



PARKS, RECREATION AND COMMUNITY SERVICES DEPARTMENT

September 1, 2023

TO: City Council

FROM: Commission on the Status of Women

SUBJECT: Annual Report – July 2022 through June 2023 and Work Plan for Fiscal Year 2023-2024

Recommendation:

This report is submitted for information purposes only.

Attached are the following:

- Report of Accomplishments for July 6, 2022, through May 31, 2023
- Report of Commission Attendance for July 6, 2022, through June 7, 2023
- Work Plan for July 5, 2023, through June 5, 2024

The attached documents were reviewed and approved by the Commission on the Status of Women at our special meeting on May 31, 2023, and regular meeting on July 5, 2023.

Respectfully submitted,

Charlotte Lacey, Chair
Commission on the Status of Women

**City of Pasadena Commission on the Status of Women
Report of Accomplishments: 07/06/2022 – 05/31/2023**

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 Ad Hoc Committees:

Ad Hoc Committee re: Objective #1 – Advise City Council

Ad Hoc Committee re: Objective #2 – Promote Survival Guide

Ad Hoc Committee re: Objective #3 – Celebrate Women and Girls

Ad Hoc Committee re: Objective #4 – Outreach, Awareness, and Collaboration with the Pasadena Community

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.

Ad Hoc Committee re: Objective #1 – Advise City Council

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

Action Items:

- **Completed** - 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.
- **Completed** - 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.
- **Completed** - 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.
- **Completed** - Advise City Council of the need to pass an ordinance supporting the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW).
- **Ongoing** - Request information about the percentage of women who work for the City of Pasadena and their median salary. (*Recommendation #3a*)
- **Ongoing** - 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*)
- **Ongoing** - 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*)
- **Ongoing** - Advise City Council of the need for City departments to establish criteria for recognizing women leaders at every level within the departments. (*Recommendation #4*)
- **Ongoing** - 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)
- The Commission heard a presentation regarding the Convention on the Elimination of all forms of Discrimination Against Women (CEDAW) from Nancy Bremeau and learned how the Commission can recommend the City Council adopt a CEDAW ordinance.

August 2022:

- Meeting cancelled

September 2022:

- The ad hoc committee met and discussed making an oral presentation to the City Council about the 2021 Report on the Status Women in Pasadena. The Commission suggested that the presenters include the Commissioners that worked on the report along with the consultant from Mt. Saint Mary's. Staff (Bell) will follow up to determine the process and timeline for the City Council presentation and provide the information to the Commission at the October meeting.
- Commissioner Morgan-Sandoz virtually attended the City Council meetings in July. She informed the Commission about two agenda items from the meetings that the Commission may want to follow: 1) Early Child Development and Early Learning Task Force Report and 2) the ordinance to allow affordable housing on religious facility sites.
- Commissioner Morgan-Sandoz proposed that the Commission submit a letter of support for the work of the Early Child Development and Early Learning Task Force. Chair Lacey requested that Commissioner Morgan-Sandoz draft the letter and submit it for review and approval at the next Commission meeting.

October 2022:

- The Commission participated in a Listening Session with Diana Trejo, (Homeless Programs Coordinator, Housing Department) and Anna Jacobsen, (Consultant, CityWise) as part of the development of the Homelessness Plan for the City of Pasadena.
- The Commission reviewed the hot topics and discussed and identified potential resources for future presentations, including Department of Housing (affordable housing, Pasadena 100 (environment), Pasadena Public Health (maternal and child health).
- Commissioner Morgan-Sandoz submitted a draft of the letter of support for the work of the Early Child Development and Early Learning Task Force to Staff (Bell) for review.

November 2022:

- Staff (Bell) reported that the Commission has been approved to present the *2021 Report on the Status of Women in Pasadena* to the Legislative Policy Committee. An update will be provided at the December meeting regarding the proposed presentation date.
- The Commission heard a presentation from the Department of Housing regarding the Section 8 and affordable housing programs in Pasadena from Anne Lansing, (Housing Assistance Officer) and Jim Wong (Senior Project Manager).
- The Commission approved the letter of support from the Commission for the work of the Early Child Development and Early Learning Task Force.
- The Commission discussed the presentation from Pasadena 100 regarding the environment scheduled for the December meeting. Commissioner Montgomery will follow up with the presenter.
- Chair Lacey is scheduled to meet with new District 7 Councilmember Jason Lyons in December to provide an update on the work plan of the Commission.

