

**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

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.

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)

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 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 Parliamentarian Harrington Roggero and Commissioner Bowens to the Promote Survival Guide ad hoc committee.

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 Parliamentarian Harrington Roggero to the Celebrate Women and Girls ad hoc committee.

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

Status:

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 – Lindoerfer
12th – Lindoerfer
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