

**AGENDA
COUNTY OF SONOMA
COMMISSION ON THE STATUS OF WOMEN**

**Meeting Held Through Publicly Available Link Via Zoom as well as in person at
575 Administration Drive, Ste 117C, Santa Rosa, CA 95403**

Thursday

September 14, 2023

6:00PM

First District: Jan Blalock, Joanne M. Brown (OAL), Nancy Padian

Second District: Caitlin Quinn (Chair), Katie Gordon, Julie Shulman

Third District: Ofra Isler, Ana Diaz-Garcia, Melanie Jones-Carter

Fourth District: Gina Fortino Dickson (Vice-Chair), Melissa Hernandez

Fifth District: Jessica Wood, Angie Dillon-Shore, Zobida McCorquodale

The September 14, 2023, Commission on the Status of Women Meeting will be facilitated in person. Members of the public can watch, listen, or join the meeting using one of the three following methods:

1. JOIN IN PERSON:

Human Resources Large Training Room
575 Administration Drive, Suite 117C, Santa Rosa, CA 95403
Limited seating is available for public participants.

2. JOIN VIRTUALLY VIA ZOOM:

Participate by computer, table, or smartphone application. Go to:

<https://sonomacounty.zoom.us/j/94202019002?pwd=V3JCazd0MFcvR2Q3c0FYK2x3ZjRpQT09>

Webinar ID: 942 0201 9002

Passcode: 252743

3. JOIN IN ZOOM BY TELEPHONE:

Dial +1 (669) 900 9128

Webinar ID: 942 0201 9002

Passcode: 252743

Instructions for the Public:

In accordance with AB 361, Governor Newsom's March 4, 2020 State of Emergency due to COVID-19 pandemic, Sonoma County Public Health Officer's Recommendation for Teleconference Meetings, and the Sonoma County Board of Supervisors Resolution 21-0399, the Commission on the Status of Women meetings will be facilitated using a dual

format with listening and participation available through Zoom and in person.

Agendas and Materials:

Agendas and most supporting materials are available on the Commission's website at <https://sonomacounty.ca.gov/Commission-on-Status-of-Women/Calendar/>

Due to legal, copyright, privacy or policy considerations, not all materials are posted online. **NOTE:** Due to the ongoing Covid-19 situation, materials that are not posted will be available directly from the Commission at sococsw@sonoma-county.org.

Disabled Accommodation:

If you have a disability which requires an accommodation, an alternative format, or requires another person to assist you while attending this meeting, please contact the Deputy Clerk at (707) 565-1851, as soon as possible to ensure arrangements for accommodation.

Approval of the Consent Calendar:

The Consent Calendar includes routine financial and administrative actions that are usually approved by a single majority vote. There will be no discussion on these items prior to voting on the motion unless Commission Members request specific items be discussed and/or removed from the Consent Calendar.

Public Comment:

Any member of the audience desiring to address the Commission on a matter on the agenda: Members of the public are invited to join this meeting in person or via Zoom teleconferencing. In order that all interested parties have an opportunity to speak, please be brief and limit your comments to the subject under discussion. Speakers will be limited to three minutes to speak; time limitations are at the discretion of the Chair. While members of the public are welcome to address the Commission, under the Brown Act, Commission members may not deliberate or take action on items not on the agenda, and generally may only listen.

1. CALL TO ORDER, ROLL CALL

2. LAND ACKNOWLEDGEMENT

The Commission on the Status of Women of Sonoma County recognizes that we are on the ancestral lands of the Pomo, Wappo, and Coast Miwok, who are the original stewards of this land. We further acknowledge that the office of the Commission on the Status of Women resides on Southern Pomo land in Santa Rosa. We respect and honor the past, present, and future generations, and are grateful for the opportunity to give our respect to the first inhabitants.

3. OPEN TIME FOR PUBLIC COMMENT

At the beginning of each Commission meeting, any member of the public may address the Commission concerning any item not on the Commission's agenda. Speakers will be limited to three (3) minutes unless otherwise specified by the Chair or the Presiding Officer. The public will be given an opportunity to speak on each business item at the time

it is called. The Commission may discuss and/or take action regarding any or all of the items listed below.

4. APPROVAL OF THE AUGUST 10, 2023 MEETING MINUTES

5. OFFICER REPORTS AND ADMINISTRATIVE UPDATES

Officers and Staff to discuss administrative-related matters including, but not limited to, field trip ideas and speaker coordination.

6. COMMISSIONER ANNOUNCEMENTS

Commissioners to provide any commission-related announcements, report on communications with supervisors, and announce any tabling opportunities.

7. OPENINGS AND APPOINTMENTS

Chair Quinn will report out on current openings.

- a. We currently have an opening in the 2nd and in the 4th districts.
- b. Welcome Commissioner Hernandez and complete the oath of office

8. BUSINESS ITEMS

- a. Presentation on Single-Payer Health Care Resolution
- b. Resolution in Support of Single-Payer Health Care
- c. Approval of the Vision
 - i. We use our collective voice to influence decision-makers and empower the community to eliminate systemic barriers to full equity. We work to ensure women have social mobility, economic autonomy, reproductive freedom, and equitable representation in leadership roles.
- d. Ad-Hoc, Coordinator, Project, and Liaison Approvals
 - i. Commissioners will have up to three minutes to pitch each item and three minutes to answer questions from their fellow Commissioners.
 - ii. Potential Ad Hoc Committees
 1. Voices Report
 2. Bylaws
 - iii. Potential Projects or Coordinators
 1. Community Engagement
 - a. Women's March
 - b. Spirit Awards
 2. Junior Commission
 3. Legislative Advisory Group
 - iv. Other Potential Topics
 1. Reproductive health
 2. Childcare
 3. Mental health
 4. Economic opportunity

e. Social Media Policy

9. AGENDA ITEMS FOR OCTOBER 12, 2023 COMMISSION MEETING

Proposal, discussion, and possible action items for next Commission meeting. (No action required by commissioners for this section).

10.ADJOURNMENT

DRAFT-MINUTES
COUNTY OF SONOMA
COMMISSION ON THE STATUS OF WOMEN

Thursday, August 10, 2023

6:00 PM

Hybrid Meeting

Commissioners Present:

First District: Jan Blalock, Joanne M. Brown (OAL), Nancy Padian

Second District: Caitlin Quinn (Chair), Katie Gordon, Julie Shulman

Third District: Ofra Isler, Ana Diaz-Garcia, Melanie Jones-Carter

Fourth District: Gina Fortino Dickson (Vice Chair)*

Fifth District: Jessica Wood, Angie Dillon-Shore, Zobida McCorquodale

*** Commissioner Fortino Dickson arrived late at approximately 6:02pm**

Meeting held through publicly available link via Zoom Meeting, and in-person

1. CALL TO ORDER, ROLL CALL

Meeting called to order at approximately 6:00 p.m. Roll call was conducted by the Chair.