December 2022:

- Chair Lacey informed the Commission that she virtually attended the City Council meeting on December 5 and provided an overview of the information discussed at the meeting.
- Staff Bell provided an update regarding the presentation of the *2021 Report on the Status of Women in Pasadena* to the Legislative Policy Committee and stated the presentation date has not been scheduled by the Committee. Commissioner Morgan-Sandoz asked Staff (Bell) to request two possible dates for the presentation to ensure availability of the presenters from the Commission and Mt. St. Mary's University.

January 2023:

- Commissioners volunteered to attend City Council meetings from January – June 2023. Chair Lacey reminded the Commission of the purpose for attending City Council meetings and the importance of informing the Commission of matters relevant to the work of the Commission.
- Vice Chair Rodriguez recommended the Commission send a letter to City Council in support of the work of Pasadena 100. Vice Chair Rodriguez agreed to draft the letter and submit it to Chair Lacey prior to the Commission meeting scheduled for February 1.
- Staff (Bell) stated the Legislative Policy Committee requested the Commission request dates in either February or March for the presentation of the *2021 Report on the Status of Women in Pasadena*, and she will submit the request to the staff of the Committee. Commissioner Morgan-Sandoz will contact Mount Saint Mary's University to request their availability.

February 2023:

- Commissioner Montgomery stated she attended the City Council meeting on Monday, January 30 and reported the Council agenda included the approval of several environmental-related contracts and resolutions.

March 2023:

- Commissioner Morgan Sandoz reported she virtually attended the City Council meetings on Monday, February 6, and Monday, February 27, and stated the meetings offer a good perspective about issues within the City and the ways the City Council is addressing the issues.
- Commissioner Morgan Sandoz stated she contacted Mount St. Mary's University about the presentation of the *2021 Report on the Status of Women in Pasadena* to the Legislative Policy Committee. She has not yet received a reply and will follow up to confirm their availability to attend the meeting in either March or April 2023.

April 2023:

- Meeting cancelled

May 2023:

- The ad hoc committee deemed the following action items complete for FY 2022-2023:
 - 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).
- The ad hoc committee determined the following action items are ongoing:
 - 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)
- Chair Lacey reported she met with Councilmember Jason Lyons on Tuesday May 2 to discuss the Commission vacancies and provide an update on the work of the Commission.
- Chair Lacey reported the presentation of the *2021 Report on the Status of Women in Pasadena* is on the agenda for the Legislative Policy Committee meeting scheduled for Tuesday, June 6. She requested the ad hoc committee follow up with the staff from Mount St. Mary’s University to confirm their availability to attend the meeting.

Status: Completed

Ad Hoc Committee re: Objective #2 – Promote Survival Guide

Commissioner: Harrington Roggero, Thompson

Action Items:

- **Completed** - 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.
- **Completed** - 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:

- Meeting cancelled

September 2022:

- The ad hoc committee will meet to discuss the action items and provide an update at the October meeting.

October 2022:

- No update provided

November 2022:

- No update provided

December 2022:

- Chair Lacey asked the Commission for a volunteer to serve on the ad hoc committee to assist Commissioner Harrington Roggero with the action items.

January 2023:

- Chair Lacey requested feedback from the Commission on the status of the action items to determine the feasibility of completion by June 2023.
- Commissioner Harrington Roggero will follow up with former Commissioner Bowens to get information regarding the QR code for the Survival Guide postcards and work with Staff (Bell) on including the "Survival Guide at a Glance" on the Commission webpage. The ad hoc committee will work on obtaining additional marketing materials and implementing marketing strategies for distribution of the Survival Guide.

- Staff (Bell) suggested the Black History Parade and Festival on Saturday, February 18 is a good opportunity for the Commission to distribute the Survival Guide and postcards to the community. Staff (Bell) will provide information about tabling at the event to Chair Lacey for discussion at the February 1 meeting.

February 2023:

- Commissioner Harrington Roggero reported she received the information about the QR code for the Survival Guide from Commissioner Bowens and requested feedback from the Commission regarding ideas for marketing and distributing the Survival Guide.
- Chair Lacey appointed Commissioner Thompson to the Promote Survival Guide ad hoc committee.

