

Advisory Council for Aging & Independence Services
Affordability in Aging Subcommittee
 November 10, 2025 | 10:30 AM
 5560 Overland Ave, Suite 310, San Diego, CA 92123

COSO CLERK OF THE BOARD
 2025 JAN 9 AM 10:08

MINUTES - DRAFT

Members		Absent Members	Guests
Attendance:	David Milroy, Chair Ted Kagan Dennis Leggett Mikie Lochner Silvia Martinez Smith Sirisakorn		
	Staff		
	N/A		
Item	Outcome		
1. Call to Order	David Milroy called meeting to order at: 10:30 AM a. Welcome & Guest/Member Introductions b. Confirmation of Quorum = 4 Affordability Members Present		
2. Statement (just cause) and/or Consideration of a Request to Participate Remotely (emergency circumstances) by a Council Member	N/A		
3. Standard Business Names are noted when vote is not unanimous	a. Public Comments/Announcements: Minutes Approval – Motion to approve (Kagan/Leggett) Approved; One abstention.		
4. New Business	<p>Discussion of concerns:</p> <ul style="list-style-type: none"> • Sylvia shared differences between Project Voucher program vs. Section 8 program. • Members discussed unaffordable housing and Section 8. • Dennis reported on his observation of the 211 system based in one office on Ruffin Road. Contact Housing Ombudsman. Discussed inviting 211 staff to speak at one of our future meetings. • Discussed questions for Nick Martinez/staff for a future meeting. • Reviewed charge and scope of the Affordability in Aging committee and how to best bring the issues of senior housing. Major focus for Affordability Committee: <ul style="list-style-type: none"> A. Housing B. Transportation C. Healthcare – Medicare and other programs D. Financial supplements (Shadow) FEMA Emergency funds E. Education programs for seniors F. Solutions for Isolation among older SD residents • Official visit by Karen Montufar-Federico, Senior Community Representative for District 4, Monica Montgomery. We spoke about the issues for our committee (See above) and made solid contact for communication with District 4 Supervisor's office. 		
5. Actions Steps	<ul style="list-style-type: none"> • Several committee members volunteered for assignments between meetings and will report back. • Goal is to present our concerns to AIS and the Board of Supervisors. • Reach out to SD Housing and 211 services. 		
6. Next Meeting	Date: 01/12/26 Time: 10:30- 11:45 AM Location: JGR		
7. Adjournment	11:53 AM		

Respectfully submitted by David Milroy

Advisory Council for Aging & Independence Services
EXECUTIVE & MEMBERSHIP SUBCOMMITTEE
 December 2, 2025 | 9:30 a.m.

COSD CLERK OF THE BOARD
 2026 JAN 23 AM 10:07

Virtual Participation
 Call in: 1 (619) 343-2539
 Meeting ID: 248 050 530 608
 Passcode: ZL6HF7T3
 Click to [Join Teams Meeting](#)

MINUTES – DRAFT

	Members	Absent Members	Guests
Attendance	Stephen Huber Elaine Lewis (virtual) Susan Mallett Jacqueline Simon (virtual) Wanda Smith		Thomas Johnson Brittany Jungman Meredith McCarthy Andrea Villa
	Staff		
	Jana Jordan Samantha Hasler		
Item	Outcome		
1. Call to Order & Attendance	Susan Mallett, Chair, called the meeting to order at 9:33 a.m. a. Welcome & Guest/Member Introductions b. Confirmation of Quorum (quorum is 3): 3 members present at this time.		
2. Statement (just cause) and/or Consideration of a Request to Participate Remotely (emergency circumstance) by a Council Member, if applicable.	None.		
3. Standard Business	a. Public Comments/Announcements b. Approval of October 20, 2025, Meeting Minutes: [M/S – W. Smith / S. Huber:4 Yes; 1 Abstention]		
4. Special Business – AIS Advisory Council	a. Board Letter i. Authorize MOU Between the County of San Diego In-Home Supportive Services Public Authority, United Domestic Workers of America, American Federation of State, County and Municipal Employees Local 3930 (Informational Item Only)		
5. Membership Business	a. Current Status – 5 vacancies. The committee discussed vacancies, recruitment, and seat terms. b. Resignations – N/A c. Applicants i. Application Log* – The subcommittee reviewed this log. ii. Application Review* – The subcommittee reviewed and discussed applications. iii. Interviews – The subcommittee conducted interviews with candidates B. Bergmann and L. Strohl, and recommended B. Bergmann's appointment to seat #17: [M/S – J. Simon / E. Lewis: Unanimous] d. Interested Parties – Individuals that have submitted an application will be encouraged to continue attending meetings. e. Vacancy Log* • Supervisor-Appointed Seat Vacancies: 4 • Council-Appointed Seat Vacancies: 1 g. Actions i. Recommendations to seat applicant(s): Refer to item 4.c.iii ii. Actions regarding term expiration(s): N/A iii. Assign seat(s) for proposed member(s): Refer to item 4.c.iii h. Membership i. Attendance: Monitor/Review Attendance Log* ii. Ethics Training: 1 upcoming; 3 new members pending		

6. Executive Business	a. Monthly Presentations [see Annual Calendar]* (Possible Action) b. Standing Subcommittee Status and Appointments (Possible Action) c. Ancillary Subcommittee Status and Appointments (Possible Action) d. Auxiliary Subcommittee Status and Appointments (Possible Action) e. Ad Hoc Subcommittee Status and Appointments (Possible Action)
7. Other Items	
8. Build January 12 th Council Meeting Agenda	The January 12 th agenda was prepared: [M/S – W. Smith / S. Mallett: Unanimous]
9. Next Meeting	The next meeting will be on January 28, 2026, at 9:30 a.m.
10. Adjournment	Meeting adjourned at 10:58 a.m.

AIS Advisory Council

APPLICATION LOG
January 28, 2026

Applicant Name	Dates						Comments	Endorsed by Subcommittee	Subcommittee Involvement	Age > 60	(To Be) Seated	To Clerk of the Board
	App. Received	Region/District	Meeting Attended	Meeting Attended	Interviewed	Follow-up						
Alioto, Antoinette	3/19/25	North / 5	6/9/25	11/10/25	10/20/25		10/20/25				11/10/25	X
Attisha, Josephine	10/29/25	North / 2										
Bergmann, Brett	9/2/25	East / 4	9/8/25	10/13/25	12/2/25		12/2/25				1/12/26	X
Cahen, Eva	8/26/25	North / 3							Yes			
Chisolm, Helen	9/1/25	East / 4							Yes			
Esguerra, Junne	9/26/25	North / 5	10/13/25	11/10/25								
Javier, Cesar	6/9/25	East / 4	5/12/25	6/9/25	9/30/25				Yes			
Kurup, Deepti	9/15/25	North / 3	10/13/25	11/10/25								
Mitchell, Veronica	6/9/25	Central / 4										
Slaten, Shantella	10/14/25	Central / 4	11/10/25	1/12/26								
Subra, Reva	1/5/26	North / 5		1/12/26								
Strohl, Linda	9/6/25	North / 2	9/8/25	10/13/25	12/2/25				Yes			
Valardi, Jorge	5/9/25	East / 4	5/12/15	6/9/25	9/30/25				Yes			

AIS Advisory Council Executive & Membership Subcommittee

Vacancy Log ⁺

January 28, 2026

- ❖ **Current Vacancies: 4**
- ❖ **Vacancies: Board of Supervisors-appointed Seats: 4**
May be filled 14 days after posting if vacant prior to end of Supervisor's term.
 - 1) Seat #1 (1/8/29)
 - 2) Seat #2 (1/8/29)
 - 3) Seat #9 (1/4/27)
 - 4) Seat #10 (1/4/27)
- ❖ **Vacancies: Council-appointed Seats: None**
May be filled 14 days after posting if vacant prior to terming out.
- ❖ **Pending Term Expiration:**
 - 1) Seat #24 (5/14/26)
- ❖ **Pending Council Action: None**
- ❖ **Pending Board of Supervisors/Clerk of the Board Action: None**

*Occupied by current appointee until a reappointment or replacement is made.

+ Dates in parenthesis are seat term expiration dates

Advisory Council for Aging & Independence Services
Long Term Care Ombudsman and Facilities Subcommittee
 October 13, 2025, 10:30 a.m.
 5560 Overland Ave, 3rd Floor, MSSP Room
 San Diego, CA 92123

CDSO CLERK OF THE BOARD
 2025 JAN 8 PM4:45

.MINUTES - DRAFT

Members		Absent Members	Guests
Attendance:	Elaine Lewis, Chair Bradlyn Mulvey Faye Detsky-Weil Rhys Jones		Petra Heim-Rollan
Staff			
Brittney Willis, Lourdes Ramirez, Sunita Upchurch			
Item	Outcome		
1. Call to Order	Elaine Lewis called the meeting at 10:30 a.m. a. Welcome & Guest/Member Introductions b. Confirmation of quorum (3) There was a quorum.		
2. Statement (just cause) and/or Consideration of a Request to Participate Remotely (emergency circumstances) by a Council Member	N/A		
3. Standard Business	a. Public Comments/Announcements: Staff members reported four-five people in orientation class now and 3-4 will join in October. Also, a number of non-profits are going to be doing 'Trunk or Treat' venues for Halloween. b. Approval of September 8, 2025, Meeting Minutes: M/S – R. Jones/E. Lewis (Passed 4-0)		
4. General Discussion	<p>The committee members focused on volunteer recruitment and retention as major challenges. They brainstormed recruitment strategies including public service announcements and targeted specific groups like college students—particularly those in gerontology, public health, and nursing programs, military personnel and church groups. Also, the discussion touched on the need to provide better support for existing volunteers, including assistance with documentation. The possibility of volunteers entering their own data using the ODIN system was mentioned as a potential improvement for the volunteers and a way of securing data.</p> <p>The committee discussed the importance of being informed about legislative and regulatory changes affecting long-term care and facilities. Exploring ways to access relevant information such as signing up for Long Term Care Sector Telebriefing meetings, HICAP, and the county's Office of Legislative Counsel. The committee considered inviting a representative from Healthcare Licensing Board to provide insights into gaps in legislation and general care.</p> <p>Finally, the group revisited past goals and activities of this committee to identify potential areas of focus. Discussed promoting awareness of respite adult care programs, participating in auxiliary subcommittees, and monitoring the Office of Long-Term Care Ombudsman's program standards and performance. A ride along with an ombudsman was suggested as a way for committee members to gain better understanding of their work. The meeting concluded with a commitment to pursue these various avenues and a call for committee members to reflect on past successes and bring forward any relevant ideas.</p>		
5. Next Meeting	November 10, 2025, at 10:30 a.m. at 5560 Overland Avenue, 3rd Floor, MSSP Conference Room		
6. Adjournment	Meeting adjourned at 11:50 a.m.		

Respectfully submitted by Bradlyn Mulvey, Secretary

----- Original message -----

From: "elaine.lewis" [REDACTED]
Date: 10/16/25 4:19 AM (GMT+06:00)
To: [REDACTED] Jana Jordan <[REDACTED]>
Subject: OLTCO data and guest

Susan,

I hope this email finds you well. In meeting with staff from OLTCO we talked about data points that might be good measures of progress. We would like to obtain volunteer data: number of new volunteer applications in the previous month and where and how they found out about volunteering, number of volunteers with status pending in last 30 days, number of volunteers trainings held in the past 30 days and scheduled, number of volunteers attending or schedule to attend a training, number of volunteers completing the intake process and are shadowing in the past 30 days, total number volunteers now working independently.

The committee has been assured the information we requested is currently generated by the OLTCO on an ongoing basis. Hopefully, we are not creating new work for an already overloaded system.

We would like any nonconfidential information on complaints and the number of complaint visits in the past month.

We are also asking to able to invite a staff member from Health Care Licensing to join our next meeting. The committee believes we might be able to get a better idea of how the subcommittee can offer ideas that might support people receiving long term care, the organizations providing, and monitoring long term care services in San Diego County. We are looking for information on how the LTCO subcommittee might be able to support overall long term care services.

This is a completely selfish request. We want to offer support so when we need to access services we can do so confidently.

Thank you for all you do.

Stay safe,

Elaine M Lewis PhD

(pronouns: they, them, she, her)

University of San Diego

School of Leadership and Education Science

9628 El Grande Place Lakeside CA 92040

(ph [REDACTED])

"Life is more manageable when thought of as a scavenger hunt as opposed to a surprise party." Jimmy Buffett



COUNTY OF SAN DIEGO
Child and Family Strengthening
Advisory Board
Minutes of October 10, 2025

BOARD OF SUPERVISORS

PALOMA AGUIRRE
First District

JOEL ANDERSON
Second District

TERRA LAWSON-REMER
Third District

MONICA MONTGOMERY STEPPE
Fourth District

JIM DESMOND
Fifth District

1.23.26 CFSAB Meeting,
Agenda Item 3

Members Present:

AnneElise Goetz, District 3 Appointee
Patricia Boles, Foster Parent Association
Erin Gospodarec, Congregate Care Provider
Jovanna Aguilera, Protective Services Worker
Jeff Wiemann, Foster Family Agency
Stephen Moore, Voices for Children, Inc
Chief Tamika Nelson, San Diego County Probation
Diana Venegas, Individual with Lived Experience
Alfredo Guardado, Child and Family Well-Being Department
Dr. Kimberly Giardina, County Health and Human Service Agency
Beth Ploesch, Children's Legal Services of San Diego
Dr. Gloria Ciriza, San Diego County Office of Education
Dr. Joseph Robinson, Individual with Lived Experience
Hon. Judge Ana España, San Diego Superior Court
Lauren Welty, District 2 Appointee (from 9:55am)

Staff Present:

Sandra McBrayer, The Children's Initiative
Torrey Giaquinta, The Children's Initiative
Kyle Sand, County Counsel

Members Not Present:

Dr. Patricia Fernandez, District 1 Appointee
Jason Sharpe, District 4 Appointee
Stephanie Ortega, Polinsky Children's Center/Promises2Kids
Alethea Arguilez, First 5 San Diego
Melissa Villagomez, Individual with Lived Experience
Adam Reed, Dependency Legal Services

1. Welcome and Introduction to the Board

New Protective Services Worker Appointee Jovanna Aguilera was introduced. Then all board members introduced themselves. Quorum established.

2. Public Comment

There were no requests for public comment.

3. Approval for the Statement of Proceeding/Minutes for the Meeting of July 18, 2025

Motion by Patty Boles, seconded by Dr. Kimberly Giardina. All members present voting 'aye'.

4. Healthy Outcomes from Positive Experience

Aimee Zeitz, Assistant Director, CFWB, opened the presentation with a review of Adverse Childhood Effects (ACEs). Traditional ACEs can be grouped into three types: Abuse, Neglect, and

Household Challenges. An additional type of Other Adversity has since been added based on research in this field. One in five San Diegans report experiencing four or more ACEs before the age of 18. Four ACEs is the cutoff at which health and life expectancy are affected. The most prevalent types of ACEs in adults in San Diego County are Emotional Abuse (about 42%), Parental Separation or Divorce (about 33%), and Physical Abuse (about 27%). ACEs can be traced back to Adverse Community Environments such as food scarcity, poverty, substandard schools, violence, and poor housing among others.

Conversely, research on Positive Childhood Experiences (PCEs) (a seven-question scale regarding connection, belonging, and support) found that those with more PCEs had higher rates of income, employment, and college completion (National Behavior Risk Factors System Survey, unpublished). Californians with higher PCEs report less cigarette smoking, less alcohol consumption, lower rates of depression, and better overall health. Adults with limited PCEs (0-2) reported the highest rate of suicidal ideation (about 30%, for those with 6-7 PCEs suicidal ideation was about 7%). Furthermore, PCEs can reduce the effects of ACEs. In a 2019 study in JAMA Pediatrics, of those with more than four ACEs, those who also had 6-7 PCEs reported depression or poor mental health at 20% versus 60% for those who had 0-2 PCEs). This is good news as it is easier to ensure PCEs than prevent ACEs.

The HOPE (Healthy Outcomes from Positive Experiences) framework focuses on developing PCEs. HOPE allows responders to keep their actions free from judgment, build trust with families and communities, and help strengthen family and community well-being.

Next, Sarah Glass, Deputy Director at CFWB, presented how HOPE is being woven into CFWB. There are four building blocks of HOPE; Relationships, Environment, Engagement, and Emotional Growth. These building blocks are built into the Family Well-Being Plans used in prevention services. Building Block conversations include housing and food resources, afterschool and summer programs, community resources, and self-care exercises.

CFWB can affect the Relationships building block through safety networks, visitations, and SET values (SET, Safety Enhanced Together, is undergoing revisions to add in HOPE). The Environment building block can be affected through housing vouchers and safety assessments. Engagement can be strengthened through maintaining school of origin and eco maps. The Emotional Growth building block can be addressed through visitation and reunification assessments, parent partners, and independent living skills.

As part of implementation, there will be a CFWB specific cohort of Train the Facilitator. The HOPE National Resource Center will facilitate monthly 90-minute Community of Practice meetings for CFWB staff. Twelve HOPE Champions will be identified who will help create practice tools and train the broader community. Head Start has also been trained in HOPE. CFWB is the first child welfare organization nationally to integrate HOPE in this way.

A board member pointed out that on Child and Adolescent Needs and Strengths, a score of zero means that there is no concern in that area. In larger society, a zero score is often bad. Perhaps the CANS assessments could start with a PCE survey.

