



**Special Meeting
Commission on the Status of Women
Wednesday, May 25, 2022
5:15 P.M.**

Members

Beverley Morgan-Sandoz, Chair, District 1
Dr. Valinda M. Bowens, Vice-Chair, District 3
Peggy Sisson, Mayor
Lorraine Montgomery, District 2
Sandra Lindoerfer, District 4
Vanessa F. Rodriguez, District 5
Maura Harrington Roggero, District 6
Charlotte Lacey, District 7
Vacant, At Large

Staff

Ali Everett, Accessibility Coordinator

Meeting Information

Commission on the Status of Women regular meetings are held on the 1st Wednesday of each month.

Agendas and related documents are available for public review on the City website at: www.cityofpasadena.net/commissions/commission-on-the-status-of-women/

To request meeting materials in alternative formats or other disability-related modifications or accommodations necessary to facilitate meeting participation, please contact the Parks, Recreation, and Community Services Department as soon as possible at (626) 744-4782 or aeverett@cityofpasadena.net. Providing at least 72-hour advance notice will help ensure availability.

Language translation services may also be requested with 72-hour advance notice by at (626) 744-4782 or aeverett@cityofpasadena.net. Habrá servicio de interpretación disponible para éstas juntas llamando (626) 744-4782.

Public Participation

The following meeting will take place solely by teleconference/videoconference.

Members of the public may participate electronically in the open session portion of the meeting.

Access to the meeting is as follows:

Video Conference: <https://us02web.zoom.us/j/88607846387>

OR

Phone: 1 (669) 900-6833 – Webinar ID: 886 0784 6387

Public Comment Instructions

If you wish to provide comments, you may do so as follows:

1. Advance correspondence, to become part of the record:

Members of the public may submit correspondence of any length prior to the start of the meeting, at the following email address: aeverett@cityofpasadena.net. These comments will be provided to the members of the body if received by 5:30 p.m. on the day of the meeting, and will become part of the meeting record. They will not be read aloud. Correspondence received after that time will be provided to members of the body later.

2. Live public comments during the meeting:

During the meeting, members of the public may provide live public comment on an agenda item, at the time the Chair solicits public comment, by either (a) if using the Zoom program, selecting the “raise hand” function; or (b) if participating by telephone, pressing *9 to raise your hand. Public comments are limited to 3 minutes each, and the Chair or the Commission may limit this time if reasonable under the circumstances.

Your phone call to the Commission meeting will be recorded as part of the Commission meeting. By staying on the line and making public comment during the Commission meeting, you are agreeing to have your phone call recorded.

Public comments will be limited to matters on this agenda.

If you need a reasonable modification or accommodation pursuant to the Americans with Disabilities Act because you are unable to participate electronically as set forth above, please contact the Parks, Recreation and Community Services Department as soon as possible at (626) 744-4782 or aeverett@cityofpasadena.net.



Agenda
Special Meeting
Commission on the Status of Women
Wednesday, May 25, 2022
5:15 P.M.

- 1. Call to order**
- 2. Roll call**
- 3. Public comment for items on the agenda**
- 4. Approval of minutes**
 - May 4, 2022*
- 5. New business**
 - Action items**
 - Review and approval of Commission Attendance Record for FY 2021-2022*
 - Review and approval of Commission Report of Accomplishments For FY 2021-2022*
 - Report from the Nominating Committee for recommended FY 2022-2023 Commission Officers (oral report)
 - Election of Commission Officers for FY 2022-2023
 - Chair to appoint Parliamentarian for FY 2022-2023
 - Establish Work Plan For FY 2022-2023
- 6. Old business**
 - None
- 7. Reports/comments from the Chair**
- 8. Comments from Commissioners**
- 9. Staff comments**
- 10. Upcoming meeting agenda items**
- 11. Adjournment**

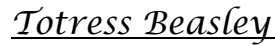
*Attachments

Note to Public: Public comment is limited to items on this special meeting agenda and will be heard at the time the item is considered.

