

**City of Pasadena Commission on the Status of Women
Work Plan: 07/01/2021 – 06/30/2022**

Mission:

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

The commission shall:

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

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

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

August 2021:

- The Commission received a presentation about the Digital Divide from Norma Fernandez, CEO of Everyone On.
- Commissioner Lindoerfer attended the City Council meetings in July and recommended that Commissioners provide feedback about the City's redistricting process through the online feedback form.
- 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.

September 2021:

October 2021:

November 2021:

December 2021:

January 2022:

February 2022:

March 2022:

April 2022:

May 2022:

June 2022:

Status:

Objective #2 – Survival Guide

Commissioners: Bowens, Harrington, Morgan-Sandoz

Action Items:

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

Work Plan Updates:

July 2021:

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

August 2021:

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

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May 2022:

June 2022:

Status:

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 responsible Commissioner: Morgan-Sandoz
- Engage young girls involved in organizations such as Delta Sigma Theta Sorority’s Young African American Women’s Conference and the Alpha Kappa Alpha Sorority Scholar’s Chat program at John Muir High School by offering them opportunities to give back to the community through assisting with Commission activities such as Herstory and the Survival Guide.
- Collaborate with the PRCS Department and other Commissions to mentor members of the Pasadena Youth Council, including providing opportunities to give back to the community by assisting with events such as Herstory and giving input on issues related to young women.
 - Pasadena Youth Council ad hoc committee: Bowens, Lindoerfer
- Improve the quality of life for women and young girls by engaging in opportunities to stimulate discussion on the status of women of all ages and young girls, including attending and tabling at such events as the YWCA Racial Justice Breakfast, the Southern California Women’s Health Conference, and League of Women Voters activities.
Cost: \$1,000
- Collaborate with Mount Saint Mary’s University to update the 2015 Report on the Status of Women in Pasadena and develop a plan for disseminating the report once completed. (Rodriguez)

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

Work Plan Updates:

July 2021:

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

August 2021:

- The Commission received and reviewed the first draft of the 2021 Report on the Status of Women. The ad hoc committee reported on comments about the draft that they plan to share with Mount Saint Mary's University.
- Commissioner Lindoerfer reported that the October 2021 ArtNight program is finalized, but 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.
- The Plaque ad hoc committee reviewed the City's monument policy and identified questions the Commission will need to discuss before moving forward with a recommendation regarding plaques.

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Status:

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 the 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.

September 2021:

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November 2021:

December 2021:

January 2022:

February 2022:

March 2022:

April 2022:

May 2022:

June 2022:

Status:

CSW Work Plan FY 2021-2022. Approved July 7, 2021.