



1600 Pacific Highway, Room 203

San Diego, CA 92101-2942

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CSWG@sdcounty.ca.gov

Chairwoman: Kristine Custodio Suero

Vice Chair

Mary Davis
Idara Ogunsaju
Vernita Gutierrez

District 1, Vargas

Vacant

Monica Martinez

District 2, Anderson

Mary Davis
Lauren Welty

District 3, Lawson-Remer

Vacant

Kristine Custodio Suero

District 4, Montgomery

Steppe

Idara Ogunsaju
Melinda Vásquez

District 5, Desmond

Rohida Khan
Amy Nantkes

Members At Large

Vacant

Vernita Gutierrez
Vacant

Staff Assistant

Cristina Garcia

Senior Deputy County

Counsel

Heather Murray

MINUTES

March 7, 2025

Hybrid Regular Meeting

12:00 PM – 1:00 PM

Chair Kristine Custodio Suero: Meeting was called to order at 12:05 PM.

Agenda item #1 – Commissioner Roll Call:

Members Present In-person:

Kristine Custodio Suero	Vernita Gutierrez
Mary Davis	Idara Ogunsaju
Rohida Khan	Lauren Welty
Monica Martinez – Attended virtually (just cause)	

Members Absent:

Melinda Vásquez	Amy Nantkes
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Agenda item #2 – Approval of February 7, 2025 Meeting Minutes:

Vice Chair Gutierrez made a motion to approve the February 7, 2025 meeting minutes. Commissioner Welty seconded the motion. During discussion Chair Custodio Suero mentioned her name needed to be corrected on page 1. Motion passed unanimously with proposed amendments.

Agenda item #3 – Public Comments:

None

Agenda item #4 – Committee Reports:

- Civic Engagement: Human Trafficking webinar in April 2025 (Khan)
- Policy: Committee met on February 28th and will continue to meet on the 4th Friday of the month. Committee to continue Comm. Nantkes' work on paid family leave and CEDAW. Kelly Jenkins connecting commission with County Super Saturday's. Possible collaboration for a webinar; Civic Engagement Committee to explore.
- Governance: Committee creating a "How to guide" and using local town counsel as a template. Will provide a draft copy during the next committee meeting. Funding concerns since most grants require

applicant to be a 501(c)(3). Would like support from County on any funding opportunity.

- d. Executive: During the eboard meeting, there was discussion regarding appointments and vacancies and how to fill vacancies.

Old Business:

Agenda item #5 – Initiative Updates and Liaison Reports

- a. CEDAW Advisor: Vice Chair Ogunsaju share the update regarding CEDAW which was prepared by CEDAW advisor Parisa Ijadi-Maghsoodi (see attachment A & B)
- b. Women’s Hall of Fame: Event will be held in November 2025.
- c. Association of California Commissions of Women: Comm. Welty received the link for the ACCW monthly meetings. Only 4 people attended the last meeting which lasted 1.5 hours. More of a discussion group; discussed funding and retaining people on Commissions. She also shared the Sacramento CSWG received grant funds and donations. It was determined Sacramento CSWG is an entity of Sacramento County.

New Business

Agenda item # 6 – Guest Speaker: Dr. Hei-ock (Hay-o) Kim, Executive Director at Kim Center for Social Balance (see attachment C)

Agenda item # 7 – Discussion and appointment recommendation of Commissioners to fill vacancies: There are two at-large vacancies to be filled. Ms. Kelly Jenkins voluntarily stepped out of the room to allow the commission to speak regarding her application to serve on the Commission. Vice Chair Davis made a motion to recommend to the Board of Supervisor (BOS) the appointment of Ms. Jenkins to fill one of the at-large vacancies. Vice Chair Ogunsaju seconded the motion. The motion passed unanimously. Chair Custodio Suero will write a letter in support of the motion and attach Ms. Jenkins resume to the letter which will be sent to the BOS. There was further discussion regarding the criteria to be considered when review applications to fill vacancies. Each commissioner to prioritize their top 3 and bring to April meeting. The Civic Engagement committee will reach out to the applicants received over the last 3 years to ask if they are still interest in serving on the commission and invite them to attend future meetings.

During round table Vice Chair Gutierrez asked for a status update on the bylaw revisions. Staff Assistant Garcia mentioned that the Office of Finance and General Government Group is spearheading the project going forward. No further updates at this time but would have something for April’s meeting.

Adjourn

Agenda item #8: This meeting closed at 1:02 PM.

Information Items:

- **2025 Meetings:** April 4th, May 2nd, June 6th, July 11th (tentative), August 1st, September 5th, October 3rd, November 7th, December 5th

NOTE: The Commission on the Status of Women and Girls jurisdiction is established by action of the Board of Supervisors as follows: The Board of Supervisors of the County of San Diego declares that it is the policy of the County to take action to identify needs and problems of women in the County that are affected by public policy decisions; and furthermore, to eliminate the practice of discrimination and prejudice on the basis of sex within the County. In order to promote this policy and to provide an open forum for discussion and action, there is hereby established a San Diego County Commission on the Status of Women in the Chief Administrative Office. County Code of Administrative Ordinances, Section 85.

Attachment A

CEDAW Advisor Report (03.05.2025)

First, we don't have an answer yet for the two questions we posed in our Jan. 20 letter (the Commissioners should have a copy and if they do not, I will ask that the letter be included in today's meeting minutes -- it is attached to this email). A reminder that it would be helpful for the Supervisors, particularly Supervisors Lawson-Remer and Montgomery Steppe, to hear directly from the Commissioners and the community on the importance of these two outstanding asks.

Second, OERJ just announced their points of contact with the consultant "are transitioning". It seems this is what they are currently using to delay the regularly scheduled meetings, which we have been attending.

Third, it would be great to have a strong San Diego presence at the remote portion of CSW next week. I encourage you to attend the panel that spotlights our San Diego's CEDAW efforts. I am serving on it in my capacity as a Cities for CEDAW Committee Co-chair (along with my colleague Co-Chair international human rights attorney Mary Hansel) at 930am on Tues. March 11, 2025.

Registration link for virtual CSW NGO: <https://ngocsw.org/ngocsw69/>.

Panel link: <https://us06web.zoom.us/j/81703875085?pwd=h1BCRYug5TwAHe82v21BGG8zntaa62.1>.



January 20, 2025

Chair Lawson-Remer and Supervisor Montgomery Steppe
County of San Diego Board of Supervisors
County Administration Center
1600 Pacific Highway, San Diego, CA 92101
Terra.Lawson-Remer@sdcounty.ca.gov
Monica.MontgomerySteppe@sdcounty.ca.gov

Re: Status of CEDAW Baseline Intersectional Data Analysis Methodology

Dear Chair Lawson-Remer and Supervisor Montgomery Steppe:

We write to commend the County for the significant progress made in refining the methodology for the intersectional baseline analysis mandated by the CEDAW ordinance. It is clear that there has been a focused effort to incorporate the vast majority of the recommendations we have made, and we want to acknowledge the hard work that has gone into advancing this process. The improvements made so far are promising, and it is evident that the County is committed to ensuring the analysis aligns with—rather than deviates from—global best practices on implementing this data-driven, evidence-based human rights framework.

However, as we continue this important work, it is essential that we ensure we are conducting the baseline analysis with full adherence to the ordinance, as its full potential can only be realized when all aspects are diligently implemented. There are a few areas that still require attention to ensure complete fidelity to the intent and purpose of the ordinance, as well as to ensure fiscal responsibility given the \$500,000 allotted to this important stage of implementation. These issues, while perhaps minor in appearance, are critical to ensuring an effective baseline analysis.

Area 1: The focus must be on inequities in County operations, not on general inequities existing at the resident level

While we applaud the County's recognition that significant inequities exist at the resident level, it is important to clarify that this is not the primary aim of the baseline intersectional data analysis. (The ordinance itself already recognizes these inequities, and we extensively outlined their scope when drafting the board letter that urged its adoption.) Instead, the purpose of this baseline data analysis is to identify inequities stemming from the County's role as a service provider, employer, and community partner. This data-driven approach is designed to reveal inequities in operations that would otherwise remain unnoticed and, consequently, go unaddressed. Only *after* we identify these inequities can we take affirmative steps to address and remedy their discriminatory impacts, specifically through the mandated Action Plans. Accordingly, while the resident-level demographic data is important, its role is to serve as a comparator group for the granular data analysis conducted on a unit-by-unit and program-by-program level.

Area 2: It is imperative that no unit, program, or service—particularly those serving women in poverty—be omitted from the baseline data analysis

We acknowledge that earlier in this process, the County was unwilling to provide us with the list of all County units, programs, and services from which it was obtaining disaggregated data

and releasing that data to the consultant. However, given where we are now, it is crucial that we receive this list to ensure that this resource-intensive analysis is comprehensive. A review of the County's updated methodology memo solidifies the importance of our review of this list. For instance, the memo identifies services provided by one department but omits the department's largest program, which is required to serve the County's lowest-income residents, including a significant number of women-led households.

Given the CEDAW's focus on women in poverty combined with our ordinance's centering of women in poverty and prioritization of the County's role as a service provider, it is both essential and fiscally responsible to ensure no program or service—especially a program serving women in poverty—be excluded from the baseline analysis. This analysis will serve as the foundation for comparing the future analyses mandated by the ordinance and for measuring progress under the subsequent Action Plans.

As Commissioner Dr. Nantkes illustrated through her detailed presentation at the December 2024 Commission meeting, Project 100% was not ancient history. This ordinance is a tool for the County to use to avoid again administering any program or service in a manner that perpetuates—rather than mitigates—discrimination, including on the basis of gender, race, and ethnicity. However, its effectiveness will be compromised if all units, programs, and services, particularly those serving women in poverty, are not included.

By addressing these areas, we are confident the baseline analysis will be implemented with full adherence to the ordinance, align with best practices in the global human rights arena, and lay the foundation by which we will be able to effectively measure future progress. Accordingly, the County's efforts in ensuring the baseline analysis is conducted effectively and transparently will exceed the expectations of its residents, ensuring long-term success and community trust.

While I offer my continued support in working together to resolve these concerns and to create the most effective and sustainable implementation of this ordinance, moving forward, joining me in these efforts of support will be Chair Custodio Suero and Commissioner Dr. Nantkes, who are not only committed to gender equity but have also served as delegates at the UN Commission on the Status of Women, which centers the CEDAW.

At an upcoming in-person meeting, we look forward to discussing the resolution of the aforementioned issues. At that time, we will also circle back on two additional unresolved but critical issues: the importance of ensuring the County's use of language aligns with—rather than contradicts—the CEDAW; and ensuring the Commission's continued involvement in all stages of implementation given the ordinance's clear mandate.

Thank you for your attention to these matters. We look forward to seeing the continued progress, and to discussing in person in the near future at a time that works for all stakeholders.

Warmly,



Parisa Ijadi-Maghsoodi

CEDAW Advisor, Commission on the Status of Women and Girls

Cc: Kristine Custodio Suero, Chair, Commission on the Status of Women and Girls
Dr. Amy Nantkes, Commissioner, Commission on the Status of Women and Girls
Taryell Simmons, Interim Director, Office of Equity and Racial Justice
Melissa Bartolome, Deputy Director, Office of Equity and Racial Justice
Chiara Leroy, Equity Impact Manager, Office of Equity and Racial Justice



KIM CENTER
FOR SOCIAL BALANCE

Dr. Hei-ock Kim, Executive Director

heiock@kimcenter.org



L

E

A

P

S

Leadership in...

Ecosystems

Advancement &
Compensation

Policies

Supervisors



LEAPS San Diego Alliance





Top LEAPS San Diego findings

1. Women - 40% of biz owners, 10% of capital and hiring
2. 32% of workers experiences sexual harassment
 - a. 40% Latinas and 56% of workers with disabilities
3. 9% employers offer childcare benefits.
 - a. 30% of workers may quit.



Elevate Small Businesses



City Heights Case Study



Staff from Port of San Diego & UCSD Rady School of Management



Eliminate Sexual Harassment



Universal Employer Toolkit





Increase Childcare



Discovery Report for County Blueprint

SAN DIEGO FOR
every child



Southern California
Rental Housing Association



AFSCME LOCAL 9930
UDW





RuinedChildhood



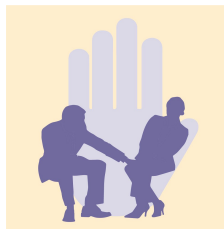




Questions?



1. **Small Businesses:** City Heights case study



2. **Sexual Harassment:** Universal employer toolkit



3. **Childcare:** Discovery Report for County Blueprint

Thank you!

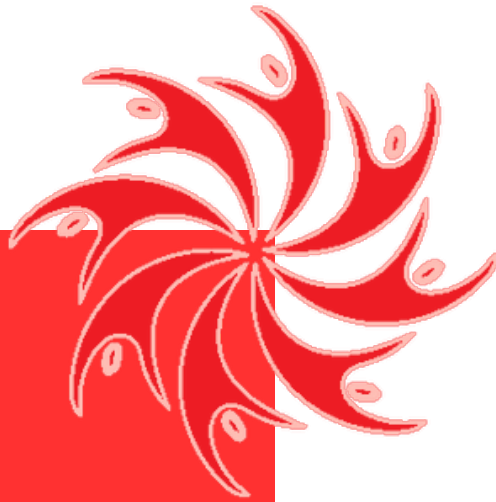


Dr. Hei-ock Kim, Executive Director

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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.

