

# Alameda County Mayors' Conference

## BUSINESS MEETING AGENDA

February 8, 2023

6:30 p.m.

Teleconference Meeting

Access the meeting remotely by using the following URL:

<https://us06web.zoom.us/j/9152161630> Meeting ID: 915 216 1630

Mobile - 1.669.444.9171 (915 216 1630#)

1. Roll Call
2. Reconfirmation of Alameda County Mayors' Conference Resolution 3.21 Adopting Findings for the Continuation of Virtual Meetings\*
3. Approval of January 11, 2023, Meeting Minutes\*
4. Agenda Amendments
5. Public Comments and Other Announcements
6. Member Reports on Regional Boards and Activities
7. Appointments to Regional Boards and Call for Applications\*

Board Name/ Appointment	District	Incumbent	Applicant(s)	Start	End
<b>A. Regional Board Appointments by the Alameda County Mayors' Conference:</b>					
Alameda County Commission on the Status of Women	N/A	Nina Senn	Nina Senn	February 2023	February 2025
East Bay Economic Development Alliance	South	Mayor Mei	Mayor Mei	February 2023	February 2025
<b>B. Regional Board Appointments by the Alameda County City Selection Committee:</b>					
Bay Area Air Quality Management District (One Vacant Seat)	N/A	Vacant	<ul style="list-style-type: none"><li>Mayor Salinas</li><li>Mayor Gonzalez</li><li>Rebecca Kaplan, Councilmember, Oakland</li></ul>	February 2023	November 2024

\*Applications submitted for appointment are included with the Nominating Committee agenda packet, which also includes a listing of current regional board vacancies.

8. League of California Cities' Report, Legislative Updates, and Actions
  - a) Samantha Caygill, East Bay Regional Public Affairs Manager, League of California Cities

# Alameda County Mayors' Conference

## 9. Meeting Presentation

Presenter: Melissa Wilk, Alameda County Auditor-Controller/Clerk-Recorder

Presentation Topic: Auditor-Controller Wilk will provide an overview of the responsibilities and services of her elected Offices, as well as discuss new projects and how her Offices and staff work with and support the cities.

## 10. Other Business Matters\*

- a) Consideration of Alameda County Mayors' Conference Resolution 1.23 A Resolution of the Alameda County Mayors' Conference Supporting the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)
- b) Consideration to approve and authorize the forwarding of a letter from the Alameda County Mayors' Conference to the Alameda County Fair Foundation supporting its effort to develop an educational farm on approximately two acres of the Alameda County Fairgrounds

## 11. Request for Future Agenda Items

- a) Dave Brown is scheduled for March 8, 2023, to discuss state housing initiatives.
- b) Potential speakers include:
  - East Bay Municipal Water District on its proposed budget and rate changes
  - Yesenia Sanchez, Alameda County Sheriff
  - Executive Directors from the Metropolitan Transportation Commission and the Bay Area Air Quality Management District

## 12. Adjournment

\*Denotes report included below or attached material. Regional board applications are included with the Nominating Committee agenda packet

Note: The Mayors' Conference or the Alameda County City Selection Committee may act on any subject posted on this agenda, including nominations from the floor for regional boards.

# *Alameda County Mayors' Conference*

## **Executive Director's Report**

### **Item 7 - Appointment to Regional Boards and Call for Applications**

Please see the Nominating Committee agenda packet for applications, information regarding these appointments, and the current listing of vacancies.

RECOMMENDATION – Meeting as the Alameda County Mayors' Conference and the Alameda County City Selection Committee, review the applications included with the Nominating Committee packet, consider the recommendations of the Nominating Committee and take action regarding appointments to the regional agencies listed on this agenda.

### **Item 10(a) - Consideration of Alameda County Mayors' Conference Resolution 1.23 A Resolution of the Alameda County Mayors' Conference Supporting the Convention on the Elimination of All Forms of Discrimination Against (CEDAW)**

Nina Senn, Alameda County Commission on the Status of Women member appointed by the Alameda County Mayors' Conference, has requested the Alameda County Mayors' Conference consider a resolution supporting the principles of CEDAW and encouraging cities to consider participating in the CEDAW for cities initiative. The resolution is based on the one passed in 2014 by the U.S. Conference of Mayors. Nina Senn indicates that approval of the resolution would be acknowledged at an upcoming Alameda County Board of Supervisors meeting and the Women's Hall of Fame event in honor of Women's History Month (March). Supporting material is included with the agenda packet.

RECOMMENDATION – Review the attached resolution and take action as appropriate. If the resolution is approved, it will be forwarded to member cities and the United Conference of Mayors and posted on our website.

### **Item 10(b) - Consideration to approve and authorize the forwarding of a letter from the Alameda County Mayors' Conference to the Alameda County Fair Foundation supporting its effort to develop an educational farm on approximately two acres of the Alameda County Fairgrounds Appointment to Regional Boards and Call for Applications**

As a follow-up to the Mayors' Conference January 11, 2023, meeting, attached is a draft letter from the Mayors' Conference supporting the efforts of the Alameda County Fair Foundation to develop an educational farm at the Alameda County Fairgrounds.

RECOMMENDATION – Review the attached letter and take appropriate action. If the letter is approved, it will be signed by Mayor Mei and transmitted to the Alameda County Fairgrounds and all mayors.

# Alameda County Mayors' Conference

## **Speaker Bio:**

In 2018 Melissa Wilk was elected as the first woman Auditor-Controller/Clerk-Recorder for Alameda County, and Melissa began her second term in January 2023. As the Auditor-Controller she is responsible for the financial oversight and reporting of Alameda County's \$3.8 billion budget, and as the Clerk-Recorder she is the official custodian of 25+million public records.

## CALENDAR OF FUTURE MEETINGS

Meeting Date	Host City*
February 8, 2023	Virtual Zoom Meeting
March 8, 2023	Newark
April 12, 2023	Virtual Zoom Meeting
May 10, 2023	Fremont
June 14, 2023	Virtual Zoom Meeting
July 12, 2023	Union City

*\*The Alameda County Mayors' Conference will hold virtual meetings until further notice. Once in-person meetings begin, this calendar will be updated with host city information. Meeting information is available at [www.alamedacountymayorsconference.org](http://www.alamedacountymayorsconference.org)*

# *Alameda County Mayors' Conference*

## **Public Comments for Teleconference Meeting**

This meeting is being held in accordance with the State Emergency Services Act, the Governor's Emergency Declaration related to COVID-19, the Governor's Executive Order N-29-20 issued on March 17, 2020, and AB 361 to allow attendance by members of the Alameda County Mayors' Conference by teleconference.

Please be advised that pursuant to the Executive Order, and to ensure the health and safety of the public by limiting human contact that could spread the COVID-19 virus, there will not be a physical location open to the public for the meeting. Members of the Alameda County Mayors' Conference will be participating telephonically and will not be physically present in a single location.

You can access the meeting remotely here:

<https://zoom.us/j/9152161630> Meeting ID: 915 216 1630

Should you wish to provide public comment at the meeting, please follow the above listed link to participate in the meeting. Public members will be placed in a queue to speak in order of login. Please use Zoom's "raise your hand" function if you wish to speak to a specific agenda item. Members of the public may be muted until the chair recognizes speakers.

Members of the public may also comment on any item on this agenda by submitting an email. To give adequate time to print out your comments for consideration at the meeting, please submit your written comments no later than 2:00 p.m. on January 9, 2023 to [sbocian@acmayorsconference.org](mailto:sbocian@acmayorsconference.org). Any email received will be provided to the Alameda County Mayors' Conference membership prior to the meeting and made part of the meeting record.

If you wish to have your comments read to the Alameda County Mayors' Conference, you may submit an email to [sbocian@acmayorsconference.org](mailto:sbocian@acmayorsconference.org) up until the beginning of the agenda item that you wish to comment on. Please indicate in the subject line "FOR PUBLIC COMMENT" and list the item number that you wish to comment on. Public comments submitted to be read into the record will be subject to a three-minute time limitation and accordingly should be limited to no more than 250 words. If the email is not received for the identified agenda item, the email will not be read but will be made part of the meeting record if received prior to the end of the meeting.

In compliance with the Americans with Disabilities Act, if you need special assistance to participate in this meeting, please send an email to [sbocian@acmayorsconference.org](mailto:sbocian@acmayorsconference.org) at least two working days prior to the meeting to enable the Alameda County Mayors' Conference to make reasonable arrangements to ensure accessibility to this meeting.