2. LAND ACKNOWLEDGEMENT

Commissioner Wood read the Land acknowledgement.

3. PUBLIC COMMENT ON NON-AGENDIZED ITEMS

No Public Comment.

4. PRESENTATION BY ASSEMBLYWOMAN CECILIA AGUIAR-CURRY

Chair Quinn introduced Assemblywoman Cecilia Aguiar-Curry by reading a brief bio of her career. Assemblywoman Aguiar-Curry represents the 4th District- largely rural counties in the north bay including part of Sonoma County and she is the Vice Chair of the California Legislative Women's Caucus. She is the newly elected Speaker Pro-Tempore of the California State Assembly. This will give the rural communities a stronger voice especially about issues relating to rural women. Assemblywoman Aguiar-Curry provided an overview of different Bills impacting women and girls which are being considered by the Legislature including significant ones that she authored or co-authored. She stressed needing support for a Constitutional amendment which she co-sponsored and will be on the 2024 ballot to decrease the voting requirements for local government bonds to 55% from the current two thirds requirement.

5. APPROVAL OF JULY 13, 2023 MEETING MINUTES

Motion to approve the July 13, 2023 meeting minutes.

No Public Comment.

Motion: Commissioner Fortino Dickson
Second: Commissioner Blalock

Ayes: 12 Noes: 0
Absent: 0 Abstained: 1

Chair Quinn abstained as Chair. Motion passed.

6. OFFICER REPORTS AND ADMINISTRATIVE UPDATES

- a. Chair Quinn announced tabling opportunity at Sonoma State University “Women in Conversation” on September 20, 2023 from 3-6pm. She asked for two volunteers for this event. She also announced that the Officers voted to approve co-sponsoring an event with Petaluma Chapter of the American Association University Women. Since this event is the same day in November as the Commission’s regular meeting, she proposed having the Commission meet at the same location after the event.
- b. Staff reminded the Commissioners about attending the Board of Supervisor’s meeting on August 22, 2023 to receive the Women’s Equality Day Resolution. Chair Quinn shared dates and locations where the Women’s Equality Day Resolution will be presented at city council meetings in Sonoma County.

7. COMMISSIONER ANNOUNCEMENT

- a. Commissioner Blalock and Wood were invited to attend the ribbon cutting ceremony for Athena House. They are allowed to bring a guest and they invited other Commissioners who are interested to attend. Commissioner Blalock announced that Chris Castillo from Verity is retiring and will be given a GOLD resolution on Tuesday, August 15, 2023. She invited everyone to attend.
- b. Commissioner Padian reported that a report on the reproductive health adhoc and pharmacy access project will be ready soon and the full report will be presented to the Commission in forthcoming months.
- c. Commissioner Gordon announced that the VOICES report will be finalized by the end of August and will be shared with the Commission. She also announced that she will be the point of contact for Gender Equity Policy Institute on their study about the reproductive landscape of the Bay Area. She is reaching out to individuals and organizations in Sonoma County to recruit participants.

8. OPENINGS AND APPOINTMENTS

- a. Chair Quinn announced one opening in the 2nd district and two openings in the 4th district.

9. STRATEGIC PLANNING (order is subject to change)

- a. The Commission reviewed mission statements from other Commissions. The Mission statement of the CSW is as follows: The purpose of the Commission is to promote equal rights and opportunities that enhance the quality of life for all women and girls and to address issues of discrimination and prejudice that negatively affect women in Sonoma County.
- b. Commissioner Fortino Dickson facilitated a visioning activity. After exercises and much discussion, the Commission finalized a draft of their new vision: We use our platform to influence decision makers and empower the community to eliminate systemic barriers to full equity. We work to ensure that women will have an equal representation in leadership role and political positions and that women will have unlimited economic freedom, social mobility, and reproductive freedom.
- c. In September, the Commission will finalize the Commission vision. Commissioners who had been submitted workplans were asked to review those and assess whether they aligned with the draft Vision and if not, to withdraw them.

10. AGENDA ITEMS FOR SEPTEMBER 14, 2023 COMMISSION MEETING

Proposal, discussion, and possible action items for next Commission meeting. (No action required by commissioners for this section)

11. ADJOURNMENT

This meeting was adjourned at 9:06 p.m.

PROCLAMATION IN SUPPORT OF GUARANTEED HEALTHCARE FOR ALL

WHEREAS every resident in Sonoma County deserves high-quality healthcare, and

WHEREAS the ever-increasing costs of care, which are further elevated due to the pandemic, challenge already strapped municipal budgets, and

WHEREAS the pandemic has led to a significant loss of employer-sponsored health insurance; and

WHEREAS many women serve as care providers to children, disabled family members, and elder family members and are ineligible for employer-sponsored health insurance; and

WHEREAS the vast majority of households and small businesses in Sonoma County would save money under a single-payer healthcare system; and

WHEREAS health care providers would be able to focus on efficiently providing the best care possible for all residents if they did not have to also serve as insurance navigators, and

WHEREAS the County of Sonoma spends more than \$87 million annually on health insurance for current employees and retirees—much of which could be redirected to other county priorities if those insurance costs were covered under a federal or state single-payer system, and

WHEREAS single-payer initiatives such as the federal Medicare for All Act of 2023 and the state's CalCare bill (AB 1690) would provide health insurance that covers all necessary medical care including prescription drugs; hospital, surgical and outpatient services; primary and preventive care; emergency services; reproductive care; dental and vision care; and long-term care; and

WHEREAS both the federal Medicare for All Act of 2023 and the state CalCare bill will guarantee that all residents of Sonoma County will be fully covered for healthcare without co-pays, deductibles, or other out-of-pocket costs; and

WHEREAS these two acts would save millions in taxpayer dollars now spent on premiums that provide often inadequate health insurance coverage for government employees; and

WHEREAS women & members of the LGBTQ community experience lower rates of being insured, greater out-of-pocket costs, and other increased barriers to accessing health care; and

NOW LET IT BE RESOLVED that the Sonoma County Commission on the Status of Women, does hereby urge the U.S. Congress and the California State legislature to pass legislation to create a single-payer system that will provide all residents with universal, comprehensive, and equitable health coverage.



