

**PARKS, RECREATION AND COMMUNITY SERVICES DEPARTMENT**

**September 1, 2022**

**TO: City Council**  
**FROM: Commission on the Status of Women**  
**SUBJECT: Annual Report – July 2021 through June 2022 and Work Plan for Fiscal Year 2022-2023**

**Recommendation:**

This report is submitted for information purposes only.

Attached are the following:

- Report of Accomplishments for July 7, 2021 through May 25, 2022
- Report of Commission Attendance for July 7, 2021 through June 1, 2022
- Work Plan for July 6, 2022 through June 7, 2023

The attached documents were reviewed and approved by the Commission on the Status of Women at our meetings on May 25, 2022 and July 6, 2022.

Respectfully submitted,



Beverley Morgan-Sandoz  
Beverley Morgan-Sandoz, Chair 2021-2022  
Commission on the Status of Women



Charlotte Lacey  
Charlotte Lacey, Chair 2022-2023  
Commission on the Status of Women

## **City of Pasadena Commission on the Status of Women Report of Accomplishments: 07/07/2021 – 05/25/2022**

### **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 Roggero, 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 Bremeau (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 Roggero attended the City Council meetings in September and provided a report 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 Roggero, 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](http://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 Roggero, 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, and then submitted the final content to staff. Staff (Everett) reported that the content for the Survival Guide at a Glance is still proceeding through 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 Roggero, 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 Roggero, 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 Roggero, 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 Roggero 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 Roggero 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 Roggero 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 Breneau.

**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.**

## City of Pasadena Commission on the Status of Women Meeting Attendance Record for 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	06/01/22	TOTAL MEETINGS ATTENDED	ATTENDANCE RECORD PERCENTAGE
	REGULAR	REGULAR	REGULAR	REGULAR	REGULAR	REGULAR	REGULAR	REGULAR	REGULAR	REGULAR	REGULAR	SPECIAL	REGULAR		
BEVERLEY MORGAN-SANDOZ (DISTRICT 1)	P	P	P	P	P	P	P	P	P	P	P	P	XX	12	100.00%
VALINDA BOWENS (DISTRICT 3)	P	P	A	P	P	P	P	A	P	P	P	P	XX	10	83.33%
PEGGY SISSON (MAYOR)	P	P	A	A	P	A	P	P	P	P	U	U	XX	7	58.33%
LORRAINE MONTGOMERY (DISTRICT 2)	P	P	P	P	A	P	P	P	A	A	P	P	XX	9	75.00%
SANDRA LINDOERFER (DISTRICT 4)	P	P	P	U	P	A	A	P	P	A	A	P	XX	7	58.33%
VANESSA RODRIGUEZ (DISTRICT 5)	P	P	A	P	P	P	P	A	P	A	P	A	XX	8	66.67%
MAURA HARRINGTON ROGGERO (DISTRICT 6)	P	A	P	P	P	P	P	P	P	P	P	P	XX	11	91.67%
CHARLOTTE LACEY (DISTRICT 7)	P	P	P	A	P	P	P	P	P	P	P	P	XX	11	91.67%
VACANT (AT LARGE)	/	/	/	/	/	/	/	/	/	/	/	/	/		

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

Total Meetings Held	12
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**City of Pasadena Commission on the Status of Women  
Work Plan: 07/06/2022 – 06/07/2023**

**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

**Note: Recommendations referenced throughout the work plan are from the 2021 Report on the Status of Women in Pasadena, available at: [www.cityofpasadena.net/commissions/commission-on-the-status-of-women](http://www.cityofpasadena.net/commissions/commission-on-the-status-of-women).**



## Objective #1 – Advise City Council

Commissioners: Morgan-Sandoz (Lead), Montgomery, Rodriguez

### Action Items:

- Strengthen the Commission’s link with City Council through appropriate methods including quarterly updates, attending City Council meetings, and/or 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 to pass an ordinance supporting the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW).
- 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 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 further research to better understand the scope and causes of disparities in earnings between women and men who live in Pasadena, which appears to be increasing. (*Recommendation #1b*)
- Advise City Council of the need for City departments to establish criteria for recognizing women leaders at every level within the departments. (*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.)
  - 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. (*Recommendations #6a and #6b*)

## **Work Plan Updates:**

July 2022:

- Chair Lacey appointed Vice Chair Rodriguez and Commissioners Morgan-Sandoz and Montgomery to the Advise City Council ad hoc committee.
- Commissioners volunteered to attend City Council meetings through December and agreed to discuss attending meetings for the second half of the year at the December meeting.
- The Commission identified the following hot topics that affect women in Pasadena:
  - Affordable housing (Montgomery)
  - Childcare (Montgomery)
  - Maternal and child health (Morgan-Sandoz)
  - Higher education (Lacey)
  - Environment (Montgomery)
  - Women in business (Lacey)
  - Domestic and family violence (Harrington Roggero)

August 2022:

- No update due to meeting cancellation

**Status:**

## **Objective #2 – Promote Survival Guide**

Commissioners: Bowens, Harrington Roggero

### **Action Items:**

- Work with staff to post the "Survival Guide at a Glance" on the City's webpage at [www.cityofpasadena.net/SurvivalGuide](http://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 and request the postcards be funded by the Parks, Recreation and Community Services Department.

