

# NO LIMITS FOR WOMEN IN PITTSBURGH



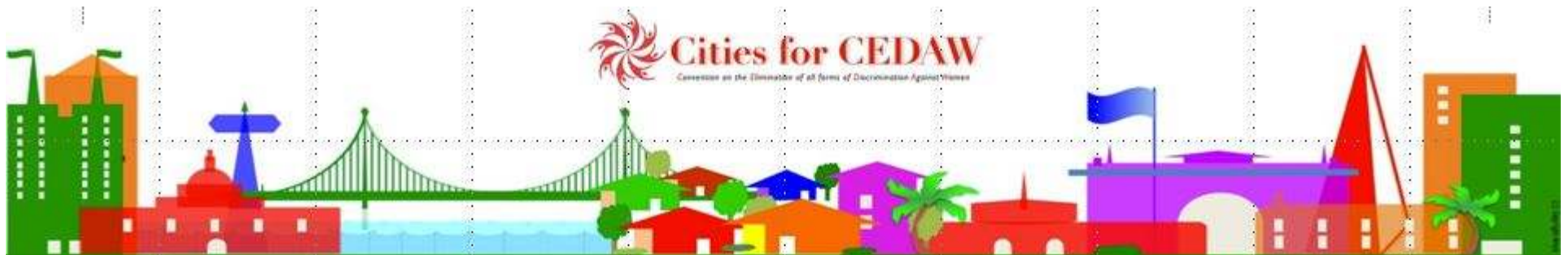
**Cities for CEDAW**

*Convention on the Elimination of all forms of Discrimination Against Women*



# What is CEDAW?

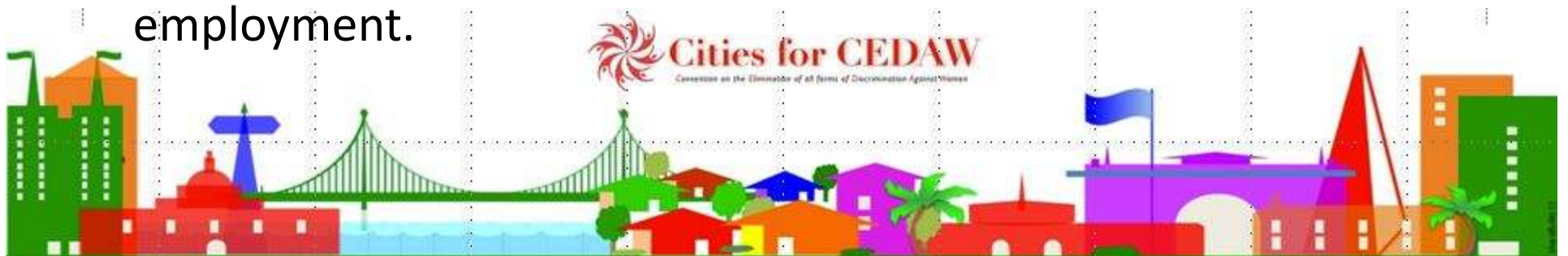
- ▶ **CEDAW** is the acronym for the United Nations' Convention on the Elimination of All Forms of Discrimination Against Women.
- ▶ It is an international human rights treaty that went into effect as international law in 1981.
- ▶ U.N. Member States that participate in the treaty are obligated to integrate **CEDAW's** provisions for eliminating discrimination into their national constitutions and laws, their structures and procedures of governance, and court rulings.
- ▶ It provides a clear, comprehensive, and internationally recognized legal definition of DISCRIMINATION, which is currently lacking in U.S. jurisprudence and law



# What Does CEDAW Accomplish?

Adopting **CEDAW** is a commitment to undertake measures to end discrimination against women in all forms, including:

