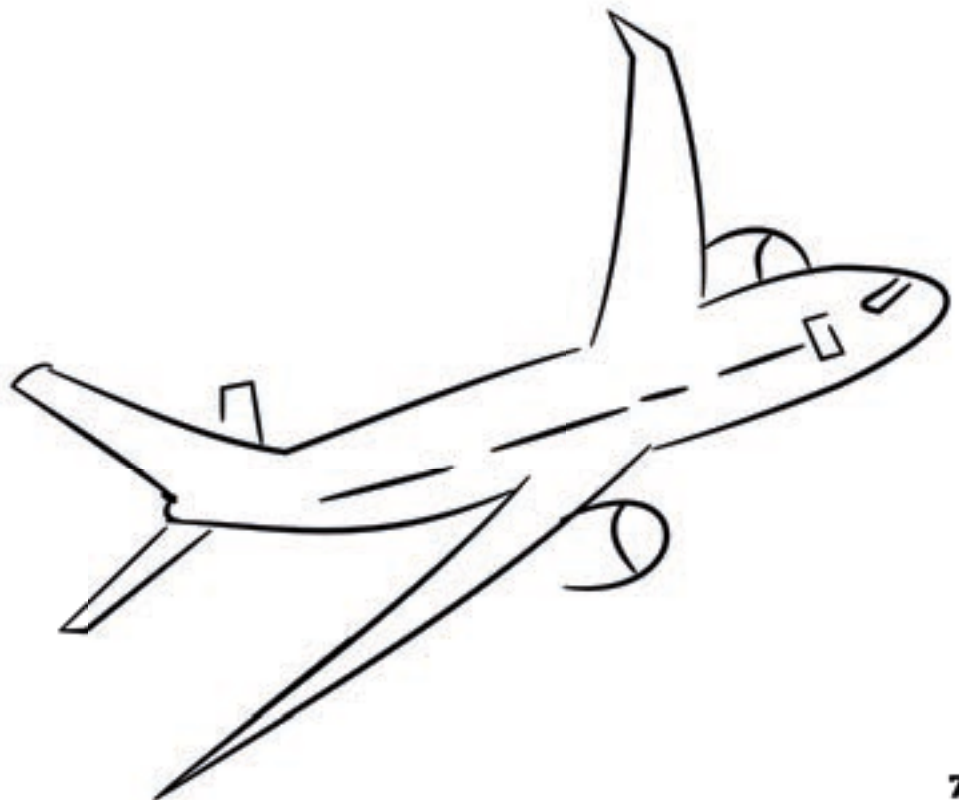
Women & Girls in Aviation

The Commission was able to support a direct request from Women in Aviation International by celebrating Girls in Aviation Day on September 23rd with a commemorative letter signed by the Governor.

A request came in from Keri P Martin, Secretary, Mount Diablo Pilots Association, member Women in Aviation International San Francisco Bay Area Chapter, AWAM Chapter 16, Bay Area CA, to help celebrate Girls in Aviation Day and we were thrilled to help.

The Women in Aviation International San Francisco Bay Area Chapter has partnered with the Mount Diablo Pilots Association to host the FIRST Girls in Aviation Day in Contra Costa County at the Buchanan Field Airport Clubhouse for girls ages 8 to 18!

Last year, there were over 120 Girls in Aviation Day events hosting over 16,000 attendees. The Commission was honored to assist as a champion of our Girls in Aviation Day event and of women and girls in aviation, aerospace and STEM related professions and activities.





OFFICE OF THE GOVERNOR

September 23, 2023

Girls in Aviation Day

The United States is a global leader in aviation and aerospace, and California is home to some of the best aviation schools in the nation. Our state joins communities across the country and beyond to celebrate Girls in Aviation Day, recognizing the central contributions of women to aviation and encouraging the next generation of women and girls interested in this field to let their dreams soar.

Women are responsible for many major milestones in the origins of aviation, including Blanche Stuart Scott, the first woman to fly in the U.S. in 1910, and Harriet Quimby, who in 1911 became the first woman to earn a pilot certificate and fly across the English Channel. Other trailblazers include Bessie Coleman, who was the first African American and first Native American woman to hold a pilot license in 1921, and Amelia Earhart, whose solo flight across the Atlantic in 1932 captured the world's attention.

Other aviation leaders include Helen Richey, who became the first woman pilot hired to fly for a commercial airline in the U.S. in 1934, and Jeana Yeager, who co-piloted the first non-stop, non-refueled flight around the world in 1986. Astronaut Dr. Sally Ride, born in Encino, California, became the first American woman to travel to space in 1983, while Astronaut Eileen Collins became the first female Space Shuttle Pilot in 1995 and the first female Space Shuttle Commander in 1999.

Despite these many accomplishments, women in aviation continue to face prejudice and barriers, and are radically underrepresented in technical and leadership roles while they are overrepresented in lower-paying aviation positions. According to a 2023 report by Pilot Institute, women account for just 9.57 percent of the total number of pilots in America, and the percentage of women in aviation maintenance fields is even less. But I have faith in the girls of today, who stand on the shoulders of the women aviators who came before them and are poised to change an entire industry that needs their skills, bravery, and innovation.

Women in Aviation International (WAI) has more than 16,000 active members in over 100 countries, members in every U.S. state, and local chapters throughout the world. Members include professional pilots, military personnel, air traffic controllers, astronauts, engineers, business professionals, scientists, aircraft manufacturers, maintenance technicians, teachers, professors, students, and civil servants who are committed to strengthening the aviation and aerospace industries for women and girls.

I encourage all Californians to support and participate in Girls in Aviation Day events being held nationwide on September 23, 2023, to encourage women and girls who are interested in aviation and aerospace to follow their hearts and pursue opportunities to enter, succeed in, and one day lead in aviation and aerospace careers.

Sincerely,

A handwritten signature in black ink, appearing to read "Gavin Newsom".

Gavin Newsom

Girl Scouts of California Collaboration

In June of 2023, the California Commission on the Status of Women and Girls and the eight Girl Scout councils in California signed a Memorandum of Understanding to collaborate statewide over the next several years. The Girl Scout councils in California have a presence across the state and collectively serve nearly 130,000 girls annually and more than 70,000 adults—primarily women—serve in the various volunteer roles associated with leading and/or supporting a Girl Scout troop.

Together, our organizations recognize women and girls as agents of change and decided to expand our cooperation in the promotion of girls' opportunity and leadership development, targeted public policy advocacy focused on gender equality (particularly with regards to girls and youth), public service, investment in increasing the number of girls in STEAM education programs, local research, public service media and awareness campaigns, and public convenings to share subject matter expertise and to allow women and girls equitable access to the full promise of equity and leadership opportunities in California, particularly in the face of systemic barriers to equality and success.

The Council leaders joined the Commission for their first full meeting in December of 2023. We look forward to working together.

Girl Scout Councils included:

Girl Scouts of Greater Los Angeles – Kern, Los Angeles, San Bernardino

Girl Scouts of Orange County – Orange

Girl Scouts of San Geronimo – Riverside, San Bernardino

Girl Scouts San Diego – Imperial, San Diego

Girl Scouts of California's Central Coast – Monterey, San Benito, San Luis Obispo, Santa Barbara, Santa Cruz, Ventura

Girl Scouts of Central California South – Fresno, Kern, Kings, Madera, Tulare

Girl Scouts Heart of Central California – Alpine, Amador, Calaveras, Colusa, El Dorado, Glenn, Mariposa, Merced, Nevada, Placer, Sacramento, San Joaquin, Solano, Stanislaus, Sutter, Tuolumne, Yuba, Yolo

Girl Scouts of Northern California – Alameda, Butte, Contra Costa, Del Norte, Glenn, Humboldt, Lake, Marin, Mendocino, Napa, Santa Clara, San Francisco, San Mateo, Shasta, Siskiyou, Solano, Sonoma, Tehama, Trinity.

girl scouts 

California Budget & Policy Center Collaboration

The California Budget and Policy Center is a research and analysis nonprofit advancing public policies that expand opportunities and promote well-being for all Californians.

In the last quarter of 2023, the California Commission on the Status of Women and Girls was thrilled to enter into a formal partnership with the Budget Center to support the updating and development of a Women's Well Being Index, slated for tentative release in the third quarter of 2024.

The work of the Budget Center closely parallels the work of the Commission, highlighting inequities in our state — specifically in budget choices and public policies affecting low and middle income households, women, immigrants, American Indians, Asian, Black, Latinx, and Pacific Islander Californians, as well as other Californians of color, people with disabilities, and LGBTQ+ Californians — and identifying policy pathways that expand economic opportunities and promote well-being for all Californians.

The California Commission on the Status of Women and Girls looks forward to working with the California Budget and Policy Center throughout 2024 to use data to break down gender barriers in California.

The Budget Center's California Women's Well-Being Index pulls together an array of measures for women and shares data by race and ethnicity, including health, personal safety, employment and earnings, economic security, and political empowerment. This multifaceted statewide look and breakdown by all 58 California counties of how women are doing in their communities also provides easy-to-download fact sheets by county and each measure.

This county-level data will help women leaders across the state use their voices and become stronger advocates for gender equity in California and to help all of California's women to thrive.



California Budget
& Policy Center

She Shares: Mentoring Program

The California Commission on the Status of Women and Girls is proud to support She Shares, a unique conversation series featuring trailblazing women leaders who have created a lasting impact for women in California and beyond.

This year, the first conversation series showcased a conversation with Assemblymember Cecilia Aguiar-Curry, Vice Chair of the Legislative Women's Caucus and three freshmen legislators: Senator Rosilicie Ochoa Bogh, Senator Caroline Menjivar (both Commissioners), and Assemblymember Tina McKinnor.

The Commission's Director of External Affairs, Darcy Totten, was also a featured speaker at a September workshop focused on networking skills. Darcy also served as a mentor in this year's class of She Shares mentor/mentee pairings.





Conversations with Women Leaders

MENTORSHIP PROGRAM VIRTUAL WORKSHOP NETWORKING 101

Networking can help you navigate your career path, introducing you to new people and new opportunities that propel you to the next level. Learn networking tips from these professional women.



Amanda Blackwood
President & CEO,
Sacramento-Metro Chamber



Gretel Tortolani
Executive VP Finance & CFO,
California Chamber of Commerce



Kyla Aquino Irving
Director of External Affairs,
Sierra Donor Services



Darcy Totten
Director of External Affairs,
California Commission on the
Status of Women and Girls

Blue Shield Elevating Women Collaboration

This year, the California Commission on the Status of Women and Girls was proud to partner with Blue Shield of California for a unique event presenting the data and policy recommendations of the Commission's California Blueprint for Women's Pandemic Economic Recovery to the Blue Shield Elevating Women Employee Resource Group.

Elevating Women celebrates the achievements and accomplishments of women each day, and works for equity by engaging all genders to advocate for and support the career growth, development, and success of women at all levels throughout Blue Shield,

promoting a culture of diversity, equity, and inclusion in the workplace for all with no pay gap between gender and ethnicity.

The Commission's Executive Director, Holly Martinez, and Director of External Affairs, Darcy Totten, joined together with Loral Wright, a member of the Blue Shield Corporate Communications team and Elevating Women, Engagement and Inclusion Pillar Lead, along with Lauren Hajik, Blue Shield, Director of Government Affairs, and Megan-Bria Dietz, Blue Shield Government Affairs Analyst, to dive into the data and research developed by the Commission and what it means for women.