5. Health and Human Services Impacts of Federal and State Changes

Dr. Kimberly Giardina, Deputy Chief Administrative Officer, Health and Human Services Agency,

presented on the impacts of federal and state changes on health and human services.

Most of the Federal changes to Medi-Cal will start in 2027. This delay could allow states to plan for the changes; however, no guidance has been issued. Medi-Cal will now have a work requirement and eligibility verification every six months (currently verification is done annually). Other states that have added work requirements and more robust documentation requirements tend to lose participants due to the additional burdens. The six-month eligibility checks will be expanded to those on an Affordable Care Act plan starting January 2027. Coverage for those with "Unsatisfactory Immigrant Status" (based on documentation as well as country) has been nearly eliminated starting in January 2026. Also starting in January 2026, asset limits will be re-instated for older adults and people with disabilities. The new asset limits will be \$120,000 for an individual and \$130,000 for a couple. Currently, individuals can get retroactive coverage for ninety days. Starting in January 2027, that will be shortened to one month. Many of these changes will affect behavioral health as the Federal matching assistance percentage is currently 90% but will be decreasing to 80%.

The CalFresh Health Living Program has been eliminated; however, the state gave counties one million dollars to wind down the program. These funds should last through the end of the year. April 2026 is the earliest someone would lose coverage in CalFresh (for able bodied adults with no dependents). Currently, the federal government pays 50% of CalFresh and California covers the other 50%, with the State paying 70% of that amount and the county covering 30%. Counties do pay the administrative share cost which will increase from 15% to 22%. The benefit cost is calculated on the state's error rate; California is at the maximum of 15%. It is unclear if that cost will be passed onto counties.

In San Diego, approximately 96,000 of the current 396,793 CalFresh customers will be impacted due to work requirements and approximately 13,000 will be affected by changes in immigrant coverage. Of the 876,069 San Diegans on Medi-Cal, approximately 327,000 will be impacted by the work requirement and 75,000 due to immigrant coverage.

The County is trying to prepare for these changes, but neither state nor federal guidance has been issued. Initial impacts will be increased food and housing insecurity and decreased access to health care. That often leads to decreased school and work attendance, increased health worker layoffs, and increased rates of unemployed, uninsured, and unhoused residents.

To mitigate some of these changes, the State has already approved \$20m in food bank support, and a \$71.2m special fund for reproductive health. San Diego has the benefit of LiveWell partners and philanthropy is leaning in.

The memo provided to the Board of Supervisors on July 22nd, 2025, is included in the materials packet.

The change in coverage for those with unsatisfactory immigrant status will not affect minors. Current and former foster youth will continue to be covered up to age 26. It is unclear what effect the work requirements may have on parents working toward reunification. Families will be under more stress, and we know that the most vulnerable communities will be the ones impacted the most.

Notifications about the changes that will take place in January have already gone out to affected individuals. The websites have also been updated. Individuals who have previously worked with the Legal Aid Society on CFWB grievances are being notified by that organization.

It is possible that enough advocacy could help undo some of the changes that go into effect further out. More town halls and community forums are being planned to help inform the community of the upcoming changes without causing fear. The YMCA is hosting a series to educate the community about CalAim.

6. Child and Family Strengthening Advisory Board Report

Sandra McBrayer, CEO of the Children's Initiative, discussed the report to the Board of Supervisors. The report begins with the origin of CFSAB, starting with Ordinance 10598 in March 2019. The duties of CFSAB and a description of the work groups are included in this section. The next section of the report provides data and information about the path through CFWB, from referral (most allegations are for general neglect), to open cases (San Diego has the lowest rate of children in out-of-home-care out of the five counties with the largest child populations), to placement with siblings and relatives, and reentry to foster care. The report then details our areas of focus, including reducing racial and ethnic disparities and increasing lived expert participation. The report will be submitted to the Board of Supervisors in December.

The report was included in the meeting materials. CFSAB Board Members were given until October 15th to email Torrey Giaquinta with any edits or suggestions.

7. Work Group Updates

a) Lived Experts Action Partners Work Group

Joseph Robinson, work group chair, discussed the recent change to a focus group format. The two focus groups that have been held had a good mix of current and former foster youth. Former foster youth included those who have recently left the system as well as those who are more removed from their time in care. Youth talked about the importance of being seen as more than their case file and the difference good social workers can make. Lived experts who had also had involvement with the juvenile justice system described not being visited by their case worker or caregiver while detained. Staff were reported as a positive or negative part of time in care depending on the worker. The importance of mentoring was also mentioned.

b) Placement and Caregiver Support Work Group

Jeff Wiemann and Patty Boles, co-chairs, provided an update from the August and September work group meetings. A draft child safety report, a report on substantiated abuse while in care, was asked for, however the data provided did not show any trends in age, placement type, allegation, or perpetrators.

Foster Family Agencies will soon be allowed to support kin caregivers. This will also allow kin caregivers to receive intensive services. Though respite care hours were reduced, caregivers are able to request additional hours. Some caregivers have reported not receiving notice of a court hearing. The process of how court notices are generated was covered.

c) Child and Family Well-Being Work Group

Torrey Giaquinta, from the Children’s Initiative, presented for this work group as the chair was absent. Through the maps and gaps analysis process, multiple resources that were not widely known were identified. The difficulty of keeping resources up to date was raised leading to a presentation by 211.org on how they update the resources included in their system. This is primarily done through self-report.

In September, Carolyn Griesemer presented on her report commissioned by the Children’s Advocacy Institute at University of San Diego on legal services in prevention. More families being diverted from the dependency system, begat the question of how and where those families can get legal services. The five primary areas for needed legal services were domestic violence restraining orders, probate guardianship, housing, unhoused youth, and pre-petition legal advocacy.

Board members inquired about the impact of CFSAB funding for probate guardianship and pre-petition legal advocacy. Board members were curious about who was the client being served in probate guardianships, the biological parents or the potential guardian. Additionally, currently the contract for education support and guardianship are bundled, which a board member suggested could create conflicts.

8. Child and Family Well-Being Department, Director’s Report

Alfredo Guardado, CFWB Director

a) Polinsky Children’s Center Resident Information

The year-to-date data for children at the Polinsky Children’s Center was shared. This year the average daily population is 21, higher than 19 in FY2024-2025 but much lower than the 59 children in FY 2021-2022.

b) Board Letters:

Alfredo Guardado discussed the three CFWB related letters that will be going to the Board of Supervisors.

- **Funding allocation acceptance for the Transitional Housing Program, Housing Navigation and Maintenance Program, and the Transitional Housing Program Plus Housing Supplement Program (12/9/25)**
This funding is for transitional housing for adults aged 18-25. The eleven counties in California with the highest rents (San Diego is one) receive additional funds for housing navigators.
- **Request for Solicitation of Integrated Prevention and Early Intervention Services (11/4/25)**
This letter is in regard to braided funds from First 5 and CFWB which will be used to support the continuum of care.
- **Article IIIp Ordinance Amendment to the First 5 Commission of San Diego (11/4/25 and 11/18/25)**
Some conflicting policies have been identified since First 5 came under CFWB. This letter clarifies the term of office.

9. Advisory Board Member Updates: Members may make brief announcements or report on their activities that are relevant to the Advisory Board

Judge España recognized Dr. Giardina's commitment to the children, youth, and families of San Diego during her tenure at the County. Dr. Giardina was responsible for the shift to prevention and the reimagining of child welfare services as Child and Family Well-Being. Other Board Members added their appreciation for Dr. Giardina's vision, her efforts to improve this field, and her collaborations with partner agencies.

Dr. Giardina thanked the Board for their continued work in this area. She has known some of the Board Members since her days as a social worker and thanked them for the guidance, mentorship, and accountability they have provided over the decades.

10. Adjournment

Future meeting topics include data from the probate guardianship and pre-petition legal advocacy services contracts.

The next meeting is Friday, January 23, 2026; 9:00-11:00am

**MEDI-CAL TRANSFORMATION:
CALIFORNIA ADVANCING AND INNOVATING MEDI-CAL
(CALAIM): YOUTH FOCUS**

**CHILD AND FAMILY STRENGTHENING ADVISORY
BOARD MEETING**

County of San Diego
Health and Human Services Agency
Medical Care Services
Heather Summers, EdD, MSW, Deputy Director
1/23/2026

SANDIEGOCOUNTY.GOV

1.23.26 CFSAB Meeting,
Agenda Item 4



OVERVIEW



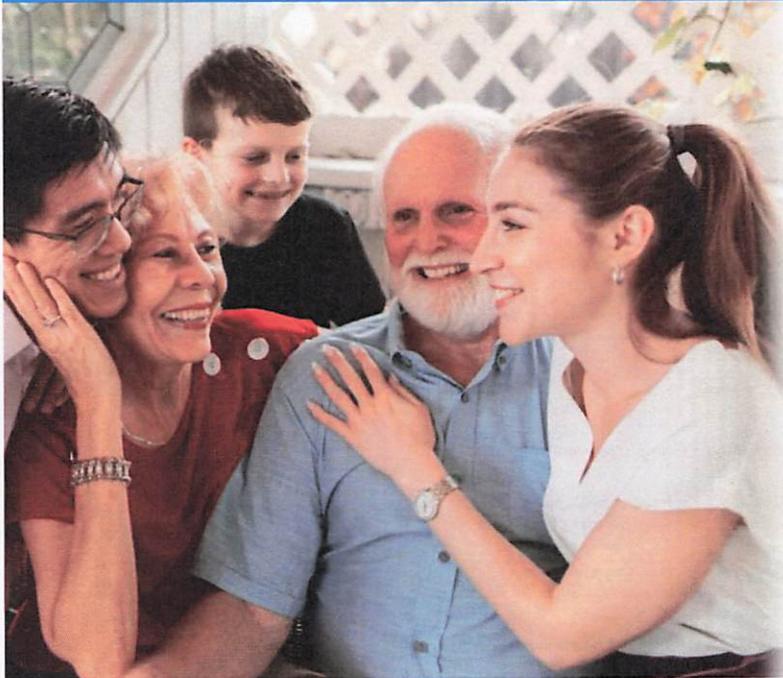
- 1 in 3 San Diegans are receiving Medi-Cal
- 5% of the highest need Medi-Cal members account for over half of all Medi-Cal spending
- Enhanced Care Management (ECM) and Community Supports (CS) are new services available through Medi-Cal Transformation to support the health and wellbeing of Medi-Cal members with complex needs.

MEDI-CAL TRANSFORMATION INITIATIVES



INITIATIVE	DESCRIPTION
Enhanced Care Management (ECM)	<ul style="list-style-type: none"> ▶ Builds on county-administered Whole Person Care (WPC) pilots that ended in 2021. ▶ Managed care plan (MCP)-administered statewide benefit focusing on comprehensive care management for certain members with complex needs, termed “populations of focus.” ▶ MCPs are responsible for overall ECM administration, including identifying enrollees and assigning members to providers, which include counties, local health departments, and county behavioral health providers.
Community Supports (previously In Lieu of Services, or ILOS)	<ul style="list-style-type: none"> ▶ Voluntary medically appropriate services, such as housing transition navigation services and medically tailored meals, offered by MCPs as cost-effective alternatives to traditional health care services or settings. ▶ MCPs contract with a variety of health and social service entities, including counties, local health departments, and county behavioral health providers, to deliver Community Supports.
Global Payment Program (GPP)	<ul style="list-style-type: none"> ▶ Continues GPP originally established under Medi-Cal 2020.
Population Health Management (PHM)	<ul style="list-style-type: none"> ▶ Offers a comprehensive suite of services to MCP members to improve overall health outcomes. ▶ Required joint community planning between MCPs and local health jurisdictions (LHJs), leveraging community health assessments and Community Health Improvement Plan processes.
Justice-Involved Reentry Initiative*	<ul style="list-style-type: none"> ▶ A first-in-the-nation program providing targeted Medi-Cal services to youth and eligible adults in state prisons, county jails, and youth correctional facilities for a maximum of 90 days prior to release to enable continuity of care. ▶ Requires county entities, such as correctional facilities and behavioral health agencies, to coordinate pre- and post-release services with other parties.

WHO CAN RECEIVE ECM AND CS?



Have active Medi-Cal

and



**Who have a Medi-Cal
Managed Care Plan**

(Blue Shield Promise, Community Health Group,
Permanente, or Molina Healthcare)

and



Meet the eligibility criteria

ENHANCED CARE MANAGEMENT



Enhanced Care Management (ECM) is a Medi-Cal managed care **benefit** that addresses clinical and social needs of the highest-need Medi-Cal members through intensive care management and coordination

Members enrolled in ECM receive seven core services based on their individual needs:

	Outreach and Engagement
	Comprehensive Assessment and Care Management Plan
	Enhanced Coordination of Care
	Coordination of and Referral to Community and Social Support Services
	Member and Family Supports
	Health Promotion
	Comprehensive Transitional Care

Examples of ECM services:

- Access to a single Lead Care Manager
- Coordination with doctors and care team
- Better understanding of medications
- Transportation to appointments
- Follow-up care after leaving the hospital
- Connection to more services like food and housing

Typically authorized for 12 months

ENHANCED CARE MANAGEMENT



ECM Population of Focus		Adults	Children & Youth
1	Individuals Experiencing Homelessness	✓	✓
2	Individuals At Risk for Avoidable Hospital or ED Utilization	✓	✓
3	Individuals with Serious Mental Health and/or Substance Use Disorder Needs	✓	✓
4	Individuals Transitioning from Incarceration	✓	✓
5	Adults Living in the Community and At Risk for LTC Institutionalization	✓	
6	Adult Nursing Facility Residents Transitioning to the Community	✓	
7	Children and Youth Enrolled in California Children's Services (CCS) or CCS Whole Child Model (WCM) with Additional Needs Beyond the CCS Condition		✓
8	Children and Youth Involved in Child Welfare		✓
9	Birth Equity Population of Focus	✓	✓

ECM has been available for adults with intellectual or developmental disabilities (I/DD) and pregnant and postpartum individuals from the launch of ECM if they meet the eligibility criteria for any existing Population of Focus. In July 2023, children and youth with I/DD or who are pregnant/postpartum will also be eligible for ECM if they meet the eligibility criteria for any existing Population of Focus.

9

For more details, visit the [ECM Policy Guide](#)

6

EXAMPLE POF: ECM ELIGIBILITY



Children, Youth, and Families with members under 21 years of age who are experiencing homelessness

1) Are experiencing homelessness (see previous slide)

OR

2) **Sharing the housing of other persons** (i.e., couch surfing) due to loss of housing, economic hardship, or a similar reason; are living in motels, hotels, trailer parks, or camping grounds due to the lack of alternative adequate accommodations; are living in emergency or transitional shelters; or abandoned in hospitals (in hospital without a safe place to be discharged to), as modified from the 45 CFR 11434a McKinney-Vento Homeless Assistance Act definition of "at risk of homelessness"

Children, youth, and families **DO NOT** need to meet the additional complex physical, behavioral, or developmental need

For more details, visit the [ECM policy guide](#)



EXAMPLE POF: ECM ELIGIBILITY



Individuals At Risk for Avoidable Hospital or ED Utilization (Children and Youth)

Three or more emergency room visits in a six-month period that could have been avoided with appropriate outpatient care or improved treatment adherence

OR

two or more unplanned hospital and/or short-term skilled nursing facility (SNF) stays in a six-month period that could have been avoided with appropriate outpatient care or improved treatment adherence

For more details, visit the [ECM policy guide](#)



EXAMPLE POF: ECM ELIGIBILITY



Children and Youth (<21) with Serious Mental Health and/or Substance Use Disorder Needs:

(1) Meet the eligibility criteria for participation in, or obtaining services through:

- (i) Specialty mental health services delivered by the County's Mental Health Plan;
- (ii) The Drug Medi-Cal Organization Delivery System (DMC-ODS) OR the Drug Medi-Cal (DMC) program;

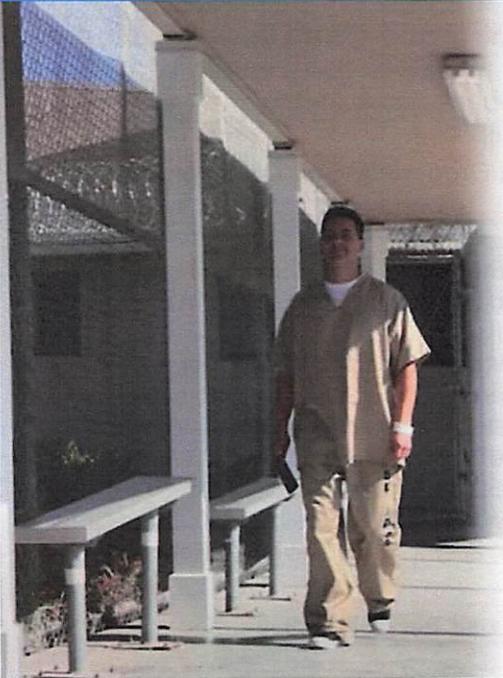
Examples:

- A 19-year-old former foster youth who has a psychiatric or SUD-related condition, and is currently using EDs as the primary source of care
- A child or youth who screens positive for four or more ACEs in their primary care practice and meets the access criteria for SMHS services, but has not been linked to care and does not have the family or social support needed to further evaluate or address their needs.
- A child or youth who is receiving services from the County BHS, DMC-ODS, and/or DMC delivery systems

For more details, visit the [ECM policy guide](#)



EXAMPLE POF: ECM ELIGIBILITY



Individuals Transitioning from Incarceration

Adults

(1) Are transitioning from a correctional facility (e.g., prison, jail, or youth correctional facility) or transitioned from correctional facility within the past 12 months;

AND

- (2) Have at least one of the following conditions
- (Mental illness
 - SUD
 - Chronic Condition/Significant Non-Chronic Clinical Condition
 - Intellectual or Developmental Disability (I/DD)
 - Traumatic Brain Injury (TBI)
 - HIV/AIDS
 - Pregnant or Postpartum

Youth:

- first criteria only



For more details, visit the [ECM policy guide](#)

EXAMPLE POF: ECM ELIGIBILITY



Children and Youth Enrolled in CCS or CCS WCM with Additional Needs Beyond the CCS Condition

(1) Are enrolled in CCS OR CCS WCM

AND

(2) Are experiencing at least one complex social factor influencing their health.

