



**UNITED NATIONS ASSOCIATION
OF THE UNITED STATES OF AMERICA**

UNA Women Affinity Group

UNA WOMEN



CITIES FOR CEDAW

Promoting Women's Equality in Your Community
Guidelines and Toolkit

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Introduction

I. Background

Cities for CEDAW is a nationwide, grassroots effort to encourage local governments to support the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) by way of local government proclamations, resolutions and ordinances while at the same time lifting up the need to ratify the international women's rights treaty. As the single largest network of advocates of the United Nations, UNA-USA has created this toolkit to support and encourage its chapters and other organizations to implement their own Cities for CEDAW movement within their communities. In this toolkit you will find examples of binding and nonbinding legislation, guidelines and resources for beginning a campaign, overviews of CEDAW and the Cities for CEDAW campaign, possible partner organizations and other additional resources that can be used for further research.

The Convention on the Elimination of All Forms of Discrimination Against Women, (CEDAW), was adopted in 1979 by the UN General Assembly. It is a landmark international agreement that affirms principles of fundamental human rights and equality for girls and women around the world. It is the most comprehensive international agreement on eliminating discrimination against women and addresses the economic, political and social rights of women and girls. CEDAW calls for equal education, equal employment and training opportunities, while promoting non-discrimination and availability of social benefits including social security, health care, maternity benefits, child care etc. Finally, it addresses critical areas of concern including gender based violence, sex trafficking and domestic abuse. Since every country is different, CEDAW provides a blueprint for the government to overcome the remaining barriers to discrimination. It defines what constitutes discrimination against women and sets up an agenda for national action to end such discrimination.

The treaty provides for monitoring and oversight by a CEDAW Committee, composed of independent experts in gender equality elected by countries that have ratified the treaty. Each ratifying country is required to do a baseline report one year following ratification and then reports every four years to the CEDAW Committee. NGOs can also submit shadow reports to the Committee. The government presents its report to the Committee, which is followed by a dialogue with Committee members. The Committee then issues Concluding Observations and Recommendations for additional steps the country should consider in further implementing CEDAW.

For a more comprehensive summary of the treaty, please refer to the additional resource section.

CEDAW has been ratified by 187 out of 193 UN member states, the most recent of which was South Sudan who acceded to the convention on April 30th, 2015. The United States is one of

only six countries in the world that has not ratified CEDAW along with Iran, Somalia, Sudan, Palau and Tonga. This makes the United States the only democratic, industrialized country not to ratify the treaty. President Jimmy Carter signed CEDAW in 1980, and it was reported favorably, with bipartisan support, twice from the Senate Foreign Relations Committee (in 1994 and 2002). Recently, hearings on CEDAW and discrimination against women globally have been held in the Senate. The Obama Administration has consistently testified in support of CEDAW. However, the treaty has never been brought to the Senate floor for a vote where it requires a 2/3 majority vote to ratify.

What is Cities for CEDAW?

In 1998, San Francisco, with the leadership of the [San Francisco Department on the Status of Women](#) and the [Women's Intercultural Network](#) (an NGO with consultative status to the United Nations Economic and Social Council), pioneered the idea of using CEDAW to advance the status of women locally. They pursued this new approach by securing passage of a binding ordinance integrating CEDAW into city and county governance. Soon after, Los Angeles also passed CEDAW legislation. In San Francisco, CEDAW has made a measurable difference in public safety, budgetary allocations and employment. And in November 2014, Louisville Kentucky passed a nonbinding CEDAW resolution. What these new laws offer at the municipal level is a set of principles embodied in CEDAW, building on the experiences of the 187 UN member states that have ratified CEDAW. While we continue to urge the U.S. Senate to ratify CEDAW, we believe it is also important to build support locally and begin to implement its provisions by passing CEDAW ordinances in as many cities, towns and counties as possible and securing the endorsement of mayors and other elected officials for this approach. This effort will help to raise awareness of the many women's issues covered by CEDAW as well as build a constituency of the public and local elected officials.

This initiative was launched in March 2014 at the meeting of the UN Commission on the Status of Women (CSW) in New York. At the 2015 CSW meeting the concept of local, municipal support for this global human rights initiative was further developed with the support of the U.S. National Committee for UN WOMEN, the United Nations Association of the USA, The Leadership Conference on Civil and Human Rights as well as a growing number of human rights and women's rights organizations. Today, almost 200 civil society organizations inside the U.S. support the ratification of the treaty and have become Supporting Organizations of the CEDAW Task Force of the Leadership Conference on Civil and Human Rights. See page 8.

The Cities for CEDAW Campaign has defined the following goals:

- *To improve the lives of millions of women and girls;*
- *To educate the U.S. public on the importance and relevance of CEDAW*
- *To recognize CEDAW's principles in communities across the United States*
- *To build critical support at the grassroots for eventual U.S. ratification;*

A successful local CEDAW campaign should seek a binding ordinance that includes at a minimum the three elements below:

1. **Gender analysis** of city operations (workforce, programs, budget)
Gender analysis – examines government policies, programs, and services to ensure that they are nondiscriminatory and serve all communities of women and girls
2. An **oversight body** to monitor the implementation of a local CEDAW ordinance
3. **Funding** to support the implementation of the principles of CEDAW

The purpose of the Cities for CEDAW campaign is to create a framework for improving the status of women and girls locally. The campaign, which uses the motto “Bring global local”, promotes the adoption of CEDAW as a local measure in US cities, towns and counties. Such a measure, modeled after the 1998 San Francisco CEDAW Ordinance, requires action in the form of preventive and forward-thinking efforts to ensure that city resources, policies, and actions do not intentionally or unintentionally discriminate against women and girls from any community. Additionally, the campaign involves mobilizing multiple stakeholders including elected officials, the media, business, youth, NGOs, faith communities, and men and women leaders. [Here](#) is information about Cities for CEDAW and below is a bulleted outline of the progress as well as past and future activities of the campaign.

