



COUNTY OF SANTA CLARA CEDAW TASK FORCE

COMPENDIUM OF REPORTS RELATING TO
ISSUES IMPACTING WOMEN AND GIRLS IN
SANTA CLARA COUNTY

NOVEMBER 2021



TABLE OF CONTENTS

01 INTRODUCTION

02 CEDAW TASK FORCE PRIORITY RECOMMENDATIONS

05 WOMEN AND THE SUPPORTIVE HOUSING SYSTEM

11 WOMEN'S ECONOMIC SECURITY AND DEVELOPMENT

16 JUSTICE INVOLVED WOMEN AND GIRLS

27 GENDER BASED VIOLENCE PREVENTION

36 WOMXN AND GIRLS IN LEADERSHIP



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SANTA CLARA COUNTY

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INTRODUCTION

The CEDAW Taskforce was established in 2017 for a period of three years as an advisory body to the Board of Supervisors to ensure that County operations respect, protect and guarantee the human rights of women and girls, particularly, although not exclusively, in the areas of economic prosperity, gender-based violence, health care, affordable housing, education, and criminal justice. As such, the CEDAW Taskforce researched these topics, created reports, provided recommendations to the Children, Seniors and Families Policy Committee, and developed a gender analysis framework that County departments and agencies can use to evaluate whether they are meeting the needs of women, girls, and gender expansive individuals. (Note: The study session on Women and Healthcare was cancelled due to Covid-19.)

This compendium collates all of the reports produced by the CEDAW Task Force and can be used as a baseline of information for policy makers, program administrators, program staff, program evaluators, and program monitors. The CEDAW Task Force strongly recommends that County incorporates culturally relevant gender-based analyses in County policies, programs, services, and budgets to protect the human rights of women and girls by addressing discrimination, including violence, against them.

Members of the CEDAW Task Force

Julie Ramirez, Office of Women's Policy, Chair

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CEDAW TASK FORCE PRIORITY RECOMMENDATIONS



COMPENDIUM OF REPORTS RELATING TO
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SANTA CLARA COUNTY

NOVEMBER 2021

CEDAW Task Force Priority Recommendations

OVERALL RECOMMENDATION: Incorporate a culturally relevant gender-based analysis in county programs and county funded contracted services, to provide access for women and girls.	
A. Supportive Housing System	
1.	<p>Create affordable, accessible, and safe housing solutions for women, emphasizing measures to address homelessness as a result of gender-based violence.</p> <p><i>Considerations:</i></p> <ul style="list-style-type: none"> (a) Collaborate with the Office of Supportive Housing to host two community sessions on addressing housing discrimination, safe and stable housing for survivors of gender-based violence and building accessible housing solutions for women to assess specific barriers in policies and programming for the County to address. (b) In partnership with community-based organizations, consider creating and implementing learning sessions on living wages and job opportunities for women, targeting low-wage earners and those impacted by job loss due to the COVID-19 pandemic.
B. Economic Security and Development	
2.	<p>Gender equity and economic self-sufficiency for women and girls by 2030.</p> <p><i>Considerations:</i></p> <ul style="list-style-type: none"> (a) Promote and create affordable, accessible, and available childcare options for women by 2025. (b) OWP to collaborate with County departments and local economic advocacy organizations to explore targeted microloan program options for women seeking to launch or re-open their own small business in the next 12 months.
C. Justice Involved Women and Girls	
3.	<p>Zero incarceration for girls and gender expansive youth by 2024.</p> <p><i>Considerations:</i></p> <ul style="list-style-type: none"> (a) Invest in a new County Liaison with Santa Clara County Office of Education in the next 12 months to focus on ending school-based referrals to justice systems. (b) Partner with ongoing Jail Reforms to develop specific and targeted gender-responsive mental health service for justice impacted women, girls, and gender expansive individuals in consultation with community agencies, Behavioral Health, Custody Health, and related justice partners. (c) Create alternative for housing justice impacted women, girls, and gender expansive individuals modelled on the Re-entry Resource Center pilot program with “Time for Change” in partnership with County departments including Office of Supportive Housing, and community-based agencies.
D. Gender-Based Violence	
4.	<p>Ensure a continuum of culturally responsive policies, services and support that prioritize survivors’ wellbeing from crisis to long-term sustainability.</p> <p><i>Considerations:</i></p> <ul style="list-style-type: none"> (a) Certify that state laws and County protocols requiring prompt access to an advocate following survivor identification are consistently upheld and enforced. (b) Ensure survivors have access to continuum of care that provides for seamless support from crisis to long-term sustainability. (c) Survivors also need access to secure housing throughout their journey from crisis to long-term sustainability.

	<ul style="list-style-type: none"> (d) Verify continued victim services funding and allow for flexibility to provide intersectional, long-term support. (e) Guarantee prompt survivor access to essential documents and police reports. (f) Establish consistent language access for monolingual and limited English proficiency survivors, including but not limited to survivors from the Asian Pacific Islander community. (g) Increase funding for legal services, particularly in the area of immigration and family law. (h) Invest in long-term approaches for GBV prevention. (i) Secure funding for Title IX Enforcement for sexual assault throughout the county educational system.
E. Women in Leadership	
5.	<p>Provide and promote culturally relevant educational workshops, trainings, and mentoring to women and girls, who are historically underrepresented in civic leadership, in an effort to cultivate a pipeline for women and girls to secure leadership positions in government, nonprofit, education, and business sectors.</p> <p><i>Considerations:</i></p> <ul style="list-style-type: none"> (a) Expand leadership programs and invest in mental health services to reach and engage students, especially those who self-identify as non-gender conforming or as non-binary, across all middle and high schools. (b) Foster collaborations among County departments and Community Based Organizations (CBOs) that currently serve at-risk youth. (c) Outreach to diverse populations and consider economic incentives when women and girls participate in advisory roles to offer their expertise and lived experience. (d) Support salary negotiation trainings and systemic barriers and bias workshops through community venues. (e) Support and develop funding avenues for cooperatives to build a public-private partnership with trusted messengers to low-income communities, who have historically been left out or limited in their access to the benefits of the economic sector.
6.	<p>Launch a culturally relevant countywide awareness campaign directed to the local business sector by promoting partnership with business and community organizations and highlighting the benefits of pay equity and the contribution of women in leadership roles in business.</p> <p><i>Considerations:</i></p> <ul style="list-style-type: none"> (a) Encourage and incentivize companies to improve their data collection relating to women in leadership. (b) Support corporate mentorship and sponsorship opportunities for women. (c) Support minority-owned women business ownership (and homeownership). (d) Encourage business and civic sectors to prioritize representation by women within their leadership ranks. (e) Educate businesses about the economic value of paid leave and equal pay. (f) Promote leadership and management programs, as well as internship and mentoring opportunities throughout County departments and other local government, corporate, nonprofit and educational sectors to ensure that minority and underrepresented women are well positioned to maximize their career opportunities.

WOMEN AND THE SUPPORTIVE HOUSING SYSTEM



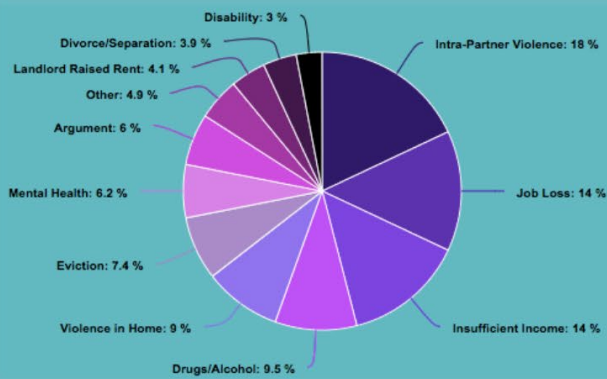
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WOMEN EXPERIENCING HOMELESSNESS IN SANTA CLARA COUNTY



CAUSES



Primary causes of homelessness by age



Task Force on the Convention on the Elimination of All Forms of Discrimination Against Women

WOMEN AND THE SUPPORTIVE HOUSING SYSTEM

SANTA CLARA COUNTY TASK FORCE ON THE CONVENTION ON THE ELIMINATION OF ALL FORMS OF DISCRIMINATION AGAINST WOMEN

Affordable and available housing is critical for the wellbeing of women and their families, especially for women who are experiencing additional crisis. Support to maintain and create more affordable housing and domestic violence shelters is needed now more than ever in Santa Clara County.

In Santa Clara County, 51% of women experiencing homelessness are accompanied by minors. Forty-one percent (41%) of them report violence as being the cause of their homelessness. Of these women, 54% have faced some form of violence, abuse, harassment, or threats while experiencing homelessness.ⁱ Domestic violence shelter beds across the county, turn away approximately 2,000 requests a year due to lack of space.ⁱⁱ Thirty-nine percent (39%) of women returned to an unsafe home because they had nowhere else to go and 20% of women are pregnant while homeless.ⁱⁱⁱ

Women escaping unsafe and abusive lives tend to be the most vulnerable women experiencing homelessness. Per a countywide study, 46% of abuse against women occurs while they are homeless outdoors versus 21% in homeless shelters and 17% in indoor public facilities. **While 36% of women experiencing homelessness in the county attribute the cause of their homelessness to domestic violence, this number is only 8% for men.**^{iv}

The top causes for homelessness amongst women are intra-partner violence (18%), job loss (14%), insufficient income (14%), drugs and/or alcohol (9.5%), and violence in the home (9%).^v


CURRENT POLICIES & GAPS

SUPPORTIVE HOUSING SYSTEM


MEASURE A - AFFORDABLE HOUSING BOND

EMERGENCY SHELTERS:
Provide an access point to the Coordinated Assessment System


COORDINATED ASSESSMENT SYSTEM
A standard assessment assigns priority levels and matches people to housing programs from a community queue




Permanent Supportive Housing



Transitional Housing





Rapid Rehousing



72% exited rapid programs by 2018 and found permanent housing; 90% percent retention rate


BUT

Women are **33%** of the homeless population but only **27%** of clients in singles shelters 

 Only **27%** of women exiting shelters go into transitional or long-term housing

Inflow exceeds available housing

36% on the community queue are women

Women are enrolling at higher rates in lower intensity programs 

Task Force on the Convention on the Elimination of All Forms of Discrimination Against Women

The causes of homelessness amongst women in Santa Clara County changes when age is taken into consideration. Economic factors remain one of the top concerns throughout all three age demographics. The current housing crisis stemming from extremely high rental rates is a major contributing factor. As women age, medical factors, and likely the expenses that come along with those, become a major cause of homelessness. Younger women report violence at a high rate as the primary cause of their homelessness. The rate of violence as a primary factor for homelessness decreases with the increase in age of women.^{vi}

Santa Clara County utilizes a Coordinated Access System to assess priority levels for homeless individuals from a community queue and matches them with the appropriate housing program: Permanent Supportive Housing – long-term connections to housing and services, Transitional Housing – temporary housing and services, or Rapid Rehousing – services and financial assistance to remain housed independently. In 2018, 72% exited Rapid Rehousing and found permanent housing, 90% remained stably housed for at least 12 months through Permanent Supportive Housing, and only 6% entering the system returned to homelessness within two years.^{vii}

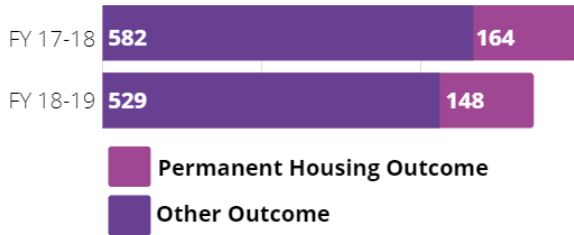
It is essential to acknowledge that women face disproportionate struggles based on the intersectionality of their various identities and experiences. While women need different resources than men, women also have a variety of needs amidst themselves and it is important to address the concerns of women experiencing homelessness through the application of an intersectional gender lens.

Based on the most urgent issues identified by women living in homelessness in Santa Clara County, these are next steps to keep in mind for future policy:

Recommendation #1: Increase capacity across the housing continuum to ensure seamless housing and case management support for gender-based violence survivors from crisis to long term stability.

