



Cities for CEDAW

Convention on the *E*limination of all forms of *D*iscrimination *A*gainst *W*omen

2021 Report

This report is sponsored by



Acknowledgments

Thank you to the [Women's Intercultural Network](#) for sponsoring this report. Micheila (Mishy) Jacobson researched and authored this report. Gail James (The Women's Intercultural Network) and Alice Kitchen (The Women's Equality Coalition), provided guidance on the project. We are grateful to the many state and local officials and human rights advocates who shared their experiences and insights to inform this report. We thank all the contact persons and colleagues who provided the information contained in this report. We offer gratitude and support to those across the United States who are working to advance human rights and to ensure implementation of the United Nations Convention on the Elimination of All Forms of Discrimination against Women.

As WIN looks to the future of Cities for CEDAW, we recognize our strong legacy. We offer boundless gratitude to our foremothers: to Marilyn Fowler, founder and CEO of WIN, whose vision connected her to Soon-Young Yoon, former Chair, NGO/CSW/NYC and Chair of the Board, Women's Environment and Development Organization (WEDO), and UN representative, International Alliance of Women. Together, they forged a national campaign to bring global human rights into the local domain. With June Zeitlin, formerly of the Leadership Conference on Civil and Human Rights, and Joann Kamuf Ward, Human Rights Institute, Columbia Law School, a vital partnership was formed that led to the energy and commitment seen in current Cities for CEDAW projects across the country. Krishanti Dharmaraj, Executive Director, Center for Women's Global Leadership, Rutgers University, contributed the foundational policy work and documented success strategies that led to the first Cities for CEDAW project, in alliance with Dr. Emily Murase, former Director, San Francisco Department on the Status of Women. We stand on their shoulders and look to the horizon in anticipation of ensuring human rights for women and girls in our times.

Prior Reports, Toolkits, examples of Resolutions and Ordinances, and numerous support documents are available at citiesforcedaw.org. We thank all contributors and participants who have supplied these [resources](#) for public use.

Mishy Jacobson, Researcher
Gail James, Editor
Alice Kitchen, Editor
Women's Intercultural Network, Sponsor

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Report Background & Methodology

The Cities for CEDAW Campaign is a grassroots effort that provides tools and leadership to empower local women's organizations and municipalities to initiate CEDAW (Convention for the Elimination of All Forms of Discrimination against Women) within their city, county, or state. The purpose of the Cities for CEDAW Campaign is to "make the global local" by harnessing the power of cities and promoting the adoption of CEDAW as a municipal ordinance in cities large and small, in order to create a framework for improving the status of women and girls. Mobilizing multiple stake-holders -- including elected officials, media, business, youth, NGOs, diverse communities, and women leaders -- the campaign focuses on engaging cities across the United States.

The Cities for CEDAW initiative was launched in 2014, with the NGO Committee on the Status of Women NYC, the Women's Intercultural Network, and the San Francisco Department on the Status of Women as founding partners. Since then, numerous cities, as well as some counties and states, have signed on to the guiding principles of CEDAW, developing coalitions, crafting Gender Studies, and ensuring that Resolutions and Ordinances speak to the equity, safety and well-being of women and girls in local communities.

The present update was initiated in Spring 2021, to prepare for a re-launch of an invigorated Cities for CEDAW Campaign. The report author contacted members of the Cities for CEDAW Coalition to gather updates on efforts to implement CEDAW. These survey questions were asked:

1. What progress has been made since last year regarding the Cities for CEDAW?
2. What are the biggest challenges towards progress?
3. Has a gender analysis been completed since last year? If so, how is the analysis being used to further progress?

Responses reflecting local experiences of CEDAW efforts in each city are included in this report directly under the location, contact name, and affiliated organizations. Several very active cities did not meet the deadline, but submitted information during and after the originally proposed deadline. We extended the period of time dedicated to research to accumulate additional data from as many cities as possible. The report contains a wide range of information beyond the scope of the original report format.

Report Summary

Vision, Commitment, Persistence, Energy, Solidarity are hallmarks of the Cities for CEDAW Campaign to date. Many Resolutions in support of gender equity are now in place across the country. Ordinances are beginning to take hold in official administrative codes, to ensure that anti-discrimination policies are budgeted, measured and enforced.

Cities for CEDAW initiatives show both “top-down and bottom-up” approaches. Some cities are clearly grassroots efforts, while other cities benefit from Mayors and officials who champion the project. Other localities experience a combination, with support from both local coalitions and leaders.

Coalition-Building is the single most effective measure that CEDAW advocates and activists have identified for moving forward. Numerous women’s organizations, social justice associations, educational and research entities and local officials have joined in developing proposals, analyses and commissions to prioritize gender equity.

Most reports are focused on generating momentum for establishing Resolutions and Ordinances; efforts then focus on obtaining support for Gender Analysis and implementation plans. Continued activity focuses on organizing CEDAW Task Forces or Commissions on Status of Women.

Policy efforts seem to concentrate on economic justice issues: pay equity and employment improvements. Gender-based Violence is a major issue that has generated momentum for critical initiatives. Leadership and participation also figure in local efforts, to ensure that women are represented on City Councils, Boards, Commissions and in Mayor’s offices.

Increasing awareness of intersectionality is leading to more inclusive work in some cities. Racial equity, LGBTQIA+ issues, rural and indigenous women’s rights, refugee and trafficking issues, and youth engagement are also being addressed.

While there is a standard CEDAW template, which includes ordinances, gender analysis, oversight and implementation plans and toolkits, it appears that the “one-size-fits-all” model is not standard in all localities. Many cities are adapting the model to their own needs and issues, leading to varying approaches to anti-discrimination efforts.

