

Alameda County Commission on the Status of Women Meeting Agenda



Wednesday, June 12, 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.

MEETING LOCATION	COMMISSION MEMBERS	
To Participate: <u>Option 1: In person (required of all Commissioners)</u> Gail Steele Multi Service Center in Hayward, 2nd Floor Room: Cal Poppy <u>Option 2: Virtual via Teams</u> Join on your computer, mobile app or room device Click here to join the meeting <u>Join the meeting now</u> Meeting ID: 250 408 283 368 Passcode: aybSY8	Nina Senn, Chair	Conference of Mayors
	Orly Amey, Vice Chair	District 1
	Susan Burgess-Lent, Secretary	District 5
	Kathryn Lybarger, Treasurer	District 5
	Guadalupe Angulo	District 2
	Khilynn Fowler	District 3
	Patricia M. Castro	District 3
	Shewee Yohannes	District 3
	Carlotta Brown	District 4
	Shannon Holbrook	District 5
	Vacant	District 1
Dial in by phone +1 415-915-3950 ,,734306402# United States, San Francisco (888) 715-8170 ,,734306402# United States (Toll-free) Find a local number Phone conference ID: 734 306 402# For organizers: Meeting options Reset dial-in PIN For accommodations, please contact cosw@acgov.org at least 72 business hours in advance.		
	Vacant	District 1
	Vacant	District 2
	Vacant	District 2

Alameda County Commission on the Status of Women

Wednesday, June 12, 2024 @ 6:30-8:30 PM

	Vacant	District 4
	Vacant	District 4
	Vacant	Human Relations Commission

Website: acgov.org/bc/csw and on the [Social Services Agency website](#). **Facebook:** facebook.com/accosw

Twitter: [@AlamedaWomen](#) **Instagram:** [@WomensCommissionAC](#) **LinkedIn:** [Alameda County Commission on the Status of Women](#)

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NOTICE FOR PUBLIC COMMENT DURING REMOTE MEETING

The Commission on the Status of Women welcomes you. Public comment is permitted after each item on the agenda and during open public comment for items not on the agenda. If you wish to speak:

- Instructions on joining a meeting by video conference are available at <https://support.microsoft.com/en-us/office/join-a-meeting-in-microsoft-teams-1613bb53-f3fa-431e-85a9-d6a91e3468c9?ui=en-us&rs=en-us&ad=us>
- Select ‘Click here’ to join the meeting in your meeting invite to be taken to a page where you can choose to either join on the web or download the desktop app. If you already have the Teams app, the meeting will open there automatically. If you don’t have a Teams account and the organizer has allowed it, you may have the option to enter your name to join the meeting. If you do have a Teams account, select ‘Sign in’ to join with access to the meeting chat and more. Then, depending on the organizer’s settings, you may join the meeting right away or go to the lobby where people in the meeting can admit you.
- When addressing the Commission, please give your name for the record before your presentation. If you wish to speak on a matter not on the agenda, please wait until the Chair calls for public input at the end of the Regular Calendar. NOTE: Only matters within the Commission’s jurisdiction may be addressed. Time limitations shall be at the discretion of the Chair.

Item No.	Topics	Presenters	Objective and Time
1.	Call to Order & Welcome Community Agreements Review	Chair Senn	Information (6:30 PM)
2.	Approval of Minutes <ul style="list-style-type: none">• May 8, 2024 Regular Meeting	Commissioners	Information/Action (6:40 PM)
3.	Commissioner Announcements – Updates <ul style="list-style-type: none">• COSW Calendar:<ul style="list-style-type: none">○ AB 2924○ Legislative Breakfast – TBD○ Recess in August, December• Commissioner Orientation Guide and Session	Commissioners	Information/Action (6:45 PM)
4.	“Alameda County Housing Needs” Presentation by Michelle Starratt, Housing Director, Housing & Community Development Department, Alameda County’s Community Development Agency https://www.housingneedsac.org/	Michelle Starratt, Housing Director; or Jennifer Pearce, Deputy Housing Director	Information (6:55)

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5.	Treasurer Report and Budget Request to BOS for funding to start Alameda County office of Women's Policy <ul style="list-style-type: none"> Grant and Budget Balances/Reports: \$10,104.32 for COSW budget Proposed budget Use of Funds for Grant Balance of \$8,836.90: <ol style="list-style-type: none"> Amended Use Proposal and Approved by State Commission: Balance towards data collection regarding Alameda County women & girls' current status via grad students at Mount St. Mary's or Goldman School at UC Berkeley Failing the above due to timing, contribute to youth scholarships in honor of former supervisors Mary King and Wilma Chan 	Chair Senn;	Information/Action (7:25 PM)
6.	Updates re: Policy and Advocacy <ul style="list-style-type: none"> CEDAW Ordinance Update – Memo Update: “Marriage - Prohibition on Minors” – AB 2924 Press Release (Petrie-Norris) and SB 575 (Wahab) 	Chair Senn Guests: Nancy Breneau, National Advisory Board, Cities for CEDAW	Information/Action (7:35 PM)
7.	Nominations Committee Update and Next Steps	Commissioners Orly Amey and Patti Castro	Information/Action (7:55 PM)
8.	Agenda Building and Follow-up: <ul style="list-style-type: none"> Domestic Violence or Equal Pay (July) Vacancies (COSW) & Recruitment 2024-25 Planning, e.g., retreat, collaboration on SSA legislative breakfast and WHOF Timing of Guest speakers, e.g., AC Sheriff 	Commissioners	Information/Action (8:10 PM)
9.	Public Comment	Commissioners	(8:20 PM)
10.	Appreciations, Closing & Adjournment	Commissioners	(8:25 PM)

NEXT COSW MEETING(S)

- Regular Meeting – Wednesday, July 10, 2024, 6:30-8:30 PM

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OTHER MEETINGS, EVENTS, & ANNOUNCEMENTS

- COSW Retreat - TBD

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COSW COMMITTEES (*ex officio)

Bylaws Adhoc Committee:

Committee Chair (Open)

Commissioner Senn*

Communications Committee:

Committee Chair (Open)

Commissioner Amey

Commissioner Burgess - Lent

Commissioner Senn*

Policy and Advocacy Committee:

Committee Chair (Open)

Commissioner Castro

Commissioner Amey

Commissioner Senn*

Grant Implementation Committee:

Committee Chair Senn*

Commissioner Amey

Nomination Committee:

Committee Chair Kathryn Lybarger

Commissioner Amey

Commissioner Castro

Commissioner Senn*



**Alameda County Commission on the Status of Women
Meeting Minutes
Wednesday May 8, 2024 @ 6:30-8:00 PM**



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Nina Senn, Chair - PRESENT	Conference of Mayors
Orly Amey, Vice Chair – PRESENT	District 1
Sheweeet Yohannes – Absent	District 3
Guadalupe Angulo – PRESENT	District 2
Khilynn Fowler – Absent attending conference in DC	District 3
Patricia M. Castro – PRESENT	District 3
Carlotta Brown – PRESENT	District 4
Kathryn Lybarger – Excused - sick	District 5
Susan Burgess-Lent – PRESENT	District 5
Shannon Holbrook – PRESENT online – car stolen	District 5
Vacant	District 1
Vacant	District 1
Vacant	District 3
Vacant	District 4
Vacant	District 4
Vacant	District 4
Vacant	District 5
Vacant	Human Relations Commission

**Alameda County Commission on the Status of Women
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Item No.	Topics	Presenter	Objective and Time
1.	Call to Order & Welcome Community Agreements Review Transitions Chair Senn called the meeting to order at 6:31 Quorum met	Chair Senn	Information (6:30 PM)
2.	Approval of Minutes April 10, 2024 Chair Senn motioned to approve the minutes from the April 10, 2024 Regular Meeting. Under Brown Act, remote participation is not allowed. Must attend in person Motion to approved by Chair Senn, seconded by Comm. Brown; Minutes unanimously approved	Commissioners	Information/Action (6:40 PM)
3.	Commissioner Announcements – Updates <ul style="list-style-type: none"> • COSW Calendar: <ul style="list-style-type: none"> ○ SF SHIFT Event – April 18 Chair Senn attended – sister organization to Alameda CoSW ○ WHOF 2024 – May 4 50 years of event; first year of youth scholarship program \$5,000 each to four high school seniors; Poem by poet laureate ; she read <i>My Grandmother the Storyteller</i>. She will attend Arizona state ○ Legislative Breakfast – TBD – Spring 2025 ○ Nominations - May/June ○ Organized by Comm Lybarger Comm Amey encouraged other Commissioners to get involved because many on the Commission are new. Recess in August, December • Commissioner Orientation Guide and Session. Created by Comm Amey – Comm Castro stated that everyone will benefit by reviewing this Guide. Ethics training coordinated by Clerk of the Board; 2 hours per year required; receive certificate 	Commissioners	Information/Action (6:45 PM)
4.	“Alameda County Housing Needs” Presentation by Michelle Starratt, Housing Director, Housing & Community Development Department, Alameda County’s Community Development Agency	Michelle Starratt, Housing Director; Jennifer Pearce, Deputy Housing Director	Information (6:55)

**Alameda County Commission on the Status of Women
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	https://www.housingneedsac.org/		
	Michelle note feeling week and not online at schedule time		
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 <ul style="list-style-type: none"> \$1,000 returned check from Shepherd's Gate mini grant; they said their mission not consistent with CoSW. Use of Funds for Grant Balance of \$12,836.90: <ul style="list-style-type: none"> Gift Cards (previously allocated) for 2024 WHOF inductees and youth poet laureates \$4,000 contribution to youth scholarships in honor of former supervisors Mary King and Wilma Chan, Each scholar received 1/5 of scholarship (\$1000) from CoSW. <p>Comm Senn relates how delighted they were to receive the scholarships.</p> <ul style="list-style-type: none"> \$7,836.90 (+\$1K returned check (updated balance to be confirmed)): Amended Use Proposal and Approved by State Commission: Balance towards data collection regarding Alameda County women & girls' current status via grad students at Mount St. Mary's, Mills (now Northeastern) or Goldman School at UC Berkeley. Use by JUNE 30. Goldman is already a supplier so the work could proceed faster for a set fee. Proposed to retain a grad student from Goldman to put Mount St Mary does a lot of this kind of data collection. Also Stanford. <p>CoSW needs to provide scope- determine status of women in the county Have to set up the project. Buy info? Comm Castro to research.</p> <p>Make sure to include survey of incarcerated women and those in foster care, child wives, sex trafficking</p>	<p>Chair Senn; Julie Hadnot; Commissioner Kathryn Lybarger</p>	<p>Information/Action (7:25 PM)</p>
6.	<p>Updates re: Policy and Advocacy</p> <p>CEDAW Ordinance Update – Memo Serena Chen – to send memo to Board to work on gender-based analysis. Based on LA's version – more streamlined. Goal to get CEDAW approved in Alameda in 2024.</p> <p>San Diego Commission got ordinance passed. Need to insure accountability for progress on implementation.</p>	<p>Chair Senn</p> <p>Guests: Nancy Breneau, National Advisory Board, Cities for CEDAW</p>	<p>Information/Action (7:35 PM)</p>