Santa Clara County has 62 confidential shelter beds designated for intimate partner abuse (IPV) survivors fleeing dangerous or abusive partners/situations. Collectively, confidential IPV shelters provided services to 746 survivors and children (equivalent to 22,109 bed-nights) during FY 17-18 and 677 people (23,202 bed-nights) during FY 18-19.

IPV Shelter Requests and Permanent Housing Outcomes



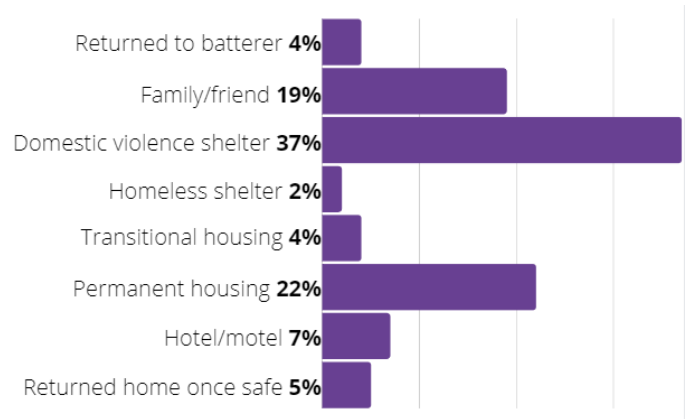
Shelter providers also receive emergency shelter requests from survivors of other types of gender-based violence (GBV) – including sexual assault, elder abuse, wage theft and other workplace crimes – as well as requests from homeless individuals with no recent victimizations. The shelter providers strive to support all survivors of GBV from an intersectional and collaborative framework.

IPV survivors seeking confidential shelter may also be victims of sexual assault and/or human trafficking. Some shelter providers also house survivors of sex or labor trafficking in addition to housing IPV survivors that were trafficked by their intimate partner. During FY 17-18, IPV shelters supported 23 human trafficking survivors for a total of 1,411 bed-nights. The number of human trafficking survivors housed increased in FY 18-19 to 39 and 2,875 bed-nights. These numbers do not include sexual assault survivors sheltered through the rape crisis centers.

Due to lack of space, there were 2,241 unmet requests for emergency, confidential shelter during FY 17-18 and 1,892 during FY 18-19. There may be some duplication of count as it includes individuals who requested shelter from one or more confidential emergency shelter providers. There has also been a 36% increase in the average length of shelter stay over two fiscal years. Survivors are staying longer at shelters due to lack of

options for transitional or permanent housing. The increase in average length of stay also increases the number of turnaways, as shelters have limited capacity.^{viii}

In recent years, IPV shelter providers have collectively tracked outcomes for survivors exiting confidential IPV shelters. During FY 18-19, 36% of survivors moved from one confidential shelter to another. Lack of access to safe transitional or long-term housing is reported as the primary reason for this shelter to shelter move. Twenty two percent (22%) of survivors reported moving into permanent housing upon exiting an emergency shelter. Only 4% of survivors exiting confidential shelters were accepted into transitional housing programs. Survivors moving into transitional or long-term housing require wrap around support to ensure they do not lose their housing placement. This includes financial as well as case management support.



Shelter Exit Outcomes for FY 18-19:

In order to provide seamless housing support for GBV survivors, the County should address housing for GBV survivors as a continuum that includes crisis, transitional, and long-term housing. This holistic approach requires funding flexibility that allows providers to utilize resources in the manner that best fits the client’s needs. During the last two fiscal years, the confidential IPV shelter providers turned away 16% fewer clients, possibly due to the increased city, county, and state investments in other parts of the housing continuum such as Housing First. Some clients may mainly need financial support to allow them to stay in

their homes. Other clients fleeing abusive situations should have access to confidential, emergency shelter. Clients in emergency shelter later require options for transitional and long-term housing. Survivors' housing needs are best met when providers and systems work collaboratively. In Santa Clara County, the Continuum Of Care Victim Needs Screening Tool (COC VNST) was created to ensure homeless service providers identify survivors of IPV, sexual assault, or human trafficking and provide them with the option of entering the confidential queue. This partnership has increased screening and warm handoffs amongst COC and IPV providers.

The County could explore partnerships with nonprofit developers for the purpose of bridging the long-term housing gap for IPV survivors. These partnerships should include creative financing options to address long term rental assistance support for survivors under the 25-50% of County median income. Housing access must be coupled with trauma-informed, culturally responsive, survivor-centered services that allow for language access. While language access continues to be critical for all communities, there is a particularly large gap in housing and economic self-sufficiency services for the Asian and Pacific Islander community.

Women's Bill of Rights I, III, and V

Recommendation #2: Provide living wage training opportunities – and jobs – for women

According to a Santa Clara County study, 82% of women did not have or attend any form of job training while experiencing homelessness.^{ix} Prioritizing high skills job training and education while providing access to childcare can equip women with the knowledge and skills to be independent earners to support themselves and their families. This will provide women with transferrable skills and the ability to reintegrate into society after experiencing sudden loss of income and subsequently housing. It also provides a safe environment for women to regain learning their worth, build esteem, and decompress the flight or fight state of mind associated with their escape.

The creation of free quality training options with diverse career paths that pay well above minimum wage will motivate women to find and develop skills that best fit their needs. It will also alleviate surviving in poverty by enabling women to achieve a living wage. Integrating education on job retention, wage theft prevention, and workers' rights into training opportunities is also an area the County can support.

Income and wealth are key factors in a family's financial resiliency to obtain housing and ability to recover from financial emergencies such as a rent increase or eviction. Women-headed households are overwhelmingly low-income. For example, in San Jose 70% percent of all women-headed households with children earn incomes at or below 80% of the area median income.^x

Certain Santa Clara County department and agencies practice targeted hiring for vulnerable populations in the community and the County can improve existing practices by intentionally hiring more women from this particular subset and continue to provide high skills job training and education through professional development.

Further, this recommendation urges the supporting of Santa Clara County policies for equal pay and fair wages through an intersectional lens. The County should ensure that this incentive structure is clearly expressed to women – these jobs, although requiring extensive training and time away from children, position women to be able to provide for their families and themselves in the form of a living wage above the poverty line.

Women's Bill of Rights I, II, and VI

Recommendation #3: Support measures to make housing more affordable and accessible for women; Eliminate discriminatory policies in the housing market

There is a need for new larger units in affordable housing to fit the needs of women with children and large families through an intersectional lens that acknowledges certain relationships between race and

family size. The County should analyze and provide a breakdown of unit sizes in approved Measure A projects.

The County can support rent control and just cause eviction protections which can enable women and their families to be stabilized in their homes and victims of domestic violence to not fear eviction for calling the police. The County should support providing landlord/property owner education to understand legislation as it relates to rent control, just cause evictions, and the Violence Against Women Act.

In addition, the County should reduce the documentation requirements for affordable housing and remove the criminal history question from the affordable housing applications. The County should also create a system to track housing vouchers for women that move from homelessness to incarceration, so as not to lose their “spot in line” for housing and move again into homelessness upon community reentry.

Women’s Bill of Rights I and X

ⁱ County of Santa Clara Gender and Homelessness Study August 2018

ⁱⁱ Santa Clara County Domestic Violence Advocacy Consortium 2017 and 2018

ⁱⁱⁱ County of Santa Clara Gender and Homelessness Study August 2018

^{iv} Women and the Supportive Housing System in Santa Clara County – Office of Supportive Housing 2018

^v County of Santa Clara Gender and Homelessness Study August 2018

^{vi} County of Santa Clara Gender and Homelessness Study August 2018

Responses and recommendations based on presentations at November 28, 2018 meeting by:

Hilary Barroga, Office of Supportive Housing, Santa Clara County

Carla Collins, Office of Women’s Policy

In addition, recommendations were developed from interviews, site visits to and requests for information from: Santa Clara County Domestic Violence Advocacy Consortium

Responses and recommendations developed by Ad Hoc Committee members and Office of Women’s Policy staff:

Perla Flores, Member

Minjung Kwok, Member

Jacklyn Joanino, Member

Gitika Harith, Office of Women’s Policy

Julie Wood, Office of Women’s Policy

^{vii} Ending Homelessness: The State of the Supportive Housing System in Santa Clara County 2017

^{viii} Santa Clara County Domestic Violence Advocacy Consortium 2017/18 and 2018/19

^{ix} County of Santa Clara Gender and Homelessness Study August 2018

^x 2017 ACS 1-Year Estimates, B19131: Family Type By Presence of Own Children Under 18 Years By Family Income In the Past 12 Months (In 2017 Inflation-Adjusted Dollars) - Universe: Families

WOMEN'S ECONOMIC SECURITY AND DEVELOPMENT




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SANTA CLARA COUNTY


NOVEMBER 2021


WOMEN'S ECONOMIC SECURITY & DEVELOPMENT IN SANTA CLARA COUNTY

58%
of women participate in the labor force



70%
of these women have children under the age of 18







33.8% of women in Santa Clara County work in low-wage occupations

OCCUPATIONAL SEGREGATION

Top 10 occupations, only one-third are women



Bottom 10 occupations, one-half are women




41% BUSINESSES OWNED BY WOMEN IN SANTA CLARA COUNTY


BUT ONLY ACCOUNT FOR TOTAL SALES VALUE OF COUNTY BUSINESS

12%


ANNUAL CHILDCARE COSTS SANTA CLARA COUNTY 2018



Infant
\$19,848



Preschool
\$14,185



School
\$7,794

Task Force on the Convention on the Elimination of All Forms of Discrimination Against Women

REPORT ON WOMEN'S ECONOMIC SECURITY AND DEVELOPMENT

SANTA CLARA COUNTY TASK FORCE ON THE CONVENTION ON THE ELIMINATION OF ALL FORMS OF DISCRIMINATION AGAINST WOMEN

Women make up half the population and half the workforce in Santa Clara County. However, women's ability to advance and move to greater economic prosperity is compromised whenever women experience discrimination, inequity or lack of opportunity. These effects are damaging not only to women but they impact families and the entire community.

Nationally, 58% of women participate in the labor force and 70% of these women have children under the age of eighteen.¹ Women are both forced and choose to put focus and emphasis on their community, family, and children. Often, they can be the only caregiver for loved ones and dependents. Economic security and development goes beyond wages as it affects health outcomes, longevity and access to resources. There is a larger benefit to the whole community when women are supported in the work force.

Women of color are adversely affected by the wage gap and equal pay days.² When looking at the wages of all women compared to all men, the equal pay date is April 2, 2019, with women making \$.80 to men's \$1.00. When looking at the wages of women of color as compared to White, non-Hispanic men, these dates change drastically: Asian-American Women: March 5, 2019 - \$.85; White Women: April 19, 2019 - \$.77; African American/Black Women: August 22, 2019 - \$.61; Native American Women: September 23, 2019 - \$.58; Latinas: November 20, 2019 - \$.53. In a large and diverse county such as Santa Clara, the presence of more minority women are representative of a higher wage gap.

¹ Bay Area Equal Pay Collaborative

² U.S. Census Bureau

The gender wage gap is linked to occupational segregation. In the top ten occupations (including doctors and lawyers) only one-third are women while in the bottom ten occupations (including food service and retail workers) one-half are women.³

In 2017, of the 84,254 nationwide charges filed with the United States Equal Employment Opportunities Commission (EEOC), retaliation accounted for 41,097 (48.8%) of charges, sex (includes pregnancy, sex-based harassment, and sexual harassment) accounted for 25,605 (30.4%) of charges, and Equal Pay Act violations accounted for 996 (1.2%) of charges. This only tells part of the story since most harassment and retaliation violations go unreported. It is estimated that 85% of incidents go unreported. There is a history of systemic harassment of women in all fields, especially in the trades and technology industry. In Santa Clara County, systemic harassment of women in the technology industry is widely documented and more data is added to public awareness every year. Not only is it imperative to create equitable work environments for all employees, additional measures are needed to create safe work environments for women.

