

Commission on Gender Equity

ADVANCING

GENDER EQUITY

IN NEW YORK CITY

Annual Report 2018

April 2019

TABLE

OF

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First Lady Chirlane McCray at the NYC Stands with Survivors Rally.
September 24, 2018

LETTER FROM CO-CHAIRS



Chirlane McCray
First Lady of New York City
Commission on Gender Equity, Co-chair



Silda Palerm
Partner, Vestry Laight
Commission on Gender Equity, Co-chair

Mayor de Blasio and Speaker Johnson,

The Commission on Gender Equity (CGE) is pleased to submit its annual report for 2018.

Gender inequity takes a toll on the well-being of girls, women, transgender and gender non-binary New Yorkers, as well as their families and communities. That's why in 2015, Mayor de Blasio created CGE, which was codified by the City Council the following year.

Today, CGE continues to embody the City's commitment to tearing down barriers to gender equity across the five boroughs. By engaging with community and government partners, CGE is working to ensure that all New Yorkers have the opportunity to live secure, healthy and safe lives – regardless of their age, ethnicity, gender identity or expression, immigration status, sexual orientation, socioeconomic status, faith, and physical and mental ability.

As co-chairs of this commission, we're proud to lead a dynamic and talented group of Commissioners who are volunteering their time and expertise to make New York City a fairer place for all. We are grateful for the leadership of Executive Director Jacqueline Ebanks, and the dedicated work of CGE's staff.

In this report, we are delighted to share with you what we have achieved over the last year, as well as our plans for the future. As we continue to drive the transformational change needed to bring gender equity to New York City and beyond, we thank you for your ongoing leadership and support.

Chirlane McCray
First Lady of New York City
Commission on Gender Equity, Co-chair

Silda Palerm
Partner, Vestry Laight
Commission on Gender Equity, Co-chair

"...when more women have a seat and a voice at the table where decisions are made, deep-seated problems that have not been viewed as a priority are finally moved front and center."

Chirlane McCray, First Lady of New York City

LETTER FROM EXECUTIVE DIRECTOR



Jacqueline M. Ebanks
Commission on Gender Equity, Executive Director

Mayor de Blasio and Speaker Johnson,

I am pleased to share with you the Commission on Gender Equity's (CGE) 2018 Annual Report. As Executive Director, it has been my privilege to work to reduce gender inequity for all New Yorkers at this critical time in our nation's history. Thanks to your leadership, New York City is leading the way in building an equitable and just society to ensure the well-being of all citizens, regardless of their gender identity, gender expression, or background.

CGE's operating principles and partnerships reflect this need and our work addresses issues of inequity and discrimination facing girls, women, and transgender and gender non-binary persons, regardless of ability, age, ethnicity/race, faith, gender expression, immigration status, sexual orientation, and socioeconomic status.

Thanks to the inspiring energy and action of the Me Too, Time's Up, Black Lives Matter, and Dreamer movements, we also know that our struggles are interconnected. And therefore, CGE works with partners across government, philanthropy, and the non-profit and private sectors, to ensure economic mobility, health, reproductive justice, and safety for all New Yorkers.

This annual report highlights some of our accomplishments between January and December 2018. CGE remains committed to securing crucial victories for gender equity through innovative policies, programs, and partnerships to ensure sustainable change in pursuit of gender equity across New York City.

Jacqueline M. Ebanks
Executive Director

OVERVIEW

The New York City Commission on Gender Equity (CGE) is required by Local Law 67 to “submit to the Mayor and the Speaker of the Council a report concerning its activities during the previous twelve months, the goals for the following year, and recommendations for the reduction of gender-based inequality.”

This annual report covers the twelve month period from January through December 2018 and presents the goals for January through December 2019. Between January 2018 and December 2018, the Commission on Gender Equity advanced gender equity in New York City by:

- Developing and releasing its 2018 – 2021 Strategic Plan which guides CGE’s activities for the remainder of the de Blasio Administration. A copy of CGE’s 2018 – 2021 Strategic Plan is available on the CGE website at https://www1.nyc.gov/assets/genderequity/downloads/pdf/strategic_plan_9-26-18.pdf
- Deepening public engagement and education through hosting and participating in panel discussions, information sessions, community forums, and developing and implementing key initiatives
- Advancing a legislative agenda by providing testimony before the City Council and leading and supporting community activism
- Developing and implementing an integrated and sustainable approach to advancing gender equity in New York City by establishing a citywide infrastructure.