Challenges

Gender Analyses and Implementation Actions vary, given the diverse approaches and support levels in most areas. Responses from individual cities are somewhat uneven, given the differing levels of activity and support in the localities. Some survey responses followed the survey questionnaire format, others have not. We have attempted to maintain the unique voices of the individual survey responses to accurately reflect the voices, experiences, progress, and challenges of each city/county.

Lapse of coordination from 2019-2020 has resulted in some lack of continuity and response time for reporting. Also, many changes in personnel, local elected officials and momentum, have contributed to a diminution of responses for 2021. Despite efforts to contact all known cities and counties with CEDAW initiatives, many have not yet responded. WIN is committed to continued outreach, with updated reports to follow later in the year, as contacts and reports develop.

Funding for reports, commissions and implementation is uneven, depending on numerous variables in each locality. However, there is considerable innovation in sourcing support. Some cities have significant official resources, both financial and programmatic, while others experience only partial support. There are some examples of public-private partnerships, grants, university funding, as well as city departmental and/or operational budget funding. We see promising models, but permanent funding is elusive.

Local Updates: Cities For CEDAW

California

Long Beach, California

Elahe Amani, Zoe Nicholson

Women's Intercultural Network (WIN)

For the first time in history, the Long Beach City Council has a majority of women (5/4). This opens possibilities to finally make Long Beach a true CEDAW City and commence the Women's Commission which was first proposed in November of 1975. In March of 2016, the Long Beach City Council voted unanimously in favor of becoming a CEDAW City. This consent was sent forward to execute a report on fiscal impact to the city. There has been no movement since then.

Regarding the Women's Commission, the current Human Relations Commission (HRC) has been discussing two outcomes; 1) Breaking into three subcommittees, one of which a Women's Commission or 2) Recommend to City Council establishing a designated Commission on the Status of Women. Discussion has moved beyond just the HRC, as awareness has been growing in the public community. Inspired by a female majority on the City Council, many of our women community leaders are looking at petitioning for a Long Beach Women's Commission.

Los Angeles, California

Tanya Pineda

Gender Equity Team, LA

Achieving equality is a top priority for Mayor Garcetti and a central focus of the Mayor's agenda. Mayor Garcetti designed steps to raise awareness about the challenge of gender inequality in Los Angeles — and begin to solve it. His commitment led to the Report on the Status of Women and Girls in Los Angeles, collaborating with Mount Saint Mary's College and the Los Angeles Commission on the Status of Women, a first-of-its-kind comprehensive study detailing data on the specific manifestations of gender inequality in the City.

The Mayor also issued an Executive Directive on Gender Equity, 2015, which called on every City Department to help Los Angeles fulfill its responsibilities under the CEDAW ordinance. Allocating no new funds, this Directive mandated a percentage of each department's budget for equity actions. As one of the first cities to adopt CEDAW, LA served as a model for its implementation by creating the Gender Equity Coalition, including a Gender Equity Liaison from every City Department, and directing the leadership of each Department to prepare a Gender Equity Action Plan, complete with quarterly plan progress reports, to measure and address disparities in the workforce.

Women's Leadership:

- For the first time in LA's history, the City achieved gender parity on its 41 boards and commissions. As of September 2018, women hold more than 50% of these positions, and there are no longer any all-male commissions.
- 57% of Garcetti's Deputy Mayors are women.
- Mayor Garcetti closed the wage gap in his office between men and women.
- Since taking office, 40% of the Department Heads appointed by Mayor Garcetti are women.
- Women hold leadership positions in nontraditional fields, such as LAX and the Zoo.

Education/Youth:

- The Department of Neighborhood Empowerment launched Ignite LA, a program for young women that builds civic knowledge and leadership skills and encourages active engagement in local politics.
- The Department of Recreation and Parks launched the Women Officials Recruitment and Certification program to train women to become sports referees, providing them with
- opportunities to work at Recreation Centers
- Girls Play LA has increased girls' participation in sports and fitness programs.

Public Safety

- The Personnel Department, in partnership with the Information Technology Agency and the Mayor's Innovation Team, launched the City's first online sexual harassment reporting tool, MyVoice LA. Focused on increasing the reporting avenues and overall transparency in the reporting process, the tool has already demonstrated its value to City employees.
- The Personnel Department, in partnership with the Police Department and the Mayor's Innovation Team, launched Pledge to Patrol, an employment and apprenticeship program for young adults who have been outstanding participants in youth programs. Pledge to Patrol maintains an overall participation rate of 50% female.
- The Domestic Abuse Response Team program has expanded from 10 to 21 of the Police Department's outreach areas.
- The City piloted its Sexual Assault Response Team program
- Rape kits are now tested within 90 days.
- The Fire Foundation funded the Mayor's expansion of the LA Fire Department Girls Camp, continuing a shift in women's perspectives of the profession of firefighting, increasing the number of its female firefighter candidates.
- Each City Department Head has been required to develop Action Plans Against Domestic Violence.

- The Fire Department developed and mandated training and procedures tailored for first responders to provide emergency medical services to raise awareness and help victims of domestic violence and human trafficking.

Economic Development

- The Mayor hired the City's first Chief Procurement Officer to develop a citywide procurement strategy, which includes focusing on including many small and women-owned businesses in the procurement process.
- The Mayor increased the number of certified women-owned business enterprises (WBE's) by 36% since July 2017.
- The Bureau of Contract Administration cleared a three year WBE certification backlog by adding resources

Los Angeles County, California

Mary Hansel

UC Irvine School of Law

After two years of advocacy by the [International Justice Clinic](#) at UC Irvine School of Law, the Los Angeles County Board of Supervisors approved a [motion supporting CEDAW](#) implementation on January 5, 2021. The motion instructs relevant County agencies to propose a draft ordinance (which is in progress) to the Board within 90 days.

