



Adopted 02/27/2024
Board of Supervisors
DOC-2024-159 22.e

BEFORE THE BOARD OF SUPERVISORS
OF THE COUNTY OF SANTA CRUZ, STATE OF CALIFORNIA

RESOLUTION NO. 42-2024

On the motion of Supervisor: Hernandez
Duly seconded by Supervisor: Koenig

The following resolution is adopted:

RESOLUTION IN SUPPORT OF THE CONVENTION ON THE ELIMINATION
OF ALL FORMS OF DISCRIMINATION AGAINST WOMEN

WHEREAS, the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) is a United Nations treaty adopted in 1979 that requires countries to take appropriate measures to promote and protect the rights and fundamental freedoms of women, aiming to advance the dignity and rights of all people; and

WHEREAS, the County of Santa Cruz is committed to fostering equitable outcomes for all by providing opportunities, access, and support, to individuals of every status, regardless of race, color, creed, religion, national origin, ancestry, disability, medical condition, marital status, sex, sexual orientation, gender, gender expression, gender identity, transgender status, age, veteran status, pregnancy, or any other non-merit factor; and

WHEREAS, the County of Santa Cruz recognizes that, though the County has made great strides to improve gender equity, opportunities exist to improve gender equity in areas such as access to affordable childcare, affordable housing, education, healthcare, gender-based violence, political participation, and employment; and

WHEREAS, in 1995, the Santa Cruz County Women's Commission successfully advocated for the passage of a CEDAW resolution by the Board of Supervisors and initiated the first-ever Status of Women and Girls (SOWAG) Report to address gender inequalities in the areas of economic justice, health care, education, criminal justice, violence against women, and political participation; and

WHEREAS, the California Budget and Policy Center's Women's Well-Being Index identified a notable difference in pay between men's and women's annual median earnings from 2014 - 2018, highlighting that

Santa Cruz County women made 84 cents to the dollar compared to their male counterparts; and

WHEREAS, the County of Santa Cruz acknowledges there is a continuing need for the County to protect the human rights of women and girls and to revisit the articles of CEDAW; and

WHEREAS, the 30 Articles of CEDAW provide a comprehensive framework to address issues relating to gender inequality and outline opportunities to strengthen local policies and practices to ensure they result in equitable outcomes for all; and

WHEREAS, several key areas have been identified from the CEDAW including but not limited to economic development, gender wage gap, housing and homelessness, affordable accessible childcare, gender-based violence, health care equity, and political and civic engagement; and

WHEREAS, numerous other cities and counties across the United States have adopted the principles of CEDAW as part of their local policies and initiatives; and

WHEREAS, the bi-annual Equal Employment Opportunity and Cultural Competency Plan has supported the County in its efforts to foster the advancement of women into leadership positions within County Government; and

WHEREAS, it is the Board of Supervisors' intent to ratify its support for the CEDAW treaty and take related actions to address any gender equity issues that may be identified within the County government's workforce, or, more broadly, throughout the Santa Cruz County community; and

WHEREAS, the Board of Supervisors of Santa Cruz County calls upon all elected representatives and stakeholders in Santa Cruz County cities and neighboring jurisdictions to collaborate in the advancement and swift implementation of relevant components of the CEDAW treaty;

NOW, THEREFORE, the Santa Cruz County Board of Supervisors directs the Women's Commission to review the Articles of CEDAW, identify priorities, and formulate questions related to each priority area that can be addressed using departmental data.

BE IT FURTHER RESOLVED AND ORDERED that the Santa Cruz County Women’s Commission is directed to develop recommendations from the articles the Board can prioritize to further advance gender equity throughout the Santa Cruz County community and within the County government’s workforce and return to the Board with their recommendations by August 2024.

BE IT FURTHER RESOLVED AND ORDERED that the Equal Employment Opportunity Officer is directed to consider incorporating the County government workforce-related recommendations into the 2025-2027 Equal Employment Opportunity and Cultural Competency Plan.

PASSED AND ADOPTED by the Board of Supervisors of the County of Santa Cruz, State of California, this 27th day of February, 2024, by the following vote:

AYES: Supervisors: Koenig, Friend, Hernandez, McPherson and Cummings
NOES: None
ABSENT: None
ABSTAIN: None

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Justin Cummings
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2/29/2024
Justin Cummings
Chair of the Board of Supervisors

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Juliette Rezzato
466B074F3141450...
ATTEST: 2/29/2024
Juliette Rezzato
Clerk of the Board

Approved as to Form:

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Jason M. Heath (02/21/2024, 15774)
Office of the County Counsel

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Resolution 42-2024

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