

City of Glendale

Commission on the Status of Women

2019

to

2022

Strategic Plan



City Council

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Commission on the Status of Women

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Our Mission

The purpose of the City of Glendale Commission on the Status of Women is to advance social justice and equity and ensure equality of rights and opportunities for all women and girls in Glendale by building new and strengthening existing bridges between the City's diverse groups, organizations, agencies and individuals; by increasing the level of knowledge in the community regarding women's issues and the status of women in our community; by encouraging and promoting participation and by increasing visibility of women in all spheres of life in Glendale (including home, work, school, and government).

Our Vision

Glendale is a city where the fully realized potential of all women and girls enriches the entire community; where all women and girls have equal rights, opportunities, and choices exercised freely, comfortably and safely; where all women and girls have a strong voice and equal participation in the affairs of the community; and where diversity is celebrated.

Our Values

Our work shall be guided by the following values:

- Equality
- Justice
- Fairness
- Empowerment
- Diversity
- Knowledge
- Collaboration
- Respect

The CSW has established the following aims and goals for

*2019
to
2022*

Strategic Aim 1: **Evaluate & Assess**

Goals:

- Assess issues and needs confronting all women and girls in Glendale
- Evaluate and identify gaps in existing services/resources in the community on an ongoing basis
- Recommend and support programs that further the goals and mission of the Commission

An in-depth understanding of the status and well-being of women and girls in our community is foundational to effectively serving our diverse community and to making informed recommendations to City Council. By identifying existing resources, the Commission seeks to advance its mission and increase access to those resources for women and girls who need them. The Commission maintains a continuing assessment of the issues and needs confronting women and girls in Glendale. Together, gathering existing information and identifying existing resources permits the Commission to make recommendations and support programs that further the goals and mission of the Commission.

Strategic Aim 2: **Policy Development, Advocacy & Advising**

Goals:

- Recommend to City Council policies and issues relevant to the status, success, and prosperity of women and girls in Glendale
- Advocate for policies relevant to the status of women and girls in Glendale

As an advisory board to City Council, one of the primary functions of the Commission is policy recommendation. The Commission is committed to being informed about current and impending issues, policies, and legislation relevant to the well-being of women and girls in Glendale in order to make recommendations on such issues, policies, and legislation to City Council. As part of this function, the Commission also monitors legislation on the state and federal levels that impact and affect women and girls, and advises and advocates on these issues as appropriate.

Strategic Aim 3:

Communication & Education

Goals:

- Increase the level of knowledge in the community regarding women's and girls' issues and the well-being of women in the community
- Maximize awareness of services and resources available for both women and girls
- Work with City agencies to publicize the Commission's work as it relates to the status and well-being and prosperity of women and girls in Glendale

Providing resources and education to the community is an important public service offered by the Commission. The Commission demonstrates its position as a significant leader in women's issues by convening quarterly Commission meetings to address key women's issues. The Commission is inclusive in speaker and audience outreach, inviting community groups and organizations to present information and services offered to the community. The Commission educates the community about its work through the City website (glendaleca.gov/women), which provides access to information, services, and resources relevant to the needs of women and girls. The Commission also makes informational materials on issues relevant to women and girls available at City and community venues.

Strategic Aim 4:

Community Partnerships & Outreach

Goals:

- Review existing partnerships and identify potential new partnerships to further the goals and mission of the Commission
- Build alliances and network with other organizations to further the goals and mission of the Commission
- Maintain visibility within the community to promote the well-being of women and girls and to raise the profile of the Commission's work

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The Commission on the Status of Women is charged by City Council with the following duties and responsibilities:

Given these values, the City of Glendale Commission on the Status of Women, in order to build trust and establish credibility in the community, pledges to work in an open, collaborative, and culturally inclusive manner for the betterment of all women and girls who live, work or study in Glendale; to be respectful and sensitive to the City's many diverse cultures; and to acknowledge the services provided by existing agencies which support and assist women.

Pledge to Our Community

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Contact the CSW

Commission on the Status of Women

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