

Overview
Toledo City Council CEDAW Ordinance Proposal
Lead Sponsors: Councilwoman Tiffany Whitman and Councilmember Nick Komives

What Are Cities for CEDAW?

CEDAW stands for the Convention on the Elimination of all Forms of Discrimination Against Women. This is the only international human rights treaty that focuses entirely on ending discrimination against women. It addresses important issues such as:

- Equal pay for women
- Elimination of violence against women
- Support for families and caregivers

The aim of Cities for CEDAW is to “Make the Global Local” and protect the rights of women and girls by adopting principles of CEDAW in cities and towns across the United States. The CEDAW campaign used the comprehensive international women’s human treaty as an overarching framework for advancing political-economic equality for women in the United States at the local level.

CEDAW Ordinances like the Toledo Ordinance require cities to evaluate their programs and budgets and ensure they affect men and women equitably. It is a process, a fairer way of operating, not a separate program. If there is no discrimination, great! But where it is found, these laws help cities make changes to become more equitable. By passing a CEDAW Ordinance, the City of Toledo can take local measures to address barriers to full equality for women and girls throughout our community.

Requirements for Local Implementation of CEDAW Principles

- A gender analysis of city departments and operations
- An oversight body to monitor the implementation of a local CEDAW Ordinance
- Funding to support the implementation of the principles of CEDAW

Why Should the City of Toledo Pass a CEDAW Ordinance?

- Toledo is a progressive city with basic laws prohibiting discrimination already in place. Yet, discrimination against women is often hidden and pervasive. For example, according to 2015-2019 US Census reports, in the City of Toledo women make up 51.8% of the population. Yet:
 - Women in health care support jobs earn less than what their male counterparts earn
 - Women are more likely to live in poverty
 - Violence against women has increased dramatically during the pandemic
 - And, according to the Safe Place and Rape Crisis Center, it is estimated that 1 in 4 women will experience sexual violence during their lives
- We repurposed a manager position in the Department of Diversity, Equity and Inclusion that is **included in the 2022 Budget. Tentative plan for position scope of work:**
 - Percentage of time enforcing the local CEDAW ordinance and working with the appointed CEDAW commission
 - Percentage of time managing work under the direction of the City of Toledo’s Diversity, Equity and Inclusion Director including Affirmative Action and Equal Employment Opportunity (EEOC) analyses and investigations.
- Currently Toledo City Council is making history as a council made up of majority women. This is an opportunity to pass legislation that will have a lasting impact on our city and future generations of women leaders.
- This would be an opportunity for the City of Toledo to become a leader to protect the rights of women and girls. Currently, only seven cities in the United States, including Cincinnati, Ohio, have passed CEDAW Ordinances.
- This ordinance pairs well with our recent 2022 budget allocations to respond directly to advocacy of the community by increasing funding to hire a second Prosecutor for Domestic Violence and a clerk to assist DV Prosecutors.

- The US Conference of Mayors endorsed the principles of CEDAW in June 2014

Who is involved in Cities for CEDAW Locally and Nationally?

Across the USA, different civic organizations take the lead. The initiative is non-partisan and promotes no specific program. Over 200 civic organizations nationwide have endorsed Cities for CEDAW. On April 4, 2018, the Zonta Club of Toledo hosted 130 women and men from area organizations to discuss Toledo’s campaign for CEDAW. In Toledo, the following organizations endorsed Toledo CEDAW

- Zonta Club of Toledo
- YWCA
- People Called Women Bookstore
- League of Women Voters
- Women of Toledo
- Collingwood Arts Center
- Shero’s (Women of the Old West End-WOWE)
- Lucas County Children Services
- Catholic Foundation of the Diocese of Toledo
- Advocates for Basic Legal Equality (ABLE)
- Ohio Civil Rights
- Bethany House
- NAACP
- Glass City Delta Foundation, Inc.

National organizations that have endorsed the principles of CEDAW including:

- American Bar Association
- American Federation of Teachers
- Business and Professional Women/USA
- League of Women Voters of the United States
- NAACP
- YWCA
- Zonta International

For more information, visit: <http://citiesforcedaw.org/>