For questions or information regarding this Agenda, contact Steven Bocian, Executive Director at: [sbocian@acmayorsconference.org](mailto:sbocian@acmayorsconference.org)

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# **ALAMEDA COUNTY MAYORS' CONFERENCE**

## **Resolution No. 3.21**

### **A RESOLUTION OF THE ALAMEDA COUNTY MAYORS CONFERENCE AND THE ALAMEDA COUNTY CITY SELECTION COMMITTEE ADOPTING FINDINGS REGARDING SOCIAL DISTANCING AND PUBLIC HEALTH ARISING FROM THE COVID-19 PANDEMIC WHICH WARRANT THE CONTINUATION OF VIRTUAL PUBLIC MEETINGS**

**WHEREAS**, the Governor declared a state of emergency due to COVID-19 on March 4, 2020, which has been extended. Due to the COVID-19 Delta variant, many pandemic restrictions remain in place; and

**WHEREAS**, the California Department of Public Health has issued COVID-19 Prevention Emergency Temporary Standards which generally requires that face coverings be worn in shared rooms, and persons to be at least six feet apart; and

**WHEREAS**, public meetings involve many people in shared indoors spaces for hours, when the number of people present does not always allow for a minimum six foot distance between persons. Close contacts raise the risk of the spread of COVID-19; and

**WHEREAS**, the Mayors' Conference and Alameda County City Selection Committee does not typically have microphones at their public meetings resulting in persons needing to speak loudly or project their voices to be heard by the group. Speaking loudly indoors with others can raise the risk of the spread of aerosols with the COVID-19 virus; and

**WHEREAS**, the Mayors' Conference and Alameda County City Selection Committee is comprised of elected leaders from various cities in Alameda County and identifying a room or location for each meeting that can maximize ventilation can be difficult since these meetings rotate monthly.

**NOW, THEREFORE BE IT RESOLVED THAT THE ALAMEDA COUNTY MAYORS' CONFERENCE DOES RESOLVE, DECLARE, DETERMINE AND ORDER THE FOLLOWING:**

**SECTION 1.** Finds that the public health, safety and welfare supports continual social distancing as a result of the transmissibility of the COVID-19 virus, such that in-person meetings create a health risk.

- A. That the Alameda County Mayors' Conference and City Selection Committee will continue to meet virtually to allow its members and members of the public to avoid exposure, maintain social distancing and avoid pre-screening for vaccination or symptoms which is impractical at the meetings.
- B. While meeting virtually the Alameda County Mayors' Conference and the City Selection Committee will adhere to applicable open meeting requirements, including AB 361.

**SECTION 2.** This resolution will become effective immediately upon its passage and adoption.

**SECTION 3.** The Executive Director will certify to the passage of this resolution.

**PASSED, APPROVED AND ADOPTED** by the Alameda County Mayors' Conference at its meeting held on November 10, 2021.

I, Steven Bocian, Executive Director of the Alameda County Mayors' Conference certify that the foregoing resolution was adopted by the Alameda County Mayors' Conference at its meeting held on the tenth day of November 2021 by the following vote:

**AYES:**

**NOES:**

**ABSENT:**

**ABSTENTION:**



# ALAMEDA COUNTY MAYORS' CONFERENCE MINUTES

Meeting of January 11, 2023

This telephonic/video meeting, held in compliance with Alameda County's shelter in place order, was called to order On January 11, 2023, at 6:30 p.m. by President Lily Mei using a Zoom software interface.

## 1. Roll Call

The following mayors, or their elected alternates, were present during the proceedings:

City	Member Attendee
Alameda	Mayor Marilyn Ezzy Ashcraft
Albany	Mayor Aaron Tiedemann
Berkeley	Mayor Jesse Arreguin
Dublin	Mayor Melissa Hernandez
Emeryville	Vice Mayor Courtney Welch
Fremont	Mayor Lily Mei
Hayward	Mayor Mark Salinas
Livermore	Mayor John Marchand
Newark	Mayor Michael Hannon
Oakland	Mayor Sheng Thao
Piedmont	Mayor Jennifer Cavanaugh
Pleasanton	Mayor Karla Brown
San Leandro	Mayor Juan Gonzalez
Union City	Mayor Carol Dutra-Vernaci

## 2. Approval of the December 14, 2022, Meeting Minutes

It was moved by Mayor Marchand and seconded by Mayor Ezzy Ashcraft to approve the December 14, 2022, meeting minutes. The motion was approved unanimously with a roll call vote and so ordered.

## 3. Reconfirmation of Alameda County Mayors Conference Resolution 3.21 Adopting Findings for the Continuation of Virtual Meetings

It was moved by Mayor Brown seconded by Mayor Arreguin, to approve Resolution 3.21 adopting findings to continue virtual meetings. The motion was approved unanimously by a roll call vote and so ordered.

## 4. Agenda Amendments

No agenda amendments

## 5. Public Comments and Other Announcements

Dave Brown, a former Alameda County Board of Supervisors member, provided information regarding one pending statewide and one regional ballot measure to address affordable housing. He requested an opportunity to present more details at the March 8, 2023, Alameda County Mayors' Conference meeting.

Minutes January 11, 2023

Mayor Ezzy Ashcraft introduced Jennifer Ott, the new City of Alameda's new city manager.

## **6. Member Reports on Regional Activities and Committees**

Mayor Dutra Vernaci addressed members regarding the Metropolitan Transportation Commission (MTC).

## **7. Appointments to Regional Boards and Call for Applications**

President Lilly Mei announced that the Nominating Committee made its recommendations on the applications included in its January 11, 2023, meeting agenda and opened the floor for comments/nominations. Seeing no nominations, it was moved by Mayor Dutra Vernaci and seconded by Mayor Brown that the Alameda County Mayors' Conference and the Alameda County City Selection Committee accept the Nominating Committee's recommendations as follows:

- Appoint Nick Pilch to the Alameda County Transportation Commission Bicycle and Pedestrian Advisory Committee (BPAC) as the District 5 representative for a two-year term expiring in January 2025.
- Appoint Todd Nelson to the Alameda County Transportation Commission Bicycle and Pedestrian Advisory Committee (BPAC) as the District 4 representative for a two-year term expiring in January 2025
- Appoint Damian Park to the Alameda County Transportation Commission Independent Watchdog Committee as the District 5 representative for a two-year term expiring in January 2025
- Appoint Mayor Aaron Tiedemann to the Association of Bay Area Governments Executive Board for a four-year term expiring in July 2027.
- Appoint Mayor Mark Salinas to the East Bay Economic Development Alliance as the Middle Region representative for a two-year term expiring in January 2025.
- Appoint Mayor Jesse Arreguin to the East Bay Economic Development Alliance as the North Region representative for a two-year term expiring in January 2025.

The motion was approved unanimously by a roll call vote and so ordered.

It was moved by Mayor Arreguin and seconded by Mayor Dutra Vernaci to accept the Nominating Committees recommendations for appointments by the City Selection Committee as follows:

- Appoint Ed Bogue to the Alameda County Airport Land Use for a four-year term expiring in January 2027.

- Appoint Mayor Karla Brown to the Alameda County Local Agency Formation Commission for the partial term vacated by former Mayor Bob Woerner, expiring in May 2024.
- Appoint Mayor John Marchand to the Alameda County Local Agency Formation Commission as an Alternate member for the partial term vacated by Mayor Karla Brown, expiring in May 2024

The motion was approved unanimously by a roll call vote and so ordered.

- The consideration of an appointment to the Bay Area Air Quality Management District for the partial term vacated by former Mayor Pauline Russo was continued to February 8, 2023, to allow additional time for submitting applications.
- Members decided to take a floor vote to determine the appointment to the Metropolitan Transportation Commission. After discussion, the membership approved the appointment of Carol Dutra-Vernaci to the Metropolitan Transportation Commission for a two-year term ending in December 2024, corresponding with her term in office as Union City Mayor. A roll call vote was as follows:

In favor of appointing Mayor Dutra-Vernaci – Mayors Hernandez, Mei, Salinas, Marchand, Brown, Gonzalez, and Dutra-Vernaci

In favor of appointing Mayor Ezzy Ashcraft – Ezzy Ashcraft, Tiedemann, Arreguin, Thao, Cavanaugh, and Vice-Mayor Welch

- It was moved by Mayor Arreguin and seconded by Mayor Dutra-Vernaci that the Mayor's Conference appoint Mayor Ezzy Ashcraft to the Metropolitan Transportation Commission for a term from January 2025 through December 2027.

