



**Report to the CEDAW Committee
13 November 2015, Room XVI, Palais des Nations, Geneva**

**Cities for CEDAW
Beijing+20**



INTRODUCTION

Madame chair, CEDAW experts, colleagues and friends. Welcome to the briefing on the Cities for CEDAW campaign. I am Soon-Young Yoon, past chair of NGO Committee on the Status of Women/New York and UN representative for the International Alliance of Women. I bring you good news that we have succeeded in bringing the global to the local.

Inspired by the UN Fourth World Conference on Women in Beijing, in 1998 San Francisco became the first municipality in the world to adopt a local ordinance reflecting the principles of the UN Convention on the Elimination of all forms of Discrimination against Women (CEDAW). This was the first time in UN history that a human rights treaty was adopted as law at a local level. Between 1998 and 2013, other cities — including Los Angeles and Berkeley, as well as the State of Hawaii — enacted similar initiatives.



So far, the campaign has engaged more than 50 cities and counties across the U.S., earned commitments to CEDAW from more than 200 mayors, and brought “Cities for CEDAW” to the UN’s attention.

Some of the leaders of this remarkable achievement are right in this room. I invite members of our civil society delegation to introduce yourselves.

The campaign is part of our preparation for “Beijing+20” – the commemorative year of the UN Fourth World Conference on Women. In 2014, the NGO Committee on the Status of Women/New York invited the San Francisco Department on the Status of Women and the Women’s Intercultural Network to be peer leaders for a national U.S. “Cities for CEDAW” campaign. The short-term goal is to “make the global local” by promoting the adoption of CEDAW as a municipal ordinance in cities large and small. The long-term goal is to ensure that CEDAW is fully integrated into the 2030 sustainable development agenda.

**“Your campaign seems to be a model” Patrician Schultz, CEDAW expert from Switzerland*

**“How can we connect to this campaign”? Lia Nadaraja, CEDAW expert from Georgia*

The feminist and women’s movements—involving men and women alike—have an historic opportunity to shape our future now. The concept is simple: If we can weave women’s human rights into the urban sustainable development agenda, we can change the course of development, not just for women but also for the whole world.

Why is this important? First, the world is increasingly urban. For example, nearly 90% of citizens in Qatar live in the capital city of Doha. Most South Koreans live in a handful of cities. More than 80% of Americans live in urban areas. By 2050, nearly 80% of the world’s women and girls will live in urban areas.¹ Second, cities have the ability to innovate and measure rapid change, even when the national government cannot—or will not—take action.

Above all, cities are increasingly becoming the epicenter of political, economic, and cultural growth and innovation. As the home of the world’s greatest concentration of cities, the industrialized countries have a critical role to play in achieving the 2030 sustainable development goals, including Goal number 3 on Gender Equality and Goal number 13 on Urban settlements.

STRUCTURE AND STRATEGIES

Governments

How is the campaign organized? Some activists might proudly claim that it isn’t. The structure and organization of “Cities for CEDAW” is similar to the 16 Days of Activism to end violence against women

¹ UN Conference of Parties, Outreach Issues, Warsaw, 2013, www.cop19.gov.pl.

campaign. It is a bottom-up, horizontal organization and a creative political space. In reports from more than 20 cities, we find diverse leadership, strategic coalitions and a reliance on local resources. Toolkits and trainings as well as technical help for city officials and citizens are underway. Each city group has found different means to reach municipal allies.

From the outset, the campaign has attracted the support of a number of farsighted officials. At the launch during CSW 58 in 2014, Mayor Shelley Welsch of University City, Missouri, and Araceli Campo, and then-President of the Women’s Commission of Los Angeles, spoke forcefully in support of making CEDAW work for city governance. Mayor Lee of San Francisco, Mayor Garcetti of Los Angeles and Gavin Newsom, Lt. Governor of California all sent video messages. I’d like to play a mayor Lee’s message for you, now.

Coalitions



Impressive coalitions are driving the campaign’s momentum. Localized “Cities for CEDAW” campaigns are just starting in some cities, including Cincinnati, Pittsburgh, Santa Monica, Santa Barbara and Sarasota. Resolutions and ordinances may soon be drafted in other areas, such as in Juneau, Alaska, Orange County, California, Wake County, North Carolina and New York City. In all cases, organizers are keenly

aware of the need to build coalitions of municipal constituencies from the bottom up, rather than rush to have legislation passed² (see Appendix I).



Two statewide coalitions have emerged in Oregon and North Carolina. In other cases, such as in Orange County, California and Miami-Dade County in Florida, the efforts have focused on countywide campaigns.

The Oregon CEDAW Coalition reports it is working with 13 organizations and three supporting partnerships. Its



² The information presented here is a summary of reports submitted to the NGO CSW/NY up to October 15 2015. For more information on the cities engaged in the campaign, see: <https://citiesforcedaw.wordpress.com/2014/06/05/welcome-to-the-cities-for-cedaw-weblog/> and <https://www.facebook.com/cities4CEDAW/>

aim is to have *all* cities in Oregon take action on CEDAW. The lead organization in Orange County is the Hope in Life Foundation in collaboration with the UN Association/USA. The group has contacted 34 mayors in an effort to implement CEDAW in all county cities.



As the report from New York city notes, “The major strategy of NYC4CEDAW is a grassroots focus. . . . When strong public participation has been lacking, there have been innumerable examples when a newly elected mayor has

sidelined or even disbanded the initiatives of his predecessor. . . . The public must feel that they have input in the way the legislation is written and that they also, most importantly, must believe that the structures developed will have a place for their input and involvement.” (New York City for CEDAW report 2015)

ACHIEVEMENTS

In less than three years, the campaign has launched regional, national and even international events. The following are some highlights.

