



# Commission on the Status of Women

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## 2023 – 2026 Strategic Plan

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

## **Strategic Aim 1:**

# **Evaluate & Assess**

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### **Goals:**

- **Assess the status of women and girls in Glendale, including publishing an updated report on the status of women and girls based on publicly available data on the local, state, and national levels**
- **Evaluate and identify gaps in existing services/resources for women and girls in the community**
- **Solicit community feedback to identify the issues and needs confronting women and girls in Glendale**

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. 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**

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### **Goals:**

- **Recommend to City Council legislation and policies relevant to the status of women and girls in Glendale**
- **Advise on and advocate for women's and girls' issues in the community as appropriate**

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: **Education, Awareness & Outreach**

### **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 to women and girls
- Foster partnerships and establish alliances with community organizations to further the Commission's mission to support women and girls in Glendale
- Acknowledge and participate in observance of global, national and local dates and months established to recognize women's achievements and raise awareness of issues related to the needs of women and girls, such as International Women's Day and Domestic Violence Awareness Month

Providing resources and education to the community is an important public service offered by the Commission. Diverse community groups and organizations are invited to attend Commission meetings and present information on resources and services offered to women and girls in our City. The Commission recognizes the importance of building alliances and collaborating with other community organizations to raise awareness of issues affecting the status, well-being and chances of success of women and girls in Glendale. Interested community partners are continually identified and solicited to join in and partner with the Commission in its work to help women and girls fully realize their potential and have a strong voice in all aspects of our community. The Commission educates the community about its work through the City website ([glendaleca.gov/women](http://glendaleca.gov/women)), which provides access to information, services, and resources relevant to the needs of women and girls.

**THE CSW HAS ESTABLISHED  
THESE AIMS AND GOALS FOR  
2023 - 2026**

# **Pledge to Our Community**

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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.

## **City Council**

Daniel Brotman, Mayor  
Ara Najarian  
Paula Devine  
Ardy Kassakhian  
Elen Asatryan

## **Commission on the Status of Women**

Diane Lambillotte, Chair  
Seda Khojayan  
Armine Perian  
Susan Broussalian  
Sona Tatiyants

## **Contact the CSW**

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