From 2012 to 2013, exploited workers were awarded \$8.4 million but only received payments of \$2.3 million. 2,000 workers filed claims with the San Jose Office of the Labor Commission.⁴ With the establishment of the Santa Clara County Office of Labor Standards and Enforcements (OLSE), food permit pilot is the first measure being taken to ensure equity for workers who are rightfully owed money by revoking permits of employers who have unpaid judgements.

The County as an employer has established standards for contracting with compliance measures that include a County Living Wage Ordinance prescribing a living wage that must be met for employees. As of July 1, 2019, this amount is \$23.92 per hour or \$49,715 annually without health benefits.⁵ The county has also looked at pay inequities in job classifications and continues to locate barriers and identify how to correct them.

To find a Pathway Out of Poverty⁶, working conditions for low-wage workers must be raised; middle-wage,

³ U.S. Equal Employment Opportunities Commission

⁴ Wage Theft Coalition Santa Clara County

CURRENT POLICIES & GAPS


ECONOMIC SECURITY

2019 EQUAL PAY DATES


Women of Color as compared to
White, non-Hispanic Men

\$0.85	Asian-American Women March 5th
\$0.77	White Women April 19th
\$0.61	African American/Black Women August 22nd
\$0.58	Native American Women September 23rd
\$0.53	Latinas November 20th

**MORE MINORITY
WOMEN**






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**HIGHER
WAGE GAP**

84,254 EEOC CHARGES FILED IN 2017

<p>Retaliation</p>  <p>48.8%</p>	<p>Sex <small>includes pregnancy, sex-based harassment</small></p>  <p>30.4%</p>	<p>Equal Pay Act</p>  <p>1.2%</p>
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EXPLOITED WORKERS IN SAN JOSE

<p>Awarded \$8.4 million</p> 		<p>Received \$2.3 million</p> 
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Task Force on the Convention on the Elimination of All Forms of Discrimination Against Women

⁵ Santa Clara County Board of Supervisors Policy 5.5.5.5.

⁶ Working Partnerships USA

family supporting jobs must be protected and expanded; and barriers to good jobs for women of all backgrounds must be broken down. By using this model to examine current County policy through a gender lens, the following recommendations were formed:

Recommendation #1: Raise the Floor – Expand access to affordable childcare for women throughout the county

The cost of childcare must be addressed to lead women to a path of financial security. Any definition of a ‘living wage’ does not take into consideration the costs of childcare when being calculated. If childcare costs are taken into the equation, the determined ‘living wage’ is no longer met and the wage gap for women as primary caretakers of children drastically increases.

In January 2018 infant care cost \$19,848 a year; preschool age childcare cost \$14,185; and school age childcare cost \$7,794 per child in Santa Clara County according to 4C of Santa Clara County.⁷ The costs of childcare drastically reduce a wage earner’s available income for other household and life necessities. The costs for childcare also prevent women from seeking additional educational or promotional opportunities.

In Santa Clara County, 33.8% of women work in low-wage occupations and women are usually the primary caretaker of young children.⁸ Social norms have dictated women as the primary caretakers of children and the home. Low-wage occupations are outside of a prescribed ‘living wage’ leaving these low-wage workers at an even greater disadvantage. The expansion of affordable childcare would lift-up conditions for all women, regardless of their income level.

Women’s Bill of Rights I, II, and VII

Recommendation #2: Expand the Middle – Create more support for women business owners and for women to become business owners in Santa Clara County

Business ownership is a path to economic security that should be realized for women of Santa Clara County. In Santa Clara County, 41% of all businesses were female owned in 2012, but only accounted for 12% of the total sales value of County businesses.⁹ There were limited statistics presented regarding the presence and profits of women owned businesses on a state or federal level. This is vital information that should be accounted for when examining the wage gap and to determine what barriers are preventing the growth of successful women owned businesses.

Programs are available to the general public that provide information on the path to business ownership and entrepreneurship in Santa Clara County. This includes free workshops hosted by Hispanic Chamber of Commerce Silicon Valley and periodicals, like Access magazine, highlighting local success stories some of whom are women. There were no programs presented that focus on the specific needs of women to achieve economic security through business ownership nor programs that focus on how to mitigate the risks women face when starting a business. There is a need to identify and communicate with women who are considering business ownership to connect them with available workshops, business advisors, and other resources.

There is a challenge for business owners in general to obtain funding with three-fourths of them not being able to obtain a loan for entrepreneurial ventures. Micro-lending programs for women were not presented as an available resource that could be extremely beneficial to increasing the economic security for women. Business ownership continues to experience rampant sex segregation and it is important to focus on opening opportunities for women to realize that business ownership expands the path to viable self-sufficiency and economic security for women.

Women’s Bill of Rights I, II, VII, and X

⁷ 4C of Santa Clara County, 2018

⁸ Women’s Foundation of California

⁹ Status of Women and Girls in Santa Clara County 2018

Recommendation #3: Open the Door – Install training programs for employers in the county on how to support women in the work environment

Bringing a proactive and preventative view of workplace harassment and wage violations to employers through training programs can develop respectful workplaces that are conducive for female workers and create role models for employers throughout the County. Employers should be encouraged to become allies to create a women supportive workforce and environment to create a larger systematic change that reduces the instances of workplace violations or increases an employees' ability to bring light to violations especially against women. Organizational change takes time and supporting employers to model examples of desired workplace behavior can positively influence the environment.

Most trainings present employers with information on what not to do and are mandated as reprimands once laws and rules have been violated. An example presented by EEOC is their Respectful Workplaces Training Program that teaches the skills to foster respectful interactions between employer and employees. Further topics to be included can be the concept of a 'good neighbor employer' to provide information on how to recognize signs of human trafficking; how to file reports of suspicious or bad behaviors; how to better handle employee complaints to prevent reported incidents; protocols for leave regarding pregnancy or family emergencies; and how to develop all employees bystander skills.

Preventative trainings can be included under Labor Standard Outreach and Education goals of the Office of Labor Standards Enforcement (OLSE) and would complement initial enforcement efforts of unpaid judgments awarded to exploited workers. Providing employers with knowledge to become allies for women in the workplace can break down barriers to give women access to increased and secure employment opportunities.

Women's Bill of Rights II, III, V, and VII

Recommendations based on presentations at March 27, 2019 meeting made by:

- Julie Ramirez, Office of Women's Policy Santa Clara County**
- Linda Li, U.S. Equal Employment Opportunity Commission**
- Jenny Lam, Office of the County Counsel, Santa Clara County**
- Betty Duong, Office of Labor Standards and Enforcement, Santa Clara County**
- Ruth Silver Taube, Santa Clara County Wage Theft Coalition and the Workers' Rights Clinic at the Alexander Community Law Center**
- Louise Auerhahn, Working Partnerships USA**
- Dennis King, Hispanic Chamber of Commerce Silicon Valley**

Responses and recommendations developed by Ad Hoc Committee members and Office of Women's Policy staff:
Mary Gloner, Member
Lisa Liddle, Member
Meri Maben, Member
Julie Wood, Office of Women's Policy

JUSTICE INVOLVED WOMEN AND GIRLS



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NOVEMBER 2021

1

RECOMMENDATION

CROSS SECTIONAL, COLLABORATIVE FRAMEWORK

Develop evidence-based, multi-disciplinary programs, services and **leverage input from justice-involved women and girls** as subject matter experts of their lived experience

STRATEGY 1

Develop annual report to track policy changes affecting justice involved girls, women

STRATEGY 2

Directing county resources within a multi-agency framework to track and oversee the recommendations in the attached justice-involved report

STRATEGY 3

Call on the County to take a central role in collecting and facilitating the sharing of best practices among all stakeholders in the county

2

RECOMMENDATION

TRAINING, EDUCATION FRAMEWORK

Ensure county staff, partner providers participate in **gender responsive, trauma-informed, and culturally competent trainings** to support justice-involved girls and women

STRATEGY 1

Require high quality training sessions offered by certified trainers and coaches trained in best practice and evidence-based strategies

STRATEGY 2

Build trauma responsive peer support model for county staff, providers that focuses on victim-centered trauma, self-care, communication, and stabilization strategies

STRATEGY 3

Create a resource guide and services list to “credible messenger” community-based organizations specific for justice-involved women and girls

3

RECOMMENDATION

IN CUSTODY, PROBATION FRAMEWORK

Implement programming, stabilization plans promoting collaboration, advocacy, and **input from justice-involved girls and women** as subject matter experts

STRATEGY 1

Create an advocacy-based stabilization plan for justice-involved women and girls with a continuum of service model from custody through community

STRATEGY 2

Expand the Jail Monitoring Program implemented by Office of the Women’s Policy

STRATEGY 3

Expand the in-custody library to increase access for women and girls in SCC institutions

4

RECOMMENDATION

DIVERSION SYSTEM FRAMEWORK

End the incarceration of girls, dismantle policies, systems that criminalize, and **use intervention** services and policies that **divert girls from justice involvement**

STRATEGY 1

Implement statewide action to retire the Juvenile Justice system and create an alternate program within the Health and Human Services Agency

STRATEGY 2 & 3

Implement positive youth development and interventions to reduce justice involvement

STRATEGY 4 & 5

Address conditions that deepen system involvement and call on the Board of Supervisors to advocate for criminal justice reforms on a statewide level

5

RECOMMENDATION

SCHOOL SYSTEM FRAMEWORK

Establish a **County liaison to interface with school districts and SCCOE** to prioritize programs, policies that **reduce justice-involved school referrals** for girls

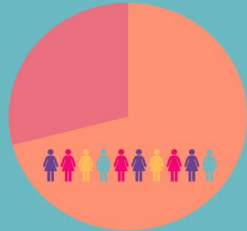
STRATEGY 1

Collaborate with schools to address prevention, promote safety net measures, and intervention services to improve client outcomes through system changes

STRATEGY 2

Decriminalize school behaviors and require schools to intentionally prioritize and utilize the Education Code to divert justice involved referrals for girls and to address the underlying factors of behavioral issues

JUSTICE INVOLVED WOMEN IN SANTA CLARA COUNTY



71%
OF WOMEN IN
CRIMINAL JUSTICE
SYSTEM ARE
WOMEN OF COLOR

86% 
Incarcerated 5 or more times


52% 
Had a previously
incarcerated parent

26% 
Had been
placed in foster care

Experienced homelessness
before a recent arrest

39% 

50% 
Were unemployed

72% 
Had a history of
substance abuse

83% 
Are mothers

81% 
Experienced partner abuse

HISTORY OF ABUSE



84% Physical Abuse



47% Sexual Abuse

Task Force on the Convention on the Elimination of
All Forms of Discrimination Against Women

JUSTICE INVOLVED WOMEN AND GIRLS

SANTA CLARA COUNTY TASK FORCE ON THE CONVENTION ON THE ELIMINATION OF ALL FORMS OF DISCRIMINATION AGAINST WOMEN

Santa Clara County (SCC) has an opportunity to lead the nation by reducing the number of justice-involved girls and women, eliminating the incarceration of girls and addressing the underlying factors that create social and justice inequities for women and girls, especially in disenfranchised communities that are overrepresented in correctional systems.