International and National events

January 2014 – First National Conference for the Cities for CEDAW campaign – This event was organized by the NGO CSW/NY in partnership with National Committees for UN Women and chaired by Krishanti Dhamaraj. Speakers during the virtual conference included Dr. Ivan Simonovic from the Office of the High Commissioner for Human Rights in New York, Lakshmi Puri of UN women, Ambassador Henry McDonald of Suriname and then-ambassador Dubravka Simonovic of Croatia who spoke along with Elmy Bermejo, regional representative for the US Secretary of Labor. The virtual conference was followed by real time panel discussions and receptions in Louisville, New York City, Washington, D.C., and San Francisco, organized by Metrochapters of UN Women, the Louisville for CEDAW coalition, the YWCA, UNA /USA, Women’s Intercultural Network, and the San Francisco Department on the Status of Women.

March 2014 – The campaign was officially launched during the NGO Forum held in parallel with the UN Commission on the Status of Women.

June 2014 –The U.S. National Conference of Mayors adopted a general resolution in support of CEDAW. In 2015, the U.S. National Conference of Mayors passed a number of specific recommendations referencing the group’s past commitments to CEDAW.

June 2015 — As peer leaders for the U.S. campaign, the San Francisco Department on the Status of Women organized a mayor’s Roundtable prior to the US National Conference of mayor.

September 2015— The Board of County Commissioners of Miami-Dade County in Florida voted to implement CEDAW, making it the first county in the U.S. to pass CEDAW as a county-wide ordinance.

October 2015 —The National Association of Women Commissioners conducted a webinar training on “Cities for CEDAW” with Los Angeles as the main presenter.

Examples from reports

You have copies of the complete reports from our campaign. Here are some noteworthy examples of what the campaign has achieved thus far.

San Francisco’s Department on the Status of Women focuses on outreach to mayors through conferences and government administrators. The Department has also provided technical assistance to more than 18 cities nationwide. Most importantly, it has documented achievements and reported on compliance since the passing of the ordinance in 1998. On the civil society side, the Women’s Intercultural Network as the co-chair and peer leader now has nearly 4,000 members on its listserv, keeping the main database for the campaign in its Landscape Roster of cities. It continues to provide the main public outreach and home of resources such as tool kits, webinars, social media outreach and group conferences. All these achievements have been driven by volunteers without UN funding.



Los Angeles has also made an extraordinary contribution. As part of his commitment to the campaign, Mayor Garcetti released the first in a series of gender studies and issued an Executive Directive on CEDAW (see Appendix II). The five-part report will include demographics, leadership, veterans, education and workforce development, and public safety. For the first time in the history of Los Angeles, all of the city’s databases were open to independent researchers. Reporting on the City of Los Angeles Commission on the Status of Women, Araceli

Campo said, “The good news is that the Departments are thrilled to be part of this historic effort, and, of course, we have a Mayor, First Lady and Chief of Staff putting their political will and heart and soul into the project” (personal communication). The Executive Directive on CEDAW also created a Gender Equity Coalition co-powered by the Commission on the Status of Women. All General Managers and Department Heads were requested to submit a Gender Equity Action Plan by February 1, 2016, and the personnel department will conduct salary analyses to ensure that there is no gender wage gap for city employees.

As previously mentioned, some groups are taking action at county and state levels. For example, the Miami-Dade County Commission for Women plans to work with the Commission Auditor to report annually on the status of women and girls in the areas of economic development, health and education. As Commissioner Levine Cava noted in a press release (dated September 1, 2015), “The purpose of the ordinance is to track the status of women and girls comprehensively in Miami-Dade County so that the commission can make sound public policy base on objective data...CEDAW will help us better understand the challenges facing women and girls, and bring us one step closer to helping all of our residents thrive and prosper, free of discrimination.” Oregon and North Carolina are also aiming for statewide actions.

Berkeley, California passed its ordinance in 2012 and is working to further implement it. Kansas City, Missouri passed its resolution in 2014. The campaign leadership is broadening its coalition and allies with city officials and works closely with the regional women's bureau of the U.S. Department of Labor. A broad coalition in Cincinnati, Ohio that includes university departments, NGOs women's clubs and Amnesty International, worked to help pass a City Council resolution in May 2015. In Louisville, Kentucky, hearings were held prior to passage of a resolution in the Metro Council and signing by the mayor. Special efforts are being made to reach the public through films, workshops and the creation of an Education Committee. New York City has reached down to the Borough level to start a "Boroughs for CEDAW" campaign and it has held numerous meetings to identify key allies within the Committee on Women's Issues, the Public Advocates Office, the Mayor's Office as well as within universities and community organizations. As already mentioned, the Oregon CEDAW coalition is working toward statewide implementation and has drafted a State Proclamation to be presented to the governor.

THE UN AND CEDAW COMMITTEE

One major innovation within this campaign is the engagement of local governments and civil society with the UN on CEDAW. And, in turn, the UN has increased its profile at the county and state levels. Not only has the global become local, but the local has also become global.

At CSW 60, which will take place from 14 to 24 March 2016, we expect to have a number of "Cities for CEDAW" events. This helps to inform member states and the UN Commission on the Status of Women and, hopefully, provide an input into the official CSW "outcome" document that provides policy guidance for the whole UN system and member states. UN Women has expressed strong support for "Cities for CEDAW" and can be a strong ally in continuing to bring the campaign to a global level.

Habitat III (October 17 to 20 in Quito, Ecuador) on human settlements will be another important event for the "Cities for CEDAW" campaign. The NGO CSW/NY has briefed the Habitat III secretariat. The cities program of the Global Compact has proposed holding a joint parallel event during Habitat III.

CHALLENGES

In addition to successes, the reports we received also identified challenges facing the campaign going forward.

1. Lack of public awareness about CEDAW.
2. Need to improve baseline data and research.
3. Diversity of political and administrative structures. In some instances, cities are the epicenter of political and economic influence. In others, counties or even the state may make promising partners. This means that the coalitions must take time to research the decision-making processes within cities, counties and states before acting.
4. Weak accountability mechanisms within city management, especially related to gender budgets.

