

**P&S MEETING**

11/10/2020

Received Before Meeting

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# DISCUSSION AND RECOMMENDATIONS REGARDING CEDAW AS A COMPONENT OF CITYWIDE DIVERSITY & INCLUSION EFFORTS

November 10, 2020

[www.cityofpaloalto.org/raceandequity](http://www.cityofpaloalto.org/raceandequity)

## RECOMMENDATION

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Accept this status report regarding CEDAW, the Convention on the Elimination of All Forms of Discrimination Against Women, and recommend the following to City Council:

- Direct staff to proceed with a community summit on the status of women and girls in Palo Alto as part of the City's Diversity & Inclusion initiative for the purpose of identifying gender equality issues and next steps;
- Direct Human Resources staff to analyze and report on demographics of the City of Palo Alto workforce for job classifications and gender;
- Include gender equity as an integral element of the City's ongoing Diversity & Inclusion initiative.

## **Motion by Policy and Services Committee, 10/13/20:**

**MOTION:** Chair Cormack moved, seconded by Council Member Kou to recommend the Council direct Policy and Services Committee continue discussion of this item; direct Staff return in a month with a range of options for next steps, including cost and time frames, reconciling this work with the work of the Ad Hoc Committee on Diversity and Inclusion, such as specific areas to focus on, to consider the first format, such as a summit, an audit, a subcommittee or another partner such as a university; and to have Staff connect with Palo Alto Unified School District.

# OPTIONS

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- **SUMMIT:**
  - Identify community needs and explore issues, opportunities, actions, and strategies that can be utilized to positively affect the lives of women and girls in Palo Alto
  - Identify issues, needs, and actions that focus on policy change or collaborative activities with outside organizations
  - Refer results to Policy and Services as part of the Diversity & Inclusion work for prioritization and further recommendation
- **WORKFORCE DEMOGRAPHICS:**
  - Use City of Palo Alto workforce job classifications
  - Connect this work with the citywide diversity and inclusion work
- **GENDER EQUITY:**
  - Confirm as an integral element of the City's Diversity & Inclusion initiative



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