Posting statement: I hereby certify that this Agenda, in its entirety was posted on the City Council Chamber Board S249, and the bulletin board in the rotunda area at City Hall, 100 North Garfield Avenue on or before the 19th day of May 2022, by 5:30 p.m. The agenda may be viewed at the City's website at www.cityofpasadena.net/commissions/commission-on-the-status-of-women.



Beverley Morgan-Sandoz
Beverley Morgan-Sandoz, Chair
Commission on the Status of Women



Totress Beasley
Totress Beasley, Office Assistant



Draft Minutes
Regular Meeting
Commission on the Status of Women
Wednesday, May 4, 2022
6:00 P.M.

Commissioners Present: Valinda Bowens, Maura Harrington, Charlotte Lacey, Lorraine Montgomery, Beverley Morgan-Sandoz, Vanessa Rodriguez

Commissioners Absent: Sandra Lindoerfer (excused), Peggy Sisson (unexcused)

Staff Present: Ali Everett, Tamer Sabha

1. Call to Order

Chair Morgan-Sandoz called the meeting to order at 6:05 PM.

2. Roll Call

Staff (Sabha) called the roll and a quorum was established for the Commission.

3. Public comments for items not on the agenda

None

4. Approval of Minutes

After review, it was moved (Lacey) and seconded (Montgomery) to approve the Minutes of the April 6, 2022 regular meeting. (Motion carried)

In Favor: Morgan-Sandoz, Bowens, Montgomery, Harrington, Lacey

Abstain: Rodriguez

5. New Business

- **Presentation about the Association of California Commissions for Women (ACCW) – Nancy Breneau (ACCW Board Secretary)**

The Commission received a presentation about the mission and purpose of the Association of California Commissions for Women. Questions from the Commission followed.

Association of California Commissions for Women URL: www.accwca.com

- **Establish Nominating Committee for FY 2022-2023 Commission Officers – Chair Morgan-Sandoz**

Chair Morgan-Sandoz appointed Commissioners Harrington (Chair), Lacey, and Montgomery to serve on the Nominating Committee for FY 2022-2023 Commission Officers.

6. Old Business

• Commission work plan updates and discussion

After discussion, it was moved (Lacey) and seconded (Rodriguez) to approve the work plan updates as discussed. (Motion unanimously carried)

In Favor: Morgan-Sandoz, Bowens, Montgomery, Rodriguez, Harrington, Lacey

7. Reports/Comments from the Chair

Chair Morgan-Sandoz provided the following comments:

- Reminded the Commission about the Member At Large vacancy and encouraged Commissioners to have women in their network apply;
- Reminded the Commission about the Annual Meeting scheduled for Wednesday, May 25, at 5:15 PM; and
- Encouraged Commissioners to read the statement from the California Commission on the Status of Women and Girls about the leaked Supreme Court draft opinion that would overturn the Roe v. Wade decision. The statement is available at: www.women.ca.gov/california-commission-on-the-status-of-women-and-girls-statement-on-leaked-scotus-draft-opinion-to-end-abortion-and-privacy-rights.

8. Comments from Commissioners

Vice-Chair Bowens thanked Staff (Sabha) for his work in service to the Commission.

9. Staff Comments

Staff (Everett) provided the following comments:

- Informed the Commission that Staff (Sabha) will begin a new role in the City Clerk's Office beginning Monday, May 9, and thanked him for his support of the Commission on the Status of Women; and
- Asked Commissioners to contact Staff (Sabha) to coordinate picking up their copy of the "In the Country of Women" book shared by the Library.

10. Upcoming Meeting Agenda Items

- Review and approval of Meeting Attendance Record for FY 2021-2022
- Review and approval of Report of Accomplishments for FY 2021-2022
- Report from the Nominating Committee with recommendation for Commission Officers for FY 2022-2023
- Election of Commission Officers for FY 2022-2023
- Appointment of Parliamentarian for FY 2022-2023

11. Adjournment

It was moved (Bowens) and seconded (Montgomery) to adjourn the regular meeting. (Motion unanimously carried) The meeting was adjourned at 7:08 PM.

