AGENDA

• What is the Cities for CEDAW Campaign
• Why should every city consider passing a CEDAW Ordinance
• How did we approach this in Pittsburgh
• Keys to our success
• Where will we go from here.
What is the Cities for CEDAW Campaign

• **CEDAW** is the acronym for the United Nations’ Convention on the Elimination of All Forms of Discrimination Against Women.

• It is an international human rights treaty for women that went into effect as international law in 1981.

• It provides a clear, comprehensive, and internationally recognized legal definition of DISCRIMINATION, which is currently lacking in U.S. jurisprudence and law:

CEDAW around the World

• CEDAW has had a significant and positive impact on legal developments in countries as diverse as Uganda, Colombia, Brazil, and South Africa.

• Encouraged the development of citizenship rights in Botswana and Japan, inheritance rights in the United Republic of Tanzania, and property rights and political participation in Costa Rica.


To learn more about ways in which CEDAW has been used to advance women’s rights throughout the world, visit Bringing Equality Home: [http://www.unifem.undp.org/cedaw/indexen.htm](http://www.unifem.undp.org/cedaw/indexen.htm) or call UNIFEM at 212-687-8633.
CEDAW around the World

Countries that have ratified CEDAW and taken steps to improve women’s and girls’ access to education include:

- **Slovenia** and **Switzerland** changed their school admissions policies to benefit girls.
- **Pakistan** introduced co-education in primary schools in 1996-97 and saw sharp increases in female enrollment, especially in rural areas.
- **India** has made increasing educational opportunities available to women a key priority. In 1997, the Integrated Child Development Services program was universalized, with girls accounting for nearly half of all pre-schoolers.

- 22 countries that have ratified CEDAW have instituted policies and enacted laws to promote women’s equal opportunity in employment.
  - After ratification of CEDAW, the **Australian government** passed national legislation against sexual harassment in employment.
  - **Germany, Poland, Portugal, Spain, the United Kingdom, the Philippines, and Guatemala** are among countries that have improved maternity leave and child care provisions for employed women, some with varying degrees of restrictions, in compliance with CEDAW.
CEDAW’s History in the U.S.

- **1980**: President Jimmy Carter signed CEDAW
- **1994**: Approved by the Senate Foreign Relations Committee with bipartisan support
- **2002**: Again approved by the Senate Foreign Relations Committee with bipartisan support
- **2010**: Senator Durbin held a hearing on CEDAW in a Senate Judiciary Subcommittee
- **2011**: Senators Boxer and Casey held a hearing on Women and Arab Spring which highlighted CEDAW

But CEDAW has still not been adopted nationally.

Senate must approve ratification by a 2/3 vote

CEDAW in the U.S.

- Only industrialized country that has not ratified
- U.S. active in drafting in 1979 / Signed by Pres. Carter in 1980
- Over 190 religious, civic and community groups support ratification
- Over 40 cities and towns and over 20 states in the US have passed resolutions supporting the ratification of CEDAW (including Pittsburgh)

- **Why Not ratified in the U.S.?**
  - The deeply partisan nature of women’s rights initiatives in the US
In 1998, San Francisco became the first municipality in the world to adopt a local ordinance reflecting the principles of CEDAW.

This was the first time in UN history that a human rights treaty was adopted as law at a local level.

So far, the campaign has engaged more than 50 cities and counties across the U.S. and earned commitments to CEDAW from more than 200 mayors.

City Ordinance should include a commitment for the following:

- Gender Analysis
- Oversight Body
- Funding

A CEDAW City Case Study

San Francisco adopted a CEDAW implementation ordinance in 1998. They began a nationwide program in 2016. Some effects in SF

- Reduction in domestic violence and domestic violence homicides
  - 44 Months Without Domestic Violence Homicide
  - Public Works placed greater street lighting for better safety.
- Department of Juvenile Probation Created a “girls unit” providing gender-specific, trauma-focused services for girls.
- Increase in female employment in professional jobs within the
- Gender Equality Principles Initiative to expand gender analysis.
  - Based on Calvert 7 Women’s Principles
• 60% of PA minimum wage earners are women
• Cost of Infant Care in PA is 27% of Women’s Median Annual Earnings
• Black girls are suspended from school at higher rates (13%) than girls of any other race or ethnicity and most boys.
• Only 17% of PA State law makers are women

What’s happening in your city?

