

## Cities for CEDAW Updates 2019

## **San Francisco, California**

### **Emily Murase - SF Dept on the Status of Women**

San Francisco recently celebrated the 20<sup>th</sup> anniversary of the CEDAW ordinance being passed. They passed a CEDAW resolution at the state level, and helped draft and support state CEDAW legislation, but unfortunately it was unsuccessful.

The department conducted a gender analysis of women's advancement and opportunities in the local police department, including collecting and analyzing data, holding 3 focus groups, and conducting a dozen interviews. They are currently finalizing their report and recommendations.

Their biggest challenge is that data is unwieldy and time sensitive when doing an analysis. They also struggle with the capacity to keep up with goals for the gender analysis (the staff works on a variety of issues, legislation, and policies in addition to the research). Also, city agencies are not responsible for their own gender equity plan. They are working to address these challenges by having support from Fellows, cooperation from departments like San Francisco Police Department (SFPD), FVC, and MTFAHT, as well as having a more narrow focus, rather than top to bottom.

## **Los Angeles, California**

### **Araceli Campos - Los Angeles Commission on the Status of Women**

Los Angeles City is a separate jurisdiction of 4 million+ residents and Los Angeles County covers 88 cities, including Los Angeles City, with 10 million+ residents. Los Angeles is one of the first cities that adopted CEDAW, and has served as a model for its implementation by creating the Gender Equity Coalition and directing the leadership of each Department to prepare a Gender Equity Action Plan. There is also the 5-year gender equity task force called the Women & Girls Initiative. The WGI is submitting a progress report to the LA County Board of Supervisors on the first 2 years in March.

There will be progress reports annually for the next 3 years done by the Women & Girls Initiative. The focus is on gender equity improvements to the County's employment (of 100,000 employees), partnership, and service provision with the 10 million+ residents in the County. As in Los Angeles City, this work spans all of Los Angeles County departments. While it's not called "CEDAW", it is the same work.

## **San Jose, California**

### **Taraneh Roosta - Silicon Valley CEDAW Task Force**

San Jose started their task force 2-3 years ago by putting together a coalition and starting to lobby local government. After many meetings, an ordinance was passed in December 2017. The task force is working with city officials as well as the chair of commission because they advocate for CEDAW.

The task force needs funding to conduct a gender analysis, but were not able to obtain any money to do this. The CEDAW task force was finally able to get funding from the City of San Jose for the gender analysis. The city manager must include the funding for the gender analysis in their budget and write a proposal to the mayor. The mayor is going to decide the details of the funding. Hopefully, the mayor will accept this. They are trying to reach out to potential candidates who are qualified to do gender analysis. So far, they have received many responses and are putting all of this information together to decide who is the best candidate to do the gender analysis. They want to make sure it's done comprehensively, and that certain

aspects are considered, such as: the police department, the homeless, housing, and programs surrounding women. The next phase is the Request for Proposal (RFP). They will decide who to contact for request for proposal, and then they will decide who will do the analysis. Everything is moving forward much more quickly than expected. They are just waiting for this phase to be completed.

The main challenge is the funding, as cities don't want to spend money on women. The task force is trying to get the city to shift their perspective about this. They must work on educating as many people as possible on what CEDAW is. Sometimes they refer to it as the Women's Bill of Rights, as people can understand this name better and the history. They are currently wondering who will fund the ordinance once they actually have passed it. They have put a lot of pressure on people and have done a lot of advocacy, but the city has a limited budget.

An ordinance makes it a legal obligation that must be enforced. All the departments within the city (police, housing) are going to be accountable and they have to be audited. The police are one of the first who objected, as they didn't want to be audited. They need to audit how they respond to domestic violence calls, and if they have adequate staff to respond and how quickly. Overall, the departments are resistant to being audited with the gender analysis.

