

CALIFORNIA COMMISSION ON THE STATUS OF WOMEN & GIRLS

women.ca.gov



ANNUAL REPORT 2024

California Commission ON THE STATUS OF WOMEN AND GIRLS



In the shadow of conflict and division, we know that building coalitions of diverse women, and securing our place at the tables of power, is the only way to make meaningful change.

Together, we will continue to uplift each other and move forward towards equity.

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ABOUT THE COMMISSION

The California Commission on the Status of Women and Girls has worked to eliminate inequities in state law, and practices, that impact California's women and girls for nearly 60 years.

Our 17-member Commission represents a diverse cross-section of the California population. The Commission is allocated nine public members, six legislative members, one designee of the Superintendent of Public Instruction, and the California Labor Commissioner assigned through statute to our Commission. Unlike in its founding in 1965, today's Commissioners are all women.

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.

Established in 1965 and formalized as a state agency in 1971, 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.

The Commission on the Status of Women and Girls is the only state agency dedicated exclusively to advancing equity, access to opportunity, and justice for women and girls. We are committed to furthering California's values and uplifting women and girls by advocating on their behalf with the Governor, the Legislature and key leaders. Through our programs and initiatives, we support a constituency of community leaders, non-profit organizations, policy and research efforts, universities, grassroots collectives, local women's commissions and women and girls from all walks of life.



2024 COMMISSIONERS



Joelle Gomez
Chair



Lisa Zola Greer
1st Vice Chair



Erica G. Courtney
2nd Vice Chair



Dr. Rita Gallardo Good
Member-at-Large



Catalina Chacon
Member-at-Large



Monique Limón
Senator



Lisa Calderon
Assemblymember



Stephanie Nguyen
Assemblymember



Caroline Menjivar
Senator



Rosilicie Ochoa-Bogh
Senator



Rebecca Bauer-Kahan
Assemblymember



Lilia Garcia-Brower
CA Labor Commissioner



Kawser Amine
Public Member



Quinn Delaney
Public Member



Crystal Young
Public Member



Nisha Devi Rodrigo
Public Member

OFFICERS AND COMMITTEES

The California Commission on the Status of Women was established in 1965 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 women of California. The Commission can hold public hearings and legislative briefings. It is capable of conducting research, advocating for public policy, overseeing grant funds, developing public-private partnerships, and also advises the Governor, the Legislature, and the public on issues affecting the lives 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)

Dr. Rita Gallardo Good

Member-at-Large (Long Beach)

Catalina Chacon

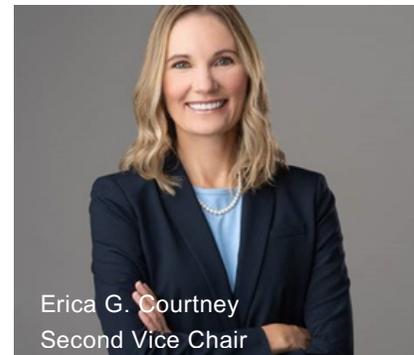
Member-at-Large (Temecula)



Joelle Gomez
Chair



Lisa Zola Greer
First Vice Chair



Erica G. Courtney
Second Vice Chair



Dr. Rita Gallardo Good
Member-at-Large



Catalina Chacon
Member-at-Large

STANDING COMMITTEES

Executive Committee

Chair: Joelle Gomez

1st Vice Chair: Lisa Greer

2nd Vice Chair: LTC Erica Courtney

Member-at-Large: Dr. Rita Gallardo Good

Member-at-Large: Catalina Chacon

Governance Committee

Senator Limón and LTC Erica Courtney

Legislation/Policy Committee

Assemblymember Calderon and Dr. Rita Gallardo Good

Alternates: Assemblymember Nguyen and Senator Menjivar

Strategic Planning Committee

Nisha Rodrigo and Senator Menjivar

Alternate: Senator Ochoa-Bogh

Fundraising Committee

Lisa Greer and Quinn Delaney

Alternate: Crystal Young

International Relationships Committee

Kawser Amine and LTC Erica Courtney

Alternate: Lilia Garcia-Brower

SUB-COMMITTEES

Youth Advisory Subcommittee

Crystal Young and Lilia Garcia-Brower

Budget Advocacy Subcommittee

Catalina Chacon and Senator Menjivar

Alternate: Quinn Delaney

Grants Subcommittee

Lisa Greer and Assemblymember Bauer-Kahan

AD HOC COMMITTEES

Sexual Assault Appointments (SAC) Committee

Joelle Gomez and Nisha Devi Rodrigo

Youth Advisory Council

17 California Youth

AB 1356 Ad Hod Committee

Senator Menjivar and Nisha Devi Rodrigo

FROM^{THE} COMMISSION CHAIR

Dear Governor Newsom,

It has been an honor and privilege to serve another year as Chair of the California Commission on the Status of Women and Girls, and to work alongside the Commissioners and agency staff that serve on behalf of the more than 20 million women and girls in California.

This year Commission staff worked wonders despite a budget that left them with half of the operational staff allocated to them, and continued to demonstrate how investing in women and girls, outside of their traditional roles as caretakers, can help build prosperity across marginalized communities. They have continued to pursue an aggressive legislative agenda, stand up, develop new partnerships, support new research, lift up youth voices, and otherwise continue our ambitious work in pursuit of gender equity and justice.

I have devoted more than three decades to helping women, children, and families in California, and I have forged relationships that increase opportunities women and girls to succeed in every aspect of their lives.

I am dedicated to using my voice to raising awareness of the unique, and all too often disregarded, needs of women and girls in California, and I will continue to speak out against human trafficking, domestic violence, and sexual assault, which is why I am so proud to continue these efforts with the Commission.

This past year was not gentle or kind, but we persist on behalf of the women and girls who are so essential to California's prosperity, and with your continued support our efforts will continue no matter what comes next.

Respectfully,



Joelle Gomez
Commission Chair

FROM^{THE} EXECUTIVE DIRECTOR

I am honored to have been selected as the Executive Director for the Commission this year, after more than five years in other roles. In that time, I have had the opportunity to work with Commissioners and staff through pivotal moments, leaps of growth, deep reckonings, and I am honored to lead us forward into what is to come.

What drew me to service at the Commission initially was a desire to change the systems which govern our lives that were not designed for all women and girls to succeed under. In times of crisis particularly, challenges disproportionately impact women and girls, particularly those who experience intersectional points of discrimination including women and girls of color, transgender, nonbinary and gender expansive people, parents, members of the LGBTQIA+ community, young women, old women, disabled women – all of us deserve the chance to thrive.

What the Commission has been able to demonstrate during my time here so far, is that women can do anything if given the opportunity. We are half the population, and it is time we claim our space as half of the leaders of our state.

As the Commission continues to focus on ensuring that policy, systems, and practices are examined through a gender lens, we will continue to shine a light on political and economic structures that are not gender neutral, and the ways that systems of power were not built with women as full and equal participants in mind, and to advocate for policies that directly address inequities faced by women and girls in California. We will work to build collectively with women across the state, an equitable future for us all.

Thank you to the Administration, the Legislature, Commissioners and Commission staff alike, for your trust and support in this work. Women are essential, and I am honored to be a part of this remarkable community dedicated to the well-being of millions of us in California.

In service,



Executive Director

2024 STAFF



Darcy Totten
Executive Director



Max Macedo
Director
Fiscal & Administration



Michelle Teran-Woolfork
Director
Legislation & Policy



Jennifer DeGrossa
Special Projects
Manager



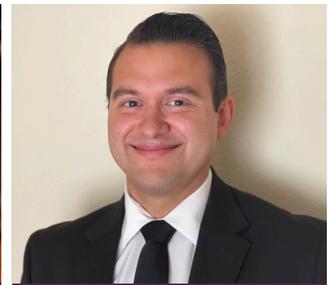
Justin McCoy
Information Officer



Katherine Squire
Legislative Analyst



Morgan Beatty
Program Analyst



Steven Maestas
Contracts and Budgeting
Analyst



Cherilyn Otubuah
Social Media Specialist



Janelle Gudino
Executive Administrator

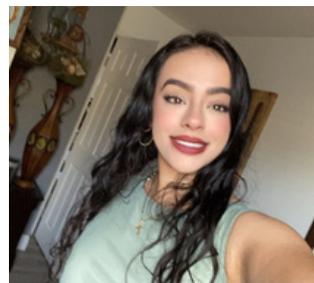
2024 INTERNS



Marin Dolan
Intern



Lesly Contreras
Intern



Daisy Lemus
Intern

DARCY TOTTEN

EXECUTIVE DIRECTOR

The California Commission on the Status of Women and Girl appointed Darcy Totten as the Executive Director in 2024. She served as Interim Executive Director from June until her permanent hire in October 2024.

Darcy has over 20 years of experience in crisis communications, journalism, public policy, and external affairs. In 2019, Darcy served as the Interim Director of Operations at the Commission as the organization began a period of intense growth and transition. She moved into various roles including Communications Director and then Director of External Affairs, where she helped to lead the effort to build a significant expansion focused on women's economic recovery from the COVID-19 pandemic.

Darcy has authored and directed several nationally recognized projects including authoring the Commission's award-winning original research report, the California Women's Economic Blueprint for Pandemic Recovery.

She is an expert in social and community impact strategies, advocacy, and crisis communications with experience centered in educational leadership, political campaigns, state and federal issue advocacy, and gender-focused public policy.

Darcy has been with the Commission for more than five years and designed a broad program of community partnerships, growing our capacity significantly during a time of great challenges. She has authored original research, built international and statewide programs, and led key policy efforts resulting in new laws promoting and protecting gender equity in California. Her leadership is an exciting step forward as the Commission continues to evolve.



GOALS^{AND} EVOLUTION

The California Commission on the Status of Women and Girls was established by Governor Gerald "Pat" Brown in response to an order signed by President John F. Kennedy in 1961 which established the President's Commission on the Status of Women. 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 just 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. The Commission was formalized as an independent state agency in 1971 by Governor Ronald Reagan and continues this work today, nearly 60 years after founding.

Unlike when it was founded, today's Commissioners are all women and represent a diverse cross section of the California population.

As we work to reframe the 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 vital contributions as more than half of California's population.

In 2024, we started to think bigger, taking on advocacy fights such as putting women in the U.S. Constitution and supporting youth-led policy agendas that focus on a gender equitable future. We know that the history of fighting for gender equity is marred by sharp moments and long histories where women did not meet the collective need for a solidarity-based approach to changemaking. We also know that we can change this.

We believe that gender equity is irrevocably entwined in the ongoing fight for racial equity, the freedom to be who we are, bodily autonomy, and the right to determine our own destinies in a country that aspires to treat us equally under the law. Together, we can accomplish all of this and more. We look forward to working with California's women and girls to do just that.



THANKING HOLLY MARTINEZ



The California Commission on the Status of Women and Girls would like to acknowledge and recognize the service of former Executive Director Holly Martinez who departed the Commission in the summer of 2024.

We are grateful for her time and contributions to the organization. During her years of service, the Commission had incredible growth, and her impact led to a more gender-equitable future for us all.

We thank Holly for her leadership and look forward to continuing to collaborate with her in her new role as the Executive Director of The Representation Project.



WELCOMING NEW LEADERSHIP



On Tuesday, December 17, 2024, Darcy Totten was officially sworn in as Executive Director of the California Commission on the Status of Women and Girls by Lieutenant Governor Eleni Kounalakis, the first woman to hold that office.

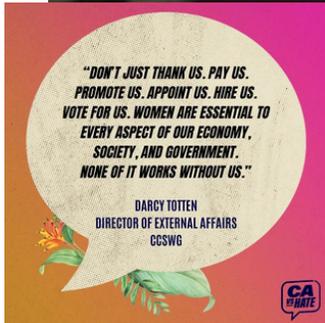
Director Totten is a social and community impact strategist with experience in educational leadership, political campaigns, and gender-focused public policy. She has been with the Commission for over five years and designed community partnerships, and authored and directed original research. Her leadership is an exciting step forward in the Commission's ever-evolving approach to community and collaboration.

Lieutenant Governor Kounalakis and Director Totten also discussed ongoing efforts to support childcare entrepreneurship and expressed excitement over the ability to partner on this issue in the future.



STAFF PERSPECTIVES: STORYTELLING FOR EQUITY

READ THE ARTICLE >



In March of 2024, the California Civil Rights Department project CA vs Hate sat down with then Director of External Affairs, Darcy Totten, to discuss the Commission's work combatting gender inequities, hate, gender-based violence and more for Women's History Month.

The blog was featured on both Agencies' social media channels and included information about the Commission's programs and efforts to close measurable gaps, such as the pay gap, in California.

Opinion: Embracing equality is a profitable move for California businesses



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.
GETTY IMAGES

By Holly Martinez
Mar 7, 2024

The Sacramento Business Journal published an op-ed in March in advance of Equal Pay Day by then Commission Executive Director Holly Martinez.

The article outlined the ways in which investing in equitable pay and opportunities for women is good for business, good for the workforce, and good for the California economy overall. For businesses, closing the wage gap can improve employee retention, increase productivity and improve the quality of job candidates.

As California continues to lead the way in progressive policies and practices, closing the wage gap should be embraced as a vital component of building a prosperous future for us all.

STAFF PERSPECTIVES: GENDER EQUITY **ON AIR**

Dr. Nancy O'Reily and Executive Director Darcy Totten sat down on August 30, 2024, to discuss this historical moment and why we as women must come together—all of us—and work together for women's equality. Director Totten used this platform to highlight that women have an opportunity now to propel women's equality 100 years into the future or push it back 100 years and to highlight the Commission's unequivocal support for the immediate publication of the Equal Rights Amendment (ERA). The fully ratified, but not yet published 28th Amendment to the Constitution would formally prohibit discrimination on the basis of sex.



The Commission was excited to join California Secretary of State Shirley N. Weber, PhD, for the official “This is Promote the Vote California” podcast!

The series finale featured Commission Executive Director Darcy Totten and focused on gender equity and the power of civic action.

This inspiring conversation about how our gender identities empower us at the ballot box and how we can best support our communities through civic engagement introduced the Commission's parallel social media campaign encouraging women to vote in all elections.

COMMISSION HONORS AND AWARDS

The California Commission on the Status of Women and Girls was named the winner of a bronze Stevie® Award in the category: Achievement in Equal Pay for our work on the “California Equal Pay Pledge,” in the 21st Annual American Business Awards®.

The Commission is proud of the work that we do on behalf of the California Equal Pay Pledge, a program by First Partner Jennifer Siebel Newsom, in partnership with the Commission and the California Partners Project to promote pay equity and educate the public on employer best practices and employee rights.

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, and we are grateful that this important program has been honored.



COMMISSIONER HONORS AND AWARDS

Commissioner Lieutenant Colonel Erica Courtney, Founder of 2020vet, Inc., was named Action Officer for 2023 by her Pentagon unit.

LTC Courtney demonstrated exceptional leadership upon arrival, leading J-1's support to the Russia-Ukraine Crisis Management Team (CMT) and subsequently integrating J-1 into the Israel CMT. Embracing innovation, she implemented a more effective method for J-1 support, aligning with the Chairman's guidance. In support of the proposed Israel CMT, LTC Courtney played a pivotal role in planning, offering crucial insights on the NEO-Tracking System for evacuation operations.

Additionally, she became a vital link for reporting U.S. casualties, addressing an information gap between operational updates and official casualty reporting. LTC Courtney's coordination with U.S. Central Command and Defense Casualty Analysis System office ensured accurate casualty tracking and reporting. Furthermore, her input on Women, Peace, and Security shaped U.S. strategy, showcasing her as a brilliant and invaluable contributor.



COMMISSIONER HONORS AND AWARDS

The Sacramento Hispanic Chamber of Commerce named Commissioner Dr. Rita Gallardo Good as this year's Legacy Latina Estrella!

Dr. Gallardo Good has over 35 years of leadership experience in public service and has held leadership positions at various organizations in California, state agencies, the California State Senate, and local governments. Currently, as Vice President of Partnerships & Policy Engagement at the Campaign for College Opportunity, she champions initiatives to support student success across California.

A first-generation college graduate, Dr. Gallardo Good holds a Doctorate in Educational Leadership from Sacramento State and is an alumna of leadership programs such as Hispanas Organized for Political Equality (HOPE) Leadership Institute, Leadership California's Issues and Trends Leadership Program, Chicano Latino Youth Leadership Project, and the Nehemiah Emerging Leadership Program.

Congratulations Commissioner!



YOUTH COUNCILORS HONORS AND AWARDS

SERENA GRIFFIN

Serena Griffin, age 17, was selected by First Lady Jill Biden as a 2024 “Girls Leading Change” honoree. Serena is a passionate advocate for creative expression as a tool for social change. She is the founder of EmpowHer Poets, a free afterschool program that provides writing workshops to local Bay Area youth, particularly young girls of color, to encourage them to find power in their voices. In addition, Serena is the current Berkeley Vice Youth Poet Laureate. She serves as a member of the California Commission on the Status of Women and Girls Youth Advisory Council.



THAO VI YUN

Youth Advisory Council member, and Senior Girl Scout Thao Vi Yun was among 50 youth leaders honored by Girl Scouts San Diego as an “Emerging Leader.”

The recognition is for members in 10th to 12th grade who show commitment to developing their leadership skills and making a positive impact in the world. Some have received the honor multiple years.





COMMISSION FOCUS

THE EVOLUTION OF AN ONGOING FEMINIST REVOLUTION

by Darcy Totten, Executive Director



When early suffragists began coalescing around voting rights during the Seneca Falls Convention for Women’s Rights in 1848, they did not envision the kind of multi-racial, multi-ethnic, economically and politically diverse population of 19.6 million women that the California Commission on the Status of Women and Girls represents. Indeed, the history of the fight for gender equity, from voting rights, to employment, marriage, divorce, economic opportunity, representation, healthcare and self-determination, is a story of cyclical exclusion.

Every generation makes its own steps toward progress, and every generation leaves unacceptable numbers behind. And yet, we keep moving forward. Every new era is an opportunity to know, and to do better.

The path to progress has been paved in fits and inequitable starts. Even suffrage heroine Susan B. Anthony once famously asked Frederick Douglass not to appear on stage with white women, because it would “seem inappropriate.” Congressmembers, led by Representative Nancy Mace have doubled down on not allowing transgender women or men access to restrooms in their shared workplace, the United States Capitol. And while it is certainly progress that we see ourselves reflected in these spaces at all, spaces built by and for white men of means, we are constantly reminded that not only are we far from equality, but we also continue to elbow each other out of the way in the race for our hard won progress, replicating the same commitment to inequality that landed us all on the outside looking in, in the first place.

Although the 1920 passage of the 19th Amendment gave women the right to vote, no priority was given to ensuring equitable access to that right, and Black women in the south and many Latinas in the southwest were still barred from voting because of racist voting restrictions.

When they tried to reach out to the main suffrage organizations at the time, they were often ignored. Today, Black and Latina women make up more than 14% of eligible voters.

The World Health Organization (WHO) estimates that one in five women currently live with a disability, and that they face disproportionate rates of discrimination in housing, healthcare, education, employment, and key wealth building areas of their lives. The WHO also found that the diversity of women with disabilities includes those with multiple and intersecting identities across all contexts, such as ethnic, religious, and racial backgrounds; their status as refugee, migrant, asylum-seeking, and internally displaced women; LGBTIQ+ identity; age; and marital status.

In California, home to 700,000 indigenous people, the largest Native American population in the country, murders of indigenous women are about seven times less likely to be solved than homicides involving all other victims.

Women veterans are the fastest growing population of veterans, yet women still face many barriers while serving and after leaving the military. An often-overlooked aspect in research and literature is how women develop their identity as veterans from their experiences of racism, sexism, heterosexism, classism, and other forms of oppression and discrimination while serving in the military and the invisibility or the lack of recognition as veterans after returning to civilian life. Women veterans also face greater barriers than their male counterparts when trying to access care, including mental healthcare, or support for overcoming military sexual trauma, exposure to toxins, physical health, and chronic pain.

In 2023, for the first time in their 40+ year history, the Human Rights Campaign declared a National State of Emergency for LGBTIQ+

Americans, in response to more than 550 anti-LGBTQ+ bills introduced into state houses across the country. This trend continued into 2024, where over 500 additional anti-LGBTQ+ bills were introduced, and over 40 passed into law across 14 states. Transgender women, who make up an estimated 36% of the transgender community, face disproportionate rates of violence and targeted attacks.

What the Commission recognizes as the common thread among those lived realities is that all women exist, as the WHO identified, “within multiple and intersecting identities across all contexts,” and despite our collective and fraught history, despite apologies that are still owed and harm that continues to be perpetuated, that the only way forward is together. Women are half of the people, and despite our differences, and sometimes because of them, we are stronger when we collaborate for a better future for us all.

Our vision for a more gender equitable future must include all women, and it is our mission to uplift women as a whole, connecting across history and hurt, to build new visions for full equality within our lifetimes. Allowing our path forward to be defined by who we exclude, rather than how we connect, means making a choice to leave some women out of our shared fight for a more equitable California. In 250 years, that hasn't worked once.

It's time for a new strategy.

It's time for a radically inclusive approach to progress. Our connection to the ongoing and constantly evolving feminist revolution is simple: women, without exclusion, treated as whole and equal citizens, without limit to our opportunity and access, in a country where we shall refuse any limitations for the half of us who have been excluded along the way to this point.

Because together, we are half of California, and the collective future belongs to all of us.

HOPE PLUS STRATEGY

In 2022 the Commission published the California Blueprint for Women's Pandemic Economic Recovery, a research report developed in partnership with The California Policy Lab at UC Berkely, which found, unsurprisingly, that the COVID-19 pandemic had exacerbated gendered economic inequality. The Blueprint also showed that the COVID-19 pandemic impacted women of color first, due to occupational segregation and other factors, and that the industries where those women are clustered have been the slowest to recover, further compounding preexisting social and economic disparities.

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 efforts, and international opportunities for sharing and learning. That limited-term grant program

provided direct services to 90,510 California women and girls over two years, with an unprecedented reach that touched on every aspect of women's lives from birth through retirement.

In 2024, we started to think bigger, taking on advocacy fights such as putting women in the US Constitution, through the Equal Rights Amendment, and supporting youth-led policy agendas and opportunities for convening women in ways that that focus on an inclusive approach to building a gender equitable future.

We have spent the year working toward improved equity for the economic prosperity for all; alleviating systemic barriers rooted in poverty, that have been stifling women, particularly women of color, for decades. We must eliminate gender inequities that persist in the workforce, and that 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 leaders of California.

At a time when the rights to bodily autonomy, equitable access to healthcare, and investment in building equitable pathways to economic success no longer feel secure, we know that a collective approach to changemaking is critical. That approach has resulted in strong new partnerships that will help protect our ability to advocate on behalf of California women and girls and will chart the path forward as we work to learn from the past and build a future that includes all women and girls.

The way forward is together. Even as we lean into changemaking strategies with proven results, we never lose sight of the hope that a completely gender equitable future is possible and that together, we can make it happen.



PEOPLE-FIRST APPROACH

The real contributions of our dedicated staff are reflected not only in the work celebrated in this report but also in the internal agency policies that reflect a deep commitment to building structures in which all people can thrive. While we are grateful to serve in a state with some of the most extensive equity laws in the country, we know there is room to expand those efforts.

The California Commission on the Status of Women and Girls strives to support a consistently positive work-to-life balance. Some ways that we now apply this core value to our daily operations involve ensuring a family-friendly environment, futures planning support, training and investment in staff leadership capacity, inclusive practices and more.

One such effort in 2024 was to develop a new set of family-friendly workplace policies that seek to move beyond workplace policies that define women almost exclusively in their relationship to childcare to include all parents and all types of caregivers into our daily operations.