Initially, there was some skepticism about whether CEDAW was relevant to today's gender discourse in LA County. We prepared a memo and [this blog post](#) to address such concerns. For the past year, the biggest challenges have been COVID-related delays.

The County has not yet completed a gender analysis; however, relevant County agencies are planning to launch a pilot program, focusing on select County departments, in the coming months.

Orange County, California

Rupsi Burman

Orange County CEDAW

On March 9th, in a historic vote (5-0), Irvine City Council passed a CEDAW Resolution that will impact 3,000 residents. Orange County CEDAW will be targeting four other cities (including Mission Viejo and Costa Mesa) with women mayors at this time and they will be going to those cities this year before the CSW66. Some of the major challenges are that it generally seems like male mayors are hesitant to bring CEDAW on board, whereas female mayors embrace it more. The next hindrance is having funding for the Gender Analysis. However, they are at the beginning of putting together a Gender Analysis. UC Irvine may

potentially help out with Gender Analysis of city departments. One potential use of the gender analysis will be regarding pay equity.

Although Orange County may not have a Commission on the Status of Women, they have another body equally powerful to monitor the progress of CEDAW in the city of Irvine.

San Diego, California

Rosemary Straley

SD CEDAW Task Force

Since its CEDAW Resolution in 1998, San Diego has developed coalitions in support of an Ordinance, including League of Women Voters, UNA and the Centennial Coalition. In January 2020, City Council Members, “confirmed interest in sponsoring CEDAW Ordinance.” On January 27th, 2020, Centennial Coalition (led by the League of Women Voters [LWV]) joined CEDAW Working Group & agreed to advocate for passage of a CEDAW Ordinance. From January through July 2020, the CEDAW Working Group researched ordinances in various cities. CEDAW Working Group member, Rosemary Straley attended the July 6th meeting of San Diego County CSW and conferred about the status of CEDAW. On July 11th, 2020, Straley scheduled to meet with the President Pro Tem to discuss the next steps so the CEDAW Ordinance can be adopted by the City Council & celebrated on August 26, Women’s Equality Day. A draft Ordinance focusing on economic development, gender-based violence, health and education has been developed. It includes support for a Gender Analysis and a CEDAW Task Force. The pandemic has delayed progress, but efforts are moving forward.

San Francisco, California

Kimberly Ellis, Elizabeth Newman

San Francisco Department on the Status of Women

San Francisco continues to implement the Cities for CEDAW in the City and County. They have also provided technical assistance to areas exploring local CEDAW measures, such as Sonoma County. Time and Resources are some of the biggest challenges towards progress; implementation of the Cities for CEDAW in its current form is time intensive and prevents broader/full-scale implementation across the City. The San Francisco Department on the Status of Women (DOSW) has not been able to improve their data collection and management to conduct more and/or deeper gender analysis. The San Francisco Department on the Status of Women is also working with the new Office of Racial Equity to make improvements to city policies and programs that advance both gender and racial equity and align with the Cities for CEDAW. See San Francisco’s Racial Equity Framework here: [Citywide Racial Equity Framework](#)

The San Francisco Department on the Status of Women completed a gender analysis of workforce development and economic empowerment programs in the City (a year long study).

The report was published in June -- just in time to inform the Economic Recovery Task Force. The DOSW has used the findings of inequity and recommendations of gender-responsive programming in their advocacy for a gender-equitable recovery, accessible here: [2020 Equity, Entrepreneurship, and Economic Empowerment for Women](#)

The San Francisco Department on the Status of Women also completed a gender analysis of public spaces (art, streets, parks, and buildings). They are measuring progress and this work has resulted in 2 additional streets being named for women: [2020 Gender Analysis of Public Art, Streets, Buildings, and Parks](#)

San Jose, California

Taraneh Roosta and Lisa Liddle

San Jose CEDAW Task Force, Silicon Valley CEDAW Task Force

The City of San Jose passed the Cities for CEDAW Ordinance led by the Silicon Valley CEDAW Task Force (SVCTF) on DEC 19th, 2017. The SVCTF began working closely with the City Manager's Office to secure funding for a Gender Analysis and to identify a qualified vendor to conduct the Gender Analysis. This process included submissions of RFI's and RFP's to finalize the selection process. The City of San Jose agreed to allocate \$50,000 towards funding of the Gender Analysis. Due to several bureaucratic and other internal obstacles the selection process was delayed and COVID-19 also further delayed the entire process.

In 2021, the City of San Jose completed the selection process and the City selected the Social Justice Innovation Center of the Florida University to conduct the Gender Analysis, which began April 1st, 2021. The duration of the study is 6 months and the first department that is being studied is the Police Department. The city of San Jose plans to study other departments internally using the same blueprint that will be used for the Police Department. The Silicon Valley Task Force will continue to monitor the progress.

Santa Barbara County, California

Margaret Fitzwilliam and Ivette Peralta

The Santa Barbara Commission On The Status of Women

In 2020, the Santa Barbara Commission On The Status of Women (SBCSW) gained the support of the city council of all eight cities within Santa Barbara County who adopted a Resolution to uphold the Convention on the Elimination of Discrimination Against Women (CEDAW). In 2021, SBCSW's goal is to work with their Board of Supervisors to ensure that they meet CEDAW guidelines set forth by the United Nations for equality, equity, inclusion and solidarity and to make this CEDAW Resolution into a County Ordinance. This program advances racial, economic, and gender justice for all people on equal terms with men, women and the LGBTQ community.

The Commission for Women is also dedicated to strengthening women and girls in Santa Barbara County's five districts including all communities across the County. SBCSW is looking forward to hosting Town Hall meetings via the Zoom platform, addressing the most salient issues, and providing tools for their female population to meet and overcome the challenges they are facing as SBCSW works to create a better world.