### **Cincinnati, Ohio**

#### **Susan Noonan - Mayor's Gender Study Task Force**

Cincinnati passed a resolution in 2015 and passed 2 ordinances in May of 2017: one stated the City would provide \$8,000 in funding toward a Gender Analysis study; the other established a Mayor's Gender Equality Task Force to monitor and advise City Council and the Mayor on priorities, including budget, to improve gender equity in all city departments. The Cincinnati CEDAW Coalition, which met from 2013-2017, when the ordinances were passed was made up of public and private organizations that raised another \$13,000 for the Gender Analysis. The University of Cincinnati was part of the Coalition and is doing the Gender Analysis. They are starting year 2 of the Gender Analysis and UC will be doing more in-depth research, possibly focus groups or individual interviews.

The Mayor's Gender Equality Task Force (GETF) meets monthly and has divided into working groups around specific issue areas: 1) Pay practices 2) Safety 3) Leadership/promotions/Recruitment and Career Advancement 4) Benefits and Resources 5) Cultural Competency. They have presented to City Council twice and it was suggested they make recommendations as they find them – not wait until the final report. They recommended (because very few women are on public boards and commissions) that the City states publicly the makeup of boards when new members are being sought, by race and gender. The City had already looked at that themselves, so their recommendation was more of a reinforcement. They have passed that Ordinance.

Publicizing the Ordinances and CEDAW itself has been a challenge. They held a program at the Woman's City Club of Greater Cincinnati which had about 70 people in attendance to present the first findings of CEDAW. Most people still have no idea about CEDAW, but are excited when they hear about it. They just had to cancel a monthly Gender Equality Task Force meeting because so many people could not attend. Keeping people motivated is a challenge. They are starting some of the hard work and meeting only once a month with no contact in between is making that difficult. Finding a regular time that all can meet is a challenge and there are only 12 of people left.

**Pittsburgh, Pennsylvania**  
**Anu Jain - Gender Equity Commission**

A City ordinance was passed in December 2016. This past year, they released an RFP and awarded a competitive bid contract to the University of Pittsburgh to begin an intersectional gender analysis of all city functions, they did outreach to community groups and individuals, hosted a networking event with community leaders working in gender equity to introduce the new commissioners, they hosted a Gender Equity Symposium connecting the GEC to the Pittsburgh Gender Scholars Consortium, they created “Working Groups”, educated the public about gender equity and invited them to join the City in making policy changes that would benefit people of all genders.

The Pittsburgh Gender Equity Commission (GEC) has entered into a contract with the University of Pittsburgh to conduct a Gender Analysis that will offer city-wide gendered context for the functions of local government. The Gender Analysis team is currently working to narrow the focus and will soon begin analyzing disaggregated data in order to help prioritize interventions. At the same time, the GEC is initiating the process of creating a Five-Year Plan, in order to have a framework, timeline, and benchmarks for liaising with City departments to promote gender equity in collaboration with City staff and community stakeholders. There are upcoming meetings to gather information from the Domestic Violence Unit, the Fire Bureau, and the Department of Human Resources and Civil Service, among others.

Some of the biggest challenges have involved prioritizing, because an intersectional approach recognizes how issues are interconnected and the GEC is very aware that all City functions may have a gendered component or disproportionately impact women or other marginalized groups. They are continuing to work on the GEC to develop systems for collaboratively determining which issues Pittsburgh most needs to work on. They are also working to effect change in multiple arenas at once. They are creating topic-focused GEC committees that are intended to help with managing simultaneous but connected efforts. One of these committees is looking at Workforce and Wage Gap patterns.

Educating City and community members about their approach is also ongoing work, as there are many different perspectives on what “gender equity” includes and how interventions should be handled. They have addressed this by creating infographics. An educational brochure about “The Business Case for Gender Equity” is being designed that they will use to encourage more private-sector partners to join the City in making policy changes for gender parity and also to overcome implicit gender biases that they often encounter.

**Long Beach, California**  
**Elahe Amani – Women’s Intercultural Network**

Long Beach passed a resolution two years ago in March. Long Beach was also engaged in support of Cities for CEDAW in Orange County and a couple of other cities. They are currently building a culture on the importance of ratification of CEDAW in the Middle Eastern and South Asian ethnic/immigrant communities.