Between January 2019 and December 2019, CGE will:

- Engage additional stakeholders across the City to ensure the development and implementation of gender-equitable policies and practices.
- Continue to build a citywide infrastructure to advance gender equity
- Develop assessment tools to better document the City’s efforts to advance gender equity and to ensure that these efforts operate within a global human rights framework and with an intersectional lens.

These activities enable CGE to continue its daily efforts to ensure that all New Yorkers, regardless of gender identity, gender expression, or background have, (1) opportunities to be economically secure, (2) access to quality and affordable health care, (3) full autonomy over their reproductive lives, and (4) live safely in their homes and communities.

“When women stand together, we are an unstoppable force.”

Chirlane McCray, First Lady of New York City

THE YEAR IN REVIEW: ECONOMIC MOBILITY AND OPPORTUNITY

STRATEGIC PLAN: GOALS AND STRATEGIES

GOAL: Ensure New York City is a place where people of all gender identities and gender expressions live economically secure lives and have access to opportunities to thrive.

STRATEGIES:

1. Close gender leadership gap at all levels in public, private, and nonprofit sectors.
2. Close the gender pay gap for all workers in all sectors.
3. Define and close the gender asset and wealth gaps.

KEY ACCOMPLISHMENTS

Gender Leadership Gap

One of CGE's key strategies to increasing economic mobility and opportunity—for girls, women, transgender and gender non-binary New Yorkers—is to close the gender leadership gap. CGE often uses public engagement and convenings to advance this strategy. And, in March 2018, as part of New York City's Women's History Month celebration, CGE co-hosted the Mayor's and First Lady's Annual Mentoring and Civic Leadership Reception at Gracie Mansion. The event brought together over 600 New Yorkers from all backgrounds—representing over 200 mentor/mentee groupings. Throughout the evening, participants were encouraged to expand their networks and identify and embrace civic leadership opportunities to build a more equitable NYC and nation.

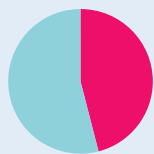
In June 2018, Executive Director Jacqueline Ebanks made opening remarks to the first-ever Staten Island Women Who March Breakfast. The Breakfast convened 200 women from diverse backgrounds to celebrate and expand their activism after participating in the 2017 Women's March. At the breakfast, Executive Director Ebanks underscored several accomplishments of the de Blasio administration in advancing gender equity since 2014 and encouraged members to continue their advocacy by reminding them that, "...this is our time to step up and transform our city and our country for ourselves and the next generation."

The importance of these engagements and convenings were underscored during CGE's Public Meeting on December 13th, 2018. Participants recommended two additional strategies to close the gender leadership gap: (1) increase collection of both quantitative and budget data to inform work in this area, and (2) create a civic leadership program for young people and adults. These strategies will inform the creation of CGE's Borough Civic Leadership Academies in 2019. A summary report of the Public Meeting is included in Appendix A.

GENDER LEADERSHIP GAP IN PUBLIC SERVICE—NYC

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NYC City Council seats have ever been held/are held by persons identifying as transgender or gender non-binary



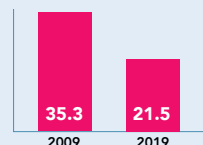
46%

of NYC Community Board chair positions are held by women



41%

of NYC Community Board district managers are women



21.5%

of 2018 City Council Members are women and that percentage has decreased from 35.3% in 2009

Pay Equity

CGE published 'Leveling the Playing Field: Best Practices for Gender Pay Equity in the Workplace' resource guide in February 2018. Throughout the year, Executive Director Ebanks made presentations on pay equity and disseminated the guide in a variety of settings including:

- 2018 Annual New York University Stern Women in Business Conference: an annual conference to discuss issues and trends affecting women in diverse industries in the business world. The Commission's work was featured on the "Know Your Worth and Speak Your Mind: Combating the Gender Pay Gap" panel.
- 2018 Metropolitan Black Bar Association "I am a Solution Town Hall on Gender Equity," Queens: a community forum aimed at arming everyday New Yorkers with resources to address economic, gender, and racial inequity.
- 2018 City and State "Gender Parity Summit:" An annual forum to examine how government and industry leaders can drive gender parity. Executive Director Ebanks was seated on the "Revolution in Gender Parity" panel.
- Community Board 8, Manhattan, Pay Equity Panel: This special event focused on the persistent problem of women being paid less than men for comparable work, efforts and commitment to eliminating the gender pay gap in New York City and the work of the Commission on Gender Equity.