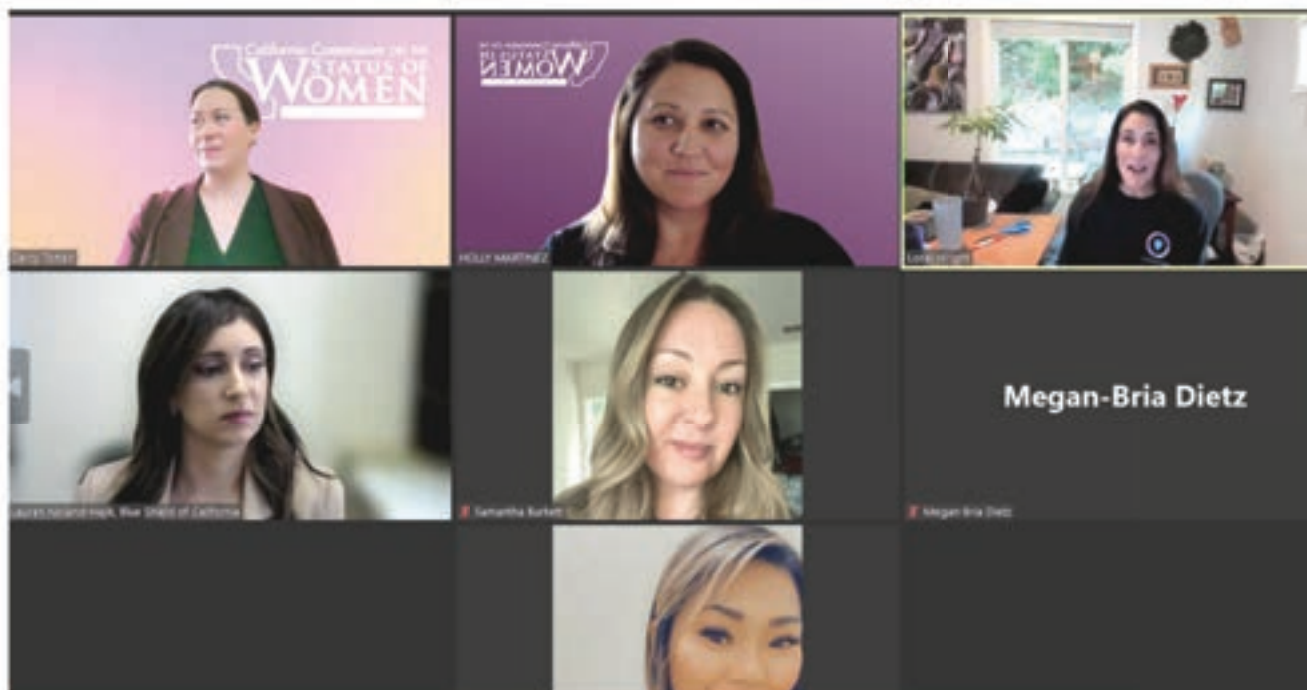
Blue Shield Elevating Women Collaboration

The California Commission on the Status of Women and Girls is proud to collaborate with Blue Shield of California, a dedicated partner in the fight for gender equity and a signatory of the California Equal Pay Pledge.

The Commission presented data focused on the ways that the California economy is not gender neutral, the impact of the pandemic closures to key workforces and industries, and the persistent need to close gaps in a patchwork caregiving infrastructure that disproportionately impact women.

We highlighted critical points of progress and areas in which public policy that addressed these gaps made a difference in outcomes for women, and looked ahead to the work still left to do to build an economy where all work is valued equally and equitably compensated.

The presentation closed with a call to action for participants to get involved as advocates, donors, volunteers, and key voices in leadership whose strength and knowledge is needed now more than ever. Thank you, Blue Shield, for recognizing all the ways that **#WomenAreEssential**.



Los Angeles County Commission for Women: Woman of the Year!

On Monday, March 13, 2023, the Los Angeles County Commission for Women, and the LA County Board of Supervisors hosted the 38th Annual "Women of the Year" Awards Commemorative Celebration honoring Women's History Month in Los Angeles.

This in-person event is the LACCW's only fundraising event and proceeds provide funding for scholarships and vital outreach throughout Los Angeles County while fulfilling the Commission's goals of "Educating, Motivating and Inspiring Women."

The California Commission on the Status of Women and Girls was proud to sponsor this year's event.



San Francisco Department on the Status of Women: Shift Happens Policy Conference

The California Commission on the Status of Women and Girls was honored to be invited to participate in the Shift Happens conference on April 13, 2023. Programs Director, Kimberlee Vaye, spoke on the *Moving on Up - Mo' Money Mo' Freedom: Using Legislation, Financial Tools and Resources and Pilot Programs to Create More Economically Mobile Futures* panel moderated by Kimberly Ellis, J.D. about the Blueprint for Women's Pandemic Economic Recovery. The panel featured LA County Supervisor Holly Mitchell; Controller Malia Cohen; Golden State Opportunity CEO Amy Everitt; Economic Security Project Founder and President Natalie Foster; and Office of Financial Empowerment Director Nicole Agbayani on economic security.



In Her Words

"Economic security, is, simply put 'the ability of people to consistently meet their needs.' Unfortunately, for too many girls, women and non-binary people in California, economic security is not a reality. For far too long, oppressive systemic inequities based on racism and sexism, have prevented this group of people from achieving financial independence and economic freedom. Things like the gender wage gap, occupational segregation, unaffordable childcare, and limited access to equal opportunities have disproportionately affected women and girls, especially women and girls of color.

Shift Happens, the Inaugural Women's Policy Summit, hosted by the San Francisco Department and Commission on the Status of Women in partnership with the African American Art & Culture Complex, was a necessary reminder that women and girls in California should not only survive, but have every opportunity to THRIVE. The summit was a call to action for every participant to take steps towards economic freedom for all girls, women, and non-binary people. Panels, interactive workshops, and lunch chats, all provided insight, education and the tools we need to continue advocating for policies and practices that invoke real change in our state and empower everyone we know to do the same if we are going to make progress and lasting change in California."

-Kimberlee Vayee



AFRICAN AMERICAN
ART & CULTURE
COMPLEX



California State Association of Counties®

The Commission's Director of External Affairs, Darcy Totten, was invited to present findings from the Blueprint and join a panel discussion at the California State Association of Counties 129th annual meeting as part of a workshop on "Investing in the Economic Empowerment of Women and Girls."

She joined Kelly Long, Ventura County Supervisor; Nichole Williamson, Alpine County CAO; Julayne Virgil, MPA, CEO of Girls Inc of Alameda County; and Elizabeth Gore, Co-Founder and President of Hello Alice, to talk about how we can come together to rebuild systems that were not initially built to include us and now rely on women to thrive.

The panel explored ways to engage counties that support women and girls with opportunities for equitable economic development that result in thriving businesses, communities, and economies for everyone!



Shero's Rise Summit

The Commission was a pillar sponsor for "The Butterfly Effect, Evolve HerStory" a Sheros Rise Summit at Los Angeles Trade-Technical College on October 14, 2023. Sheros Rise "empowers girls in underserved communities through educational programming and meaningful mentorship to activate their inner strengths and guide their journey of internal self-discovery."

Sonali Bridges, Sheros Rise founder, kicked off the summit with warm welcome and important data points were shared by Dr. Nicole Haggard, Interim Director, Center for the Advancement of Women, Mount Saint Mary's University, and our Executive Director, Holly Martinez. Emma Bernard, Commissioner, Los Angeles Commission on the Status of Women and Children, and Yolanda Copeland-Morgan, Educational Leader and Retired Vice Provost for Enrollment at UCLA, also provided opening remarks with an encouraging and inspiring message to young (and old) Sheros in the room.

The summit was a day full of meditation, education, exploration and discovery as youth, educators, and parents gathered to explore the topics of economic security, health, and home and family. Participants joined breakout groups to discuss data from Mount Saint Mary's Report on the Status of Women and Girls and the Commission's California Blueprint for Women's Pandemic Recovery.



Shero's Rise Summit

The Commission had representatives in each breakout room: Kimberlee Vaye, Program Director, participated in the Parent room; Dora Luna, Deputy Labor Commissioner, in the Educator room; and two Youth Advisory Council members, Yuzuna Kudo and Eli Tordilla-Reeves, in the Student room; all while keeping the Sheros 12 Pillars in mind: Self-Reliance, Courage, Kindness, Self-Esteem, Self-Confidence, Trust, Self-Respect, Love, Empathy, Joy, Gratitude, and Compassion.

Throughout the day participants networked, explored the marketplace of women-owned businesses; created origami butterflies with Kimberlee, Yuzuna and Eli; honored award recipients; heard remarks from Shruthi Mathur, President of the United Nations Association of Los Angeles; listened to a panel moderated by Sonali Fisk, where a parent, student and educator debriefed on their breakout room discussions and connected the experiences and concepts to their own lives. Summit participants also enjoyed an intimate live music performance by Taylor Felt.



Women's Foundation California & Solís Policy Institute

Women's Foundation California supports multi-issue movement building, offers training for community and philanthropic leaders in public policy advocacy, and offers thought leadership across sectors. The California Commission on the Status of Women and Girls is committed to supporting organizations and efforts such as Women's Foundation California, that are committed to building equity and justice for women and girls across issues and sectors.

For 20 years, the Solís Policy Institute has transformed the policy landscape of California by building power from the ground up. Solís Policy Institute broadens the diversity of policy advocates in California, providing a place for the voices of genderqueer and non-binary people, cisgender and transgender women, and transgender men, especially Black, Indigenous, and People of Color (BIPOC) folks who have been typically excluded from places of power. Solís Policy Institute develops knowledge and skills in non-traditional leaders who will help direct the course of our democracy, economy, and shared future.

Solís Policy Institute also builds the pipeline of political leadership, which aligns closely with the Committee's core mission and values.

Solís Policy Institute's more than 600 alums continue to build a more just California as leaders in the policy area, as legislative staff members, serving on boards and commissions, and running for and winning office at the state and local level.

The California Commission on the Status of Women and Girls was honored to sponsor the Solís Policy Institute 2023 20th Anniversary Legislative Reception and Alumni Celebration honoring 20 years of changemaking and feminist policy and advocacy work.

Commission Chair, Lauren Babb, herself an Solís Policy Institute alum, along with Commission Executive Director, Holly Martinez, and Commission Director of External Affairs, Darcy Totten, also served on the Host Committee for this powerful event.

The annual Legislative Reception is an annual event, bringing together more than 300 of Sacramento's strongest leaders join one another to honor the advocates and policymakers who are leading the tide toward a more gender-just future.

Solís Policy Institute Annual Legislative Reception



On May 16, 2023, the California Commission on the Status of Women and Girls joined hundreds of advocates, policymakers, and California women leaders at the California Museum in Sacramento to celebrate and honor the Women's Foundation California's 20th Anniversary of the Solís Policy Institute (formerly the Women's Policy Institute).



This joyous occasion brought together Solís Policy Institute alums and the Capitol community to build connections and celebrate the passing of over 50 pieces of intersectional feminist policies that advance health, safety, and prosperity for all.



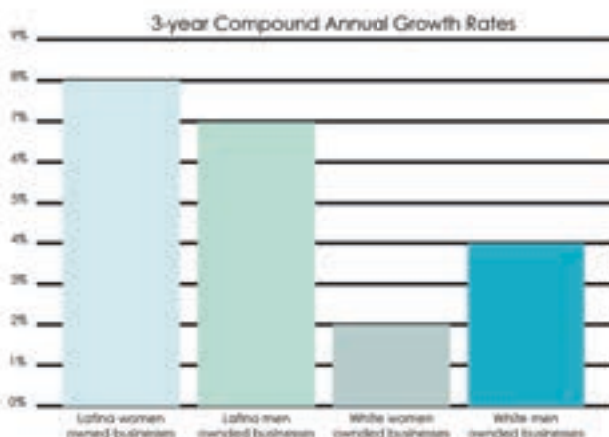
Latino Community Foundation

In collaboration with the Latino Community Foundation and the California Commission on Status of Women and Girls, the Stanford Latino Entrepreneurship Initiative has released new data highlighting Latinapreneurs in California, whose over 21,000 Latina-owned businesses make the golden state home to 24% of all Latina-owned businesses in the nation. Despite this impressive presence, the data also illustrates an incredible gap and opportunity for federal, state, and local governments to match the drive of Latinapreneurs with equitable contracting and support.

The Stanford Latino Entrepreneurship Initiative surveyed 10,000 employer businesses in 2022 as part of its annual national survey to assess the current state of U.S. Latino entrepreneurship, in collaboration with the Latino Community Foundation, and has compiled some of the most pressing insights about Latina-owned employer businesses in the state of California.