The City of Long Beach assigned doing the gender analysis to California State University Long Beach. The leadership of California State University, Long Beach has changed and in addition to budgetary limitations and constraints, there seems to be no accountability within the university.

The biggest challenge is figuring out a way to complete the gender analysis.

**Orange County, California**  
**Rupsi Burman - Hope in Life Foundation**

Orange County has 34 Cities. The OC-CEDAW Task Force is responsible for bringing CEDAW to all 34 Cities and the County of Orange. In April 2016, they brought CEDAW to the City of Laguna Woods, which is only 1 City in Orange County. Currently, they are working on reinstating CSW-OC. Once that is established, it will serve as the Governing Body of CEDAW in Orange County. According to the timeline, they should have CSW-OC in place before the end of this year. It makes more sense to move CEDAW in the County after CSW OC is reinstated.

Rupsi Burman has a meeting with a member of Irvine City Council in March 2019. She will discuss the possibility of doing a gender study for City of Irvine. 3 years ago, she reached out to UC-Irvine to see if that was a possibility, but she has to revisit that conversation. Now that they have fewer conservatives in charge in Orange County, they are expecting to see changes that will elevate the status of women in OC.

A big challenge is that Orange County is very conservative. The task force is a small band of strong women working hard to bring change. They have tried to address these challenges by trying to reinstate OC-CSW which will help move things along. Having people who are friendly representatives on City Councils in all 34 Cities and the County Supervisor's Office will add momentum to CEDAW.

**Irvine, California**  
**Mary Hansel – UC Irvine**

Irvine is working on a briefing paper to submit to the Los Angeles County Commission of Human Relations, and they want to present it on May 6<sup>th</sup>. They want to get a resolution, and they will approach the board of supervisors to get an ordinance. They want to give a variety of options to the Commission and see what they are most comfortable with. They will leave it up to the government to choose which way to go.

They are not planning on doing their own gender analysis, but they will propose that the county does a gender analysis of its own options.

The biggest challenge is that some governments want to know what the concrete value adds are for implementing CEDAW, and some seem not to want to change domestic law. Mary would like to know what to say to legislators when they ask about CEDAW conflicting with domestic laws already in place.

**Kansas City, Missouri**  
**Alice Kitchen - Cities for CEDAW Kansas City**

Kansas City is currently working to eliminate disparities in pay, reduce gender dominance in the workforce, reduce domestic violence and sexual assault. They are also working on reviewing family leave policy, breast feeding policies, childcare resources and policies, policies around domestic violence actions, and the Municipal court role.

The City Council Finance Committee approved a Gender Study for July 2019 and put it out for bid and has reviewed the bids. It is moving through the City Manager's Office and Human Resources Department. They have been informed that it is to happen before April 2019. They pressed the Finance Committee to end the collection of salary history in the hiring process and to put an end to the wage disparity at the front end. This went in to effect in October 2018. The testimony is available.

One of the biggest challenges is getting the City Council to move swiftly. Although the City Council passed a Resolution in December 2014, getting them to pass an Ordinance got no traction so they are going step by step and have seen progress recently in the wage area and more recently in passing Ordinances protecting women victims of sexual assault and domestic violence in housing. This protection is to keep landlords from discriminating against these victims and preventing landlords from forcing them to pay out their lease. They have also developed a set of Goals/Standards that they are working on to identify, measure and track progress in tangible areas where discrimination exists and can be tracked with empirical evidence.

**Kansas City, Missouri**  
**Gail James - Midwest Coalition 4 CEDAW**

The Greater Kansas City area comprises a bi-state, multi-county area, with over a hundred municipalities, therefore, they have included in the Midwest Coalition for CEDAW representatives from both Kansas and Missouri, and a steering committee of numerous local women's organizations. Outreach and coalition-building are on-going, because the initial grouping of American Association of University Women (AAUW), Zonta and UNA groups needed to be supplemented by other diverse groups. They have developed a CEDAW 101 PowerPoint, offered training for new audiences, and made presentations at several local organizations. Presentations were made to 4 local City Councils, including Overland Park and Prairie Village, both large suburban communities on the Kansas side, and to Parkville Missouri. The Prairie Village Council members showed significant interest, developed a Resolution, which passed an initial vote and we were set for signing. At the last hearing, a voice against the UN was raised and the motion failed.

