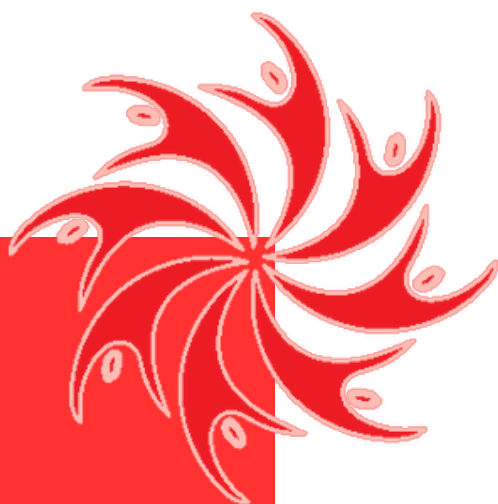


Cities for CEDAW

Convention on the Elimination of all forms of Discrimination Against Women



2022-2023

ANNUAL REPORT

Sponsored by

THE WOMEN'S INTERCULTURAL NETWORK (WIN)

ACKNOWLEDGMENTS



Thank you to the [Women's Intercultural Network \(WIN\)](#) for sponsoring this report. Mishy Jacobson researched, compiled, and edited the information for this report. Gail James and Junemarie Justus (Women's Intercultural Network) 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 contact persons and colleagues who provided the information. 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 for the Elimination of All Forms of Discrimination against Women.

We thank WIN's President Elahe Amani and the dedicated CEDAW Advisory Board and WIN Board of Directors. 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 of NGO/CSW/NYC, Chair of the Board of Women's Environment and Development Organization (WEDO), and UN representative for 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 Cities for CEDAW projects across the country. Krishanti Dharmaraj (former 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 all our communities. What began as Cities for CEDAW has grown to encompass community-based human rights CEDAW initiatives in cities, counties, and even states - advancing equity for ALL.



EQUAL RIGHTS

“WHERE, AFTER ALL, DO UNIVERSAL HUMAN RIGHTS BEGIN? IN SMALL PLACES, CLOSE TO HOME – SO CLOSE AND SO SMALL THAT THEY CANNOT BE SEEN ON ANY MAPS OF THE WORLD. YET THEY ARE THE WORLD OF THE INDIVIDUAL PERSON; THE NEIGHBORHOOD HE LIVES IN; THE SCHOOL OR COLLEGE HE ATTENDS; THE FACTORY, FARM, OR OFFICE WHERE HE WORKS. SUCH ARE THE PLACES WHERE EVERY MAN, WOMAN AND CHILD SEEK EQUAL JUSTICE, EQUAL OPPORTUNITY, EQUAL DIGNITY WITHOUT DISCRIMINATION. UNLESS THESE RIGHTS HAVE MEANING THERE, THEY HAVE LITTLE MEANING ANYWHERE. WITHOUT CONCERNED CITIZEN ACTION TO UPHOLD THEM CLOSE TO HOME, WE SHALL LOOK IN VAIN FOR PROGRESS IN THE LARGER WORLD.”

ELEANOR ROOSEVELT

"I AM NOT FREE WHILE ANY WOMAN IS UNFREE, EVEN WHEN HER SHACKLES ARE VERY DIFFERENT FROM MY OWN."

AUDRE LORDE

"WOMEN BELONG IN ALL PLACES WHERE DECISIONS ARE BEING MADE. IT SHOULDN'T BE THAT WOMEN ARE THE EXCEPTION."

RUTH BADER GINSBURG

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INTRODUCTION

Cities for CEDAW, The United Nations Convention for the Elimination of All Forms of Discrimination against Women, is a national grassroots movement to advance gender equity in local municipalities and counties. It addresses economic justice, education, health, familial and community safety, and the elimination of gender-based violence. Although CEDAW is not ratified by the United States, it is the only international human rights treaty completely dedicated to ending gender-based discrimination against women and is ratified by 196 other nations, adopted by the United Nations General Assembly in 1979. The Cities for CEDAW Campaign is a crucial strategy and mechanism to end discrimination against women in cities and counties, as issues facing women are exacerbated by the current global socio-political and economic climate.

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 by developing coalitions, crafting reports outlining gender issues, and ensuring that Resolutions and Ordinances speak to the equity, safety and well-being of women and girls in local communities.

While there are numerous ways to implement CEDAW's principles, it is encouraging to note that the most important requirements (as listed in San Francisco's [Cities for CEDAW Fact Sheet](#)) are:

- Gender analysis – This tool analyzes workforce, services, and the city budget in order to integrate gender considerations into the daily operations of local agencies, and to institutionalize new ways of thinking about equitable distribution of government resources. The report includes other demographic characteristics linked to gender such as race, disability, immigration status, and sexual orientation.
- Oversight body – Crucial to the implementation of programming and policies is having community and government leaders oversee the implementation of action plans.
- Funding – Municipalities should allocate between \$0.10 and \$0.25 per woman resident to implement program and policy reforms as outlined by CEDAW.

In recent years, more than 80 jurisdictions have engaged with local stakeholders to advance the critical and timely work of CEDAW. Local governments strive to create effective intersectional policies to advance local economies and build sustainable cities and counties. Government officials, community leaders and stakeholders at every level increasingly recognize CEDAW as a powerful tool. As cities work to advance equity, meet sustainability and DEI (Diversity, Equity, Inclusion) targets, a local equity ordinance provides a solid framework to ensure policies and programs are inclusive and informed. The CEDAW campaign's vitality is a strong testament to the relevance of the framework to connect human rights and public policy at the local level.

Communities around the globe have been recovering from the repercussions of Covid-19. This has caused some local governing bodies of US cities and counties to place the Cities for CEDAW Campaign on the back burner. Yet, other jurisdictions have managed to maintain CEDAW momentum, resulting in sustained progress. However, the pandemic, along with the climate crisis, food shortages, and various conflicts and wars across the globe are exacerbating gender inequality and challenges facing women, girls, and marginalized communities - indicating that implementation of the Cities for CEDAW is more critical than ever.

The 2022-23 Cities for CEDAW Update Report covers progress made in US cities and counties that have passed CEDAW Ordinances and Resolutions since 2021, as well as those starting to explore Cities for CEDAW initiatives. Survey questions and information are provided in Appendix A. Cities/counties and their associated contacts are listed in Appendix B.

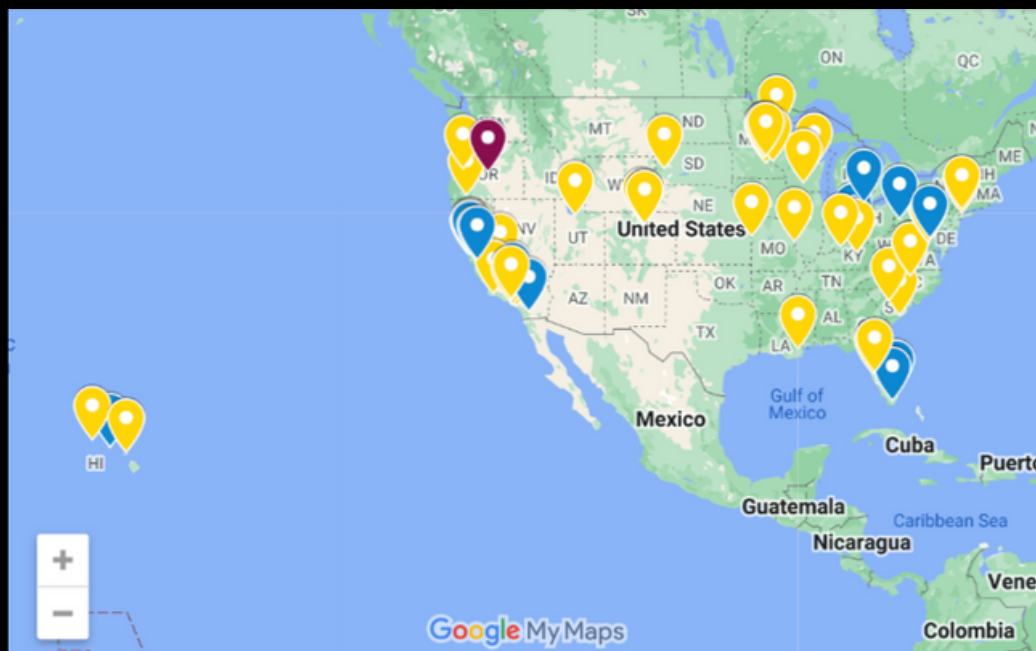
A National Review

WHERE WE ARE NOW

CEDAW Ordinances and Resolutions are currently signed in 55 U.S. cities and 14 U.S. counties, while CEDAW Campaigns and Initiatives exist in countless other cities, counties, and states across the U.S.

14
COUNTIES

55
CITIES



This [map](#) was provided by the Cities for CEDAW History and Futures Project, funded by Soon-Young Yoon.

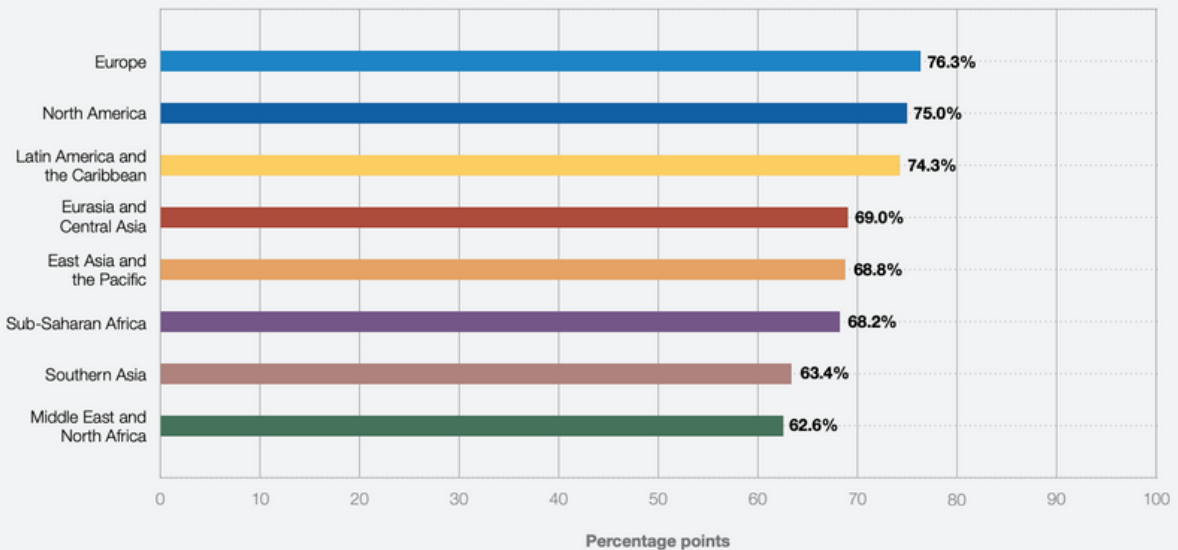
1 IN 4

Women “experience severe intimate partner physical violence, intimate partner contact sexual violence, and/or intimate partner stalking with impacts such as injury, fearfulness, post-traumatic stress disorder, use of victim services, contraction of sexually transmitted diseases, etc.” ¹

17% GAP

“The average woman earns just 82 cents for every dollar earned by a man. This disparity is even greater for women of color, with African American women earning just 60 cents and Latinas earning only 55 cents for every dollar earned by white, non-Hispanic men.” ²

FIGURE 1.5 Gender gap closed to date, by region



Source

World Economic Forum, Global Gender Gap Index, 2023.

Note

Population-weighted averages for the 146 economies featured in the Global Gender Gap Index 2023.

Global Gender Gap Report 2023

This table is from the World Economic Forum’s “Global Gender Gap Report 2023.” ³

¹ “NCADV: National Coalition Against Domestic Violence.” The Nation’s Leading Grassroots Voice on Domestic Violence, ncadv.org/STATISTICS#:~:text=1%20in%203%20women%20and,be%20considered%20%22domestic%20violence.%22&text=1%20in%207%20wo,men%20and,injured%20by%20an%20intimate%20partner. Accessed 2 Sept. 2023.

² Haan, Kathy. “Gender Pay Gap Statistics in 2023.” Forbes, Forbes Magazine, 20 July 2023, www.forbes.com/advisor/business/gender-pay-gap-statistics/#:~:text=Women%20earned%20an%20average%20of,terms%20of%20take%2Dhome%20pay.

³ “Global Gender Gap Report 2023.” World Economic Forum, 2023, www3.weforum.org/docs/WEF_GGGR_2023.pdf.



SUMMARY OBSERVATIONS

Gail James

The vision and commitment that set the framework for the Cities for CEDAW Campaign in 2014 have persisted to the present. With increasing visibility has come recognition that women's human rights have a place in local jurisdictions. Both cities and counties are acknowledging their role in promoting a gender lens in public policy. Resolutions in support of gender equity are now in place in all regions of the country, if not in all states. Ordinances are finding approval in official administrative codes, in cities and counties, ensuring that anti-discrimination policies are budgeted, measured and enforced.

Cities for CEDAW exhibit both "top-down and bottom-up" approaches. Some efforts are grassroots projects, while other areas benefit from Mayors, Supervisors and officials who champion the project via directives. Other localities experience a combination, with support from both local coalitions and elected leaders.

During 2022 and 2023, The Cities for CEDAW Campaign made progress in many areas outlined in detail on the next page. While the campaign also faced challenges, these challenges present activists and government officials opportunities to continue closing the gender gap in the United States.

The Cities for CEDAW Campaign is noteworthy for multiple key elements:

- Coalition-building remains the primary factor in developing and sustaining a CEDAW initiative. Each locality builds on its women's organizations, with social justice, human rights, educational and civic groups in close alliance. These often include both men and women who advocate for gender equity and comprehensive anti-discrimination policies.
- What began in 2014 as a "Cities" Campaign has evolved to include Counties, as well. This speaks to the general momentum and engagement of coalitions and officials, who recognized the wider benefit of human rights initiatives in their larger jurisdictions.
- Many jurisdictions begin with a Resolution of support for CEDAW principles, and subsequently work toward an Ordinance, which enshrines policy language into an implementation plan and legal framework. This process can be of long duration; many localities take years to move forward. Yet, others find receptive public officials who will take the proposal forward more quickly. Each year of reporting finds incremental steps, which is why the annual survey is more correctly called an "update" on recent progress.
- Since there is no one definitive model, each city or county develops its own unique rendering of a gender equity plan. Some areas set up a Commission on Status of Women, or Gender Equity Task Force or it may be incorporated into a Human Rights Department, or report directly to the Mayor's office. Consequently, national standards of effectiveness are harder to establish, but creative approaches are what distinguishes CEDAW projects.
- 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.
- Coalitions and municipal entities are increasingly turning to University Research Departments, as well as Law Schools in their vicinity, in addition to the legal departments working within jurisdictions. These efforts bring high-level expertise into the policy language, data analyses and implementation plans.

- Local gender equity work is bringing increased intersectionality, evolving policy initiatives that include racial equity, climate justice, anti-poverty, policing reform, and numerous civic issues impacting our communities.
- In some cases local stakeholders are combining initiatives to advance the Equal Rights Amendment along with broader Human Rights efforts.
- Data-sharing, informational resources and local accomplishments and models are widely disseminated. Materials, toolkits, templates are important to this effort.
- There is demonstrable evidence of solidarity and support whenever jurisdictions hold public hearings; written and oral testimony from all over the country comes forward to each effort, giving evidence of widespread documentation of national interest in CEDAW work.
- Both special interest publications, such as law journals, and more public interest materials, such as newspapers, magazines and online articles, are increasingly providing information and examples of local initiatives, which then gives wider outreach and dissemination potential for human rights policies occurring locally.
- While funding remains an issue, many localities have found support and resources within the governmental structure, from relevant organizations, or via granting mechanisms. While it is not costly to initiate coalition-building, funding is needed to promote programs, hire staff and conduct research.

Challenges and Opportunities for CEDAW initiatives include:

- The pandemic and social isolation delayed CEDAW momentum in the last few years. While jurisdictions are resuming activity, many initiatives suffered from increased economic burden on women and families, and local coalitions and appointments may have dwindled.
- Consequently, many municipalities have pivoted to focus on poverty issues, homelessness, health outcomes or other critical socio-political pressures.
- Some jurisdictions have shifted focus to Diversity, Equity and Inclusion (DEI) programs. It is important to note that the CEDAW framework provides for broad intersectionality and is a valuable tool to forward DEI initiatives.
- A constant issue for Cities and Counties for CEDAW is the electoral process, where officials and personnel are regularly changing. This requires constant efforts by coalitions, which also change leaders and volunteers, with consequential impact on local efforts.
- There can be confusion over national ERA efforts and local CEDAW activity. There is a need for materials which explain and educate the public on how a constitutional gender equity amendment would complement local gender equity ordinances.
- Many ordinances already in place are not buttressed by implementation plans, which constrains their effectiveness.
- Funding is the central issue for gender equity impact. If the ordinance is unfunded, the Commission or Task Force cannot begin to implement, or is limited in its capacity for data analyses, reports or to hire staff or consultants to coordinate and operationalize activities.
- There is lack of oversight or coordination of all efforts, so that there is an uneven application and implementation of most CEDAW efforts across the country.
- With little central, authoritative infrastructure, it becomes difficult to monitor effectiveness.
- There is a significant need for data, resources, information, greater collaboration, and broader access.

