



# County of San Mateo

## Inter-Departmental Correspondence

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**Department:** BOARD OF SUPERVISORS  
**DISTRICT 5**  
**File #:** 23-847

Board Meeting Date: 10/17/2023

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**Special Notice / Hearing:** None  
**Vote Required:** Majority

**To:** Honorable Board of Supervisors  
**From:** David J. Canepa, District 5  
**Subject:** Resolution to support working moms

### **RECOMMENDATION:**

Adopt a resolution recognizing the unique contributions and challenges of working mothers, encouraging work flexibility, and affirming commitment to diversity, equity, access, and inclusion in San Mateo County.

### **BACKGROUND:**

In 2021, over 71% of U.S. women with children under 18 were employed. Many working mothers, particularly women of color, serve as primary breadwinners. However, they face significant challenges, including often unaffordable childcare costs and disproportionate job losses during the pandemic.

Childcare in California costs an average of \$10,000-18,000 per child yearly. The pandemic hit working mothers, especially those of color, hardest. These challenges often force working mothers to quit or reduce work hours, causing financial and emotional strain. Traditional gender roles also burden them with most unpaid domestic work and childcare responsibilities.

Recognizing these gender inequalities is vital for a just society. Reasonable work flexibility can help working mothers balance their responsibilities. It can include flexible hours, alternative schedules, paid time off, remote work, and tailored arrangements, depending on work environments and responsibilities.

### **DISCUSSION:**

This resolution affirms the commitment of the Board of Supervisors of San Mateo County to recognize the unique contributions and challenges of working mothers, and to encourage work flexibility to support these vital members of our workforce.

By adopting this resolution, we acknowledge that a more inclusive and flexible workplace benefits not

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only working mothers but also contributes to the overall well-being of families, communities, and the County as a whole. It aligns with our broader commitment to diversity, equity, access, and inclusion, emphasizing that every member of our community deserves an equal opportunity to thrive in both their professional and personal lives.

**FISCAL IMPACT:**

None