**COUNTY OF SONOMA
COMMISSION ON THE STATUS OF WOMEN
AGENDA ITEM REPORT**

REPORT DATE: September 14, 2023
MEETING DATE: September 14, 2023

TO: Fellow Commissioners of the Commission of the Status of Women

FROM: Sonoma County Women's March.
Commissioner Wood
Commissioner Diaz-Garcia
Commissioner Jones-Carter

SUBJECT: Recognition for Women's History in March. Women's March is committed to celebrate all women and to dismantling systems of oppression through nonviolent resistance and building community + inclusive structures guided by unity, advocacy, and empowerment.

RECOMMENDED ACTION:

Moving forward with voting in favor and support of an annual Women's March in Santa Rosa for all Sonoma County women that is established by the Commission on the Status of Women in Sonoma County and that future commissioners can continue the tradition.

BACKGROUND:

The origins of Women's History Month date back to 1978 in Santa Rosa, when the Commission on the Status of Women in Sonoma County planned a 'Women's History Week' celebration during the week of March 8 to correspond with International Women's Day.

DISCUSSION:

Please view the attachment.

FISCAL IMPACT:

Leaning over to Sonoma County Pride for tips/Advice. Sponsors, nonprofits, and other women based groups would be highly convenient.

OPTIONS:

N/A

ATTACHMENTS:

1. Attachment 1: Agenda Items for the Commission on the Status of Women in Sonoma County

Dear Members of the Commission,

As we approach the upcoming vote on whether the Commission on the Status of Women in Sonoma County should host an annual Women's March during Women's History Month, it is essential to address several critical points to ensure that this event aligns with our mission and serves the community effectively. Here are the key discussion topics and considerations:

Purpose and Objectives:

- Clearly define the purpose of the annual Women's March. Is it for raising awareness, advocating for women's rights, celebrating achievements, or a combination of these and other goals?
- Establish specific objectives and expected outcomes for the event, such as increased community engagement, policy advocacy, or education.

Inclusivity and Representation:

- Discuss strategies to ensure the march is inclusive and representative of the diverse women in Sonoma County, including those from various backgrounds, ethnicities, ages, and abilities.
- Explore ways to collaborate with local organizations and groups to enhance diversity and inclusivity.

Theme and Focus:

- Decide if the march should have a specific theme or focus each year, aligning with pertinent issues affecting women.
- Consider the historical and contemporary challenges facing women in Sonoma County and the broader nation, ensuring that the event addresses these concerns.

Community Engagement and Outreach:

- Develop a comprehensive outreach plan to involve the broader community in planning and participating in the Women's March.
- Explore opportunities for engaging local schools, businesses, and community leaders to promote awareness and involvement.

Logistics and Sustainability:

- Discuss logistical aspects, including event location, date, and time, as well as permitting and security arrangements.
- Consider the environmental impact of the event and explore ways to make it sustainable, such as reducing waste and promoting eco-friendly practices.

Funding and Resources:

- Determine the budget required for organizing the annual march and explore potential sources of funding, including grants, donations, and partnerships.
- Assess the availability of human resources and volunteers needed to plan and execute the event.

Community Benefits:

- Evaluate the potential benefits of the Women's March for the community, including its impact on women's rights awareness, local businesses, and tourism.
- Discuss ways to measure and communicate these benefits effectively.

Community Concerns and Opposition:

- Address any concerns or opposition from community members or stakeholders regarding the Women's March.
- Consider strategies for addressing and mitigating these concerns.

Partnerships and Collaboration:

- Explore opportunities for collaborating with other local organizations, government agencies, or women's advocacy groups to enhance the march's impact.

Evaluation and Adaptation:

- Establish a system for regular evaluation and feedback collection to assess the success of each Women's March and make necessary improvements in subsequent years.

By thoroughly discussing these topics and addressing the associated considerations, we can make an informed decision regarding the annual Women's March during Women's History Month. This event has the potential to be a powerful platform for advancing women's rights and promoting gender equality in Sonoma County, and our careful planning will be instrumental in its success.

COMMISSION ON THE STATUS OF WOMEN – (Draft) Work Plan 2023-2024

Ad Hoc Committee: (Chair of Adhoc- Commissioner Wood) Ad hoc members- Commissioners McCorquodale, other interested Commissioners

DATE/PERIOD	OBJECTIVE	ACTIONS	ASSIGNED TO
July-August	<p>Present the ad hoc for vote and approval to work on a community engagement plan for the Commission</p> <p>Gather interested individuals in the ad hoc.</p>	<p>-Meet together to strategically develop a sound community engagement plan</p> <p>Research and put together an agreed upon plan that seeks to shine light on the Commission and the work we do and have done in prior years.</p>	Commissioner Wood & McCorquodale and any other interested Commissioners
September-October	<p>Look at the events we sponsored in the prior years and consider sponsoring them.</p> <p>-look for new events that we support and connect with them to see how we can collaborate.</p> <p>-nurture relationships with Non-profits we supported in the past.</p> <p>-Plan and prep for a Holiday Commission fundraiser to fully support.</p> <p>-Develop a system of volunteers to help us table in and during community events.</p> <p>-Come up with a robust social media plan for the year.</p>	<p>-Meet together to strategically develop a sound community engagement plan</p>	Commissioner Wood & McCorquodale and any other interested Commissioners

November-December	<p>Research and find out dates for field trips and collaborative events we can do and co-host.</p> <p>Facilitate Speakers and promote them on social media accounts</p> <p>Look for and research ways for our commission to be interviewed and radio time-</p>	TBD	Commissioner Wood & McCorquodale and any other interested Commissioners
January-February	<p>Marketing ads/ marketing tools/ marketing swag-design and take inventory. Keep updated on tabling supplies and restock when necessary.</p>	TBD	Commissioner Wood & McCorquodale and any other interested Commissioners
March-April	<p>Train new Commissioners on how to talk about the Commission as they table.</p> <p>BOLO for upcoming events and opportunities for the Commission to be involved and help when there is capacity.</p>	TBD	Commissioner Wood & McCorquodale and any other interested Commissioners
May-June 24'	Execute plan	TBD	
<p>BUDGET \$4,500</p> <p>\$3,000 for the Sponsorships of three to four different Non-Profit events throughout the year. Including Pride/ 4Cs sponsorship of Gala</p>			

\$500 for marketing materials/ Swag to table \$500 for facebook ads \$500 Raffle prizes for social media campaigns			
DATE/PERIOD	OBJECTIVE	ACTIONS	ASSIGNED TO

Budget/Resources: Asking for a total of \$4,500

This ad hoc is asking for the following money to help our Commission be highlighted and seen in Sonoma County in different ways.

