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**AGENDA  
COMMISSION ON THE STATUS OF WOMEN  
REGULAR MEETING  
WEDNESDAY, SEPTEMBER 4, 2019**

**MEMBERS**

Norma Estela Fernandez, Chair, Mayor  
Jessica C. Rivas, Vice-Chair, District 5  
Beverley Morgan-Sandoz, District 1  
Lorraine Montgomery, District 2  
Dr. Valinda M. Bowens, District 3  
Charlotte Bland, District 4  
Mireya Jones, District 6  
Kimberly Ferreira, District 7  
Beatriz Martinez Sanchez, At Large/District 2

**STAFF**

Ali Everett, Accessibility Issues Coordinator  
Tamer Sabha, Recording Secretary

**CITY OF PASADENA MISSION STATEMENT**

The City of Pasadena is dedicated to delivering exemplary municipal services, responsive to our entire community and consistent with our history, culture and unique character.

**COMMISSION ON THE STATUS OF WOMEN PURPOSE**

To advise City Council on the special needs and concerns of women of all ages, races, ethnic and cultural backgrounds, religious convictions, and economic and social circumstances.

*In compliance with the Americans with Disabilities Act of 1990, assistive listening devices are available from the Human Services and Recreation Department with a 24-hour advance notice. Please call (626) 744-4386 to request use of a listening device.*

*Language translation services are available for this meeting by calling (626) 744-7333 at least 24 hours in advance.*

*Habrá servicio de interpretación disponible para éstas juntas llamando (626) 744-7333 al por lo menos con 24 horas de anticipación.*

*Public meeting begins at 6:00 p.m. Items on the agenda may not be called in order listed. Agendas and supporting documents are available on the internet.*

*Materials related to an item on this Agenda submitted to the Commission on the Status of Women after distribution of the agenda packet are available for public inspection at the reception counter at the Jackie Robinson Community Center at 1020 N. Fair Oaks Ave. during normal business hours.*



**AGENDA**  
**COMMISSION ON THE STATUS OF WOMEN**  
**REGULAR MEETING**  
**WEDNESDAY, SEPTEMBER 4, 2019**  
**6:00 PM**  
**JACKIE ROBINSON COMMUNITY CENTER**  
**1020 NORTH FAIR OAKS AVENUE**  
**PASADENA, CA 91103**

1. **CALL TO ORDER; WELCOME; ROLL CALL**
2. **PUBLIC COMMENT ON MATTERS NOT ON THE AGENDA**  
Please limit comments to 3 minutes per speaker.
3. **REVIEW AND APPROVAL OF MINUTES, AUGUST 7, 2019\***
4. **OLD BUSINESS**  
**INFORMATION ITEMS**
  - **2018-2020 SURVIVAL GUIDE UPDATES AND DISCUSSION**
  - **UPDATES ON THE CITY OF PASADENA CELEBRATING 100 COMMITTEE AND THE PASADENA CELEBRATES 2020 COMMITTEE****ACTION ITEMS**
  - **DISCUSS SUBMITTING A RECOMMENDATION TO THE CITY COUNCIL TO CONSIDER ADOPTING THE CONVENTION ON THE ELIMINATION OF DISCRIMINATION AGAINST WOMEN (CEDAW)**
  - **DISCUSS DISSEMINATION OF AN UPDATED COMMUNITY SURVEY ON KEY ISSUES AFFECTING WOMEN IN PASADENA**
  - **COMMISSION WORK PLAN UPDATES AND DISCUSSION**
5. **NEW BUSINESS**  
**INFORMATION ITEM**
  - **PRESENTATION ON AMENDED RULES OF CONDUCT AT MEETINGS – ANN RIDER (ASSISTANT CITY ATTORNEY)****ACTION ITEM**
  - **DISCUSS AND DEVELOP A LIST OF PASADENA “HOT TOPICS” FOR THE COMMISSION TO RESEARCH**
6. **COMMENTS, UPDATES**

**INFORMATION ITEMS**

- **STAFF COMMENTS**
  - **INFORMATION ABOUT THE PROCESS FOR PRESENTING A RECOMMENDATION TO THE CITY COUNCIL**
  
- **COMMENTS AND ANNOUNCEMENTS FROM COMMISSIONERS**

**7. SUGGESTED AGENDA ITEMS FOR FUTURE COMMISSION MEETINGS**

**8. ADJOURNMENT**

\*Attachment



Norma Estela Fernandez, Chair  
Commission on the Status of Women

**Note to Public:** An opportunity for Public Comment will be provided at the time the above items are discussed.

I HEREBY CERTIFY that this Notice, in its entirety, was posted on the Council Chamber Bulletin Board, Room 247, the bulletin board in the rotunda area of City Hall, at Jackie Robinson Community Center, and a copy was distributed to the Central Library for posting on this 29<sup>th</sup> day of August 2019, by 6:00 p.m., and that copies were emailed, faxed or delivered, and/or notice accepted by telephone not less than 72 hours prior to the meeting, to each member of the Commission on the Status of Women and emailed to each local newspaper of general circulation, radio or television station requesting notice in writing, all of which media recipients are identified on the distribution list below.