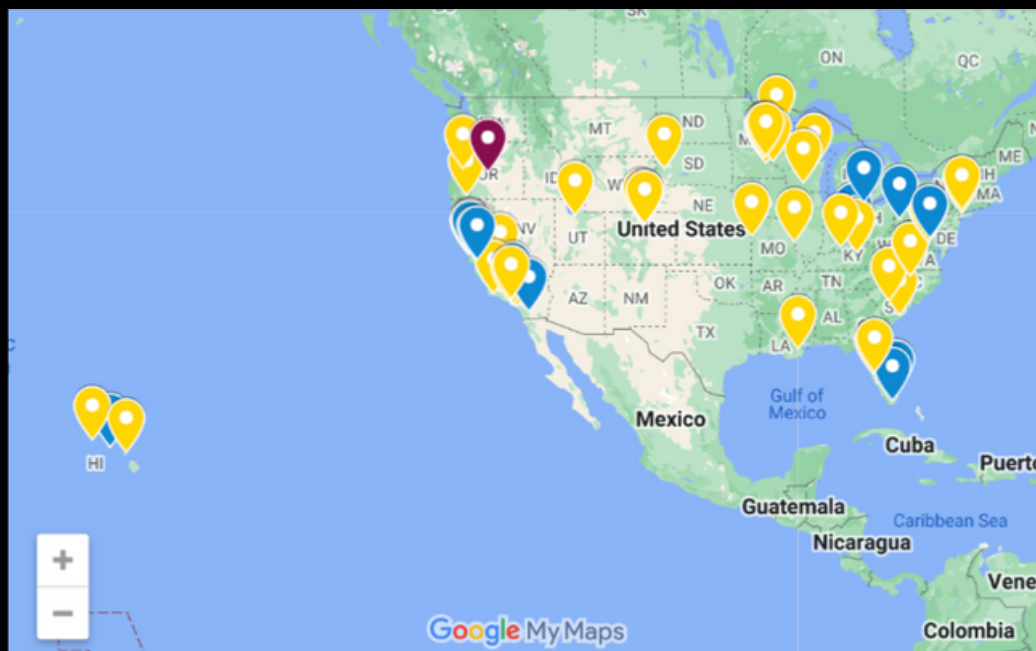
A National Review

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.

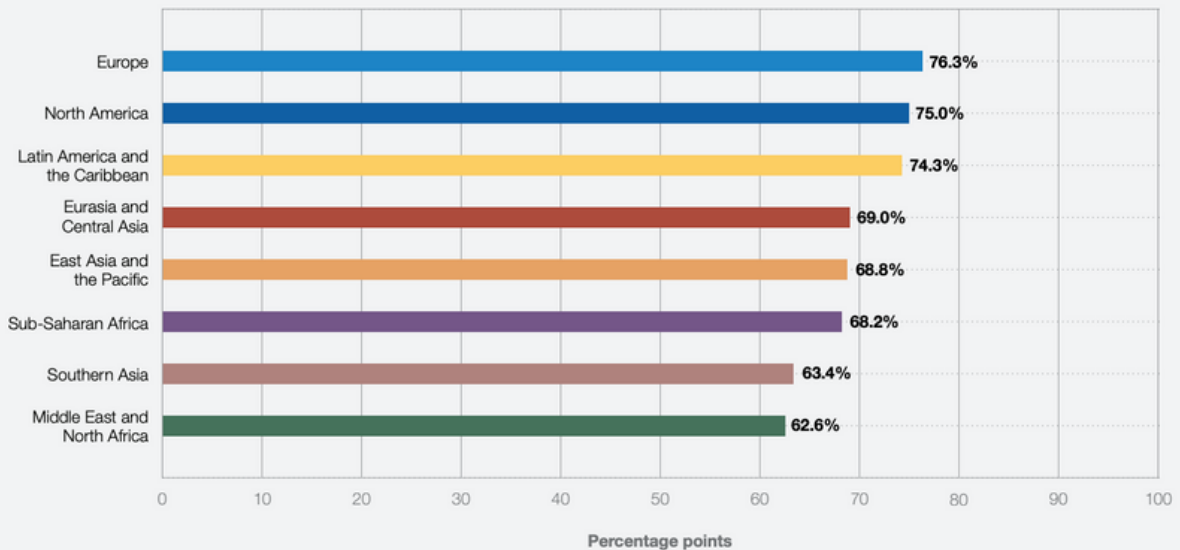
1 IN 4

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 Breteau	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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+ ◦ • CEDAW, San Diego County, and the Importance of Data Transparency

March 11, 2025

Parisa Ijadi-Maghsoodi, CEDAW Advisor to San Diego County
Commission on Status of Women and Girls

Co-chair, Cities for CEDAW National Advisory Board





CEDAW

[Bit.ly/3YQZI5j](https://bit.ly/3YQZI5j)

“In implementing the principles underlying the CEDAW, the County shall ensure that a consideration of the intersectionality of discrimination is at the forefront of all efforts, and shall afford special attention to individuals in poverty, who have the least access to opportunities. **The county shall conduct intersectional gender analyses to identify, analyze, and eradicate barriers to gender equity and factors perpetuating gender inequity.**”

SEC. 32.832. LOCAL PRINCIPLES OF CEDAW

**San Diego County's Ordinance
Reflecting the Principles of CEDAW**

Why adopt a local ordinance?



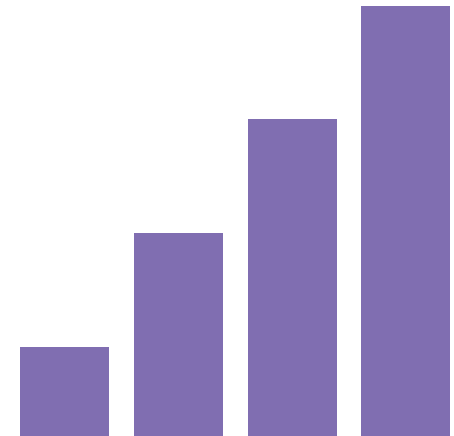
Ordinances reflecting the principles of CEDAW have:

- Increased gender equity
- Removed barriers faced by women and girls
- Improved the lives of women and girls

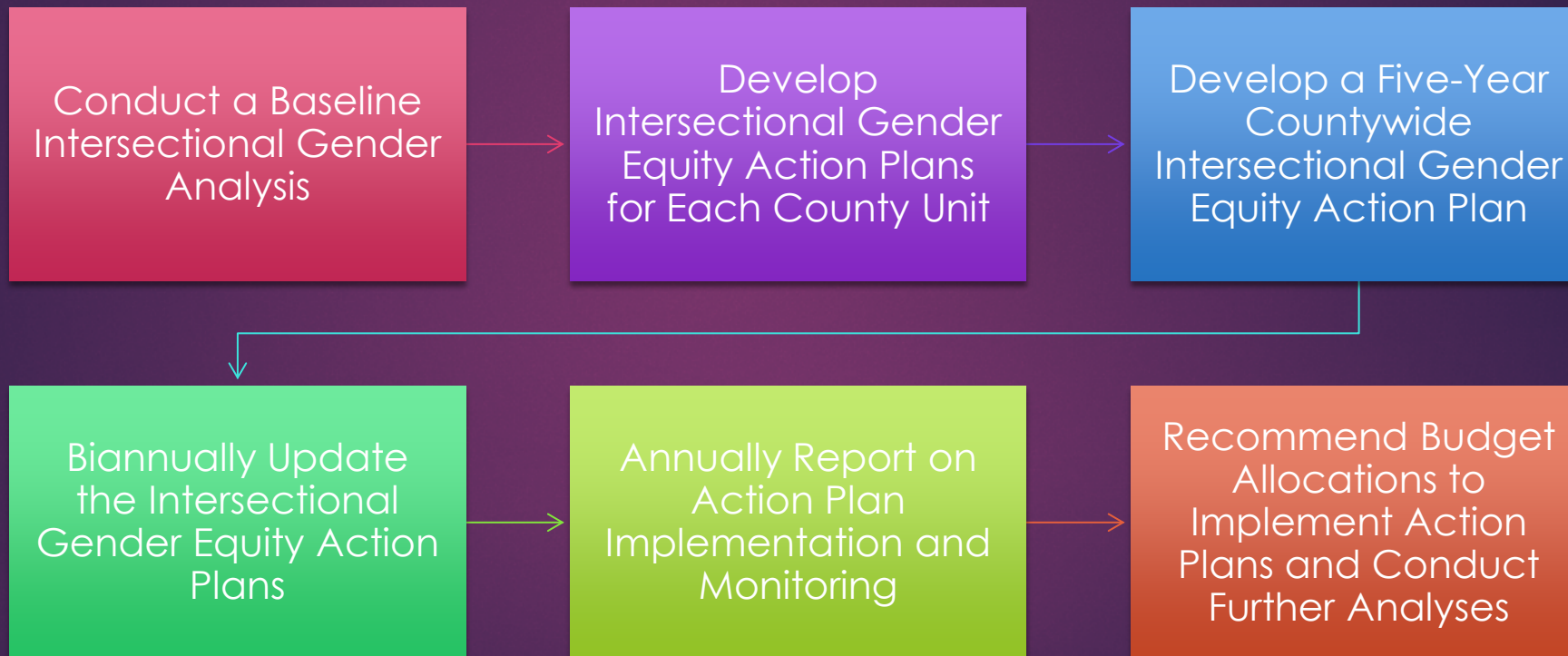
San Diego County's Ordinance

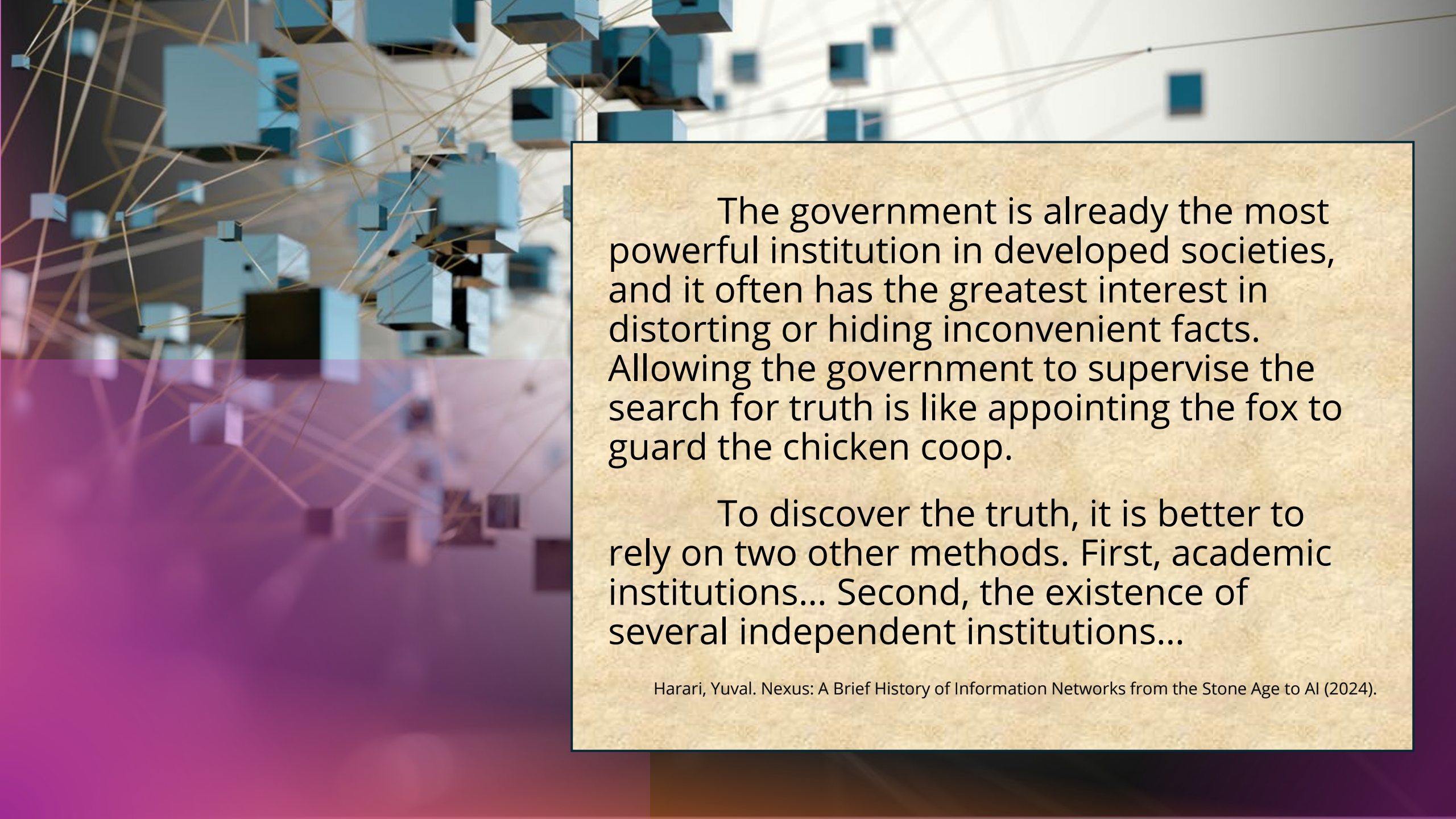
The CEDAW principles *must* be integrated in the County's role as:

- ▶ Service provider
- ▶ Employer
- ▶ Community and business partner.



Implementation in San Diego County





The government is already the most powerful institution in developed societies, and it often has the greatest interest in distorting or hiding inconvenient facts. Allowing the government to supervise the search for truth is like appointing the fox to guard the chicken coop.

To discover the truth, it is better to rely on two other methods. First, academic institutions... Second, the existence of several independent institutions...

Harari, Yuval. Nexus: A Brief History of Information Networks from the Stone Age to AI (2024).

THE COST OF DISCRIMINATION

“San Diego County regularly fails to enroll a high percentage of eligible residents in major federal safety net programs, including CalFresh, Medi-Cal, and CalWORKs, at an estimated cost of \$1 billion lost annually to the local economy.”

COUNTY OF SAN DIEGO BOARD OF SUPERVISORS
TUESDAY, APRIL 06, 2021
MINUTE ORDER NO. 22

Credit: Dr. Amy Nantkes,
Commissioner, San Diego
County Commission on Status
of Women and Girls

WHY THIS MATTERS & WHAT WE CAN DO

CEDAW Framework

- Focus on uncovering patterns of exclusion
- Use data to identify disparities that would otherwise go undetected
- Only once disparities are identified can we take informed action to dismantle systemic discrimination

Next Steps

- Prioritized in San Diego County Commission on Status of Women and Girls' 2025 agenda





IMPLEMENTATION STATUS



QUESTIONS?