CONCLUDING THOUGHTS

Before closing, I'd like to say something about U.S. ratification of CEDAW. For some participants in this campaign, U.S. ratification remains a goal. For others, that would simply be icing on the cake.

The Leadership Conference on Civil and Human Rights reports that although President Carter signed CEDAW in 1980 and Senate hearings were held, it has never been brought to the Senate floor for a vote where a two-thirds majority would have ratified the treaty.

The truth is, even in the 188 countries that *have* ratified CEDAW, it is not often implemented. If the vast majority of U.S. cities implemented CEDAW, the effect could be similar to de facto national ratification.



We hope that this campaign will be a breakthrough in making CEDAW a living, life-changing reality in countries that have ratified as well as those that have not ratified. The light has turned on and may shine brightly in other lands. For this event, we received two reports from cities in two countries that have ratified—notably India (Chennai) and

Trinidad/Tobago (Port of Spain). That tells us that there is room for improvement.

What are our next steps?

We believe that this committee has a key role to play in bringing this campaign to the rest of the world. This briefing, itself, is a significant marker and we are grateful to committee members here for this opportunity. We hope that you will be advisors to the campaign, not only in your own countries, but others that may interest you. With your help, we can make CEDAW a practical, pro-active human rights instrument for the feminist and international women's movement in cities throughout the world.

APPENDIX I Summary Chart Reports

(Note data are derived from voluntary reports sent to the NGO CSW/NY before October 15 2015. For more information on cities involved, see www.citiesforCEDAW.org)

Name city and Population size	Name person reporting and organization	List Coalition members	Notes
Berkeley, California, (Pop 100,000)	Rita Maran, United Nations Association-USA, East Bay Chapter maranrita@gmail.com	City of Berkeley Peace & Justice Commission	The City of Berkeley incorporated the principles of CEDAW into new law. <u>Ordinance No.7, 2224-N.S.</u> added <u>Chapter 13.20</u> to the <u>Berkeley Municipal Code</u> in

			March 2012.
Chennai, Tamil Nadu, (4.8 million)	Kirthi Jayakumar, The Red Elephant Foundation info@redelephantfoundation.org	Human resource heads in companies, lawyers and NGOs	Created a poster campaign and training for women on their rights
Cincinnati, OH, (298,000)	Jan Marie Fritz, University of Cincinnati Jan.fritz@uc.edu	University of Cincinnati (particularly the Department of Women, Gender and Sexuality Studies and faculty members from the School of Planning); Zonta Club of Cincinnati; Woman's City Club of Greater Cincinnati; Tri-State Freethinkers; Greater Cincinnati Homeless Coalition; Amnesty International Group 86; and Cincinnati Women's Political Caucus. Also attending meetings at City Hall have been representatives of the Greater Cincinnati Foundation; YWCA; Cincinnati USA Regional Chamber; and Girl Scouts of Western Ohio.	City Council passed a resolution in May 2015.
City and Borough of Juneau, AL (33,500)	Janet Schempf, Soroptimist International of Juneau in Founding Fritz_Cove@hotmail.com	Informal strategic partners include local human rights advocacy groups, members of the CBJ assembly and committees, and CBJ staff.	Draft ordinance expected Fall 2016
Irvine, CA for Orange County (248,531)	Rupsi Burman, Hope in Life Foundation in collaboration with United Nations Association/USA hopeinlifefoundation@gmail.com	AAUW: American Association of University Women USNC UN Women: U.S. National Committee United Nations Women, UNA/USA OC: United Nations Association, USA Orange County Chapter S.A.R.A.H: Spiritual and Religious Alliance of Hope,	A county-wide campaign; holds monthly meetings; contacted 34 mayors offices in Orange County, Baseline data for CEDAW implementation underway

		<p>HILF: Hope in Life Foundation, WIN: Women’s Intercultural Network, NOW: Network of Women, NW</p> <p>PC: National Women’s Political Caucus, Commission on the Status of Women (TBD)</p> <p>Interfaith Council of Garden Grove, Stanton and, Westminster</p>	
<p>Kansas City, MO (467,007)</p>	<p>Gail James, Alice Kitchen, Stacey Carrow, Karenbeth Zacarias, and Sherrill Mulhern</p> <p>gail119@icloud.com</p> <p>zontaadvocacy@live.com</p>	<p>Women’s Equality of Greater Kansas City (WEGKC), UNA Women Kansas City, Zonta International, with other NGOs such as Women’s Foundation, Mayor of Kansas City, City Council women along with the AAUW, League of Women Voters, NOW, NAACP, Women’s Political Caucus, Central Exchange, El Centro, Inc., StandUp KC and MainStream Coalition</p>	<p>Passed resolution in 2014, plan to broaden coalition with city officials, women leaders at the Mid-American Regional Council, Director of Human Relations Commission, Women’s Bureau, of the U.S. Department of Labor</p>
<p>Los Angeles, CA (3.884 million)</p>	<p>Rebecca Ninburg, Commission on the Status of Women of LA</p> <p>RANinburg@gmail.com</p> <p>Araceli Campos, ACCW Executive Board</p> <p>Campos.Araceli@gmail.com</p>	<p>13 city General Managers including those in non-traditional fields of water and power and transport, neighborhood councils, businesses and a Gender Equity Coalition</p>	<p>Passed city ordinance in 2004 introduced by city council member supported by then-council member (now mayor) Eric Garcetti; Mayor Garcetti issued an Executive Directive in 2015 for a series of Gender Studies so by Feb 1, 2016, each General Manager or Department must submit a Gender Equity Action Plan, and personnel will conduct salary analyses to monitor gender wage gap among city employees. Overall aim</p>