Tamer Sabha, Recording Secretary  
Human Services and Recreation Department

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Items on the agenda may not be called in the order listed.

**\*DRAFT MINUTES\***



**CITY OF PASADENA  
COMMISSION ON THE STATUS OF WOMEN  
REGULAR MEETING  
AUGUST 7, 2019  
6:00 PM  
JACKIE ROBINSON COMMUNITY CENTER  
1020 NORTH FAIR OAKS AVENUE  
PASADENA, CA 91103**

**COMMISSIONERS PRESENT:** Charlotte Bland, Norma Fernandez, Kimberly Ferreira, Beatriz Martinez, Beverley Morgan-Sandoz (7:50 PM departure), Jessica Rivas

**COMMISSIONERS ABSENT:** Valinda Bowens (excused), Lorraine Montgomery (excused), Mireya Jones (excused)

**STAFF PRESENT:** Ali Everett, Tamitra Clark, Tamer Sabha

**1. CALL TO ORDER; WELCOME; ROLL CALL**

Chair Fernandez called the meeting to order at 6:09 PM. Staff (Sabha) called the roll and a quorum was established for the Commission.

Staff (Everett) introduced Tamitra Clark (Program Coordinator I) as a new staff member in the Human Services and Recreation Department. Staff (Clark) introduced herself to the Commission and provided information on her professional background.

**2. PUBLIC COMMENT ON MATTERS NOT ON THE AGENDA**

None.

**3. REVIEW AND APPROVAL OF MINUTES, JULY 8, 2019.\***

After review, it was moved (Morgan-Sandoz) and seconded (Bland) to approve the minutes of the July 8, 2019, with the addition in italics below. (Motion unanimously carried)

**2018-2020 SURVIVAL GUIDE UPDATES AND DISCUSSION**

Commissioner Ferreira provided an update about the Survival Guide and the remaining steps before the final edited version is submitted for approval and Spanish translation. *Commissioner Bland requested confirmation of the funding source and amount for the Survival Guide. Staff (Everett) advised that the amount is \$1,500 coming from the Human Services and Recreation Department.*

**4. OLD BUSINESS**

▪ **DISCUSS RESPONSES TO THE COMMISSION ON THE STATUS OF WOMEN COMMUNITY SURVEY ON KEY ISSUES AFFECTING WOMEN**

Chair Fernandez provided information on the responses received from the community survey. The topics that stood out were: housing, pay equity, homelessness, and

domestic violence. The Commission discussed updating the survey and distributing it with the updated Survival Guide.

▪ **2018-2020 SURVIVAL GUIDE UPDATES AND DISCUSSION**

Chair Fernandez provided an update about the Survival Guide and is currently reviewing grammar in the document and other minor updates. The next step is to send the document to Staff for Spanish translation. Commissioners Bland and Morgan-Sandoz will review and edit the “Friends” page of the Survival Guide. Commissioner Martinez offered to assist with the Spanish translation.

▪ **REVIEW AND APPROVE COMMISSION WORK PLAN FOR FY 2019-2020\***

After discussion, it was moved (Morgan-Sandoz) and seconded (Rivas) to approve the draft Commission Work Plan for FY 2019-2020, with the addition of a \$1,000 cost listed under Objective #4 (Outreach & Awareness), bullet point #5. (Motion unanimously carried)

▪ **COMMISSION WORK PLAN UPDATES AND DISCUSSION\***

Advise City Council:

The Convention on the Discrimination against Women (CEDAW) ad hoc committee presented on the arguments for and against adopting CEDAW. The Commission requested a presentation on the processes for making a recommendation to the City Council in order to determine how to proceed with CEDAW.

City-level Partnerships:

Commissioners Ferreira and Morgan-Sandoz provided an update on the status of Pasadena Celebrates 2020.

Survival Guide:

Chair Fernandez and Commissioner Ferreira are wrapping up the final review of the Survival Guide. Commissioner Martinez volunteered to translate the Survival Guide into Spanish.

