

RESOLUTION NO. 15-76

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF DALY CITY IN SUPPORT OF ADOPTING THE PRINCIPLES OF THE UNITED NATION CONVENTION ON THE ELIMINATION OF ALL FORMS OF DISCRIMINATION AGAINST WOMEN (“CEDAW”)

WHEREAS, the United Nations Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) was adopted by the United Nations General Assembly on December 8, 1979, became an international treaty as of September 3, 1981, and 186 United Nations member states have agreed to be bound by CEDAW’s provisions; and

WHEREAS, CEDAW provides a comprehensive framework for governments to examine their policies and practices in relation to women and girls and to rectify discrimination based on gender; and

WHEREAS, women have made major gains in the struggle for equality in most fields, much more still needs to be accomplished to fully eradicate discrimination based on gender; and

WHEREAS, the United States is the only industrialized nation to not yet ratify CEDAW and many cities and states have called for ratification of CEDAW by the United States Congress; and

WHEREAS, the City of Daly City has many programs and policies in place that support and implement the principles of CEDAW, including recruitment, and retention efforts targeting women, particularly in the public safety field; enforcing legal requirements against discrimination, providing anti-harassment training, and offering career development training for female employees; and

WHEREAS, the City of Daly City allocates CDBG funding for economic and community development activities which has resulted in 70% of the small business owners seeking business development assistance representing women; 61% of female-heads of household receive childcare assistance to enable them to be gainfully employed and support their families; and 50% of those being served by the Project Read Literacy Program are women; and

WHEREAS, the Daly City Police Department has focused efforts, through dedicated staffing, to address human trafficking, by providing annual training for police officers, utilizing a survey tool designed to determine if runaway youth may be subject to human trafficking, an established policy to investigate all juvenile runaways/missing persons to identify potential human trafficking, and working with local law enforcement agencies in San Francisco and San Mateo County, as well as nationally, to conduct sting operations aimed at rescuing victims of human trafficking; and

WHEREAS, the DCPD also partners with local non-profit organizations such as ALLICE and CORA, to protect women against domestic violence, participating in countywide domestic violence response review panels, and receiving a grant to enhance domestic violence responses countywide through strengthening partnerships with the courts, Child Protective Services, CORA and advocacy activities; and

WHEREAS, the United States Conference of Mayors adopted a resolution in June 2014 urging cities across the United States to participate in the CEDAW initiative and pass local resolutions reflecting the principles of CEDAW; and

WHEREAS, the City of Daly City has a demonstrated commitment to women's rights and full equality through its legislative actions, policies, and on-going advocacy efforts; and

WHEREAS, adherence to the principles of CEDAW on the local level will promote equal access to and equity in health care, economic development, educational opportunities, and employment for women, as well as addressing violence against women.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Daly City that it does hereby resolves as follows:

1. The City supports and adopts the operative principles of the United States Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW).

2. The City shall ensure that it does not discriminate against women in any area including employment, allocation of funding and delivery of direct and indirect services.

3. The City pledges to take joint and separate action, as appropriate, in cooperation with the County of San Mateo, the State of California, the United States Government and the United Nations for achievement of the principles underlying CEDAW.

4. The City shall work with the County of San Mateo, the State of California, and Non-profit entities to support the delivery of said programs.

5. It is the policy of the City that employers within the City take all appropriate measures to eliminate discrimination against women in employment and other economic opportunities. This includes but is not limited to ensuring that women enjoy: (a) The same employment opportunities as men; (b) The same access to promotion, job security and all benefits and conditions of service, regardless of parental status; (c) Equal remuneration, including benefits, and to equal pay with respect to work of equal value; and (d) The same protection of health and safety in working conditions.

6. The City shall encourage the provision of necessary supportive social services to enable parents to combine family obligations with work responsibilities and participation in public life, including but not limited to the establishment and development of a network of child care facilities, paid family leave, and family-friendly policies.

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

8. It is the policy of the City to take and diligently pursue all feasible measures to prevent and redress sexual and domestic violence against women, which may include, but are not limited to, where appropriate: (a) Police enforcement of criminal penalties; (b) Providing or working with non-profits for protective and supportive services for survivors, including counseling and rehabilitation programs; (c) Providing gender sensitive training of city

employees regarding violence against women; and (d) Providing rehabilitation programs for perpetrators of violence against women.

9. The City shall not discriminate on the basis of race, ethnicity, culture, language or sexual orientation, when providing the above supportive services.

10. It shall be the policy of the City that all necessary measures be taken to protect women from sexual harassment in their places of employment, school, public transportation, and any other places where they may be subject to harassment.

11. Because prostitutes are especially vulnerable to violence because their legal status tends to marginalize them, it shall be the policy of the City to diligently investigate violent attacks against prostitutes and make efforts to determine the level of coercion involved in individual cases of prostitution, in particular where there is evidence of trafficking in women and girls.

12. It shall be the goal of the City to support public information and education programs to change traditional attitudes concerning the roles and status of women and men.

13. It is the policy of the City that there be no discrimination against women in the field of health care, regardless of race, ethnicity, culture, language, or sexual orientation.

BE IT FURTHER RESOLVED that a copy of this resolution will be transmitted to the appropriate county, state and federal elected representatives.

I hereby certify the foregoing to be a true copy of a Resolution adopted by the City Council of Daly City, California, at a special meeting thereof held on the 26<sup>th</sup> day of May, 2015, by the following vote of the members thereof:

AYES, and in favor thereof, Councilmembers:	<u>Canepa, Christensen, Guingona</u>
	<u>Torres, Buenaventura</u>
NOES, Councilmembers:	<u>None</u>
Absent, Councilmembers:	<u>None</u>

  
CITY CLERK OF THE CITY OF DALY CITY

APPROVED:

RAYMOND A. BUENAVENTURA  
MAYOR OF THE CITY OF DALY CITY