

Resolution No.

STOCKTON CITY COUNCIL

RESOLUTION ADOPTING THE PRINCIPLES OF THE CONVENTION ON THE ELIMINATION OF ALL FORMS OF DISCRIMINATION AGAINST WOMEN

The Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), a human rights treaty promoting gender equity, was adopted by the United Nations General Assembly in 1979; and

CEDAW defines what constitutes discrimination against women and sets up an agenda and frameworks for global, national, and local action to end such discrimination; and

While women have made strides in the struggle for equality, much more still needs to be accomplished to fully eradicate discrimination based on gender, this includes a persistent wage gap not only between women and men, but also between women of different races as compared to their male counterparts, and persistent issues of violence and assault, against women from all walks of life, but especially for transgender women and transgender women of color; and

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

The United States Conference of Mayors adopted a resolution in June 2014 urging cities across the United States to participate in the CEDAW initiative and pass local resolutions reflecting the principles of CEDAW; and

Adherence to the principles of CEDAW on the local level will promote equal access to and equity in health care, economic development, educational opportunities, and employment for women, as well as addressing violence against women, such as the advancement of coding and tech training for girls and targeted recruitment of women for nontraditional or underrepresented employment positions; now, therefore,

BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF STOCKTON, AS FOLLOWS:

1. The City supports and adopts the operative principles of the Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW).
2. The City shall strive to ensure that it does not discriminate against women in any area including employment, allocation of funding, and delivery of direct and indirect services.

3. The City shall collect and analyze gender data as it relates to its own workforce via its regular Equal Employment Reports, as well as the composition of its elected and appointed positions, and will be supportive of broader efforts to collect such data at a larger scale, such as citywide or regional.

4. The City pledges to make best efforts to take joint and separate action, as appropriate, in cooperation with the County of San Joaquin, the State of California, the United States Government, and the United Nations for achievement of the principles underlying CEDAW.

5. The City shall be supportive of the County of San Joaquin, the State of California, and non-profit entities in their efforts to deliver said programs.

6. It is the policy of the City that employers within the City take all appropriate measures to eliminate discrimination against women in employment and other economic opportunities. This includes, but is not limited to, ensuring that women enjoy: (a) The same employment opportunities as men; (b) The same access to promotion, job security, and all benefits and conditions of service, regardless of parental status; (c) Equal remuneration, including benefits, and equal pay with respect to work of equal value; and (d) The same protection of health and safety in working conditions.

7. The City shall be supportive of reasonable efforts by government agencies, community organizations and community groups to provide within available resources the necessary supportive social services to enable parents to combine family obligations with work responsibilities and participation in public life, including but not limited to the establishment and development of child care and pre-school facilities and programs, paid family leave, and family-friendly policies.

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

9. It is the policy of the City to take and diligently pursue all feasible measures to prevent and redress sexual and domestic violence against women, which may include, but are not limited to, where appropriate: (a) Police enforcement of criminal penalties; (b) Providing or working with non-profits for protective and supportive services for survivors, including counseling and rehabilitation programs; (c) Providing gender sensitive training of city employees regarding violence against women; and (d) Providing rehabilitation programs for perpetrators of violence against women.

10. The City shall strive to ensure that it does not discriminate on the basis of race, ethnicity, culture, language, or sexual orientation, when providing the above supportive services.

11. It shall be the policy of the City that all necessary measures be taken to protect women from sexual harassment in their places of employment, school, public transportation, and any other places where they may be subject to harassment.

12. Because individuals engaged in prostitution are especially vulnerable to violence because their legal status tends to marginalize them, it shall be the policy of the

City to diligently investigate all violent attacks with fairness and equity for all individuals in our community, including individuals engaged in prostitution. It shall also be the policy of the City to make reasonable efforts to take into account coercion in cases for individuals involved in prostitution, in particular where there is evidence of trafficking in women and girls.

13. It shall be the goal of the City to support public information and education programs to change traditional attitudes concerning the roles and status of women and men.

PASSED, APPROVED, and ADOPTED March 20, 2018.

MICHAEL D. TUBBS
Mayor of the City of Stockton

ATTEST:

BRET HUNTER, CMC
City Clerk of the City of Stockton