

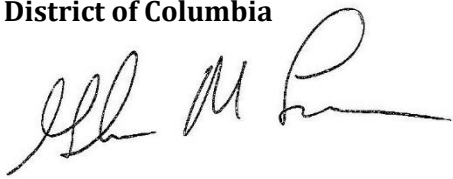
Government of the District of Columbia
Office of the Chief Financial Officer



Glen Lee
Chief Financial Officer

MEMORANDUM

TO: The Honorable Phil Mendelson
Chairman, Council of the District of Columbia

FROM: Glen Lee
Chief Financial Officer 

DATE: October 19, 2022

SUBJECT: Fiscal Impact Statement – Elimination of Discrimination Against Women Amendment Act of 2022

REFERENCE: Bill 24-649, Committee Print as provided to the Office of Revenue Analysis on October 7, 2022

Conclusion

Funds are not sufficient in the fiscal year 2023 through fiscal year 2026 budget and financial plan to implement the bill. The bill will cost \$270,000 in fiscal year 2023 and \$1.1 million in the four year financial plan.

Background

The bill requires the DC Commission for Women, through the Mayor's Office on Women's Policy and initiatives¹ ("the Office"), to develop guidelines on gender analysis, coordinate District agency gender analysis and training, and create a Citywide Action Plan to address and correct any deficiencies identified in agency analyses. The guidelines, analysis, and Citywide Action Plan are to be based on the principles outlined in the United Nations Convention on the Elimination of All Forms of Discrimination Against Women ("CEDAW")². The Citywide Action Plan must be updated every five years.

The bill requires every District agency to designate a liaison to the Office and provide an annual report on an agency's gender analysis within six months of applicability of the bill. The report must

¹ The Mayor's Office on Women's Policy and Initiatives is an Office within the Executive Office of the Mayor. (<https://communityaffairs.dc.gov/mowpi>)

² <https://www.ohchr.org/en/instruments-mechanisms/instruments/convention-elimination-all-forms-discrimination-against-women>

The Honorable Phil Mendelson

FIS: Bill 24-649, "Elimination of Discrimination Against Women Amendment Act of 2022," Draft Committee Print as provided to the Office of Revenue Analysis on October 7, 2022.

include data on gender disparities, evaluation of gender equity in agency operations, and a review of the agency efforts to integrate the principles identified in CEDAW into agency policies and practices. The Office will provide guidelines for agencies and liaisons on how to conduct the gender analysis and will provide technical assistance throughout the process. Within three months after receipt of each agency's report, the Office must review each agency's gender analysis and provide recommendations for corrective action where equity is found to be lacking. The recommendations must be published online.

The Office must also offer annual training to District employees within four months of the applicability date of the bill. The training will address principles of equality of rights and respect for human dignity, gender bias and stereotyping, the right to promotion and job security regardless of gender identity or expression, gender-sensitive content regarding violence against women and girls, the intersectionality of gender and race, and how to report incidents of discrimination.

Financial Plan Impact

Funds are not sufficient in the fiscal year 2023 through fiscal year 2026 budget and financial plan to implement the bill.

The Mayor's Office on Women's Policy and Initiatives will require two FTEs to develop guidelines, coordinate ongoing agency analysis, provide technical assistance to agencies, and develop a Citywide Action Plan to include data analysis and policy recommendations. While the details and scope of required citywide agency training have not yet been determined, an estimated \$50,000 will be required annually to contract with expert trainers and provide technical and administrative support for the training.

Bill 24-649, Elimination of Discrimination Against Women Amendment Act of 2022					
Total Cost					
	FY 2023	FY 2024	FY 2025	FY 2026	Total
Personnel (2 FTEs) ^(a)	\$182,000	\$185,000	\$188,000	\$191,000	\$746,000
Fringe Benefits	\$38,000	\$42,000	\$47,000	\$51,000	\$178,000
Training Support	\$50,000	\$50,000	\$50,000	\$50,000	\$200,000
Supplies and Equipment	\$5,000	\$2,000	\$2,000	\$2,000	\$11,000
Total	\$275,000	\$279,000	\$287,000	\$294,000	\$1,135,000

Table Notes:

^(a) Two FTEs at Grade 12/5.