

**Mayor's Commission on the Status of Women
Meeting Minutes (DRAFT)
Wednesday, April 10, 2024
Culture Commons, Plaza de Armas – 5:30 PM**

Attendees: City Staff: Roger Gonzalez, City Manager's Office; Gabrielle Herrera, Mayor's Office; Shreya Shah, City Attorney's Office

Commissioners

Mayoral Mara Posada, Treasurer - PRESENT	D6 Larissa Martinez
D1 Monica Garza - PRESENT	D7 Coda Rayo-Garza - PRESENT
D2 Yvette Hardin - PRESENT	D8 <i>vacant</i>
D3 Vanessa Martinez, Chair - PRESENT	D9 Dr. Jacqueline Pugh - Secretary
D4 Fernanda Cardenas - PRESENT	D10 Anamaria Suescun-Fast -
D5 Sara Gerrish – Vice Chair - PRESENT	

Meeting called to order by Chair Martinez at 5:36 pm

Approval of Minutes

1. Approval of the minutes from the Mayor's Commission on the Status of Women Meeting on March 13, 2024

Public Comment

2. Public Comment: [Interested speakers will have 3 minutes to address the Mayor's Commission on the Status of Women on agenda related matters]

There were no individuals signed up to speak.

Briefing and Possible Action on the following items

3. Chairwoman's Report: Commissioner Martinez deferred her time to Committee Reports.
- 4.
5. Treasurer's Report: briefing on the status of the MCSW Budget
No changes to budget from previous meeting.

**Mayor's Commission on the Status of Women
FY24 Budget**

	Expense	Balance
FY24 Beginning Balance		\$ 15,000.00
IWD Catering	\$ 2,416.00	\$ 12,584.00
IWD Audio Visual Needs	\$ 2,515.00	\$ 10,069.00
MCSW Branded Shirts - Big Star Branding (27 Ladies 3/4 Sleeve SuperPro Twill Shirt)	\$ 932.75	\$ 9,136.25
Las Altenas Mariachis	\$ 475.00	\$ 8,661.25
Balance	\$ 6,338.75	\$ 8,661.25
<i>as of 04/05/24</i>		

6. Subcommittee Updates

Entrepreneurship Update (presented by Comm. Gerish):

The subcommittee discussed continuing to pursue policies around childcare and early childhood development issues during the rest of 2024 including:

- Lack of Childcare accessibility
- Childcare Economic Impact on Women in the Workforce
- What City of San Antonio as an employer can do
 - Childcare for its employees or childcare supplements
 - What would that look like
- Tight profit margins for childcare centers
- Broaden it to Workforce development
- Exploration on childcare development

With regard to best uses of a portion of the budget, we explored use of the money for assisting women during Entrepreneurship Month by paying for

- Head Shots
- Resume Writing consultation or workshop
- Salary Negotiation consultation or workshop

Women's Health – No update

Domestic and Intimate Partner Update

- Commissioner Martinez stated that the committee has discussed but not yet agreed on the following items to pursue:

- Educational Aspect such as finding ways to introduce early education with community partners to reduce future incidences of domestic violence/partner violence
- Work with Metro Health (good crossover)

Other Discussion:

2019 Status of Women's Report Commissioners sought clarity on Status Report updates, asking if there was a schedule for re-evaluation of the issues identified in the Status of Women and Status of Girls reports. Chair stated that there has been no discussion of when the next report would be requested from the City of San Antonio and advised that this would be a good question to present to the city. Chair then explained the Status of Women and Status of Girls reports to Commissioners, and how the Commission has utilized those reports to create annual initiatives with the intention to positively impact issues found in these reports throughout communities. Chair mentioned that there should be a periodic review, using the key items found in these reports as benchmarks, and wondered if there is a plan to re-evaluate these items in 10 year time periods. Chair then discussed bringing Dr. Rogelio Saenz, author of both reports, to the Commission meeting to meet the Commissioners and answer any questions new Commissioners may have about the reports. Commissioners were agreeable to meeting with Dr. Saenz.

How to spend down remaining funds for this fiscal year: The commissioners discussed that in years past, MCSW divided up the budgets between the three main subcommittees, so Chair said with this budget, that meant the subcommittees would each have a third of the remaining budget to utilize by September 30. Suggestions needed to come before the Commission no later than July.

Commissioner Favela then asked if the Scholarship Subcommittee wanted to use some of the funds to celebrate the recipients, how could we allocate those funds now. Chair mentioned that the amount of work needed to determine recipients would very likely not impact the commission until after September, which would be a FY 2025 spend item. Commissioner Favela agreed.

Commissioner Cardenas brought forward the idea of using some of the FY 2024 budget to sponsor citizens to attend the Texas Women's Conference. Commissioners were agreeable to this possibility and began discussing ways the Commission could select winners to attend, the costs that would be associated with attending for a woman, inclusive of child care, travel, transportation, hotel accommodations, meals and other expenses that may be burdensome for those without the means to attend conferences without support, and decided to discuss this further in the next meeting.

Expectations and time commitments for Sub-Committee work and election of Sub-Committee Chairs :

Commissioner Garza questioned the length of time that the scholarship committee would take to determine how to allocate scholarship funds. Chair mentioned that this meeting was a good time to set expectations on hourly time commitments to subcommittees with 2-3 hours per month suggested.. Commissioners then discussed whether or not they should focus on one topic at a time or continue to work on the subcommittees as currently structured.

Commissioners agreed to continue working on subcommittees as currently structured.

Commissioner Cardenas suggested that each subcommittee should have a chair that designates the schedules to meet and plan, and Chair agreed this was the route Commission should take.

Commissioners then agreed on the subcommittee membership and Subcommittee Chairs::

Entrepreneurship – Pugh, Gerrish, Hardin, Rayo-Garza – Pugh Chair

Health – Posada, Fast, Garza – Chair not decided

Domestic Violence – Martinez, Martinez, Cardenas – Martinez Chair

Scholarship – Suescon-Fast, Favela, Pugh, Hardin – Hardin Chair

Bylaws - Cardenas, Briseno-Gerrish, Favela, Garza,Raya-Garza - Briseno Gerrish Chair

Chair reminded the Commissioners that child care is provided for all MCSW meetings and work, and in prior iterations of the Commission, Commissioners brought children to meetings, and that was still available to Commissioners as well. Counsel reminded the Commissioners that virtual meetings were also an option for Subcommittee work, and clarified that childcare was only an option for Commission meetings. Chair recognized that this may be a need to discuss with the city's DEIA office, as childcare should be available any time they are acting on behalf of the Commission and are required to pay for child care.

6:40 pm Adjournment