



Alameda County Commission on the Status of Women Meeting Minutes



Wednesday, July 10, 2024 @ 6:30-8:30 PM

The mission of the Alameda County Commission on the Status of Women (COSW) is to represent the women of Alameda County in maximizing social equality and parity for women of all ages in such areas as housing, employment, health services, child care, elder care, education, transportation, credit, legal rights, and community services.

COMMISSION MEMBERS	
Nina Senn, Chair – PRESENT (VIRTUAL)	Conference of Mayors
Susan Burgess-Lent, Vice Chair - PRESENT	District 5
Orly Amey, Secretary - PRESENT	District 3
Guadalupe Angulo, Treasurer – ABSENT (EXCUSED)	District 2
Khilynn Fowler - PRESENT	District 3
Patricia M. Castro - PRESENT	District 3
Carlotta Brown - PRESENT	District 4
Kathryn Lybarger - PRESENT	District 5
Sheweet Yohannes - PRESENT	District 3
Shannon Holbrook – PRESENT (appointed, not yet sworn in)	District 5
Vacant	District 1
Vacant	District 1
Vacant	District 2
Vacant	District 2
Vacant	District 4
Vacant	District 4
Vacant	Human Relations Commission

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Item No.	Topics
1.	<p>Call to Order & Welcome Community Agreements Review</p> <p>Vice Chair Burgess-Lent called the meeting to order at 6:30 p.m, took roll call, and acknowledged the existence of the COSW's Community Agreements.</p>
2.	<p>Approval of Minutes</p> <p>Commissioner Castro motioned to approve the minutes from the June 12, 2024 Regular Meeting. Chair Senn seconded the motion, which passed unanimously less abstention votes from Commissioners Yohannes and Lybarger.</p>
3.	<p>Commissioner Announcements – Updates</p> <p>Commissioners provided brief personal introductions, and were asked prepare a 1 paragraph bio and provide a photo for inclusion on the Commission's website and/or social media.</p> <p>Calendar:</p> <ul style="list-style-type: none"> • Commission meeting recess during the months of August and December 2024 – no meeting will take place. <p>Housekeeping:</p> <ul style="list-style-type: none"> • Commissioners were reminded that the commissioner orientation document is available online for review.
4.	<p>Equal Pay Legislative Efforts in CA</p> <p>Commissioner Lybarger presented on equal pay legislative efforts in CA, including:</p> <ul style="list-style-type: none"> • Equity pay gap/disparities by gender and race • History of CA equal pay laws and reforms • Shared union work background as a labor leader within AFSCME Local 3299, which consists of 79% POC and 56% women, and her efforts to advance equitable hiring and labor standards within the University of California system • Roots of the perpetuation of pay inequity for AFSCME workers at UC, the third-largest employer in the state of CA, and the union's legislative efforts to regulate UC labor practices, which in their current state are exempt from state oversight/management • Advanced ACA 14 to stop the contracting out of low-wage jobs at the UC (lacked votes to get approved in the legislature/Assembly, pushed UC to establish a systemwide UC equal pay policy • Introduced ACA 6 to follow up to ACA 14, but it died in the Senate due to lack of support. Pressured Governor to sign legislation allowing an individual to go to court on behalf of another employee to get back wages from a contract employer

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	<p>CA pay gap disparities are better than the national averages, but there's still much work to be done. Equal pay is a priority of the State CCSWG.</p> <p>Commissioner Lybarger shared her experience in legislative and policy work leading union reform at the state level:</p> <ul style="list-style-type: none">• For 12 years years she's been the president of the local union AFSCME Local 3299, for the sake of leadership development• Pres of CA Labor Federation, over 1k unions and 200k workers throughout the state <p>What can COSW do to support equal pay efforts?</p> <ul style="list-style-type: none">• To move constitutional amendments forward : for ACA 14, the union is asking municipalities and potentially Counties to pass a resolution in support of the constitutional amendment. The COSW can choose to weigh in. <p>Next steps:</p> <p>Commissioners discussed the recommendation that we take the support of the equal pay efforts to the Policy and Advocacy committee, where we will support it by looking at it more closely at the policy level, then make a recommendation to the commission that'll be voted on at a future meeting. Commissioners were reminded that all commissioners are welcome at committee meetings, but only committee members can vote on committee business. <u>Commissioner Lybarger will share a summary of ACA 14 and sample support letter with Policy and Advocacy Committee to review further, and make a recommendation to the commission, who will vote whether to make a recommendation to the BOS via PAL committee.</u></p>
5.	<p>Treasurer Report and Budget Request to BOS for funding to start Alameda County Office of Women's Policy</p> <ul style="list-style-type: none">• Grant and Budget Balances/Reports: \$10,104.32 for COSW budget<ul style="list-style-type: none">○ Use of Funds for Grant Balance of \$8,836.90: Contribute to youth scholarships in honor of former supervisors Mary King and Wilma Chan○ in support of CEDAW community engagement; 4k to CAO for Women's Hall of Fame, and at the June 2024 meeting the commission voted to allocate balance of grant funds to scholarships honoring the legacies of former supervisors King and Chan○ Commssioners discussed using the Board letter to request the gender analysis <p>SSA staff Anissa Basoco-Villareal shared updates:</p> <ul style="list-style-type: none">• COSW has requested financial reports from SSA to advise the ongoing status of the commission budget.<ul style="list-style-type: none">○ 25k allocated through SSA for all commissions - Anissa Basoco-Villareal requested a meeting with Director Ford and other AD to discuss the budget, and determine a path forward and said she would provide an update at the September 2024 meeting.○ Anissa confirmed that extra project work would have to be approved by BOS - commissioners can work directly with appointing supervisors to advocate for this○ Proposed budget has been submitted; Anissa Basoco-Villareal will share next steps

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6.	<p>Updates from Policy and Advocacy Subcommittee</p> <ul style="list-style-type: none">• CEDAW Ordinance Update – memo and BOS working session <p>Chair Senn shared that there are no updates. The COSW is waiting to hear back from SSA Director Andrea Ford about the BOS CEDAW working session.</p>
7.	<p>Agenda Building and Follow-up:</p> <ul style="list-style-type: none">• CBO engagement for CEDAW• Vacancies (COSW) & Recruitment: Commissioners Fowler and Castro said they could make calls to advance recruitment, and identified potentially using a Google form to potentially help advance efforts• 2024 Planning and retreat: discussion of potentially hosting a mini-retreat or social before the more comprehensive retreat that will occur at a future date• SSA collaboration for legislative breakfast and Women’s Hall of Fame• Timing of Guest speakers: Erin Scott re: Domestic Violence; AC Sheriff Yesenia Sanchez; Staff Anissa Basoco-Villareal said she could coordinate various County departments to present• Committee sign-ups and next steps
8.	<p>Public Comment</p> <p>There were no comments from the public.</p>
9.	<p>Adjournment</p> <p>Vice Chair Burgess-Lent adjourned the meeting at 8:26 p.m.</p>