County of Los Angeles
**Women &
Girls Initiative**



**CREATING
OPPORTUNITIES
AND IMPROVING
OUTCOMES FOR ALL
WOMEN AND GIRLS.**

GENDER IMPACT ASSESSMENT PROGRAM

2024 PROGRESS REPORT

EXECUTIVE SUMMARY

JUNE 2024

The 2024 Gender Impact Assessment (GIA) Program Report outlines the significant progress Los Angeles County has made in implementing the Convention on the Elimination of All Forms of Discrimination (CEDAW) by applying a gender lens when the County acts as a service provider, employer, and partner. The GIA Program, formalized by the Board of Supervisors (Board) on November 15, 2022, has successfully embedded gender equity goals, strategies, and metrics within all 38 County departments and enhanced gender data maturity and progress across the following areas: services, workforce, leadership, and family-friendly policies and practices.

WGI created a comprehensive framework, curriculum, and virtual training focusing on the County's priority areas. Departments also received bi-weekly coaching on applying an intersectional gender lens to their operations, identifying gender gaps, and devising strategies with measurable goals. The success of the GIA Program was driven by dedicated instruction from a subject matter expert and the integration with the Management Appraisal and Performance Plan (MAPP), emphasizing the Board's commitment to institutionalizing gender equity.

WGI fostered collaboration and accountability by organizing similarly situated departments into cohorts for shared learning and support. In April 2024, all 38 County departments completed the GIA Program, achieving the following: 1) **Data Collection**: Enhanced processes to collect and analyze gender-disaggregated data; 2) **GIA Mission Statements**: Established commitments to gender equity aligned with the department's strategic plan; 3) **Gender Equity Goals**: Identified and started implementing gender equity goals across the following areas: services, workforce, and leadership; and 4) **Family-Friendly Policies**: Assessed and improved family-friendly benefits and support structures.



County of Los Angeles
**Women &
Girls Initiative**
EMPOWERING WOMEN & GIRLS
FOR A BRIGHTER TOMORROW

EXECUTIVE SUMMARY

JUNE 2024

PROGRESS AND IMPACT HIGHLIGHTS

Countywide Data Infrastructure: 32 departments have initiated strategies to capture and assess gender-specific data for programs and services. 18 departments are strengthening their workforce data collection, assessment, and decision-making processes related to recruitment and hiring.

Equitable and Gender-Responsive Service Delivery: 18 departments are expanding, launching, or improving their program and service offerings to increase services to women, girls, non-binary persons, and the LGBTQ+ community. To achieve their goals, departments are deploying various tools, including implementing new processes to assess barriers to access and updating their communications and partnerships to reach underserved groups.

Inclusive Workforce Development: To ensure equal access to opportunities, departments are 1) updating recruitment materials with gender-neutral language; 2) addressing exam barriers; 3) updating outreach and partnership strategies; and 4) implementing policies to ensure interview panels are diverse.

Family-Friendly Work Environment: All departments have assessed their family-friendly policies and practices, including the information and support structure available to staff to navigate these policies. To date, nine departments meet the criteria in the Family-Friendly Department Program Application and are using it to attract talent and retain employees.

Access to Leadership Opportunities: 17 departments are launching or improving a mentorship program. Several departments are strengthening managers' capacity to support employees of all genders by building their leadership skills. 30 departments are establishing processes to track participation in professional development opportunities to reduce any inequity in access. Departments are also improving performance evaluation processes and launching strategies to address a knowledge gap relating to professional development and career growth.



County of Los Angeles

**Women &
Girls Initiative**

EMPOWERING WOMEN & GIRLS
FOR A BRIGHTER TOMORROW

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- 9 — Successful Completion by All 38 Departments
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- 18 — Increasing Access to Leadership Opportunities
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2023-2024 WGI Implementation Team

(L to R)

Caroline Torén, Gender Impact Assessments | Refolda, Inc

Andrea Clark-Nicholas, Administration

Chanel Smith, Executive Director

Alisa Williams, Policies & Programs

Jasmine Campbell, Strategic Partnerships

Hayley Sayrs, Public Relations & Communications | Sayrs Consulting

PURPOSE

This report outlines the progress on the Gender Impact Assessment (GIA) Implementation Board Motion. On November 15, 2022, the Board of Supervisors tasked the Chief Executive Office to develop a Management Appraisal and Performance Plan (MAPP) gender equity goal for all departments through FY 2022-24, with a focus on identifying and tracking gender equity-related goals and advancing gender data maturity within each department's external services, workforce, and leadership.

The GIA Board Motion and Program outline the County's strategy to implement the local ordinance on the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) Ordinance, also known as the international "Bill of Rights" for women (see Division 13, Title 13 on Public Peace, Morals and Welfare).



County of Los Angeles

Women & Girls Initiative

**EMPOWERING WOMEN & GIRLS
FOR A BRIGHTER TOMORROW**

THIS REPORT WAS PREPARED BY
REFOLDA, INC AND **SAYRS CONSULTING.**

APPRECIATION

WGI would like to thank the Board of Supervisors, county departments, community partners, supporters, and gender equity champions across the county, nation, and globally for their guidance and support. WGI's work builds on critical research by other jurisdictions and organizations, and we are grateful for them making their resources public. Our progress is the product of a multi-year collaboration with departments and experts from academia and community-based organizations who have shaped WGI's initiatives and the GIA Program. WGI's role in implementing the GIA Program has been to facilitate, train, and convene. County departments, specifically the GIA Teams, have led the hard work of enabling cultural and systems change, and we thank them for their dedication to advancing gender equity within their departments and in the communities they serve.



LOS ANGELES COUNTY LEADS THE NATION ON GENDER EQUITY

With Los Angeles County employing over 100 thousand people across 38 departments and serving a population of over 10 million, the GIA Program constitutes one of the largest efforts in the country to mainstream an intersectional gender lens into government operations.

Los Angeles County Board of Supervisors, 2024. L to R, Janice Hahn, Fourth District, Hilda Solis, First District, Lindsay P. Horvath, Third District, Kathryn Barger, Fifth District and Holly Mitchell, Second District.



"My team and I **gained a lot of tools to be able to look at our operations critically through a gender lens.** We learned not only the concept and philosophy about why it is important to have a gender equity lens, but actually the tools to do it; to analyze the programs, and how to go forward."

- Haydeh Takasugi

Assistant Public Defender, Office of the Public Defender

WGI'S PROGRESS RECOGNIZED LOCALLY, NATIONALLY AND INTERNATIONALLY

SILVER TELLY AWARD, 2022

The GIA Program has received a Silver Telly award in the category of internal communications.



NACo AWARD, 2024

The GIA Program also received an award from the National Association of Counties in the category of personnel management, employment, and training.



TECHNICAL ASSISTANCE

In 2023 and 2024, WGI provided technical assistance to other jurisdictions looking to replicate the GIA Program.



CSW68

In 2024, WGI presented the County's progress in advancing gender equity at five sessions during the 68th Session of the United Nations Commission on the Status of Women in New York City.



"Women are the most resilient people on earth. They know exactly what they need to succeed. It is simply our job as government to listen and enact what they know will help them succeed."

-Chanel Smith, Executive Director

THE INTERNATIONAL "BILL OF RIGHTS" FOR WOMEN

Los Angeles County is a proud participant in a local movement comprising over 65 U.S. jurisdictions that have adopted local CEDAW Ordinances in the absence of the U.S. Congress' ratification of CEDAW. The GIA Program supports WGI's mission to establish Los Angeles County as a leader in creating opportunities and improving outcomes for all women and girls by applying an intersectional gender lens when the County acts as an employer, a service provider, and a partner.



CONVENTION ON THE ELIMINATION OF ALL FORMS OF DISCRIMINATION AGAINST WOMEN

NATIONWIDE

- US: 336 million residents
- CEDAW: Over 65 cities, counties, and states covering approximately 80 million residents



LOS ANGELES COUNTY

- 10.4 million residents
- Adopted CEDAW into the County Code in 2021
- Guided by [WGI](#) and [LACCW](#)

Source: *Cities for CEDAW History and Futures Project*

GENDER IMPACT ASSESSMENT PROGRAM PRIORITY AREAS



1. External Services

GIA teams assessed barriers to County programs and services, reviewed data by gender, and applied a gender lens to service design, implementation, evaluation, and contracting processes.

2. Workforce & Family-Friendly Practices

GIA teams assessed 1) gender imbalances in the workforce; 2) access to family-friendly benefits; 3) how gender norms and biases affect staff's experiences; and 4) defined gender-responsive recruitment and hiring practices.

3. Leadership

GIA teams assessed the benefits of gender-diverse leadership and barriers impacting women; e.g., leadership stereotypes and unpaid caregiving work; and defined strategies to 1) ensure equal access to professional development opportunities; and 2) build an inclusive department culture.

GIA PROGRAM STRUCTURE

WGI created a framework focusing on the priority areas: external services, workforce (including family-friendly policies and practices), and leadership. Next, WGI developed a virtual training to 1) increase departments' understanding of critical concepts, such as gender roles and gender norms; 2) broaden their perceptions of gender equity; and 3) build their skills to conduct gender impact assessments. To set departments up for success, WGI developed a curriculum where departments received coaching on a bi-weekly basis on how to apply an intersectional gender lens to their department functions. This included identifying gender gaps, defining strategies to address these gaps, and developing metrics that track the effectiveness of their strategies toward meeting their overall goals.

“The Gender Impact Assessment really opened up our eyes to the gender imbalances in the workplace. So far, the changes we have made seem to be working. We know there is a lot of work still to be done, but we are really optimistic about the future.”

Monica-Sarah Roldan, Senior Marketing Analyst, Los Angeles County Department of Beaches & Harbors



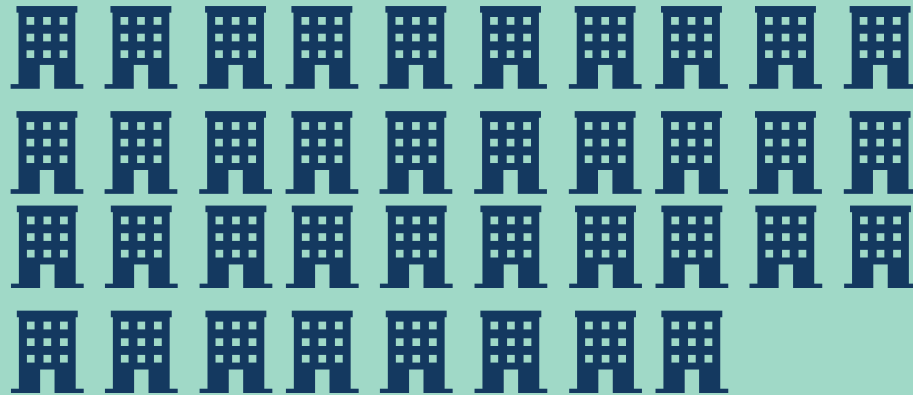
BEST PRACTICES

Coaching: The number one driver toward the GIA Program's success was the dedicated and tailored instruction given by our subject matter expert. The bi-weekly technical assistance was crucial in helping departments shift their understanding of how gender norms and perceptions affect their work and the world we all inhabit.

MAPP: In addition to the individualized support from a gender equity specialist, the connection to the Management Appraisal and Performance Plan (MAPP) process was fundamental in giving the project validity, as the County's MAPP process is a direct reflection of the values of the Board. Having the Board make a county-wide declaration of the importance of institutionalizing gender equity through not only their financial investment in a qualified consultant but also the accountability through the MAPP process was a significant statement that the status quo would no longer suffice.

Collective Accountability: To create an environment of collective accountability and foster collaboration, WGI divided County departments into six cohorts of five to eight similarly situated departments. Each cohort worked with the WGI team and the gender equity specialist for a 3-month period, where they participated in collaborative cohort meetings where they learned from other departments that had completed the program. The cohort meetings were critical to demonstrating the value of conducting gender impact assessments and providing real-life examples of implementation strategies.

SUCCESSFUL COMPLETION BY ALL 38 DEPARTMENTS



ALL DEPARTMENTS HAVE:



Assessed their data collection processes and capacity to collect, analyze, and report on data by gender.



Developed a GIA mission statement outlining the department's commitment to advancing gender equity.



Identified 1-2 gender equity goals, strategies to achieve these goals, and metrics to measure outcomes and impact in the areas of external services, workforce, and leadership.



Assessed the use of protected leaves, what family-friendly benefits the department offers, and if the department has a support structure to ensure employees can easily navigate and access family-friendly benefits.



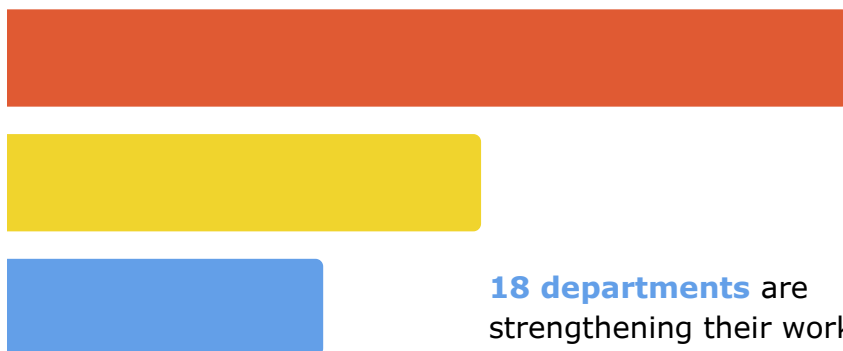
Received a GIA dashboard with their data, goals, strategies, metrics, and an implementation framework to track their progress.