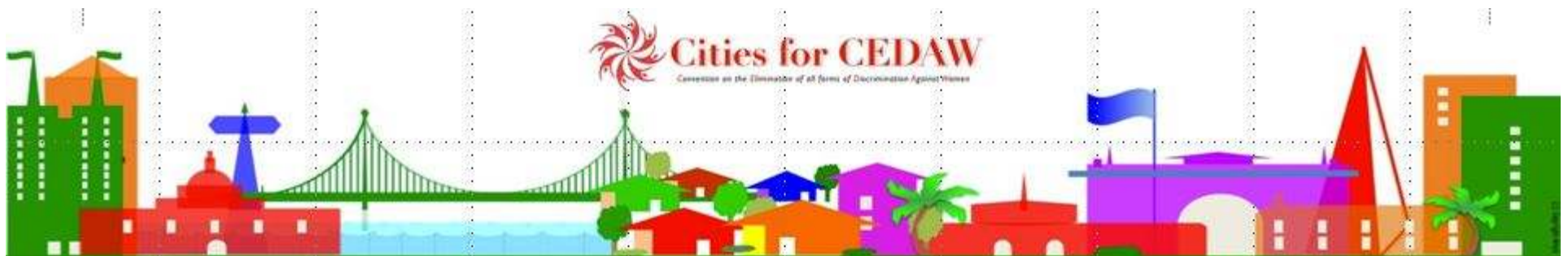
- **Calls for** protection of women against discrimination and violence;
- **Mandates** the elimination of all acts of discrimination against women; and
- **Aims to ensure** women's equal access to, and equal opportunities in, political and public life, education, health, and employment.





**The U.S. Constitution  
does not grant equal rights to women**

**and U.S. federal, state, and local laws do not  
adequately and consistently define discrimination**



# CEDAW's History in the U.S.

1980

- President Jimmy Carter signed CEDAW

1994

- Approved by the Senate Foreign Relations Committee with bipartisan support

2002

- Again approved by the Senate Foreign Relations Committee with bipartisan support