LOCAL UPDATES FOR CITIES WITH CEDAW ORDINANCES

Most updates have been included in their original form with some edits for readability. Appendix B lists cities and associated contacts.

California

Berkeley, CA

[CEDAW Ordinance](#)

Information provided by Malyn Deguzman

Chair of the City of Berkeley Commission on the Status of Women

The City of Berkeley City Council unanimously passed a CEDAW ordinance on January 31, 2012. Berkeley, California has a Mayor and the local government is involved in CEDAW. The Berkeley Commission on the Status of Women is working on having the Berkeley City Council reaffirm CEDAW and monitor gender equity more closely. Berkeley has already passed an ordinance, but it needs to be seen through with formal monitoring. No gender analysis has been completed since last year. There is currently no funding for CEDAW efforts and the city needs to allocate resources to monitoring. Berkeley, CA does not have specific CEDAW projects though they were recently awarded \$25,000 from the CCSWG (California Commission on the Status of Women and Girls) to work on capacity building.

Los Angeles, CA

[CEDAW Ordinance](#)

Pending Update

The LA City Website for the Gender Equity CEDAW Initiative is under construction.

Los Angeles County, CA

[CEDAW Ordinance](#)

[2019 Local Implementation of CEDAW Briefing](#)

Information provided by Chanel Smith

Executive Director, Women And Girls Initiative (WGI)

WGI monitors CEDAW in LA County. CEDAW Funding comes from Net County Costs.

Actions taken to implement the principles of CEDAW in LA County as of December 2022:

- The County has chosen to use the Gender Impact Assessment (GIA) as its implementation tool for CEDAW. All County departments are mandated to complete the GIA within the next 2 years and develop gender equity goals related to external services, leadership, and workforce that can be implemented through multi- year strategies.
- For more information, please contact wgi@lacounty.gov

Regarding the gender analysis last performed in LA County:

- They have currently evaluated 12 County departments through the GIA. They have a schedule that will do an in-depth gender assessment of all 42 departments by June of 2024.
- For more information, please contact wgi@lacounty.gov.

San Diego County, CA

CEDAW Ordinance

Part 1 Information provided by Parisa Ijadi-Maghsoodi

CEDAW Committee Chair, Commissioner, and effective January 2023, Commission Chair San Diego County Commission on the Status of Women and Girls

Part 2 Information provided by Rosemary Straley

League of Women Voters

Part 1

The San Diego County Commission on the Status of Women and Girls spearheaded a campaign for the County to adopt a CEDAW ordinance. CEDAW Committee Chair Parisa Ijadi-Maghsoodi took the lead in drafting the County's ordinance, seeking and receiving timely assistance from Cities for CEDAW leaders Elahe Amani and Mary Hansel, as well as CEDAW Challenge Team founding member Ashley Ravache and Pittsburgh CEDAW advocate and Gender Equity Commissioner Judy Hale. In addition to seeking assistance from these national experts and receiving valuable support from Commissioner Nadia Farjood, the CEDAW Committee held public forums to encourage **that** all women and girls in San Diego County had the opportunity to share their needs and concerns, to inform the ordinance's focus, and to strengthen the ordinance. Since adoption, Commissioners Ijadi-Maghsoodi and Farjood have participated in the County's intersectional gender equity working group and worked on providing input and feedback on the County's draft RFP for the baseline intersectional gender equity analysis.

A CEDAW ordinance was adopted in May 2022 and preparation of the Request for Proposal (RFP) - which is needed to submit for the Gender Analysis - for the baseline intersectional gender equity analysis is currently underway and being prepared.

Relevant website links: [San Diego Commission on the Status of Women and Girls](#) (This website

contains a CEDAW section, which includes the CEDAW ordinance as well as news articles relevant to San Diego County's CEDAW ordinance.)

Organizations involved in CEDAW include: UNA-USA San Diego Chapter, League of Women Voters, Free to Thrive, Lawyers Club, Tom Homann LGBT Law Association - San Diego. CEDAW is monitored in San Diego by San Diego County's Office of Equity and Racial Justice (a government department) and the San Diego County Commission on the Status of Women and Girls. The funding Source for CEDAW is the County.

Part 2

San Diego has a Mayor and the county has a Board of Supervisors. The League of Women Voters leads a coalition of 36 community organizations involved in CEDAW. The biggest challenge toward progress was competing priorities for attention from elected staff & government entities. The Draft ordinance was scheduled to be considered by SD County BOS in April 2022. Action by SD City will follow, especially with creation of the SD City Commission on the Status of Women & Girls. A Gender analysis will be required by CEDAW ordinance.

Timing is critical. In San Diego, they found it useful to tie the CEDAW ordinance to commemoration of an event with a press conference for elected officials (e.g. Women's History Month, anniversary of 19th Amendment, anniversary of Title 9).

San Francisco, CA

[CEDAW Ordinance](#)

[San Francisco Government Website](#)

Kimberly Ellis (Director), Lauren Battung (Executive Management Assistant) San Francisco Dept. on the Status of Women

Gender Analysis Report (strengthening women's agency, voice and participation): In 2008, San Francisco voters approved a City Charter Amendment (section 4.101) establishing as City policy for the membership of Commissions and Boards to reflect the diversity of San Francisco's population and appointing officials be urged to support the nomination, appointment, and confirmation of these candidates. Additionally, it requires the San Francisco Department on the Status of Women to conduct and publish a gender analysis of commissions and boards every two years. The San Francisco Department on the Status of Women released the 2021 Gender Analysis of Commissions and Boards Report last year, which found that, under Mayor London Breed's leadership, representation of women, people of color and women of color on policy bodies continues to increase. Dates of implementation: October 2021-August 2022

San Francisco Department on the Status of Women Releases an Encouraging Gender Analysis Report for Participation of People of Color, Women of Color and Underrepresented Communities on San Francisco Boards and Commissions.

View the report's [key findings](#). View the [Gender Analysis](#).

San Jose, CA

[CEDAW Ordinance](#)

Information provided by Taraneh Roosta

Voices of Women for Change, Founder and Chair of the Silicon Valley CEDAW Task Force

CEDAW is being implemented in San Jose through an Ordinance and monitored by the local government. (Form of local government: Mayor.) The following organization is involved in CEDAW in San Jose: Silicon Valley CEDAW Task Force. The Task Force, founded by Voices of Women for Change, consisted of some of the members of the following organizations, **although** not all organizations had representation. (There were also activists and other individuals on the Task Force not affiliated with the following organizations.) Organizations included: Voices of Women for Change, AACI (Asian Americans for Community Involvement), AAUW, YMCA, Women's March San Jose, Amnesty International, Community Solutions, California NOW, mid peninsula ACLU of northern California, Nextdoor, Solutions to domestic violence, MAITRI, SJSU Women of Color, Zonta E-club of Silicon Valley, Together We Will SJ, Office of Women's Policy, SCC Commission on Status of Women.

The major step taken toward progress in San Jose since last year has been the **City of San Jose moving forward with selecting Florida State University to conduct a GBA**. The biggest challenge towards progress is that the budget is too small. (Although \$50,000 was dedicated to the City of San Jose GBA, this only covers one department). Additional challenges are the lack of follow-through and prioritization of CEDAW and the GBA by the city's officials. While a GBA is in the works, one has not been completed since last year. Funding is currently coming from the City of San Jose.

The San Jose Task Force recently had a meeting with the consultants responsible for the GBA and audit from Florida University. While the audit of the SJPd itself has been completed, findings have yet to be published (including the audit report) with the end of June 2022 as the deadline. The city is meeting with some community leaders in addition to the Task Force to get an intersectional perspective. They will complete the report by the end of June and have agreed to provide the Task Force with a report copy. At this point, there is no oversight for the GBA or implementation for the city of San Jose and this is currently the focus of the Task Force, which plans to strategize and explore ways to advocate for city of SJ to allocate more funding for the GBA to be done for other departments by qualified and independent vendors and to create an oversight body to monitor and supervise CEDAW's GBA and implementation.

Santa Clara County, CA

[CEDAW Ordinance](#)

[Office of Women's Policy](#)

Information provided by Nancy Breneau

The CEDAW Challenge Team, Santa Clara County Commission on the Status of Women (SCC CSW)

Santa Clara County has had a CEDAW resolution on the books for 23 years. In 2017, a

temporary CEDAW ordinance created the Santa Clara County CEDAW Task Force which was tasked with assessing the operations of the County from a gender perspective and to help ensure that County operations respect, protect, and guarantee the human rights of women and girls. The task force completed five out of six public hearings and compiled a comprehensive [Compendium Report](#).

The Santa Clara County 2017 temporary CEDAW Ordinance sunsetted in November 2021. The CEDAW Task Force it created also sunsetted. The Santa Clara County Commission on the Status of Women followed up by submitting a recommendation for a permanent CEDAW ordinance.

In November 2021 the CSW supported the launch of the "2022 CEDAW Challenge" presented to the California State Association of Counties by Santa Clara County Supervisor and Vice-President of the Board of Supervisors, Susan Ellenberg. That Challenge is supported by the [CEDAW Challenge Team working group](#).

The CEDAW Task Force that sunsetted in November 2021, submitted policy recommendations via the Commission on the Status of Women (CSW), to the Santa Clara County Board of Supervisors (BOS) via the Children, Seniors, Family Committee (CSFC), for a permanent CEDAW ordinance as of February 2022. The recommendation for a full stand-alone CEDAW ordinance and Board Policy (for implementation strategies) have been under review by both Administration and County Counsel, in collaboration with the CSW and the Santa Clara University School of Law and [International Human Rights Clinic \(IHRC\)](#).

The Santa Clara County Children, Seniors and Family Committee (CSFC) has had dozens of public comments in support of a full CEDAW ordinance over the past 24 years **and grown even stronger during 2022**. Public organizations and individuals include: League of Women Voters of Santa Clara County, United Nations Association of San Francisco and Silicon Valley, Cities for CEDAW (national and CA state organization), Silicon Valley CEDAW Task Force, YWCA GoldenGate - Silicon Valley, AACI, (Asian American Community Involvement), members of the CEDAW Task Force, and many more.

2022 Update

The SCC CSW CEDAW ad hoc committee met with the head of County Counsel and were assured in the integration of CEDAW into County operations and full participation in the development, substance, content, and format of integration of CEDAW principles into County operations.

The biggest upcoming challenge toward progress will be the final push towards a permanent CEDAW ordinance and an effort to ensure that it includes a public oversight body and funding for a gender-based analysis on an ongoing basis, and implementation of the annual recommendations. There has been an effort on behalf of many jurisdictions to avoid including these critical components.

Funding is not currently allocated. It is not clear if the County would accept grants from outside to underwrite the cost of a gender-based analysis. A gender analysis has not been completed since last year.

2023 Update

On May 2, 2023 Santa Clara County took a giant step forward in gender equity when the Board of Supervisors unanimously voted to support the Commission on the Status of Women's policy recommendation to adopt a full CEDAW Ordinance, Board Policy implementation plan and Legislative File (staff direction). In doing so, SCC will become only the fourth county in the state after San Francisco (1998) Los Angeles (2021) and San Diego (2022) to adopt a CEDAW ordinance (2023).

After 24 years of advocacy, the SCC Commission on the Status of Women, in its 50th year of existence, brought the policy recommendation for a full CEDAW Ordinance, to the BOS for a vote. The CSW's CEDAW ad hoc team led an extensive effort over the past 18 months, which included many meetings with County Administration and County Counsel. The Santa Clara University School of Law International Human Rights Clinic (IHRC) was integrally involved in the entire process and partnered with the CSW to provide advocacy and legal expertise.

The Ordinance addresses CEDAW principles which will be integrated in the County's role as a service provider, employer, and community and business partner to the maximum extent possible, and as permitted by law. The County recognizes the connection between racial discrimination, as articulated in the United Nations International Convention on the Elimination of All Forms of Racial Discrimination, and discrimination against women. In implementing the CEDAW principles, the County shall ensure that a consideration of the intersectionality of discrimination is at the forefront of all efforts, including discrimination on the basis of race, religious belief, color, national origin, immigration status, culture, ancestry, age, gender, sexual orientation, gender identity, pregnancy, marital status, disability, medical condition, political belief, organizational affiliation, or association with any individual in any of these groups., and shall afford special attention to individuals in poverty, who have the least access to opportunities. The County shall conduct intersectional gender analyses on an ongoing basis to identify, analyze, and eradicate barriers to gender equity and factors perpetuating gender inequity

Florida

Broward County, FL

[CEDAW Ordinance](#)

*Information provided by Dr. Eileen Davis-Jerome
UNA-USA Broward County*

On November 5, 2019, the Broward County Board of County Commissioners unanimously voted to approve the enactment of Ordinance 2019-35, adopting the United Nations' Convention on the

Elimination of All Forms of Discrimination Against Women (CEDAW). CEDAW provides an international standard for protecting and promoting women's human rights.

The Ordinance tasked the County Auditor with the responsibility to gather and provide gender equity data in the categories of economic development, health and safety and education. Accordingly, the county engaged the services of Florida International University, Jorge M. Pérez Metropolitan Center, a leading urban policy think tank and solutions center, to conduct research and gather the data required.

The collaborative results of this effort, the Status of Women in Broward County Report 2021 (Report). This is the first biennial report on women's economic development, health, and safety in Broward County and provides a baseline of women's overall wellbeing in the County.

As required by Ordinance, this Report, and the gender equity data provided herein, was presented to the Broward County Commission on the Status of Women,

The Status of Women in Broward County Report 2023 is the second biennial report that tracks disparities between women and men and progress toward closing the gender gap. The 2023 Report tracks women's progress in Broward County based on educational attainment, economic development, and overall health and safety.

Miami-Dade County, FL

[CEDAW Ordinance](#)

Part 1 Information provided by Nina C. Roque

Board of County Commissioners, Miami-Dade County Commission for Women

Part 2 Information provided by Monica Skoko Rodriguez

MiamiDade Commission on Women

Part 1

On September 1, 2015, the Board of County Commissioners enacted [Ordinance #15-87](#), the "CEDAW" ordinance. In the CEDAW ordinance, Miami-Dade County adopted the spirit and principles of the Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW), the international women's rights treaty. By enacting this ordinance, Miami-Dade County commits to being proactive about improving the status of women in the community and advancing policies and programs that promote gender equity. In connection with this ordinance, the Commission Auditor and the FIU Metropolitan Center prepare a yearly report and the Commission for Women prepares accompanying recommendations ([2021 Report](#)). For more information please visit miamidade.gov.

Part 2

Miami-Dade County has a Strong Mayor with a Board of County Commissioners and CEDAW is being implemented through an Ordinance. The Commission for Women and over 25 partner organizations are involved with CEDAW in Miami-Dade County. CEDAW is monitored by the

local government and a Task Force. Since last year, another gender analysis of the County of Miami-Dade has been completed and is being used to further progress. The biggest challenge toward progress is the absence of political will to actually put policy into place. Beyond staffing, no budget has been allocated by the County government.

Hawaii

Honolulu, HI

[CEDAW Ordinance](#)

Report Pending

Missouri

Kansas City, MO

[Article 38 - Civil Rights](#)²

[CEDAW Resolution](#)

Information provided by Alice Kitchen

Commissioner and Chair, Gender Equity Task Force Kansas City Human Rights Commission

Kansas City has a City Manager and local CEDAW initiatives were initiated from the Gender Equity Task Force (GETF), which is a Subcommittee of the Human Rights Commission (KCHRC). Although the GETF is a Task Force, we are part of the KC Human Rights Commission and that gives us a budget, staff, investigative, and regulatory authority. This also connects us to the state Missouri Human Rights Commission. Mayor Quinton Lucas in January 2022 appointed Alice Kitchen to the KCHRC and she chairs the Gender Equity Task Force. The Commission is staffed by the Civil Rights and Equal Rights Commission Department. The Task Force regularly reports to the LC Human Rights Commission. The staffing, the budget and oversight come from within this department. The Commission has independence in its role to eliminate discrimination in all forms against women and girls. The Commission works closely with the Missouri State Human Rights Commission handling employment at whichever level is most appropriate. Other organizations participating in CEDAW included: American Association of University Women, League of Women Voters (KS and MO), Zonta Club of Kansas City, Greater KC Women's Political Caucus, United Nations Association, Women's Council, NAACP-WIN), Coalition of Labor Union Women, KC Links, Fannie Lou Hamer-Stand Up KC (fast food workers), Mainstream Coalition, Loretto Group 16, and Project 28.

The KC Human Rights Commission with full jurisdiction in addition to regulatory, investigation and enforcement powers, under the sponsorship of the Civil Rights and Equality Opportunity Department. Budget derives from the Human Rights Commission, including shared staff and operation's needs. The Women's Equality Coalition, composed of numerous organizations with women-focused missions, is a primary source of support for the Cities for CEDAW Campaign.

² KCMO voted to include CEDAW in its Municipal Code, Article 38, rather than an Ordinance. This imbeds concepts, language and implementation into public policy.

Key local organizations within the Coalition include: AAUW, League of Women Voters (KS & MO), MainStream Coalition, NAACP Women's Committee, United Nations Association, Women's Political Caucus, Zonta, among others. The Women's Equality Coalition is also in partnership with other entities, such as the public library, university, and labor unions. The coalition advocated for and shaped the Gender Equity Task Force (GETF) of the KC Human Rights Commission. The Gender Study was reported in April of 2021 and was an 80+ document with all job coded addressed (except Unions as they pay the same regardless of gender) Also, with the support of the Women's Equality Coalition, the City Council passed an Ordinance to prevent landlords from evicting tenants in the event of a domestic violence or sexual assault incident.