Small businesses are the backbone of a stable and strong economy. In California, Latina entrepreneurs are leading the way, highlighting one more way that women are essential to California's economic growth. We recognize Latinas as job creators, innovators, and artists adding vibrancy and creative new growth to our business communities.

Latina-owned firms outpaced the revenue growth rates of Latina men-owned firms and all white-owned firms in California. In the past three years, the median compound annual growth rate for Latina-owned businesses was 8%, compared to 7% for Latina men-owned businesses, and 2% for white women-owned businesses.



88 NOTE: All data reported are for employer businesses earning over \$10,000 in annual revenue to resemble US Census parameters.

Latina-owned businesses based in California obtain dramatically smaller contracts that take longer to secure. For every dollar white men-owned businesses made in contracts in 2022, a Latina-owned business earned only 10 to 34 cents in contract revenue.

Federal Government Contracting Gap



Corporate Contracting Gap



State Government Contracting Gap



Local Government Contracting Gap



SOURCES: US Census Bureau Annual Business Survey 2020; SLEI Survey of US Business Owners, 2022.

Missing and Murdered Indigenous People Week of Awareness



Assemblymember James C. Ramos reached out to Commission staff to request co-sponsorship of a candlelight vigil as part of a week of events confronting the crisis of Missing and Murdered Indigenous People.



Commissioner Catalina Chacon represented the Commission at a press conference and testified in a Select Committee Hearing focusing on the Missing and Murdered Indigenous People (MMIP) epidemic in California. Commissioner Chacon highlighted and the Commission's advocacy efforts and ongoing request for additional data and resources to support on-the-ground, tribal led solution efforts.



Commissioner Chacon and Commissioner Dr. Joely Proudfit, and all senior staff, joined Assemblymember Ramos and tribal leaders for an historic candlelight vigil, attended by nearly 800 people. Commissioners were also invited to a range of events, including a Tribal Leaders Dinner and Assembly Floor Session.

Missing and Murdered Indigenous People Week of Awareness



On May 4, 2023, the Commission was represented at the opening of the Assembly Floor Session by Commissioner Dr. Joely Proudfit, who participated in an opening prayer and song with Assemblymember James C. Ramos, Chair of the California Native American Legislative Caucus.



After the session opened an Assembly Floor Presentation of ACR 25 (Ramos) took place, designating the Month of May 2023 as Missing and Murdered Indigenous People Awareness Month in California.



California is home to more Native Americans than any other state in the country. Cases of murdered and missing Indigenous women are 7 times less likely to be solved than any other demographic. American Indian and Alaska Native women face murder rates 10 times higher than the national average. The Commission stands in support and solidarity with the tribal leadership and tribally led efforts to end this crisis.

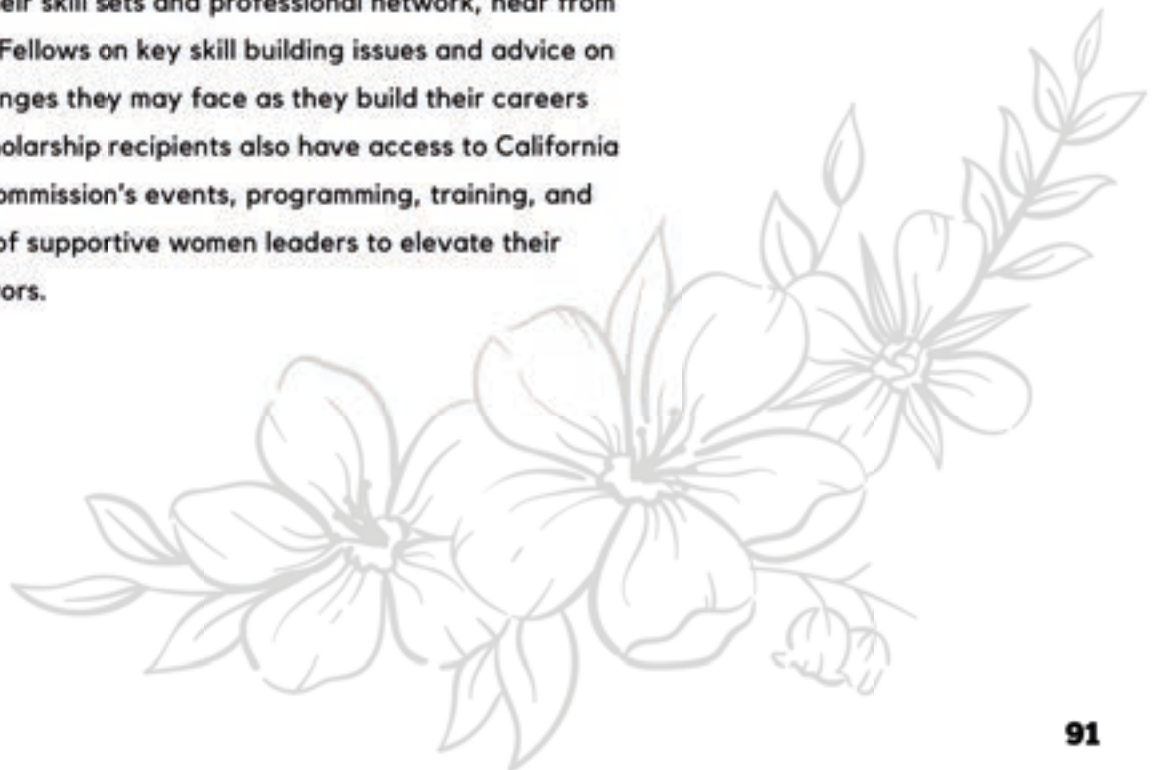
Capitol Fellows Scholarships



The California Women Lead Capitol Fellows Scholarship, created in partnership with California Women Lead, and the California Commission on the Status of Women and Girls, provided over \$100,000 in scholarships to 40 recipients in 2023.

The California Commission on the Status of Women and Girls were honored to once again provide grant funding to support this critical effort to increase support for diverse women and gender expansive people working in state government. If we are going to change the systems that were not originally built with women in mind, it is imperative that we support the active participation of those who have been historically excluded.

In addition to a \$2,500 scholarship, each recipient will have the opportunity to participate in professional development events designed to grow their skill sets and professional network, hear from experts and former Fellows on key skill building issues and advice on how to tackle challenges they may face as they build their careers post Fellowship. Scholarship recipients also have access to California Women Lead and Commission's events, programming, training, and expansive network of supportive women leaders to elevate their professional endeavors.



CA Women Lead Scholarship Program



California Women Lead, in partnership with the California Commission on the Status of Women and Girls, announced the 2023 class of recipients of The California Women Lead Capitol Fellows Scholarship in June. The 40 awardees were honored at a celebratory breakfast held at the Citizen Hotel in Sacramento and will be awarded a total of \$100,000 in scholarships.



The California Women Lead Scholarship Breakfast celebrated the achievements and ambitions of scholarship recipients who were awarded with a \$2,500 scholarship each. These scholarships will support the participation of diverse women and gender expansive students participating in the Capitol Fellows Programs, by helping to offset the cost of living as they launch their careers through this valuable program. The breakfast featured remarks from notable state women leaders, including Senate President Pro Tempore Toni G Atkins, and California Commission on the Status of Women and Girls Chair, Assemblymember Rebecca Bauer-Kahan.



California Women Lead Scholarship Lunch & Learn



On July 21, 2023, the California Commission on the Status of Women and Girls gathered with California Women Lead scholars for lunch in Sacramento for an opportunity to hear from women leaders in the executive branch of government as Fellows approached the next chapter of their professional careers. These powerful women shared insights on how they have been able to have successful careers while managing and persevering through stress and challenges in their careers.

Commission Executive Director, Holly Martinez, moderated a discussion with former Fellow, now Deputy Director of Legislative and Intergovernmental Affairs at the Governor's Office of Business and Economic Development, Lauren Greenwood, and Lilia Garcia-Brower, Commissioner and California Labor Commissioner. Panelists shared their career journeys with the scholars, spoke about ways to navigate conflict, and the importance of mentorship and sponsorship. Fellows also heard from Tiffany Martin, CEO of TKMartin Consulting LLC, regarding the impacts of living with stress and how to manage it.



CA Women Lead Scholars Expanded Collaboration



California Commission on the Status of Women and Girls staff, and Commissioners Rita Gallardo-Good and Assemblymember Stephanie Nguyen, attended the final luncheon for the California Women Lead Scholarship recipients at the Sutter Club on August 12, 2023.



Executive Director Holly Martinez thanked our partners and congratulated the Scholars one final time. The Scholars also heard from California Women Lead board members, a former Fellow, and keynote speaker former Chief Justice Tani Gorre Cantil-Sakauye, who was the 28th Chief Justice of the State of California and now serves as the CEO of the Public Policy Institute of California, a nonprofit, nonpartisan think tank.



This year, the Commission was proud to partner with California Women Lead in expanding the number of scholarship awardees from 29 to 40 recipients. Scholars also had an additional opportunity to connect with each other and network across the span of three events throughout the summer, one breakfast and two luncheons.

Supporting Women Veterans

California is home to nearly 160,000 women who served in the U.S. military. They are veterans, family members, friends, business owners, professionals, community leaders, and advocates. Women veterans face unique challenges that their male veteran counterparts do not. As the fastest growing cohort within the veteran community it is imperative that we capture data on this demographic to address specific needs, and advocate for a Gender Lens in allocating resources and support to veterans.

Historically, only 1.4% of women have served in America's armed forces. Women veterans face unusually high unemployment rates of 11.1 % compared to 7.1% for other women. Women veterans are also 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 twelve 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 Lieutenant Colonel Erica Courtney and staff met with Assemblymember Soria to discuss the unique issues facing women veterans, particularly with regard to housing and homelessness in California. The Commission looks forward to increased advocacy and partnership with the legislature on this topic in the future.



This year CalVet celebrated the 11th Annual CalVet Women Veterans Trailblazer Award, honoring California women veterans who have significantly contributed to improving and positively impacting the women veterans community.

Nominees were women veterans who have significantly impacted their community through leadership, outreach, or volunteering. Selected awardees were recognized during a special Women Veterans Reception celebrating the 75th Anniversary of the Women's Armed Services Integration Act held on June 12, 2023, in Sacramento.

Commissioner Lieutenant Colonel Erica Courtney and Commissioner Senator Caroline Menjivar spoke at the event, which was attended by the entire senior staff team of the Commission. We also took the opportunity to welcome Lindsey Sin, the newly appointed Secretary of California Veterans Affairs.



Habitat for Humanity of Greater Sacramento

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.

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

Stable, affordable homeownership is transformative for low-income families and for our state. Affordable homeownership provides stability and increases resiliency, as evidenced during the pandemic. Only 7% of Habitat mortgage holders were late on their mortgage payment between March 2020 and August 2021, and 0 were at risk of foreclosure.

The Commission was honored to once again host elected women leaders for opportunities for skill building and volunteerism as we collectively contribute to providing more accessible and affordable housing for families in California's capital city. Because strong women do, indeed, build strong communities.



Habitat for Humanity

Habitat for Humanity of Greater Sacramento builds and repairs homes for low-income families, seniors, and veterans, revitalizes neighborhoods, and provides equity-building opportunities to underserved communities. A 501(c)3 nonprofit and local affiliate of Habitat for Humanity International, last year, Habitat Greater Sacramento served over 10,000 individuals through home builds, repairs, and community projects.

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%.

By investing in affordable ownership production, lower-income Californians can access permanently affordable, equity-building homes that serve as the single most effective approach to achieving economic parity and justice. The Commission believes that California women are essential to a thriving state economy, and it is essential that we work in collaboration with organizations like Habitat for Humanity to ensure that each and every family has a safe, stable, affordable place to call home in California.



Habitat for Humanity Women Build

On International Women's Day, March 8th, over 40 women, including First Partner Jennifer Siebel Newsom, California legislators and Commissioners, in partnership with the 2023 Women Build Presenting Sponsor, the California Commission on the Status of Women and Girls, gathered to help build homes with Habitat for Humanity of Greater Sacramento. This event was part of a month-long Women Build event which takes place annually every March during Women's History Month and was one of two builds hosted by the Commission.