### **Work Plan Updates:**

July 2022:

- Chair Lacey appointed Commissioners Harrington Roggero and Bowens to the Promote Survival Guide ad hoc committee.

August 2022:

- No update due to meeting cancellation

**Status:**

## Objective #3 – Celebrate Women and Girls

Commissioners: Lacey (Lead), Rodriguez, Harrington Roggero

### Action Items:

- Celebrate Women’s History Month with community events that engage diverse attendees, including:
  - Organizing Herstory 2023, including requesting in-kind donations from the community and support from the Parks, Recreation and Community Services Department as needed.
  - Requesting the Mayor and City Council issue a proclamation declaring March as Women’s History Month.
  - Encourage 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 Glendale and Pasadena, Adelante Youth Alliance, and National Charity League Inc., Pasadena Area.

### Work Plan Updates:

July 2022:

- Chair Lacey appointed herself, Vice-Chair Rodriguez and Commissioner Harrington Roggero to the Celebrate Women and Girls ad hoc committee.

August 2022:

- No update due to meeting cancellation

### Status:

## **Objective #4 – Outreach, Awareness, and Collaboration**

Commissioners: Harrington Roggero (Lead), Lindoerfer, Morgan-Sandoz

### **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 stakeholders and partners to use the data from the report, and identify additional available data sources and strategies, 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*)

### **Work Plan Updates:**

July 2022:

- Chair Lacey appointed Commissioners Harrington Roggero, Lindoerfer and Morgan-Sandoz to the Outreach, Awareness and Collaboration ad hoc committee

August 2022:

- No update due to meeting cancellation

### **Status:**

## Commissioner Sign-Up To Observe City Council Meetings

### July 2022:

4<sup>th</sup> – Cancelled  
11<sup>th</sup> – Morgan-Sandoz  
18<sup>th</sup> – Morgan-Sandoz  
25<sup>th</sup> – Cancelled

### August 2022:

1<sup>st</sup> – Rodriguez  
8<sup>th</sup> – Rodriguez  
15<sup>th</sup> – Rodriguez  
22<sup>nd</sup> – Cancelled  
29<sup>th</sup> – Cancelled

### September 2022:

5<sup>th</sup> – Cancelled  
12<sup>th</sup> – Lacey  
19<sup>th</sup> – Lacey  
26<sup>th</sup> – Cancelled

### October 2022:

3<sup>rd</sup> – Bowens  
10<sup>th</sup> – Cancelled  
17<sup>th</sup> – Bowens  
24<sup>th</sup> – Bowens  
31<sup>st</sup> – Cancelled

### November 2022:

7<sup>th</sup> – Cancelled  
14<sup>th</sup> – Montgomery  
21<sup>st</sup> – Montgomery  
28<sup>th</sup> – Cancelled

### December 2022:

5<sup>th</sup> – TBD  
12<sup>th</sup> – TBD  
19<sup>th</sup> – Cancelled  
26<sup>th</sup> – Cancelled

### January 2023:

2<sup>nd</sup> – TBD  
9<sup>th</sup> – TBD  
16<sup>th</sup> – TBD  
23<sup>rd</sup> – TBD  
30<sup>th</sup> – TBD

### February 2023:

6<sup>th</sup> – TBD  
13<sup>th</sup> – TBD  
20<sup>th</sup> – TBD  
27<sup>th</sup> – TBD

### March 2023:

6<sup>th</sup> – TBD  
13<sup>th</sup> – TBD  
20<sup>th</sup> – TBD  
27<sup>th</sup> – TBD

### April 2023:

3<sup>rd</sup> – TBD  
10<sup>th</sup> – TBD  
17<sup>th</sup> – TBD  
24<sup>th</sup> – TBD

### May 2023:

1<sup>st</sup> – TBD  
8<sup>th</sup> – TBD  
15<sup>th</sup> – TBD  
22<sup>nd</sup> – TBD  
29<sup>th</sup> – TBD

### June 2023:

5<sup>th</sup> – TBD  
12<sup>th</sup> – TBD  
19<sup>th</sup> – TBD  
26<sup>th</sup> – TBD

## 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:

- Meeting Canceled

September 2022

- Presentation from the Pasadena Police Department about the impact of community policing on women – Acting Commander Marcia Taglioretti, Public Information Officer and Lieutenant Monica Cuellar.

October 2022

- City of Pasadena Homelessness Plan Listening Session – Jennifer O'Reilly-Jones (Homeless Programs Coordinator, Housing Department) and Anna Jacobsen (Consultant, CityWise)

November 2022

- (Tentative) Presentation about maternal and child health – Pasadena Public Health Department

December 2022

- TBD

January 2023

- TBD

February 2023

- TBD

March 2023

- TBD

April 2023

- TBD

May 2023

- TBD

June 2023 - Annual Meeting

(Updated July 20, 2022)