

WOMEN'S RIGHTS COMMISSION MEETING MINUTES

Virtual Meeting - TEAMS
Tuesday, March 18, 2025
4:00pm

MINUTES

The Women's Rights Commission met virtually at the above date and time.

The following Commissioners were present:	The following Commissioners were absent:
District 7- Chairwoman Katheryn Lucero	District 4- Vice Chairwoman Sandy Azcona
Mayor's Office- Lisa Turner	District 6- Myndi Luevanos
District 5- Cynthia Alarcon Retana	
District 2- Diana Ramirez	
District 3- Elisa Morales- Late 4:24 PM	

AGENDA

Call to order, staff and committee introductions

The meeting was called to order at 4:00 PM.

Attendance was taken by Symone Menchaca, WRC Board Liaison.

1. Discussion and action to approve the Minutes of the Women's Rights Commission Meeting of February 18, 2025.

Motion made by Commissioner Ramirez, seconded by Commissioner Turner and unanimously carried to **APPROVE** the meeting minutes of February 18, 2025.

AYES: Commissioners Lisa Turner, Cynthia Alarcon Retana, Diana Ramirez

NAYS: None

ABSENT: Commissioners Vice Chairwoman Sandy Azcona, Myndi Luevanos, Elisa Morales

2. Updates from each Focus Area Subgroup with any new information, or findings, submitted by Commissioner Luevanos and voted into effect in November 2024 by the WRC as a standing item for each meeting.

Chairwoman Katheryn Lucero inquired about any reports or updates from the various committees and subgroups. Commissioner Diana Ramirez opened the discussion for the *Workplace* Subgroup by stating that she and Commissioner Cynthia Retana had met and identified many ideas they wanted to pursue. However, they were uncertain about the current City policies. Commissioner Ramirez suggested it would be beneficial to request a briefing on these policies from City staff to the Women's Rights Commission. However, she was informed that Commissions cannot direct City staff to conduct such briefings. Commissioner Ramirez then asked if other subgroups were facing similar challenges as the *Workplace* Subgroup has. Chairwoman Lucero responded, indicating her belief that the Commission could request the policies, but it would ultimately be the Commission's responsibility to analyze the policies and make recommendations to Council. Legal Counsel to the Commission, Karla Saenz, advised that the Commission could request policies through an open records request, allowing them to review the documents directly instead of asking City staff for presentations or briefings on current policies. Commissioner Cynthia Retana subsequently posed a question to Chief HR Officer Mary Wiggins, asking whether a pay equity audit took gender breakdowns into consideration. Ms. Wiggins replied that the City does not assess pay based on gender; instead, the focus is on employees' degrees and years of service. Chairwoman Lucero then asked how the Commission could pose these questions if they are not part of City policy but rather based on the knowledge of some City staff. Legal Advisor Karla Saenz responded that she would find out how other Commissions are addressing similar inquiries.

Commissioner Chairwoman Katheryn Lucero inquired if there were any additional reports or updates from subgroups, as no further reports were shared during this portion of the meeting.

During this discussion, Commissioner Diana Ramirez informed the group that she had reached out to her City Representative, Josh Acevedo, with a list of questions. She hoped that he would share these questions with other Representatives in an effort to request that the City Manager direct City Staff to provide a briefing to the Commission on the current City Policies, as well as any related recommendations they are interested in pursuing. Ramirez then proposed that she follow up with her Representative. If necessary, she suggested that Commissioner Katheryn Lucero could reach out to her own City Representative to gather feedback on their initiative.

Commissioner Ramirez made a motion, which was seconded by Commissioner Retana and unanimously **APPROVED**, to allow Commissioner Ramirez to follow up with her City Representative, Josh Acevedo, regarding the questions from the *Workplace* subgroup. Additionally, the Council is requested to direct City staff to give a presentation to the Commission on the current policies, clarifying their implications. If necessary, Commissioner Lucero will reach out to her City Representative, Lily Limon, for assistance in helping the Commission develop their list of recommendations for City Council.

AYES: Commissioners Lisa Turner, Cynthia Alarcon Retana, Diana Ramirez
NAYS: None
ABSENT: Commissioners Vice Chairwoman Sandy Azcona, Myndi Luevanos, Elisa Morales

3. Discussion and action on creating a memorandum to be sent to City Council requesting one-on-one meetings with WRC Board members, to discuss the Commission's Focus Areas and recommendations.

Discussion was made to table this item until a set off finalized recommendations are ready to present to Council.

Motion made by Commissioner Ramirez, seconded by Commissioner Turner and unanimously carried to **APPROVE** the item to be tabled until the finalized list of recommendations is ready to present to City Council.

AYES: Commissioners Lisa Turner, Cynthia Alarcon Retana, Diana Ramirez, Elisa Morales
NAYS: None
ABSENT: Commissioners Vice Chairwoman Sandy Azcona, Myndi Luevanos

4. Discussion and action on the issue(s) each focus group has researched and wishes to include within the proposed list of recommendations to bring forward to City Council before budget season begins in June proposed by Commissioner Ramirez.

Discussion was continued by Commissioner Ramirez to table this item along with the previous item (Item #3) until they receive a presentation from City Staff as well as finalize the list of the Commissions recommendation.

Motion made by Commissioner Ramirez, seconded by Commissioner Turner and unanimously carried to **APPROVE** the item to be tabled until the Commission receives a presentation from City Staff.

AYES: Commissioners Lisa Turner, Cynthia Alarcon Retana, Diana Ramirez, Elisa Morales
NAYS: None
ABSENT: Commissioners Vice Chairwoman Sandy Azcona, Myndi Luevanos

Adjournment

Motion to adjourn made by Commissioner Turner, seconded by Commissioner Ramirez and the motion unanimously carried to **APPROVE** the adjournment of the WRC meeting.

AYES: Commissioners Lisa Turner, Cynthia Alarcon Retana, Diana Ramirez, Elisa Morales

NAYS: None

ABSENT: Commissioners Vice Chairwoman Sandy Azcona, Myndi Luevanos

Meeting adjourned at 4:31 pm.