Examples include (but are not limited to)

- lack of access to food;
- lack of access to stable housing;
- difficulty accessing transportation;
- high measure (four or more) of ACEs screening;
- history of recent contacts with law enforcement;
- or crisis intervention services related to mental health and/or substance use symptoms

For more details, visit the [ECM policy guide](#)



EXAMPLE POF: ECM ELIGIBILITY



Children & Youth Involved In Child Welfare

Meet at least one (1) of the following criteria:

- Are under age 21 and currently receiving foster care in California (CA)
- Are under age 21 and currently receiving foster care in CA or another state within the last 12 months
- Have aged out of foster care up to age 26 in CA or another state
- Are under age 18 and eligible for and/or in California's Adoption Assistance Program
- Are under age 18 and currently receiving or have received services from California Family Maintenance program within last 12 months

For more details, visit the [ECM policy guide](#)



EXAMPLE POF: ECM ELIGIBILITY



Birth Equity

Adults and Youth Who:

1. Are pregnant or are postpartum (through 12 months period); and
2. Are subject to racial and ethnic disparities as defined by California Department of Public Health data on maternal morbidity and mortality
 - Based on current data, eligible groups include: Black, American Indian and Alaskan Native, and Pacific Islander
 - Eligibility based on members' self-identity as part of a racial or ethnic group

For more details, visit the [ECM policy guide](#)



ECM REFERRAL FORMS



ECM referrals can be made by emailing a referral form to a member's Medi-Cal Managed Care Plan.



Managed Care Plans	Email	Member Services Phone Number
Universal Referral Forms: <u>Children/Youth</u> <u>Adults</u>		
Blue Shield Promise	Email: ECM@blueshieldca.com	1-855-699-5557
Community Health Group	Email: ecm-cs@chgsd.com	1-800-224-7766
Kaiser Permanente	Email: RegCareCoordCaseMgmt@KP.org	1-855-839-7613
Molina	Email: MHC_ECMReferrals@molinahealthcare.com	1-888-665-4621

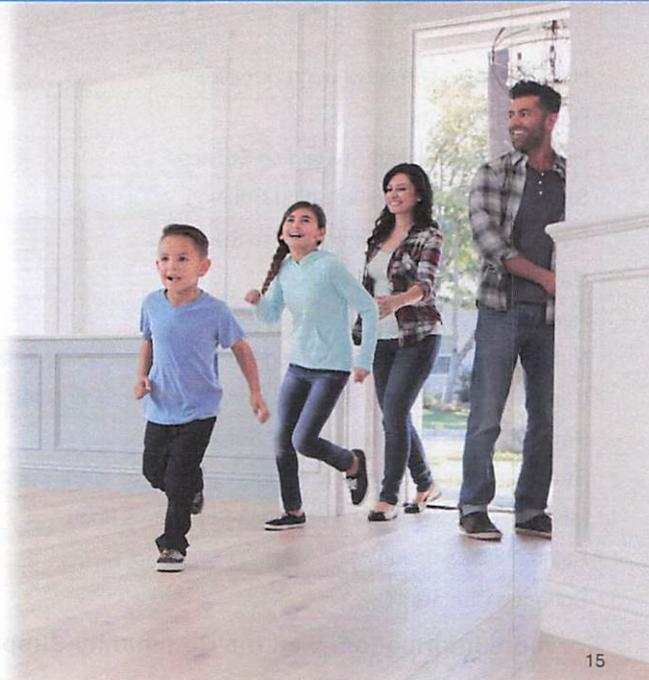
COMMUNITY SUPPORTS



Community Supports (CS) are services that help address members' health-related social needs and help them live healthier lives.

- Extend beyond hospitals and health care settings into communities
- Medically appropriate and cost-effective substitute services to avoid higher level of care
- Available to a wide range of Medi-Cal members by community-based providers
- Members DO NOT need to be enrolled in ECM to access CS
- 14 CS services, each have their own eligibility criteria

For more information, visit the [Community Supports Policy Guide](#)



COMMUNITY SUPPORTS



Community Support Services	Example of Services
Housing Transition Navigation Services	Housing assessment, plan, and search for housing
Housing Deposits	Security deposits, first month utilities, set-up fees
Housing Tenancy and Sustaining Services	Advocacy and coaching to help maintain housing
Short-term Post-Hospitalization Housing	Interim housing for recuperation and recovery
Recuperative Care (Medical Respite)	Interim housing for short-term residential care
Day Habilitation Programs	Peer mentoring to improve socialization and adaptive skills
Respite Services	Episodic short-term caregiver
Nursing Facility Transition/Diversion to Assisted Living Facilities	Wrap around services to assist with ADLs/IADLs
Community Transition Services/Nursing Facility Transition to a Home	Security deposit, housing navigation, home modifications
Personal Care and Homemaker Services	Caregiver to assist with ADLs/IADLs
Environmental Accessibility Adaptations (Home Modifications)	Ramps, grab-bars, stair lifts, roll-in shower
Medically Tailored Meals/Medically-Supportive Food	Home delivered meals based on dietary needs
Asthma Remediation	Air filters, HEPA vacuum, pest management, mold removal
Sobering Centers	Destination for people who are publicly intoxicated

For more information, visit the Community Supports Policy Guides ([Volume 1](#) & [Volume 2](#))

COMMUNITY SUPPORTS



Housing Transition Navigation Services

- Assistance with obtaining housing. This may include assistance with searching for housing or completing housing applications, as well as developing an individual housing support plan.

Housing Deposits

- Funding for one-time services necessary to establish a household, including security deposits, first month's utilities and set-up fees, and first and last month's rent.
- *Once per Lifetime limit of \$5,000; limited to members in Housing Transition Navigation Services*

Housing Tenancy & Sustaining Services

- Assistance with maintaining stable tenancy once housing is secured. This may include interventions for behaviors that may jeopardize housing, such as late rental payment and services, to develop financial literacy.
- *1x lifetime maximum, usually between 12 and 18 months*

COMMUNITY SUPPORTS



Personal Care and Homemaker Services

- Support individuals who need assistance with daily activities, such as bathing, getting dressed, personal hygiene, cooking, and eating.

Asthma Remediation

- Physical modifications to a beneficiary's home to mitigate environmental asthma triggers, such as, air filters, HEPA vacuum, pest management, mold removal.
- *Lifetime maximum \$7,500*

Environmental Accessibility Adaptations

- Physical adaptations to a home to ensure the health and safety of the beneficiary. These may include ramps and grab bars.
- *Lifetime maximum \$7,500*

Meals/Medically Tailored Meals

- Meals delivered to the home following discharge from a hospital or nursing home, that are tailored to meet beneficiaries' unique dietary needs of those with chronic diseases.
- *Up to two (2) meals per day and/or medically-supportive food and nutrition services for up to 12 weeks, or longer if medically necessary*
- *Meals are not covered to respond solely to food insecurities*

CS REFERRAL FORMS



Community Supports referrals can be made by emailing a referral form to a member's Medi-Cal Managed Care Plan.



Managed Care Plans	Link to Referral Form	Email	Member Services Phone Number
Blue Shield Promise	Community Supports Referral Form (blueshieldca.com)	Email: CommunitySupports@blueshieldca.com	1-855-699-5557
Community Health Group	Community Supports Referral Form (chgsd.com)	Email: ecm-cs@chgsd.com	1-800-224-7766
Kaiser Permanente	Community Supports Referral Form (kaiserpermanente.org)	Email: RegCareCoordCaseMgmt@KP.org	1-855-839-7613
Molina	Community Supports Referral Forms (molinahealthcare.com)	Email: MHC_CS@MolinaHealthcare.com	1-888-665-4621

Data

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Medi-Cal Managed Care Plan Members Enrolled in Enhanced Care Management (ECM) in by Population of Focus

Populations of Focus Age Category: Children and Youth |
 Managed Care Plan: All |
 County: San Diego

Medi-Cal Managed Care Plan (MCP) Members Receiving Enhanced Care Management (ECM) in each Population of Focus (POF) by Quarter and Year



MCP Members Under Age 21 in the Last 12 Months of the Reporting Period

Average Number of MCP Members Under Age 21 in the Last 12 Months

344,578

Number of Members Under Age 21 Enrolled in ECM At Any Point in the Last 12 Months

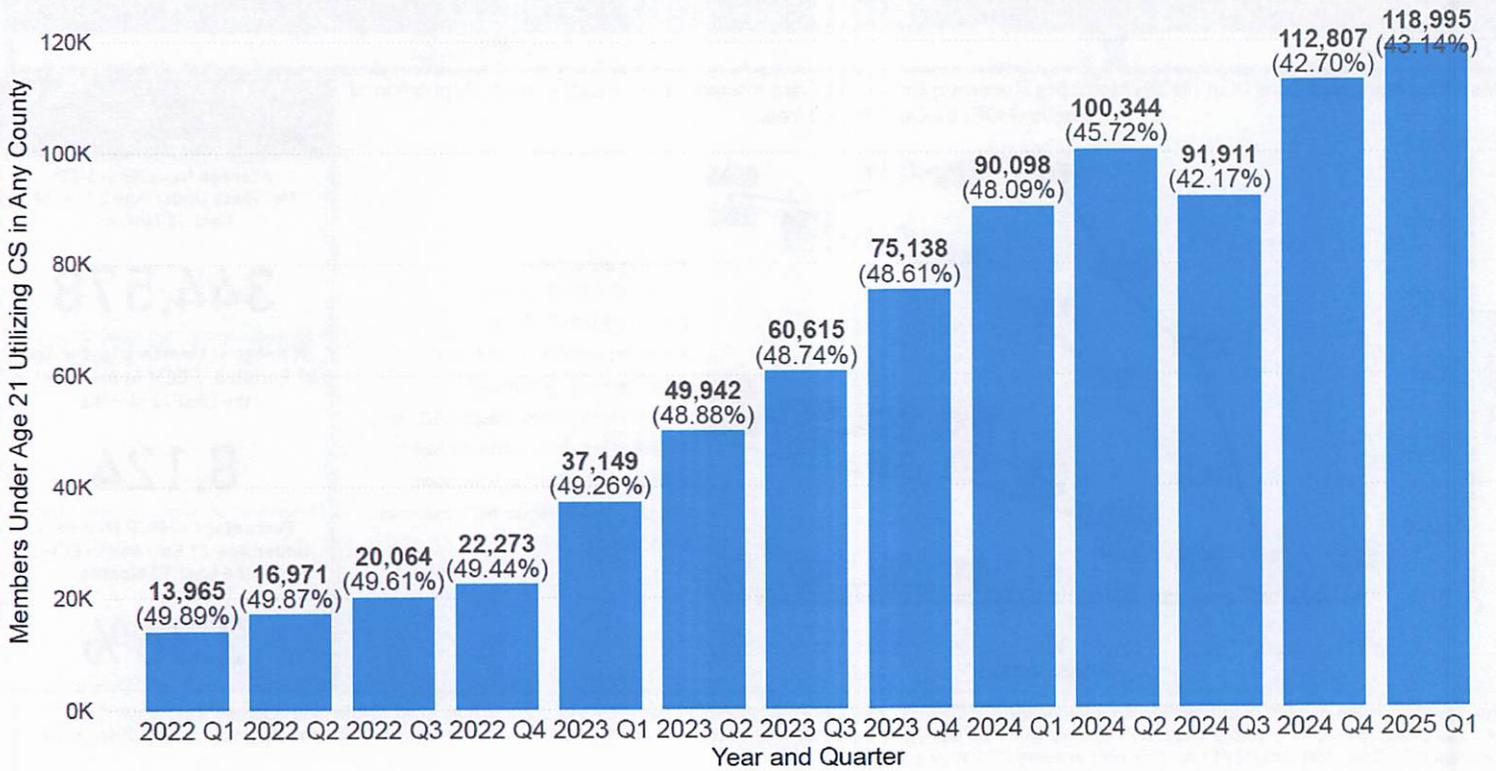
8,124

Percentage of MCP Members Under Age 21 Enrolled in ECM in the Last 12 Months

2.36%

The chart shows the number of Enhanced Care Management (ECM) recipients by Population of Focus (POF) for children and youth. California Department of Health Care Services provides criteria to qualify under a POF. Only Medi-Cal Managed Care Plan members that meet the POF criteria can receive ECM, and they may qualify under more than one POF. The chart includes ECM recipients in every POF they qualify under.

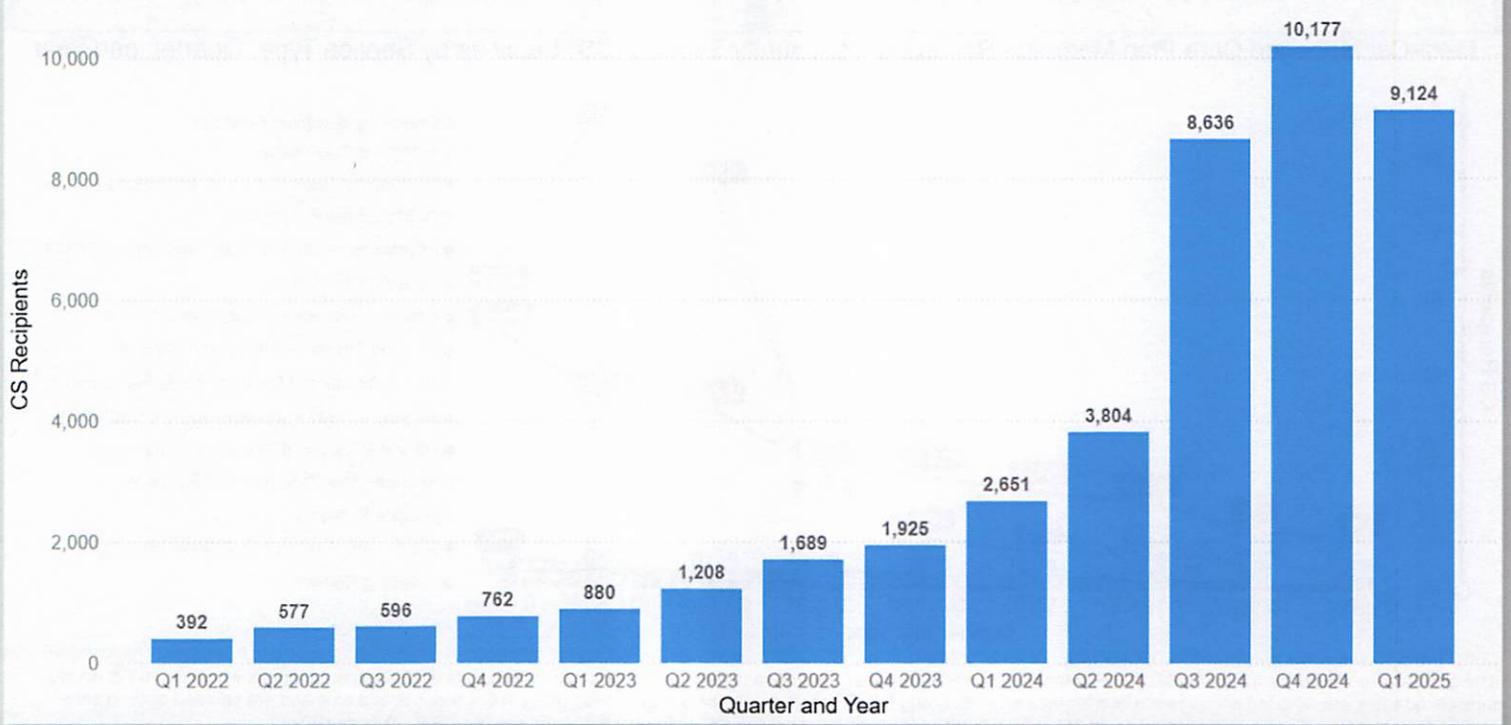
Statewide Count and Percentage of Members Utilizing Community Supports Under 21 years of Age by Quarter and Year





