

Agenda Report

Date: October 16, 2001

TO: City Council
FROM: Commission on the Status of Women
SUBJECT: Annual Report October 2000-September 2001 &
Workplan October 2001-September 2002

ANNUAL REPORT OCTOBER 2000 TO SEPTEMBER 2001

RECOMMENDATION

This report is for informational purposes.

BACKGROUND

The Commission on the Status of Women was formed in 1977 through the efforts of a community coalition of 29 organizations. Leaders of this Women's Action Coalition brought research findings to City Council (formally the City Board of Directors) documenting the inequities toward women in the City at that time, and proposed the formation of a City Commission on the Status of Women. Subsequently, the City Council established and funded this Commission (City Ordinance #5320, May 31, 1977, amended by Ordinance #6229, December 22, 1978).

The purpose and function of the Commission on the Status of Women is "... to advise the City Council (then Board of Directors) on the special needs and concerns of women of all ages, races, ethnic and cultural backgrounds, religious convictions, and economic and social circumstances. Duties include recommending programs and legislation to promote and insure equal rights and opportunities for all women in Pasadena."

This Annual Report describes the programs, projects and activities of the Commission as they relate to the responsibilities established by the City Ordinance for the identified time period (Hereafter, "CSW" and "the Commission" refer to the Commission on the Status of Women unless otherwise indicated).

COMMISSIONERS

Betty Ann Jansson (July 2001- Present); Lucia Reyes, Chair (July 1999-June 2001)
Roxanne Mayo Turner, Vice Chair (July 2001-Present)
Kathryn McKnight, Parliamentarian (July 2001-Present)

| | | | |
|------------------|------------|---------------------|------------|
| VACANT | District 1 | Kimberly Miera | District 6 |
| Aida Morales | District 2 | Betty Ann Jansson | District 7 |
| VACANT | District 3 | Roxanne Mayo-Turner | Mayoral |
| Kathryn McKnight | District 4 | Jan Pylko | At Large |
| Lucia Reyes | District 5 | | |

CALIFORNIA ASSOCIATION OF COMMISSIONS

- **The Commission has continued its involvement with the California Association of Commission's Board by supporting the development of Commissions in other cities.**

PAY EQUITY

- **The Commission provided a "Pay Equity" awareness workshop on Tuesday, April 3, 2001 in Council Chambers. The workshop was open to employees and residents. The focus of the workshop was to help participants learn about salary negotiation techniques and to increase awareness of existing pay inequities:**
 - On average, women get paid 27 cents less, per hour
 - African American women get paid 37 cents less, and
 - Latina women get paid 47 cents less than a white male performing the same job function
- **Commissioners B. Jansson and L. Reyes met with Congressman Adam Schiff to discuss pending legislation affecting women in the labor market.**
- **The Commission is scheduled to review the feasibility of conducting a pay equity study in the coming year.**

DOMESTIC VIOLENCE

- **The Commission Co-Sponsored the YWCA Week Without Violence. The YWCA Week Without Violence is a nationwide effort to identify and activate sustainable alternatives to violence in our homes, schools, workplaces and neighborhoods.**

The Women's Issues office coordinated and managed the activities planned by participating agencies. Participating agencies include Foothill Family Service, Community Action Theater of Santa Susana High School, Ecumenical Council of Pasadena, First AME Church of Pasadena, The Grace Center, Haven House, Health Faith Network, Los Angeles Clothesline Project, Mother's Club Community Center, Union Station, Los Angeles Commission on Assaults Against Women, Pasadena City College, Pasadena Central Public Library, Human Relations Commission, Pasadena Police Department & YWCA Pasadena-Foothill Valley. The YWCA's Week Without Violence was October 15-21, 2000.

- **A series of Self-defense workshops were offered on Tuesday, October 17 and Wednesday, October 18 at the Pasadena Police Department. The workshops were successfully attended by city employees and community residents.**
- **The Commission was a co-sponsor of the "Ending Domestic Violence Conference" at Cal State Northridge. Transportation to and from the conference was provided for domestic violence survivors, advocates and residents.**

- **The Commission continued its support of the Domestic Violence Perpetrator Anger Management group at Villa Parke.** Funding to expand the program was solicited by the women's issues office and approved by City Council for program year July 2001 to June 2002. A second program will be offered at Jackie Robinson Center on the 2nd and 4th Wednesday of the month.
- **The Commission is an active partner with the Domestic Violence Prevention Coalition coordinated by Foothill Family Service.** The Commission has collaborated with Foothill Family Service in identifying populations in need of domestic violence prevention services.

RESOURCE AND REFERRAL

- **The Commission released the 2001 Survival Guide for Women and Families.** The Survival Guide lists over 140+ agencies that provide services to women and families in the Pasadena area. Over 4000 Survival Guides have been distributed to local agencies such as the Women at Work, Grace Center, Haven House, YWCA, Foothill Family Service, Community Centers, and Pasadena City College.

RETREAT

- **The Commission held its annual retreat on Monday, August 27, 2001 at Women at Work.** Commissioners identified program or issue areas of interest to work on throughout the year that affect women and families directly. A detailed listing of the programs the Commission will be focusing on in the coming program year is in the Annual Workplan (attached).