The motion was approved unanimously by a roll call vote and so ordered.

## **8. League of California Cities Report, Legislative Updates and Actions**

Samantha Caygill, Regional Public Affairs Manager, East Bay Division, League of California Cities (League), provided information on the governor's budget and indicated that there would be considerable conversation about it before the June 15, 2023, deadline for its passage.

## **9. Meeting Presentation**

Valerie Shirk, Executive Director of the Alameda County Fair Foundation, made a presentation on the proposed Alameda County Fairgrounds Farm. The project is planned to allow students to visit a working farm, learn about farming, and motivate them to pursue a career in farming. It will also help fill the current disconnect between food at the table and the process of growing and producing food. The Farm will be a field trip destination that may attract up to 60,000 students and community members annually. It is planned to be constructed in four phases, and when complete, it will be part of the

Alameda County Fairgrounds, which has agreed to provide site maintenance. Valerie Shirk requested assistance obtaining endorsements to pass along to prospective donors.

There were questions and comments from Mayors Dutra-Vernaci, Marchand, Salinas, Hernandez, Hannon, Mei, and Brown. The mayors requested a support letter be added to the February 8, 2023, Alameda County Mayors' Conference meeting agenda.

**10. Other Business Matter**

a) The membership recognized Sara Lillevand, City Manager, City of Piedmont, for her dedication serving as the 2022 Chairperson for the Alameda County City Managers' Association. Mr. Bocian will ensure the plaque is presented to Sara.

**11. Request for Future Agenda Items**

Mr. Bocian mentioned that he had contacted Melissa Wilk, Alameda County Auditor-Controller/Clerk-Recorder, to present at the February meeting

Mayor Salinas requested the Mayors' Conference consider inviting chancellors and presidents from local state universities and colleges to discuss their assessment of local education and goals.

Mayor Ashcraft indicated an interest in inviting Sheriff Sanchez present.

**12. Adjournment**

The meeting was adjourned at 8:18 p.m.

Respectfully submitted,

Steven Bocian  
Executive Director

# *Alameda County Mayors' Conference*

## **RESOLUTION No. 01-23**

### **A RESOLUTION OF THE ALAMEDA COUNTY MAYORS' CONFERENCE SUPPORTING THE CONVENTION ON THE ELIMINATION OF ALL FORMS OF DISCRIMINATION AGAINST WOMEN (CEDAW)**

**WHEREAS**, the Convention on the Elimination of All forms of Discrimination Against Women (CEDAW) was adopted by the United Nations General assembly on December 18, 1979, became an international treaty as of September 3, 1981, and 186 UN member nations, have agreed to be bound by CEDAW s provisions;

**WHEREAS**, CEDAW provides a comprehensive framework for governments to examine their policies and practices in relation to women and girls and to rectify discrimination based on sex against half the world's population; and

**WHEREAS**, although women have made major gains in the struggle for equality in most fields, much more needs to be accomplished to fully eradicate discrimination based on sex and to achieve one of the most basic human rights, equality; and

**WHEREAS**, it has been more than 40 years since the first UN World Conference on Women and more than 20 years since the historic Beijing Platform for Action; and

**WHEREAS**, CEDAW has proven effective in many nations as a mechanism to advance gender equality, and

**WHEREAS**, many communities and states have called for ratification of CEDAW by the United States Congress, and

**WHEREAS**, San Francisco became the first city in the world to adopt an ordinance reflecting the principles of CEDAW in 1998; and Los Angeles followed in 2004; and

**WHEREAS**, Cities for CEDAW was launched at the United Nations Commission on the Status of Women in March 2014; and

# *Alameda County Mayors' Conference*

**WHEREAS**, a local CEDAW resolution or ordinance seeks three standards; a gender analysis of city departments and commissions, an oversight body to ensure that appropriate and timely actions are taken; and funding to support the implementation of the principles of CEDAW; and

**WHEREAS**, city and county governments have an appropriate and legitimate role in affirming the importance of international law in communities as universal norms and to serve as guides for public policy

**NOW, THEREFORE BE IT RESOLVED THAT THE ALAMEDA COUNTY MAYORS' CONFERENCE, DOES RESOLVE, AND DECLARE THE FOLLOWING:**

**SECTION 1:** The Alameda County Mayors' Conference supports the Cities for CEDAW initiative and encourages cities, including those within Alameda County, to join San Francisco and Los Angeles to consider participating in the Cities for CEDAW initiative, by passing local resolutions or ordinances supporting the principles of CEDAW.

**PASSED, APPROVED AND ADOPTED** by the Alameda County Mayors' Conference at its meeting held on February 8, 2023, by the following member city vote:

**AYES:**

**NOES:**

**ABSENT:**

**ABSTENTION:**

# *Alameda County Mayors' Conference*

I, Steven Bocian, Executive Director of the Alameda County Mayors' Conference certify that the foregoing resolution was adopted by the Alameda County Mayors' Conference at its meeting held on the 8<sup>th</sup> day of February 2023.

Steven Bocian

**Steven Bocian**

Executive Director, Alameda County Mayors' Conference

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Immediate Past President  
MARILYN EZZY ASHCRAFT  
Mayor of Alameda

President  
LILY MEI  
Mayor of Fremont

Vice President  
JESSE ARREGUIN  
Mayor of Berkeley

# Alameda County Mayors' Conference

Alameda  
Marilyn Ezzy Ashcraft

February 9, 2023

Albany  
Aaron Tiedemann

Valerie Shirk  
Executive Director  
Alameda County Fair Foundation  
1221 Oak Street Suite 555  
Oakland, CA 94612

Berkeley  
Jesse Arreguin

Dublin  
Melissa Hernandez

Transmitted via email to: [vshirk@alamedacountyfair.com](mailto:vshirk@alamedacountyfair.com)

Emeryville  
John Bauters

Dear Valerie,

Fremont  
Lily Mei

At its regular meeting on February 8, 2023, the Alameda County Mayors' Conference approved the transmittal of this letter expressing support for the proposal by the Alameda County Agricultural Fair Association and the Alameda County Fair Foundation to develop an educational farm on approximately two acres of the Alameda County Fairgrounds.

Hayward  
Mark Salinas

Livermore  
John Marchand

As presented at our January 11, 2023, business meeting, we understand "The Farm" will be a destination for school field trips benefiting a broad range of youth by offering hands-on experiences and engaging lessons related to agriculture and food sources, nutrition, conservation, and career development. We also understand that it will serve as a valuable long-term resource for community visitors, Fairgoers, and local organizations.

Newark  
Michael Hannon

Agriculture education is critical to our students' understanding of the world around them and a viable food system in the future. With attendance projections of over 60,000 students and approximately half a million visitors per year, The Farm stands to make a substantial difference in our community's appreciation for agriculture.

Oakland  
Sheng Thao

Please contact me or Steven Bocian, Executive Director, if you have any questions.

Piedmont  
Jennifer Cavanaugh

Sincerely,

Pleasanton  
Karla Brown

Lily Mei  
President, Alameda County Mayors' Conference

San Leandro  
Juan Gonzalez

Union City  
Carol Dutra-Vernaci

Executive Director  
Steven Bocian

c. Alameda County Mayors

## CEDAW ATTACHMENTS

## **Convention on the Elimination of All Forms of Discrimination against Women**

**Adopted and opened for signature, ratification and accession by General Assembly  
resolution 34/180 of 18 December 1979**

**entry into force 3 September 1981, in accordance with article 27(1)**

The States Parties to the present Convention,

Noting that the Charter of the United Nations reaffirms faith in fundamental human rights, in the dignity and worth of the human person and in the equal rights of men and women,

Noting that the Universal Declaration of Human Rights affirms the principle of the inadmissibility of discrimination and proclaims that all human beings are born free and equal in dignity and rights and that everyone is entitled to all the rights and freedoms set forth therein, without distinction of any kind, including distinction based on sex,

Noting that the States Parties to the International Covenants on Human Rights have the obligation to ensure the equal rights of men and women to enjoy all economic, social, cultural, civil and political rights,

Considering the international conventions concluded under the auspices of the United Nations and the specialized agencies promoting equality of rights of men and women,

Noting also the resolutions, declarations and recommendations adopted by the United Nations and the specialized agencies promoting equality of rights of men and women,

