

1 [CEDAW Gender Analysis.]

2

3 **Resolution urging City Departments to consider a CEDAW gender analysis prior to**  
4 **proposing departmental budget and/or staff cuts.**

5

6 WHEREAS, A human rights framework promotes the dignity of all people and gender  
7 analysis within a human rights framework ensures the equity between women and men in the  
8 cultural, economic, social, civil, and political arenas; and,

9 WHEREAS, Approximately 50 percent of the current population of the City of San  
10 Francisco are women and girls, whereby displaying that a gender analysis is necessary when  
11 considering budgetary and service cuts to ensure a gender equitable distribution of resources,  
12 employment and the provision of services; and,

13 WHEREAS, Gender analysis is intended to result in budgetary allocations for women  
14 and men based on the different impact of services and employment practices; and,

15 WHEREAS, A five step process for gender analysis, proposed by the San Francisco  
16 Commission and Department on the Status of Women, should be utilized as a guideline for  
17 city departments to implement while deliberating budgetary recommendations; and,

18 WHEREAS, The first step in conducting gender analysis includes the collection of data,  
19 which includes quantitative and qualitative data analysis; and,

20 WHEREAS, Quantitative data consists of statistics on employment and services to the  
21 public, aggregated by gender, race and other identities, and,

22 WHEREAS, Other identities include but are not limited to those areas of prohibited  
23 discriminatory members of classes as outlined in Article 33 of the San Francisco  
24 Administrative Code, Section 3303; and,

25

1           WHEREAS, Qualitative data includes descriptive information through focus groups with  
2 employees and members of the public, and interviews with department staff; and,

3           WHEREAS, The second step is to analyze the data collected from step one and is  
4 designed to help departments understand how gender and other identities that intersect are  
5 impacted in day-to-day operations along with its impact on the department's employees and  
6 the communities it serves; and,

7           WHEREAS, The third step is formulating specific recommendations to prevent  
8 discrimination based on gender and other identities in the City's practices and policies. The  
9 data that is collected and analyzed from step one and two is given to the Commission and  
10 Department on the Status of Women and the Convention on the Elimination of All Forms of  
11 Discrimination Against Women ("CEDAW") Task Force for review and analysis so that  
12 recommendations can be made for implementing the principles of CEDAW in each  
13 department; and,

14           WHEREAS, The fourth step is implementing the recommendations through an Action  
15 Plan. The Action Plan addresses any and all deficiencies found in the gender analyses and  
16 how to correct those deficiencies; and,

17           WHEREAS, The fifth step is monitoring the Action Plan and CEDAW Implementation;  
18 and,

19           WHEREAS, The city departments of the San Francisco City and County have already  
20 submitted their proposed budgets for Fiscal Year 03-04, including proposed budget cuts of ten  
21 percent; now, therefore, be it

22           RESOLVED, That the Board of Supervisors of the City of San Francisco does hereby  
23 urge all city departments, to the extent possible, to quantify the impact of the proposed ten  
24 percent Fiscal Year 03-04 budget cuts on employment and services to the public, aggregated  
25 by gender, race and other identities. This information is to be provided to the Board of

1 Supervisors and the Commission and Department on the Status of Women beginning May 1,  
2 2003.

3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25