

COUNTY OF SAN MATEO

Action Plan for Women and Children

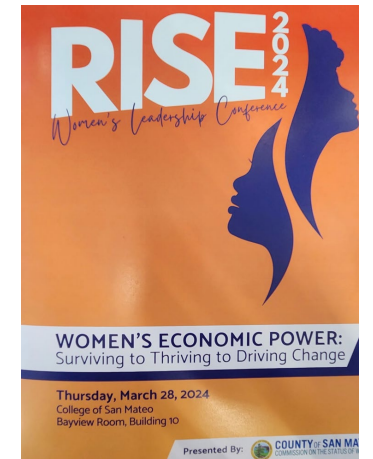
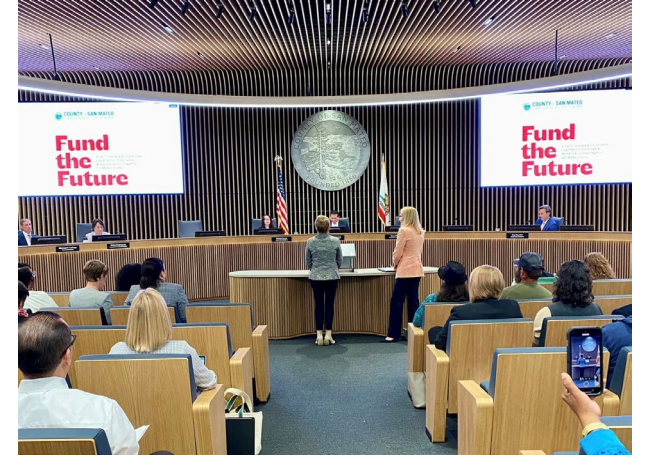
County of San Mateo

August 26, 2025



Action Plan for Women and Children

- Bridging the Gender Wealth Gap
- Increasing Access to Quality Childcare
- Preventing Domestic Violence
- Reproductive Rights and Healthcare Freedom

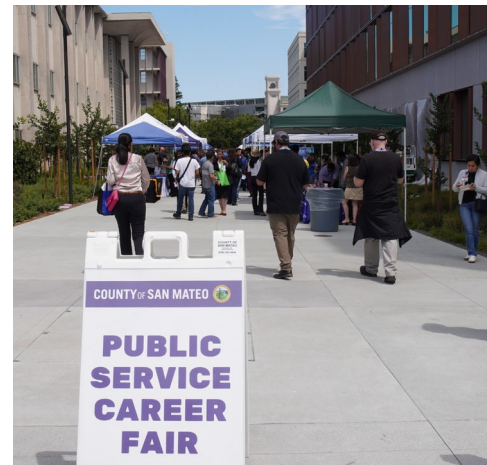


Bridging the Gender Wealth Gap

- **Advancing Pay Equity:**
 - Gender pay gap reduced to 4.8%
 - Pay equity dashboard
 - Compensation transparency
- **Office of Labor Standards and Enforcement**
- **Innovative Career Pathways**
 - Early Childhood Educator Development program
 - NOVAworks pilot



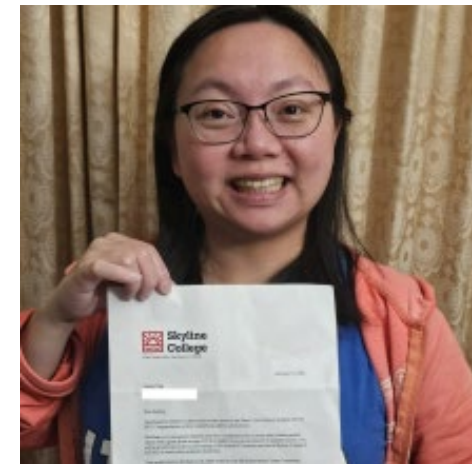
COUNTY OF SAN MATEO
OFFICE OF LABOR STANDARDS
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Increasing Access to Quality Childcare

- **Measure K Investments:**

- Early Childhood Educator Development Program (\$1.5M/yr)
 - Navigation
 - EarlySpark Institute
 - TeacherUp
- Family Childcare (FCC) Pathways Program (\$400K/yr)
 - Basic business training
 - Startup grants
 - FCC ambassador program
- Childcare Facilities Improvement Program (\$250K/yr)



Increasing Access to Quality Childcare (cont'd)

- **Department of Housing:**
 - Childcare facilities in affordable housing projects
 - Arroyo Green
 - Midway Village
 - Middlefield Junction
- **San Mateo County Childcare Blueprint**



Domestic Violence Prevention

- Family Justice Center
- Innovative programs/Partnership with CORA
 - SPARK
 - DVERT
 - Guaranteed Income Pilot
- Other
 - Survivor Safe multidisciplinary team
 - Gun Violence Prevention Program
 - Anti-Human Trafficking initiative



Reproductive Rights and Healthcare Freedom

- Measure K investment to expand capacity
- Counseling SMCC patients about options and services
- Receiving primary care patients
- Supporting regional and statewide advocacy efforts



Questions