Kansas City GETF has:

- Continued the follow-up work of the Gender Study and met with the Human Resources Department citing work to be done to improve the process;
- Continues to track the number of women in decision-making roles (parity currently met in both elective offices and appointed department heads).
- Taking on decriminalization of prostitution.
- Issued a statement to the City Council on June 30th right after the Dobbs decision stating the GETF's expectation of the city leadership regarding its role to eliminate discrimination against women, the Council passed Resolution 220572 sponsored by Mayor Lucas. Directing the City Manager to make sure City Employees health care plans ensure coverage for continued coverage of FDA approved method of contraception and develop a plan to provide for reimbursement of healthcare travel related expenses.
- Bringing women and birth givers together to share reactions to the Dobbs decision, and working on public safety and
- **Resolution 220575** sponsored by Robinson, Parks Shaw, Loar, Bough and others. Declaring reproductive rights and fundamental human rights and criminal access to reproductive rights is a form of discrimination against women, girls and others who will become pregnant.

The approximate date(s) of implementation:

- Gender Study completed in April 2021 and ongoing work to challenge the Human Resources Department commits to making GETF suggested changes.
- Gender Equity Task Force initiated in the Spring of 2022.
- Other items are on-going; sub-committees are working on reports on the creation of a public safety Ordinance or regulations, exploring ways to get cell phones for those with Orders of Protection from the Court, working with domestic violence/sexual assault agencies around ways to reduce the incidence, working with Human Resources on identifying LGBTQI and Trans employees (anonymously) in the City workforce to better serve their needs and protect them from harassment.
- Participated in the process of hiring a new KC Police Department Chief
- Initiated meetings with KC ATA (transportation system) around issues of reduces stops especially at locations specifically located in low wage worker areas and safety at the

existing stops

- Sponsored a Listening Session for people to come and share their personal reactions to the Dobbs decision (it generated lots of sharing and respect for different experiences) and,
- Follow-up on Ordinance 190389 to eliminate the use of Salary History in the hiring process to put in place the education, complaint, investigative and enforcement process.

Relevant website links: [Human Rights Commission | KCMO.gov - City of Kansas City, MO](https://www.kcmo.gov/human-rights-commission)

Progress made since last year regarding CEDAW:

- The City Council passed a City Resolution 141045 supporting the goals of CEDAW.
- The City Council passed a Resolution for the City workforce Human Resources Department Ordinance 190380 to eliminate the use of salary history in the hiring process in 2019.
- Supported the passage of an Ordinance 190034 in 2019 to prevent landlords from evicting survivors of sexual assault, stalking, and or domestic violence.
- Met with metropolitan public transportation (KCATA) administration regarding inadequate coverage, reduction of routes, and public safety. Monitoring regularly.
- Monitoring the process of selecting and hiring to choose the Chief of Police. Participating in the public meetings.
- Working on the Prostitution Ordinance that makes prostitution illegal.
- Currenting meeting with identified neighborhood leaders and then shaping the plan to initiate a change in the Ordinance or recommendations that come from background work.
- Parity has been achieved for women in elective office and appointive offices (Department head)
- Resolution: 220572 sponsored by Mayor Lucas directing the City Manager to make sure City Employees health care plans ensure coverage for continued coverage of FDA approved methods of contraception and develop a plan to provide for reimbursement of healthcare travel related expenses.
- Resolution 220575 sponsored by Robinson, Parks Shaw, Loar, Bough and others. Declaring reproductive rights and fundamental human rights and criminal access to reproductive rights is a form of discrimination against women, girls and others who will become pregnant.

A gender analysis was last completed in April 2021. The GETF is reviewing all comments and recommendations and meeting with the Human Resources Director of their Legal Counsel.

It is important to start at the end goal: the elimination of discrimination in all forms against women and girls and the full gender spectrum. The benchmarks defined by Cities for CEDAW are helpful but should not be the defining fixed standard to be considered a member of Cities for CEDAW. The steps to achieve the goal Elimination of discrimination in all forms against women girls and the full gender spectrum needs to be mapped out with women and gender spectrum can best define those necessary steps to get to the end goal. Changes can be made through culture change, regulation, resolutions, ordinances policy and installation of best practice.

Ohio

Cincinnati, OH

CEDAW Ordinance

Information provided by Susan Noonan, Megan Cummings, and Jan Marie Fritz Gender Equality Task Force, Cincinnati for CEDAW

Cincinnati, Ohio has a City Manager with a strong Mayor. CEDAW is being monitored by the co-chairs of the Mayor's Gender Equity Task Force (TF), started 4 1/2 years ago. Because of Covid, nothing has formally changed, but the TF is inactive. If the City creates a permanent office on gender/race equity, it will replace the TF. Cincinnati has a new Mayor and 8 new Council people with whom co-chairs of the TF have met in the last year to educate them on CEDAW history and make recommendations, what the city has already accomplished, and where improvements can be made. Anytime there is a change in city government, meeting individually with each new official is of utmost importance. All 9 Councilmembers and the mayor were extremely receptive and positive during sessions with the TF co-chairs and individual councilpersons wanted to spearhead certain recommendations. With equity, race and gender very much in the forefront, now is a good time to be pushing CEDAW principles.

Progress in Cincinnati:

- Not asking salary history,
- Clerk's office must disclose race, age, etc. before any appointment to city board or commission,
- Peer support group in Fire Department 4) Started a civic engagement effort, 5) increased domestic violence trainings,
- Dvert (Domestic violence emergency response team) implemented in several Cincinnati neighborhoods.

The biggest challenge toward progress is that Covid stopped all progress for 2 years so the City is looking for low cost projects. Finding funds for a permanent office on gender/race will be difficult. The TF co-chairs suggested splitting the cost with Hamilton County which has a Commission on Women and Girls. Keeping it in the forefront of legislators minds is also a continuous job!

An analysis of the gender report has been completed by the TF and Topline Recommendations have been completed and presented to Councilmembers. The University of Cincinnati conducted the gender analysis of all City of Cincinnati employees 2 1/2 years ago (just before Covid), which provided invaluable information to the Task Force. The Task Force printed a glossy document with 10 top recommendations for the City. Some have already been implemented; some are in progress. The top goal is to fund a permanent office on gender/race equity. The progress is partly due to information from the gender analysis. The Topline Findings from the gender analysis were used to quickly educate new council members and Mayor. Organizations

that helped fund the gender analysis: Woman's City Fund, Women's Fund, University of Cincinnati (9 entities), League of Women Voters, YWCA, Zonta of Cincinnati, Tri-State Freethinkers. At this point in time, the Task Force CO-chairs and the Women's Fund are most involved in CEDAW in the city.

Regarding funding, the City of Cincinnati provided \$8,000 toward the gender analysis. The remaining \$12,000 was raised from the non profits involved with the effort. The University of Cincinnati played a huge role, raising much of the remaining funds and using graduate students to help with the gender analysis. To establish a permanent office/commission, the city will have to provide some funds.

Recommendations: Find a champion among your local legislators. Remind them that gender and race equity are a win-win right now. Having a large group of nonprofits when pushing for an Ordinance - or Resolution - is important. Find a University Department that wants this research and will provide much in-kind work. If you have an organization like the Women's Fund, they can offer other research on gender and race equity to the city for no cost. For instance, a database of women who would make good Board/Commission appointments, extended pay equity information, equity budgeting or gender and racial impact analysis.

Toledo, OH

[CEDAW Ordinance](#)

*Information provide by Ardenia Jones Terry
Toledo for CEDAW*

The City of Toledo passed a CEDAW Ordinance on March 15, 2022. Toledo, Ohio has a Mayor. The local government and a Task Force monitor CEDAW in Toledo. Cities funds are budgeted. The organizations involved in CEDAW are: Zonta, YWCA, AAUW, League of Women Voters, NAACP, Sisters of Notre Dame, Catholic Diocese, ABLE, Ohio Civil Rights.

The biggest challenges toward progress are:

- Operationalizing the Gender Equity Commission,
- Hiring a Director, and
- Educating the stakeholders.

Toledo for CEDAW recommends making sure cities pass CEDAW Ordinances so that there is a legal mandate.

Pennsylvania

Pittsburgh, PA

[CEDAW Ordinance](#)

[Gender Equity Commission](#)

*Information provided by Lee Fogarty and Marcia Bandes
Zonta, Pittsburgh for CEDAW*

Pittsburgh, Pennsylvania has a Mayor. The local government and various grassroots organizations monitor CEDAW implementation and progress in the area. As of the Spring 2022, there is a new Mayor who supports the Gender Equity Commission (GEC). Pittsburgh for CEDAW has a member on the Gender Equity Commission. The GEC has done a number of activities. The Pittsburgh for CEDAW coalition has not turned its attention towards the County. One of the biggest challenges for Pittsburgh for CEDAW/the Allegheny County for CEDAW Group includes the structure of the county. (It has one hundred and thirty self-governing municipalities.)

A gender analysis has been completed since last year. Allegheny County is supposed to do a gender analysis every five years. They recently did a second one. But it is very limited and not intersectional. It is a gender and racial equity analysis of direct reporting employees of the county that looks at pay and promotions.

Pittsburgh for CEDAW/Allegheny for CEDAW has no funding source.

When looking at the County, they are still identifying the best processes.

Washington DC

[EDAW Ordinance³](#)

Karen Mulhauser

Mulhauser and Associates

2022 Update

DC has a Council and Mayor. An ordinance has been introduced and will have a hearing this fall. Hopefully, there will be a vote after the hearing this fall and before the end of the fiscal year. The District of Columbia is currently considering, under the sponsorship of Council member White, [B24-0649](#) titled the Elimination of Discrimination Against Women Amendment Act of 2022. The bill would recognize the integration of CEDAW principles within the district; require that all District government agencies conduct gender analyses every four years; require the

³ The CEDAW Ordinance passed in DC is known as the “Elimination of Discrimination Against Women Amendment Act of 2022” (EDAW). CEDAW efforts in DC are being organized by UNA of the National Capital Area and supporting organizations.

Commission on Women to make training on gender equity and human rights available to District government employees, and to require the development of a citywide action plan to eliminate discrimination against women.

Legislation has been introduced and has a chance of passage. If passed and implemented, the “Elimination of Discrimination Against Women Amendment Act of 2022,” will expand the [Mayor’s Office of Women’s Policy and Initiatives](#) and its Women’s Commission to monitor the 80 plus DC agencies to support their efforts to achieve gender equity. Eight of the 13 DC Council members have sponsored and others are very likely to vote for the bill if introduced later this year. UNA-NCA has been reaching out to potential supportive organizations with membership in DC to join the education and advocacy efforts to secure passage.

While the council members are generally supportive of the principles of CEDAW, there were delays due to the calendar schedule, the legislation not being prioritized over other policy objectives, and budget constraints. This last election cycle was the first time in 2 decades that the DC council became majority female. With new leadership and the ongoing disparities highlighted in the aftermath of the COVID pandemic, there is renewed energy around focusing on gender equity in the district.

2023 Update

The United Nations Association of the National Capital Area (UNA-NCA), one of the largest and most active of 120 chapters of UNA-USA, welcomes the passage of B24-0649 - Elimination of Discrimination Against Women Amendment Act of 2022 (EDAW) which became effective on March 10, 2023. CEDAW implements the principles of the Convention on the Elimination of all forms of Discrimination Against Women, known as CEDAW.

“Cities and counties throughout the U.S. have taken up the opportunity of CEDAW, passing resolutions or binding legislation, and we are already seeing the benefits of gender equity,” said Karen Mulhauser, past Board Chair of UNA-NCA and member of the DC Human Rights Commission. “Communities are taking a clear leadership role on this issue, speaking to its importance. With our nation’s Capital as the most recent city to support, it is time to ratify this treaty.”

With CEDAW now law in Washington, DC, the Mayor’s Office of Women Policy and Initiative will implement CEDAW principles of gender equity enhancement. This includes a requirement for the DC government to conduct a gender analysis every four years, starting in October of this year, reporting on intersectional progress, programming, staffing, and budgeting to address sex, race, immigration status, familial status, pregnancy, sexual orientation, disability, age and gender identity. Additionally, it will ensure the provision of training on gender equity and human rights; and require the development of a citywide action plan to eliminate discrimination against women.

LOCAL UPDATES FOR CITIES/COUNTIES WITH CEDAW RESOLUTIONS

Below are updates from some of the more than 40 cities that have adopted resolutions. Other updates are forthcoming as jurisdictions provide survey responses and local contacts are identified.

California

[California's State Senate ratified a CEDAW resolution in 2018.](#)

Alameda County, CA

[CEDAW Resolution](#)

Information provided by Chair Orly Amey

Alameda County Commission on the Status of Women

alamedacountysocialservices.org/ACCOSW

According to the Alameda County Commission on the Status of Women [Minutes from the May 11, 2022 Meeting](#),

“Malyn Deguzman, City of Berkeley COSW Chair, presented. They unanimously passed an ordinance but it has not yet been implemented.”

(The following information can also be found in the *2022 CEDAW Catalogue of Actionable Items*.)

Alameda County does not yet have an Ordinance in place, but rather a Resolution. However, no concrete actions to implement CEDAW principles have taken place yet (though they are working on changing that).

As part of their Policy and Advocacy committee work to advance CEDAW, the Alameda County Commission on the Status of Women has begun efforts to target elected officials and mayors in the 5 districts that make up our county, plus community-based organization partners that can help them advocate for the passing of a countywide CEDAW ordinance. Their current work has revolved around:

- Identifying jurisdictions within the County that have either approved a CEDAW resolution, have interest in pursuing a resolution/ordinance, and/or have confirmed interest in taking the next steps toward CEDAW implementation. In June 2022 the

Commission presented to the Board of Supervisors about their intent to work with them to pursue a countywide CEDAW ordinance. There is confirmed interest from the County Board of Supervisors pending more discovery of how CEDAW may be implemented locally - of course, the Ordinance would have to be presented to the Board for acceptance and approval.

- Developing points that they can align around to understand their demands related to implementing CEDAW ordinances in our County at the municipal and county levels.
- Offering points that Commissioners can use as they hone their advocacy based on champions and others to pressure and persuade around CEDAW, through on their emerging advocacy teams and leads.
- Creating core language that can be used in leave-behinds for advocacy meetings with officials.

They started the above discovery in Q2 2022 and plan to begin the meetings with the elected officials and CBO partners in early 2023.

Additionally, the Commission was awarded a grant from the California Commission on the Status of Women for a March 2022- March 2023 cycle to work with community-based organization partners serving our target population to conduct story and data gathering around how Alameda County women and girls experienced disproportionate negative outcomes due to the COVID-19 pandemic. At the conclusion of the grant cycle our goal will be to use the analysis and gathered stories to help inform local CEDAW implementation and build awareness of different issues underlying gender equity in their county.

Contra Costa County, CA

CEDAW Resolution

Update Pending

While a formal report has not been filed for Contra Costa County, it is important to note that Contra Costa County is listed in the [August 2021 General Session Resolution Packet](#) under Resolution 21-08-013 (Resolution Supporting Expanding Human Rights Of Women And Children), which states: “WHEREAS, In 1998, San Francisco became the first city in the world to enact a local measure reflecting the principles of CEDAW and, by pursuing aggressive policies and programs to advance women and girls, including ending domestic violence, sexual assault, and human trafficking, has demonstrated the power of the CEDAW principles; and, considering that, in 2013, a broad coalition of women’s organizations launched the “Cities for CEDAW” campaign, recruiting over 70 communities across the country to enact local CEDAW measures, including the California communities of Berkeley, Contra Costa County, Daly City, Laguna Woods, Long Beach, Los Angeles, Pittsburg, San Jose, Santa Clara County, Santa Monica, West Hollywood.”

Daly City, CA

[CEDAW Resolution](#)

[Daly City](#)

Information provided by Juslyn Manalo

Vice Mayor

The City of Daly City is an equal opportunity employer that encourages employment applications from underrepresented groups, such as minorities, women, and persons with disabilities.

During the oral board interview of all recruitment processes, every panelist that rates a candidate is reminded before interviews begin that they may not consider race, gender, color, national origin, age, health, or disability in assessing each candidate's merits. Employment must be based on knowledge, skills and competencies required of the classification.

Salaries and wages are determined by classification and not by the individual employee filling that position.

The City Council of the City of Daly City unanimously adopted Resolution 15-76 on May 26, 2015, in support of adopting the principles of the United Nations Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW).

The City of Daly City maintains many programs and policies that support and implement the principles of CEDAW, including encouraging female applicants via job fairs, and outreach particular in the public safety field, enforcing legal requirements against discrimination, providing anti-harassment and diversity, equity and inclusion training, and training and career development for female employees.

Since 2015, female employees made up over 27% of new full-time hires and over 25% of promotional opportunities. Currently, 42% of the City's Executive Management team are women. Our commissions on latest appointments 15/27, 56% to date are women.

Since 2015, the City identified disparities in its workforce make-up, particularly in historically male-dominated positions in its Police and Fire Departments. As such, the City continuously takes additional efforts to recruit female candidates, such as through job fairs, and develop female personnel to climb the ranks by offering career development trainings, such as:

- Women Leaders in Law Enforcement (WLLE) Training Symposium
- Fred Pryor Leadership and Management Skills for Women

Since 2015, the City has maintained a 12% female workforce in its Police Department, despite recruitment and retention challenges facing Police Departments in recent years. The Fire Department has increased the number of female personnel by over 45% since 2015.

