



# **Commission on the Status of Women**

## **Meeting Minutes**

**SEPTEMBER 12, 2025**

### **Location:**

9005 Aero Dr,  
San Diego, CA, 92123  
Serra-Mesa/Kearny Mesa Branch Library,  
Sudbury Room

**Chair:** Gail Friedt | **Vice Chair:** Wendy Urushima-Conn

**Commissioners:** Lakeya Cherry, Marlyn Carrillo, Natasha Wong, Sophie Tarazi, Susan Davis, Sorayda Santos, Carla Nesbitt-Stokes, Brandee Joyner

**City Staff Liaison:** Fatima Maciel

### **Call to Order**

- I.** Roll Call
  - a.** **Present:** Friedt, Urushima-Conn, Cherry, Wong, Tarazi, Davis, Nesbitt-Stokes, Joyner
    - i.** **Present virtually:** Santos
  - b.** **Absent:** Carrillo
- II.** Approval of the Minutes
  - a.** August 9, 2025 Special Board Meeting
    - i.** **A motion to approve the minutes was made and seconded.**
    - ii.** **Outcome:** The minutes were approved unanimously.
- III.** Consideration of Agenda
  - a.** **Motion to receive September 12, 2025 Monthly Meeting agenda.**
    - i.** **A motion to approve the minutes was made and seconded.**
    - ii.** **Outcome:** The agenda was approved unanimously.
- IV.** Non-Agenda Public Comment
  - a.** **There was no Non-Agenda public comment.**

- V. Agenda Public Comment
  - a. **There was no Agenda public comment.**
  
- VI. Informational Items –
  - a. Introduction of new Commissioners
    - i. **New Commissioners Joyner, Nesbitt-Stokes & Santos were introduced to the group. The Commissioners all gave a short introduction about themselves.**
  
  - b. Review of July 29, 2025 with Chief Wahl and staff
    - i. **Commissioners Davis, Friedt and Urushima-Conn shared information around the visit with Chief Wahl and staff in which they discussed the clearing of Sexual Assault Evidence Kit backlog and the recruiting of women in the SDPD.**
  
  - c. Review of August 9, 2025 First Inaugural Women’s Tea
    - i. **Chair Friedt and the Commissioners thanked the Marketing, Events, and Programming Chair Carrillo and members, Commissioners Urushima-Conn and Wong for a fabulous event. Commissioner Wong reported that the feedback she received was all positive and that her staff really enjoyed assisting with the event.**
    - ii. **Discussion regarding timing and content of Second Women’s Tea. Commissioner Cherry suggested the topic of financial literacy. Commissioner Wong mentioned that some attendees suggested menopause as a future topic.**
  
  - d. Committee and Liaison Updates
    - i. **The following events were presented by the commissioners:**
      - 1. **Chair Friedt – attended the Women’s Museum Let Equality Bloom event @ Gossip Grill on August 28<sup>th</sup>.**
      - 2. **Commissioner Davis will be attending “The Suffs” play on 9/30. Wearing white is encouraged.**
      - 3. **Chair Cherry mentioned she recently joined The San Diego Women’s Foundation (SDWF) and will be attending their AP volunteer event on Saturday, September 13<sup>th</sup>. The executive director of SDWF will be presenting at the November 14<sup>th</sup>, 2025 meeting.**
      - 4. **Chair Urushima-Conn will be attending San Diego Girl Scouts Urban Campout 2025 event this evening.**
      - 5. **Commissioner Joyner invited the commissioners to the event she is organizing” Women in Sports Networking event, “They Built the Rules Without Us, Now We’re Rewriting Them!”, Oct 2, 2025 from 5:30 PM-7:30 PM @ Gossip Grill.**
      - 6. **Fatima encouraged the commissioners to try and attend a County of San Diego Commission on the Status of Women &**

**Girls meeting. They meet the first Friday of the month from 12:00-1:00 PM.**

- 7. Chair Friedt informed the group tht she will be attending the California Convening of Commissions on November 10, 2025 in Los Angeles. Another Commissioner is welcome to attend (limit is two).**
  - 8. Chair Friedt will also be attending the 2025 Celebrating Women Summit presented by Rancho la Puerta. Commissioners are encouraged to attend.**
- ii. The Commissioners were encouraged to continue sending any topics/articles/events to Fatima to be distributed.**