			is to implement CEDAW department-by-department with quarterly convening's to assess progress.
Louisville, KY (253,128)	Mary Sue Barnett, Louisville CEDAW Coalition louisville.cedawcoalition@gmail.com	Center for Women and Families, Louisville Girls Leadership, League of Women Voters of Louisville, Planned Parenthood, Zonta International, ACLU KY, UNA-KY, AAUW, Presbyterian Women, and Church Women United USA.	Hearings held, resolution passed in Metro Council and signed by the mayor, public outreach through films, book discussions, workshops and continual education through an Education Committee, gender study and holds monthly coalition meetings, aiming at ordinances
New York City, NY (8.406 million)	Sheila Katzman, Women's Rights in Action nyc4cedaw@gmail.com	Advising Organizations: Joann Kamuf Ward and Erin Smith, Human Rights Institute at Columbia University Law School, US Human Rights Network, Anita Teekah, Esq., New York Legislative Coordinator Amnesty International/New York, Planned Parenthood, and Ellen Chesler of the Roosevelt Institute, Theresa McGovern, Mailman School, Columbia University. City Government: The City Council Office of the Committee on Women's Issues, The Public Advocates Office, The Borough Presidents and the Mayor's Office. Community Organizations: Women's City Club of NY, the International Association of Women in Radio and Television-USA, United Nations Association-	Main efforts in coalition building at grass-roots level combined with city officials, mayor and civil society leaders. Expect draft resolution to be introduced through City Council working with the city Council Office of the Committee on Women's Issues, the Public Advocates Office, Borough Presidents and the Mayor's Office.

		USA, Amnesty International/New York, Zonta International, PowHer New York, New York County Lawyers Association and the Women’s City Club of New York.	
Oxnard/Ventura/ Santa Barbara, CA, (1.3 Million)	Santa Barbara Women's Commission WIN (Women's Intercultural Network), CAUSE (Central Coast Alliance for a United and Sustainable Economy) tricitycedaw@gmail.com	Beginning coalition-building and meetings with partners	
Pittsburgh, PA, (306,000)	Edith Bell, WILPF/ Pittsburgh, New Voices Pittsburgh, Women and Girls Foundation edith.bell4@verizon.net	Councilwoman and other council members	Starting to gather endorsements and planning a kick-off meeting late November/early December
Port of Spain, Capital City, (48,000...work in the city, all do not live in the city)	Gia Gaspard Taylor, Port of Spain Sister Cities Network giagaspardtaylor@gmail.com	Mayor, Division of Gender affairs, local government bodies, and Port of Spain Sister Cities Network; reached out to Sangre Grande Regional Corporation (a “city”) to join	Plan to do an awareness raising project among high school students on CEDAW and actively participates in HeForShe events
Portland, OR (234,8247)	Elicia Reed, The Oregon CEDAW Coalition eliciakreed@gmail.com	The Oregon CEDAW Coalition has 13 organizations with 3 supporting partnerships; Mayor of Eugene and other mayors, The Women’s Foundation of Oregon, Urban League of Portland, Crittenton Foundation, UN Association Chapter of Portland, YWCA, Domestic Violence Safe Dialogue Program, Dress for Success of Oregon, Mothers Legacy Project, Women’s International league for	The group would like to be a part of a panel updating Cities for CEDAW campaign for Oregon at CSW60

		Peace and Freedom, Oregon NOW, Oregon Commission for Women, Center for Women's Leadership, Equal Access for Girls.	
Sarasota, FL (53,000)	Scott Osborne, UN Women/USNC gulf Coast Chapter Sosborne100@gmail.com		Beginning work
Civil Society report - San Francisco, CA, (805,235)	Marilyn Fowler, Women's Intercultural Network (WIN) citiesforcedaw@WINaction.org	The Women's Intercultural Network (WIN), California Women's Agenda (CAWA) Leadership Conference on Civil and Human Rights, UNA/USA, American Assn. of University Women, National Council of Women's Organizations, EPW/USA, US Women Connect, El Quinto Sol de America, National Assn. of Commissions on Women, Church Women United, Feminist Majority Foundation and other key U.S. organizations.	As peer leaders, WIN has worked with counties for CEDAW resolutions, engaged mayors for the CSW to produce You-tube messages, providing technical assistance and public outreach through new website on Cities for CEDAW, social media, webinars, group conferencing, and support to other U.S. cities building coalitions; set up listserv with nearly 4000 members and keeps database Landscape Roster of more than 50 cities.
Department on the Status of Women report - San Francisco, CA (805,235)	Dr. Emile Murase, Dept. on the Status of Women Emily.Murase@SFgov.org	In 1996, the Women's Institute for Leadership Development created a coalition with Amnesty International, the Women's Foundation of California in partnership with the San Francisco Commission on the Status of Women; a more recent partnership is with the Women's Intercultural Network and other NGOs; has	Through work of the Department and women's Commission, the U.S. Conference of Mayors adopted a resolution in support of CEDAW, reached out to other mayors offices throughout the U.S., other Commissions on the Status of women, city staff and officials; held training webinars, and organized a regional Cities for CEDAW

		mainstreamed CEDAW into city's administration (See full report).	conference; hosted a Mayors Roundtable prior to the 2015 National Conference of Mayors, and conducts workshops and presentations on "Cities for CEDAW," providing technical assistance to more than 18 cities nationwide.
Santa Monica, CA (92,987)	Julie Tavern, City of Santa Monica julie.taren@smgov.net	The lead organization is the Santa Monica City Council and the Santa Monica Commission on the Status of Women. Santa Monica Police Department, Westside Domestic Violence Network and Brothers Respecting Others as well as NGOs working in health, education and social services.	Completed a gender analysis of elected officials and residents in Santa Monica in 2015; reorganized its Ad Hoc Committees under the COSW on public safety, health, economic development, housing and communications.
Wake County, NC (1,085,632)	Beth Dehghan, NC Committee for CSW/CEDAW beth.dehghan@womennc.org	The NC Coalition for CEDAW, University of North Carolina, NOW/NC League of Women Voters, UNA-Wake, AAUW NC, UN Women/NC Chapter, NC Women United	The North Carolina Cities for CEDAW Coalition has recently put in a research with the University of North Carolina at Chapel Hill's Department of Public Policy for gender analysis research; a resolution is expected to pass in Wake County in support of CEDAW by early 2016. It has gained ground with the Wake County Board of Commissioners, and will have a valuable partner with Wake County Commissioner Caroline Sullivan.
Washington, District of Columbia, (658,893)	Karen Mulhauser, The United Nation Association of the USA kmulhauser@consultingwomen.com	Works with 200 member organizations (20,000 members) to be involved in local efforts. Affiliates in the Washington, D.C. area include YWCA, AAUW and	In November, UNA-USA is bringing a resolution in support of "Cities for CEDAW" to the World Federation of UNAs in November; produced

