



City of Palo Alto

Policy and Services Committee Staff Report

(ID # 11658)

Report Type: Action Items

Meeting Date: 10/13/2020

Summary Title: CEDAW and Diversity/Inclusion

Title: Discussion Regarding the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) as a Component of Citywide Diversity and Inclusion

From: City Manager

Lead Department: City Manager

Recommendation

Staff recommends that Policy and Services Committee discuss [CEDAW](#), the Convention on the Elimination of All Forms of Discrimination Against Women, as it relates to recent City Council conversations about diversity and inclusion.

Discussion

The Convention on the Elimination of All Forms of Discrimination Against Women was adopted by the United Nations General Assembly in 1979. Including a preamble and 30 articles, it defines what constitutes discrimination against women and proposes an agenda for national action to end the discrimination.

In 2002, Council passed [Resolution #8217](#), in support of CEDAW ([CMR: 405:02](#)). On December 12, 2016, the Council passed [Resolution #9653](#), “Reaffirming Palo Alto’s Commitment to a Diverse, Supportive, Inclusive and Protective Community.” As part of the approval motion, Council moved to refer the subject matter to the Human Relations Commission (HRC), for “recommendation of implementation measures and additional elements that should be considered by the Council in the future” ([Council Action Minutes 12/12/16](#)).

In 2018 ([February 8, 2018](#)), the HRC ad hoc committee on CEDAW presented a [report](#) with a “goal...to identify and study gender equality issues, as they affect and apply to Palo Alto.” [Meeting minutes](#) reflect the discussion, with the expectation that this would move to City Council for consideration and action. Council received this information at their October 1, 2018 meeting ([CMR: #9646](#)).

As part of recent Council *ad hoc* discussions regarding race, equity, diversity, and inclusion, plans to work on these topics have emerged and are under consideration by Council. The

Citywide Diversity & Inclusion *ad hoc* proposes data collection and analysis, community programs and engagement, training, and other actions. Areas of data collection and other City workforce analysis include bias, gender, pay equity, hiring practices, training, and related activities.

Stakeholder Engagement

The Mayor and City Council have engaged on various *ad hoc* committees to identify actions and recommend plans on the topics of racial equity, diversity, and inclusion throughout the summer and fall of 2020. These efforts have incorporated community outreach, programs, and data gathering on the topic of race, racial equity, diversity, and inclusion.

As noted, prior HRC Committee work has included studies of gender and related discrimination in Palo Alto.

Environmental Review

This is not a project as defined in CEQA and no environmental review is required.