Disparities across racial groups, specifically for African American and Latinx communities, continue to exist in Santa Clara County juvenile probation and correctional institutions. In fact, current county data indicates that while Latino youth represent 35% of the population in the county, they account for 73% of admissions and are disproportionately overrepresented in the criminal justice system, compared to the 26% White population that accounts for 10% of admissions.¹ Within this disparity, there are also unique layers of impact for justice involved girls of color who comprise 80% and justice involved women who represent 71% of those admitted into custody.²

It is important to consider that over 80% of the incarcerated women in Elmwood Jail have recounted the experience of growing up as dually-involved youth in both juvenile and foster care system, with 84% being a victim of physical abuse and 47% of them experiencing sexual abuse as children.³ Incarcerated women are also twice as likely to have experienced partner violence as adults.⁴ A significant portion, over

¹ 2019 Annual Report, Juvenile Justice, Santa Clara County (p.60)

² Probation Department data derived from 773 women with new probation dockets in 2017

³ Office of Women's Policy Advocacy Priorities Report for Incarcerated Females, Spring 2018

⁴ OWP Policy Advocacy Priorities Report for Incarcerated Females

JUSTICE INVOLVED GIRLS IN SANTA CLARA COUNTY

LATINX GIRLS IN SANTA CLARA COUNTY



80% County Juvenile Facilities

35% Total County Population

84% 
Experienced school push out



69% 
Have parents or family involved with justice system

80% 
Participated in child welfare system

80% 
Experienced homelessness or housing insecurity

60% 
On probation received violations during court involvement

69% 
Had gang affiliations

40%  Identify as LGBT/GNC → **85%**  Of those are youth of color

TOP CRIMINOGENIC NEED FOR GIRLS



81% EMOTIONAL FACTORS

*Source: Vera Institute of Justice, Center of Youth Justice, 2017 Report All Forms of Discrimination Against Women

83%, of incarcerated women in Santa Clara County are mothers with having at least one child under the age of 18. ⁵

Recent data reveals that a large percentage, over 39% of justice involved women are homeless, and the current housing crisis is exacerbating these numbers every year. ⁶ About 50% of them have experienced unemployment and a large percentage do not have a high school diploma or GED⁷. Further impacting their lived experience, a significant majority of incarcerated women have had substance abuse and mental health challenges, creating a targeted need for close coordination and cooperation across multiple county systems and community-based organizations, to leverage services that are gender responsive, culturally competent and trauma-informed.

While some progress has been made, girls' involvement in our juvenile justice system is growing and racial disparities continue to exist in overrepresentation of African American and Latinx girls in criminal justice systems in Santa Clara county. It should be noted that 40% of justice involved girls identify as part of the LGBTQi community, and may experience social isolation, lack of family support, and discrimination when identifying as part of the LGBTQi community. ⁸

According to the 2019 Juvenile Probation annual report, over 50% of girls detained in juvenile probation have problems at school and may experience learning challenges and would benefit from special education services; however, over 76% of the girls have reported that they have never received learning support or special education services while in school. And while over 78% of them report witnessing traumatic events, including domestic violence, sexual abuse, death of a parent/sibling/friend and other major disruption that have significantly impacted these girls' lives, 66% of them reported never receiving help for their emotional and behavioral problems in school. This is especially alarming as over 60% of girls identified anger and emotional reasons for committing acts that brought

⁵ OWP Policy Advocacy Priorities Report for Incarcerated Females, 2018
⁶ OWP Policy Advocacy Priorities Report for Incarcerated Females, 2018

⁷ OWP Policy Advocacy Priorities Report for Incarcerated Females, 2018
⁸ Vera Institute of Justice, Center of Youth Justice, 2017 Report

them into the juvenile probation system. Additionally, young girls in the system describe a history of mobility concerns with 60% of them living in zero to four different houses, 29% of them living in five to nine houses and 96% of them enrolling in two or more schools in the past two years.⁹The impact of these mobility concerns shows up in school related issues with 85% of the girls having minor and extensive truancy and 45% having major problems completing school assignments.¹⁰

The above data presents how the criminal justice system is continuing to perpetuate control of disenfranchised communities by over-intervening, and penalizing girls and women, instead of addressing the underlying factors that bring them into the criminal justice system. It is important to understand how justice involved girls' behaviors are often the direct result of traumatic and negative lived experiences. We must intentionally shift the narrative to implement effective strategies that are strength-based, and use a developmental and socio-emotional approach in finding solutions that divert justice involved girls and women from the criminal justice system.

With the onset of the COVID-19 pandemic and heightened racial justice movements, the urgency grows as 40% of incarcerated women and girls are being released, jail monitoring is now suspended, and looming county budget cuts are expected to further increase the unprecedented strain on all systems including justice, educational, social and health/mental health services. The potential negative impact for justice involved-girls and women, amplified during the pandemic, further underlines the urgency of the recommendations offered in this report. Actualizing these recommendations could provide the needed momentum to improve outcomes for justice involved girls and women during this critical time.

The CEDAW Commission believes that the following five recommendations in this report identify and promote positive outcomes for justice-involved women and girls

and provide gender justice while significantly improving public safety. The detailed recommendations offer gender responsive and trauma informed strategies and build on partnerships with community organizations, advocates, educational providers, and local government to address reforms that can significantly reduce the number of girls and women entering and reentering the welfare and justice systems.

Recommendation #1: Design and develop programs and services that offer evidence-based strategies, multi-disciplinary collaboration, while leveraging the input of justice involved women and girls as subject matter experts of their own lived experiences.

- Design and publish an annual report that compiles and presents evidence-based data to track how policy changes affect the state of justice involved women and girls including:
 - Track pathways and trajectories of incarcerated women from justice or child welfare systems to incarceration in order to identify effective intervention strategies.
 - Identify dually-involved girls and contributing factors leading to “crossovers” between child welfare and detention systems.
- Track outcomes for justice involved women and girls by using an intentional, multi-agency framework to allocate county resources and to direct collaborations based on and as identified in the recommendations of this report. Examples of strategies include:
 - Acknowledge the historical narrative and multi-layered barriers impacting women and girls within the SCC justice system.
 - Promote Gender-Responsive Programming, assessing what currently exists for justice involved women in the county (in custody and in the community) and identifying opportunities to improve and expand programming services that are evidence-based, measurable, entrenched in best practice, and offer culturally responsive resources.
 - Call on county agencies to adopt and implement the National Institute of Corrections

⁹ 2019 Annual Report, Juvenile Justice System, SCC (p.52)

¹⁰ 2019 Annual Report, Juvenile Justice System, SCC (p.53)

Partner Agency Framework workplan and recommendation for justice-involved women in Santa Clara County.

- Call on the County to take a central role in collecting and facilitating the sharing of best practices among all stakeholders in the county, including city governments, e.g. the Mayor’s Gang Task Force in San Jose, various diversion programs including those offered by local law enforcement departments in the cities of Santa Clara County, and other advocacy and community based groups.

- Build a trauma responsive peer support model for county staff and contracted providers working with justice involved girls and women that focuses on victim centered trauma, self-care, ancestral/nontraditional healing practices, communication, and stabilization strategies.
- Create a resource guide and services list for “credible messenger” community-based organizations for county staff, providers, law enforcement, and the public that is specific to the needs of justice involved girls and women.

Women’s Bill of Rights I, IX, and V

Women’s Bill of Rights I, IX, and X

Recommendation #2: Ensure that all county staff and partner agency providers participate in trainings and coaching that are gender responsive, victim-centered, trauma informed, and culturally competent in teaching participants the skills and strategies on how to effectively support justice involved girls and women.

Recommendation #3: Implement programming, services and stabilization plans that meet best practice standards, utilize an advocacy approach, promote collaboration with partner agencies and seek the input of justice involved girls and women as subject matter experts of their own lived experience. Ensure that programming and services are evaluated for measurable, evidence-based outcomes and grow with the needs of justice involved girls and women.

- Require high quality training sessions offered by certified trainers and coaches trained in best practice and evidence-based strategies.
 - Trainings on supporting justice involved girls and women should include the economic and social context of girls and women, utilize a gender-responsive and victim centered approach that is trauma-informed and within a healing framework that also teaches the socio-emotional and developmental effects of trauma, and impact of domestic violence, partner and child abuse.
 - Trainings should include cultural diversity components with a focus on the disproportionality and overrepresentation of communities of color, the history of institutionalized racism in the justice system and how these systems have controlled, oppressed and negatively affect women and girls from disenfranchised communities. Trainings should also include best practice models on how to create a safe space for self-expression, inclusion and support of lesbian, gay, bisexual, and transgender women and girls

- Create an individualized, advocacy-based stabilization plan for justice involved girls and women that includes a continuum of services from custody through reentry into the community. Ensure that the plan includes educational, social emotional, housing, and economic security goals with identified metrics for measurement and corresponding support services to reach each goal on the plan.
 - Provide justice involved girls and women with access, input and a sense of ownership of the development and utilization of their individualized case plan throughout their stay in custody and through reentry services.
 - Screen, identify and create transition kits that correspond to the individual needs of girls and women upon release from custody, which should include hygiene items, clothes, food, blankets, snacks, resources list, and a backpack. For mothers, provide parenting materials and classes during incarceration and parenting resources in the community upon release from custody.

- Build trauma responsive peer support model for justice involved girls and women that includes in-custody and community-based support groups.
- Expand the Jail Monitoring Program implemented by Office of the Women's Policy (OWP).
 - Continue to build an impactful relationship between the Office of Women's Policy (OWP), the Commission on the Status of Women (CSW), and the Office of the Sheriff (SO) by continuing monthly jail visits and assessments through a secure, long-term, and sustainable monitoring program.
 - Increase access to advocacy and support services for women in custody as part of the jail monitoring program, e.g. providing regular voter education and voter registration drives.
- Expand the in-custody library and increase access for women and girls in all SCC institutions
 - Provide gender-responsive and culturally diverse books and materials that encourage self-sufficiency, self-empowerment, offer hope and inspiration, broaden perspectives and knowledge, provide role models, and authored by those who represent the community and the lived experiences of justice involved girls and women.
 - Direct the Santa Clara County Library to increase its role and resources for providing quality and quantity of in-custody library materials. Ensure that girls and women in custody have access to the county library on a regular basis along with providing a selection of a range of reading materials and books in access and within their sleeping quarters and dorms.

Women's Bill of Rights I, VI, IX, and X

Recommendation #4: End the incarceration of girls, dismantle policies and systems that criminalize them and provide intervention services and policies that divert girls from justice involvement in the first place. Address the underlying factors that contribute to at-risk conditions in place of criminalization:

- Implement statewide action to be enacted in July 2020 by retiring the Juvenile Justice system from Probation Departments and create an alternate

department or program within the Health and Human Services Agency to address behavioral issues and concerns of delinquency for girls.

- Consider creating an Office of Youth Development and Diversion at the Public Health Department with a referral process that would divert all offenses except for serious offenses [707(b)] to the Public Health Department.
- Implement positive youth development approach to girls involved with probation that offers incentives and positive reinforcements:
 - Assist girls with developing job skills, such as writing a resume or interviewing for a job. Help girls with getting a California identification card and/or driver's license to develop independence and mobility including greater access to employment opportunities
 - Provide mental health resources and information on topics that address girl specific issues like relationships with older partners, the witnessing or victimization of domestic violence, or sexual abuse or assault.
 - Place youth in the driver's seat of their own stabilization plan to provide input and have ownership.
 - Implement a mentoring program like "Credible Messengers" and Family Mentoring.
 - Support Young Women's Freedom Center (YWFC) effort to locate permanent space with 5,000 square feet to provide services and programming along with temporary housing for 6-10 girls.
 - Engage in single source exception to the county competitive procurement process for prioritizing and extending contracts for Community Based Organizations that are uniquely positioned in offering continuum of quality service provision for girls and women and are led or staffed by formerly justice-involved women.