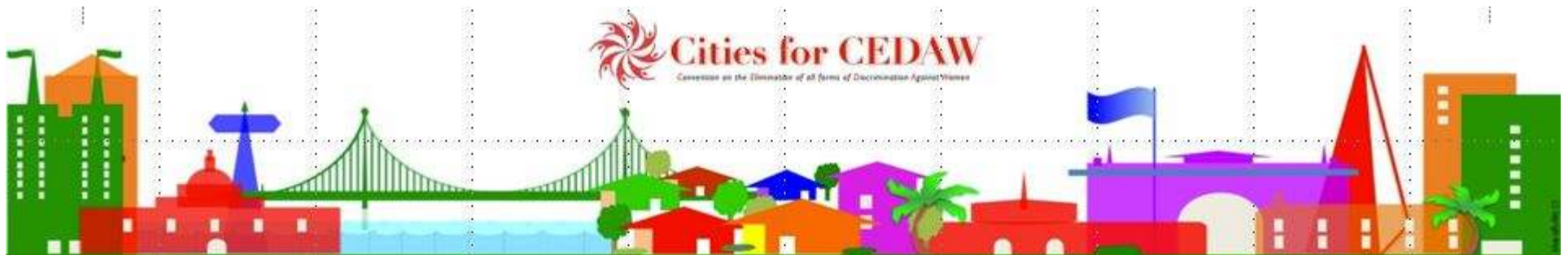
2010

- Senator Durbin held a hearing on CEDAW in a Senate Judiciary Subcommittee

2011

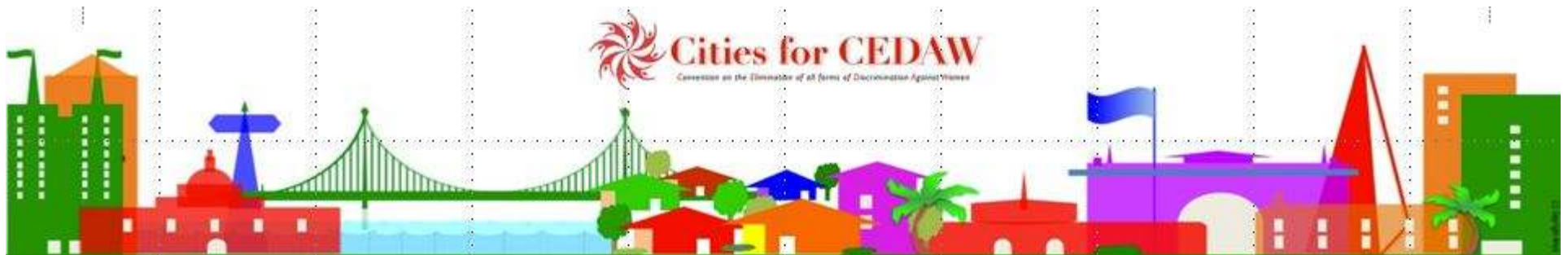
- Senators Boxer and Casey held a hearing on Women and Arab Spring which highlighted CEDAW

**But CEDAW has still not been adopted nationally.  
Senate must approve ratification by a 2/3 vote**



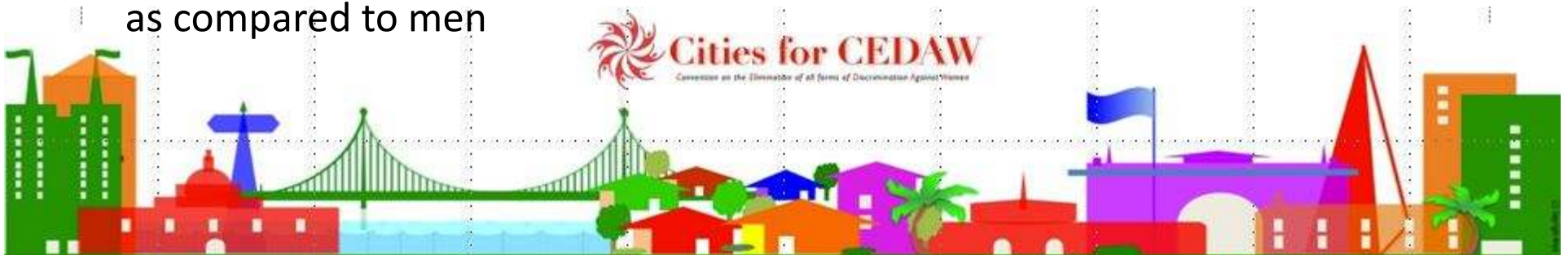
# Gender Discrimination in Pittsburgh

- The Feminisphere report of 2016 by Women and Girls Foundation analyzes the status of women and girls
- It surveyed 22 Family Support Centers in the Pittsburgh area in conjunction with data analytics from the Allegheny County Department of Human Services Office of Data Analytics, Research and Evaluation
- 77% of poor households are run by **single moms** (up 2% since 2005)
- **10 Census** tracts with the highest rate of Single Mothers Living in Poverty (30-70%) are Terrace Village, Northview Heights, Bedford Dwellings, East Hills, Garfield, Central Northside, California-Kirkbride, Spring Hill City View, Larimer, and Knoxville



