

**Alameda County Commission on the  
Status of Women**  
**Policy Subcommittee Meeting Agenda**  
**Wednesday, June 12, 2024 5:30-6:15PM**



The mission of the Alameda County Commission on the Status of Women (COSW) is to represent the women of Alameda County in maximizing social equality and parity for women of all ages in such areas as housing, employment, health services, child care, elder care, education, transportation, credit, legal rights, and community services.

| Meeting Information  | Members  |                         |
|--|--|-------------------------|
| <p><b>To Participate:</b></p> <p><u>Option 1: In person (required of all Commissioners)</u><br/>Gail Steele Multi Service Center in Hayward, 2nd Floor<br/>Room: Cal Poppy</p> <p><u>Option 2: Virtual via Teams</u><br/>Join on your computer, mobile app or room device</p> <p>Click here to join the meeting:<br/><b><u><a href="#">Join the meeting now</a></u></b><br/>Meeting ID: 293 188 819 253<br/>Passcode: pHEiGQ</p> <p><b>Dial in by phone</b><br/><u><a href="#">+1 415-915-3950,,137582350#</a></u> United States, San Francisco<br/><u><a href="#">(888) 715-8170,,137582350#</a></u> United States (Toll-free)<br/><u><a href="#">Find a local number</a></u><br/>Phone conference ID: 137 582 350#</p> <p>For accommodations, please contact <a href="mailto:cosw@acgov.org">cosw@acgov.org</a> at least 72 business hours in advance.</p> | Commissioner Senn, (Acting)<br>Committee Chair | Conference of<br>Mayors |
|  | Commissioner Castro                            | District 3              |
|  | Commissioner Amey                              | District 1              |

| Item No. | Topics                       | Presenters               | Description   | Objective and Time               |
|----------|------------------------------|--------------------------|---|----------------------------------|
| 1.       | <b>Draft CEDAW ordinance</b> | Committee Commissioners  | Discuss our feedback regarding the draft ordinance. Determine next steps including recommendations to a) Sup. Tam and b) the full Commission, including what roles we need different people to take on and timing | Information and Action<br>5:30pm |
| 2.       | <b>Public comment</b>        | Commissioners + visitors | Open forum for items not on the agenda/discuss any new feedback of what work CBOs are leading. Determine next steps   | Information and Action<br>6:20pm |
| 3.       | <b>Adjournment</b>           | Commissioners            | Review action items and adjourn the meeting.  | Information and Action<br>6:25pm |

**PUBLIC COMMENT:**

The Commission on the Status of Women welcomes you. Public comment is permitted after each item on the agenda and during open public comment for items not on the agenda. If you wish to speak:

- Instructions on joining a meeting by video conference are available at <https://support.microsoft.com/en-us/office/join-a-meeting-in-microsoft-teams-1613bb53-f3fa-431e-85a9-d6a91e3468c9?ui=en-us&rs=en-us&ad=us>
- Select ‘Click here’ to join the meeting in your meeting invite to be taken to a page where you can choose to either join on the web or download the desktop app. If you already have the Teams app, the meeting will open there automatically. If you don’t have a Teams account and the organizer has allowed it, you may have the option to enter your name to join the meeting. If you do have a Teams account, select ‘Sign in’ to join with access to the meeting chat and more. Then, depending on the organizer’s settings, you may join the meeting right away or go to the lobby where people in the meeting can admit you.
- When addressing the Commission, please give your name for the record before your presentation. If you wish to speak on a matter not on the agenda, please wait until the Chair calls for public input at the end of the Regular Calendar. NOTE: Only matters within the Commission’s jurisdiction may be addressed. Time limitations shall be at the discretion of the Chair.