		League of Women Voters, as well as faith and sexual assault service providers.	CEDAW Guidelines and Toolkit
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APPENDIX II Press Release Mayor Garcetti of Los Angeles

MAYOR ERIC GARCETTI CITY OF LOS ANGELES

FOR IMMEDIATE RELEASE

August 26, 2015 Contact: Communications Office, [213-978-0741](tel:213-978-0741)

MAYOR GARCETTI TO ISSUE EXECUTIVE DIRECTIVE ON GENDER EQUITY IN CITY OPERATIONS

Also announces final results from first-ever study on women and girls in Los Angeles

LOS ANGELES— Mayor Eric Garcetti will be celebrating Women's Equality Day this evening by signing an executive directive calling on city departments to implement the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), which the City adopted in 2004.

"Our city only succeeds if everyone has an equal shot at success. For too long, our women and girls have been left behind and counted out, and I want Los Angeles to lead in employing and empowering women," said Mayor Garcetti. "With this executive directive, we recognize that while we still have far to go, we can make progress -- by working collaboratively, measuring what we do, and trying innovative approaches."

The directive requires each General Manager or Head of Department to submit a Gender Equity Action Plan by February 1, 2016 to implement a gender-equity strategy that: upholds an inclusive work environment that promotes fairness and fosters the equal participation of women in leadership positions at all levels; tracks recruitment in fields where women remain underrepresented (such as public safety, science, technology, engineering, and mathematics) and addresses such underrepresentation; tracks contracts and promotes ways to ensure equal contracting opportunities for women-owned business enterprises; evaluates City services to discover ways to increase gender parity and to promote equal opportunities for, and the advancement of, women and girls; provides any raw data regarding sex and gender on the City's open-data portal; identifies and develops baseline metrics regarding the status of women and girls; and publishes to the online Gender Equity Dashboard metrics and indicators related to the status of women and girls.

The directive also creates a Gender Equity Coalition, made up of liaisons from each

department, that will coordinate with the Commission on the Status of Women to fulfill the City's responsibilities under the CEDAW ordinance, review and monitor all plans and dashboards, and identify additional goals and critical areas that require focus, including targeting women from particularly vulnerable groups such as transgender women, women living with HIV/AIDS, undocumented women, women of color, seniors, and young women and girls.

Mayor Garcetti also announced today the final results of The Report on the Status of Women and Girls in Los Angeles, the first-ever study focusing on the issues and trends affecting the women and girls in the City of Los Angeles.

In line with his commitment to delivering solutions for Los Angeles that are based on the best possible information, Mayor Garcetti asked the City of Los Angeles Commission on the Status of Women to commission the report to guide policymaking to address economic, social, and other inequalities facing women.

The five-part report was researched by Mount Saint Mary's University. The first two parts, released in March, examined gender equity in the areas of Demographics and Leadership. The final three parts focus on Veterans, Education and Workforce Development, and Public Safety.

Key findings of the final three parts of the report include:

□ Los Angeles is home to roughly 108,000 veterans, 6% of whom are women, compared with 8% at the national level.

□ In Los Angeles, female veterans are more diverse and younger than their male counterparts. Fifty-six percent of female veterans are people of color, compared with 47% of male veterans. Twenty-five percent of female veterans are under the age of 35, compared with 9% of male veterans.

□ Employed female veterans in Los Angeles earned a median income more than \$9,000 greater than non-veteran females in 2012.

□ Los Angeles women with year-round, full-time jobs earn \$0.97 for every \$1 earned by men. However, for the pool of all employed women, including those with temporary or part-time jobs, 11% have salaries below the poverty line.

□ Twenty-five percent of L.A.'s women currently lack a high school degree. An additional 20% have a high school degree but no additional educational attainment.

□ Overall crime rates in the City of Los Angeles decreased for 12 consecutive years, yet 2014 and the first half of 2015 saw an increase in reports of violent crimes, including aggravated assaults and domestic violence crimes. In 2014, reports of violent crime in Los Angeles increased 14.3% from the previous year, with reports of spousal abuse increasing 27.7%.

□ In 2014, women comprised 19% of the Los Angeles Police Department (LAPD)'s approximately 10,000 police officers. Out of a total LAPD workforce of 12,711 people (including both civilian and sworn staff police officers), 28% are women.

□ Out of 3,244 total firefighting positions in 2014, women made up just under 3% of the Los Angeles Fire Department (LAFD)'s force of firefighters. Out of a total LAFD workforce of 3,470 people (including both civilian and sworn staff firefighters), 7% are women.

The report can be viewed at www.lamayor.org/statusofwomen About Mount Saint Mary's University

APPENDIX III San Francisco CEDAW Ordinance

City and County of San Francisco

LOCAL IMPLEMENTATION OF THE UNITED NATIONS CONVENTION ON THE ELIMINATION OF ALL FORMS OF DISCRIMINATION AGAINST WOMEN (CEDAW)

CHAPTER 12K

Sec. 12K.1. Findings.

Sec. 12K.2. Definitions.

Sec. 12K.3. Local Principles of CEDAW.

Sec. 12K.4. Implementation of the Principles of CEDAW in San Francisco.

Sec. 12K.6. Summary of CEDAW.EC.

12K.1. FINDINGS.

