



# COUNTY OF SAN MATEO

## COMMISSION ON THE STATUS OF WOMEN

### Meeting Minutes

Tuesday, July 23, 2024, 6:00-8:00pm

**1. Call to Order and Land Acknowledgement**

**2. Roll Call**

a. **Commissioners Present:**

b. Ana Avendaño, Nirmala Bandrapalli (late arrival, no vote on #4, #7), Trish Erwin, Ann Girard, LaSaundra Gutter, Jess Hudson, Susan Kokores, Aysha Pamukcu (on Zoom, no vote), Michelle Stewart, Ellen Tafeen, Susan Takalo, Anisha Weber  
Staff: Tanya Beat

c. Absent: Julissa Acosta, Aileen Cassinetta, Dayna Chung, Rosie Tejada, Irma Zoepf, Joy Zou (Youth Commissioner)

**3. Public Comment –**

**4. Action to Set Agenda and Approve Consent Agenda Items**

Motion by LaSaundra Gutter, seconded by Michelle Stewart. Approved.

**CONSENT AGENDA**

**5. Approval of June 2024 Meeting Minutes**

**REGULAR AGENDA**

**6. Women's Equality Day presentation**

- Presenter: Sofi Martinez, Human Resource Equity Manager
- History of the 19<sup>th</sup> Amendment, women's right to vote
- Information on the feminist movement in the 20<sup>th</sup> century to now.

**7. August 27 CSW Meeting (action)**

- Motion to cancel August 27<sup>th</sup> CSW meeting by Susan Kokores, seconded by Susan Takalo. Approved.
- Instead, commissioners will attend the Board of Supervisors Meeting on August 27<sup>th</sup>. President Susan Kokores and Vice President Ann Girard will accept the Proclamation for Women's Equality Day.

**8. Commission Activities Fall 2024-March 2025 (facilitated discussion led by Susan Kokores)**

- Planning July-December 2024
- Planning January-March 2025
- Potential Retreat in January 2025
- Women's Wealth Health Sub committee provided suggestions for next steps for CSW
- Potential Roadshow: meet in different parts of SMC, take info to City Councils
- Pay Equity Initiative potential

- We need to ask for potential next steps for Child Care
- Questions:
  - How do we work with other Commissions? Reach out to invite them and/or present to them. Perhaps create a plan to work with other commissions. Start with Youth Commission?
  - How do we identify champions and allies? Present out research and invite them to support in these roles.
  - How do we get feedback on our Report from the BOS? Start with Supervisor Corzo and follow up in one year to assess impact.
- Suggestions:
  - Print one pagers and put in all libraries. Put in other nonprofit organizations, clinics, etc.
  - Meeting in different parts in SMC
  - Creating materials in multiple languages

**9. Baby Bonus Program** – Presentation by Sheryl Young, Director of the Jackie Speier Foundation & SMC Program Director of Philanthropic Ventures Foundation

- Please see meeting material with meeting minutes.

**10. Summer Share-out**

- General personal updates (kids in college, homeownership, wedding)
- Nirmala Bandrapalli is running for Burlingame City Council
- San Francisco Foundation: new round of grants for housing justice policy projects

**11. Commissioner Announcements**

**12. Adjournment**

# A Journey Towards Woman's Equality

In consideration of Women's Equality Day

Sofi Martinez

Human Resources Equity Analyst

Smartinez2@SmcGov.Org



# Key Definitions

Sexism is the **practice of marginalization** based on gender and the cultural, social, psychological elements that promote gender-based division

Patriarchy is a **political practice** and **social system** that insists males are inherently dominant to women and gender expansive individuals

Racism is **discrimination by an individual, community, or institution** against a person or people on the basis of their racial or ethnic group

Feminism is **movement** to end sexism, sexist exploitation, and oppression.



# What is Feminism?

**“Feminism is a movement to end sexism, sexist exploitation, and oppression”**

**-bell hooks**

- Feminism implies that all sexist thinking and action is the problem, whether those who perpetuate it are female or male, child or adult.
- Feminism is not antimale it is antipatriarchy
- Not all female or gender inclusive spaces are inherently feminist. Dismantling sexism and patriarchy requires action, choice and reflection