The gender analysis has succeeded with the Kansas City Missouri City Council and H.R. Department. The study bid has gone out, and they are waiting to hear a start date. Kansas City is fortunate to have an active Women's Foundation which has undertaken substantial research on the status of women and girls. They are in discussion with the Women's Foundation for furthering their work and the Midwest Coalition's work, in terms of CEDAW guidelines. In addition, the Women's Foundation has succeeded with both Kansas and Missouri state governments in several pay equity, family leave, and sexual harassment prevention studies, which, although not directly connected to their CEDAW Coalition, is relevant and aligned with the greater vision of anti-discrimination and equity for women.

Challenges include a volunteer coalition with varying degrees of knowledge and training for CEDAW activities. The most significant challenge has been the conservative push-back against UN initiatives. However, there are many committed people of vision who wish to promote the well-being of women and girls, so we continue our momentum for the Midwest Coalition for CEDAW. A real challenge has been working with women's organizations, and other social justice groups, that are wonderful and effective in their own sphere, but who do not typically work together. We continue to seek coalitions and joint efforts.

**Boulder County, Colorado**  
**Veronica Hrutkay - UNA-USA Boulder County**

Activities in fiscal year 18 primarily included gaining a Boulder County CEDAW Resolution from the Commissioners. Major work was done to submit a proposal for fiscal year

19. There were many budget considerations to research the appropriate pursuit of a Boulder City CEDAW Ordinance (Boulder City signed a CEDAW Resolution in fiscal year 18 and was the 4th City to take action after approaching the Mayor and Council). The results of the latter was the Boulder City inaction to consider in the fiscal year 19 Budget. Additional information was provided to the City per their inquiry and no action to date is evident. One recommendation from Boulder was to gain other Ordinances first, and then return to Boulder. This was unfortunate, as Boulder was viewed as an opportunity to be the leader. Last, a proposal for a CEDAW Ordinance is currently being drafted to approach the City of Lafayette (the first city to sign a CEDAW Resolution). Also, a Longmont CEDAW Resolution Proposal is in its final draft and being worked by the Assistant Chief and resident of Longmont (Ambrosia Pardue).

Other activities included the Colorado CEDAW Task Force leadership engagement as part of the Steering Committee for the Women's Collaborative of Boulder County (WCBC). As the WCBC evolved in establishing itself and growing over 50 non-profits, the Colorado CEDAW Task Force saw duplication of efforts and approached WCBC of how to streamline efforts to manage human volunteer resources and cover better ground on efforts. This resulted in reorganization of the Task Force as part of WCBC and also under the wing of UNA-USA Boulder County. The Colorado CEDAW Task Force presented educational offerings in the past year and set up a Table at events. The last event was a presentation at Colorado University on CEDAW during a Lunch Discussion Series. The next event is to set-up a Table at the International Women's Day event and sponsor the swag (bookmarks) for the event featuring a helpful checklist for community action of subject matter on women in the environment. In February of 2018, the Task Force had a 1/2 day Workshop in which it brought together many non-profit members of the Task Force that was partially educational, looking at how each article of CEDAW aligned with mission statements. The rest was collaborative and included a Human Relations Commission Representative from Boulder City. The focus was on collaborating efforts in support of Cities to sign Resolutions and Ordinances through bringing subject matter experts to their table as resources. Second, The Colorado CEDAW created an internal "Colorado CEDAW Ambassador Guide" to support us in bringing future CEDAW Champions and Interns on to the team.

They are not planning to undertake a gender analysis of local government, however, the task force monitors, collects best practices, and shares other government gender analyses study information with the cities.