Collaborate with all systems partners (Courts, Police, Probation, District Attorney's Office and Public Defender's Office) to offer the following changes and present a coordinated plan to the Board of Supervisors:

- Address conditions that can reduce or prevent justice system involvement for girls:

- Retain “cross-over”, dually-involved girls, in the child welfare system as opposed to the juvenile justice system. Improve and direct services to the child welfare system.
- Increase use of and share best practices of police diversion programs across all cities in the county, to divert entry into probation and the court system.
- Eliminate the use of misdemeanor charges for incarceration of girls
- Eliminate detention classifications that drive girls into justice systems including “for safety”, “runaways,” or “lack of placement,” and offer alternate solutions, programs that address the underlying issues.
- Examine the availability and promote effective alternate programs and systems for girls that divert them from probation and placement as a ward of the court when they are classified as “high needs” and having family dysfunction.
- Address conditions that would deepen system involvement once a girl enters the justice system.
 - Change conditions of Electronic Monitoring Program to include breaks for girls to leave the house for a predetermined amount of time in order to minimize family conflict and reduce stress.
 - Allow referrals to Community Based Organizations (CBO) that are outside the probation system and eliminate the criteria that girls need to be already system-involved in order to gain access for needed services. Designate a CBO as the “hub” for referrals.
- Request that the Board of Supervisors advocate for criminal justice reforms on a statewide level and/or implement without statewide action. Examples of current justice reforms to consider include:
 - **AB-1384 & SB-1134:** Decrease negative effects of system involvement by limiting probation for juveniles to 6 months.
 - **AB-2425:** Support the Youth Justice Initiative to keep confidential records of participation in a diversion program in order to prevent their use against the youth in court.
 - **AB-901:** Decriminalize truancy and make voluntary probation illegal.
- **SB-889:** “Elevate Justice Act” (Skinner) raises the age of juvenile jurisdiction to include 18 – 19 year old. It is also commonly referred to as “Raise the Age”, sponsored by Chief Probation Officers of California (CPOC).

Women’s Bill of Rights I, IX, and X

Recommendation #5: Establish a designated County liaison to interface with the Santa Clara County Office of Education and school districts, to prioritize initiatives, programs, and policies that intentionally reduce the number of justice involved school referrals for girls by searching for solutions in the educational framework in place of the criminal system.

- Collaborate with schools to address prevention, promote safety net measures, and intervention services, including conflict resolution/de-escalation and mediation techniques to improve student outcomes through system changes:
 - Support behavioral and mental health assessment and intervention pilot programs, including at Franklin McKinley School District for 5th and 8th grades that identify trauma and gender-based issues that lead to detention and placement for girls and that provide effective services to address the factors that contribute to detention. Schools should consider applying for “Katie A” funding for screenings and service provision.
 - Provide specific training for school resource officers, staff, counselors, and vice principals about discipline that is evidence based developmentally appropriate, gender-responsive, trauma-informed and takes into account adolescent brain development. Trainings should expand to cover conflict resolution, mediation, de-escalation techniques founded in social justice and healing framework in order to decrease criminalization of school-based behavior and prevent school push out.
 - Provide trainings to school staff and counselors regarding intergenerational continuity in gang affiliation based on neighborhood, family, and the need to belong and ensure that staff and counselors apply best practices learned in the trainings

- Ensure that school staff and counselors are adequately trained in culturally competent practices and are providing mental health support in the areas of trauma, anxiety, and substance use with a gender-specific and gender-neutral treatment modality
- Consider utilizing the District Attorney and Defense Counsel agencies (Public Defender Office, Alternative Defender Office, Independent Defense Counsel Office), as well as, corporate, and community partners such as Facebook, Google, CBO's, and Public Health Department to train trainers at school sites regarding digital safety training for all 5th grade through high school students in a systematic way
- Decriminalize school behaviors and require schools to intentionally prioritize and utilize the Education Code to divert justice involved referrals for girls in place of the Penal Code and to offer alternative solutions that address the underlying factors of behavioral issues including opportunities for conflict resolution and mediation:
 - Advocate for schools to refer girls to the Public Health Department in place of School Resource officers for acute behavioral issues that have been codified as misdemeanors
 - Increase professional staffing from the Public Health area in place of School Resource officers on school campuses that provide and train staff on mediation, conflict resolution, and de-escalation techniques to create a cohesive, empowering and healing model for students
 - Ensure that schools follow all the legal protocols to protect girls' rights by following best practice, including offering to have a legal representative or parent/guardian present when law enforcement interviews a girl on school grounds.
 - Engage in data collection from law enforcement including probation and survey schools to gather and evaluate trends in the rate of referrals of girls for misdemeanors and low level felonies in school districts to identify issues of inequity or disproportionality in different schools (school districts).
 - Identify and analyze potential service and support models of those schools that have lower rates of law enforcement referrals of their students, as well as research how these schools are able to achieve these outcomes, with consideration of the historical narrative of how disenfranchised communities are experiencing disproportionality within educational and justice systems.

Women's Bill of Rights I, III, VI, IX, and X

Responses and recommendations based on presentation at November 20, 2019 meeting by:

Ketzal Gomez, Office of Women's Policy
Shay Franco Clausen, Commission on the Status of Women
Sgt. Renee Menchaco, Office of the Sheriff
Judge Katherine Lucero, Juvenile Justice Court
Nick Birchard, Juvenile Probation
Hannah Green, VERA Institute
Marcia Rincon-Gallardo, Noxtin
Jessica Nowlan, Young Women's Freedom Center

In addition, recommendations were developed from interviews, site visits to, and requests for information from: California Superior Court Justice, SCC Public Defenders Office, SCC District Attorney's Office, SCC Probation Department, SCC Sheriff's Department, Office of the County Executive, SCC Housing Department, Public Health Nursing, SCCOE School Board Members, Young Women's Freedom Center, The National Center for Youth Law, and The Vera Institute.

Responses and recommendations developed by Ad Hoc Committee members and Office of Women's Policy staff:

Lisa Liddle, Member
Meri Maben, Member
Julie Wood, Office of Women's Policy
Kati Robles, Office of Women's Policy

GLOSSARY OF KEY TERMS

Justice-Involved Youth	Humanizing term referring to individuals with criminal justice history or involvement
System-Involved Youth	A general term referring to youth who are (or had history) in receiving services from more than one system, including child welfare system, juvenile justice system, behavioral health system.
Dually-Involved Youth	A term referring to a subgroup of system-involved youth who are concurrently receiving services (and are often under the jurisdiction) of <i>both</i> the child welfare and juvenile justice system.
Crossovers (Welfare to Detention Systems)	This is the broadest definition, because it refers to mistreated youth with such experiences regardless of whether the maltreatment and/or delinquency have come to the attention of the child welfare and/or delinquency system.
LGBTQ+	Pertaining collectively to people who identify as lesbian, gay, bisexual, transgender, queer (or those questioning their gender identity or sexual orientation), and intersex.
Racial Disparities	Results from differential treatment by the criminal justice system of similarly situated people based on race. In some instances, this may involve overt racial bias, and in others it may reflect the influence of factors that are only indirectly associated with race.
Disenfranchised Communities	A group of persons without a political voice, depriving of a right, privilege or immunity, or deprived of civic engagement including voting rights and also refers to the revocation of power or control of a community
Disproportionality	The ratio between the percentage of persons in a particular racial or ethnic group at a particular decision point or experiencing an event (such as maltreatment, incarceration, school dropouts) compared to the percentage of the same racial or ethnic group in the overall population.
Institutionalized Racism	Racial inequity within institutions and systems of power, such as places of employment, government agencies and social services. It can take the form of unfair policies and practices, discriminatory treatment and inequitable opportunities and outcomes.
Gender Responsive	Creating an environment that reflects an understanding of the realities of women’s lives and addresses the issues of as multidimensional and are based on theoretical perspectives that acknowledge women’s pathways and addresses social (e.g., poverty, race, class, and gender inequality) and cultural factors and uses interventions addressing issues such as abuse, violence, family relationships, substance abuse, and co-occurring disorders.
Gender Specific	Characteristic of or limited to either males or females. Gender-specific programming provides decision making, life skills that assist development specific to a gender, recognizing that female pathways in systems may differ from those of males and that females may be at disadvantage compared to males.

GLOSSARY OF KEY TERMS

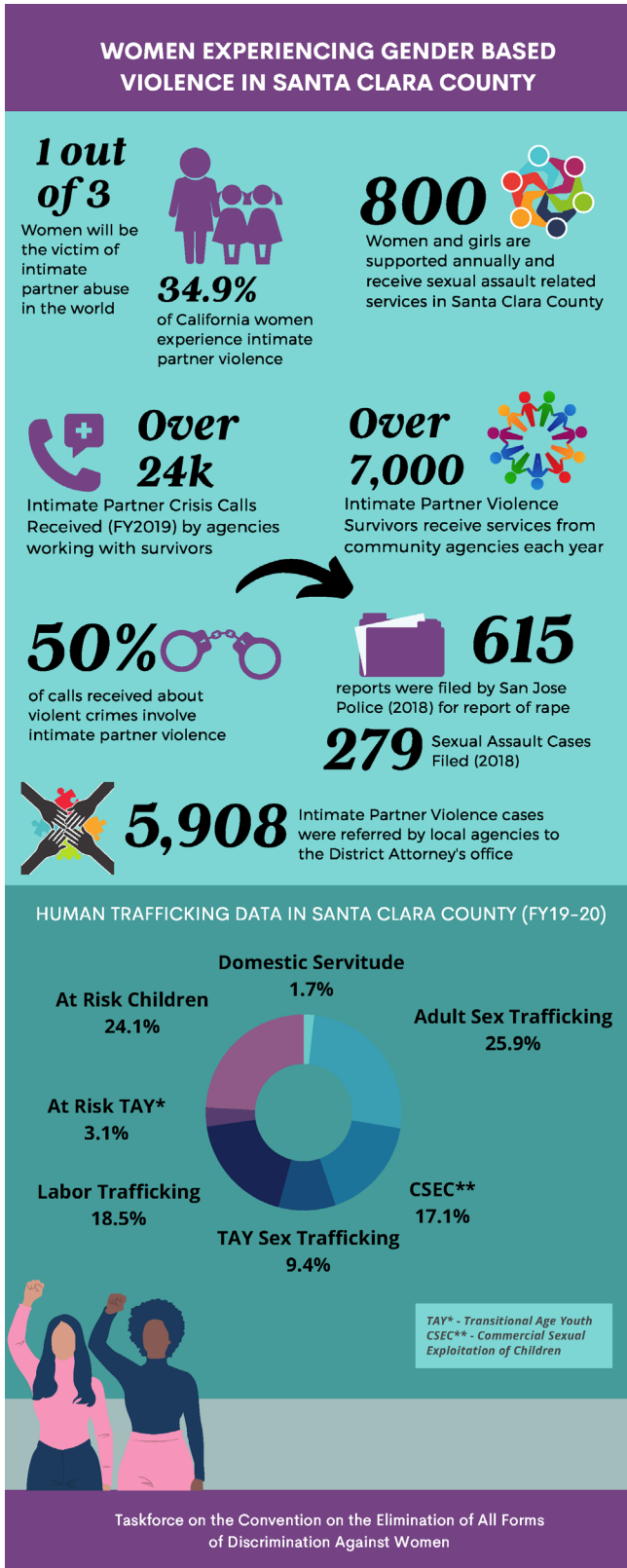
Gender Neutral	Idea that policies, language, and other social institutions should avoid distinguishing roles according to people's sex or gender. This is in order to avoid discrimination arising from the impression that there are social roles for which one gender is more suited than another.
Cultural Competence	A conceptual framework that comprises awareness of one's own cultural worldview, attitude towards cultural differences, knowledge of different cultural practices and worldviews, and cross-cultural skills. Developing cultural competence results in an ability to understand, communicate with, and effectively interact with people across cultures.
Culturally Responsive	The ability to learn from and relate respectfully with people of your own culture as well as those from other cultures.
Diversion Programs	A form of sentence or program design in which those in the criminal justice system are offered a rehabilitation program in place of incarceration and conviction without the stigma of guilt, to help remedy the behavior leading to the original arrest.
Multi-disciplinary Collaboration	A partnership involving multiple professionals with their own expertise from different discipline to attain a comprehensive optimal effect and to address service provision with multiple strategies based.
Trauma Informed Practice	Trauma-Informed practice recognizes the presence of trauma symptoms and acknowledges the role trauma may play in the physical, social, and emotional impact of trauma on the individual, as well as on the professionals who help them.
Trauma Responsive	An understanding of trauma and an awareness of the impact it can have across settings, services, and population.
Victim Centered Approach	The systematic focus on the needs and concerns of a victim to ensure the compassionate and sensitive delivery of services in a nonjudgmental manner. A victim-centered approach seeks to minimize re- traumatization associated with the criminal justice process by providing the support of victim advocates and service providers, empowering survivors as engaged participants in the process, and providing survivors an opportunity to play a role in seeking justice.
Ancestral/ Non-traditional Healing Practice	Spiritually-grounded, healing process that aims to address intergenerational trauma (trauma of family members who came before us) and empowers the participant to connect, repair and nurture relationships with their own cultural ancestors, offers healing for the cultural, systemic, collective historical struggles of oppressed cultures and communities, and draws on the wealth of accumulated wisdom and experience that grew over generations.
Credible Messenger	Mentors who have passed through the justice system and sustainably transformed their lives.