Sonoma County, California

Katie Gordon

Sonoma County Commission on the Status of Women

Katie Gordon recently finished drafting the CEDAW Resolution for Sonoma County. It will be in the Commission's June agenda, where Gordon will seek a vote from the Commissioners to move forward with putting it on our Board of Supervisors' agenda for an upcoming meeting.

The Gender Equity ad hoc team just finished another project, as well. One of their key findings from their research project last year was that women in our County are not sure what resources are available or where to find them. This finding was particularly salient among the incarcerated women they spoke with. Their ad hoc team decided to update their existing Resource Guide, which was living on our Commission website. We created a handout of vital services in the County. We intend to distribute these to the women's jail, and throughout the community.

Gordon is also part of another ad hoc team that is conducting a second year of data collection for a research project, the Voices of Sonoma County Women. The [2020 report](#) is available for viewing. Their 2021 survey is launching soon, and they have added a significant number of questions intended to gauge the impact of COVID on women in the County.

Colorado

Boulder, Colorado

Robert McNow

United Nations Association - Boulder County

Prior to 2020, under the leadership of Veronica Hrutkay, the United Nations Association (UNA) Boulder County was very pleased with their achievements in the Cities for CEDAW campaign and was successful in getting three cities within Boulder County to adopt a resolution. The cities that have adopted resolutions are **Lafayette (2016)**, **Louisville (2017)**, **Boulder (2018)**. **Boulder County** also adopted a Resolution in 2018. The specifics on these resolutions are available at: [CEDAW Colorado Documents & Resources](#)

Challenges to further progress are:

- A loss of leadership from Veronica Krutkay, who was relocated for her military duties.
- The COVID-19 pandemic that has kept most of us homebound.

- A movement towards other new initiatives, in particular, one focused on racial justice and another on pandemic relief for people in Nepal.

Denver, Colorado

Alexis Newton

UNA Denver/Denver for CEDAW

The Cities for CEDAW initiative encourages US cities to incorporate gender mainstreaming in its programs, policies, and structures to protect women's human rights. Denver has been on the forefront for women's equality for years, yet (Window into Denver Women and Girls 2014):

- 1 in 3 women continue to experience rape, physical violence and/or stalking by an intimate partner in their lifetime.
- 19.2 percent of Denver's female population lives in poverty.
- Denver women in full-time employment earn \$5,160 less than Denver men.

By joining other CEDAW cities -- such as Pittsburgh, Miami or Cincinnati -- Denver reaffirms its commitment as a defender of women's human rights, becoming a truly global city that safeguards human rights for all. The Denver Chapter of the United Nations Association, in cooperation with local partners, asks the City and County of Denver to adopt a CEDAW Resolution that calls for a comprehensive analysis of all city and county's operations, policies and programs to identify gender inequalities and to propose solutions to become more gender equitable. (For more information on CEDAW, go to: [@Denver4CEDAW](#) or visit www.denverforcedaw.co)

Florida

Miami-Dade County, Florida

Monica Skoko Rodriguez

Miami-Dade Commission on Women

Miami-Dade County's [2020 Status of Women Report](#) was presented to the Board of County Commissioners and the Miami-Dade Commission on Women's recommendations based on the report will come out in April. One of the biggest challenges towards progress is that any recommendations they make are frequently met with complaints of budgetary restraints. A 2020 analysis was completed and a 2021 analysis will be completed for recommendations based on the effects of the pandemic on women.

Hawaii

Honolulu, Hawaii

Joshua Cooper

United Nations Association of the United States of America: Honolulu - Oahu, Hawaii Institute for Human Rights, and University of Hawaii

Since last year, UNA-USA Honolulu, Hawaii were able to partner and participate in the first ever statewide Voluntary Local Review (VLR) at the United Nations. They focused on Sustainable Development Goals #5 (SDG #5 Gender Equality) and participated in multiple events in Hawaii focusing on SDG #5 in Hawaii (at the state level) and also with their mayors and county councils (at the city level). They had a Hawaii Voluntary Local Review (VLR) Lab at the United Nations (UN) High Level Political Forum in July and shared their final report at UN General Assembly in September 2020. They will keep organizing in the coalition around the VLR.

UNA-USA Honolulu, Hawaii also raised gender justice issues at the UN Universal Periodic Review of the United States of America in Geneva discussing women's rights in the three hour review process. They are attempting to pass a resolution in the Hawaii State Senate to implement the human rights recommendations regarding women's rights.

To address challenges, UNA-USA Honolulu, Hawaii is reaching out and partnering with more non-governmental organizations in Hawaii to implement The Cities for CEDAW in Hawaii. A Gender Analysis has not yet been completed since last year. However, they are reaching out to partners at East-West Center to accomplish one. They will keep organizing on the Cities for CEDAW and will also do follow-up on the Universal Periodic Review (UPR) recommendations around women's rights.

Kentucky

Louisville, Kentucky

Angela L. Brokmann, Mary Sue Barnett, Jamieca Jones

Zonta Club of Louisville, Louisville CEDAW, University of Louisville Women's Center, Louisville Metro Office for Women

Although a gender analysis has not been completed since last year, the database housed at the Metro's Office For Women has been updated to include what areas each club listed represents. Active outreach to each club listed to ensure they know how their information is being shared and how they can capitalize on the exposure.