PROGRESS IN COUNTYWIDE DATA INFRASTRUCTURE

32 departments have defined goals and strategies to capture data by gender and assesses who has access to and benefits from programs and services. Several of these departments are implementing messaging strategies to increase trust and address concerns about data privacy.



12 departments had processes in place to collect data by gender when they started the program. Many of these departments are now implementing standard operating procedures to ensure consistency and increase data quality.



18 departments are strengthening their workforce data collection, assessment, and decision-making processes related to recruitment and hiring, e.g., through workforce data dashboards that are easily accessible to management.

HUMAN RESOURCES



The Department of Human Resources has developed and implemented a Countywide, **instructor-led competency training** designed to address the County's need to collect sensitive and confidential data on Sexual Orientation and Sexual Identity (SOGI) in a manner that promotes inclusion and allows for informed decision making.

ECONOMIC OPPORTUNITY



95% of the Department of Economic Opportunity data dashboards now include visualizations with gender data.



PROGRESS IN GENDER-RESPONSIVE SERVICE DELIVERY

To achieve their gender equity services goal, departments are deploying a variety of tools, such as 1) implementing new policies and processes to assess user data by gender and barriers to access; 2) updating communication strategies and materials to ensure they are attractive to people of all genders; 3) identifying new community partnerships; and 4) conducting targeted outreach.



Internal Services Department

The Delete the Divide Initiative has solidified a partnership with UCLA Breakthrough Tech AI, which supports students, with a focus on women, providing them with paid work opportunities with Oracle related to AI.



Health Services

DHS is implementing strategies to ensure access to supportive services (home visitation, doula care, Black Infant Health) for all pregnant individuals, with focus on Black pregnant persons and individuals at high risk.



Parks and Recreation

Between January and June 2023, DPR served 12,273 girls through girls-only sports leagues and co-ed parks sports leagues.

18 DEPARTMENTS ARE EXPANDING, LAUNCHING, OR IMPROVING THEIR PROGRAM AND SERVICE OFFERINGS TO INCREASE SERVICES TO WOMEN, GIRLS, NON-BINARY PERSONS, AND THE LGBTQ+ COMMUNITY.



Arts and Culture

A&C has completed the first-ever study of the demographic makeup of artists and artworks represented in the County's [Civic Art collection](#).



Agricultural Commissioner/Weights and Measures

ACWM has completed its first-ever gender demographic surveys at Certified Farmers' Markets and Pest Control Companies to better connect clients to services.



Fire

LACoFD are taking steps to increase the number of women (ages 15-18) participating in the Girls' Fire Camp, Women's Fire Prep Academy, and the Junior Lifeguards Program, among other trainings.



Library

LA County Library is implementing a hygiene pilot to provide diapers and feminine hygiene products to the public at five select County Library locations.

PROGRESS TOWARDS A MORE INCLUSIVE WORKFORCE

During the GIA Workforce Module, WGI and GIA Teams discussed 1) the department's workforce data by gender; 2) how gender norms and implicit biases affect the workforce and the recruitment process; and 3) strategies and best practices to address these issues. Many departments assessed trends and unintentional impacts during this process. For example, GIA Teams found:



Women were overrepresented in the department's total workforce but underrepresented among its leadership and top earners.



An organizational restructure impacted women disproportionately as they were overrepresented in the job categories that were most affected.

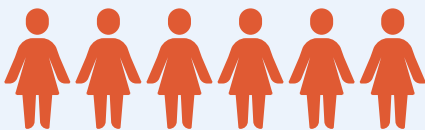


There was gender parity among applicants and new hires in the entry-level category. However, women dropped off at every other level.



Women were overrepresented in positions without a clear promotional path and experienced more challenges advancing in their careers.

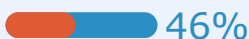
SNAPSHOT: WOMEN IN THE COUNTY WORKFORCE



60% of the County's workforce are women.



Since 2008, there has been a 19% increase in female Department Heads.



46% of all senior to executive level managers are female.

Source: Equity for Women in the Workplace, 2018.



(L to R) Joumana Silyan-Saba, Chanel Smith, and Nicole Haggard at Mount Saint Mary's University, 2023.

PROGRESS TOWARD A MORE INCLUSIVE WORKFORCE

To ensure equal access to opportunities, address occupational gender segregation, and increase gender diversity across all job categories, departments are taking the following actions:



EVERYONE



EVERYONE



EVERYONE

GENDER-NEUTRAL LANGUAGE

Most departments are implementing strategies to change gender norms associated with traditionally male or female-dominated jobs, such as clerical and IT positions, by introducing gender-neutral language in job descriptions and marketing materials.

REMOVING EXAM BARRIERS

A handful of departments have taken steps to eliminate exam barriers and implement support structures to ensure candidates **navigate the recruitment process and requirements successfully** and do not drop off due to minor or unnecessary mistakes, such as forgetting to attach a form. An example of a successful support program involved providing interested candidates with previous test exams that are publicly available, reviewing the candidates' scores, offering feedback, and conducting mock interviews.



UNIFORMS FOR FEMALE FIREFIGHTERS

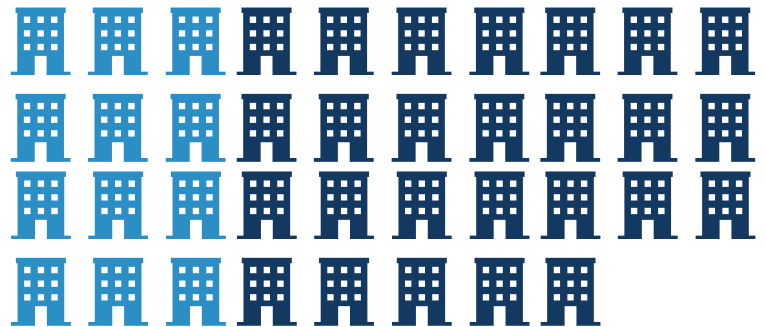
The Fire Department has developed a plan to purchase personal protective equipment and work uniforms for women firefighters and lifeguards. This plan includes a cost analysis and identification of funding. The department has collaborated with Fire-Dex, engaged multiple manufacturers, confirmed funding, and established a focus group in partnership with the Women's Fire League.

Volunteer Women's Fire League Graduate Placing
Helmet on Girls Fire Camp Program Participant (2023).

PROGRESS TOWARDS A MORE INCLUSIVE WORKFORCE

The Gender Impact Assessment really helped us understand outcomes for all genders in approaching or trying for leadership roles within our department.”

- Jeanine A. Thomas, Manager, Risk Management & Operations, Department of Auditor-Controller



INTERVIEW PANELS

12 departments are implementing new policies and processes to ensure interview panels are diverse and staff have tools to recognize implicit biases.

OUTREACH & NEW ENTRY POINTS

Departments have updated their outreach and partnership strategies to reach underrepresented applicants and hire demographics. Several departments partner with universities, apprenticeship programs, and offer STEAM programs to schools to inspire youth, especially young women, to pursue a career in traditionally male-dominated fields.



A female student participates in the UCLA Breakthrough Tech AI program in partnership with Delete the Divide (2023).

OTHER DEPARTMENTS HAVE TAKEN THE INNOVATIVE STEP OF CREATING PIPELINE POSITIONS, OFFERING ALTERNATIVE PATHWAYS INTO SPECIFIC FIELDS.

WORKFORCE IMPACT

16%

DPR and B&H have reported a **16% increase in female applicants and hires** to the Ground Maintenance Workers classification.

71%

DPW has seen a **71% increase in females hired** to the Civil Engineering Assistant classification.

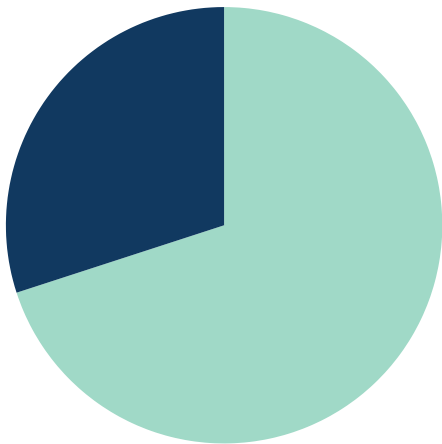
33%

ISD has seen an **increase from 12.5% to 33% of female representation** on its executive leadership team.

PROGRESS TOWARDS CREATING A MORE FAMILY-FRIENDLY WORKPLACE

CONTEXT

Unpaid household and caregiving responsibilities continue to significantly hamper women’s participation in the workforce and constitute one of the key contributors to the gender wage gap. According to the [2024 Report on the Status of Women in California](#), women only earned 89% of what all men earn for full-time work. The gap continues to be dramatically more pronounced for women of color due to the intersection of gender and racial discrimination.

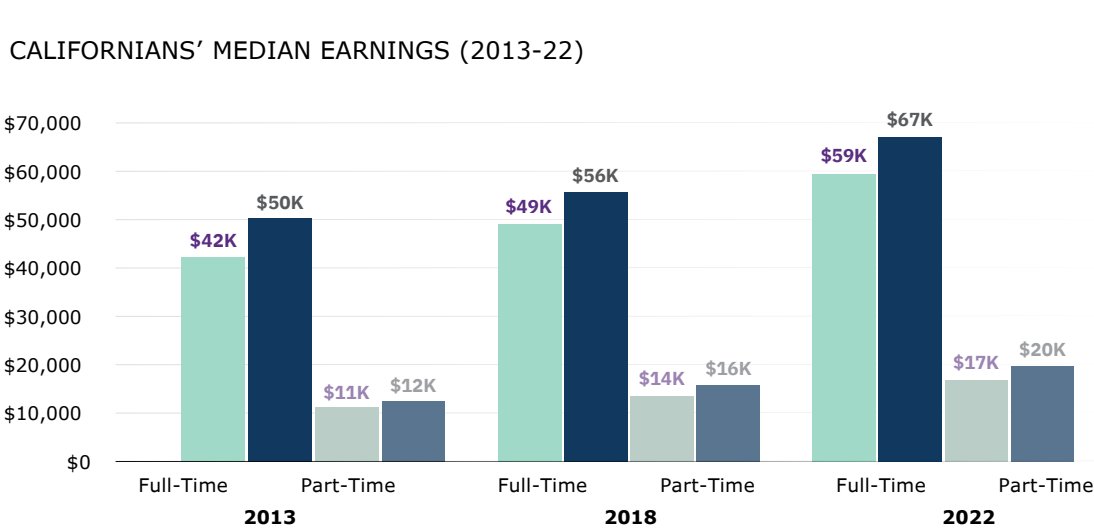


70%
OF ALL
UNPAID DOMESTIC
WORK IS DONE BY
WOMEN.

“Over a 40-year career, the difference between what White men earn versus White women \$731,000; Asian American women \$737,000; Black women \$1.6 million; and \$2.1 million for Latina women.”

- Mount Saint Mary’s University

CALIFORNIANS’ MEDIAN EARNINGS (2013-22)



WOMEN MEN

WOMEN’S FULL-TIME EARNINGS RELATIVE TO MEN’S

2013: **84%**
2018: **88%**
2022: **89%**

Note: These data account for California’s full-time workers age 16 and up.
Source: U.S. Census Bureau, 2013, 2018, 2022 American Community Survey 1-Year Estimates, The Report on the Status of Women and Girls in California, MSMU 2024.

FAMILY-FRIENDLY DEPARTMENT PROGRAM

ACCESSING BENEFITS

This program was developed to assess and expand departments' family-friendly policies and practices to help employees access these benefits. While the County must comply with federally mandated protected leaves, WGI's Employee Climate Surveys underscored a need to:



Ensure employees are aware and understand how to access protected leaves and other County family-friendly benefits.



Encourage departments to review existing policies and benefits (beyond protected leaves) and define strategies to become more family-friendly.



Create robust internal processes and support structures to achieve the above.



Create robust processes to ensure consistency in the implementation across the department.



Work-from-home policies became a county fixture with hybrid schedules after the pandemic. (Image: Canva)

FAMILY-FRIENDLY DEPARTMENT PROGRAM



One department has reported increases in the number of applicants for traditionally male-dominated positions **after highlighting the department's family-friendly benefits in its job postings** and other recruitment materials.

23%

OF ALL DEPARTMENTS MEET
THE FAMILY FRIENDLY
DEPARTMENT CRITERIA



Family-friendly policies help employees stay engaged at work while managing family responsibilities.
(Image: Canva)

"FAMILY-FRIENDLY" IS GENDER EQUITY

- Family-friendly policies and practices are critical to addressing current disparities, retaining women in the County's workforce, supporting their career ambitions, and ensuring the economic stability of their families.
- These policies and practices also help address harmful gender norms, reduce stigma around the fathers' role as caregivers, and promote equal sharing of household duties.
- To date, 23% of all departments (9 departments total) meet the family-friendly department criteria and are using the certificate to attract new talent and retain current employees.

INCREASING ACCESS TO LEADERSHIP OPPORTUNITIES

SYSTEMS CHANGE

All departments have defined a gender equity leadership goal to increase gender diversity in a supervisor or management job category, ensure equitable access to professional development opportunities, and build a more inclusive work environment. To achieve these goals, departments are implementing numerous strategies.

CAPACITY BUILDING



After participating in the program, the Internal Services Department tasked all executive to middle-level management to participate in the BiasSync Assessment, which consists of **implicit gender bias training and micro-learnings centered around diversity, equity, and inclusion** in the workplace.

77%

OF ALL DEPARTMENTS ARE TAKING STEPS TO REDUCE BIAS IN PROFESSIONAL DEVELOPMENT OPPORTUNITIES

COMMUNICATION

Almost **all departments** identified a communication gap regarding employees' knowledge of professional development opportunities and are launching a communications plan to address this gap. Activities include panels with leadership, clarifying managers' roles, new information hubs, and newsletters dedicated to these topics.

MENTORSHIP

A handful of departments are strengthening their processes and support structure to help women working in **traditionally male-dominated fields** and to ensure female staff know their rights and experience the full range of assignments available to them.