\$3,000 for the Sponsorships of three to four different Non-Profit events throughout the year. Including Pride/ 4Cs sponsorship of Gala

\$500 for marketing materials/ Swag to table

\$500 for facebook ads

\$500 Raffle materials to push social media following

PROPOSED WORK PLAN

REFINE AND DISTRIBUTE PROTOCOL FOR EXAMINING LOCAL ACCESS TO REPRODUCTIVE HEALTH SERVICES

	OBJECTIVE	ACTIONS	RESPONSIBLE PERSONS/S
August 2023	Compile all information gathered from prior year pilot in Sonoma Valley	Summarize information collected	Nancy Joanne
September 2023	Create tools for gathering information about access to reproductive health based on Sonoma Valley pilot	Identify any missing information, examine other research sources	All members
October 2023	Share draft Protocol with involved partners	Further refine protocol, review each tool and requirements	All members
November 2023	Begin roll out Protocol in districts	Identify initial district and requirements on site	All members plus Commissioner from the selected District

	OBJECTIVE	ACTIONS	RESPONSIBLE PERSONS/S
December 2023	Integrate relevant information from other research efforts to expand Protocol	Collaborate with related efforts locally, regionally and statewide	Members
January 2024	Continue Protocol roll out	Review information received and revise Protocol as needed	Members
February 2024	Identify service and information gaps and resources in each district as Protocol is implemented	Draft FAQ for each District on core access questions	Members
March 2024	Finalize Protocol with instruction manual	Write instructions for continuing usage and sharing with other Commissions	Members

BUDGET/RESOURCES: Stipends for expenses for volunteers participating in information gathering and outreach \$ 3,000.00



COMMISSION ON THE STATUS OF WOMEN AGENDA ITEM REQUEST

TO: Fellow Commissioners on the Commission of the Status of Women

FROM: Commissioner Isler: Junior Commission Project Leader

SUBJECT: 2023-2024 Work Plan

RECOMMENDED ACTION

We are requesting budget approval for the 2023-2024 term activities.

BACKGROUND

The Junior Commission Project has been in existence since 1993 and it has become one of the Commission on the Status of Women's most visible projects. Since taking over this project the last few months, I have learned a great deal and am receiving valuable advice from fellow commissioners. The processes in place are designed to provide meaningful mentorship and guidance to the juniors, while allowing them the autonomy to create and execute community-based projects that are important to them. I look forward to working with a passionate group of juniors this year.

DISCUSSION

We will review the purpose of the Junior Commission:

The purpose of the Junior Commission on the Status of Women of Sonoma County is to mentor high school youth for future leadership roles in our community. Participants are exposed to issues regarding women and girls through assigned ad hoc topics. By allowing each group to create a project based on a specific topic, the junior commissioners gain experience in advocating and actively using their voices to create a positive impact in our community. During roundtable group discussions, junior commissioners are able to voice their concerns and share their views on issues impacting not just our community but the world - with their peer group and in a safe space. This engaging and empowering environment exposes them to participants from other parts of the county and allows them to develop their leadership skills. At the end of the program the projects will be presented to the Board of Supervisors (in-person or virtually) and the junior commissioners will be celebrated for their positive achievements.

BUDGET

The budget request is for \$1900 and the details will be presented with the work plan.

COMMISSION ON THE STATUS OF WOMEN – WORK PLAN

ACTIVITY OUTLINE

For Fiscal Year: 2023-2024

Ad Hoc Area: Mental Health Resilience (MHR)

The purpose of the MHR ad hoc is to provide direct psychoeducational services to Sonoma County residents. MHR will serve the broader community through five (10-12 person) groups (1 group per district); these groups of varied County residents will participate in a 2.5 hour workshop targeting resilience practices as preventative mental health. The information learned is expected not only to directly impact the mental health of the participants; it is expected that this increased mental health resilience will have ripple effects on work performance, physical health, as well as the wellness of those in participants' families, workplaces, and community.

DATE/PERIOD	OBJECTIVE	ACTIONS	RESPONSIBLE PERSON/S
August- September 2023	Develop curriculum and method/ scope of evaluation	Research and design workshop outline Design assessment materials	Julie Shulman
October - December 2023	Secure venues and childcare	Identify dates/times for workshops Secure venues (potential donated sites) Secure childcare	
January 2024	Deliver workshop #1	Deliver workshop #1	Julie Shulman
February 2024	Deliver workshop #2	Deliver workshop #2	Julie Shulman
March 2024	Deliver workshop #3	Deliver workshop #3	Julie Shulman
April 2024	Deliver workshop #4	Deliver workshop #4	Julie Shulman
May 2024	Deliver workshop #5	Deliver workshop #5	Julie Shulman
June-July 2024	Evaluate outcome data		Julie Shulman

Budget/Resources:

\$1,000 for 5 venues

\$250 snacks ((\$50 per workshop)

\$500 childcare services (\$100 per workshop)

\$1,750 Total



Report on the Status of Women in Sonoma County Ad Hoc | Project Overview
Prepared for Strategic Planning Session, Fiscal Year 23/24
Sonoma County Commission on the Status of Women

Project Proposal Background

During the 2022/2023 fiscal year, the Women’s Recovery Response ad hoc received a \$25,000 grant from the California Commission on the Status of Women and Girls (CCSWG) to identify and support the needs of women in California who have been disproportionately impacted by the COVID-19 pandemic. We then partnered with the Center for the Advancement of Women at Mount Saint Mary’s University to produce an intersectional advocacy Report on the Status of Women in Sonoma County. The Report utilizes two key data sources: first, the project uses quantitative and qualitative data from the Voices of Sonoma County Women 2021 research project.¹ Second, the Report will include data from the September 2022 release of the U.S. Census Bureau’s American Community Survey (ACS) to expand on the Commission’s primary data collection efforts.² The Report will therefore empower our entire Commission – as well as a wide range of stakeholders in the county – to pursue equitable policy solutions for women in our community.

For the 2023/2024 fiscal year, our team is proposing the *Report on the Status of Women in Sonoma County* ad hoc to the Sonoma County Commission on the Status of Women to complete our work on this project.

An Overview of the Work Plan

A detailed Work Plan is included in this packet, though a brief overview is provided below.

We plan on sharing this work widely to ensure it has the greatest possible impact on our community.

- The Report will be posted on the Commission’s website and our social media platforms.
- The Report will be translated into Spanish and will also be available on our website.
- A press release will be issued to local media outlets, along with a link to the Report.
- The Report will be shared with the Sonoma County Board of Supervisors and the City Councils for Cloverdale, Cotati, Healdsburg, Petaluma, Rohnert Park, Santa Rosa, Sebastopol, Sonoma, and Windsor.
- The Report will be shared with local organizations.