Concerned, however, that despite these various instruments extensive discrimination against women continues to exist,

Recalling that discrimination against women violates the principles of equality of rights and respect for human dignity, is an obstacle to the participation of women, on equal terms with men, in the political, social, economic and cultural life of their countries, hampers the growth of the prosperity of society and the family and makes more difficult the full development of the potentialities of women in the service of their countries and of humanity,

Concerned that in situations of poverty women have the least access to food, health, education, training and opportunities for employment and other needs,

Convinced that the establishment of the new international economic order based on equity and justice will contribute significantly towards the promotion of equality between men and women,

Emphasizing that the eradication of apartheid, all forms of racism, racial discrimination, colonialism, neo-colonialism, aggression, foreign occupation and domination and interference in the internal affairs of States is essential to the full enjoyment of the rights of men and women,

Affirming that the strengthening of international peace and security, the relaxation of international tension, mutual co-operation among all States irrespective of their social and economic systems, general and complete disarmament, in particular nuclear disarmament under strict and effective international control, the affirmation of the principles of justice, equality and mutual benefit in relations among countries and the realization of the right of peoples under alien and colonial domination and foreign occupation to self-determination and independence, as well as respect for national sovereignty and territorial integrity, will promote social progress and development and as a consequence will contribute to the attainment of full equality between men and women,

Convinced that the full and complete development of a country, the welfare of the world and the cause of peace require the maximum participation of women on equal terms with men in all fields,

Bearing in mind the great contribution of women to the welfare of the family and to the development of society, so far not fully recognized, the social significance of maternity and the role of both parents in the family and in the upbringing of children, and aware that the role of women in procreation should not be a basis for discrimination but that the upbringing of children requires a sharing of responsibility between men and women and society as a whole,

Aware that a change in the traditional role of men as well as the role of women in society and in the family is needed to achieve full equality between men and women,

Determined to implement the principles set forth in the Declaration on the Elimination of Discrimination against Women and, for that purpose, to adopt the measures required for the elimination of such discrimination in all its forms and manifestations,

Have agreed on the following:

## **PART I**

### **Article 1**

For the purposes of the present Convention, the term "discrimination against women" shall mean any distinction, exclusion or restriction made on the basis of sex which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women, irrespective of their marital status, on a basis of equality of men and women, of human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field.

### **Article 2**

States Parties condemn discrimination against women in all its forms, agree to pursue by all appropriate means and without delay a policy of eliminating discrimination against women and, to this end, undertake:

- (a) To embody the principle of the equality of men and women in their national constitutions or other appropriate legislation if not yet incorporated therein and to ensure, through law and other appropriate means, the practical realization of this principle;
- (b) To adopt appropriate legislative and other measures, including sanctions where appropriate, prohibiting all discrimination against women; (c) To establish legal protection of the rights of women on an equal basis with men and to ensure through competent national tribunals and other public institutions the effective protection of women against any act of discrimination;
- (d) To refrain from engaging in any act or practice of discrimination against women and to ensure that public authorities and institutions shall act in conformity with this obligation;
- (e) To take all appropriate measures to eliminate discrimination against women by any person, organization or enterprise;
- (f) To take all appropriate measures, including legislation, to modify or abolish existing laws, regulations, customs and practices which constitute discrimination against women;
- (g) To repeal all national penal provisions which constitute discrimination against women.

### **Article 3**

States Parties shall take in all fields, in particular in the political, social, economic and cultural fields, all appropriate measures, including legislation, to ensure the full development and advancement of women, for the purpose of guaranteeing them the exercise and enjoyment of human rights and fundamental freedoms on a basis of equality with men.

### **Article 4**

1. Adoption by States Parties of temporary special measures aimed at accelerating de facto equality between men and women shall not be considered discrimination as defined in the present Convention, but shall in no way entail as a consequence the maintenance of unequal or separate standards; these measures shall be discontinued when the objectives of equality of opportunity and treatment have been achieved.

2. Adoption by States Parties of special measures, including those measures contained in the present Convention, aimed at protecting maternity shall not be considered discriminatory.

## **Article 5**

States Parties shall take all appropriate measures:

(a) To modify the social and cultural patterns of conduct of men and women, with a view to achieving the elimination of prejudices and customary and all other practices which are based on the idea of the inferiority or the superiority of either of the sexes or on stereotyped roles for men and women;

(b) To ensure that family education includes a proper understanding of maternity as a social function and the recognition of the common responsibility of men and women in the upbringing and development of their children, it being understood that the interest of the children is the primordial consideration in all cases.

## **Article 6**

States Parties shall take all appropriate measures, including legislation, to suppress all forms of traffic in women and exploitation of prostitution of women.

# **PART II**

## **Article 7**

States Parties shall take all appropriate measures to eliminate discrimination against women in the political and public life of the country and, in particular, shall ensure to women, on equal terms with men, the right:

(a) To vote in all elections and public referenda and to be eligible for election to all publicly elected bodies;

(b) To participate in the formulation of government policy and the implementation thereof and to hold public office and perform all public functions at all levels of government;

(c) To participate in non-governmental organizations and associations concerned with the public and political life of the country.

## **Article 8**

States Parties shall take all appropriate measures to ensure to women, on equal terms with men and without any discrimination, the opportunity to represent their Governments at the international level and to participate in the work of international organizations.

## **Article 9**

1. States Parties shall grant women equal rights with men to acquire, change or retain their nationality. They shall ensure in particular that neither marriage to an alien nor change of nationality by the husband during marriage shall automatically change the nationality of the wife, render her stateless or force upon her the nationality of the husband. 2. States Parties shall grant women equal rights with men with respect to the nationality of their children.

### **PART III**

#### **Article 10**

States Parties shall take all appropriate measures to eliminate discrimination against women in order to ensure to them equal rights with men in the field of education and in particular to ensure, on a basis of equality of men and women:

- (a) The same conditions for career and vocational guidance, for access to studies and for the achievement of diplomas in educational establishments of all categories in rural as well as in urban areas; this equality shall be ensured in pre-school, general, technical, professional and higher technical education, as well as in all types of vocational training;
- (b) Access to the same curricula, the same examinations, teaching staff with qualifications of the same standard and school premises and equipment of the same quality;
- (c) The elimination of any stereotyped concept of the roles of men and women at all levels and in all forms of education by encouraging coeducation and other types of education which will help to achieve this aim and, in particular, by the revision of textbooks and school programmes and the adaptation of teaching methods;
- (d) The same opportunities to benefit from scholarships and other study grants;
- (e) The same opportunities for access to programmes of continuing education, including adult and functional literacy programmes, particularly those aimed at reducing, at the earliest possible time, any gap in education existing between men and women;
- (f) The reduction of female student drop-out rates and the organization of programmes for girls and women who have left school prematurely;
- (g) The same Opportunities to participate actively in sports and physical education;
- (h) Access to specific educational information to help to ensure the health and well-being of families, including information and advice on family planning.

#### **Article 11**

1. States Parties shall take all appropriate measures to eliminate discrimination against women in the field of employment in order to ensure, on a basis of equality of men and women, the same rights, in particular:

- (a) The right to work as an inalienable right of all human beings;
- (b) The right to the same employment opportunities, including the application of the same criteria for selection in matters of employment;
- (c) The right to free choice of profession and employment, the right to promotion, job security and all benefits and conditions of service and the right to receive vocational training and retraining, including apprenticeships, advanced vocational training and recurrent training;
- (d) The right to equal remuneration, including benefits, and to equal treatment in respect of work of equal value, as well as equality of treatment in the evaluation of the quality of work;
- (e) The right to social security, particularly in cases of retirement, unemployment, sickness, invalidity and old age and other incapacity to work, as well as the right to paid leave;
- (f) The right to protection of health and to safety in working conditions, including the safeguarding of the function of reproduction.

2. In order to prevent discrimination against women on the grounds of marriage or maternity and to ensure their effective right to work, States Parties shall take appropriate measures:

(a) To prohibit, subject to the imposition of sanctions, dismissal on the grounds of pregnancy or of maternity leave and discrimination in dismissals on the basis of marital status;

(b) To introduce maternity leave with pay or with comparable social benefits without loss of former employment, seniority or social allowances;

(c) To encourage the provision of the necessary supporting social services to enable parents to combine family obligations with work responsibilities and participation in public life, in particular through promoting the establishment and development of a network of child-care facilities;

(d) To provide special protection to women during pregnancy in types of work proved to be harmful to them.