**Commission on the Status of Women
Meeting Attendance Record FY 2021-2022**

COMMISSION ON THE STATUS OF WOMEN MEETING ATTENDANCE RECORD July 2021 - June 2022															
MEMBERS	07/07/21	08/04/21	09/01/21	10/06/21	11/03/21	12/01/21	01/05/22	02/02/22	03/02/22	04/06/22	05/04/22	05/25/22	TOTAL MEETINGS ATTENDED	ATTENDANCE RECORD PERCENTAGE	
	REGULAR	REGULAR	REGULAR	REGULAR	REGULAR	REGULAR	REGULAR	REGULAR	REGULAR	REGULAR	REGULAR	SPECIAL			
BEVERLEY MORGAN-SANDOZ (DISTRICT 1)	P	P	P	P	P	P	P	P	P	P			11	100.00%	
VALINDA BOWENS (DISTRICT 3)	P	P	A	P	P	P	P	A	P	P	P		9	81.82%	
PEGGY SISSON (MAYOR)	P	P	A	A	P	A	P	P	P	P	U		7	63.64%	
LORRAINE MONTGOMERY (DISTRICT 2)	P	P	P	P	A	P	P	P	A	A	P		8	72.73%	
SANDRA LINDOERFER (DISTRICT 4)	P	P	P	U	P	A	A	P	P	A	A		6	54.55%	
VANESSA RODRIGUEZ (DISTRICT 5)	P	P	A	P	P	P	P	A	P	A	P		8	72.73%	
MAURA HARRINGTON ROGGERO (DISTRICT 6)	P	A	P	P	P	P	P	P	P	P	P		10	90.91%	
CHARLOTTE LACEY (DISTRICT 7)	P	P	P	A	P	P	P	P	P	P	P		10	90.91%	
VACANT (AT LARGE)															

LEGEND
P - PRESENT
A - EXCUSED ABSENCE
U - UNEXCUSED ABSENCE
XX - CANCELED MEETING
NQ - NO QUORUM

Total Meetings Held 11

City of Pasadena Commission on the Status of Women Report of Accomplishments: 07/01/2021 – 06/30/2022

Mission:

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 conditions which indicate discrimination or prejudice encountered by women;
2. Recommend policies, procedures, programs and legislation to promote and ensure equal rights and opportunities for all women in the city;
3. Consult with other public agencies and commissions on matters relevant to the commission.

FY 2021-2022 Objectives:

Objective #1 – Advise City Council

Objective #2 – Survival Guide

Objective #3 – Outreach and Awareness

Objective #4 – Financial Resources

Objective #1 – Advise City Council

Commissioners: Lacey, Lindoerfer

Action Items:

- Invite City Council representatives (Councilmembers and Liaisons) to attend meetings of the Commission on the Status of Women.
- Strengthen the Commission’s link with City Council through quarterly updates, attending City Council meetings, and other appropriate methods.
- Share information about outreach and awareness activities with City Councilmembers for disseminating the information to the community through Councilmember newsletters, community meetings, and the City’s website.
- Research “hot topics” that affect women and invite subject matter experts to present on the topics in order to inform possible recommendations to the City Council. Examples of hot topics include:

- Female Economics: equal pay, flexible work schedules, expansion of childcare, and maternity rights in the workplace
- Equal Rights Amendment

As appropriate, the Commission will collaborate with other City Commissions addressing similar hot topics.

- Review City Council Resolution No. 9762 recognizing women’s equality and in support of the elimination of all forms of discrimination against women, and research and discuss possible recommendations for further action in support of the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW).
- CEDAW ad hoc committee: Lacey, Montgomery

Work Plan Updates:

July 2021:

- Chair Morgan-Sandoz appointed Commissioners Lacey and Lindoerfer as leads for Advise City Council objective.
- The Commission received a presentation about the status of CEDAW and Chair Morgan-Sandoz appointed Commissioners Lacey and Montgomery to the CEDAW ad hoc committee.
- Commissioners volunteered for dates to attend City Council meetings during FY 2021-2022.
- Commissioners identified the following hot topics of interest:

- Digital Divide: Lacey
- Workplace equity, safety, and success (equal pay, childcare, sexual harassment, etc.): Harrington, Rodriguez, Sisson
- Engaging girls and young women: Bowens
- Community Police Oversight Commission: Lindoerfer
- Health inequity (maternal and infant health): Morgan-Sandoz
- Domestic Violence: Montgomery