March 2023:

- Commissioner Thompson reported the ad hoc committee met and developed a draft of the Survival Guide postcard in English and Spanish including the QR code. The draft postcard will be sent to Staff (Bell) for review and presented to the Commission for approval at the meeting on Wednesday, April 5.
- Commissioner Thompson reported that she and Chair Lacey staffed the commission table at the Black History Month Festival on Saturday, February 18, and distributed the Survival Guide.

April 2023:

- Meeting cancelled

May 2023:

- The ad hoc committee deemed the following action items complete for FY 2022-2023:
 - 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 and request the postcards be funded by the Parks, Recreation and Community Services Department.
- Commissioner Thompson reported she will send a draft of the Survival Guide postcard to Staff (Mendez) for approval so the Commission can approve the document at their meeting scheduled for Tuesday, May 31.

Status: Completed

Ad Hoc Committee re: Objective #3 – Celebrate Women and Girls

Commissioners: Lacey (Lead), Rodriguez, Harrington Roggero

Action Items:

- **Ongoing** - Celebrate Women's History Month with community events that engage diverse attendees, including:
 - **Discontinued** - Organizing Herstory 2023, including requesting in-kind donations from the community and support from the Parks, Recreation and Community Services Department as needed.
 - **Completed** - Requesting the Mayor and City Council issue a proclamation declaring March as Women's History Month.
 - **Ongoing** - Encourage more women to run for elected office at the local level by inviting speakers to address the topic during Herstory 2023. (*Recommendation #5*)
- **Ongoing** - 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:

- Meeting cancelled

September 2022:

- Chair Lacey proposed holding this year's event at All Saints Church with a tentative date of Wednesday March 8, 2023
- Chair Lacey asked the Commission for suggestions for the format and topics for the event. The Commission offered the following suggestions:
 - Mini panel or keynote speaker with the topic of women in historically male dominated professions (lawyers, doctors, veterinarians, police, politicians).
 - Offer extra school or volunteer credit for young women/girls to attend. Collaborate with the Delta Sigma Theta organization to assist with including young women/girls in the event, i.e., potential panel speakers and as attendees.

- Recognize former Commissioners and Commission staff at the event.
- Suggested recognizing retired Interim Police Chief Cheryl Moody at the event. Also suggested as a potential keynote speaker for the event.
- The ad hoc will meet to work out details and submit the event proposal to staff by October.

October 2022:

- The ad hoc committee reported that the HerStory event is scheduled for Wednesday March 8 at All Saints Church. The event will be in person and the committee submitted the initial event proposal to Staff (Bell) for review and approval.
- The Commission discussed and offered suggestions for potential panelists for the event:
 - Congresswoman Judy Chu, 27th District
 - Pasadena Police Lieutenant, Marcia Taglioretti and Lieutenant, Monica Cueller
 - Dr. Juanita Watts (Kaiser Permanente Hospital - Women’s Health Committee)
 - Pasadena Fire Department staff
 - Dr. Lucy Jones (also as a possible panel moderator)
 - Representative from the League of Women Voters
- Commissioner Morgan-Sandoz recommended that the ad hoc committee contact the community partners from the 2022 event for their input on planning the event.

November 2022:

- No update provided

December 2022:

- Chair Lacey stated that the ad hoc committee was actively contacting potential panelists for the HerStory event and announced that Laura Farber, past President of the Tournament of Roses, has been confirmed as a speaker.

January 2023:

- Chair Lacey proposed postponing the HerStory event from the March 23 to a future date in June due to a lack of confirmed speakers.
- The Commission discussed other ideas for the Commission to recognize Women’s History Month, including:
 - Create a social event, called HerStory Celebrating Women.
 - Attend one of the Coffee Connect activities for Older Adults in March at the Jackie Robinson Community Center (JRCC).
 - Create a Women’s History Month bulletin board at JRCC.
 - Partner with the Octavia Book Shop, a new woman owned, independent bookstore in Pasadena for an event or service project.

- Commissioner Morgan Sandoz stated the importance of having an event or activity during Women’s History Month in March and keeping the HerStory event name for continuity. February 2023:
- Chair Lacey provided information about the Mount St. Mary’s University Report on the Status of Women and Girls in California event “Advancing Equity, Leading with Meaning and Purpose” on Wednesday, March 22, 2023, 9:00 A.M – Noon, at the Skirball Cultural Center, Los Angeles. Chair Lacey requested the Commission contact her for more information if they are interested in attending the event.
- Chair Lacey reported Vice Mayor Felicia Williams is planning two events in March to recognize Women’s History Month and stated the Commission has the opportunity to become a co-sponsor, in name only, for one of the events.
 - Chair Lacey requested consideration of the following motion:

The Commission has requested to co-sponsor, in name only, a women’s self-defense class hosted by Vice Mayor Felicia Williams, date and location to be determined.