Since 2015, the City has conducted 1,007 anti-harassment and diversity, equity and inclusion training as described below:

- Anti-Harassment Training – illustrates to all staff members how to recognize inappropriate behavior such as sexual harassment, bullying, and gender discrimination as well as acceptable ways to address and report unwelcomed conduct. This course meets the requirements of AB 1825 as well as the mandates outlined in California AB 2053 on abusive conduct and California SB 396 on gender identity, gender expression, and sexual orientation.
- DEI: Diversity and Inclusion - explains the benefits of creating a workplace where everyone can be their authentic selves. This workplace diversity inclusion course gives employees practical guidance and strategies so they know how they can help build a workplace that works better—for everyone.
- DEI: Unconscious Bias - explains the concept of unconscious bias and shows learners how their gut feelings, if left unchecked, can lead to decisions and behaviors that help some people and hinder others. The course is designed to help people make better decisions, which is necessary to build inclusion.

The Daly City Police Department (DCPD) has focused efforts, through dedicated staffing, to address human trafficking, by providing on-going 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 Counties, as well as nationally, to conduct enforcement operations aimed at rescuing victims of human trafficking and arresting those responsible for victimizing them.

DCPD also partners with local non-profit organizations such as [ALLICE](#) and [CORA](#), to protect women against domestic violence through resource referral on all domestic violence and domestic disturbance investigations, participating in countywide domestic violence response review panels, and working with CORA on grant opportunities used to enhance domestic violence responses countywide through strengthening partnerships with the courts, Child Protective Services, CORA and advocacy activities.

The City of Daly City Economic and Community Development Department allocates CDBG funding for community development activities which has resulted in funding for childcare services, in which 74% of the households served are female-headed and able to be gainfully employed and support their families. Additionally, 100% of those being served by the Life Moves transitional housing facility, Family Crossroads, are female-headed households. In addition, 73% of the households served by two minor home repair programs were female-headed.

In November 2021, the City Council allocated \$1,000,000 in American Rescue Plan Act funds for the purpose of developing a new childcare facility that would serve low-income Daly City families, which was recently approved on January 9, 2023 to be built on City-owned property

located at 1401 Sullivan Avenue for the purpose of developing a 4,000 square foot early learning center.

In 2021, the Mayor, Juslyn C. Manalo, championed the installation of a lactation lounge at City Hall for staff and public use.

The City of Daly City has a demonstrated commitment to women's rights and full equality through its legislative actions and on-going advocacy efforts and believes that the 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, and will also address violence against women.

Every two years, the City of Daly City complies with the U.S. Equal Employment Opportunity Commission's mandatory reporting requirements and submits demographic workforce data, including data by race/ethnicity, sex and job categories.

Guadalupe City, CA

[CEDAW Resolution](#)

Pending Contact

Irvine, CA

[CEDAW Resolution](#)

*Information provided by Mariam Tariq, Chief of Staff
Office of Mayor Farrah Khan, City of Irvine*

Regarding actionable items taken to pursue gender justice in Irvine, the City shall take and diligently pursue all appropriate measures to prevent and redress sexual and domestic violence against women and girls, including, but not limited to: (A) police enforcement of criminal penalties and civil remedies, when appropriate; (B) providing appropriate protective and support services for survivors, including counseling and rehabilitation programs; (C) providing gender-sensitive training of City employees regarding violence against women and girls, where appropriate; and (D) providing rehabilitation programs for perpetrators of violence against women or girls, where appropriate.

July 12, 2022, [A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF IRVINE, CALIFORNIA, IN SUPPORT OF REPRODUCTIVE FREEDOM AND ACCESS TO ABORTION](#): This item was agendaized at the request of Mayor Khan, who in response to the social impact of the U.S. Supreme Court's ruling in the Roe V. Wade Decision, asked for City Council support to adopt a resolution in support of reproductive freedom and access to abortion. City Council discussion included: advocating for women's rights; and noted the importance of supporting the proposed resolution for reproductive freedom.

Gender Analysis and Action Plan: As a tool for determining whether the City is implementing the local principles of CEDAW and/or discriminating against women and girls, selected City

departments, programs, policies, and private entities to the extent permitted by law, shall undergo a gender analysis and develop an Action Plan. The gender analysis shall be conducted according to guidelines developed by the Diversity, Equity and Inclusion Committee. The gender analysis shall include:

- The collection of disaggregated data,
- An evaluation of gender equity in the entity's operations, including its budget allocations, delivery of direct and indirect services and employment practices, and
- The entity's integration of human rights principles and the local principles of CEDAW.

A brief summary of the gender analysis last performed:

- The Diversity, Equity and Inclusion Committee shall identify the City departments, programs, policies, and entities, to undergo the gender analysis and shall develop timelines for completion of the analyses and Action Plans.
- The Diversity, Equity and Inclusion Committee shall work with the selected department, entity, policy, or program staff to conduct its gender analysis and shall provide technical assistance to the entity throughout the gender analysis process and development of the Action Plan.

Linked here is the [CEDAW Resolution passed in Irvine](#). Point of Contact will be Melissa Haley, Deputy City Manager for the City of Irvine.

Laguna Woods, CA

[CEDAW Resolution](#) (See pages 149-169 of adjacent link.)

Pending Update

Long Beach, CA

[CEDAW Resolution](#)

Information provided by Zoe Nicholson

EHRC Commissioner Liaison to the LBCWG

Regarding Long Beach being a CEDAW City: This unanimous vote was on the first night Zoe Nicholson, EHRC Commissioner Liaison to the LBCWG, ever spoke at City Council. She offered a spoken word poem (which she has since given in several councils) and it was a YES 9-0 that very night. That night, the City Council *voted "to study"* which is the first step. That then leads to funding the study, harvesting data, council voting for the city attorney to create an ordinance and estimate of cost. At that point, the council votes for adoption of the ordinance and fund.

Zoe Nicholson is well through the process to establish a Long Beach Commission for Women & Girls. They are funded and the data harvesting has begun. It has taken 48 years! But also – it needed a champion like Zoe Nicholson who understood the process. Zoe hopes that one day Long Beach will be a CEDAW City.

Oakland, CA

[Oakland CEDAW Res.](#)

Pending Contact

Orange County, CA

CEDAW Resolution

Rupsi Burman

Founder, Hope In Life Foundation

The following excerpt highlights the main points of the Orange County Register article, “[Council Endorses Human Rights Initiative:](#)”

The CEDAW Program in Orange County CA is a combined initiative of UNA-USA-OC and USNC-UN Women. Hope in Life Foundation Cooperation Circle Founder Rupsi Burman was nominated Chair of the Orange County Task Force, Cities for CEDAW Program in 2015 to implement the project (i.e. bring CEDAW to 34 Cities of the County). After months of hard work, collaboration and networking, Laguna Woods became the first city in the county to pass a resolution [in 2016].

CEDAW is also mentioned in the [Orange County Resolution Calling for the Recognition of Health as a Human Right](#).

There is nothing recent to report at this time.

Richmond, CA

[CEDAW Resolution](#)

Pending Contact

Richmond, CA passed a CEDAW resolution on March 21st, 2023. A contact person is currently being established.

Pasadena, CA

[CEDAW Resolution](#)

Pending Update

According to the [City of Pasadena Commission on the Status of Women report](#) to the city council for July 2021- June 2022, the commission was set to “review City Council Resolution No. 9762 recognizing women’s equality and in support of the elimination of all forms of discrimination against women, and research and discuss possible recommendations for further action in support of the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW).”

According to the report, action items taken to advance women's issues include:

- Invite City Council representatives (Councilmembers and Liaisons) to attend meetings of the Commission on the Status of Women.
- Strengthen the Commission's link with City Council through quarterly updates, attending City Council meetings, and other appropriate methods.
- Share information about outreach and awareness activities with City Councilmembers for disseminating the information to the community through Councilmember newsletters, community meetings, and the City's website.
- Research "hot topics" that affect women and invite subject matter experts to present on the topics in order to inform possible recommendations to the City Council. Examples of hot topics include:
 - Female Economics: equal pay, flexible work schedules, expansion of childcare, and maternity rights in the workplace
 - Equal Rights Amendment As appropriate, the Commission will collaborate with other City Commissions addressing similar hot topics.
- Review City Council Resolution No. 9762 recognizing women's equality and in support of the elimination of all forms of discrimination against women, and research and discuss possible recommendations for further action in support of the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW).
- CEDAW ad hoc committee: Lacey, Montgomery

Additionally, the report includes the following relevant work plan updates as of July and August 2021 regarding women's rights:

July 2021:

- Chair Morgan-Sandoz appointed Commissioners Lacey and Lindoerfer as leads for the Advise the City Council objective.
- The Commission received a presentation about the status of CEDAW and Chair Morgan-Sandoz appointed Commissioners Lacey and Montgomery to the CEDAW ad hoc committee.
- Commissioners volunteered for dates to attend City Council meetings during FY 2021-2022.
- Commissioners identified the following hot topics of interest:
 - Digital Divide: Lacey
 - Workplace equity, safety, and success (equal pay, childcare, sexual harassment, etc.): Harrington, Rodriguez, Sisson
 - Engaging girls and young women: Bowens
 - Community Police Oversight Commission: Lindoerfer
 - Health inequity (maternal and infant health): Morgan-Sandoz
 - Domestic Violence: Montgomery

August 2021:

- Commissioner Montgomery contacted Char Bland to obtain additional information about CEDAW after her presentation to the Commission at the July meeting

Pittsburg, CA

CEDAW Resolution

Pending Update

San Benito, CA

[CEDAW Resolution](#)

Pending Contact

Santa Barbara County, CA

[CEDAW Resolution](#)

Information provided by Alison Wales

Santa Barbara County Commission For Women

The Board of Supervisors (BOS) indicated two years ago that they were not interested in implementing CEDAW or any ordinance associated with it. Since then, the Commission has not sought out any further discussion with the BOS. They continue to champion other DEI resources, organizations, and programs when possible.

Santa Monica, CA

[CEDAW Resolution](#)

[Santa Monica Staff Report](#)

Information provided by Paolo Velasco

Equity and Inclusion Manager, City of Santa Monica Mayor Sue Himmelrich's Office

Data collection and analysis regarding the status of women and girls in Santa Monica with specific focus on the following three areas:

- Demographics (race, age, LGBTQ+, education, graduation rates),
- Economic Freedom (the opportunities available for women to work, earn a living, and reach personal and professional goals), and
- Wellbeing (satisfaction surveys, mental health, poverty, violence, etc.).

The 2019 Report on the Status of Women and Girls included recommendations for policy analysis and reform, program development, trainings, and expansion of data collection. These recommendations were proposed to support current City initiatives related to data-driven decision-making in an effort to align City policies with practices that ensure the areas of reported gender gaps and disparities are mitigated in the future. Additionally, the updated data and the proposed recommendations included in the 2019 report were used by the COSW to inform the

development of the Commission's work plans. As of July 1, 2022, The Commission on the Status of Women is no longer an active City Commission.

[Production and dissemination of a 2019 data report on the status of women and girls in Santa Monica](#) (report and overview)

Key point person: Liz Scharetg, elizabeth.scharetg@santamonica.gov

Regarding a brief summary of the Gender Analysis last performed in Santa Monica, the following positive trends are present in the 2019 data report:

- The racial composition among women in Santa Monica has become more diverse.
- The number of women-owned businesses in Santa Monica continues to increase.
- The gender wage gap has narrowed between 2013 and 2017.

The data revealed in the 2019 report calls attention to areas where continued support for women and girls in Santa Monica is most needed:

- Twenty-three percent of Santa Monica's homeless population are women.
- Santa Monica's full-time, year-round working women earn 78 cents for every dollar earned by men.
- Six percent of Santa Monica women in the labor force were unemployed in 2017.

No actions were taken to pursue a CEDAW Ordinance, as it relates to the COSW. The following information is still in the process of being collected:

- A list of organizations involved in CEDAW in Santa Monica,
- How CEDAW is being monitored in Santa Monica,
- Funding sources for CEDAW in Santa Monica.

West Hollywood, CA

[CEDAW Resolution](#)

Pending Update

Sonoma County, CA⁴

[CEDAW Resolution Information⁵](#)

Information provided by Katie M. Gordon (D2 Commissioner/[Sonoma County Commission on the Status of Women](#), Secretary/Association for Applied and Clinical Sociology) and Leslie Anne Villanova

According to the Sonoma County CSW's [Fiscal Years 2020-2023 Report and Work Plan](#),

“The Gender Equity ad hoc (2020 to 2021) focused on issues of inequity and

⁴ Since Sonoma County has a draft resolution, it has been included in this portion of the report.

⁵ The information provided through this link is also written directly into the body of this report under *Sonoma County*.

discrimination that emerged from the 2020 Voices of Sonoma County Women data. ([They] include women, transgender, non-binary, gender fluid, and gender non-conforming persons in our understanding of gender.) To these ends, [they] embarked on several projects:

- [They] updated and expanded our Women & Family Resource Guide for Vital Services on our website and as a handout.
- [They] launched the Sonoma County Spirit Award that recognizes a local resident from each district who stepped up to support women and girls during the pandemic.
- [They] drafted a CEDAW resolution (a UN treaty on gender equity for local governments) that we plan on submitting for an upcoming meeting of the Board of Supervisors.
- Contributing Commissioners: Katie Gordon, Jan Blalock, Caitlin Quinn, Ofra Isler

No progress has been made on the Sonoma County CEDAW resolution. Sonoma County began reviewing its resolution policy in February 2022 and halted all resolution reviews at that time. No word has been sent yet, regarding whether the resolution policy has been updated yet.

As of 2022, Sonoma County has a population size of 482,650. The board supervisors in 2022 include Susan Gorin, David Rabbitt, Chris Coursey, James Gore, Lynda Hopkins. As of last update, there is a draft resolution being made but there is no publication that is provided online, yet.

The contact for Sonoma County CSW is sococsw@sonoma-county.org

Useful links include:

- [Documents - City of Sonoma \(sonomacity.org\)](https://sonomacity.org)
- [County Of Sonoma \(sococsw.org\)](https://sococsw.org)
- [Sonoma County Commission on the Status of Women | Facebook](#)
- [Now Sonoma](#)
 - Email: info@nowsonoma.org
 - Facebook: [Sonoma County NOW | Facebook](#)
 - Youtube: [NOW Sonoma County Chapter - YouTube](#)
- [Home | Sonoma County Women in Law](#)
 - Email: Socowil@Gmail.Com
- [Home | League of Women Voters \(lwv.org\)](https://lwv.org)

Regarding CEDAW implementation and impact (e.g., What issues did these localities intend to tackle with CEDAW in the ordinance? What marginalized groups benefited from the ordinance such as LGBTQ, racial, disabled etc.): With the absence of a resolution/ordinance, various groups such as Sonoma County women take a stand for abortion rights, expressing the rebuke of the Court's decision, highlighting that it takes away a young woman's freedom under the law of

this decision. Furthermore, the Sonoma County Democratic Party sponsored a rally for Women's Rights and Voting Rights, coordinated with the National Women's March movement in Washington, defending women's reproductive rights. The rally coincided with the support of their petition to pass and sign the Women's Health Protection Act and Freedom to Vote Act into law.

The campaign used: [2020 Voices of Sonoma County Women Report - Full Report \[updated 4.22.2022\].pdf \(ca.gov\)](#)

Was reproductive health and/or abortion mentioned in the ordinance?:

The lack of resolutions/ordinances in the city led to initiatives such as the report linked above to recognize the issues and raise awareness that there is an urgency to formulate and pass ordinances related to CEDAW.

Summary/Standout Findings:

- There are no resolutions that are legislated specific to CEDAW.
- From the report of 2020 Voices of Sonoma County Women, top issues in the county were the lack of affordable healthcare and lack of low-income housing. Women also struggle with finding access to quality, affordable childcare. In the psychological aspect, mental health issues and lack of mental health services are also top concerns.
- There were also barriers that arose in addressing these concerns such as lack of finances, unaware of what services are available and how to access them, lack of transportation, and language barriers.

Colorado

Boulder City, CO

[CEDAW Resolution](#)⁶

Information provided by Elizabeth Crowe

Deputy Director, Housing & Human Services

The City of Boulder works to support the rights of people of all gender identities. In addition to passing a CEDAW resolution, the city's [Human Rights Ordinance](#) includes language approved by city council on February 1, 2020 regarding Gender Variance Discrimination. The Human Rights Ordinance also includes protection for domestic partners. City employee [policies are non-discriminatory](#) and benefits include [support for LGBTQ+ staff members](#). The city's mediation and restorative justice programs can assist people who have experienced gender discrimination.

In addition, the city supports several nonprofit organizations that serve and affirm people with

⁶ Both the Boulder City and Lafayette CEDAW Resolutions are linked in one document.

diverse gender identities, and that provide legal services for those facing gender violence or discrimination. through its Health Equity Fund, Human Relations Fund, Human Services Fund, and various arts and culture resources. Grantees include but are not limited to Colorado Legal Services (Boulder County); Out Boulder County; Queer Asterisk; Safehouse Progressive Alliance for Nonviolence; Women's Wilderness.