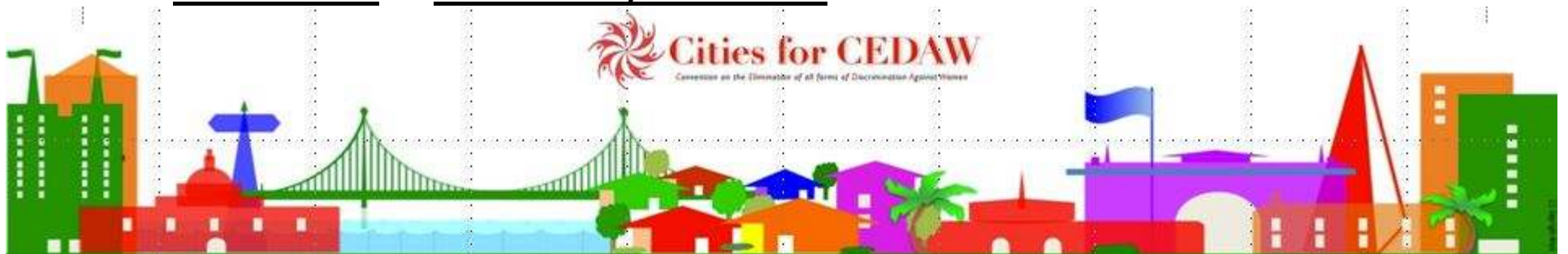
# Discrimination and Barriers

- Nationwide **Native American, Black and Latinx** women face **2x** the *poverty rate* of White women
  - In Pittsburgh, Black women face over 2x the poverty rate of white women
- More than 1 in 4 **Native and Black American** women live in poverty
- Almost 2/3 of **single moms living in poverty** in Pittsburgh report their lives have **worsened** in the past five years
  - Mothers reported **childcare, transportation, jobs and education** as their top concerns
  - From 2014-2016, only 1/3 of Pittsburgh area workforce development trainings were made up of women
  - However, women reported **almost half** the employment post-training rate as compared to men



# Public Policy

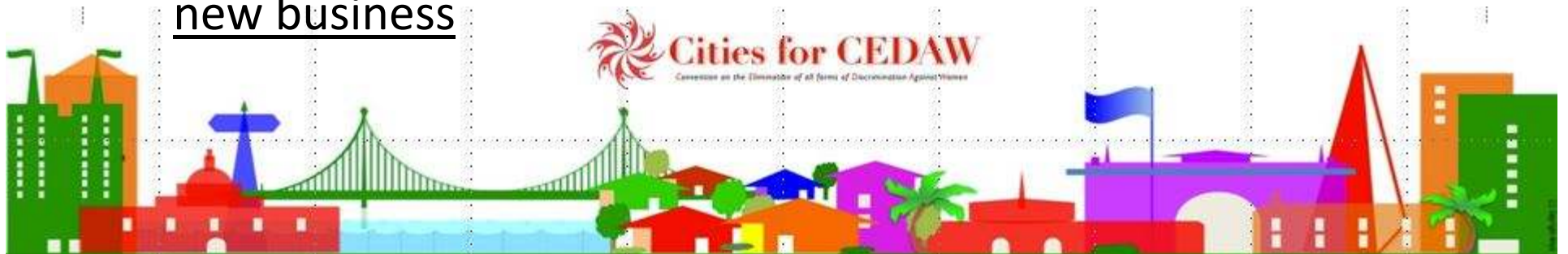
- In areas with 30-70% of female heads of household in poverty,
  - 90% said that having **paid sick leave** would make a positive impact on their community
  - 81% said that having **paid family leave** would have a positive impact on their community
  - 76% said that **increasing the minimum wage** would have a positive impact on their community
  - 74% of respondents reported that they or someone in their family would **face a serious economic hardship** if they had to take unpaid time off to deal with a serious illness, care for a new child or sick family member