After discussion, it was moved (Harrington Roggero) and seconded (Montgomery) to approve the motion as stated. (Motion unanimously carried)

In Favor: Lacey, Montgomery, Thompson, Harrington Roggero
Absent: Rodriguez, Morgan-Sandoz

March 2023:

- Chair Lacey reported that Vice Chair Rodriguez, Staff (Bell), and herself attended the City Council meeting on Monday, February 27 to accept the Proclamation declaring March as Women’s History Month.
- Chair Lacey announced the Women’s Self-Defense Class hosted by Vice Mayor Felicia Williams is on Saturday, March 18, from 9:00 – 11:00 A.M. at McDonald Park. She stated Vice Mayor Williams has requested volunteers to assist with the event and encouraged the Commission to invite family, friends, and co-workers. The event flyer will be sent to the Commission with more information.
- Chair Lacey announced she received two complimentary tickets for the Mount St. Mary’s University Report on the Status of Women and Girls in California event “Advancing Equity, Leading with Meaning and Purpose” on Wednesday, March 22, 2023, 9:00 A.M – Noon, at the Skirball Cultural Center, Los Angeles and requested the Commission contact her if they are available to attend the event.

April 2023:

- Meeting cancelled

May 2023:

- The ad hoc committee deemed the following action items complete for FY 2022-2023:
 - Requesting the Mayor and City Council issue a proclamation declaring March as Women’s History Month.
- The ad hoc committee deemed the following action items be discontinued for FY 2022-2023:
 - Organizing Herstory 2023, including requesting in-kind donations from the community and support from the Parks, Recreation, and Community Services Department as needed.
- The ad hoc committee deemed the following action items are ongoing:
 - Celebrate Women’s History Month with community events that engage diverse attendees, including:
 - 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.

Status: Completed

Ad Hoc Committee re: Objective #4 – Outreach, Awareness, and Collaboration with the Pasadena Community

Commissioners: Harrington Roggero (Lead), Morgan-Sandoz

Action Items:

- **Completed** - 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.
- **Completed** - 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.
- **Completed** - 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.
- **Ongoing** - 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:

- Meeting cancelled

September 2022:

- The ad hoc committee requested that the Commission discuss the following Action Item at the Commission meeting on October 5 to provide more direction for the ad hoc committee: *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.*
- Chair Lacey announced that the Pasadena Chamber of Commerce will be hosting a Business and Economic Summit on October 13 at the University Club that will include information about equitable access in the local business community. More information can be found on the Chamber of Commerce website.

- The ad hoc committee will follow up to confirm if there is a fee for the Commission to table at the YWCA Racial Justice Breakfast on October 11 and provide the information at the next Commission meeting.

October 2022:

- Staff (Bell) reported the request to present to the City Council regarding the *2021 Report on the Status of Women in Pasadena* has been submitted to the City Clerk. An update will be provided at the November meeting.
- The Commission discussed the action items for the objective and recommended that the ad hoc committee contact a local Human Resource Association about a presentation regarding the issue of equitable access for women in hiring and promotional opportunities.

November 2022:

- Commissioner Harrington Roggero attended the YWCA Racial Justice Breakfast on October 11 and commented that the event was well attended. She also reported that she confirmed the availability of the Mt. St. Mary's University staff to assist with the presentation of the *2021 Report on the Status of Women in Pasadena* when scheduled.
- Staff (Bell) reported that the Commission has been approved to present the *2021 Report on the Status of Women in Pasadena* to the Legislative Policy Committee. An update will be provided at the December meeting regarding the proposed presentation date.

December 2022:

- Commissioner Morgan-Sandoz requested Staff (Bell) contact the Mayor's office regarding the proclamations that acknowledge Sexual Assault Awareness and Prevention Month and Denim Day.

January 2023:

- Staff (Bell) reported the City Council will make proclamations recognizing Women's History Month at the February 27 meeting and Sexual Assault Awareness and Prevention Month and Denim Day at the April 24 meeting.
- Chair Lacey and Staff (Bell) will attend the meetings to speak on behalf of the Commission and accept the proclamations.
- Staff (Bell) stated the Legislative Policy Committee requested the Commission request dates in either February or March for the presentation of the *2021 Report on the Status of Women in Pasadena*, and she will submit the request to the staff of the Committee. Commissioner Morgan-Sandoz will contact Mount Saint Mary's University to request their availability.