To bring more awareness and education on Women's Issues at an International and national level, The University of Louisville Women's Center established a United Nations Association – Women student organization at the University of Louisville in 2018 under the University of Louisville Women's Center with Jamieca Jones, Zonta Club and Louisville Metro Office for Women, serving as their Advisor. Program Highlights include:

- Annual symposium on gender issues including maternal health and ending child marriage in KY featuring survivors, local and national speakers which included Senior Council for Public Policy and Strategy with Tahirih Justice Center. Over 200 have attended since its inaugural event.
- Annual Women Refugee & Immigrant Monologues providing a platform for women to share their stories and experiences. Over 250 have attended since its inaugural event.
- Women in Leadership Panel featuring women in various fields working on many women's issues, which included Chinese campaigner and activist for gender equality, sexual harassment awareness, and sexuality, Li Maizi.
- To further enhance our student experiences, we send students to attend CSW, UNA-USA Leadership Summit and UNA-USA KY Division opportunities.
- We are exploring further ways to enhance student experiences and bring awareness to the campus and Louisville community.

All of these programs were facilitated by the student group and the Women's Center.

A major challenge toward progress has been that, with COVID-19, many bills have been put on the back burner to focus on economic recovery and health requirements. COVID-19 impacted local efforts including legislation and a gender analysis study. Another major challenge was the lack of support from local leaders, thus making it harder for collaboration. Additionally, with the Breonna Taylor case happening in Louisville, rightfully so, there was a shift of focus from the city and community leaders.

Missouri

Kansas City, Missouri

Alice Kitchen, Gail James

Women's Equality Coalition, UNA Greater Kansas City, Midwest CEDAW Coalition

Since the CEDAW Resolution was passed unanimously by Kansas City Missouri City Council in 2015, we have been in contact with City Council members to move forward. In 2020, the Kansas City Women's Equality Coalition benefitted from the City Council funding a Gender Study for the entire workforce of the City. This Gender Study will be reported out in Spring 2021.

During this past year, a small group of Women's Equality Coalition members researched the Cities for CEDAW standards within the City. The resulting Report to the City Council on the Elimination of Discrimination Against Women has been presented to the Council members and the full report is slated to be presented to the Finance Committee next and a full vote will occur at the Spring 2021.

This report covers all the standards and details for the current status of the City's work in women in leadership, women in appointive office, pay equity, family friendly practices and policies, and protection and safety benchmarks. For each area, there is a status report citing

numbers, percentages of disparities, cost to the City due to lawsuits, policies and practices that affirm women and those that do not, and areas of needed improvement.

This report includes a request for an Ordinance to codify the elimination of discrimination against women in all the ways we cited in our report. We asked that a Women's Commission be placed in the Ordinance and operationalized, making a representative of the women's organizations in the Women's Equality Coalition and some additional representatives commissioned to carry out the work cited in the Report.

Lessons learned along the way:

- One size does not fit all. The Nuts and Bolts for Cities for CEDAW may work for some cities, but not all.
- Develop an end goal and a roadmap to get there, based on your political reality.
- Remember: there must be a reason why there are few Midwestern cities that have achieved full status Cities for CEDAW.
- Leaders need to spend time learning how their city functions: decision-making process for Administrative staff and Elected leaders.
- Use words that do not create obstacles to your plan. In Kansas City, the words "United Nations" and "CEDAW" have to be overcome to move forward. Once established, the full background can be incorporated into the plan.
- Consider all the ways women of the full spectrum of feminism experience discrimination and create your plan to include those intersectional practices and policies, i.e., (1) consider the discrimination faced by transgender and non-binary individuals, (2) consider new models to protect against sexual assault and domestic violence that do not have a law enforcement component and the Crime Prevention by Environment Design program that can be incorporated in city planning department regulations, and (3) consider passing an Ordinance to eliminate the use of salary history in the hiring process.

Challenges include lack of paid staff, turnover of Council members, insufficient investment of Coalition organization members, and the municipal bureaucracy. On the plus side, there has been turnover of Council members, individuals in various member organizations and a Council Member's action to get the City Manager to put \$75,000 in the City budget in 2019.

A Gender Analysis was completed late last year and was finally reported out Spring 2021. The Gender Study contract was between the City and Segal Consultants, New York. The Coalition was not a party in the Gender Study Contract and therefore was not included in the first report to the City Human Resources Department. Since receiving the Segal Report, the Women's Equality Coalition has found reason to question the process and findings, and has prepared a lengthy document of questions and rebuttals to discuss with City Council members.

Montana

Bozeman County, Montana

Jan Strout, Lei-Anna Bertelsen, Rachel Krug

(Etta Gold, Caelen McQuilkin, Cara Jorgensen)

The Bozeman Task Force, Bozeman Business and Professional Women

An action-oriented Task Force for the Bozeman for CEDAW campaign, called *The Bozeman Task Force on the Status and Safety of All Women and Girls* was launched in 2020. The City of Bozeman aims to Adopt a City for CEDAW Ordinance/Resolution by October, 2021. The Current Status to adopt a City for CEDAW in Bozeman is as follows:

- 4 Commissioners SUPPORT a Resolution
- Launch in 2020 of CEDAW Task Force, with its diverse membership inclusion and BIPOC representation, community and organizational leaders, credibility with City, Media, Commissioner liaison
- Vision of Community Safety campaign: outreach with City of Bozeman, Chief of Police search, emerging work with Gallatin CO.
- Previous and current leadership to adopt City of Bozeman Resolutions on Equal Pay for Equal Work and Gender Pay Equity for Venders (S 4601 in 2015 & S 5269 in 2020)
- Task Force Strategic Planning process to adopt a Bozeman for CEDAW Campaign

Campaign Accomplishment Highlights from 2018 to Present include:

- Compilation and analysis of the *2019 Bozeman Report and Recommendations to Advance the Status of All Women and Girls*, with Press Conference coverage, strategic outreach and broad distribution to key stakeholders and 2,000 Supporters;
- **2019 Municipal Electoral strategy** with a *Voters Guide on CEDAW priorities* (distributed 3,500 copies in print and more online) and Candidate Forum (75+ participants) with all 4 Commission Candidates endorsing an Ordinance or Resolution and 1 out of 2 Mayoral candidates endorsed), community radio coverage (KGVM-FM) of Forum broadcast numerous times and as podcast on their web (www.kgvm.org);
- May 13, 2018 – Presentation to request adoption of City for CEDAW Resolution by their community to Bozeman City Commission with over 100 supporters wearing red, 25 speakers testifying in favor (no opposition) from across the community, media coverage supported by 25 LTES's, and delivery of 1,000 + distinct Petition Signatures
- Media support: 8 **Bozeman Chronicle** Guest Editorials, 25+ LTE's, 20+ Press interviews in print, radio and television
- Presentations (100+) resulting in 30-40 Organizational Endorsements and the Editorial Board of the **Bozeman Chronicle** (May, 2018)

- Community education and engagement through Bozeman for CEDAW Facebook page: [Bozeman: A City for CEDAW | Facebook](#) , quarterly E-Newsletters to 1,500 online supporters, Events, tabling with allied organizations
- In 2020, before the Pandemic onset, we had gathered a total of more than 2,000 distinct Petition Signatures in support of a Bozeman for CEDAW Ordinance.

Bozeman City is on track for a CEDAW Resolution/Ordinance in two stages this Fall.

North Carolina

Raleigh, North Carolina

Beth Dehghan, Maria Riemann

WomenNC

This has been a year of regrouping for WomenNC (WNC): they have revamped their Leadership Training Program, at the heart of their mission. They are currently accepting applications for it from university students.

Their work for the Cities for CEDAW has been limited this year. Beth Dehghan and her colleagues helped [Durham City and Durham County pass resolutions in support of the Cities for CEDAW](#) in 2017 during her tenure at the helm of WNC. WomenNC hopes that she will continue these efforts in the future with the work of their scholars in hand. This last year they have not made many strides here.

The challenge WNC faces in continuing to work toward expanding the Cities for CEDAW in North Carolina is best summed up by noting their human resources constraints. There is only one paid staff person at WNC: Maria Riemann (Executive Director of WomenNC). Her work focuses on the programmatic aspect of their leadership training program and organizational fundraising.

However, WomenNC could continue to work on the Cities for CEDAW efforts in NC if they could find the funds to hire a Cities for CEDAW program director. The Cities for CEDAW Durham model could be replicated in other parts of North Carolina by:

- Looking for financial source to hire a paid staff to run the Cities for CEDAW program
- Using the WomenNC scholars' reports to advocate for the passage of the CEDAW resolution across NC by working with existing county and city women's advisory boards to encourage mayors and county commissioners to pass the Cities for CEDAW resolutions.
- Working with the [NC Council for Women](#) and Governor's office to create more [women advisory board](#) to have a stronger voice for women at the city councils and county commissions
- Reinvigorating the [NC Coalition for Cities for CEDAW](#)

However, WNC is committed to engaging students in using gender analysis, at the heart of any CEDAW resolution, in undertaking their projects. WNC scholars examine and seek to understand instances of gender disparities in particular North Carolina communities. They then write social scientifically rigorous research papers on their chosen topic. Further, they propose short- to medium-term policy solutions to ameliorate those disparities. Finally, scholars advocate for these policy solutions in front of decision-makers at the local, state, national, and international levels through direct contact, presentations, and participation in workshops and other public fora. The work of the most recent WNC scholars (2019-2020) can be viewed on their website [here](#).

North Carolina is a limited "Dillon's Rule" state—as such, the ability of municipalities to enact the Cities for CEDAW (and other “controversial”) statutes (see the “bathroom bill”) is restricted. Consequently, the most that Durham City and County have been able to do is to pass resolutions in support of the Cities for CEDAW and not actually make the Cities for CEDAW a part of their municipal codes: they need the express permission of the state legislature-- a body that is a majority conservative and Republican and not particularly open to these kinds of equity-advancing initiatives made into law.

New York

New York City, New York

Sheila Katzman

New York City 4 CEDAW, Commission on Gender Equity

The New York City 4 CEDAW (NYC4CEDAW) Act Coalition expects to see a Gender Equity Bill of Rights rolled out by the end of 2021. NYC4CEDAW has maintained a close connection with the Commission on Gender Equity (CGE). CGE was instituted through advocacy of NYC4CEDAW Act Coalition and other organizations by the present Mayor of New York City and formalized as a full commission through an act of City Council. NYC4CEDAW is in continuous talks with the CGE, where CGE shares their plans with NYC4CEDAW and NYC4CEDAW applauds their efforts and progress while also providing feedback on areas of improvement. They have also maintained their relationship with the Women's Committee of the City Council. Members of NYC4CEDAW Act Coalition members have testified at least once in 2020 at a City Council hearing on gender related issues. Gender and racial inequities were dominant in the community's responses.

NYC4CEDAW's main goal for 2020 has been to bring the voice of the community into the discussion about gender rights. During 2020, they facilitated “Community TalkBacks” designed to solicit stories of actual experiences in three areas, health, safety, and economic empowerment. Healthcare dominated the first three zoom webinars during lockdown.

A report on NYC4CEDAW's findings was submitted to the City Government through the Commission on Gender Equity (CGE). The report is to influence the toolkit rolled out in late 2019.

The Commission on Gender Equity's work with Columbia University Law School's Human Rights Institute to evaluate where the City's laws and policies align with CEDAW was deferred because of budgetary constraints resulting from the COVID-19 pandemic. CGE has created a "Gender Equity Bill of Rights," to be published spring 2021, giving New Yorkers a user-friendly handbook of their rights, which have been strengthened or extended through the legislation passed during the de Blasio Administration. CGE also co-led the City's work for the 16 Days of Activism against Gender-based Violence.