Gender Discrimination in Pittsburgh

➢ The Femisphere report of 2016 by Women and Girls Foundation analyzes the status of women and girls
➢ It surveyed 22 Family Support Centers in the Pittsburgh area in conjunction with data analytics from the Allegheny County Department of Human Services
➢ 77% of poor households are run by single moms (up 2% since 2005)
➢ In Allegheny County, about 4,000 Protection from Abuse orders are issued annually
➢ The Women’s Center and Shelter helped roughly 6,000 victims of domestic violence in 2015.
➢ For the third year in a row, Allegheny County recorded the most domestic violence-related fatalities (victims/perpetrators) with 20 in 2015. Eight of the 20 fatalities were in Pittsburgh.
How did we approach Passing a Gender Equity Ordinance in Pittsburgh

• Built a coalition
  • WILPF, Women & Girls Foundation, New Voices Pittsburgh
  • Joined by Zonta Club, Professors from U Pitts, Individuals
• Sought endorsements
  • Received roughly 30, several WLP & LWVGP, quickly joined our coalition
• Created a brochure (which included benefits seen in San Fran & list of Pittsburgh endorsing organizations).
• Spoke with our council members
• Held a formal launch
• Followed up with meeting of interested persons and established a coalition

To Our Benefit

• A coalition that put our goal ahead of personality & opinion
• A mayor who had already signed a resolution supporting Cities for CEDAW at the 2014 Mayors Conference
• A council woman who believed in what we were trying to accomplish and volunteered to sponsor our ordinance and support us as we went through the process
  • Draft Ordinance, Post Agenda, Public Hearing, Budget
• A relatively progressive City Council
• Healthcare was not included in the ordinance because it is handled at the county level
CEDAW IN PITTSBURGH

On December 6, 2016, the Pittsburgh City Council passed an ordinance to fund a part-time Executive Director and establish a volunteer Gender Equity Commission to uphold the principles of CEDAW.

The City will execute an Intersectional Gender Analysis and gain input regarding **4 key principle areas** to eliminate discrimination against women and girls.

1. **Economic Development**: The City of Pittsburgh shall look for ways to improve its commitment to the elimination of discrimination against women and girls in Pittsburgh in economic opportunities.

2. **Violence Against Women**: The City of Pittsburgh shall take and diligently pursue all appropriate measures to prevent and redress sexual and domestic violence and trafficking of women and girls.
CEDAW IN PITTSBURGH

3. Education The City will look for ways to provide free or affordable early childhood education.

The City shall ensure that out-of-school educational programs in City facilities, such as recreation centers, are developed and managed in an equitable manner...

The City shall ensure that any City youth employment or internship opportunities are developed and participants are placed in a manner consistent with the principles of CEDAW

4. Delivery of City services are consistent with the principles of CEDAW.

Where We Finished 2017

2017
✓ Hired Exec Director for Gender Equity Commission
✓ Filled Gender Equity Commission positions
✓ Began to Research & Establish Gender Analysis goals, vehicle, methodology, cost, and time table
✓ Approved for funding for 2018 Gender Analysis
   • If reasonable, build case for a full-time Gender Equity Executive Director (too soon)
anupalma jain  |  Executive Director of the Gender Equity Commission / Hired September 2017