U.S. efforts related to Cities for CEDAW – this list frequently changes:

1. San Francisco, CA – Full CEDAW ordinance with gender analysis, oversight, funding (1998)
2. Los Angeles, CA – Full CEDAW ordinance with gender analysis, oversight, funding (2003)
3. Berkeley, CA – Ordinance codifying the principles of CEDAW (2012)
4. Louisville, KY – Resolution in support of CEDAW principles and future ordinance (11/6/14)
5. Daly City, CA – Signed statement of support for CEDAW by outgoing mayor with intentions to bring forth an ordinance as council member (12/1/14)
6. Kansas City, MO – Resolution in support of CEDAW principles (12/11/14)
7. Cincinnati, OH – Resolution in support of CEDAW principles and future ordinance (05/15)
8. University City, MO – Resolution in support of CEDAW principles (06/15)

What are the benefits of Cities for CEDAW?

Since it passed by the United Nations in 1979, U.S. women’s groups and human rights organizations and other community leaders have recognized the benefits of gender equality and have advocated for the U.S. Senate to ratify CEDAW. 200 organizations have endorsed CEDAW and it has been passed in the Senate Foreign Relations Committee twice. However, it has never been brought to the full Senate for a vote. The benefits of ratifying CEDAW have been described in resources found at the end of this document. However, until the U.S. Senate ratifies CEDAW, local communities will take action to advance gender equality.

The benefits of taking CEDAW to local communities are compelling.

Not only does advocacy with municipal governments bring the global issues of gender equality to local communities in ways that people’s lives are improved, the experience of San Francisco

demonstrates the direct positive impact of implementing the principles of CEDAW. [See the box below]

As community leaders across the country and local elected officials experience the benefits of gender equality in their communities, they will join the effort to eventually have CEDAW passed by the U.S. Senate.

What's Possible: Top 10 Achievements of the San Francisco CEDAW Ordinance

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.
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, the Police Department, 911 response team, Office of the City Attorney, and other agencies to adopt new codes for 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 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, social service, and community-based programs.
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 policies, programs, and services to ensure that they are non-discriminatory and fully serve all communities of women and girls. Nine city agencies have undergone such analysis.
9. **Violence Against Women Prevention and Intervention Grants Program** – The Department on the Status of Women distributes grants totaling \$3 million to 24 community-based organizations.
10. **Family Friendly Workplace Ordinance** – Working parents and caregivers have the right to request a flexible or predictable work schedule without fear of retaliation.

Timeline – CEDAW’s History

1979 – CEDAW adopted by the UN General Assembly

1980 – CEDAW signed by President Jimmy Carter.

1981 – CEDAW becomes ratified internationally and enters into force faster than any previous human rights treaty.

1994 – The Clinton Administration sent CEDAW to the U.S. Senate for ratification.

U.S. Senate Foreign Relations Committee holds hearings on CEDAW and reports it favorably out of committee with a bipartisan vote. The treaty never reaches the Senate floor for a vote.

1995 – Fourth World Conference on Women; Beijing Declaration and Platform for Action

1998 – The city of San Francisco, California becomes the first municipality in the world to adopt a local CEDAW ordinance.

2002 – Senate Foreign Relations Committee votes 12-7 with bipartisan support to ratify the treaty. However, the treaty still does not make it to the Senate floor for ratification vote.

2010 – Obama administration expresses strong support for the ratification of CEDAW and identifies the treaty as one of its top multilateral treaties.

2012 – Berkeley, CA passes an ordinance supporting the principles of CEDAW.

2013 – Los Angeles, CA has conducted a gender analysis and will begin implementation of CEDAW this year [2015].

2014 (11/6) – Louisville, Kentucky passes a CEDAW resolution.

2014 (12/1) – Daly City, CA signs statement of support for CEDAW by outgoing mayor with intentions to bring forth an ordinance as councilmember.

2014 (12/11) – Kansas City, MO passes a CEDAW resolution with gender analysis.

2014 (3/10-3/21) – Meeting of the UN Commission on the Status of Women

2015 (April) – South Sudan ratifies CEDAW.

2015 – Cincinnati, OH passes a CEDAW resolution

Organizations in Support of CEDAW

Below is a list of organizations in the CEDAW Taskforce convened by [The Leadership Conference on Civil and Human Rights](#). CEDAW Task Force can be found here: www.cedaw2015.org. The Task Force provides public education and advocacy on the benefits of U.S. ratification of CEDAW

1. ACT for Women and Girls
2. ADVANCE
3. Advocates for Youth
4. Alaska Federation of Natives
5. American Anthropological Association
6. American Association of University Women
7. American Baptist Women's Ministries
8. American Bar Association
9. American Civil Liberties Union
10. American Federation of Teachers
11. American Friends Service Committee
12. American Islamic Congress
13. American Jewish Committee
14. American Jewish World Service
15. American Library Association
16. American Psychiatric Association
17. American Psychological Association
18. Amnesty International USA
19. Anti-Defamation League
20. Asian American Justice Center
21. The Association for Women in Psychology
22. Better World Campaign
23. Black Women United for Action
24. Business And Professional Women/USA
25. Cardea Center for Women
26. CARE USA
27. Catholics for Choice
28. CEDPA
29. Center for American Progress
30. Center for Health and Gender Equity
31. Center for International Policy
32. Center for Reproductive Rights
33. Center for Women Policy Studies
34. Center for Women's Global Leadership
35. Church Women United
36. Church World Service
37. Citizens for Global Solutions
38. Clearinghouse on Women's Issues
39. Coalition of Labor Union Women
40. Coalition to Stop Violence Against Native Women
41. Communications Consortium Media Center
42. The Communications Workers of America
43. Congregation of the Sisters of St. Agnes
44. Connect US
45. CRISIS: Global Public Health
46. Delta Sigma Theta Sorority
47. Department for Professional Employees, AFL-CIO
48. Department on the Status of Women, San Francisco
49. Demos
50. Disability Rights Education and Defense Fund
51. Enterprising and Professional Women of the United States of America
52. The Episcopal Church USA
53. Equal Justice Society
54. Equality Now
55. Family Violence Prevention Fund
56. Federally Employed Women
57. Federation of American Women's Clubs Overseas
58. Feminist Majority
59. Friends Committee on National Legislation
60. Geena Davis Institute on Gender and Media
61. Gender Action

