



**Regular Meeting
Commission on the Status of Women
Wednesday, July 6, 2022
6:00 P.M.**

Members

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

Staff

Ali Everett, Accessibility Coordinator
Jane Whitmore, Recording Secretary

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) 744-7295 or jwhitmore@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) 744-7295 or jwhitmore@cityofpasadena.net. Habrá servicio de interpretación disponible para éstas juntas llamando (626) 744-7295.

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/81799156053>

OR

Phone: 1 (669) 900-6833 – Webinar ID: 817 9915 6053

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: jwhitmore@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.

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) 744-7295 or jwhitmore@cityofpasadena.net



Agenda
Regular Meeting
Commission on the Status of Women
Wednesday, July 6, 2022
6:00 P.M.

1. **Call to order**
2. **Roll call**
3. **Public comments for items on the agenda**
4. **Approval of minutes**
 - May 25, 2022*
5. **New business**
Information item
 - Presentation about the Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW) – Nancy Breneau (Association of California Commission for Women, Board Secretary)
6. **Old business**
Action item
 - Discussion and approval of the Commission on the Status of Women Work Plan for FY 2022-2023*
7. **Reports/comments from the Chair**
8. **Comments from Commissioners**
9. **Staff comments**
10. **Upcoming meeting agenda items**
11. **Adjournment**

*Attachments

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 30th day of June 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.



Charlotte Lacey Chair
Commission on the Status of Women



Jane Whitmore, Recording Secretary



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

Commissioners Present: Valinda Bowens, Maura Harrington (arrived at 5:25 PM), Charlotte Lacey, Sandra Lindoerfer, Lorraine Montgomery, Beverley Morgan-Sandoz,

Commissioners Absent: Vanessa Rodriguez (excused), Peggy Sisson (unexcused)

Staff Present: Ali Everett

1. Call to Order

Chair Morgan-Sandoz called the meeting to order at 5:19 PM.

2. Roll Call

Staff (Everett) 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 May 4, 2022 regular meeting. (Motion carried)

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

Abstain: Lindoerfer

5. New Business

- **Review and approval of Commission Attendance Record for FY 2021-2022**
After review, it was moved (Harrington) and seconded (Lacey) to approve the Commission Attendance Record for FY 2021-2022, with the addition of the annual meeting attendance. (Motion unanimously carried)

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

- **Review and approval of Commission Report of Accomplishments For FY 2021-2022**

After review, it was moved (Montgomery) and seconded (Harrington) to approve the Commission Report of Accomplishments for FY 2021-2022, with the edits discussed during the meeting. (Motion unanimously carried)

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

- **Report from the Nominating Committee for recommended FY 2022-2023 Commission Officers (oral report)**

The Nominating Committee recommended Commissioner Lacey for Chair and Commissioner Rodriguez for Vice-Chair. Both accepted the nomination.

- **Election of Commission Officers for FY 2022-2023**

After discussion, it was moved (Lindoerfer) and seconded (Bowens) to elect Commissioner Lacey as the Commission Chair for FY 2022-2023. (Motion unanimously carried)

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

After discussion, it was moved (Lacey) and seconded (Lindoerfer) to elect Commissioner Rodriguez as the Commission Vice-Chair for FY 2022-2023. (Motion unanimously carried)

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

- **Chair to appoint Parliamentarian for FY 2022-2023**

Chair Morgan-Sandoz appointed Commissioner Harrington as Parliamentarian for FY 2022-2023.

BREAK: At 6:24 PM the Commission took a break. The meeting resumed at 6:41 PM.

- **Establish Work Plan For FY 2022-2023**

After discussion, it was moved (Harrington) and seconded (Bowens) to approve the draft Work Plan for FY 2022-2023 as discussed during the meeting. (Motion unanimously carried)

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

6. Old Business

- None

7. Reports/Comments from the Chair

Chair Morgan-Sandoz provided the following comments:

- Reported that she attended the virtual board meeting of the Association of California Commissions for Women on May 10, 2022, where the topic was diversity, equity, and inclusion, and recommended the Commission consider inviting a speaker on the topic to a future Commission meeting.

- Thanked the Commission and highlighted the Commission's accomplishments and her personal accomplishments during her term as the Chair.

8. Comments from Commissioners

- Vice-Chair Bowens thanked Chair Morgan-Sandoz for her service as Chair.

9. Staff Comments

Staff (Everett) provided the following comments:

- Congratulated the Commission on completing the draft of the FY 2022-2023 work plan and thanked Chair Morgan-Sandoz and Vice-Chair Bowens for their leadership over the past two years.

10. Upcoming Meeting Agenda Items

None

11. Adjournment

It was moved (Bowens) and seconded (Montgomery) to adjourn the regular meeting. (Motion unanimously carried) The meeting was adjourned at 8:03 PM.