February 2023:

- Staff (Bell) informed the Commission that the Legislative Policy Committee meetings are scheduled for the 4th Tuesday of the month. She requested the Commission contact her as soon as possible to confirm their availability to attend an upcoming meeting for the Committee to present the *2021 Report on the Status of Women in Pasadena* and she will request the item be placed on the Committees' agenda.
- Commissioner Harrington Roggero reported the ad hoc committee will work on a strategy to provide the data from the *2021 Report on the Status of Women in Pasadena* to identified stakeholders and community partners.
- The Commission discussed ideas to bring additional awareness to Denim Day in Pasadena and volunteered to contact local organizations including Peace Over Violence, Glendale-Pasadena YWCA, and Planned Parenthood, to identify possible opportunities for collaboration.

March 2023:

- The ad hoc committee reported they contacted Planned Parenthood, Glendale-Pasadena YWCA, and Peace Over Violence to inquire about activities and events they have planned for Denim Day in Pasadena. They reported the organizations did not have any events or activities scheduled at this time.
- Staff (Bell) informed the Commission they are scheduled to receive the proclamations recognizing Sexual Assault Awareness and Prevention Month and Denim Day at the City Council meeting scheduled for Monday, April 24.

April 2023:

- Meeting cancelled

May 2023:

- Chair Lacey reported that Vice Chair Rodriguez, Staff (Bell), and herself attended the City Council meeting on Monday, April 24 to accept the Proclamation declaring April as Sexual Assault Awareness and Prevention Month and Denim Day on Wednesday, April 27, 2023.
- The ad hoc committee deemed the following action items complete for FY 2022-2023:
 - 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 Pasadena-Glendale Racial Justice Breakfast, 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.
- The ad hoc committee deemed the following action item is ongoing for FY 2022-2023:
 - 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*)

Status: Completed

Commissioner Sign-Up To Observe City Council Meetings

July 2022:

4th – Cancelled
11th – Morgan-Sandoz
18th – Morgan-Sandoz
25th – Cancelled

August 2022:

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

September 2022:

5th – Cancelled
12th – Lacey
19th – Lacey
26th – Cancelled

October 2022:

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

November 2022:

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

December 2022:

5th – Lacey
12th – Lacey
19th – Cancelled
26th – Cancelled

January 2023:

2nd – Cancelled
9th – Rodriguez
16th – Cancelled
23rd – Rodriguez
30th – Rodriguez

February 2023:

6th – Morgan - Sandoz
13th – Cancelled
20th – Cancelled
27th – Morgan - Sandoz

March 2023:

6th – Lacey
13th – Lacey
20th – Lacey
27th – Lacey

April 2023:

3rd – Montgomery
10th – Cancelled
17th – Montgomery
24th – Montgomery

May 2023:

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

June 2023:

5th – Harrington Roggero
12th – Harrington Roggero
19th – Cancelled
26th – Cancelled

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

To be scheduled:

- Presentation regarding Domestic and Family Violence – Presenter TBD (Harrington Roggero)

July 2022:

- Presentation regarding the Convention on the Elimination of all forms of Discrimination Against Women (CEDAW) - Nancy Bremeau, (ACCW Board Secretary)

August 2022:

- Meeting cancelled

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 – Diana Trejo, (Homeless Programs Coordinator, Housing Department) and Anna Jacobsen, (Consultant, CityWise)

November 2022

- Presentation from the City of Pasadena Department of Housing - Anne Lansing, (Housing Assistance Officer) and Jim Wong, (Senior Project Manager)

December 2022

- No presentation

January 2023

- Presentation from Pasadena 100 regarding environmental issues affecting women – Cynthia Cannady, (Chair, Pasadena 100)

February 2023

- Presentation from Department of Housing regarding the Homelessness Plan Update: Draft Goals and Strategies – Jennifer O'Reilly Jones, (Homeless Programs Coordinator) and Anna Jacobsen, (Consultant, CityWise)

March 2023

- Presentation from the Public Health Department regarding maternal and child health – Stella Clingmon, (Program Coordinator, Public Health Department)

