



SUMMARY ACTION MINUTES

REGULAR MEETING COMMISSION ON THE STATUS OF WOMEN AND GIRLS

Thursday, September 5, 2024, 1:00 P.M.

County Administration North
First Floor, Multi-Purpose Room
400 West Civic Center Drive, Santa Ana, CA 92701

Katelyn Brazer Aceves, Chair
2nd District Representative

Christine Marick, Vice Chair
4th District Representative

Jennifer Beall
3rd District Representative

Laura Ramos
At Large Representative

Health Care Agency Liaison
James Kim

Maribel Sevilla
1st District Representative

(Vacant)
5th District Representative

Crystal Miles
At Large Representative

Clerk of the Commission
Valerie Sanchez

ATTENDANCE: Commissioners Brazer Aceves, Marick, Miles, Ramos, Sevilla

ABSENT: Commissioner Beall

CALL TO ORDER

The clerk called the meeting to order at 11:08 a.m.

PLEDGE OF ALLEGIANCE

The clerk lead the pledge of allegiance.

ROLL CALL

The clerk called the roll and confirmed quorum.

PRESENTATION

Fourth District Supervisor and Vice Chairman of the Board of Supervisors, Doug Chaffee, provided the opening remarks welcoming the Commissioners and providing some historical background on the prior commission and also provided a best practices and resource guide to assist in the commission start-up.

SUMMARY ACTION MINUTES

ACTION ITEMS

1. Administration of the Oath of Office.

The clerk administered the oath of office to commissioners.

2. Nominate and elect Commission Officers to serve as Chairperson and Vice Chairperson.

On the motion of Commissioner Marick, seconded by Commissioner Ramos, the Commission unanimously nominated and elected Commissioner Brazer Aceves as Chairperson.

On the motion of Commissioner Sevilla, seconded by Commissioner Ramos, the Commission unanimously nominated and elected Commissioner Marick as Vice Chairperson.

3. Approve the OC SWAG Meeting Schedule Calendar for remainder of 2024.

- October 3, 2024, 11:00am
- November 7, 2024, 11:00am
- December 5, 2024, 11:00am

On the motion of Commissioner Miles, seconded by Commissioner Marick, the Commission unanimously approved the OC SWAG meeting schedule calendar for 2024.

DISCUSSION ITEMS

4. Onboarding of Commission Members.

- Commission Bylaws
- County Equal Employment Opportunity and Anti-Harassment Policy and Procedures
- County Code of Ethics
- Ethics Training in compliance with AB1234
- Conflicts of Interest & Form 700
- County Gift Ban Ordinance

The clerk briefly reviewed the provided documents pertaining to requirements Commissioners must follow while serving on the Commission. During discussion, the Chair created a Bylaws Ad Hoc committee to review the bylaws and return at the next meeting with proposed changes.

PUBLIC COMMENTS

None

COMMISSION MEMBERS COMMENTS

Commissioner Brazer-Aceves thanked the Commission for selecting her as Chair and thanked Supervisor Chaffee for his support in bringing the commission back.

SUMMARY ACTION MINUTES

Commissioner Miles discussed plans for how the Bylaws Ad Hoc would meet and return draft changes to the Clerk for placement on the October meeting agenda

ADJOURNMENT

NEXT REGULAR MEETING: October 3, 2024

BEST PRACTICES

Orange County Commission on the Status of Women and Girls

Office of Vice Chairman Doug Chaffee
Supervisor, Fourth District, County of Orange, CA

April 23rd, 2024

If there are any questions on this guide, please contact:
June Dillard – Policy Advisor/Field Representative

Junellen.dillard@ocgov.com

Office: (714) 834-2530

BEST PRACTICES

ORANGE COUNTY COMMISSION ON THE STATUS OF WOMEN AND GIRLS

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ACKNOWLEDGEMENTS

We deeply appreciate the commissioners, former commissioners, and staff of various women's commissions across California for their invaluable contributions to this Best Practices document.

A heartfelt thank you to those from Alameda, Contra Costa, San Diego, San Francisco, Santa Barbara, and Santa Clara Counties, as well as the former Orange County Commission on the Status of Women, for graciously sharing their knowledge and expertise. Their insights, successes, and lessons learned have shaped this document, ensuring its relevance and practicality.