The entire #WomenBuildSac event engaged over 550 women throughout March who helped to build affordable homeownership opportunities for hardworking-low-income families, seniors, and veterans in need of a safe place to call home. Women Build participants worked alongside the future and current homeowners of the "Cornerstone" community, Habitat for Humanity of Greater Sacramento's largest community in its 37-year history.

"As women continue to face significant barriers to stable housing and personal economic security, initiatives like Women Build are critical to our work to provide all women, particularly women of color, LGBTQ+ women, and vulnerable mothers with the tools, resources, and opportunity to thrive. While we still have work to do to level the playing field for women seeking homeownership, I'm so grateful to the California Commission on the Status of Women and Girls and Habitat for Humanity for their ongoing efforts to ensure our communities have safe, affordable, and secure housing."

- First Partner Jennifer Siebel Newsom



Strong Women Build Strong Communities

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.

Women face a significant wage gap, along with opportunity gaps that mean women are more likely than men to live in poverty. These barriers mean that 50.3% of California's residents are significantly less likely to be able to weather a financial crisis and need our investment and support as we continue to recover from the economic impacts of COVID-19. Many women in California were already struggling to pay the bills prior to the onset of the economic crisis caused by the pandemic.

Women are also disproportionately rent-burdened, increasing their likelihood of experiencing housing insecurity and instability. 1 in 5 California households spend HALF OR MORE of their income on housing. Home ownership is critical for building wealth and combatting generational poverty.



Mount Saint Mary's Report on the Status of Women

The Commission is honored to be a regular contributor to the Mount Saint Mary's University annual publication of the Report on the Status of Women and Girls in California and release event. Now in its 12th year, this event serves as the public release of the Report on the Status of Women and Girls in California and gathers together high-profile female leaders from different industries to foster conversation and inspire action to address continuing inequalities and gender gaps.

The 2023 Report and release event focused on Advancing Equity: Leading with Meaning and Purpose, examining how forces such as race, socio-economic status and age intersect to shape the lives of women and girls in our state. Commission Executive Director, Holly Martinez, was featured as a keynote speaker at the event and was joined by Policy Director, Michelle Teran-Woolfork, and Director of External Affairs, Darcy Totten.

The Commission contributed A Closer Look: Identifying Policy Solutions for Gender Inequities in California to this year's report. The Report is prepared annually by Mount Saint Mary's University faculty experts and published through the Center for the Advancement of Women.



CA Women's List: #HerStories

The California Commission on the Status of Women and Girls was honored to support and share the latest report by California Women's List focused on the mental health impacts of abuse faced on the campaign trail by women political candidates. Director of External Affairs, Darcy Totten, and Policy and Legislation Director, Michelle Teran Woolfork, joined Commissioner Crystal Young at the release press conference where former Commissioner, Senator Susan Talamantes Eggman, State Controller Malia Cohen, and former Oakland Mayor, Libby Schaff, offered insight into their own experiences and support for the project.



The data in the #HerStories report is alarming. Nearly two-thirds of women (65.38%) experienced harassment during their campaign, compared to 50% of men. Alarming, 42.31% of all women experienced stalking at least once during their campaign (and nearly one in five women experienced stalking frequently or very frequently), a full 15 points higher compared to 27.27% of men (most of whom experienced stalking only rarely). The data was even more stark for women of color—54.76% of whom experienced stalking at least once during their campaign (28.57% reporting experiencing stalking frequently or very frequently)— and LGBTQ+ women, 53.33% of whom experienced stalking during their campaign. Read the full report at californiawomenslist.org



A photograph of two women smiling at the camera. The woman on the left has dark hair and is wearing a dark jacket. The woman on the right has blonde hair, is wearing a grey turtleneck sweater, and a colorful patterned knit beanie. They are standing on a paved walkway next to a wooden railing. In the background, there are some outdoor seating areas with tables and chairs, and a building. The image has a purple overlay on the left side.

Community Connections

Our Promise Giving Campaign

The Commission was thrilled to support the Our Promise State Workers Giving Campaign Kickoff Celebration at the Capitol where state workers were able to meet with over 100 local nonprofits that need support. State workers are encouraged to give to any 501c3 nonprofit of their choice during this annual giving campaign.

Our Promise: California State Employees Giving at Work was established in 1957 to provide a single charitable fund-raising drive within the state employee community. Our Promise offers California State employees the opportunity to utilize payroll deduction to support charitable organizations they feel passionate about. The Department of General Services provides oversight of this campaign, and the enabling regulations are found in the California Administrative Code.

The 2022 Our Promise campaign raised more than \$4.6 million to support nonprofits across the state! Thanks to the generosity of California state employees during the last 65 years, the Our Promise initiative's impact is truly historic and has been the single largest effort among almost 290,000 state employees to support charitable programs. This is our promise to California. Every day. All year.



Latino Caucus 50th Anniversary

The California Latino Legislative Caucus celebrated its 50th Anniversary at the Orpheum Theatre in Los Angeles on Friday, October 6, 2023. The California Commission on the Status of Women and Girls was thrilled to attend and to honor the work done over the past 50 years to identify, promote, and advocate on behalf of the Latino community's professional, educational, social, political, and cultural interests throughout California.

Over the past five decades, the Latino Caucus has been at the forefront of many of California's most important battles. The Caucus has fought for access to healthcare, education, and job opportunities, advocated for environmental justice, affordable housing, and immigrant rights and worked tirelessly to ensure that Latino communities are well represented at all levels of government.

Today, the Latino Legislative Caucus comprises thirty-eight members (eleven Senators and twenty-four Assembly Members) and three auxiliary members (constitutional officers). Aside from celebrating 50 years as a Caucus, we also celebrated a record 35 legislative members, including a historic majority of 21 Latina Legislators!



California Women Lead Summer Reception



The Commission was pleased to attend the California Women Lead annual Summer Reception on August 14, 2023, a celebratory gathering to honor women in government.

This year, the event honored the shining stars of the West Sacramento all-women City Council and featured speeches by State Controller, Malia Cohen, and California Secretary of State, Dr. Shirley Weber.



California Women Lead's Receptions (held twice annually in January & August) bring together the California Women Lead members, supporters, capitol communities, and others to honor women blazing new paths and expanding the influence of women in the private and public sectors. The Commission is proud to be included in these important opportunities for California women leaders to gather, network and celebrate!



Girl Scouts Gather & Give

California Commission on the Status of Women and Girls Commissioner, Rita Gallardo-Good, and Darcy Totten, Director of External Affairs, attended the Girl Scouts Gather & Give Gala at the Old Sugar Mill in Clarksburg on October 20, 2023, to celebrate the Commission's new partners and show support for the critical role that Girl Scouts play in developing young women leaders. Girl Scouts Heart of Central California, CEO Linda Farley, hosted the Commission and an amazing night celebrating some of the region's most incredible leaders.

The event highlighted the various experiences of our Girl Scout program in a fun and engaging way while underscoring founder Juliette Gordon Low's vision in 1912 that Girl Scouts be a place for all girls to come together and realize the power of their potential.



First 5: Stronger Starts

The California Commission on the Status of Women and Girls was happy to amplify a critical effort by our friends at First 5 California called the Stronger Starts campaign. To celebrate the kickoff for this work, Policy Director, Michelle Teran-Woolfork, and Youth Policy Assistant, Camille Woolfork (age 2), attended a special event on June 1, 2023, at the Sacramento Zoo to learn about the media campaign and engage in family fun at the zoo.

Key guests and supporters included Jennifer Siebel Newsom, First Partner of California; Dr. Diana Ramos, California Surgeon General; Giannina Pérez, First 5 California Commission Chair; Dr. Nadine Burke Harris, Former CA Surgeon General & Former First 5 California Chair; Sarah Marikos, Executive Director, ACE Resource Network; Jackie Thu-Huong Wong, Executive Director, First 5 California; and Domantas Sabonis, First 5 California Spokesperson & NBA Player.

The Stronger Starts campaign aims to build awareness about the impact of adverse childhood experiences and toxic stress response on California families with children ages 0-5. The campaign shares how toxic stress can impact children, how to protect children from the effects of toxic stress, and help kids thrive as they grow.



CORO Northern California

Coro's Women in Leadership program seeks to advance women's professional, personal, and political capacity to tackle society's challenges together and contribute to a thriving democracy. The Women in Leadership program was created for those interested in and directly affected by the array of personal and professional issues facing women and welcomes applications from women-identifying and nonbinary people working in the nonprofit, private, and public sectors.

On May 11, 2023, California Commission on the Status of Women and Girls Executive Director, Holly Martinez, spoke with this year's class about the work of the Commission from policy to our Blueprint research and our dedication to protecting reproductive rights.

Coro graduates gain a deeper understanding of how the world works, the leadership skills to improve it, and a network of engaged and influential peers to help them reach their goals. Commission staff also includes Coro Alumni, and we were pleased to have an opportunity to support this program and share the Commission's perspective on timely and relevant topics impacting women in California today.



Junior League

Since 1971, the Junior Leagues of California State Public Affairs Committee (CalSPAC) has represented the interests of its member Leagues and their community projects to policymakers at the national, state, and local levels. CalSPAC advocates for legislation favorable to its member Leagues' projects and issues in education, family support, health, human trafficking, and violence prevention.

The members of the CalSPAC delegation advocate for specific legislation relevant to member League issues, educate their home Junior League members about advocacy and public policy, and coordinate the exchange of information from community-based league projects to policymakers.

In 2023 the Commission on the Status of Women and Girls was proud to offer our support and collaboration to various Junior League efforts and events. Director of External Affairs, Darcy Totten, joined a panel discussion focused on Pay Equity moderated by Heidi Pyle, Senior Delegate for the State Public Affairs Committee, and panelists Anya Woods, MPA, and Tracy Jackson, SPHR, SHRM-SCP. In May, Commissioner Lauren Babb offered encouraging words and introduction at the Junior Leagues of California State Public Affairs Committee annual Day at the Capitol.



Gender Equity: Building Inclusive Leadership, Policy, and Practice for Violence Prevention

California Commission on the Status of Women and Girls Policy Director, Michelle Teran-Woolfork, joined Commissioner Lauren Babb in representing Planned Parenthood to discuss the specific function of the Commission with regards to its mandate to 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.

A particular focus of the panel was the importance of youth voices in policy development and the recent establishment of the Commission's Youth Advisory Council as well as key policy issues and the programmatic and partnership work of the Commission focused on gender equity.

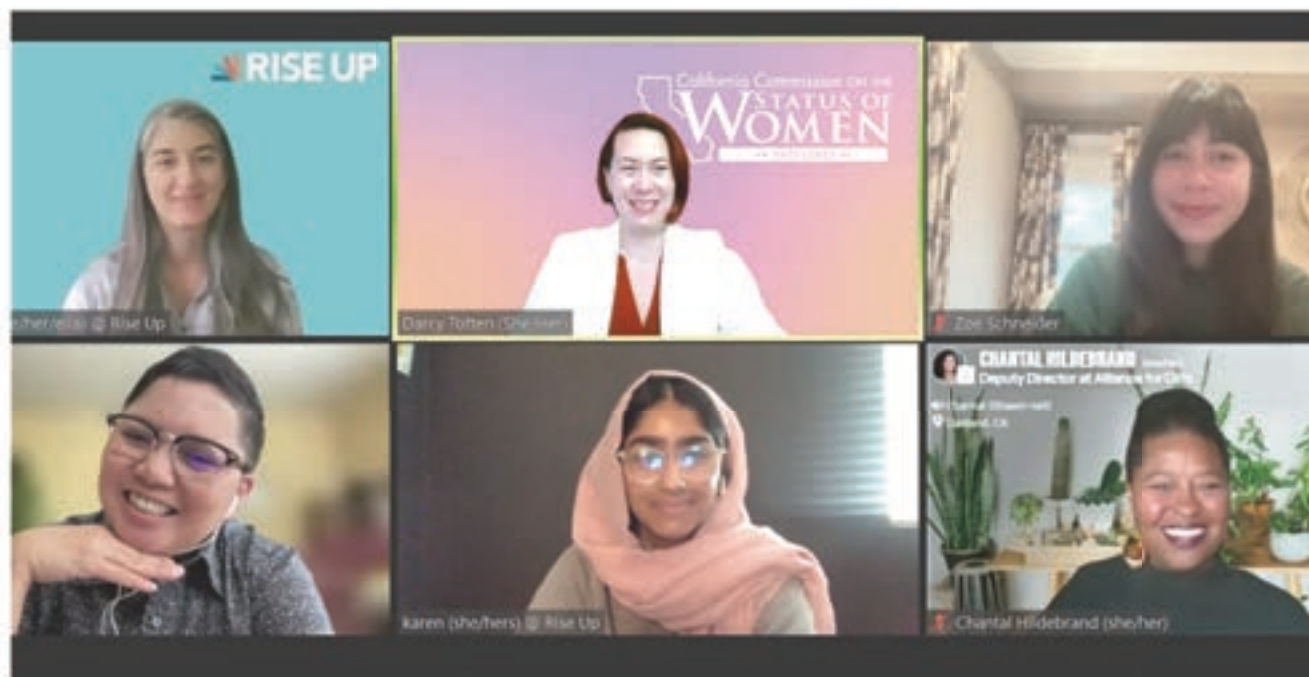


Rise Up: The State of Gender Equity in the U.S.