**VII. Action Items –**

**a. Subcommittees –**

- i. Policy & Advocacy:** Works to identify, research, and advocate for policies that promote equity and improve the status of women and girls in the community. This group monitors local, state, and national legislation and partners with officials and organizations to support relevant policy initiatives.
    - 1. Members:** Sophie & Gail
    - 2. New member: Carla**
      - a. Short update on CEDAW ordinance progress was given.**
  - ii. Community Outreach:** Focuses on building relationships with the community through partnerships, events, and ongoing engagement. This subcommittee ensures that diverse voices are heard and included in the commission’s work, especially those from underrepresented or marginalized groups.
    - 1. Members:** Susan & Lakeya
    - 2. New member: Brandee, Sorayda**
  - iii. Events & Programming:** Plans and coordinates public events, workshops, and campaigns that educate and empower women and girls. This team ensures events align with the commission’s mission and support community involvement, awareness, and celebration.
    - 1. Members:** Wendy, Marlyn, Natasha
- b. Chair Friedt encouraged the subcommittee members to meet regularly as each committee will be asked to give an update at the monthly meeting.**
- c. Subcommittee responsibilities as outlined in the bylaws:**
- i. Each subcommittee shall meet regularly to carry out the stated projects, programs, and objectives for the subcommittee as provided by a majority of the Commissioners.**
  - ii. Subcommittees can add, cease, or rename their activities with the approval of a quorum of Commissioners.**
  - iii. All subcommittee members must be members of the Commission. Any subcommittee may, by a majority vote of its members, utilize as technical advisors, individuals who are not members of the Commission, for the purpose of furthering the work of the given subcommittee. Advisors shall not be compensated and shall not cast any votes in subcommittee or Commission meetings.**

- iv. No subcommittee shall have more than four members.
- v. Discussion on When2Meet Poll results for monthly meeting.
  1. **Chair Friedt presented the results from the When2Meet Poll. The Commissioners discussed the pros/cons of the poll and expressed how difficult it would be to find a date/time that works for everyone. None of the Commissioners wanted have weekend meetings. The option of keeping the current Friday schedule was also on the table and discussed.**
  2. **After much discussion, the Commissioners felt that the best option would be to keep the current schedule; the Second Friday of the month, from 12-1:30 PM.**
  3. **Chair Friedt asked the Commissioners to consider holding the meetings to one hour, with the option of the subcommittees to meet 30 minutes before or after.**
  4. **A motion was made to keep the regular meetings on the second Friday of the month, but change time from 12:00 – 1:00 PM, with option of sub-committee meetings before/after. Location would remain the Serra-Mesa/Kearny Mesa Branch Library. Second was received. Motion passed unanimously**
- vi. Discussion to change the October 10, 2025 meeting to Oct 27, 2025, Same location and time.
  1. **Motion was made and seconded. The change was approved unanimously.**
- vii. Discussion to adjourn the December 12, 2025 meeting.
  1. **Motion was made to adjourn the December meeting. Only Chair Cherry opposed. Change was passed – December meeting will be adjourned**

### **VIII. Discussion Items**

- a. Next Steps: Survey on Women’s Disparities in the Workforce
  - i. **Commissioners discussed whether or not to draft and distribute another survey. Commissioner Davis thought a new survey would be beneficial as the previous one was not widely distributed. Commissioner Cherry felt that the City of San Diego had enough data available to use, it just needed to be collected and analyzed. After additional discussion it was decided to put a new survey on hold. Commissioners were encouraged to collect any data/information. Chair Friedt/Fatima will work on how to store and share the information.**
- b. Strategic Planning for 2026
  - i. **Chair Friedt proposed a Special Strategic Planning meeting to guide the Commission – “where do we go from here”. The 3 most important issues for women have already been identified from the survey: Affordable housing, affordable childcare & public safety/security.**

**Would like to identify our Commissions top 3 policy priorities, which help guide our work on the subcommittees.**

- ii. **A motion was made to hold the regular scheduled January meeting from 10:00 am – 10:30 and the strategy meeting from 10:30 am – 12:30, on Saturday, January 3<sup>rd</sup>, 2026. Location TBD. The motion was seconded and passed unanimously.**
- iii. **A motion was made to adjourn the January 9<sup>th</sup> regular meeting. The motion was seconded and passed unanimously.**

**Meeting adjourned at: 1:15 PM**

## **REQUESTS FOR ACCESSIBILITY MODIFICATIONS OR ACCOMMODATIONS**

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