

RESOLUTION NO. _____

BOARD OF SUPERVISORS, COUNTY OF SAN MATEO, STATE OF CALIFORNIA

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RESOLUTION DIRECTING COUNTY EXECUTIVE TO ESTABLISH A DEDICATED FULL-TIME STAFF POSITION TO FOCUS ON POLICIES IMPACTING WOMEN AND CHILDREN AND TO IMPLEMENT AND REPORT ON RELATED ACTION PLAN FOR WOMEN AND CHILDREN

RESOLVED, by the Board of Supervisors of the County of San Mateo, State of California, that

WHEREAS, women make up over 50% of San Mateo County’s population, and “women” includes gender-expansive adults—such as those who identify as cis, trans, non-binary, gender non-conforming, two spirit, or gender queer; and

WHEREAS, in October 2024, the San Mateo County Commission on the Status of Women (CSW) presented its 2024 “Fund the Future” Report to the Board of Supervisors, which provided data on the status of women in San Mateo County and called on the Board to take meaningful action and invest in women’s economic health; and

WHEREAS, the COVID-19 pandemic exacerbated existing systemic issues that negatively impact women and children, such as the lack of access to affordable childcare, the wage gap, and rising living costs; and

WHEREAS, more than 18,000 households in San Mateo County are led by single parents, most of whom are women, putting additional pressure on women providers; and

WHEREAS, despite the region’s overall wealth, more than half of single mothers in San Mateo County live below the “Real Cost Measure,” which factors in the

costs of housing, food, health care, childcare, transportation and other basic needs to reveal the actual costs of living in California; and

WHEREAS, women who exit the workforce even for short periods can face a reduction in annual earnings by 39%, a significant penalty that affects their financial stability and career trajectory; and

WHEREAS, 36% of women in San Mateo County report they are not well prepared for retirement; and

WHEREAS, of those who experience harm due to intimate partner violence in San Mateo County, 75% identify as female; and

WHEREAS, in May 2022, the Board of Supervisors unanimously approved a resolution affirming San Mateo County's unwavering support for women's reproductive freedom and healthcare policy, and in June 2022, unanimously approved the Women's Reproductive Freedom and Healthcare Privacy Action Plan to provide financial support for Planned Parenthood Mar Monte to deliver increased abortion care and develop an advocacy agenda, among other tasks;

WHEREAS, in March 2024, the Board of Supervisors unanimously approved a resolution to sign the California Equal Pay Pledge, committing to implement policies and practices to close the gender pay gap for the County of San Mateo; and

WHEREAS, in its Fund the Future Report, the CSW provided clear and actionable recommendations to the Board to address the root causes of economic inequity—such as inadequate childcare, pay inequity, and the wealth gap—in order for the County to create a more equitable and prosperous future for all residents;

NOW, THEREFORE, IT IS HEREBY DETERMINED AND ORDERED that the Board of Supervisors of the County of San Mateo affirms its unwavering dedication to the wellbeing of women and children as an economic driver for the whole county, commits to improving the lives of women and children through a holistic approach to policies and support systems, and directs the County Executive to do the following:

1. Establish a dedicated full-time, permanent position with requisite authority to address countywide issues that impact women and children, including authority to implement the Action Plan for Women and Children; and
2. Take steps to implement the attached Action Plan for Women and Children, including updating the Action Plan when necessary to achieve the goals outlined therein; and
3. Report on such implementation and next steps to the Board by June 30, 2025, and annually thereafter.

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