INTRODUCTION AND DISCLAIMER

This Best Practices document summarizes the advice and experiences of commissioners, former commissioners, and staff from esteemed women's commissions across California. It is essential to recognize that your commission's context may differ from others.

Disclaimer: This document is merely for your reference and is not meant to impose strict guidelines or rules. It is vital that you and your fellow commissioners develop the commission using your own judgement and expertise.

GUIDING PRINCIPALS AND OBJECTIVES

MISSION STATEMENT AND VISION STATEMENT

When envisioning the commission, Vice Chairman of the Board of Supervisors, Doug Chaffee, felt it was important to grant future commissioners the autonomy to shape its mission, vision, and values. The hope is that the commission will be reflective of the ideas of the commissioners and the needs of women and girls in Orange County.

CORE VALUES, PRINCIPALS, AND COLLECTIVE VISION

It is recommended by commissioners across the state that the commission should establish core values that emphasize non-partisanship and evidence-based decision-making. Collaboratively defining clear goals and areas of focus could ensure alignment between commissioners. By considering the diverse needs of women and girls across the county, the commission can create inclusive and representative initiatives that foster meaningful change based on empirical data and research.

DEVELOPING A WORKPLAN

It is recommended to establish and communicate clear goals to enhance the commission's productivity. Limited communication due to infrequent meetings, as well as varied lived experiences among incoming commissioners, might lead to challenges, so a refined workplan could be beneficial.

AREAS OF FOCUS

Creating focus areas based on priorities in the annual work plan might be advantageous. Utilizing commissioners' distinct skills and expertise when considering these areas could be effective. It's crucial to recognize that not all sectors or identities may be adequately represented among commissioners' expertise, so assessing resources to address potential gaps might be necessary.

AREAS OF FOCUS OF OTHER WOMEN'S COMMISSIONS:

Community needs, childcare, legal rights, employment, economic equity, health, education, female empowerment, leadership, demographics, women in the military, CEDAW, family friendly workplace, jail monitoring, Title IX, anti-human trafficking, family violence, policy and legislation, advocacy.

INITIATIVES AND ACTIVITIES

Commissioners are encouraged to design programs and initiatives as they see fit for the needs of women and girls throughout the county.

INITIATIVES BY OTHER WOMEN'S COMMISSIONS

Implementation of the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), Grant Allocation Programs, Women of the Year Recognition, Promoting Women's Participation in Government, Awareness Campaigns, Statistical Analysis, and Research Reports, Community Needs Assessment, Public Forums.

RESEARCH

The annual research report is intended to inform the commission of community needs, guiding its subsequent work. Outsourcing research or utilizing secondary research to spread awareness about certain issues of interest might be beneficial. Please see pages from the Conditions of Children report (page 10) as a reference of what the research report might look like.

LOGISTICS AND SCHEDULING

TIME COMMITMENT

It is recommended to understand each commissioner's availability and set participation expectations. Those who have the greatest bandwidth might want to take leadership positions such as chairs. Leveraging the special expertise of commission members might optimize task allocation. To maintain momentum, using ad-hoc or subcommittees to advance work between meetings might be recommended if needed.

CONSIDER SCHEDULING CERTAIN EVENTS EARLY

Though entirely optional, commissioners mentioned that hosting an annual retreat or other social events greatly help in developing work plans, addressing subcommittee needs, and building team cohesion. It was recommended by commissioners to begin scheduling these events as early as possible as finding a time that works for everyone was a challenge.

OPERATIONAL FRAMEWORK

COMMISSION CODE OF CONDUCT

Implementing a Code of Conduct might help manage disagreements and foster a professional environment. This could ensure a respectful and effective working atmosphere for current and future commissioners.

VACANCY AND ONBOARDING

Filling vacancies is one of the greatest challenges faced by commissions. Working with County Supervisors to keep a list of potential candidates to fill vacancies might be useful. Clear communication and role clarification could help new members adapt quickly, minimizing delays and maintaining productivity.

