

**COUNTY OF SAN DIEGO
BOARD OF SUPERVISORS
TUESDAY, MAY 05, 2026**

MINUTE ORDER NO. 5

SUBJECT: UPDATE ON COUNTY OF SAN DIEGO BASELINE INTERSECTIONAL GENDER EQUITY ANALYSIS (DISTRICTS: ALL)

OVERVIEW

On May 10, 2022 (15), the County of San Diego (County) Board of Supervisors (Board) adopted an ordinance based on the principles of the United Nations Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW). The ordinance directs the County to review how it serves the public, hires and supports staff, and engages with communities and businesses to identify differences in outcomes based on gender and explore ways to address them across the enterprise. The ordinance also focuses on the importance of intersectionality, meaning it recognizes that gender-based outcomes are often connected to race, income, immigration status, disability, age, and other factors.

In response to direction from the ordinance (Ordinance 10791, Section 3.B.1.), the County procured a contractor through a competitive procurement process, HR&A Advisors, Inc. (HR&A), to develop the County of San Diego Baseline Intersectional Gender Analysis Report (Report). The Report provides an analysis of County operational and regional data on intersectionality and includes recommendations to advance gender equity within the County organization and across the region.

Today's recommended action is for the Board to receive the Report in alignment with the CEDAW Ordinance.

RECOMMENDATION(S)

CHIEF ADMINISTRATIVE OFFICER

Receive the County of San Diego Baseline Intersectional Gender Equity Analysis Report in alignment with the Convention on the Elimination of All Forms of Discrimination Against Women Ordinance.

EQUITY IMPACT STATEMENT

All individuals are entitled to equal rights, dignity and opportunity. Discrimination against women and other marginalized members of society violates this basic right and leads to negative impacts. However, persistent disparities, particularly across gender and intersecting identities such as race, income, and geography, continue to limit access to economic opportunity, health, safety, and overall well-being, especially for women and girls from historically underserved communities. The County of San Diego Baseline Intersectional Gender Analysis Report received today establishes baseline metrics for County operational and regional data and provides a foundation for developing data-informed, intersectional gender equity action plans aimed at improving outcomes, expanding access, and reducing inequities for those most impacted. By receiving and advancing this report, the County strengthens its ability to make informed, accountable decisions that promote equitable outcomes, while recognizing the need for ongoing community engagement, data refinement, and cross-sector collaboration to ensure meaningful and sustained progress for all residents.

SUSTAINABILITY IMPACT STATEMENT

Today's requested actions align with the County of San Diego Sustainability Goals of Economy, Environment, and Resiliency. The County of San Diego Baseline Intersectional Gender Analysis Report

will help establish baselines that future progress can be measure against, including but not limited to eliminating poverty for women and girls to promote economic sustainability for all; cultivating a natural environment for residents, visitors, and future generations, including women and girls; and ensure the capability to respond and recover to immediate needs for individuals, families, and the region, including women and girls.

FISCAL IMPACT

There is no fiscal impact associated with today’s recommendation. There may be future fiscal impacts as implementation of the ordinance continues, such as the development of Intersectional Gender Equity Action Plans. If additional resources are required to implement these actions, staff will return to the Board with future recommendations for consideration and approval. At this time, there will be no change in net General Fund cost and no additional staff years.

BUSINESS IMPACT STATEMENT

N/A

ACTION:

This item was withdrawn at the request of the Chief Administrative Officer.

State of California)
County of San Diego) §

I hereby certify that the foregoing is a full, true and correct copy of the Original entered in the Minutes of the Board of Supervisors.

ANDREW POTTER
Clerk of the Board of Supervisors



Signed
by Andrew Potter