3. Protective legislation relating to matters covered in this article shall be reviewed periodically in the light of scientific and technological knowledge and shall be revised, repealed or extended as necessary.

## **Article 12**

1. States Parties shall take all appropriate measures to eliminate discrimination against women in the field of health care in order to ensure, on a basis of equality of men and women, access to health care services, including those related to family planning.

2. Notwithstanding the provisions of paragraph 1 of this article, States Parties shall ensure to women appropriate services in connection with pregnancy, confinement and the post-natal period, granting free services where necessary, as well as adequate nutrition during pregnancy and lactation.

## **Article 13**

States Parties shall take all appropriate measures to eliminate discrimination against women in other areas of economic and social life in order to ensure, on a basis of equality of men and women, the same rights, in particular:

(a) The right to family benefits;

(b) The right to bank loans, mortgages and other forms of financial credit;

(c) The right to participate in recreational activities, sports and all aspects of cultural life.

## **Article 14**

1. States Parties shall take into account the particular problems faced by rural women and the significant roles which rural women play in the economic survival of their families, including their work in the non-monetized sectors of the economy, and shall take all appropriate measures to ensure the application of the provisions of the present Convention to women in rural areas.

2. States Parties shall take all appropriate measures to eliminate discrimination against women in rural areas in order to ensure, on a basis of equality of men and women, that they participate in and benefit from rural development and, in particular, shall ensure to such women the right:

(a) To participate in the elaboration and implementation of development planning at all levels;

(b) To have access to adequate health care facilities, including information, counselling and services in family planning;

(c) To benefit directly from social security programmes;

(d) To obtain all types of training and education, formal and non-formal, including that relating to functional literacy, as well as, inter alia, the benefit of all community and extension services, in order to increase their technical proficiency;

(e) To organize self-help groups and co-operatives in order to obtain equal access to economic opportunities through employment or self employment;

(f) To participate in all community activities;

(g) To have access to agricultural credit and loans, marketing facilities, appropriate technology and equal treatment in land and agrarian reform as well as in land resettlement schemes;

(h) To enjoy adequate living conditions, particularly in relation to housing, sanitation, electricity and water supply, transport and communications.

## **PART IV**

### **Article 15**

1. States Parties shall accord to women equality with men before the law.

2. States Parties shall accord to women, in civil matters, a legal capacity identical to that of men and the same opportunities to exercise that capacity. In particular, they shall give women equal rights to conclude contracts and to administer property and shall treat them equally in all stages of procedure in courts and tribunals.

3. States Parties agree that all contracts and all other private instruments of any kind with a legal effect which is directed at restricting the legal capacity of women shall be deemed null and void.

4. States Parties shall accord to men and women the same rights with regard to the law relating to the movement of persons and the freedom to choose their residence and domicile.

### **Article 16**

1. States Parties shall take all appropriate measures to eliminate discrimination against women in all matters relating to marriage and family relations and in particular shall ensure, on a basis of equality of men and women:

(a) The same right to enter into marriage;

(b) The same right freely to choose a spouse and to enter into marriage only with their free and full consent;

(c) The same rights and responsibilities during marriage and at its dissolution;

(d) The same rights and responsibilities as parents, irrespective of their marital status, in matters relating to their children; in all cases the interests of the children shall be paramount;

(e) The same rights to decide freely and responsibly on the number and spacing of their children and to have access to the information, education and means to enable them to exercise these rights;

(f) The same rights and responsibilities with regard to guardianship, wardship, trusteeship and adoption of children, or similar institutions where these concepts exist in national legislation; in all cases the interests of the children shall be paramount;

(g) The same personal rights as husband and wife, including the right to choose a family name, a profession and an occupation;



(h) The same rights for both spouses in respect of the ownership, acquisition, management, administration, enjoyment and disposition of property, whether free of charge or for a valuable consideration.

2. The betrothal and the marriage of a child shall have no legal effect, and all necessary action, including legislation, shall be taken to specify a minimum age for marriage and to make the registration of marriages in an official registry compulsory.

## **PART V**

### **Article 17**

1. For the purpose of considering the progress made in the implementation of the present Convention, there shall be established a Committee on the Elimination of Discrimination against Women (hereinafter referred to as the Committee) consisting, at the time of entry into force of the Convention, of eighteen and, after ratification of or accession to the Convention by the thirty-fifth State Party, of twenty-three experts of high moral standing and competence in the field covered by the Convention. The experts shall be elected by States Parties from among their nationals and shall serve in their personal capacity, consideration being given to equitable geographical distribution and to the representation of the different forms of civilization as well as the principal legal systems.

2. The members of the Committee shall be elected by secret ballot from a list of persons nominated by States Parties. Each State Party may nominate one person from among its own nationals.

3. The initial election shall be held six months after the date of the entry into force of the present Convention. At least three months before the date of each election the Secretary-General of the United Nations shall address a letter to the States Parties inviting them to submit their nominations within two months. The Secretary-General shall prepare a list in alphabetical order of all persons thus nominated, indicating the States Parties which have nominated them, and shall submit it to the States Parties.

4. Elections of the members of the Committee shall be held at a meeting of States Parties convened by the Secretary-General at United Nations Headquarters. At that meeting, for which two thirds of the States Parties shall constitute a quorum, the persons elected to the Committee shall be those nominees who obtain the largest number of votes and an absolute majority of the votes of the representatives of States Parties present and voting.

5. The members of the Committee shall be elected for a term of four years. However, the terms of nine of the members elected at the first election shall expire at the end of two years; immediately after the first election the names of these nine members shall be chosen by lot by the Chairman of the Committee.

6. The election of the five additional members of the Committee shall be held in accordance with the provisions of paragraphs 2, 3 and 4 of this article, following the thirty-fifth ratification or accession. The terms of two of the additional members elected on this occasion shall expire at the end of two years, the names of these two members having been chosen by lot by the Chairman of the Committee.

7. For the filling of casual vacancies, the State Party whose expert has ceased to function as a member of the Committee shall appoint another expert from among its nationals, subject to the approval of the Committee.

8. The members of the Committee shall, with the approval of the General Assembly, receive emoluments from United Nations resources on such terms and conditions as the Assembly may decide, having regard to the importance of the Committee's responsibilities.

9. The Secretary-General of the United Nations shall provide the necessary staff and facilities for the effective performance of the functions of the Committee under the present Convention.

### **Article 18**

1. States Parties undertake to submit to the Secretary-General of the United Nations, for consideration by the Committee, a report on the legislative, judicial, administrative or other measures which they have adopted to give effect to the provisions of the present Convention and on the progress made in this respect:

(a) Within one year after the entry into force for the State concerned;

(b) Thereafter at least every four years and further whenever the Committee so requests.

2. Reports may indicate factors and difficulties affecting the degree of fulfilment of obligations under the present Convention.

### **Article 19**

1. The Committee shall adopt its own rules of procedure. 2. The Committee shall elect its officers for a term of two years.

### **Article 20**

1. The Committee shall normally meet for a period of not more than two weeks annually in order to consider the reports submitted in accordance with article 18 of the present Convention.

2. The meetings of the Committee shall normally be held at United Nations Headquarters or at any other convenient place as determined by the Committee.

### **Article 21**

1. The Committee shall, through the Economic and Social Council, report annually to the General Assembly of the United Nations on its activities and may make suggestions and general recommendations based on the examination of reports and information received from the States Parties. Such suggestions and general recommendations shall be included in the report of the Committee together with comments, if any, from States Parties.

2. The Secretary-General of the United Nations shall transmit the reports of the Committee to the Commission on the Status of Women for its information.

### **Article 22**

The specialized agencies shall be entitled to be represented at the consideration of the implementation of such provisions of the present Convention as fall within the scope of their activities. The Committee may invite the specialized agencies to submit reports on the implementation of the Convention in areas falling within the scope of their activities.

## **PART VI**

### **Article 23**

Nothing in the present Convention shall affect any provisions that are more conducive to the achievement of equality between men and women which may be contained:

(a) In the legislation of a State Party; or

(b) In any other international convention, treaty or agreement in force for that State.

### **Article 24**

States Parties undertake to adopt all necessary measures at the national level aimed at achieving the full realization of the rights recognized in the present Convention.

#### **Article 25**

1. The present Convention shall be open for signature by all States.
2. The Secretary-General of the United Nations is designated as the depositary of the present Convention.
3. The present Convention is subject to ratification. Instruments of ratification shall be deposited with the Secretary-General of the United Nations.
4. The present Convention shall be open to accession by all States. Accession shall be effected by the deposit of an instrument of accession with the Secretary-General of the United Nations.

