



Marnita Garcia-Fulle, President
 Rosy Costas, Vice President
 Eliana Schultz, Treasurer
 Kathy Prescott, Recording Secretary
 Kathleen Hicks, Corresponding Secretary
 Ana Navarro, Member at Large
 Ellen Sweetin, Past President

DATE: May 9, 2001

TO: Honorable Board of Supervisors
 FROM: *MGF* Marnita Garcia-Fulle, President, Women in County Government
 SUBJECT: Strategic Plan Update

RECOMMENDATION

Recognize the accomplishments of Women in County Government during 2000-2001 and approve the plan for 2001-2002.

Background

Women in County Government was formally recognized in January 1986, to take a leadership role in removing cultural and structural barriers to women's career development by:

- Providing increased opportunities for women's advancement.
- Creating specific programs to enhance the talents and skills of women.
- Promoting an organizational culture that values diversity and fully uses the talents of all County employees.

The activities of Women in County Government benefit our members and enhance the knowledge, skills and abilities of all County employees.

Strategic Plan

In order to remain in step with changing times, Women in County Government recognized that it was necessary to assess current trends in the environment in which

Honorable Board of Supervisors
Subject: Strategic Plan Update
May 9, 2001
Page 2

we work and affirm the values held by our organization prior to developing future work plans.

As a result of the visioning process by the Board of Supervisors and the changing needs of County employees, Women in County Government conducted a survey of County employees during the current fiscal year. The purpose of the survey was for our organization to identify programs and activities where county employees can learn, grow and reach their potential. The results of the survey were collated by the Women in County Government Board, to determine the future direction for the organization. What we found was very valuable. Respondents indicated an interest in programs around Health, Career Enhancement, Financial Planning, Work/Life Balance and Cultural Diversity. This proved to be reinforcing, as we currently sponsor related events, although underscored the need to partner with other departments and organizations to co-sponsor additional programs, including Community Outreach and Volunteer Programs.

Accomplishments During 2000-2001

During our fifteen (15) years as an organization, Women in County Government has produced significant results with minimal budget and maximum participation. To highlight accomplishments during 2000-2001, members:

- Sponsored three events by African Americans in County Government, a Black History Event to provide information regarding the significant contributions of African Americans in this county and recognition and celebration of Black History Month, a Juneteenth celebration and a Kwanzaa event.
- Developed and conducted an Interest Survey for County Employees to assist us in our plans for the future
- To better represent our current and future membership, revised our mission statement to read “ Women in County Government exists to foster a network of support and advancement for its members, by providing training and programs, in order to provide opportunities for you to learn, grow and reach your full potential.”
- Latina Women in County Government presented two special workshops on Family Violence Prevention

Honorable Board of Supervisors
Subject: Strategic Plan Update
May 9, 2001
Page 3

- Organized Holiday Charity Event and Recognition of Women in County Government, attended by 160 employees and guests. Collected \$ 900.00 to benefit the Center for Domestic Violence Prevention.
- Developed and distributed our own newsletter "WICG Connections", providing information on Women in County Government upcoming events and highlighting current issues
- Developed a Women in County Government Website that is accessible on our County's Intranet.
- Participated in County Health Faire

Activities Planned for 2001-2002

We will continue to offer our core programs and workshops, identified in our comprehensive survey, as meeting the needs of our membership. In addition, we will partner with departments and organizations for newly identified interests. Below is a list of programs we plan on sponsoring and possible others we will be developing throughout the upcoming year:

- Support African Americans in County Government in celebrating Black History Month, a Juneteenth event and celebrating Kwanzaa.
- Support programs sponsored by Latina Women in County Government.
- Conduct a Career Development Assessment Center.
- Recognize outstanding individual contributions of employees in the areas of Community Service, Self-development and Public Service.
- Organize a Holiday Event to raise funds for the Center of Domestic Violence Prevention.
- Co-Sponsor Breast Cancer Awareness Programs
- Co-Sponsor a Career Development Workshop
- Community Outreach and Volunteer Programs

Honorable Board of Supervisors
Subject: Strategic Plan Update
May 9, 2001
Page 4

Fiscal Impact

None.

Conclusion

Women in County Government is very proud of its accomplishments that have assisted and encouraged the advancement of women in the County as well as provided training and advancement opportunities for all county employees. We recognize and appreciate your support and leadership, which has enabled us to achieve our goals and we look forward to working with you again this year.

Marnita Garcia-Fulle, President
Women in County Government