August 2021:

- The Commission received a presentation about the Digital Divide from Norma Fernandez, CEO of Everyone On.
- Commissioner Lindoerfer attended the City Council meetings in July and recommended that Commissioners provide feedback about the City's redistricting process through the online feedback form available on the City's website.
- The Commission compiled a tentative schedule of presentations on hot topics.
- Commissioner Montgomery contacted Char Bland to obtain additional information about CEDAW after her presentation to the Commission at the July meeting.
- Chair Morgan-Sandoz requested the CEDAW ad hoc committee contact Judith Harris (United Nations Association – Pasadena Chapter) and Nancy Breneau (Association of California Commissions for Women) to obtain information about cities that have passed CEDAW related ordinances or resolutions.

September 2021:

- The Commission received a presentation from the Pasadena Police Department about the Domestic Violence Reduction project.
- Commissioner Montgomery spoke with Judith Harris (United Nations Association – Pasadena Chapter) about CEDAW and stated she would like the ad hoc committee to explore how the provision of affordable housing may relate to the goals of CEDAW. Chair Morgan-Sandoz asked the ad hoc committee to review information about the City's Draft Housing Element, then report back to the Commission regarding any specific recommendations.
- The Commission discussed and updated the presentation calendar for February - April 2022.

October 2021:

- The Commission received a presentation from the YWCA Glendale and Pasadena about its programs and services for women and girls.
- Commissioner Montgomery reported that she communicated with Councilmember Rivas about CEDAW and Councilmember Rivas suggested the Commission identify any specific points in CEDAW that the City is not doing. Chair Morgan-Sandoz requested the CEDAW ad hoc committee meet to discuss possible recommendations for the Commission to consider.
- Commissioner Harrington attended the City Council meetings in September and provided a reported on various topics discussed that impact women.

November 2021:

- The Commission received a presentation about health equity from Dr. Kimlin Tam Ashing, Associate Cancer Center Director for Community Outreach and Professor of the Beckman Research Institute at City of Hope.
- Vice-Chair Bowens attended the City Council meetings in October and provided a report on various topics discussed that impact women, including affordable housing.

December 2021:

- The Commission received a presentation from Motivating Our Students through Experience (MOSTe) about its programs and services for women and girls.

January 2022:

- Commissioner Lacey attended the City Council meetings in December and provided a report on various topics discussed that impact women.

February 2022:

- The Commission discussed possible upcoming presentations on hot topics and Commissioner Lacey volunteered to contact an organization about presenting about human trafficking.

March 2022:

- The Commission discussed rescheduling the presentation on human trafficking to April, which is sexual assault awareness month, and scheduling a presentation on pay equity and/or community policing in May.

April 2022:

- Chair Morgan-Sandoz attended the City Council meetings in March and provided a report on various topics discussed that impact women.

May 2022:

- Chair Morgan-Sandoz attended the City Council meetings in April and provided a report on various topics discussed that impact women.
- The CEDAW ad hoc committee requested a presentation from the Association of California Commissions for Women about CEDAW at the Commission's July meeting.

Status:

Completed.

Objective #2 – Survival Guide

Commissioners: Bowens, Harrington, Morgan-Sandoz

Action Items:

- Develop the "Survival Guide at a Glance" as a one page document with the following content:
 - Contact information for:
 - Pasadena Citizen Service Center
 - 2-1-1 LA
 - 24-hour services
 - EveryoneOn
 - QR Code to scan for easy access to the "Survival Guide at a Glance" online
- Consult with the Human Services Commission regarding the "Survival Guide at a Glance" content.
- Work with staff to post the "Survival Guide at a Glance" on the City's webpage at www.cityofpasadena.net/SurvivalGuide and other easy to access locations on the City's website.
- Request printed postcards with the online link and QR code for distribution throughout the community.

Work Plan Updates:

July 2021:

- Chair Morgan-Sandoz appointed Commissioners Bowens, Harrington, and Morgan-Sandoz to the Survival Guide ad hoc committee.