62. General Federation of Women's Clubs
63. Georgetown University Law Center Women's Legal Alliance
64. Global Fund for Women
65. Global Justice Ministry, Metropolitan Community Churches
66. Global Rights: Partners for Justice
67. Global Summit of Women
68. Gray Panthers
69. Hadassah, The Women's Zionist Organization of America
70. Heifer International
71. Human Rights Advocates
72. Human Rights Ahead
73. Human Rights First
74. Human Rights Coalition of North Carolina
75. Human Rights Watch
76. The Hunger Project
77. In Every Language
78. Institute for Science and Human Values
79. Interaction
80. Interfaith Center, New York City
81. International Center for Research on Women
82. International Convocation of Unitarian Universalist Women
83. International Gay and Lesbian Human Rights Commission
84. International Labor Rights Forum
85. International Women's Health Coalition
86. International Women's Rights Action Watch
87. Ipas
88. Just Associates (JASS)
89. Jewish Council for Public Affairs
90. Jewish Women International
91. Joint Action Committee for Political Affairs
92. Lawyers Committee for Civil Rights Under Law
93. The Leadership Conference on Civil and Human Rights
94. Leadership Council on Human Rights
95. League of Women Voters of the United States
96. Legal Momentum
97. Lummi Victims of Crime Program
98. MADRE
99. Maryknoll Office of Global Concerns
100. MomsRising.org
101. Ms. Foundation for Women
102. NAACP
103. Na'amat USA
104. National Asian Pacific American Women's Forum
105. National Association of Commissions for Women
106. National Association of Social Workers
107. 9to5 National Association of Working Women
108. National Coalition Against Domestic Violence
109. National Committee on CEDAW
110. National Conference for Community and Justice
111. National Conference of Puerto Rican Women
112. National Congress of American Indians
113. National Council of Churches USA, Women's Ministries
114. National Council of Jewish Women
115. National Council of La Raza
116. National Council of Negro Women
117. National Council of Women's Organizations
118. National Education Association
119. National Employment Lawyers Association
120. National Health Law Program
121. National Law Center on Homelessness and Poverty
122. National Lawyers Guild
123. National Network to End Domestic Violence
124. National Organization for Women
125. National Partnership for Women and Families

126. National Spiritual Assembly of the Baha'is of the United States
127. National Women and AIDS Collective
128. National Women's Law Center
129. National Women's Political Caucus
130. NETWORK, A National Catholic Social Justice Lobby
131. The Newspaper Guild
132. Older Women's League
133. Open Society Policy Center
134. Physicians for Human Rights
135. Planned Parenthood Federation of America
136. Presbyterian Church USA
137. Project Keshar
138. Refugee Women's Network
139. Refugees International
140. Religious Action Center
141. Robert F. Kennedy Memorial Center for Human Rights
142. Sargent Shriver National Center on Poverty Law
143. Service Employees International Union
144. Service Women's Action Network
145. Sigma Delta Epsilon/Graduate Women in Science
146. Sisters of Mercy
147. SisterSong
148. Soroptimist International of the Americas
149. Strong Hearted Native Women's Coalition, Inc.
150. Tahirih Justice Center
151. TransAfrica Forum
152. Unitarian Universalist Association of Congregations
153. United Church of Christ
154. United Methodist Church, General Board of Church & Society
155. United Methodist Women
156. United Nations Association, USA
157. United Nations Foundation
158. U.S. National Committee for UN Women
159. United States Human Rights Network
160. Urban Justice Center
161. US Women and Cuba Collaboration
162. US Women Connect
163. Vital Voices
164. WAND
165. Washington Office on Latin America
166. Wider Opportunities for Women
167. WILD for Human Rights
168. WITNESS
169. Woman's National Democratic Club
170. Women Donors Network
171. Women for Women International
172. Women Graduates USA
173. Women of Color Policy Network
174. Women of Reform Judaism
175. WomenNC
176. Women Thrive Worldwide
177. Women's Business Development Center
178. Women's City Club of New York
179. Women's Environment and Development Organization
180. Women's Intercultural Network
181. Women's International League for Peace and Freedom, U.S. Section
182. Women's Learning Partnership
183. Women's Missionary Society of the African Methodist Episcopal Church
184. Women's Refugee Commission
185. Women's Research and Education Institute
186. Women's UN Report Network
187. World Rights
188. World without Genocide
189. YWCA
190. Zonta International

II. Getting Started in Your Community

There are several approaches that UNA chapters can consider as they explore what is possible in their jurisdictions. Ultimately, we hope that cities, counties and communities will pass binding legislation or ordinances that 'bind' the city or community to implement policies that advance gender equality. In some communities, UNA chapters along with coalition members or supporting organizations may believe the local elected officials are not ready for binding legislation but might be willing to pass a resolution that expresses support for the concepts of gender equality and will subsequently pass binding laws. This helps build support where binding laws are not possible.

In this section, you will find examples of language to use as you approach your mayor or members of your city council. You will also find examples of resolution and ordinance language. Each city or community will be different. In some places the mayor will take the lead --- in others, the leadership will come from one or more member of the city council or other elected legislative body.

You should also decide if you want to form a group of supporting organizations first or approach an elected official and then form a group. Your efforts are likely to be more effective and you are able to build greater community support and the UNA chapter is one of several groups advocating for CEDAW.