INTERNAL AND EXTERNAL PARTNERSHIPS

WORKING WITH THE COUNTY

STAFF

Maintaining positive working relationships with supporting county staff and departments is recommended as they can provide valuable insights into county operations and facilitate connections with appropriate departments.

COUNTY DEPARTMENTS

Building connections with relevant departments like law enforcement and family services could offer expert insight or collaboration on initiatives.

CONSIDERING THE RALPH M. BROWN ACT

Given the Brown Act, and considering the potential infrequency of meetings, it might be challenging to meet and vote to make statements, address current and time-sensitive issues or legislation, or use funds and assist in emergent community issues. Forecasting potential issues might enable proactive planning to address emergent community concerns and optimize budget use and allocation.

EXTERNAL PARTNERSHIPS AND STAKEHOLDERS

Establishing relationships with women's commissions, groups, community organizations, research entities, and government agencies might be beneficial. Being intentional in including all demographics, including men, in discussions could address women's issues comprehensively.

MAINTAINING THE WEBSITE

Consider maintaining the website regularly by posting events, annual research, and other updates. This approach not only keeps the public informed about the commission's work but also ensures transparency and fosters collaboration with other women's commissions.

INTERACTING WITH THE COUNTY COMMUNITY

Hosting public forums and engaging with the community might help stay informed about evolving needs and respond effectively.

HISTORY OF THE ORANGE COUNTY COMMISSION ON THE STATUS OF WOMEN

The following outlines insights from the former chair of the previous Orange County Commission on the Status of Women (1975-1991), for your information.

QUOTES ABOUT THE LANDSCAPE IN ORANGE COUNTY FOR WOMEN AT THE TIME:

“There was so much progress for childcare issues. If women had childcare, they could go to school, work, and bring a great deal into the economy and education of their own child.”

“We broke down so many doors—so it’s hard to see the issues of the 1960s appear now. There is a lot of regression.”

“We were making .68 cents on the dollar back then. As a group, by in large, we didn’t have the wealth. Those driving forces brought us together, it was not about politics.”

THE PHILOSOPHY OF THE COMMISSIONERS

According to the former chairwoman, everyone got together often, meeting regularly to complete the research they wanted to do. There were many political identities at the table, but left politics at the door and focused on bipartisan or nonpartisan women’s issues such as childcare, jobs, transportation. There were many friendships that came out of the commission, and found many areas of agreement, despite differing political views.

ACCOMPLISHMENTS:

Collaborating with the judiciary and local authorities, they advocated for reforms in child custody and mediation procedures. Additionally, efforts were directed towards improving transportation accessibility for women, particularly the elderly, through partnerships with the Orange County Transportation Authority. Addressing societal perceptions, the commission created educational materials like the brochure "Killing Us Softly" to raise awareness about the objectification of women in advertising.

This is just a glimpse into the impressive number of initiatives and activities that the commission undertook. To learn more about what the commission did, please feel free to contact our office.

CONTACTS AND RESOURCES

Name: Denise Heitzenroder
Commission: San Francisco Commission on the Status of Women
Email: denise.heitenroder@sfgov.org

Title: Project Manager
Affiliation: Staff and Project Manager at the Department on the Status of Women

Name: Name Cassandra Staff
Commission: San Jose Office of Women's Policy
Email: cassandra.staff@ceo.sccgov.org

Title: Project Manager II
Affiliation: Staff and Project Manager at the Office of Women's Policy in the Division of Equity and Social Justice

Name: Eva Camarena
Commission: County of Santa Barbara Commission for Women
Email: ecamarena@countyofsb.org

Title: Department Business Specialist
Affiliation: Commission Staff from the Community Services Department

Name: Tracy Beard
Organization: The Association of California Commissions for Women
Email: tracy@solangchamber.com

Title: ACCW Past President
Affiliation: ACCW Staff

Name: Kelly Jenkin-Pultz
Organization: US Department of Labor, Women's Bureau, Region 6
Email: Jenkins-pultz.kelly@dol.gov

Title: Regional Administrator
Affiliation: Staff

Name: Darcy Totten
Commission: California Commission on the Status of Women and Girls (CCSWG)
Email: Darcy.Totten@women.ca.gov

Title: Interim Director of Operations
Affiliation: Staff

OTHER RESOURCES

Name: US Department of Labor Women’s Bureau, Region 6

Purpose: The Women’s Bureau develops policies and standards and conducts inquiries to safeguard the interests of working women, advocate for their equality and economic security, and promote quality work environments.