The Board of Supervisors of the City and County of San Francisco hereby finds and declares as follows:

(a) The Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), an international human rights treaty, provides a universal definition of discrimination against women and brings attention to a whole range of issues concerning women's human rights. Countries that ratify CEDAW are mandated to condemn all forms of discrimination against women and girls and to ensure equality for women and girls in the civil, political, economic, social and cultural arenas. The United Nations General Assembly adopted CEDAW in 1979 and President Carter signed the treaty on behalf of the United States in 1980, but the United States Senate has not yet ratified CEDAW.

(b) On October 30, 1997, a consortium of community organizations, the Commission on the Status of Women, the Human Rights Commission and Board of Supervisors President Barbara Kaufman held a hearing on the local implications of CEDAW. The testimony at the hearing demonstrated that women and girls continue to face discrimination in the areas of economic development and employment, violence against women and girls, and health care. On November 10, 1997, the Board of Supervisors adopted Resolution No. 1021-97, supporting the local implementation of the underlying principles of CEDAW and urging the United States Senate to ratify CEDAW. On November 17, 1997, Mayor Willie Brown approved Resolution No. 1021-97.

(c) There is a continued need for the City and County of San Francisco to protect the human rights of women and girls by addressing discrimination, including violence, against them and to implement, locally, the principles of CEDAW. Adherence to the principles of CEDAW on the local level will especially promote equal access to and equity in health care, employment, economic development and educational opportunities for women and girls and will also address the continuing and critical problems of violence against women and girls. There is a need to analyze the operations of City departments, policies and programs to identify discrimination in, but not limited to, employment practices, budget allocation and the provision of direct and indirect services and, if identified, to remedy that discrimination. In addition, there is a need to work toward implementing the principles of CEDAW in the private sector.

(d) There is a need to strengthen effective national and local mechanisms, institutions and procedures and to provide adequate resources, commitment and authority to: (1) advise on the impact of all government policies on women and girls; (2) monitor the situation of women comprehensively; and (3) help formulate new policies and effectively carry out strategies and measures to eliminate discrimination. The Commission on the Status of Women shall be designated as the implementing and monitoring agency of CEDAW in the City and County of San Francisco.

(e) In April 1998, the City and County of San Francisco originally enacted his ordinance implementing the principles underlying CEDAW. In 1998, City officials and community representatives formed a CEDAW Task Force. In 1999, he CEDAW Task Force and the Commission on the Status of Women developed "Guidelines for a Gender Analysis," a set of guidelines to assist City departments in implementing the local principles of CEDAW. In 1999, two City departments used the Guidelines to analyze their departments. The resulting report, "A Gender Analysis: Implementing the Convention on the Elimination of All Forms of Discrimination against Women" (November 1999) demonstrated a continuing need to work on elimination of discrimination against women. The Report further revealed that discrimination based on gender is interconnected and often overlaps with discrimination based on race and other criteria.

(f) The Report called on the City and County of San Francisco and its departments to:

- (1) Increase education in human rights with a gender perspective;
- (2) Expand the collection of data disaggregated by gender, race and other traits; and
- (3) Create a more fair and equitable workplace by increasing effective recruitment efforts for a diverse workforce, providing meaningful family friendly policies to retain employees and increasing professional development and training opportunities for all employees. The Report revealed the need to analyze policies, procedures and programs on a Citywide, in addition to, department level. Both the Report and the department human rights trainings revealed the need to consider the intersection of gender and race in particular recognizing the unique experiences of women of color. (Added by Ord. 128-98, App. 4/13/98; amended by Ord. 325-00, File No. 001920, App. 12/28/2000)

SEC. 12K.2. DEFINITIONS.

As used in this Article, the following words and phrases shall have the meanings indicated herein:

- (a) "City or City and County" shall mean the City and County of San Francisco.
- (b) "Commission" shall mean the Commission on the Status of Women.
- (c) "Disaggregated data" shall mean information collected and analyzed by enumerated categories in order to identify the disparities existing between women and men. These categories shall include, to the extent permitted by law, sex, race, immigration status, parental status, language, sexual orientation, disability, age and other attributes.
- (d) "Discrimination against women" shall include, but not be limited to, any distinction, exclusion or restriction made on the basis of sex that has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women, irrespective of their marital status, on a basis of equality of men and women, of human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field. The definition of discrimination includes gender-based violence, that is, violence that is directed against a woman because she is a woman or that affects women disproportionately. It includes acts that inflict physical, mental, or sexual harm or suffering, threats of such acts, coercion and other deprivations of liberty by family, community or government.
- (e) "Gender" shall mean the way society constructs the difference between women and men, focusing on their different roles, responsibilities, opportunities and needs, rather than their biological differences.
- (f) "Gender analysis" shall mean an examination of the cultural, economic, social, civil, legal and political relations between women and men within a certain entity, recognizing that women and men have different social roles, responsibilities, opportunities and needs and

that these differences, which permeate our society, affect how decisions and policy are made.

(g) "Gender equity" shall mean the redress of discriminatory practices and establishment of conditions enabling women to achieve full equality with men, recognizing that needs of women and men may differ, resulting in fair and equitable outcomes for both.

(h) "Human rights" shall mean the rights every individual possesses that are intended to improve the conditions in society that protect each person's dignity and well-being and the humanity of all people.

(i) "Racial discrimination" shall mean any distinction, exclusion, restriction or preference based on race, color, descent, or national or ethnic origin which has the purpose or effect of nullifying or impairing the recognition, enjoyment or exercise, on an equal footing, of human rights and fundamental freedoms in the political, economic, social, cultural or any other field of public life. (Added by Ord. 325-00, File No. 001920, App. 12/28/2000. Former Sec. 12K.2 renumbered as Sec. 12K.3 by Ord. 325-00)

SEC. 12K.3. LOCAL PRINCIPLES OF CEDAW.

