



SAN FRANCISCO
DEPARTMENT ON THE
STATUS OF WOMEN



CITIES FOR CEDAW ADVANCING WOMEN'S HUMAN RIGHTS LOCALLY

The UN Convention on the Elimination of All Forms of Discrimination Against Women (**CEDAW**) is the only international human rights treaty to focus exclusively on the rights of women. The United States is one of the seven member states, and the only industrialized nation, that has failed to ratify CEDAW. In 1998, San Francisco became the first city in the world to adopt an ordinance reflecting the principles of CEDAW.

In March 2014, the San Francisco Department on the Status of Women, the Women's Intercultural Network, and the NGO Committee on the Status of Women, New York launched the "Cities for CEDAW" campaign at UN meetings in New York. This campaign aims to "make the global local" by promoting the adoption of local CEDAW measures that fulfill three requirements:

1. **Gender analysis** of city operations (workforce, programs, budget)
2. An **oversight body** to monitor the implementation of a local CEDAW Ordinance
3. **Funding** to support the implementation of the principles of CEDAW

We are seeking pledges from 100 mayors to commit to adopting a local CEDAW measure by December 2015. These pledges would initiate the process to integrate women's human rights standards and protections into local laws throughout the country.

For more information on how to implement CEDAW in your city, visit www.Cities4CEDAW.org.

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Hear from Mayors, women, men, and children around the country
about why they need CEDAW in their cities!
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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 (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 non-discriminatory 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 anti-violence 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.