Points of contact for these actions are:

- City of Boulder Human Rights Ordinance: Ingrid Castro-Campos, Community Relations Program Manager, castro-camposI@bouldercolorado.gov
- City of Boulder LGBTQ+ Liaison: Pam Davis, Assistant City Manager, davisP@bouldercolorado.gov
- City of Boulder Community Mediation and Restorative Justice: Carin Armstrong, Community Mediation Manager, armstrongC@bouldercolorado.gov
- City of Boulder HHS Investments: Elizabeth Crowe, Deputy Director of Housing and Human Services, crowee@bouldercolorado.gov

City of Boulder Mayor Suzanne Jones signed a [CEDAW Resolution](#) on October 24, 2017. Other local jurisdictions, including Boulder County, the City of Lafayette, CO and the City of Louisville, CO. The City of Boulder and other local jurisdictions also joined Cities for CEDAW.

In 2017, the city performed a comprehensive, citywide Gender Wage Equity Analysis by a team of 3rd-party consultants to examine compensation equity between male and female employees of the City of Boulder. The focus was examining wage equity in similar positions, female representation in the workplace, and female representation in management.

In 2021, the city performed another equity analysis. No systemic wage equity issues were found and a small number of adjustments were made where it was deemed appropriate. Female representation in the Boulder City workforce is 47% and the city's senior leadership team is 50% female.

For more information, please contact Erin Williams (Senior Manager, Total Rewards) at WilliamsE@bouldercolorado.gov

The city has not taken any additional, specific actions to pursue a CEDAW Ordinance.

Organizations involved in Boulder CEDAW efforts are Local nonprofit/community-based grassroots organizations that include:

- League of Women Voters of Boulder County Women's Collaborative of Boulder County
- Rocky Mountain Peace and Justice Center United Nations Association of Boulder County
- Rotary Club of Boulder Valley
- United Nations Association – Boulder County chapter
- Women's Collaborative of Boulder County

CEDAW monitoring and funding: the city primarily monitors gender justice through its Human Rights Ordinance (see above) which includes guidance regarding Gender Variance and LGBTQ+ domestic partnerships.

Boulder County, CO

[CEDAW Resolution](#)

Update Pending.

Erie, CO

[CEDAW Resolution](#)

Formal report unfiled.

Text taken from [UNA-Boulder's website](#).

The Colorado CEDAW Task Force presented to the Mayor and Board of Trustees on January 24, 2017, regarding Cities for CEDAW and reading of the draft Resolution created by Erie. At the meeting, the Board proposed to remove the Resolution and issue a Proclamation. The Board then voted to rewrite the proclamation procedures. Erie had a CEDAW Resolution signed on Feb 8th, 2022.

Greeley, CO

CEDAW Resolution

Formal update unfiled.

The following text is from [UNA-Boulder's website](#):

The Mayor of Greeley signed a CEDAW Proclamation in December of 2016 in honor of Human Rights Day with a 5-year plan to pursue an Ordinance by 2021. Loretta Scott, from Zonta Greeley, was directed by the City Council of Greeley to move to the Human Relations Commission and present the resolution there first. June 2018, staff changes have occurred and we are in contact awaiting how that affects the resolution signing.

Jamestown, CO

[CEDAW Resolution](#)

Formal update unfiled.

The following text is from [UNA-Boulder's website](#):

Jamestown passed a CEDAW Resolution on February 7, 2022.

Lafayette City, CO

[CEDAW Resolution](#)

Formal update unfiled.

The following text is from [UNA-Boulder's website](#):

Mayor Christine Berg and the City Council led the way as the first to sign a CEDAW Resolution

on October 18, 2016. Just before this, the Lafayette City Council had established the Human Rights Commission (HRC) to evaluate government programs and processes with an inclusive lens, with a goal to foster equality, social justice, and freedom from fear from persecution, based on race, religious belief, country of origin, sexual or gender identity, physical ability or age. Also, Mayor Christine Berg was awarded the BPW award for 'Community Supporter of the Year' in March of 2017. In late 2017, several HRC meetings were attended in which the HRC was working on bylaws and procedures for their newly developed commission. As of April 2018, Mayor Pro Tem Gustavo Reyna stated that the City was still working on the bylaws for their Human Relations Commission. On July 14, 2018, contact was made via email with Mayor Christine Berg, asking about the status of the HRC. The CO CEDAW TF spoke to Christine Berg at PRIDE FEST 2018 in September-she recommended contacting Lafayette about an ordinance soon. An Ordinance Proposal is being drafted to approach the City.

Louisville, CO

[CEDAW Resolution](#)

Formal Update Unfiled

The following text is from [UNA-Boulder's website](#):

Mayor Muckle and the Board of Trustees signed the second CEDAW resolution in Colorado on June 8, 2017. Also, congratulations to the Mayor and Board of Trustees for signing a Proclamation in Committing to a Dialogue of Inclusivity and to Respecting the Rights and Beliefs of all Citizens!

Florida

Sarasota, FL

[CEDAW Resolution](#) Reference

Formal Update Unfiled

The following text was gathered by the report editor:

According to [Signing CEDAW and Women's Rights: Human Rights Treaty Signature and Legal Mobilization](#), by [Audrey L. Comstock](#), "In Florida, Sarasota's campaign focused on four points that included equal pay, health care, gender in poverty, and sexual violence. All of these mobilization points emphasize social and economic rights, not political rights. Existing scholarship notes that these campaigns and ordinances have been productive in implementing CEDAW."

According to E Scott Osborne, (President, Gulf Coast Chapter UN Women USA) and Terry Brackett (President, UN Women USA National Board), in [Discrimination Lawsuits – There is a Better Way](#), the City of Sarasota adopted a CEDAW Resolution in 2017 and it was signed by the mayor at that time, Mayor Shelli Freeland Eddie.

St. Petersburg, FL

[CEDAW Resolution](#)

Pending Update

Tampa, FL

[CEDAW Resolution](#)

Pending Update

Hawaii

Maui, HI

[CEDAW Resolution](#)

Pending Contact

Kauai, HI

[CEDAW Resolution](#)

Pending Contact

Kentucky

Kentucky, KY

[CEDAW Resolution](#)

Pending Update

Louisville, KY

[CEDAW Resolution](#)

*Information provided by Jamieca Jones
University of Louisville Women's Center*

Description of the actions taken to pursue gender justice by different organizations:

University of Louisville Women's Center

- Programming to students on various gender equity issues
- Supporting United Nations Association – Women student organization, the first and only currently in the U.S.
 - Students participated in parallel events during CSW

United Nations Association – Kentucky Division

- Representation on several UNA-USA CEDAW committees

People Against the Trafficking of Humans Coalition of Kentucky

- Providing training to address human trafficking to colleges/universities, non-profits, emergency service providers, Goodwill of Kentuckiana, etc. throughout Louisville, Kentucky and surrounding areas.
- Working to develop trainings in Spanish for the Latinx community.

Louisville Metro Office for Women

- **Office for Women Ambassadors:** The Office for Women will launch this six-month training program for women who represent the diverse communities across Metro Louisville in January 2023. Through the program, participants will develop and hone their leadership skills, learn about issues impacting women, and explore government and community programs available to women. The OFW Ambassadors will serve as community liaisons, sharing information about vital community services and communicating back to the government about the needs of women in their communities.
- **Gender Based Violence Initiatives:** The OFW has worked to respond to the growth in gender-based violence, in particular the rise in domestic violence homicide, by strengthening partnerships, building capacity, and seeking funding to increase prevention and implement best practices in the following areas:
- **Domestic Violence, Stalking and Sexual Violence:** The OFW serves as a member of the Domestic Violence Prevention and Coordinating Council and as Chair of the Legislative and Firearms Committee and a member of the outreach, services, and fatality review team committees. OFW brought in Aequitas: The Prosecutors Resource on Violence Against Women to train prosecutors, judges, law enforcement and victim advocates on stalking (which is a major risk factor in domestic violence homicide). OFW hosted webinars and community conversations with OSHN, the Center for Women and Families, and the Spalding Collective Care Center for Racial Trauma to increase awareness in at-risk communities.
- **Domestic Violence in the Workplace:** OFW is working to increase safety and implement best practices in the workplace response to domestic violence, beginning with Metro Louisville. OFW championed an ordinance in Spring 2022 granting paid leave to victims of domestic violence and other crimes who are Metro employees. OFW is creating a campaign to highlight the new paid leave available to victims of domestic violence and other crimes and to raise awareness of services (resource materials and a training video).
- **Domestic Violence Impacting Women in the Black Community:** OFW is working with a social work master's intern to develop an initiative to address domestic violence in the community's work on maternal and child health. The OFW has convened a series of awareness events on maternal and reproductive health with a focus on racial equity. The OFW will be working to build the capacity of organizations working on maternal/reproductive health to also address and prevent gender-based violence.
- **Human Trafficking:** The OFW secured grant funding to conduct a survey to map services for trafficking survivors, host training, host a convening on human trafficking (March 2023) and create and implement a strategic plan for Louisville. OFW has also partnered with the Center for Health Equity to issue a policy brief and raise awareness of the need to develop more affordable housing to prevent trafficking. Finally, the OFW has worked

with the Criminal Justice Commission to revise a federal Improving Criminal Justice Responses to Gender Based Violence grant to fund training and outreach with 3 local community partners to reach underserved communities that are at high risk for trafficking.

- **Missing Teens Initiative:** OFW has convened LMPD, OSHN, child welfare and community agencies to address the issue of missing and exploited teen girls, with a focus on vulnerable communities (BIPOC and immigrant) through developing a community protocol and increasing resources for prevention and intervention.
- **Commission on Gender Equity:** The OFW began work to form a Commission on Gender Equity to address three areas of focus of gender equity in Metro Louisville: women's workforce, including childcare and transportation, housing, and gender-based violence. The OFW hosted three public community meetings and distributed a survey to gather input on the top issues of gender equity in the area.
- **Status of Women Report/Data on Gender Equity:** The Office for Women is working to gather data to better understand current issues in Metro Louisville as they pertain to women. The OFW worked with GLP to develop a gender equity dashboard with data, beginning with housing. The goal is to expand the gender equity data dashboard to include other areas of focus. The platform was launched in November 2022 at a panel discussion with local and national experts, including a representative from the Women's Bureau of the US Department of Labor.
- **Domestic/Care Workers:** Care workers (health aids, childcare, housecleaning) are 90% women and are majority BIPOC and immigrant women and often lack basic workplace protections and care. The OFW is working to raise awareness of this critical workforce, partnering on a study of care workers in Louisville and exploring local policy changes that will increase protections for these workers and hosted a webinar on this topic in Summer 2022.
- **Diaper & Period Need:** The OFW convened a diaper need working group, pushed for a local resolution in Metro Council urging the state legislature to end the sales tax on diapers and period products and has worked to increase the capacity of the local Diaper Bank through government and philanthropic funding.
- **Women's Equality Day:** The Office for Women hosted the Women's Equality Day in August 2022, with the theme of "Lift Every Voice" to highlight rights of diverse women.
- **Internship Program:** The OFW recruited diverse young women for internship and mentoring program

In 2014, Louisville passed a CEDAW resolution:

- [The City of Louisville Has Overwhelmingly Approved a CEDAW Resolution - Feminist Majority Foundation](#)
- ["You just made history!" Louisville passes resolution supporting women, girls](#)

There has not been a gender analysis done in our jurisdiction in the past decade. OFW is working to develop a gender equity training that will inform Metro Government and also work on a status of women report in 2023.

There are individuals interested in advocacy towards a CEDAW Ordinance as Louisville currently only has a resolution that was passed in 2014 but due to COVID and other priority community issues, there hasn't been any action towards this in the past year.

Louisiana

New Orleans, LA

[CEDAW Resolution](#)

Pending Update

Minnesota

Duluth, MN

[CEDAW Resolution](#)

Pending Update

Edina, MN

[CEDAW Resolution](#)

Pending Update

Minneapolis, MN

[CEDAW Resolution](#)

Pending Update

Northfield, MN

[CEDAW Resolution](#)

Information provided by Michelle Mahowald

City of Northfield, Communications & Human Resources Director

On October 5, 2021 the Northfield City Council approved an administrative policy “personal pronoun sharing”. Any employee is welcome to include their personal pronouns within their work email signature blocks and on their business cards, and ID Badges. Additionally, employees are encouraged to verbally share their personal pronouns when meeting new employees or community members for the first time. This is a voluntary policy. Follow the link to the policy: [Personal-Pronoun-Sharing \(northfieldmn.gov\)](https://www.northfieldmn.gov/Personal-Pronoun-Sharing)

On October 4, 2022 the Northfield City Council approve an employee handbook policy “gender transition/nonbinary coming out policy Employees (including persons selected for employment but who have not formally started their work duties) who seek to transition genders or come out as nonbinary have the right to perform their duties while presenting consistent with their gender identity or absence of gender. The City strives to support its employees before, during, and after

their transition or coming out. This support may require frequent communication and possibly, frequent reassurance and coaching for all parties involved. The City may employ an outside consultant to assist the transitioning employee or employee who is coming out as nonbinary. The City recognizes the process requires planning, compassion, and understanding on the part of everyone involved. Follow this link to page 141 of the employee handbook PDF: [Employee Handbook Table of Contents](#)

On July 12, 2022 the Northfield City Council passed [Ordinance No. 1039](#) amending Northfield City Code Chapter 30- Health and Sanitation Sec. 30-1 Prohibition of conversion therapy for minors and vulnerable adults.

On June 15, 2021, the Northfield City Council passed Resolution 2021-056 A Resolution Supporting the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) and Support of the Principles of the Convention. The Northfield City Council supports CEDAW and is committed to eliminating all forms of violence against women, supporting the health and safety of them, and to affording them equip academic, social, and business opportunities in Northfield.

View the [June 15, 2021 presentation](#). View the [Resolution](#).

Red Wing, MN

[CEDAW Resolution](#)

Pending Update

Richfield, MN

[CEDAW Resolution](#)

Pending Update

St. Paul, MN

[CEDAW Resolution](#)

Pending Update

Missouri

University City, MO

[CEDAW Resolution](#)

Pending Update

Montana

Bozeman County, MT

[CEDAW Resolution](#)

Jan Strout

Co-leader, Bozeman City for CEDAW Task Force

- [Bozeman: A City for CEDAW Facebook page: Bozeman: A City for CEDAW | Facebook](#)
- [HOW ADVANCING THE HUMAN RIGHTS OF WOMEN AND GIRLS BENEFITS OUR COMMUNITY](#)

After 4 years of organizing, advocacy and education and electing more supportive Commissioners by the Bozeman Task Force to Advance the Status and Safety of all Women and Girls, the Bozeman City for CEDAW Resolution was unanimously adopted on April 4, 2022.

Bozeman City DEI (Diversity, Equity, and Inclusion) staff has spent a year studying all of the other previous data that has been compiled and will be presented in a Belonging to Bozeman briefing. Bozeman City DEI staff have asked for an annual Report at the nearest City Commission Meeting of the CEDAW Resolution adoption Anniversary on the status of the City for CEDAW Resolution at 1 year. Based on their March 7th report, Bozeman City DEI will go and make Public Comments (and/or an Op Ed or Shadow report) about what the City needs to do in the three areas they have focused over the four years: a.) How safe is the Bozeman community for women and girls? b.) How economically secure are Bozeman's women and girls? c.) What is the health and well-being of Bozeman's women and girls?

Since April, 2022, we have accomplished the following:

- Op Ed published in the daily newspaper written by the three youngest High schoolers and young professional on the Task Force which linked Equal Pay Day with the need for a City for CEDAW women's and girls' human rights framework ([Bozeman Chronicle, March, 2022](#)).
- Rally for Reproductive Health and Rights organized on the day of the Dobbs Supreme Court decision to end the U.S. Constitution abortion right at the Gallatin County Courthouse with speakers and allied organizations (Gallatin Sunrise, Bridgercare, Montana NOW and Planned Parenthood of MT). Called for passage of Women's Health Protection Act, support for abortion funds and health providers and local human rights protection to access abortion and reproductive justice. (May, 2022)
- School Board and local County Elections – Candidates' education and advocacy on abortion access and reproductive health protections – at [public Candidates Forums and individual Candidate meetings](#). (May, 2022)
- Planning for adoption of Bozeman City for CEDAW reproductive health protections in the City with sectors such as a legal, health, public information, reproductive justice, women's rights advocates, using the recommendations from the [CHOICE Workbook](#) developed for localities (pp 12-15), States, Nations and internationally. (July, 2022)
- [Women's Safety in Public Transportation campaign](#) – joined Human Resources Development Council and many other allied community groups in a county-wide Public Transportation District electoral campaign to advocate and educate about how public transportation bus systems are part of women's and girls' human rights to live and work in Safety and in Safe Cities. (September, 2022- May, 2023)
- Planning for annual City of Bozeman Equal Work for Equal Pay commemoration – with

partner Bozeman Business and Professional Women and others – to advance through media Op Ed and LTE's, personal testimony to City Commission and link to CEDAW Resolution for economic justice and fairness with an Economic Bill of Rights: intersectional pay equity; livable wages; paid family and medical leave; affordable, accessible, culturally appropriate child care and health care; and affordable and safe housing. (April, 2023)

- Participation in the NGOCSW 67 – with allied organizations WILPF, US Women and Cuba Collaboration, NOW Global Feminist National Committee, MT NOW, others in progress. (November 2022- March, 2023)
- Expanded Task Force's Social Media with Instagram account – Intern started process to reach young members of the community. (November, 2022)
- MT Legislative Advocacy in Helena and via Zoom on Bills to advance or defend women's, girls' and Indigenous Justice/Missing and Murdered Indigenous Women and Girls' (#MMIWG) human rights: sexual education, freedom of expression against book/art/cultural bans, menstrual equity, abortion access, Transgender youth; Indigenous Peoples' Day, Indian Education for All. Liaison to MT Sexual and Reproductive Health Collective (January 2023)
- Allies to abortion health and rights advocates in Manhattan, MT - City Council hearing on a proposed anti-abortion Ordinance as a Sanctuary City for the Unborn – Defeated....for now. (Feb., 2023)

See previous Reports to the C4C and this earlier one:

[CEDAW Report and Recommendations on Women and Girls - 2019](#)

Bozeman does not have a recent gender analysis, but the *Bozeman City for CEDAW Task Force* has repeatedly asked for this over and over again.