44%

OF ALL DEPARTMENTS ARE LAUNCHING OR IMPROVING A MENTORSHIP PROGRAM

The Department of Animal Care and Control launched its inaugural cohort of the **"DACC Leader of the Pack Mentorship Program,"** which aims to address gender gaps identified in the department's Gender Impact Assessment.



PERFORMANCE EVALUATIONS

Several departments are improving their performance evaluation processes by increasing awareness of how biases affect performance and creating checklists to ensure all employees receive high-quality feedback on their performance, not their personality.

INSTITUTIONALIZING GENDER EQUITY

OVERVIEW

GIA Team members expressed appreciation for the opportunity to participate in a cross-functional departmental assignment, develop new skills, and get exposure to other County departments. In this way, the program provided staff with a professional development opportunity that can support their career ambitions. Several departments are now institutionalizing their gender equity efforts by keeping their GIA teams and creating an Equity Unit or a specific committee on women and girls.

THE DEPARTMENT OF CHILDREN AND FAMILY SERVICES (DCFS)



- In 2019, DCFS established the Office of Equity Division, with the Women and Girls Program (WGP) being one of the program pillars.
- In October 2023, WGP identified 26 Women and Girls champions within the 19 regional offices. Regional office champions serve as liaisons providing monthly resources and policies to staff.
- WGP has developed a tracking system to ensure regional office staff receive adequate resources to support women and girls in their communities.

LOS ANGELES COUNTY LIBRARY



- LA County Library has hired a Justice, Equity, Diversity, and Inclusion (JEDI) Administrator who will lead the GIA team and the development and implementation of the department's five-year implementation plan for the GIA goals.



RECOMMENDATIONS TO SUPPORT GIA IMPLEMENTATION

- **Management Appraisal and Performance Plan:** Keep the GIA goal as an annual MAPP goal until FY 2028-2029, in line with the five-year goal implementation from the original GIA Board Motion, to be managed by the Department of Public Health.
- **Track Progress:** Allocate resources for a contracted SME, located within the Department of Public Health's Office of Women's Health, to monitor and assess the departments' progress and GIA MAPP reports; provide technical assistance to departments throughout the implementation process; and facilitate national and international sharing of best practices.
- **Collective Accountability:** Instruct Contractor to create opportunities for departments to share their progress with one another to inspire action; identify areas of collaboration; ensure effective implementation; and create an environment of collective accountability.
- **Targeted Efforts:** Continue implementing the County's local CEDAW Ordinance through targeted efforts that address the most persistent gender inequities, including, but not limited to the area of gender-based violence.
- **Family-Friendly Certificate Program:** Continue the Family-Friendly Certificate Program by moving it to the Department of Human Resources. Departments to be evaluated for qualification during the MAPP process.
- **Data:** Assist departments' data collection efforts by providing streamlined guidance on data capture values; public messaging; training; data storage; data privacy; and internal protocols for accessing data.
- **Strategic Plans:** Ask departments to integrate their GIA goals into their strategic plans.
- **Institutionalize the work:** Support departments looking to institutionalize and centralize their GIA and ARDI work through the creation of a dedicated equity unit.
- **Recognition:** Define ways to recognize departments that perform well on their gender equity goals.
- **Commission on the Status of Women:** Invite LACSW to play a supportive role in tracking the County's progress to advance gender equity by inviting departments to present their work and recognizing their efforts.

CONCLUSION

Through its investment in WGI and the GIA Program, Los Angeles County has helped foster a workplace that celebrates and promotes gender equity and set a benchmark for global standards in gender-responsive policies and program design. By integrating CEDAW's principles into the County's operations, WGI has created an environment where County departments are not only aware of gender equity issues, but empowered and supported to take actionable steps toward change. Furthermore, the program has cultivated a ripple effect, reaching beyond Los Angeles County and inspiring other jurisdictions and countries to pursue similar transformative efforts. The enduring impact of the County's investment will benefit both present and future generations in Los Angeles, paving the way for a world where opportunities and access are not determined by gender or shaped by harmful gender norms. This legacy stands as a testament to what is possible when Los Angeles County leaders and departments commit to making gender equity a priority.



“One of the most important and memorable initiatives is taking place in Los Angeles County [...] It not only fits the mandate for CEDAW principles for human rights, but it has thought through its implementation, creating a model that others can now follow, which is so valuable. The model is comprehensive, as well as visionary, so I recommend that everyone look at that initiative and finds inspiration to support women and girls.”

-Gail James, Ph.D, Women's Equality Coalition, Women's Intercultural Network, Coordinator, Cities for CEDAW

THANK YOU.



County of Los Angeles
**Women &
Girls Initiative**

EMPOWERING WOMEN & GIRLS
FOR A BRIGHTER TOMORROW

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Women's Rights in Review 30 Years After Beijing



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Women's Rights in Review 30 Years After Beijing

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Foreword



Sima Bahous

Executive Director of UN-Women

Under-Secretary-General of the United Nations

While we have not yet known a world of full equality for all women and girls, the global community collectively imagined it in the 1995 Beijing Declaration and Platform for Action. This pivotal agreement, endorsed by 189 governments, outlined the steps needed to achieve gender equality and remains a lasting testament to multilateral solidarity and commitment.

We understand today, as they did then, that a gender equal world is both possible and within our reach – if we act decisively. Although gender inequality is one of the most pressing challenges of our time, it also presents an unparalleled opportunity to transform societies. The thirtieth anniversary of the Beijing Platform for Action in 2025 offers a chance to reflect on progress and accelerate action. At UN-Women, we have seized this opportunity to engage with our partners, drawing on their experiences to inform the next phase of our efforts.

The most comprehensive global stocktaking of progress on the Beijing Platform for Action to date, summarized in this report, demonstrates the platform’s ongoing relevance. Contributions from 159 United Nations Member States, and broad participation in regional reviews, confirm that gender equality is crucial to the realization of the global Sustainable Development Goals.

Informed by these findings, and the urgent need for bold action, UN-Women has developed the Beijing+30 Action Agenda. At its heart lies the “6+1” – six key actions to advance gender equality: bridging the digital gender gap; placing women at the heart of sustainable economic development; ending violence against women; advancing women’s leadership in decision-making; increasing accountability in peace security and humanitarian action; and striving for climate justice. The “+1” reflects the critical inclusion of youth in these efforts. By embedding youth across all six actions, we multiply their impact and ensure that today’s decisions shape tomorrow’s world.

Recent international agreements, such as the Pact for the Future, reaffirm the Beijing Platform for Action’s call to respect human rights and gender equality. Governments have committed to dismantling the legal, social and economic barriers that hinder women and girls’ equality. Thirty years on, the Beijing Declaration and Platform for Action remains a beacon of hope and an urgent appeal for action. It also challenges us to renew our commitment, hold ourselves accountable and urgently increase investment.

This is our roadmap to a gender-equal world for ALL women and girls, one founded on rights, equality and empowerment.



Although gender inequality is one of the most pressing challenges of our time, it also presents an unparalleled opportunity to transform societies.



Introduction

In 1995, 189 governments unanimously adopted the Beijing Declaration and Platform for Action. It became the most comprehensive and visionary agenda ever for gender equality and the human rights of all women and girls, holding the key to more peaceful, prosperous and inclusive societies for everyone.

The Beijing Platform for Action was adopted at a time of hope and solidarity, when democratic and human rights institutions were strengthening, and social movements were resurgent and on the march for rights and justice. Its thirtieth anniversary, however, takes place in a year in which the world faces severe challenges: fragile economies, the climate emergency, unprecedented levels of armed conflict and humanitarian crises, democratic erosion and backlash against gender equality.

Against this backdrop, this anniversary offers an opportunity to take stock. Under the aegis of the United Nations Secretary-General, the world's most comprehensive [review of progress and barriers to gender equality](#) took place, drawing on global, regional and national reviews of 159 countries.

The following summary presents highlights of what has been achieved and learned as well as what urgently needs to be done next.

PIVOTAL STEPS AND MAJOR STUMBLING BLOCKS

The review affirms that in the past five years, countries have taken many steps forward on gender equality and women's rights and empowerment. Some 88 per cent have passed laws and established services to eliminate violence against women and girls. Most have banned discrimination in employment, and 44 per cent are improving the quality of education, training and life-long

learning for women and girls. More countries than ever are considering the impact of environmental degradation on women and girls and reflecting gender equality in plans for climate action.

Yet gender discrimination remains deeply embedded in the structures of economies and societies. This sustains wide and unjust gaps in power and resources, imposing a chronic constraint on progress on women's rights. The weakening of democratic institutions has gone hand in hand with backlash on gender equality. Anti-rights actors are actively undermining long-standing consensus on key women's rights issues. Where they cannot roll back legal and policy gains altogether, they seek to block or slow their implementation. Almost one quarter of countries reported that backlash on gender equality is hampering implementation of the Beijing Platform for Action.

A WORLD IN CRISIS WEIGHS ON PROGRESS

COVID-19 worsened gender disparities, and conflicts and other forms of complex crisis have only intensified since then, with more women living in close proximity to conflict now than ever before. The climate emergency continues to grow, with 54 per cent of countries describing it as a barrier to further progress. In tandem, political polarization makes the risk and reality of gender backlash increasingly acute, while civil society is under mounting pressure.

Cutting across these issues is the explosive growth of digital technology, with its vast potential but largely unchecked threats, including new forms of violence against women and girls. And in a world where flows of money are counted in trillions of dollars, investments in gender equality, regardless of the issue, fall dramatically short of what transformative changes require.

Amid many points of disruption, women and girls remain the first responders as they and their families and communities struggle to keep up. With each new crisis, women are more likely to lose jobs, face higher rates of gender-based violence and shoulder an ever-heavier burden of unpaid care work. Women who speak out as defenders of peace and human rights do so despite sharply escalating attacks against women in public life, both online and offline.

EQUALITY MUST REACH ALL WOMEN AND GIRLS

Despite obstacles, progress made on the Beijing Platform for Action proves that advances are possible in all countries and regions. National reviews have demonstrated governments' ongoing commitment and chronicled new opportunities to reach gender equality and ensure women and girls can enjoy their rights. Promising innovations are flourishing, such as integrated care systems and education for girls in science, technology, engineering and mathematics (STEM), as well as advocacy for feminist climate justice. Around the world, vibrant movements of feminists are united and determined, and a new generation of young activists is pushing for progress, including through digital activism.

Gender equality and women's empowerment, as elaborated in the Beijing Platform for Action, would have outsized, multiplier effects across societies and economies. They are the basis for a more just and equal world, as envisioned in the global Sustainable Development Goals (SDGs). Through the platform, this understanding has taken root. Through the continued efforts of people and partners globally, it is taking off.

FIVE PRIORITIES TO MAKE FASTER GAINS AND PREPARE FOR AN UNCERTAIN FUTURE

The global progress review defined five cross-cutting recommendations fundamental to achieving the Beijing Declaration and Platform for Action for all women and girls:

1. CLOSE THE ACCOUNTABILITY GAP

Fortify institutions to lead and coordinate policy action on gender equality, put gender at the centre of all policies and programmes and improve data to measure change.

2. ELEVATE WOMEN'S VOICES

Achieve equal participation and influence in decision-making at all levels, including for marginalized groups of women and girls, and open and protect spaces for women's groups to operate.

3. CLOSE THE FINANCING GAP

Make catalytic investments through national measures, such as budgets aligned with gender equality and progressive taxation, and realign global financial systems based on equity and solidarity.

4. HARNESS TECHNOLOGY

Close digital gender divides in access and benefits, ensure women and girls can lead the digital and artificial intelligence revolutions and mitigate the risks of technology-facilitated gender-based violence, privacy violations and bias.

5. SHOCK-PROOF SERVICES AND INFRASTRUCTURE

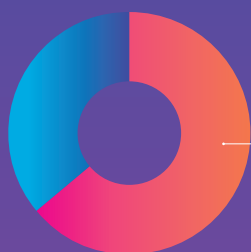
Establish gender-inclusive crisis prevention and response to avoid sudden rollbacks on the rights of women and girls and prioritize gender equality in humanitarian action.

By the Numbers: Uneven Gains for Gender Equality

PROGRESS, WITH ACCELERATION NEEDED

LAWS

Between 1995 and 2024, **1,531** legal reforms around the world sought to advance gender equality.



But women still have only

64%

of the legal rights of men.¹

REPRESENTATION

The proportion of women in parliaments has more than doubled since 1995.

But, today, almost

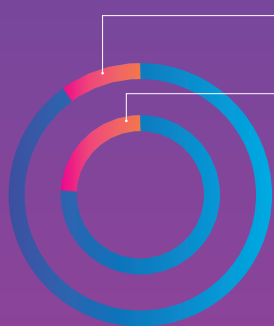
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of parliamentarians are still men.



PROGRESS OVERALL, BUT SOME WOMEN AND GIRLS ARE BEING LEFT BEHIND

POVERTY



10% of women and girls live in extremely poor households.

The share climbs to

24% among women aged 18–34, who are the most likely to have young children.⁴

EDUCATION

Girls surpass boys in upper-secondary completion rates in most regions. But sub-Saharan Africa and Central and Southern Asia lag behind;

59.5 million

adolescent girls miss out on this fundamental right.⁵

STAGNATION AND REGRESSION

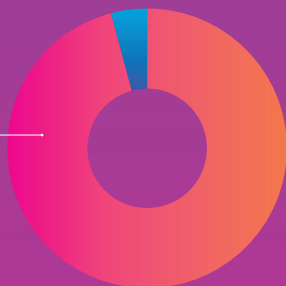
CONFLICT

Since 2022, cases of conflict-related sexual violence have risen

50%

Women and girls suffer

95% of these crimes.

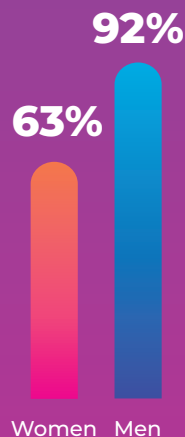


WORK

Gender gaps in work have stagnated for decades. Globally, among people aged 25–54, 63% of women are in the labour force compared to 92% of men. Women still do

2.5X

more unpaid care work than men.



