



Alameda County Commission on the Status of Women
Regular Meeting Agenda
Wednesday, November 12, 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 – 2nd 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 and on the [Social Services Agency website](#). **Facebook:** 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 and Time
1.	Call to Order, Roll Call & Welcome Review of Community Agreements	Chair Yohannes	Information 6:30
2.	Announcements/Updates: • COSW 50th • Board Development Info • Budget Use/Needs • Presentation of Certificate of Recognition to Safi Jiroh, Executive Director, LeaderSpring	Chair Yohannes, Commissioners, SSA Staff	Information
3.	Brown Act Training • Selection of dates for annual Brown Act training	Chair Yohannes, Commissioners, SSA Staff	Information
4.	CEDAW: Next Steps • Information on next steps in implementing CEDAW • Selection of CEDAW representatives	Chair Yohannes, SSA Staff	Information/Action
5.	COSW Bylaw Discussion and Amendment • Ad Hoc Bylaws Committee proposed amendments summary • Adoption of amendments	Chair Yohannes, Commissioners, SSA Staff	Information/Action
6.	Subcommittee Finalization: Confirm subcommittee membership, goals, public meeting times, and chairs; build next mtg's agenda	Commissioners	Information/Action

	- Junior COSW commissioner - Policy & Advocacy - Communications		
7.	Agenda Building	Commissioners	Information
8.	Public Comment	Public	
9.	Appreciations, Closing, & Adjournment	Commissioners	
10.			

NEXT COSW MEETING(S)

- Regular Meeting – Wednesday, January 14, 2026
- Regular Meeting – Wednesday, February 11, 2026

OTHER MEETINGS, EVENTS, & ANNOUNCEMENTS

COSW COMMITTEES

Standing Committees		
Communications Committee	Junior Commission Committee	Policy and Advocacy Committee
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

Ad Hoc Committees		
50th Anniversary Committee	Bylaws Committee	Nominations Committee
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.