To participate in a Cities for CEDAW campaign in your town, consider the following guidelines:

Researching Your Community:

- Find out whether your mayor and other local politicians support the Cities for CEDAW effort (find out why he/she may/may not support it).
- Offer information if they do not know what it is. [Information included in these toolkit pages]
- Have a meeting to discuss/introduce C4C to your mayor, council person, or representative.
- Go in prepared. You will want to know the challenges (funding and potential Council opposition mainly) and benefits of having C4C in your city [benefits outlined on page 8 from California Ordinance]. Come with the tools ready to move the process along.
- Make a list of pros and cons to better prepare yourself for any argument (if any) comes your way.
- For communities where there is little or no government support, it is still possible to make this happen. Do not be discouraged.

Organizing and Outreach

Consider organizing a meeting of interested parties to identify benefits and challenges of the campaign for your particular community. You will want to identify useful connections within the C4C movement in your city.

Suggested Starting Points of Contact:

- City council person(s) willing to support C4C
- Local politician(s) (House and Senate Districts) willing to support C4C
- Local Municipal Departments (City Planning Office, Public Safety, Labor Department, Police, Fire, and Housing Services, Health Department, and Economic Development entities)
- Adult and Youth Civic/Church Groups
- Healthcare providers
- Domestic Violence Service Providers (counselors, lawyers, nurses, child welfare workers)
- Non-Profits (coalitions, commissions, networks)
- Youth—high schools, university groups, popular local establishments (restaurants, entertainment, civic groups)
- Faith based groups
- **A list of Supporting Organizations of the CEDAW Task Force of the Leadership Conference on Civil and Human Rights can be found on page 8 of this toolkit.**

Next Steps

Once you have identified your supporters, create and execute a public relations/social media campaign to raise awareness and support for the C4C campaign. Consider starting a petition. Write press releases and letters to the editor, hold rallies or events, and educate the public. Encourage supporters to voice their support via phone or email to their elected officials via a letter writing campaign.

Provide a copy of the ordinance template or resolution template (binding or non-binding) to your mayor/representative/ council person. Feel free to make adjustments to the templates to fit your city's situation (i.e.—binding and/or nonbinding resolution).

For additional resources and information on how to join a currently existing C4C campaign in your hometown or start a new one, contact the UNA-USA office or visit citiesforcedaw.org.

Sample Legislation

Ordinance – a law passed by a municipal government. The power of municipal government to enact ordinances is derived from the state constitution or statutes or through the legislative grant of a municipal charter.

Resolution – nonbinding legislation that expresses the sense of the legislative body. This type of legislation cannot progress into law.

Here are two examples of binding legislation that can be used to implement the principles of CEDAW within a community. The first example is a template for a binding ordinance which would serve as a stand-alone bill. The second example is a binding amendment to the pre-existing 1999 Human Rights Establishment Act that has been introduced in the D.C. Council. This amendment can be found in PDF form in the Additional Resources section and by using this link. <http://lims.dccouncil.us/Download/33497/B21-0114-Introduction.pdf>

Template of an Ordinance

Source: <https://citiesforcedaw.wordpress.com/2014/06/05/welcome-to-the-cities-for-cedaw-weblog/>

LOCAL IMPLEMENTATION OF THE UNITED NATIONS CONVENTION ON THE ELIMINATION OF ALL FORMS OF DISCRIMINATION AGAINST WOMEN (CEDAW)

The City of [CITY NAME] hereby finds and declares as follows:

(a) The Convention on the Elimination of All Forms of Discrimination Against Women (**CEDAW**), an international human rights treaty, provides a universal definition of discrimination against women and brings attention to a whole range of issues concerning women's human rights. Countries that ratify **CEDAW** are mandated to condemn all forms of discrimination against women and girls and to ensure equality for women and girls in the civil, political, economic, social and cultural arenas. The United Nations General Assembly adopted **CEDAW** in 1979 and President Carter signed the treaty on behalf of the United States in 1980, but the United States Senate has not yet ratified **CEDAW**.

(b) Since 1995, state and local jurisdictions have stepped up and passed resolutions in support of **CEDAW**. Some have implemented ordinances establishing **CEDAW** principles as law. In 2014, municipalities across the nation began signing onto the Cities for CEDAW Initiative, pledging to step up where the federal government has failed and implement the principles of CEDAW at the local level.

(c) Indeed, there is a continued need for the City of [CITY NAME] to protect the human rights of women and girls by addressing discrimination, including violence, against them and to implement, locally, the principles of **CEDAW**. Adherence to the principles of **CEDAW** on the local level will especially promote equal access to and equity in health care, employment, economic development and educational opportunities for women and girls and will also address the continuing and critical problems of violence against women and girls. There is a need to analyze the operations of City departments,

policies and programs to identify discrimination in, but not limited to, employment practices, budget allocation and the provision of direct and indirect services and, if identified, to remedy that discrimination. In addition, there is a need to work toward implementing the principles of **CEDAW** in the private sector.

(d) There is a need to strengthen effective national and local mechanisms, institutions and procedures and to provide adequate resources, commitment and authority to: (1) advise on the impact of all government policies on women and girls; (2) monitor the situation of women comprehensively in recognition of the interconnectedness of discrimination based on gender, race and other social criteria; and (3) help formulate new policies and effectively carry out strategies and measures to eliminate discrimination. The **[OVERSIGHT BODY NAME]** shall be designated as the implementing and monitoring agency of **CEDAW** in the City of **[CITY NAME]**.

DEFINITIONS.

As used in this Article, the following words and phrases shall have the meanings indicated herein:

(a) "City" shall mean the City of **[CITY NAME]**.

(b) **[DEFINE NAME OF OVERSIGHT BODY]**.

(c) "Disaggregated data" shall mean information collected and analyzed by enumerated categories in order to identify the disparities existing between women and men. These categories shall include, to the extent permitted by law, sex, race, immigration status, parental status, language, sexual orientation, disability, age and other attributes.

(d) "Discrimination against women" shall include, but not be limited to, any distinction, exclusion or restriction made on the basis of sex that 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. The definition of discrimination includes gender-based violence, that is, violence that is directed against a woman because she is a woman or that affects women disproportionately. It includes acts that inflict physical, mental, or sexual harm or suffering, threats of such acts, coercion and other deprivations of liberty by family, community or government.