TOY DRIVE

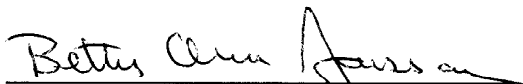
- **The Commission for the third consecutive year held a Holiday Toy Distribution to children living in the Northwest, Villa and Raymond neighborhood.** The effort was in collaboration with the Los Angeles County Sheriff's Department and the Pasadena Latino Employees Association. Over 300 children received a toy.

STAFFING

The Human Services, Recreation and Neighborhoods Department of the City of Pasadena provides staff support to the Commission on the Status of Women. Yesceni G. Ramirez, Program Coordinator II, is the designated staff for the Commission on the Status of Women.

This Annual Report was reviewed and approved by the CSW on October 08, 2001.

Respectfully submitted,



Betty Ann Jansson, Chair
 Commission on the Status of Women
 October 16, 2001

PASADENA COMMISSION ON THE STATUS OF WOMEN
ANNUAL WORKPLAN -- OCTOBER 2001 to SEPTEMBER 2002
 Submitted October 16, 2001

| WORK ACTIVITY | RESOURCES | RESPONSIBILITY | Completion Date |
|--|---|--|--|
| DOMESTIC VIOLENCE | | | |
| <ul style="list-style-type: none"> Support Male Perpetrator Group at Villa Park & Jackie Robinson Center Place Survival Guide on Web Site Participate in YWCA Week Without Violence and provide Self Defense Workshops Establish supportive emergency services for battered women | Villa Parke & Jackie Robinson Center Coordinate with City Dept. Information Analyst YWCA Pasadena - Foothill Local Agencies Local Funding Sources | All Commissioners Lucia Reyes Roxanne Mayo Turner Roxanne Mayo Turner | Ongoing Ongoing Oct. 2001 Ongoing |
| SEXUAL HARASSMENT PREVENTION | | | |
| <ul style="list-style-type: none"> Monitor the implementation of the Citywide Sexual Harassment Prevention training for city employees paying special attention to departments in which women are underrepresented Present and analyze employee management feed back on training effectiveness Review and make recommendations to update the Sexual Harassment Policy | City Council City Manager Human Resources Department City Council City Manger Human Resources Department Human Resources Department | Jan Pylko Betty Ann Kitty McKnight Jan Pylko Kimberly Miera Jan Pylko | Ongoing to Oct. 2001 December 2001 December 2001 |
| HEALTH ISSUES | | | |
| <ul style="list-style-type: none"> LA County Commission on the Status of Women 5K Run/Walk and Health Expo Collaborate with the LA County Office of Women's Health and offer FREE cervical cancer exams | Human Services, Recreation and Neighborhoods Department LA County Office of Women's Health City Community Organizations | Betty Ann Jansson. Roxanne Mayo Turner Lucia Reyes | September 20, 2001 Ongoing |

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| WORK ACTIVITY | RESOURCES | RESPONSIBILITY | Completion Date |
|--|--|---|---|
| PAY EQUITY | | | |
| <ul style="list-style-type: none"> Participate in National Equal Pay Day by offering a workshops to increase awareness Meet with legislators on National and State legislation for Pay Equity Review City Affirmative Action Report regarding hiring of women in non-traditional fields; protective services, maintenance, skilled craft. And assist with recruitment Conduct a Pay Equity Study | <p>Women at Work</p> <p>Local Legislators</p> <p>Women at Work City Departments City Employee Organizations</p> <p>Human Resources Women at Work Friends of CSW League of Women Voters</p> | <p>Betty Ann Jansson</p> <p>Betty Ann Jansson</p> <p>Betty Ann Jansson Jan Pylko</p> <p>Betty Ann Jansson Lucia Reyes Jan Pylko</p> | <p>April 2002</p> <p>April 2002</p> <p>Ongoing</p> <p>April 2002</p> |
| CHILDREN'S ISSUES | | | |
| <ul style="list-style-type: none"> Review and make recommendations to amend the Child Care Subsidy Policy to increase the number of employees benefiting from the Policy. Northwest Toy/Posada Drive and Distribution | <p>Coordinate review of the Child Care Policy with the Child Care Coordinator</p> <p>Collaborate with the Pasadena Latino Employees Association and the L.A. County Sheriffs</p> | <p>Jan Pylko Kitty McKnight Kimberly Miera</p> <p>Kimberly Miera Lucia Reyes</p> | <p>Ongoing to Sept. 2002</p> <p>December 2001</p> |
| CONFERENCES (support) | | | |
| <ul style="list-style-type: none"> CSUN DOMESTIC VIOLENCE PREVENTION CONFERENCE YOUNG AFRICAN AMERICAN WOMEN'S CONFERENCE-Women at Work HOPE WOMEN'S SYMPOSIUM ADELANTE MUJER LA LATINA-Women at Work | <p>CSUN</p> <p>Human Services, Recreation and Neighborhoods Department Women at Work</p> <p>Human Services, Recreation and Neighborhoods Department Women at Work</p> | <p>Roxanne Mayo Turner</p> <p>Betty Ann Jansson Kitty McKnight</p> <p>Lucia Reyes</p> <p>Betty Ann Jansson Lucia Reyes</p> | <p>October 2001</p> <p>October 20, 2001</p> <p>March 2002</p> <p>March 2002</p> |