August 2021:

- The Survival Guide ad hoc committee discussed next steps to create the "Survival Guide at a Glance" and post it to the Commission's webpage.

September 2021:

- The Survival Guide ad hoc committee met to discuss the format and content of the "Survival Guide at a Glance" and reported that the next step is to verify and update the content. Commissioner Lacey suggested collaborating with the Pasadena Junior League to assist with this process.

October 2021:

- The Survival Guide ad hoc committee began drafting the “Survival Guide at a Glance” and verified that the 24-hour service hotlines in the existing Survival Guide are still active.

November 2021:

- No update provided.

December 2021:

- No update provided.

January 2022:

- The Survival Guide ad hoc committee met to continue working on the draft content for the “Survival Guide at a Glance.” The ad hoc committee presented the draft content at the meeting and the Commission provided comments that the ad hoc committee will use to update the draft for further review at a future meeting.

February 2022:

- The Survival Guide ad hoc committee continued to work on the draft content for the “Survival Guide at a Glance.”

March 2022:

- The Survival Guide ad hoc committee reported that the content of the Survival Guide at a Glance is almost complete and will be presented to the Commission for final approval at the April meeting.

April 2022:

- Vice-Chair Bowens led the review and discussion of the proposed contents of the Survival Guide at a Glance. The Commission approved the proposed contents with the following changes:
 - Set the duration to 2022-2024
 - Provide the Commission URL instead of address
 - Add agency names in Spanish
 - Keep D’Veal family services in both locations where it currently appears
- Chair Morgan-Sandoz asked the Survival Guide ad hoc committee to report back with a recommended distribution plan for the remaining 2018-2022 Survival Guides and the 2022-2024 Survival Guide at a Glance.

May 2022:

- The Survival Guide ad hoc committee updated the survival Guide at a Glance content per the Commission’s discussion, then submitted the final content to staff. Staff (Everett) reported that the content for the Survival Guide at a Glance is still proceeding though the review and design process.

Status:

Completed. The final Survival Guide at a Glance will be printed and distributed during FY 2022-2023.

Objective #3 – Outreach and Awareness

Commissioners: Montgomery, Rodriguez

Action Items:

- Celebrate Women’s History month with community events that engage diverse attendees, including organizing Herstory 2022 and requesting the Mayor and City Council to issue a proclamation declaring March as Women’s History month.
 - Herstory ad hoc committee: Lacey, Lindoerfer, Rodriguez
 - Women’s History Month proclamation responsible Commissioner: Morgan-Sandoz
- In April 2022, support the City of Pasadena’s recognition of Denim Day and request the Mayor and City Council issue a proclamation that acknowledges Denim Day and its significance.
 - Denim Day proclamation : Morgan-Sandoz
- Engage young girls involved in organizations such as Delta Sigma Theta Sorority’s Young African American Women’s Conference and the Alpha Kappa Alpha Sorority Scholar’s Chat program at John Muir High School by offering them opportunities to give back to the community through assisting with Commission activities such as Herstory and the Survival Guide.
- Collaborate with the PRCS Department and other Commissions to mentor members of the Pasadena Youth Council, including providing opportunities to give back to the community by assisting with events such as Herstory and giving input on issues related to young women.
 - Pasadena Youth Council ad hoc committee: Bowens, Lindoerfer
- Improve the quality of life for women and young girls by engaging in opportunities to stimulate discussion on the status of women of all ages and young girls, including attending and tabling at such events as the YWCA Racial Justice Breakfast, the Southern California Women’s Health Conference, and League of Women Voters activities.