CEDAW is monitored by the Economic Vitality Citizen Advisory Board of the Bozeman City Commission, Commissioners and City Staff, and Dani Hess. Funding Source for CEDAW (if any). There is no CEDAW funding yet. Jan Strout hopes the City would fund a small grants program for non-profits to initiate women and girls human rights protections.

New York

Mount Vernon, NY

[CEDAW Resolution](#)

Pending Update

Westchester, NY

[Reference to CEDAW Resolution](#)

Pending Update

North Carolina

Durham City, NC

[CEDAW Resolution](#)

Gloria De Los Santos (Chair), Cassandra Stokes (Co-Chair)
Durham Mayor's Women's Council

Actions taken to pursue gender justice include:

- Friday, August 19, 2022: As a part of the Mayor's Women's Council last year, a press conference and speaking rally was held in solidarity for women's reproductive rights.
- Friday, August 26, 2022: That following week a press conference was held with local speakers on women's equality day to highlight pay inequity and inequality in healthcare for women of color.

On the implementation of the CEDAW Resolution:

- On May 19, 2022, the Durham Mayor's Women's Council met with groups from across the county to address the overwhelming cost of childcare and the lack of affordable health care. They met with local and state groups to partner with them to bring awareness and advocacy to this ongoing issue. The groups include:
 - Action NC RAGE, Gloria De Los Santos, gloria@actionnc.org
 - EL Centro Hispano, Alfaro malfaro@elcentronc.org
 - NC State Women's Commission, Annette Taylor

The final gender analysis was conducted for 2022-2023.

NC Health Department and NC State Women's Commission gathered the information that set the agenda for the Mayor's Women's Council: [NORTH CAROLINA STATE HEALTH IMPROVEMENT PLAN](#)

Actions taken to pursue a CEDAW Ordinance:

Some of the actions that MWC has taken have been sporadic throughout the year. They partner with groups to push gender equality campaigns, speak at speaking engagements when asked and participate in community actions. Because each member has other obligations, they must choose wisely on their capabilities.

Some organizations involved in CEDAW in Durham include WomenNC, Action NC, and NCERA. CEDAW is monitored by city and partnering organizations.

North Carolina Triangle Region (Raleigh, Durham, Chapel Hill Metropolitan Area) CEDAW Resolutions in Durham City and Durham County

[Durham County Resolution](#)

Information provided by Ava Smith

Head of Growth and Development for WomenNC

WomenNC works to empower the next generation to advance gender equality in North Carolina through training undergraduate scholars to research gender disparities in local North Carolina community and propose low-budget policy solutions in front of local, state-wide, and international change makers. WomenNC also believes knowledge is power and through their community education initiative, they provide an overview of a critical issue pertaining to women by bringing experts in the field, then engage with each other in dialogue, take questions and comments from their live audience, offer resources for further education, and provide meaningful ways for them to advocate.

WomenNC is the lead organization for the Cities for CEDAW campaign in North Carolina. Due in large measure to the organizing and [advocacy efforts of WomenNC](#) staff, Board, and volunteers, two municipalities, [Durham County](#) and [Durham City](#) became the first regions in North Carolina to pass resolutions in support of CEDAW by respectively, creating sustainable mechanisms for ensuring gender equity by requiring them to evaluate their programs and budgets annually to ensure that each addresses barriers to equality faced by women. WomenNC advocates for gender equity in local, state, and international arenas. Armed with research and recommendations, the WomenNC scholars present their findings to and advocate in front of local elected officials, community members, and international officials and activists at the annual Local to Global Forum and the United Nations' annual Commission on the Status of Women (CSW) to improve the lives of women and girls.

Recent Research Updates:

[How Can Restorative Justice Principles and Practices Improve Upon Existing Punitive School Discipline Processes in North Carolina Public Middle and High Schools?](#)

Exclusionary discipline policies like suspension and expulsion are correlated with negative life outcomes: poor attendance, reduced academic achievement, failure to graduate, increased juvenile justice involvement, and higher rates of adult incarceration. Black girls are an often overlooked target of the school-to-prison pipeline, despite being the fastest growing population in the juvenile justice system. While Black males are suspended 3 times more than white males, Black females are suspended 6 times more than their white female peers. Low-budget policies solutions that should be implemented include: 1. Anti-racism and anti-bias training in schools, 2. Providing frequent firsthand restorative justice experiences to grow teacher and administrator buy-in and build school-wide restorative communities, 3. Seek out grant funding to support restorative justice training and facilitation resources (ex. Durham County Educator Professional Learning Grants), and 4. Conduct annual evaluations of restorative justice initiatives that include both typical discipline data and school safety and climate surveys. The contact person is Allison

Reilly (Durham & Durham County) at <anreilly12@gmail.com>.

[Informed Consent and Free Speech: How Crisis Pregnancy Centers Undermine Bodily Autonomy in Women and Erode Trust in Licensed Medical Providers](#)

CPCs are unlicensed health centers that aim to prevent women from seeking abortions and give patients biased and inaccurate information on contraceptives, STIs, and abortions, which target vulnerable groups such as young women with low health literacy. In 22-23 fiscal year, NC allotted \$5 million of grant funding to CPCs and CPCs in Wake County outnumbered abortion providers 3 to 1 and all Wake County CPCs engage in misinformation on abortion and emergency contraception. The North Carolina Department of Health and Human Services has a pregnancy resource directory that includes state health centers, adoption agencies, and many CPCs; it fails to include abortion clinics or privately run comprehensive health clinics. To make the directory more comprehensive and ensure pregnant individuals are given unbiased options when dealing with an unintended pregnancy, the state should add free or low-cost comprehensive clinics that provide abortion referrals or services to the directory. The contact person is Kahlia Jones (Wake County) at <kjones25@ncsu.edu>.

[The Need of Public Health Support Structures for Rural College-Educated Women in North Carolina to Decrease Brain-Drain](#)

It is important to understand the potential health outcomes for women in rural North Carolina by analyzing public health strategies and policies in five counties (Roberson, Moore, Avery, Dare, and Gaston) to address brain problems in rural areas. Lack of healthcare access for rural women, especially women of color, hinders public incentives aimed to address brain drain. To combat this issue, these policy recommendations are necessary: 1. Developing robust women's health programs that cater to the specific needs of rural regions and make this information accessible via public platforms online and through traditional paper campaigns, 2. Incentivize clinics providing specialized care for women (such as abortion care) to locate themselves within the most populous center of a rural community, 3. Outline health codes and regulations that equip women with access to personal and independent health insurance. The contact person is Lia Willcoxon (Roberson, Moore, Avery, Dare, and Gaston Counties) at <lwillco@ncsu.edu>.

[How Can Services for South Asian Women in Wake County Who Have Experienced Intimate Partner Violence \(IPV\) Be Improved?](#)

South Asian women suffer various cultural barriers, such as abuse from other family members, stigma or shame, isolation, fear of divorce, language barriers, and dowry-related abuse. Due to these factors, IPV becomes inevitable, prevalent, and difficult to overcome. Current services available to South Asian victims or survivors of IPV can be improved through more bystander education and more involvement from the South Asian community is needed to better help victims or survivors of IPV and to mitigate the rate at which abuse occurs. Recommendations to combat this issue include 1. Encouraging religious organizations in Wake County to host educational events focused on domestic violence and sexual assault, healthy relationship dynamics, and bystander training, and 2. Request local South Asian-owned, women-run, salons to share information about community resources with their clientele. The contact person is Shreya Kancharla (Wake County) at <skancha4@ncsu.edu>.

[The Lack of Black and Brown Women in Leadership Roles in Healthcare and Why This is a Public Health Issue](#)

African American women occupy the lowest-paying and most hazardous jobs in healthcare, while representation at the executive level is scarce. With Black women also facing worse health disparities than any other ethnic group, there is a dire need for voices to advocate for the issues that plague this demographic. Out of the five major health systems which provide healthcare for most of North Carolina, only one was led by an African American woman. Recommendations to tackle this issue include: 1. Expanding mentorship programs that will help African American women in entry and middle-level management in healthcare administration navigate the progression of their careers, 2. Increase scholarships/grants to target Black women furthering their education, and 3. Provide opportunities to gain experience in healthcare administration while completing their education through internships and other experiential learning. The contact person is Talia Chavis (Wake County) at <tchavi15@eagles.nccu.edu>.

[What Strategies Can Triangle-Area Community Colleges Implement to Increase the Graduation Rates of Students Who Are Single Mothers?](#)

Single mothers wanting to attain a college degree face a multitude of barriers such as financial constraints, time constraints, lack of childcare, and lack of sense of community and belonging. Some policy recommendations that need to be enacted to support these single mothers include: 1. Pilot a data collection program to determine the best methods for adopting data tracking and reporting systems to gather sufficient data, 2. Improve on-campus childcare, 3. Establish a guaranteed income pilot to provide single mother students with a guaranteed stipend to ease their financial burdens, and 4. Hire single mother navigators that are trained specifically in the nuanced needs of single mother students. The contact person is Tessa Delgo (Wake County, Durham County, Orange County (Triangle Area)) at <tessa.delgo@duke.edu>.

[How Can We Improve the Reproductive and Sexual Health Literacy of Latina Immigrants in Durham?](#)

There are about 8,700 Latina immigrant adult women in Durham County and Latina immigrants in NC face many disparities, particularly sexual and reproductive health outcomes. Policy recommendations to combat this issue include: 1. Durham public health to work with El Centro Hispano to create an SRH literacy program, and 2. Allocate more funding to Durham County Public Health to increase SRH literacy and positive outcomes for Latina immigrants and all women in Durham. The contact person is Mia Miranda (Durham) at <mia.miranda@duke.edu>.

[How Can Promoting Sustainable Agricultural Practices in North Carolina Improve Working Conditions of Migrant Women?](#)

Women working in the agricultural sector face a number of risks that can compromise their physical health, particularly their reproductive health. In order to effectively advance health equity for North Carolina's most vulnerable farmworkers, it is imperative to adopt these policy recommendations to integrate more equitable labor practices into sustainable food programs: 1. Enforcing more inclusive work organization policies to amplify the experiences of female migrant agricultural workers, 2. Introduce an accountability approach amongst farmworkers to close the feedback loop and promote the reporting and addressing of grievances, and 3. Utilize agrotechnologies to institute more sustainable approaches to agriculture not only works to

preserve the environment but promotes the social protection of vulnerable populations like female farmworkers. The contact person is Carolina Coch (all cities/counties).

Oregon

View the Oregon state [CEDAW Proclamation](#). November 29th of each year is International Women Human Rights Defenders and CEDAW Day in Oregon.

Ashland, OR

[CEDAW Resolution](#)

Contact Pending

Eugene, OR

[CEDAW Resolution](#)

Information provided by Mayor Lucy Vinis

City of Eugene, Mayor's Office

Mayor Lucy Vinis met with advocates for CEDAW in 2018, and realized that through the pandemic and staffing changes, the conversation was dropped. The Mayor has included (below) the response from their staff that will at least serve as a CEDAW status update for Eugene, Oregon. The contact for Eugene's Human Rights and Equity Analyst, Drae Charles is also included. (Phone: 541-682-5277 Email: dcharles@eugene-or.gov)

Listed Articles and Known Efforts to Meet Listed Standards as well as the COE Resolutions:

- The City of Eugene adopted Resolution 5150 supporting CEDAW on April 11, 2016. The CEDAW principles are supported by the City of Eugene Human Rights Code and by programs to ensure gender justice for residents, visitors, and employees.
- [City of Eugene Human Rights Code](#)
- [City of Eugene Rights Assistance Program](#)
- The resolution adopted by the City of Eugene is supported by the implementation of its Human Rights Code and by ongoing actions to provide opportunity for women to gain equal access to city operated programs and services as well for women working for the City of Eugene to have equal opportunities to progress in their careers.
- Some City of Eugene departments offer programs that are specific for women which include economic development opportunities for women-owned businesses, Fire camp for girls, and women-only recreation opportunities among others.
- The City of Eugene does not perform a gender analysis for its community, but, as an employer, the city does monitor the status of its workforce to ensure that women have the same opportunity as men to be supported and to progress in their careers. The Mayor's Office is proud that the current mayor, city manager, and most positions in their executive team are occupied by women.
- The City of Eugene sponsors and supports activities to promote gender justice via

- existing grants and sponsorship opportunities.
- The City of Eugene has not pursued a CEDAW ordinance.

Questions regarding the City of Eugene Human Rights program can be directed to: Office of Equity & Community Engagement (OECE), Drae Charles - Human Rights and Equity Analyst

South Carolina

Charlestown County, SC

[CEDAW Resolution](#) (See pages 9-10 of the linked agenda)

Pending Contact

On [February 6th, 2020 Charleston City Council adopted a CEDAW Resolution](#).

Columbia, SC

[CEDAW Resolution](#)

Pending Update

South Dakota

Rapid City, SD

[CEDAW Resolution](#)

Information provided by Suzan Nolan, Rowdy Brewick

Democracy In Action

Because of the pandemic, Rapid City has come to a standstill on the implementation of CEDAW in their community due to Covid-19. CEDAW has been introduced and moved forward in the community by Suzan Nolan, and Dorothy “Rowdy” Brewick.

Actions taken to pursue gender justice: due to the Rapid City abortion ban, there is plenty of action regarding that. Many women will be circulating petitions to get abortion on the ballot in 2024, hoping to be a “Kansas” state in supporting reproductive freedom at that time.

Actions taken to implement CEDAW Resolution: none besides getting the City Council to sign on to it in 2019.

No Gender Analysis has been done.

No action has been taken to pursue a CEDAW Ordinance at this time.

Texas

Austin, TX

[CEDAW Resolution](#)

Pending Contact

Utah

Salt Lake City, UT

[CEDAW Resolution](#)

Pending Update

Virginia

Fairfax, VA

[CEDAW Resolution](#)

Information provided by Anu Sahai

Co-Director Action and Advocacy, League of Women Voters Fairfax Area

In Fairfax County, the League of Women Voters have put together an alliance of 11 local organizations. These are League of Women Voters of Fairfax, ZONTA, AAUW, Human Rights, Special Interest Group, NAACP etc.

They had been working with a couple of the County Supervisors on a Resolution which was passed on March 8 stating that the County resolves to review the recommendations and best practices from the CEDAW and complete an analysis of the current activities being implemented in Fairfax County, what could be implemented in the future and what resources would be necessary for implementation.

As of right now, they have a smaller working group that is following up with their county's equity officer, Karla Bruce. The County is putting together an evaluation study on the status of women at the behest of Supervisor Dalia Palchik. Ms Karla Bruce has already done some assessment but only some areas of County government, not all. She has asked for volunteers from the Commission For Women.

Washington

Seattle, WA

[CEDAW Resolution](#)

Pending Contact

Wisconsin

Appleton, WI

[CEDAW Resolution](#)

Pending Contact

According to Duke Behnke of the Appleton Post-Crescent, [Appleton council passed a resolution supporting the elimination of discrimination against women](#) in 2021:

“The Common Council passed a resolution this week affirming fundamental human rights and equality for women and the elimination of political, social economic and cultural discrimination against women.

The resolution encourages city staff and elected officials to advise the council of any changes in policy or practices they think would help Appleton align with the tenets of the United Nations Convention on the Elimination of all forms of Discrimination Against Women (CEDAW).”

Dane County, WI

CEDAW Resolution

Pending Contact

A flash mob performed by UNA-USA Dane County - Wisconsin Chapter at a 2019 City Council Meeting helped pass a unanimous vote in favor of a CEDAW Resolution in 2019.

In the words of Chapter President Mary Rathbun,

“The vote in favor of our resolution was unanimous. Now, of course, some of this was due to footwork done between January 1st and April 30th. However, it was the presentation we put on, the number of signatures of constituents on the petition, and the number of supporters in the galleries that carried the day..... Specifically, we want it to open the door to a CEDAW ordinance. While a resolution is a formal expression of the opinion or will of an official municipal body, an ordinance prescribes a permanent rule of conduct or government to continue in force until the ordinance is repealed.

In keeping with Cities for CEDAW’s action proposals, we also hope our resolution leads to:

- gender analysis of city operations (such as, workforce, programs, service delivery, resource allocation, budgets, etc.),
- the creation of an oversight body to monitor implementation of a local CEDAW ordinance, and
- funding to support implementation of CEDAW principles.

For more information, visit: <https://unausa.org/flash-mob-for-cedaw/>.

Madison, WI

CEDAW Resolution

Information provided by Mayor Satya Rhodes-Conway

City of Madison, Office of the Mayor

The City of Madison is committed to gender justice. These efforts are built into the fabric of how they do business, build culture, and provide excellent service. They use an intersectional lens, considering systems of oppression and the ways in which gender intersects with race, ethnicity, disability, socioeconomic status, language, immigration, and more to ensure that marginalized communities are not being left behind. And, there is much more work to do.