Contact: Kelly Jenkins-Pultz, Regional Administrator

San Francisco Office: 415-625-2640

Website: US Department of Labor Women’s Bureau

Region 6 Focus: Includes states such as California, providing targeted support and resources for regional initiatives.

Email: Jenkins-pultz.kelly@dol.gov

Cell: 858-740-9198

San Diego Office: 858-547-9912

Name: American Association of University Women (AAUW)

Purpose: AAUW advocates for equity and education for women and girls through research, education and advocacy.

Website: <https://www.aauw.org/>

Key Feature: AAUW Weights In: Policy Updates and Legislation – A great resource for staying informed on policy changes and legislative updates affecting women and girls

Name: Legislative Women’s Caucus

Purpose: The Legislative Women’s Caucus represents and advocates on behalf of the diverse interests of women, children, and families throughout California. It seeks to increase participation and representation of women in state government.

Website: <https://womenscaucus.legislature.ca.gov/>

Key Feature: Promotes sound legislative policies and budget priorities that improve the well-being of women, children, and families. Works cooperatively with local, state, and national women’s organizations to advance these objectives.

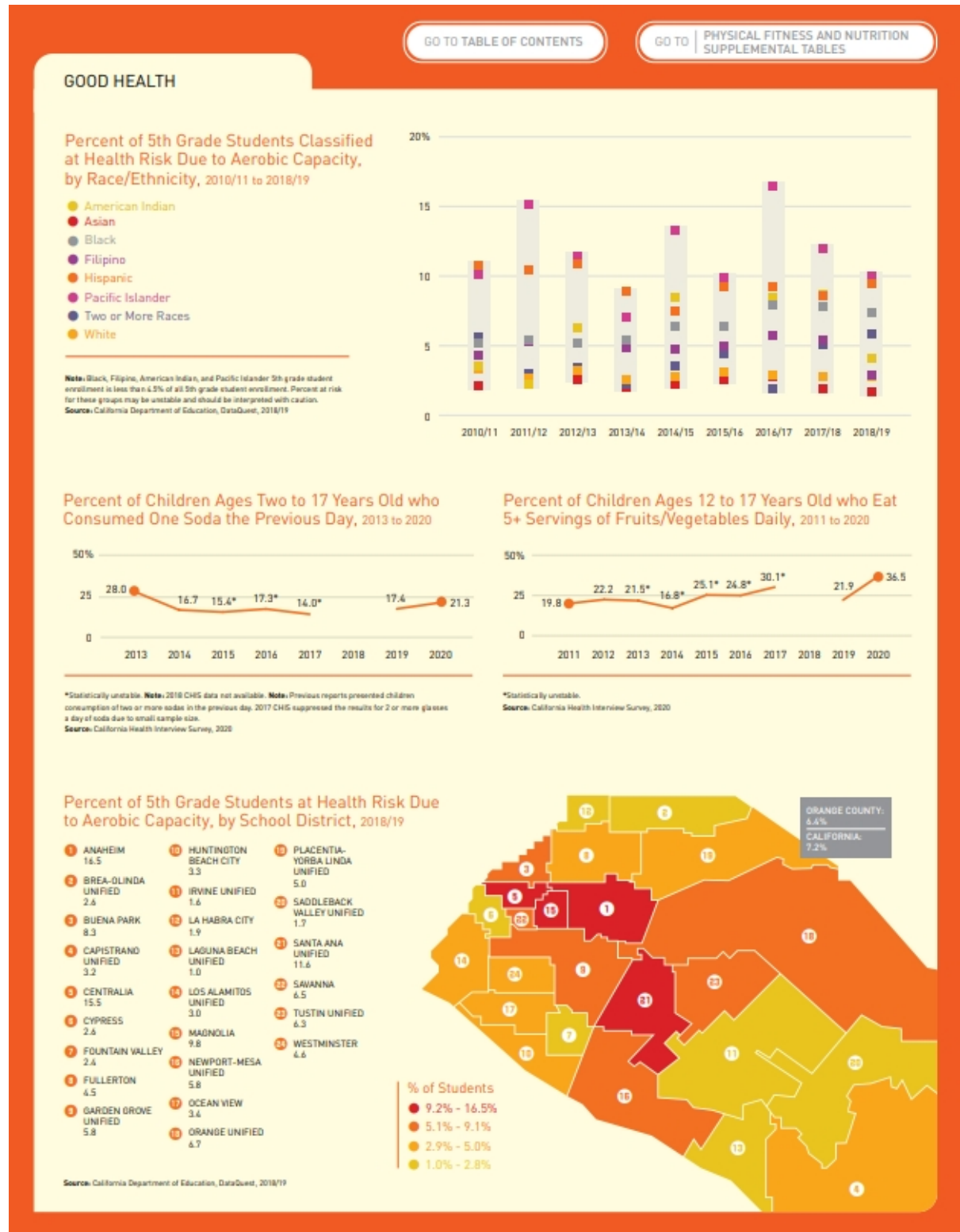
Name: National Association of Commissions for Women (NACW)