(e) "Gender" shall mean the way society constructs the difference between women and men, focusing on their different roles, responsibilities, opportunities and needs, rather than their biological differences.

(f) "Gender analysis" shall mean an examination of the cultural, economic, social, civil, legal and political relations between women and men within a certain entity, recognizing that women and men have different social roles, responsibilities, opportunities and needs and that these differences, which permeate our society, affect how decisions and policy are made.

(g) "Gender equity" shall mean the redress of discriminatory practices and establishment of conditions enabling women to achieve full equality with men, recognizing that needs of women and men may differ, resulting in fair and equitable outcomes for both.

(h) "Human rights" shall mean the rights every individual possesses that are intended to improve the conditions in society that protect each person's dignity and well-being and the humanity of all people.

(i) "Racial discrimination" shall mean any distinction, exclusion, restriction or preference based on race, color, descent, or national or ethnic origin which has the purpose or effect of nullifying or impairing the recognition, enjoyment or exercise, on an equal footing, of human rights and fundamental freedoms in the political, economic, social, cultural or any other field of public life.

LOCAL PRINCIPLES OF CEDAW.

It shall be the goal of the City to implement the principles underlying **CEDAW** by addressing discrimination against women and girls in areas including economic development, violence against women and girls and health care. In implementing **CEDAW**, the City recognizes the connection between racial discrimination, as articulated in the International Convention on the Elimination of All Forms of Racial Discrimination, and discrimination against women. The City shall ensure that the City does not discriminate against women in areas including employment practices, allocation of funding and delivery of direct and indirect services. The City shall conduct gender analyses, to determine what, if any, City practices and policies should change to implement the principles of **CEDAW**.

(a) Economic Development.

(1) The City shall take all appropriate measures to eliminate discrimination against women and girls in the City of [CITY NAME] in employment and other economic opportunities, including, but not limited to, ensuring:

(A) The right to the same employment opportunities, including the application of the same criteria for selection in matters of employment and the right to receive access to and vocational training for nontraditional jobs;

(B) The right to promotion, job security and all benefits and conditions of service, regardless of parental status, particularly encouraging the appointment of women to decision making posts, City revenue generating and managing commissions and departments, and judicial positions;

(C) The right to equal remuneration, including benefits and to equal pay in respect to work of equal value;

(D) The right to the protection of health and safety in working conditions, including supporting efforts not to purchase sweatshop goods, regular inspection of work premises, and protection from violent acts at the workplace.

(2) The City shall encourage and, where possible, fund the provisions 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, paid family leave, family-friendly policies and work-life balance.

(3) The City shall encourage the use of public education and all other available means to urge financial institutions to facilitate women's access to bank accounts, loans, mortgages, and other forms of financial services.

(b) Violence Against Women and Girls.

(1) The City shall take and diligently pursue all appropriate measures to prevent and redress sexual and domestic violence against women and girls, including, but not limited to:

(A) Police enforcement of criminal penalties and civil remedies, when appropriate;

(B) Providing appropriate protective and support services for survivors, including counseling and rehabilitation programs;

(C) Providing gender-sensitive training of City employees regarding violence against women and girls, where appropriate; and

(D) Providing rehabilitation programs for perpetrators of violence against women or girls, where appropriate.

The City shall not discriminate on the basis of race, ethnicity, culture, language or sexual orientation, when providing the above supportive services.

(2) It shall be the goal of the City to take all necessary measures to protect women and girls from sexual harassment in their places of employment, school, public transportation, and any other places where they may be subject to harassment. Such protection shall include streamlined and rapid investigation of complaints.

(3) Prostitutes are especially vulnerable to violence because their legal status tends to marginalize them. It shall be the policy of [CITY NAME] that the Police Department diligently investigate violent attacks against prostitutes and take efforts to establish the level of coercion involved in the prostitution, in particular where there is evidence of trafficking in women and girls. It shall be the goal of the City to develop and fund projects to help prostitutes who have been subject to violence and to prevent such acts.

(4) The City shall ensure that all public works projects include measures, such as adequate lighting, to protect the safety of women and girls.

(5) It shall be the goal of the City to fund public information and education programs to change traditional attitudes concerning the roles and status of women and men.

(c) **Health Care.**

(1) It shall be the goal of the City to take all appropriate measures to eliminate discrimination against women and girls in the field of health care in order to ensure, on a basis of equity, information about and access to adequate health care facilities and services, according to the needs of all communities, regardless of race, ethnicity, culture, language, and sexual orientation, including information, counseling and services in family planning.

(2) It shall be the goal of the City to ensure that women and girls receive appropriate services in connection with prenatal care, delivery, and the post-natal period, granting free services where possible, as well as adequate nutrition during pregnancy and lactation.

(d) In undertaking the enforcement of this ordinance, the City is assuming an undertaking only to promote the general welfare. It is not assuming, nor is it imposing on its officers and employees, an obligation for breach of which it is liable in money damages to any person who claims that such breach proximately caused injury.

IMPLEMENTATION OF THE PRINCIPLES OF CEDAW IN [CITY NAME].

(a) **Citywide integration of human rights principles.** The City shall work towards integrating gender equity and human rights principles into all of its operations, including policy, program and budgetary decision-making. [OVERSIGHT BODY NAME] shall train selected departments in human rights with a gender perspective.

(b) **Gender Analysis and Action Plan.** As a tool for determining whether the City is implementing the local principles of **CEDAW** and/or discriminating against women and girls, selected City departments, programs, policies, and private entities to the extent permitted by law, shall undergo a gender analysis and develop an Action Plan. The gender analysis shall be conducted according to guidelines developed by the [OVERSIGHT BODY NAME]. The gender analysis shall include: (i) the collection of disaggregated data; (ii) an evaluation of gender equity in the entity's operations, including its budget allocations, delivery of direct and indirect services and employment practices and (iii) the entity's integration of human rights principles and the local principles of **CEDAW**. Upon completion of the gender analysis, the entity shall develop an Action Plan that contains specific recommendations on how it will correct any identified deficiencies and integrate human rights principles and the local principles of **CEDAW** into its operations.