**NEXT COSW MEETING(S): (Every 2<sup>nd</sup> Wednesday except for August and December – please confirm meeting dates and times in advance at: <https://www.alamedacountysocialservices.org/about-us/Government-and-Community-Relations/offices/office-public-affairs/commission-status-of-women>)**

Regular Meeting – 6:30 - 8:30 PM

Policy Subcommittee Meeting – 5:30 – 6:15 PM

**IMPLEMENTATION OF THE PRINCIPLES OF THE UNITED NATIONS  
CONVENTION ON THE ELIMINATION OF ALL FORMS OF  
DISCRIMINATION AGAINST WOMEN**

Draft

***Chapter XXX IMPLEMENTATION OF THE PRINCIPLES OF THE UNITED  
NATIONS CONVENTION ON THE ELIMINATION OF ALL FORMS OF  
DISCRIMINATION AGAINST WOMEN***

**13.120.010 Title.**

This chapter shall be known as the "Implementation of the Principles of the United Nations Convention on the Elimination of All Forms of Discrimination Against Women."

(AC PAL Resolution 2010.)

**13.120.020 Findings and Purpose.**

The Board of Supervisors finds and declares:

- A. The Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) is an international human rights treaty focused on eliminating discrimination against women and girls and achieving gender equality. The treaty addresses women's rights in economic, social, cultural, civil, and political areas. CEDAW was ratified by over 186 member states of the United Nations (UN). Although President Jimmy Carter signed the CEDAW on July 17, 1980, the United States is one of six UN member states that has not yet ratified the treaty. The County of Los Angeles (County) recognizes that the international adoption and ratification of the CEDAW has significantly advanced gender equity for women and girls around the world, including in the areas of economic development, healthcare, violence against women and girls, and education.
- B. A growing number of cities and counties adopted local ordinances and resolutions implementing the principles of the CEDAW, beginning in 1998, when San Francisco enacted the first local CEDAW ordinance, followed by the City of Los Angeles in 2003. To date, 11 cities and/or counties have adopted CEDAW ordinances, and at least 29 local jurisdictions passed resolutions affirming support for implementing the CEDAW principles in their local governments.
- C. The principles espoused in the CEDAW are consistent with the County's commitment to ending inequitable gender outcomes and improving the quality of life for women and girls, including transgender, nonbinary, gender non-conforming and anyone female-identifying, in the County. The County has led several efforts to ensure that women and girls have equal access and opportunity across the County. From the creation of the County Commission for Women in 1975 which is focused on women's issues and gender equity, and the

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establishment of the Human Relations Commission (HRC) in 1965 and the Anti-Racism, Diversity and Inclusion Initiative (ARDI) in 2020, the Board has taken tangible actions to

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promote gender equity, including using an intersectional lens to ensure the County creates a foundation of equity as an employer, service provider, and community and business partner.

- D. There is a continuing need for the County to protect the human rights of women and girls and to locally implement the principles of the CEDAW. Adoption of the CEDAW principles at the County level will help promote gender equity and address discrimination against women and girls within the County, including in the areas of economic development, education, housing and homelessness, gender-based violence and harassment, health care, justice-impacted women, voting rights, and civic engagement.
- E. The CEDAW does not supersede federal, State, or local laws. Instead, it provides a framework and actionable guidance for the County to help promote gender equity and address discrimination against women and girls.
- F. As the County's commitment to gender equity continues to progress and expand, now is the time for the County to formally integrate the CEDAW principles into our local laws and policies.

#### **13.120.030 Definitions.**

As used in this chapter, and for the purposes of this ordinance, the following words and phrases shall have the meanings indicated herein:

- A. "County" means the County of Alameda.
- B. "BIPOC" means Black, Indigenous, and People of Color.
- C. "Discrimination against women and girls" means any adverse, unequal and/or unfavorable treatment, including gender-based violence, of women and girls based on sex, gender, gender identity, and/or gender expression with regard to economic, social, cultural, civil, political, and legal areas.
- D. "Gender" means the characteristics of women, men, girls, and boys that are socially constructed. This includes norms, behaviors, and roles associated with being a woman, man, girl, or boy, as well as relationships with each other. As a social construct, gender can vary among cultures and can change over time.
- E. "Gender equity" means the redress of discriminatory practices and the establishment of conditions enabling women and girls to achieve full, substantive equality with men, recognizing that needs of women and men may differ, resulting in fair and equitable outcomes for all. "Gender equity" further means the redress of discriminatory practices and establishment of conditions enabling all persons identifying as transgender, nonbinary, and/or gender non-conforming to achieve full equality and equity.