Purpose: NACW connects Commissions for Women in states, counties, and cities.

Website: <https://www.nacw.org/nacw-2024-annual-conference.html>

Key Feature: The website provides information about legislation, policies, and issues that impact the lives of women, as well as details about events, activities, and member commissions for local networking.

EXAMPLE OF RESEARCH REPORTS: 2023 CONDITIONS OF CHILDREN



CHILD POVERTY

FREE AND REDUCED PRICED LUNCH ELIGIBLE STUDENTS DECREASE, WHILE COST OF LIVING REMAINS A CHALLENGE.

DESCRIPTION OF INDICATOR

This indicator reports the number and percent of students eligible for the National School Free and Reduced Price Lunch (FRPL) program, considered to be an indicator of children living in poverty or of working poor families. Eligibility is based on income of the child's parent(s) or guardian(s), which must be below 185% of the Federal Poverty Level. This indicator also tracks the percent of children living in poverty according to the U.S. Census Bureau.

Why is this indicator important?

Research has demonstrated that living in poverty has a wide range of negative effects on the physical and mental health and well-being of children. Poverty is linked with negative conditions such as substandard housing, insecure housing, inadequate nutrition, food insecurity, inadequate child care, lack of access to health care, unsafe neighborhoods and under-resourced schools.¹ These conditions mean school districts face many challenges serving low-income families, particularly those school districts with more than 75% of students enrolled in the FRPL program.² The implications for children living in poverty include greater risk for poor academic achievement, school dropout, abuse and neglect, behavioral and social/emotional problems, physical health problems and developmental delays.

Findings

- In 2021/22 (2022), 46.5% (208,659) of students were eligible for FRPL program in Orange County, lower than California at 57.8% (3,404,572).
- Between 2013 and 2022, there was a decrease (13.2%) in the number of Orange County students eligible for the FRPL program from 240,363 students. This decrease was larger than the decrease in the number of students enrolled (10.6%).
- According to the U.S. Census Bureau, 12.5% or 85,000 of Orange County's children were living in poverty in 2019; a 39.1% decrease from the 10-year high of 139,547 children or 18.8% in 2013. The rate also remained lower than California (12.5%) and the United States (16.8%).³
- When cost of living and a range of family needs and resources, including social safety net benefits, are factored in, poverty among Orange County's children jumps to 23.5%, surpassing California at 18.6%, with a threshold income needed to maintain a basic standard of living for a family of four (two adults, two children) that rents at \$38,279 in 2019.⁴