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	<p>Chair Senn to send Commissioners most recent draft of ordinance. (Not yet the final versions)</p> <p>Update: “Marriage - Prohibition on Minors” – AB 2924 Press Release (Petrie-Norris) and SB 575 (Wahab)</p> <p>Chair Senn attended a meeting with Sara Tasneen and Assemblyman Kalra to answer opposition – probably will not be approved this year. Opposition from Planned Parenthood and ACLU. CoSW advocated for passing bill - letter through PAL process.</p> <p>Follow-up to Dept of Justice; child marriage against international law and basic contract law.</p>		
7.	<p>Nominations Committee Update and Next Steps In process</p>	Committee Chair Lybarger	Information/Action (7:55 PM)
8.	<p>Agenda Building and Follow-up:</p> <ul style="list-style-type: none"> • Nominations Committee (June) • Equal Pay - July – probably Comm Lybarger Topic for future: Domestic Violence by Family Violence Law Center • Vacancies (COSW) & Recruitment Ongoing effort to encourage Supervisors to fill SIX vacancies on CoSW – we can make recommendations – send ideas to Comm Castros; Wants speakers in person. Inclusion in Social Services Newsletter; Commissioners encouraged to join committees • 2024-25 Planning, e.g., collaboration on SSA legislative breakfast and WHOF – CoSW is co-host • Timing of Guest speakers, e.g., AC Sheriff – perhaps September • Discuss rescheduling Retreat for CoSW commissioners Get a professional facilitator- possibly from County Incorporate guest speakers; role of Commission; getting to know motivations and ideas of Commissioners Possibly September, preparing for actions in 2025 	Commissioners	Information/Action (8:10 PM)
9.	Public Comment	Commissioners	(8:20 PM)
10.	Appreciations, Closing & Adjournment at 8:08	Commissioners	(8:25 PM)
	Next Meeting Wednesday, June 12, 2024, 6:30-8:30 PM		

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COSW COMMITTEES (*ex officio)

Bylaws Adhoc Committee:

Committee Chair (Open)
Commissioner Senn*

Communications Committee:

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Commissioner Amey
Commissioner Burgess - Lent
Commissioner Senn*

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Commissioner Castro
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Grant Implementation Committee:

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Alameda County Housing Needs *Community Information & Input Session*

Commission on the Status of Women

June 12, 2024

Alameda County Housing Wage
2023 = \$46.25 Per Hour

OUT_{of} REACH

THE HIGH COST OF HOUSING

CALIFORNIA

#1*

In **California**, the Fair Market Rent (FMR) for a two-bedroom apartment is **\$2,197**. In order to afford this level of rent and utilities — without paying more than 30% of income on housing — a household must earn **\$7,323** monthly or **\$87,877** annually. Assuming a 40-hour work week, 52 weeks per year, this level of income translates into an hourly Housing Wage of:

\$42.25
PER HOUR
STATE HOUSING
WAGE

FACTS ABOUT CALIFORNIA:

STATE FACTS

Minimum Wage	\$15.50
Average Renter Wage	\$33.67
2-Bedroom Housing Wage	\$42.25
Number of Renter Households	5,882,339
Percent Renters	45%

109

Work Hours Per Week At
Minimum Wage To Afford a **2-Bedroom**
Rental Home (at FMR)

88

Work Hours Per Week At
Minimum Wage To Afford a **1-Bedroom**
Rental Home (at FMR)

2.7

Number of Full-Time Jobs At
Minimum Wage To Afford a
2-Bedroom Rental Home (at FMR)

2.2

Number of Full-Time Jobs At
Minimum Wage To Afford a
1-Bedroom Rental Home (at FMR)

County-wide Housing Needs Assessment

<https://housingneedsac.org>



Key Findings

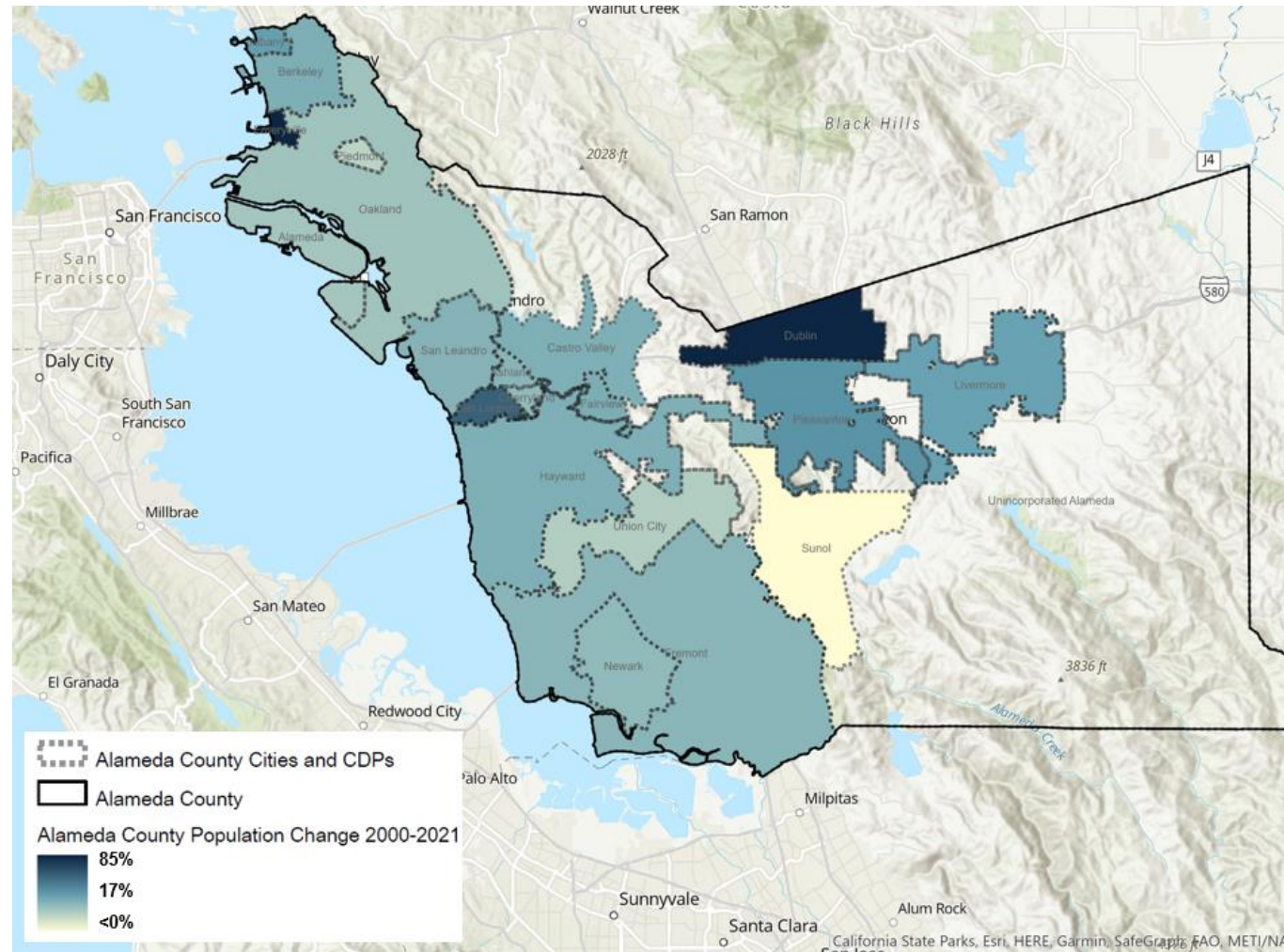
Over 20 years:

- County grew by 230,000 people
- Cities grew between 9-15%
- Growth of higher-income households (more than 120% AMI) and extremely low-income households
- Drop in households between 80-120% AMI (Loss of middle class)
- New housing construction has fallen short of needs
- Housing prices have exceeded increases in income
- Renter households at risk

Impact of Population Growth 2000-2021

Alameda County's population has increased by nearly 230,000 residents

Growth was strongest in the East County and North County

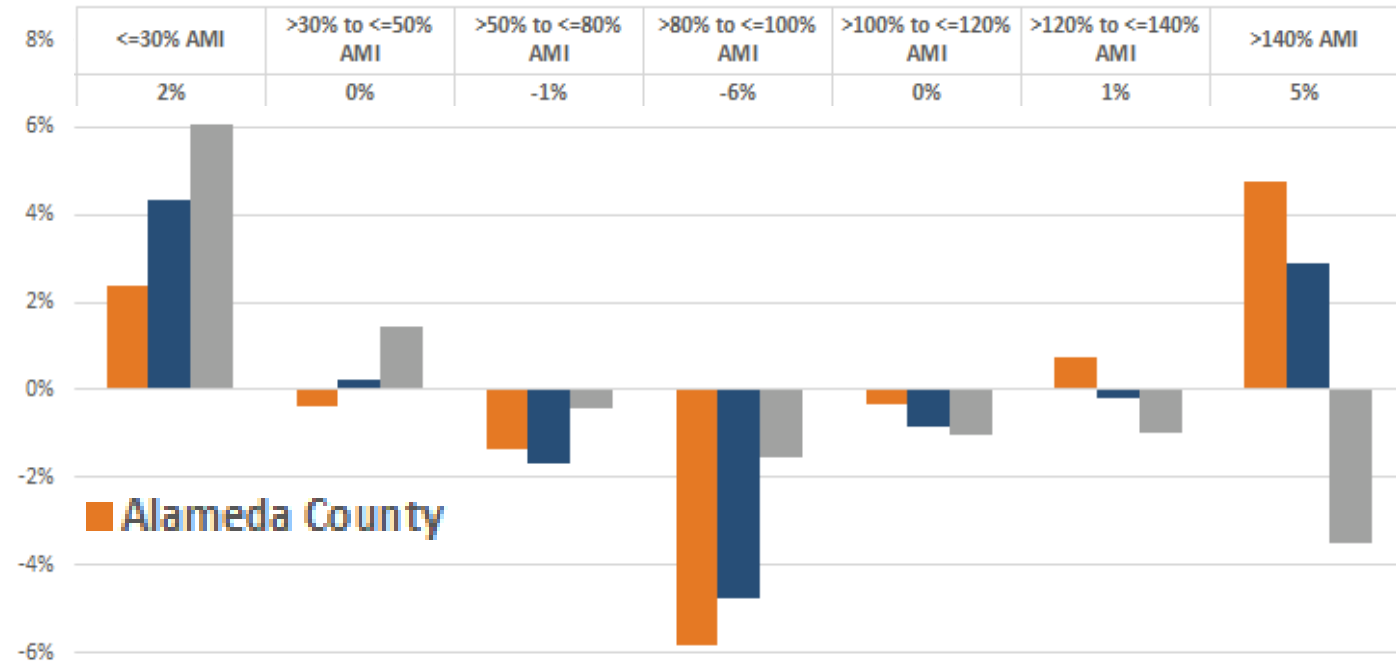


- Alameda County grew by 15% since 2000 to 1.65M persons
- Dublin (138%) and Emeryville (85%) grew the most
- Most cities grew between 9-15%