Outreach & Awareness:

Chair Fernandez and Commissioners Ferreira and Bland attended Assemblymember Chris Holden’s Annual Block Party on Saturday, August 3, where they provided information about the Commission to event attendees.

Financial Resources:

Staff (Everett) provided an update about renewing memberships for the ACCW and NACW. Chair Fernandez will submit a request for the City to pay the annual memberships dues.

**5. NEW BUSINESS**

▪ **PRESENTATION ON THE CONVENTION ON THE ELIMINATION OF DISCRIMINATION AGAINST WOMEN (CEDAW) (COMMISSIONERS RIVAS, MORGAN-SANDOZ)**

Vice-Chair Rivas shared background information about CEDAW, including approaches other cities have taken in adopting CEDAW.

Commissioner Morgan-Sandoz shared information on opposition to adopting CEDAW in order to give the Commission a more complete picture of the subject. Discussion followed. She cited the following sources for the information she presented:

- "Why the United States Has Failed to Ratify the CEDAW: A Look at Purported Problems with Ratification" Courtney Goldsworthy
- "10 Reasons Why the Us should Not Ratify CEDAW" Cited in Focus on the Family/United Nations Brief, March 7, 2007
- Report on Marriage and Family: Heritage Foundation, January 9, 2009
- "*Pros and Cons of a Convention on the Elimination of Violence Against women and Girls*". A statement read Friday, 8 March, 2013 Allison Aggarwal/Australian Human Rights Commission
- "*Battle of the Sexes: Why the US Has Not Yet Ratified the CEDAW*" Julia Schast Papers and Publications: Interdisciplinary Journal of Undergraduate Research, 2014

The CEDAW ad hoc committee agreed to further research strategies for recommending that City Council adopt CEDAW and will share their findings at the September meeting.

## **6. REPORTS, COMMENTS**

### **▪ STAFF COMMENTS**

Staff (Everett) commented that a member of the public who attended a portion of tonight's meeting asked on the public comment card: (1) when the Survival Guide be available and (2) if it will be available to the blind and visually impaired. Staff (Everett) will contact the member of the public to provide information.

### **▪ COMMENTS AND ANNOUNCEMENTS FROM COMMISSIONERS**

Commissioner Bland commented on the upcoming play, *The Fannie Lou Hamer Story* (A One Woman Play), that will be performed at First AME Church on Sunday, August 18.

Commissioner Ferreira shared information and flyers about two fundraisers (Power Source Dance and California Pizza Kitchen) sent to her by a Pasadena Celebrates 2020 committee member.

Chair Fernandez commented on the mass shootings that took place in El Paso, Texas, and Dayton, Ohio, and suggested discussing how the Commission can address the events in a very broad way. Commissioners Ferreira and Morgan-Sandoz expressed agreement with the importance of the topic. Commissioner Bland commented that the topic relates to the Commission's mission and work plan because it affects communities and families. Commissioner Martinez recommended adding an action item to a future meeting agenda regarding how the Commission can partner with the city and community based agencies for counseling and a safe place to talk about such incidents.

## **7. SUGGESTED AGENDA ITEMS FOR FUTURE COMMISSION MEETINGS**

- Discuss next steps in recommending that City Council adopt CEDAW
- Presentation from Staff on the process for making a recommendation to City Council
- Discuss options for responding to disasters and violent incidents
- Discuss list of "Hot Topics" in relation to Work Plan Objective #1
- Survival Guide update

## **8. ADJOURNMENT**

It was moved (Ferreira) and seconded (Rivas) to adjourn the regular meeting. (Motion unanimously carried) The meeting was adjourned at 7:58 PM.

**CITY OF PASADENA COMMISSION ON THE STATUS OF WOMEN  
WORK PLAN: 7/1/19 - 6/30/20**

**MISSION (as stated in Charter/Ordinance):**

The purpose of the commission is to advise the council on the special needs and concerns of women of all ages, races, religions, ethnic and cultural backgrounds, and economic and social circumstances.

The commission shall:

1. Study and examine through the conduct of meetings, conferences, public hearings or other appropriate methods those conditions which indicate discrimination or prejudice encountered by women;
2. Recommend procedures, programs and legislation to promote and ensure equal rights and opportunities for all women in the city;
3. Consult and cooperate with other public agencies and commissions on matters relevant to the commission.