Rise Up works to advance gender equity and justice in education, health, and economic opportunity by partnering with visionary local leaders around the world. Rise Up builds power with women, girls, and their allies by providing training, funding, and connection to a global network to help them achieve meaningful, lasting change. Rise Up works with leaders in Africa, South Asia, Latin America, and the United States to create a future where all people can thrive.

California Commission on the Status of Women and Girls Director of External Affairs, Darcy Totten, joined Alliance for Girls' Deputy Director, Chantal Hildebrand, for a panel discussion hosted by Rise Up to discuss public policy and the state of gender equity in California, and some of the research produced by each organization regarding the pathways forward for solidarity, collective advocacy, and achieving equity for women, girls, and gender expansive people in California.

Since 2009, Rise Up's powerful network of over 750 leaders has successfully advocated for 120 new and improved laws and policies, impacting 135 million people around the world.



Harvard University

In early January, Executive Director Holly Martinez was invited to speak with graduate students at the Harvard University Kennedy School on the research contained in the California Blueprint for Women's Pandemic Economic Recovery. She walked students through the data focused on gender equity and the ongoing impact of the pandemic to women in California and the United States more broadly, as well as the specific impacts to employment numbers and the role of government interventions in stabilizing women in the crisis and aftermath.



National Women's Political Caucus

The National Women's Political Caucus is a multicultural, intergenerational, and multi-issue grassroots organization dedicated to increasing women's participation in the political process and creating a true women's political power base to achieve equality for all women.

In April, the California Commission on the Status of Women and Girls was delighted to host a meeting with statewide Caucus Public Policy Chair, Karen Humphrey, and the committee comprised of representatives from across California as part of the organization's Advocacy Days in Sacramento.

Commission Executive Director, Holly Martinez, Director of External Affairs, Darcy Totten, and Chair Lauren Babb spoke with the group, discussing the Commission's California Blueprint for Women's Pandemic Economic Recovery policy recommendations, reproductive justice legislation, menstrual equity, worker protections, alleviating poverty, fair pay, the need to invest in the care economy, and critical budget concerns for women in a tough budget year. The meeting left Commission staff inspired and ready to roll up our sleeves. We are thrilled to have such incredible women leading the way on gender equity in our state!





CivicWell Policymakers

The Commission's Director of External Affairs, Darcy Totten, was invited to speak about some of the research contained in the California Blueprint for Women's Pandemic Economic Recovery on a panel on Saturday, March 18, 2023, at the CivicWell Policymakers Conference focused on "The Remote Workforce: Environmental and Equity Implications." The panel was part of the 31st annual CivicWell Policymakers Conference and featured panelists Alberto Ayala of the Sacramento Metropolitan Air Quality Management District and Mitch Weiss of the California Transportation Commission.

This conference brings together over 100 mayors, city council members, and county supervisors from all over the state to discuss climate resilience, affordable housing, decarbonization, and other pressing community issues.





Girls on the Run of Greater Sacramento

The California Commission on the Status of Women and Girls was proud to sponsor the Girls on the Run of Greater Sacramento 20th Anniversary Celebration on Wednesday, October 11, 2023, at Sutter Lawn Tennis Club.

According to a new report from the Centers for Disease Control and Prevention, American teenage girls are experiencing high levels of emotional distress, with rates of depression, anxiety, and suicidal thoughts increasing at a disproportionate rate compared to boys. A staggering 57% of girls reporting depression symptoms, compared to 29% of boys. Even more devastating, 37% of girls reported seriously considering suicide. This was over double of what boys responded.

This year's anniversary gave the Commission an opportunity to underscore the importance of social and emotional health programs in girls' lives.



Commission Speaker Series

The California Commission on the Status of Women and Girls began hosting a series of virtual panel discussions in June of 2023 designed to center the issues highlighted by the Youth Advisory Council as those pertinent to youth today. Speakers were selected to bring diverse experience and perspectives into the conversation and to delve into topics that explored gender equality and equity in communities, education, sports, government, and more.

The Speaker Series is open to the public and is a chance to hear from subject matter experts with diverse experience and perspectives.



Speaker Series: Pride Month



The California Commission on the Status of Women and Girls celebrated Pride Month with the first panel of our new Commission Speaker Series focused on supporting the health, safety, and wellness of LGBTQIA+ youth and our roles as advocates, allies, and policy makers. The panel was moderated by Programs Director Kimberlee Vaye.

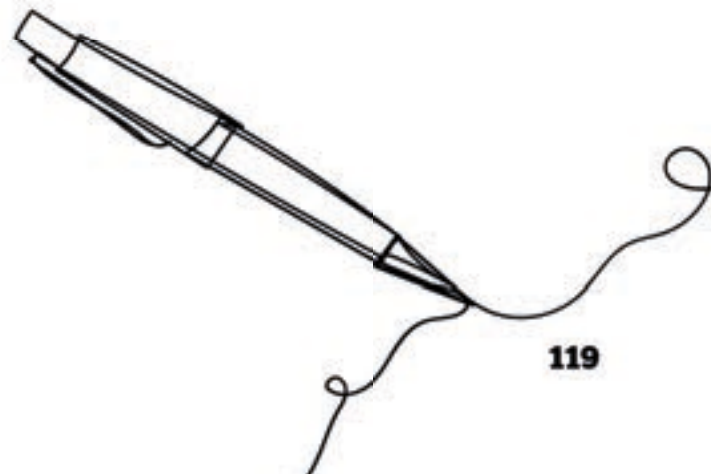
- Panelist Senator Caroline Menjivar, CCSWG Commissioner
- Panelist Alexis Sanchez, Director of Advocacy and Training, Sacramento LGBTQ Community Center
- Panelist Dana TherActivist Johnson, MSW, Director of Youth Housing & Trainer, Rainbow Community Center



Speaker Series: Youth Civic Engagement & Why It Matters

Civic engagement involves "working to make a difference in the civic life of one's community and developing the combination of knowledge, skills, values and motivation to make that difference." It means promoting quality of life in a community, through both political and non-political processes. Panelists joined together on August 2, 2023, for our second panel in the Commission Speaker Series: Youth Civic Engagement & Why it Matters, to discuss the importance of youth civic engagement and how it may look, such as running for student council, volunteering or joining a youth commission or council.

- Panelist Joelle Gomez, CCSWG Commissioner & CEO of the Stockton Children's Home
- Panelist Dr. Alisha Wilkins, CCSWG Commissioner
- Panelist Sade Elhawary, Candidate for Assembly
- Panelist Michelle Teran-Woolfork, CCSWG Policy and Legislation Director



Speaker Series: Gender Equity and Equality in Sports

Title IX, the landmark gender equity law passed as part of the Education Amendments of 1972, banned sex discrimination in federally funded education programs. It is well known for its impact on expanding opportunities for women and girls in sports. Before the passage of Title IX, 1 in 27 women and girls played college and high school sports in the United States.

By 2016, 1 in 5 girls in the United States played sports. Yet girls and women continue to fight for equity and equality in the world of sports, where discrimination based on gender, race, and sexual orientation remains. Girls' participation in sports also declines as they get older. By age 14, girls are dropping out of sports at two times the rate of boys. Factors contributing to this include accessibility, cost, facilities, proper equipment, opportunity, and lack of role models.

Panelists joined together on October 19, 2023, for our third panel in the Commission Speaker Series: Gender Equity and Equality in Sports, to discuss the importance of moving the needle for women and girls in sports throughout their lifespan.

- Moderator Kimberlee Vaye, Program Director
- Panelist Brandi Mitchell, Founder of San Diego Soccer Women
- Panelist Stephanie Tseu, Executive Director, Girls on the Run of Greater Sacramento
- Panelist Eliza Dy, Assistant Women's Basketball Coach, San Joaquin Delta College
- Panelist Kim Turner, Co-CEO of Bay Area Women's Sports Initiative
- Panelist Tifani Bartow, Deputy Director of Grants and Operations, California Commission on the Status of Women and Girls

Join CCSWG for a Virtual Panel on Gender Equity and Equality in Sports October 19 5:00 PM

Register: www.women.ca.gov/ccswg-speaker-series/

California Commission on the STATUS OF WOMEN

BRANDI MITCHELL, FOUNDER, SAN DIEGO SOCCER WOMEN

STEPHANIE TSEU, CEO, GIRLS ON THE RUN, GREATER SACRAMENTO

ELIZA DY, ASSISTANT WOMEN'S BASKETBALL COACH, SAN JOAQUIN DELTA COLLEGE

KIM TURNER, CO-CEO, BAY AREA WOMEN'S SPORTS INITIATIVE



POLICY & LEGISLATION

A comic book illustration of a woman with a large, wide-brimmed grey hat that has a pink stripe. She has brown skin, blue eyes, and pink lips, and is wearing a black halter-neck top. She is holding the brim of her hat with her right hand. Above her head is a large thought bubble containing the text "JUST IMAGINE WHAT WE CAN ACCOMPLISH!". The background is red with black lines radiating from behind the woman's head.

JUST
IMAGINE
WHAT WE CAN
ACCOMPLISH!

2023 Policy Wins for Women & Girls

As California's women and families emerge from the acute phase of the COVID-19 pandemic, it is imperative that the lessons learned from this crisis about how to address poverty, target gender specific services and resources, and work collaboratively to build a more gender equitable economy in our state, do not fall by the wayside.

Working with advocates, the state Legislature, state agencies and businesses, the California Commission on the Status of Women and Girls continues to champion long-term policy solutions focused on women's and girl's economic security, intersectional gender lens approaches to offering supports for key populations of women and girls struggling with inequities built into systems not originally built for them, and ensuring that existing hard won rights are not eroded in a national climate that does not prioritize equity. As always, we are proud that California leads the way on these issues, and we look forward to our continued collaborations with the Governor, First Partner, and the California Legislative Women's Caucus to close opportunity gaps and forge a gender equitable future in the world's fifth largest economy.

For the last 58 years the California Commission on the Status of Women and Girls has advocated for state public policy and resource allocation that centers the economic needs of California women and girls. This year the Commission backed a robust legislative package and oversaw two grant programs designed by the Legislature to help address the multi-faceted issues women face as we emerge from the COVID-19 pandemic and as women's rights remained under attack nationwide.



For the 2023-24 legislative session, the Commission took a support position on a total of 50 bills that went before the Legislature. Many of these proposals were backed by the research led and conducted by the Commission and included in the California Women's Blueprint for Economic Recovery published late in 2022. Of the 50 supported proposals, 30 were sent to the Governor's desk.

A total of 21 proposals that were supported and prioritized by the Commission this legislative session were signed by Governor Newsom!