Losing the Middle Class

Median income growth masks rapid growth in inequality

Since 2000, the share of high-income and extremely low-income households has increased countywide



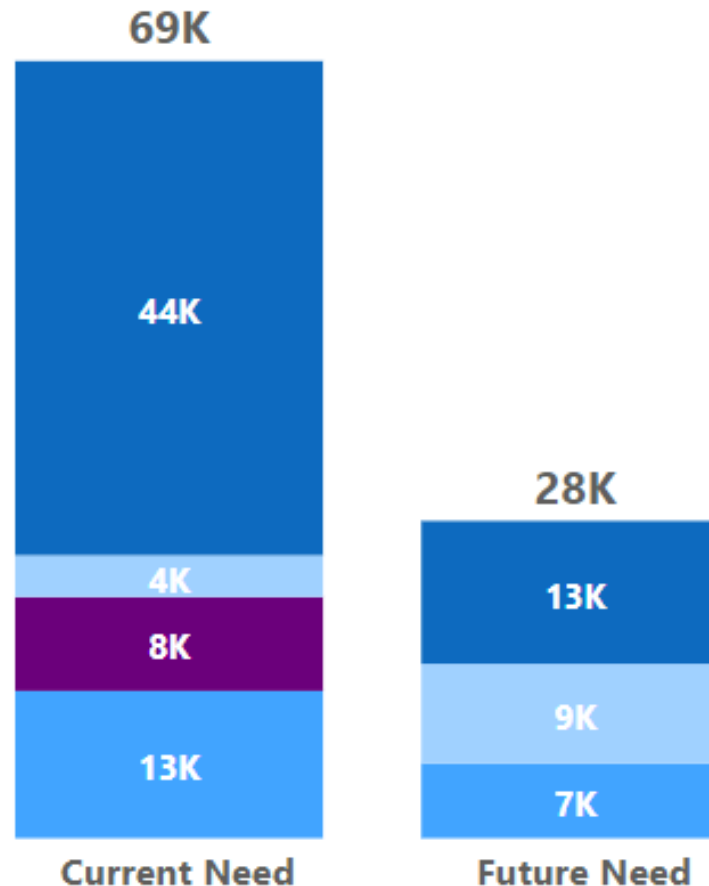
- Alameda County's income growth was more rapid (12%) than the Bay Area's (5%)
- Like the rest of the Bay Area, middle class incomes support a declining share of county households, either the result of migration or wage stagnation
- The result is net growth in the share and number of County households who struggle economically

Housing Needs Assessment – Lack of Supply

To meet current residents' needs and accommodate future growth, the County will need to add nearly 97,000 low-income affordable units to our construction pipeline.

These units will likely require local subsidy.

Income level ● Very Low ● Unsheltered ● Low ● Extremely Low

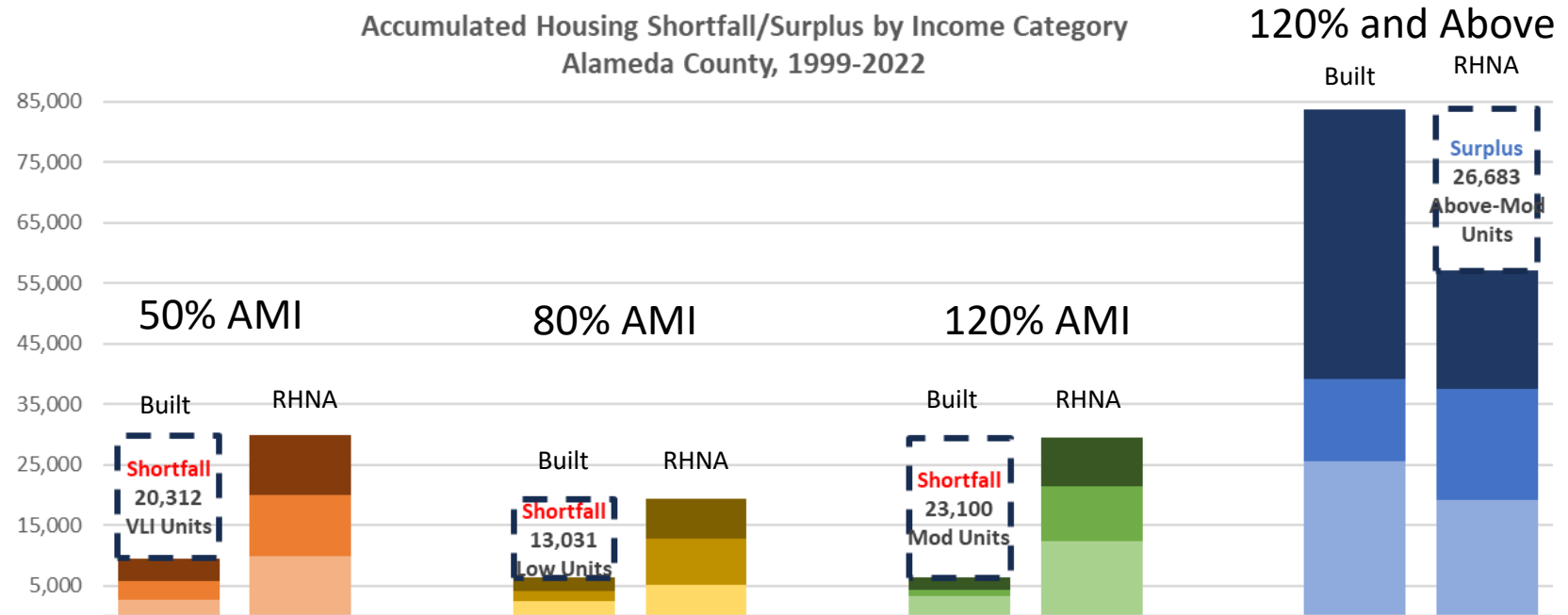


- To support current lower income residents struggling with severe cost burden or homelessness, **an additional 69,000** units are needed.
- Alameda County's 6th cycle RHNA allocation is 89,000 new units, **28,000 (41%) for new lower income households.**
- An additional 38,000 'moderate' units will need to be produced. Historically **neither market rate or subsidized construction has been effective** in producing these units.

RHNA and Supply

The Regional Housing Needs Allocation (RHNA) reflects various income levels housing needs.

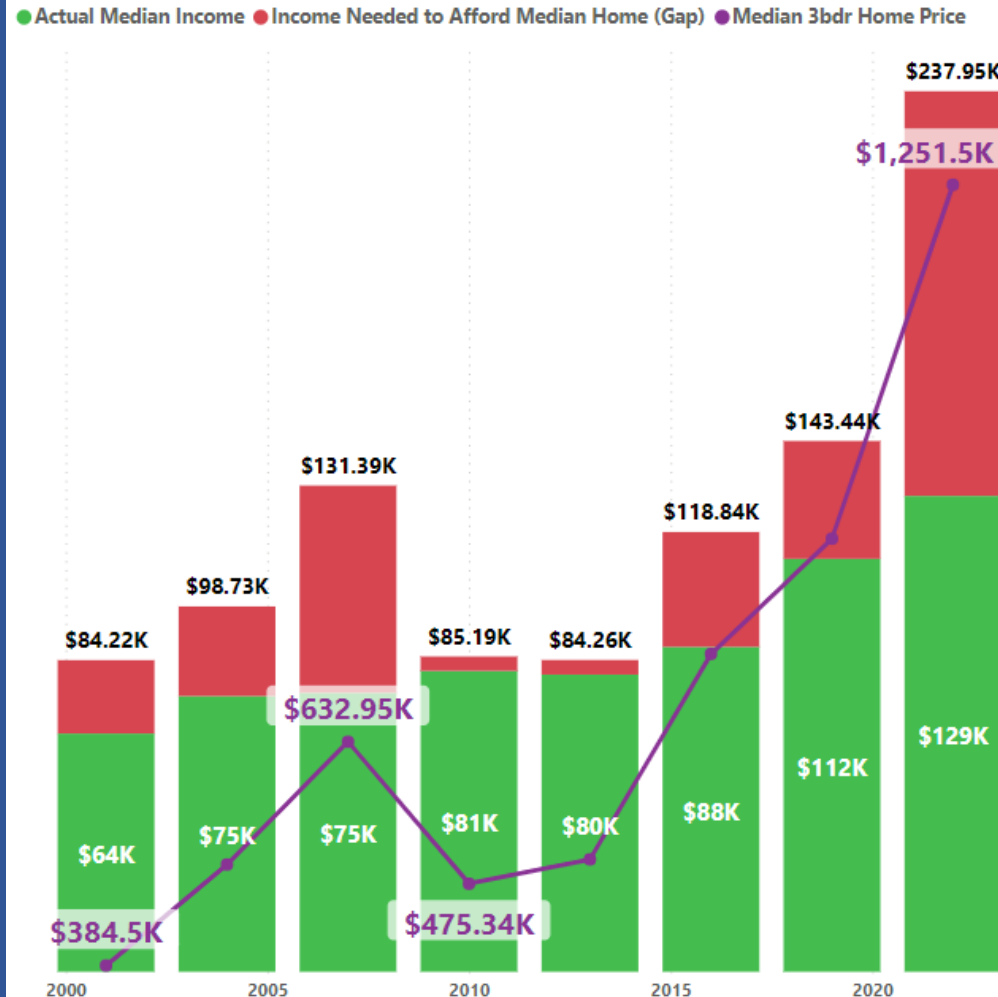
Alameda County has drastically underbuilt affordable and moderate housing to the detriment of overall market affordability since 2000.