**OBJECTIVES:**

<b>1.</b>	<p><b>ADVISE CITY COUNCIL</b></p> <p>During FY 19/20 the Commission will:</p> <ul style="list-style-type: none"><li>• Invite City Council representatives to attend meetings of the Commission on the status of Women.</li><li>• Learn about the processes and procedures for presenting recommendations to City Council.</li><li>• Develop a list of “hot topics” on which the Commission will advise council, as needed, after gathering information about the topics through research and other appropriate methods.</li><li>• Continue to research the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) and make a recommendation to City Council based on that research.</li></ul> <hr/> <p><b>Work Plan Updates:</b></p> <ul style="list-style-type: none"><li>• July 2019: The Commission agreed to further research the pros and cons of CEDAW and strategies for recommending that City Council adopt CEDAW.</li><li>• August 2019: The CEDAW ad hoc committee presented on the arguments for and against adopting CEDAW.</li></ul>
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2.

## CITY LEVEL PARTNERSHIPS

During FY 19/20 the Commission will:

- Strengthen its link with City Council through quarterly updates, attending City Council meetings, and other appropriate methods.
- Explore and identify collaborative opportunity with other City Commissions, community groups, and other organizations.
- Collaborate with the City of Pasadena Celebrating 100 Committee, which will conduct events and other activities to recognize the 100<sup>th</sup> anniversary of women obtaining the right to vote.

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### Work Plan Updates:

- July 2019: Chair Fernandez provided an update about the progress of the Pasadena Celebrating 100 Committee.
- August 2019: Commissioners Ferreira and Morgan-Sandoz provided an update on the status of Pasadena Celebrates 2020.

3.

## SURVIVAL GUIDE

During FY 19/20 the Commission will:

- 2018-2020 Survival Guide
  - Finalize the Survival Guide.
  - Establish a distribution plan for hard copies.
  - Develop and distribute a flyer and postcard marketing the online version of the Survival Guide.
- 2020-2023 Survival Guide
  - Establish an Ad Hoc Committee to begin working on the 2020-2021 Survival Guide.
  - Develop a project plan and timeline.
  - Identify a fiscal sponsor.

Cost: \$10,000 (printing and translation)

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### Work Plan Updates:

- July 2019: Commissioner Ferreira provided an update on the progress of the Survival Guide, noting that a small committee will be doing a final review of the document.

	<ul style="list-style-type: none"> <li>• August 2019: Chair Fernandez and Commissioner Ferreira are completing final edits to the Survival Guide and, upon completion, will send the document to staff for Spanish translation.</li> </ul>
<p><b>4.</b></p>	<p><b>OUTREACH &amp; AWARENESS</b></p> <p>During FY 19/20 the Commission will:</p> <ul style="list-style-type: none"> <li>• In March 2020, celebrate Women’s History month with community events that engage diverse attendees, including organizing Herstory 2020. Cost: \$750</li> <li>• In April 2020, support the City of Pasadena’s recognition of Denim Day in support of Peace over Violence.</li> <li>• Explore opportunities to engage young girls in opportunities to give back to the community.</li> <li>• Host a special meeting of the Commission on the Status of Women featuring subject matter experts on a specific issue that impacts women such as pay equity, domestic violence, children and family, or mental health. Cost: \$1,000</li> <li>• Engage in opportunities to stimulate discussion on the status of women of all ages and young girls, including attending and tabling at events such as the YWCA Racial Justice Breakfast, the Southern California Women’s Health Conference, and League of Women Voters activities, which improve the quality of life for women and young girls. Cost: \$1,000</li> <li>• Share information about outreach and awareness activities with City Councilmembers for the purpose of disseminating the information to the community through Councilmember newsletters and other existing communication methods.</li> </ul> <hr/> <p><b>Work Plan Updates:</b></p> <ul style="list-style-type: none"> <li>• July 2019: No update.</li> <li>• August 2019: Chair Fernandez and Commissioners Ferreira and Bland attended Assemblymember Chris Holden’s Annual Block Party on Saturday, August 3, where they provided information about the Commission to event attendees.</li> </ul>
<p><b>5.</b></p>	<p><b>FINANCIAL RESOURCES</b></p>

During FY 19/20 the Commission will:

- Explore/identify funding sources for FY 19/20 in order to fulfill the Commission purpose and functions as stated in Pasadena Municipal Code 2.65.110, including but not limited to participation in the Association of California Commissions for Women (ACCW) and the National Association of Commissions for Women (NACW).

Cost: \$50 (ACCW membership dues for FY 2019-2020) / \$75 (NACW membership dues for calendar year 2020)

- Submit the application to establish the Recreation and Parks Foundation as a fiscal sponsor for the Commission on the Status of Women.

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**Work Plan Updates:**

- July 2019: The Commission decided to renew memberships to the Association of California Commissions for Women (ACCW) and National Association of Commissions for Women (NCCW) and will submit a request with the Human Services and Recreation Department to fund the membership dues.
- August 2019: No update.