LEGISLATIVE HIGHLIGHTS

- 1 Employers covered by NYC Human Rights Law are to provide lactation rooms, as well as refrigerators, in reasonable proximity to work areas.
- 2 The Department of Citywide Administrative Services (DCAS) is required to expand the provision of diapers and baby wipes to meet the needs of residents and recipients of subsidized child care centers, Family Justice Centers, Department of Education Living for the Young Family Through Education (LYFE) programs, domestic violence shelters operated by the Human Resources Administration, and shelters operated by the Department of Homeless Services and the Department of Youth and Community Development.
- 3 Campaign funds are now permitted to be used for childcare expenses for children under thirteen years of age when such childcare costs would not exist but for the campaign.
- 4 All restrooms in new and heavily renovated buildings are required to have diaper changing stations.

THE YEAR IN REVIEW: HEALTH AND REPRODUCTIVE JUSTICE

STRATEGIC PLAN: GOALS AND STRATEGIES

GOAL: Create a New York City free from gender- and race-based health disparities.

STRATEGIES:

1. Ensure access to and affordability of comprehensive, culturally competent reproductive health care services for New Yorkers regardless of their gender identity or gender expression.
2. Ensure access to and affordability of comprehensive, culturally competent medical care for New Yorkers regardless of their gender identity or gender expression.
3. Increase access to sexual health education for New York City youth.



Bill signing for the Diaper Changing Accommodations legislation. January 9, 2018

"As a Dad, I know first-hand how frustrating it can be to handle diaper emergencies in public without a changing station. This new law will ensure that all parents will have access to these stations in public buildings regardless of their gender, and help make New York City a fairer place to live."

Mayor Bill de Blasio

KEY ACCOMPLISHMENTS

Sexual Health Education Task Force

CGE advanced its commitment in its health and reproductive justice focus area by integrating the work of the Mayor's Sexual Health Education Task Force (SETF) into its ongoing portfolio. The SETF, chaired by CGE Executive Director Jacqueline Ebanks, released its first report in July 2017 with recommendations to ensure that NYC Department of Education (NYCDOE) public school students have access to sexual health education. The recommendations are as follows:

- A. Prioritize a Culture of Sexual Wellness and Inclusivity in all Schools.** Schools play a fundamental role in students' development of the knowledge and skills needed to care for their health, including their sexual health. NYCDOE must ensure schools have the resources and support necessary to build a culture of sexual wellness and inclusivity both within and outside the classroom.
- B. Ensure All Students Are Served by Well Equipped and Supported Health Education Instructors.** Teachers of comprehensive health education, which includes sexual health education, play a critical role in helping students develop the knowledge and skills that will support their well-being. Given that many NYCDOE health education teachers are not certified in health education and/or have not received training on the subject, NYCDOE must provide for more qualified teachers and professional development opportunities to ensure effective delivery of health education in schools.
- C. Improve the Content, Substance, and Methods of Sexual Health Education.** A critical function of NYCDOE is to assess the content of the health education curricula (including sexual health education) in use in K-12 schools. Inconsistencies in current health education lesson content and instruction time demonstrate the necessity of content, methods, and timing standards (including the amount of instructional time at different grade levels).
- D. Strengthen Accountability and Reporting.** To ensure equitable access to sexual health education for all students, NYCDOE must employ more comprehensive tracking and monitoring strategies to hold principals and instructors accountable for sexual health education implementation.

A copy of the Sexual Health Education Task Force report is available on the CGE website at <https://www1.nyc.gov/assets/genderequity/downloads/pdf/Sex-Ed-Task-Force-Report-2018.pdf>

The Department of Education has already implemented key components of the Task Force's recommendations through its \$24 million Health Ed Works Initiative and is committed to providing a formal response to the Task Force regarding the remaining recommendations by mid-2019.

LEGISLATIVE HIGHLIGHTS

- 1** The Department of Mental Health and Hygiene (DOHMH) is required to assess the needs of pregnant people, the current availability of doula care, and a plan for expanding access to doula care.
- 2** The Maternal Mortality and Morbidity Review Committee (M3RC) was codified.
- 3** New York City called upon the New York State Legislature and the Governor to pass and sign the NYS Reproductive Health Act.

THE YEAR IN REVIEW: SAFETY

STRATEGIC PLAN: GOALS AND STRATEGIES

GOAL: Create a New York City free from gender- and race-based violence.