The Commission supports individual employees according to their needs to the greatest extent possible. Our mission is to work in a culturally inclusive manner to provide leadership, policies, and programs that preserve and

expand equality and justice for all women and girls and we recognize that family life and caregiving is core to the experience of many of our employees of all genders.

We believe that equitable policies of support are critical to remaining in compliance with the Commission's mission and applicable state and federal laws. We have, in 2024, developed additional policies to accommodate employees who are caregivers through the following practices:

1. Provide employees with flexible, hybrid, and predictable schedules.
2. Help employees reduce childcare costs through accommodations including processes for allowing children on-site in our offices.
3. Provide on-site dedicated lactation space as required by law and additional supportive programs for parents of all genders.
4. Champion family-friendly employer policies and practices for caregivers of family members of any age and of all genders.

It is the layered complexity of our experiences that make us valuable as advisors and subject matter experts. As California continues in its approach to family-friendly policy priorities over the next few years, the Commission seeks to lead by example and will continue to extend and evolve our approach to building an inclusive and supportive environment that utilizes a gender lens on workplace equity and gender responsive policy creation.

ECONOMIC SECURITY

Women, particularly women of color, in our state face earnings gaps, disproportionate caregiving burdens, and barriers to wealth building that create a persistent state of gender-based economic disparity. The California Commission on the Status of Women and Girls believes that we must collectively invest in the potential of women to build an economic engine that works for all of us.

In the evolving landscape of California's economy, integrating a gender lens into public policy is not merely a matter of equity but an essential strategy for achieving comprehensive economic growth and resilience. California, as one of the most diverse and economically significant states in the U.S., stands to benefit profoundly from policies that recognize and address gender disparities. A gender lens involves analyzing how different policies and strategies impact individuals of different genders differently, ensuring that the needs and contributions, as well as the potential of all genders are considered.

Women, who constitute a substantial portion of California's workforce, continue to face significant disparities in wages, job security, and career advancement opportunities. Despite progress in recent years, the gender pay gap remains persistent. Women, particularly women of color, are disproportionately represented in low-wage and part-time jobs, which limits their economic mobility and contributes to broader economic instability. Addressing these gaps through targeted policies such as pay equity laws and practices, affordable caregiving support, equitable investment and flexible work arrangements can enhance productivity and

economic participation, generate new opportunities and facilitate innovation, fostering a more robust and inclusive economy.

Incorporating a gender perspective in our economic analysis means recognizing the contributions of women entrepreneurs and addressing barriers that they face. Women-owned businesses are a vital part of California's economy, yet they often encounter obstacles such as limited access to capital, networks, and investment opportunities. By creating policies that support women entrepreneurs, such as targeted funding programs and networking initiatives, the state can stimulate innovation and economic diversification. This approach not only supports individual business owners but also strengthens the broader economic ecosystem.

Furthermore, research consistently shows that gender diversity in leadership and decision-making roles correlates with better organizational performance and innovation. By promoting gender diversity in both public and private sector leadership positions, California can harness diverse perspectives and drive more effective and inclusive policy solutions. This, in turn, creates an economic environment where all citizens have the opportunity to contribute and benefit from economic growth.

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 support for those struggling in systems that were not designed with us in mind and invests fully in the power and capacity of women.

It's time to stop leaving trillions in our potential collective growth and success on the table.

GOVERNMENT THROUGH A GENDER LENS

The California Commission on the Status of Women and Girls adopts a gendered lens on all matters pertaining to the experience of women and girls in California at both a macro and a micro level. From the economy to public policy, from administrative structures and to daily life, we use this approach to offer particular attention to gender imbalances or biases in what might otherwise be assumed to be gender neutral policy or practice.

Using a gender lens helps us to offer advice as prescribed by our mandate that is informed by an understanding of the ways government has been and continues to be shaped by or biased toward specific gender identity-based perspectives that reflect patriarchal power dynamics that have historically favored men and masculinity.

We further acknowledge that an intersectional analysis is required in this approach to our work, and that historically, efforts focused on gender equity have not done a good job of inclusion with regards to additional points of marginalization experienced by women and girls, including but not limited to gender presentation, caste, sex, race, ethnicity, class, sexual orientation, immigration status, family of origin, religion, disability, height, age, and weight.

As the Commission moves into a new year with a renewed focus on our collective future, we seek to expand our efforts to build larger coalitions and solidarity-based efforts that take into account the breathtaking diversity of our state's population and the intrinsic value of those experiences in building collective power.

We seek to model a new approach to gender equity, one that no longer presupposes that small incremental changes are all that are possible. We look to the power of collective advancement and collaboration to find a new way forward that may finally close the persistent gaps in wages, education, employment and earnings, retirement, health, violence, wealth accumulation, political power, representation, healthcare, housing, and family support that continue to impact women and girls unequally. What impacts one, affects us all - and our efforts for gender equality will reflect that understanding.

The Commission's role as subject matter experts in a statewide advisory capacity offers opportunities for collaboration and partnerships that can help to more effectively design, implement, and evaluate policies, processes, programs, and resource allocation statewide in a manner that learns from mistakes of movements past and seeks to share both knowledge and power with those most impacted by the legacy of those inequalities we seek to end. We will continue to work with partners, both public and private, to build a gender equitable California for us all.



PROGRAMS & OUTREACH

PROGRAMS: BUILDING A MORE GENDER EQUITABLE FUTURE

The Commission is proud to highlight our 2024 programmatic successes, including our work on the California Equal Pay Pledge, and excerpts from our 2024 Women's Recovery Response grant program impact report.

This year the Commission continued to support the California Equal Pay Pledge, a program of California First Partner Jennifer Siebel Newsom and the California Partners Project, in which we are proud to partner. Together we more than doubled the number of California Equal Pay Pledge signatories. Support for the California Equal Pay Pledge continued throughout the year, with targeted outreach to business groups and chambers of commerce to help build a foundation of local support, and to sports and entertainment groups.

The Commission is committed to continuing to provide California businesses with access to the support they need to help build gender equitable hiring, promotion, and pay policies. In support of the California Equal Pay Pledge, the Commission championed in-person public awareness events with California First Partner Jennifer Siebel Newsom and hosted three Equal Pay Educational Briefing virtual events.

Additionally, the Commission has restructured the Youth Advisory Council program to more explicitly focus on policy advocacy and has developed a mentoring program to directly match Council members with Commissioners and to build advisory processes into the structure of Council.

This restructuring will strengthen our efforts to ensure that youth voices are included in our policy efforts and will inform recommendations to the Governor and members of the California Legislature.

The Commission continues to support efforts to foster international connections for women and girls, and has worked with US State Department partners, including the WTC and Global Ties facilitators of the International Visitor Leadership Program, to connect with leaders and experts from around the world on gender-based issues. We continue to believe that such connections help us break out of traditional government silos and increase opportunities to explore practice and research that is making a difference for women and girls globally.

Our work supporting reproductive healthcare access and managing grant programs is also reflected here, along with a significant expansion of partnerships with statewide organizations and academic partners, and our commitment to national efforts to enshrine gender equality into the United States Constitution.

Looking forward to 2025, we expect to continue to increase these efforts and to broaden our commitment to action as a convening body that can bring together key subject matter experts in service of our shared goals.

WOMEN'S RECOVERY RESPONSE IMPACT REPORT 2024

The Women's Recovery Response grant program represents the first time the state of California has dedicated resources, under the oversight of the California Commission on the Status of Women and Girls, to the specific needs of women impacted by the COVID-19 pandemic. The California Commission on the Status of Women and Girls is committed to leading and continuing the work to understand the impacts of the pandemic on women and families and ensuring that their specific needs are addressed.

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

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 continues to be uniquely positioned to support local commissions and the direct service providers they work with to ensure that women's needs are centered in immediate and ongoing statewide recovery efforts and in establishing a more secure foundation to better weather future storms.

This investment inserted structural support and resources into a network of local commissions and community-based organizations and the California Commission continues to act as a statewide convener, facilitator, and oversight administrator.

RECOVERY INVESTMENT

The Commission received a total of \$13.9 million from the legislature over two fiscal years to support women's recovery from the pandemic. This funding was crucial for supporting local governments, including local commissions, nonprofit organizations, and direct service providers.

Of the \$13.9 million, the legislature allocated \$11 million to the statewide grant program and \$2.9 million to the Commission's General Operations fund to support the administration of the program. Recognizing the immense need and opportunity to further assist women and girls, the Commission prioritized fiscal responsibility and innovative financial management, allowing us to reinvest an additional \$1,627,845.85 from our operating budget back into the community.

Women and girls make up 50.3% of California's population, and the Commission is steadfast in its commitment to supporting them all. Through strategic financial management and operational efficiency, we were able to exceed our initial funding goals, demonstrating our dedication to advancing both the state's objectives and our own commitment to investing in this essential population.

By leveraging partnerships, dedicated staff, efficiency, and strategic planning, we directly impacted more than 90,000 women and girls across California.



With just two years of funding, and a limited staff, the Women's Recovery Response touched on every aspect of women's and girl's lives in nearly every county in the state. We reached women and girls where they are, holistically across intersectional needs, that included childcare and diapers; menstruation; job training; housing; counseling; trafficking prevention and outreach; foster care and foster care transition; breastfeeding; black women's wellness; therapy for underserved communities; and much, much more. We also stood up domestic violence centers during lockdown and provided for medical upscaling in facilities across the state.

We were also able to help establish or support ongoing capacity building efforts for 18 county and city commissions on the status of women and girls, whose work continues to serve those communities.

During both years of the Women's Recovery Response Grant program, 10.3 million unduplicated women were indirectly represented by their local commissions!

WOMEN'S RECOVERY RESPONSE PROVIDED DIRECT SERVICES TO

90,510  **WOMEN & GIRLS AND SUPPORTED**

1,610

 veterans

1,132

LGBTQIA+ individuals



AND

3,343

workshops and events

1,295

justice impacted women

404

trafficking survivors



4,177

domestic violence survivors



458

AND

26,930 

immigrants and asylum seekers

unhoused and low-income women

WOMEN'S RECOVERY RESPONSE ALSO SUPPORTED

622 +
scholarships



4,938

job training sessions

1,624 new business
start-ups

88 new research
reports

17,428 diapers, wipes  and baby supplies **AND**

3.6 MILLION
menstrual products

100,752
meals were
distributed

10,415
wraparound services

AND

787 elderly or
disabled
women
were
supported



5,524
therapy sessions

CALIFORNIA EQUAL PAY PLEDGE

CALIFORNIA
EQUAL
PAY
PLEDGE

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 is proud to continue to work with the Office of the First Partner and the California Partner's Project, along with legislators and community partners to provide resources, training, policy advocacy, 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 persistent burden the pay gap places on women, especially those 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.



CLOSE THE GAP CHAMPIONS FOR CHANGE

On March 12, 2024, National Equal Pay Day, California First Partner Jennifer Siebel Newsom released the Equal Pay Playbook, in partnership with the California Partners Project and the California Commission on the Status of Women and Girls to provide companies with strategies for creating a more equitable workplace by identifying and eliminating their internal wage gap.

The First Partner also announced that more than 200 California-based companies, organizations, and municipalities have signed the California Equal Pay Pledge—more than doubling the number of Pledge signatories on Equal Pay Day in 2023. This doubling of signatories was celebrated with an event at the Governor’s Mansion hosted by the First Partner

Collectively, women in California lose approximately \$87 billion annually to the gender wage gap. The Equal Pay Playbook aims to address this by giving California employers a step-by-step guide for developing a strategic approach to equitable pay that is good for Californians and will help companies attract and retain top talent, boost innovation and productivity, and enhance brand reputation. The Playbook offers six detailed and actionable steps for achieving equal pay, including conducting an internal pay equity audit and updating job descriptions and pay structure. Key contributors to the Playbook include California Equal Pay Pledge Signatories, Adobe, Mattel, and Snap Inc., among other organizations.



The Equal Pay Playbook is a key component of the First Partner's California for All Women initiative and overall gender equity strategy, which also includes the Board Diversity and Board Culture Playbooks as well as the California Equal Pay Pledge.

The Equal Pay Pledge was launched in 2019 by the First Partner and is supported by the California Commission on the Status of Women and Girls, the California Labor and Workforce Development Agency, and the California Partners Project. Companies who sign the Pledge commit to conducting an annual company-wide gender pay analysis, reviewing hiring and promotion processes to reduce unconscious bias, and promoting best practices to help close the pay gap and ensure fundamental equity for all employees.

Despite significant progress in recent years, gender and racial wage disparities persist

across the workforce. These gaps cost women, families, and the entire state economy—they cost us in dollars and in lost opportunities and innovation.

As California continues to lead the way in progressive policies and practices, we must prioritize closing the wage gap as a key step in building a more equitable and prosperous future for everyone.

The Commission's research affirms that California must consider gender as a critical indicator of economic health and include it in all solution building and economic innovation. That starts with Equal Pay. And that starts with business. But it doesn't end there. Policies that ensure equal pay for all Americans help businesses attract the strongest talent, boost productivity, and benefit our entire economy.



Over the past year, we've spoken with employers across California and listened to their insights and strategies around equal pay," said California Partners Project Executive Director Carolyn Gan. "The result is the California Equal Pay Playbook, available at EqualPayCA.org. This playbook has something for everyone; it's full of actionable, tangible, and practical steps, no matter where a company or organization is on their pay equity journey. Equal pay benefits us all — employees and employers alike."

The aggregated wage gap in 2024 for women compared to men was 84 cents nationally. Women continue to be underpaid and undervalued at great cost to innovation, global competitiveness, and a thriving economy. California's business leaders have the power to fundamentally reshape the landscape of opportunity, innovation, wealth generation, and fairness for generations to come by voluntarily taking steps to close the pay gap.

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.



“Women are the backbone of their communities and the economy and the breadwinner or co-breadwinner in most households in the U.S., yet the gender wage gap continues to deliver the message that our work and our contributions have less value than men’s. While data on the wage gap may differ, it all tells the same story of inequality and a gap in pay that worsens for mothers, women of color, immigrant women, and LGBTQ+ women, ultimately deepening generational poverty and slowing economic mobility. The Equal Pay Playbook is just one component of our gender equity strategy, providing companies the tools to close the gap and normalize equal pay in the workplace.”

- First Partner Jennifer Siebel Newsom



A CLOSER LOOK AT THE CALIFORNIA PAY GAP

As a result of Senate Bill 973, California collects pay data to promote employers' compliance with equal pay and anti-discrimination laws, as well as to identify wage patterns and enforce anti-discrimination laws in the workplace. The most recent data currently available under the new program is for 2021. While the data collected annually by the Civil Rights Department does not reflect California's entire workforce, it is an important indicator for assessing economic equity in the state. From this data, we learned that women:

81 Cents on the Dollar: Women, including both part-time and full-time earners, make an estimated 81 cents in California for every dollar men earn.

Less Money Across the Board: Women earn less than men in every industry captured in the data, including finance (71 cents to the dollar), construction (76 cents), and trade (77 cents).

Racial Disparities Persist: The pay gap is even greater for many women of color, with Latinas earning an estimated 44 cents for every dollar white men earn and Black women earning 58 cents.

Billions in Lost Earnings: In the finance sector alone, women lose an estimated \$10.3 billion in pay each year.

Lower Pay, Fewer Disparities: The smallest pay gaps between women and men are found in lower paid jobs, such as service work (98 cents to the dollar) and administrative support (93 cents).



LATINA EQUAL PAY DAY

In California, Latinas earn just 44 cents for every dollar paid to white, non-Hispanic men. At this rate it would take another 130 years for Latinas in California to reach pay parity — generations into the future. Commissioner Crystal Young and Executive Director Darcy Totten joined California First Partner Jennifer Siebel Newsom, along with the Latino Community Foundation and Prospera in Oakland, CA on October 3, 2024, to recognize Latina Equal Pay Day – underscoring the persistent wage gap faced by Latina workers across the United States. On average, Latinas in the United States are paid about 51 cents for every dollar paid to a non-Hispanic white man. The Commission appreciated being able to participate in an incredible gathering of powerful advocates and entrepreneurs speaking up about the ways persistent wage and wealth gaps for Latinas impact families, communities, and our entire state.



17% of Latina-led households live below the poverty line, and if the wage and wealth gaps are not closed, Latinas entering the workforce today could lose up to \$1.3 million over the course of a 40-year career.

In spite of these challenges, Latinas are a growing force in entrepreneurship, which is key to building wealth. Latina entrepreneurs currently comprise nearly half of all Latino businesses, and Latina-owned businesses have grown by 87% since 2007.

The event included Senator Nancy Skinner and Assemblymember Mia Bonta as well as Jessica Stender of Equal Rights Advocates and Leigha Weinberg of the California Partner's Project and offered opportunities for local Latina entrepreneurs to talk directly to the group about their experiences and the discrimination they continue to face.

Entrepreneurship is the future of our economy - and the time to invest in the power of Latina entrepreneurs is now.



EQUAL PAY EDUCATIONAL BRIEFINGS

The Commission hosted three Equal Pay Educational Briefings in 2024, and we were honored to welcome subject matter experts including:

- Lori Nishiura Mackenzie, Author
- Melody Simmons Hudson, Author
- Monica Simmons, Author
- Lilia Garcia-Brower, Labor Commissioner
- Lorena Gonzales, President AFL-CIO
- Dr. Rita Gallardo Good, Commissioner

Together, we are continuing our efforts to educate the public and empower businesses to follow Equal Pay Pledge best practices. Briefing topics included conducting an annual pay equity analysis, interpreting pay gaps, and how businesses can take their first steps towards ensuring pay equity.

These amazing speakers also brought their lived experiences to their presentations and shared their stories and insights as women who have first-hand experience with gender and racial pay inequities, and what it takes to make a cultural shift toward pay equity.

EQUAL PAY EDUCATIONAL BRIEFING

HIDDEN ACCELERATORS OF THE GENDER PAY GAP

LORI NISHIURA MACKENZIE

June 6, 2024
Noon to 1 p.m.

Register now:
women.ca.gov/EqualPayCA

CALIFORNIA EQUAL PAY PLEDGE

California Commission on the STATUS OF WOMEN
women.ca.gov



EQUAL PAY EDUCATIONAL BRIEFING

MELODY S. HUDSON
MONICA SIMMONS

July 9, 2024
Noon to 1 p.m.

Register now:
women.ca.gov/EqualPayCA

CALIFORNIA EQUAL PAY PLEDGE

California Commission on the STATUS OF WOMEN
women.ca.gov



EQUAL PAY EDUCATIONAL BRIEFING

LABOR COMMISSIONER LILIA GARCIA-BROWER

LORENA GONZALEZ, PRESIDENT, CALIFORNIA FEDERATION OF LABOR UNIONS

COMMISSIONER DR. RITA GALLARDO GOOD

October 16, 2024
5:30pm - 6:30pm

Register now:
women.ca.gov

CALIFORNIA EQUAL PAY PLEDGE

California Commission on the STATUS OF WOMEN
women.ca.gov



2024 EQUAL PAY DAYS

MARCH 12

EQUAL PAY DAY

The gender pay gap between men and women has been the same for two decades; in 2023 a woman working full-time, year round earned 84 cents for every dollar a white, non-Hispanic man earns.

APRIL 3

AANHPI WOMEN'S EQUAL PAY DAY

AANHPI women earned, on average, 93 cents for every dollar earned by white, non-Hispanic men. But looking past the average, many ethnic groups faced even wider wage gaps.

JUNE 13

LGBTQIA EQUAL PAY DAY

While data on LGBTQIA+ workers is limited, an analysis from the Human Rights Campaign showed LGBTQIA+ women earned only 87 cents for every dollar earned by the typical worker.

JULY 9

BLACK WOMEN'S EQUAL PAY DAY

Black women working full-time, year-round earned 69 cents per dollar compared to their white male counterparts.

AUGUST 7

MOMS' EQUAL PAY DAY

Data show that a mother working full time earned 71 cents for every dollar a father earned working full time.

AUGUST 28

NHPI WOMEN'S EQUAL PAY DAY

The biggest wage gaps experienced by NHPI women are hidden in data that aggregates all AANHPI people together. NHPI women earned 66 cents for every dollar white, non-Hispanic men earned.

OCTOBER 3

LATINA EQUAL PAY DAY

Due to occupational segregation, Latina women are overrepresented in industries that pay low wages. Latina women working full-time year-round earned 51 cents for every dollar white, non-Hispanic men made.

NOVEMBER 21

NATIVE WOMEN'S EQUAL PAY DAY

Native and Indigenous Women earned 58 cents for every dollar a white man earned.



YOUTH ADVISORY COUNCIL

The California Commission on the Status of Women and Girls Youth Advisory Council brought together 22 young Californians to increase youth involvement in Commission efforts. Council members represented a diverse cross section of the California population, comprised of youth ages 12 to 19, from 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 opportunities in their schools, communities, and around the United States.

Working hand-in-hand with our Commissioners, our Youth Advisory Council will help to shape a more equitable California, now and for the future.

EXECUTIVE OFFICERS

2023-2024 YOUTH ADVISORY COUNCIL



Yazuna Kudo, Chair
Los Angeles County



Rebecca Wang, Vice Chair
Santa Clara County



Sage Calderaz, Secretary
San Bernadino County

A VERY SPECIAL THANK YOU

The Commission wants to extend our heartfelt thanks to the inaugural cohort of the Youth Advisory Council who will term out in 2025. These incredible young women have shared their perspectives, insights, passions, and perhaps most importantly, their visions for a future California. Together, they have laid the foundation for a new program of collaboration between Council members and Commissioners, so that the important lived experiences of our young constituents become an integral part of our policy and advocacy work.

The Commission will continue to prioritize including youth voices in the important work that we do on behalf of the 4.3 million California girls under the age of 18.

A new cohort of Youth Councilmembers will join the Commission in 2025 with a focus on public policy and advocacy work and the evolution of the current California Commission on the Status of Women and Girls "Girls' Agenda" designed to ensure youth perspectives are included in our efforts.

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 work. In response to that need, we created the Youth Advisory Council, an advisory board made up of California residents, ages 12 to 19, brought together to increase youth involvement in California’s public policy efforts.

The inaugural cohort of the Youth Advisory Council brought incredible passion to the task of helping the Commission to integrate youth voices into the Commission’s perspectives, partnerships, and policy advocacy. With their help, the Commission has been able to develop a policy-focused Youth Advisory Council, with a focus that aligns with the Commission’s advocacy work and provides support for the Commission’s policy focus mandate.



Applications for the new Youth Advisory Council were posted in the fall of 2024, bringing more than 130 applicants to fill 17 open positions.

The Council members will provide insight into policies, procedures, and legislation affecting girls throughout California, and act as advocates for themselves and 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).

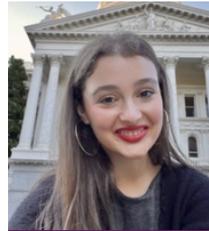
YOUTH ADVISORY COUNCIL



Kaitlyn Uesugi
San Bernadino



Anna McMillan
San Mateo



Penelope Oliver
Sacramento



Yuzuna Kudo
Los Angeles



Riya Yarlagadda
Ventura



Maya Henry
Los Angeles



Bhajleen Khalsa
San Joaquin



Rebecca Wang
Santa Clara



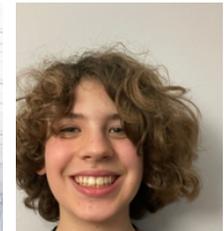
Noelle Hardy
Los Angeles



Nora Lounibos
Sonoma



Hannah Satuito
San Mateo



Oz Rafer
San Francisco



Diana Haus
Sacramento



Kyra Knight
Solano



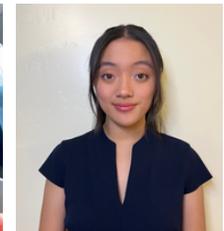
Isabella Murillo
Contra Costa



Eli Reeves Tordilla
Los Angeles



Abigail Shih
Orange



Thao Yun
San Diego



Anagha Rajesh
Santa Clara



Yasmeen Arteaga
Los Angeles



Phoebe Seigel
San Francisco



Serena Griffin
Alameda

2023-2024

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 how our international partners are successfully pursuing gender equity.

