

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.

Passing **CEDAW** would further Greensboro's commitment to eliminating 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

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



State Senate



State House of Representatives



Guilford County Board of Commissioners



Greensboro City Council

Data Source: North Carolina General Assembly, 2025; Greensboro City Council, 2025; Board of Commissioners | Guilford County, NC, n.d.

Improving Access to Health Resources Builds a Healthier Greensboro

63%

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



21%

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.