While this is a tremendous feat there is still a lot of work to be done to support working women to close the gender wage gap; to ensure women of color achieve parity; to guarantee moms are fully supported and compensated fairly when returning to the workforce; and to protect a woman's right to choose. The Commission is committed to achieving gender equity in all areas, including economic parity, to ensure a better quality of life for 50.3% of California's citizens. This is realized by uplifting their issues through legislative proposals, rulemaking, and programmatic approaches.

We are grateful to our partners and the progress made in building a California for all women where opportunity and success are not limited by bias, or systems not originally designed to include California's diverse populations of women and girls.



Legislative Champions

The Commission is proud to have worked with Assemblywoman Lori Wilson (D-11) to co-sponsor Assembly Bill 549, which would require all state agencies, in consultation with the Commission on the Status of Women and Girls, to conduct an evaluation of their own departments to ensure that the state does not discriminate against women through the allocation of funding and the delivery of services.

The Commission also wants to highlight the ongoing support of our advocacy and budget champions: Lieutenant Governor Eleni Kounalakis; Assemblymember James Ramos (D-40); Senator Monique Limón (D-37); Assemblywoman Blanca Rubio (D-48); and Senator Susan Rubio (D-22). In all that we strive to do, your efforts help to make that possible. Thank you.

We are especially grateful to Senator Monique Limón (D-37) for serving as a Commissioner, and the work she did as a member of the Commission, as well as her support of Senate Bill 702, which brings greater transparency to state boards and commissions.

Thank
you



Legislative Champions

The Commission recognizes the members of the California Legislative Women's Caucus, including Chair, Senator Nancy Skinner (D-9), and Vice Chair, Assemblymember Cecilia Aguiar-Curry (D-4), for their continued work on behalf of women and girls, and for being role models for current and future generations of women leaders.

We appreciate Assemblymember Issac Bryan (D-55) and his colleagues for taking the time to meet with us to discuss the findings and recommendations in the California Blueprint for Women's Pandemic Economic Recovery, and for supporting our efforts to enact meaningful change in wage equity. Also, Assemblywoman Esmeralda Soria (D-27) for her collaboration on efforts to support women veterans.

The Commission extends our heartfelt gratitude to our legislative Commissioners, California Governor Gavin Newsom, and First Partner Jennifer Siebel Newsom, for their continued efforts on behalf of, and support for, women and girls in California and around the world.



2023 Legislative Agenda

The Commission committees are established to support the Commission's work and ensure that it aligns with the Commission's vision and mission, the most current strategic plan, and all formal mandates. Each Commissioner is assigned to at least one Committee, but may be on multiple Committees. For the 2023-24 Legislative Session the Policy Committee consisted of former Chair Lauren Babb and Assemblymember Rebecca Bauer-Kahan in 2023, and transitioned to Assemblymember Lisa Calderon and Commissioner Rita Gallardo Good in the fall of 2023 who will lead the work going into 2024.

The Legislative Committee reviews, comments, and recommends positions on significant proposed legislation and/or proposed regulations, policies, procedures, and/or practices that come before the Commission. The Committee also assists Commissioners and staff in formulating and implementing legislative policy and positions on state and federal regulatory proposals, and reviews legislative proposals and administrative regulations that have an impact on California women and girls. Additionally, the Policy Committee helps to ensure oversight of the Budget Advocacy Subcommittee on securing the necessary funding for Commission operations and programming.

For the 2023-24 legislative session, the Commission took a support position on a total of 50 bills backed by the research outlined in the California Blueprint for Women's Pandemic Economic Recovery. Of those, 30 were sent to the Governor's desk and 21 were ultimately signed by the Governor. The following is a more detailed list of the successful proposals supported by the Commission in 2023.



Accountability and Transparency

Reliable information is needed to build trust and create real change; the Commission's supported policies strive to achieve this.

SB 702 (Limon) This bill requires the office of the Governor to publish a report containing the demographic information of individuals who have applied to or been appointed to a state board or commission. Additionally, the bill creates a working group to discuss and provide recommendations on ways to diversity state boards and commissions. **VETOED**

AB 273 (Ramos) This proposal seeks to build on past efforts by requiring notification to family members, court appointed counsel, tribes and tribal representatives, and the court of jurisdiction when a child or non-minor dependent is missing and requiring collaborative efforts and due diligence by county social workers/probation officers, courts and other supportive adults to locate, place and stabilize children and youth when they return, with a particular focus on the inclusion of tribes and tribal representatives to address the crisis of missing indigenous youth. **VETOED**

AB 933 (Aguiar-Curry) This bill would include among those privileged communications a communication made by a complainant, without malice, regarding a complaint of sexual assault, harassment, or discrimination and would specify the attorney's fees and damages available to a prevailing defendant in any defamation action brought against that defendant for making that communication. **SIGNED, Chapter 670, Statutes of 2023**

SB 807 (Ochoa Bogh) This bill would help ensure adoption facilitators are held accountable by making information currently collected by the state publicly available. **SIGNED, Chapter 38, Statutes of 2023**

Period Poverty

Accessibility and affordability of menstrual products is crucial; the Commission's supported policies eliminate additional barriers faced by menstruating people.

AB 230 (Reyes) This bill would require public schools maintaining any combination of classes from grades 3 to 12 to provide menstrual products for free. **SIGNED, Chapter 421, Statutes of 2023**



Fully Equal

As we continue to see massive rollbacks nationwide it is paramount that California continue to foster inclusive environments; the Commission's supported policies protect fundamental rights for all Californians.

ACA 5 (Low) is a constitutional amendment to protect marriage equality for LGBTQ+ couples and remove Proposition 8 from the state's constitution. **SIGNED, Chapter 125, Statutes of 2023**

AB 957 (Wilson) This bill will update California law to clarify that affirming a child's gender identity is in the best interests of the child for purposes of legal name change and child custody decisions. **VETOED**

SB 407 (Wiener) This bill will strengthen protections in existing law to ensure that LGBTQ+ foster youth in California are placed in homes that are affirming of LGBTQ+ identities. **SIGNED, Chapter 226, Statutes of 2023**

Social Safety Net

Families depend on a wide array of social safety-net programs to provide basic needs like food, healthcare, and housing; the Commission's supported policies improve access to these programs to not only lift families out of poverty, but improve employment, educational and health outcomes.

AB 904 (Calderon) This bill would require a health care service plan or health insurer to develop a maternal and infant health equity program that addresses racial health disparities in maternal and infant health outcomes through the use of doulas. **SIGNED, Chapter 349, Statutes of 2023**

AB 1015 (Calderon) This bill would create a statewide diaper and wipe distribution program under the Department of Social Services. **VETOED**

AB 1203 (Bains) This bill will provide a sales tax exemption for breast pumps, breast pump collection and storage supplies, breast pump kits and breast pads. **SIGNED, Chapter 833, Statutes of 2023**

Equity in the Workplace

Women wear many hats, often at the same time; the Commission's supported policies provide individuals with fair access to opportunities in the workplace by meeting their individual needs and counteracting systemic barriers.

AB 1 (McKinnor) This bill provides employees of the Legislature the right to form, join, and participate in the activities of employee organizations of their own choosing for the purpose of representation on all matters of employer-employee relations. **SIGNED, Chapter 313, Statutes of 2023**

AB 524 (Wicks) This bill would prohibit employment discrimination on account of family caregiver status, as defined, and would recognize the opportunity to seek, obtain, and hold employment without discrimination because of family caregiver status as a civil right. **VETOED**

AB 521 (Bauer-Kahan) This bill requires the standard board to consider regulations to require at least one women's restroom at construction jobsites. **SIGNED, Chapter 529, Statutes of 2023**

AB 1356 (Haney) This bill will ensure workers have fair notice in the event of a mass layoff. This bill increases the notice requirement from 60 to 90 days, decouples severance negotiations from meeting WARN Act obligations, and expressly includes client employers, third-party agencies, and labor contractors in the definition of "covered employers" to ensure contract workers directly impacted by a mass layoff receive the same protections as direct employees. **VETOED**

SB 525 (Durazo) This bill would increase the state's minimum wage to \$25 for health care workers. **SIGNED, Chapter 890, Statutes of 2023**

SB 616 (Gonzalez) This bill will expand the state's paid sick leave from 3 days to 5. **SIGNED, Chapter 309, Statutes of 2023**

SB 686 (Durazo) This bill would make community-based organizations responsible for developing and consulting with the Division of Occupational Safety and Health regarding the core education and outreach materials regarding health and safety standards, retaliation, and the division's workplace safety complaint and retaliation process, including specific issues that affect the domestic work industry differently. **VETOED**

Reproductive Freedom

AB 254 (Bauer-Kahan) Adds CMIA/HIPAA protections for data collected by menstrual, fertility, and sexual health apps and websites. **SIGNED, Chapter 254, Statutes of 2023**

AB 352 (Bauer-Kahan) Enhances privacy protections for medical records related to abortion, pregnancy loss, and other sensitive services through electronic health record sharing and health information exchanges. **SIGNED, Chapter 255, Statutes of 2023**

AB 571 (Petrie-Norris) Ensures that medical malpractice insurance includes coverage for comprehensive sexual and reproductive health care. **SIGNED, Chapter 256, Statutes of 2023**

AB 576 (Weber) Aligns Medi-Cal coverage of medication abortion with evidence-based clinical guidelines. **VETOED**

AB 1194 (Carrillo) Ensures that California Privacy Rights Act protections always extend to accessing, procuring, or searching for services regarding contraception, pregnancy care, and perinatal care, including abortion services. **SIGNED, Chapter 567, Statutes of 2023**

AB 1432 (Carrillo) Requires every health insurance policy or certificate that is issued, or delivered to a resident of California, regardless of the situs of the contract, to comply with California laws that require coverage of abortion services and gender-affirming care. **VETOED**

AB 1481 (Boerner-Horvath) Clarifies Presumptive Eligibility for Pregnant Individuals (currently called PE4PW) coverage policies and ensures PE4PW patients can access abortion services regardless of other health coverage. **SIGNED, Chapter 372, Statutes of 2023**

AB 1646 (Nguyen) Expands access to abortion and gender-affirming care by allowing out-of-state medical school graduates to practice in California for up 90 days. **SIGNED, Chapter 257, Statutes of 2023**

AB 1707 (Pacheco) Prohibits a healing arts board from disciplining, or a health care facility from denying staff privileges to, a licensed health care professional as a result of an action in another state that is based on the application of a law in that state that interferes with a person's right to receive sensitive services lawful in California. **SIGNED, Chapter 258, Statutes of 2023**

SB 345 (Skinner) Provides legal protections for medication abortions and gender-affirming care. **SIGNED, Chapter 260, Statutes of 2023**

SB 385 (Atkins) Seeks to extend many of the updated training rules from SB 1375 last year to additional providers (i.e. physician assistants, etc.) **SIGNED, Chapter 178, Statutes of 2023**

SB 487 (Atkins) Provides additional safeguards for California abortion providers and other entities and individuals that serve and support abortion patients that reside in states with hostile abortion laws. **SIGNED, Chapter 261, Statutes of 2023**

2024 Policy Priorities

The California Commission on the Status of Women and Girls is dedicated to championing impactful public policy solutions to the inequalities affecting our state's women and girls.

For the 2024-25 legislative session, the Commission is prepared and positioned to sponsor and co-sponsor bills that provide structural change for the women and girls of California, and to lend our voice to the chorus of women leaders making an impact. We anticipate the Legislature will focus on addressing our state's growing demand for childcare slots, the homelessness/housing crisis, and home insurance shortages, all of which have direct and lasting impacts on women and their families.

For California to truly make progress, we must also invest in the economic potential of women. According to the 2023 Report on The Status of Women and Girls in California by Mount Saint Mary's University, the largest number of women-owned businesses in the nation are housed right here in California, totaling approximately 1.5 million. Women are the critical drivers of innovation, entrepreneurship, and the globally competitive nature of our economy. Women are also chronically underpaid. If all California working women and working single mothers earned the same as men in comparable roles, the state's poverty rate for women would be reduced by about 40%. That would add an additional \$68.45 billion to CA's economy!

We continue to collaborate with the Office of the First Partner to help California companies thrive by ending the gender wage gap and improving workplace opportunities for women to advance.