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- F. "Gender expression" means a person's gender-related appearance or behavior, or the perception of such appearance or behavior, whether or not stereotypically associated with the person's sex assigned at birth.
  - G. "Gender identity" means each person's internal understanding of their gender, or the perception of a person's gender identity, which may include female, male, a combination of female and male, neither female nor male, a gender different from the person's sex assigned at birth, or transgender.
  - H. "Intersectional" means the interconnected nature of social categorizations and individual characteristics that overlap as interdependent and compounded systems of discrimination. These categorizations and characteristics include, but are not limited to, gender, gender identity, race, ethnicity, nationality, immigration status, culture, sexual orientation, age, socio-economic status, education, language skills, and disability.
  - I. "Nonbinary" means persons with gender identities that fall outside of the traditional conceptions of strictly either female or male.
  - J. "Gender non-conforming" means persons whose behavior or appearance does not conform to prevailing cultural and social expectations about what is appropriate to their gender.
  - K. "Sex" means the different biological and physiological characteristics of females, males, and intersex persons. Intersex persons have innate sex characteristics, including sex organs, hormones, chromosomes, that do not fit medical and social norms for female or male bodies.
  - L. "Transgender" means a person whose gender identity differs from the person's sex assigned at birth.
  - M. "Women" and "women and girls" means all persons who identify or are identified with the gender category of woman or female, whether or not assigned to that category at birth, inclusive of transgender, nonbinary, gender non-conforming and anyone female or femme identifying.

#### **13.120.040 Local Principles of the CEDAW.**

It is the goal of the County to implement the principles underlying the CEDAW to promote gender equity and address discrimination against women and girls within the County. The CEDAW principles must be integrated in the County's role as an employer, service provider, [fiduciary](#), and community and business partner, and must apply to women and girls of all identities and categories.

- A. Economic Development
  - 1. The County must look for ways to improve its commitment to the elimination of discrimination against women and girls in economic opportunities, including:
    - a. Employment opportunities, including the application of the same criteria for selection in matters of employment and the right to access and receive vocational training for nontraditional jobs.

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- b. Promotion, job security, and all benefits and conditions of service, regardless of familial, marital or parental status, and where appropriate, encouraging women to apply to decision-making posts, County revenue-generating posts, ~~and~~ management of commissions and departments, and influential leadership positions overseeing County agencies as well-
  - c. Equal remuneration, including benefits and equal pay with respect to work of equal value.
  - d. Protection of health and safety in working conditions, including supporting efforts not to purchase sweatshop goods and regular inspection of work premises.
  - e. Protection from all forms of harassment, retaliation, hostile work environment, and violent acts in workplaces; and
  - f. The provision of reasonable accommodation for pregnant and lactating people.
2. The County recognizes that family caregiving responsibilities fall disproportionately on women and girls. The County must encourage and, where possible, support the necessary social services to enable all people to balance work responsibilities with family obligations and participation in public life, in particular, through promoting the establishment and development of an accessible, affordable, and quality network of child and family care services and facilities, flexible work schedules, paid family leave and family-friendly workplace policies. The County must also encourage support for policies and programs that expand access to child/family care, elder care, and home health care services.
  3. The County acknowledges the importance of the care industry, which includes child/family care, elder care, and home health care workers. Currently, many care workers are women, predominantly BIPOC women and immigrants. It must be the goal of the County to look for ways, to the extent of its purview in these areas, for people who work in the care industry to have access to resources that provide economic mobility, including, but not limited to better remuneration, benefits and career pathways, ~~and~~ training and education. This will ensure to enable them to provide quality, safe, and responsive care.
  4. The County must promote access to safe and affordable housing and transportation.
  5. The County must 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. Education

1. It must be a goal of the County to identify ways to support women and girls' access to high quality education leaning into STEM-focused degree options.
2. The County must encourage the training of women and girls for nontraditional jobs, including registered apprenticeship programs, two-year degree options and career technical education (CTE) focusing on science and technology. ~~vocational, science and technology training and education.~~

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3. The County must look for ways to facilitate access to training and education for women to re-enter the labor market.