#### **Article 26**

1. A request for the revision of the present Convention may be made at any time by any State Party by means of a notification in writing addressed to the Secretary-General of the United Nations.
2. The General Assembly of the United Nations shall decide upon the steps, if any, to be taken in respect of such a request.

#### **Article 27**

1. The present Convention shall enter into force on the thirtieth day after the date of deposit with the Secretary-General of the United Nations of the twentieth instrument of ratification or accession.
2. For each State ratifying the present Convention or acceding to it after the deposit of the twentieth instrument of ratification or accession, the Convention shall enter into force on the thirtieth day after the date of the deposit of its own instrument of ratification or accession.

#### **Article 28**

1. The Secretary-General of the United Nations shall receive and circulate to all States the text of reservations made by States at the time of ratification or accession.
2. A reservation incompatible with the object and purpose of the present Convention shall not be permitted.
3. Reservations may be withdrawn at any time by notification to this effect addressed to the Secretary-General of the United Nations, who shall then inform all States thereof. Such notification shall take effect on the date on which it is received.

#### **Article 29**

1. Any dispute between two or more States Parties concerning the interpretation or application of the present Convention which is not settled by negotiation shall, at the request of one of them, be submitted to arbitration. If within six months from the date of the request for arbitration the parties are unable to agree on the organization of the arbitration, any one of those parties may refer the dispute to the International Court of Justice by request in conformity with the Statute of the Court.
2. Each State Party may at the time of signature or ratification of the present Convention or accession thereto declare that it does not consider itself bound by paragraph I of this article. The other States Parties shall not be bound by that paragraph with respect to any State Party which has made such a reservation.

3. Any State Party which has made a reservation in accordance with paragraph 2 of this article may at any time withdraw that reservation by notification to the Secretary-General of the United Nations.

**Article 30**

The present Convention, the Arabic, Chinese, English, French, Russian and Spanish texts of which are equally authentic, shall be deposited with the Secretary-General of the United Nations. IN WITNESS WHEREOF the undersigned, duly authorized, have signed the present Convention.

# *Cities for CEDAW:*

A Campaign to Make the Global Local

*A toolkit to help promote human rights for women and girls in your community*





## Acknowledgements

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### **The Women's Intercultural Network (WIN)**

Women's Intercultural Network (WIN) is a Non-Governmental Organization (NGO) with Consultative Status to the U.N. Economic and Social Council (ECOSOC). WIN's mission is to ensure that all women and girls have a voice for full participation in their government and economy on the ground and on the Internet.

### **The Leadership Conference Education Fund (The Education Fund)**

The Leadership Conference Education Fund is a 501(c)(3) organization that builds public will for federal policies that promote and protect the civil and human rights of all persons in the United States.

Access this material online at <http://www.citiesforcedaw.org>.



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## Introduction: About Cities for CEDAW

The aim of the Cities for CEDAW (The Convention on the Elimination of All Forms of Discrimination Against Women) campaign is to “Make the Global Local” and protect the rights of women and girls by adopting the principles of CEDAW in cities and towns across the United States.

The Cities for CEDAW campaign uses CEDAW, which is a comprehensive international women’s human rights treaty, as an overarching framework for advancing political and economic equality for women in the United States at the local level; while at the same time lifting up the important benefits from U.S. ratification of the treaty. By framing local concerns of gender equality and inclusion in a human rights context, the campaign underscores the importance of implementing gender responsive policies in cities nationwide. To find out more information about the women’s rights treaty, visit [www.civilrights.org/humanrights/cedaw/](http://www.civilrights.org/humanrights/cedaw/).

We strongly encourage individuals and NGOs who are interested in participating in the campaign to visit <http://citiesforcedaw.org/> and sign up to receive further updates and information about how to join a currently existing campaign or start a new one in their hometown. Whether you’re a new student activist or a long-time women’s rights leader in your community, the possibilities are wide open for you to get involved in the campaign.

This toolkit was created to educate, equip, encourage, and empower you to advocate

for women’s rights and CEDAW in your local community.

This is an exciting, emerging grassroots campaign that has the potential to advance the rights of women. Only through the help of enthusiastic activists like you can we truly make change happen.



## The Convention on the Elimination of All Forms of Discrimination Against Women - CEDAW ...because Women's Rights are Human Rights

### About CEDAW: The Treaty for Women's Equality

The Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) is a landmark international agreement that affirms principles of fundamental human rights and equality for women around the world.

To date, 187 out of 193 United Nations member states have ratified CEDAW. The United States is one of only six countries—along with Iran, Sudan, Somalia, Palau and Tonga—that have not ratified CEDAW.

CEDAW defines discrimination and provides a practical blueprint to promote human rights and open opportunities for women and girls in all areas of society. The treaty calls on each ratifying country to overcome barriers to discrimination in the political, social, economic, and cultural fields. This includes addressing issues of domestic violence, trafficking, affordable health care and child care, economic security, pay inequities, paid family leave, and educational and vocational opportunities.

### CEDAW Works: Investing in Women Around the World

The empowerment of women is central to building democratic, peaceful, and prosperous societies. The

**CEDAW strengthens the United States as a global leader in standing up for equality for women and girls around the world. Under the leadership of Presidents Reagan, Bush and Clinton, the U.S. ratified similar treaties on genocide, torture, and race.**

**Ratification requires two-thirds of the Senate to stand together for women's equality and has no additional financial cost.**

World Bank provided substantial documentation of the important role that women play when it released its 2012 *World Development Report: Gender Equality and Development*. According to the report, “CEDAW has improved women’s literacy levels, labor force participation rates, and parliamentary representation—and in some cases has reduced absolute gender inequalities.”

In countries that have ratified CEDAW, women have partnered with their governments to engage in a national dialogue about advancing equality for women and girls, and as a result have shaped policies to create greater safety and opportunity for women and their families. See ICRW report on Recognizing Rights Promoting Progress at <http://bit.ly/2vcleTx>.

### The United States and CEDAW: The Treaty for Women's Equality

American women enjoy opportunities and status not available to most of the world’s women, yet few would dispute that more progress is needed. CEDAW provides an opportunity for dialogue on how to address persistent gaps in women’s full equality, particularly regarding closing the pay gap, reducing domestic violence, and stopping trafficking.

**National Action:** Although President Obama supports ratification of CEDAW, the treaty has not moved beyond hearings in the Senate Judiciary and Foreign Relations Committees during his administration.

In 2010, the Senate Judiciary Subcommittee on Human Rights and the Law, chaired by Senator Richard Durbin (D-IL), held a hearing on CEDAW. In 2011, two Senate Foreign Relations subcommittees, chaired by Senators Barbara Boxer (D-CA) and Robert Casey (D-PA), held a joint hearing on Women and the Arab Spring, which highlighted how CEDAW has been used in the Middle East and North Africa to advance equality for women and girls. More recently, in June 2014, a Senate Foreign Relations subcommittee chaired by Senator Boxer held a hearing on Combating Violence and Discrimination Against Women: A Global Call to Action, which cited the importance of CEDAW for women around the world, including in the United States.

However, CEDAW has never been brought to the Senate floor for a vote. To ratify the treaty, CEDAW needs to be voted on by the full Senate, where it requires a two-thirds majority of support, or 67 votes. The House of Representatives has no formal role.

The Leadership Conference on Civil and Human Rights convenes a CEDAW Task Force of almost 200 national organizations that continues to engage in educating policy makers and the public on the benefits of U.S. ratification of CEDAW.

**Local Action:** With CEDAW ratification efforts stalled in the U.S. Senate, local activists and public officials around the country are joining together in the *Cities for CEDAW* campaign to adopt local measures reflecting CEDAW principles as a way to address barriers to full equality for women and girls. Such measures generally require a gender analysis of city operations (e.g., workforce, programs, budget); an oversight body to monitor the implementation of a local CEDAW ordinance, (e.g., Commission on the Status of Women, Human Rights Commission, etc.); and funding to support the implementation of CEDAW principles.

Much is being done at the local level to promote the importance of the treaty. In 1998, San Francisco became the first city in the United States to adopt an ordinance reflecting the principles of CEDAW to improve the lives of women and girls. Since its adoption, San Francisco has developed new initiatives on domestic violence homicide, human trafficking, family friendly workplaces, and expanded language access for responders to domestic violence. More information can be found regarding the Top 10 Achievements of the San Francisco CEDAW Ordinance at [www.citiesforcedaw.org](http://www.citiesforcedaw.org).