The biggest challenge is a clear written plan on how a city would go about taking the steps of doing a gender analysis and a clear understanding of the budget requirements. There are several wonderful resources sent around but they are too complicated for Cities. We need one plan and an institution willing to assist cities with looking at budgeting. Also, verbiage needs to clarify that cities don't have to bite all of it off at one time, but this needs to be in writing as telling Cities this does not go over well. Cities need to read narratives that explain that they can identify the priorities, go at their own pace, and base needs on their culture as long as they are taking incremental steps that are defined by their capacity.

### **Louisville, Kentucky**

#### **Angela Brokmann & Mary Sue Barnett - Louisville CEDAW**

Louisville got a resolution very quickly, the timing was great, and the right people came together. They have not been working on an ordinance, but they see it as something that will happen in the future. They are trying to implement their resolution. Louisville has a small

coalition and a board of professionals. The coalition is a small study group, and then a bigger circle outside of that. They are primarily an educational grassroots initiative. Many people don't know what CEDAW is, so they need to educate about it. They have held many events at colleges and churches to educate people. They have grown their coalition by doing collaborative projects. Most recently, they showed a documentary called the "Bystander Moment", which shows how to be a good bystander in the #metoo era. They will do more film showing because it brings allies together and starts good conversation. They plan on collaborating with BLM and ACLU. Events are important with forming ties with groups. They speak with college students about CEDAW and educate on gender stereotypes. They have college students going to CSW, and they will bring back their experience. They try to get people together to go to CSW. They attend rallies, and try to respond and show up for people who need them. They have a partnership with Louisville Office for Women. They continue to post on social media articles of interest, support tabling opportunities, and work to network our efforts.

Louisville did the gender analysis right away, as there were already statistics that they had. Their resolution facilitated the surface of that. They are not really using much of the gender analysis, but it may be used as a resource in the future. They are coordinating with the Mayor's office (Louisville Office for Women) to pull this group together and further outline what everyone is working on and what gaps we still have. The City is working on a scoring system based on gender equity to be used when awarding city contracts.

There are no serious challenges, as they have steady growth, which deepens their awareness. They are taking small steps because they don't have much of a budget, and they don't do much fundraising. A lot of the work gets done by volunteer hours. They have healthy challenges in terms of knowing that they need to keep stretching, and they need more diversity.

### **Rapid City, South Dakota** **Suzan Nolan - Democracy in Action**

Rapid City City Council approved a resolution for CEDAW in March 2018. Along with the support of Democracy in Action, a progressive women's political group, they have established a good working relationship with the mayor and several of the City Council women. They are currently in the process of activating a Women's Advisory group to determine issues they want to present to the mayor and to become familiar with the current status of women in the community. They will be working toward garnering the support of other women's groups to stand with them on this issue.

Currently, they haven't started a gender analysis but will be considering how to do this and who will do it. These plans are in the very formative stage and they want a broad base coalition behind them before they move forward.

The biggest challenge is educating the council and the public and getting funding for the GA. They plan to move forward on this and realize it will take time. They are staying in touch with other CEDAWers in the Midwest via periodic zoom calls.

### **Durham County, North Carolina** **Beth Dehghan – Women NC**

The CEDAW coalition was created in North Carolina shortly after the CSW in 2014. They have 12 members that are a part of the CEDAW coalition. The coalition has created a leadership training program, which has been very helpful for their CEDAW project. The mechanism that they used to pass CEDAW was to have a preliminary report and a gender

analysis about women in Durham The other mechanism was to work with Durham Women's Clinic (DWC) which legally has an advisory role with county commissioners. They met them individually to bring them up to speed about benefits for the community. Their recommendation was to work with women advisory boards at the county level, such as the County Women's Commission. At the city level, they created an advisory board, which is their biggest achievement. They worked hard for 2 years to persuade the city to create to a new women's advisory board. They were able to pass a resolution at the city level though Durham city mayor's women council. They have also passed a resolution at the county level. They have become partners with North Carolina council for women, which is a women advisory board at the state level. They are partners with programs to train the existing women advisory boards about CEDAW and how they can replicate the Durham model in all of North Carolina and to create new ones. They are now looking for funds to hire a program director so that they can expand the program throughout the state. They will be presenting CEDAW to IBM which is a top 10 company for women.