The biggest challenge toward progress is that, because of term limits, in 2022 there will be a new Mayor -- which will determine if CEDAW tenets will have a strong enough foundation to survive the transition.

CGE notes that the COVID-19 pandemic exacerbated already existing inequalities for women, Transgender, Gender Non-Conforming, and Non-Binary (TGNBNC) people and people of color throughout the country, including in New York City. The biggest challenge for this and future administrations is removing the barriers the pandemic put between New Yorkers — especially women and all people of color — and their rights.

A Gender Analysis is still being developed. Columbia University Law School's Human Rights Institute has been engaged to develop and carry out a survey. The survey is directed toward analyzing the City Charter and the impact of laws on gender. NYC4CEDAW is advocating, instead, for an assessment of actual impact of policies or lack thereof on the residents of New York City. While laws may be in place, it is the actual implementation that is important.

The Commission on Gender Equity is conducting a longitudinal study of Gender Equity and COVID-19, using an intersectional lens and a human rights frame. CGE is preparing a report, and the preliminary results have already been influencing policy change through many avenues, including the Mayor's Task Force on Racial Inclusion and Equity, CGE's partnerships with other City agencies and offices, the CGE Commissioners' workgroups, and through the Executive Director's external events both internationally at CSW and locally.

CGE will bring the intersectional and human rights approach, as well as results from the COVID-19 survey, to local and international audiences through the partnership and engagements with the Mayor's Office for International Affairs and Columbia's Human Rights Institute.

Ohio

Cincinnati, Ohio

Susan Noonan, Megan Cummings

The Mayor's Gender Equality Task Force

In 2020, the University of Cincinnati Gender Equity Research group finished the second phase of their two year gender analysis of all City Departments, Boards and Commissions. The two phase study examined the composition and pay differentials in departments using HR resources, and the second phase examined five city departments in more detail. Much of the

researcher's time and expertise was donated, since the \$20,000 raised from the Gender Equality Task Force's Coalition agencies and University entities was insufficient.

The Gender Equality Task Force, appointed by the Mayor, created a pamphlet with what they determined were the 10 topline findings and recommendations from the full UC Research Team study -- which they then presented to the City Council on April 20, 2020.

Although originally appointed for two years, The Task Force is still existing and the Task Force members hope it will soon become active again as the pandemic winds down. Council members assured them they will not be terminated while still working on recommendations and monitoring progress. One of their recommendations is a permanent Gender Equity Department or Commission.

The pandemic, without a doubt, has slowed progress. The Council's attention was elsewhere the day the Mayor's Gender Equality Task Force presented their findings, since there was racial unrest in the city that day, a City Council person had been exposed to Coronavirus, and the City Manager resigned. Budget deficits, Charter Amendments and the fact that three of the City Council members were indicted on corruption charges also created challenges. The new Council members have not seen or heard the recommendations of the Task Force. Consequently, the Mayor's Gender Equality Task Force plans to start meeting with the new members in April.

The gender analysis has been completed in all City Departments, Boards and Commissions, and the Task Force has condensed the results to 10 topline findings and recommendations that are manageable. They are beginning the process of recruiting Council members to champion their recommendations. The City has already implemented some of the Task Force's first phase recommendations and the Task Force is planning to present the three most necessary and attainable recommendations

The Fire Division -- one of the five departments examined closely -- has made substantial changes since first receiving the initial recommendations from the Mayor's Gender Equality Task Force. (It was very helpful that a firewoman was also on the Task Force.) No previous salary history can be requested by any employer in the City of Cincinnati, and the demographics of Boards and Commissions are made public before any new appointees are made.

The members of the Task Force are hopeful for the future; it is an election year and, with three newly appointed council members to the seats of the indicted members, there are fresh minds and, hopefully, new supporters of the Mayor's Gender Equality Task Force.

Oregon

Portland, Oregon

Elicia Reed

(Formerly with) Oregon CEDAW Coalition

There is no news to report for Oregon. Elicia Reed (formerly with the Oregon CEDAW Coalition) has not been in Oregon since 2018 and is still looking to pass the Coalition to someone in Oregon. There are still the two City Resolutions, State Proclamation, and City of

Eugene Proclamation that the Coalition did pass and still stand. If Elicia returns to Oregon, she will take the work up again and see if she can get a state bill or at least a state resolution. Until then, there is nothing to report.

Pennsylvania

Pittsburgh, Pennsylvania

*Anupama Jain (Executive Director of Pittsburgh GEC),
Lee Fogarty, Zonta, Pittsburgh for CEDAW*

Regarding progress, the first phase of the Gender Analysis resulted in the 2019 Pittsburgh's Inequality Across Gender and Race ([PIGR](#)) Report, exposing intersectional patterns of inequality impacting our city. It has dramatically re-focused grant-making and nonprofit priorities in the city. The Gender Equity Commission launched the Workforce Equity Initiative, since the Gender Analysis affirmed that economic inequality faced by Black women is the most severe barrier for gender equity in our city. The Executive Director participated in the City of Pittsburgh's first Voluntary Local Review (VLR) report. The ED worked with the Mayor's Office to update City code with gender inclusive language. The ED and Chair advised the City of Pittsburgh about best practices for inclusive facilities (all-gender bathrooms/changing stations, lactation rooms, etc.)

Challenges include:

- The Global pandemic
- Continued societal unfamiliarity with intersectional feminist practices and CEDAW
- Lack of female leadership and representation at the highest decision-making levels
- Limited funding and staffing for the GEC

South Dakota

Rapid City, South Dakota

*Suzan Nolan, Dorothy Rowdy Brewick
Gender Equality Task Force*

No gender analysis has been completed since last year. However, Rapid City has a new Human Relations Board and Suzan Nolan and Dorothy Rowdy Brewick from "Cities for CEDAW Rapid City" are requesting to be included on an upcoming agenda after the board has had time to get organized. They hope to convince the members of the Human Relations Board to include gender bias as a topic to be addressed by this new commission.