DIGITAL

Globally, the proportion of women using the Internet increased from 50% to 65% between 2019 and 2024.

But **277 million** more men than women used the Internet in 2024.²



SOCIAL PROTECTION

The global share of women receiving at least one social protection benefit rose by one third from 2010 to 2023. Even so,

2 billion
women and girls

had no social protection coverage at all in 2023.³

CHILD MARRIAGE

Between 2003 and 2023, the proportion of women married as children declined from 24% to 19%. Yet gains in averting child marriage were

3X

higher in the richest households than in the poorest ones.⁶

FAMILY PLANNING

From 1995 to 2024, young women aged 15–24 witnessed the fastest increase in access to modern family planning based on demand. But, with only

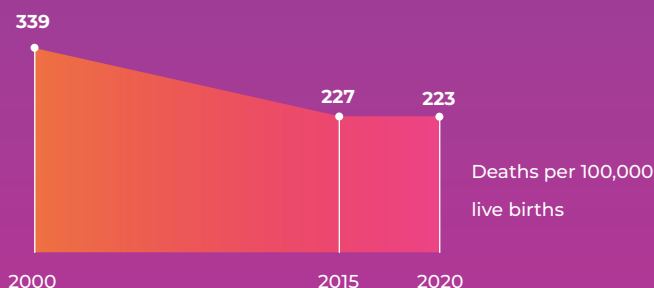
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of need satisfied, they still lag behind all other age groups.⁷

MATERNAL MORTALITY

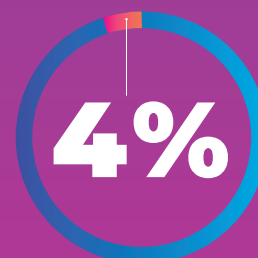
Despite declining by one third globally from 2000 to 2015, the maternal mortality ratio has remained almost unchanged since then.



FINANCING

In 2021–2022, 42% of bilateral allocable official development assistance made gender equality a policy objective. This was down from 45% in 2019–2020.

Only 4% of aid went to programmes with gender equality as the principal objective.





1. Inclusive development, shared prosperity and decent work

Gender biases are woven through economies, rich and poor. Women still earn on average one fifth less than men and, in most countries, they are more likely to work in informal, precarious jobs or as unpaid workers on family farms. Carrying a far heavier share of unpaid care work, women lose the choice to pursue new opportunities or take time for rest and self-care.

The Beijing Platform for Action recognized that gender equality needs to be integrated into economic policies and decision-making to ensure women's equal access to economic opportunities and productive assets, such as land, and a fairer distribution of paid and unpaid work. This focus is increasingly urgent in the context of climate change, biodiversity loss and new technologies.

Countries have made some progress towards women's greater inclusion in the economy. A majority have provisions to prevent sexual harassment in workplaces. There are greater efforts to enhance women's financial inclusion. A stepped-up focus on women's land rights and tenure is welcome, since gaps have imposed long-standing constraints on the livelihoods of rural women, especially in sub-Saharan Africa. Other advances include STEM education and digital literacy programmes for women and girls to ensure they can access opportunities in the digital economy.

However, economic policies have not done enough to break the structural barriers to women. Stimulus policies during the pandemic, alongside social protection and labour market responses, missed opportunities to reach women and redress gender disparities. Spiralling debt, persistent tax evasion and dwindling official development assistance have eroded resources for much-needed public investments. Greater efforts to

ensure economic policies are gender-responsive are essential if women are to seize new opportunities in low-carbon economies, a transition expected to generate 100 million new jobs by 2030, mostly in occupations currently dominated by men.

Achieving the vision of the Beijing Platform for Action

- Steering transitions to both low-carbon and high-tech economies so they fully support gender equality and correct disparities, including through equal opportunities for decent work and measures to close the digital gender gap;
- Prioritizing public investments in integrated care systems, comprising care leave policies, universal care services across the life course and the proper recognition and reward of paid caregivers;
- Improving the quality and conditions of women's work by extending labour rights and entitlements to informal workers, reducing labour market segregation and closing the gender pay gap.

Opportunity:

National systems that meet all the needs for care emerged as a priority during the pandemic. Countries in Latin America and the Caribbean adopted the 2022 Buenos Aires Commitment to make care a universal right and public good. At least 10 countries in the region have already moved in that direction. Interest is evident elsewhere too. In 2017, Cabo Verde launched a National Care System, while Singapore, a rapidly ageing society, is expanding access to care for children and the elderly, encouraging links between the two.

Innovation:

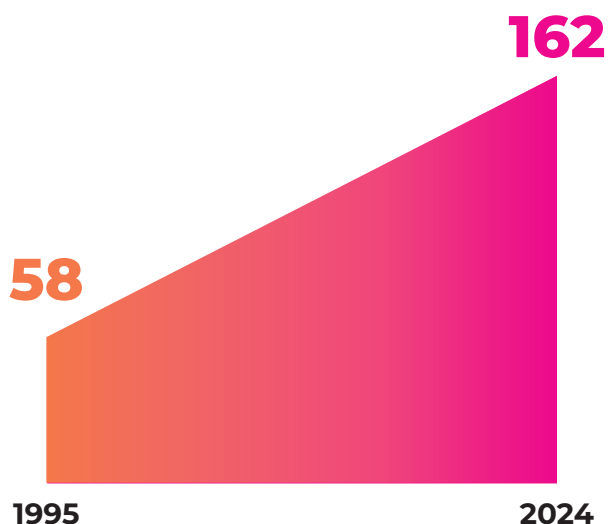
A drive to bring more women into the digital economy is reflected by 70 per cent of countries reporting measures to increase women's and girls' access to STEM and digital skills and training, up from 59 per cent in 2019. Chile, for example, has launched a National Gender Equality Policy for Science, Technology and Innovation and is leading the Regional Alliance for the Digitalization of Women in Latin America and the Caribbean, which has already resulted in digital training for 3.8 million women and economic opportunities for 1 million. Civil society also plays its part. Sisters of Code, the first female coding club in Cambodia, conducts a programme in creative computing to build skills and confidence in digital technology among girls aged 10 to 20 attending public schools.⁸

Globally,

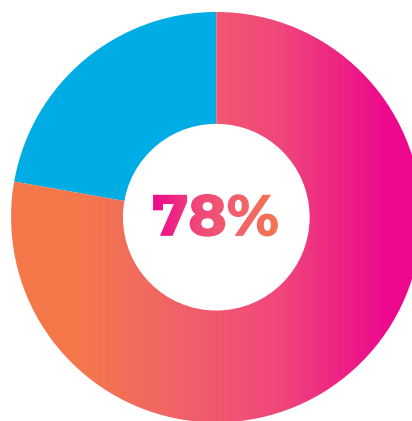
772 million

women work in the informal economy in insecure jobs that lack social protection.

Since 1995, the number of countries with laws prohibiting gender-based discrimination in employment has increased from 58 to 162.⁹



Large-scale investments in inclusive care services could generate close to 300 million jobs globally by 2035, with



of these new jobs held by women.¹⁰



2. Poverty eradication, social protection and social services

Multiple crises have slowed progress on poverty eradication. Women and girls remain among those at greatest risk of being in poverty or falling into it at some point in their lives. The Beijing Platform for Action recognized that poverty has many facets, including not only lack of income and assets but also hunger, ill health, limited access to education and poor housing, among others. It called for gender equality to be integrated into the full range of social and economic policies to ensure access for all women to resources, opportunities and public services.

Progress on implementing the Beijing Platform for Action largely depends on public services being high-quality, gender-responsive and available to all women and girls. Amid diminishing gender gaps in education, more and more countries are turning their attention to improving the transition from school to work. This offers new opportunities for women and girls in technical and vocational training and programmes to cultivate digital skills. Also encouraging are scaled-up efforts in educational settings to prevent and address harassment, bullying and violence.

Health achievements include improvements in meeting family planning needs with modern contraceptive methods and declines in births among adolescent girls, supported by comprehensive sexuality education. Yet progress has slowed in recent years, especially amid backlash against sexual and reproductive health and rights. Many women from low-income and/or rural households still struggle to access health services. Mental health conditions are a leading burden of disease for adolescents, but data remain sparse, limiting meaningful responses, especially in low- and middle-income countries.

While almost half of countries have improved social protection for working-age and older women over the past five years, gender gaps remain and benefits are often inadequate. Most countries adopted social protection innovations in response to COVID-19, but only a small share of these addressed women's economic insecurity or rising unpaid care demands, and many programmes were not institutionalized beyond the pandemic.

Achieving the vision of the Beijing Platform for Action

- Expanding public investment in gender-responsive social protection and public services;
- Creating shock-proofed and universal social protection, education and health systems that better respond to the needs of women and girls, including in crises;
- Harnessing digitalization to improve access to social protection and public services and close both digital and service gaps;
- Improving conditions and wages for front-line workers as integral to better service reach and responsiveness.

Opportunity:

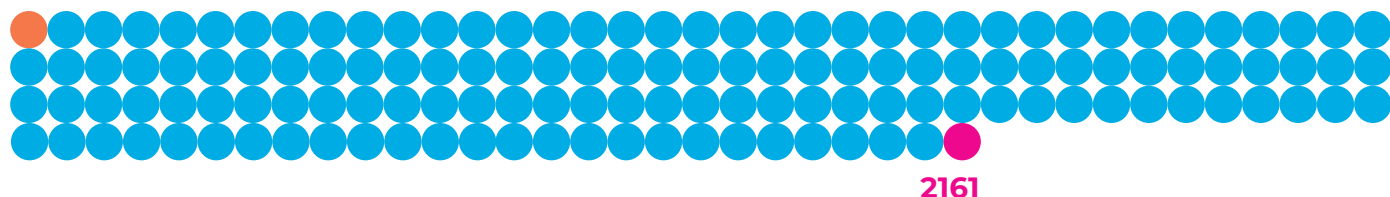
Comprehensive sexuality education empowers youth and adolescents and improves health, especially when paired with sexual and reproductive health care targeted to them. While global initiatives have driven new commitments to comprehensive sexuality education, progress among countries remains mixed, often due to legal barriers. Those making notable progress include Côte d'Ivoire, whose 2020 National Policy on Sexual, Reproductive and Child Health addresses adolescents' unique needs, and Zambia, which has strengthened community engagement and links between schools and health services.¹¹

Innovation:

"Shock-proofed" social protection responds to multiple disruptions and drivers of women's poverty and economic insecurity. It targets groups where women may be over-represented, such as informal workers, a step taken by Morocco during the pandemic. It recognizes that women's unpaid care work often increases in crises and provides childcare subsidies.¹² Coordinating social protection with services during emergencies can be more effective in preventing and responding to violence against women. For example, Lebanon has trained social protection service providers to support survivors through referrals. Digitalization is a key strategy for faster delivery during crises. It requires investments in digital public infrastructure and measures to ensure that those most in need have connectivity and the knowledge to access their entitlements.

At current rates, it will take an additional **137 years to end extreme poverty among women and girls.**

2024

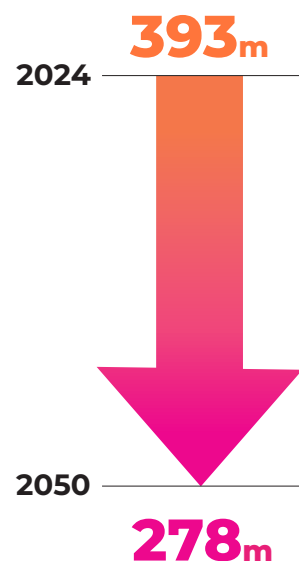


Women and girls in extremely fragile contexts are

7.7 times

more likely to live in extremely poor households than those in non-fragile contexts.

In 2024, **393 million women and girls** were living in extreme poverty. A policy package that ensures equal wages, social protection and essential services could reduce this figure by **115 million by 2050.**¹³





3. Freedom from violence, stigma and stereotypes

The pandemic of violence against women and girls, a human rights violation largely perpetrated by men, remains a pervasive, destructive force in the lives of individuals, families and entire societies. At a time when violence against women was far from mainstream policy agendas, the Beijing Platform for Action recognized the continuum of violence, abuse and harm, which takes multiple forms from rigid gender stereotyping, child marriage and sexual harassment to intimate partner violence and femicide. All have a common root cause: deeply entrenched gender inequality and discriminatory norms.

The response to violence against women and girls has yet to meet the scale of the problem, more so in an era of misogynistic backlash. Recent crises have worsened the phenomenon while digital media have fanned new forms of it, with bots multiplying the speed and scale of online violence. Generative artificial intelligence has opened additional spaces to popularize discriminatory stereotypes. Gaps remain in legal frameworks related to technology and gender discrimination in the media. Shortfalls in enforcement are among many other barriers to justice, reflected in continued low reporting of cases.

The Beijing Platform for Action defines violence against women and girls as entrenching gender inequality across all spheres of life. Indeed, of the 17 SDGs, 14 will not be achieved without its global eradication. Among States, ending violence against women and girls is now the leading priority in implementing the platform. Almost all have passed or strengthened laws to counter different forms – a historic achievement. Mounting evidence suggests that where comprehensive, rights-based laws are in place, they help reduce the rates of these crimes.

Most countries have also established new services to prevent and respond to violence against women and girls. Availability and funding are not consistent or adequate, however. An uptick in the use of prevention strategies and campaigns is also positive, although these are rarely embedded in long-term, comprehensive strategies to sustain momentum.

Achieving the vision of the Beijing Platform for Action

- Taking a whole-of-society approach by adopting, financing and implementing comprehensive national action plans to respond to all forms of violence against women and girls by providing comprehensive services and scaling up prevention and advocacy;
- Ending impunity through prompt access to support and justice for all victims and survivors;
- Closing gaps in legal protection, including in the digital realm;
- Maintaining service continuity in crises;
- Designing evidence-based, long-term prevention strategies to not only change individual behaviours but also transform social norms in families, communities, the market and the state that justify and perpetuate violence against women and girls.