The 2023 labor force participation rate for women was the highest in recorded history, yet lack of consistent and affordable access to quality childcare still hinders our progress and contributes to a persistent state of gender-based economic disparity. The COVID-19 pandemic provided a clear example of how structural inequities and existing problems are exacerbated in times of crisis. It further proved that the economy is not gender neutral.

Today, women are struggling with burnout and continued lack of access to childcare — which, as an industry, has been one of the slowest to recover. The care industry employs some of our lowest wage workers, who are predominantly women of color and mothers making on average \$12 an hour, which the Washington Post pointed out is less than the average hourly rate of dog walkers. What does this say about the value we place on women who are performing some of the most important jobs?

While California's workforce continues to recover, we cannot accept pre-pandemic levels for women as the measure for economic excellence. We must begin considering caregiving as a public good worthy of public investment and respond accordingly with state funds. COVID-19 drastically increased the share of labor at home that fell on women, including those working full-time. Our work moving in to 2024 will focus not only on ways to relieve the burden on women, but on creative ways to capitalize on the proven capacity for leadership, innovation, and vision that women have always lent to our companies, communities, and families.

The Commission will continue to explore opportunities to partner with policymakers to envision a new approach to care. Together, we can change economic systems that see the role of women primarily as unpaid caretakers while additionally requiring them to work full-time jobs for less pay than what men in comparable roles would expect.



The Work Continues ...

The following bills were supported by the Commission in 2023 and we strongly encourage our legislative partners to reintroduce them in 2024. We are proud to continue to support these critical efforts.

Accountability and Transparency

Reliable information is needed to build trust and create real change; the Commission's supported policies strive to achieve this.

AB 331(Bauer-Kahan) This bill regulates the use of Artificial Intelligence in California by requiring industry best practices. **Held in the Assembly Appropriations Committee on 5/18/23.**

AB 419 (Bauer-Kahan) This bill requires the Judicial Council to establish judicial training programs for judges related to best practices related to treatment of alleged sexual abuse and assault victims in courtroom cases. **Held in the Assembly Appropriations Committee on 5/18/23.**

Care Industry

Families cannot fully thrive if they do not have family-centered care; the Commission's supported policies recognizes the unique issues families face and the need to support them as one unit.

AB 596 (Reyes)/SB 380 (Limon) Childcare rate reform. **Held in the Appropriations Committees.**

SB 730 (Ochoa Bogh) This bill would clarify existing law relating to the duties of a home care aide so that aides can better assist our senior population. **Held in the Assembly Appropriations Committee on 5/18/23.**



Equity in the Workplace

Women wear many hats, often at the same time; the Commission's supported policies provide individuals with fair access to opportunities in the workplace by meeting their individual needs and counteracting systemic barriers.

AB 549 (Wilson) This bill would require all state agencies, in consultation with the Commission on the Status of Women and Girls to conduct a self-evaluation to ensure that the state does not discriminate against women through the implementation of state policies and programs, including the allocation of funding and delivery of services. **Held in the Assembly Appropriations Committee on 5/18/23.**

AB 1028 (McKinnor) This bill would eliminate the duty of a health care practitioner to report known or suspected assaultive or abusive conduct. **Held in the Senate Appropriations Committee on 9/1/23.**

AB 1634 (Bauer-Kahan) This bill would allow for tax write offs for businesses that build daycares for their employees. **In Assembly Revenue and Taxation Committee. It failed to pass from policy committee to fiscal committee on 4/11/23.**

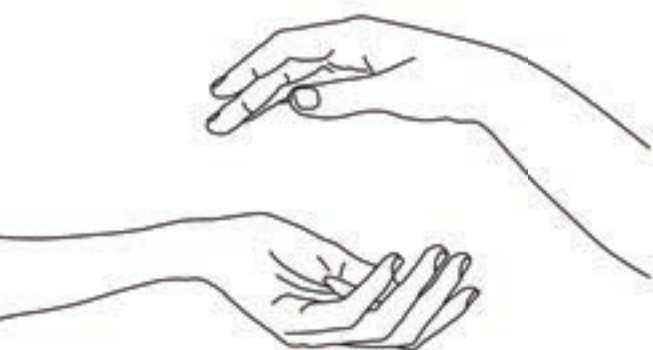
SB 227 (Durazo) The Safety Net for All Workers Act would create an Excluded Workers Program to be administered by the state's Employment Development Department. It would provide workers who are excluded from Unemployment Insurance solely due to their immigration status with \$300 per week for each week they are unemployed, up to 20 weeks. **Held in the Assembly Appropriations Committee on 8/16/23.**

Fully Equal

As we continue to see massive rollbacks nationwide it is paramount that California continues to foster inclusive environments; the Commission's supported policies protect fundamental rights for all Californians.

SB 729 (Menjivar) This bill will require health plans to provide coverage for fertility care, including treatment for infertility and in vitro fertilization, and ensure that LGBTQ+ people are not excluded from coverage. **Held in Assembly Appropriations Committee on 8/23/23.**





Period Poverty

Accessibility and affordability of menstrual products is crucial; the Commission's supported policies eliminate additional barriers faced by menstruating people.

SB 59 (Skinner) This bill requires free period products be offered in all women's restrooms, all-gender restrooms, and in at least one men's restroom including: all state or state-leased buildings; all local government owned buildings where state-funded safety-net programs are administered; and all hospitals that receive state funding. **Held in Senate Appropriations Committee on 5/18/23.**

SB 260 (Menjivar) This bill would require the State Department of Social Services to add a monthly allocation to cover menstrual hygiene products under CalWORKS. **Held in the Assembly Appropriations Committee on 9/1/23.**

Social Safety Net

Families depend on a wide array of social safety-net programs to provide basic needs like food, healthcare, and housing; the Commission's supported policies improve access to these programs to not only lift families out of poverty, but improve employment, educational and health outcomes.

AB 228 (Wilson) This would require that the California Department of Public Health to create a program that creates a strategic stockpile of baby formula that could be tapped to ease future shortages. **Held in the Assembly Appropriations Committee on 5/18/23.**

SB 245 (Hurtado) This bill would expand access to the California Food Assistance Program to income-eligible California immigrants of all ages who are currently ineligible for CalFresh solely due to their immigration status. **In the Assembly Human Services Committee. It failed to pass from the policy committee to fiscal committee on 6/20/23.**

SB 600 (Menjivar) This bill will require the Department of Social Services to establish the CalFresh Minimum Nutrition Benefit to provide additional CalFresh nutrition benefits to ensure all CalFresh Households receive a minimum monthly benefit of \$50. **In the Assembly Human Services Committee. It failed to pass from the policy committee to fiscal committee on 7/11/23.**

Reproductive Freedom

The Commission is proud to support the FAB Council's legislative priorities that protect a women's right to her own body.

AB 90 (Petrie-Norris) Improves access to long-acting reversible contraceptives for those seeking abortion services. **In the Senate Human Health Committee. It failed to pass from the policy committee to fiscal committee on 6/7/23.**

AB 598 (Wicks) Requires school districts to participate in the California Healthy Kids Survey (CHKS) and include a module on sexual and reproductive health care as one of the core survey modules. **In the Senate Education Committee. It failed to pass from the policy committee to fiscal committee on 7/5/23.**

AB 710 (Schiavo) Launches a public information campaign to provide women with accurate information regarding access to abortion care at crisis pregnancy centers. **Held in the Assembly Appropriations Committee on 5/18/23.**

AB 793 (Bonta) Provides privacy protections for digital data related to patients accessing abortion services in California. **In the Senate Judiciary Committee. It failed to pass from the policy committee to fiscal committee on 6/30/23.**

SB 36 (Skinner) Strengthens safe haven protections by making it illegal for bail agents or bounty hunters to apprehend people in California and protect access to public benefits. **Held in the Senate Appropriations Committee on 5/18/23.**

Fighting For Reproductive Freedom: AB 1356 Updates

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 AB 1356, by Commissioner Assemblymember Bauer-Kahan, works to ensure that 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.

AB 1356 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.

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.

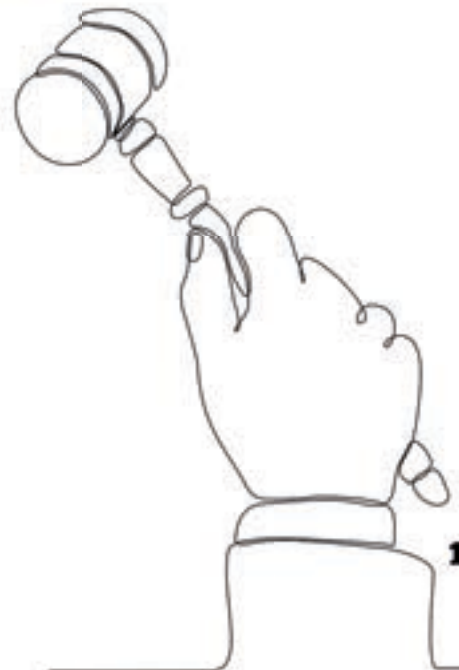


AB 1356 Updates

The Commission's responsibility regarding AB 1356 is to provide two reports to the Committees on Health, Judiciary, and Public Safety of the Senate and Assembly; to the Attorney General; the Commission on Peace Officer Standards and Training; and the Commission on the Status of Women and Girls. The first report by December 31, 2025, and the second by December 31, 2029. These reports will be an evaluation of the implementation of statutes and amendments and the effectiveness of the plan developed by the Attorney General. The reports shall also include recommendations regarding any other legislation, and recommendations for any other actions to be taken by the Attorney General, Commission on Peace Officer Standards and Training, or the Commission on the Status of Women and Girls.

The Advisory Committee convened for the first time in November 2023, and is looking forward to meeting several times over the next few years to produce the reports.

In April 2023, the Commission's Program Director, Kimberlee Vaye, joined subject matter experts from around the state in a workshop to update the guidelines for law enforcement's response to Anti-Reproductive Rights Crimes, hosted by the Commission on Peace Officer Standards and Trainings. The guidelines haven't been updated since 2009 and we are looking forward to the release of the new guidelines within the next few months.



THE WAGE GAP IN CAL

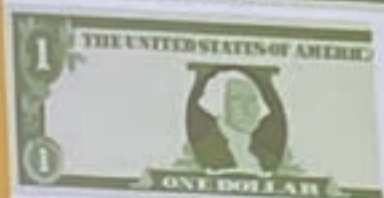
FOR EVERY **DOLLAR**
WHITE MEN EARN

WHITE WOMEN
EARN **81 CENTS**

ASIAN WOMEN
EARN **80 CENTS**


AFRICAN AMERICAN
WOMEN EARN **63 CENTS**

LATINAS EARN
45 CENTS



**BUDGET &
FINANCIALS**





WHAT WILL IT TAKE
TO MAKE THIS
WORK?

2023 Championing Women & Girls



With 17 women leaders who serve as Commissioners appointed by the Senate, the Assembly, the Governor, the Labor Commissioner, and the Superintendent of Public Instruction, who represent the depth and breadth of the diversity of our state, and a dedicated staff of gender advisors and subject matter experts, the Commission continues to evolve to meet the moment. In 2023 we enlisted the support of new partners, legislative sponsors, and constitutional officers who believe deeply in the gender equity work we perform on behalf of California.

At the Commission, we champion solutions designed to help California's diverse women and girls, who comprise 50.3% of our state's population, achieve economic equity, health and wellness, and full social equality.

As we continue to reframe the collective conversation about women's impact and value in systems that were never designed to include us, we are bringing to light a more accurate representation of our intersectional experiences, the challenges we face, our complex roles and our vital contributions to California's economy and growth.

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.

The Commission has been inspired by the tireless advocacy of a new wave of women leaders who have invested in the potential of women: in their businesses, their leadership, their creativity and their value as full participants in systems that, while not originally designed with them in mind, are all the better for their contributions.

We want to thank the women leaders in particular who started 2023 off meeting with Commissioners, our Executive Director, and senior staff to discuss the findings of the California Blueprint for Women's Pandemic Economic Recovery.