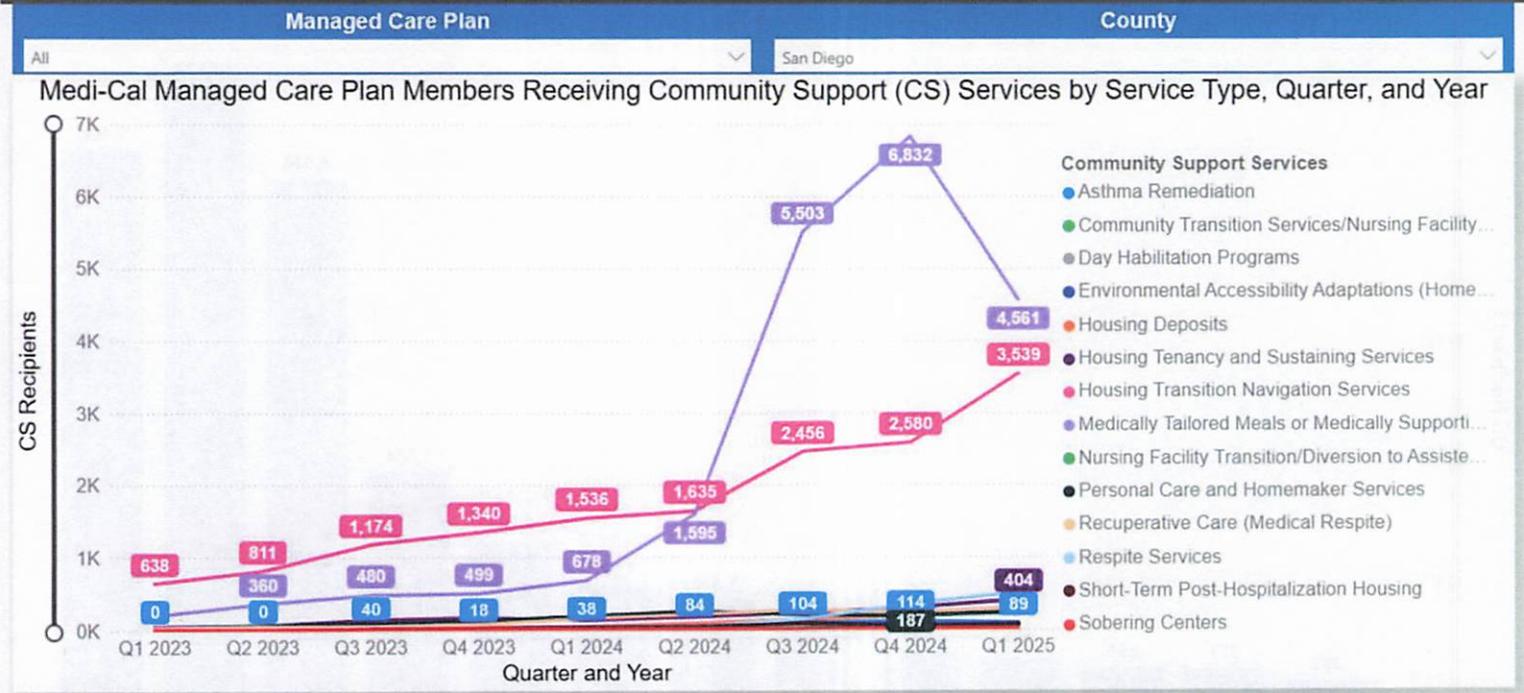
Medi-Cal Managed Care Plan Members Enrolled in Community Support Services

Medi-Cal Managed Care Plan (MCP) Members Receiving Community Support (CS) Services





Medi-Cal Managed Care Plan Members Enrolled in Community Support (CS) Services



The chart above shows the number of Medi-Cal Managed Care Plan members that have received each Community Supports (CS) service. Members who receive CS across multiple quarters are reported once in each quarter they were receiving the CS service. Members may receive multiple CS services at a time and are counted once in each service they received. For an unduplicated count of the total number of members receiving CS during each quarter, see the CS Recipients page.



Medi-Cal Beneficiaries Enrolled in Community Support (CS) Services in San Diego

County
San Diego

CS Services Administered in the Last 12 Months of the Reporting Period

Number of Community Support Services Available

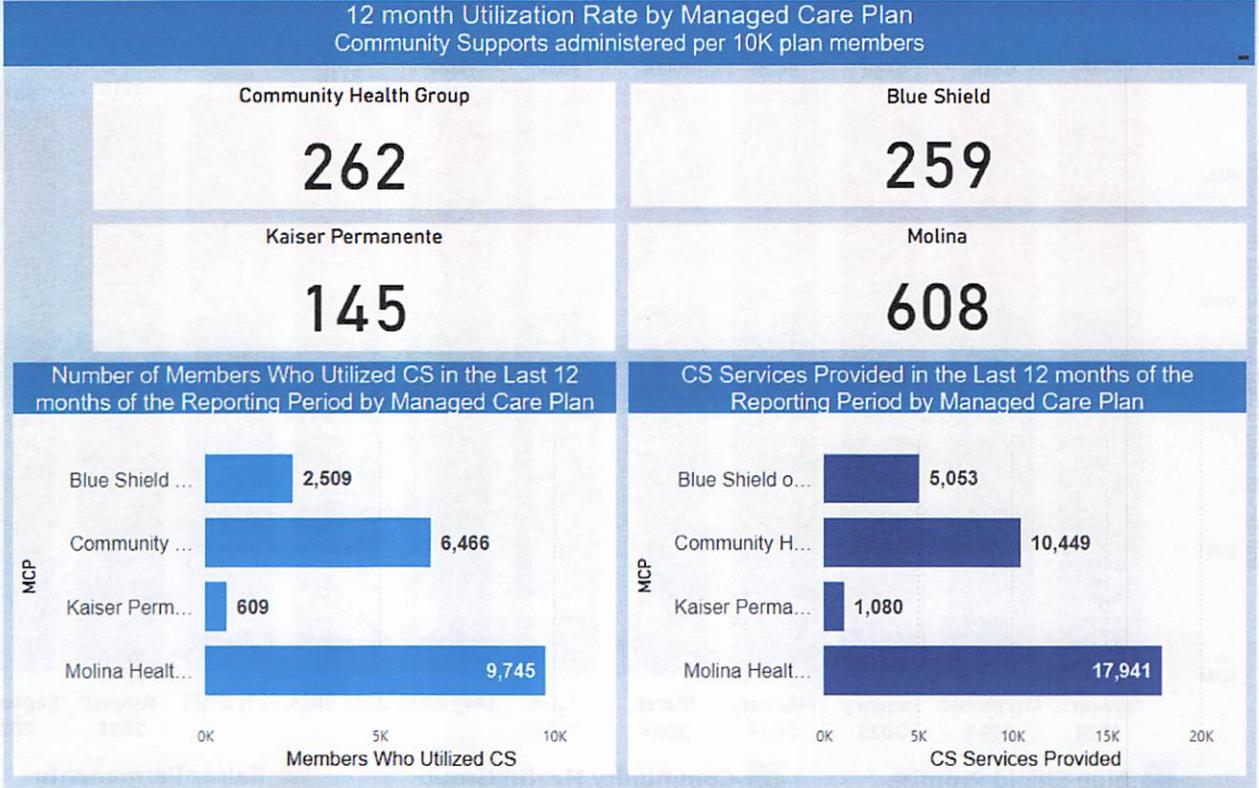
14

Total Community Supports Services Provided

34,523

Utilization Rate
CS services administered per 10,000 Medi-Cal beneficiaries

358

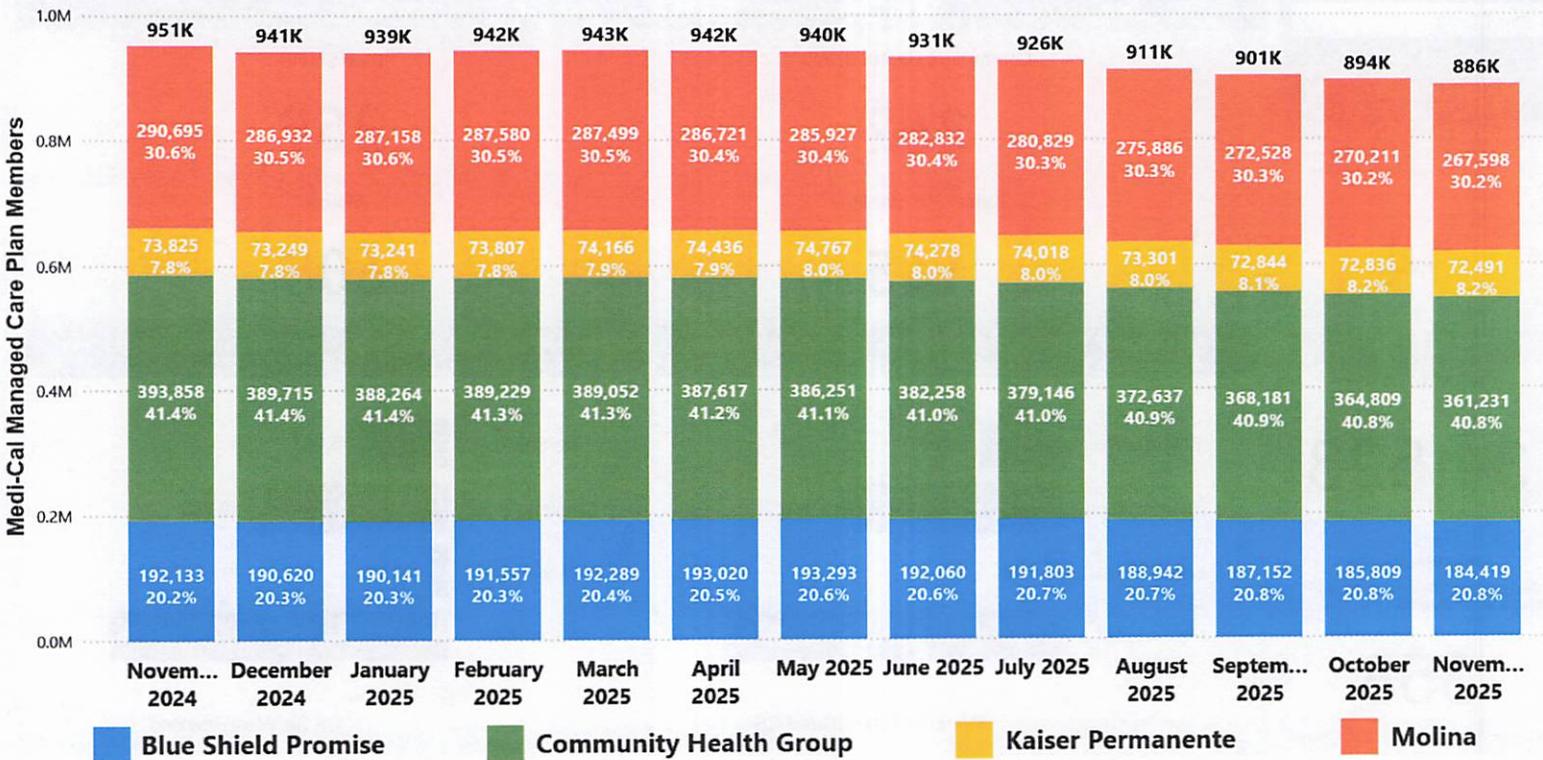




Enrollment by Medi-Cal Managed Care Plan

Month & Year of Enrollment

Last 14 Months (Calendar)





Medi-Cal Beneficiary Demographics: Individuals Under Age 21 Enrolled in Medi-Cal

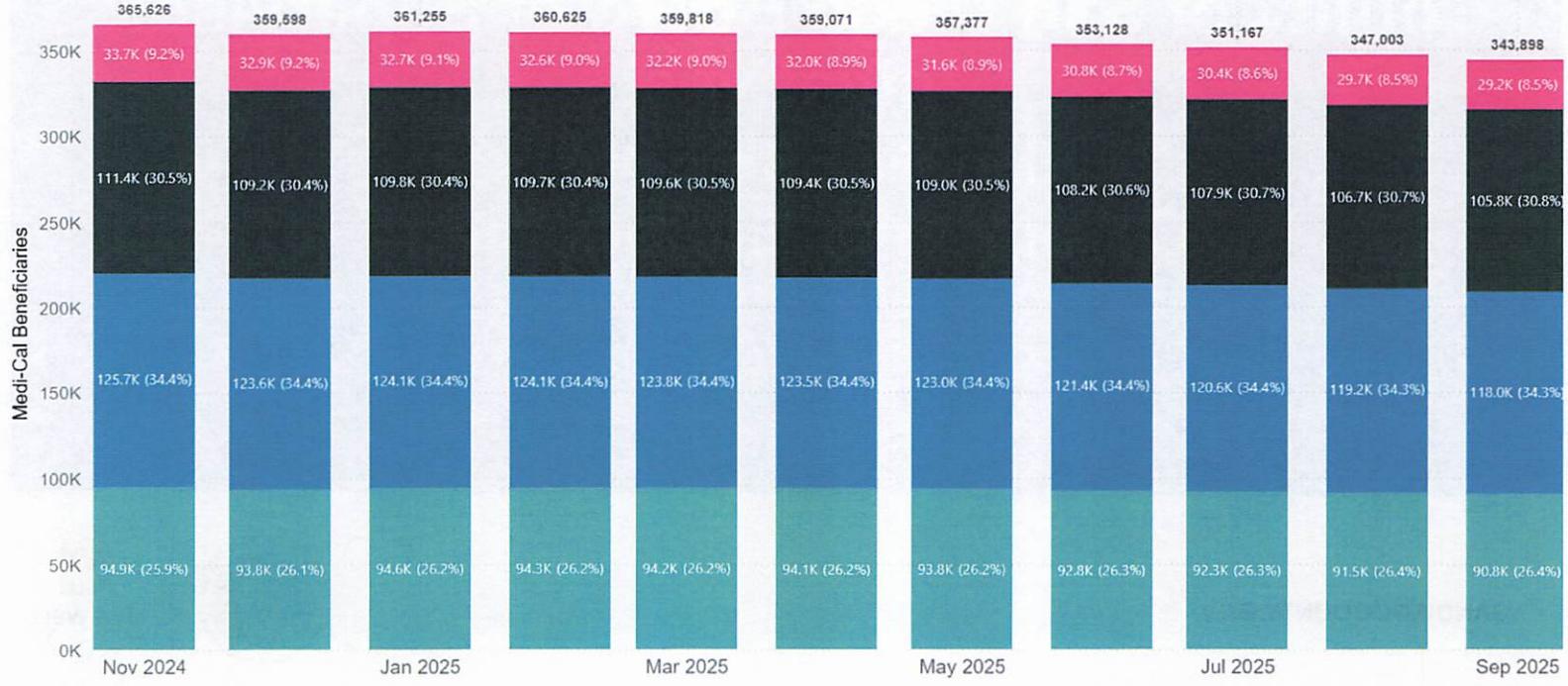
Month & Year

Last 14 Months (...)

11/1/2024 - 12/31/2025

Children and Youth Enrolled in Medi-Cal by Age

Age (years) ● ≤5 years ● 6-12 years ● 13-18 years ● 19-20 years



County of San Diego Board of Supervisors Initiatives: CalAIM Task Force & Community Engagement

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HEALTHY SAN DIEGO CONSUMER & PROFESSIONAL ADVISORY COMMITTEE CALAIM TASK FORCE



Background	<ul style="list-style-type: none"> Established January 9, 2025, by the Healthy San Diego (HSD) Consumer & Professional Advisory Committee (CPAC) in response to the December 10, 2024 BOS direction.
Purpose	<ul style="list-style-type: none"> Increase enrollment in all 14 Community Supports (CS).
Membership	<ul style="list-style-type: none"> Members are comprised of HSD CPAC members, community partners representing CS Providers, and other interested stakeholders.
Meetings	<ul style="list-style-type: none"> Every other month (February, April, June, August, October, December) 2nd Thursday of the month, from 3-5 p.m. Public meeting (Brown Act)

Strategy
<ul style="list-style-type: none"> ➤ Prioritize 3-4 CS services to focus on initially (by January 1, 2026): <ul style="list-style-type: none"> • Medically Tailored Meals/Medically Supportive Food • Housing Transition Navigation Services • Short-Term Post-Hospitalization Housing • Recuperative Care
<ul style="list-style-type: none"> ➤ Develop a shared action plan

CALAIM COMMUNITY ENGAGEMENT EVENTS



Informational sessions to raise awareness of no-cost Enhanced Care Management and Community Supports for Eligible Medi-Cal members.

- 5 in-person events across the County
- A full meal and childcare will be provided onsite
- \$50 Gift card incentives for participants
- Translation services will be available upon request
- For Medi-Cal members, caregivers of Medi-Cal members, and community advocates



EVENTS SUMMARY



Attendance (# adults – 501 total)

- Border View YMCA (San Ysidro) – 43
- Copley-Price YMCA (City Heights) – 37
- Escondido YMCA – 57
- Ronald Reagan Community Center (El Cajon) – 119
- Mira Mesa Senior Center – 48
- Virtual Event – 197

Participant Feedback

- Majority feel they understand ECM/CS either “very well” or “somewhat.”
- Majority feel “very” or “somewhat” confident they can enroll in ECM/CS or share information learned.
- Most attendees identified as “I have Medi-Cal” and a few identified as “Promotora.”

“Thank you so much for having these workshops, and especially for providing translation and childcare”*

“Everything was wonderful; the information was very helpful. I know people who need this kind of support”*

“Loved the presenters. Very knowledgeable and professional. Also loved the food!”