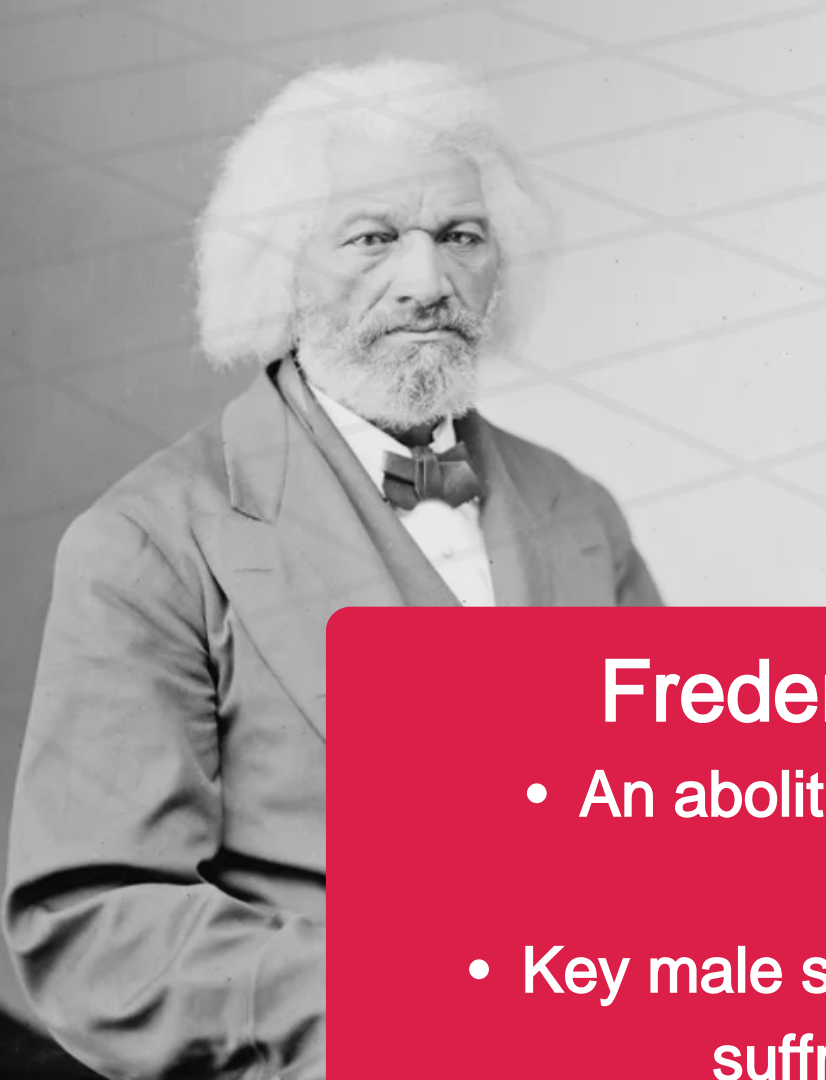




## Women's Equality Day

Women's Equality Day is celebrated in the United States on August 26 to commemorate the 1920 adoption of the Nineteenth Amendment, which prohibits the states and the federal government from denying united states citizens the right to vote on the basis of sex.

It is highly regarded as an example of feminist activism... but for who?



# 11 National Women's Rights Convention: Topic 15 amendment which provided Black men the right to vote but not Women



## Frederick Douglass

- An abolitionist leader born into slavery
- Key male supporter of the woman's suffragist movement

## Stanton

- An abolitionist leader
- Leader in the woman's suffragist movement

"When women, because they are women, are dragged from their homes and hung upon lampposts; when their children are torn from their arms and their brains dashed upon the pavement;... then they will have the urgency to obtain the ballot."

"So long as there is a disfranchised class in this country, and that class women, a man's government is worse than a white man's government... If American women find it hard to bear the oppressions of their own Saxon fathers, the best orders of manhood, what may they not be called to endure when all the lower orders of foreigners now crowding our shores legislate for them and their daughters?"

"Susan B. Anthony fought for black rights, and Frederick Douglass fought for woman's suffrage, **but neither at the expense of their own first cause.** During this charged era of history it was not a deal breaker for Frederick Douglass to embrace sexism nor Susan B. Anthony racists, as long as they contributed to their primary goal."

# Black women in the movement

- Many black women, therefore, sought to collaborate with white women due to their common identity as American women fighting for the same rights and to break down the same gender norms; they believed that success would come from unity across races and dispelling ignorance of racial prejudice between them.
- The motto for Black women suffragists was “lifting as we climb” to uplift their race through realizing their full potential in organizing, developing, and managing public activism
- “Black women had to fight for their race and humanity before fighting for their gender rights”
- 200 years later 1965 the voting rights act prohibited race based restrictions on voting

The National Association of Colored Women: Pioneering Black Female Activism by Claire Marsden



New-York Tribune (Mar 1, 1913)  
IMAGE: LIBRARY OF CONGRESS



# Who is missing?

Native American Women did not gain the right to vote until they were recognized as citizens in 1924.

Native-born Asian Americans already had U.S. citizenship in 1900 but first generation Asian Americans did not. Asian American immigrant women were therefore excluded from voting until the Immigration and Nationality Act of 1952 allowed them to gain citizenship more than three decades after the 19th Amendment.

Latin American/Hispanic women were given the right to vote in 1929 but it took the extension a 1975 extension of the voting rights act to prohibit discrimination against language minority citizens.