C. Housing and Homelessness

1. The County recognizes the root causes of homelessness and housing insecurity are different for women and girls, and may include factors such as domestic violence, substance abuse, mental health, poverty, and the uneven distribution of caregiving responsibilities. It must be a goal of the County to support policies and programs that understand the unique housing needs of women and girls.
2. The County must promote access to safe and affordable housing for women and girls, while reducing the barriers to securing permanent and supportive housing.
3. The County must aim to find ways to support prevention and homeless services that are specifically designed to be gender-responsive to the needs of women and girls, including veterans and BIPOC women and girls.
4. It must be a goal of the County to ensure a coordinated delivery system that expedites the process for housing and makes accessible the supportive services women and girls need to stay housed, including childcare, job training and placement, counseling, mentorship, education, substance-abuse treatment, public benefits and health care.

D. Gender-Based Violence and Harassment

1. It must be a goal of the County to take and diligently pursue all appropriate measures to prevent and redress sexual and domestic violence and trafficking of women and girls, including to:
  - a. Promote enforcement of criminal penalties and civil remedies, when appropriate.
  - b. Seek and encourage ways for survivors to receive appropriate protective and support services, including, but not limited to, medical, counseling, shelter, rehabilitation, and hotline services.
  - c. Provide gender-sensitive training for County employees regarding sexual and domestic violence and trafficking of women and girls, as appropriate.
  - d. Support public education campaigns regarding violence caused by misogyny; hatred of women and girls, and transgender persons; and gender stereotypes.
2. Sex workers, including those that are transgender, are especially vulnerable to violence and hate crimes. It must be a goal of the County to find ways to help sex workers who have been subject to violence and hate crimes and to prevent such acts. Where possible, the County must take measures to ensure that law enforcement diligently investigates violent attacks against sex workers.
3. It must be a goal of the County to find ways for public works projects to include measures, such as adequate lighting and safe placement of restrooms, to protect the public's safety, including the safety of women and girls.



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4. It must be a goal of the County to have a safe and harassment-free environment for women and girls, including within the workplace, public spaces, transit services, and when accessing public services in the general community. The County must also look for ways to encourage education of the public on harassment and to ensure justice for those who are harassed.

E. Health Care

1. It must be a goal of the County to take appropriate measures to eliminate discrimination against women and girls regarding health care, including to equitably facilitate information about and access to quality health care facilities and services, according to the needs of all communities, regardless of age, race, ethnicity, culture, language, socio-economic status, and/or sexual orientation.
2. The County must aim to find ways for all women and girls, including immigrant women and BIPOC women, to access quality, culturally sensitive health services in connection with family planning, prenatal care, delivery, and the post-natal period, granting free services where possible, as well as access to adequate nutrition during pregnancy and lactation.
3. The County must aim to deliver health services without implicit bias that impacts perceptions of the needs of women and girls.

F. Justice-Impacted Women

1. It must be a goal of the County to provide assistance and opportunities to women and girls impacted by the criminal justice system.
  - a. The County must continue to support ~~look for~~ ways to facilitate a justice system that is “Care First, Jail Last”, with gender-responsive and trauma-informed services. ~~designed to address issues that women and girls face.~~
  - b. The County must continue to support ~~look for~~ ways to provide employment opportunities for formerly incarcerated women and remove barriers to high quality jobs. ~~gainful employment.~~

G. Voting Rights and Civic Engagement

1. It must be a goal of the County to educate women and girls about their voting rights and to encourage civic engagement.
2. The County must look for opportunities to encourage voter registration among women.
3. The County must look for ways to encourage civic and political engagement among women, including holding public office, membership in local commissions, boards, or task forces, and participating in community service.