April 2023

- Meeting cancelled

May 2023

- Presentation from CAST LA (Coalition to Abolish Slavery and Trafficking, Los Angeles) regarding human trafficking and its impact on women – Amy Nguyen, (Director of Empowerment)

May 31, 2023 - Annual Meeting

(updated May 31, 2023)

City of Pasadena Commission on the Status of Women Meeting Attendance Record for FY 2022-2023

COMMISSION ON THE STATUS OF WOMEN MEETING ATTENDANCE RECORD July 2022 - June 2023																
MEMBERS	07/06/22 REGULAR	08/03/22 REGULAR	09/07/22 REGULAR	10/05/22 REGULAR	11/02/22 REGULAR	12/07/22 REGULAR	01/04/23 REGULAR	02/01/23 REGULAR	03/01/23 REGULAR	04/05/23 REGULAR	05/03/23 REGULAR	05/31/23 SPECIAL	06/07/23 REGULAR	TOTAL MEETINGS ATTENDED	ATTENDANCE RECORD PERCENTAGE	
CHARLOTTE LACEY (District 7)	P	NQ	P	P	P	P	P	P	P	NQ	P	P	XX	10	100.00%	
VANESSA RODRIGUEZ (District 5)	P	NQ	P	P	P	P	P	A	P	NQ	P	P	XX	9	90.00%	
BEVERLEY MORGAN-SANDOZ (District 1)	P	NQ	P	P	P	P	P	A	P	NQ	A	A	XX	7	70.00%	
LORRAINE MONTGOMERY (District 2)	P	NQ	A	P	P	P	P	P	P	NQ	P	P	XX	9	90.00%	
VALINDA BOWENS (District 3)	P	NQ	P	A	A	/	/	/	/	/	/	/	/	2	50.00%	
JILL THOMPSON (District 3)	/	/	/	/	/	/	/	P	P	NQ	P	A	XX	3	75.00%	
SANDRA LINDOERFER (District 4)	U	NQ	/	/	/	/	/	/	/	/	/	/	/	0	0.00%	
MARY URTECHO-GARCIA (District 4)	/	/	/	/	/	/	/	/	/	/	P	P	XX	2	100.00%	
MAURA HARRINGTON ROGGERO (District 6)	P	NQ	P	P	P	A	P	P	A	NQ	A	P	XX	7	70.00%	
VACANT (Mayor)	/	/	/	/	/	/	/	/	/	/	/	/	/	0	0.00%	
VACANT (At Large)	/	/	/	/	/	/	/	/	/	/	/	/	/	0	0.00%	

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

Total Meetings Held	10
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City of Pasadena Commission on the Status of Women
Work Plan: 07/05/2023 – 06/05/2024

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 2023-2024 Ad Hoc Committees:

Ad Hoc Committee re: Objective #1: Advise City Council

Ad Hoc Committee re: Objective #2: Empower Women

Ad Hoc Committee re: Objective #3: Empower Girls

Ad Hoc Committee re: Objective #1 – Advise City Council

Objective Purpose: Advise City Council on public policy supporting women's issues

Commissioners: Harrington Roggero (lead), Rodriquez, Lacey

Action Items:

- Drive awareness about women's issues using data points via social media.
- Develop content calendar with input from the City Public Information Officer.
- Sponsor citywide Women's History Month events in conjunction with City Council, i.e., movies in the park, yoga in the park, shop women owned businesses.
- Monitor City Council meetings for agenda items relevant to the work of the Commission by reviewing the agendas for upcoming meetings, reading the meeting minutes, attending the scheduled meetings, or listening to the meeting recordings.

Work Plan Updates:

July 2023:

- The Commission added the following action item:
 - Monitor City Council meetings for agenda items relevant to the work of the Commission by reviewing the agendas for upcoming meetings, reading the meeting minutes, attending the scheduled meetings, or listening to the meeting recordings.
- The Commissioners signed up to monitor the scheduled City Council meetings from July – September 2023.

August 2023:

- Commissioner Harrington Roggero reported on the City Council meetings held on Monday, July 10 and Monday, July 17 and provided an update on items that pertained to the work of the Commission.
- Commissioner Allen reported she attended a breakfast on Saturday, July 29 for District 2 commissioners.
- The ad hoc committee recommended the following action item be moved to Objective #2:
 - Sponsor citywide Women's History Month events in conjunction with City Council, i.e., movies in the park, yoga in the park, shop women owned businesses.
- The ad hoc committee recommended the Commission receive a presentation from the City of Pasadena Public Information Officer to provide information on how the Commission can utilize social media to increase awareness of women's issues.