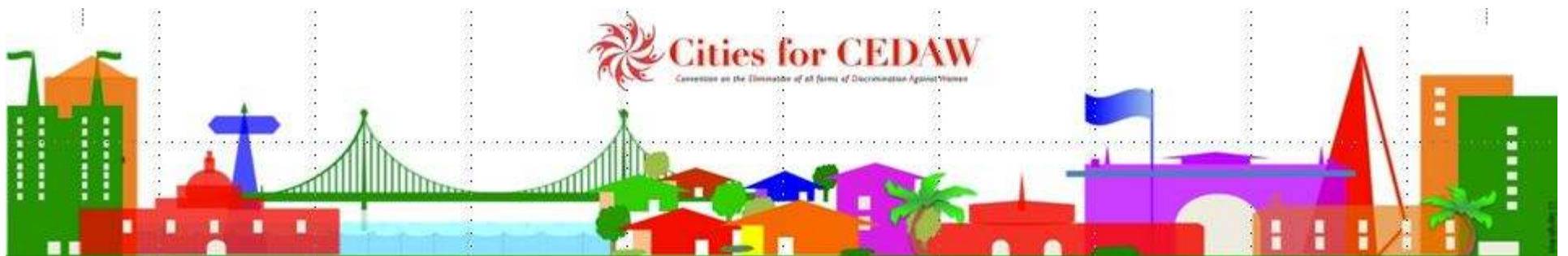
# Equal Pay

- To achieve pay equity and increase in female equality in the workforce Femisphere noted:
  - Currently **workforce, transportation, and childcare** are disconnected
  - There are **NO** Workforce Innovation and Opportunity Act or Workforce Improvement trainings for childcare workers and not enough “star” **childcare centers** in communities
  - Few employers provide paid sick leave
  - Few single female heads of households have **capital** to start a new business



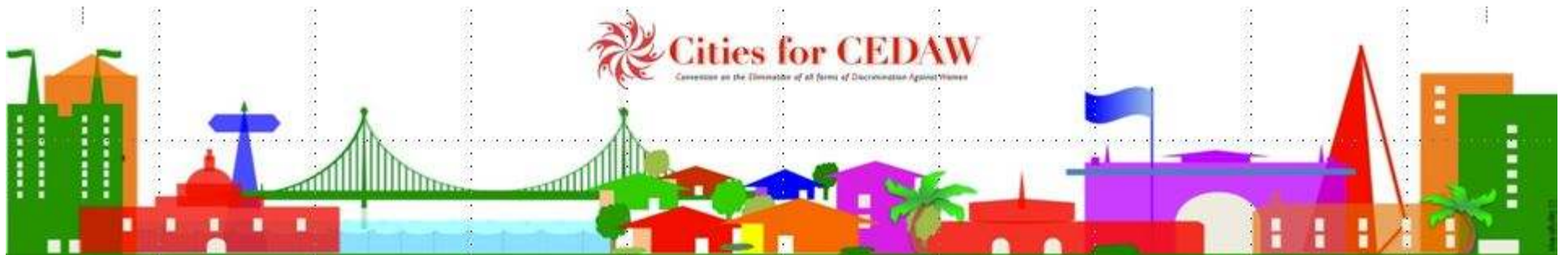
# We Must Act To End Discrimination NOW

- **C**ities and towns can adopt municipal ordinances implementing CEDAW's standards of discrimination and accountability measures, bypassing the Senate's inertia.
- **W**e can learn from these local innovations in improved service delivery, budgetary allocations and staffing practices,
- **W**hile creating a better future for today's children and the planet.
- **I**N San Francisco, becoming a CEDAW City resulted in:
  - Violence Against Women Prevention and Intervention Grants Program
  - 44 Months Without Domestic Violence Homicide
  - Family Friendly Workplace Ordinance – for moms, dads, and caretakers