- County-wide – an accumulated a shortfall of more than 56,000 affordable or moderately priced units (rental and owner)
- County-wide – overproduction of above-moderate-cost housing
- Crucially, above-moderate-cost housing is not accessible to lower-income households

Current Housing Costs – Ownership Market

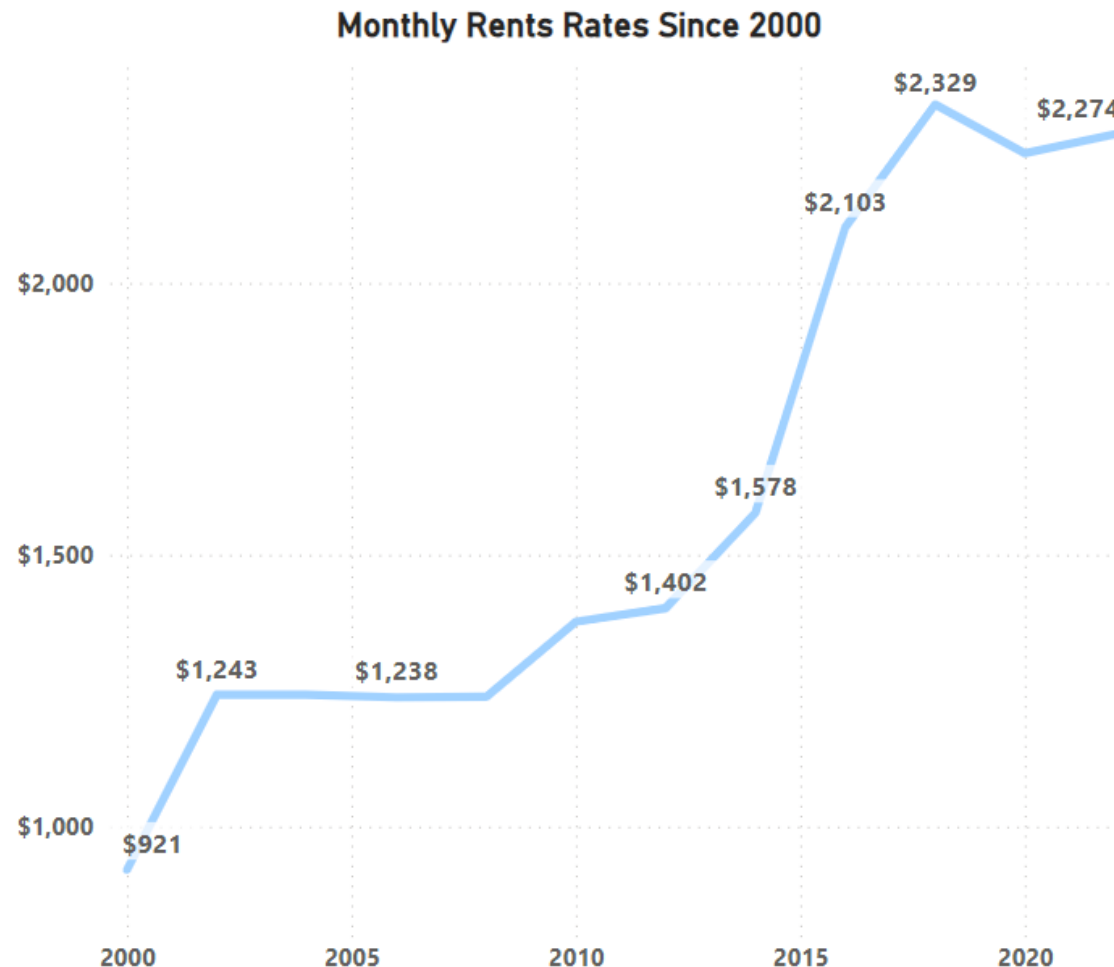
The nominal price for residential property has grown much faster, +300%, than nominal incomes, +200%, in Alameda County since 2000



- In 2022, to afford the **median home** for sale, a household in Alameda County had to **earn 185% of the County's median income**
- This means **fewer than 25% of Alameda County households can compete** in the current property market
- While this creates wealth for long term homeowners, it also creates difficulties affording maintenance and tremendous **pressure to sell, leading to displacement and neighborhood instability**

Current Housing Costs – Rental Market

Nominal rental rates have increased more slowly (+242%) than sale prices, but this increase has greatly outpaced income growth for low-income Alamedans

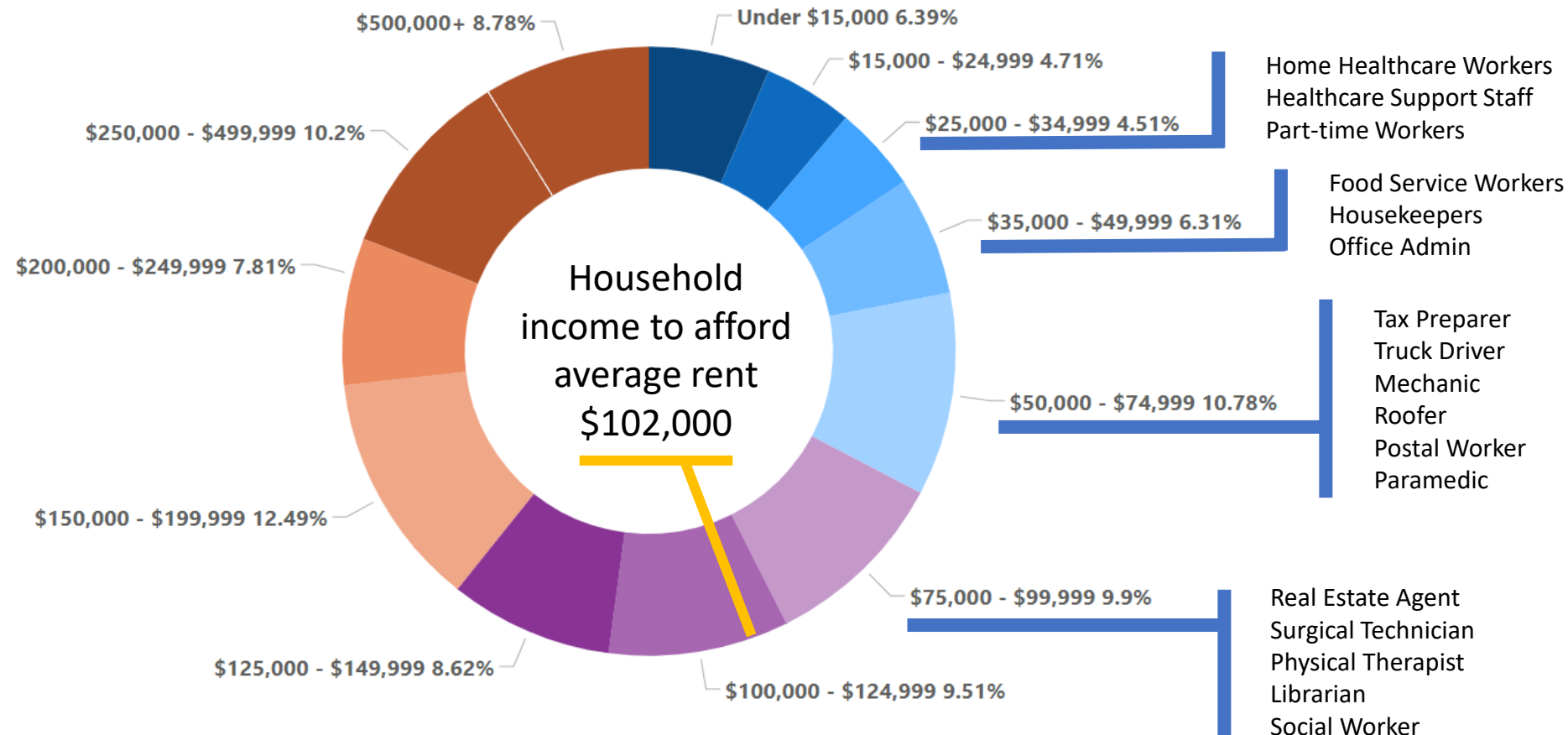


- In 2022, in order to afford the **median rent**, a household in Alameda County had to **earn 72% of the County's median income**.
- This means **150,000 Alameda County renter households would struggle** to afford their rent if they had to move today.
- In 2000, a low-income household could afford median rent

Who can Afford to Rent?