The California Commission on the Status of Women and Girls, through a network of partnerships and direct outreach efforts, meets regularly with international delegations of leaders who are leading gender equity work in government, not-for-profit, and non-government agencies to share best practices, engage in cultural exchange, and to collaborate and elevate gender equity policy work at a global level.

The Commission staff and Commissioners meet with delegations from programs through the U.S. State Department, WTC Global Ties Northern California, and direct representatives from permanent delegations to the United States, to discuss and share knowledge around institutionalizing and elevating the voices of women and girls. We are committed to fostering these connections and to building formal partnerships and opportunities for California's collaboration to provide a gender lens perspective to issues impacting women across the globe.



HELLO, WORLD SHARING THE STAGE AT



The Commission was grateful to join G20 Social, and Power of Women, for the 2nd Digital Power of Women Conference, a global digital conference that took place on November 17-18, 2024, presented policy recommendations that reflect a gender lens perspective to influence the decision-making process that shape the global economic, social, and environmental policies of the G20.

This landmark event featured renowned speakers and dynamic leaders from across the G20 forum, uniting voices to advance women leadership across different sectors and inspire bold actions for a better future, including:

- Dr. Shirin Ebadi: Nobel Peace Prize Laureate, First Female Peace Prize Laureate from the Islamic World.
- Tawakkol Karman: Nobel Peace Prize Laureate, First Woman Nobel Laureate from the Arab World.
- H.E. Fatoumata C. M. Jallow Tambajang: Former Vice-President of The Gambia.
- Dr. Tulia Ackson: President of the Inter-Parliamentary Union and Speaker of the National Assembly of Tanzania.

The California Commission on the Status of Women and Girls was highlighted in a five minute video presented to G20 attendees as part of social events sponsored by the President of Brazil.

WATCH THE VIDEO >



DPOW 2024 IN COLLABORATION WITH



INTERNATIONAL VISITOR LEADERSHIP PROGRAM: PROMOTING INCLUSIVITY IN STEAM

On February 5, 2024, as part of the Global Ties U.S. collaboration, the Commission, represented by Director of External Affairs, Darcy Totten, Policy Director, Michelle Teran-Woolfork, and Information Officer, Justin McCoy, joined by representatives from the California Legislative Women's Caucus, had the honor of speaking with a European delegation from IVLP focused on Promoting Inclusivity in STEAM. Their program is arranged by the Mississippi Consortium for International Development.

We spoke with Ms. Elisa Cordova-Ravioly, Lithuania representative, Ms. Neda Zutautaite, Executive Director, Knowledge Economy Forum, Sweden representative Ms. Anastasiia Klonova, Project Manager, Skills Shift initiative, Ukraine representatives, Dr. Olena Halapchuktarnavska, Associate Professor, Lesya Ukrainka Volyn National University and Ms. Yelyzaveta Koren, Founder, STEM is FEM, and United Kingdom representative Ms. Lella Violet Halloum, Global Student Outreach and Community Leader, IBM Gold Standard Learner.

The meeting focused on policies, organizations, and educational efforts to globally champion the interests of women and underrepresented minorities in STEAM.



WOMEN, PEACE & SECURITY IVLP: TOWARDS A MORE SAFE AND SECURE WORLD

On April 30, 2024, the Commission joined in a bi-coastal meeting with a delegation focused on Women, Peace and Security issues.

The meeting, “Towards a More Safe and Secure World – Cooperative Efforts in Combating Transnational Crime: A Regional Project for Africa” hosted visitors invited to the United States under the auspices of the Department of State’s International Visitor Leadership Program. Their program was arranged by Meridian International Center.

The Commission was represented by Executive Director, Darcy Totten, and Commissioner Lieutenant Colonel Erica Courtney.

The Department of State outlined the specific objectives for this meeting including looking at the following issues through a gender lens:

- Provide an understanding of the American criminal justice system and the legal framework for combating a range of transnational crimes;
- Explore the role of law enforcement and prosecutorial authorities at the federal, state, and local levels to detect, investigate, and prosecute various transnational crimes, such as financial and organized crimes, the trafficking and smuggling of people and goods, and terrorism;



- Explore initiatives that seek to identify and address root causes of crime, such as poverty and lack of educational opportunities; and
- Identify ways in which American policy makers and law enforcement agencies can collaborate with international partners to counter transnational threats.

PARTICIPANTS

Barbados: Mr. Karl Cortwright Jamall JARVIS
Lieutenant, Acting Staff Officer G2/G3,
Operations and Training, Antigua and
Barbuda Defense Force

Burkina Faso: Mr. Pinnagne Simplicie BADO
Director of Criminal Justice, Ministry of
Justice

Cameroon: Mr. Amem Takem ERU Head,
Maritime Administration and Cooperation

Congo, Democratic Republic: Mr. Antoine
Kazadi KAYISU Deputy Chief of Staff of
External Relations, National Security Council

Ethiopia: Mr. Habtamu Haile BIRLE, Deputy
Director General in Transnational and
Organized Crimes Affairs Directorate
General, Ministry of Justice

Ghana: Ms. Sandra Maame Brempong
APPIAH Research Officer, Ministry of Gender,
Children and Social Protection

Jamaica: Ms. Gillian Travia GIWA, Senior
Consultant / Advisor to the Deputy Prime
Minister & Minister of National Security, Ministry
of National Security

Kenya: Mr. Harrison Kiarie WACHIRA
Prosecution Counsel, Office of the Director of
Public Prosecutions

Morocco: Mr. Mohamed TAOUSS, Head of
Internal Affairs Division, Al Haouz Province,
Ministry of Interior

Niger: Mr. Ali OUEDRAOGO MAMADOU
Lieutenant Colonel, Garde Nationale

Nigeria: Mr. Muhammad Sabo KURAWA
Personal Assistant to Commissioner of Police,
Nigeria Police Force

Senegal: Ms. Fama NDIAYE, Police
Commissioner

South Africa: Mr. SHALENDRA SINGH
Acting Lieutenant Colonel, Durban Metropolitan
Police Service

Tanzania, United Republic of: Ms. Evelyne
Mathias MSOBI, Officer Commanding Station,
Police Defense Force



Za'atari refugee camp in Jordan, 2015. Photo: UN Women/Christopher Herwig

WOMEN, PEACE & SECURITY IVLP: WOMEN LEADERS PROMOTING PEACE & SECURITY

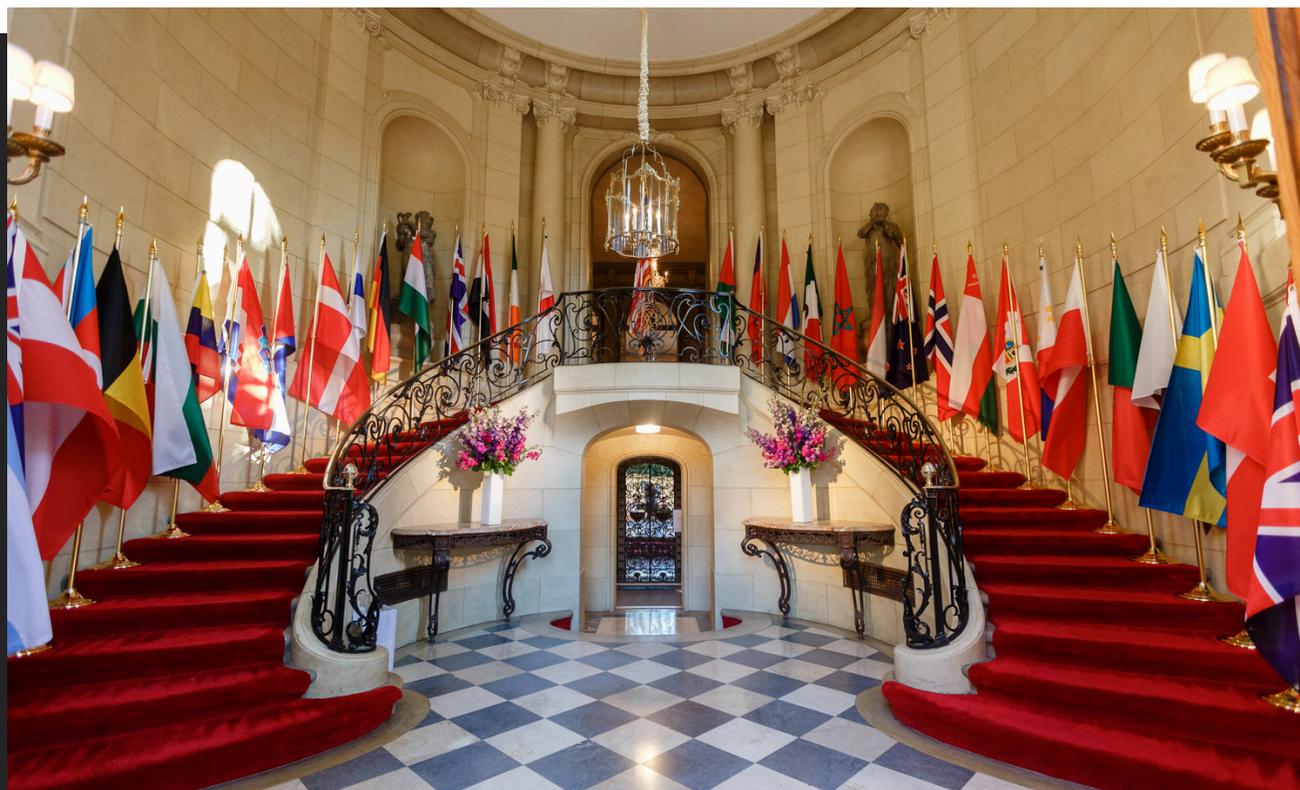
On June 12, 2024, the California Commission on the Status of Women and Girls was honored to participate in a Washington D.C. based meeting with a delegation focused on Women, Peace and Security issues.

The meeting, “Women Leaders – Promoting Peace and Security - A Regional Project for Africa” hosted visitors invited to the United States under the auspices of the Department of State’s International Visitor Leadership Program. Their program was arranged by Meridian International Center.

The Commission was represented by Commissioner Lieutenant Colonel Erica Courtney.

The Department of State outlined the specific objectives for this meeting including looking at the following issues through a gender lens:

- Examine the current and historical roles of women in political transitions, post-conflict reconstruction, humanitarian emergencies, conflict prevention, and peacemaking efforts;
- Assess the impact of UN Security Council Resolution 1325 (UNSCR 1325), which reaffirmed the important role of women in peace and security, and explore interagency coordination to implement the resolution;



The Meridian International Center

- Compare conflict transformation, resolution, and mediation techniques and their situational benefits and challenges;
- Demonstrate the role of women in civil society, government, business, politics, and education in promoting community stability, security, and well-being;
- Illustrate how women leaders mentor the next generation of female leaders in various specialties/areas of expertise in service to their communities; and
- Familiarize participants with the constitutional, judicial, and legislative processes and practices that promote gender equality and protect women's human rights.

PARTICIPANTS

African Union: Ms. SAMRAWIT TASSEW MEKURIA, Senior Consultant, International Center for Transitional Justice (ICTJ)

Benin Ms. Dorine HOUNKPE Chief of Information Systems Department, Ministry of Digital Technology and Digitalization

Burkina Faso Mrs. Anes OUOBA NIGNAN Director of Community Police, Ministry of Security

Cameroon Ms. Linda MAZOUA NAOUSSI Activities Coordinator, Far North Consortium for Resilience (CREN)

Ethiopia Mrs. Belain GEBREMEDHIN Commissioner, The Ethiopian National Dialogue Commission

Ghana Ms. Anna Naa ADOCHOO MENSAH Lecturer and Research Associate, Kofi Annan International Peacekeeping Training Centre (KA IPTC)

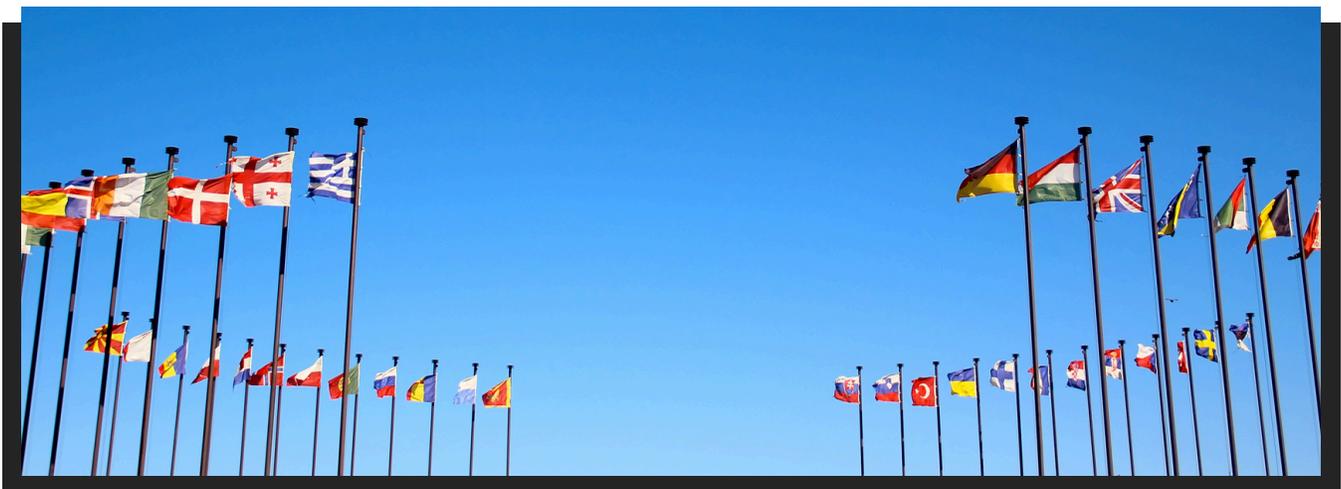
Kenya Ms. Esther Emily Adhiambo OMENO Founder and Executive Director, Initiative for Equality and Non-Discrimination (INEND)

Kenya Ms. Mercy Jerop SIRGOI Executive Director, Rural Women Peace Link (RWPL)

Namibia Ms. Penohole Hiltrud BROCK Foreign Relations Officer, Ministry of International Relations and Cooperation

Niger Mrs. Mariama IDRISSE BEIDARY Vice Mayor, City Town of Gaya

Senegal Mrs. Binetou GUISSSE Head Police Commissioner, Zac-Mbao Police Station, National Police



INTERNATIONAL VISITOR LEADERSHIP PROGRAM:

On Thursday, June 20, 2024, as part of the Global Ties U.S. collaboration, the Commission, represented by Executive Director, Darcy Totten, Program Director, Kimberly Vaye, Director of Fiscal and Administration, Max Macedo, Information Officer, Justin McCoy, and joined by representatives from Global Ties, and the Governor's Office of Emergency Services, had the distinct pleasure of welcoming a delegation from Türkiye.

We spoke with Ms. Aynur Cetin, Psychologist; Neslisah Siyve, Public Health Specialist, MD; Berna Yuksek, Program Manager; Sevinc Surmeli, Psychologist; and Cilga Unal, Mental Health and Psychological Support Officer.

With the help of our CalOES partner, we were able to discuss the outsized impact that disasters have on women and girls, and what steps California is taking for earthquake preparedness in light of the devastating 2023 earthquake in Türkiye that impacted five cities and took more than 50,000 lives. We also had the opportunity to discuss the importance of including youth voices in policy decisions, and what steps the Commission is taking to uplift youth voices in our state through direct engagement, including our Youth Advisory Council, and our Girl Scouts "Girls to the Front" Day of Advocacy training.



TÜRKIYE



girl scouts
heart of central
california

PARTNERSHIPS

COMMUNITY COLLABORATIONS: EXPANDING THE ECOSYSTEM FOR WOMEN AND GIRLS

The Commission is responsible for advocating on behalf of nearly 20 million California women and girls, and 60 years of advocacy, research, and policy work has shown us that the only way forward is together.

Community partnerships allow us to reach California women and girls at a local level and to learn directly from those most impacted about the needs of women and girls in California. Our partnerships and collaborations also provide us with increased opportunities to work with county and local governments, where our access to research, data, and subject matter expertise can help municipal officials direct resources to where they can have the greatest impact.

These efforts also support new, original research that helps to support local and statewide policy efforts. This includes working with city and county-based commissions on women and girls that are publishing reports on the status of women and girls in their region, partners like the Budget & Policy Center that are providing discrete data at the county level, and research partners like Mount Saint Mary's University and their Report on the Status of Women.

These efforts are bolstered by partnerships supporting women entering public service, both through direct scholarships, and through mentoring and networking specifically created to support the unique needs of women working in systems of power that were never designed with their full participation in mind. And by working with organizations committed to applying public pressure to publish the now fully ratified Equal Rights Amendment, so that women can finally take their rightful place as full and equal citizens in the United States Constitution.

Partnerships also offer the Commission opportunities to directly support youth and youth leadership development programs, and longstanding organizations like the Girl Scouts who help to build a future for girls in which they see themselves as leaders.

We work closely with direct service providers and community organizations launching pilot programs, utilizing grant funding, and offering on-the-ground wraparound support to the diverse women and girls who make up more than half of California's population.,

FIRST PARTNER JENNIFER SIEBEL NEWSOM HOSTS CALIFORNIA GENDER EQUITY SUMMIT

The annual California Gender Equity Summit seeks to recognize the progress California has made and highlight new solutions for a more gender-equitable future. The event aims to bring together cross-sector leaders to co-create a vision and an action plan for gender equity in our state. The theme for this year's Gender Equity Summit was Health & Safety.

The Summit, co-hosted by California First Partner Jennifer Siebel Newsom, the Office of the First Partner, and the California Partners Project, included 75 participants with cross-sector leaders from government, private sector, advocacy, philanthropy, and topic experts. The Commission's Executive Director Darcy Totten was in attendance.



CALIFORNIA CONFERENCE FOR WOMEN

The California Commission on the Status of Women and Girls was proud to sponsor the fourth annual California Conference for Women in Santa Clara on February 29th where Executive Director Holly Martinez was featured as a panelist at a session focused on “Navigating Board Dynamics”. In this interactive session, based on the popular Women Amplified podcast segment That’s a Good Question, the audience drove the conversation.

Mentors included Holly Martinez, Executive Director, California Commission on the Status of Women and Girls, Shannon Nash, CFO, Wing, a drone delivery company & an Alphabet subsidiary and Board Member, Netscout, Sofi Bank & Lazy Dog Restaurants, and Andrea Robertson, Managing Director, United Airlines. The panel was moderated by Suzanne St. John-Crane, CEO, American Leadership Forum, Silicon Valley.

The panel and event were attended by Commissioners Catalina Chacon and Kawser Amine, Youth Council Vice President Rebecca Wang, Director of External Affairs Darcy Totten, Programs Director, Kimberlee Vaye, and Programs Assistant Morgan Beatty.



NBC Bay Area Anchor Janelle Wang emceed the keynote section of the event at the Santa Clara Convention Center which featured keynote speeches and intimate conversations by Dr. Joy Buolamwini, Award-winning Researcher, Poet of Code and Author, Unmasking AI, The Rt. Hon. Dame Jacinda Ardern, Prime Minister, New Zealand (2017-2023); Senior Fellow, Harvard University; Special Envoy, Christchurch Call to Action; Board Member, The Earthshot Prize in conversation with Lulu Garcia-Navarro, Opinion Section Host & Writer, The New York Times, podcast Host, First Person & former NPR Journalist, California's First Partner, Jennifer Siebel Newsom, an award-winning filmmaker, and an influential thought leader on gender equality, Kristen Kish, Chef/Partner of Arlo Grey, Host of Bravo's Top Chef, in conversation with Kim Severson, Pulitzer Prize winning New York Times Reporter; Four-time James Beard award recipient Food Writer; Author, and the incomparable Viola Davis, Award-Winning Actress, producer, and NYT Best-selling Author in conversation with Ivy McGregor, Global Impact Leader and Executive Director, BeyGood.

An estimated 4,600 women attended the conference, whose mission is to promote and amplify the influence of women in the workplace and in their communities.

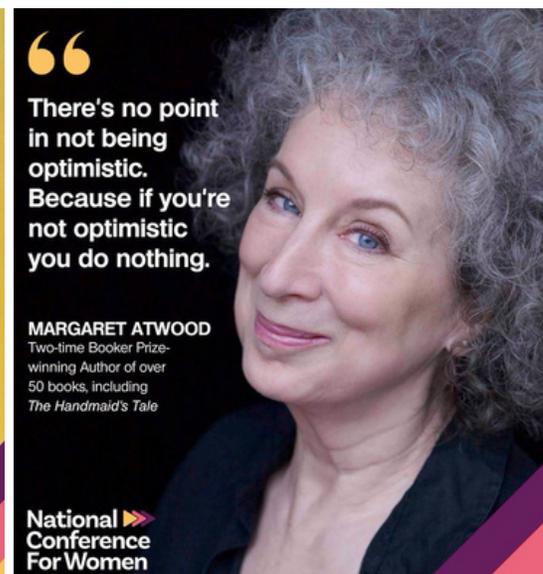
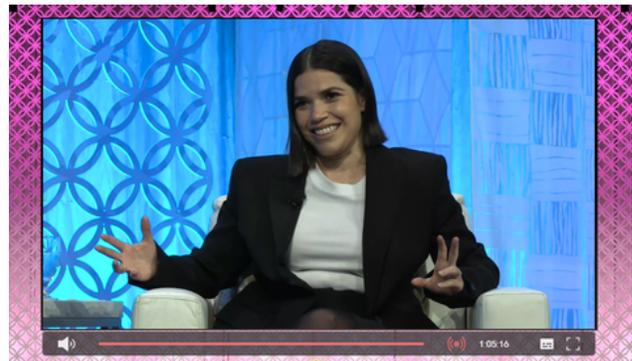


NATIONAL CONFERENCE FOR WOMEN

The Commission was pleased to join the National Conference for Women on March 14, 2024. This Women's History Month offering was the first national conference of its kind from the Conferences for women, bringing together incredible women leaders from across the nation in one digital space to share hard won wisdom, practical advice, and powerful stories.

Every year, more than 50,000 women attend one of four annual events hosted by the Conferences for Women, the largest network of women's conferences in the nation. Speakers included Margaret Atwood: Two-time Booker Prize-winning Author of over 50 books, including *The Handmaid's Tale*, America Ferrera: Award-winning Actor, Director, and Producer, Radhika Jones: Editor-in-Chief, *Vanity Fair*. Carla Harris: Senior Client Advisor, Morgan Stanley, Michelle Zauner: Musician, Japanese Breakfast; Author, *Crying in H Mart* and more.

The Commission was proud to support this event for the first time and to partner with this organization which is committed to helping close the pay gap, eliminate gender discrimination and achieve parity in company leadership and on corporate boards.



GIRL SCOUTS CALIFORNIA COUNCILS

In 2023, the Commission and all eight regional Girl Scouts of California Councils signed a Memorandum of Understanding to collaborate statewide over the next several years. The Girl Scouts 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 Scouts troop.



This year, we came together to offer our first joint advocacy training and patch opportunity to Girl Scouts from across the state!

State Treasurer Fiona Ma, Deputy Treasurer Stephanie Tom, Commission Chair Joelle Gomez, State Senator and a Commissioner on the California Commission on the Status of Women and Girls, Caroline Menjivar (District 20), Commissioner Nisha Devi Rodrigo, Former Commissioner Assemblymember Eloise Gomez-Reyes. (District 50) and Assemblymember Gail Pellerin. (District 28) along with many other local and state leaders and staff including Ivette Burch and her Daisy Girl Scouts daughter Penelope from the office of Commissioner State Senator Rosilicie Ochoa Bogh. (District 23) came out to show their support for the Girl Scouts, and the collective effort to encourage girls to think of themselves as future leaders.



