

**COUNTY OF SAN DIEGO
BOARD OF SUPERVISORS
TUESDAY, APRIL 26, 2022**

MINUTE ORDER NO. 34

SUBJECT: AN ORDINANCE TO PROVIDE FOR THE LOCAL IMPLEMENTATION OF THE UNITED NATIONS CONVENTION ON THE ELIMINATION OF ALL FORMS OF DISCRIMINATION AGAINST WOMEN (CEDAW) (DISTRICTS: ALL)

OVERVIEW

The Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) is an international bill of rights for women. The United Nations General Assembly adopted CEDAW in 1979. CEDAW, which consists of a preamble and 30 articles, defines what constitutes discrimination against women and sets forth an agenda for action to end such discrimination. Across multiple sectors, discrimination against women causes negative impacts in economic, political, and social participation of women. This in turn results in loss of economic opportunities and poverty, among other things.

On July 17, 1980, President Carter signed CEDAW. However, the United States is one of only a handful of other nations, which has yet to ratify the treaty. Nonetheless, numerous cities and counties across this nation have taken action to adopt local ordinances that reflect the principles of CEDAW to work towards the elimination of all discrimination against women. Adopting a CEDAW ordinance locally will help the County of San Diego (County) achieve gender parity, decrease gender-based discrimination, and work towards the elimination of all acts of discrimination against women and girls in our county.

On November 16, 2021 (19), the Board of Supervisors (Board) took action to approve and direct the Chief Administrative Officer to identify appropriate County staff from the Office of Equity and Racial Justice and other relevant departments to work with the San Diego County Commission on the Status of Women & Girls to: (1) draft a San Diego County CEDAW Ordinance for adoption and approval by the Board; and (2) begin the process to conduct a gender equity strategy to help guide the implementation of this ordinance upon its adoption.

The recommendation today is to approve the first reading of the CEDAW ordinance. If the Board approves the first reading today, the recommended action is to adopt the CEDAW ordinance after a second reading at the Board of Supervisors' regular meeting on May 10, 2022.

RECOMMENDATION(S)

CHIEF ADMINISTRATIVE OFFICER

1. Approve the introduction of the ordinance (first reading):
AN ORDINANCE OF THE BOARD OF SUPERVISORS OF THE COUNTY OF SAN DIEGO TO PROVIDE FOR THE LOCAL IMPLEMENTATION OF THE UNITED NATIONS CONVENTION ON THE ELIMINATION OF ALL FORMS OF DISCRIMINATION AGAINST WOMEN (CEDAW)
2. If, on April 26, 2022, the Board takes action as recommended in item 1. then, on May 10, 2022 (second reading):
Submit ordinance for further Board consideration and adoption on May 10, 2022 (second reading).

EQUITY IMPACT STATEMENT

Discrimination against women violates basic human rights because all human beings are inherently entitled to equal rights and respect for dignity. Furthermore, discrimination against women causes adverse, unequal, and/or unfavorable treatment of women and girls based on sex, gender, gender identity, and/or gender expression with regard to economic development, the legal system, political and civic engagement, and healthcare. Adopting a CEDAW ordinance will help the County of San Diego (County) achieve gender parity, decrease gender- based discrimination, and work towards the elimination of all acts of discrimination against women and girls in our county.

The Board of Supervisors created the San Diego County Commission on the Status of Women and Girls (Commission) to identify the needs and problems of women and girls in the county and to eliminate the practice of discrimination and prejudice against women and girls. The Commission identified that a CEDAW ordinance is necessary to further address these issues. It is integral that the Commission and County departments, offices, programs, boards, commissions, and other operational units explore the disparate impacts facing women and girls. Critical to the implementation of this ordinance will be consideration for an intersectional and inclusive view of gender equity.

The Board of Supervisors created the Office of Equity and Racial Justice (OERJ) to prevent and eliminate inequality and discrimination, including discrimination against women and transgender, cisgender, and gender nonconforming individuals. The OERJ is the most appropriate oversight body to help guide the implementation of this ordinance and shall consult with the Commission throughout the process. The OERJ will provide technical assistance throughout the intersectional gender analysis process and oversee the development and implementation of intersectional gender equity action plans by each county department, office, program, board, and commission. This effectuates the goal and purpose for which the Board established the OERJ.

FISCAL IMPACT

Today's action does not have a fiscal impact. However, it is anticipated there will be fiscal impacts associated with the implementation of this ordinance, if it is adopted. The ordinance requires an intersectional gender analysis, which will inform Intersectional Gender Equity Action Plans to be developed by every County operational unit. If additional resources are required for these actions, details and the request for additional funding will be presented to the Board at that time.

BUSINESS IMPACT STATEMENT

N/A

ACTION:

ON MOTION of Supervisor Vargas, seconded by Supervisor Fletcher, the Board of Supervisors took action as recommended, to further consider and adopt the Ordinance on May 10, 2022.

AYES: Vargas, Lawson-Remer, Fletcher

NOES: Anderson, Desmond

State of California)
County of San Diego) §

I hereby certify that the foregoing is a full, true and correct copy of the Original entered in the Minutes of the Board of Supervisors.

ANDREW POTTER
Clerk of the Board of Supervisors



Signed
by Andrew Potter