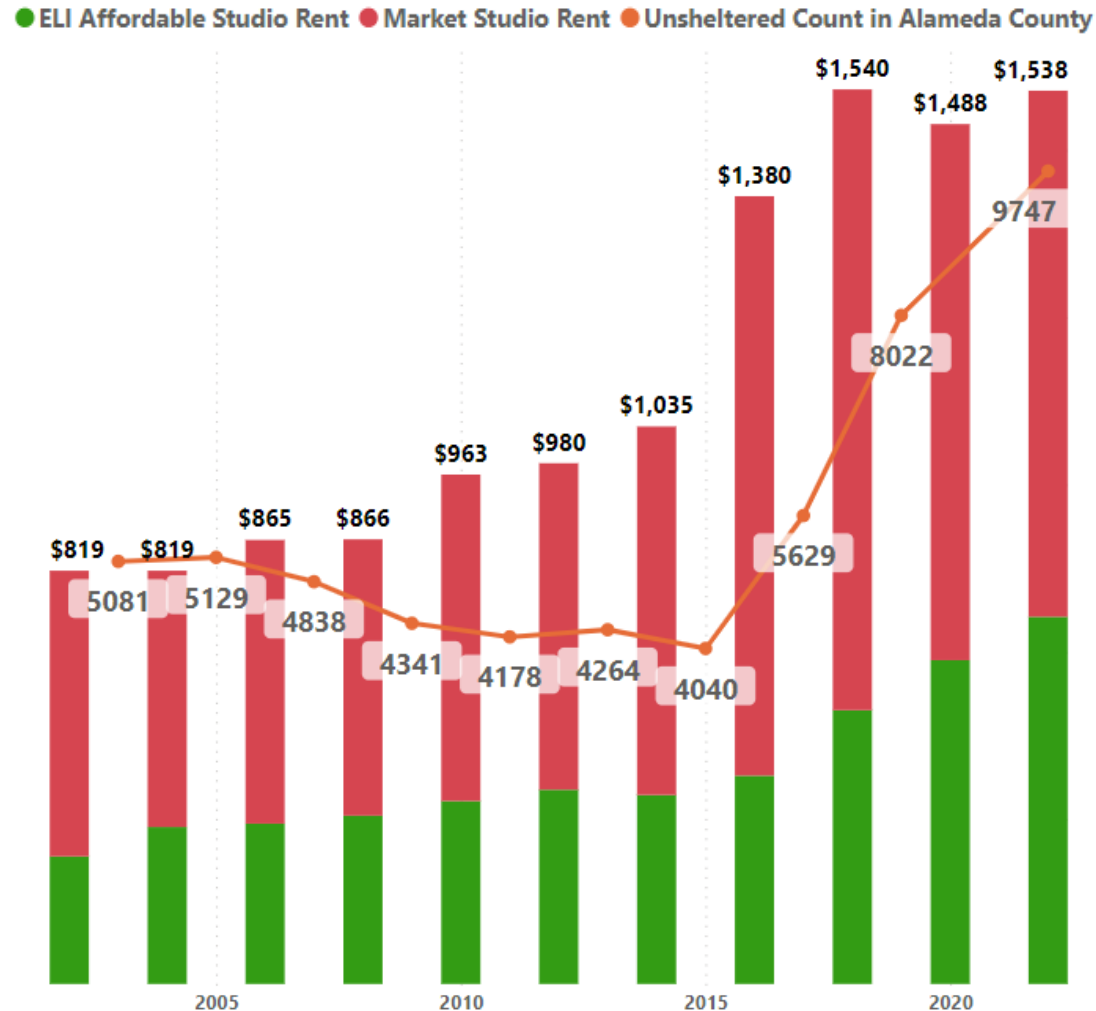
Many fulltime jobs in Alameda County, while paying more than in other regions, still do not allow individuals afford a market rate rental.

Distribution of Household Incomes in Alameda County



Crisis Meets Economic Hardship – Homelessness

The housing crisis is felt most acutely by the nearly 10,000 County residents living without access to shelter, a population that has more than doubled in the past five years



- As housing costs have increased so too has the county's population of homeless persons
- Financial distress, or economic hardship (including high housing costs) are cited as the #1 cause of an individual's homelessness
- 82% of unsheltered persons in Alameda County paid for housing in Alameda County before becoming homeless

What is Homeless Housing?

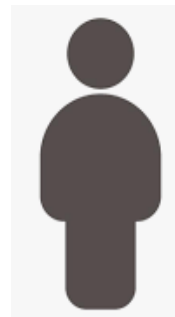
Permanent Supportive Housing requires both an operations subsidy and services funding to keep people stably housed.

Insufficient resources for ongoing operations costs (no new HUD Vouchers)

Some new Services funding (CalAim)

Cost of Operations & Services in Affordable Housing

Depending on the size of the building, the age of the building, and the number of units dedicated to high needs individuals, the cost of operations in housing is between \$900-\$1,600 per unit monthly



**SSI Income = \$914/mo or
10,948/ yr**

Available for rent = \$274



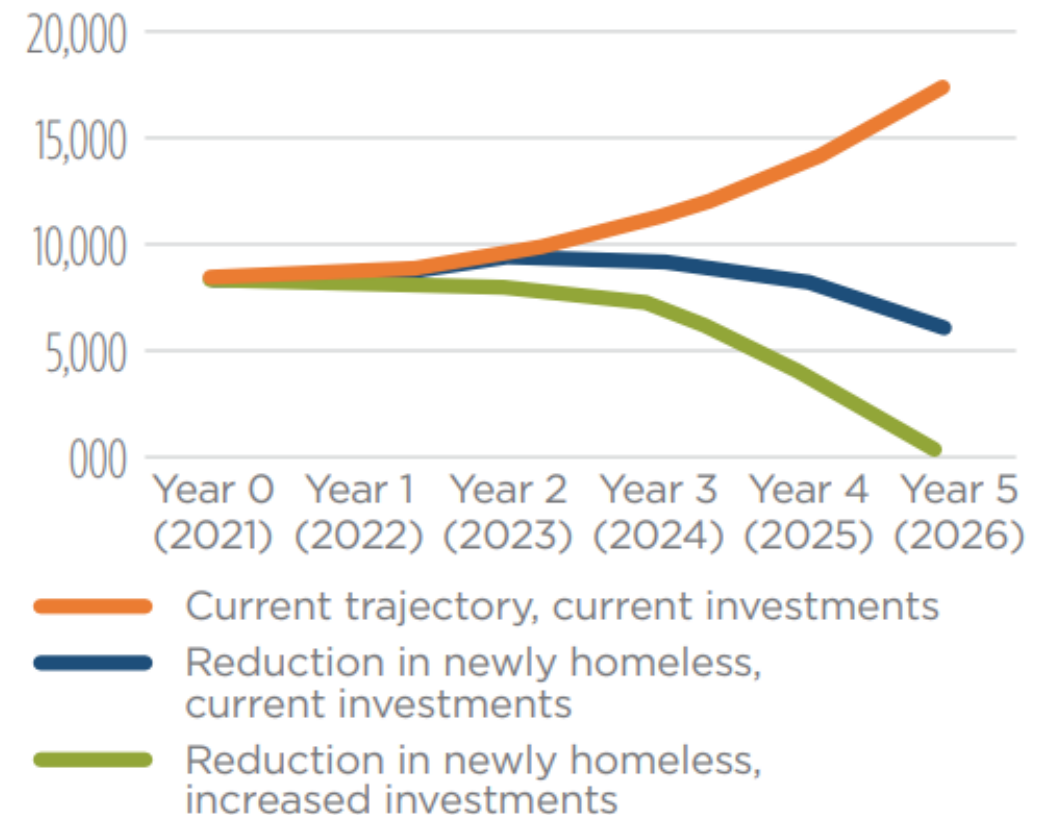
**Monthly
GAP
\$750 -
\$1,300**

Homelessness – Additional Resources Needed

- Lack of funding is delaying or preventing critical investments
- The majority of homelessness responses face are funded through non-recurring sources
- There is currently no substantial recurring funding for producing affordable housing in Alameda County

Impact of investment level on unmet need

Home Together Plan



Funding at Scale: A Regional Funding Measure in 2024





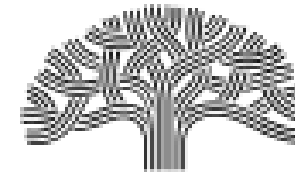
- \$10-20 billion to invest in affordable housing
 - Requires voter approval
 - Funds disbursed over 10+ years
 - Eligible uses set forth in statute and state constitution
- Financed through a tax on real property (primarily real estate)
 - Annual cost to taxpayers is \$10-20 (depending on bond size) per \$100,000 of assessed value for up to 30 years
 - The owner of a home **assessed** at \$1 million would pay about \$100 a year

Potential Bond Funding and Allocations

Potential to bring
\$1.366 billion for
Alameda County for
Housing

Allocation is divided
between Oakland and
the rest of the
County

	County	Oakland	TOTAL
Production (52%)	\$511 million	\$199 million	\$710 million
City/County Discretionary (28%)	\$275 million	\$107 million	\$382 million
Preservation (15%)	\$147 million	\$57 million	\$205 million
Protection (5%)	\$49 million	\$19 million	\$68 million
Total	\$984.1 million	\$382.7 million	\$1.366 billion



**CITY OF
OAKLAND**

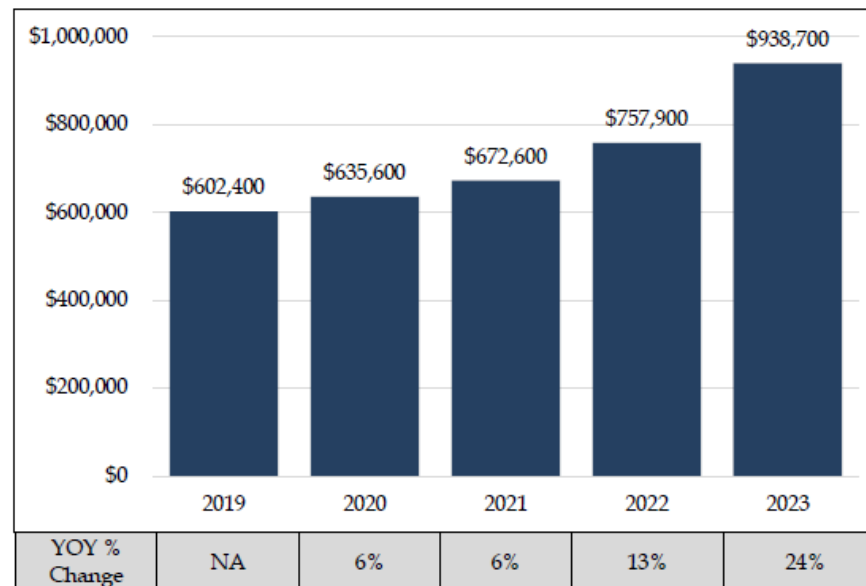
Cost of Producing Affordable Housing

Affordable housing is more expensive per-unit than market rate and costs are rising

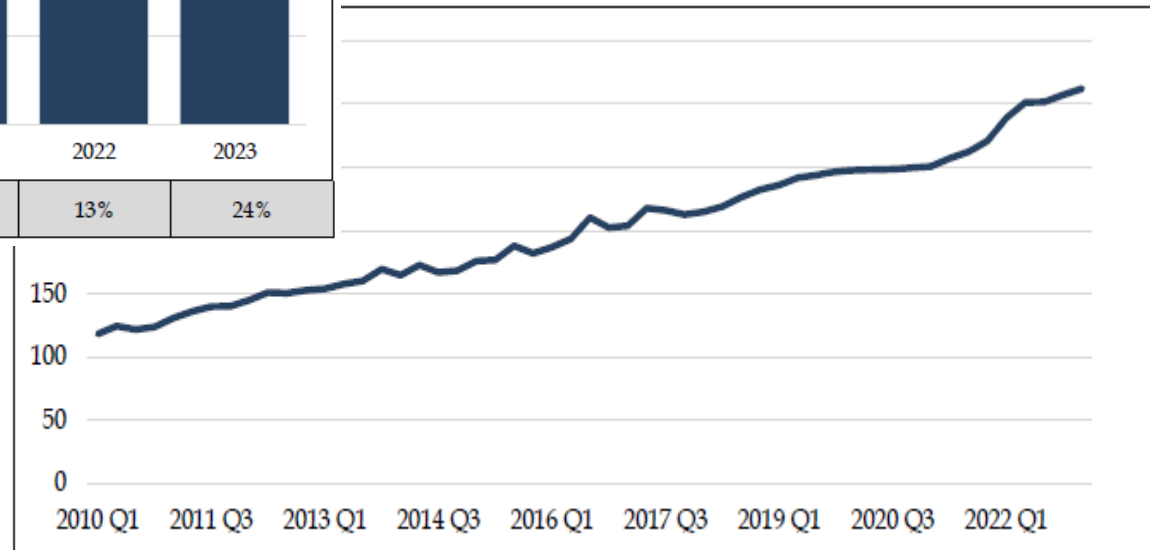
That cost premium is related to:

- Complexity of financing and permitting process
- Reduced rental income due to low rents over building lifetime
- Cost of integrated services and facilities

Per-unit Construction Costs (San Jose)



Construction Bid Index



Production

\$486M Allocation

- **Construction of brand-new units affordable to lower income households**
- **Includes permanent supportive housing**



Preservation

\$140M Allocation

- Repair and rehabilitation
- Re-syndication of current buildings
- Conversion of hotels/motels and market-rate buildings



Protection

\$47M allocation

- Outreach and education
- Know-your-rights training
- Legal assistance
- Emergency financial assistance programs



Alameda County Housing Secure is a collaborative of legal service providers partnering to prevent the displacement of our most vulnerable community members throughout Alameda County.