**Commissioners**

<table>
<thead>
<tr>
<th>Name</th>
<th>Experience/Current Position / Commission Role</th>
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<tbody>
<tr>
<td>Ricardo Williams</td>
<td>City Gov’t: Mgr of Equity &amp; Inclusion; EORC / Administrator / Representing the Mayor’s Ofc</td>
</tr>
<tr>
<td>Debra Gross</td>
<td>City Gov’t City: Council District 7 / Representing City Council</td>
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<tr>
<td>Mike Strelic</td>
<td>City Gov’t: Senior Budget Analyst / Knowledgeable about the City budget</td>
</tr>
<tr>
<td>Janet Manuel</td>
<td>City Gov’t: Deputy Director, Personnel &amp; Civil Svc Commissioner / Representing Dept of Personnel and Civil Services</td>
</tr>
<tr>
<td>Lee Fogarty</td>
<td>Leader of Cities for CEDAW Pittsburgh; experience with Women’s Center and Shelter, Center for Victims, Persad Center, psychotherapy and crisis consultation / Representing the Pittsburgh for CEDAW Coalition</td>
</tr>
<tr>
<td>Amanda Neatour</td>
<td>Women's Leadership and Mentorship Pgm at Robert Morris University; former Diversity &amp; Inclusion employment coordinator for City of Pittsburgh / Member for the non-profit community working on gender equity issues</td>
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<tr>
<td>Jessie Ramey</td>
<td>Director, Chatham Women’s Institute, which includes the Center for Women’s Entrepreneurship and the PA Center for Women and Politics / City resident who is active in gender equity issues</td>
</tr>
<tr>
<td>Sarah Hansen</td>
<td>Pennsylvania Women Work / h1: Member of the community: knowledgeable about economic development and employment issues</td>
</tr>
<tr>
<td>Chelsea Pallatino</td>
<td>PhD in Public Health, experience working with immigrant and refugee women, focus on intimate partner violence and opioid addicted pregnant women / h2: member knowledgeable about women’s health issues</td>
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<tr>
<td>Sabrina Korel</td>
<td>Attorney, Women’s Center and Shelter of Greater Pittsburgh -- represents victims of domestic violence on legal matters; works on legislative issues surrounding domestic violence / h3: member knowledgeable about violence against women</td>
</tr>
<tr>
<td>Kathi Elliott</td>
<td>Gwen’s Girls; previous experience with the Center for Victims of Violence and Crime and as a psychiatric registered nurse / h4. members active in minority communities</td>
</tr>
<tr>
<td>Megan Block</td>
<td>Former Western PA Political Director of SEIU; current civil rights, union, and employment attorney / h5. member knowledgeable about City labor unions and women’s issues in the workplace</td>
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<tr>
<td>Magdeline Jensen</td>
<td>CEO Greater Pittsburgh YWCA / h6. member knowledgeable about education and educational barriers facing girls and women in Pittsburgh</td>
</tr>
<tr>
<td>Kelauni J. Cook</td>
<td>Founder, Black Tech Nation and Co-Director, Beta Builders Coding Boot Camp / Additional community perspective: member knowledgeable about gender barriers in the tech sector</td>
</tr>
<tr>
<td>Sarah Schulz</td>
<td>Psychiatric Social Worker, focus on transgender and gender non-conforming individuals, campus study around sexual violence and harassment / Additional community perspective: member familiar with gender non-conforming communities</td>
</tr>
<tr>
<td>TBD</td>
<td>TBD: Additional community perspective: a member from a local immigrant group</td>
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**Where we go from here.**

**2018**

- Execute city-wide Gender Analysis
- Educate departments on gender equity and results of city-wide Gender Analysis
- Initiate and assist departments as needed to execute gender analysis of department processes, programs, and budget to identify action plans to eliminate gender equity discrimination within their departments and programs
- Build a case for paid administrative assistant, and perhaps a full-time Gender Equity Executive Director

**2019**

- Create a 5 year plan
Gender Discrimination Can Take Many Faces

- Gender discrimination often combines with other forms of discrimination, including, but not limited to:
  - Race
  - Gender identity / Gender presentation
  - Religion
  - Economic and class status
  - Parental status
  - Employment / promotion opportunities
  - Education opportunities
  - Other . . .

“Where, after all, do universal 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 [/she] lives in; the school or college he [she] attends; the factory, farm or office where he [she] works.”

Eleanor Roosevelt, remarks delivered at the United Nations in New York on March 27, 1958
Thank you for your interest in the CEDAW campaign in Toledo. We look forward to working with you to end discrimination in your city.

Email: Pgh4cedaw@gmail.com
Website: Pgh4cedaw.org
Facebook: Cities for CEDAW Pittsburgh

Based on the 2014 presentation developed by Nancy Rock and Laura Roskos.
CEDAW ordinances passed:
San Francisco; Los Angeles; West Hollywood, CA; Berkeley, CA; Miami-Dade County, FL; Pittsburgh, PA; Cincinnati, OH; San Jose, CA; Santa Clara County, CA

CEDAW ordinances pending:
Daly City, CA; Honolulu, HI; Louisville, KY; Kansas City, MO; University City, MO; Washington, DC

CEDAW resolutions passed or ordinances in development:
Boston, MA; David, CA; Minneapolis, MN; Monrovia, CA; Juneau, AK; Laguna Beach, CA; New York, NY; Orange County, CA; Palo Alto, CA; Portland, OR; Raleigh, NY; Richmond, VA; Salt Lake City, UT; Santa Monica, CA; St Paul, MN; Tacoma, WA; Tampa/St Pete/Clearwater, FL, + + + California and North Carolina working on state ordinances

(All data as of December 2015)

The U.S. Constitution does not grant equal rights to women and U.S. federal, state, and local laws do not adequately and consistently define discrimination
The Goals of the Cities for CEDAW Campaign are Clear:

• Improve the lives of millions of women, and
• Build critical mass at the grassroots for national ratification.

Empowering women is one of the most effective paths for alleviating poverty and other conditions that contribute to instability.