Going Forward

1. Evaluations should be undertaken to assess long-term outcomes. Strategic planning and effectiveness measures are being developed.
2. Efforts will be made to craft creative strategies and information toolkits for funding and partnerships to remove funding barriers, which will benefit local campaigns.
3. The [Cities for CEDAW website](#) is currently being updated and will become more interactive.
4. There is a new email address for questions and comments: CEDAW@winaction.org
5. New Reports that come in will be posted to the website periodically so that all information on cities, counties, and other initiatives will be as current as possible.
6. There will be quarterly Cities for CEDAW online meetings to share progress and challenges and provide support.
7. A Cities for CEDAW Advisory Group will be established to review policy and programmatic action steps and to provide grassroots support for all initiatives.

CEDAW Cities with Pending Reports

*To add information about your city or organization to future updates,
please email [Mishy Jacobson](#) or [Gail James](#).*

Berkeley, California

Daly City, California

West Hollywood, California

Tampa, Florida

Edina, Minnesota

University City, Missouri

Cleveland, Ohio

Eugene, Oregon

Salt Lake City, Utah

Appendix

<i>Location</i>	<i>Organization</i>	<i>Contact</i>	<i>Email</i>
Berkeley, CA ^{1*}	Pending	Pending	Pending
Boulder County, CO	United Nations Association -- Boulder County	Robert McNown	president.unabc@gmail.com
Bozeman, MT	The Bozeman Task Force, Bozeman Business and Professional Women	Jan Strout	peacewomen4ever@yahoo.com
Cincinnati, OH	The Mayor's Gender Equality Task Force	Susan Noonan, Megan Cummings	snoonan@fuse.net cummingism@gcfdn.org
Cleveland, OH*	Lorretto at the UN	Beth Blissman	bblissman@lorettocommunity.org
Daly, CA*	Pending	Pending	Pending
Denver, CO	UNA Denver, Denver for CEDAW	Alexis Newton	alexisnewton777@hotmail.com
Edina, MN*	Pending	Pending	Pending
Eugene, OR*	Pending	Pending	Pending
Honolulu, HI	United Nations Association of the United States of America: Honolulu - Oahu, Hawaii Institute for Human Rights, University of Hawaii	Joshua Cooper	joshuacooperhawaii@gmail.com
Kansas City, MO	Women's Equality Coalition, UNA Greater Kansas City, Midwest CEDAW Coalition	Alice Kitchen, Gail James	inthekitchenak@gmail.com gljames@swbell.net
Long Beach, CA	Women's Intercultural Network	Elahe Amani	elahe4peace@yahoo.com
Los Angeles City, CA	Gender Equity Team, LA	Tanya Pineda	tanya.pineda@lagov.org
Los Angeles County, CA	UC Irvine School of Law	Mary Hansel	mhansel@uci.edu
Louisville, KY	Zonta Club of Louisville, Louisville CEDAW, University of Louisville Women's Center, Louisville Metro Office for Women	Angela L. Brokmann, Mary Sue Barnett, Jamieca Jones	albrokmann@aol.com Louisville.cedawcoalition@gmail.com jamieca.jones@louisville.edu
Miami-Dade County, FL	Miami-Dade Commission on Women	Monica Skoko Rodriguez	monica.Skoko@miamidade.gov
New York, NY	New York City 4 CEDAW, Commission on Gender Equity	Sheila Katzman	president@iawrtusa.org

^{1*}Report Pending

<i>Location</i>	<i>Organization</i>	<i>Contact</i>	<i>Email</i>
Orange County, CA	Orange County CEDAW	Rupsi Burman	hopeinlifefoundation@gmail.com
Pittsburgh, PA	Pittsburgh GEC, Zonta, Pittsburgh for CEDAW	Anupama Jain, Lee Fogarty	anupama.jain@pittsburghpa.gov lfogartyzonta@gmail.com ZontaClubofPittsburgh@gmail.com
Portland, OR	(formerly:) Oregon CEDAW Coalition	Elicia Reed	eliciakreed@gmail.com
Raleigh, NC	WomenNC	Beth Dehghan, Maria Riemann	beth.dehghan@womennc.org maria.riemann@womennc.org
Rapid City, SD	Gender Equality Task Force	Suzan Nolan, Dorothy Rowdy Brewick	kensuz49@gmail.com brewicks@enetis.net
Salt Lake City, UT*	SLC Community Outreach, Diversity and Human Rights, Restoring Ancestral Winds, Inc	Celine Milner, Yolanda Francisco-Nez	celine.milner@slcgov.com yfranciscone@zmail.com
San Diego, CA	SD CEDAW Task Force	Rosemary Straley	rgstraley@aol.com
San Francisco, CA	San Francisco Department on the Status of Women	Kimberly Ellis, Elizabeth Newman	kimberly.N.Ellis@sfgov.org elizabeth.newman@sfgov.org
San Jose, CA	San Jose CEDAW Task Force, Silicon Valley CEDAW Task Force	Taraneh Roosta, Lisa Liddle	taraneh.roosta@yahoo.com lkiddle@gmail.com
Santa Barbara County, CA	The Santa Barbara Commission On The Status of Women	Margaret Fitzwilliam, Ivette Peralta	margs.fitzwilliam@gmail.com ivetteperalta10@yahoo.com
Sonoma County, CA	Sonoma County Commission on the Status of Women	Katie Gordon	katie.m.gordon@gmail.com
Tampa, FL*	Pending	Pending	Pending
University City, MO*	Pending	Pending	Pending
West Hollywood, CA*	Pending	Pending	Pending

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