STRATEGIES:

1. Ensure short- and long-term safety and stability for domestic violence survivors, transgender and gender non-conforming people, and people in the LGBTQ+ community.
2. Ensure safe environments for persons of all gender identities and gender expressions in public and private spaces.
3. End human trafficking starting in, passing through, or ending in New York City.

KEY ACCOMPLISHMENTS

16 Days of Activism Against Gender-Based Violence Campaign

To engage communities in creating a City free from gender- and race-based violence, CGE partnered with the Mayor's Office to End Domestic and Gender-Based Violence to dramatically increase New York City's involvement in the Campaign by hosting Community Information Sessions in each borough between August and October 2018. As a result, over 80 community-based, faith-based, and City agencies engaged 12,000 New Yorkers across 34 community districts to participate in 148 community and citywide events where they discussed preventing, reducing, and eliminating gender-based violence in New York City. A summary report of the activities is included in Appendix B.

LEGISLATIVE HIGHLIGHTS

- 1 The Gender "X" Marker Bill offers New Yorkers the option to reflect their non-binary gender identity on their birth certificate, without requiring a letter from a health care provider.
- 2 The Stop Sexual Harassment NYC package expands sexual harassment protections under the New York City Human Rights Law and mandates anti-sexual harassment trainings in the public and private sectors.



Mayor Bill de Blasio at signing of Stop Sexual Harassment in NYC Act.
May 9, 2018

THE YEAR IN REVIEW: ADVANCING CGE'S ADVOCACY AGENDA

In 2018, CGE advocated to ensure that issues of gender equity were successfully addressed through the legislative process by providing testimony before the City Council and participating in several rallies. Executive Director Ebanks testified before the City Council regarding the City's efforts to support low-income and economically vulnerable aging women and gender non-binary individuals, and in support of the City Council's resolution urging the New York State Legislature to pass the Reproductive Health Act in the 2019 legislative session. CGE also provided testimony regarding the availability of diapers at appropriate City agencies and contract agencies serving infants and toddlers and their parents, establishing a task force to explore the providing of on-site childcare for City employees, and requiring the provision of lactation spaces in City-owned spaces.

Additionally, for the first time in the CGE's history, the Executive Director testified before the Committee on Women at the City Council's Oversight Hearing on the Commission on Gender Equity. CGE is required to provide this testimony because of Local Law 67 which made the Commission a chartered agency with New York City government.

Executive Director Jacqueline Ebanks gave remarks at citywide rallies on pay equity, combatting sexual harassment, and ensuring safety for all New Yorkers regardless of gender identity, gender expression, or background.



Jacqueline M. Ebanks speaking at the NYC Stands with Survivors Rally.
September 24, 2018

THE YEAR IN REVIEW: BUILDING CITYWIDE INFRASTRUCTURE TO ADVANCE GENDER EQUITY

The culmination of CGE's Strategic Plan is the creation of the NYC Gender Equity Inter-Agency Partnership (GEIP), which held its kick-off meeting on November 13. The GEIP is comprised of senior-level representatives across City agencies who will work together to develop, advocate for, and implement an integrated and sustainable approach to achieving gender equity in New York City. This will ensure that CGE's work goes beyond the creation of initiatives and programs toward building broader systemic and culture change. The objectives of the kick-off meeting were to:

- **Ensure** alignment of the GEIP's overall goals
- **Refine** the GEIP's purpose, role and responsibilities
- **Uncover** best practices from across City agencies
- **Identify** resources needed to accomplish goals
- **Brainstorm** how the City can operationalize and institutionalize gender equity in NYC

Feedback from the meeting indicates that GEIP representatives would like to accomplish the following moving forward:

- Focus the scope, diversify membership and narrow in on concrete, actionable steps
- Build capacity by equipping agencies with tools, resources, funding opportunities and best practice research
- Develop compelling messaging to garner buy-in from all levels of City agencies and all New Yorkers



Breakout session at the Take Action Against Gender-Based Violence: Brooklyn Information Session. August 24th, 2018

THE YEAR AHEAD: 2019

Over the next year, CGE will continue to:

- Engage additional voices to ensure the development of gender equitable policies and practices by hosting Gender Equity Summits within each borough to inform the development and implementation of key initiatives: Men As Allies, Gender Equity Youth Leadership Council, and Borough Civic Leadership Academies. The summits will also solicit community input on the implementation of recommendations from the Mayor's Sexual Health Education Task Force.
- Build a citywide infrastructure to advance gender equity by strengthening the Gender Equity Inter-Agency Partnership, ensuring that CGE is adequately staffed to effectively carry out its responsibilities, and activating focus area workgroups comprised of CGE Commissioners to ensure the implementation of the CGE Strategic Plan.
- Align NYC gender equity efforts with a progressive global human rights framework and lead the City's efforts to develop and implement agency equity assessments and equity plans.