(1) The [OVERSIGHT BODY NAME] shall identify the City departments, programs, policies, and entities, to undergo the gender analysis and shall develop timelines for completion of the analyses and Action Plans.

(2) The [OVERSIGHT BODY NAME] shall train the selected department, entity, policy or program staff to conduct its gender analysis and shall provide technical assistance to the entity throughout the gender analysis process and development of the Action Plan.

(3) Each department or entity undergoing a gender analysis shall designate a management and/or executive level employee to serve as a liaison to the [OVERSIGHT BODY NAME] and to coordinate the completion of the gender analysis.

(4) Each department or entity undergoing a gender analysis shall provide a report on its gender analysis and its Action Plan to [OVERSIGHT BODY NAME], which shall review, analyze and comment on the report and forward it to the Board of Supervisors and the Mayor.

(5) [OVERSIGHT BODY NAME] shall monitor the implementation of each department or entity's Action Plan.

(c) **Five-year Citywide Action Plan.** Provided sufficient funds are available, [OVERSIGHT BODY NAME] shall develop a five-year Citywide Action Plan. The Citywide Action Plan shall address how to integrate human rights principles into the City's operations, how to further implement the local principles of **CEDAW**, any and all deficiencies found in the gender analyses and the measures recommended to correct those deficiencies. [OVERSIGHT BODY NAME] shall present the Action Plan to the Mayor. [OVERSIGHT BODY NAME] shall monitor the implementation of the Citywide Action Plan.

CEDAW [OVERSIGHT BODY NAME].

(a) **Establishment.** A [OVERSIGHT BODY NAME] is hereby established. [OVERSIGHT BODY NAME] shall report to the Mayor. [OVERSIGHT BODY NAME] shall consist of [#] members.

(b) **Purpose.** [OVERSIGHT BODY NAME] is established to advise the Mayor about the local implementation of **CEDAW**.

(c) **Powers and Duties.** [OVERSIGHT BODY NAME] shall have all powers and duties necessary to carry out the local implementation of **CEDAW**.

(d) Membership and Organization.

(1) The members of [OVERSIGHT BODY NAME] shall be as follows:

(A) The President of the [HUMAN RIGHTS COMMISSION OR SIMILAR BODY] or her or his designee;

(B) A staff member from the Mayor's Office knowledgeable about the City's budget, to be designated by the Mayor;

(C) The head of the Department of Human Resources or her or his designee;

(D) Six members from the community to be appointed by [OVERSIGHT BODY NAME], as follows:

(i) Two representatives shall work in the field of international human rights and be knowledgeable about **CEDAW**,

(ii) One representative shall be knowledgeable about economic development, including employment issues,

(iii) One representative shall be knowledgeable about health care issues,

(iv) One representative shall be knowledgeable about violence against women, and

(v) One representative shall be knowledgeable about City unions and experienced in women's issues.

(2) [OVERSIGHT BODY NAME] shall convene by [DATE].

(3) All appointed members of [OVERSIGHT BODY NAME] shall serve at the pleasure of their appointing authorities. The term of each community member of [OVERSIGHT BODY NAME] shall be for [#] years.

(e) **Alternate members.** An alternate may be designated for each member. The term of office of the alternate shall be the same as that of the regular member. When the regular member is not present at the meeting of [OVERSIGHT BODY NAME], the alternate may act as the regular member and shall have all the rights, privileges, and responsibilities of the regular member.

(f) **Attendance requirement.** In the event that any community member and her or his alternate miss three regularly scheduled meetings of [OVERSIGHT BODY NAME] without the prior notice to [OVERSIGHT BODY NAME], the President or her or his designee shall certify in writing to the Mayor that the member and alternate have missed three meetings. On the date of such certification, the member and alternate shall be deemed to have resigned from [OVERSIGHT BODY NAME]. The President or her or his designee shall then request the appointment of a new member and alternate.

Here is a link to the D.C. Amendment to the 1999 Human Rights Act.

<http://lims.dccouncil.us/Download/33497/B21-0114-Introduction.pdf>

Included below are examples of non-binding resolutions from Louisville and the Mayor's Conference. These resolutions can be used as a model for future legislation.

CEDAW Resolution: U.S. Conference of Mayors

This resolution passed at the 2014 Conference of Mayors and has some good language that could be used as nonbinding legislation if the UNA chapter believes binding legislation is not possible.

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; and

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, the United States is the only industrialized nation to not yet ratify CEDAW; and

WHEREAS, it has been almost 40 years since the first UN World Conference on Women and almost 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

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 United States Conference of Mayors urges cities across the United States to join San Francisco and Los Angeles, participate in the Cities for CEDAW initiative, and pass local resolutions or ordinances reflecting the principles of CEDAW.

Non-Binding CEDAW Resolution

A RESOLUTION SUPPORTING CITIES FOR CEDAW INITIATIVE BY THE LOUISVILLE METRO COUNCIL AND SUPPORT OF INDIVIDUAL CITIES PASSING RESOLUTIONS AND ORDINANCES TO IMPLEMENT THE PRINCIPLES OF THE UN CONVENTION ON THE ELIMINATION OF ALL FORMS OF DISCRIMINATION AGAINST WOMEN AT THE LOCAL LEVEL.