¹ In 2021, we conducted a project aimed at understanding how women in Sonoma County were faring during the pandemic. Participants were asked to rank order the top five challenges they faced in their daily lives, including, “Access to Childcare,” “Access to Healthcare,” “Housing,” and “Poverty.” We also posed questions measuring the direct impact of COVID-19 on women’s lives, such as changes in mental health and wellness, housing, caretaking responsibilities (elders, children, and others), and employment. We also collected a wide range of demographic data, which will allow the Center to take an intersectional approach in their reporting. Our survey included 28 closed-ended questions and provided open-ended comment sections for participants to include additional input. The survey was available in English and Spanish, and we received 780 and 53 responses, respectively. We also have nearly 300 qualitative data points.

² This is an important contribution to the Report, as our primary data source is not a representative sample of the women in Sonoma County.

We also plan to make our work as accessible as possible.

- The Report will be translated into Spanish and will also be available on our website.
- The ad hoc will team up with Jenalyn Soto of the National Women's Law Center to create 1-page topic specific policy papers ("White Papers"). We will advertise these White Papers to local government officials and organizations and offer to present our data.
- We will also take out ads in local newspapers. These ads will highlight a White Paper topic, identify policy recommendations, and link to organizations in the county that are doing work to address those issues. We anticipate 5 ads in total. These ads will also be shared on our social media channels.

Fiscal Year 2023/2024 Budget Ask

We are requesting \$3,000 from the 2023/2024 CSW Budget. These funds will cover the cost of advertising our work in local newspapers. Thank you for your consideration!

About the California Commission on the Status of Women

For more than 50 years, the California Commission on the Status of Women and Girls has identified and worked to eliminate inequities in state laws, practices, and conditions that affect California's women and girls. Established as a state agency with 17 appointed commissioners in 1965, the Commission regularly assesses gender equity in health, safety, employment, education, and equal representation in the military, and the media. The Commission provides leadership through research, policy and program development, education, outreach and collaboration, advocacy, and strategic partnerships.

<https://women.ca.gov>

About the Women's Recovery Response Grant

The Budget Act of 2021 (California Senate Bill 129) established the Women's Recovery Response to provide local assistance with \$5 million in one-time funds. The investment provides structural support and resources into the network of local commissions while the California Commission continues to act as a statewide convener, facilitator, and oversight administrator.

<https://women.ca.gov/womens-recovery-response>



Report on the Status of Women in Sonoma County Ad Hoc | Work Plan

Prepared for Strategic Planning Session, Fiscal Year 23/24

Sonoma County Commission on the Status of Women

Date	Objective(s)	Action(s)	Task Lead / Contact
July, 2023	MSMU Report Work	MSMU continues work on Report in Consultation with Ad Hoc	MSMU and Katie
August, 2023	MSMU Report Work	MSMU continues work on Report in Consultation with Ad Hoc	MSMU and Katie
	MSMU Report Graphic Design	MSMU works with graphic department to finalize Report	MSMU
	MSMU Delivers Report	MSMU delivers Report on the Status of Women in Sonoma County	MSMU
September, 2023	Report Translation	Submit Report to vendor for Translation	Jan
	Report Distribution	Email Report to SCCSW ahead of business meeting	Ad hoc
	Report Distribution	Share key findings with SCCSW at Regular Business Meeting	Ad hoc
	Issue Press Release	Press release is drafted and distributed to local newspapers	Ad hoc
	Create White Papers	Ad hoc meets to identify topic areas to develop 1-page policy papers	Ad hoc
October, 2023	Create White Papers	Partner with Jenalyn Soto from the National Women's Law Center	Ad hoc
	Create White Papers	Ad hoc works with Soto on creating topic-specific policy papers	Ad hoc
November, 2023	Create White Papers	Ad hoc works on graphic design of White Papers	Ad hoc
	Report Translation	CSW Receives Translated Report; post on website	Jan
December, 2023 - January 2024	Distribute White Papers	Ad hoc posts White Papers on SCCSW website	Ad hoc
	Distribute White Papers	Ad hoc posts White Papers on social media channels (one per week)	Ad hoc
	Distribute White Papers	Outreach to local gov't with list of White Paper topics; offer to present (e.g., BoS, City Council members, etc.)	Ad hoc
	Distribute White Papers	Outreach to local orgs with list of White Paper topics; offer to present	Ad hoc

December, 2023 - January 2024	Distribute White Papers	Outreach to Bonnie Durrance (author of Athena House article) with list of White Paper topics; offer to interview	Ad hoc
	Distribute White Papers	Outreach to local colleges / universities with list of White Paper topics; offer to present	Ad hoc
	Distribute Report	Connect with the CA CSW and other grantees; ask to share on their social media channels	Ad hoc
	Distribute Report	Send Report and White Paper topics to the orgs on the Resource list; offer to present	Ad hoc
	Present on Report	Present on Report as requested	Ad hoc
	Advertise Report	Take out ads in Press Democrat that highlights White Paper topic, identifies recommendations, and links to orgs in the county that are doing work to address those issues	Ad hoc
	Advertise Report	Share digital copy of ad on CSW social media channels	Ad hoc
February, 2024	Present on Report	Present on Report as requested	Ad hoc
	Advertise Report	Take out ads in local newspapers that highlight a White Paper topic, identifies recommendations, and links to orgs in the county that are doing work to address those issues	Ad hoc
	Advertise Report	Share digital copy of ad on CSW social media channels	Ad hoc
March, 2024	Present on Report	Present on Report as requested	Ad hoc
	Advertise Report	Take out ads in Press Democrat that highlights White Paper topic, identifies recommendations, and links to orgs in the county that are doing work to address those issues	Ad hoc
	Advertise Report	Share digital copy of ad on CSW social media channels	Ad hoc
April, 2024	Present on Report	Present on Report as requested	Ad hoc
	Advertise Report	Take out ads in Press Democrat that highlights White Paper topic, identifies recommendations, and links to orgs in the county that are doing work to address those issues	Ad hoc
	Advertise Report	Share digital copy of ad on CSW social media channels	Ad hoc

May, 2024	Present on Report	Present on Report as requested	Ad hoc
	Advertise Report	Take out ads in Press Democrat that highlights White Paper topic, identifies recommendations, and links to orgs in the county that are doing work to address those issues	Ad hoc
	Advertise Report	Share digital copy of ad on CSW social media channels	Ad hoc
June, 2024	Present on Report	Present on Report as requested	Ad hoc
	Advertise Report	Take out ads in Press Democrat that highlights White Paper topic, identifies recommendations, and links to orgs in the county that are doing work to address those issues	Ad hoc
	Advertise Report	Share digital copy of ad on CSW social media channels	Ad hoc



Rebranding and Bylaws Revisions Ad Hoc | Project Overview
Prepared for Strategic Planning Session, Fiscal Year 23/24
Sonoma County Commission on the Status of Women

Project Proposal Background

The Sonoma County Commission on the Status of Women has been in the process of revising their Bylaws for several years. For the 2023/2024 fiscal year, I am proposing that the current slate of Commissioners complete these revisions. This will be a short-term project that will require that the ad hoc team review the current state of revisions, propose additional revisions as appropriate, consult with County Council on our revisions, submit revisions to the Commission for a vote, and present the new Bylaws to the Board of Supervisors for a vote. We will also review the SCCSW website and suggest changes to the Commission that align with current understandings of gender and other underrepresented populations.