GIRL SCOUTS DAY AT THE CAPITOL

On August 8 and 9, 2024, the Commission was overjoyed to participate in the annual Girl Scouts Day at the Capitol! To kick-off this extraordinary event, the Girl Scouts California Councils came together to host the Changemakers Breakfast. Nearly 200 guests, including local and state elected officials, businesses, and community leaders were in attendance where the California Commission on the Status of Women and Girls announced for the first time, its formal partnership with all eight Girl Scouts California Councils.

Executive Director Darcy Totten offered opening remarks on behalf of the Commission, detailing this new, first of its kind partnership between the Councils and the only state agency tasked with working to eliminate gender inequities in state laws and practices. The Commission also shared our pride in joining with an organization dedicated to developing youth leadership through an inclusive and gender expansive lens dedicated to teaching girls to take risks, trust their gut, and team up with others for the greater good. Girl Scouts help girls discover who they are and everything they are capable of accomplishing today, tomorrow, and beyond.





Girl Scouts from across the state had the opportunity to learn about civic engagement, advocacy, and how to engage with our democracy through workshops and panels of elected officials and leaders in public service. The event took place at the Library Galleria in Sacramento and featured training by the Commission and Political Solutions and panel discussions.



Commission Executive Director Darcy Totten moderated an “Elected Leaders” panel featuring CA State Treasurer Fiona Ma, Sacramento Vice Mayor Caity Maple, and Sacramento Mayor Pro Tem Karina Talamantes. This was followed by a “Government Leaders” Panel featuring Commission Chair and CEO of the Stockton Children’s Home, Joelle Gomez, CA Deputy Treasurer Stephanie Tom, Director of the Dept. of Water Resources Karla Nemeth, Director of the Dept. of Toxic Substances Meredith Williams, and Director of DGS, Ana Lasso and was moderated by Chief Risk Officer of the Department of General Services and Girl Scouts Heart of Central California Board Member, Kathleen Webb.



The final panel featured Myel Thelan, Executive Director of California Women Lead, Jackie Smith, Commissioner on the Placer County Older Adult Advisory Commission, and Wahine Project Founder, Dionne Ybarra and moderated by the CEO of Girl Scouts Heart of Central California, Linda Farley, Ed.D.

GIRL SCOUTS ADVOCACY TRAINING PATCH

As part of the annual Girl Scouts Day at the Capitol, for the first time, the Commission provided our first annual “Girls to the Front” advocacy training, provided by our partners at Political Solutions, a woman-owned and operated advocacy agency.

They shared with attendees how to tell a personal story while advocating with legislative leaders and their staff and provided an overview of the legislative process. The training took place just prior to the audience joining a Girl Scouts delegation at the Capitol to turn what they learned into direct advocacy and make some noise for California girls! Participants learned valuable advocacy skills and earned the “Girls to the Front” advocacy training fun patch.

The first year of this incredible program brought the Girl Scouts face-to-face with more than a dozen State officials and provided them with an opportunity to make their voices heard. If you are a Girl Scout who would like to join the next Day at the Capitol, please reach out to your local Council for more information.



POWERFUL WOMEN SUPPORTING POWERFUL GIRLS



As part of the ongoing Celebration of Women's History Month, Girl Scouts Heart of Central California held a reception on March 20, 2024, honoring women leaders making a difference including Commission Executive Director Holly Martinez.

The event hosted nearly 100 local women leaders, coming together to celebrate the strength and resilience of women and girls, and served as a testament to the contributions made by women across diverse fields and backgrounds.

One of the highlights of the evening was the recognition of eight outstanding Girl Scouts Alums: Aniesha K. Mitchell, J.D., Beverly



"Babs" Sandeen, Holly Martinez, Kitty O'Neal, Monika Reyes, CFP®, CFS®, APMA®, ChFC®, Myel Thelen Jenkins, Dr. Renetta Garrison Tull, and Teevyah Yuva Raju who all exemplify the values of leadership and service instilled by Girl Scouting.

Guests had the opportunity to explore the STEM Center + MakerSpace and the Mobile STEM Center + MakerSpace through self-guided tours during this celebration of female solidarity, mentorship, and support networks working in tandem to shape the next generation of women leaders.

WOMEN'S WELL-BEING INDEX 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. The California Commission on the Status of Women and Girls was thrilled to enter into a formal partnership with the Budget & Policy Center to support the updating and development of a Women's Well-Being Index, released September 3, 2024.

The work of the Budget & Policy Center closely parallels the work of the Commission, highlighting inequities 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 Women's Well-Being Index (WWBI) is a multifaceted, composite measure of women's well-being that consists of five "dimensions," consisting of six indicators each, covering health, personal safety, employment and earnings, economic security, and political empowerment. Together, these 30 values create an overall Women's Well-Being Index score for each of California's 58 counties.



2024 California Women's Well-Being Index

When women are armed with the data they need to advocate for support at the local level, they, their families, and whole communities thrive.

"The 2024 Women's Well-Being Index will be the first version released since the COVID-19 public health emergency, providing a much-needed update to understand how women are faring in California. The tool offers vital information to inform policy and programming, and we are happy to partner with the California Commission on the Status of Women and Girls and their network to understand key contextual factors and implications underscoring the data. The tool's rich data coupled with meaning making from decision-makers and communities presents a unique opportunity to produce informed and impactful policy solutions that advance gender equity in California."

- Laura Pryor, Senior Policy Fellow at the California Budget & Policy Center.



California Budget & Policy Center

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 data will also be featured in the Commission's work, and the Commission is committed to sharing the information with its statewide partners, Commissioners, policymakers, and subject matter experts.

The Budget & Policy 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.

These economic, health, safety, and leadership disparities are particularly acute for women of color who face the compounding effects of racism and sexism. We know that when women are armed with the data they need to advocate for support at the local level, they, their families, and whole communities thrive.

ABOUT THE DATA

Each dimension of the Women's Well-Being Index is composed of six indicators that are combined to create a score for each of California's 58 counties. Some examples include:

- The health status indicator, which shows the percentage of women in fair or poor health
- The domestic violence indicator, which measures the average annual calls for assistance that are domestic violence-related
- The cost of childcare indicator, which measures the annual cost of childcare for an infant and a school-age child as a percentage of single mothers' median income

The five-dimension scores are then combined to create an overall WWBI score for each county. In the 2020 iteration of the Women's Well-Being Index, this tool ranked Placer County (with a score of 91.9) as having the greatest well-being for women's safety.

Data are also available for women and men by race and ethnicity at the state level for many of the 30 indicators. This disaggregation by race and ethnicity is critical to understanding, demonstrating, and ultimately addressing the specific disparities women of color face as they endure the effects of racism and sexism.

The Commission and Budget Center are working together to engage stakeholders to raise awareness about the Index tool and its contents; make meaning of Index 2024 findings; and generate ideas and opportunities for additional analyses and technical assistance to advance public policies that improve the lives of California women.

CA BUDGET & POLICY CENTER: POLICY INSIGHTS

Executive Director Holly Martinez and Director of External Affairs Darcy Totten were delighted to participate in the California Budget & Policy Center's annual conference — Policy Insights — as part of the Funder's Breakfast on April 16, 2024, at SAFE Credit Union Convention Center. This Conference is an annual event bringing together the state's policy community to share transformative ideas and strategize about our pathways toward creating a more inclusive state.

Plenary sessions and workshops explored timely issues and debates regarding tax and budget policy, poverty, health, education, child development, the justice system, and the current opportunities to build on the lessons learned over the pandemic and continue advocating for bold solutions that put cash directly into the hands of families and prioritize the well-being of people, craft antiracist policies, and put an end to discriminatory practices of the past.

Together, we can develop effective public policies that build a government of care, work towards ending poverty and inequality, and create opportunity in California.



CA BUDGET & POLICY CENTER: WWBI LAUNCH

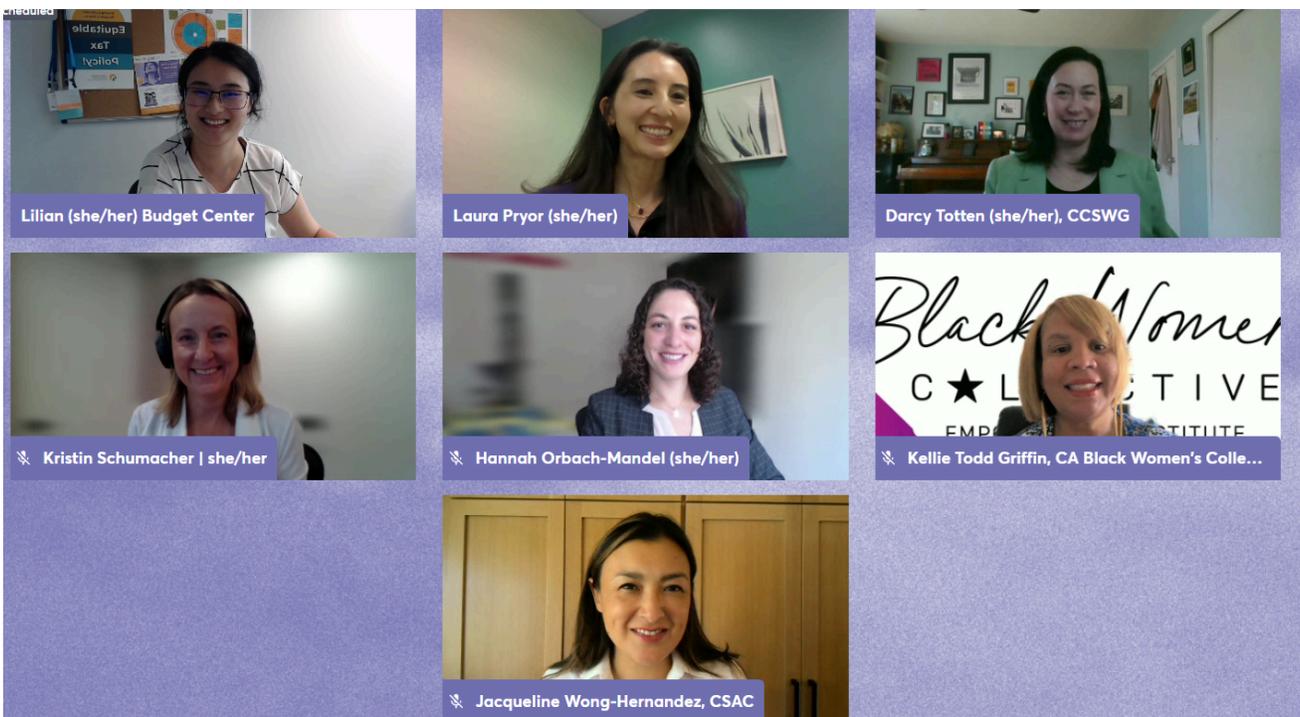
The California Budget & Policy Center and the Commission launched the Women’s Well-Being Index (WWBI) at the Secretary of State Auditorium in Sacramento on September 4, 2024, with a virtual panel event and introduction to the tool.

The California Women’s Well-Being Index is a comprehensive tool that assesses how women across California are faring, using county-level data. The WWBI is a multifaceted measure consisting of five dimensions: health, personal safety, employment and earnings, economic security, and political empowerment. Each dimension includes six indicators, creating

an overall well-being score for each of California’s 58 counties, giving state and local leaders the data they need to create meaningful policy change and improve the lives of women across California.

This event served as the official launch of the partnership between the California Budget & Policy Center and the California Commission on the Status of Women and Girls and provided an opportunity for state leaders to hear from the lead researchers on this project.

Commissioner Kawser Amine introduced the Commission and was followed by researchers Laura Pryor and Hannah Orbach-Mandel.



The California Budget and Policy Center presented their updated findings, highlighting specific challenges faced by California women including economic security, access to health care, and representation in elected positions. Commission Executive Director Darcy Totten added context from the Commission's California Blueprint for Women's Pandemic Economic Recovery, and the three connected these challenges to solutions focused on equity and women's expertise and representation in policymaking.

The Women's Well-Being Index architect, Kristin Schumacher, offered a comprehensive overview of the data tool and its evolution which was followed by a panel discussion. The panel was moderated by the Commission's Executive Director Darcy Totten and featured panelists Kristin Schumacher, CA Budget and Policy Center, Kellie Todd Griffin, California Black Women's Collective Empowerment Institute, and Jacqueline Wong-Hernandez, California State Association of Counties. The panel focused on exploring policy solutions to the challenges detailed by the updated data tool and proposals to enhance the well-being of women and advance gender equity in California.

The conversation about the well-being of women in California, and where we are going next offered opportunities to gain insights from the latest data, participate in meaningful discussions, and network with policy experts, advocates, and community leaders dedicated to advancing gender equity.

It was followed by an engaging Q and A with the more than 178 policymakers and members of the public who attended this exciting digital launch event!



This updated Index, produced in collaboration with the Commission, is a powerful tool designed to spotlight the critical issues affecting women in California. From health and safety to economic security and political empowerment, the Index provides essential data on the persistent challenges and progress made to improve women’s well-being across all 58 counties.

KEY FINDINGS:

- Significant disparities remain in women’s well-being, with Black, Latinx, and Native American women encountering persistent barriers across all dimensions.

- Economic insecurity is a pressing issue, particularly for Native American women, who face a median earnings gap of \$11,000 compared to white women.
- Access to health care shows mixed results, with improvements in coverage but concerning declines in prenatal care, especially for Black and Native American women.
- Safety concerns are elevated in certain regions, highlighting the need for targeted policy interventions.

The Index is more than just data — it’s a call to action. By leveraging this comprehensive analysis, policymakers, advocates, and community leaders can push for meaningful changes that advance gender equity in California.



MOUNT SAINT MARY'S CENTER FOR THE ADVANCEMENT OF WOMEN

The Center for the Advancement of Women at Mount Saint Mary's University has formed an official collaboration with the California Commission on the Status of Women and Girls as an academic partner. Mount Saint Mary's is the only women's university in Los Angeles and one of the most diverse in the nation. The University is known nationally for its research on gender equality, its innovative health and science programs, and its commitment to community service.

This partnership signifies a significant step forward in advancing gender equity initiatives in California and beyond.

The Center for the Advancement of Women at Mount Saint Mary's University is a hub for gender equity research, advocacy, and leadership development. Its vision is to find solutions to persistent gender inequities and work with partners to eradicate them in our lifetime. The Center produces original research, contributes to the national conversation on gender equity, and promotes solutions to reach gender parity.

Through this official collaboration, the Center and the Commission will amplify their efforts to produce joint research, reports, and co-hosted convenings dedicated to advancing gender equity in California.

"We are honored to solidify our partnership with the Commission," said Nicole Haggard, PhD, director of the Center for the Advancement of Women at Mount Saint Mary's. "By combining our efforts, we aim to bridge research and government to advance knowledge and solutions for gender equity."

The collaboration builds upon the longstanding relationship between the two organizations. Together, the Commission and the Center are committed to reframing public discourse surrounding women's contributions and experiences, shedding light on the intersectional challenges they face, and championing policies that promote gender equity in California and beyond.



FUMBLING TOWARDS EQUITY

The collaboration with Mount Saint Mary's University will also support new cutting-edge research and reporting that reflect the systems that govern our daily lives through a gender lens, acknowledging that systems and policies are never truly gender-neutral.

"We were thrilled to launch our first co-hosted convening this June featuring the ERA Coalition of which both entities are members," said Darcy Totten, the Commission's Executive Director, "These regular convenings will be opportunities to bring leaders across the nation together around a single issue that impacts women and girls and address it from multiple intersectional gender perspectives and will serve as short term, single focus think-tanks to move forward these critical issues with the support and participation of those most impacted."

This partnership will offer a new opportunity in California to bring a focused gender lens to the creation of original and co-authored research designed to further conversations regarding intersectional gender equity and to create statewide opportunities to lead in solution-building to persistent gender inequities,



We look forward to this collaborative effort that is designed to contribute meaningfully to the national conversation on gender equity and to offer policy-based solutions to ending structural gender-based inequality once and for all.

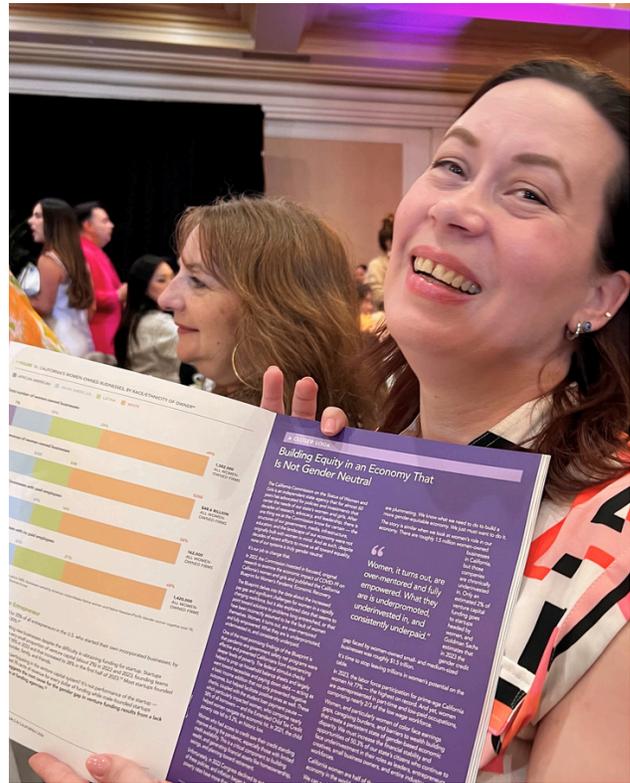
Both organizations announced the partnership at the release event of the 13th annual Report on the Status of Women and Girls in California™. The publication, produced by the Center for Advancement of Women at Mount Saint Mary's, is a comprehensive and valuable resource for policymakers and advocates across the state. The Commission is a regular contributor to this work and a proud advocate for its statewide impact.

THE REPORT ON THE STATUS OF WOMEN

This year's report, *The Cost of Being a Woman: Solutions for Economic Equity*, explored the underlying causes of persistent financial inequalities for women and highlighted opportunities for lasting change to create a more equitable future in California.

The collaboration builds upon the longstanding relationship between the two organizations. The Commission has been a long-time contributor to the Mount's annual Report on the Status of Women and Girls in California since its first release in 2012. The report's data-driven insights have been invaluable in supporting the Commission's work, while the Commission's original research focused on gender and the economy, such as the Commission's California Blueprint for Women's Pandemic Economic Recovery, has supported the evolution of the report.

On March 22, 2024, Mount Saint Mary's University released the 2024 Report on the Status of Women and Girls in California at a much-anticipated annual event where Commission Executive Director, Holly Martinez, joined women leaders from across the country to speak regarding barriers to financial well-being and highlight opportunities for lasting change and solutions.



Photos by Kim Fox Photography

This year the Commission appreciated the opportunity to have two “Closer Look” articles featured in the report. The first, “Putting Caregivers First in California,” by Holly Martinez, Executive Director of the California Commission on the Status of Women and Girls, focused on the cost of care in California’s economy and the additional labor placed on women to make work possible for everyone.

The second, “Building Equity in an Economy That is Not Gender Neutral,” by Darcy Totten, Director of External Affairs of the California Commission on the Status of Women and Girls, focused on women’s needs as central to economic growth and prosperity for California’s economy as a whole.

THE REPORT ON THE STATUS OF WOMEN RELEASE EVENT

On March 22, 2024, the Commission had the privilege of attending the release of the 13th Annual Report on the Status of Women and Girls in California where Commission Executive Director Holly Martinez was featured in an uplifting panel discussion on Initiatives to Advance Women and Girls, along with U.S. Department of Labor Deputy Director, Women's Bureau, Gayle Goldin, and ERA Coalition CEO and President Zakiya Thomas, moderated by Spectrum News One political anchor, Alex Cohen.

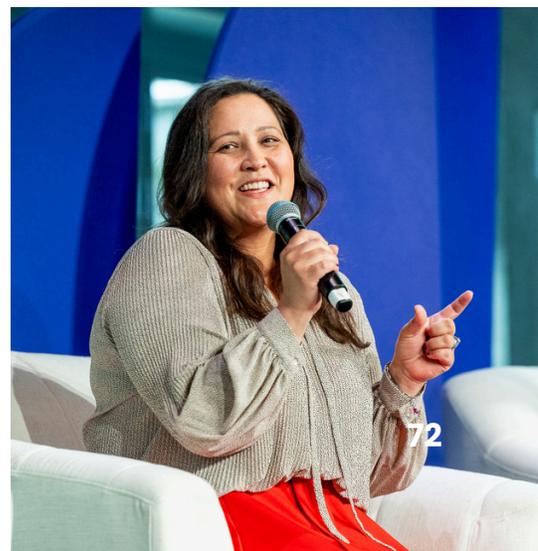
Mount Saint Mary's University President Ann McElaney-Johnson, PhD, presented data from the report including data points on the effects of intersectionality on the widening gender earnings gap. The Commission contributed key components on gender equity to this year's report.



Photos by Kim Fox Photography



Executive Director Holly Martinez, and Director of External Affairs, Darcy Totten, and were joined by Commissioner Lisa Greer. Held at the Skirball Cultural Center, we connected with more than 600 women leaders who share the drive to build a more equitable future for women and walked away equipped with the actions needed forge ahead.





Women are charged more for essentials, paid less in the workplace, expected to provide more unpaid caregiving labor, and have less access to investment capital. As a result, it costs more for a woman — or girl — to be financially, physically, and emotionally well.



This incredible event was buzzing with thought leaders and engaged community members sharing inspiration, initiatives, and ideas for positive change.



The Commission was elated to connect with partners, champions, and leaders in the work for gender equity including Gloria Feldt, Commissioner Lisa Z. Greer, and representatives from California’s Girl Scouts California Councils. We also caught up with former Commissioner, LA County Supervisor Holly J. Mitchell, and bestselling author Eve Rodsky, whose book Fair Play was made into a groundbreaking documentary Directed by First Partner Jennifer Siebel Newsom.



In addition to announcing our official partnership with Mount Saint Mary’s Center for the Advancement of Women, we were also delighted to announce the first of the partnership’s convenings, held May 31 to June 2, 2024, in Los Angeles with the ERA Coalition, focused on the cost of not having Constitutional gender equality and the effort to publish the 28th Amendment to the Constitution known as the Equal Rights Amendment.

LA MAGAZINE: WOMEN OF THE YEAR



On March 21, 2024, the Commission was only too happy to join our friends and partners from Mount Saint Mary's University at the LA Magazine celebration of the LA Women of the Year.

Hosted at the Fairmont Miramar in Santa Monica, the event featured a networking reception and lunch with some very special guests.



The lunchtime featured conversation between Kris Jenner - Los Angeles Magazine's Woman of the Year and Moderator: Shirley Halprin – Editor In Chief, Los Angeles Magazine was inspiring and drew a significant crowd.

This was followed by a panel conversation featuring Gillian Zucker, CEO of Halo Sports & Entertainment; Christine Devine, Fox 11 News Anchor; Elizabeth An, CEO of House of An; Catherine An, Founder and CEO of Tiato & An Catering; Kamie Crawford, Television Host; and moderator Jasmin Rosenberg, Deputy Editor of Los Angeles Magazine.



The Commission was represented by Holly Martinez, Executive Director, and Darcy Totten, Director of External Affairs.

ENSHRINING OUR RIGHTS

Most Americans believe the U.S. Constitution protects gender equality. It does not. The 101-year fight for an Equal Rights Amendment requires an inclusive movement, which recognizes the diversity of struggle and the fundamental value of all women and girls.