**Translated from Spanish to English*



Justice Involved Initiative

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JUSTICE INVOLVED INITIATIVE



Initiative Components

- Ensuring individuals have active Medi-Cal upon release
- Linkages to behavioral health services upon release
- Connection to Enhanced Care Management and Community Supports
- Access to 90 day-pre release services:
 - Health treatment, medications, equipment, screenings and testing
 - Reentry planning and care management
 - CHW services

Timeline

- California Department of Corrections and Rehabilitation (CDCR) went live with 90-day pre-release in February 2025
- The San Diego County Probation Department (serving youth in custody) went live with 90-day pre-release in October 2025
- The San Diego Sheriff's Office anticipates going live with 90-day pre-release in early 2026

Resources

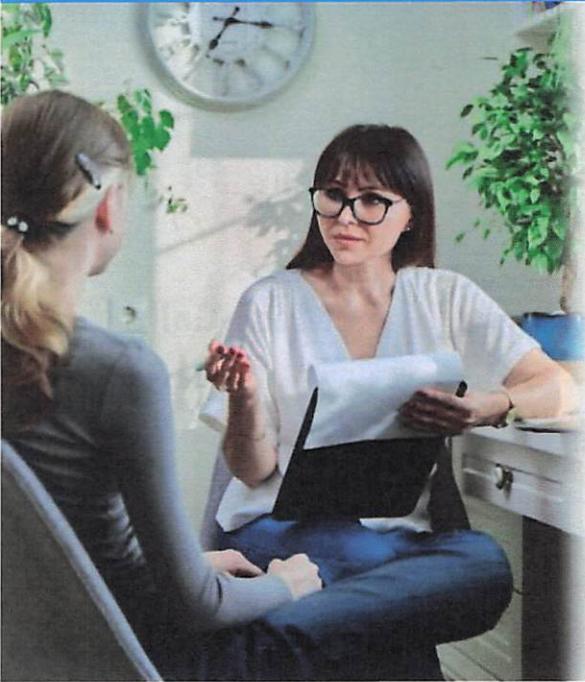


INFORMATIONAL VIDEO FOR PROFESSIONALS



- 18-minute informational video provides an overview of Enhanced Care Management (ECM) and Community Supports (CS)
- Designed for professional or provider audiences
- Help to train, refresh, or support understanding of ECM and CS and how to connect Medi-Cal members to the services
- Will be updated should the information change
 - For the latest information, visit: SanDiegoCounty.Gov/SDAIM

CALL TO ACTION



Share
information
about ECM/CS

Request a
presentation or
training

Direct people to call
their health plan or
neighborhood
networks

Help make a
referral directly

Visit the SanDiegoCounty.Gov/SDAIM for referral information
Email us at SDAIM.HHSA@sdcounty.ca.gov
Neighborhood Networks: 619-273-3295 | referrals@sdwellnesscollaborative.org

MORE INFORMATION



Check your Medi-Cal enrollment

• Make sure your Medi-Cal stays active:

- If you have Medi-Cal, you will get letters by mail, text, or email. Make sure your [county Medi-Cal office](#) has your updated contact information.
- Keep your [contact information updated](#) so you don't miss important notices.
- Watch your mail and respond quickly to Medi-Cal renewal packets or letters from your health plan or local county office.
- Know your renewal date so you can renew your Medi-Cal online or work with your local county Medi-Cal office if you do not receive notifications.
- Keep going to the doctor and other medical appointments and ask about available telehealth services.
- [Visit our website](#) and follow our social media channels for updates.
- Ask questions if you're unsure.

https://healthconsumer.org/your_rights/



Medi-Cal

MORE INFORMATION



Visit SanDiegoCounty.Gov/SDAIM
for more information and
resources



sdaim.hhsa@sdcounty.ca.gov

THANK YOU

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COUNTY OF SAN DIEGO
Child and Family Strengthening
Advisory Board

Lived Expert Action Partners Work Group

Meeting Summary

Date: Thursday, November 20, 2025

Chair: Joseph Robinson

Meeting Staff: Torrey Giaquinta

Attendees: 28, board members present: Joseph Robinson and Stephen Moore

1. Welcome and Overview

Joseph opened the meeting. All attendees introduced themselves. There were current and former foster youth present.

Joseph discussed the purpose of the meeting. Sticky notes are available for those who do not feel like talking.

2. Discussion

- **Independent Living Services**

Foster youth ages 16-18 have an assigned county ILS worker. After age 18, they are assigned a community ILS worker based on their location. The providers are SDYS, YMCA, and SBCS.

The discussion started with a show of hands of current foster youth who have bank accounts. Bank accounts can be hard to set up without a co-signer. All youth had identification.

Lived Experts were asked about the systems they have had difficulty accessing.

DMV- long wait times

Access to birth certificate, especially if out of state

Getting enough hours of driving on permit. Just in Time offers a three-session Changing Lanes course.

Employment – lived experts reported not receiving contact after a job application or interview.

Youth mentioned needing something to put on their resumes to demonstrate job skills. A few years ago, SD County offered paid internships to student workers. Sometimes if youth can find an internship, other organizations will provide funding.

Youth mentioned transportation as a problem. Buses break down or drive past youth which leads them to be late.

Next lived experts were asked what skills someone should have at 18.

Responses included cooking, shopping on a budget, recipes using EBT products.

Youth need to know more about credit at a younger age before they can get into trouble with credit cards and interest rates. They suggested ILS or CASA as the best person for this conversation.

Youth wanted a course on how to use tools to do minor projects in a home or a car.

There are currently monthly skill classes, however the titles are boring, and the staff are not enthusiastic. STRTP did not know about the meetings.

CFWB staff suggested having a specific ILS worker assigned to each facility. That will be the point of contact for all youth in that home and will liaise with CFWB and the community ILS worker.

Lived Experts wanted more frequent sessions with their ILS worker. Currently contact happens every two months, which is not sufficient if something needs to be done quickly.

Attendees asked if all ILS workers have a list of tasks to complete with each youth? Items would include obtaining ID/driver's license, setting up a bank account, writing a resume, going on college tours, and completing the FAFSA. Additional tasks could be how to get important papers or how to complete taxes.

3. Adjournment. Date of Next Meeting – December 18, 2025, 6:00pm.

The topic for the next meeting will be Independent Living Skills.



1.23.26 CFSAB Meeting,
Agenda Item 7a

COUNTY OF SAN DIEGO
Child and Family Strengthening
Advisory Board

Lived Expert Action Partners Work Group

Meeting Summary

Date: Thursday, December 18, 2025

Chair: Joseph Robinson

Meeting Staff: Torrey Giaquinta

Participants: 17, board members present: Joseph Robinson

1. Welcome and Overview

Joseph opened the meeting. Participants were asked to introduce themselves and say the first word or feeling that came to mind when they hear "Independent Living"

Answers included: self-sufficiency, on-your-own, work for everything, bills, budgeting, adulting, dishes, time to get the f*ck out of here, autonomy, responsibility, broke, chores, independence, the ability to be irresponsible, personal accountability.

2. Independent Living Services

- **Discussion/Break out groups**

Participants were asked to go to one of five tables for break out discussions. The available topics were: Transportation, Housing, Living on Your Own, Permanent Connections, and Employment.

The Transportation and Housing tables combined, and there were also youth at the Living on Your Own and Employment tables.

3. Adjournment. Date of Next Meeting – February 19, 2026, 6:00pm.

The group came back together before adjourning. The youth liked the smaller format. A participant suggested having an activity and music or a craft to make the space more welcoming.



COUNTY OF SAN DIEGO

Child and Family Strengthening Advisory Board

Child and Family Well-Being Work Group

Meeting Summary

Date: Wednesday, November 19, 2025

Chair: Stephanie Ortega

Meeting Staff: Torrey Giaquinta

Attendees: 22, board members present: Stephanie Ortega, Stephen Moore, Jovanna Aguilera, and Erin Gospodarec.

1. Welcome and Introductions

Stephanie Ortega started the meeting. Attendees introduced themselves. Stephanie reviewed the agenda for the meeting as well as the work group's action plan.

2. Update on CalFresh Impacts

Sarah Glass, CFWB, spoke about the impact of the government closure on CalFresh. CFWB shared food resources with providers and warm line staff. Community Wraparound is giving away 1,000 turkeys. All One Safe Places have food pantries. CalFresh funds for November 1st -10th were distributed. In the East County, CFWB is working with Tribes to ensure needs are met.

3. Family Connection Hub Update

The Family Connection Hub was created to implement the 2018 Family First Prevention Services Act (FFPSA). In California, ten evidence based practices have been approved. San Diego is working to build capacity within the established programs with those practices. Motivational Interviewing is one of the evidence-based practices that has not yet been implemented. The State is putting out a large state contract for training on motivational

interviewing. Adding motivational interviewing will make the Hub more sustainable under FFPSA funding.

Currently, families who had a CFWB investigation that was closed substantiated or inconclusive and who score as high risk for future involvement with child welfare¹ can be referred to the Family Connection Hub with the family's agreement. Families that are not eligible for FFPSA funding are referred to 211. Between January and November 15, 2025 188 families (262 children) were referred to the Hub. 149 of those families met FFPSA criteria, and the remaining 39 were referred to 211. FFPSA is child specific not family specific; it is possible that one child in a family may qualify for FFPSA but another does not.

Sarah reviewed the HUB budget. The Hub is able to provide concrete supports using Children's Trust Fund dollars (awarded by CFSAB). CFWB used 211 to determine what concrete needs were most needed. The Hub received \$150,000 from the Office of Equity and Racial Justice to support boys and men of color. The proposed budget for the Hub increases every year to account for additional care navigators. Each navigator should have a maximum of 20 families they are serving. This is the last year of a three-year funding cycle for the Children's Trust Fund dollars.

The Community Response Guide pilot project agreement is in routing and should be completed soon. The pilot project will embed social workers in school sites.

4. Discussion

Chapin Hill is a good resource for articles on the benefit of concrete supports. Supporting families with concrete supports aligns with Maslow's Hierarchy of Needs.

There was a question regarding what outcome data are being tracked. Currently the outcomes are tied to system involvement and future system involvement. Families are repeatedly given a protective factors survey; the goal is to see increased resilience and the levels of protection over time. Families also complete a satisfaction survey regarding HUB services. Data collection is very challenging with the systems currently in place. A suggestion was made to look at the outcome differences in the families served by 211 versus

¹ On a structured decision-making tool.

those served by the Hub. The CARES, California child welfare database, is anticipated to roll out in October 2026 but will likely be delayed. At this time, CFWB does not know what that platform will look like and all staff will need training on data entry.

The Doris Duke Foundation is looking into the prevention work ecosystem. There was a plan to have UCSD conduct an evaluation but that plan fell through. Talks are now happening with SDSU.

CFWB is working on a larger implementation plan for HOPE/PCE and how to embed those in practice. SAY has used the Positive Childhood Effects (PCE) framework before and found it increases family engagement. Casey Family Programs paid for a train the trainers session with Tufts University staff on HOPE.

5. Announcements

There is a prevention convening on March 18th and 19th in San Diego. Those interested in attending can email Anneliese Martinez (annelise.martinez@sdcounty.ca.gov).

6. Date of Next Meeting – December 17, 11am-12:30pm

7. Adjournment



COUNTY OF SAN DIEGO

Child and Family Strengthening Advisory Board

Child and Family Well-Being Work Group

Meeting Summary

Date: Wednesday, December 17, 2025

Chair: Stephanie Ortega

Meeting Staff: Torrey Giaquinta

Attendees: 29, board members present: Stephanie Ortega, Stephen Moore, Jovanna Aguilera, Adam Reed, and Diana Venegas.

1. **Welcome and Introductions**

Stephanie Ortega started the meeting. Attendees introduced themselves. Stephanie reviewed the agenda for the meeting as well as the work group's action plan.

2. **Presentation: United for Youth**

Staff from Promises2Kids presented on United for Youth. This program is the result of a two-year think tank by Prebys on foster youth. The group included CFWB supervisors, staff, and lived experts. The result was a \$5,000,000 request for proposal for community-based solutions. Prebys then asked the authors of three proposals to come up with one comprehensive program.

Currently, a former foster youth can receive food, clothing, housing, and other needs from a variety of providers however those programs are siloed and there is no overarching person to help youth navigate all the different providers.

United for Youth, funded by Lucky Duck Foundation, Prebys Foundation and David C. Copley Foundation, brings together 40 organizations. The coalition has three priorities: housing stability and homelessness prevention, employment and workforce development, and relational and community support. The coalition has a no wrong door policy and the

Youth Assistance Coalition has a drop-in center for immediate assistance. The coalition will go for two years starting in November.

Current or former foster youth, ages 16-30 are eligible. There will be a screening tool used to identify needs and then referrals will happen. Right now, the coalition is working on resource identification, what resources are available and what is the eligibility for each. The goal is to have the web of services depicted.

3. [Board of Supervisors 2026 Legislative Program](#)

Torrey shared the twelve Legislative Program priorities that focused on child welfare.

4. **Announcements**

Promises2Kids is moving to a new location on January 5th, 2026. The new building will be under construction for a bit as they are modifying the building to accommodate expanded mental health services, and a childcare center for children of Guardian Scholars.

TREC (Trauma Resilient Educational Communities) has a free parent certification program.

The Children's Advocacy Institute at USD is hosting a drop-in legal clinic at Storefront.

Dependency Legal Services now has a resource page for parents.

5. **Date of Next Meeting – February 18, 2026. 11am-12:30pm**

6. **Adjournment**



COUNTY OF SAN DIEGO
Child and Family Strengthening Advisory Board
Placement & Caregiver Support Work Group
Meeting Summary

Date: Thursday, November 20, 2025

Co-Chairs: Jeff Wiemann and Patty Boles

Meeting Staff: Torrey Giaquinta

Participants: 20, Board Members present: Beth Ploesch, Stephanie Ortega, Jovanna Aguilera, Jeff Wiemann, Patty Boles

1. Welcome and Introductions

Jeff opened the meeting and went over the agenda for the meeting.

2. Transitions Policy Draft

- **Presentation** Rachel Swaykos showed a draft of the transition plan form. Transition is defined as any move of a child from one caregiver to another. Which includes transitions to parents or relatives but not respite. In October of 2025, the California Legislature passed a bill requiring trauma informed transition plans. The work group had paused work on this action item until we had more information so we could ensure our plan was in alignment with any statutory requirements. After consultation with state and other counties, this plan was created. It has been reviewed by CFWB's lived expert group. Rachel did not go through every line of the form, instead she pointed out where trauma informed practices had been incorporated. As with any plan, the transition plan will be followed when safely possible. In emergency situations, a child would need to be moved immediately, irrespective of the transition plan.

Notice of change in placement

By law, caregivers are supposed to give fourteen days' notice that a change in placement is needed, CFWB can then set up a placement preservation CFT as well as come up with a transition plan. However, notice is not always given or appropriate to the circumstances.

CFT Meetings

Transition plans are created at CFT meetings. Transition plans ideally include transition visits which are purposeful planned visits with the new caregiver prior to transition into their care. Ideally, the old and new caregiver are able to attend a CFT together to plan for the transition

Transition Information Form

The Child Transition Information Form has existed for awhile but fell out of practice. Part of the transition plan will be for that form and the All About Me form to be completed a specified number of days prior to the transition. The Child Transition Information form was also displayed, that form includes youth's social interactions, activity levels, and personality traits. For children under age two, the form includes questions about formula brand, nap and feeding schedule, and morning and night schedules. For children of all ages, there are questions about their likes and dislikes (shows, people, locations), daily routine, sleeping issues, effective discipline methods and rewards systems, any talents or skills including extracurricular activities, rules around phone and technology use, comfort items, triggers, allergies, holidays and traditions, afterschool schedule, etc. For youth age fourteen or older, there is a section to note the ILS skills the youth has obtained (for example transportation or budgeting) and any employment. Their relationship with the biological family, siblings, or permanent connections is also include as well as the form of engagement.

Commonality of Need Assessment

All social workers with children in a home meet to conduct a Commonality of Need assessment. This assessment has typically been used when assessing STRTP placements but will now be used for community placements as well. In a Commonality of Need assessment, the social workers discuss the needs of each child in the home (dangerous propensity, functioning, in-home services) and whether those needs align with what the caretaker can provide.

There is also a Placement Needs and Services Plan, though this form fell out of practice, it includes a list of forms to attach and whether the family has a history of health problems, interpersonal violence, physical abuse, or mental health or substance use problems. The plan includes any court orders around visitation with parents or siblings and whether supervision is needed. The name of the child's medical doctor and dentist are included as are any medications, allergies, providers, and school contacts. The name of the education rights holder, and any IEP or school transcripts should also be included.

All of the information in these forms cannot be pulled from a database and need to be manually entered.

Transition and After

If the child or youth would like, they can participate in packing and completing the Clothing Inventory and Record of Personal Belongings form. The new caregiver is encouraged to complete a comfort call with the parents. Caregivers are given materials on why comfort calls are important and suggestions of topics to say or ask.

Court

When the transition plan is complete, it should be given to the Court, either through ex parte or at an upcoming hearing so that the court does not make

orders that contradict the plan. At a meeting with the Court it came to light that the judges were not seeing attachments, this has been fixed. When submitting the transition plan to the court, it should be specified if there is a requested court order or if the plan is being submitted for information but not action. The submission will also note if there were any objections to the plan created at the CFT.

This plan should be finalized by Spring and will then be presented to the Juvenile Court.