Cost: \$1,000
- Collaborate with Mount Saint Mary’s University to update the 2015 Report on the Status of Women in Pasadena and develop a plan for disseminating the report once completed. (Rodriguez)
 - Report on the Status of Women ad hoc committee: Harrington, Morgan-Sandoz, Rodriguez

- Recommend Art Night include an activity recognizing women in the arts. Consult with City staff in making the recommendation. If accepted, develop content for the virtual Art Night activity or partner with a local arts organization to develop content recognizing women in the arts.
 - Art Night responsible commissioner: Lindoerfer
- Research and possibly recommend the placement of plaques around the City recognizing women who contributed to Pasadena's history, current and past.
 - Plaques ad hoc committee: Harrington, Montgomery

Work Plan Updates:

July 2021:

- Chair Morgan-Sandoz appointed Commissioners Montgomery and Rodriguez as leads for the Outreach and Awareness objective.
- Chair Morgan-Sandoz appointed Commissioners Lacey, Lindoerfer, and Rodriguez to the Herstory ad hoc committee.
- Chair Morgan-Sandoz appointed herself as the responsible Commissioner for the Women's History Month and Denim Day proclamations.
- Chair Morgan-Sandoz appointed Commissioners Bowens and Lindoerfer to the Youth Council ad hoc committee.
- Chair Morgan-Sandoz reported that the procurement process for the updated Report on the Status of Women in Pasadena is almost complete and appointed Commissioners Harrington, Morgan-Sandoz, and Rodriguez, to the report on the Status of Women ad hoc committee.
- Chair Morgan-Sandoz appointed Commissioner Lindoerfer as the responsible Commissioner for the Art Night activity.
- Chair Morgan-Sandoz appointed Commissioners Harrington and Montgomery to the Plaques ad hoc committee.

August 2021:

- The Commission received and reviewed the first draft of the 2021 Report on the Status of Women. The ad hoc committee reported on comments about the draft report that they plan to share with Dr. Emerald Archer from Mount Saint Mary's University.
- Commissioner Lindoerfer reported that the October 2021 ArtNight program is finalized, however the Commission can explore options to partner with local arts organizations to develop content recognizing women in the arts for the March 2022 ArtNight program.
- Plaque ad hoc committee reviewed the City's monument policy and identified questions the Commission will need to discuss before moving forward with making a recommendation regarding plaques.

September 2021:

- The Report on the Status of Women ad hoc committee submitted comments on the first draft of the 2021 Report on the Status of Women then met with representatives from Mount Saint Mary's University to discuss the comments.
- Chair Morgan-Sandoz asked the Herstory ad hoc committee to identify a lead for the committee and prepare to discuss the program at the October Commission meeting.

October 2021:

- The Report on the Status of Women ad hoc committee submitted comments on the second and third drafts of the 2021 Report on the Status of Women and met with representatives from Mount Saint Mary's University to discuss the drafts.
- The Commission discussed potential topics for Herstory 2022. Chair Morgan-Sandoz asked the Herstory ad hoc committee to report back at the November meeting with a recommended topic and program.
- After researching the requirements for placement of plaques in the City of Pasadena, the plaque ad hoc committee recommended tabling the plaque action item to the next fiscal year and the Commission agreed.
- The Commission discussed the California Commission on the Status of Women survey about the efforts of local Commissions on the Status of Women. Chair Morgan-Sandoz identified Commissioners Lindoerfer and Montgomery to send her additional comments about the survey questions for inclusion in the response.
- The Commission approved Chair Morgan-Sandoz to reply on behalf of the Commission to surveys about the Commission's work, for example the California Commission on the Status of Women survey.

November 2021:

- The Report on the Status of Women ad hoc committee submitted comments on the final draft of the content for the 2021 Report on the Status of Women.
- Staff (Everett) provided an update that the Pasadena Youth Council will not resume during this fiscal year.
- The Herstory ad hoc committee reported on proposed ideas for the Herstory 2022 program. After discussion, the Commission agreed to the following:
 - Theme: Women in the workforce, including gender inequities, work life/balance, and mental health
 - Two part/day event:
 - Part One: Panel discussion and release of the 2021 Report on the Status of Women in Pasadena (lead: Commissioner Lacey)
 - 1-1.5 hour panel discussion, plus 15-30 min Q&A
 - Potential keynote speaker: Jennifer Siebel Newsom, California's First Partner
 - Part Two: Outdoor activity focused on health and work/life balance (Lead: Commissioner Rodriguez)
 - One or two 1 hour classes (such as yoga)
 - Date: March 2022, specific date TBD

December 2021:

- The Herstory ad hoc committee reported that Tuesday, March 8, is the desired date for Herstory part one because March 8 is International Women's Day. The Commission discussed holding Herstory as an in-person event and suggested the locations of All Saints Church or Robinson Park Recreation Center.
- The Report on the Status of Women ad hoc committee received the final draft of the designed report from Mount Saint Mary's University and is in the process of reviewing and compiling comments on the draft.
- Staff (Everett) provided an update that there are no plans to resume the Pasadena Youth Council at this time.