This year, the American Bar Association urged federal, state, local, territorial, and tribal governments to support implementation of the ERA to the U.S. Constitution.

In 2022 as the work began by the California Law Review Commission to undertake a comprehensive study of California Law to identify any issues that might prohibit compliance with the Equal Rights Amendment, the California Commission on the Status of Women and Girls joined nearly 200 other organizations that make up the ERA Coalition, lending our voice to the national and growing chorus of entities who have come together collectively to advocate for the fully ratified Equal Rights Amendment to be made officially part of the United States Constitution.

We recognize that this is still a significantly challenging undertaking and as such, are committed to ensuring that women in California are heard loud and clear in the national noise - we are whole and equal citizens, and we demand to be recognized as such in our nation's most sacred founding document. We

reflect that commitment in our state analysis and advocacy to help ensure that California continues to lead the nation in protections for women and girls.

Our organization has spent the past 59 years meticulously analyzing numerous statutes, judicial decisions, and precedents to pinpoint areas where legislative reform is imperative to advance the cause of gender equality. We have pursued those reforms through statewide, multi-stakeholder efforts, including the California Pay Equity Task Force; partnering with the Office of the First Partner and the California Partner's Project on the California Equal Pay Pledge; through advocacy and co-sponsorship of critical legislation that seeks to close gaps in women's experience and opportunities, and through collaboration with partners to produce original research to identify persistent structural barriers to equality for women and girls.

It is time to lead boldly and adopt a constitutional amendment that ensures equality of opportunity for all American citizens, regardless of gender.

The California Commission on the Status of Women and Girls has been inspired by the advocacy of a new wave of women leaders who have taken up the call for publishing the 28th Amendment. The many arguments against women's equality will be outdone by a new multi-racial, broadly inclusive coalition of citizens building an intersectional movement for true gender equality. We are sure of it.

EQUAL RIGHTS AMENDMENT

At the century mark of the fight for the Equal Rights Amendment, the ERA Coalition is taking an opportunity to revamp the way we approach our work as a whole. The Coalition announced a new partnership engagement plan in 2024 that deepens how we convene, engage, connect, inform, and uplift the 300+ Coalition partner organizations, of which the California Commission on the Status of Women and Girls is proudly one.

As the ERA Coalition approaches its tenth anniversary, we've never been closer to having sex equality explicitly in our Constitution. We are experiencing a pivotal moment in history and our united efforts are needed more than ever.

A longtime member of the Coalition, the Commission joined this national effort with Director of External Affairs, Darcy Totten, serving as the Commission's representative on the Communications, Public Education, Civic Engagement working group for the Equal Rights Amendment.

ERA Working Groups consist of 15-20 representatives from partner organizations that advance sex equality across all areas and sectors and meet virtually every 4-6 weeks.

The ERA Coalition and its sister organization, Fund for Women's Equality/ERA Coalition Forward, represent a movement of movements. The ERA Coalition convenes a diverse coalition of 300+ partner organizations across the country, representing 80 million people.

From gender, racial, economic, and reproductive justice to LGBTQ+ rights, we unite interconnected, intergenerational, and intersectional organizations under one banner: to advance constitutional sex equality.



ERA TRAILBLAZER AWARDS



We were also excited to attend a special evening honoring three extraordinary women whose contributions over the years have paved the way in the fight for gender equality.

On May 29, 2024, we joined the ERA Coalition in Hollywood for a night honoring Jane Fonda, Lily Tomlin, and Dolly Parton as Trailblazers for Equality at the Lily Tomlin/Jane Wagner Cultural Arts Center in Los Angeles, CA. The event included a VIP reception with honorees Jane Fonda and Lily Tomlin, the award presentation, a panel discussion, and a Hollywood film premiere screening of "Still Working 9 to 5" Directed by Camille Hardman and Gary Lane.



This award-winning film celebrates the enduring legacy of the trailblazers and "9 to 5" while shedding light on the ongoing struggle for women's rights in the workplace. Featuring candid interviews with Jane Fonda, Lily Tomlin, Dolly Parton, and others, the film kicked off the ERA Coalition's West Coast convening at Mount Saint Mary's University, supported by the Commission and the Mount Saint Mary's Center for the Advancement of Women.

STILL WORKING 9 TO 5

The evening began with a red carpet and VIP reception, followed by the award ceremony and panel discussion. The highlight of the night was the screening of “Still Working 9 to 5” featuring Jane Fonda, Lily Tomlin, Dolly Parton, Dabney Coleman, Allison Janney, and Rita Moreno which explores the ongoing struggle for women’s rights in the workplace. The film advocates for the ratification of the Equal Rights Amendment and reflects on the important legacy of the iconic comedy “9 to 5”.

Lily Tomlin said from the stage, “We’re still having this same conversation about equal pay. There’ve been incremental improvements, but it’s hard for a whole stratum of society to give up its power and its expectations.”



Dolly Parton joined the event virtually, and said in her remarks, “Who knew that 44 years later I’d still be working 9 to 5? I believed then, and I believe now, that every person deserves to be paid fairly for their work... no matter who they are. I think this documentary (Still Working 9 to 5) shows that the struggle continues and that we all need to do our part to help make things better for everybody.”





“Still Working 9 to 5” is a timely and inspiring film that successfully reunites the original cast, features an exclusive “9 to 5” duet by Dolly Parton and Kelly Clarkson, has won multiple awards, and has a 93% critics score on Rotten Tomatoes.



The Commission loved being able to connect with the partners, advocates, celebrities, and leaders working with the coalition and using their voices to promote the effort to publish the fully ratified 28th Amendment to the Constitution.



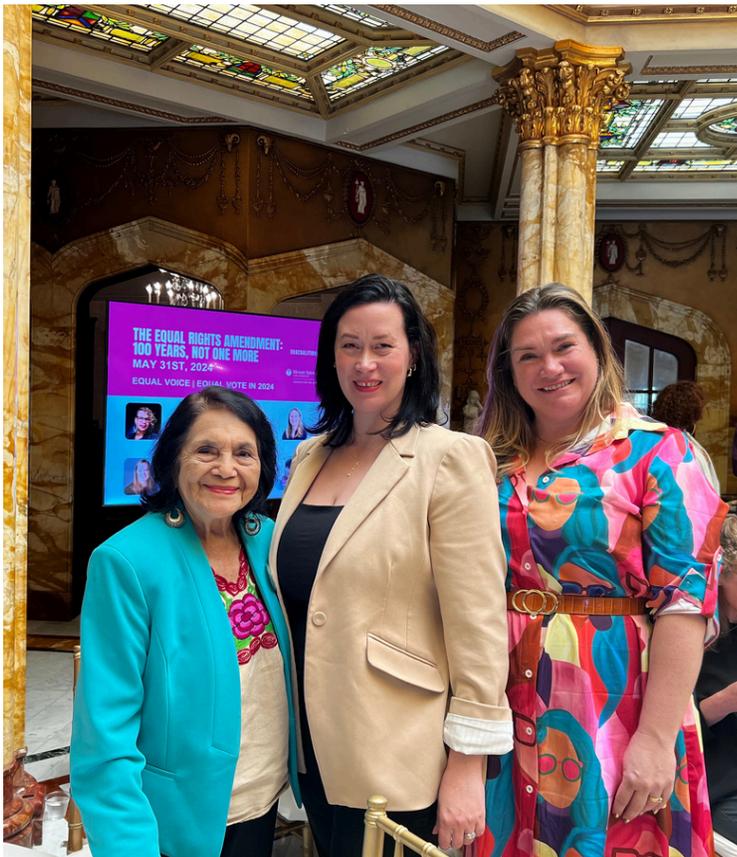
In the 2024 Congressional session, Congresswomen Ayanna Pressley and Cori Bush launched the first Congressional Caucus on the Equal Rights Amendment, bringing renewed energy, excitement, and attention to the ERA.



The ERA Coalition is a diverse coalition of 300 partner organizations, including the Commission, brought together from across the country, representing 80 million people.

From gender, racial, economic, and reproductive justice to labor and LGBTQ+ rights, partners represent interconnected, intergenerational, and intersectional organizations all united under one banner: to advance equality. At the end of the year, the work remains unfinished.

ERA CO-HOSTED COALITION CONVENING



The Commission and the Mount Saint Mary's Center for the Advancement of Women co-hosted a convening on the Mount Saint Mary's campus that brought together key leaders in the daily fight for the ERA.

We kicked off the morning with a panel discussion titled, "Equal Rights Amendment: The Moment We Change Everything" moderated by Bettina Hager, Chief of Programs and Policy for the ERA Coalition. The panelists included Darcy Totten, Executive Director; Kellie Todd Griffin, President and CEO, California Black Women's Collective Empowerment Institute; Antonia Kirkland, Global Lead, Legal Equality and Access to Justice, Equality Now; Maria L. Roman Taylorson, Vice President and COO, The TransLatin@Coalition; RJ Thomson, Operation and Communication Coordinator, The Feminist Front.



In attendance were legendary California leaders, Dolores Huerta, and the Board President of the ERA Coalition, Carolyn Fowler. Additional presentations were given by Dr. Nicole Haggard, Executive Director of the Center for the Advancement of Women and Bettina



Haggar, focused on the cost of not having the ERA and the political path forward.



The day was organized as an interactive and empowering day of unity and equality discussions designed to forge a powerful link between voting rights, democracy, and the constitutional protections of the Equal Rights Amendment against sex-based discrimination.



The last presenters of the day joined the group from RALLY, a marketing agency singularly focused on advocacy messaging, with a proposal for driving progress around complex political, cultural, and social challenges presented by the ERA's last hurdles to publication.

The event culminated with a reception at the beautiful Doheny Mansion featuring leaders in the women's rights movement and strong voices for equality, including the outgoing Executive Director of the Representation Project, a national nonprofit founded by First Partner Jennifer Seibel Newsom, Caroline Heldman.



Heldman was succeeded in her role by former California Commission on the Status of Women and Girls Executive Director, Holly Martinez.

RATIFIED SCREENING

The Commission was honored to co-host a special screening of the documentary “Ratified” with our partner Mount Saint Mary’s University Center for the Advancement of Women. The film follows a multi-racial, multi-generational coalition of activists and politicians continuing the 100-year struggle to enshrine the Equal Rights Amendment in the United States Constitution by pushing Virginia to become the 38th and final state needed to ratify the ERA.

The Commission is grateful to United States Congresswoman Jennifer McClellan (VA-04), Virginia’s first-ever black woman elected to the US House of Representatives and sponsor of H.J. 25, a bill in the House of Representatives that would remove the timeline in the preamble of the ERA and clear a path to publish the ERA in the Constitution. Commissioner Catalina



Chacon, the only woman on the Pechanga Tribal Council, elected by her tribal membership in July of 2012, and currently serving her sixth term, and Kati Hornung the founder of VoteEquality, a non-partisan, grassroots effort promoting equal rights for all Americans for an inspiring panel discussion.



The panel was moderated by the Commission's Executive Director, Darcy Totten, and attended by the Commission's Director of Policy and Legislation, Michelle Teran-Woolfork.

Most Americans believe the U.S. Constitution protects gender equality. It does not. The Commission is proud to continue this 101-year-old fight for equality and looks forward to a future in which women, who comprise half the population, are included in our nation's most important founding document.



Photos by Glenn Marzano



JUDICIAL APPOINTMENTS POLICY FORUM

The Commission is glad to have joined the UCLA Latino Policy & Politics Institute, and Hispanas Organized for Political Equality (HOPE), for their judicial appointments policy forum on November 18, 2024, at the California Endowment. We look forward to the early 2025 release of their forthcoming report, “Balancing the Bench: Examining the Representation of Latinas and Latinos on California’s Judiciary,” which seeks to underline the lack of diversity in our state’s judiciary, and calls for increased representation that better mirrors the futurecast demographics of California.



CALIFORNIA WOMEN LEAD: AN EXPANDED PARTNERSHIP

For the past several decades, the Commission and California Women Lead have been present and active in national debates and social movements, advocating to better the lives of women and the future opportunities of girls.

This year, our two organizations worked together to define and execute a formal partnership to strengthen our long friendship to facilitate ongoing opportunities for elevating women in elected leadership positions and the needs of women and girls in public policy. Together, we seek to invest even more deeply in preparing the next generation of diverse women leaders in California.

As national events continue to elevate the need for gender parity and access to political representation, the Commission has narrowed its focus on structural reform for gender equity including, increasing economic equity, utilizing a gender lens in public policymaking, and investing in opportunities to break barriers to access and opportunity for women and girls. In developing an official partnership with California Women Lead, the organizations formalize a long-standing relationship which in recent years has expanded into more explicit collaboration on programs, events, and public messaging efforts.

Both organizations look forward to continuing to collaborate on existing programmatic partnerships including the Capitol Fellows Women Scholarship program, and to expand opportunities to discuss common issues and challenges, share solutions, and collaborate on shared goals.



CALIFORNIA WOMEN LEAD: POWER UP

Commission Executive Director Darcy Totten, and Special Projects Manager, Jennifer DeGrossa, were excited to present impact findings from the Commission's Women's Recovery Response Grant Program at this year's CA Women Lead Annual Conference: Power Up on November 15th at the Luskin Conference Center in Los Angeles, CA.

The Commission connected with some profound women changemakers, including Emma Heming Willis, Co-Founder and Chief Strategist of Make Time Wellness, and a fierce advocate for the 11 million unpaid caregivers caring for loved ones battling Alzheimer's Disease or dementia. According to the National Council on Aging, 6 million adults aged 65 and over have Alzheimer's Disease—a number that's expected to nearly double by 2050. About 66 percent of the 11 million unpaid carers are women and are often the sole providers for their household.

The Power Up conference included a full day of inspiring speakers, dynamic breakout sessions, an evening reception, and countless opportunities to connect with hundreds of resilient and tenacious professional women from across California to discuss critical issues impacting women and girls.

We had such a great experience learning from and connecting with incredible women leaders in government and business including State Controller Malia Cohen, Congresswoman Sydney Kamlager-Dove, LA County Supervisor Holly J. Mitchell, and Co-Founder of Make Time Wellness, Emma Heming Willis.



The Conference emphasized the significant role women play as decision-makers in their businesses and communities. State Controller Cohen underscored the economic power women have as decision-makers in their households, encouraging women to support companies that promote gender equality and to source from women-owned businesses.

Executive Director, Darcy Totten, and Special Projects Manager, Jennifer DeGrossa, shared insights on the achievements and challenges of the Women's Recovery Response Grant. The one-time grant represents the first time the state of California has dedicated resources, under the oversight of the California Commission on the Status of Women and Girls, to the specific needs of women impacted by the COVID-19 pandemic. To date, the grant has provided direct services to 90,510 women and girls, 4,177 domestic violence survivors, 1,610 veterans, 1,132 LGBTQIA+ individuals, and 26,930 unhoused and low-income women. The successes of the grant amplify the need to continually invest in women and girls.



CALIFORNIA WOMEN LEAD: SCHOLARSHIP PROGRAM



California Women Lead, in partnership with the California Commission on the Status of Women and Girls, announced the 2024 class of recipients of the California Women Lead Capitol Fellows Scholarship in June.

The very concept of building a pipeline into public service is designed to constrain and narrow our collective vision of how many women can and should be in leadership roles at any one time. There is currently no shortage of young women who are qualified for public service roles. There are, however, plenty of barriers to their entry into the pool from which those who wish to serve are chosen. This program is designed to widen the pool and eliminate barriers to entry.



The California Women Lead Scholarship Breakfast celebrated the achievements and ambitions of scholarship recipients who were each awarded a \$2,500 scholarship. These scholarships 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.



CALIFORNIA WOMEN LEAD: SCHOLAR'S SUMMIT



The California Commission on the Status of Women and Girls were delighted to partner with CA Women Lead to co-host the 2024 Capitol Women Fellows Scholar's Summit, an annual part of the Fellows Scholarship program.

The event provided the new class an opportunity to connect with and hear stories from established women leaders in public policy to gain insight on navigating the next steps in their careers.



This was our third successful year partnering with California Women Lead to provide resources, training, and professional development opportunities to the scholarship recipients.

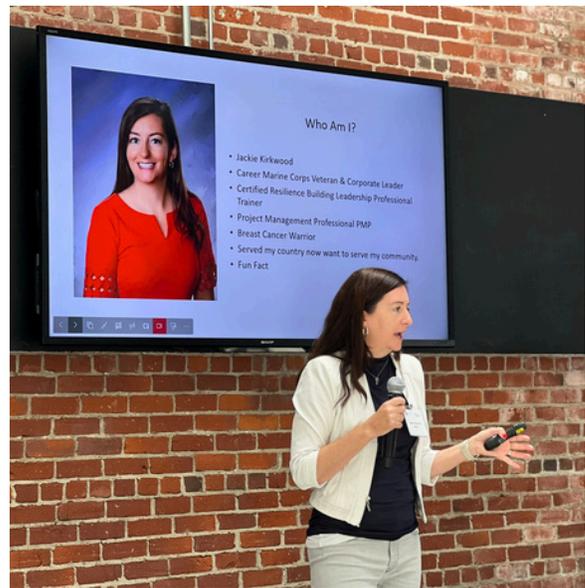


The keynote speaker for the Scholar's Summit joined us once again after an incredibly popular talk to last year's class; Tani Cantil-Sakauye, Former Chief Justice of the Supreme Court of California and current President and CEO of the Public Policy Institute of California, fired everyone up on the Summit topic of leading with authenticity.



Commission Executive Director, Darcy Totten, and Myel Thelen, Executive Director of California Women Lead, delivered the opening remarks. The event also included a panel discussion led by Totten, featuring panelists Aubrie Fong, Deputy Director of Partnerships, Office of Community Partnerships and Strategic Communications, Minnie Santillan, Chief of Staff, Office of Assemblymember Blanca Rubio, and Cindy Chin, Senior Director, Public Affairs & Sustainability of The Coca-Cola Company who passed on invaluable insights and answered questions posed by Fellows. The event also featured two tailored workshops “Growing Your Authentic Voice” and “Personal Strategic Planning,” led by Jackie Kirkwood, Senior Manager, Professional Services, Clutch.

Finally, the Fellows heard from the California Commission on the Status of Women and Girls’ Second Vice Chair, Lieutenant Colonel Erica Courtney, who gave an inspiring closing speech. The event was followed by a reception for attendees at local watering hole SMICC’s where Fellows also met up with Commissioner Assemblymember Stephanie Nguyen.



CALIFORNIA WOMEN LEAD: WINTER RECEPTION



California Women Lead kicked off their 50th Anniversary year on Monday, January 22, 2024, at the Sutter Club with a winter reception. The leadership of the California State Legislature, State Senate President Pro Tempore Toni G. Atkins and State Assembly Speaker Robert Rivas, joined the event to celebrate the work of building women leaders in government and beyond. The celebration was attended by Commission staff and multiple Commissioners including Commissioners Kawser Amine and Dr. Rita Gallardo Good and members of the Legislative Women's Caucus.



The Commission is proud to partner with California Women Lead and to take the opportunity to celebrate and honor the powerful women leaders in state government who are moving the needle on gender equity for California's more than 19.6 million women and girls.



CALIFORNIA WOMEN LEAD: SUMMER RECEPTION



The Commission was glad to join California Women Lead's 50th anniversary at this year's Summer Reception: Golden Hour on Monday, August 5, 2024, at the Golden 1 Center. It was a night of celebration in which the organization honored five powerhouse women leaders including our former Executive Director, Holly Martinez!



California Women Lead's Vice President Sabrina Ashjian, announced our formalized partnership with California Women Lead at the event to a packed house for the first time, followed by a speech by Commission Executive Director Darcy Totten focused on the power of collaboration amongst women.



Also honored were two members of the CA Women Lead Board; Senate President Pro Tempore Emeritus Toni G. Atkins and State Controller Malia Cohen.





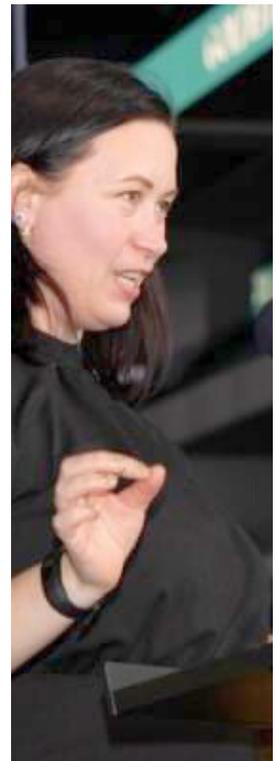
Awards were officially presented to:

- State Senator Susan Rubio
- Former Assemblymember Charlene Zettel
- Margita Thompson, former CA Women Lead Board Member
- Erika Contreras, Secretary of the Senate
- Holly Martinez, Executive Director, The Representation Project



Ending the program, we also said goodbye to Lindsey Nitta, who led CA Women Lead for the past five years, and offered a warm welcome to Executive Director, Myel Thelen.

The event showcased the incredible energy that California women leaders bring to the table and offered an opportunity to celebrate their success.



CELEBRATING OUR ALLIES: THE CALIFORNIA FEDERATION OF BUSINESS & PROFESSIONAL WOMEN

CALIFORNIA COMMISSION ON THE STATUS OF WOMEN & GIRLS

WHEREAS the California Federation of Business and Professional Women, a women's organization which works to promote equity, and political and economic self-sufficiency for working women in all phases of their life, is celebrating 105 years of public service; and

WHEREAS the California Federation of Business and Professional Women supports policy and advocacy aligned with the California Commission on the Status of Women and Girls; and

WHEREAS the California Federation of Business and Professional Women has a history of supporting the Commission's mission; and

WHEREAS former Commissioners Vicki Atwood and Susan Cowan are members; and

WHEREAS former Commissioner Marian Ash served as Federation President; and

WHEREAS the Commission recognizes the ongoing advocacy efforts of the California Federation of Business and Professional Women, aligning with the Commission to pursue equal pay policies; women's health and reproductive care access; access to affordable, quality child- and dependent-care; affordable housing; and support LGBTQIA+ individuals; and

IT IS HEREBY RESOLVED that the California Federation of Business and Professional Women be formally recognized, and commended, for their incredible contributions to the well-being of California women and girls.

Dated this 19th day of October, 2024,



Darcy Totten
Executive Director



On the 19th day of October, 2024, the Commission formally recognized the California Federation of Business and Professional Women, a women's organization that works to promote equity, and political and economic self-sufficiency for working women in all phases of their life. The Commission honored the organization for 105 years of public service.

The California Federation of Business and Professional Women has a long history of supporting the Commission's mission, with former Commissioners Vicki Atwood and Susan Cowan serving as members, and former Commissioner Marian Ash serving as Federation President. The California Commission on the Status of Women and Girls was proud to adopt a formal resolution commending the Federation for their incredible contributions to the well-being of California women and girls.



WOMEN IN THE HOUSING & REAL ESTATE ECOSYSTEM

Real change starts with bold conversations, and the Commission's Executive Director, Darcy Totten, was honored to join a diverse group of executive leaders reshaping the real estate ecosystem — and rethinking what's possible — at the 2024 NAWRB Summit.



From sustainability to reimagining processes, speakers came ready to exchange ideas, champion inclusive innovation, and explore practical solutions that leave a lasting impact. Director Totten spoke as part of a panel on government, and shared the Commission's gender lens approach to policy review and advocacy. She was joined on stage by an amazing group of subject matter experts.





COLLABORATIONS

HABITAT FOR HUMANITY OF GREATER SACRAMENTO

WOMEN

BUILD 2024

As the state entity tasked with assessing gender equity in multiple issue areas, the California Commission on the Status of Women and Girls is deeply committed to improving the lives of women and girls through public policy, research, and education - but sometimes, we also know you just have to roll up your sleeves and get to work.