Flexible Funding

\$262M allocation

- A mix of the above uses supporting households <120% AMI



Alameda County Community Input Process

- Engagement with the community from the beginning
- Community input informs program and investment plans
- Building a framework for equitable investment
- housingneedsac.org



Housing Needs in Alameda County
Building a Framework for Equitable Investment



INFORMATION & REPORTS

IDENTIFYING COMMUNITY PRIORITIES

TELL YOUR STORY

TAKE THE SURVEY

CALENDAR

NEWS



www.housingneedsac.org

Over 7,300 views

Over 4,200 unique visitors

Over 730 survey responses

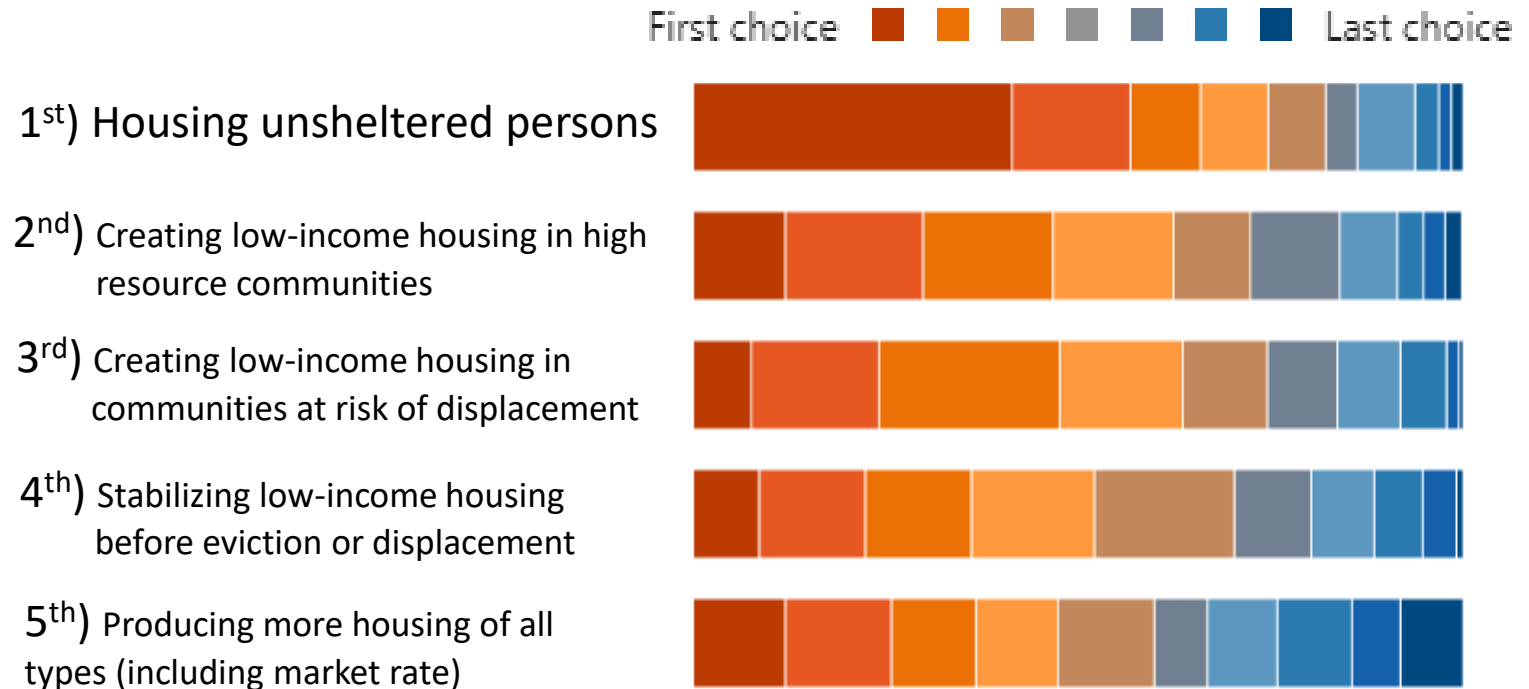
**The Rising Cost of Housing in
Alameda County**



Top 5 Priorities

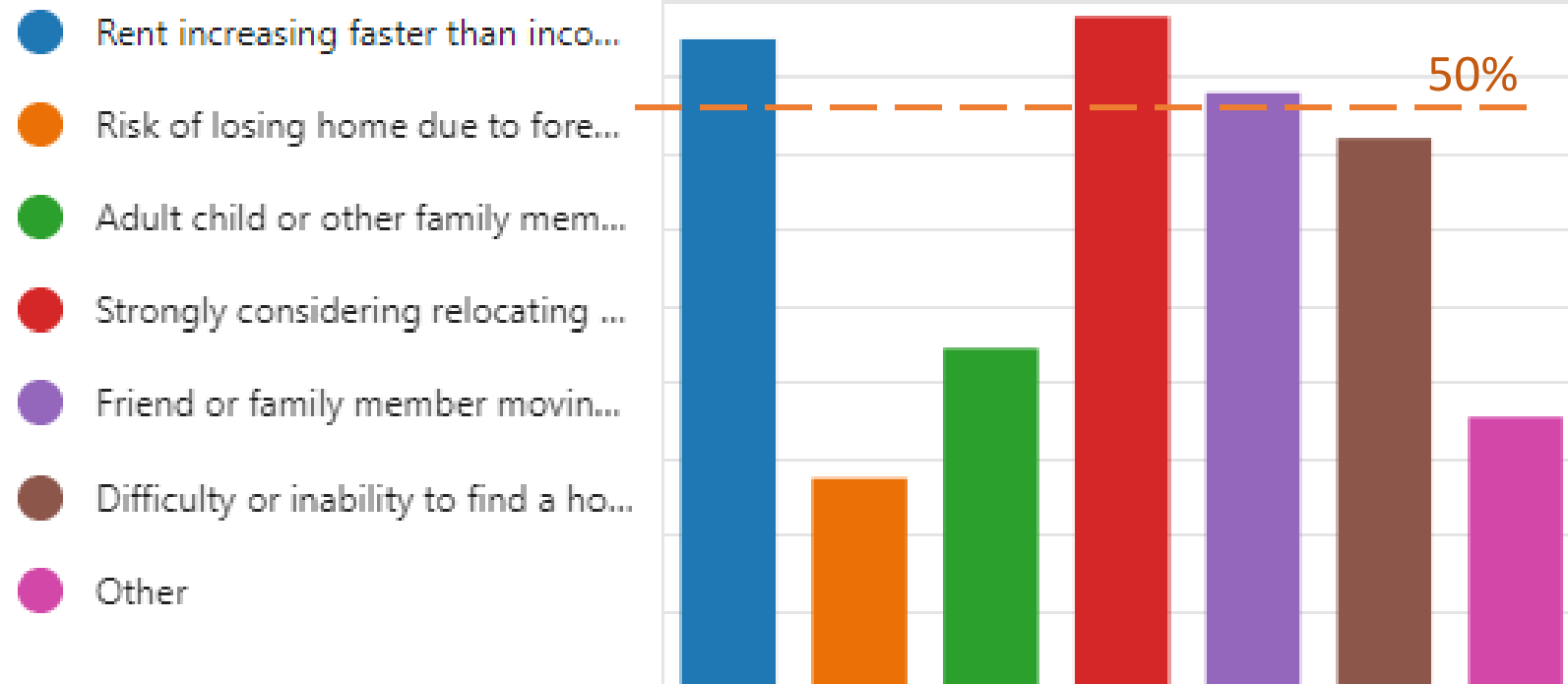
- Respondents prioritized housing unsheltered persons by a wide margin
- Similar prioritization rated for **creating low-income affordable housing** in both high and low-resource areas indicate enthusiasm for both approaches
- Homelessness prevention though stabilization was also a top priority

Q: What goals should housing policymakers prioritize in your city, with the first being the most important (out of 10)



Respondent Housing Cost Impact

- Respondents were asked to select which impacts they had personally experienced
- Concern around housing costs and affordability were nearly universal (4/5)
- Impacts of rising rents are felt personally, with ½ of respondents experiencing specific adverse impact, and;
- ½ of respondents considering relocating outside Alameda County due to housing costs



Community Engagement

2023 COMMUNITY ENGAGEMENT MEETINGS HELD



- October 16, 5:00pm, Hayward Library - **District 2**
- October 19, 6:00pm, San Leandro Library – **District 3**
- October 19, 6:00pm, Cherryland Community Center – **District 4**
- October 26, 5:00pm, Ed Roberts Campus, Berkeley – **District 5**
- November 9, 6:00pm, Pleasanton Public Library – **District 1**
- January 8, 6:00pm, Fremont Public Library – **District 1 & 2**
- March 20, 6:00pm, Alameda Free Library – **District 3**

Meetings are informational/educational on identifying housing needs in Alameda County.