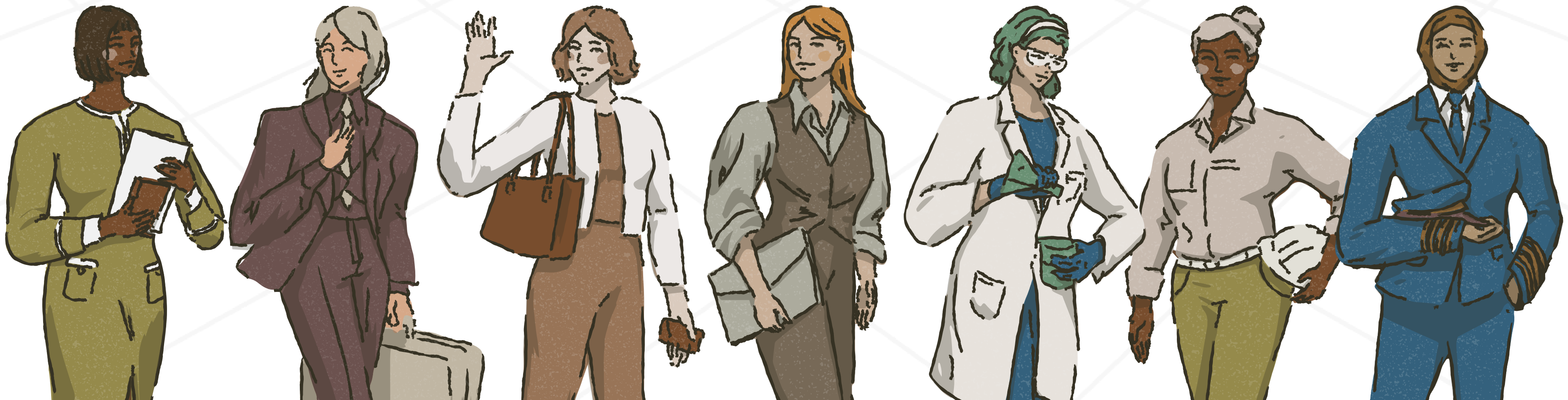


# “Feminists are made, not Born.”-bell hooks

- Feminism gains strength through collective thought, community building and shared love for one another

- Feminism must be inclusive of all genders and not be seen as anti-male and bond across races, genders and economic classess

- Feminism calls for internal self work to undo desires of being in competition with one another for patriarchal approval



# Feminism as a recognition of difference and “other”

“Marginality is a site of radical possibility - a profound edge.  
Locating oneself there is difficult yet necessary. It is not a "safe" place. One is  
always at risk. One needs a community of resistance” - bell hooks





# Cool, but what does that have to do with **Women's Equality Day**?

## Women's Equality Day

- Recognition that history is complex and messy. Not all women received the right to vote in August of 1920.
- Who are we leaving behind now within our current circles of power?
  - Youth?
  - LGBTQ+ people?
  - Disabled people?
  - Neurodiverse people?
  - Indigenous people?
- If you find yourself in the margin, how are you envisioning new worlds and ways of living?

# Thank you for **listening!**

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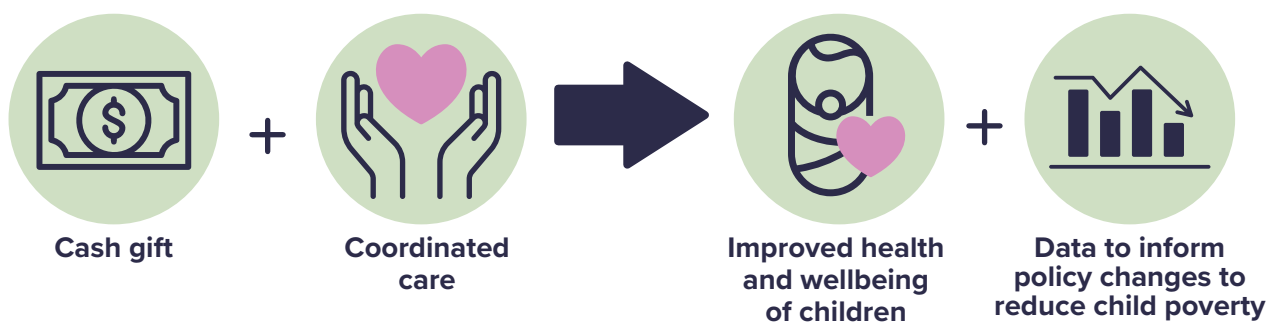
# SAN MATEO COUNTY BABY BONUS PROGRAM: Essential Supports for Baby's Beginning

*A demonstration project conceptualized by  
The Jackie Speier Foundation*

Led by First 5 San Mateo County in partnership with San Mateo County Health, San Mateo County Human Services Agency, Health Plan of San Mateo, and Stanford University

MAY 2024

The San Mateo County Baby Bonus Program is an innovative, locally-focused demonstration project centered on understanding the value of cash aid and early childhood supports for new parents. The Program goes beyond existing baby bonus pilots by pairing unconditional cash gifts with coordinated care in the first three years of life.