GENDER BASED VIOLENCE PREVENTION



COMPENDIUM OF REPORTS RELATING TO
ISSUES IMPACTING WOMEN AND GIRLS IN
SANTA CLARA COUNTY

NOVEMBER 2021



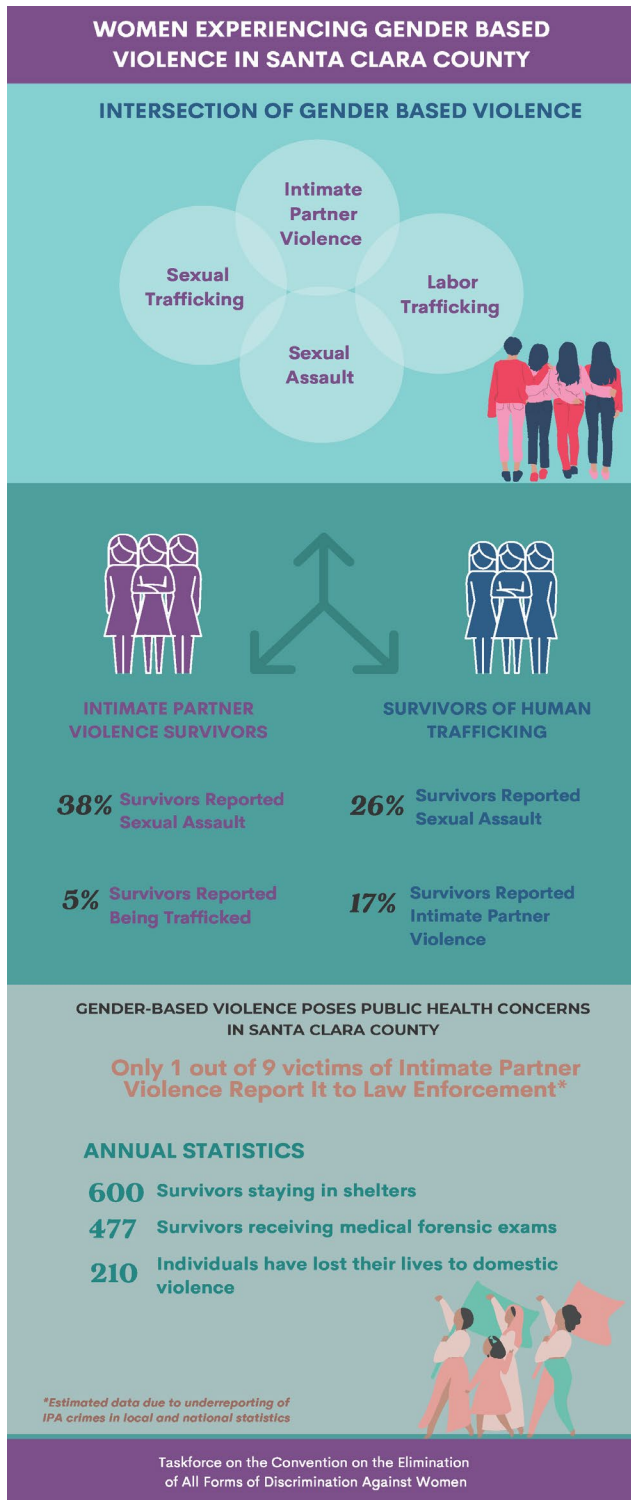
**GENDER-BASED VIOLENCE
PREVENTION FOR WOMEN AND GIRLS**

**SANTA CLARA COUNTY TASKFORCE ON
THE CONVENTION ON THE
ELIMINATION OF ALL FORMS OF
DISCRIMINATION AGAINST WOMEN**

The incidence of gender-based violence and abuse is staggering and remains a worldwide issue. Abuse by an intimate partner is the most commonly reported type of gender-based violence. According to the United Nations Department of Economic and Social Affairs, *“Around one third of women worldwide have experienced physical and/or sexual violence by an intimate partner; and 18% have experienced such violence in the past 12 months. In the most extreme cases, violence against women is lethal: globally, an estimated 137 women are killed by their intimate partner or a family member every day.”*ⁱ The National Coalition Against Domestic Violence data shows that 34.9% of California women experience intimate partner violence. ⁱⁱ Advocates point out that due to the underreporting of domestic violence, even more women are affected by domestic violence than what is statistically accounted for.

Gender-Based Violence (GBV) continues to pose substantial public health concerns throughout Santa Clara County (SCC) – particularly around issues of intimate partner abuse, sexual assault, and human trafficking. Prompt and continued access to intersectional, collaborative support is critical in ensuring survivors’ safety and wellbeing from crisis to long-term sustainability.

Intimate Partner Abuse (IPA): Around the world, one out of three women will be the victim of intimate partner abuse during her lifetime. The Domestic Violence Advocacy Consortium (Consortium) is a coordinated network of nonprofit domestic violence agencies serving IPA survivors in SCC. Consortium member agencies include Asian Americans for



Community Involvement, Community Solutions, Maitri, Next Door, and the YWCA Golden Gate Silicon Valley. Collectively, the Consortium responds to an average of

24,000 IPA crisis calls per year. Consortium providers also support **over 7,000 survivors annually** and shelter roughly **600 individuals per year.** Domestic violence calls represent about half of all violent crime calls to law enforcement.ⁱⁱⁱ In 2019, there were **5,908 domestic violence cases** referred to the District Attorney’s Office for review. Sadly, between 1994 and 2018 there were **210 domestic violence related deaths** in Santa Clara County.^{iv}

Sexual Assault (SA): The YWCA and Community Solutions have supported sexual assault survivors in SCC since the late 1970s and 1981, respectively. These two agencies respond to over **800 crisis calls per year** and provide crisis support to **an average of 870 survivors per year.** Sexual assault agencies jointly provide **almost 10,000 duplicated services** to SCC SA survivors annually.^v During calendar year 2019, the SCC Sexual Assault and Forensic Exam (SAFE) Program conducted **477 medical forensic exams** on SA survivors 12 years and older. The number of SA forensic exams increased by 55% from 2015 (266) to 2019. In 2018, the District Attorney’s office filed charges for **279 SA cases.** The San Jose Police Department alone **fielded 615 reports of rape in 2018.** That number has been steadily increasing since 2011.^{vi}

Human Trafficking (HT): The South Bay Coalition to End Human Trafficking is the local effort that responds to human trafficking in the counties of Santa Clara and San Benito. In Fiscal Year 2020 (FY20), Coalition Service Providers collectively provided supportive services to **285 individuals.** Coalition Legal Service Providers (LSPs) provided services in **144 human trafficking cases** during calendar year 2019, **down from 203 cases** in calendar year 2018.^{vii} This may be due to the realities of the shelter in place orders in existence during the pandemic, not enough capacity to take on new cases, and cases taking longer time to attend to. A **total of 72 clients** were survivors of the most common type of trafficking, labor trafficking, in FY20. Additionally, the Santa Clara County District Attorney’s Office **prosecuted 80 individuals for HT** during FY20.^{viii} Three LSPs, Bay Area Legal Aid (BALA), Katherine & George Alexander Community Law Center (KGACLC), and Step

Forward Foundation (SFF) shared data at the Human Trafficking Commission meeting on December 4, 2020.^{ix} Collectively, these LSPs provide legal services to almost 400 survivors of GBV annually (a disaggregate data for LSPs is included.) **All three agencies reported receiving some county funding for human trafficking legal services, but little or no county funding for intimate partner abuse or sexual assault services - even though LSPs estimate annually serving roughly eight times the number of IPV survivors as the number of HT survivors.** In immigration cases, LSPs spend approximately 2-3 years on the initial T visa application. (T visas are non-immigrant visas available to victims of severe forms of human trafficking.) Legal providers also represent HT survivors in adjustment to permanent resident and naturalization if requested. These services add another 2-10 years to legal representation in T visa cases. U visa cases require an average of 7 years for the initial application and 8-10 years for adjustment to legal permanent residency. (U visas are non-immigrant visas available for victims of violent crimes.) Violence Against Women Act (VAWA) Adjustment to permanent residency and naturalization adds another 4 to 5 years to the service process.

[Recommendation #1: Ensure a Continuum of Culturally Responsive Policies, Services and Support that Prioritizes Survivors' Wellbeing from Crisis to Long-Term Sustainability.](#)

Certify that state laws and county protocols requiring prompt access to an advocate following survivor identification are consistently upheld and enforced. Intimate partner abuse and SA survivors are not consistently or clearly notified that they have the critical right to an advocate and support person during all follow up interviews with law enforcement, prosecutors, or defense attorneys during civil court and/or criminal proceedings. Advocates assess and provide for urgent basic needs (food, shelter, clothing), review safety plan with survivors, offer confidential peer counseling, and link survivors to crucial services and community resources. Survivor needs will vary depending on various conditions, including but not limited to, individual circumstances (e.g. immigration status), resiliency factors, access to community

resources, and established support networks. It is important to meet survivors where they are and to provide support that corresponds to their particular needs and circumstances.

Ensure survivors have access to continuum of care that provides for seamless support from crisis to long-term sustainability. Advocacy services should follow survivors from crisis to long term sustainability. The purpose of this case management approach is to afford survivors the support necessary to end both the cycle of violence and the cycle of poverty. This level of support requires a minimum of three years and an average of five years of case management and advocacy support. The focus during the first two years is establishing physical and emotional safety for the survivor and their children. This includes addressing the impacts of trauma, resolving legal issues (i.e., custody, restraining orders, employment law, immigration remedies and social services benefits), increasing social support networks, ensuring basic needs (e.g., shelter, food, transportation, medical and mental health care), and establishing long term housing. In years three to four, services center around acquiring life skills necessary for self-sufficiency, including but not limited to financial and digital literacy, job readiness programming, ESL classes, vocational training, apprenticeships, or formal schooling. Case management during the fifth year aims to ensure survivors have a safety net as they work towards sustaining stability.

Survivors also need access to secure housing throughout their journey from crisis to long term sustainability. Several VSPs are emphasizing this need during the COVID-19 pandemic and have recently reported that *“requests for shelter have increased nearly 400% during the pandemic.”*^x The recommendation to ensure seamless housing support is also included in the CEDAW Housing Report under Recommendation #1.^{xi}

Verify continued victim services funding and allow for flexibility to provide intersectional, long-term support. Victim Service Providers (VSPs) require the

funding flexibility to shift the paradigm from crisis outputs to long-term outcomes. Flexible funding allows providers to meet survivors where they are and provide intersectional services that address all victimizations.

Secure flexible funding that meets financial assistance needs of vulnerable and marginalized survivors. Survivors of GBV often require financial assistance to cover a myriad of needs, including childcare, car repair (or car purchase), education related expenses, legal fees, and housing-related expenses. Access to flexible resources allows service providers to better support survivors, particularly those without legal status who are dependent and living in the cash economy due to immigration abuse. Reducing required documentation and lowering barriers to access can be achieved in several ways, such as allowing for direct payments to survivors, accepting survivor affidavits when formal documentation cannot be obtained, affordable drop-in childcare for all ages (not just 2+ years), and personal finance/workplace development programs in Asian and Pacific Islander languages.

Guarantee prompt survivor access to essential documents and reports. Survivors filing for restraining orders or immigration remedies need to have copies of police reports to evidence their victimization, including options to allow timely access while adhering to juvenile confidentiality law. If there is a case involving a minor victim or a minor suspect, the police report cannot be released without a court order. However, this law is in conflict with sexual assault survivors' rights to have a copy of their police reports. This law also results in delays of filing restraining orders and in processing immigration filings and petitions. This issue should be addressed through local policy that makes exceptions in cases involving minors and sexual assault.

