





1 
2 Chairman Mendelson


3
4 
5 Councilmember Charles Allen


6
7 
8 Councilmember Mary Chen

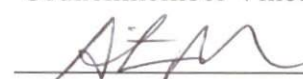
9
10 
11 Councilmember McDuffie

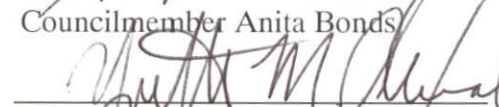
12
13 
14 Councilmember Elissa Silverman

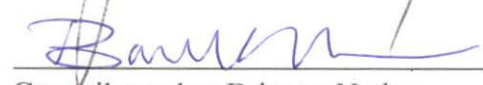
15
16 
17 Councilmember Jack Evans


Councilmember David Grosso


Councilmember Vincent Orange


Councilmember Anita Bonds


Councilmember Yvette Alexander


Councilmember Brianne Nadeau

18
19
20
21
22
23 A BILL

24
25
26
27 IN THE COUNCIL OF THE DISTRICT OF COLUMBIA

28
29
30
31
32 To amend the Office of Human Rights Establishment Act of 1999 to require that all District
33 government agencies conduct gender analyses within their departments and require the
34 Office of Human Rights to produce an annual report for the purpose of implementing a
35 citywide action plan to ensure equality for women and girls in the economic, educational
36 political, social and cultural arenas pursuant to the Convention on the Elimination of all
37 Forms of Discrimination Against Women.

38
39 BE IT ENACTED BY THE COUNCIL FOR THE DISTRICT OF COLUMBIA, That
40 this act may be cited as the "Local Implementation of the Convention on the Elimination of All
41 Forms of Discrimination Against Women Amendment Act of 2015".

42
43 Sec. 2. Definitions.

44 For the purposes of this act, the term:

45 (1) "CEDAW" is the Convention on the Elimination of All Forms of
46 Discrimination Against Women.

47 (2) "Disaggregated data" means information collected and analyzed by
48 enumerated categories in order to identify the disparities existing between women and men.
49 These categories shall include, to the extent permitted by law, sex, race, immigration status,
50 familial status, language, pregnancy, sexual orientation, disability, age, gender identity and other
51 attributes.

52 (3) "Gender" means the socially and culturally constructed roles, behaviors,
53 activities and attributes that constitute and differentiate femininity and masculinity.

54 (4) "Gender analysis" means the examination of the cultural, economic,
55 educational, social, civil, legal and political relations between women and men within a certain
56 entity, recognizing that women and men have different social roles, responsibilities,
57 opportunities and needs and that these differences, which permeate our society, affect how
58 decisions and policy are made.

59 (5) "Gender equity" means the redress of discriminatory practices and
60 establishment of conditions enabling women to achieve full equality with men, recognizing that
61 needs of women and men may differ, resulting in fair and equitable outcomes for both.

62 (6) "Gender perspective" means the impact of gender on opportunities, social
63 roles and interactions.

64 Sec. 3. The Office of Human Rights Establishment Act of 1999, effective July 8, 1999
65 (D.C. Law 13-38; D.C. Official Code § 2-1411.01 *et seq.*) is amended by adding a new section
66 204a to read as follows:

67 "Sec. 204a. Implementation of the Convention on the Elimination of All Forms of
68 Discrimination against Women.

69 "(a) (1) To integrate gender equity and human rights principles into citywide
70 operations, policies, programs and budgetary considerations, the Office of Human Rights shall
71 make training in human rights with a gender perspective available to all agencies.

72 "(2) The Office of Human Rights shall review the results of agency gender
73 analyses and make recommendations for corrective action where efforts to attain gender equity
74 are found to be lacking.

75 "(3) In the case of agency failure to implement the recommendations, the
76 Office of Human Rights shall refer the agency in question to its committee of jurisdiction for a
77 hearing as well as to the Mayor for remedial action.

78 "(b)(1) As a tool for determining whether the District is implementing the local
79 principles of CEDAW, District agencies, programs, policies and private entities, to the extent
80 permitted by law, shall undergo a gender analysis. The gender analysis shall be conducted
81 according to guidelines developed by the Office of Human Rights.

82 "(2) The gender analysis shall include:

83 "(A) The collection of disaggregated data;

84 "(B) An evaluation of gender equity in the entity's operations,
85 including its budget allocations, delivery of direct and indirect services, and employment
86 practices; and

87 "(C) The entity's efforts to fully integrate human rights principles
88 and the local principles of CEDAW.

89 “(3) The Office of Human rights shall develop timelines for completion of
90 the analyses.

91 “(4) Each District agency shall designate a management or executive level
92 employee to serve as a liaison to the Office of Human Rights to coordinate the completion of the
93 gender analysis.

94 “(c) (1) The Office of Human Rights shall, on an annual basis, develop a citywide
95 action plan to address any deficiencies identified in the gender analyses. This plan should
96 include recommendations to correct the identified deficiencies.

97 “(2) The Office of Human Rights shall present the annual action plan to
98 the Mayor and shall monitor the implementation of the citywide action plan.”.

99 Sec. 4. Fiscal impact statement.

100 The Council adopts the fiscal impact statement in the committee report as the fiscal
101 impact statement required by section 602(c)(3) of the District of Columbia Home Rule Act,
102 approved December 24, 1973 (87 Stat. 813; D.C. Official Code § 1-206.02(c)(3)).

103 Sec. 5. Effective date.

104 This act shall take effect following approval by the Mayor (or in the event of veto by the
105 Mayor, action by the Council to override the veto), a 30-day period of congressional review as
106 provided in section 602(c)(1) of the District of Columbia Home Rule Act, approved December
107 24, 1973 (87 Stat. 813; D.C. Official Code § 1-206.02(c)(1)), and publication in the District of
108 Columbia Register.