- The Commissioners signed up to monitor the City Council meetings from October 2023 – January 2024.

Status:

Ad Hoc Committee re: Objective #2 – Empower Women

Objective Purpose: Provide opportunities for women's empowerment

Commissioners: Lacey (lead), Allen, Harrington Roggero

Action Items:

- Invite third party subject matter experts to educate the Commission and community members on current events affecting women.
- Develop and manage annual Herstory event, save the date March 7, 2024.

Work Plan Updates:

July 2023:

- No update provided

August 2023:

- Chair Lacey reported that Sweetland Hall at All Saints Church is reserved for Thursday, March 7, 2024, from 6:00 – 8:00 P.M. for the Herstory 2024 event.
- The Commission discussed Herstory 2024 and suggested the following potential themes for the event:
 - Women in Politics including the barriers to running for office
 - How women can engage in the political process
 - Women in traditional male dominated professions such as technology, law, medicine, and politics
 - Women in STEM
 - Day of sharing Herstory creatively for adults, teens, and children
- Chair Lacey appointed Commissioners Allen and Harrington Roggero to the Empower Women ad hoc committee.

Status:

Ad Hoc Committee re: Objective #3 – Empower Girls

Objective Purpose: Offer support to help girl's achieve success

Commissioners: Urtecho-Garcia (lead), Dhanifu, Lacey

Action Items:

- Partner with local organizations to host professional skills workshops.
- Identify citywide young women focused programs to partner with and promote meaningful opportunities for growth.
- Reimagine the Survival Guide with the intentional engagement of young women and girls.
- **Discontinued** - Develop a brief survey to gauge the utilization of the Survival Guide and provide updates and comments.

Work Plan Updates:

July 2023:

- Commissioner Harrington Roggero appointed Commissioner Allen to the Empower Girls ad hoc committee.
- The Commission added the following action items:
 - Reimagine the Survival Guide with the intentional engagement of young women and girls.
 - Develop a brief survey to gauge the utilization of the Survival Guide and provide updates and comments.

August 2023:

- Commissioner Urtecho-Garcia reported the ad hoc committee identified Pasadena Unified School District (PUSD) and the La Pintoresca Teen Education Center (LPTEC) as potential community partners to host workshops for teen girls.
- The Commission determined the following action item should be discontinued:
 - Develop a brief survey to gauge the utilization of the Survival Guide and provide updates and comments.
- Chair Lacey removed Commissioner Allen, at her request, from the Empower Girls ad hoc committee.
- Chair Lacey appointed Commissioner Dhanifu to the Empower Girls ad hoc committee.

Status:

Commissioner Sign-Up to Observe City Council Meetings

July 2023:

3rd – Cancelled
10th – Harrington Roggero
17th – Harrington Roggero
24th – Cancelled
31st – Harrington Roggero

August 2023:

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

September 2023:

4th – Cancelled
11th – Urtecho-Garcia
18th – Urtecho-Garcia
25th – Cancelled

October 2023:

2nd –
9th – Cancelled
16th –
23rd – Dhanifu
30th – Dhanifu

November 2023:

6th – Thompson
13th – Thompson
20th – Thompson
27th – Cancelled

December 2023:

4th – Rodriguez
11th – Rodriguez
18th – Cancelled
25th – Cancelled

January 2024:

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

February 2024:

5th –
12th –
19th –
26th –

March 2024:

4th –
11th –
18th –
25th –

April 2024:

1st –
8th –
15th –
22nd –
29th –

May 2024:

6th –
13th –
20th –
27th –
29th –

June 2024:

3rd –
10th –
17th –
24th –

Commission on the Status of Women
Presentation Calendar FY 2023-2024

To be scheduled:

July 2023:

- No presentation

August 2023:

- No presentation

September 2023

- Presentation from Lisa Derderian, Public Information Officer, City of Pasadena regarding how the Commission can utilize social media to increase awareness of women's issues.

October 2023

- (tentative) Presentation regarding Domestic and Family Violence – Presenter TBD (Lacey)

November 2023

-

December 2023

-

January 2024

-

February 2024

-

March 2024

-

April 2024

-

May 2024

-

June 2024 - Annual Meeting

(updated August 2, 2023)