The Commission continued its commitment to Habitat for Humanity this year as the Presenting Sponsor of the 2024 Women Build Month. This effort included a dedicated "Women Build" day on March 6, 2024, featuring our Commissioners, Youth Advisory Council members, and Women's Recovery Response Grant recipients. We were proud to spend the day with our partners as we helped bring affordable housing to 18 families in the Cornerstone development. Over the course of March, more than 600 women come together to provide a hand-up to working single mothers and families in need of safe and affordable housing.

Stable, affordable homeownership is

transformative for low-income families and our state. Affordable homeownership provides stability, increases resiliency, and provides a stable foundation on which families can invest in themselves and their communities.

It was a privilege for the Commission to host this opportunity for skill-building and volunteerism dedicated to providing more accessible and affordable housing for families in California's capital city.



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.

The Cornerstone development, which the Commission has now contributed to for two years in a row, is an innovative affordable housing community which will soon become home to nearly 400 individuals when it is complete. Cornerstone is a first-of-its-kind community built in partnership with Mutual Housing California, featuring 18 new affordable Habitat homes and 108 Mutual Housing affordable apartment rentals. This community

will include bridge housing for unhoused individuals, units for former foster youth, affordable rental and affordable – equity building, homeownership. And across the street, a nearly \$4M park is being reconstructed for the community and the families who will soon live at Cornerstone to play at.

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 knows 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.



A report by the nonpartisan Gender Equity Policy Institute found that women, particularly women of color and single mothers, are more likely to spend more than a third of their income on housing – and the rent just keeps rising. Data from the State Assembly shows that in California, 25% of women are severely rent-burdened, compared to 20% of men. To look even more closely, 59% of black women are rent-burdened, and 33% are severely rent-burdened, 66% of women who live alone are rent-burdened, and finally, 73% of single mothers are rent-burdened, compared to just 56% of single fathers.

This startling set of statistics points to the uniquely gendered nature of housing affordability and accessibility in our state. Rent-burdened women are less able to save for retirement, pay off education loans, or save for a home of their own. It leaves them, and their families, increasingly vulnerable to homelessness, particularly as they age. Housing accessibility and affordability is an issue that impacts every single person in this state – but the data are clear about who is getting left behind.

Many women in California were already struggling to pay the bills prior to the onset of the COVID-19 pandemic, and while the comeback has been significant, it's vital that we work together to invest in opportunities for women's wealth building and long-term stability before the next crisis hits. Housing is critical to that equation. By investing in affordable ownership production, lower-income Californians, inclusive of black and latinx households, can access permanently affordable, equity-building homes that serve as the single most effective approach to achieving economic and racial justice.

The entire #WomenBuildSac event engaged over 600 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.



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.

The Cornerstone development is an 18-home affordable homeownership community that will soon be a place to call home for over 90 low-income individuals, including more than 70 children. The first nine homes are completed (families moved in just before the holidays in December 2023), and throughout the month of March the Women Build participants completed

the remaining nine homes.

These energy efficient and sustainable homes are all electric, equipped with solar and are EV ready. Each of these equity-building affordable homeownership opportunities are purchased by hard working, qualified Habitat partner families earning between 30-80% of AMI who, after putting in 500 hours of sweat equity building them, will purchase them with an affordable 30 year, zero interest equivalent mortgage. The work to build a more gender equitable economy is far from finished, but investing in safe, stable and affordable home ownership is one critical piece of the effort. The Commission is committed to building partnerships that invest in women such as Habitat for Humanity.



Women are disproportionately affected by barriers to affordable and safe housing which increase for women of color and women who are heads of their families.

These barriers include higher rates of poverty for female heads of households, housing discrimination, and a wage gap. A stable, affordable home is transformational and offers families a chance to thrive.

California women are essential. And it is essential that we all work together to ensure that each and every family has a safe, stable, affordable place to call home in California. Affordable homeownership is the key to providing strength, and stability – because strong women, build strong communities.



CA STEAM SYMPOSIUM

The 11th CA STEAM Symposium, co-sponsored by Californians Dedicated to Education Foundation, the California Department of Education, and the California Commission on the Status of Women and Girls, was held February 9-10, 2024, in Long Beach, CA. This year's themes were "You Belong in STEAM," and "Recruit, Train, and Retain Diverse and Inclusive STEAM Educators." Educators from across the county attended this hallmark event. Commission Program Director, Kimberlee Vaye, joined Ed Honowitz, with the Foundation, on the main stage to welcome attendees.

Miral Kotb was the keynote speaker on Friday. She is an advocate for STEAM, women in computer science, and is a mentor for young women in coding. Miral is the founder of iLuminate, an entertainment technology company that blends state-of-the-art tech with dancers who perform in the dark and deliver the ultimate visual experience.

Refik Anadol, internationally known media artist and creator of the Sphere in Las Vegas, took the stage after the keynote speaker on Saturday. He is the first artist to use Artificial Intelligence in public artwork.



WOMEN, PEACE & SECURITY

Commissioner, and NATO Gender Advisor, Lieutenant Colonel Erica Courtney, left her position at the Pentagon briefly to come to California as an instructor for a three-day “Women, Peace, and Security” (WPS) training. This important event was part of the Biden-Harris 2023 Action Plan to improve gender equality outcomes by implementing WPS principles across government.

The program trains participants to work as Gender Focal Points (GFPs), a key staff member dealing with gender mainstreaming strategies, reviewing policy and practices through a gender lens, and building capacities among his or her colleagues for incorporating gender into their work. The Gender Focal Points role is “advocating for increased attention to and integration of gender equality and women’s empowerment in the agency’s policy and programming” (UN Women Training Centre 2016).

Director of External Affairs, Darcy Totten, joined members of the California National Guard, and the Joint Staff Mobile Training Team, to be certified as a Gender Focal Point, and to build relationships with our partners in the California National Guard, and with first responders across the whole of California government with the goal of better understanding potential applications for the Women, Peace, and Security framework in civil service.

This three-day course is designed to train GFPs and includes foundational knowledge and skills for implementing WPS within Department of Defense mission areas. The course covers how to conduct a gender analysis, and weaves gender analysis exercises through thematic topics, including exercises, security cooperation, and the future operating environment.



Commissioner Lieutenant Colonel Erica Courtney was loaned as an instructor by the Joint Staff to speak on the importance of applying a gender lens to strategic planning and operations, allowing for better situational awareness and reduced risk, ensuring the needs of the entire population are met. Her message, and the message of the training, directly align with the overall approach of the California Commission on the Status of Women and Girls to programmatic work; policy advocacy; grantmaking; and research, which is to apply a gender lens to elements of state government operations and economic institutions commonly misunderstood to be gender neutral.

The Commission's work for the past 59 years has clarified that nothing structural is gender neutral as our systems were not initially organized with the participation of women in mind. The ability of our Director of External Affairs to participate in a training typically inaccessible to civilians helps put the Commission in the lead of developing new partnerships and interagency agreements while integrating WPS frameworks and strategies into cross-agency collaborations.





COMMUNITY CONNECTIONS

"FIGHT REPRODUCTIVE FOR FREEDOMS" WITH VICE PRESIDENT KAMALA HARRIS



The Commission was happy to join Vice President Kamala Harris for an incredible afternoon celebrating California's leading work to protect reproductive rights. Commissioner Kawser Amine, and Director of External Affairs, Darcy Totten, were delighted to join advocates from across the state, and national leaders including Senator Laphonza Butler, Senator Alex Padilla, and Secretary of U.S. Department of Health and Human Services, Xavier Becerra, as well as actress and advocate Sophia Bush, California Assemblymember Buffy Wicks, members of the CA FAB Council, and other incredible leaders focused on building coalitions and combining our efforts to ensure that reproductive healthcare is protected and accessible.

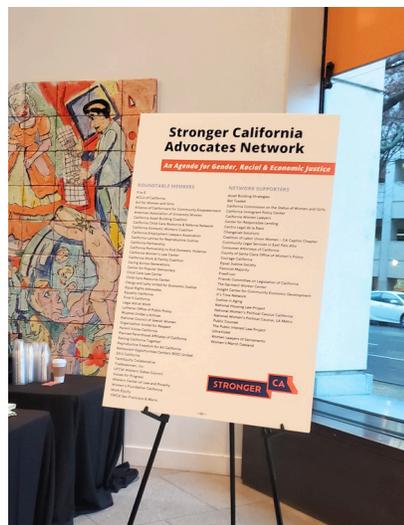


STRONGER CALIFORNIA POLICY CONVENING

The California Commission on the Status of Women and Girls was happy to support the work of our friends at the Stronger California Advocates Network as they celebrated their 2023 legislative wins, and the incredible work that they do in support of California's women and girls.

The Stronger California Advocates Network hosted the annual Stronger California Advocates Network Reception & Policy

Convening on Wednesday, January 24, 2024, at the California Museum. There was a brief program featuring remarks from Legislative Women's Caucus leaders and Stronger California advocates followed by a space for discussion amongst advocates, legislators, and staff about emerging policy priorities for women, families and communities in 2024. Policy Director Michelle Teran-Woolfork represented the Commission, and the event was attended by several legislative Commissioners.



ASSOCIATION OF CALIFORNIA SCHOOL ADMINISTRATORS: WOMEN'S LEADERSHIP LUNCHEON

Commission Executive Director, Holly Martinez, presented findings from the California Commission on the Status of Women and Girls original research, the “California Blueprint for Womens’ Pandemic Economic Recovery” at the Women’s Leadership Luncheon at the Association of California School Administrators “Superintendents Symposium”, on January 24, 2024. The presentation focused on this and

other studies that consistently report that women, especially those of color, experience greater loss in jobs, income, and childcare services.

The information was presenting with compelling opportunities for all women to push for gender equality, especially around supports, resources, and closing the gender pay gap once and for all!



YOLO COUNTY: WOMEN IN LEADERSHIP LAUNCH EVENT

Executive Director, Holly Martinez, joined Assemblymember Cecilia Aguiar-Curry, and Supervisors Vixie Sandy and Lucas Frerichs at a Yolo County “Women in Leadership” launch event at the Woodland Community and Senior Center on Monday, January 29, 2024.

Later in the year, on Monday, September 30, 2024, Executive Director, Darcy Totten, attended a follow up event and spoke on a panel alongside Jennifer Barton, founding member of the Solano County Commission for Women and Girls, and Erin Saberi, Founding Chair of the Commission on the Status of Women & Girls - Sacramento County. The Commission is grateful to Yolo County

Supervisors Mary Vixie Sandy and Lucas Frerichs for the opportunity to chat with so many incredible women leaders and allies about the potential for creating a Yolo County Commission on Women and Girls which will lead a range of community efforts supporting gender equity in Yolo County.

After the panel the event featured a discussion with female leaders, allies, and champions for women in Yolo County to identify actions to create a culture that promotes and fosters leadership opportunities for women throughout Yolo County, both inside and outside of county government.

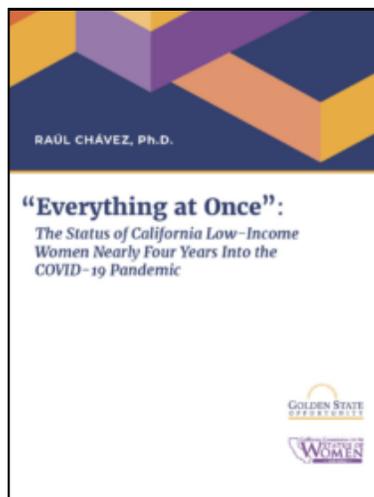


GOLDEN STATE OPPORTUNITY

California Commission on the Status of Women and Girls Executive Director, Darcy Totten, was pleased to be invited to join Amy Everitt, President, Golden State Opportunity, and other California leaders for an evening of conversation with California's Lieutenant Governor, Eleni Kounalakis. The Lieutenant Governor shared her father's inspiring journey from day laborer to building a successful company as well as pieces of her own path to leadership.

As a grantee of the Commission, we are committed to ongoing partnership where aligned and supporting Golden State Opportunity's vision for how to combat poverty through power building and transformational policy change. These efforts line up closely with the policy suggestions in the California Blueprint for Women's Pandemic Economic Recovery and have the power to impact the lives of California women and families substantially.

We look forward to continuing to support organizations and leaders doing the work in California to alleviate poverty and create more opportunities for all women and families to build thriving communities.



LOS ANGELES COUNTY COMMISSION FOR WOMEN: WOMEN OF THE YEAR!

On Monday, March 18, 2024, the Los Angeles County Commission for Women, and the LA County Board of Supervisors, hosted the 39th Annual “Women of the Year” Awards Commemorative Celebration honoring Women’s History Month in Los Angeles.

This in-person event is the Los Angeles County Commission’s only fundraising event, and proceeds provide funding for scholarships and vital outreach throughout Los Angeles County while celebrating this year’s “Women Who Advocate for Equity, Diversity, and Inclusion.”

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



NTT EMPLOYEE RESOURCE GROUP: GENDER EQUITY & THE ECONOMY

Commission Executive Director, Darcy Totten, was invited to present findings from the California Blueprint for Women's Pandemic Economic Recovery, and discuss the Commission's approach to gender equity, to the Women's Employee Network at NTT Data, one of the largest such groups in California.

NTT Global Data Centers Americas, Inc. provides comprehensive data center solutions to meet unique IT infrastructure requirements, supported by decades of trusted local experience. NTT company operates seven data center campuses strategically located across the United States that deliver 100% availability, flexible power configurations, carrier neutral telecommunications and best-in-class client experiences.

The company has proudly established a Diversity, Equity and Inclusion (DEI) program to build an inclusive corporate culture, empower employees, foster innovative thinking, and create successful outcomes. As part of this DEI program, NTT has created five Employee Resource Groups including the Women's Employee Network.

Following Executive Director Totten's presentation, this network successfully led the effort to encourage NTT to take the California Equal Pay Pledge! The Commission was proud to welcome NTT to the cohort of signatories leading the way on gender equity in our state and are proud to work with companies, like NTT, that are committed to fostering a diverse and inclusive workplace where all employees can thrive.

The screenshot shows a Zoom meeting interface. At the top, there is a grid of participant video thumbnails. On the right, a profile card for Sarah Hille is visible. Below the grid, an agenda slide is displayed with the following content:

CELEBRATE WOMEN'S HISTORY MONTH!

01	02	03	04
Welcome <ul style="list-style-type: none"> Intro Group Norms 	Updates <ul style="list-style-type: none"> Membership #'s New Member Welcome <p>Habitat for Humanity recap- next meeting!</p> <p>Swag coming soon!</p>	Women's History Fun Fact of the Month: <i>See March Data Central for Women's History month tribute</i>	Closing & Thank You <ul style="list-style-type: none"> GTKM - Ready to share Become a member Send your questions
		Guest Speaker Darcy Totten Intro	

COMMUNITY FORWARD SF

The California Commission on the Status of Women and Girls was delighted to sponsor Community Forward SF's "Drag Show to End Homelessness" in March, hosted by Honey Mahogany and Sister Roma. Each year Community Forward sees over 3,000 guests in six buildings open 365 days a year.

On any given night there are an estimated 3,179 unhoused women in San Francisco, and the city

currently offers gender-specific shelter, treatment and transitional housing beds to only 5% of the identified population. Community Forward is launching San Francisco's first Women's Center where anyone who identifies as a woman can find housing, safety, healthy food, and a sense of community and belonging. Residents will receive immediate care and comprehensive services including job opportunities, long-term housing, and mental health support.



Photos by Arrowood Photography and Cinema

CSUS WOMEN'S LEADERSHIP SUMMIT



On April 12, 2024, the California State University Sacramento Women's Resource Center hosted a Women's Leadership Summit. Commissioner Dr. Rita Gallardo Good, Program Director, Kimberlee Vaye, and Program Analyst, Morgan Beatty, were in attendance along with 55 professionals and 85 students.



During this summit, first-generation undergraduate college students were given opportunities to build networks with each other and professionals during sessions focused on reflecting on their own values of leadership, understanding personal improvement and development to reach career goals, exploring careers, salaries, and application processes, and learning about the graduate student experience.



Throughout the year, Sacramento State works to build the Sacramento area women's network for college students and area professionals, and strengthen relationships for active, engaged professionals in the Sacramento region and campus.

SF DEPARTMENT ON THE STATUS OF WOMEN: SHIFT HAPPENS

This year's SFDSOW SHIFT Happens Summit was designed to get to the heart of the work of empowering women, girls, and nonbinary people with the education, tools, and resources they need to create opportunities, build pathways to healthy and prosperous futures, and to thrive!

A confluence of brilliant minds, policymakers, and movement builders attended this year's event on April 15th at the Moscone Center South in San Francisco, CA. Commissioners Quinn Delaney and Crystal Young, along with Director of External Affairs Darcy Totten and Programs Director Kimberlee Vaye, had the pleasure of hearing from CA Attorney General Rob Bonta, and keynote speaker, California First Partner Jennifer Siebel Newsom in conversation with SFDOSW Executive Director Kimberly Ellis. The First Partner discussed the need for representation of women in leadership from all walks of life, saying "You cannot have one woman at the top, you need a sisterhood in partnership with one another." Staff were delighted to reconnect with advocates for women and gender equity from across the nation including Christine Pelosi, Noreen Farrell, Jovancka Beckles, and many more!

The panel, "Roe-vember 2.0: Winning Our Feminist Future at the Ballot Box," covered the importance of mobilizing voters, and the panel, "OG Warriors: Old School Wisdom for the Next Generation of Change Makers," shared wisdom from veteran trailblazers.





The breakout sessions offered actionable items to drive change for women and girls.

Attendees were also treated to the “Suited up for Democracy: ROLE Model Fashion Show,” featuring designs from the Taylor Jay collection. The concept of the collection is to encourage women to authentically show up in all aspects of their lives – at home, work, and at the polls.

The Commission was left energized by the discussions centered around actionable steps people can take to start making an immediate impact for California women and looks forward to future events!



THE POWER OF US: LEADERSHIP CALIFORNIA

The California Commission on the Status of Women and Girls was proud to join four other California women's organizations dedicated to supporting women's leadership in California to sponsor Leadership California's "The Power of Us" event on April 15, 2024, at the California Museum.

Leadership California's mission is to catalyze distinguished women leaders across California to scale their impact. This year's honoree was Mona Pasquil Rogers who serves as Director of California Public Policy for Meta. Previously, Pasquil Rogers served as Appointments Secretary in the Office of Governors Gavin Newsom and Edmund G. Brown Jr. where she was responsible for helping the Governor build his administration by recruiting top candidates to serve the state.

In 2009, Pasquil Rogers served as Chief of Staff to California Lieutenant Governor John Garamendi and Acting Lieutenant Governor, after Garamendi was elected to Congress. This marked the first time a woman, Asian Pacific Islander, or Filipino American served in this role.



Maeley Tom presented the award to Mona Pasquil Rodgers. She holds the unique distinction of breaking the glass ceiling twice in both houses of the California State Legislature by being the first and only ethnic minority woman to serve as both the Chief Administrative Officer of the Assembly under Speaker Willie Brown and subsequently Chief of Staff to the Senate President Pro Tem David Roberti.

Mona Pasquil Rogers, our honoree, and guest speaker Maeley Tom shared their insights on the power of mentoring and lifting up those around us. As Mona said, "When you receive, you share; when you learn, you teach." The event focused on the power of sponsoring and mentoring women in public policy and building each other up as we continue to advance.

SheShares, the Commission, the California Legislative Women's Caucus, and California Women Lead all came together to support this incredible gathering of women leaders in California's Capitol.



WOMEN'S FOUNDATION CALIFORNIA SOLIS POLICY INSTITUTE 2024 FELLOWS RECEPTION

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, and builds the pipeline of political leadership, which aligns closely with the Commission'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 Commission was overjoyed to participate in the 2024 Fellows Reception, and was represented by Executive Director, Darcy Totten, and Public Information Officer, Justin McCoy, in an evening of networking with the new class of Fellows and gender policy advocates.





The Commission continues to work with advocates from across the state as we work together to build coalitions and ensure that the women working in positions of power that were not created with their full participation in mind have the support, and community infrastructure, that they need to thrive.

We can see the future of freedom and justice in each of the Fellows who brought the Solis Policy Institute and Capitol communities together to celebrate community connections and meaningful, measurable legislative change.



BEYOND BUSINESS: WOMEN MAKING A DIFFERENCE IN CALIFORNIA



The Commission joined the Sacramento Better Business Bureau at Frequency Coworking in Rancho Cordova during Capital Region Small Business Week to celebrate the incredible achievements of women in Sacramento who are driving change and progress.



Local champions of philanthropy, advocates for policy reform, and changemakers leading non-profits, shaping education, and shaping the city gathered for a one-day conference on May 2, 2024, featuring a keynote speech from Executive Director, Holly Martinez.



Under the theme “Beyond Business: Women Making a Difference in Sacramento”, we were proud to honor the unstoppable spirit of the women business leaders present, discuss the Commission’s recent research and policy work, and share our vision for women as economic leaders and drivers of innovation and industry in California.

The program also offered an opportunity for Executive Director Martinez to say goodbye to many Commission partners as she prepared to leave the Commission and to introduce Darcy Totten as the Interim Executive Director.

WOMEN, PEACE & SECURITY JACK D. GORDON INSTITUTE FOR PUBLIC POLICY

Commissioner Lieutenant Colonel Erica G. Courtney is a U.S. Army veteran that has served over a decade on active duty in various positions, including military police, scout helicopter pilot, flight operations, paratrooper, and senior staff officer managing hundred-million-dollar budgets, thousands of personnel, and hundreds of contracts. She joined fellow panelists Samantha Turner, a Nonresident Fellow at The Stimson Center in its Peace Operations and Protecting

Civilians in Conflict programs, who most recently served as Senior Advisor to USAID's Gender office in the Biden-Harris Administration, and Karin L. Johnston, the research director at Women in International Security and an adjunct professor at the University of Maryland School of Public Policy and American University, in a discussion focused on international security, foreign policy analysis, and gender, peace and conflict.

“As smart as we think we are, it’s about engaging with the right population, getting to the why, and providing those right solutions”

- Commissioner Erica Courtney



LTC Erica Courtney

2nd Vice-Chair
California Commission on the Status of Women and Girls



Dr. Karin Johnston

Research Director
Women In International Security



Samantha Turner

Nonresident Fellow
Stimson Center

FIU | Jack D. Gordon
Institute for Public Policy

Women, Peace and Security

Webinar Series

**Women, Peace and Security
U.S. Strategy and National
Action Plan - An Expert
Discussion**

Moderated by Dui Turner

JUNIOR LEAGUE OF CALIFORNIA: STATE PUBLIC AFFAIRS COMMITTEE

Commission Executive Director, Darcy Totten, offered the keynote speech on May 4, 2024, at the Junior Leagues of California State Public Affairs Committee's (CalSPAC) annual spring conference.

The Commission appreciated the invitation to talk about our work, including our broad vision and goals for women and girls, and our public policy efforts for this legislative cycle.

Since 1971, the Junior Leagues of California State Public Affairs Committee has represented the interests of its member Leagues and their community projects to policymakers at the national, state, and local levels. CalSPAC represents 17 member Junior Leagues, comprised of over 6,500 women, who volunteer over 110,000 hours to 121 community projects, and give over one million dollars annually to their communities.

We know women working together can change the world and appreciate the opportunity for collaboration.



COMMUNITY FORWARD SF BUILDING TOUR

The California Commission on the Status of Women and Girls was able to visit “A Woman’s Place” and tour the site for a proposed Women’s Center located at Civic Center Plaza on May 7, 2024. Commissioner Nisha Devi Rodrigo, along with Executive Director, Darcy Totten, and Programs Director, Kimberlee Vaye, spoke with the leaders of the effort to establish the San Francisco Women’s Center, an innovative wrap around model that would serve 240 women

every night and house a drop-in center and workforce development programs.