University students conduct research on status of women and they come up with policy recommendations. When they started the CEDAW project, they already had gender analysis with these reports. They ask the students to focus on Durham, and on different research topics (ex: sexual violence, incarcerated women, wage gap). They had an executive summary of their research. They went to the Durham county commission board meeting and brought students to present their recommendations. They told them they wanted to pass a CEDAW resolution because no ordinance is possible in North Carolina due to regulations. This is how they passed CEDAW (with student presentations). They were impressed and became interested.

Last year, they had 3 students at different universities do research on topic such as wage gap based on race, computer science education at Durham High Schools, HIV and AIDS and housing issues. They shared their findings with CEDAW coalition members recently, and came out with a strategy on how to approach elected officials. The students will present at CSW, and when they come back they will present at the county and city level. Advisory boards will follow up with policy recommendations. Partnership with local universities is the best source to do a gender analysis, instead of looking for funds to do it.

Their main challenge is funding; it is a lot of work. The leadership training program needs more staff. They need 2 more paid staff; if they have this, they could have passed CEDAW in more places.

### **New York, New York**

#### **Chansi Powell - NYC Gender Equity Commission**

New York has been having conversations with the NYC for CEDAW advocacy group to find out where they were with implementation of a resolution. Currently, the Commission is not thinking about trying to pass a resolution. They are leaning towards partnering with Columbia Law Human Rights Clinic to do an assessment/ review of NYC laws and their alignment to articles and principles of CEDAW. They are thinking about how to assess the cities performance. CEDAW has many articles that don't translate to the laws they have in the city. It is very early in the process, they are confident that they are performing well, but they want to document that in a more scientific way.

New York City is in the planning stages of conducting an assessment, but they need to figure out what works.

The biggest challenge is funding, and they need a devoted staff person. Columbia is working with them for free, but they don't know for how long. Translating CEDAW to people who are not birthed in the international human rights frame is also a challenge. People don't really know what CEDAW is, and they don't know what the core is. They are working on educating people and letting people know that if they are conducting a review, it doesn't mean that they will adopt additional policies.

**New York, New York**  
**Sevonna Brown - NYC4CEDAW**

NYC4CEDAW has engaged in public testimony, coalition building and public education. They are hoping to begin the process of community outreach to engage their bases on the issue of CEDAW. They have found an ally in Council Member Helen Rosenthal who chairs the Women's Committee within City Council. A number of meetings have been organized and set to put in place a legal assessment. They have raised the issue of CEDAW at the NYC Charter Revision Level. **They are** working closely with City Council to push CEDAW forward.

They expect a gender analysis to happen across every single city department. This means they'll know what their officials are doing right to protect women's rights and what they have been doing wrong. They expect the establishment of an Oversight body focused on overseeing and implementing the gender analysis and any gender equity initiatives. They work with the Commission on Gender Equity through the Mayor's office towards a gender justice analysis as well.

**They have made a lot of progress**, but the government thinks they have already done a lot of work on the issue; they are still in need of addressing gender more strongly. They are counting down the days to the expiration of the national Violence Against Women Act (VAWA), which is not likely to be reauthorized with the recent federal Administration's threats to make vital cuts to anti-rape, anti-battery, and anti-stalking service programs guaranteed by the VAWA; they are running out of places to turn to for safety and justice. Women and girls in the communities are under siege; they need policymakers to listen to them and to institute mechanisms for public involvement and oversight over any and all gender and racial equity efforts. To dismiss this critical issue, the NYC Charter Revision Commission reinforces that women's issues, often life or death issues, are simply trends. **In the midst of the #MeToo movement** that elevates the voices and narratives of sexual assault survivors, and the current crisis around the Violence Against Women's act, they see the impact of the NYC Charter Revision process not simply as a stride within a trend, but as profoundly impacting the material conditions of women and girls through the city.

