



COSW 2023-24 Update
Alameda County Workforce Development Board
March 14, 2023
Nina Senn, Chair, COSW, Conference of Mayors



Agenda

- Introductions & Background
- Priority For FY 2023-24
- Our Asks
- Next Steps
- Appendices: CEDAW and CA Admin Code



About the Commission

Our Mission

The Alameda County Commission on the Status of Women was created in 1975 to help eliminate discrimination and prejudice against women in areas such as housing, employment, health services, childcare, education, transportation, credit, legal rights, and community services.

Supporting CEDAW

This is almost the same human rights statement language used by the United Nations when they established the Committee on the Elimination of Discrimination against Women (CEDAW) in the 1990s. Several CA commissions (including ours!) are supporting the #CEDAWChallenge and are looking to adopt our local ordinance to advance gender equality.



Commissioners (Representative)

Current roster:

- Nina Senn, Chair, Mayor’s Conference
- Orly Amey, Vice Chair, District 1 *
- Kathryn Lybarger , Treasurer, District 5
- Shanta Franco-Clausen, Member-Large, District 2
- Guadalupe Angulo, District 2
- Khilynn Fowler, District 3
- Patricia M. Castro, District 3
- Carlotta Brown, District 4
- Susan Burgess-Lent , District 5

Total Vacancies: 8 out of 17 seats

District 1	2*
District 2	1
District 3	1
District 4	2*
District 5	1
Human Relations Commission	1

(*Shift from District 1 to District 4 requested.)



CEDAW: Primary Priority For FY 2023-24

- Partner with the Board of Supervisors and staff to pass CEDAW ordinance at the county level
 - Collaboration with Supervisor Lena Tam's staff
 - CEDAW Board Memo
 - Update provided by LA County
- COSW-produced Video via CA State Commission Grant

<https://vimeo.com/856591757/d67f5910ed>



Our Asks

- Women's Hall of Fame nominations and sponsorships – May 4 luncheon
- 1-2 Hot Topics from Workforce Development, e.g., Leg Breakfast, lingering impact from COVID, wages
- COSW Vacancies – Need Representation
- Support, pass and begin implementation of an AC CEDAW ordinance
 - See Board Memo prepared by Supervisor Tam's staff
- More consistent and timely support
 - Budget request to for two FTEs for COSW:
 - Management Analyst and Clerk II
 - Compare SF (\$20M+), LA (\$1.7M+ and 3 F/T staff), Santa Clara (\$3M+) Budgets
 - Source: General Fund
 - Rationale: Prioritize and Preventative, e.g, reduces liability



What's Next?

- BOS 1st Reading of CEDAW Ordinance
- Women's History Month (March 8, 2024) – “Inspire Inclusion”
- Women's Hall of Fame Luncheon – May 4, 2024
- Leg Breakfast (TBD)



The Commission meets the second Wednesday of each month from 6:30 p.m. to 8:30 p.m.

Regular and Committee Meeting information: <https://www.alamedacountysocialservices.org/about-us/Government-and-Community-Relations/offices/office-public-affairs/commission-status-of-women>

Thank you for all that you do for women and girls in Alameda County!



Community Engagement - Social Media

Facebook:

Alameda County Commission on the Status of Women

Twitter:

@AlamedaCoCOSW

Instagram:

@ACCOSW

LinkedIn:

Alameda County Commission on the Status of Women

TikTok:

@AlamedaCoCOSW



Appendices – CEDAW and CA Admin Code

- Impact on Women, Girls, and Non-Binary People
- Update: CEDAW Adoption In California
- 3 CEDAW Requirements
- Examples of CEDAW Implementation
- CA Administrative Code References



COVID-19 Pandemic Impact on Women, Girls, and Non-Binary People

COVID-19 exacerbated the systemic inequities faced by women and girls in our county, and data collection and recovery response must reflect that.

We will continue to work with community based organizations that serve women to identify data gaps and advise the BOS on how women were and continue to be affected. We have centered and will continue to center their narratives, systemic narratives and other story-telling from frontline communities to inform our County's recovery.

Last year's efforts culminated with a community-focused event to share the final report with Alameda County leaders and coalition partners, and to create momentum around CEDAW. Our storytelling was intended to be included in the State Commission of the Status of Women and Girls' California Blueprint for Recovery – a set of clear recovery recommendations to the Governor and the Legislature.



Update: CEDAW Adoption In California

San Francisco was the first city in the US to adopt an ordinance in 1998 reflecting the principles of CEDAW to improve the lives of women and girls. Since its adoption, San Francisco has developed new initiatives on domestic violence homicide, human trafficking, family friendly workplaces, and expanded language access for responders to domestic violence.

Los Angeles was next to adopt a CEDAW ordinance in 2003. Mayor Eric Garcetti made implementation of CEDAW a priority. In 2015, he issued a Gender Equity Directive requiring city departments to collect and analyze data on sex and gender in recruitment, employment, contracting, and city services. The goal was to integrate gender equity into all aspects of city operations.

Both San Diego and Santa Clara Counties passed CEDAW Ordinances in 2022-2023

The AC Conference of Mayors overwhelmingly voted to passed a resolution in June 2023 in support of passing CEDAW ordinances in their respective cities.

The Board of Supervisors took initial steps in support of CEDAW in 2010 by passing a CEDAW Resolution. The Commission plans to work with the AC Supervisors and staff to pass and begin implementation of its own CEDAW Ordinance in Alameda County in 2023-24.



Only 3 Requirements for the Successful Implementation of CEDAW:

1. **Gender-based analysis** report to facilitate the equitable distribution of government resources
2. **Oversight body** of community and government leaders to oversee action plan implementation of programs and policies
3. **Flexible funding** and resource allocation to facilitate implementation and ensure sustainability



Examples of CEDAW Implementation in Action

Example 1: **Institutionalizing the promotion of gender equality in the workplace**

San Francisco launched the Gender Equality Principles initiative to build a more productive workplace, for both women and men.

Example 2: **Institutionalizing the prevention of gender-based violence**

San Francisco's Department on the Status of Women (DOSW) funds non-profit organizations that provide direct services to victims of violence against women including crisis intervention, legal services, case management, traditional housing, and prevention education.



Alameda County, CA Administrative Code

Chapter 2.90 – Status of Women Commission

2.90.100 - Staffing.

The human relations department shall provide staff for the commission.

(Prior admin. code § 5-49.10)

2.90.110 - Duties and powers of commission.

The duty of the commission is to implement throughout the county the policy announced herein. To this end the commission shall among other things:

A.

Advise and assist the board of supervisors in matters relating to the problems of women in the county;

E.

Initiate and enlist the cooperation of various women's organizations, community groups, business organizations and other groups in programs and campaigns devoted to eliminating prejudice and discrimination on the basis of sex;

I.

Make recommendations as to legislation to the board of supervisors and to the various city councils in the county in the area of women's rights;