Fiscal Year 2023/2024 Budget Ask

I am requesting \$1,000 from the 2023/2024 CSW Budget to cover the cost of consulting with County Council on our Bylaws.



Rebranding and Bylaws Revisions Ad Hoc | Work Plan

Prepared for Strategic Planning Session, Fiscal Year 23/24

Sonoma County Commission on the Status of Women

Date	Objective(s)	Action(s)	Task Lead / Contact
July, 2023 - December 2023	Receive Comments and Suggestions	Commissioners may contact ad hoc lead with suggestions for the Bylaws and website revisions.	Katie
January, 2024	Review Current Revisions	Ad hoc to review changes that have been proposed to the Bylaws in the past (i.e., catch ourselves up to speed on what has been suggested thus far).	Ad hoc
	Brainstorm Changes	Ad hoc to consider additional changes to Bylaws (e.g., review other Commission's Bylaws, bring our own ideas to the table, etc.). Suggestions should be sent to ad hoc lead.	Katie
February, 2024	Meet to Discuss	Ad hoc meets to discuss Bylaws review, suggestions, and edits.	Ad hoc
	Incorporate Edits (Round 1)	Ad hoc incorporates edits to Bylaws	Ad hoc
	Consult on Bylaws	Ad hoc to consult with County Council on Bylaws revisions	Ad hoc; County Council
	Submit Edits (Round 1)	Submit Bylaws for Commission review; discuss at 3/2024 meeting (time allowing; will need Council approval first).	Ad hoc
	Commission Review	Commissioners review edits to Bylaws ahead of Regular Business Meeting.	Commissioners
March, 2024	Present Bylaws to CSW	Ad hoc presents Bylaws edits to Commission at Regular Business Meeting.	Ad hoc
	Vote on Edits (Round 1)	Commission to vote on whether to accept Bylaws edits or to engage in additional round of revisions at Regular Business Meeting (work plan to be amended as needed).	Commission
	Review CSW Website	Ad hoc to review the CSW website and suggest changes	Ad hoc

April, 2024	Review CSW Website	Ad hoc to meet to discuss the CSW website and suggest changes	Ad hoc
	Present Bylaws to BoS	Ad hoc to present Bylaws to the Board of Supervisors for a vote.	Ad hoc; Board of Supervisors
	Submit Edits to Website	Submit website edits for Commission review; discuss at 5/2024 meeting.	Ad hoc
	Commission Review	Commissioners review edits to website ahead of Regular Business Meeting.	Ad hoc
May, 2024	Present Website Edits to CSW	Ad hoc presents website edits to Commission at Regular Business Meeting	Ad hoc
	Vote on Website Edits	Commission to vote on whether to accept website edits or to engage in additional round of revisions at Regular Business Meeting (work plan to be ammended as needed).	
	Update Website	Website updates made (if edits are approved)	Meira, Ad hoc
June, 2024	Other Work as Needed	N/A	N/A
July, 2024	Other Work as Needed	N/A	N/A



**COUNTY OF SONOMA
COMMISSION ON THE STATUS OF WOMEN
AGENDA ITEM REPORT**

REPORT DATE: August 24, 2023

MEETING DATE: September 14, 2023

TO: Fellow Commissioners of the Commission of the Status of Women

FROM: Commissioner Katie Gordon

SUBJECT: Discuss and Amend the Commission's Social Media Policy

RECOMMENDED ACTION:

- Discuss and potentially amend the Commission's Social Media Policy (see attached).
- Appoint a Communications Coordinator that will be responsible for bringing the Commission's Social Media Policy and practice into compliance with the County's Social Media Policy, the American's with Disabilities Act, and with industry standard best practices (see County's Social Media Policy attached). In addition, this position will monitor Commissioner Photo Release forms and post in accordance with this policy.

BACKGROUND:

- Our Commission's social media policy was created and approved by the Commission in late 2019.
- At our March 2022 meeting, Commissioner Quinn proposed that we review our Social Media Policy. Commissioner Quinn expressed concern that our posts were not in compliance with the Americans with Disabilities Act and suggested we appoint a Communications Officer that would be responsible for posting on behalf of the Commission on our social media accounts.
- Commissioner Blalock explained that she and Commissioner Wood are the two who do 90% of the posts. Chair Blalock is open to the idea of a committee. Commissioner Wood suggested that we review the policy and suggested not to create a new position.
- Meira Bowcut offered to look into the County's policy on social media.
- No additional action was taken.

DISCUSSION:

- Is our Social Media Policy relevant? Does it reflect the County's Social Media Policy, the American's with Disabilities Act, and with industry standard best practices?

- If not, what updates should be made to the policy?
- Who should lead the process of making changes to the policy?
- Should we nominate and vote on someone to serve as Communications Coordinator?

FISCAL IMPACT:

- N/A

OPTIONS:

1. Vote to update the Commission's Social Media Policy
2. Vote to appoint a Commissioner as Communications Coordinator.
3. Take no action at this time

ATTACHMENTS:

1. Attachment 1: County's Social Media Policy
2. Attachment 2: Commission's Social Media Policy

Background Purpose and Scope



[Return to 9-1 Policy for Official Use of Social Media Sites](#)

1. [Background](#)
2. [Purpose](#)
3. [Scope](#)
4. [Policy](#)
5. [Comment Policy](#)
6. [Internet Responsibilities and Related Documents](#)

I. Background

Social networking (as defined below) holds great promise as a tool for Local Agencies to communicate directly with their constituencies regarding issues and services. This policy is designed to support efficient use of these technologies within parameters appropriate for a government agency.

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II. Purpose

This policy establishes consistent standards for, and ensures appropriate use of, Social Media administered by a Local Agency.

For the purpose of this policy, the term "Social Media" refers to media that allow users to collaborate and share information with a network of other users or the community as a whole, including but not limited to Facebook®, Twitter®, and YouTube®.

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III. Scope

This policy applies to all Local Agency-Sponsored Social Media sites. This policy is not intended to regulate the personal activities of Local Agency employees or contractors with respect to the use of Social Media. References to Local Agency business on personal Social Media sites are insufficient to convert such a site into a Local Agency-Sponsored Social Media Site. A Local Agency-Sponsored Social Media Site is one designed and administered by a Local Agency to represent the Local Agency in an official capacity.