It shall be the goal of the City to implement the principles underlying CEDAW, listed in Section 12K.6 by addressing discrimination against women and girls in areas including economic development, violence against women and girls and health care. In implementing CEDAW, the City recognizes the connection between racial discrimination, as articulated in the International Convention on the Elimination of All Forms of Racial Discrimination, and discrimination against women. The City shall ensure that the City does not discriminate against women in areas including employment practices, allocation of funding and delivery of direct and indirect services. The City shall conduct gender analyses, as described in Section 12K.4, to determine what, if any, City practices and policies should change to implement the principles of CEDAW.

(a) Economic Development.

(1) The City shall take all appropriate measures to eliminate discrimination against women and girls in the City of San Francisco in employment and other economic opportunities, including, but not limited to, ensuring:

(A) The right to the same employment opportunities, including the application of the same criteria for selection in matters of employment and the right to receive access to and vocational training for nontraditional jobs;

(B) The right to promotion, job security and all benefits and conditions of service, regardless of parental status, particularly encouraging the appointment of women to decision making

posts, City revenue generating and managing commissions and departments, and judicial positions;

(C) The right to equal remuneration, including benefits and to equal pay in respect to work of equal value;

(D) The right to the protection of health and safety in working conditions, including supporting efforts not to purchase sweatshop goods, regular inspection of work premises, and protection from violent acts at the workplace.

(2) The City shall encourage and, where possible, fund the provisions of the necessary supporting social services to enable parents to combine family obligations with work responsibilities and participation in public life, in particular through promoting the establishment and development of a network of child care facilities, paid family leave, family-friendly policies and work-life balance.

(3) The City shall encourage the use of public education and all other available means to urge financial institutions to facilitate women's access to bank accounts, loans, mortgages, and other forms of financial services.

(b) Violence Against Women and Girls.

(1) The City shall take and diligently pursue all appropriate measures to prevent and redress sexual and domestic violence against women and girls, including, but not limited to:

(A) Police enforcement of criminal penalties and civil remedies, when appropriate;

(B) Providing appropriate protective and support services for survivors, including counseling and rehabilitation programs;

(C) Providing gender-sensitive training of City employees regarding violence against women and girls, where appropriate; and

(D) Providing rehabilitation programs for perpetrators of violence against women or girls, where appropriate. The City shall not discriminate on the basis of race, ethnicity, culture, language or sexual orientation, when providing the above supportive services.

(2) It shall be the goal of the City to take all necessary measures to protect women and girls from sexual harassment in their places of employment, school, public transportation, and any other places where they may be subject to harassment. Such protection shall include streamlined and rapid investigation of complaints.

(3) Prostitutes are especially vulnerable to violence because their legal status tends to marginalize them. It shall be the policy of San Francisco that the Police Department

diligently investigate violent attacks against prostitutes and take efforts to establish the level of coercion involved in the prostitution, in particular where there is evidence of trafficking in women and girls. It shall be the goal of the City to develop and fund projects to help prostitutes who have been subject to violence and to prevent such acts.

(4) The City shall ensure that all public works projects include measures, such as adequate lighting, to protect the safety of women and girls.

(5) It shall be the goal of the City to fund public information and education programs to change traditional attitudes concerning the roles and status of women and men.

(c) Health Care.

(1) It shall be the goal of the City to take all appropriate measures to eliminate discrimination against women and girls in the field of health care in order to ensure, on a basis of equity, information about and access to adequate health care facilities and services, according to the needs of all communities, regardless of race, ethnicity, culture, language, and sexual orientation, including information, counseling and services in family planning.

(2) It shall be the goal of the City to ensure that women and girls receive appropriate services in connection with prenatal care, delivery, and the post-natal period, granting free services where possible, as well as adequate nutrition during pregnancy and lactation.

(d) In undertaking the enforcement of this ordinance, the City is assuming a undertaking only to promote the general welfare. It is not assuming, nor is it imposing on its officers and employees, an obligation for breach of which it is liable in money damages to any person who claims that such breach proximately caused injury. (Formerly Sec. 12K.2; added by Ord. 128-98, App. 4/13/98; renumbered and amended by Ord. 325-00, File No. 001920, App. 12/28/2000)

SEC. 12K.4. IMPLEMENTATION OF THE PRINCIPLES OF CEDAW

IN SAN FRANCISCO.

(a) Citywide integration of human rights principles. The City shall work towards integrating gender equity and human rights principles into all of its operations, including policy, program and budgetary decision-making. The Commission shall train selected departments in human rights with a gender perspective.

(b) Gender Analysis and Action Plan. As a tool for determining whether the City is implementing the local principles of CEDAW and/or discriminating against women and girls, selected City departments, programs, policies, and private entities to the extent permitted by law, shall undergo a gender analysis and develop an Action Plan. The gender analysis

shall be conducted according to guidelines developed by the CEDAW Task Force and Commission. The gender analysis shall include:

(i) the collection of disaggregated data;

(ii) an evaluation of gender equity in the entity's operations, including its budget allocations, delivery of direct and indirect services and employment practices and

(iii) the entity's integration of human rights principles and the local principles of CEDAW as set forth in section 12K.3. Upon completion of the gender analysis, the entity shall develop an Action Plan that contains specific recommendations on how it will correct any identified deficiencies and integrate human rights principles and the local principles of CEDAW into its operations.

(1) The CEDAW Task Force shall identify the City departments, programs, policies, and entities, to undergo the gender analysis and shall develop timelines for completion of the analyses and Action Plans. In the absence of Task Force action, the Commission shall make the selections.

(2) The Commission shall train the selected department, entity, policy or program staff to conduct its gender analysis and shall provide technical assistance to the entity throughout the gender analysis process and development of the Action Plan.

(3) Each department or entity undergoing a gender analysis shall designate a management and/or executive level employee to serve as a liaison to the Commission and

(4) Each department or entity undergoing a gender analysis shall provide a report on its gender analysis and its Action Plan to the CEDAW Task Force and the Commission, which shall review, analyze and comment on the report and forward it to the Board of Supervisors and the Mayor.

(5) The Commission shall monitor the implementation of each department or entity's Action Plan.