## THE PROBLEM:



There is a growing body of evidence that family income impacts children's attention, self-regulation, school performance, and long-term achievement.<sup>1</sup> This is a barrier to the well-being of many children in San Mateo County, where the cost of living is extremely high. Between 5-10% of children live in poverty, and many more face economic insecurity. 28% of children 0-5 in San Mateo County are enrolled in MediCal.<sup>2</sup>

## POVERTY RATES IN SAN MATEO COUNTY<sup>3</sup>

Hispanic children	12%
Black children	7%
Asian children	4%
White children	3%

## OUR APPROACH:



Our Baby Bonus Program takes an integrated approach to supporting families. We will provide at least 400 San Mateo County families who have just given birth an **unconditional cash gift of \$300 per month for the first three years of their child's life**. Any San Mateo County family receiving Medi-Cal through the Health Plan of San Mateo is eligible. The Program also brings together key community partners to explore the impact of coordinated care support to families in conjunction with cash aid.

The care coordination component will be designed using family engagement, provider input, and evidence-based and promising practices. Eligible families who give birth at Stanford's Lucile Packard Children's Hospital may participate in this portion of the program and be part of a randomized controlled trial. A Community Health Worker will check in periodically with these families to facilitate access to follow-up pediatric care, home visiting services, and other early childhood supports. Families will have opportunities to provide feedback throughout the program.

### Randomized Controlled Trial

### Additional Participants

300+ PEOPLE

Baby Bonus

Coordinated Services

300 PEOPLE

Coordinated Services

600 PEOPLE

Usual Care

100 PEOPLE

Baby Bonus

Usual Care

● Baby Bonus = \$300/month for 36 months

● Coordinated Services = Connection to home visiting, medical home, family resources

## WHAT WE WILL LEARN:

We will assess the three evaluation groups for differences across a wide range of social and health outcomes, such as food security, child welfare and social service referrals, parental depression and anxiety, and healthcare utilization rates. Our evaluation plan has been developed by an interdisciplinary team of Stanford faculty from early childhood psychology, pediatrics, economics, and population health epidemiology. More detailed evaluation metrics are available on request.

## THE EVIDENCE:

Numerous pilots nationwide have demonstrated the impact of guaranteed income on health and social outcomes.<sup>4</sup> The national Baby's First Years study and other research shows predictable, monthly unconditional cash for mothers with low income significantly impacts their capacity to parent and favorably impacts their children's brain development.<sup>5</sup> Additionally, an emerging body of evidence has shown that the Child Tax Credit, which offered a similar cash amount to the proposed Baby Bonus, has made a positive impact on the mental health of parents.<sup>6</sup>

## THE INVESTMENT:

We are seeking a minimum amount of \$7,176,800. This funds monthly payments to at least 400 families, a basic level of care coordination, gift disbursement through a financial vendor, overall program management staffing, and rigorous evaluation. A more detailed budget is available on request.

Our goal is to secure enough funding to begin enrolling families in January 2025, with enrollment continuing into 2026. Families will receive three years of support starting from their child's birth. Evaluation findings will be shared throughout the program, with final findings coming in 2029.

<sup>1</sup> [https://inequality.stanford.edu/sites/default/files/PathwaysWinter11\\_Duncan.pdf](https://inequality.stanford.edu/sites/default/files/PathwaysWinter11_Duncan.pdf)

<sup>2</sup> California HHS Open Data Portal. Number of individuals under age 21 (0-20) enrolled in Medi-Cal by county and reporting period. The data are from the Medi-Cal Eligibility Data System (MEDS)

<sup>3</sup> <https://www.smcallytogetherbetter.org/indicators/index/view?indicatorId=189&periodId=9907&localeId=278&localeChartIdx=1%7C2%7C4>

<sup>4</sup> <https://basicincome.stanford.edu/research/ubi-visualization/>

<sup>5</sup> <https://www.babysfirstyears.com/>

<sup>6</sup> Batra A, Jackson K, Hamad R. Effects Of The 2021 Expanded Child Tax Credit On Adults' Mental Health: A Quasi-Experimental Study: Study examines the effects of the expanded Child Tax Credit on mental health among low-income adults with children and racial and ethnic subgroups. Health Affairs. 2023;42(1):74-82. doi:10.1377/hlthaff.2022.00733



To inquire about becoming a funding partner, please contact:

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For general questions about the Baby Bonus Project, please contact:

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