



2025 ANNUAL REPORT

COMMISSION ON THE STATUS OF WOMEN OF SAN MATEO COUNTY

Submitted to the Board of Supervisors on March 24, 2026

I. INTRODUCTION

The Commission on the Status of Women (CSW), founded in 1984, seeks to improve the quality of life for women of all ages in San Mateo County (SMC). Through strategic partnerships and community engagement, CSW identifies women's needs, advises the Board of Supervisors, and educates the community on matters concerning women. Supervisor Lisa Gauthier is the Board of Supervisors' Liaison to CSW. The actions of CSW contribute to Shared Vision 2025 and focus on the economic empowerment of women.

II. COMPOSITION OF THE COMMISSION

The Commission consists of 17 adult and 2 youth members who are residents of SMC. CSW Service is voluntary. Employers are listed in parenthesis by each person. Current members include:

Ann Girard, *President (retired)*
La Saundra Gutter, *Vice-President (retired)*
Julissa Acosta (City of Half Moon Bay)
Ana Avendaño (El Concilio)
Nirmala Bandrapalli (self-employed)
Aileen Cassinetta (self-employed)
Dayna Chung (self-employed)
Meghan Crowell (self-employed)
Trish Erwin (SMC)
Susan Kokores (retired)
Amy McHugh (Leadership Council SMC)

Larisa Ocañada (SAMCEDA)
Aysha Pamukcu (SF Foundation)
Michelle Stewart (VIVE Church)
Susan Takalo (retired)
Rosie Tejada (Vista Equity Partners)
Irma Zoepf (Thrive Alliance)

Siyona Jain (student) *Youth
Commissioner*
Amani Shroff (student) *Youth
Commissioner*



III. COMMISSION ACTIVITIES

In 2025, commissioners were involved in several activities in SMC that are outlined in this section.

CSW Retreat

Commissioners gathered for an evening session of planning with an outside facilitator. They developed two sub-committees: (1) Communications and Engagement; and (2) Fund the Future. Following the retreat, the sub-committees created detailed workplans and timelines for the upcoming two calendar years (2025 and 2026).

Fund the Future Actionable Initiatives

As a result of the Board of Supervisors' acceptance of the Fund the Future report and the subsequent resolution to implement the Action Plan for Women and Children, the CSW's workplans and ensuing activities have targeted Action Plan initiatives; including, retirement and CalSAVERS, financial wellness workshops, promotion of pay equity with local businesses, and community engagement via a Listen & Learn meeting in District 3 and a resource table at Pacific Coast Fog Fest.

Women's History Month

Women's History Month was recognized by CSW in several ways:

- (1) CSW accepted a *Proclamation from the Board of Supervisors* to commemorate Women's History Month;
- (2) CSW participated in the 13th Annual OYE (Orgullo y Educacion) Latinx Youth Conference, held at Cañada College where they provided a workshop on civic engagement and a resource table; and
- (3) CSW co-sponsored the annual Women's View 2025 art exhibit, held at Twin Pines Art Center in Belmont. The exhibit featured the work of women artists who reside in, or work for, SMC.

Women's Equality Day

CSW celebrated Women's Equality Day on August 26, 2025 by accepting a *Proclamation from the Board of Supervisors* and by hosting a panel presentation at the Regional Operations Center. The community event featured Supervisors Corzo, Gauthier and Speier, was free of charge and emceed by Commissioner Gutter. The presentation was the first of its kind since the historic election of three women to the Board of Supervisors. The Supervisors shared personal stories of their financial journeys.

Collaborations

Commissioners are ambassadors for and partners with SMC programs impacting women. The sustained partnerships include the Leadership Council of San Mateo County, Coastside Hope, the Youth Commission, the Office of Arts & Culture, the Arts Commission, the Office of Racial Equity and Social Justice, Silicon Valley Community Foundation, and Thrive Alliance. Commissioners continue their service by providing presentations, organizing and facilitating Listen & Learn meetings, , fostering community collaboration and engagement, and supporting other boards, commissions, businesses, and community groups.



IV. PLANS FOR 2026

CSW completed the first year of its two-year workplan in 2025. In 2026, CSW will continue to implement its workplan and retain the structure of two sub-subcommittees, while maintaining flexibility to adjust tasks/timelines based on shifting needs and circumstances in SMC. CSW's priority for 2026 is engagement within the community through events, meetings and a survey.

Key projects and events for 2026:

- Conduct Listen & Learn meetings in Districts D1, D2, D4 and D5.
- The 36th Biennial Women's Hall of Fame, March 6, 2026
- Recognition of Women's History Month on March 24, 2026 with a *Proclamation by the Board of Supervisors* and support of the Women's View Art Exhibition through the Office of Arts & Culture.
- Continuing support of economic equity with workshops on pay equity and financial wellness.
- Hosting the Women's Equality Day event on August 25, 2026.
- Finalization of countywide survey and plan/timeline for implementation, analysis and report of results.
- Continuing to serve as ambassadors and promoting SMC resources and information available to women.

V. FISCAL IMPACT

All activities undertaken by the CSW were and are financed by the CSW through their attainment of grants and sponsorship. CSW thanks local sponsors: Kaiser Permanente, Skyline College, Silicon Valley Community Foundation, Peninsula Family Service, Coastside Hope, and Peninsula Books, as well as the ongoing funding from SMC and individual donors. Staff support is provided by the SMC Human Resources Department.

VI. MORE INFORMATION

Additional information about CSW is available from Commission Director, Tanya Beat, at tbeat@smcgov.org, or on the CSW webpages at <https://www.smcgov.org/csw>.

CSW meetings are held on the fourth Tuesday of the month, 6:00 – 8:00 PM. Meetings are held in-person at 455 County Center, room 101, Redwood City, CA. The 2025 meeting schedule is listed below:

- January 27
- February 24, D5 Listen & Learn
- March 24
- April 28
- June 23, D2 Listen & Learn
- July 28
- August 25, Women's Equality Day, D1
- September 22
- October 27, D4 Listen & Learn
- December 1* (last meeting of 2026)