The U.S. Conference of Mayors adopted a resolution in 2014 in support of the *Cities for CEDAW* campaign. Local activists and government officials are working in their communities to secure and implement a local CEDAW ordinance. The Women's Intercultural Network (WIN) in San Francisco and The Leadership Conference, a national coalition of diverse civil and human rights organizations, are working together to assist activists in communities around the country interested in the Cities for CEDAW campaign.<sup>1</sup>

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<sup>1</sup> More information can be found at either the Women's Intercultural Network (WIN) ([www.citiesforcedaw.org](http://www.citiesforcedaw.org)); or The Leadership Conference on Civil and Human Rights ([www.civilrights.org](http://www.civilrights.org)). Contacts for each organization follow, respectively:

- Marilyn Fowler, WIN President/CEO, Peer Leader, Cities for CEDAW Campaign, San Francisco, CA ([win@WINaction.org](mailto:win@WINaction.org))
- June Zeitlin, Director, Human Rights Policy, The Leadership Conference Education Fund and The Leadership Conference on Civil and Human Rights ([Zeitlin@civilrights.org](mailto:Zeitlin@civilrights.org))

July 2017

## Getting Started: Organizing a Cities for CEDAW Campaign

In cities where ordinances have been passed or substantial activities are underway to put forward an ordinance, grassroots organizations, advocates, and elected officials have organized different approaches to adopt CEDAW principles.

All of these approaches aim to achieve the following three key components through local implementation of CEDAW principles:

- a gender analysis of city departments and operations;
- an oversight body to monitor the implementation of a local CEDAW ordinance; and
- funding to support the implementation of the principles of CEDAW.

Most often, activists and nongovernmental organizations organize from the ground-up and form a coalition to apply the CEDAW principles locally. This can be done in many ways. In [Louisville, Kentucky](#), Cincinnati, Ohio and elsewhere, advocates have organized to pressure the city council to pass a resolution or ordinance affirming support for and implementing CEDAW at the local level.

As the first city to adopt an ordinance implementing CEDAW in 1998, San Francisco has become a model for advocates and NGOs in cities nationwide that seek to adopt CEDAW principles locally. The San Francisco CEDAW ordinance stipulates gender analysis of city agencies to ensure that they are non-discriminatory and fully serve all communities of women and girls, among

many other important provisions. See the Top Ten Achievements of the San Francisco CEDAW Ordinance on page 9 of this toolkit or visit <http://sfgov.org/dosw/cities-cedaw> for further information.

Additionally, sometimes particularly engaged mayors or city council members—often in conjunction with the cities’ commissions or departments on the status of women—are the ones driving the effort to adopt CEDAW principles locally alongside the work of civil society organizations. For example, on August 26, 2015, in honor of Women’s Equality Day, Los Angeles Mayor Eric Garcetti announced an executive directive calling on city departments to implement CEDAW, which the city adopted in 2004.

While the majority of CEDAW activities has been organized within cities, this is by no means the only approach. Miami-Dade County, Florida adopted an ordinance in 2015, and advocates in Orange County, California are currently exploring a county-wide coalition to pass CEDAW legislation.

At the end of the day, you know your community best and where the power lies to make change. The campaign welcomes all efforts, whether they be in states, cities, counties, or towns.

### Nuts and Bolts Action Plan

Below is a suggested ‘nuts and bolts’ action plan for organizing a sustainable infrastructure for your Cities for CEDAW campaign—from the ground up.

1. Convene leaders of women's, civil and human rights' organizations in your city who are interested in working collaboratively to advance the rights of women and girls.
2. Form a steering committee representing the cultural, religious, age, class, racial and ethnic diversity of your city to plan your Cities for CEDAW Campaign and write a mission statement.
3. Identify and recruit a "hub organization" to serve as the NGO peer leader for your city's campaign that might also serve as the fiscal sponsor. For example, Women's Intercultural Network (WIN) created the California Women's Agenda (CAWA) to serve as the HUB for the California action network.
4. Recruit volunteers for a Cities for CEDAW Campaign, keeping in mind a diverse representation of women in the different neighborhoods or districts in your city. Assist them in forming a task force of experts and organization resources on CEDAW.
5. Craft a plan of action for your campaign. See the California Women's Agenda Plan of Action as one approach for building an inclusive action coalition ([www.win-cawa.org/cawa](http://www.win-cawa.org/cawa)).
6. Invite relevant non-governmental organizations to join a call to action. Try to recruit organizations with memberships of diverse cultures, religions, ages, economic means, and lifestyles.
7. Fine tune each step of your strategic plan in "working groups" at a city call-to-action online, and list barriers, best practices and recommendations for action, with a list of resources and organizations for support.
8. Publish an action plan for the campaign with information about CEDAW and its benefits for the entire city online. Distribute it to participating organizations, elected officials, media and other policymakers and stakeholders in your city—don't forget potential funders and donors.
9. Build an electronic action alert network with list-serves that reach participating organizations, who will forward information and action alerts to their constituents, who, in turn, forward to their lists, and so on.
10. Stay alert on the progress of the Cities for CEDAW campaign, keep your coalition members updated and prepared for action by visiting <http://citiesforcedaw.org/>.

For more information on how to organize a grassroots campaign, please visit The Leadership Conference on Civil and Human Rights' website and view the Grassroots Campaign and Advocacy Toolkit: <http://civilrights.org/take-action/grassroots-toolkit/>

## Using Social Media to Build Your Campaign

Social media is an increasingly important way to inform and engage new action-takers, and the Cities for CEDAW campaign is no exception.

Social media platforms such as Twitter ([www.twitter.com](http://www.twitter.com)), Facebook ([www.facebook.com](http://www.facebook.com)), YouTube ([www.youtube.com](http://www.youtube.com)) and Tumblr ([www.tumblr.com](http://www.tumblr.com)) provide individual advocates and organizations with easy ways to build powerful communities of support for your campaign.

Utilize your social media networks to get the word out about a growing Cities for CEDAW campaign. Take photos and post about important campaign updates as they occur, or tweet about emerging developments regarding adoption of CEDAW principles in your city, town or state.

Creating a website or a blog is also an effective strategy to get the word out about the campaign, providing a space for newcomers to learn more about the Cities for CEDAW efforts in your hometown and how to get involved. Several sites such as WordPress (<https://wordpress.com/>) provide several user-friendly and inexpensive—or even free—web templates to build your campaign's online presence.

### Cities for CEDAW on Social Media

To get inspired and find Cities for CEDAW-related clips and tweets, find the Women's Intercultural (WIN) on social media:

*YouTube:* <https://www.youtube.com/user/winwomenspeak>

*Twitter:* <https://twitter.com/WINCAWA>

For more information on how to use social media in a grassroots campaign, please see The Leadership Conference on Civil and Human Rights' Grassroots Campaign and Advocacy Toolkit:

<http://civilrights.org/take-action/grassroots-toolkit/>





## Where We Are: Cities for CEDAW Landscape

### Cities with CEDAW Ordinance<sup>i</sup>

City/County/State	State
San Francisco	California
Berkeley	California
Cincinnati	Ohio
Honolulu	Hawaii
Los Angeles	California
Miami-Dade County	Florida
Pittsburgh	Pennsylvania

### Cities with CEDAW Resolution<sup>ii</sup>

City/County/State	State
Daly City	California
Edina	Minnesota
Eugene	Oregon
Kansas City	Missouri
Kentucky <sup>iii</sup>	Kentucky
Lafayette	Colorado
Long Beach	California
Louisville	Colorado
Louisville	Kentucky
Minneapolis	Minnesota
Mount Vernon	New York
New Orleans	Louisiana
Richfield	Minnesota
Salt Lake City	Utah
Santa Monica	California
St. Paul	Minnesota
St. Petersburg	Florida
Tampa	Florida
University City	Missouri
West Hollywood	California