H. Implementation Policy

H. With support from the Commission on the Status of Women and Girls, the Board of Supervisors shall adopt a policy to further implement this Chapter, including the effectuation of a baseline intersectional gender analysis, ongoing iterative intersectional gender analyses, and a

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Countywide intersectional gender equity action plan (and subsequent sub-County unit action plans, as needed). The gender equity action plan shall address how to integrate human rights principles into the county's operations, how to further implement the local principles of the CEDAW, and the measures recommended to correct deficiencies identified at the countywide level. The BOS shall ensure the incorporation of these policies, goals and themes into their future Vision planning, and direct their Agency leadership to do the same at any sub-unit levels. On an annual basis, the BOS shall direct the County Administrator's Office to identify funding allocations for the implementation of the CEDAW ordinance and related activities, including subsequent remediations for gender equity action plan items.

I. Enforcement. In undertaking the enforcement of this ordinance, the County 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 the breach of which creates any liability in money damages to any person who claims that such breach proximately caused injury. This ordinance does not create any private cause of action.

**SUBJECT:** APPROVAL OF AN ORDINANCE TO IMPLEMENT THE PRINCIPLES OF THE UNITED NATIONS CONVENTION ON THE ELIMINATION OF ALL FORMS OF DISCRIMINATION AGAINST WOMEN

**RECOMMENDATION:**

Approve the adoption of an ordinance that establishes a framework for integrating the principles of CEDAW (Convention on the Elimination of All forms of Discrimination Against Women) into the operational and programmatic framework of Alameda County government and services. After adoption, a small workgroup comprised of representatives from the Commission on the Status of Women, the Board of Supervisors, and SSA will develop an Action Plan which will include the an intersectional gender analysis in order to identify and analyze gender inequities.

**BACKGROUND**

In 1979 the United Nations ratified a treaty called Convention on the Elimination of all forms of Discrimination Against Women (CEDAW) that aimed to end discrimination in employment, salary, and equality within the law. Despite nearly all countries ratifying this treaty, the United States to date has still not done so.

In 2010, as part of a nationwide movement, this Board adopted a resolution urging the United States to ratify the United Nations' CEDAW treaty.

Local CEDAWs have been shown to take time to fully implement. San Francisco which adopted its CEDAW ordinance in 1998 is still in the process of implementation. The momentum for local jurisdictions to adopt CEDAW ordinances was reinvigorated in 2022 and 2023 when San Diego and Santa Clara counties both passed ordinances. In May 2023, the Alameda County Mayors' Conference adopted a resolution urging all cities in Alameda County and the State to adopt ordinances and the [East Bay Times ran an editorial](#) in support.

The current renewed urgency in CEDAW has been triggered by the attack on women's reproductive rights and civil rights in general in the United States. CEDAW provides a legislative framework for cities and counties to codify the intent of eliminating discrimination against women. Voting rights, civil rights, and the movement for diversity, equity and inclusion are all under attack and represent a 21<sup>st</sup> century Jim Crow backlash.

This is the time for local governments to stand up, adopt, and implement human and civil rights protections. A CEDAW ordinance would provide a framework based on the intersectionality of all forms of discrimination based upon race, religious belief, color, national origin, immigration status, culture, class, ancestry, age, gender, sexual orientation, gender identity, pregnancy and other family planning status, marital status, disability, medical condition, political belief, and organizational affiliation, and shall afford special attention to those in poverty with the least access to opportunities.

**DISCUSSION:**

At the July 24, 2023, Board Social Services Committee meeting, the County's Commission on the Status of Women (COSW) reported on their activities in FY 22-23 and made the ask for committee members Supervisors Miley and Tam to support the adoption of a County CEDAW ordinance -- both expressed interest in pursuing.

Supervisor Tam agreed to have District 3 coordinate with District 4 staff assisting. Staff subsequently met several times with COSW Chair Nina Senn and other COSW members to discuss

what provisions could be included in an Alameda County CEDAW using the Santa Clara County ordinance as a reference point.