One key action to uplift is the [Administrative Procedure Memorandum 2-52](#). This APM (internal City policy) focuses on developing an inclusive workplace for transgender, gender non-conforming, and non-binary employees.

National and local data demonstrates that transgender, gender non-conforming, and non-binary employees are less comfortable expressing their identity at work and are more likely to feel the need to hide parts of their identity at work. Nationally, individuals who are transgender have a high incidence of discrimination and assault in the workplace, with the highest burden of these incidents falling on transgender people of color.

Transitioning in the workplace can be a difficult and draining process, made worse by systems that were not designed to support transgender employees. “Transitioning” is a broad term that may refer to changing a person’s name, pronouns, physical appearance, or any or none of these, and different employees have different needs. This policy works to meet the needs of all transitioning employees and remove the systemic barriers that interfere with the process of transitioning at work. In all cases, the City’s goal is to:

- Ensure the safety and comfort of transgender, gender non-conforming, and non-binary employees.
- Maintain a safe and affirming process for employees who want to transition in the workplace.
- Prevent the stigmatization of employees.
- Create a safe and productive work environment for all employees.

This initiative touches on the following CEDAW components:

- Gender analysis as an action plan,
- Equal access and opportunity to employment, benefits, vocational training, working conditions, pay, protections of health and safety,
- Gender sensitivity training, and
- Promote appropriate accessible health care for persons with transgender or non-binary identities.

Some other key initiatives to highlight for this year include:

- [Public Health Madison and Dane County Violence Prevention.](#)
 - Protection of women in all aspects of public life
- [Fire Department's Community Alternative Response Emergency Services \(CARES\).](#)
- [HR and Equity and Social Justice Division developed a guidance document and process for creating and maintaining Affinity Groups.](#)
 - Staff have taken the lead on developing an LGBTQIA+ affinity group.
- [Equity and Social Justice Division and HR have collaborated on updating the Equitable Hiring Tool to ensure equity in hiring decisions and practices. Version 3 will be available next year.](#)
 - Equal access and opportunity to employment, benefits, vocational training, working conditions, pay, protections of health and safety
- The Racial Equity and Social Justice Initiative developed a three part training series on Subtle Acts of Exclusion (also known as Micro-aggressions) to train staff on these acts in the workplace and how to disrupt them. Throughout the training series, we focus on gender-based subtle acts of exclusion.
 - Gender sensitivity training
- The Multicultural Affairs Committee and Women's Initiative Committee collaborated to develop and collect data for a city-wide climate survey. The MAC/WIC survey evaluates the workplace culture and climate, particularly in areas of concern to women and employees of color. They are currently analyzing the 2022 data to develop themes and policies suggestions for 2023 and beyond.

What is already done/ongoing-efforts at the City of Madison:

- Equal access and opportunity to employment, benefits, vocational training, working conditions, pay, protections of health and safety,
- Provision of social services,
- Facilitate financial education, opportunity & access,
- Protective services and criminal penalties for people facing discrimination and gender based violence,
- Gender sensitivity training,
- Protection of women in all aspects of public life,
- Public information and education programs against discrimination.
- Promote appropriate accessible health care for persons with transgender or non-binary identities,
- City wide integration of human rights principles,
- Gender analysis as an action plan.

Milwaukee, WI

[CEDAW Resolution](#)

Pending Contact

CITIES WITH CEDAW CAMPAIGNS⁷

Colorado

Denver, CO

Formal update unfiled.

The following text is from [UNA-Boulder's website](#):

Initial contact was established with the Director of the Office on Women and Families-Denver Women's Council (DWC) prior to June of 2016. Outreach made prior to December 2016 and requests made February 25, 2017, by the Director of DWC to submit a formal proposal to the Mayor's Legislative Team, outlining how the CEDAW Ordinance can be adopted to Denver. The DWC and Denver Women's Commission continue to research and review local level ordinances and practices to ensure support for all women and girls in their city on an ongoing basis. On March 27, 2017, a proposal was requested and sent to Ms. Desmond to work toward a Resolution or Ordinance with the city. A meeting occurred with Skye Stuart (Mayor's Legislative Lead), Ms. Desmond, Denver CEDAW (UNA-USA Denver), and the CO CEDAW TF (along with BPW Denver) on June 8, 2017. UNA-USA Denver set out to conduct a legal study on behalf of the CEDAW initiative that would take many months to complete. A Gender Equity Summit was scheduled in Denver on May 31, 2017, with local Mayors and 350 registered guests, sponsored by It's Time Network.' On August 9, 2017, BPW Denver's monthly meeting offered UNA Denver members time to discuss action plans for Denver CEDAW and working together with BPW Denver. They have a list of four action items that are being worked on by BPW Denver to study Denver's population and crosswalk areas where members are living, defining commonalities for CEDAW and BPW Denver, connecting with Denver neighborhoods, and possibly meet up with some of them to share information and lastly develop (with UNA Denver) a 'one-pager' reference sheet with key Denver for CEDAW talking points that could be shared with members so that they are supported in aligning communication. August 9, 2017, BPW Denver and UNA Denver did a presentation for the BPW Denver chapter and had plans moving forward together. December 18, 2017, Denver for CEDAW/UNA Denver had a 38th birthday party for CEDAW and many non-profits and supporters attended March 2018-Report for CSW62 in NYC/CEDAW report addressed Denver's work on education/legal efforts toward an ordinance. See the Denver for CEDAW website to review and update.

Durango, CO

Formal update unfiled.

The following text is from [UNA-Boulder's website](#):

⁷ These cities and counties do not have CEDAW Resolutions or Ordinances, but are pursuing them with active or recently active CEDAW Campaigns and initiatives usually led by local grassroots organizations, non-profits, activities, and local Commissions on the Status of Women where such commissions exist.

Initial contact made by Women's Rights Committee of Indivisible via BPW Colorado/Boulder starting February 2018. Contact is Pat Rustad. Their Chapter of Indivisible supported showing the documentary "Equal Means Equal" in April of 2018.

Golden, CO

Formal update unfiled.

The following text is from [UNA-Boulder's website](#):

Outreach made in Golden on February 5, 2017, with a Golden Councilwoman regarding interest in pursuing a Cities for CEDAW resolution. The letter and a draft resolution were sent on February 15, 2017, and on February 21, Golden was reviewing information and determining a date to approach the City Council. On March 10, a follow-up email was sent and UNA-USA BC sent a packet of information to follow-up on BPW Colorado's information sent previously. Follow up was made after that contact. August 30, 2017, an email sent to Pamela regarding the status of the CEDAW initiative in her city and offered more information as needed. Primary Contact has been Pamela Gould-Ward 3 City Councilor. New council members then came into place. January 2018, several attempts to contact the council have been made by email. Eco-Women representative Dana Coelho stated at a January CEDAW event that she would be contacting the council as well.

Longmont, CO

Formal update unfiled.

The following text is from [UNA-Boulder's website](#):

Packet of information sent in December 2016 and in contact with City Council. Attended Coffee with Council on January 28th, 2017, and provided the Mayor with Colorado Cities for CEDAW packet and draft resolution, and sent to Executive Assistant City Manager - provided packet on February 3, 2017. Followed up with the City Manager's office in March 2017. In May, a meeting was held with Joanne Zeas (Chief Human Resources Officer for the City of Longmont) on May 24, 2017. Primary Contact was Michele Gomez and is also now Joanne Zeas - Human Resources) Communications with Joann were continuing via telephone to move forward on a possible Resolution. July 24, 2017-Email from Joanne Zeas that she spoke to the City Manager and they are very interested in Cities for CEDAW, but time and budgetary needs require that the resolution/ordinance is revisited in early 2018. December 10, 2017 – UNA-USA BC intern completed a Capstone project working with Longmont (her hometown). Ambrosia has since graduated and is drafting a Longmont CEDAW Resolution Proposal.

Lyons, CO

Formal update unfiled.

The following text is from [UNA-Boulder's website](#):

Mayor Connie Sullivan was sent a letter asking to sign a resolution by BPW Boulder and a letter from United Nations Association Boulder County with more information in March of 2017.

Requests to meet with the mayor were made in April and May of 2017. Mayor Sullivan attended the Denver Gender Equity Summit-Veronica Hrutkay spoke to her there about a resolution and the mayor asked us to resend out letters for a resolution. August 31, Sharon sent the letter from BPW Boulder again requesting the resolution. Contact made in November regarding the election to the city council. We were asked to wait until the first of the year to see how all the seats settled out and the agenda for the new council. Contact made via email, no response as of June 2018.

Nederland, CO

Formal update unfiled.

The following text is from [UNA-Boulder's website](#):

Outreach made to Nederland's Councilwoman on January 21, 2017, regarding Cities of CEDAW. Email sent to the Board of Trustees on July 4, 2018, requesting adopting a Resolution for CEDAW. Emailed City Clerk and Board of Trustees again in September 2018. No response as of yet.

Westminster, CO

Formal update unfiled.

The following text is from [UNA-Boulder's website](#):

Councilwoman Shannon Bird working with City Council around February 17, 2017. Contact with City Councilwoman on March 8, 2017, to provide the information requested. Contact made with BPW Colorado representative working on this city. She will communicate with the council. Primary Contact has been Shannon Bird-City Councilwoman. July 26, 2017 Resolution/Letter sent to Shannon Bird for review via email. December 2017 - waiting for the new council/mayor to be seated. January 9, 2018, BPW NW Metro Member Angie Layton spoke to councilwoman Shannon Bird about CEDAW. She stated the council is very interested, have 5 women seated now, but are very busy for a time. Stated to come back later in the year. Sharon wrote to Ms. Bird on 1/16/18 to obtain a timeline. In September, Councilwoman Shannon Bird asked Colorado for the CEDAW Task Force to submit the request for signing a resolution.

Other Cities/Counties

The following cities and counties are pursuing CEDAW Resolutions, but no contacts submitted updates:

- Juneau, Alaska
- Phoenix, Arizona
- Tempe, Arizona
- Tolleson, Arizona
- Monrovia, California
- Palo Alto, California
- Tulare County, California

- Boston, Massachusetts
- Robbinsdale, Minnesota
- Ypsilanti, Michigan
- Buffalo, New York
- New York, New York
- Portland, Oregon
- Philadelphia, Pennsylvania
- Houston, Texas
- Radford, Virginia
- Tacoma, Washington

GOING FORWARD

The CEDAW Campaign began as a grassroots initiative and will continue to work with energy to bring human rights policies into the local public domain. With the Campaign's momentum, a significant measure of success is occurring, which now leads to a next level of vision and commitment. Poised on the threshold of further advances, the Campaign recommends the following broad and deep action steps to accelerate the movement for gender equity and ensure that the elimination of discrimination against women takes hold in our communities.

Broad/National Approach:

- Outreach to the U.S. Conference of Mayors, at the next meeting in Kansas City, June, 2024. Renewal of 2014 CEDAW Resolution will be requested.
- Public announcement and marketing of partnership with Women's Funding Network, to promote enhanced C4C website and resources.
- Partnerships with national women's organizations are critical to the CEDAW movement. Continued partnerships to support ratification of a CEDAW Treaty by the US Senate is recommended.
- Continued outreach to UN Women to enhance awareness, education and communications about global to local activities for CEDAW.
- Development of educational materials regarding connections between ERA and CEDAW efforts, to dispel confusion and support complementarity.
- The annual UN Commission on the Status of Women Forum should continue to showcase grassroots CEDAW activities. These panels and discussions should be recorded and uploaded to the C4C website.

Local/Programmatic Approach:

- With the updated website, more current resources are needed. Further steps will be undertaken to offer increased access, information and interaction.
- Establishment of C4C Advisory Board, with members drawn from cities and counties with Resolutions and Ordinances, and with other relevant expertise, allows for further development of planning and implementation of existing and new projects. Evaluations should be undertaken to assess long-term outcomes. Strategic planning and effectiveness measures are being developed.
- Increased attention should be paid to data-gathering and sharing; the website will offer wider outreach and dissemination of research and analyses.
- Opportunities to craft creative strategies and share information and toolkits for funding and partnerships will help to remove funding barriers, which will benefit local campaigns.
- It is essential to communicate more widely and effectively. Consequently, there should be regular Cities for CEDAW online meetings and e-newsletters to share progress and challenges and provide support.

APPENDIX A: SURVEY INFORMATION

In the Spring of 2022, contacts were asked the following questions:

1. How is CEDAW being implemented in your city?
2. What progress has been made since last year regarding Cities for CEDAW in your City?
3. What are the biggest challenges towards progress?
4. Has a gender analysis been completed since last year and if 'yes,' how is it being used to further progress?
5. Where is your funding coming from? (Please list sources.) Are city/county funds budgeted or are external funding sources needed?
6. Is there anything else we should know about your process that may be helpful to other cities implementing CEDAW?

In November 2022, the survey was revised and expanded to include a new set of questions due to a lack of data. Cities with Ordinances and Resolutions were sent surveys specific to their relationship to CEDAW. Cities with CEDAW *ordinances* were asked to provide the following information:

For each action that your jurisdiction has taken, please provide:

- (1) a brief description of the actions taken to implement the principles of CEDAW in your area (2-4 sentences PER action),
- (2) a brief summary of the gender analysis last performed in your jurisdiction (2-4 sentences),
- (3) any additional examples of actions taken to pursue gender justice in your jurisdiction (not listed in your previous report for the CEDAW Catalogue).

For each of the above, please include:

- (A) the approximate date(s) of implementation,
- (B) relevant website links,
- (C) contact information for the appropriate point person, and
- (D) any other information you think would be helpful to the C4C community.

Cities with CEDAW *resolutions* were asked the following information:

For each action that your jurisdiction has taken, please provide:

- (1) a brief description of the actions taken to pursue gender justice (2-4 sentences PER action),

- (2) a brief description of the actions taken to implement the CEDAW resolution in your area (2-4 sentence PER action),
- (3) a brief summary of the gender analysis last performed in your jurisdiction (2-4 sentences),
- (4) a brief description of the actions taken to pursue a CEDAW Ordinance [if any] (2-4 sentences PER action),

For each of the above, please include:

- (A) the approximate date(s) of implementation,
- (B) relevant website links,
- (C) contact information for the appropriate point person, and
- (D) any other information you think would be helpful to the C4C community.

All cities, regardless of CEDAW Status, were asked to provide the following information in a few words each:

- NAME,
- EMAIL,
- ORGANIZATION (that you are primarily affiliated with),
- CITY or COUNTY,
- STATE,
- A list of Organizations involved in CEDAW in your area,
- How CEDAW is monitored in your jurisdiction (ex: Government Office, Department, Task Force, Grassroots Organization, etc), and
- Funding Source for CEDAW (if any).

Cities with CEDAW Campaigns were more difficult to reach out to, as correct contacts were unclear. However, we do have some responses from Cities with active CEDAW Campaigns whose contacts provided answers to the initial spring 2022 survey.

APPENDIX B: STATUS OF LOCAL ACTIVITIES

Table A: Cities and Counties with a CEDAW Ordinance

City/County	State	Ordinance
Berkeley	California	Title 13 Div. II
Los Angeles	California	Ordinance 175735
Los Angeles County	California	LA County CEDAW Ordinance
San Diego	California	Ordinance 10791-N.S.
San Francisco	California	San Francisco CEDAW Ordinance
San Jose	California	Ordinance No. 30055
Santa Clara County	California	Ordinance 300.919-N.S.
Broward County	Florida	CEDAW Ordinance
Miami-Dade County	Florida	CEDAW Ordinance
Honolulu	Hawaii	Bill 65 (2016) § 1-11.3
Kansas City	Missouri	Article 38 - Civil Rights Resolution No. 141045
Cincinnati	Ohio	Ordinance No. 92-2017
Toledo	Ohio	Ordinance-95
Pittsburgh	Pennsylvania	Pittsburgh CEDAW Ordinance
Washington DC	N/A	DC EDRAW Bill

Table B: Jurisdictions with a CEDAW Resolution

City/County/State	State	Resolution
Alameda County	California	Alameda County Res.
Contra Costa County	California	
Daly City	California	Resolution No. 15-76
Guadalupe City	California	Resolution No. 2020-53
Irvine	California	Resolution No. 21-12
Laguna Woods (Orange County)	California	Agenda with CEDAW Resolution
Long Beach	California	Resolution No. 16-0025
Oakland	California	Oakland CEDAW Res.
Richmond	California	Resolution No. 28-23

Palo Alto	California	Resolution No. 8217
Pasadena	California	Resolution No. 9762
Pittsburg	California	
San Benito	California	Resolution No: 2022-35
Santa Barbara County	California	Santa Barbara CEDAW Res
Santa Monica	California	Resolution No. 10908 (CCS)
West Hollywood	California	Resolution No. 14-4636
Sonoma County	California	Resolution drafted, but no resolution passed
California	California (State-wide)	CEDAW resolution
Boulder City	Colorado	Resolution No. 1219
Boulder County	Colorado	Resolution No. 2018-56
Erie	Colorado	Resolution No. 22-26
Greeley	Colorado	
Jamestown	Colorado	Jamestown CEDAW Res.
Lafayette City	Colorado	Resolution No. 2016-82
Louisville	Colorado	Resolution 2017-26
Sarasota	Florida	Sarasota CEDAW Res. Ref.
St. Petersburg	Florida	Resolution No. 2015-614
Tampa	Florida	Resolution No. 2015-962
Maui	Hawaii	Resolution No. 18-19
Kauai	Hawaii	Resolution No. 2017-24
Kentucky ⁸	Kentucky	Resolution No. 6
Louisville	Kentucky	Louisville CEDAW Resolution
New Orleans	Louisiana	Resolution No. R- 16-402
Duluth	Minnesota	Resolution No. 18-0236R
Edina	Minnesota	Resolution No. 2016-30
Minneapolis	Minnesota	Minneapolis CEDAW Res.
Northfield	Minnesota	Resolution No. 2021-056
Red Wing	Minnesota	Resolution 7061
Richfield	Minnesota	Resolution 11350
St. Paul	Minnesota	St. Paul CEDAW Res.
University City	Missouri	Resolution 2015-13
Bozeman County	Montana	Resolution No. 5384
Mount Vernon	New York	Mount Vernon CEDAW Res.
Westchester County	New York	Westchester Res. Info
Durham City	North Carolina	Resolution No. 10103
Durham County	North Carolina	Durham County Resolution
Ashland	Oregon	Ashland CEDAW Res.
Eugene	Oregon	Resolution No. 5150
Oregon	Oregon (State-wide)	CEDAW Proclamation
Charlestown County	South Carolina	Agenda + CEDAW Res.