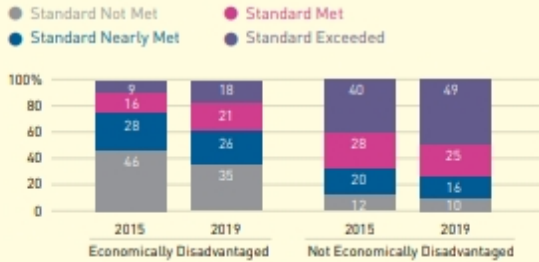
¹ American Psychological Association, 2014. ² The Institute for Education Sciences define high-poverty schools public schools where more than 75.0% of the students are eligible for the Free and Reduced Price Lunch program. ³ ACS Single year 2020 estimates are not yet available. The Census Bureau strongly recommends against comparing estimates in overlapping 5-year periods since much of the data in each estimate are the same. Therefore, 1-year estimates from 2010 to 2019 are reported. ⁴ California Poverty by County, 2017-2019, calculated according to the California Poverty Measure (CPM). The California Poverty Measure (CPM) incorporates the changes in costs and standards of living since the official poverty measure was devised in the early 1960s - and accounts for geographic differences in the cost of living across the state. It also factors in tax credits and in-kind assistance that can augment family resources and subtracts medical, commuting, and child care expenses.

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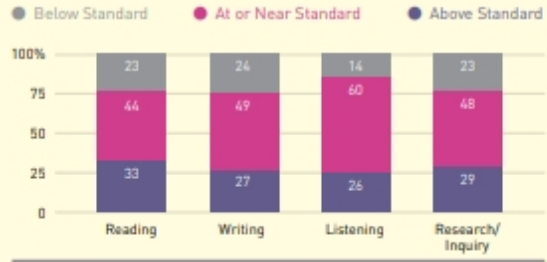
EDUCATION

Overall Achievement in ELA Among Third Grade Students, by Socioeconomic Status, 2015 and 2019



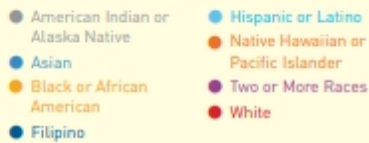
Note: A student is defined as "economically disadvantaged" if the most educated parent of the student, as indicated in CALPADS, has not received a high school diploma or the student is eligible to participate in free or reduced-price lunch program also known as the National School Lunch Program.
Source: CAASPP, 2018/19 (2019)

Achievement in ELA Focus Areas Among Third Grade Students, 2019

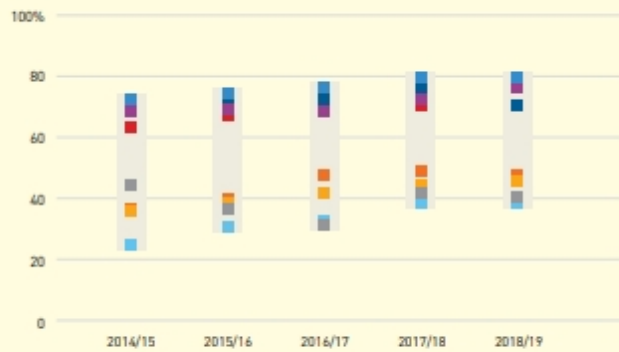


Note: ELA results include information about the students' performance in the areas of reading, writing, listening and research. The student's performance in these key areas for each subject are reported using the following three indicators: below standard, at or near standard and above standard.
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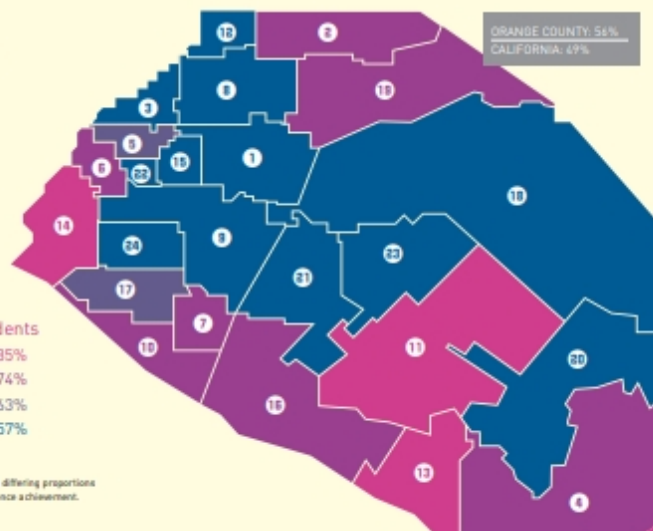
Overall Achievement in ELA Among Third Grade Students, Standard Exceeded/Standard Met, by Race/Ethnicity, 2014/15 to 2018/19