- **Discussion**

- A question was asked if caregiver who routinely fail to give a fourteen day notice of a placement change are tracked in any way. Individual social workers may not be aware of a pattern. Attorneys or CASAs can let the RFA case manager know. Hopefully, this information will be easier to track in the new system.
- Lengthy respite stays may benefit from some of the transition practices.
- Consider including providers to the Commonality of Needs assessment as they may have specific knowledge about the child and home.
- There was a discussion on whether Placement Binders should follow a child from placement to placement. Some caregivers like to keep the binders to refer to in case allegations or questions arise at a later date..
- Caregivers should be asked if they would like ongoing contact with a child that is leaving their care, and if so, in what capacity.
- Caregivers should be encouraged to take photos of the child/youth as they may not have access to other childhood photos. There are some websites where the photos can be stored.
- There were questions about a foster parent or caregiver portal in the new CARES.
- A Board member reminded the work group that unless there is a court

order blocking contact, a youth in allowed to contact anyone they want.

The person does not have to be approved or on a list.

3. **Updates on Changes to CFWB Policy or Practice** This agenda item was not addressed
4. **Updates/Announcements** Torrey shared a flyer regarding an upcoming training.
5. **Date of Next Meeting –December 18, 2025 at 11:00 am**
6. **Adjournment**



COUNTY OF SAN DIEGO

Child and Family Strengthening Advisory Board

Placement & Caregiver Support Work Group

Meeting Summary

Date: Thursday, December 18, 2025

Co-Chairs: Jeff Wiemann and Patty Boles

Meeting Staff: Torrey Giaquinta

Participants: 22, Board Members present: Beth Ploesch, Stephanie Ortega, Jovanna Aguilera, Jeff Wiemann, Patty Boles

1. Welcome and Introductions

2. Discussion on How Changes to CFWB Policy or Practice Should Be Communicated

Each of the 20 CFWB policy staff have areas of expertise. There is no law on how often policies need to be reviewed. Typically, policies are created or modified to meet newly passed legislation or due to a local court rule, lawsuit, or enhanced local practice. The goal is to read and revise policies every two years. Policies are prioritized based on whether there is a mandate for the policy, the amount of outside pressure, the significance of the changes, and the priorities of management.

To revise a policy, the draft first goes to an internal worker group, then analysis is done of the impact of the change on workers and caregivers, and the fiscal impact. Then there is stakeholder feedback, which includes this group. If the policy change is big enough, it may need leadership approval. Then the operations review committee and the Quality Improvement Analyst review the draft. This includes (bi)monthly open staff forums. This part takes about thirty days. Any proposed changes may go back to the invested teams to review. Then labor liaisons and unions have thirty days to review the policy. Then the policy is published. If a policy is known to address all caregivers, a letter with a copy of the policy and any related expectations and forms

are sent through the mail. This process can take anywhere from six months to years. The more input into a policy, the longer it takes to finalize.

There is a procurement on BuyNet for a new policy system. CFWB has asked that the new system is searchable, user friendly, and has a public facing component. Participants suggested the new system include a subscribe option to be notified when new policies are added. Participants asked if they could be informed which policies are in the stakeholder feedback stage. There are 50-100 policies under revision at any time. Thought is going into a process that can keep people informed without bombarding them.

For policy needs you can contact: Rachel Swaykos (Rachel.swaykos2@sdcountry.ca.gov), Antonia Torres (Antonia.torres@sdcountry.ca.gov), Katherine Manno (Katherine.manno@sdcountry.ca.gov), or Stephanie Gross (Stephanie.gross@sdcountry.ca.gov).

The resource parent/caregiver ombuds can be reached at CFWB.RPOMBUDS.HHSA@sdcountry.ca.gov or by calling 877-729-KIDS (5437) and choosing option 2. The general ombuds can be reached at 619-338-2098.

Problems or concerns should be addressed by the supervisors closest to the issue. Often Kim, Alfredo, or Aimee, get calls about problems. Participants asked for an updated organizational chart. Patty asked that supervisors be reminded that they can, and should, talk with parent mentors. Participants also mentioned that there is not necessarily an issue with the training, the disconnect could be with how that lesson is heard and understood by the worker.

One difficulty caregivers are facing include medical insurance being cut off; CFWB staff is aware and addressing.

In one case four hours of visitation was ordered on Christmas Eve. This will disrupt the caregiver's plans as she is the one transporting. Caregivers need to be able to be in court to be heard if the caregiver is going to be given orders that have not been discussed before court. CFWB reminded participants that the other parties, child's counsel or parent's counsel, can ask for visitation during the hearing. CFWB does not always know when this is going to happen. Technically, CFWB is the one ordered to make the visitation happen. CFWB staff are working on Christmas Eve, and can provide transportation if needed. The caregiver should talk with their worker. The goal is to provide youth in-care with a 'normal' experience which includes seeing family on holidays. Questions or concerns about visitation, should go to Diana Shreckengost, after people have tried to resolve with the closest supervisor.

Some medical providers, specifically ones in East County have been asking social workers to conduct additional body checks of children in care prior to any appointment. This is not in alignment with County policy. CFWB is working with County Counsel on the messaging to social workers informing them of existing policy. There are certain conditions when a body check is allowed but caregivers must be informed. When practice is not being followed in a specific area, a policy analyst can go to that branch to train staff. CFWB staff reminded us that it has not been that long since there has been a unified system.

There were questions about how to get court orders to resource parents. Additionally, any child over the age of ten is required to get a copy of the minute order.

3. Updates/Announcements

- [H.R. 2483](#) This federal bill includes a push for universal screening for fetal alcohol syndrome. CFWB has a partnership with UCSD to assess and coordinate services for fetal alcohol syndrome.
-

4. Date of Next Meeting –February 26, 2026, at 11:00 am

5. Adjournment



COUNTY OF SAN DIEGO

AGENDA ITEM

1.23.26 CFSAB Meeting,
Agenda Item 8b

BOARD OF SUPERVISORS

PALOMA AGUIRRE
First District

JOEL ANDERSON
Second District

TERRA LAWSON-REMER
Third District

MONICA MONTGOMERY STEPPE
Fourth District

JIM DESMOND
Fifth District

DATE: February 10, 2025

XX

TO: Board of Supervisors

SUBJECT

APPOINTMENT OF SAN DIEGO COUNTY CHILD CARE AND DEVELOPMENT PLANNING COUNCIL (CCDPC) MEMBERS (DISTRICTS: ALL)

OVERVIEW

The San Diego County Child Care and Development Council (Council) is advisory to the San Diego County Board of Supervisors (Board and the San Diego County Superintendent of Schools in order to advise the State on local child care and needs. The San Diego CCDPC is a statutory body for all counties per Assembly Bill (AB) 131 (Chapter 116, Statutes of 2021) and Welfare and Institutions Code, Child Care and Development Services Act [10207 – 10490], and Chapter 31 Local Planning Councils [10480 – 10487].

Board action is requested to approve the following item:

- Approve the routine annual appointments and reappoints of the San Diego CCDPC and approve the San Diego County CCDPC Membership Roster for 2026.

Confirmation of the San Diego County CCDPC (Council) membership roster received approval from the San Diego County Superintendent of schools on November 21, 2025.

Today's actions support the countywide *Live Well San Diego* vision by continuing services that assist San Diego County families with their diverse child care needs and improving access to quality child care and early education programs, which promote a healthy, safe and thriving region.

RECOMMENDATION(S)

CHIEF ADMINISTRATIVE OFFICER

1. Appoint 9 new members to the San Diego County Child Care and Development Planning Council (CCDPC) to serve a two-year term to expire December 31, 2027.
2. Reappoint 8 members to the San Diego County CCDPC whose terms are ending on December 31, 2025 to serve another two-year term to expire December 31, 2027.
3. Approve the San Diego County CCDPC Membership Roster for 2026 and authorize the Clerk of the Board certify the membership composition as required by the California Department of Social Services (Attachment A and B).

EQUITY IMPACT STATEMENT

SUBJECT: APPOINTMENT OF SAN DIEGO COUNTY CHILD CARE AND DEVELOPMENT PLANNING COUNCIL (CCDPC) MEMBERS (DISTRICTS: ALL)

Today's actions present recommendations to approve the San Diego Child Care and Development Planning Council (Council) membership for 2026. The San Diego County CCDPC Membership list recommendations are made with a good faith effort to appoint members ensuring that the ethnic, racial and geographic composition of the San Diego County CCDPC is reflective of the population of the county. The membership list for the 2026 year will be comprised of 16% Black or African American, 44% Hispanic, 4% Asian or Pacific Islander, 56% white (non-Hispanic), and 4% Native American. This demographic closely resembles the demographics of San Diego County (Attachment B).

The San Diego County CCDPC assesses the child care and child development needs of San Diego County children and develops a Child Care Plan to address those needs. The Child Care Plan provides recommendations gathered through community engagement solicited during San Diego County CCDPC meetings. Outreach is conducted in the community by members of the San Diego CCDPC with emphasis on engaging areas of the community with the highest need. Outreach is conducted throughout the year with a strong emphasis done in March through May of each year to solicit new members. It is anticipated that the recommended actions will have a positive impact to areas of the county deemed as child care deserts.

SUSTAINABILITY IMPACT STATEMENT

Today's proposed actions support the County of San Diego Sustainability Goal #2 to provide just and equitable access by providing building blocks to create a more equitable, accountable, accessible, and affordable child care system that meets San Diego County Families' needs and pays early learning and care workforce a fair and professional wage.

FISCAL IMPACT

There is no fiscal impact associated with these recommendations. There will be no change in net General Fund costs and no additional staff years.

BUSINESS IMPACT STATEMENT

N/A

ADVISORY BOARD STATEMENT

The San Diego County Child Care and Development Planning Council (Council) reviewed and approved the new members and proposed membership roster, the Child Care Plan Report and the amendments to the San Diego County CCDPC By-Laws at its October 27th, 2025, meeting.

BACKGROUND

Recommendations #1 - #3: Approve the routine annual appointments and reappointments to the San Diego CCDPC and approve the San Diego County CCDPC Membership Roster for 2026.

On June 18, 1991 (84), the San Diego County Board of Supervisors (Board) established a Child Care Planning Council and delegated member appointment authority to the Chief Administrative Officer and the San Diego County Superintendent of Schools. On March 29, 1994 (57), per the adoption of Ordinance No. 8381, the Board renamed the Child Care Planning Council, establishing

SUBJECT: APPOINTMENT OF SAN DIEGO COUNTY CHILD CARE AND DEVELOPMENT PLANNING COUNCIL (CCDPC) MEMBERS (DISTRICTS: ALL)

the San Diego County Child Care and Development Planning Council (Council). The mission of the San Diego County CCDPC is to assess the child care needs of families in San Diego County, including subsidized and unsubsidized care, and to provide a public forum to facilitate the coordination of efforts to address those needs. On September 26, 2017 (5), the Board adopted Ordinance No. 10494 amending Article XVI of the San Diego County Code of Administrative Ordinances and designated the Board and County Superintendent of Schools as the appointing authorities for membership for the San Diego County CCDPC.

On July 26, 2021, pursuant to Assembly Bill 131, the statutes for the Local Planning Councils were moved from Education Code Section 8499.3, to the Welfare and Institutions Code Chapter 31 10480 – 10487. Pursuant to Welfare and Institutions Code Section 10485(b) the Board and the County Superintendent of Schools shall select the members of the local planning council, which shall be comprised of consumers (20%), child care providers (20%), public agency representatives (20%), community representatives (20%), and discretionary members (20%).

San Diego County CCDPC members participate in various committees, including the Needs Assessment and Public Policy committees, they evaluate local child care priorities, and review pending legislation and the proposed Governors' Budget to make recommendations to the Board and the County Superintendent of Schools. The San Diego County Superintendent of Schools confirmed the 2026 appointments and approved the San Diego County CCDPC Membership Roster for 2026 on November 21, 2025. Today's actions request the Board to confirm the annual appointments and reappointments to the San Diego County CCDP and approve the San Diego County CCDPC Membership Roster for 2026.

LINKAGE TO THE COUNTY OF SAN DIEGO STRATEGIC PLAN

The San Diego County Child Care and Development Planning Council activities support the Sustainable Environments/Thriving Strategic Initiative in the County of San Diego's 2021-2026 Strategic Plan by providing opportunities for residents to be proactive and engaged in addressing the child care needs of children and families in San Diego County, enhancing child care resources and services to meet those needs, and improving access to quality early education and child care programs.

Respectfully submitted,

USE "INSERT PICTURE"
FUNCTION TO INSERT
SIGNATURE

EBONY N. SHELTON
Chief Administrative Officer

ATTACHMENT(S)

- Attachment A – 2026 Certification of CCDPC Membership
- Attachment B – 2026 CCDPC Membership Demographics



COSD CLERK OF THE BOARD
2025 JAN 15 AM 10:11

**COUNTY OF SAN DIEGO
ENVIRONMENTAL HEALTH AND QUALITY ADVISORY BOARD MEETING**

**October 15, 2025
8:30 a.m. – 10:00 a.m.
Hybrid
Virtual Meeting/In-person**

Members Present	Members Absent	Staff Present	Others Present
Zohir Chowdhury Jesse Conner Cliff Hanna Scott Snyder Toby Roy Mike Vizzier LaRosa Watson Jared Wilson	Quinnton Austin Laurie Walsh	Ana Becker, DEHQ Joseph Chan, DEHQ JoAnn Cruz, DEHQ Jessica Geiszler, DEHQ John-Ross Glueck, DEHQ Saran Grewal, DEHQ Ryan Johnson, DEHQ Joann Lee, DEHQ Deb Mosley, DEHQ Larry Valenzuela, DEHQ Hauhna Hicks, DEHQ	

- I. CALL TO ORDER**
The meeting was called to order at 8:33 a.m., with eight active EHQAB members present.
- II. STATEMENT (JUST CAUSE) AND/OR CONSIDERATION OF A REQUEST TO PARTICIPATE REMOTELY (EMERGENCY CIRCUMSTANCES) BY A BOARD MEMBER (POSSIBLE ACTION, IF APPLICABLE)**
- III. APPROVAL OF THE MEETING MINUTES – ACTION ITEM**
MOTION TO APPROVE THE September 17, 2025, MINUTES – Board member Hanna, 2nd Board member, Watson.
ALL IN FAVOR – 7-0-0
- IV. PUBLIC COMMENTS**
There were no comments from the public.
- V. RECYCLING AND HHW PROGRAMS PRESENTATION – INFORMATIONAL ITEM**
Michael Wonsidler, Program Manager, Department of Public Works, Solid Waste Planning & Recycling Provided an overview of Waste Planning and Recycling programs, to ensure compliance with State rules for implementing recycling programs.

Board members discussed the County's progress toward the 75% waste diversion goal, seeking clarification on 2023 landfill disposal figures, construction and demolition recycling processes, and diversion requirements for new home construction. They asked about business exemptions for organic waste recycling, whether cooked food waste from restaurants can be composted, and where recyclables are processed—locally or abroad. Comparisons were made with recycling performance in other major cities such as Los Angeles and San Francisco. Additional questions addressed public education on proper recycling practices, the reliability of reported recycling data, costs and fees for bins and services, how take-back programs operate, and the number of household hazardous waste (HHW) events held each year.

VI. VICE CHAIR ELECTION FOR REMAINDER OF 2025 – ACTION ITEM

The Board took action to appoint LaRosa Watson as Vice Chair for the remainder of 2025. Board member Wilson, 2nd Board member Roy.

ALL IN FAVOR – 8-0-0

VII. UPDATES FROM THE DEHQ EXECUTIVE OFFICE – INFORMATIONAL ITEM

John-Ross Glueck, Acting DEHQ Director and Deborah Mosley, Deputy Director

- **2025 EHQB Annual Report**

The County of San Diego Administrative Code, Section 249.8, Article XV-A requires this report be submitted to the Board of Supervisors annually. Summary of what the board is doing throughout the year, captures highlights of what we talked about and what the board is interested in. A draft report will be emailed for review and discussion at the November 12, 2025, meeting. A draft will be sent for your consideration a week prior to the November meeting. Please review and bring your comments/edits to discuss for the November meeting.

- **Upcoming Board Letters**

- TJRV – Local Emergency Review. State law requires that the Board of Supervisors consider a continuation of a state of emergency every 60 days.
- Larger board letters to come, in the Spring and Summer

- **Legislative Highlights/Program Updates (DEHQ Chiefs/Program Coordinator)**

The bills below were discussed.

- Food Water and Housing Division Programs, Ryan Johnson
 - AB 1288: Registered Environmental Health Specialists
 - AB 592: Business: Retail Food
 - AB 671: Accelerated Restaurant Building Plan Approval: California Retail Food Code: Tenant Improvements
 - SB 635: Food Vendors and Facilities: Enforcement Activities
 - AB 253: California Residential Private Permitting Review Act: Residential Building Permits
- Food Water and Housing Division Programs and updates, Joann Lee
 - AB 628: Hiring of Real Property Dwellings: Untenantability
 - SB 655: Dwelling Units: Indoor Temperature
 - SB 279: Solid Waste: Compostable Materials
 - Tijuana River Flow: Opened for the first time since December 2021; however, the flow was short-lived and reclosed the following day.
- Hazardous Materials Division Updates, Sharon Preece
 - Preparing for the upcoming triannual evaluation by CalEPA
 - Preparing for the State's new version of the California Environmental Reporting System (CERS).
- Community Health Division updates, Saran Grewal
 - Vector Control won the "Excellence in Environmental Health Award" at the annual conference for the California Conference of Directors of Environmental Health (CCDEH). This creative approach to business has been shared with other vector agencies in California and beyond, positioning the team as leaders for 3D printing use in the field of vector control.

