



**CITY OF ELK GROVE  
CITY COUNCIL STAFF REPORT**

**AGENDA TITLE:** Consider a Resolution in support of the United Nations Convention on the Elimination of All Forms of Discrimination Against Women

**MEETING DATE:** December 13, 2023

**PREPARED BY:** Femi Omotesho, Administrative Analyst

**DEPARTMENT HEAD:** Kara Reddig, Deputy City Manager

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**RECOMMENDED ACTION:**

Staff recommends the City Council adopt a resolution in support of the United Nations Convention on the Elimination of All Forms of Discrimination Against Women.

**BACKGROUND INFORMATION:**

The Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) is an international treaty that was adopted by the United Nations General Assembly in 1979 and signed the following year by President Jimmy Carter; however, the treaty has never been brought to the full U.S. Senate for a vote. The CEDAW provides a universal definition of discrimination against women and brings attention to various issues concerning women's human rights. Although 189 countries have ratified CEDAW, the United States still has not done so; consequently, it is not subject to CEDAW's obligations.

CEDAW defines discrimination against women and girls 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 women and men, of human rights or fundamental freedom in the political, economic, social and cultural, civil, legal or any other field.”

The request for the CEDAW Resolution emanated from the Sacramento County Commission on the Status of Women and Girls based on the work done by Cities for CEDAW. The Sacramento County Commission on the Status of Women and Girls helps shape policy decisions, acts as a resource to advance economic opportunities, and gathers data on the status of women and girls, among other duties. The Commission identifies and works to eliminate issues affecting women and girls in the county.

The Sacramento County Commission on the Status of Women and Girls is requesting all cities in Sacramento County adopt a resolution in support of CEDAW. The City of Sacramento passed a resolution on November 28, 2023, and West Sacramento is currently working on passing its own resolution.

### **ANALYSIS/DISCUSSION:**

Cities for CEDAW is a national grassroots movement to advance gender equity in local municipalities and counties. It addresses economic justice, education, health, familial and community safety, and eliminating gender-based violence.

CEDAW is the only international human rights treaty completely dedicated to ending gender-based discrimination against women. The Convention provides the basis for realizing equality between women and men through ensuring women's equal access to, and equal opportunities in, political and public life, including the right to vote and to stand for election, as well as education, health, and employment. Countries that have ratified the Convention agree to take all appropriate measures, including legislation and temporary special measures, so that women can enjoy all their human rights and fundamental freedoms. It also accounts for taking appropriate measures against all forms of trafficking and exploitation of women. Countries that have ratified or acceded to the Convention are legally bound to put its provisions into practice; however, the U.S. has not done this.

Adopting a Resolution on CEDAW would demonstrate the City of Elk Grove's commitment to gender equality and human rights. This resolution would demonstrate that the City is committed to protecting the fundamental human rights of women and girls and resolve to review the recommendations and best practices of CEDAW to determine what could be implemented to complement the City's current and future efforts related to the rights of women and girls in the City of Elk Grove.

By adopting this resolution, Elk Grove would join a growing number of cities across California, as listed in Attachment 1, that are taking steps to promote gender equality and protect women's rights.

The City's Diversity and Inclusion Commission expressed unanimous support for the proposed Resolution at their regular meeting on November 22, 2023.

### **ALTERNATIVE ACTION**

Alternatively, the City Council could choose not to adopt this resolution and remain neutral in taking action to demonstrate the City's commitment to gender equality and fundamental human rights. However, staff believe this resolution shows the City's support for ensuring the end of discrimination against women.

### **FISCAL IMPACT:**

There is no fiscal impact for adopting this Resolution.

### **ATTACHMENTS:**

1. Resolution
2. Convention on the Elimination of All Forms of Discrimination Against Women
3. List of California Cities/Counties that Support CEDAW

## RESOLUTION NO. 2023-260

### A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF ELK GROVE IN SUPPORT OF THE PRINCIPLES OF THE UNITED NATION CONVENTION ON THE ELIMINATION OF ALL FORMS OF DISCRIMINATION AGAINST WOMEN ("CEDAW")

**WHEREAS**, the elimination of all forms of discrimination against women and girls is a fundamental and one of the most basic human rights; and

**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 at all levels to examine their policies and practices in relation to women and girls and to rectify discrimination based on gender; and

**WHEREAS**, although women have made major gains in the struggle for equality in most fields, much more still needs to be accomplished to fully eradicate discrimination based on gender; and

**WHEREAS**, the United States is the only industrialized nation to not yet ratify CEDAW and many cities and states have called for ratification of CEDAW by the United States Congress; 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 serving as guides for public policy; and

**WHEREAS**, the City of Elk Grove has in place many programs and policies that support and implement the principles of CEDAW, including recruitment and retention efforts targeting women, particularly in the public safety field; enforcing legal requirements against discrimination, providing anti-harassment training, and offering career development training for female employees; and

**WHEREAS**, the City of Elk Grove has a demonstrated commitment to women's rights and full equality through its policies and ongoing advocacy efforts; and

**WHEREAS**, a City of Elk Grove resolution in support of the Convention on The Elimination of All Forms of Discrimination Against Women is a step towards protecting and promoting fundamental and inalienable human rights of women and girls.


**NOW, THEREFORE, BE IT RESOLVED** that the City Council of the City of Elk Grove hereby declares its commitment to protecting the fundamental human rights of women and girls in the City of Elk Grove and resolves to review the recommendations and best practices of the Convention on the Elimination of All Forms of Discrimination Against Women to determine what could be implemented to complement the City's current and future efforts related to the rights of women and girls in the City of Elk Grove.

**PASSED AND ADOPTED** by the City Council of the City of Elk Grove this 13<sup>th</sup> day of December 2023




BOBBIE SINGH-ALLEN, MAYOR of the  
CITY OF ELK GROVE

ATTEST:

  
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JASON LINDGREN, CITY CLERK

APPROVED AS TO FORM:

  
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JONATHAN P. HOBBS,  
CITY ATTORNEY

**CERTIFICATION**  
**ELK GROVE CITY COUNCIL RESOLUTION NO. 2023-260**

STATE OF CALIFORNIA        )  
COUNTY OF SACRAMENTO    )       ss  
CITY OF ELK GROVE         )

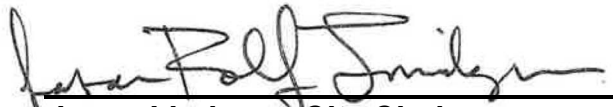
*I, Jason Lindgren, City Clerk of the City of Elk Grove, California, do hereby certify that the foregoing resolution was duly introduced, approved, and adopted by the City Council of the City of Elk Grove at a regular meeting of said Council held on December 13, 2023 by the following vote:*

**AYES:           COUNCILMEMBERS:       Singh-Allen, Brewer, Robles, Spease, Suen**

**NOES:           COUNCILMEMBERS:       None**

**ABSTAIN:       COUNCILMEMBERS:       None**

**ABSENT:        COUNCILMEMBERS:       None**

  
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**Jason Lindgren, City Clerk**  
**City of Elk Grove, California**