January 2022:

- The Report on the Status of Women ad hoc committee received the final version of the 2021 Report on the Status of Women from Mount Saint Mary's University and discussed the process for distributing the report to City Council members and the public. The Commission approved the Chair to send the report to the Mayor, City Council and City Manager on behalf of the Commission.
- The Herstory ad hoc committee confirmed that Herstory part one will take place on Tuesday, March 8, from 5:30-7:30 p.m. at All Saints Church and part two will take place on Saturday, March 12, from 10:00-11:00 a.m. at Memorial Park. After discussion, the Commission approved the Herstory program for day one and day two as presented by the ad hoc committee.

February 2022:

- The Chair reported that City Council is planning to issue a proclamation recognizing March as Women's History Month at its meeting on Monday, February 28, and encouraged Commissioners to observe the meeting virtually.
- The Chair reported that City Council is planning to issue a proclamation recognizing Denim Day and Sexual Assault Awareness Month at its meeting on Monday, April 25, and encouraged Commissioners to observe the meeting virtually.
- Commissioner Lacey provided a status update on planning for Herstory 2022 and led a discussion about possible questions for the panel discussion.
- The Report on the Status of Women ad hoc committee reported that the Report will be released to the public in conjunction with the Herstory marketing materials.
- Chair Morgan-Sandoz reported that the San Gabriel Valley Section of the National Council of Negro Women, Inc. requested a letter from the Commission supporting its Women's Recovery Response grant application for a youth STEM program. The Commission approved Chair Morgan-Sandoz drafting the support letter for their review and approval at the next meeting.

March 2022:

- The City Council issued a proclamation at its meeting on Monday, February 28, recognizing March as Women's History Month. Chair Morgan-Sandoz attended the meeting to provide comments on behalf of the Commission in conjunction with the proclamation.
- Commissioner Harrington provided a summary of findings from the 2021 Report on the Status of Women in Pasadena.
- The Herstory ad hoc committee provided a report on the status of planning for the Herstory 2022 Panel Discussion and Women's Wellness event, and reviewed the run of show for both events.
- Staff (Everett) shared that the City issued a press release with information about the Herstory event.
- Chair Morgan-Sandoz informed the Commission about a virtual gathering of organizations serving women and girls in Pasadena on March 15 from 12:00-1:30 PM to discuss how to meet the needs of women and girls in Pasadena. The event organizers invited the Commission to participate in the event. The Commission approved Chair Morgan-Sandoz and Commissioner Harrington participating in the event on behalf of the Commission.

April 2022:

- Commissioner Lacey provided a report on the successful Herstory 2022 panel discussion and Women's Wellness event.
- The Commission discussed possible organization to invite to participate in the Sexual Assault Prevention & Awareness Month proclamation, including Planned Parenthood, Peace Over violence, and the YWCA of Glendale and Pasadena. The Commission voted to allow Chair Morgan-Sandoz and Vice-Chair Bowens to invite any one of the organizations to participate in the proclamation.

May 2022:

- The City Council issued a proclamation at its meeting on Monday, April 25, recognizing April as Sexual Assault Awareness and Prevention Month. Vice-Chair Bowens attended the meeting to provide comments on behalf of the Commission in conjunction with the proclamation.
- The Commission received a presentation about the Association of California Commissions for Women from the Association's Board Secretary, Nancy Brebeau.

Status:

Completed.

Objective #4 – Financial Resources

Commissioners: Lacey, Sisson

Action Items:

- Explore/identify funding and in-kind donation sources for FY 2021-2022 and beyond in order to fulfill the Commission purpose and functions as stated in Pasadena Municipal Code 2.65.110.