VIII. ADJOURNMENT – 9:48 A.M.

MOTION TO ADJOURN – Board member Hanna, 2nd Board member Snyder.

ALL IN FAVOR – 8-0-0

Next meeting will be held Wednesday, November 12, 2025, 8:30 a.m. – 10:00 a.m.

5530 Overland Avenue
2nd Floor, Conference Rooms 241 & 242
San Diego, CA 92123



1600 Pacific Highway, Room 352
San Diego, CA 92101-2942
www.sdstatusofwomenandgirls.org
CSWG@sdcounty.ca.gov

Chairwoman: Kristine Custodio Suero

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|--|---|--|---|
| <p><u>Vice Chair</u>
Vernita Gutierrez
Kelly Jenkins-Pultz
Idara Ogunsaju</p> <p><u>District 4, Montgomery</u>
<u>Steppe</u>
Idara Ogunsaju
Vacant</p> | <p><u>District 1, Aguirre</u>
Vacant
Monica Martinez</p> <p><u>District 5, Desmond</u>
Rohida Khan
Amy Nantkes</p> | <p><u>District 2, Anderson</u>
Mary Davis
Vacant</p> <p><u>Members At Large</u>
Kelly Jenkins-Pultz
Vernita Gutierrez
Vacant</p> | <p><u>District 3, Lawson-Remer</u>
Kimberly Keen
Kristine Custodio Suero</p> <p><u>Staff Assistant</u>
Chiara Leroy
<u>Senior Deputy County</u>
<u>Counsel</u>
Heather Murray</p> |
|--|---|--|---|

MINUTES
December 5, 2025
Regular Meeting
12:00 PM – 1:00 PM

Chair Custodio Suero Meeting was called to order at 12:00 PM.

Agenda item #1 – Commissioner Roll Call:

Members Present:

Kristine Custodio Suero	Rohida Khan
Mary Davis	Monica Martinez
Vernita Gutierrez	Amy Nantkes
Kelly Jenkins-Pultz	Idara Ogunsaju

Members Late:

Kimberly Keen	
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Agenda item # 9 – (Taken out of order) Nominations & Elections of Chair & Vice Chairs –

Chair:

Commissioner Nantkes nominates Kristine Custodio Suero for Chair. Vice Chair (VC) Ogunsaju seconded. Nomination accepted. Unanimously approved.

Vice Chairs:

Chair Custodio Suero nominates Idara Ogunsaju for Vice Chair. Commissioner Davis seconded. Nomination accepted. Unanimously approved.

VC Gutierrez nominates Kelly Jenkins-Pultz for Vice Chair. Chair Custodio Suero seconded. Nomination accepted. Unanimously approved.

VC Gutierrez nominates Rohida Khan for Vice Chair. Commissioner Davis seconded. Nomination accepted. Unanimously approved.

Effective immediately.

Agenda item #2 – Approval of Minutes: November 7, 2025

Motion by Commissioner Martinez, seconded by Commissioner Jenkins-Pultz. Commissioner Gutierrez abstains. Motion passes.

Agenda item #3 – Public Comments:

Former Chair, Jenni Prisk – In regards to the Draft Baseline Analysis Report, push for transparency, allowing all Commissioners to be given the time to review the report as the Commission was intentionally written into the ordinance for public oversight and secondly for more time for a full review to take place given that the baseline analysis report will serve as the foundation upon which the equity action plans are created and for which all CEDAW progress is measured. The report is slated to be ready by December 12, with presentation to the Board of Supervisors (BOS) on January 14, 2026 and if this additional oversight is to take place, I would suggest that those dates will need to be changed and moved out further.

VC Ogunsaju wants clarification on the report process, was unaware that the commission would not be seeing the report, assumed it was a timing issue.

Chair Custodio Suero points out Agenda #12, for a Closed Session to further discuss these types of issues.

Former Chair, Parisa Ijadi-Maghsoodi – Public comment will also be allowed based on and during the public agenda items pertaining to CEDAW, correct? Chair Custodio Suero – For this commission, the time period that was allotted to us for the final drafts has expired.

Agenda item #4 – Committee Reports:

- a. Civic Engagement: VC Jenkins-Pultz – Last meeting did not have quorum. Human Trafficking joint training with the Office of Child Support will occur on January 15th. Two 1-hour sessions, just for staff; at a later date one will be offered to the public. Commissioner Khan will also be doing Cyber safety and providing resources and videos.

Q: Chair Custodio Suero asks who is on the committee?

A: VC Jenkins-Pultz – herself, VC Khan, Commissioner Davis, member of the public,

- b. Governance: Commissioner Gutierrez informed the commission that this subcommittee will meet following the current main meeting. Main point of discussion will be to review the Standard Operating Procedures (SOP) and extends the invitation to VC Khan to attend.
- c. Policy: VC Ogunsaju – Informed the commission that the next meeting will be held on December 12. Have not met quorum the last two (2) meetings, there has been interest from members of the public, however their attendance was not consistent. Due to the rules of needing to meet in person versus virtual, quorum has been more difficult to attain.

Q: VC Jenkins-Pultz asks County Counsel if ad-hoc committees are allowed?

A: County Counsel – Yes, will provide rules following the meeting.

Commissioner Nantkes suggests being mindful of full-time employees who cannot take time off to attend the Policy subcommittee meetings when they are held on days other than the main meeting.

VC Ogunsaju – Concurs and informed the commission that this item is on the agenda for the December 12th meeting.

- d. Executive: Chair Custodio Suero informed the commission that Commissioner Gutierrez sent the minutes to C. Leroy who will distribute accordingly. Chair Custodio Suero has the nomination letter ready for Amelia Searing to be sent off with the hopes that she will join the commission in January 2026.

Q: Commissioner Keen – Did we decide on any new commissioners?

A: Chair Custodio Suero – Amelia Searing was decided on, last meeting, more will be discussed at this one. There are three (3) vacancies. District 1, District 2 and Members at Large, will be filled by Amelia.

Commissioner Nantkes – At the last BOS meeting, Supervisor Aguirre put forward a nominee and that was accepted, for District 1.

VC Ogunsaju – District 4 also has a vacancy.

Chair Custodio Suero – Vacancies in District 2 and 4; you do not have to reside in the district to be appointed by the BOS.

Commissioner Keen – Has not seen any applications, what is the process?

VC Jenkins-Pultz – Civic Engagement committee was asked to review the applications, there was 12

and were separated by district, after their review they brought forward their nominations to the commission.

Commissioner Gutierrez – Made clear that the commission can only recommend ‘At Large’ members, all other seats are appointed by the BOS.

Chair Custodio Suero – Reminded the commissioners about CEDAW Rising on December 10 at 11:00 am it coincides with Human Rights Day. Please refer to the email Chiara sent out with registration information.

Old Business:

Agenda item #5 – Update on the status of County Staff’s drafting of the board letter requesting approval of CSWG Bylaws revisions

Commissioner Gutierrez requests an update on the status of the Board Letter that was supposed to be drafted by County staff requesting approval of the Bylaws revisions that they had done some time ago.

Chiara – Reminded commissioners that questions of that nature need to be handled offline. She did not receive any requests ahead of time but reminded commissioners that the update that was shared the last time still holds.

Commissioner Gutierrez informed the commissioners that the last update that was received in October was that a letter would be drafted, that is why an update was requested but would be happy to follow up offline if that is what is needed.

Chiara – Reminds commissioners that if questions are going to be asked during a meeting, please ask ahead of time so staff can be fully prepared. Will discuss further with Commissioner Gutierrez offline.

Commissioner Davis – Asked for clarification on the process of asking and obtaining an answer for things that were questioned at a previous meeting.

Chiara – Reiterates that an email, phone call etc. prior to a meeting is helpful, while agenda items are discussed and compiled it is not clear that a question would be asked directly towards her.

Commissioner Davis – Declared that an email between meetings will be sent prior to the main meeting so Chiara can be fully prepared when a question is directed towards her.

Chair Custodio Suero – Officially requests an update on this inquiry for the January 2026 meeting.

Agenda item #6 – Debrief on Status regarding CEDAW baseline analysis report

Parisa Ijadi-Maghsoodi thanks the commissioners on their service. Thanks to the Office of Equity and Racial Justice (OERJ) for their commitment to working with the commission. Reiterates what former Chair Prisk said about the commission being written into the ordinance. Provided a brief history of CEDAW and the reason for the development of the ordinance as well as the reason for the baseline analysis report. Emphasized the importance of sharing the report with the commissioners for review due to their respective expertise in various fields.

Agenda item #7 – 2026 U.N. Conference on the Commission on the Status of Women

CSWG is allocated 3 delegate seats to this event. Chair Custodio Suero has reached out to her contact to see if an additional 2 seats would be attainable also asked for clarification on extending the invitation to commission members and/or students who are aligned with the commission’s work. Also reminded the commission that this is a self-funded opportunity.

Agenda item #8 - Initiative Updates and Liaison Reports

a. CEDAW Advisor: Chair Emeritus, Parisa Ijadi-Maghsoodi

See Agenda #6 for update.

b. Association of California Commissions for Women (ACCW): Vice Chair Kelly Jenkins-Pultz

The ACCW has taken over the role of communication and to organize for all of the commissions throughout California. They will be the point of contact to obtain information on what other cities and commissions are doing throughout the state.

c. Women’s Hall of Fame: Center for Women’s History Launch on November 6th, Vice Chair Kelly Jenkins-Pultz

VC Jenkins-Pultz and VC Ogunsaju attended the event at the San Diego History Center where

they launched the new Women's History Project. They exchanged contact information with Laura to stay up to date on the November 6th project.

Agenda item #10 – Strategic Planning Session

Chair Custodio Suero states that historically following the election a meeting is then held to discuss the Strategic Planning Session.

Commissioner Davis asks if January 2nd meeting will be held or pushed back?

Chair Custodio Suero confirms that the meeting for January has been pushed back to January 9th, due to the holiday. Chair also took a head count to ensure that quorum would be met with the new January 9th date.

VC Ogunsaju asks for clarification on regular meeting date versus Strategic Planning meeting.

Commissioner Martinez informs the chair that per the last meeting, 2 hours were decided on for a Strategic Planning meeting following the regular meeting.

VC Ogunsaju suggests pushing the Strategic Planning Session to a date where all commissioners can attend.

Chair Custodio Suero polls for January 16th, for a regular meeting (12-1p) as well as the Strategic Planning Session to follow (1-3p).

Commissioner Nantkes motions, seconded by VC Ogunsaju. Motion passes unanimously.

New Business

Agenda item #1 – OERJ Presentation & Updates

Director Taryell Simmons and Deputy Director Melissa Bartolome from OERJ were on hand to support the presentation from Chiara Leroy on the County-wide Baseline Intersectional Gender Analysis – Status Update – Attachment 1

Comments:

Jenni Prisk shared her views on sharing the report with all the commissioners.

Mr. Simmons responded that there was a two-week window to review and they are still in conversations to see how they can work and have conversations around this timeline.

VC Ogunsaju clarifies that at no point did anyone say the Commissioners were not allowed to see the report but rather it was based on the timeline for review.

Mr. Simmons: yes.

Commissioner Nantkes asks when will all the commissioners receive a copy of the report?

Mr. Simmons: Unfortunately, does not have an answer at this time, will continue to work with the Chair to rectify timelines and will provide an update as soon as possible.

Commissioner Nantkes points out the Brown Act in which the commissioners are not allowed to communicate with the Chair on matters of the commission nor she with them. This is a time sensitive matter and if the commissioners are asked to provide agenda items with 3 weeks' notice, she asks that the same courtesy be extended to the Commission since only a 12-day notice was given to review for the report and provide feedback. Repeats her question on when the Commission can look forward to receiving the report?

Mr. Simmons: That is not a decision that he cannot make here but will take it back as an action item and will work with Chiara to bring back to the Commission. Additionally, he suggests having a representative from Clerk of the Board (COB) come and provide rules and regulations, so everyone is on the same page.

Commissioner Davis noticed that Immigration Status was one of the points and she thought that it was not legal to collect in California. Are you actively asking and collecting that data and does that abide by State law? Second, in her work she works with a school district and they repeatedly hold things to the last minute and use the timeline as an excuse to delay or not provide information and lastly she believes the commission is a poster child for the County because other commissions that are resourced get money, they get budget, they get staff and this commission does not, it is a huge constraint on them for this report and the resources the county give to this commission, very candidly says put up or shut up, otherwise it is just tokenism. Wants to see the report.

VC Jenkins-Pultz thanks OERJ for their presentation. Wants to know why not all departments are collecting the same data, until the commission can look to see what they have, they cannot provide good guidance or ask good questions that might help redirect to do a better analysis of the data. Expresses great interest in reading the data before the report is written.

VC Guterrez echoes sentiments by the other commissioners on reviewing the report, thanks OERJ for their presentation. What is the process if you cannot provide answers now and the commission's next meeting is not until January 16, 2026.

Mr. Simmons shares with the commission that he and the Chair meet monthly to discuss any challenges that are coming from her end as well as at OERJ's end, only high-level items should be discussed at public

meetings and not to dive into the report. Will discuss offline with County Counsel. Will listen to other questions the commission has, but may not be able to provide answers, however he will provide one to the Chair and/or at the next meeting.

Parisa Ijadi-Maghsoodi asks a yes/no question to Mr. Simmons: Would like a confirmation that this report will not be final until the Commissioners have reviewed and provided feedback to your office and you've considered that feedback. If the answer is no, advice to the Chair is to seek an extension from the BOS who appointed them since they are an independent advisory body. Additionally, under the California Public Records Act (CPRA) she asks for a copy of this meeting since it is being recorded.

Commissioner Nantkes would like to know who makes the final decision on who is getting to see which of the Commissioners are getting to see the report.

Chiara states that all communications and the report have been sent to the Chair.

Chair Custodio Suero states that due to the nature of data confidentiality she was advised to share with a small group, which includes: Parisa Ijadi-Maghsoodi, Commissioner Nantkes.

Parisa Ijadi-Maghsoodi states they did provide preliminary concerns of the report within the two-week timeline, she also stated that it was made very clear that the Chair, Commissioner Nantkes or herself were not allowed to share the report with others. Asks if she can email the report to the commissioners?

Mr. Simmons cannot answer that at this time. Asks if the issue is that they did not share the report with the commission within the timeline to review.

Parisa Ijadi-Maghsoodi states the directive was to not share the document at all.

Commissioner Nantkes confirms that it was her understanding as well and as per the Brown Act, they are not allowed to communicate or share information directly, it needs to go through the County Liaison.

Chiara – Confirms that the report was shared with a small group and discussion on how to share with the Commission was raised so as not to violate the Brown Act and the request for an extension came on the last day for review, and they have been trying to navigate how to proceed.

Chair Custodio Suero states that the reason for Agenda item #2 to be discussed since they are in a conundrum. Rosemary Straley shared what the League of Women Voters has done in support of a CEDAW Ordinance and expressed her concern at the Commission not being able to review the data analysis and urges Mr. Simmons for an extension on the timeline.

Commissioner Nantkes asks when can the commissioners expect to receive a draft report with respect to the report being confidential.

Mr. Simmons will take that back as an action item.

Commissioner Guterrez asks when can the commission expect a response to all the action items?

Mr. Simmons cannot put a set date but will follow up with the Chair after speaking to Leadership Team. There are some things that we need to tackle that may be involved with processes, procedures and other things that may need to be talked through to see how we make that happen.

Agenda item #2 – Discussion on interest in a Closed Session regarding CEDAW baseline analysis report

Chair Custodio Suero asks if there are no objections? Hearing none, asks County staff to communicate with County Counsel on next steps.

Agenda item #3 – Chair/Commissioner Announcements

a. Debrief of California Convening of Commissions & Anniversary Celebration – 11/10/2025

Chair Custodio Suero stated that it was previously discussed.

b. CEDAW Rising Meeting – 12/10/2025

Chair Custodio Suero shares information via Chiara as it comes in to her.

Agenda item #14 – ADJOURNED: This meeting is closed at 2:01 PM.

NOTE: The Commission on the Status of Women and Girls jurisdiction is established by action of the Board of Supervisors as follows: The Board of Supervisors of the County of San Diego declares that it is the policy of the County to take action to identify needs and problems of women in the County that are affected by public policy decisions; and furthermore, to eliminate the practice of discrimination and prejudice on the basis of sex within the County. In order to promote this policy and to provide an open forum for discussion and action, there is hereby established a San Diego County Commission on the Status of Women in the Chief Administrative Office. County Code of Administrative Ordinances, Section 85.



County-wide Baseline Intersectional Gender Analysis

Status Update (CEDAW Ordinance)

CSWG Regular Meeting
December 5, 2025

Presentation Overview

- Introduction
 - *Who are we?*
- Background
 - *What is CEDAW?*
- Methodology & Data Collection
 - *Where have we been?*
- Next Steps
 - *Where are we going?*

Grounding

- Confidentiality
- Development of the methodology and the action plans
- What the report is and isn't?