⁸ This was passed by the Kentucky House of Representatives. There is no similar resolution in the State Senate.

Columbia	South Carolina	Resolution No. R-2018-022
Rapid City	South Dakota	Resolution No. 2018-021
Austin	Texas	Resolution No. 0170323-054
Salt Lake City	Utah	Salt Lake City CEDAW Res.
Fairfax	Virginia	Fairfax CEDAW Resolution
Seattle	Washington	Gender Equity Resolution
Appleton	Wisconsin	Resolution No. 4-R-21
Dane County	Wisconsin	Dane County CEDAW Res. Info
Madison	Wisconsin	Madison CEDAW Resolution
Milwaukee	Wisconsin	Milwaukee CEDAW Res.

Table D: Cities Pursuing CEDAW Policies⁹

City/County/State	State	Links/Notes
Juneau	Alaska	
Phoenix	Arizona	Phoenix Gov. CEDAW Mentions
Tempe	Arizona	
Tolleson	Arizona	
Marin County	California	MWC BOS Update Marin Women's Commission - April 2022 Business Meeting
Orange County	California	There is a Health Resolution mentioning CEDAW
Ventura County	California	Ventura County International Women's Day Proclamation and consideration of CEDAW Ordinance
Tulare County	California	
Denver	Colorado	CEDAW Efforts
Golden	Colorado	CEDAW Efforts
Longmont	Colorado	CEDAW Efforts
Westminster	Colorado	CEDAW Efforts
Tampa Bay	Florida	CEDAW Efforts
Boston	Massachusetts	Massachusetts CEDAW Projects Dr. Chow — MA CEDAW Project founder

⁹ These include cities that have begun organizing Cities for CEDAW activity [e.g., forming coalitions of civil society organizations; meeting with city council members], but have not yet formally introduced a resolution or ordinance.

Ypsilanti	Michigan	“The Ypsilanti Cities for CEDAW campaign was launched at EMU during Women’s international Day with SWS former president, Manisha Desai, as a keynote speaker.” (Pg 28)
Robbinsdale	Minnesota	
Buffalo	New York	
New York	New York	NYC 4 CEDAW
Raleigh	North Carolina	WomenNC: Cities for CEDAW
Portland	Oregon	Oregon CEDAW Coalition
Philadelphia	Pennsylvania	
Houston	Texas	
Radford	Virginia	
Tacoma	Washington	

Table C: Gender Analysis Progress¹⁰

City/County/State	State	Notes
Cincinnati	Ohio	Completed
Kansas City	Missouri	Completed
Miami-Dade County	Florida	Completed
New York	New York	In process
Orange County	California	In process, seeking funding for Gender Analysis
Pittsburgh	Pennsylvania	In process, first phase completed
Rapid City	South Dakota	Exploring, no gender analysis has been completed since last year
San Diego	California	Exploring
San Francisco	California	Completed
San Jose	California	In process, began April 1st, 2021
Santa Clara	California	Departmental Gender Analyses
California	California	AB 549 and CFBPW Legislation endorsements ¹¹

¹⁰ Table C was last updated November 2022. The body of the 2022/23 report includes updated details on gender analysis completed in CEDAW cities/counties/states. More recent Gender Analysis are pending.

¹¹ AB 549 Author(s) Wilson, Bauer-Kaban, Calderon Gender Discrimination -CEDAW

“All state agencies and departments in consultation with the Commission on the Status of Women and Girls, shall conduct an evaluation of their own departments to ensure that the state does not discriminate against women through the implementation of state policies and programs, including the allocation of funding and delivery services. Support Status of bill: In Assembly: 5/18/2023 In committee held under submission. Coauthors revised.”

Table D: Local Contacts¹²

Jurisdiction	Status: Ordinance	Contact	Organization	Resources
Berkeley, CA	Title 13 Div. II	Malyn Deguzman	Berkeley CSW	The City of Berkeley
Los Angeles, CA	Ordinance 175735	N/A	N/A	N/A
LA County, CA	LA County CEDAW Ordinance	Chanel Smith	Women And Girls Initiative	wgi@lacounty.gov Supervisor Mitchell's Statement on the County's Adoption of CEDAW
San Diego, CA	Ordinance 10791-N.S.	Parisa Ijadi-Maghsoodi	CEDAW Committee Chair	parisa@peaselaw.org
“	“	Equity and Racial Justice Office	SD County Government	OERJ@sdcounty.ca.gov
San Francisco, CA	San Francisco CEDAW Ordinance	Kimberley Ellis, Laruen Battung	SF Dept. on Status of Women	San Francisco Gov
San Jose, CA	Ordinance No. 30055	Taraneh Roosta	Voices of Women for Change, Silicon Valley CEDAW Task Force	N/A
Santa Clara County, CA	Ordinance 300.919-N.S.	Nancy Breneau	The CEDAW Challenge Team, Santa Clara County CSW	N/A
“	“	SCC Office of Women's Policy	SCC Division of Equity and Social Justice	owp@ceo.sccgov.org
Broward County, FL	Ordinance No. 2019-35	Dr. Eileen Davis-Jerome	UNA-USA Broward County	N/A
Miami-Dade County, FL	Ordinance No. 15-87	Laura Morillo	Miami-Dade County Office of Community Advocacy	N/A
“	“	Nina C. Roque	Board of County Commissioners	Commission for Women
Honolulu, HI	Bill 65 (2016) § 1-11.3	Rick Blangiardi	Mayor	Contact Form
“	“	Carol Fukunaga	City Council Member (Signed Ordinance)	N/A
“	“	Krishna F. Jayaram	N/A	N/A
“	“	Miku A. Sewell	N/A	N/A
“	“	Scott Humber	N/A	N/A
“	“	Ian Scheuring	N/A	N/A
“	“	Joshua Cooper	Hawai'i Institute for Human Rights , UNA-USA Honolulu, O'ahu Hawai'i	N/A
Kansas City, MO	Article 38 - Civil Rights Resolution No. 141045	Alice Kitchen, Gail James	Gender Equity Task Force Kansas City Human Rights Commission	N/A
Cincinnati, OH	Ordinance No. 92-2017	Susan Noonan, Megan Cummings, Jan Marie Fritz	Gender Equality Task Force, Cincinnati for CEDAW	N/A
Toledo, OH	Ordinance-95	Ardenia Jones Terry	Toledo for CEDAW	N/A
Pittsburgh, PA	Pittsburgh CEDAW Ordinance	Lee Fogarty, Marcia Bandes	Zonta, Pittsburgh for CEDAW	N/A

¹² The contacts listed change annually, especially during election years. Contacts included in this status list were updated as of 2022/2023. For contact emails, please reach out to Mishy Jacobson (micheila@mac.com).

“	“	Anupama Jain	Gender Equity Office	Gender Equity Commission Contact
“	“	Dr. Jessie Ramey	Gender Equity Commission Chair	N/A
“	“	Morgan Overton	Gender Equity Commission	N/A
“	“	Judy Hale	Gender Equity Commission/Pittsburgh for CEDAW, Allegheny for CEDAW	CEDAW - Pittsburgh
Washington D.C.	DC CEDAW Bill	Karen Mulhauser	Mulhauser and Associates	UNA National Capital Area
Jurisdiction	Status: Resolution	Contact	Organization	Resources
Alameda County, CA	Alameda County Res.	Orly Amey	Alameda County CSW	ACCOSW
Contra Costa County, CA		Monica Nino	County Administrator's Office	N/A
Daly City, CA	Resolution No. 15-76	Juslyn Manalo	Mayor's Office	Daly City, City Council
Guadalupe City, CA	Resolution No. 2020-53	N/A	N/A	N/A
Irvine, CA	Resolution No. 21-12	Mariam Tariq	Chief of Staff, Office of Mayor Farrah Khan	N/A
Laguna Woods, CA	Agenda with CEDAW Resolution	Mayor Carol Moore	City Council	N/A
Long Beach, CA	Resolution No. 16-0025	Zoe Nicholson	EHRC Commissioner Liaison to the LBCWG	N/A
Oakland, CA	Oakland CEDAW Res.	N/A	N/A	N/A
Orange County, CA		Rupsi Burman	Hope In Life Foundation	N/A
Richmond, CA	Resolution No. 28-23	N/A	N/A	N/A
Pasadena, CA	Resolution No. 9762	Commissioner Lorraine Montgomery	N/A	N/A
Pittsburg, CA		City Council	City Council	citycouncil@pittsburgca.gov
San Benito, CA	Resolution No: 2022-35	N/A	N/A	N/A
Santa Barbara County, CA	Santa Barbara CEDAW Res.	Alison Wales	Santa Barbara County Commission For Women	N/A
Santa Monica, CA	Resolution No. 10908 (CCS)	Paolo Velasco (Equity and Inclusion Manager)	City of Santa Monica Mayor Sue Himmelrich's Office	N/A
West Hollywood, CA	Resolution No. 14-4636	Mayor Lauren Meister, Hernan Molina	Legislative Affairs	N/A
Sonoma County, CA		Katie M. Gordon	D2 Commissioner, Sonoma County CSW	N/A
Boulder City, CO	Resolution No. 1219	Elizabeth Crowe	Deputy Director, Housing & Human Services	N/A
Boulder County, CO	Resolution No. 2018-56	Robert McNow, Zuza Bohley	UNA Boulder County	N/A
Erie, CO	Resolution No. 22-26	N/A	N/A	N/A
Greeley, CO		John Gates	Mayor, City Council	N/A
Jamestown, CO	Jamestown CEDAW Res.	N/A	N/A	N/A
Lafayette City, CO	Resolution No. 2016-82	N/A	N/A	Form Center • Lafayette, CO • CivicEngage
Louisville, CO	Resolution 2017-26	Mayor Ashley Stolzmann	N/A	N/A
Sarasota, FL	Sarasota CEDAW Res. Ref.	N/A	N/A	N/A
St. Petersburg, FL	Resolution No. 2015-614	E. Scott Osborne	Through Women's Eyes	N/A
“	“	Cindy Sheppard	City Council (Administrative Officer)	N/A

Tampa, FL	Resolution No. 2015-962	Jane Castor	Mayor	TampaGov Mayor's Office
Maui, HI	Resolution No. 18-19	N/A	N/A	N/A
Kauai, HI	Resolution No. 2017-24	N/A	N/A	N/A
Kentucky, KY	Resolution No. 6	Aaron Brockett	Mayor	N/A
Louisville, KY	Louisville CEDAW Resolution	Jamieca Jones	University of Louisville Women's Center, Zonta Club of Louisville, UNA-USA KY, /People Against the Trafficking of Humans Coalition of Kentucky	N/A
New Orleans, LA	Resolution No. R- 16-402	LaToya Cantrell	Mayor	N/A
Duluth, MN	Resolution No. 18-0236R	City Council	City Council	council@duluthmn.gov
Edina, MN	Resolution No. 2016-30	Mayor Holland	Mayor	N/A
Minneapolis, MN	Minneapolis CEDAW Res.	Andrea Jenkins	City Council	N/A
Northfield, MN	Resolution No. 2021-056	Michelle Mahowald	Communications & Human Resources Director	N/A
Red Wing, MN	Resolution 7061	City Council	City Council	citycouncilmayor@ci.red-wing.mn.us
Richfield, MN	Resolution 11350	Mayor Gonzalez	Mayor	N/A
St. Paul, MN	St. Paul CEDAW Res.	N/A	N/A	N/A
University City, MO	Resolution 2015-13	Terry Crow	Mayor	N/A
Bozeman County, MT	Resolution No. 5384	Jan Strout	Bozeman City for CEDAW Task Force	N/A
Mount Vernon, NY	Mount Vernon CEDAW Res.	Shawyn Patterson-Howard	Mayor's Office (Mayor)	N/A
Westchester, NY	Westchester Res. Info	N/A	N/A	N/A
Durham City, NC	Resolution 10103	Gloria De Los Santos, Cassandra Stokes	Durham Mayor's Women's Council	N/A
NC Triangle Region	Durham County Resolution	Ava Smith	WomenNC	N/A
Ashland, OR	Resolution No. 2016-21	Oregon CEDAW Commission	N/A	N/A
Eugene, OR	Resolution No. 5150	Lucy Vinis	Mayor's Office (Mayor)	City Council
Charlestown County, SC	Agenda + CEDAW Res.	N/A	N/A	N/A
Columbia, SC	Resolution No. R-2018-022	The Honorable Daniel J. Rickenmann	Mayor's Office (Mayor)	N/A
Rapid City, SD	Resolution No. 2018-021	Suzan Nolan, Rowdy Brewick	Democracy In Action	N/A
Austin, TX	Res. No. 0170323-054	N/A	N/A	N/A
Salt Lake City, UT	Salt Lake CEDAW Res.	Celine Milner	SLC Community Outreach, Diversity & Human	N/A
“	“	Yolanda Francisco-Nez	Exec. Dir./ Restoring Ancestral Winds, Inc	N/A
Fairfax, VA	Fairfax CEDAW Res.	Anu Sahai	League of Women Voters Fairfax Area	lwv-fairfax.org @LWVFairfax / X LWV Fairfax Facebook @lwvfairfax Instagram
Seattle, WA	Gender Equity Res.	N/A	N/A	N/A
Appleton, WI	Resolution No. 4-R-21	N/A	N/A	N/A
Dane County, WI	Dane County CEDAW Res. Info	N/A	N/A	N/A
Madison, WI	Madison CEDAW Res.	Satya Rhodes-Conway	Mayor's Office (Mayor)	N/A
Milwaukee, WI	Milwaukee CEDAW Res.	N/A	N/A	N/A

APPENDIX C:

WIN Cities for CEDAW Advisory Board

Liz Abzug, *Barnard College/Columbia University, Bella Abzug Leadership Institute (New York)*

Patricia Bovan, *Board of Directors [former], Friends of Commission on Status of Women (San Francisco)*

Lee Fogarty, *Pittsburgh for CEDAW, Zonta Club (Pittsburgh)*

Mary Hansel, *CEDAW Task Force (Los Angeles County)*

Catherine Harris, *WIN Board of Directors (New York)*

Alice Kitchen, *Gender Equity Task Force (Kansas City)*

Farrah Khan, *Mayor of Irvine (Irvine)*

Susan Noonan, *Gender Equality Task Force (Cincinnati)*

Parisa Ijadi-Maghsoodi, *Pease Law, APC (San Diego)*

Rosemary Straley, *CEDAW Working Group (San Diego)*

Jan Strout, *Gender Equity Task Force (Bozeman, MT)*

Julienne Traylor, *University of San Francisco School of Law (San Francisco, CA)*

APPENDIX D: ADDITIONAL CEDAW INITIATIVES

The CEDAW Challenge

Website: [The CEDAW Challenge Team](#)

This recent initiative intends to bring CEDAW Resolutions and Ordinances to cities and counties across California.

Cities for CEDAW History and Futures Project

Contact: Soon-Young Yoon (UN Representative to International Alliance of Women)

This project is collecting the history of the Cities for CEDAW Campaign from 1998 to the present, in order to guide future generations. It aims to contribute to the Smithsonian Women's History Museum with stories and analyses of the feminist and women's movement behind the campaign.

CEDAW for Companies

Website: www.companiesforcedaw.org

Bringing CEDAW and other gender equality policies to companies is a way to bridge the international policy sphere with the private sector to ensure we are working partners in gender equality.

The Ratify Movement

Website: www.una-sf.org #RatifyMovement

Initiated by the UNA-USA San Francisco, the project seeks to promote ratification of the UN CEDAW Treaty and the Children's Rights Convention with officials and human rights organizations across the country, to encourage the US Senate to approve both treaties.

May 2023, [H. Res. 445](#) Calling on the Senate to ratify the Convention on the Elimination of All Forms of Discrimination Against Women was introduced to the House of Representatives by Ms. NORTON (for herself, Mr. BOWMAN, Ms. OMAR, Mr. GRIJALVA, Ms. TITUS, and Ms. WILSON of Florida). The resolution was then referred to the Committee of Foreign Affairs.

UN Women Town Hall on Cities for CEDAW

Website: www.unwomen.org

The series of programs and discussion on the implementation of CEDAW principles and policies seeks to highlight the role of young women in the future of their communities.

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