SPONSOR: Councilwoman Tina Ward-Pugh

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 187 UN member nations, have agreed to be bound by CEDAW’s provisions; and

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

WHEREAS, Louisville, Kentucky, is the largest International Compassionate City in the USA, and with knowledge that girls and women make up 52% of Louisville Metro’s population, and with a desire to ensure these women and girls who live in Louisville Metro enjoy all the rights and privileges and remedies that are bestowed on all people in the US, no matter race, national origin, gender or religious belief, and with a purpose to claim worldwide that Louisville, Kentucky is a city within which women can thrive and a city that will not tolerate discrimination against women and girls or violence perpetrated against them in any form, by any hand; and

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 gender; and

WHEREAS, City and County governments have an appropriate and legitimate role affirming the importance of eliminating all forms of discrimination against women in communities as universal norms and to serve as guides for public policy; and

BE IT RESOLVED BY THE LEGISLATIVE COUNCIL OF THE LOUISVILLE/JEFFERSON COUNTY METRO GOVERNMENT (THE COUNCIL) AS FOLLOWS:

SECTION I. Louisville Metro Government is committed to eliminating all forms of violence against women and girls, to promoting the health and safety of women and girls, and to affording them equal academic, economic and business opportunities in Louisville, Kentucky.

SECTION II. A resolution is the first step toward adopting a future ordinance that would call for: a gender analysis of all Louisville Metro departments and commissions; the designation of an oversight body; and resources to support these actions.

SECTION III: This Resolution shall take effect upon passage and approval.

III. Examples of Recent CEDAW Efforts

Advice from successful Cities for CEDAW leaders from Louisville and D.C.

1. What were some of the biggest challenges you faced during this campaign? How did you overcome these challenges?

It takes time to engage other individuals and organizations. It is best to find non-governmental organizations involving women to work and collaborate with as well as youth. It is vital to find some politically savvy people who could be active or retired politicians who know individuals in elected office. A person does not have to be politically knowledgeable but can seek advice from friends and organizations who have been more involved with elected officials. Finally, it is critical to know any elected officials who will definitely oppose or support a proposal for a local government CEDAW resolution, proclamation or ordinance.

2. Who did you find to be your biggest opposition?

Misinterpretation and misunderstandings of some CEDAW points can often present challenges and lead to opposition.

3. Who did you find to be your biggest supporters?

Women's organizations that focus on any one of the multitudes of issues that falls under CEDAW as well as human rights and civil rights groups tend to be the biggest supporters. Additionally, individuals such as teachers, university students, or individuals who previously served in organizations like the Peace Corps as well as student organizations and organizations involved with human trafficking, domestic violence, exploited children, women's business, etc. can be used as key support groups.

4. What tools did you use to get your message across? Did you use any sort of social media campaign? If so, how effective do you think such methods were in terms of advocacy?

We used emails, Myths & Facts flyers, PowerPoints, Facebook posts, tweets, blog posts, posters as well as meetings open to the public with speakers and panels. Speakers also advocated at local government committee meetings.

5. Did you target a specific demographic?

We mainly targeted women's organizations and human and civil rights groups.

6. How did you address the issue of funding in your campaign?

We used donation cans at events and booked free venues, such as churches or libraries, for meetings

7. What groups did you use as your starting points of contact? Local politicians? Non-Profits? Local municipal departments?

We used a large number of NGOs that are women's organizations, especially UNA-USA, American Association University Women, League of Women Voters, Zonta, human trafficking groups, and human rights groups as starting points of contact. We also utilized elected officials who support CEDAW legislation. It is important to ask off the record when you are inquiring if a politician supports CEDAW. You can ask organization leaders for suggestions but never divulge who made the recommendation.

8. What would you say are some of the biggest misunderstandings surrounding CEDAW? How did you work to overcome these misunderstandings?

We handed out flyer information and educated officials and the public at meetings.

9. What did your campaign accomplish in terms of legislature (ordinance, binding resolution or non-binding resolution) and what did that accomplishment result in (oversight body, gender analysis, etc.)?

In Louisville, a CEDAW non-binding resolution was passed in November 2014. However, some gender and pay equity is being assessed for government employees. Locally, an ordinance is being worked on.

10. How long did it take to implement your campaign? Were you surprised with the amount of time it took to implement the campaign?

In Louisville, the campaign was swift and showed that "the momentum is here, and I believe elsewhere to move on CEDAW now".

11. Please list out key steps for implementing Cities for CEDAW.

- a. Organize with like-minded groups
- b. Hold meetings to educate and make sure all know the facts
- c. Get copies of other resolutions, proclamations, ordinances to ensure your document contains what you want to accomplish

- d. Know or find out the political leanings. Meet with officials as needed but leave those alone that will be apt to never change their mindset.
- e. Line out the best speakers (include youth) after finding out procedures for speaking and meetings.
- f. If only a resolution is passed, you will start to want to work to get an ordinance, which is legally binding and as such carries the force of law.

IV. Additional Background

Summary of CEDAW:

CEDAW is based on the three main principles of substantive equality, state obligation, and non-discrimination. Substantive equality refers to the recognition of the inherent differences between men and women and the affirmation of the equality of the two genders despite these differences. The state obligation principle is based on the fact that when a country ratifies CEDAW, it becomes a legally binding document. Therefore, the ratifying state becomes obligated to subscribe to the articles of the convention and to implement these enumerated measures as soon as possible. Finally, the non-discrimination principle obligates ratifying parties to eliminate direct discrimination and indirect discrimination, which can come from neutral laws and policies. This principle states that non-discrimination must exist De jure (of law) and De facto (of fact).

The treaty focuses on three main areas: civil rights and legal status, reproductive rights, and cultural factors influencing gender relations. In regards to civil rights and legal status, the treaty affirms that women have the right to vote and to hold public office as well as the right to non-discrimination in education, employment, and economic and social activities. Additionally, the treaty states that women have equal rights with regard to choice of spouse, parenthood, personal rights, and command over property. With respect to reproductive rights, the treaty states that both partners have fully shared responsibility for child-rearing and calls for the right to maternity protection and childcare including mandated childcare facilities and maternity leave as well as the right to reproductive choice and family planning. The treaty also requires ratifying nations to modify social and cultural patterns in order to eliminate bias and gender prejudices. This approach calls for the revision of textbooks, school programs, and teaching methods in order to remove gender stereotypes as well as an inspection and revision of the modes of behavior and thought that reinforce gender norms.