Establish consistent language access for monolingual and limited English proficiency survivors, including and not limited to survivors from the Asian Pacific Islander (API) community. Santa Clara County is a linguistically diverse community, with its residents speaking more than 100 languages. According to the 2010 US Census, more than half of Santa Clara County residents speak a language other than English at home,

and the county has the highest percentage of foreign-born residents of any state. Yet county communication with residents and current language policy for Santa Clara County identifies only seven languages as most widely spoken, Spanish, Vietnamese, Mandarin, Tagalog, Korean, Hindi and Japanese; and most written county communication is officially provided for the four "most widely spoken" Spanish, Vietnamese, Mandarin, and Tagalog.^{xii} This language access policy does not fully align with the best practice of language access and communication for all residents in their native spoken language; and the County needs to hold its standards and systems accountable to consistently apply resources and access to languages spoken by residents who do not fall into the main four language groups. This also includes expanding and consistently making available written and verbal information in the person's native language and, beyond the use of the county's newly contracted language line, a "language bank" of trained language advocates could also fill this gap.

Increase funding for legal services, particularly in the area of immigration and family law. Legal representation, specifically, in the area of immigration, takes several years, as noted earlier in this document. Family law representation can take several months and involve multiple court appearances. Santa Clara County funds a limited number of LSPs to represent HT survivors throughout the immigration process.

Currently, the County provides little to no funding for immigration representation in cases of IPA and SA, and very few LSPs are funded to provide family law representation for GBV survivors. The ongoing lack of access to pro or low bono immigration and family law attorneys, who can serve as legal representatives of survivors, not just as legal consultants, has added further stress for survivors struggling to escape their abusive situations in an already challenging time. LSPs currently have waiting lists for HT, IPA, and SA survivors pursuing immigration relief and/or family law representation. Legal support is also needed with filing restitution, record clearance, and legal representation in criminal proceedings by a victim rights attorney.

Invest in long-term approaches for GBV prevention.

During FY20, DVAC agencies collectively reached over 700,000 individuals through the use of social media platforms. Additionally, more than 35,000 community members and professionals attended roughly 330 outreach events. Due to funding limitations, most outreach and prevention efforts are limited to short term projects aimed at creating general awareness amongst as many people as possible. In the past year and a half, the County has developed and funded new prevention projects. This funding has allowed service providers to develop stronger partnerships with the community and resulted in an increase in community responses to IPA and SA. **Funding for multi-year projects to develop long-term sustainable change with policy implementation is necessary in order to create real, long lasting substantial change in the community about these critical issues.**

Secure funding for Title IX Enforcement for SA throughout the county education system. With the Board vote in September 2020 to conduct Title IX Audit, it is imperative that funding is allocated now to design an accountability system and processes throughout the K through 12+ grade system.

Recommendation #2: Advance an Intersectional, Collaborative Approach to Gender-Based Violence.

Consistently Screen for Different Forms of GBV across all VSPs, LSPs, and Law Enforcement Agencies (LEAs). Utilizing the Victim Needs Screening Tool (VNST) and implementing universal IPA education in local community health centers will build a system of care that incorporates intersectionality and breaks down silos. ^{xiii} Violence against women can take many forms and generate complex intersections. It is important to build a system of care that incorporates intersectionality and breaks down silos. DVAC agencies have modeled the way with the Victim Services Screening Tool (VNST). The purpose of the VNST is to give service providers a screening tool that can identify the three common forms and intersections of gender-based violence (IPA, SA, and HT) and to ensure that individuals are promptly connected to all of the services for which they are eligible.

Foster opportunities for interdisciplinary and multidisciplinary collaboration and provide steady funding for coordination efforts. Multidisciplinary collaborations include and not limited to, partnerships among health providers, court systems, law enforcement, the District Attorney's Office, legal service providers and victim service providers. Most interdisciplinary partnerships currently have no funding for coordination efforts. Multidisciplinary collaborations focused on GBV, such as the South Bay Coalition to End Human Trafficking, have time-limited funding to cover staffing needed for coordination and partnership building. Collaboration is nuanced and complex. Addressing GBV requires building and maintaining strong interdisciplinary and multidisciplinary collaborations. Interdisciplinary collaboration refers to partnerships among similar agencies (e.g. DVAC for IPA service providers), where the support and services are often jointly provided.

It is imperative that court systems provide protocols and rules that align with the protection and well-being of survivors of sexual assault and that the court systems offer alternatives including "opt-out" options for survivors for court processes that would otherwise put them in danger or further retraumatize them. Policies, rules, and laws in the court system need to reflect the best practice and standards on how to protect survivors and their children when it comes to mediation, court services, and decisions; e.g., custody of children. Both in legislative governmental policies on the state level and on the local level should partner with community organizations and advocacy groups to overhaul court rules and processes that are out dated and do not reflect the current accepted research on how to competently protect survivors of sexual assault.

Work together to increase access to mental health and substance abuse services for marginalized survivors by lowering barriers to connect VSPs and the County System. County behavioral health resources are limited to individuals that have Medi-Cal, which excludes undocumented survivors and also individuals who may have low income that keeps them from

affording private therapy, but may not meet the extremely low income eligibility criteria to receive Medi-Cal coverage. This creates a significant barrier to mental health services for many survivors. Another barrier to mental health services is the County Call Center, which is the main portal for residents to access County Behavioral Health Services. Community feedback indicates that the Call Center is not only challenging to navigate when seeking mental health services by survivors, but is also an unwelcoming and intimidating system, where survivors are put on hold and made to wait for long periods of time, are not provided adequate and prompt language access, are declined options on choosing a preferred provider, and generally are not being listened to about their needs.

Recommendation #3: Build Capacity through Professional Training and Community Outreach.

Capacity building through training helps ensure that professionals working with survivors of GBV are equipped to meet the diverse needs of survivors. It is challenging for agencies to provide tailored trainings on the multitude of needs survivors present with, and, therefore, it is important to provide and coordinate trainings that allow agencies to maximize resources. In addition to meeting specialized needs of survivors, training can help professionals identify intersectional issues (e.g. domestic violence, sexual assault, and human trafficking). Similarly, community outreach trainings help build capacity in identifying and responding to situations involving gender-based violence. Laws related to GBV are nuanced and constantly changing. **It is important to increase resources to produce relevant trainings and protocol development for Law Enforcement and prosecutors who could benefit from specialized training on topics that include:**

- (1) understanding sexual services as forced labor;
- (2) requesting continued presence;
- (3) restitution; and
- (4) law enforcement certifications of U and T-Visas.

Create avenues for peer exchange and learning across disciplines. Effective collaboration, particularly

multidisciplinary collaboration, requires a mutual understanding of roles, responsibilities, and policies. Peer exchange circles provide an opportunity to learn through non-conventional training techniques, including role plays, and to cultivate trusting partnerships across disciplines, and bridging language access policy with practice.

Increase VSPs' capacity to support survivors with severe mental health issues. Victim service providers often find themselves providing support to a survivor with severe mental health issues but without the critical support and training to equip them to serve the unique and challenging needs of this population, particularly in emergency or transitional housing settings. While the county funds several behavioral health resources including residential housing for individuals with severe mental health issues, more training opportunities are needed for VSPs on how to access county behavioral health resources, which will increase service delivery for survivors.

Increase VSPs capacity to provide economic empowerment and self-sufficiency programming. Self-sufficiency programs break the cycle of poverty, ensuring all individuals and families are not just self-sufficient but can also thrive. Funding for self-sufficiency programs will allow VSPs to develop partnerships and curriculums necessary to support survivors who are struggling towards self-sufficiency, resulting in a more resilient community where survivors are prepared to weather the inevitable challenges and emergencies in life.

Provide training and mentorship opportunities for new family law attorneys. Only a few SCC nonprofit legal service providers offer family law representation. As a result, many low-income GBV survivors lack access to full scope representation. The county should invest funding to train, mentor, and build a strong pipeline of trauma-informed, survivor-centered attorneys.



Recommendations developed by the following Ad Hoc Committee members in partnership with the Office of Women's Policy Staff:

Perla Flores, CEDAW member

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Kati Robles, Office of Women's Policy

Responses and Recommendations based on presentations at the November 18, 2020 meeting by:

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Perla Flores, Community Solutions

Kim Walker, Forensic Exam (SAFE) Program

Esther Peralez-Dieckman, Next Door Solutions

Lauren Gavin, Office of Supportive Housing

Recommendations were also developed from interviews, meetings, requests for information from:

Asian Americans for Community Involvement, Bay Area Legal Aid, Community Solutions, Katherine and George Alexander Community Law Center, Maitri, Next Door Solutions to Domestic Violence, South Bay Coalition to End Human Trafficking, Step Forward Foundation, and YWCA Golden Gate Silicon Valley

CITATIONS / REFERENCES PROVIDED IN THIS REPORT:

ⁱ United Nations, Department of Economic and Social Affairs, The World's Women 2020: Trends and Statistics; <https://www.un.org/en/desa/world%E2%80%99s-women-2020>

ⁱⁱ National Coalition Against Domestic Violence, State Domestic Violence Data for California (2020); https://assets.speakcdn.com/assets/2497/ncadv_california_fact_sheet_2020.pdf

ⁱⁱⁱ Initial Report on Victim Needs Screening Tool Project by Community Solutions – Intersections Tool Report (2020); CEDAW Taskforce Meeting, November 18, 2020, item 10(e) http://sccgov.ig2.com/Citizens/Detail_Meeting.aspx?ID=12184

^{iv} Santa Clara County District Attorney's 25th Annual Report – Domestic Violence Death Review Team (2019); <https://www.sccgov.org/sites/da/newsroom/newsreleases/Documents/2020NRDocs/2019%20DVRT%20report.pdf>

^v Initial Report on Victim Needs Screening Tool Project by Community Solutions – Intersections Tool Report (2020); CEDAW Taskforce Meeting, November 18, 2020, item 10(e) http://sccgov.ig2.com/Citizens/Detail_Meeting.aspx?ID=12184

^{vi} Santa Clara County VMC Adult, Adolescent Sexual Assault Forensic Exam (SAFE) Program Presentation, CEDAW Taskforce Public Meeting, November 18, 2020; item 10(f) http://sccgov.ig2.com/Citizens/Detail_Meeting.aspx?ID=12184

^{vii} 2020 Report of South Bay Coalition to End Human Trafficking Human (Revised), Human Trafficking Commission Meeting, December 4, 2020, item 5(c) http://sccgov.ig2.com/Citizens/Detail_Meeting.aspx?ID=12941

^{viii} District Attorney/Law Enforcement Power Point Presentation re data; Human Trafficking Commission Meeting, December 4, 2020, item 4(g) http://sccgov.ig2.com/Citizens/Detail_Meeting.aspx?ID=12941

^{ix} 2020 Report of South Bay Coalition to End Human Trafficking Human (Revised), Human Trafficking Commission Meeting, December 4, 2020, item 5(c) http://sccgov.ig2.com/Citizens/Detail_Meeting.aspx?ID=12941

^x "COVID leaves some Bay Area domestic violence victims with nowhere to go," Mercury News, March 3, 2021; <https://www.mercurynews.com/2021/03/03/covid-leaves-some-bay-area-domestic-violence-victims-with-nowhere-to-go/?fbclid=IwAR1e48Jek5AAUPq2TImSj7pRIGraGolV6ANZxc0oF8zpCE6BFBx0myWiy>

^{xi} CEDAW Housing Report; CEDAW Taskforce Meeting, November 18, 2020, item#7(a) http://sccgov.ig2.com/Citizens/Detail_Meeting.aspx?ID=12184;

^{xii} Santa Clara County Language Access Policy; <https://www.sccgov.org/sites/oir/Documents/Language-Access-Guidelines-and-Procedures.pdf>

Other Supplemental/Suggested Resources:

- *VRAP Report- Draft* <https://www.facebook.com/110723157283109/posts/259532265735530/?d=1>
- *CAST Los Angeles, Year End Impact of Covid-19 on Human Trafficking Survivors (2020);* <https://www.castla.org/covid19/>

GLOSSARY OF KEY TERMS

Intimate Partner Abuse

A pattern of abusive behaviors exerted by one individual in order to control or exercise power over his/her partner in the context of an intimate relationship. Abusive behaviors can be actual or threatened physical, sexual, financial, psychological, emotional, or stalking by an intimate partner or former intimate partner. An intimate partner can be a current or former spouse or non-marital partner, such as a boyfriend, girlfriend, or dating partner (Saltzman, et al., 1999). Intimate partners can be of the same or opposite sex (National Center for Injury Prevention and Control, 2002).