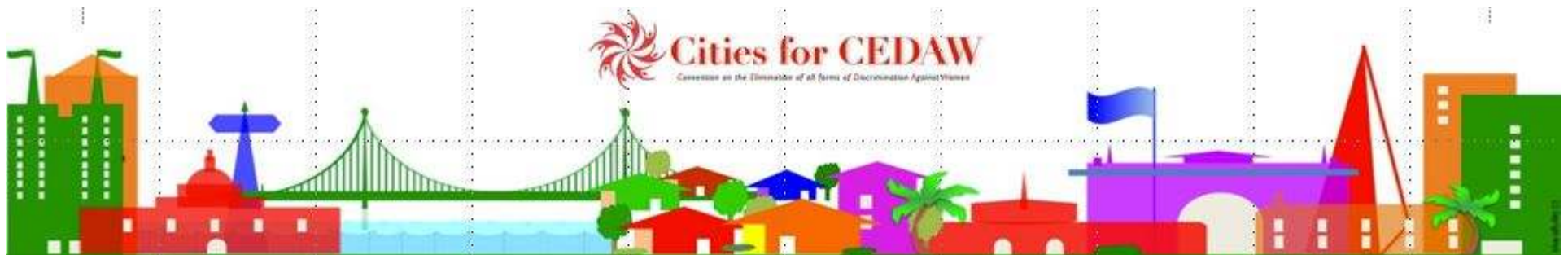
# CEDAW IN PITTSBURGH

- On December 6, 2016, the City Council of Pittsburgh voted and passed an ordinance to fund an Intersectional Gender Analysis and Gender Equity Commission to uphold the principles of CEDAW
- Within the bill, the City will research and gain input from various stakeholders regarding **4 key principle areas** to eliminate discrimination against women and girls



# Economic Opportunities

- The City of Pittsburgh shall look for ways to improve its commitment to the elimination of discrimination against women and girls in Pittsburgh in economic opportunities, including, but not limited to:
  - employment opportunities, promotion, job security and all benefits and conditions of service, regardless of parental status, particularly encouraging the appointment of women to decision making posts, city revenue generating posts, and managing commissions and departments;
  - equal remuneration, including benefits and equal pay with respect to work of equal value;
  - protection of health and safety in working conditions, including supporting efforts not to purchase sweatshop goods and slavery-produced goods, regular inspection of work premises, protection from harassment and violent acts in workplaces, and reasonable accommodations for pregnant and nursing mothers.
- The City shall encourage and, where possible, support the necessary social services to enable all people to combine family obligations with work responsibilities and participation in public life, in particular, through promoting the establishment and development of an accessible, affordable, and quality network of child care facilities, paid family leave, and family-friendly policies.
- The City shall promote access to safe and affordable housing and transportation.
- The City shall 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.