More than 90% of unhoused women report experiencing severe physical or sexual abuse at some point in their lives. Currently, gender-specific shelter, treatment and residential housing serves just 5% of the female identified homeless population in San Francisco.



#VotesForWomen



In the lead-up to the 2024 general election, the Commission launched the “Votes for Women” social media campaign to encourage civic engagement among women in California. The campaign was designed to reach women from various backgrounds, offering valuable information for first-time and seasoned voters. The Votes for Women campaign included resources specifically for voters with disabilities, highlighted important dates, and provided impartial summaries of each state ballot proposition, making the descriptions accessible for women to make informed decisions.



CA VS. HATE SACRAMENTO PRIDE FLOAT

The Commission joined the California Civil Rights Department at the Sacramento Pride March and Festival on June 9, 2024.

This was the Commission's first time marching in support of California's diverse LGBTQIA+ community and we were so proud to join our State partners and help spread the word about CA vs Hate.

Commission Executive Director Darcy Totten, along with staff and family volunteers marched, waved signs from the float, passed out stickers and brochures, and sent visitors to the informational festival booth with huge smiles and high energy.

If anyone in California experiences any acts of hate or discrimination, they can call 833-8-NO-HATE to get support. The California Commission on the Status of Women and Girls is proud to stand against hate and support California's LGBTQ+ community.

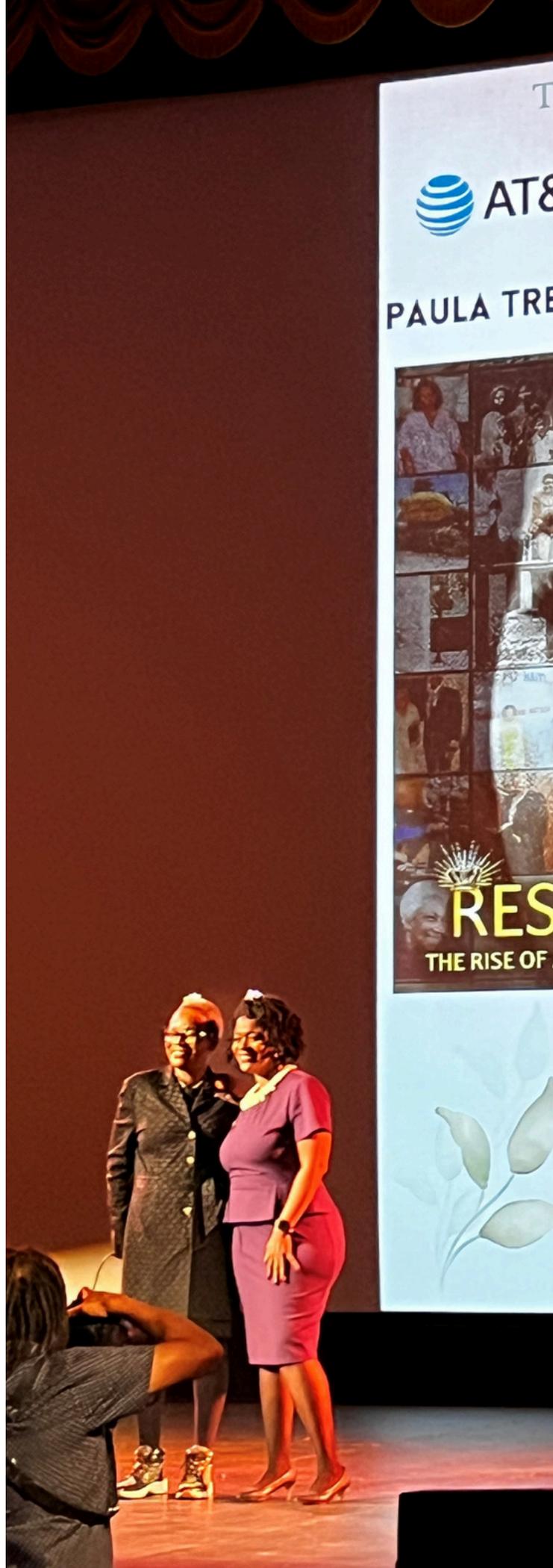


RESPECT MY CROWN FILM SCREENING

Executive Director Darcy Totten represented the Commission at this unique event hosted by Assemblymember Tina McKinnor, the California Legislative Women's Caucus and the California Legislative Black Caucus.

The documentary film screening of "Respect My Crown: The Rise of African American Women in California Politics" was supported by the California Black Women's Collective Empowerment Institute at the Crest Theatre in Sacramento. Director Pamela Bright-Moon & Producer Alisa Covington attended for a question-and-answer session and to discuss their motivation for creating this important exploration of the ways black women in California have battled race and gender barriers in pursuit of equality and political power, for the past 170 years.

Respect My Crown: The Rise of African American Women in California Politics, reveals the sacrifices and contributions these women made to become leading voices in politics, community activism, organized labor and the judicial system, creating a dedication to the black women leading the way through history and into the future in California.



SAN FRANCISCO REPRODUCTIVE FREEDOM ACT & BAY AREA ABORTION RIGHTS COALITION INITIATIVE CONVENING

On June 18, 2024, the Commission appreciated the opportunity to attend a two-part event held by the City and County of San Francisco and the San Francisco Department on the Status of Women, located at the new flagship Planned Parenthood location on Bush Street. Mayor London N. Breed, who was joined by county and city leadership, along with other leaders from reproductive rights organizations, announced the San Francisco Reproductive Freedom Act, which establishes protections for women and girls seeking abortion services and other reproductive care in San Francisco and ensures that the information of those traveling from outside of the state to this region to access these services will be protected.

Kimberly Ellis, Executive Director of the San Francisco Department on the Status of Women, convened the Bay Area Abortion Rights Coalition Initiative (BAARCI), a collaborative of nonprofit reproductive rights organizations, local commissions, and other state, city, and county leaders focused on abortion access issues.

Nancy L. Cohen, President and Founder of the Gender Equity and Policy Institute, presented findings from an abortion access mapping study conducted in the Bay Area. Director Ellis pulled the unique merging of these two events together in her concluding press conference statements, “When you come for our freedom, you come for our rights, not only do we BAARCI [“bark”], but we bite back”.



DEPARTMENT OF JUSTICE: GENDER-BASED VIOLENCE

The California Commission on the Status of Women and Girls was honored to be invited to participate in a convening titled “Bridging the Gap: Addressing Systemic Silos to End Gender-Based Violence” on June 18, 2024, in Los Angeles at the L.A. Trade Technical College.

The day started with a welcome by organizers Dr. Sarai Crain, Statewide Sexual Assault Outreach Coordinator, and Jessica Caloza, then Special Advisor in the Attorney General’s Office to this important effort to convene stakeholders to discuss sexual assault and gender-based violence.

This was followed by remarks by Dr. Alfred McQuarters, President, L.A. Trade Technical College, and remarks by Darcy Totten, Executive Director, California Commission on the Status of Women and Girls, which focused broadly on the Commission’s work in this area, open appointments, proposals for collaborative work with stakeholders in attendance.

This was followed by special remarks by Attorney General Rob Bonta who joined the event via Zoom.

A presentation by the California Department of Justice Victim Services Unit Manager, Johana Millan, covered state processes and policies and remarks from the Director of the Office of Native American Affairs, Merri Lopez Keifer, looked deeply at current policy efforts. The Bureau of Forensic Services Director, Barry Miller, gave an overview of the 2020 Statewide Audit of Untested Rape Kits which was followed by a Fireside Chat featuring Kay Buck, Executive Director, Coalition to Abolish Slavery

and Trafficking.

A panel featuring Cecilia Cabello, Chief Strategist, Supervisor Lindsey P. Horvath’s Office, L.A. County, Diana Grant, Senior Program Manager for Survivor Services, Community Investment for Families Department, City of L.A. and Joey Espinoza-Hernández, Director of Policy & Community Building, L.A. LGBT Center. The day closed out with remarks by Dr. Sarai Crain, a LATTC Tour and networking.



GIRLS STATE

Commission Executive Director, Darcy Totten, was honored to serve as the keynote speaker for the 2024 American Legion Auxiliary (ALA) California Girls' State opening ceremony on Tuesday, June 25, 2024, at Sacramento State University.

The ALA California Girls State program is an annual, week-long leadership program sponsored by the ALA, Department of California, where high school girls come together for one week to learn about civic engagement and government administration by registering to vote, creating and passing legislation, and setting up their own mock city, county, and state governments.

Director Totten's speech focused on solidarity, collaboration, and participation in democracy as a critical tool for building a gender-equitable future in which California's women and girls are fully represented, respected, and reflected in all of its leadership roles. (And about which attendee might find herself taking the oath of office in the White House one day).

The delegates who attend Girls State are from diverse backgrounds and are among the top one percent of their classes, selected based on their academic achievement, school activities, and community service.



CALIFORNIA STATE LEADERSHIP SUMMIT

The CA Government Operations Agency hosted the second annual Leadership Development Summit on July 16, 2024, at the new May Lee Business Complex Auditorium in Sacramento. The Government Operations Agency Cabinet, Agency Secretaries, Undersecretaries, Department Directors, Chief Deputy Directors, and Executives were invited to attend.

The event was designed to encourage, empower, and align state executive leadership to ensure timely and effective government operations and service delivery to all Californians. The summit brought together state executive leadership to discuss achievements as well as encourage leadership alignment around bold, innovative, and results-focused service delivery to all Californians.

First Partner Jennifer Siebel Newsom joined Secretary of the California Department of Food and Agriculture, Karen Ross, to discuss the farm-to-school effort, and Governor Gavin Newsom, and California Natural Resources

Secretary, Wade Crowfoot, offered an inspiring fireside chat.

The Governor's Office of Planning and Research Director, Samuel Assefa, joined a panel focused on "Fostering an Innovation Mindset," with Secretary Yana Garcia, California Environmental Protection Agency, Secretary Lindsey Sin, California Department of Veterans Affairs, Secretary Amy Tong, California Government Operations Agency, Director Kim J., California Department of Social Services, and Moderator Director Dee Dee Myers, California Governor's Office of Business and Economic Development (GO-Biz) to discuss their future forward work.

A highlight of the day was a keynote speech by Guy Kawasaki, author and Chief Evangelist for Canva, focused on transformational leadership and ended with a rousing game of CA Family Feud – Ask the "Agency" Moderated by Director Joe Stephenshaw, DOF and Director Josh Fryday, CA Volunteers.



TRANSGENER HISTORY MONTH



August 2024 marks the first official Transgender History Month for the State of California.

Transgender History Month coincides with the anniversary of the Compton Cafeteria Riots, the first major act of resistance against law enforcement from the transgender community, pre-dating the Stonewall Riots. At the time, drag queens and transgender people would socialize after shows at the cafeteria and officers were known to antagonize the community at the restaurant. The riots spilled into the streets where hundreds of transgender and gender non-conforming people fought back against police officers, cementing their right to exist in San Francisco.



Initially, Transgender History Month was recognized solely in San Francisco to commemorate the riots. In 2023, the California State Assembly passed a resolution to officially expand the recognition statewide.



The Commission stands in solidarity with and honors the rich contributions made by the transgender and gender non-conforming communities, and proudly declares that, in everything that we do, all references to “women and girls” include trans and non-binary women and girls.

FIFTH ANNUAL CALIFORNIA INDIAN CULTURAL AWARENESS EVENT

The Commission was grateful for the opportunity to once again sponsor the Annual Native American Caucus cultural event presented by the California Native American Legislative Caucus and its Chair, Assemblymember James C. Ramos.

The event was held on Monday, August 5th at 5:30 p.m. at the Native American Monument, located on the L Street side of Capitol Park. At the Park, we were honored to participate in a land acknowledgment and blessing. At 5:45, the group walked over to Cafeteria 15L for an evening of cultural performances, acknowledgment of the inaugural class of California Native American Caucus honorees, and reception.

The event was attended by California COMmission on the Status of WOMen and Girls Director of Fiscal and Administration, Maxwell Macedo.



MISSING AND MURDERED INDIGENOUS PEOPLE WEEK OF AWARENESS



Assemblymember James C. Ramos reached out to Commission staff to request co-sponsorship of the second annual candlelight vigil as part of a week of events confronting the crisis of Missing and Murdered Indigenous People (MMIP) and we were honored to once again support this important event.

Shockingly, cases of murdered and missing Indigenous women are 7 times less likely to be solved than any other demographic.



Commission Information Officer, Justin McCoy, attended the event tribal leaders, and a crowd of more than 800 for the evening's events.

California First Partner Jennifer Siebel Newsom gave an impassioned speech highlighting the need to support efforts, like the successful Feather Alert system, that address the problem of missing and murdered indigenous people, saying "We stand with those fighting for a better future." In honor of the event, the California Capitol building was also lit red for the week.



MEXICO ADVOCACY DAYS



The Commission was proud to be invited by the Office of Senator Steve Padilla to participate in the 15th California-Mexico Advocacy Day, which was held in Sacramento on August 6 and 7, 2024.

California-Mexico Advocacy Day is an event organized annually by the Select Committee on California-Mexico Cooperation and Dialogue of the California Senate, the Consulate General of Mexico in Sacramento, and the California Chamber of Commerce. Advocacy Day provides a forum where political, business, and academic actors from both countries can discuss topics of interest in the bilateral relationship, present recommendations for public policy development, and strengthen bilateral cooperation.



This year, we commemorated the fifteenth anniversary of California-Mexico Advocacy Day, and the discussion centered on "Building an Agenda with a Gender Perspective through Bilateral Cooperation between Mexico and California." The informational hearing addressing this topic took place in August 2024 in the swing space hearing room and featured remarks by Commission Executive Director, Darcy Totten alongside Cónsul General de México en Sacramento, California Christian Tonatiah González Jiménez, and Helen Torres, CEO of Hispanas Organized for Political Equality (HOPE), a nonprofit and nonpartisan Latina leadership, advocacy and education organization.





The hearing also included remarks by Natalia Vega, Gender Equity Policy Institute, on climate change and Latina empowerment; Senator Karina Ruiz, the first immigrant Senator Elect of Mexico, on her transformative election, what it means for representation and how she will seek to address the issues impacting women, particularly around immigration and education, as a Mexican official in the U.S.; Helen Torres, CEO of Hispanas Organized for Political Equality (HOPE), on the importance of representation and building pathways such as their fellowship exchange program; and Christian Tonatiuh González Jiménez, recently named the Consul General of Mexico in Sacramento in 2024, who spoke about the Commission's MOU with Mexico and our continued cooperation.



The hearing was followed by a reception at the Leland Stanford Mansion with strategic partners and allies of Mexico to foster even stronger California-Mexico relationship. Commissioner Kawser Amine and Executive Administrator Janelle Gudino attended on behalf of the Commission.



LEADERSHIP CALIFORNIA: ISSUES AND TRENDS

On August 19, 2024, Executive Director, Darcy Totten, was invited to speak to the class of 2024, California Issues and Trends program class for Leadership California. As an alumna of the program, this was a particularly exciting opportunity to connect the work of the Commission back to the issues covered in this statewide program focused on developing non-partisan women leaders across multiple industries.

The California Commission on the Status of Women and Girls was happy to highlight the demographic trends changing for California women and girls, and to brief participants on the original research published by the Commission in the “California Blueprint for Women’s Pandemic Economic Recovery” focused on the specific economic and labor challenges women and girls face in our state due to the COVID-19 pandemic.

The discussion included a brief training on applying a gender lens in assessing the work to be done in any industry and a discussion on using a solidarity-first approach to actually implementing solutions for a more equitable path forward for all women and girls.

Executive Director Totten was also able to attend a panel discussion titled “Opportunities and Challenges for API Women in the Bay Area” featuring three fantastic California women leaders; Kristy Young Coleman, Livia Ching, and Lynna Do, MPA, MPhil.

We are grateful to the panelists and participants for an incredible day filled with honesty, vulnerability, and commitment to making the pathway easier for the women who follow in our footsteps.



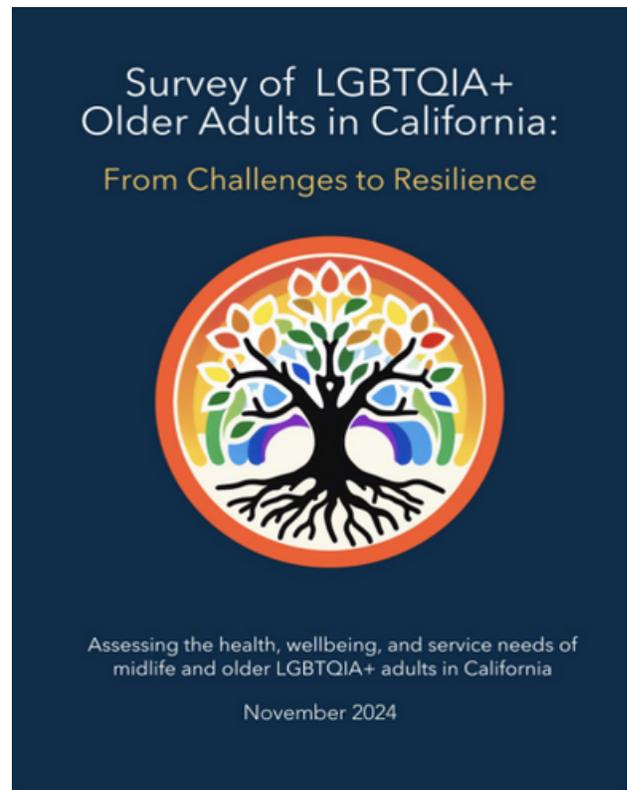
LEADERSHIP
California

SURVEY OF LGBTQIA+ OLDER ADULTS IN CALIFORNIA

The California Commission on the Status of Women and Girls was honored to join with a large community network across the state to support and promote critical work focused on supporting California's aging population. The Survey of LGBTQIA+ Older Adults in California: From Challenges to Resilience aims to develop baseline information on the health, economic, and well-being of older LGBTQ+ residents of California used a statewide survey to identify gaps in needs, and highlight priorities for the State of California and the CA Department of Aging.

Since no statewide study has been conducted on the aging experience of LGBTQ+ mid-life and older Californians, there is no baseline data for this community. This study provided statewide data to support the California Master Plan on Aging goals and objectives with attention to all state regions and population diversity.

This initiative will shed new information on the needs and services for LGBTQ+ older adults, and it highlights the state's commitment to inclusivity and equity in aging policies.



Mid-life and older LGBTQ+ Californians belong to a generation that has navigated immense challenges, including stigma and discrimination, alongside their contributions to the civil rights movement for LGBTQIA+ people. Despite their significant role in the state's history and communities, there is a lack of comprehensive data on their aging experiences. This gap in knowledge has far-reaching implications, and the Commission supports continued efforts to ensure that LGBTQIA+ women, and women identifying individuals, are appropriately represented in state services.

READ THE REPORT >





THE
PAY



POLICY & LEGISLATION



MAJORITY WOMEN SENATE MAKING HISTORY 2024

On Monday, December 2, 2024, Commission Executive Director, Darcy Totten, was honored to join Susannah Delano, Dr. Dee Bremond. Close the Gap California, and advocates from across California as we celebrated gender parity in the California Senate for the first time in history.

California's State Senate will be at least 50% women for the first time in history and, depending on a few races still undecided at the time of printing, the state Legislature could reach overall gender parity for the first time.

The increase in women's representation is part of a historic level of turnover in the Legislature, with at least 30 new members, and as many as 36.

"What is a milestone like gender parity for, if not a moment like this?" said Susannah Delano, executive director of Close the Gap California, "State legislatures have and will continue to be the front line for many of those impacted to contest harmful policies and protect lives at risk."



LEGISLATIVE AGENDA 2024

The Commission's 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 serve on multiple Committees. For the second year of the 2023-2024 Legislative Session the Policy Committee consisted of Assemblymember Lisa Calderon (District 56) and Commissioner Dr. Rita Gallardo Good, who led the work in 2024.

The Policy 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 policies 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 Commission's Budget Advocacy Subcommittee on securing the necessary funding for Commission operations and programming.



POLICY 2024 PRIORITIES

SB 782 **Limón** **Gubernatorial Appointments**

Requires the Governor to publish demographic information for gubernatorial appointments.

SB 959 **Menjivar** **Gender Affirming Care**

Creates a website modeled after abortion.ca.gov for access to gender affirming care resources and information.

SB 1137 **Smallwood Cuevas** **Recognizing Intersectional Discrimination**

Recognizes discrimination based on one or more protected characteristics, such as race and gender, under our discrimination laws.

AB 1808 **Nguyen** **Childcare and Development Services: Eligibility**

Aligns the eligibility period for childcare support under the CalWORKs program with other subsidized programs, extending it from 12 to 24 months.

AB 1846 **Bauer-Kahan** **Judicial Officers Training: Sexual Abuse/Assault**

Directs the Judicial Council to create training for judges on sexual assault with an emphasis on appropriate treatment and trauma.

AB 1863 **Ramos** **Emergency Services Act: Notification Systems**

The California Highway Patrol, in collaboration with tribal nations, will be required to create policies and procedures for handling missing persons, and the issuance of a Feather Alerts.

AB 1908 **Schiavo** **Department of Veterans Affairs: Internal Audits**

Requires Veterans Affairs to submit a report on significant problems discovered by the department's internal auditor during the previous year.

AB 2099 **Bauer-Kahan** **Crimes: Reproductive Health Services**

Creates new penalties to deter funded and organized anti-choice extremists at reproductive health care centers.

AB 2319 **Wilson and Weber** **CA Dignity in Pregnancy and Childbirth**

Requires evidence-based implicit bias training to perinatal or prenatal care providers to ensure all birthing people have access to health care.

AB 2515 **Papan** **Menstrual Products: PFAS**

Mandates the Department of Toxic Substances Control and State Department of Public Health to assess and publicize the hazards of chemicals in menstrual products that could impact vulnerable populations.

AB 3031 **Lee and Low** **LGBTQ+ Commission**

Establishes an LGBTQ+ Commission in state government.

2024 POLICY WINS FOR WOMEN & GIRLS

Working together with advocates, the State Legislature, State agencies, and businesses, the Commission continues to champion long-term policy solutions focused on advancing gender equity and ensuring that existing hard-won rights are not eroded. 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 at Political Solutions for their assistance in this year's progress made in building a California for all women where opportunity and success are not limited by outdated gender bias. 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.

This year the Commission co-sponsored one bill and offered support on several others that had the potential to directly impact our state's women and girls. Our co-sponsored bill, SB 782, authored by Senator Monique Limón and co-sponsored by Hispanas Organized for Political Equality (HOPE), would have required the Governor's office to produce an annual report detailing the demographic information (including race, ethnicity, gender, veteran status, and region) of individuals appointed by the Governor each year. The report sought to identify underrepresented voices and communities in decision-making roles and establish a system of accountability for future administrations, helping track progress and gaps in representation.



This is the fourth time a version of SB 782, authored by Senator Limón, has passed through the legislature with bipartisan support but has been vetoed by the Governor. However, in his veto message Governor Newsom acknowledged the value of the additional accessibility a public report would provide but affirms that this goal can only be achieved by also requiring reporting on Legislative appointments. He has committed to supporting legislation next year that “includes

the same transparency requirements for appointments by the Administration as well as the Legislature,” and we look forward to revisiting the issue in the 2025-2026 legislative session.