(c) Five-year Citywide Action Plan. Provided sufficient funds are available, the Commission and the CEDAW Task Force shall jointly develop a five-year Citywide Action Plan. The Citywide Action Plan shall address how to integrate human rights principles into the City's operations, how to further implement the local principles of CEDAW as described in Section 12K.3, any and all deficiencies found in the gender analyses and the measures recommended to correct those deficiencies. The Commission and the CEDAW Task Force shall present the Action Plan to the Mayor and the Board of Supervisors on or before December 30, 2002. The Board of Supervisors Committee responsible for considering the City's budget shall hold a hearing to receive the Citywide Action Plan and public comment thereon. The Commission shall monitor the implementation of the Citywide Action Plan.

(Formerly Sec. 12K.3; added by Ord. 128-98, App. 4/13/98; renumbered and amended by Ord. 325-00, File No.001920, App. 12/28/2000)

SEC. 12K.5. CEDAW TASK FORCE.

(a) Establishment. A CEDAW Task Force is hereby established. The Task Force shall report to the Mayor, the Board of Supervisors and the Commission. The Commission shall provide administrative support for the Task Force. The Task Force shall consist of 11 members.

(b) Purpose. The Task Force is established to advise the Mayor, the Board of Supervisors and the Commission about the local implementation of CEDAW.

(c) Powers and Duties. The Task Force shall have all powers and duties necessary to carry out the local implementation of CEDAW as described in Section 12K.4.

(d) Membership and Organization.

(1) The members of the Task Force shall be as follows:

(A) The President of the Human Rights Commission or her or his designee;

(B) A staff member from the Mayor's Office knowledgeable about the City's budget, to be designated by the Mayor;

(C) The head of the Department of Human Resources or her or his designee;

(D) The President of the Board of Supervisors or her or his designee;

(E) The President of the Commission or her or his designee;

(F) Six members from the community to be appointed by the Commission, as follows:

(i) Two representatives shall work in the field of international human rights and be knowledgeable about CEDAW,

(ii) One representative shall be knowledgeable about economic development, including employment issues,

(iii) One representative shall be knowledgeable about health care issues,

(iv) One representative shall be knowledgeable about violence against women, and

(v) One representative shall be knowledgeable about City unions and experienced in women's issues.

(2) The Task Force shall convene by June 1, 1998.

(3) The Task Force shall expire on December 31, 2002, unless its powers are renewed by the Board of Supervisors. When the Task Force expires, the Commission shall take on the leadership and responsibilities previously designated to the Task Force.

(4) All appointed members of Task Force shall serve at the pleasure of their appointing authorities. The term of each community member of the CEDAW Task Force shall be for two years; provided however, that the initial members shall, by lot, classify their terms so that three members shall serve a two-year term and two members shall serve a three-year term. Subject to the expiration of the Task Force, their successors shall be appointed for a two-year term; provided, however, that any member may be reappointed for consecutive terms.

(e) Alternate members. An alternate may be designated for each member. Ex officio members enumerated in Subsection (d)1(A)-(E) may designate a person to serve as her or his alternate. The Commission may appoint alternate members for those community members enumerated in Subsection

(d)(1)(F) The term of office of the alternate shall be the same as that of the regular member. When the regular member is not present at the meeting of the Task Force, the alternate may act as the regular member and shall have all the rights, privileges, and responsibilities of the regular member.

(f) Attendance requirement. The President of the Commission, or her or his designee, shall monitor the attendance of the Task Force. In the event that any community member, enumerated in Subsection (d)(1)(F), and her or his alternate miss three regularly scheduled meetings of the Task Force without the prior notice to the Task Force, the President or her or his designee shall certify in writing to the Commission that the member and alternate have missed three meetings. On the date of such certification, the member and alternate shall be deemed to have resigned from the Task Force. The President or her or his designee shall notify the Commission of the resignation and request the appointment of a new member and alternate. (Formerly Sec. 12K.4; added by Ord. 128-98, App. 4/13/98; renumbered and amended by Ord. 325-00, File No. 001920, App. 12/28/2000)

SEC. 12K.6. SUMMARY OF CEDAW.

Article 1: Defines discrimination against women as any "distinction, exclusion, or restriction made on the basis of sex which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women, irrespective of marital status, on the basis of equality between men and women, of human rights or fundamental freedom in the political, economic, social, cultural, civil, or any other field."

Article 2. Mandates concrete steps, implementing laws, policies and practices to eliminate discrimination against women and embody the principle of equality.

Article 3. Requires action in all fields - civil, political, economic, social, and cultural - to advance the human rights of women.

Article 4. Permits affirmative action measures to accelerate equality and eliminate discrimination.

Article 5. Recognizes the role of culture and tradition, and calls for the elimination of sex role stereotyping.

Article 6. Requires suppression of traffic in women and exploitation of prostitutes.

Article 7. Mandates ending discrimination against women in political and public life.

Article 8. Requires action to allow women to represent their governments internationally on an equal basis with men.

Article 9. Mandates that women will have equal rights with men to acquire, change or retain their nationality and that of their children.

Article 10. Obligates equal access to all fields of education and the elimination of stereotyped concepts of the roles of men and women.

Article 11. Mandates the end of discrimination in the field of employment and recognizes the right to work as a human right.

Article 12. Requires steps to eliminate discrimination from the field of health care, including access to family planning. If necessary, these services must be free of charge.

Article 13. Requires that women be ensured equal access to family benefits, bank loans, credit, sports and cultural life.

Article 14. Focuses on the particular problems faced by rural women.

Article 15. Guarantees equality before the law and equal access to administer property.

Article 16. Requires steps to ensure equality in marriage and family relations.

Article 17. Calls for the establishment of a committee to evaluate the progress of the implementation of CEDAW.

Article 18-30. Set forth elements of the operation of the treaty. (Formerly Sec. 12K.5; added by Ord. 128-98, App. 4/13/98; renumbered by Ord. 325-00, File No. 001920, App. 12/28/2000).