Note: Third grade enrollment is 50.5% Hispanic or Latino, 24.1% White, 14.1% Asian, 4.7% Multiracial, 1.8% Filipino, 1.2% African American, 0.3% Pacific Islander, 0.2% American Indian or Alaska Native and 1% Not Reported.
Source: CAASPP, 2018/19 (2019)



Percent of Third Grade Students Who Exceeded or Met Standards for ELA Overall Achievement, by School District, 2019



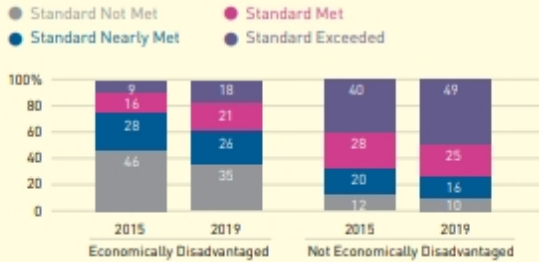
Note: District comparisons should be interpreted with caution as districts vary greatly in composition, with differing proportions of students who are English learners, special needs, low income or homeless - all factors which can influence a achievement.
Source: CAASPP, 2018/19 (2019)

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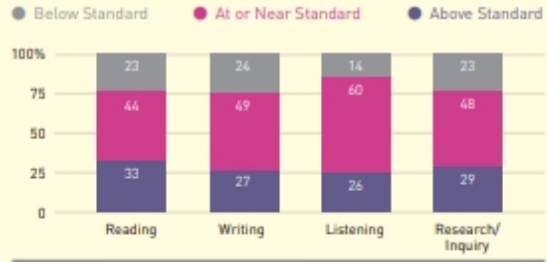
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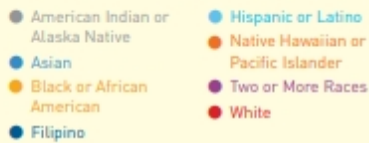
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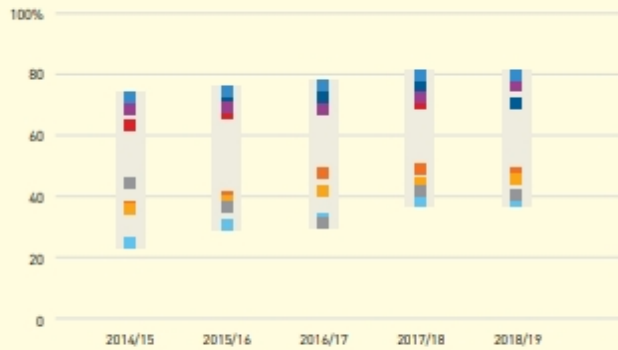


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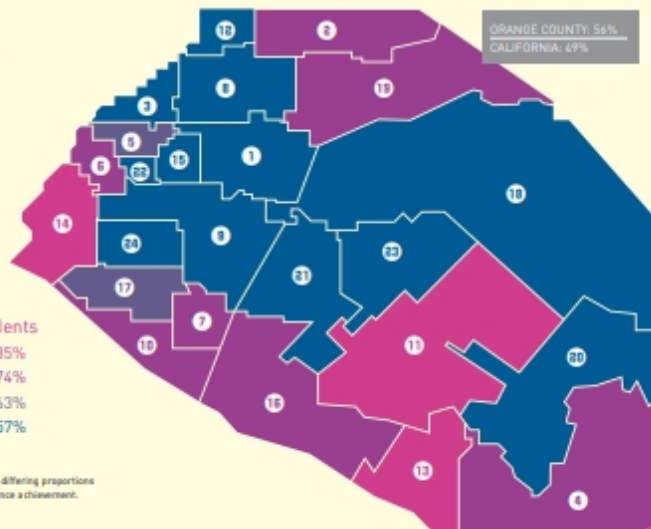
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