The treaty also established a United Nations treaty body that oversees the implementation of CEDAW. This body is known as the Committee on the Elimination of Discrimination against Women. The twenty-three members that serve on this committee are elected according to regions in order to ensure that the nationality of the members encompasses all the diverse states that have ratified the treaty. Additionally, the members come from a wide range of backgrounds and occupations and include doctors, lawyers, diplomats, and educators. During regular sessions, the committee hears reports from states party to CEDAW regarding their progress adhering to the treaty and implementing its ideas in their countries. CEDAW states are required to present initial reports within one year of ratifying the treaty and to present periodic reports approximately every four years. If the committee is concerned

about the situation in a state, they can request a report at any time. Additionally, the committee itself is required to provide an annual report, and these reports are accessible to the public unless otherwise decided by the committee. The committee has the ability to issue general recommendations and have issued thirty-two general recommendations to date with topics ranging from women in conflict situations to the gender-related dimensions of refugee status. The committee also has the ability to initiate complaint and inquiry proceedings which allow the body to initiate inquiry proceedings if it believes a state is in severe violation of the articles of CEDAW. The committee is still working to improve its infrastructure in order to increase efficiency and effectiveness. Currently the committee seeks to expand its information base, clarify the language used in CEDAW, streamline the reporting process, and implement the right of petition in the convention.

Article 1: Defines discrimination against women as 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 marital status, on the basis of equality between men and women, of human rights or fundamental freedom in the political, economic, social, cultural, civil, or any other field."

Article 2. Mandates concrete steps, implementing laws, policies and practices to eliminate discrimination against women and embody the principle of equality.

Article 3. Requires action in all fields political, economic, social, and cultural to advance the human rights of women.

Article 4. Permits affirmative action measures to accelerate equality and eliminate discrimination.

Article 5. Recognizes the role of culture and tradition, and calls for the elimination of sex role stereotyping.

Article 6. Requires suppression of traffic in women and exploitation of prostitutes.

Article 7. Mandates ending discrimination against women in political and public life.

Article 8. Requires action to allow women to represent their governments internationally on an equal basis with men.

Article 9. Mandates that women will have equal rights with men to acquire, change or retain their nationality and that of their children.

Article 10. Obligates equal access to all fields of education and the elimination of stereotyped concepts of the roles of men and women.

Article 11. Mandates the end of discrimination in the field of employment and recognizes the right to work as a human right.

Article 12. Requires steps to eliminate discrimination from the field of health care, including access to family planning. If necessary, these services must be free of charge.

Article 13. Requires that women be ensured equal access to family benefits, bank loans, credit, sports and cultural life.

Article 14. Focuses on the particular problems faced by rural women.

Article 15. Guarantees equality before the law and equal access to administer property.

Article 16. Requires steps to ensure equality in marriage and family relations.

Article 17. Calls for the establishment of a committee to evaluate the progress of the implementation of **CEDAW** .

Articles 18. Sets forth elements of the operation of the treaty.

Visit this link to view the full CEDAW text: <http://www.un.org/womenwatch/daw/cedaw/cedaw.htm>

Additional Resources:

- UN Women
<http://www.un.org/womenwatch/daw/cedaw/>
- **PDF: D.C. Amendment to the 1999 Human Rights Establishment Act – [still pending]**
<http://lims.dccouncil.us/Download/33497/B21-0114-Introduction.pdf>
- **CEDAW Task Force of the Leadership Conference on Civil and Human Rights –**
<http://www.civilrights.org/humanrights/cedaw/>
<http://cedaw2015.org/>
- **US National Committee for UN Women –**
<https://www.unwomen-usnc.org/>
- **Cities for CEDAW Campaign –**
<http://citiesforcedaw.org/>
- “A Fact Sheet on CEDAW: Treaty for the Rights of Women” -
https://www.amnestyusa.org/sites/default/files/pdfs/cedaw_fact_sheet.pdf
- “Mapping CEDAW toward Greater Rights for Women: One City at a Time” -
<http://womennewsnetwork.net/2015/04/17/mapping-cedaw/>
- “San Francisco Commission on the Status of Women” –
<http://sfgov.org/dosw/home>
- “Women’s Intercultural Network” –
<http://winaction.org/main.html>
- “Ratifying CEDAW” –
http://www.feminist.org/news/pdfs/CEDAW_2014FMF.pdf
- “What’s In It for the U.S.” –
<http://www.womenstreaty.org/index.php/whats-in-it-for-us>
- “Short History of the CEDAW Convention” -
<http://www.un.org/womenwatch/daw/cedaw/history.htm>
- “General Recommendations to the Convention on the Elimination of All Forms of Discrimination against Women” -
<http://www.un.org/womenwatch/daw/cedaw/recommendations/index.html>
- “Committee on the Elimination of Discrimination against Women” -
<http://www.ohchr.org/EN/HRBodies/CEDAW/Pages/CEDAWIndex.aspx>
- “Global Women’s Rights: CEDAW” –
<http://www.feminist.org/global/cedaw.html>

- “Cities for CEDAW: About Us” – <http://citiesforcedaw.org/about/>
- “Welcome to Cities for CEDAW Weblog” – <https://citiesforcedaw.wordpress.com/welcome-to-the-cities-for-cedaw-weblog/>
- “Department on the Status of Women: Cities for CEDAW” – <http://sfgov.org/dosw/cities-cedaw>
- “Cities for CEDAW – Beijing + 20” - <https://citiesforcedaw.files.wordpress.com/2014/06/cities-for-cedaw-concept-note-pmb-clean.pdf>
- “Applying a Global Treaty on Gender Equality to American Cities” - http://passblue.com/2015/04/10/applying-a-global-treaty-on-gender-equality-to-american-cities/?utm_source=feedburner&utm_medium=feed&utm_campaign=Feed%3A+Passblue+%28New+from+PassBlue%29
- “Cities for CEDAW” Twitter page – <https://twitter.com/cities4cedaw>
- “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>

Additional Contacts:

Feel free to use these UNA contacts if you have any further questions.

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