- Continuum of Care/Homeless Meeting
- City and Housing Authority Meetings
- East Bay Housing Organization
 - Developer/Asset Manager meeting
 - Tenant Organizers
- Faith Based Community meeting
- East Bay Innovations
- Emerging Developers
- BARHI
- St. Mary's Center
- Re-entry population at CORE
- General Contractors and Labor Compliance



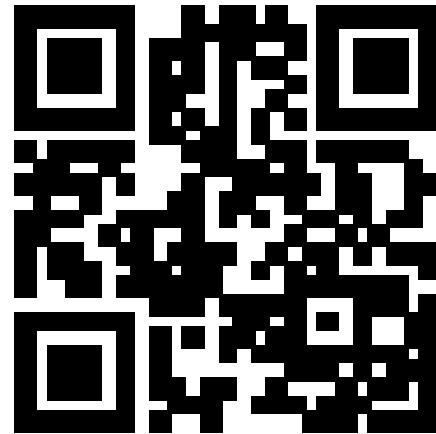
What we heard from the Community

Key takeaways HCD learned from community meetings

1. Address homelessness and risk of homelessness
2. Build more affordable housing
3. Preserve affordable housing
4. Stabilize families in crisis
5. House seniors and other high needs populations
6. Provide housing for Transitioned Aged Youth and Students
7. Promote equity and prevent displacement
8. Stimulate ADU production
9. Expand developer pool and create new opportunities for emerging developers
10. Investigate sustainable funding modes for affordable housing

Thank You

<https://housingbondac.org/>



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SUBJECT: APPROVAL OF AN ORDINANCE TO IMPLEMENT THE PRINCIPLES OF THE UNITED NATIONS CONVENTION ON THE ELIMINATION OF ALL FORMS OF DISCRIMINATION AGAINST WOMEN

RECOMMENDATION:

Approve the adoption of an ordinance that establishes a framework for integrating the principles of CEDAW (Convention on the Elimination of All forms of Discrimination Against Women) into the operational and programmatic framework of Alameda County government and services. After adoption, a small workgroup comprised of representatives from the Commission on the Status of Women, the Board of Supervisors, and SSA will develop an Action Plan which will include the an intersectional gender analysis in order to identify and analyze gender inequities.

BACKGROUND

In 1979 the United Nations ratified a treaty called Convention on the Elimination of all forms of Discrimination Against Women (CEDAW) that aimed to end discrimination in employment, salary, and equality within the law. Despite nearly all countries ratifying this treaty, the United States to date has still not done so.

In 2010, as part of a nationwide movement, this Board adopted a resolution urging the United States to ratify the United Nations' CEDAW treaty.

Local CEDAWs have been shown to take time to fully implement. San Francisco which adopted its CEDAW ordinance in 1998 is still in the process of implementation. The momentum for local jurisdictions to adopt CEDAW ordinances was reinvigorated in 2022 and 2023 when San Diego and Santa Clara counties both passed ordinances. In May 2023, the Alameda County Mayors' Conference adopted a resolution urging all cities in Alameda County and the State to adopt ordinances and the [East Bay Times ran an editorial](#) in support.

The current renewed urgency in CEDAW has been triggered by the attack on women's reproductive rights and civil rights in general in the United States. CEDAW provides a legislative framework for cities and counties to codify the intent of eliminating discrimination against women. Voting rights, civil rights, and the movement for diversity, equity and inclusion are all under attack and represent a 21st century Jim Crow backlash.

This is the time for local governments to stand up, adopt, and implement human and civil rights protections. A CEDAW ordinance would provide a framework based on the intersectionality of all forms of discrimination based upon race, religious belief, color, national origin, immigration status, culture, class, ancestry, age, gender, sexual orientation, gender identity, pregnancy and other family planning status, marital status, disability, medical condition, political belief, and organizational affiliation, and shall afford special attention to those in poverty with the least access to opportunities.

DISCUSSION:

At the July 24, 2023, Board Social Services Committee meeting, the County's Commission on the Status of Women (COSW) reported on their activities in FY 22-23 and made the ask for committee members Supervisors Miley and Tam to support the adoption of a County CEDAW ordinance -- both expressed interest in pursuing.

Supervisor Tam agreed to have District 3 coordinate with District 4 staff assisting. Staff subsequently met several times with COSW Chair Nina Senn and other COSW members to discuss

what provisions could be included in an Alameda County CEDAW using the Santa Clara County ordinance as a reference point.

SSA Director Andrea Ford and Assistant Agency Director Anissa Bosoco-Villarreal have also provided valuable input to the preparation of this document.

At the March 19, 2024 BOS Work Session, COSW Chair Nina Senn presented the update and requested the BOS entertain the introduction of CEDAW ordinance before the end of the year.

SCOPE OF WORK:

Implementation of the CEDAW ordinance will take three phases: developing an operational framework, conducting a baseline gender assessment, and creating a gender-equity action plan. The assessment will take a gender equity lens to 1) County employment practices and compensation, 2) County services delivery, and 3) budget allocations. Areas to consider will include the criminal justice system; economic development; education and women's leadership; gender based violence and harassment; healthcare; housing and homelessness; political and civic engagement; environmental justice and climate change; transportation, library services, parks and recreation, and environmental health services.

The baseline assessment shall be conducted in an efficient manner that leverages available County resources, including existing or concurrently-developed information, data and analyses. The assessment will also look at programs and practices that currently address gender inequities in planning and implementation for possible replication in other departments. D3 staff will work with SSA staff, members of the COSW as well as other stakeholders throughout this process. The results of the baseline intersectional gender assessment will be presented in a public meeting of the Board of Supervisors.

The most recent Pew Research has found that gender pay inequity in the United States in 2022 has remained stagnant for the past 22 years with women earning 80 cents to the dollar. The pay gap increases with the age of the women, with women 25-34, the lowest at 90 cents to the dollar and highest for women 55-64 at 79 cents to the dollar.

For Black and Hispanic women, the gender pay gap is even higher – 70 cents to the dollar and 65 cents to the dollar respectively.

Management of the CEDAW process

Initially, we see SSA overseeing the initial needs assessment(s) since the agency houses COSW. However, we anticipate that once the County's DEI director position is filled, that the CEDAW work can be incorporated into their scope of work.

Sources of data (partial list):

ACHCSA, ACSSA, ACHCD, ACHRA, Alameda County Office of Education, Alameda County Community Food Bank, Alameda Alliance for Health, Alameda Health Systems, First 5 AC, EBRPD

CONCLUSION:

Approval of a countywide gender equity needs assessment and analysis will affirm Alameda County's commitment to eliminate discrimination against women and girls in employment, services beginning with approval of allocating resources to conduct this assessment and analysis for the purpose of developing a CEDAW ordinance.

BUDGET:

The Ordinance shall be required to be funded on an ongoing basis. Explore the possibility of working with the Goldman School of Public Policy at UCB to develop and implement a gender-based analysis personnel policies, and work conditions. Future assessments may include an analysis/review

of gender equity in what services are available, how they are delivered, outreach, and budget/resource allocations.

FINANCING:

Explore the cost of working with the Goldman School on the gender-based analyses.

VISION 2026:

The gender equity needs assessment is essential to the Vision 2026 10X Goal of Healthcare for All, the Elimination of Poverty and Hunger, Employment for All, a Crime Free County, and Eliminating Homelessness.

Comment: The County issued an RFP last year for a recruiting agency to find eligible candidates for this job which would be housed in the CAO's office. I don't know where the process is currently. This may be a very long process.

From Job Description of Diversion, Equity, and Inclusion (DEI) Director

The DEI Director will be responsible for leading the County of Alameda as the County moves to more deliberately embrace and advance diversity, equity, and inclusion efforts. The incumbent in this position will direct the team in implementing strategies and initiatives, partner with critical stakeholders to achieve transformational change, and manage and supervise the office of DEI programs, projects, and processes.

The DEI Director will provide internal consulting services and leadership coaching to departmental lines of business to further department-based strategies that align with County goals, mission and core values for diversity, equity, and inclusion.

The DEI unit helps the County to realize diversity and inclusion as an integral organizational strategy, provide a workplace free of discrimination and harassment, achieve diversity in the workforce, and encourage an environment of respect where cultural differences and similarities are valued.

**IMPLEMENTATION OF THE PRINCIPLES OF THE UNITED NATIONS
CONVENTION ON THE ELIMINATION OF ALL FORMS OF
DISCRIMINATION AGAINST WOMEN**

Draft

***Chapter XXX IMPLEMENTATION OF THE PRINCIPLES OF THE UNITED
NATIONS CONVENTION ON THE ELIMINATION OF ALL FORMS OF
DISCRIMINATION AGAINST WOMEN***

13.120.010 Title.

This chapter shall be known as the "Implementation of the Principles of the United Nations Convention on the Elimination of All Forms of Discrimination Against Women."

(AC PAL Resolution 2010.)

13.120.020 Findings and Purpose.

The Board of Supervisors finds and declares:

- A. The Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) is an international human rights treaty focused on eliminating discrimination against women and girls and achieving gender equality. The treaty addresses women's rights in economic, social, cultural, civil, and political areas. CEDAW was ratified by over 186 member states of the United Nations (UN). Although President Jimmy Carter signed the CEDAW on July 17, 1980, the United States is one of six UN member states that has not yet ratified the treaty. The County of Los Angeles (County) recognizes that the international adoption and ratification of the CEDAW has significantly advanced gender equity for women and girls around the world, including in the areas of economic development, healthcare, violence against women and girls, and education.
- B. A growing number of cities and counties adopted local ordinances and resolutions implementing the principles of the CEDAW, beginning in 1998, when San Francisco enacted the first local CEDAW ordinance, followed by the City of Los Angeles in 2003. To date, 11 cities and/or counties have adopted CEDAW ordinances, and at least 29 local jurisdictions passed resolutions affirming support for implementing the CEDAW principles in their local governments.
- C. The principles espoused in the CEDAW are consistent with the County's commitment to ending inequitable gender outcomes and improving the quality of life for women and girls, including transgender, nonbinary, gender non-conforming and anyone female-identifying, in the County. The County has led several efforts to ensure that women and girls have equal access and opportunity across the County. From the creation of the County Commission for Women in 1975 which is focused on women's issues and gender equity, and the

establishment of the Human Relations Commission (HRC) in 1965 and the Anti-Racism, Diversity and Inclusion Initiative (ARDI) in 2020, the Board has taken tangible actions to

promote gender equity, including using an intersectional lens to ensure the County creates a foundation of equity as an employer, service provider, and community and business partner.