For the 2024 legislative session, the Commission took a support position on a total of 14 bills that went before the Legislature, of which six were signed into law:

AB 1808 (Nguyen) Childcare and Development Services: Eligibility - SIGNED

AB 2319 (Wilson and Weber) CA Dignity in Pregnancy and Childbirth Act - SIGNED

SB 1137 (Smallwood Cuevas) Recognizing Intersectional Discrimination - SIGNED

AB 1863 (Ramos) Emergency Services Act: Notification Systems - SIGNED

AB 2099 (Bauer-Kahan) Crimes: Reproductive Health Services - SIGNED

AB 2515 (Papan) Menstrual Products: PFAS - SIGNED



COLLEGE STUDENT RIGHT TO ACCESS ACT

This past year, the Commission continued to hold routine check-in meetings with leadership at the California State University Office of the Chancellor, the University of California Office of the President, and University of California Law San Francisco. We continued to offer support, resources, and solutions for our partners and served as a connector and convenor for various stakeholders engaged in abortion access work throughout the state.

The Commission appreciated this unique opportunity to work closely with school system leadership and leadership at the California Governor's Office, and the California Health & Human Services Agency, to develop a robust landing page for public university students seeking information on medication abortion. The webpage is housed at abortion.ca.gov and provides contact information for every campus' Student Health Center (both phone and email), as well as backup contact options. The webpage lists concrete steps for students to follow and includes a simple script that students can read aloud to schedule their appointments in order to make accessing the service simple and approachable. The student script was developed in consultation with our university partners and the Governor's Office and was augmented for plain language approachability by California Health & Human Services.

The Commission has created and distributed the yearly report to the Legislature, which collects all data for medication abortion implementation efforts at each public university. The updated template was socialized with various stakeholders, including the funder, leadership at the Governor's Office, and leadership at the California State University Office of the Chancellor, the University of California Office of the President, and University of California Law San Francisco.

After learning of some service awareness challenges for students, the Commissioners voted to approve a revised operational expenditure plan that would allocate Commission resources to improving outreach efforts throughout the state. The Commission has run with a very lean (but mighty!) staff over the course of the College Student Right to Access Program, and we are proud to be able to pivot and re-allocate some of our operational dollars to hiring a consultant to develop customized and student health center-specific marketing and outreach materials for each individual campus.

Throughout the year, the Commission closely monitored the federal case, *FDA v. Alliance for Hippocratic Medicine* and continues to monitor state legislation that may have an impact on abortion access in the future.

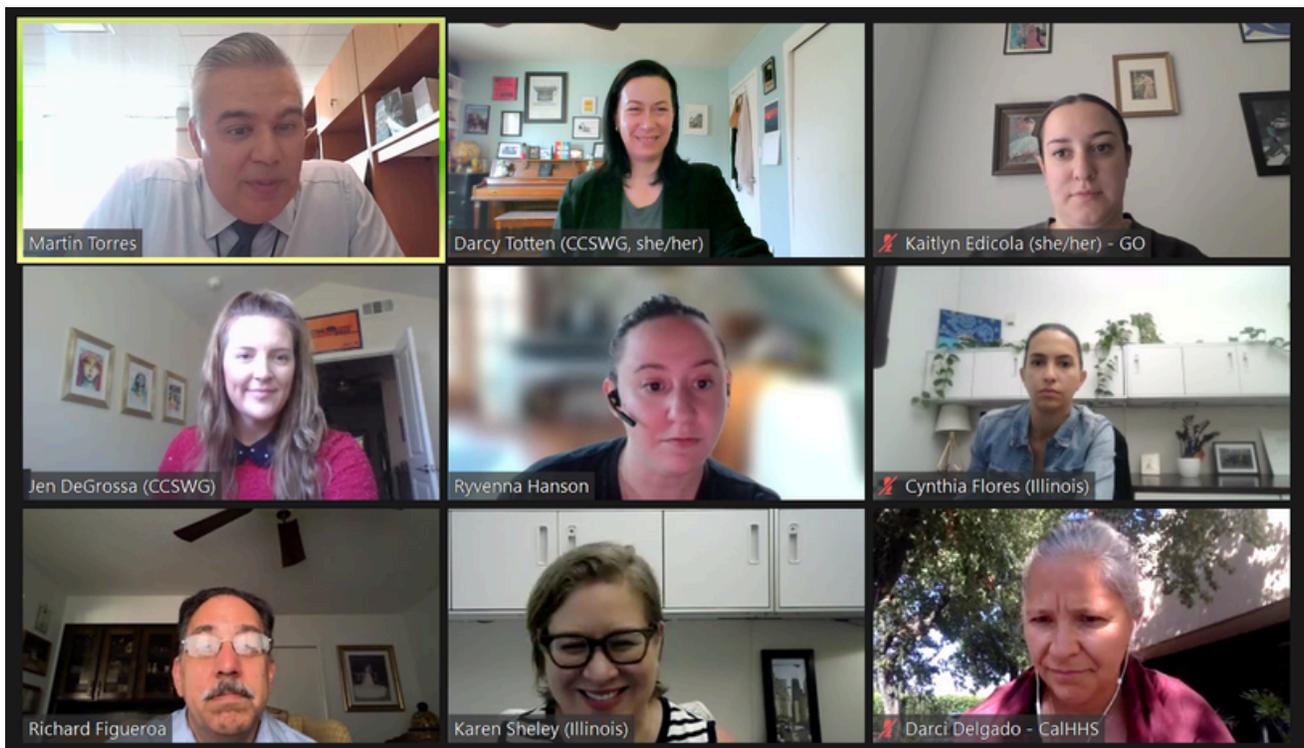
COLLEGE STUDENT RIGHT TO ACCESS ACT ILLINOIS COLLABORATION

On August 30, 2024, the Commission was glad to join a roundtable discussion with the Government of Illinois and other partners with the California Governor's Office and the California Health & Human Services Agency.

We fielded a great deal of questions on best practices and strategies for medication abortion implementation on college campuses, as Illinois is interested in passing similar legislation. There is interest in continuing to hold ongoing convenings at the national level for subject matter experts and governments

who are working towards MAB implementation on campuses, and we are proud to be paving the way for the country in this arena!

The Commission continues to monitor state legislation that may have an impact on abortion access in the future.



FIGHTING FOR SAFE ABORTION ACCESS AB 1356 UPDATES

As access to abortion and reproductive healthcare is jeopardized across the nation, the Commission is doing its part to encourage continued safe access to abortion and other reproductive health services. The implementation of AB 1356, authored by Commissioner Assemblymember Bauer-Kahan, works to ensure that people who need access to abortion care services, family planning, and other sexual and reproductive health care services can do so confidentially and 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 report this information to the Legislature annually.

The Commission is responsible for convening an Advisory Committee on AB 1356 consisting of one person appointed by the Attorney General, and subject matter experts appointed by multiple statewide organizations including, but not limited to the California Medical

Association, Planned Parenthood Affiliates of California, and Planned Parenthood Federation of California.

The first meeting of the 2024 session was held February 26, 2024, and members have been regularly meeting to work towards the completion of two reports, due December 31, 2025, and December 31, 2029.

These reports will evaluate the implementation of Chapter 899 of the Statutes of 2001, and any subsequent amendments made to this title and the effectiveness of the plan developed by the Attorney General. The reports shall also include recommendations regarding any other legislation, and recommendations for any other actions by the Attorney General, Commission on Peace Officer Standards and Training, or the Commission on the Status of Women and Girls.

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.

FIGHTING FOR SAFE ABORTION ACCESS AB 1356 ADVISORY COMMITTEE

Assembly Bill 1356 currently requires local law enforcement agencies to report on 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 a District Attorney charged an individual, as specified. The Attorney General is required to annually report this information to the Legislature. Under this legislation, the Commission on the Status of Women and Girls is responsible for convening an advisory committee of subject matter experts, who will provide two additional reports, the first by December 31, 2025, and the second by December 31, 2029, for the same purposes.

The Commission's reports evaluate the implementation and effectiveness of peace officer training for anti-reproductive rights crimes and any subsequent amendments made and the effectiveness of the plan developed by the Attorney General. The reports will also include recommendations regarding any other legislation or actions to be taken by the Attorney General, the Commission on Peace Officer Standards and Training, or the Commission on the Status of Women and Girls.

This year, the Commission convened several Advisory Committee meetings as well as subcommittee meetings on the topics of training, data, and policy.

Subject matter experts have been assigned crucial sections of the report and have begun collaboratively building out pieces of the first report due to the Legislature in 2025.

This critical convening could not have happened without the advocacy efforts and deep investment in reproductive justice by key members of the Legislature, including Commissioner Assemblymember Rebecca Bauer-Kahan and the following organizations:

- American College of OBGYNs
- Attorney General/DOJ
- California Medical Association
- CAST LA
- Department of Justice
- DuPont Clinic (provider)
- Essential Access Health
- Feminist Majority Foundation
- Feminist Majority Foundation
- Ikar
- National Abortion Federation
- Planned Parenthood Affiliates of California
- Planned Parenthood Federation of California
- Reproductive Freedom for All California (formerly NARAL CA)
- Women's Health Specialists
- Access Reproductive Justice
- If/When/How: Lawyering for Reproductive Justice (FAB Council)
- Napa Police Department

SELECT COMMITTEE ON LATINA INEQUITIES

Commissioner Dr. Rita Gallardo Good provided powerful expert testimony at the Assembly Select Committee on Latina Inequities on May 8, 2024, at the State Capitol. Multiple panels represented a broad range of expertise, and we were honored that the Commission could help bring attention to the economic challenges faced by Latinas in California.

The intersection of race and gender is critical to understanding and promoting the economic well-being of women, particularly in California, where Latinos and Latinas now represent almost 20% of our population, with more than 3.3 million Latina women working in California.

Yet Latina workers earn the lowest median wages in the state. In 2021, the median hourly

wage for Latinas in California was only \$17 per hour, lower than the wage for workers in other major racial and ethnic groups and substantially lower than that of their white male counterparts, who earn a median of \$35 per hour in California.

Despite that, 25% of all women owned businesses in California are Latina owned and contribute more than \$9 billion to the California economy every year! Latinas are needed not only to perform in the essential but low-wage workforces they dominate, but also to innovate and ideate, implement and engineer, develop and lead.

The economy of the future demands equity now.



SELECT COMMITTEE ON LATINA INEQUITIES

California is home to more than 21,000 Latina-owned businesses, or 24% of all Latina-owned businesses in America.

Latina-owned businesses have outpaced the revenue growth rates of Latino men-owned businesses and all white-owned businesses in California. Yet Latina-owned businesses generate less revenue from government and corporate contracts than Latino men-owned businesses and all White-owned businesses in California. Latina-owned businesses experienced the most extended corporate contract negotiating periods with 43% of them taking more than 12 months, compared to 26% among White women-owned businesses.

Latina entrepreneurs aren't just the backbone of California's economy; they have the potential to change the economic landscape of the entire state. If we fail to capitalize on this potential, we may well miss our shot at building a more just and inclusive economy for us all.



ASSEMBLY SELECT COMMITTEE ON LATINA INEQUITIES

AGENDA
Wednesday, May 8, 2024
11:00am - State Capitol, Room 127

Economic Status of Latinas in California

HOPE 2024 Economic Status of Latinas Report: State of California (ESLR)

Helen Iris Torres, CEO, HOPE
Elsa Macias, PhD., Lead Researcher and Author of the 2024 ESLR

Latina Workers Experience a Persistent Wage Gap: Exploring Systemic Barriers

Stephanie A. Pulles, PhD., Workforce Data Officer, CA Civil Rights Dept.
Sonja Diaz, Esq., Co-Founder, UCLA Latina Futures, 2050 Lab
Natalia Vega Varela, Director of Policy, Gender Equity Policy Institute

Chair:
Assemblywoman
Wendy Carrillo

Members:
Juan Alanis
Tasha Boerner
Sabrina Cervantes
Dr. Corey Jackson
Alex Lee
Tina McKinnor
Liz Ortega
Blanca Pacheco
Luz Rivas
Avelino Valencia



HOPE LATINA ACTION DAY



Hispanas Organized for Political Equality (HOPE) featured Commissioner Dr. Rita Gallardo Good as a panel speaker at the 30th Annual Latina Action Day conference on May 7, 2024, at the Safe Credit/Sacramento Convention Center.

The panel, "The Economic Status of Latinas," also featured Natalia Verela, Director of Policy, Gender Equity Policy Institute, and Helen Torres, CEO of HOPE.

This long-running annual event is the only advocacy day that centers the voices and experiences of Latinas at statewide policy-making tables. The Commission is proud to stand with HOPE in advocating on behalf of more than 7 million Latinas living in California, addressing vital issues in education, healthcare, economic, and civic empowerment.



HOPE LATINA ACTION DAY

For three decades, Hispanas Organized for Political Equality (HOPE) has convened 400 Latina leaders from all regions of California in Sacramento for an annual public policy conference: Latina Action Day. This one-day conference is designed to facilitate dialogue between Latina leaders and elected officials in Sacramento on public policy affecting Latinas in the state.

We were grateful to work with HOPE to co-sponsor SB 782 (Limón), which would have required the Office of the Governor to maintain on its website a list of every State board and commission appointment to help identify potential gaps in representation in these important roles.

Even though this bill was vetoed by the Governor, the Commission continues to support the collection of this data, because we know that data helps drive measurable change.



POLICY 2025 PRIORITIES

The 2025-2026 Legislative Session officially began on Tuesday, December 2, 2024, after Legislators reconvened in Sacramento for an organizational session. During this organizational session, newly elected members of the Assembly and Senate were officially sworn in, and Legislators began introducing bills.

In the wake of the presidential election, the Newsom Administration and legislative leadership also made it clear that its priorities will continue to lie in supporting marginalized communities and increased healthcare access heading into 2025.

On this same day, Attorney General, Rob Bonta, joined Governor Newsom in declaring a special legislative session meant to provide financial reinforcements against any attacks that may arise on California's values and policies.

With this proclamation, California is prepared to defend its citizens and its laws, healthcare access, clean vehicle policies, support for immigrant communities, federal disaster response, and other related issues.



It is too soon to know how much of the Legislature's time will be spent on proactive policymaking versus engaging in defensive policies protecting California's hard-won progress, but one thing is certain: the 2025-2026 legislative session is sure to be dynamic and impactful.

We anticipate the Legislature will continue to focus on several key issues including, but not limited to, public safety reforms, climate change mitigation, expansion of healthcare access and affordability, strategies to address the state's ongoing housing and homelessness crisis, and measures to address affordability issues and economic inequality.

For now, we know that California is, and will remain, a safe haven for those seeking to exercise their constitutional right to access reproductive care.

We will continue to work alongside our state policy champions to ensure California remains a safe and secure place for all women and girls.



DEFENDING ACCESS TO MEDICATION ABORTION

On Monday, December 2, 2024, Commission Executive Director, Darcy Totten, was honored to join California Attorney General, Rob Bonta, Commissioner Assemblymember Rebecca Bauer-Kahan, Assembly Majority Leader Cecilia Aguiar-Curry, and Assemblymember Maggy Krell, as they introduced two pieces of legislation intended to fortify the Golden State against national anti-abortion efforts.

The first bill, by Assemblymember Krell, would safeguard access to medication abortions.

The second, by Assemblymember Bauer-Kahan, would give the California Attorney General's Office the authority to bring lawsuits against municipalities that interfere with peoples' constitutionally protected access to abortions.





CALIFORNIA BEAR

BUDGET & FINANCIALS



CHAMPIONING WOMEN & GIRLS 2024

In 2024, the California Commission on the Status of Women and Girls made substantial progress in advancing gender equity and addressing the evolving needs of women and girls across the state. Building on a legacy of impactful initiatives, the Commission expanded partnerships to tackle systemic barriers that have historically hindered the progress of women. A key achievement that began in 2020, and continued through 2024, was the Women's Recovery Response grant program, which continued to demonstrate the transformative potential of targeted investments in women. The Commission is working to implement new funding models inspired by this successful grant program.

The Commission provided comprehensive legislative analysis and policy recommendations to the Governor and Legislature, advocating for measures to address pressing issues such as pay equity, discrimination, and access to vital services such as childcare, healthcare, and affordable housing. Recognizing the critical role of women in California's economy, we focused on empowering women leaders, entrepreneurs, and small business owners. Through strategic partnerships and capacity-building workshops, we supported innovation, growth, and leadership development, ensuring women had the tools to thrive in their industries.

Advocacy efforts also emphasized compliance with California's pay transparency and pay equity laws, furthering the fight for fair and equitable compensation across all sectors in California. Although we helped to make measurable improvements in areas where women are disproportionately impacted, there is much more work still to be done. By prioritizing efforts on issues such as the pay gap, childcare deserts, caregiving responsibilities, and healthcare access, we seek to reinforce the importance of investing in women and girls as a pathway to broader social and economic progress.

Through these efforts, this Commission has strengthened financial stability and expanded opportunities for California women and girls, cementing our role as a leader in advancing gender equity. These accomplishments reflect a steadfast commitment to creating a more equitable future for all Californians.

We are grateful to our 17 commissioners, dedicated staff members, and the incredible leaders across California who have championed the mission of the Commission. Their unwavering support have been instrumental in driving progress for women and girls throughout the state. Together, we have tackled critical challenges, created impactful programs, and laid the groundwork for a more equitable future.

BUDGET 2025 PRIORITIES

As of November 2024, California's budget is approximately balanced, with a projected deficit of \$2 billion for the 2025-26 fiscal year. This modest shortfall is expected to be manageable with minor adjustments. The Legislative Analyst's Office anticipates that spending growth will lead to increasing deficits in the coming years, potentially reaching about \$30 billion annually by the 2028-29 fiscal year. Without strategic fiscal planning, the State's deficit may be more substantial than the current projections.

The Commission is steady in its commitment to serving California's nearly 20 million women and girls while also upholding fiscal responsibility to ensure our efforts do not contribute to the state's budget challenges.

The Commission seeks to maintain its current funding levels moving forward and increase 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.

Without immediate and sustained funding to support California women and girls, the gap in services will continue to grow, ultimately requiring greater financial resources in the future to address the unmet needs. 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.

Fortunately, the Women's Recovery Response grant program, implemented by the Commission in response to the COVID-19 pandemic, has been a groundbreaking success, unlocking the potential of women across the state in immeasurable ways. We hope that the demonstrated efficacy of this program will enable California leaders to view this historic initiative as an example and a foundation for future efforts to support women and girls.

The California Commission on the Status of Women and Girls seeks permanent, ongoing funding to advance gender equity through consistent research and dedicated positions, enabling it to continue advising the Governor and Legislature on the critical and evolving needs of women and girls in our state.

California and the Commission have the power to enhance the financial stability and opportunities available to women and girls, who represent over 50% of the state’s population.

Despite their significant contributions as industry leaders, entrepreneurs, creatives, small business owners, veterans, innovators, and experts, women continue to face chronic underinvestment. They are disproportionately affected by high housing costs, student debt, caregiving expenses, and childcare challenges. We must prioritize investment in the potential of women, and provide them with equitable opportunities, to usher California into the future.

FUNDING HISTORY:

For Fiscal Year 2024-25, California’s budget includes a total General Fund spending of approximately \$211.5 billion. The overall state budget, encompassing special funds and bond funds, totals \$297.9 billion. The General Fund spending of \$211.5 billion is down compared to last fiscal years’ (2023-24) spending of approximately \$225.9 billion.

The California Commission on the Status of Women and Girls' budget for Fiscal Year 2024-25 reflects a decrease, primarily due to the conclusion of Local Assistance funding previously allocated to support the Women’s Recovery Response grant program which sunset this year.

Budget Breakdown				
Fiscal Year	General Fund	Local Assistance	Other Funds*	Total
2024-25	\$ 1,604,000.00	\$ -	\$ 2,141,404.53	\$ 3,745,404.53
2023-24	\$ 1,545,000.00	\$ 1,000,000.00	\$ 4,039,985.09	\$ 6,584,985.09
2022-23	\$ 1,463,000.00	\$ 5,000,000.00	\$ 10,501,269.84	\$ 16,964,269.84
2021-22	\$ 962,000.00	\$ -	\$ 12,881,318.66	\$ 13,843,318.66
2020-21	\$ 1,157,000.00	\$ -	\$ 10,300,191.00	\$ 11,457,191.00

* Other funding includes pass-through funding, non-budget act funds, one-time funding, and fundraising funds.

FY 24–25 BUDGET SUMMARY

Total Budget Authority FOR ALL FUNDS

\$3,745,404.53

General Funds (0001)

Total Budget Authority

\$1,604,000

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

Total Budget Authority

\$2,141,404.53

Budget Breakdown

70%

Programs, Policy, and Operations

30%

Personnel

FINANCIAL STATEMENTS

0001 General Fund Expenditures

\$816,000

Personnel Services

\$788,000

Operating Expenditures & Equipment

\$1,604,000

Total

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

\$340,000

Personnel Services

\$100,000

Operating Expenditures & Equipment

\$708,000

Contracted Services

\$1,148,000

Total

FY 24-25 AGENCY COMPARISONS

State Agency	Total GF Budget	Authorized Positions
CCSWG	\$ 1,604,000	13.2
Arts Council	\$33,863,000	24.4
Coastal Commission	\$48,346,000	205.0
Mental Health Oversight and Accountability	\$48,798,000	59.0
Little Hoover	\$1,391,000	7.0
Student Aid Commission	\$3,538,363,000	138.3
Commission on Asian and Pacific Islander American Affairs	\$1,049,000	4.0
Native American Heritage Commission	\$3,861,000	24.0
Commission on Aging	\$1,072,000	5.0
California Law Revision Commission	\$2,542,000	11.5

*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.

VICE PRESIDENT
KAMALA HARRIS

FIGHT

TREAT
WOMEN.

FIGHT
REFLECT

LOOKING
AHEAD



LOOKING AHEAD

As 2024 draws to a close, the California Commission on the Status of Women and Girls is reflecting on 200 years of women's suffrage and the progress we have made - and the miles we have left to go. The campaign for women's suffrage began in earnest almost 100 years before white women would win their right to vote in 1920, and it would be another 44 years before the Voting Rights Act would begin to ensure that black women, and women of color, could exercise their right to vote.

Today, we are reflecting on the fact that American women are already facing relentless attacks on their right to bodily autonomy in legislatures and courthouses across the country and that our future is now less certain, and our rights less sure, than they were a decade ago.

Founded just one year after the Civil Rights Act of 1964, the Commission has been working on behalf of California women for almost 60 years, and although we have made measurable improvements, there is still much work to be done on behalf of California women and girls.

We will continue to work with the Office of the Governor, the Office of the First Partner, the Office of the Lieutenant Governor, the California Legislative Women's Caucus, Commissioners, and the many advocates, community leaders,

and dedicated staff who commit their time and energy to ensuring that the rights and needs of women and girls are expanded and upheld. No matter the barriers, we will continue to make progress toward a future when women are treated as whole and equal citizens under the law.

The Commission will continue to work with policy champions to ensure that medication abortion services remain available, and we will continue to uplift state policies that protect and better the lives of California women and girls, because California is, and will remain, a safe haven for those seeking to exercise their constitutional right to access reproductive care.

Women deserve to be paid fairly. Women have the right to make decisions about our own bodies. Women deserve access to higher education and to live without fear of sexual harassment. Working parents should not be punished when their child is sick. Who we choose to love and marry is our right. Who we are is not open for debate. Women are half the population, and we deserve the same rights and opportunities as the other half.

The California Commission on the Status of Women and Girls has fought for gender equity for the last 59 years – and we have no intention of stopping now.

2025 COMMISSION MEETING SCHEDULE

1/15 Full Commission Meeting
* in-person

2/26 Youth Advisory Council Meeting

3/5 Full Commission Meeting
* in-person

5/14 Youth Advisory Council Meeting

5/21 Full Commission Meeting

7/15 Full Commission Meeting

8/20 Youth Advisory Council Meeting

9/17 Full Commission Meeting

11/19 Full Commission Meeting
* in-person

11/20 Youth Advisory Council Meeting

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
- Orange County Commission on the Status of Women and Girls
- 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 and County 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 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 opportunities and an equitable future for women and girls.

This report was prepared by the
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California Commission ON THE
STATUS OF
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