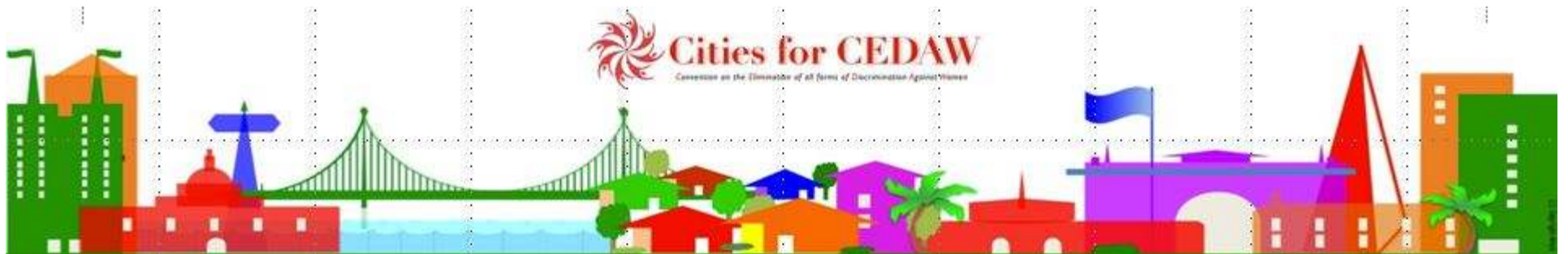
# Violence Against Women and Girls

- The City of Pittsburgh shall take and diligently pursue all appropriate measures to prevent and redress sexual and domestic violence and trafficking of women and girls, including, but not limited to:
  - Police enforcement of criminal penalties and civil remedies, when appropriate;
  - Seek and encourage ways for survivors to receive appropriate protective and support services, including, but not limited to, medical, counseling, shelter, rehabilitation programs, and hotline services;
  - Provide gender sensitive training for City employees regarding sexual and domestic violence and trafficking of women and girls, as appropriate;
  - Look for ways for perpetrators of violence against women and girls to receive rehabilitation services.
  - Labor trafficking, sexual exploitation and trafficking, domestic servitude affects women from and in the City of Pittsburgh. The City shall endeavor to study these issues and develop appropriate policies, procedures, and training to uphold the principles of CEDAW.
- It shall be a goal of the City to ensure that all public works projects, or projects receiving City financial incentives, include measures, such as adequate lighting and the placement of restrooms, to protect the public's safety, especially the safety of women and girls.
- It shall be the goal of the City to support public information and education programs to change those traditional attitudes concerning the limited roles and underrepresented status of women or men in particular jobs or roles.



# Education

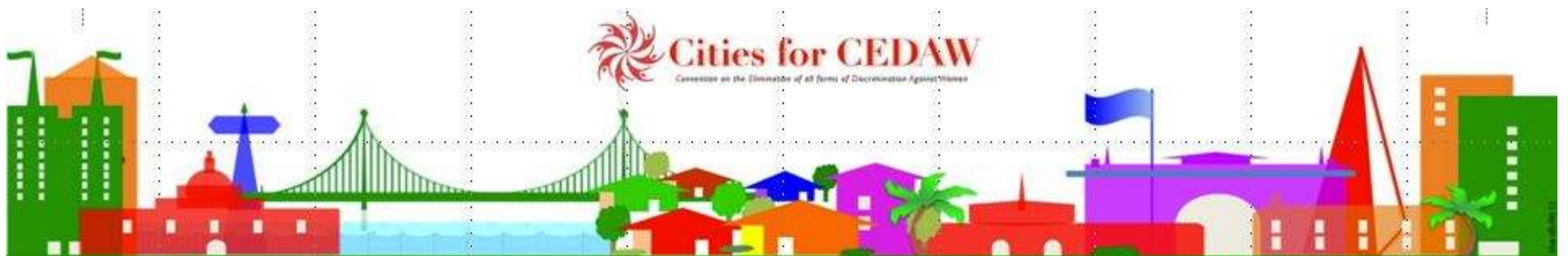
- The City will look for ways to provide free or affordable early childhood education to enable children of all socio-economic environments an equitable level of preparedness before entering school.
- The City will look for ways to support the Pittsburgh Public School District in delivery and access to high quality public education.
- The City shall ensure that out-of-school educational programs in City facilities, such as recreation centers, are developed and managed in an equitable manner.
- The City shall ensure that any youth employment or internship opportunities are developed and participants are placed in a manner consistent with the principles of CEDAW



# The Goals of the Cities for CEDAW Campaign are Clear:

- Improve the lives of millions of women, and
- Build critical mass at the grassroots for national ratification.

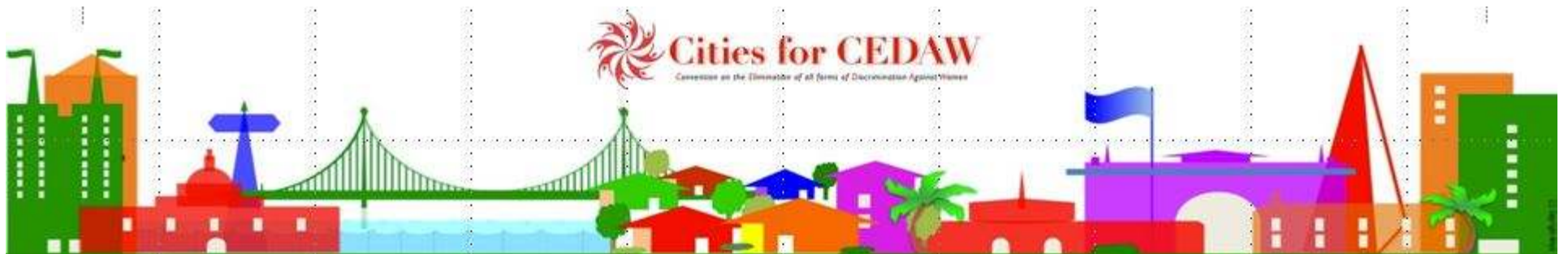
*Empowering women is one of the most effective paths for alleviating poverty and other conditions that contribute to instability.*