It is....	It is not....
A meaningful part of the County's broader equity work	Not a single solution to every equity challenge
A tool that helps highlight trends, opportunities, and future data needs	Not an indication that every department has collected—or must collect—specific data
Focused on issues that fall within the County's scope of authority	Not designed to address items outside the County's jurisdiction
Acknowledges that departments vary in what data they collect and how	Not a uniform expectation that all departments track identical metrics

CEDAW Background

International:

The Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW) is an international treaty adopted in 1979 by the United Nations General Assembly. Described as an international bill of rights for women, it was instituted on September 3, 1981, and has been ratified by 189 states. Over 50 countries that have ratified the convention. ([Wikipedia](#))

Federal:

In 1980, President Carter signed the CEDAW, however the United States remains one of only a few member states that has not yet ratified the treaty. The international adoption and ratification of the CEDAW significantly advances gender equity for women and girls around the world as the CEDAW provides a blueprint for actions to address discriminatory barriers and intends for implementation at the local level. ([Ordinance](#))



CEDAW Background

State

California Senate Concurrent Resolution No. 78 (2018), the Legislature decreed support for the implementation of the principles underlying CEDAW and therein recognized “ a need to strengthen effective national and local mechanisms, institutions, and procedures and to provide adequate resources, commitment, and authority to advise on the impact of all government policies on women and girls, to monitor the situation of women comprehensively, and to help formulate new policies and effectively carry out strategies and measures to eliminate discrimination.”

Local

In May 2022, the Board of Supervisors worked with the Office of Equity and Racial Justice and the San Diego County Commission on the Status of Women & Girls to approve the local [CEDAW Ordinance](#).

Local CEDAW Ordinance



Angelina Bambina

The CEDAW ordinance requires:

- Development of a **statement of values and goals** to prevent and eliminate discrimination and to achieve gender equality;
- Implementation of a County-wide **intersectional gender analysis** that identifies barriers to gender equity and factors perpetuating gender inequity in San Diego County;
- A **gender equity strategy** for County operations throughout the region.

Continuation of Equity Work

Database Name	Department	Client Demographics											Client location			Service location			
		Age	Race	Ethnicity	Race/Ethnicity	Gender	Income	Education	Job Status	Home ownership	Language	Communicate in English	Homelessness	Street address	Zip Code	City	Street address	Zip Code	City
Finance & General Government Group																			
Acclaim - Integrated Recording & Vitals system	Assessor Recorder County Clerk	Yes	No	No	No	Yes	No	No	No	Yes	No	No	No	Yes	Yes	Yes	Yes	Yes	Yes
ARCC AS400	Assessor Recorder County Clerk	No	No	No	No	Yes	Yes	No	No	Yes	No	No	No	Yes	Yes	Yes	No	No	No
ARCC Mainframe	Assessor Recorder County Clerk	No	No	No	No	Yes	Varies	No	No	Yes	No	No	No	Yes	Yes	Yes	No	No	No
ADP	Treasurer Tax Collector	Yes	Yes	Yes	No	Yes	Yes	No	Yes	No	No	No	No	Varies	Yes	Yes	No	No	No
AppXtender	Treasurer Tax Collector	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No
EPSX	Treasurer Tax Collector	No	No	No	No	No	No	No	No	No	No	No	No	Yes	Yes	Yes	No	No	No
MainFrame	Treasurer Tax Collector	No	No	No	No	No	No	No	No	Yes	No	No	No	Yes	Yes	Yes	No	No	No
Manual Database	Treasurer Tax Collector	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No	No
Nationwide	Treasurer Tax Collector	Yes	No	No	No	Varies	Varies	No	Yes	No	No	No	No	Varies	Yes	Yes	No	No	No

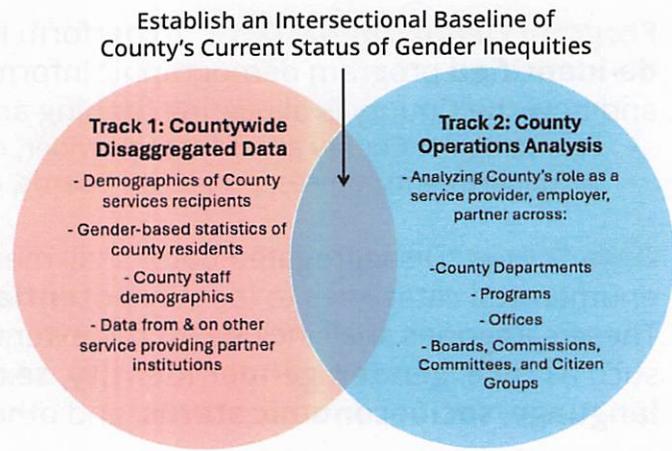
CEDAW Project – Intersectional Gender Analysis

- **Project Lead:** County departments collaborated with the **Office of Equity and Racial Justice** (OERJ) and HR&A Advisors to provide information for analysis.
- **Program Demographic Data:** To perform the analysis, HR&A looked at disaggregated, **de-identified** program demographic information from our residents, clients, and staff and how the County is allocating funding and contracts.
 - Analyzing the County as a service provider, employer, and partner
 - All departments, offices, programs, boards, commissions, and other operational units
- **Data Scope:** “Disaggregated data” shall mean information collected and analyzed by enumerated categories to identify **potential disparities** as well as **good news stories**. These categories shall include, to the extent permitted by law, demographic attributes such as **race, gender, gender identity, sexual orientation, marital status, age, language, socioeconomic status**, and other attributes.
- **Data Sharing:** Data sharing requests were tailored to each department, taking into account data **availability, complexity, and limitations**, including potential regulated data considerations

Two-Track Analytical Methodology

Based on the ordinance's goals for this analysis, the overarching guiding questions for the methodology are:

- How can a baseline intersectional gender analysis be performed to identify existing disparities in the areas associated with the seven principles of the CEDAW ordinance?
- How can we provide an objective, data-driven snapshot to the County that will (1) allow the County to develop actions to operate more equitably as an employer, service provider, and partner, and (2) serve as a baseline against which progress can be measured?



Data from these two comparator groups will be used to conduct the unit-by-unit analysis to identify disparities

CEDAW Project Timeline



Data Requested

- Expanded from the 8 demographics listed in the ordinance to 14 actually requested
- Data years FY'20-21, 21-22, 22-23

- Gender
- Gender Identity
- Sex Assigned at Birth Sexual
- Orientation
- Age
- Zip Code
- Race
- Ethnicity
- Immigration Status
- Origin Country
- English Language Ability
- Language
- Socioeconomic Status
- Secondary and Tertiary Educational Attainment
- Other Attributes

CEDAW Project Timeline

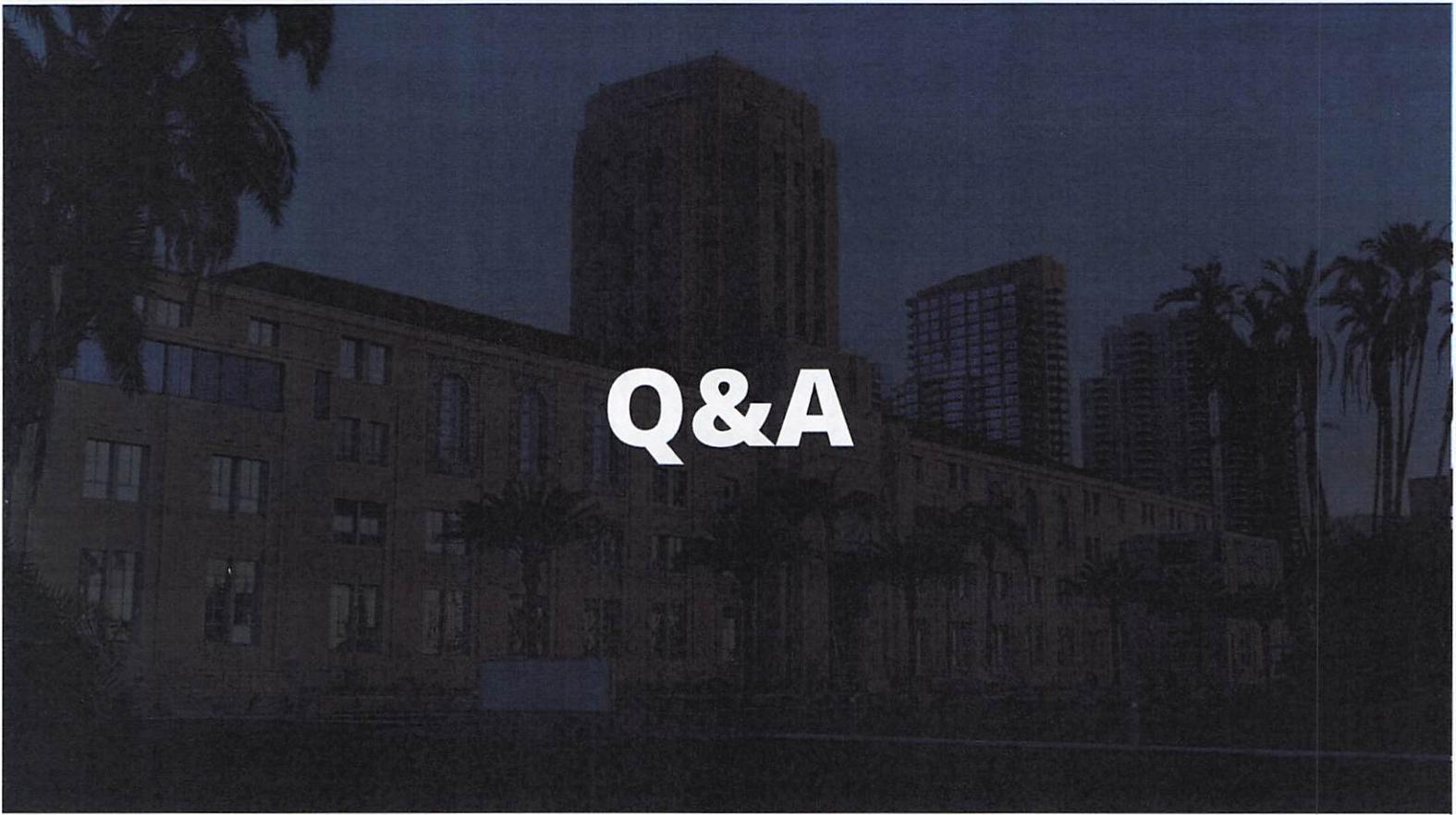


**Subject to Change*



Reminder

- Confidentiality
- Consistent communication
 - Project timeline updates to come
 - Open to future presentations
 - 3 week lead time
- Training refresh and other support available



Q&A



Thank You!



Chair
Kristine Custodio Suero

Vice Chair
Rohida Khan
Kelly Jenkins-Pultz
Idara Ogunsaju

District 1, Aguirre
Vacant
Monica Martinez

District 2, Anderson
Mary Davis
Vacant

District 3, Lawson-Remer
Kimberly Keen
Kristine Custodio Suero

District 4, Montgomery-Steppe
Idara Ogunsaju
Vacant

District 5, Desmond
Rohida Khan
Amy Nantkes

Members At-Large
Kelly Jenkins-Plutz
Vernita Gutierrez
Vacant

Chiara Leroy, Staff
Assistant

Heather Murray, Senior
Deputy

MINUTES
January 9, 2026

Executive Board Committee Meeting
12:00 PM

Meeting began at 12:04 pm. Chair Custodio Suero presided.

Present in-person:

Chair Kristine Custodio Suero (KCS)
Vice Chair/Policy Committee Chair Idara Ogunsaju (IO)
Vice Chair/Civic Engagement Committee Chair Kelly Jenkins-Pultz (KJP)
Vice Chair/Governance Committee Chair Rohida Khan (RK)
Public via Zoom: Nancy Brebeau

Policy Committee Chair Ogunsaju reported on the December meeting, which focused on communication strategies regarding critical issues such as paid family leave and violence against women. Chair Custodio Suero suggested that the Civic Engagement Committee Chair Jenkins-Pultz begin outreach to local unions and community members to gather insights on employment issues affecting women, ensuring that the committee's efforts align with the commission's broader goals including youth engagement, CEDAW efforts, paid family leave, and gender-based violence. Moving forward in 2026, the policy committee will prioritize focusing on documentation- documenting position, policy discussions, and drafting memos as appropriate on behalf of the commission. There will be an ongoing focus on PFL in the committee while other topics that overlap with the general work of the commission will continue at the commission level.

Governance Committee Chair Khan discussed the significance of addressing human trafficking, particularly in January, designated as Human Trafficking Month. She shared her involvement in various presentations and webinars on the topic and encouraged others to participate in these initiatives. KCS requested that RK forward the information to our staff representative to distribute to the Commissioners.

RK inquired regarding setting a condensed and more efficient meeting schedule with the various committees. KCS discussed the complexities of scheduling meetings across different committees, stressing the necessity for advance planning due to notice requirements and the importance of integrating discussions from various committees to enhance efficiency.

RK announced that she is being recognized with World Peace Ambassador Award by the Universal Federation for Peace and Women's Federation for Peace. KCS requested that RK provide KJP with the information to post on the Commission's social media platforms.

KCS reminded the Vice Chairs of the status of a long-pending amended bylaws review and advised that she has received no further updates regarding the status. KCS also stated that she has not received any updates regarding the additional clarification on the Status of Request for Closed Session for Review of Baseline Draft Report, specifically KCS's email of December 18, 2025, to our staff representative to inquire with County Counsel: "How is the baseline CEDAW report deemed confidential and on what basis? And what does County Counsel propose for the entire body to review the report? For example, can this be sent to each of the Commissioners with the agreement to not share the report and direct questions to OERJ? In other words, in what manner may all Commissioners review the draft report and direct inquiries? As well, please provide guidance on the what may be discussed in a public meeting or is the entirety of the report deemed confidential and if so on what basis and what procedure was used to determine this. Thank you."

KCS underscored the importance of strategic planning and the role of committees in achieving the group's objectives, particularly in preparation for events like Women's History Month. Civic Engagement Chair Jenkins-Pultz also emphasized the need for youth engagement, mentioning potential collaborations with organizations such as the City of San Diego Office of Child and Youth Success, the Girl Scouts and the Women's History Center.

KJP proposed scheduling the Executive Committee Meeting on January 23, 2026 at 4 pm (pending location) with no objections.

KCS discussed standing and ad hoc committees, with plans to finalize details in an upcoming January 16, 2026 monthly meeting. RK advocated for resource advocacy for victims of human trafficking and recommended that the Commission adopt a similar framework in strategic goal setting and project planning ("4 P Framework: Prevent, Protect, Peer Advocacy & Partnership). RK also proposed collaboration with local organizations to enhance community support, with public member Nancy Breneau expressing interest in the partnership initiatives discussed.

KCS stated that the topic of the Annual Report for Board of Supervisors will be further discussed at the January 16, 2026 regular monthly meeting/strategic planning session.

Meeting adjourned at 1:08 pm.

2026 Strategic Planning Chart¹

Goals	Commission Considerations	Stakeholders	Champions	Tactics

¹ Adapted from the Midwest Academy Strategy Chart, 28 E. Jackson Blvd. #605, Chicago, IL 60604, (312) 427-2304 mwacademy1@aol.com www.midwestacademy.com

After choosing your issue, fill in this chart as a guide to developing strategy. Be specific. List all the possibilities.

Goals	Commission Considerations	Stakeholders	Champions	Tactics
<ol style="list-style-type: none"> 1. List the long-term objectives of your commission's priorities. 2. What constitutes success? 3. How will this priority: <ul style="list-style-type: none"> - Significantly improve the lives of women and girls in San Diego? - Expand women and girls control of their future? - Strengthen the economic and social well-being of women and girls? 4. What short-term or partial victories are steps toward your long-term goal? 	<ol style="list-style-type: none"> 1. List your commission's strengths and resources. Include skills, facilities, reputation, partnerships, etc. What in-kind contributions can be leveraged for collaboration on priority issues? 2. List the specific ways in which you want your commission to be strengthened by the focus on this priority? Fill in numbers for each: <ul style="list-style-type: none"> • Expand leadership group • Increase experience of existing leadership • Expand awareness among new organizations and groups. 3. List internal problems or barriers to action. 	<ol style="list-style-type: none"> 1. Who cares about this issue enough to support or help the commission? <ul style="list-style-type: none"> • Whose problem is it? • What do they gain? • What risks are they taking? • What power can they leverage for action? • Into what groups are they organized? 2. Who might be opposed to action on your priorities? <ul style="list-style-type: none"> • What will they do that might make the commission's priorities more difficult to accomplish? • How strong are they? • How are they organized? 	<ol style="list-style-type: none"> 1. What groups or individuals champion your priorities? <ul style="list-style-type: none"> • Can they help to advance your priorities? • What connections do you have with them? 2. Secondary Champions <ul style="list-style-type: none"> • Who has the ear of the groups or individuals who can help champion your priorities? • What connections do you have with them? <ul style="list-style-type: none"> • What advantages does collaboration with your commission offer to them? 	<p>List the tactics that can best be used to further the commission's priorities.</p> <ul style="list-style-type: none"> • In context. • Flexible and creative. • Directed at a specific audience. • Be backed up by a specific action. Tactics include: <ul style="list-style-type: none"> • Provide liaison and assistance to citizen groups • Engage with community leaders • Guest speakers at meetings • Issue Briefs or Reports • Public hearings • Conduct workshop events • Public education • Formulate programs