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Comment Policy



[Return to 9-1 Policy for Official Use of Social Media Sites](#)

1. [Background](#)
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The [Local Agency, e.g. (For Example:) "County of Sonoma"] welcomes your comments. The purpose of this discussion is to present information relevant to the stated purpose of this site, regarding matters of public interest in the County of Sonoma. We encourage you to submit your comments, but please note this is a moderated online discussion site.

Please note that the comments expressed on this site do not necessarily reflect the opinions or positions of the [Local Agency], its officers, agents, affiliates, or employees. If you have any questions concerning the operation of this online moderated discussion site, please contact us at [insert Local Agency contact information].

By posting anything to this site, you agree to the following terms:

- A. Users will treat others with respect. Users warrant that they own or have permission to post the information contained in their postings, including but not limited to video, photos, or digital reproductions and that no copyright or trademark infringement has taken place due to posting it on this site. Further, the [Local Agency] does not guarantee or warrant that any information posted by users on this site is correct, and disclaims any liability whatsoever for any loss or damage resulting from reliance on any such information.
- B. Users of this site do not retain any rights over their postings. Postings are intended for public view and any personal information posted constitutes a waiver of any rights to privacy or confidentiality.
- C. Once posted, the [Local Agency] reserves the right to delete submissions that contain vulgar language, personal attacks of any kind, or comments that promote, foster or perpetuate discrimination on the basis of race, creed, color, age, religion, gender, marital status, status with regard to public assistance, national origin, physical or mental disability or sexual orientation. Further, the [Local Agency] also reserves the right to delete comments that are: (i) spam or include links to other sites; (ii) clearly off topic; (iii) advocate illegal activity; (iv) promote particular services, products, or political organizations; (v) tend to compromise the safety or security of the public or public systems; or (vi) infringe on copyrights or trademarks.

Page Links

1. Return to 9-1 Policy for Official Use of Social Media Sites - <https://sonomacounty.ca.gov/administrative-support-and-fiscal-services/human-resources/employee-resources/administrative-policy-manual/comment-policy/administrative-support-and-fiscal-services/human-resources/employee-resources/administrative-policy-manual/9-1-official-use-of-social-media-sites-policy>
2. Background - <https://sonomacounty.ca.gov/administrative-support-and-fiscal-services/human-resources/employee-resources/administrative-policy-manual/comment-policy/CAO/Administrative-Policies/Social-Media/Background-Purpose-and-Scope/#1>

Internet Responsibilities and Related Documents



[Return to 9-1 Policy for Official Use of Social Media Sites](#)

1. [Background](#)
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6. [Internet Responsibilities and Related Documents](#)

A. Local Agency Department Heads/General Managers/designees are responsible for:

1. Managing the department or Local Agency's site(s) in a manner consistent with this Policy, including content monitoring;
2. Granting authority to specific individuals to post content on the department or Local Agency's Social Media site(s) and ensuring that posts are not made by unauthorized representatives;
3. Maintaining a list of Social Media sites hosted by the department or Local Agency, active account logins and passwords;
4. Changing passwords when an individual is removed as an administrator; and
5. Ensuring that all authorized representatives read the Policy for Official Use of Social Media Sites and sign the acknowledgment form signifying that they agree to follow the Policy and all related standards and guidelines.

B. The Information Services Provider for each Local Agency is responsible for the following duties with respect to that Local Agency:

1. Identifying and approving all Social Media sites to be administered by the Local Agency, in accordance with departmental input;
2. Developing, implementing, updating and administering standards, guidelines and procedures for all approved Social Media tools; and
3. Review and approval of Public Comment Readiness Checklists.

Except as follows, for the purposes of this policy, the term "Information Services Provider" shall mean and refer to the County of Sonoma Information Systems Department. For the Sonoma County Sheriff's Office "Information Services Provider" shall mean and refer to its Technical Services Bureau and, for the Sonoma County Water Agency, "Information Services Provider" shall mean and refer to its Computer Application and Instrumentation Support Section and the Agency management team.

C. A Local Agency or department may develop a supplement to append to this Policy that includes policies or procedures unique to systems or services specific to that Local Agency or department, provided that such supplements shall not be less restrictive than this Policy. All such supplements must be reviewed by the relevant Information Services Provider for consistency with applicable technical policies and standards.

(6) Related Documents

- County of Sonoma Information Systems Department's Social Media User Standards and Guidelines (under development)
- All Local Agencies' Computer Use Policies

Internet Policy



[Return to 9-1 Policy for Official Use of Social Media Sites](#)

1. [Background](#)

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6. [Internet Responsibilities and Related Documents](#)

A. All official Local Agency presences on Social Media sites are considered an extension of the Local Agency's network and are subject to all related administrative policies, including but not limited to policies on computer use.

B. Only authorized individuals shall have permission to create, publish or comment on behalf of a Local Agency on Local Agency-Sponsored Social Media sites.

C. The official websites for a Local Agency will remain the Local Agency's primary and predominant Internet presence.

D. Content on Local Agency-Sponsored Social Media sites shall not be offered in lieu of official information on the Local Agency's official websites, except when immediate and temporary disclosure of information is appropriate. Posts on sites that are not Section 508 web accessible shall contain "simple" text links to identical material on a compliant website.

E. Local Agency-Sponsored Social Media sites shall contain a link back to the Local Agency's official websites, where the announcement, press release, form(s), document(s), online services and/or other information relevant to the matter shall be posted.

F. Local Agency-Sponsored Social Media site posts are a public record subject to disclosure under the California Public Records Act (Government Code §§ 6250 to 6270). Therefore, all Social Media content must be archived and managed in accordance with the applicable records retention schedule.

G. Public Comments

1. Employees and contractors maintaining Local Agency-Sponsored Social Media sites that permit public comment shall inform visitors of the intended purpose of the site and provide a clear statement of the discussion topic introduced for public comment so that the public is aware of the limited nature of the discussion and notified that inappropriate posts are subject to removal, including but not limited to the following types of postings, regardless of format (text, video, images, links, documents, etc.):

1. Comments not topically related;
2. Profane language or content;
3. Content that promotes, fosters or perpetuates discrimination on the basis of race, creed, color, age, religion, gender, marital status, status with regards to public assistance, national origin, physical or mental disability or sexual orientation;
4. Sexual content or links to sexual content;
5. Solicitations of commerce;
6. Conduct or encouragement of illegal activity;
7. Information that may tend to compromise the safety or security of the public or public systems; or
8. Content that violates a legal ownership interest of any other party.