Opportunity:

Greater commitment to making services responsive to all marginalized groups is evident across regions, including through tailored services for LGBTIQ+ survivors of violence. Dozens of countries report improved health service protections, including guarantees of safe access and bans on harmful practices such as conversion therapy. Closer collaboration between governments and civil society organizations to extend services for LGBTIQ+ people in, for example, Canada as well as Tuvalu, is another promising direction.

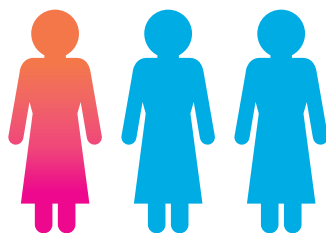
Innovation:

Countries are devising new means to stop violence unleashed by technology; 75 now have protections against sexual harassment online. Updated laws include Online Safety Acts in Australia and the United Kingdom and the European Union's AI Act, which strengthens transparency around deepfakes. Australia has also appointed an eSafety Commissioner with significant enforcement powers. Yet some countries have also faced challenges in drafting and implementing new laws, particularly in balancing rights to protection, privacy and freedom of expression. Moving forward, given the borderless nature of the digital world, enhanced international cooperation will be essential. The recently adopted Global Digital Compact provides the basis for this, with its commitment to curtailing technology-facilitated gender-based violence.

Globally, **violence against women and girls** persists at alarming rates. Across their lifetime, around

736 million

or **1 in 3 women** are subjected to **physical or sexual violence** by an intimate partner or sexual violence by a non-partner.

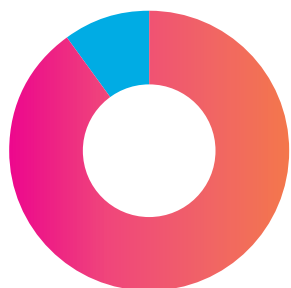


New forms of violence demand urgent attention. Across 12 countries in Europe and Central Asia,

53%
of adult women

online have **experienced** some form of **technology facilitated gender-based violence** at least once.¹⁴

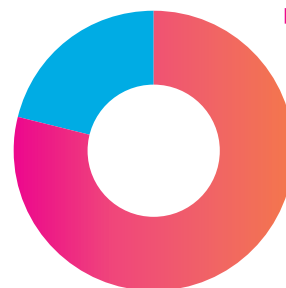
Laws and policies



90%

Since 2019, **90% of States** have reported **introducing or strengthening violence against women and girls' laws**, their implementation and enforcement, **while 79%** have set up, updated or expanded **national action plans to end violence**.

Action plans



79%

Feminist Voices on a Feminist Future

BRANISLAVA ARAĐAN

Project and Youth Ambassador Coordinator,
Women Against Violence Europe Network

» Digital spaces offer young women opportunities to learn, mobilize and connect – but they also come with risks. Online harassment can silence their voices and reinforce offline misogyny. We must bridge the gender digital divide, ensure safe digital spaces and make technology work for all.

CÉLINE BONNAIRE

Executive Director, Kering Foundation

» Transforming funding is urgent – we must increase quality, flexible funding from States, the private sector and donors to scale up survivor-centred services. We must also prioritize financing prevention strategies to put an end to the intergenerational cycle of violence.

IPUL POWASEU

Senior Programme Manager-Disability Inclusion,
Abt Global, Papua New Guinea Programme

» Effective and full participation means recognizing our voices and allowing us the agency to decide for ourselves. Women with disabilities must have a seat at the table – not as tokens but as decision-makers. Inclusion is not charity; it is a right.

PIYUMI SAMARAWEERA

Advisor – Feminist Leadership and Movements, CREA

» Enabling structurally excluded women and gender diverse people to articulate, demand and access their sexual and reproductive rights contributes to making women's human rights a reality – from the grassroots to the global sphere.

ZAHRA NADER

Journalist and Editor-in-Chief, Zan Times

» Zan is the word for woman. And Zan Times is our way of saying: this is our time – we will fight, we will speak our truth. Women journalists are critical for Afghanistan's future. If we don't report these stories, the world will miss most of what is happening, especially to women.

LYDIA ALPÍZAR DURÁN

Co-Executive Director, Iniciativa Mesoamericana
de Defensoras de Derechos Humanos

» Women human rights defenders are at the forefront of feminist and social movements. Their struggles and resistance, to shape a more just world, are so needed given today's major backlash. As we mark Beijing+30, we must ensure they have the necessary resources and protections to continue their vital work for equality and human rights.



ALEJANDRA NOHORA QUIGUANTAR

Founder, Tejiendo Pensamiento

» Indigenous women possess a deep and valuable knowledge system that is crucial for advancing climate justice. Listening to and involving them is fundamental for the defence of territory and the conservation of biodiversity.

MAMA KOITÉ DOUMBIA

President, Platform of Women Leaders of Mali

» Early marriage robs girls of their future. Working with governments and religious leaders, we challenge harmful practices, ensuring laws move from paper to reality for true gender equality.

Every day, feminists from all over the world keep the hopes of the Beijing Platform for Action alive, putting passion into action to advance the rights, equality and empowerment of all women and girls. They may face backlash, but they are not backing down. Their call is for justice and a better future for everyone.

LINDA AL OBAHI

Senior Political Affairs and Mediation Advisor, Peace Track Initiative

» In a world of instability and violence, women's equal involvement in peace processes is indispensable to achieving lasting impact. When women can meaningfully shape these processes, the outcomes are truly transformative – bringing inclusive solutions, lasting stability and a path towards sustainable peace.

ESTHER MWAURA MUIRU

Global Advocacy Director, Stand for Her Land Campaign

» Land is not just a productive resource but a determinant of heritage and identity. Women with secure land rights elevate their voice, agency and decision-making in both private and public spheres, creating a pathway for gender equality and sustainable development.

BEVERLEY PALESA DITSIE

Independent filmmaker and activist

» I attended the original Beijing conference in 1995. Representing over 50 organizations globally, I was the first openly lesbian person to demand recognition of the human rights of LGBTIQ+ people at the United Nations. Today, as we face a backlash, we must understand that ending the oppression of others is inseparable from our own quest for freedom.

YIPING CAI

Member of Executive Committee, Development Alternatives with Women for a New Era

» Reforming the global financial architecture is long overdue – public funds must be prioritized for gender justice, ensuring care work is central to economic policies. Investment in parental leave, child benefits and care services strengthens economies and societies, creating a foundation for women's rights and sustainable development.

AYSHKA NAJIB

Action Coalition Youth Lead on Feminist Action for Climate Justice and Youth Representative to Generation Equality Forum Multi-Stakeholder Leadership Group

» We need to organize politically to transform the system and take climate action across sectors from local to global. My ambition is to create a space for young people mobilizing for climate action and pressuring policymakers to be co-creators of climate justice programmes.

AHMED DAHMANI

Coordinator, Civil Coalition for Gender-Responsive Budgeting in Morocco

» Public finances are a powerful tool to transform gender equality commitments into reality. Gender-responsive budgeting ensures that resources are fairly allocated, making equality measurable and actionable. Without targeted funding, policies remain empty promises.

STEPHANIE PACHECO

2024 National Youth Poet Laureate of the United States

» Sisterhood has never failed me; it binds us together and lights our way. It is the certainty of solidarity, understanding that no conversation is complete unless it includes all of us – ensuring no one is forgotten and no name remains unsaid.





4. Participation, accountability and gender-responsive institutions

Women's equal participation in political and public life is a matter of justice and a foundation of democracy. Without it, as the Beijing Platform for Action makes clear, the goals of equality, development and peace cannot be achieved. As important are gender-responsive institutions to implement laws and policies and civil society and human rights bodies to act as vital watchdogs. High quality gender data are also essential for policies that meet women's needs as well as accountability for their implementation.

Progress on women's rights in public life continues, but at a glacial pace. Women are moving into more decision-making positions, but regardless of whether the issue is security or the environment, men still dominate. In recent years, amid backlash and shrinking civic space, virulent attacks on women politicians, journalists and human rights defenders have risen significantly and are often perpetrated online or using digital technology.

Some countries have recently defunded and undermined national gender equality machineries, hampering their work to translate women's demands into action and mainstream gender in all national and local policies. Inadequate measures to protect civic space intermingle with determined efforts to actively restrict it.

Just over half of countries have legislated gender quotas to boost women's participation in national or local legislatures. These special measures can make a rapid, tangible difference, especially where targets are ambitious, including to achieve gender parity. However, enforcement and compliance continue to lag behind. Similarly, almost all countries report integrating gender equality into national sustainable development plans, but few have established accountability mechanisms to

implement them. Further and faster progress is needed to stop violence against women in public life, improve financial monitoring through gender-responsive budgeting and expand the scope and quality of gender data.

Achieving the vision of the Beijing Platform for Action

- Revitalizing democratic institutions to make them inclusive, beginning with commitments to reaching gender parity in political participation at all levels within the near future, including through temporary special measures such as quotas;
- Building strong national gender equality machineries and opening space for civil society and feminist movements to influence and monitor change;
- Eradicating violence, harassment and abuse of women in public life, including by passing and upholding robust laws and policies to safeguard women human rights defenders and significantly scaling up funding for women's rights organizations;
- Harnessing comprehensive gender-responsive budgeting to track spending on gender equality policy priorities;
- Greater production and use of gender statistics as a basis for evidence-based policies and accountability.

Opportunity:

A gender data revolution has begun, driven by monitoring of the SDGs. Supported by the Women Count programme, global measurement is now possible for 56 per cent of SDG gender indicators, compared to 26 per cent in 2016. While technology is opening exciting new avenues to generate statistics, significant gender data gaps remain, including in critical areas such as land rights and unpaid care. Rectifying these disparities calls above all for a commitment to scale up investment.¹⁵

Innovation:

New approaches to achieving gender parity in governance can spur transformative changes. The Committee on the Elimination of Discrimination against Women (CEDAW) General Recommendation No. 40 (2024) updates guidance on special measures, including quotas. Some countries have moved towards parity across governance structures over the past five years, including in non-elected positions. Mozambique and Spain have parity in key ministerial cabinet appointments, for example. A groundbreaking 2019 constitutional reform in Mexico mandated gender parity across all levels and branches of government.¹⁶



Only 87 countries have ever had a woman leader.

Globally, women make up

23%

of cabinet members
heading ministries

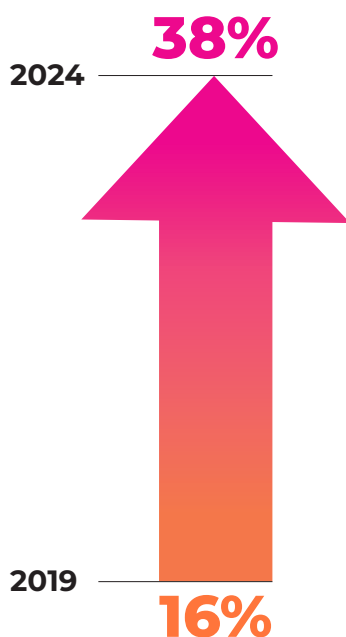
27%

of parliamentarians

36%

of local legislature
positions

Amid closing civic space, in 2024, **38% of States reported measures to address violence against women in public life** – more than double the proportion in 2019.



54%

of States **track the proportion of the national budget invested in gender equality**, but only

26%

fully meet the criteria for systematic tracking required by the SDGs.



5. Peaceful and inclusive societies

As crises erupt on an unprecedented scale, global military spending has never been so high nor peace and security so elusive. Gender discrimination intersects with norms that justify violence and taking up arms. Creating peaceful and inclusive societies depends on resolving structural drivers of conflict such as inequality, discrimination and militarism.

In conflict and crisis-affected countries, progress on gender equality has regressed or moved forward at marginal rates. Health services to fulfil fundamental rights have increasingly come under deliberate attack. Widespread violence specifically directed against women and girls includes surging rates of conflict-related sexual violence. Thirty years after the Beijing Platform for Action identified women's participation as essential for the maintenance and promotion of peace and security, little progress has been made in including women in formal peace processes, despite evidence that peace agreements where women are signatories last longer on average. Recognizing this, the United Nations Secretary-General has committed to advocating for at least one third of participants in mediation and peace processes to be women, using quotas, targets and incentives to make progress.

A record 112 countries have adopted national action plans on women, peace and security. Yet most fall short on funding and monitoring. Inadequate follow-through on global commitments is evident in policy choices to fund the military to the detriment of public services critical to achieving gender equality.

Some positive signs come from international human rights bodies paying increasing attention to links between conflict and women's rights and taking steps

towards codifying gender apartheid as a new crime under international law. Ongoing efforts to strengthen national justice systems in crisis responses have steered growing awareness of a wider range of gender-based harms, including crimes based on sexual orientation and gender.

Achieving the vision of the Beijing Platform for Action

- Strengthening the financing and implementation of national action plans on women, peace and security while funding women's organizations directly to uphold accountability and build peace from the ground up;
- Adopting and enforcing targets and quotas to drive progress towards women's equal and meaningful participation in all aspects of peace and security and humanitarian action;
- Incorporating a broader definition of gendered crimes in conflict, to include reproductive violence and obstetric harm in international law and accountability mechanisms, to ensure justice for women and girls in conflict-affected countries.

Opportunity:

Recovery finance should work harder for gender equality. That was the conclusion of the Cabinet of Ministers of Ukraine, the Federal Ministry for Economic Cooperation and Development of Germany and UN-Women in launching the “Alliance for Gender-Responsive and Inclusive Recovery”.¹⁷ With only 0.2 per cent of assistance to Ukraine having gender equality as a principal objective, the alliance links governments, international financial institutions, United Nations entities, the European Union and civil society and private sector partners to ensure that women’s rights are prioritized.

