

Pima County/Tucson Women's Commission
Northminster Presbyterian Church - Summer Retreat
2450 E Ft. Lowell Rd. Tucson, AZ 85719
Saturday, June 13th, 2026
10:00 AM - 3:00 PM
Approved Minutes

1. Call to Order:

The meeting was called to order by Chair Kim Fitch at 10:15 a.m.

2. Roll Call:

Attending Commissioners:

Molly Ring	Pima County District 1
Kim Fitch	Pima County District 3
Sierra Yamanaka	City of Tucson Ward 2
Roberta Vance	City of Tucson Ward 4
Stephanie Noriega	City of Tucson Ward 5
Maria Vianey Valdez-Cardenas	PCTWC Commission
Joyce Wong	PCTWC Commission
Zoey Dzieman	PCTWC Commission
Ashley Rubin	City of Tucson Ward 6
Ana Marrufo	City of Tucson Ward 1
Lauren Burson	City of Tucson Ward 3

Absent:

Halle Aquino	PCTWC Commission
Annie Sykes	Pima County District 5
Melinda Gomez	PCTWC Commission

3. The Pledge of Allegiance was recited

4. Commissioners Brief Introductions

Commissioners gave a brief introduction of the work they do, paid or volunteer activity, as well as any degrees and what they majored in.

5. State of Women in the City and County - Sierra

Discussed how the city and county strategic plans address issues impacting women, such as quality of life, economic development, and health and safety. Kim suggested for those commissioners appointed by Board of Supervisors to address the

county's plan. Kim also asked for feedback from commissioners on current challenges facing local women (domestic violence, resources, childcare availability, economic equity, healthcare access)

What are current challenges facing women today and what is the PCTWC *currently* doing to address challenges (summary of programs, recent accomplishments). Some challenges listed were childcare, government assistance,

What is the PCTWC *currently* doing to address challenges (summary of programs, recent accomplishments). Discussion ensued to have members of the PCTWC attend the M&C and BOS meetings during Call to the Public and address elected officials on women and children issues. A suggestion was made to speak of these issues during the 50th Anniversary event on August 26th.

6. PCTWC Vision and Mission - Kim

PCTWC has a mission statement, but not a vision statement.

Mission Statement:

The Pima County/Tucson Women's Commission works to advance equity and equality for women and girls by advising local government, fostering leadership, promoting wellness, and connecting our community to vital resources and support.

Kim discussed a few examples of vision statements from our partner organizations: Women's Foundation for the State of Arizona, YWCA of Southern Arizona, League of Women Voters of Tucson, and Planned Parenthood of Arizona.

Members discussed several ideas for our vision of what our desired future state would be 5-10 years down the road. The commission decided on this vision statement: **Our vision is a Tucson and Pima County where every woman and girl has the safety, opportunity, and empowerment she deserves — for herself, her family, and her community.**

It was moved by Sierra Yamanaka, duly seconded by Stephanie Noriega, to adopt the vision statement. Motion carried by a voice vote of 11 to 0.

7. Lunch & Group Picture

8. SWOT Analysis of Operational Capacity and Impact

The commission discussed the following operational capacity and impact.
Strengths: diversity, passion, well-connected, open minded, independent, visionaries

Weaknesses: funding, not enough commissioners, lack of staff, lack of structure, lack of visibility, need alternate treasurer, more diversity in commissioners, building location, Opportunities: grants, collaborations, fundraising, collaboration with other groups, go back to doing events more visible to the community, promote women-owned businesses, Threats: current state of government, misinformation through social media, turnover, lack of institutional knowledge, scarcity in resources and funding, building funding,

9. Strategic Pillars

Strategic Pillars are the 3-5 core priority areas that connect the organization's vision and mission to action; examples include brand and advocacy. In the 2025 Board Retreat, these areas of focus were identified and could become the basis for strategic pillars:

- o Advocacy and Community Impact
- o Organizational Sustainability
- o Visibility and Public Engagement
- o Operations and Infrastructure

Discussion ensued if these pillars were still serving us and if any adjustments needed to be made.

10. Review Goals and Key Performance Indicators

Commissioners were divided into new groups - one for each strategic pillar. Each group reviewed goals from the strategic plan. They discussed the progress that was made so far, what needs to be updated, and provide measurable goals for their pillar .

11. Action Planning and Execution

Groups shared their goals and metrics. They mapped out the action plan – project leads, timelines, resources needed. Ensured the plan fulfills the mandate to evaluate and revise focus annually.

12. Next Steps and Closing Remarks

None

13. Adjournment

Retreat adjourned at 2:30 p.m.