# **Advancing Equity:**



## Leveraging CEDAW for Greensboro's Future

## **Gender Equity Strengthens Communities**

Greensboro has made progress in advancing gender equity through the **Greensboro Commission on the Status of Women** by raising awareness for domestic violence resources, advocating pay equity, and expanding access to women's healthcare. These efforts have identified barriers and provided actionable solutions.

The Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) is an international treaty aimed at ending discrimination against women and girls.

"When you give someone a foundation within a certain area, it gives them agency... the ability to tackle issues in other areas. If I can show up in this space as my whole, authentic self, knowing I have value and meaning, it gives them license and agency to be themselves and advocate for themselves outside of the space."

- Community Leader, Employment Sector

Passing CEDAW would further Greensboro's commitment to eliminating discrimination against women and girls.

# Removing Economic Barriers Creates Opportunities for Greensboro's Future

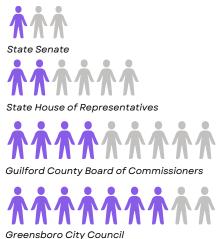
Greensboro, the first Southern city to adopt participatory budgeting, has taken steps toward economic inclusion. Yet, wage disparities persist— women with a bachelor's degree earn a median of \$37,468, compared to \$56,060 for men, threatening financial stability.

"Disparities will remain as long as policies are written by those outside the experience of wage inequity. As an employer, I want to ensure no one is paid less than X dollars an hour... it's still not enough, but we have to start somewhere."

-Community Leader, Nonprofit Sector

Implementing CEDAW will help direct funding toward pay equity and expand economic opportunities, strengthening Greensboro's economy

### More Women in Leadership Advances Equity in Decision-Making



Improving Access to Health Resources
Builds a Healthier Greensboro

63%

Majority of women feel stressed or very stressed most of the time.



More than a fifth of women who wanted to see a therapist were unable to due to cost or inconvenience."



Data source: Greensboro 2022 Women's Report

Greensboro has made strides in healthcare access through its partnership with Cone Health, expanding primary care and mental health services in underserved communities. However, disparities persist, particularly in healthcare, safety, and food security.

Access to mental health resources is a top challenge for women in Greensboro, especially for those facing increased stress from family, work, and safety concerns, with additional barriers related to transportation, healthcare, and food security at lower income levels.

Using CEDAW, the city can implement gender-responsive policies and funding strategies to advance equity in healthcare, housing, education, and economic opportunities, creating a healthier, more inclusive community for all.

# **Advancing Equity:**





## **CEDAW** is a Roadmap for Progress

#### Join the Cities for CEDAW Movement



In 2017 and 2018, WomenNC led the Cities for CEDAW initiative in Durham County. Their advocacy and organizing efforts contributed to tangible progress in gender equity, including increased funding for women's programs, greater representation in leadership, and policy reforms for pay equity and workplace discrimination.

As part of the Cities for CEDAW movement, these resolutions require annual evaluations of programs and budgets to identify and address gender-based disparities. Inspired by Durham's success, we seek to replicate these efforts in Greensboro and advocate for the city to join the movement.

The U.S. is one of only six countries that has not adopted CEDAW. CEDAW resolutions and ordinances have been passed in numerous jurisdictions in the U.S., located across 22 states (including Washington D.C.). In North Carolina, only Durham County and the city of Durham have passed CEDAW resolutions.

# Greensboro's Commission on Women: A Step Toward CEDAW

Established in 1973, Greensboro has taken an important step through the formation of the Commission on the Status of Women to monitor progress and advocate for gender equity.

With a CEDAW resolution, the Commission can play a crucial role in ensuring accountability and guiding policy changes that advance women's rights in Greensboro.

"When we think about helping women get the support and care they need, we have got to hit a major reset on how we're looking at [it] instead of saying, what did she do and pointing the blame."

- Community Leader, Employment Sector

## Making CEDAW a Reality in Greensboro



Adopting **CEDAW** will position Greensboro at the forefront of the national movement for women's rights. With the support of the **Greensboro Commission**, **WomenNC**, **UNC Chapel Hill**, **and community partners**, **we can continue advancing gender equity initiatives** and raising public awareness to create a more just and inclusive city.

(Note: Courtesy of Greensboro Commission on the Status of Women)