Innovation:

New efforts are helping women human rights defenders in conflict-affected countries. In 2024, the European Court of Justice ruled that Afghan women can be given refugee status based on their gender and country of origin. Countries such as Denmark, Finland and Sweden already had similar policies.¹⁸ Other countries have increased funding to protect women human rights defenders, including through the United Nations Women’s Peace and Humanitarian Fund. The fund has supported 582 women human rights defenders in 24 crisis-affected countries, as well as provided vital funding to more than 1,300 women’s organizations since 2016.

In 2023, **global military expenditure reached** an all-time high of

\$2.44
trillion

per year, double the level in 1995.

In 2023, about

612
million

women and girls lived within 50 km of at least 1 of 170 armed conflicts, an increase of 54% since 2010.

Women's participation strengthens peace agreements, but in 2023 **women were only**

10% of negotiators

14% of mediators

27% of signatories



6. Environmental conservation, climate action and resilience-building

Unsustainable and unjust patterns of production and consumption propel environmental destruction and climate change. They also drive and amplify gender inequalities. Environmental degradation has disproportionate impacts on women and girls, pushing more of them into poverty, lowering their life expectancy, increasing food insecurity and raising the risks of gender-based violence and child marriage. Multiple and intersecting patterns of gender discrimination, from limited power in decision-making to a lack of land rights, make vulnerability even more acute. The Beijing Platform for Action recognized the critical role that women play in advancing sustainable development and called for their greater participation in policy-making on the environment.

While a transition towards sustainable development has begun, it still often operates under dominant economic and financial models that are not consistently green or just. Skyrocketing demand for lithium for green technologies, for instance, has strained water supplies and generated pollution, significantly increasing the burden of unpaid care for women in neighbouring communities as the primary providers of water and food.

The past five years have seen a notable rise in recognition of the close links between gender equality and environmental sustainability. For example, Human Rights Council resolution 48 refers to gender equality as inherent to the right to a safe, clean, healthy and sustainable environment; the Kunming-Montreal Global Biodiversity Framework sets a dedicated target for gender-responsive action on biodiversity. Moreover, a greater proportion of Member States report introducing new laws and policies on the environment that take gender equality into account.

In tandem, women's rights advocates have driven new understandings of feminist climate justice as central to gender-responsive policy and action. This approach takes up questions of law and rights, redistribution and representation, and intergenerational and gender equity. Countries are moving in this direction, if slowly. They are enhancing women's access to climate-resilient agricultural technology, for example, and adopting labour market policies so that women benefit equally from decent jobs as economies evolve.

Achieving the vision of the Beijing Platform for Action

- Centring women and girls in a global just transition that moves away from the exploitation of people and nature and towards blue, green and caring economies;
- Achieving women's equal and meaningful participation in decision-making on natural resources, disaster risks, the environment and climate action;
- Realizing women's land and resource rights and equal inheritance rights through legal reforms;
- Directing climate finance to women's organizations to support resilience, adaptation and advocacy for climate justice.

Opportunity:

Combining scientific evidence and Indigenous knowledge in climate adaptation recognizes the value of contributions made by Indigenous women and their rights to participation. In Kenya, for example, Maasai women are rehabilitating degraded landscapes and helping to recover hundreds of hectares in Amboseli National Park. In the Peruvian Andes, Quechua women employed divining to find groundwater, leading to a \$3.9 million public investment project to install solar-powered wells. States can scale up such practices by incorporating them into environmental laws and policies that are properly funded and widely implemented.

Innovation:

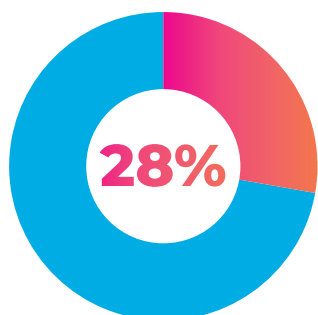
Climate litigation is a new global grass-roots movement to redress violations of the rights of people and nature. In 2023, nearly 2,200 climate cases were brought in 65 jurisdictions and international courts. Cases in Ecuador, Pakistan, Switzerland and the United States of America, for example, several brought by young women and girls, have resulted in judgments requiring the phase-out of gas flaring and compelling States to protect citizens from climate fallout. In 2025, the International Court of Justice will issue what is expected to be a landmark advisory opinion on the legal obligations of countries to protect the environment and limit climate change.

In the **worst-case climate scenario**, an additional

236 million

women and girls **could be pushed into food insecurity** by 2050.

Women's political representation is associated with stronger climate change policies, but **women are only**



of environment ministers worldwide.

53%

of Member States reported introducing or strengthening **gender-responsive laws and policies on disaster risk reduction and climate and environmental resilience**, up from

39%

in 2019.

BEIJING+30 ACTION AGENDA: FOR **ALL** WOMEN AND GIRLS



The Beijing Declaration and Platform for Action, agreed in 1995 by 189 countries, **elaborates actions under 12 critical areas for concern**. These generate gains for women and girls across all areas of their lives – and underpin achievement of the global Sustainable Development Goals.

Based on evidence from the thirtieth anniversary review of progress on the Beijing Platform for Action, including the national reports of 159 Member States, and consultation with partners, UN-Women has defined a **Beijing+30 Action Agenda**. It **comprises six key actions to make faster strides on both platform commitments and the global goals**. The actions accelerate equality by freeing women and girls from poverty and increasing their voice, choice and safety. They help close persistent gaps in implementing the platform revealed by the review, towards translating its promises into real and rapid changes in the lives of women and girls.

Each action would unite people from diverse backgrounds, across countries and regions, to move forward together. Each is meant explicitly for ALL women and girls.



Beijing+30 Actions

1

For All Women and Girls: A Digital Revolution

A notable **70% of countries are boosting science, technology, engineering, mathematics and digital skills among women and girls** but are still slow in translating education gains into better jobs.

Ensure women and girls can reap the economic benefits of the digital revolution, accessing new skills, opportunities and services, by bridging the digital gender gap and providing equal access to digital technology, financial services, markets and networks.

2

For All Women and Girls: Freedom from Poverty

Social protection programmes have grown in 79% of countries.

Disparities in access remain among the most marginalized women, however, including those in informal work. The share of countries promoting decent care jobs is trending up but slowly.

Address women's poverty by investing national budgets in social protection and high-quality public services, including in women's health, girls' education and care. These investments can also create millions of decent, green jobs.

3

For All Women and Girls: Zero Violence

While **79% of countries have national action plans and 90% have laws to end violence against women and girls**, most do not provide nearly enough funding, enforcement or protection.

Adopt, implement and fund legislation to end violence against women and girls and develop comprehensive national action plans, including support and coordination with community-led organizations to extend the reach of services.

Across All Actions: Adolescent Girls and Young Women

The Beijing+30 Action Agenda puts adolescent girls and youth at the heart of all its efforts as the best way to guarantee success, both today and tomorrow. This includes amplifying the voice and leadership of young women and girls, closing the last mile of girls' secondary education completion rates and ending violations of their rights, including child, early and forced marriage.

Foundations for Change

Advancing the Beijing+30 Action Agenda calls for a unified push on two core foundations: **FINANCING FOR GENDER EQUALITY** and **MOBILIZING GENDER DATA**. The United Nations estimates that \$360 billion in additional investment per year is required to achieve gender equality and women's empowerment by 2030. Progressive fiscal reform and an overhaul of the global financial architecture that creates and exacerbates global inequalities are long overdue.

4

For All Women and Girls: Full and Equal Decision- Making Power

While **52% of countries have temporary special measures to boost women's participation in politics**, limited compliance slows progress towards equal representation. It also undercuts the quality of policymaking and accountability to women and girls.

Accelerate the achievement of women's full and equal decision-making power in private and public domains and at all levels of government, including by applying temporary special measures.

5

For All Women and Girls: Peace and Security

As crises multiply, **112 countries and territories have adopted national action plans on women, peace and security**. But only 28% have increased funds to implement them, despite the devastating impacts of crises on women and girls and their proven roles in resolving them.

Drive accountability for the women, peace and security agenda and gender-responsive humanitarian action by adopting fully financed national action plans and funding the local women's organizations leading responses to crises and conflicts.

6

For All Women and Girls: Climate Justice

While **53% of countries have integrated gender in disaster and climate laws and policies**, only 34% have taken steps to ensure women's access to green jobs. This undermines the potential to build equality into transitions to sustainable development.

Prioritize the rights of women and girls, including those from rural and Indigenous communities, in the transition to environmental sustainability by centring them in climate action and the conservation of biodiversity, ensuring they can develop new skills to gain green jobs and guaranteeing their access to productive assets and land rights.

Women's organizations, an engine of change across the Beijing+30 Action Agenda, require sustainable and flexible funding to do their essential work.

Accelerated progress also depends on filling gender data gaps, generating evidence and putting it in the hands of policymakers, advocates and activists at the forefront of change.



A Strategy to Act

A three-pronged strategy will make the Beijing+30 Action Agenda a reality:

- 1** Support all governments to commit to one or two actions aligned with national priorities and develop roadmaps for Country Actions to be announced at the United Nations General Assembly High-Level Meeting on Beijing+30 in September 2025.
- 2** Collectively bolster the crucial role of civil society actors demanding gender equality and women's rights, including by providing more resources and greater civic space.
- 3** Strengthen the effectiveness of the multilateral system in delivering for women and girls by turbo-charging implementation of the Secretary-General's Gender Equality Acceleration Plan.



Endnotes

- ¹ World Bank 2024a and UN-Women calculations based on World Bank 2024b.
- ² ITU 2024.
- ³ UN-Women calculations based on ILO 2024.
- ⁴ UN-Women 2024a.
- ⁵ UNESCO n.d.
- ⁶ Harrison et al. 2024.
- ⁷ UN-Women calculations based on DESA, Population Division 2022 and 2024.
- ⁸ Government of Chile 2021; UNESCO 2024.
- ⁹ World Bank 2024c.
- ¹⁰ De Henau 2022.
- ¹¹ UNESCO 2024; UNFPA 2022.
- ¹² UN-Women and UNDP 2021; UN-Women 2024a.
- ¹³ Extreme poverty is defined as living on less than \$2.15 per person per day. UN-Women and DESA 2024; UN-Women and the Pardee Center for International Futures using IFs v. 7.97.
- ¹⁴ UN-Women Europe and Central Asia Regional Office 2023.
- ¹⁵ UN-Women 2022.
- ¹⁶ UN-Women 2024b; Government of Mexico 2024.
- ¹⁷ UN-Women Europe and Central Asia 2024.
- ¹⁸ Al Jazeera 2024.

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This summary report highlights findings from the United Nations Secretary-General's report on the review and appraisal of the Beijing Declaration and Platform for Action, the most comprehensive stocktaking on gender equality and women's rights available globally. In 2025, the world celebrates 30 years of achievement on the platform, a visionary 1995 plan agreed by 189 governments to achieve the equal rights of ALL women and girls.

The review reflects global, regional and national reviews of 159 countries, summarizing progress and priorities for further action. It finds that many countries have made strides on gender equality and women's empowerment, from banning discrimination in employment to adopting gender-responsive climate action plans. Innovation is accelerating progress, and opportunities are opening to scale up proven strategies. Yet gender discrimination remains deeply embedded in all economies and societies, imposing chronic constraints on the rights and hopes of women and girls.

Extensive participation in the review reflects the continued relevance and critical importance of the Beijing Platform for Action, including in reaching the global Sustainable Development Goals. Based on the findings, UN-Women has collaborated with partners to design the Beijing+30 Action Agenda. This brings people together to realize the promises of the platform *and* the global goals, reinforcing how everyone has a role to play.



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The background features abstract, overlapping geometric shapes in various shades of blue, ranging from light sky blue to deep navy blue. These shapes are primarily located on the left and right sides of the frame, creating a modern, dynamic feel.

US Women's Caucus

Feminist Advocacy at the UN

US Women's Caucus 2025

Our Mission

We are an alliance of US based organizations and individuals collaborating to advance human rights and gender equity for women and girls worldwide.

Member Organizations

- Education for Social Justice
- FAWCO - Federation of American Women's Clubs Overseas
- National Women's Political Caucus
- Sociologists for Women in Sociology
- Stem Institute
- Women's Equality Coalition
- Women Graduates- USA
- Women's Intercultural Network
- Women North Carolina
- Women's UN Research Network
- Zonta USA Caucus

US Women's Caucus 2025

What We Do

- **We** engage in joint advocacy at the annual UN Commission on the Status of Women (CSW).
- **We** promote the principles of the Convention on the Elimination of All Forms of Discrimination against Women as well as the Beijing Platform for Action.
- **We** research and exchange information on issues of vital interest to women.
- **We** advocate for the equality of women and girls at home and abroad with the US government and at the United Nations.

Advocacy and Research Topics

- ▶ Education
- ▶ ERA
- ▶ Environment
- ▶ Feminist foreign policy
- ▶ Health
- ▶ Human Rights
- ▶ Leadership, decision-making
- ▶ Older women and widows
- ▶ Peace and security
- ▶ Racial justice
- ▶ Sexual and reproductive rights
- ▶ Technology and digital divide
- ▶ Violence against women
- ▶ Women with disabilities

USWC Research and Reports

Shadow Reports

CSW 69 2025 Women's Rights in the US since Beijing 1995

Policy Briefs on CSW Themes

- CSW 68 2024 -- Gender and Poverty
- CSW 67 2023 - Gender and Technology
- CSW 66 2022 - Gender and Climate Change

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Shadow Reports Beijing + 30

- ▶ Women and education
- ▶ Women and the environment
- ▶ Women's health
- ▶ Women and the economy
- ▶ Women in power and decision-making
- ▶ Women in media
- ▶ Women in armed conflict
- ▶ Violence against women
- ▶ Women and poverty
- ▶ Women's human rights
- ▶ Institutional mechanisms
- ▶ The girl child



Eleanor Smeal and Carolyn Maloney at CSW 2025

US Women's Caucus 2025



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