# Help us remove limits for women in Pittsburgh

We need citizens like you to:

- Provide us with information about your experiences of discrimination – participate in our listening survey
- Propose solutions and ideas to include in the city ordinance
- Sign up for updates at Pittsburgh for CEDAW website [www.pgh4cedaw.org](http://www.pgh4cedaw.org)
- Like our Cities for CEDAW Pittsburgh page on Facebook





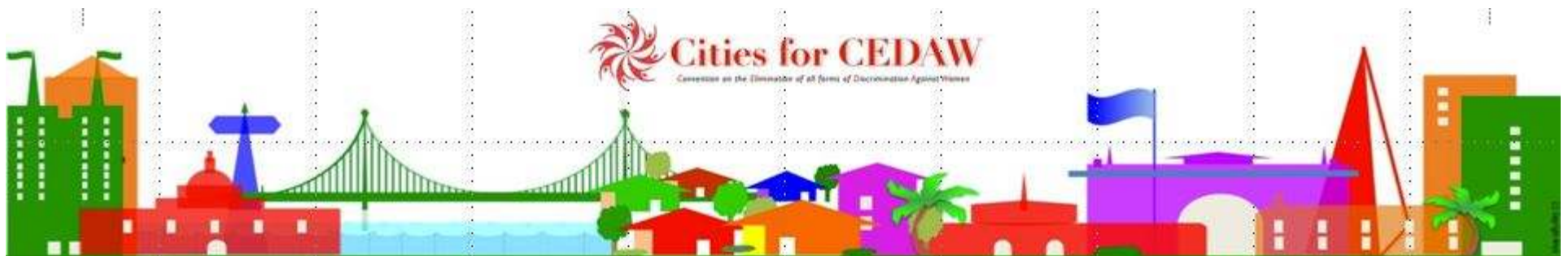
Thank *you*  
for your interest in the  
**Pittsburgh for CEDAW Campaign.**  
We look forward to working with you to  
**end discrimination** in *our* city.

Email: [Pgh4cedaw@gmail.com](mailto:Pgh4cedaw@gmail.com)

Website: [Pgh4cedaw.org](http://Pgh4cedaw.org)

Facebook: Cities for CEDAW Pittsburgh

*Based on the 2014 presentation developed by Nancy Rock and Laura Roskos.*



*“Where, after all, do universal rights begin? In small places, close to home – so close and so small that they cannot be seen on any maps of the world. Yet they are the world of the individual person; the neighborhood he lives in; the school or college he attends; the factory, farm or office where he works.”*



Eleanor Roosevelt, remarks delivered at the United Nations in New York on March 27, 1958

## **CEDAW ordinances passed:**

San Francisco, CA; Los Angeles, CA; West Hollywood, CA; Berkeley, CA;  
Miami-Dade County, FL

## **CEDAW ordinances pending:**

Cincinnati, OH; Daly City, CA; Honolulu, HI; Louisville, KY; Kansas City, MO;  
University City, MO; Washington, DC

## **CEDAW resolutions passed or ordinances in development:**

Boston, MA; Davis, CA; Minneapolis, MN; Monrovia, CA; Juneau,  
AK; Laguna Beach, CA; New York, NY; Orange County, CA; Palo Alto, CA;  
**Pittsburgh, PA**; Portland, OR; Raleigh, NY; Richmond, VA; Salt Lake City, UT;  
Santa Monica, CA; St Paul, MN; Tacoma, WA; Tampa/St Pete/Clearwater,  
FL

(All data as of December 2015)