SSA Director Andrea Ford and Assistant Agency Director Anissa Bosoco-Villarreal have also provided valuable input to the preparation of this document.

At the March 19, 2024 BOS Work Session, COSW Chair Nina Senn presented the update and requested the BOS entertain the introduction of CEDAW ordinance before the end of the year.

### **SCOPE OF WORK:**

Implementation of the CEDAW ordinance will take three phases: developing an operational framework, conducting a baseline gender assessment, and creating a gender-equity action plan. The assessment will take a gender equity lens to 1) County employment practices and compensation, 2) County services delivery, and 3) budget allocations. Areas to consider will include the criminal justice system; economic development; education and women's leadership; gender based violence and harassment; healthcare; housing and homelessness; political and civic engagement; environmental justice and climate change; transportation, library services, parks and recreation, and environmental health services.

The baseline assessment shall be conducted in an efficient manner that leverages available County resources, including existing or concurrently-developed information, data and analyses. The assessment will also look at programs and practices that currently address gender inequities in planning and implementation for possible replication in other departments. D3 staff will work with SSA staff, members of the COSW as well as other stakeholders throughout this process. The results of the baseline intersectional gender assessment will be presented in a public meeting of the Board of Supervisors.

The most recent Pew Research has found that gender pay inequity in the United States in 2022 has remained stagnant for the past 22 years with women earning 80 cents to the dollar. The pay gap increases with the age of the women, with women 25-34, the lowest at 90 cents to the dollar and highest for women 55-64 at 79 cents to the dollar.

For Black and Hispanic women, the gender pay gap is even higher – 70 cents to the dollar and 65 cents to the dollar respectively.

### **Management of the CEDAW process**

Initially, we see SSA overseeing the initial needs assessment(s) since the agency houses COSW. However, we anticipate that once the County's DEI director position is filled, that the CEDAW work can be incorporated into their scope of work.

### **Sources of data (partial list):**

ACHCSA, ACSSA, ACHCD, ACHRA, Alameda County Office of Education, Alameda County Community Food Bank, Alameda Alliance for Health, Alameda Health Systems, First 5 AC, EBRPD

### **CONCLUSION:**

Approval of a countywide gender equity needs assessment and analysis will affirm Alameda County's commitment to eliminate discrimination against women and girls in employment, services beginning with approval of allocating resources to conduct this assessment and analysis for the purpose of developing a CEDAW ordinance.

### **BUDGET:**

The Ordinance shall be required to be funded on an ongoing basis. Explore the possibility of working with the Goldman School of Public Policy at UCB to develop and implement a gender-based analysis personnel policies, and work conditions. Future assessments may include an analysis/review

of gender equity in what services are available, how they are -delivered, outreach, and budget/resource allocations.

**FINANCING:**

Explore the cost of working with the Goldman School on the gender-based analyses.

**VISION 2026:**

The gender equity needs assessment is essential to the Vision 2026 10X Goal of Healthcare for All, the Elimination of Poverty and Hunger, Employment for All, a Crime Free County, and Eliminating Homelessness.

Comment: The County issued an RFP last year for a recruiting agency to find eligible candidates for this job which would be housed in the CAO's office. I don't know where the process is currently. This may be a very long process.

From Job Description of Diversion, Equity, and Inclusion (DEI) Director

The DEI Director will be responsible for leading the County of Alameda as the County moves to more deliberately embrace and advance diversity, equity, and inclusion efforts. The incumbent in this position will direct the team in implementing strategies and initiatives, partner with critical stakeholders to achieve transformational change, and manage and supervise the office of DEI programs, projects, and processes.

The DEI Director will provide internal consulting services and leadership coaching to departmental lines of business to further department-based strategies that align with County goals, mission and core values for diversity, equity, and inclusion.

The DEI unit helps the County to realize diversity and inclusion as an integral organizational strategy, provide a workplace free of discrimination and harassment, achieve diversity in the workforce, and encourage an environment of respect where cultural differences and similarities are valued.