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**City of Pasadena Commission on the Status of Women
Work Plan: 07/01/2022 – 06/30/2023**

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 2022-2023 Objectives:

Objective #1 – Advise City Council

Objective #2 – Promote Survival Guide

Objective #3 – Celebrate Women and Girls

Objective #4 – Outreach, Awareness, and Collaboration

Draft work plan key:

- Underlined items indicate changes from FY 2021-2022 to FY 2022-2023
- *Italics* refer to recommendations in the 2021 Report on the Status of Women in Pasadena

Objective #1 – Advise City Council

Commissioners: Lead, Name, Name

Action Items:

- Invite City Council and representatives (Councilmembers and District 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, for example developing a template that Commissioners can use to provide updates to their Councilmember.
- 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.
- Develop a list of and 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. As appropriate, the Commission will collaborate with other City Commissions addressing similar hot topics.
- Advise City Council of the need for further research to better understand the scope and causes of disparities in earnings between Pasadena women and men, which appears to be increasing. (Recommendation #1b)
- Request information about the percentage of women who work for the City of Pasadena and their median salary. (Recommendation #3a)
- Advise City Council of the need for a study to determine whether there is an earnings disparity between women and men who work for the City of Pasadena. (Recommendation #3b)
- Advise City Council of the need for City departments to establish criteria for recognizing women leaders at every level within the department. (Recommendation #4)
- Advise City Council of the need for a citywide review of the following Human Resources policies, practices and employment benefits:
 - Family support (e.g., flexible work arrangements, paid family leave, etc.)

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- Criteria for career advancement and promotion. Review of criteria will ensure that women, especially working mothers, will not be economically and professionally disadvantaged by the impact of COVID-19.
- 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.
- As needed, request funds to support action items.

Work Plan Updates:

July 2022:

-

Status:

Objective #2 – Promote Survival Guide

Commissioners: Lead, Name, Name

Action Items:

- 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.
- As needed, request funds to support action items.

Work Plan Updates:

July 2022:

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Status:

Objective #3 – Celebrate Women and Girls

Commissioners: Lead, name, name

Action Items:

- Celebrate Women’s History Month with community events that engage diverse attendees, including:
 - Organizing Herstory 2022
 - Requesting the Mayor and City Council issue a proclamation declaring March as Women’s History Month
 - Encouraging more women to run for elected office at the local level by inviting speakers to address the topic during Herstory 2023
(Recommendation #5)
- Collaborate and invite presenters from organizations that serve young women to talk about their needs. Then plan to expand Herstory to include a section for young women. Representatives from the following organizations may be invited to speak to the Commission about the needs of young women: Delta Sigma Theta Sorority, Alpha Kappa Alpha Sorority, YWCA, Adelante Youth Alliance, National Charity League.
- As needed, request funds to support action items.

Work Plan Updates:

July 2022:

-

Status:

Objective #4 – Outreach, Awareness, and Collaboration

Commissioners: Lead, name name

Action Items:

- In April, support the City of Pasadena’s recognition of Denim Day and request the Mayor and City Council to issue a proclamation that acknowledges Sexual Assault Awareness and Prevention Month and Denim Day and their significance.
- 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.
- Develop a plan to share/disseminate the 2021 Report on the Status of Women in Pasadena with identified stakeholders and partners. The plan should encourage the use of the data and identify additional data sources, partners to collect the additional data and strategies to determine how to meet any needs identified by the data.
- Find ways to support policies in the local business community that ensure equitable access to women in hiring and promotional opportunities, especially in management and engineering. (Recommendation #1a)
- Advise City Council of the need for further research to better understand the scope and causes of disparities in earnings between Pasadena women and men, which appears to be increasing. (Recommendation #1b)
- As needed, request funds to support action items.

Work Plan Updates:

July 2022:

-

Status:

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Commissioner Sign-Up To Observe City Council Meetings

July 2022:

4th – Cancelled
11th – TBD
18th – TBD
25th – TBD

August 2022:

1st – TBD
8th – TBD
15th – TBD
22nd – Cancelled
29th – Cancelled

September 2022:

5th – Cancelled
12th – TBD
19th – TBD
26th – Cancelled

October 2022:

3rd – TBD
10th – Cancelled
17th – TBD
24th – TBD
31st – Cancelled

November 2022:

7th – Cancelled
14th – TBD
21st – TBD
28th – Cancelled

December 2022:

5th – TBD
12th – TBD
19th – Cancelled
26th – Cancelled

January 2023:

2nd – TBD
9th – TBD
16th – TBD
23rd – TBD
30th – TBD

February 2023:

6th – TBD
13th – TBD
20th – TBD
27th – TBD

March 2023:

6th – TBD
13th – TBD
20th – TBD
27th – TBD

April 2023:

3rd – TBD
10th – TBD
17th – TBD
24th – TBD

May 2023:

1st – TBD
8th – TBD
15th – TBD
22nd – TBD
29th – TBD

June 2023:

5th – TBD
12th – TBD
19th – TBD
26th – TBD

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**Commission on the Status of Women
Presentation Calendar FY 2022-2023**

To be scheduled:

- The Hidden Epidemic: Human Trafficking and its impact on Women – Theresa Flores (Founder, Save Our Adolescents from Prostitution)

July 2022:

- Information about CEDAW, Nancy Bremeau (ACCW Board Secretary)

August 2022:

- (Tentative) Presentation about the impact of community policing on women - Pasadena Police Department

September 2022

- TBD

October 2022

- TBD

November 2022

- TBD

December 2022

- TBD

January 2023

- TBD

February 2023

- TBD

March 2023

- TBD

April 2023

- TBD

May 2023

- TBD

June 2023

- Annual Meeting