



**COSW Annual Update
Alameda County Social Services Agency
February 24, 2025
Orly Amey, Chair, COSW, District 1**



Agenda

- Introductions & Background
- In Review: Appreciations & Good News
- More Work to Do: Open/Ongoing Items
- Priorities For FY 2025
- 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

Current roster:

- Orly Amey, Chair, District 1
- Susan Burgess Lent, Vice-Chair, District 5
- Guadalupe Angulo, Treasurer, District 2
- Sonia Salwan, Secretary, District 1
- Ilham Malick, District 2
- Khilynn Fowler, District 3
- Patricia Castro, District 3
- Sheweeet Yohannes, District 3
- Carlotta Brown, District 4
- Veena Kaul, District 1
- Kathryn Lybarger, District 5
- Shannon Holbrook, District 5

Total Vacancies: 5 out of 17 seats

District 2 - 1 vacancy

District 4 - 2 vacancies

Conf. of Mayors - 1 vacancy

Human Relations Commission - 1 vacancy



'24-25 In Review: Appreciations & News

- SSA Administrative Support - thank you!
- Awarded \$8,800 in youth scholarships in honor of Supervisors Wilma Chan and Mary King.
- Participated in Women's March 2024.
- Submitted policy letter supporting a ban on child marriage in California.
- Completed final state grant report for women's recovery and response grant.
- Hosted presentations from various organizations, including Planned Parenthood and the Housing Department.
- Submitted CEDAW Ordinance for Board of Supervisors' review.
- Organized 2024-2025 Annual Retreat.
- Initiated revitalization of the Youth Commission.
- Active roles in Alameda County Women's Hall of Fame 2024 and 2025 (April 26).
- BOS Women's History Month Proclamation - March 2025. Each commissioner will also attend a community event in their district in March on behalf of COSW



More Work to Do: Open/Ongoing Items

- COSW Vacancies – need a better ongoing process to review and follow up - open
- Legislative Platform via PAL - ongoing
- CEDAW Ordinance next steps - open/ongoing



Primary Priorities For FY 2024-25

- Partner with the Board of Supervisors and staff to pass CEDAW ordinance at the county level
- Strategize to navigate 37.5% budget cut to \$10k budget

2025 Focus Areas emerged from Nov 2024 retreat:

- Gender-Based Violence
- Intersection of Economic Justice and Education
- Healthcare
- Special mention: **Revitalizing Junior Commission!**



Our Asks

- We ask that the Committee supports the passing and subsequent implementation of an Alameda County CEDAW ordinance
- Collaboration for more consistent and timely support
 - Endeavor to fill vacancies upon term expiration by copying COSW on all applications, responding to applicants within 30 days of receipt
 - COSW commissioners would like to meet regularly with their Supervisors to collaborate more on women's issues in the District.



What's Next?

We hope to see you at an upcoming COSW meeting!



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 for women and girls in Alameda County!



Community Engagement - Social Media

Facebook:
Women

Alameda County Commission on the Status of

Twitter:

@AlamedaWomen

Instagram:

@WomensCommissionAC

LinkedIn:
Women

Alameda County Commission on the Status of

TikTok:

@AlamedaCoCOSW



Appendices – CEDAW and CA Admin Code

- **Impact on Women, Girls, and Non-Binary People**
- **Update: CEDAW Adoption In California and in Alameda County**
- **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 their narratives, systemic narratives and other story-telling from frontline communities to inform our County's recovery.

Efforts coalesced in 2023 with the COSW hosting a community-focused event(s) to share findings with Alameda County leaders and coalition partners, and create momentum around CEDAW. Our storytelling was 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.



Mission: We're Possible ([link to COSW video](#))



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.



Update: CEDAW Adoption In Alameda County

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

Today's CEDAW Ordinance Update:

- Alameda County Conference of Mayors overwhelmingly passed a CEDAW resolution – June 2023!
- The COSW finalized the CEDAW Ordinance in Fall 2024 and has submitted it to the Board of Supervisors.
 - It is currently awaiting a hearing and discussion in a working session.
 - The next step is to receive feedback from the Board.

The COSW stands by to support the BOS in next steps on this items.




WWBI: Alameda County Fact Sheet ([link](#)) and Executive Overview ([link](#))

INTERACTIVE

The California Women's Well-Being Index

September 2024 | By Hannah Orbach-Mandel and Laura Pryor

Print Interactive 



Health

Safety

Employment & Earnings

Economic Security

Political Empowerment



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;