- D. There is a continuing need for the County to protect the human rights of women and girls and to locally implement the principles of the CEDAW. Adoption of the CEDAW principles at the County level will help promote gender equity and address discrimination against women and girls within the County, including in the areas of economic development, education, housing and homelessness, gender-based violence and harassment, health care, justice-impacted women, voting rights, and civic engagement.
- E. The CEDAW does not supersede federal, State, or local laws. Instead, it provides a framework and actionable guidance for the County to help promote gender equity and address discrimination against women and girls.
- F. As the County's commitment to gender equity continues to progress and expand, now is the time for the County to formally integrate the CEDAW principles into our local laws and policies.

13.120.030 Definitions.

As used in this chapter, and for the purposes of this ordinance, the following words and phrases shall have the meanings indicated herein:

- A. "County" means the County of Alameda.
- B. "BIPOC" means Black, Indigenous, and People of Color.
- C. "Discrimination against women and girls" means any adverse, unequal and/or unfavorable treatment, including gender-based violence, of women and girls based on sex, gender, gender identity, and/or gender expression with regard to economic, social, cultural, civil, political, and legal areas.
- D. "Gender" means the characteristics of women, men, girls, and boys that are socially constructed. This includes norms, behaviors, and roles associated with being a woman, man, girl, or boy, as well as relationships with each other. As a social construct, gender can vary among cultures and can change over time.
- E. "Gender equity" means the redress of discriminatory practices and the establishment of conditions enabling women and girls to achieve full, substantive equality with men, recognizing that needs of women and men may differ, resulting in fair and equitable outcomes for all. "Gender equity" further means the redress of discriminatory practices and establishment of conditions enabling all persons identifying as transgender, nonbinary, and/or gender non-conforming to achieve full equality and equity.

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- F. "Gender expression" means a person's gender-related appearance or behavior, or the perception of such appearance or behavior, whether or not stereotypically associated with the person's sex assigned at birth.
 - G. "Gender identity" means each person's internal understanding of their gender, or the perception of a person's gender identity, which may include female, male, a combination of female and male, neither female nor male, a gender different from the person's sex assigned at birth, or transgender.
 - H. "Intersectional" means the interconnected nature of social categorizations and individual characteristics that overlap as interdependent and compounded systems of discrimination. These categorizations and characteristics include, but are not limited to, gender, gender identity, race, ethnicity, nationality, immigration status, culture, sexual orientation, age, socio-economic status, education, language skills, and disability.
 - I. "Nonbinary" means persons with gender identities that fall outside of the traditional conceptions of strictly either female or male.
 - J. "Gender non-conforming" means persons whose behavior or appearance does not conform to prevailing cultural and social expectations about what is appropriate to their gender.
 - K. "Sex" means the different biological and physiological characteristics of females, males, and intersex persons. Intersex persons have innate sex characteristics, including sex organs, hormones, chromosomes, that do not fit medical and social norms for female or male bodies.
 - L. "Transgender" means a person whose gender identity differs from the person's sex assigned at birth.
 - M. "Women" and "women and girls" means all persons who identify or are identified with the gender category of woman or female, whether or not assigned to that category at birth, inclusive of transgender, nonbinary, gender non-conforming and anyone female or femme identifying.

13.120.040 Local Principles of the CEDAW.

It is the goal of the County to implement the principles underlying the CEDAW to promote gender equity and address discrimination against women and girls within the County. The CEDAW principles must be integrated in the County's role as an employer, service provider, [fiduciary](#), and community and business partner, and must apply to women and girls of all identities and categories.

- A. Economic Development
 - 1. The County must look for ways to improve its commitment to the elimination of discrimination against women and girls in economic opportunities, including:
 - a. Employment opportunities, including the application of the same criteria for selection in matters of employment and the right to access and receive vocational training for nontraditional jobs.

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- b. Promotion, job security, and all benefits and conditions of service, regardless of familial, marital or parental status, and where appropriate, encouraging women to apply to decision-making posts, County revenue-generating posts, ~~and~~ management of commissions and departments, and influential leadership positions overseeing County agencies as well-
 - c. Equal remuneration, including benefits and equal pay with respect to work of equal value.
 - d. Protection of health and safety in working conditions, including supporting efforts not to purchase sweatshop goods and regular inspection of work premises.
 - e. Protection from all forms of harassment, retaliation, hostile work environment, and violent acts in workplaces; and
 - f. The provision of reasonable accommodation for pregnant and lactating people.
2. The County recognizes that family caregiving responsibilities fall disproportionately on women and girls. The County must encourage and, where possible, support the necessary social services to enable all people to balance work responsibilities with family obligations and participation in public life, in particular, through promoting the establishment and development of an accessible, affordable, and quality network of child and family care services and facilities, flexible work schedules, paid family leave and family-friendly workplace policies. The County must also encourage support for policies and programs that expand access to child/family care, elder care, and home health care services.
 3. The County acknowledges the importance of the care industry, which includes child/family care, elder care, and home health care workers. Currently, many care workers are women, predominantly BIPOC women and immigrants. It must be the goal of the County to look for ways, to the extent of its purview in these areas, for people who work in the care industry to have access to resources that provide economic mobility, including, but not limited to better remuneration, benefits and career pathways, ~~and~~ training and education. This will ensure to enable them to provide quality, safe, and responsive care.
 4. The County must promote access to safe and affordable housing and transportation.
 5. The County must encourage the use of public education and all other available means to urge financial institutions to facilitate women's access to bank accounts, loans, mortgages, and other forms of financial services.

B. Education

1. It must be a goal of the County to identify ways to support women and girls' access to high quality education leaning into STEM-focused degree options.
2. The County must encourage the training of women and girls for nontraditional jobs, including registered apprenticeship programs, two-year degree options and career technical education (CTE) focusing on science and technology. ~~vocational, science and technology training and education.~~

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3. The County must look for ways to facilitate access to training and education for women to re-enter the labor market.

C. Housing and Homelessness

1. The County recognizes the root causes of homelessness and housing insecurity are different for women and girls, and may include factors such as domestic violence, substance abuse, mental health, poverty, and the uneven distribution of caregiving responsibilities. It must be a goal of the County to support policies and programs that understand the unique housing needs of women and girls.
2. The County must promote access to safe and affordable housing for women and girls, while reducing the barriers to securing permanent and supportive housing.
3. The County must aim to find ways to support prevention and homeless services that are specifically designed to be gender-responsive to the needs of women and girls, including veterans and BIPOC women and girls.
4. It must be a goal of the County to ensure a coordinated delivery system that expedites the process for housing and makes accessible the supportive services women and girls need to stay housed, including childcare, job training and placement, counseling, mentorship, education, substance-abuse treatment, public benefits and health care.

D. Gender-Based Violence and Harassment

1. It must be a goal of the County to take and diligently pursue all appropriate measures to prevent and redress sexual and domestic violence and trafficking of women and girls, including to:
 - a. Promote enforcement of criminal penalties and civil remedies, when appropriate.
 - b. Seek and encourage ways for survivors to receive appropriate protective and support services, including, but not limited to, medical, counseling, shelter, rehabilitation, and hotline services.
 - c. Provide gender-sensitive training for County employees regarding sexual and domestic violence and trafficking of women and girls, as appropriate.
 - d. Support public education campaigns regarding violence caused by misogyny; hatred of women and girls, and transgender persons; and gender stereotypes.
2. Sex workers, including those that are transgender, are especially vulnerable to violence and hate crimes. It must be a goal of the County to find ways to help sex workers who have been subject to violence and hate crimes and to prevent such acts. Where possible, the County must take measures to ensure that law enforcement diligently investigates violent attacks against sex workers.
3. It must be a goal of the County to find ways for public works projects to include measures, such as adequate lighting and safe placement of restrooms, to protect the public's safety, including the safety of women and girls.

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4. It must be a goal of the County to have a safe and harassment-free environment for women and girls, including within the workplace, public spaces, transit services, and when accessing public services in the general community. The County must also look for ways to encourage education of the public on harassment and to ensure justice for those who are harassed.

E. Health Care

1. It must be a goal of the County to take appropriate measures to eliminate discrimination against women and girls regarding health care, including to equitably facilitate information about and access to quality health care facilities and services, according to the needs of all communities, regardless of age, race, ethnicity, culture, language, socio-economic status, and/or sexual orientation.
2. The County must aim to find ways for all women and girls, including immigrant women and BIPOC women, to access quality, culturally sensitive health services in connection with family planning, prenatal care, delivery, and the post-natal period, granting free services where possible, as well as access to adequate nutrition during pregnancy and lactation.
3. The County must aim to deliver health services without implicit bias that impacts perceptions of the needs of women and girls.

F. Justice-Impacted Women

1. It must be a goal of the County to provide assistance and opportunities to women and girls impacted by the criminal justice system.
 - a. The County must continue to support ~~look for~~ ways to facilitate a justice system that is “Care First, Jail Last”, with gender-responsive and trauma-informed services. ~~designed to address issues that women and girls face.~~
 - b. The County must continue to support ~~look for~~ ways to provide employment opportunities for formerly incarcerated women and remove barriers to high quality jobs. ~~gainful employment.~~

G. Voting Rights and Civic Engagement

1. It must be a goal of the County to educate women and girls about their voting rights and to encourage civic engagement.
2. The County must look for opportunities to encourage voter registration among women.
3. The County must look for ways to encourage civic and political engagement among women, including holding public office, membership in local commissions, boards, or task forces, and participating in community service.

H. Implementation Policy

H. With support from the Commission on the Status of Women and Girls, t
The Board of Supervisors shall adopt a policy to further implement this Chapter, including the effectuation of a baseline intersectional gender analysis, ongoing iterative intersectional gender analyses, and a

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Countywide intersectional gender equity action plan (and subsequent sub-County unit action plans, as needed). The gender equity action plan shall address how to integrate human rights principles into the county's operations, how to further implement the local principles of the CEDAW, and the measures recommended to correct deficiencies identified at the countywide level. The BOS shall ensure the incorporation of these policies, goals and themes into their future Vision planning, and direct their Agency leadership to do the same at any sub-unit levels. On an annual basis, the BOS shall direct the County Administrator's Office to identify funding allocations for the implementation of the CEDAW ordinance and related activities, including subsequent remediations for gender equity action plan items.

I. Enforcement. In undertaking the enforcement of this ordinance, the County is assuming an undertaking only to promote the general welfare. It is not assuming, nor is it imposing on its officers and employees, an obligation the breach of which creates any liability in money damages to any person who claims that such breach proximately caused injury. This ordinance does not create any private cause of action.