Residents of Washington, DC welcome the Bowser Administration’s latest initiative to work toward gender equity in the District.

With this new approach, the City Administrator will require all DC government agencies to add gender data to their annual performance reports in an effort to determine where there may be differences between the way males and females are treated. We thank Councilmember Charles Allen for suggesting this approach and the Administration for exploring the best alternatives for the Office of Performance Management to oversee and report on the data reviews.

A growing coalition of Supporting Organizations (listed below) that educated and advocated for such an initiative will continue to work with the Administration to monitor progress and help close the remaining gender gap wherever possible.

Coordinated by the United Nations Association of the National Capital Area with the support of the following organizations:

Baha’is of Washington, D.C. • DC NOW (National Organization for Women) • International Center for Research on Women • League of Women Voters of the District of Columbia • Luz Maria Foundation • Mothers Outreach Network • National Advocacy Center Of The Sisters Of The Good Shepherd • National Women's Law Center • Planned Parenthood of Metropolitan Washington, DC • The Federal City Alumnae Chapter of Delta Sigma Theta Sorority Inc. • The Zonta Club of Washington D.C. • US National Committee for UN Women • Women Enabled International • Women's Information Network • YWCA-NCA

JOIN OUR EFFORTS!
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History of DC for CEDAW* Initiative
Convention on the Elimination of All Forms of Discrimination Against Women

On February 10, 2015, the UNA-NCA (United Nations Association of the National Capital Area) Board voted to form an ad hoc committee for the purpose of supporting citywide legislation which embraces the principles of the UN Convention on the Elimination of all forms of Discrimination Against Women (CEDAW). UNA-NCA recruited several women’s rights and human rights organizations in the District to be supporting organizations, and sought a sponsor in the DC Council.

On March 3, 2015 (Council Period 21), Councilmember David Grosso, together with 9 co-sponsors, introduced Bill 21-0114, the “Local Implementation of the Convention on the Elimination of All Forms of Discrimination Against Women Amendment Act of 2015.” This bill was an amendment to the 1999 Human Rights Act that required all DC agencies to conduct gender analyses of their programs, policies, and operations, and would have designated the Office of Human Rights (OHR) to review the results and make recommendations to remedy any gender inequities that were found. Unfortunately, the bill never received a hearing and was not brought for a DC Council vote during Council Period 21.

In Council Period 22, Councilmember Charles Allen, Chairman of the Committee on the Judiciary and Public Safety, proposed a new strategy to implement the principles of CEDAW in the District. In a letter to City Administrator Rashad Young dated March 10, 2017, Councilmember Allen requested that all subordinate District government agencies include performance metrics relating to achieving gender equity within their annual performance plans. As Councilmember Allen stated, “Requiring this intentional analysis as part of the performance plan process would also allow the District to join in the company of more than twenty-five cities across the United States that have passed a CEDAW ordinance or resolution.”

Now, the Bowser Administration is in the process of exploring how best to implement this initiative.

*CEDAW passed the UN General Assembly in 1979 and was signed by President Carter the next year. The U.S. is one of only six nations that has not ratified CEDAW.