



**SALT LAKE CITY CORPORATION**  
Mayor's Office  
City Council Transmittal

  
Patrick Leary, Chief of Staff 3/14/2016

Date Received: 3/01/2016  
Date Sent to Council: 3/14/2016

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**TO:** City Council  
James Rogers - Chair

**FROM:**   
Patrick Leary, Chief of Staff 3/14/2016

**SUBJECT:** Resolution supporting the Cities for CEDAW

**STAFF CONTACT:** Simone Butler, Executive Assistant to the Mayor  
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**COUNCIL SPONSOR:** Council Member, District 5 - Erin Mendenhall, Council Member, District 7 - Lisa Adams

**DOCUMENT TYPE:** Resolution

**RECOMMENDATION:** Approve a joint resolution to support the Cities for CEDAW Campaign and the passage of local resolutions and ordinances to implement the principles of the United Nations Convention on the Elimination of Discrimination Against Women.

**BUDGET IMPACT:** n/a

**BACKGROUND/DISCUSSION:** The Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) is a treaty ratified by 186 of the 193 United Nations member countries, but which has not yet been ratified by the United States. The Treaty is a method for pursuing gender equality across the country. In Salt Lake City, providing the structure, language, and funding for a gender audit and programs promoting equality for women and girls could benefit immensely. The eventual goal is for a surge of support at the city

level to create momentum under which the United States Senate will ratify CEDAW. The work on women's issues in Salt Lake City is a result of years of collaboration with the San Francisco Department on the Status of Women and the Human Rights Institute at Columbia Law University. A future CEDAW ordinance was recommended for adoption in the 2013 Status of Women Report produced by the Salt Lake City Mayor's Office of Diversity & Human Rights and the Salt Lake City Human Rights Commission.

**PUBLIC PROCESS:** According to the 2009 Discrimination Report the Human Rights Commission deemed it appropriate for City leaders to study the feasibility of implementing international human rights principles included in the United Nations Convention on the Elimination of All Forms of Discrimination Against Women.

In 2010, the Salt Lake City Human Rights Commission formed a subcommittee to focus on women's issues. The Committee on Women subcommittee was formed by the Human Rights Commission and staffed by Yolanda Francisco-Nez, Mayor's Office of Diversity & Human Rights Coordinator. The Committee was tasked with reviewing and conducting activities to gain a better understanding of the issues women face in Salt Lake City. Committee participants included leaders in the field of education, economics, political and social realms and health and safety fields, and included several Salt Lake City Council Members.

In 2011 and 2012, community-wide dialogues were held. The Salt Lake City Human Rights Commission and the Mayor's Office of Diversity & Human Rights conducted extensive public outreach in preparation for The Status of Women in Salt Lake City report. They facilitated six Dialogues on Women's Issues and an online 2012 community survey of approximately 600 women in 2011-2012. The respondents to the online survey were in groups by zip code to identify the women who reside in Salt Lake City.

ODHR deliberately focused outreach on women in education, women of color, refugee and immigrant women and others in Salt Lake City were invited to participate in the Dialogues on Women's Issues. The Dialogues were held at the Sorenson Unity Center, Boys and Girls Club of Greater Salt Lake, University Neighborhood Partners, Hartland Center, University of Utah and the Horizonte Instruction and Training Center.

At the conclusion of the dialogue process, in 2013, The Status of Women in Salt Lake City Report was published. The goal of the report is to understand the current state of inequality for women and identify what can be done to achieve equal opportunity for all women.

In 2015, the Cities for CEDAW Campaign in San Francisco Office on the Status of Women and Families invited Salt Lake City to participate in the campaign. A first step of this participation recommends a CEDAW Resolution for cities who participate. A CEDAW Joint Resolution is included in this memo for consideration by Mayor Jackie Biskupski and the City Council. A significant observation is that the Joint Resolution include three specific standards:

- 1) a gender analysis of City departments and commissions;
- 2) an advisory body to advocate and inform appropriate and timely actions; and
- 3) funding to support the implementation of the principles of CEDAW.

**ATTACHMENTS:**

- CEDAW Resolution Council Approved YFN edits 022916 without markups to City Council (DOCX)
- Administrative Transmittal Resolution to Support the Cities for CEDAW (PDF)