



**Alameda County Commission on the Status of Women**  
**Regular Meeting Agenda**  
**Wednesday, October 8, 2025 | 6:30pm to 8:30pm**



The **Alameda County Commission on the Status of Women (COSW)** is dedicated to advocating for the advancement and equitable treatment of women across all ages within the county. The commission works to promote social equality and parity in key areas, including housing, employment, healthcare, child and elder care, education, transportation, credit access, legal rights, and community services. Through advocacy, policy recommendations, and community engagement, COSW strives to create a more inclusive and just society for all women in Alameda County.

**Attend In Person (required of all Commissioners):**

Gail Steele Multi Service Center  
[24100 Amador St – 2<sup>nd</sup> Floor, California Poppy Room](#)  
[Hayward CA, 94544](#)

**Remote Attendance Options**

To Attend Virtually via Teams:

Join on your computer, mobile app or room device  
Click here to join the meeting: [Join the meeting now](#)  
Meeting ID: **231 595 989 456**  
Passcode: **9o4bF9yi**

**Commission  
Members**

Sheweeet Yohannes, Chair	District 3
Sonia Salwan, Vice Chair	District 1
Kathryn Lybarger, Secretary	District 5
Guadalupe Angulo, Treasurer	District 2
Veena Kaul	District 1
Ilham S. Malick	District 2
Angela Pedrigal	District 2
Patricia M. Castro	District 3
Carlotta Brown	District 4
Shannon Holbrook	District 5
Noor Dharni	Conference of Mayors
Vacant	District 1
Vacant	District 3
Vacant	District 4
Vacant	District 4
Vacant	District 5
Vacant	Human Relations Commission

**Website:** [acgov.org/bc/csw](https://acgov.org/bc/csw) and on the [Social Services Agency website](#). **Facebook:** [facebook.com/accosw](https://facebook.com/accosw)  
**Twitter:** [@AlamedaWomen](#) **Instagram:** [@WomensCommissionAC](#) **LinkedIn:** [Alameda County Commission on the Status of Women](#)

## Welcome to the Commission on the Status of Women.

Public comment is permitted after each agenda item and during the open comment period for non-agenda items.

### Joining the meeting via Microsoft Teams:

- Instructions: [Join a Teams Meeting](#).
- Click 'Join Meeting' in your invite.
- Options: Join via web, download the app, or enter your name as a guest if allowed.
- Teams users: Sign in to access chat and other features. You may join directly or wait in the lobby until admitted.

### Guidelines for addressing the Commission:

- State your full name for the record before presenting.
- For non-agenda items, wait for the Chair to open the floor during the Regular Calendar.
- Only matters within the Commission's jurisdiction may be addressed.
- Time limits shall be at the discretion of the Chair.

Item No.	Topics	Presenters	Objective
1.	<b>Call to Order, Roll Call &amp; Welcome Review of Community Agreements</b>	Chair Yohannes	Information 6:30
2.	<b>Approval of Minutes:</b> April 9 & June 11, 2025	Commissioners	Information/Action
3.	<b>Announcements/Updates:</b> <ul style="list-style-type: none"> <li>• COSW 50<sup>th</sup> - Commissioner Salwan</li> <li>• State Commission Lunch (LA) info</li> <li>• Board Development Info</li> </ul>	Chair Yohannes, Commissioners, SSA Staff	Information
4.	<b>Treasurer's Report:</b> FY 25/26 Budget Approval Update	SSA Staff	Information
5.	<b>Alameda County Administrative Code Discussion and Possible Amendment</b>	Chair Yohannes, SSA Staff	Information & Possible Action
6.	<b>COSW Bylaw Discussion and Amendment</b>	Chair Yohannes, Commissioners, SSA Staff	Information/Action
7.	<b>Subcommittee Kick-Off Meeting:</b> Finalize subcommittee membership, goals, public meeting times, and chairs; build next mtg's agenda <ul style="list-style-type: none"> <li>• Junior COSW commissioner</li> <li>• Policy &amp; Advocacy</li> <li>• Communications</li> </ul>	Commissioners	Information/Action

8.	<b>Agenda Building</b>	Commissioners	Information
9.	<b>Public Comment</b>	Public	
10.	<b>Appreciations, Closing, &amp; Adjournment</b>	Commissioners	

### **NEXT COSW MEETING(S)**

- Regular Meeting – Wednesday, November 12, 2025
- No Meeting in December
- Regular Meeting – Wednesday, January 14, 2026

### **OTHER MEETINGS, EVENTS, & ANNOUNCEMENTS**

### **COSW COMMITTEES**

<b>Standing Committees</b>		
<b>Communications Committee</b>	<b>Junior Commission Committee</b>	<b>Policy and Advocacy Committee</b>
Shannon Ilham    Shewee*	Veena Noor    Shewee*	Sonia Lupe Patti Kathryn Carlotta Shewee*

\* Ex Officio Member - Per COSW bylaws, the Chair is a member of all standing committees

<b>Ad Hoc Committees</b>		
<b>50th Anniversary Committee</b>	<b>Bylaws Committee</b>	<b>Nominations Committee</b>
Shewee Angela Veena Sonia Noor	INACTIVE	INACTIVE



## Commission on the Status of Women Community Agreements



**Focus on our common goal** which is to help eliminate discrimination and prejudice against women of all ages.

**Make decisions with integrity and ethics** in mind while respecting everyone.

**Value relationships.** Work to build trust and community with an awareness of power dynamics both inside and outside the Commission.

**Seek clarity and ask for clarity.** Clarity is important for communicating with each other and our stakeholders, including the Board of Supervisors and the communities we serve.

**Express your opinions.** Have courageous conversations during meetings, when possible, rather than later.

**Be brave when talking about inequities** and recognize power, privilege, and intersectionality. Work to be explicit with your language about race, class/income, sex, gender, sexuality, age, ability, religion, nationality, citizenship status, and all forms of discrimination and oppression.

**Notice power dynamics.** Be aware of how you show up and take space. Share airtime and engage with each other.

**Follow through** if you commit to an action item. Ask for help and offer help.

**Be responsive.** Respond to communications, including emails, as quickly as reasonably possible. Provide deadlines and follow up when you don't receive responses.

**Communicate your involvement and set boundaries.** If you decide not to participate in all activities or decisions, communicate this via the appropriate channels to help manage expectations and allow for continued movement. Take time for self-care.

**Assume positive intent and acknowledge harm.** Give each other the benefit of the doubt. Take accountability when harm occurs.