Sexual Assault

A term that includes any nonconsensual completed or attempted penetration of the vagina or anus, nonconsensual completed or attempted oral sex, nonconsensual intentional touching of a sexual nature, or nonconsensual non-contact acts of a sexual nature such as voyeurism and verbal or behavioral sexual harassment. Sexual violence can be perpetrated by anyone, such as a friend/acquaintance, a current or former spouse/partner, a family member, or a stranger (Basile and Saltzman, 2002).

Human Trafficking

A term that is defined by the Trafficking Victim Protection Act (TVPA) as *Labor Trafficking*: The recruitment, harboring, transportation, provision, or obtaining of person for labor or services through the use of force, fraud, or coercion for the purpose of subjection to involuntary servitude, peonage, debt bondage, or slavery.

Sex Trafficking

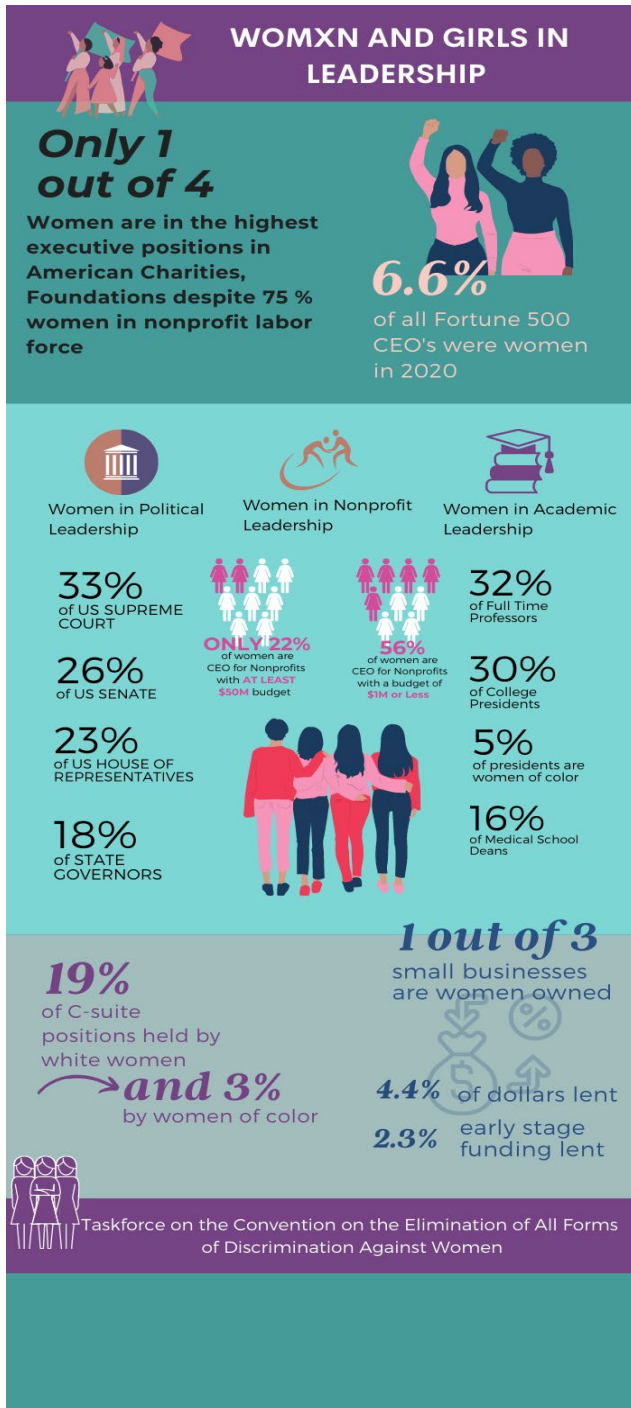
The recruitment, harboring, transportation, provision, or obtaining of person for the purpose of a commercial sex act where such act is induced by force, fraud, or coercion, or where the person induced to perform such act has not attained 18 years of age. (22 U.S.C. 7102 - The full text of the Victims of Trafficking and Violence Prevention Act of 2000 can be found at www.usdoj.gov/vawo/laws/vawo2000/ under 22 U.S.C. 7102.

WOMXN AND GIRLS IN LEADERSHIP



COMPENDIUM OF REPORTS RELATING TO
ISSUES IMPACTING WOMEN AND GIRLS IN
SANTA CLARA COUNTY

NOVEMBER 2021



Womxn* and Girls in Leadership

SANTA CLARA COUNTY TASK FORCE ON THE CONVENTION ON THE ELIMINATION OF ALL FORMS OF DISCRIMINATION AGAINST WOMEN

highlighted in the report of the American Association of University Women (AAUW), the decline in women’s employment and leadership has been exacerbated by occupational segregation and lower access to funding and a “broken ladder¹” to leadership opportunities. This decline has greatly compounded the systemic issue of gender inequities throughout the nation, state, and here, in our county, despite our progressive reputation. The Women in Workplace 2021 study from McKinsey & Company reports that white women and women of color made up just 19% and 3% of C-Suite positions at the beginning of 2020², respectively. Inflexible work policies, segregation into low-wage jobs, pay inequity, bias and discrimination in the workplace have impacted women’s needs during crises. This in turn further undermines the already limited women leadership positions and erodes progress towards gender diversity.

Furthermore, despite owning one in three small businesses, women receive only 4.4% of dollars lent to small businesses each year and 2.3% of early-stage funding³. Lack of financing has led to further gender gaps in accessing opportunities and resources. Although a corporate leader such as Salesforce has taken a strong stance and action on gender equity and leadership (i.e. gender pay equity), a concerted effort must be made across the labor sector. This is a critical moment to take bold, transformational changes by supporting womxn and girls in training and mentorship that promote entrepreneurial opportunities and leadership access in our society, including in the

Introduction/Background

The economic fallout from COVID-19 has increased poverty, reinforced gendered inequities, and widened the chasm of racial disparities in the United States. As

¹ AAUW, Barriers & Bias: The Status of Women in Leadership

² Women in Workplace 2021 Report, McKinsey & Company

³ State of Small Business Lending: Spotlight on Women Entrepreneurs, Article by Fundera (NerdWallet, 2016)

*The term “womxn” reclaims the word “woMAN,” to avoid the suggestion of sexism in the sequence of “man” and to be inclusive of trans and nonbinary womxn.

workforce, in academic institutions, athletics, and in areas of civic engagement and government.

The County of Santa Clara should consider the following recommendations to promote access to womxn and girls in leadership in its county operations, policies and programs as follows:

Recommendation #1 : Incorporate a culturally relevant gender-based evaluation in county programs and county funded contracted services, to provide access for womxn and girls.

- Policymakers need to improve data collection relating to womxn in leadership across county departments and county funded contractors, beginning with an assessment of the current, baseline level.
- Policymakers should call for a gender-based assessment of county programs and for funded services as well as in non-county areas where the Board of Supervisors can lend their influence, e.g. County and City Parks and Recreation Departments for evaluating equity access in sports for womxn and girls (with special focus on expanding program offerings to address current barriers.)
- Support Title IX Audit and recommendations to ensure community education and to provide transparency by the County. Develop and recruit for designated coordinator positions to bring skills and expertise on the specific requirements and strategies needed to support access for students, personnel and the public to relevant resources.

Recommendation #2 : Provide and promote culturally relevant educational workshops, trainings, and mentoring to womxn and girls, who are historically underrepresented in civic leadership, in an effort to cultivate a pipeline for womxn and girls to secure leadership positions in government, nonprofit, education, and business sectors.

- Expand leadership programs and invest in mental health services to reach and engage students, especially those who self-identify as

non-gender conforming or as non-binary, across all middle and high schools."

- Foster collaborations among County departments and Community Based Organizations (CBOs) that currently serve at-risk youth.
- Outreach to diverse populations and consider economic incentives when womxn and girls participate in advisory roles to offer their expertise and lived experience.
- Support salary negotiation trainings and systemic barriers and bias workshops through community venues.
- Support and develop funding avenues for cooperatives to build a public-private partnership with trusted messengers to low-income communities, who have historically been left out or limited in their access to the benefits of the economic sector.

Recommendation #3 : Launch a culturally relevant countywide awareness campaign directed to the local business sector by promoting partnership with business and community organizations, and highlighting the benefits of pay equity and the contribution of womxn in leadership roles in business.

- Encourage and incentivize companies to improve their data collection relating to womxn in leadership.
- Support corporate mentorship and sponsorship opportunities for womxn.
- Support minority-owned womxn business ownership (and homeownership).
- Encourage business and civic sectors to prioritize representation by womxn within their leadership ranks.
- Educate businesses about the economic value of paid leave and equal pay.
- Promote leadership and management programs, as well as internship and mentoring opportunities throughout County departments and other local government, corporate, nonprofit and educational sectors to ensure that minority and underrepresented womxn are

**The term "womxn" reclaims the word "woMAN," to avoid the suggestion of sexism in the sequence of "man" and to be inclusive of trans and nonbinary womxn.*

well positioned to maximize their career opportunities.

Santa Clara County can and must elevate womxn and girls in leadership in order to fulfill its promise of supporting all communities. Bringing equity and leadership opportunities to womxn and girls in all sectors of government, nonprofit, education, and business provides tremendous benefit, including the dismantling of misogyny and prevention of violence. The proposed recommendations such as a County campaign promoting and collaborating on pay and education equity as well as leadership programs and services, especially for womxn and girls of color, will improve mental health and economic outcomes for all. Supporting womxn with mentorship programs and equitable hiring/promotional practices, along with accessible child and elder care resources, will also benefit men, giving them freedom to spend time with family and improve quality of life. Our modern culture will thrive with womxn and men balancing their work and home lives while seated at the same “table.” Our goal is to offer a roadmap to the County and local businesses to think innovatively to support women’s leadership with the same innovative creativity that they are known for in technology. These recommendations aim to guide County government to consider modeling for the corporate and private sectors through its own commitment to womxn and girls, and to inspire and champion the female power in our County and beyond!

Women’s Bill of Rights I, III, VI, IX, and X

Responses and recommendations based on presentation from the March 17, 2021 CEDAW meeting:

1. She the People, Aimee Allison
2. American Association of University Women Leadership in Civic Engagement
3. Girls Advisory Team (GAT), Julie Ramirez
4. Bay Area Women’s Sports’ Initiative (BAWSI), Jennifer Smith
5. Adolescent Counseling Services (ACS-Teens), Jenna Weiner
6. Mujeres Empesarias Tomando Accion (META), Olivia Ortiz
7. Asian Women Empowered (AWE), Jen Torai, Naomi Nakano-Matsumoto
8. Pandia Health, Dr. Sophia Yen

Responses and recommendations developed by the CEDAW Ad Hoc Committee members and the Office of Women’s Policy staff:

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- *Minjung Kwok, Ad Hoc CEDAW Member*
- *Mary Gloner, Ad Hoc CEDAW Member*
- *Julie Ramirez, Interim Director, Office of Women’s Policy*
- *Kati Robles, Sr. Management Analyst, Division of Equity and Social Justice*

**The term “womxn” reclaims the word “woMAN,” to avoid the suggestion of sexism in the sequence of “man” and to be inclusive of trans and nonbinary womxn.*