### Cities Exploring Possible CEDAW Ordinance or Resolution<sup>iv</sup>

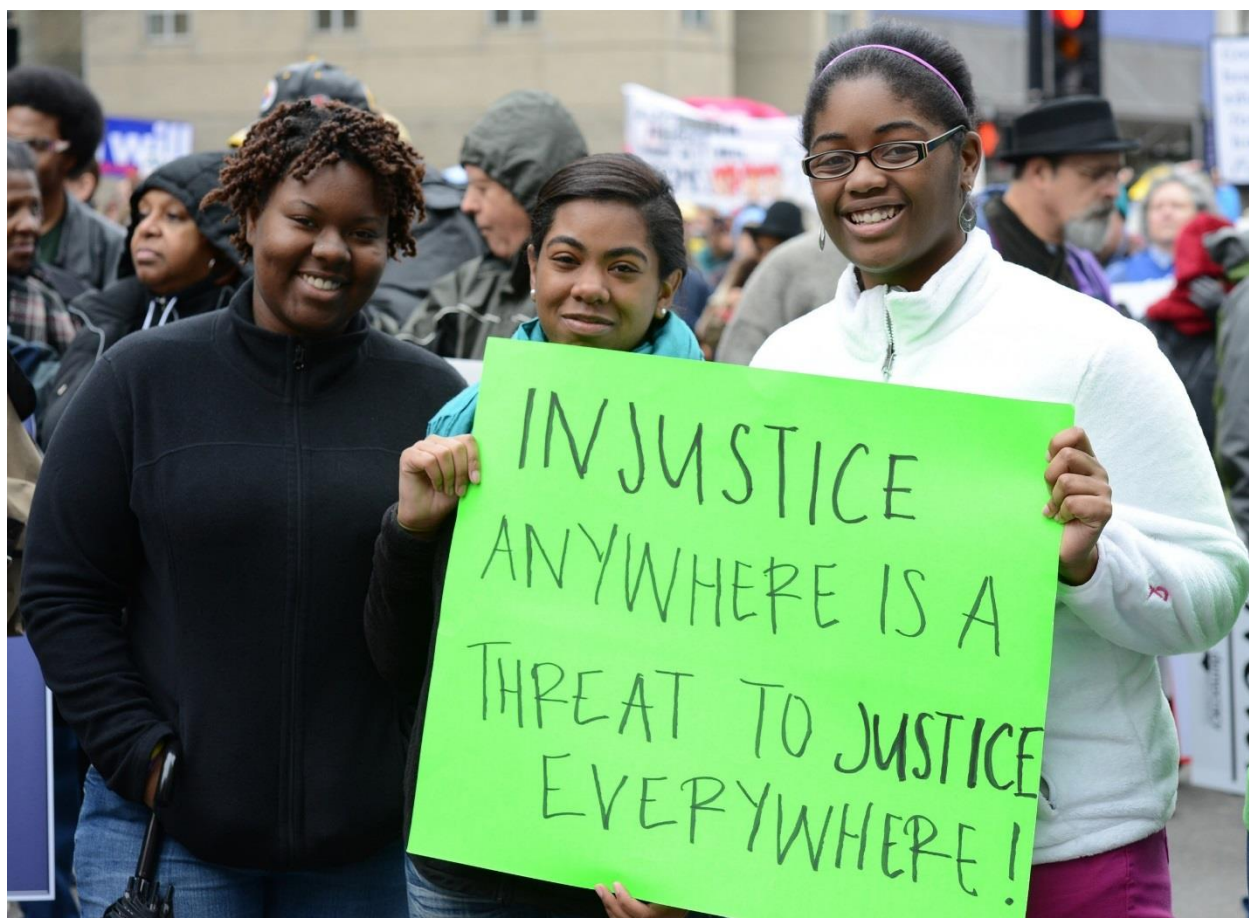
City/County/State	State
Ashland	Oregon
Boston	Massachusetts
Boulder	Colorado
Denver	Colorado
Durham	North Carolina
Erie	Colorado
Fairfax	Virginia
Golden	Colorado
Greeley	Colorado
Juneau	Alaska
Lafayette	Colorado
Laguna Woods	California
Longmont	Colorado
Monrovia	California
New York	New York
Orange County	California
Palo Alto	California
Philadelphia	Pennsylvania
Phoenix	Arizona
Portland	Oregon
Radford	Virginia
Raleigh	North Carolina
Rapid City	South Dakota
Richmond	California
Santa Clara County (San Jose)	California
Sarasota	Florida
Tacoma	Washington
Tempe	Arizona
Tolleson	Arizona
Washington, D.C.	District of Columbia
Westminster	Colorado
Ypsilanti	Michigan

- i. For further information on Cities for CEDAW, please visit [citiesforcedaw.org](http://citiesforcedaw.org)
- ii. These cities have adopted a resolution affirming support for the principles of CEDAW, or have one pending.
- iii. Note: this was passed by the Kentucky House of Representatives. There is no similar resolution in the State Senate.
- iv. 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.

Last Updated: May 2016

## Success Stories and Recent Activities

- In 1998, [San Francisco](#) became the first city in the United States to adopt an ordinance reflecting the principles of CEDAW to improve the lives of women and girls. Since its adoption, San Francisco has developed new initiatives on domestic violence homicide, human trafficking, family friendly workplaces, and expanded language access for responders to domestic violence.
- As of March 2017, 27 cities—from Los Angeles, CA to Louisville, KY—have either already passed an ordinance or are making serious progress towards an ordinance (such as by passing a resolution that affirms support for the principles of CEDAW).
- More than two dozen NGO coalitions in additional cities have expressed interest in organizing to establish the principles of CEDAW locally, and the number continues to grow by the day.
- In honor of Women's Equality Day, on August 26, 2015, Los Angeles Mayor Eric Garcetti announced an [executive directive](#) calling on city departments to implement CEDAW, which the city adopted in 2004.



## Top 10 Achievements of the San Francisco Ordinance<sup>1</sup>

1. **44 Months Without Domestic Violence Homicide**—Cross-agency approach to domestic violence response led to a record 44 months without a single domestic violence homicide (2011-2014).
2. **Gender Equality Principles Initiative**—Seven gender equality principles ranging from employment and compensation to supply chain practices support more productive workplaces for both women and men.
3. **Developed Proper Police Codes**—Collaboration between the Department on the Status of Women and law enforcement agencies to adopt new codes for domestic violence, stalking, child abuse, and elder abuse.
4. **Expanded Language Access**—Trained 150 emergency personnel in basic Chinese and Spanish phrases for responding to domestic violence and partnered with local foundations to provide cell phones to access 170 different languages at crime scenes.
5. **Family Violence Council**—Addresses family violence across the lifespan by bringing together advocates working against child abuse, domestic violence, and proposes policy reforms to improve the criminal justice and social service responses to family violence.
6. **San Francisco Collaborative Against Human Trafficking**—A coalition of community-based organizations and government agencies to eliminate modern slavery.
7. **Mayor's Task Force on Human Trafficking**—A holistic effort, staffed by the Department on the Status of Women, with participation from law enforcement, public health, child welfare, the school district, and community-based organizations that work with trafficking survivors.
8. **Gender Analysis of City Agencies**—Government agencies examined their workforce, programs, and budgets to ensure that they are nondiscriminatory and fully serve all communities of women and girls. Ten city agencies have undergone such analysis.
9. **Violence Against Women Prevention and Intervention Grants Program**—The Department on the Status of Women distributes antiviolenence grants totaling \$4.6 million to 31 community-based programs.
10. **Family Friendly Workplace Ordinance**—Working parents and caregivers have the right to request a flexible or predictable work schedule without fear of retaliation.

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<sup>1</sup>Top Ten Achievements of the San Francisco CEDAW Ordinance. San Francisco Department on the Status of Women. <http://sfgov.org/dosw/cities-cedaw>.



## Additional Resources

Please see the following sites for additional resources to help you take action for the Cities for CEDAW campaign:

- Organizations in Support of CEDAW  
<http://www.civilrights.org/humanrights/cedaw/>
- Feminist Majority Foundation—Ratifying CEDAW  
[http://www.feminist.org/news/pdfs/CEDAW\\_2014FMF.pdf](http://www.feminist.org/news/pdfs/CEDAW_2014FMF.pdf)
- Making Rights Real: A Workbook on the Local Implementation of Human Rights  
<http://sfgov.org/dosw/sites/sfgov.org.dosw/files/wild-booklet-13mar14.pdf>
- Sample CEDAW Resolutions, Ordinances & Reports  
<http://citiesforcedaw.org/resources/>
- The Leadership Conference Education Fund—Grassroots Campaigns and Advocacy Toolkit  
[http://civilrights.org/action\\_center/toolkit/](http://civilrights.org/action_center/toolkit/)



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