



## CITY OF MILPITAS AGENDA REPORT (AR)

<b>Item Title:</b>	<b>Adopt a Resolution in Support of the Principles of the Convention on the Elimination of All Forms of Discrimination Against Women</b>
<b>Category:</b>	Reports of Mayor and Councilmembers
<b>Meeting Date:</b>	2/18/2020
<b>Staff Contact:</b>	<b>Councilmember Karina Dominguez, 408-586-3031; Councilmember Anthony Phan, 408-586-3032</b>
<b>Recommendation:</b>	<b>Adopt Resolution in Support of the Principles of the Convention on the Elimination of All Forms of Discrimination Against Women</b>

### **Background:**

The Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) is a landmark international agreement that affirms principles of fundamental human rights and equality for women around the world. To date, 187 out of 193 United Nations member states have ratified CEDAW. The United States is one of only six countries—along with Iran, Sudan, Somalia, Palau and Tonga—that have not ratified CEDAW. CEDAW defines discrimination and provides a practical blueprint to promote human rights and open opportunities for women and girls in all areas of society. The treaty calls on each ratifying country to overcome barriers to discrimination in the political, social, economic, and cultural fields. This includes addressing issues of domestic violence, trafficking, affordable health care and child care, economic security, pay inequities, paid family leave, and educational and vocational opportunities.

Among the international human rights treaties, the Convention takes an important place in bringing the female half of humanity into the focus of human rights concerns. The spirit of the Convention is rooted in the goals of the United Nations: to reaffirm faith in fundamental human rights, in the dignity, and worth of the human person, in the equal rights of men and women.

### **Analysis:**

The Convention of Elimination of All Forms of Discrimination Against Women lays out specific universal standards that affirm the fundamental rights of women and girls and offers a framework to foster gender equality and eliminate discrimination against women. It defines what constitutes discrimination against women broadly to encompass policies that negatively affect women’s human rights, and offers a blueprint to create more equitable opportunities and outcomes for the City of Milpitas.

By using an intersectional approach, the City of Milpitas, can help women by building policies that address all aspects of their identity. CEDAW seeks to foster not only equal opportunities, but also more equitable outcomes. Furthermore, the City of Milpitas will be able to form outcomes that will help prevent workplace violence, discrimination and sexual harassment.

### **Fiscal Impact:**

None.

### **California Environmental Quality Act:**

N/A.

**Recommendation:**

Adopt the resolution in support of the principles of the United Nation Convention on The Elimination of All Forms of Discrimination Against Women, referenced as “CEDAW.”

**Attachments:**

Resolution