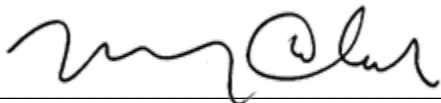


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2 Councilmember Mary M. Cheh



Councilmember Robert C. White, Jr.

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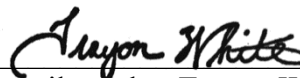
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6 Councilmember Kenyan R. McDuffie



Councilmember Charles Allen

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11 Councilmember Brianne K. Nadeau



Councilmember Trayon White, Sr.

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16 Councilmember Brooke Pinto



Councilmember Janeese Lewis George

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26 A BILL

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31 IN THE COUNCIL OF THE DISTRICT OF COLUMBIA

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36 To amend the District of Columbia Commission for Women Act of 1978 to require that all  
37 District government agencies conduct gender analyses every four years, to require the  
38 Commission on Women to make training on gender equity and human rights available to  
39 District government employees, and to require the development of a citywide action plan  
40 to eliminate discrimination against women.

41  
42 BE IT ENACTED BY THE COUNCIL OF THE DISTRICT OF COLUMBIA, That this  
43 act may be cited as the “Elimination of Discrimination Against Women Amendment Act of  
44 2022”.

45           Sec. 2. Section 4 of the District of Columbia Commission for Women Act of 1978,  
46 effective September 22, 1978 (D.C. Law 2-109; D.C. Official Code § 3-703.) is amended by  
47 adding a new subsection (a-1) to read as follows

48           “(a-1)(1)(A) Each District agency shall conduct a gender analysis, pursuant to guidelines  
49 developed by the Commission, and provide a report including the results of that analysis to the  
50 Mayor and the Council, no later than October 1, 2023, and every four years thereafter.

51                           “(B) Each gender analysis report shall include:

52   “(i) Data collected identifying gender disparities in agency  
53 operations disaggregated by sex, race, immigration status, familial status, language, pregnancy,  
54 sexual orientation, disability, age, and gender identity;

55   “(ii) An evaluation of gender equity in the agency’s operations,  
56 including its budget allocations, delivery of direct and indirect services, staff salaries and  
57 benefits, and employment practices; and

58   “(iii) A review of the agency’s efforts to integrate the human rights  
59 principles identified in CEDAW into its policies and practices.

60                           “(C) Each District agency shall designate a liaison to the Commission to  
61 coordinate the completion of the gender analysis and the Commission shall publicly post a list of  
62 current liaisons online.

63                           “(D) The Commission shall review the result of agency gender analyses  
64 and make recommendations for corrective action where efforts to attain gender equity are found  
65 to be lacking.

66                           “(2) The Commission shall make training on gender equity and human rights with  
67 a gender perspective available to all District employees.

68                   “(4) The Commission shall, no later than April 1, 2024, and every four years  
69 thereafter, develop a citywide action plan to address and correct any deficiencies identified in the  
70 gender analyses conducted pursuant to paragraph (1) of this subsection and to further the local  
71 implementation of the principles incorporated into CEDAW.

72                   “(5) For the purposes of this section, the term “CEDAW” means the Convention  
73 on the Elimination of All Forms of Discrimination Against Women, as adopted by the United  
74 Nations General Assembly.

75                   Sec. 3. Fiscal impact statement.

76                   The Council adopts the fiscal impact statement of the Budget Director as the fiscal impact  
77 statement required by section 4a of the General Legislative Procedures Act of 1975, approved  
78 October 16, 2006 (120 Stat. 2038; D.C. Official Code § 1-301.47a).

79                   Sec. 4. Effective date.

80                   This act shall take effect following approval by the Mayor (or in the event of veto by the  
81 Mayor, action by the Council to override the veto), and shall remain in effect for no longer than  
82 90 days, as provided for emergency acts of the Council of the District of Columbia in section  
83 412(a) of the District of Columbia Home Rule Act, approved December 24, 1973 (87 Stat. 788;  
84 D.C. Official Code § 1-204.12(a)).