In partnership with California Policy Lab at UC Berkeley, the Commission 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. The Commission 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.

The findings were clear.

Women are not only needed to perform in the essential but low wage workforces they dominated at the start of the pandemic, but also to innovate and ideate, to implement and engineer, to develop and to lead the advanced digital systems that will be the future of California and the world. Women are almost half the workforce — business doesn't run without us. Women are **essential** to the economy and to our state's future as a global economic leader.

The Commission is particularly grateful for the opportunity to elevate our research findings to the office of the Lt. Governor, the Women's Caucus, individual legislators, Mount Saint Mary's University Center for the Advancement of Women, and multiple community organizations and agency partners in our efforts to redefine the way California thinks about women and girls and their needs and their value to the state economic infrastructure as a whole.

This work, coupled with our efforts to protect women's rights and access to reproductive freedom; efforts to close the wage gap and opportunity gaps; the need to support working mothers; support those working to escape poverty; and our collaboration with international women leaders is poised to continue in 2024 thanks to the support and investment of these champions.



2023 Budget Advocacy



The pandemic obliterated decades of progress toward gender equity, which, according to Fortune magazine, has drained an estimated \$3.1 trillion from our national economy and further underscored the need for the Commission to share insight on the proposed 2023 budget through a gender lens. Gender lens approaches to analysis can help generate perspective; for instance, that the economy is not gender neutral and that women, especially women of color and mothers, have been more impacted by the pandemic and economic downturn. This is a necessary and vital point of understanding when prioritizing investments and resources essential to California maintaining its role as the leader of a thriving and globally relevant economy.



With the launch of new strategic ventures and programs, and increasing Commission staff to 13 positions to support external relations, grant coordination, program growth and interagency collaboration, 2023 was our third year of continued growth supported by the legislative budget committees and the Governor.



That spending continues to be vital in supporting new research in analysis, as well as ongoing efforts, that the Commission undertakes on behalf of women and girls in California.

2024 Budget Priorities

California is facing a significant budgetary shortfall heading in to FY24-25, and the California Commission on the Status of Women and Girls is developing its budget priorities accordingly. With an eye toward sustainability and cost savings opportunities, the Commission seeks to shift its funding to a long-term, continuous, and permanent level commensurate with the sizable population of over 20 million women and girls it serves.

California has had combined budget surpluses of well over \$100 billion in the past few years, but this year revenues slowed as inflation soared and the stock market struggled. Considering the projected \$68 billion shortfall, the Commission is not seeking any new programmatic or grant funding this year. However, the need to advocate on behalf of women and girls persists. This includes maintaining the Commission's current funding levels moving forward and increases resource allocation, and additional hiring authority, to support the mission-critical role of the Commission in leading a strategic approach to mainstreaming gender as essential to California's economy.

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.



In California's budget, a persistent pattern shows women as the beneficiaries of scattershot one-time spending, but next to nothing in sustained investment. This hurts women, the economy, and, over time, costs more to implement. For too long California's leaders have invested in stop-gap spending to support women and girls when clear disparities or disasters have emerged. The California Commission on the Status of Women and Girls has been inspired by the tireless advocacy of a new wave of women leaders over the past few years and has come to believe that a new approach is necessary. We must invest in the potential of women. When wholly supported through foundational efforts like gender mainstreaming in budgeting and gender advising at all policy levels, women are capable of incredible innovation, leadership, changemaking, and reimagining how to build a collaborative society.

The California Commission on the Status of Women and Girls seeks permanent on-going funding dedicated to advancing gender equity in the form of consistent research and position allocations in order that it may continue its advisory work to the Governor and the Legislature on the critical and ever-changing needs of women in our State.

The Committee seeks permanent ongoing funding.

Women are innovators. Women are visionaries. And women are half of the workforce in the fifth largest economy in the world. Just imagine what we could do with consistent and steady investment in our potential that moves beyond simple support for those struggling in systems that were not designed with women and girls in mind.

It is time to lead boldly and adopt processes that work to promote equality of opportunity, and the fair and equitable distribution of resources, in a manner that respects difference and acknowledges the challenges of long-standing economic inequities in what is now the fifth largest economy in the world. The Commission has worked for years with global leaders to understand the ways in which gender mainstreaming and Gender Advising in the budgeting and policy processes can offer significant opportunities for cost savings and improve statewide economic gender equity.

We can increase the financial stability and opportunities of 50.3% of our citizens who continue to face underinvestment in their roles as company leaders, entrepreneurs, creatives, small business owners, veterans, innovators, entire industry workforces, and key experts who are simultaneously disproportionately burdened by rental costs, student debt, caregiving costs, childcare requirements, and a persistent status as financial afterthoughts. It's time to stop leaving trillions in women's potential on the table.

Funding History:

The enacted California State Budget for 2023-2024 includes \$225.9 billion in General Fund spending, down from \$234.6 billion in fiscal year 2022-2023, to close a shortfall of more than \$30 billion.

California has had combined budget surpluses of well over \$100 billion in the past few years, but this year, revenues slowed as inflation soared and the stock market struggled. The current budget covers that deficit by cutting \$8.1 billion in spending while delaying other spending and shifting some expenses to other funds. The budget also borrows \$6.1 billion and would set aside \$37.8 billion in reserves, which is still the most ever in California's history.

The California Commission on the Status of Women and Girls budget for 2023 - 2024 reflects a decrease due to not receiving sustained level of funds renewed for the Women's Recovery Response, which reflect a decrease of \$6.9 million. The Commission can sustain its operations at its current level of 13.2 staff positions but discontinue future grants through the Women's Recovery Response.

Budget Breakdown

Fiscal Year	General Fund	Special Fund	Local Assistance	Total
2023-2024	1,545,000	\$577,000	1,000,000	3,122,000
2022-2023	4,406,000	1,309,000	5,000,000	11,072,000
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	823000			832,000

FY 22-23 Budget Summary

Total Budget Authority FOR ALL FUNDS

\$11,072,000

General Funds (0001)

Total Budget Authority

\$4,406,000

General Funds for Local Assistance (601)

Total Budget Authority

\$5,000,000

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

Total Budget Authority

\$1,309,000

Budget Breakdown

50%

Grants and Local Assistance

41%

Programs, Policy & Operations

9%

Personnel

Financial Statements

0001 General Fund Expenditures

\$759,836

Personnel Services

\$4,446,630

Operating Expenditures & Equipment

\$5,483,571

Local Assistance Grants

\$10,690,037

Total

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

\$258,284

Personnel Services

\$0

Grants

\$258,284

Total

Agency Comparisons (FY23-24)

State Agency	Total Budget	Staff Positions
CCSWG	\$3,481,000	13.2
Arts Council	\$40,824,000	24.4
Coastal Commission	\$37,454,000	189
Mental Health Oversight and Accountability	\$63,169,000	56
Little Hoover	\$1,342,000	7
Student Aid Commission	\$3,575,135,000	174.7
Youth Commission	\$0	0
Commission on Asian Pacific Islander Affairs	\$665,000	3
Native American Heritage Commission	\$3,734,000	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.

A photograph of four people—three women and one man—smiling and posing together in what appears to be a modern office or corporate building. The woman on the far left has blonde hair and is wearing a light blue top. The woman next to her has long, wavy brown hair and is wearing a dark blue dress. The woman in the center has long, wavy brown hair and is wearing a dark blue ribbed top with a light-colored skirt tied at the waist. The man on the far right has grey hair and is wearing a dark suit and tie. The background shows architectural details like columns and a glass railing. The entire image has a purple overlay, and the text "LOOKING AHEAD" is in the bottom left corner.

**LOOKING
AHEAD**

Looking Ahead



The California Commission on the Status of Women and Girls is an independent state agency that for almost 60 years has advocated for policies and investments that center the needs of our state's women and girls. After decades of research, advocacy, and leadership there is one thing we at the Commission know for certain – the structures of our government, media, infrastructure, education, and the landscape of our economy were not originally built with women in mind and, as such, despite decades of recent efforts to move us all toward equality, none of our systems is truly gender neutral.

It's our job to change that.

Charting The Path Forward: Dramatic Data & Silver Linings

The Commission invested in focused, original research to examine the economic impact of COVID-19 on California's women and girls and published the results in the California Blueprint for Women's Pandemic Economic Recovery.

The Blueprint delved into the data about the increased pay gap and significant challenges for women in a rapidly changing workforce, but it also explored data that seems to point toward solutions to problems long entrenched, or that have been incorrectly assumed to be the fault of women themselves. Women, it turns out, are over-mentored and fully empowered. What they are is underpromoted, under invested in, and consistently underpaid.

One of the most promising findings of the Blueprint is that pandemic response through government safety net programs was strong and prevented Californians from experiencing deeper levels of poverty. The federal stimulus checks helped to prop up household balance sheets and largely went towards necessities and paying down debt, acting as a basic income addition that not only prevented negative outcomes, but helped facilitate positive ones as well. These checks, coupled with the student loan payment pause which particularly impacted women who comprise nearly 58% of all borrowers, and the Extended Child Tax Credit helped women navigate the economic hit. In 2021 the child poverty rate fell to 5.2%, an historic low.

Women who had access to credit saw their credit standing improve during the pandemic, especially those with limited credit availability. This is a critical component to building wealth, and generating financial assets like home ownership, savings, and planning toward retirement.

Warnings Amid Rollbacks

Unfortunately, in 2022 Congress declined to extend safety net policies like the American Rescue Plan's Extended Child Tax Credit and inflation began to climb. Child poverty rates have since more than doubled nationally. In California, the latest figures from the California Poverty Measure put the total poverty rate at 13.8%, up from 11.7% in 2021.

Though the government response was strong, it was only temporary, and did not permanently strengthen the safety net for women in a way that we can count on. We know what we need to do to build a more gender equitable economy – we just must want to do it.

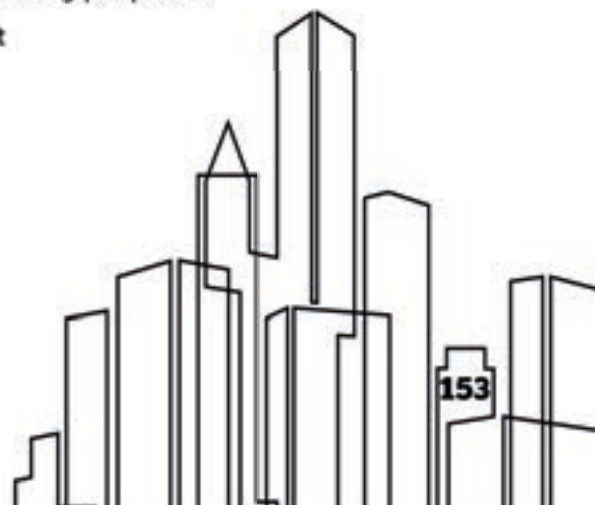
The Solutions Are Clear – We Must Acknowledge Women's Economic Needs As Central To Prosperity, Security, and Economic Growth

It is time to lead boldly and adopt processes that promote equality of opportunity and acknowledge the challenges of long-standing gendered economic inequities. It's time to stop leaving trillions in women's potential on the table.

The 2023 labor force participation rate for prime-age women hit 77% in 2023 – the highest on record. Nevertheless, women are overrepresented in part-time and low paid positions. Women, and particularly women of color, face earnings gaps, caregiving burdens, and barriers to wealth building that create a persistent state of gender-based economic disparity.

California women are innovators and visionaries. We are home to the largest number of women-owned business in the nation, totaling roughly 1.5 million. And we are half of the workforce in the fifth largest economy in the world. Just imagine what we could do with consistent and steady investment that moves beyond simple support for those struggling in systems that were not designed with us in mind.

We can no longer talk about gender issues as a moral obligation, expecting people to do the right thing. The economy of the future demands that we invest in the potential of women.



2024 Commission Meeting Schedule

- February 6, 2024
- April 2, 2024
- June 4, 2024
- August 6, 2024
- October 1, 2024
- December 3, 2024



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 the Advancement of 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



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 Office of the Lieutenant Governor, 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 Women and Girls

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Talk To Us



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THE END

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