Work Plan Updates:

July 2021:

- Chair Morgan-Sandoz appointed Commissioners Lacey and Sisson as leads for Financial Resources objective.
- Chair Morgan-Sandoz reported that the Parks, Recreation and Community Services Department committed to funding the ACCW and NACW memberships for FY 2021-2022.

August 2021:

- No update provided.

September 2021:

- The ad hoc committee reported that the Pasadena Recreation and Parks Foundation could act as a fiscal receiver for the Commission as needed.

October 2021:

- No update provided.

November 2021:

- Commissioner Lacey reported that the ad hoc committee discussed funding and in-kind donation sources and concluded they will not pursue further action until a specific project is identified that requires support, such as Herstory.

December 2021:

- No action because a specific project that requires support has not yet been identified.

January 2022:

- No action because a specific project that requires support has not yet been identified.

February 2022:

- On behalf of the Commission, staff renewed the NACW membership for calendar year 2022.

March 2022:

- Commissioner Lacey coordinated an in-kind donation of yoga facilitation for the Herstory 2022 Women's Wellness event on Saturday, March 12, at Memorial Park.

April 2022:

- No update provided.

May 2022:

- No update provided

Status:

Completed.

Agenda Item 4 - New Business
Establish Work Plan for FY 22-23

2021 Report on the Status of Women in Pasadena - Summary of Recommendations

Workforce Participation by Women

RECOMMENDATION 1. The City of Pasadena Commission on the Status of Women should:

- **1a.** Find ways to support policies in the local business community that ensure equitable access to women in hiring and promotion opportunities especially in management and engineering.
- **1b.** Recommend further research to better understand the scope and causes of disparities in earnings between Pasadena women and men, which appears to be increasing.

Women in Leadership Roles

RECOMMENDATION 2. The City of Pasadena Commission on the Status of Women should:

- **2a.** Continue to advocate for and celebrate existing and new initiatives that build leadership capacity of all Pasadena's women.
- **2b.** Recommend further research to determine whether women entrepreneurs have equitable access to city departments in developing and implementing business plans.

Women in Local Government

RECOMMENDATION 3. The City of Pasadena Commission on the Status of Women should recommend that the City Council:

- **3a.** Initiate a review to determine the percentage of women who work for the City of Pasadena and their median salary.
- **3b.** Authorize a study to determine whether there is an earnings disparity between women and men who work for the City of Pasadena.

RECOMMENDATION 4. The City of Pasadena Commission on the Status of Women should recommend that City Council ask City departments to establish criteria for recognizing women leaders at every level within the department.

RECOMMENDATION 5. The City of Pasadena Commission on the Status of Women should encourage more women to run for elected office at the local level by addressing the topic during the Commission's annual Herstory event.

Impact of COVID-19 on Women

RECOMMENDATION 6. The City of Pasadena Commission on the Status of Women should recommend that the City Council authorize a citywide review of the following Human Resources policies, practices and employment benefits:

- **6a.** Employment policies and practices:
 - Family support (e.g., flexible work arrangements, paid family leave, etc.). Policies and practices in this area ensure that women who bear the major portion of family care responsibilities are adequately supported in time of crises.
 - Criteria for career advancement and promotion. Review of criteria will ensure that women, especially working mothers, will not be economically and professionally disadvantaged from the impact of COVID-19.
- **6b.** Employment benefits that provide women and families with life-changing support such as:
 - Health care
 - Psychological counseling
 - Career and skill development
 - Childcare and other support systems

Long-Term Challenges: Homelessness and Domestic Violence

RECOMMENDATION 7. The City of Pasadena Commission on the Status of Women should recommend that the Department of Housing conduct an analysis of the 2022 Homeless Count, with particular attention to factors leading to homelessness among women and women-headed families, which would be helpful in gaining a clearer understanding of how to better reduce homelessness among women.

RECOMMENDATION 8. The City of Pasadena Commission on the Status of Women should recommend that:

- **8a.** Reports on domestic violence assault statistics be disaggregated by gender where possible, so that the impact on women can be easily assessed.
- **8b.** The incidence of domestic violence assaults be monitored to determine trends and possible interventions that can reduce the incidence of domestic violence assaults and ensure adequate support services for vulnerable women and children.