2. Employees and contractors maintaining Local Agency-Sponsored Social Media sites that permit public comment shall

prominently display, or provide a link to, the [Comment Policy](#) on each online page that displays discussion content.

3. Online discussions shall be moderated by a designated staff person. Postings that do not comply with the [Comment Policy](#) shall be promptly removed from public view. This includes, but is not limited to, statements, links, video, images, and documents.
4. Comments may also be invited via email, Facebook Message or Twitter Direct Message to a designated Local Agency or Department official email address.
5. Comments received online or by email through a Social Media site shall be treated in accordance with all applicable policies and procedures for public input.
6. The Local Agency or Department maintaining the site is responsible for responding completely and accurately to any public records request made via the site.
7. Local Agencies shall take measures to prevent inappropriate or technically harmful information and links.
8. Local Agency-Sponsored Social Media sites that permit public comment are not intended to guarantee the right to protected free speech. Sites shall be monitored regularly and prompt corrective action shall be taken when an issue arises that places, or has potential to place, the Local Agency at risk.
9. Local Agencies and Departments desiring to permit public comments on Social Media sites shall first secure approval from their Information Services Provider by [completing and submitting a Public Comment Readiness Checklist](#).

H. Content of Posts

1. Employees and contractors using Social Media to communicate on behalf of a Local Agency on a Local Agency-Sponsored Social Media site should be mindful that statements posted represent the Local Agency, including its elected officials. Therefore, employees and contractors should use discretion before posting.
2. Posts should be designed to increase the public's knowledge, trust, and use of Local Agency services.
3. Posts should always relate to matters within the scope of the Local Agency's function and should be consistent with the Local Agency's public service mission.
4. To help distinguish Local Agency-Sponsored Social Media sites from non-official (or personal) uses of these tools, Local Agency-Sponsored Social Media sites must state that they are maintained by the Local Agency and that they are subject to the Local Agency's Social Media Policy.
5. Local Agency-Sponsored Social Media sites must identify the department responsible for the information displayed, including all descriptions, logos, images, etc. representing Local Agency services.
6. Confidential or non-public information must not be shared.
7. Postings must respect copyright laws and reference or cite sources appropriately.
8. Only information authorized under this Policy shall be posted.
9. Employees and contractors must not use Local Agency-Sponsored Social Media sites for political purposes or to conduct private commercial activities, except as such uses are specifically permitted by the Local Agency Board. For this reason, links to political or commercial websites are prohibited, unless the Local Agency Board specifically permits such links.

Page Links

1. Return to 9-1 Policy for Official Use of Social Media Sites - <https://sonomacounty.ca.gov/administrative-support-and-fiscal-services/human-resources/employee-resources/administrative-policy-manual/internet-policy/administrative-support-and-fiscal-services/human-resources/employee-resources/administrative-policy-manual/9-1-official-use-of-social-media-sites-policy>
2. Background - <https://sonomacounty.ca.gov/administrative-support-and-fiscal-services/human-resources/employee-resources/administrative-policy-manual/internet-policy/CAO/Administrative-Policies/Social-Media/Background-Purpose-and-Scope/#1>
3. Purpose - <https://sonomacounty.ca.gov/administrative-support-and-fiscal-services/human-resources/employee-resources/administrative-policy-manual/internet-policy/CAO/Administrative-Policies/Social-Media/Background-Purpose-and-Scope/#2>
4. Scope - <https://sonomacounty.ca.gov/administrative-support-and-fiscal-services/human-resources/employee-resources/administrative-policy-manual/internet-policy/CAO/Administrative-Policies/Social-Media/Background-Purpose-and-Scope/#3>
5. Policy - <https://sonomacounty.ca.gov/administrative-support-and-fiscal-services/human-resources/employee-resources/administrative-policy-manual/internet-policy/administrative-support-and-fiscal-services/human-resources/employee-resources/administrative-policy-manual/internet-policy>
6. Comment Policy - <https://sonomacounty.ca.gov/administrative-support-and-fiscal-services/human-resources/employee-resources/administrative-policy-manual/internet-policy/administrative-support-and-fiscal-services/human-resources>

Administering CSW Social Media Sites:

- Have at least two people with administrator access to the Facebook page at all times.
- Have at least one person assigned to creating ads and paying for ads (to be reimbursed by the Commission later).

Content on CSW social media:

- We should prioritize posting about our events, our partners' events, our meetings, and our work.
- Utilize the "schedule post" feature on Facebook to spread posts out through the week.
 - Posting between 8:00-10:00am or 5:00pm - 8:00pm is ideal for content you want comments/interactions on.
- Highlighting special events, work in our community that benefits women, programs that Sonoma County women can take advantage of, the detriments of sexism, and accomplishments of women around the world are just a few examples of good uses of social media.
- Do not promote private businesses or make special recommendations for private businesses or individuals if the situation involves individual or monetary gain. If the effort is not beneficial to the community, do not post about it.

Political Content

- Posts about politics are tricky. Do not post anything that involves any type of political candidate, for any level of government, or any political party.
- Do not share opinion posts published by political parties or political candidates. Commissioners can post about legislative bills. We must take every step to make it clear we are never endorsing a candidate, party, or unless we have voted to do so, legislation or a ballot measure.
- If you do post something politically charged, remember these tips:
 - Be careful in choosing what parts of an article to highlight, or stress that the title of an article we share is not indicative of the whole piece.
 - Make sure the title of an article we share is not conflicting with the views of CSW. If the title seems conflicting, don't post the article or share anything connected to it

- When in doubt, don't post or delay posting until you've checked in with the Marketing AdHoc!

Community engagement:

- Do not delete comments unless they are violent, vulgar, or otherwise detrimental or unsafe. People are allowed to disagree and criticize us and what we post.
- If you want to genuinely argue or debate with a commenter, do it from your own page, not CSW.
- Try to respond to (or react to!) every comment as soon as possible. This makes people more likely to engage with us in the future.

Additional guidelines for page administrators:

- Be active and responsive
- Listen to commenters
- Create value in conversations
- Use humor only when appropriate
- Don't push CSW in every post/comment
- Don't be rude or impatient
- Don't ignore negative feedback

Our Bodies/Ourselves

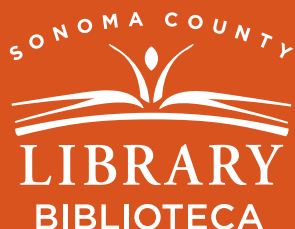
The landscape of bodily autonomy today

ADULTS & TEENS



Thursday
November 9
4:00 PM

A discussion of how recent restrictions in access to abortion and gender-affirming care impact all of us.



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