Mayor Bill de Blasio and First Lady Chirlane McCray at the signing of the Gender X Marker Legislation. October 9, 2018

"Today is a landmark day for our city. New York is sending a clear message to people who are transgender, gender non-conforming and non-binary that we are here for you."

Corey Johnson, New York City Council Speaker

APPENDIX A

- 16 Days of Activism Against Gender-Based Violence Campaign 2018
- Summary of Public Meeting

16 DAYS OF ACTIVISM AGAINST GENDER-BASED VIOLENCE CAMPAIGN RECAP

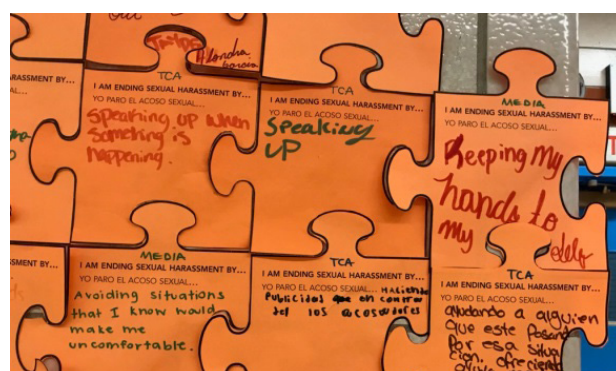
November 25 – December 10, 2018

The Commission on Gender Equity (CGE) and the Mayor's Office to End Domestic and Gender-Based Violence (ENDGBV) ended 2018 with a successful local campaign in New York City for the 16 Days of Activism against Gender-Based Violence! CGE and ENDGBV partnered with numerous community organizations and City agencies to host over **80** events across **35** community districts, reaching and mobilizing over **12,000** New Yorkers in 16 Days of Activism against Gender-Based Violence.

Thank you for Taking Action to End Gender-Violence in NYC! Highlights from the 2018 campaign are below.

NOVEMBER 25 – DECEMBER 10

- The Transgender Resource Center of Long Island promoted the 16 Days of Activism campaign each day through its social media platforms, posting critical facts and data about the impact gender-based violence has on the transgender community.
- Throughout the entirety of the Campaign, the STEPS to End Violence Relationship Abuse Prevention Program (RAPP) hosted 13 engaging conversations, events, and programs for youth, parents, and teachers about gender-based violence and examining how we each play a role in reducing gender-based violence and breaking down gender stereotypes.



- WomensActivism.nyc, a website maintained by NYC's Department of Records in the Municipal Archives (that is building NYC's first permanent catalog of women activists) made a targeted call during the campaign period for New Yorkers to submit stories about women activists, past and present, who have inspired them.
- NYPD "oranged" one of their vehicles during the entire campaign, in support of the campaign and the United Nations' initiative *Unite to End Violence against Women*.



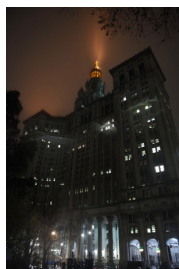
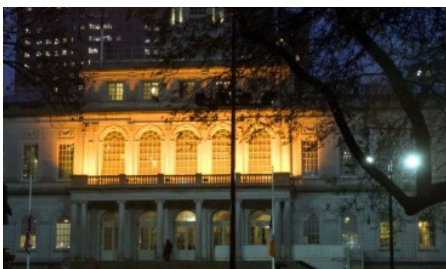
- Planned Parenthood of New York City promoted a digital campaign that encouraged 16 Actions that New Yorkers can take to help end gender-based violence in their communities.

SUNDAY, NOVEMBER 25

- The campaign kicked off on Sunday, November 25 (the International Day for the Elimination of Violence against Women) with a compelling video from the First Lady of New York City, Chirlane McCray, announcing the start of the campaign and stressing the need to end gender-based violence for ALL New Yorkers! The video has had over 9,000 views on Twitter and over 10,000 views on Facebook. You can watch the video [here](#).

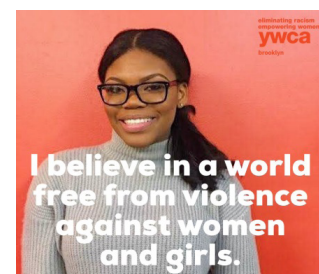
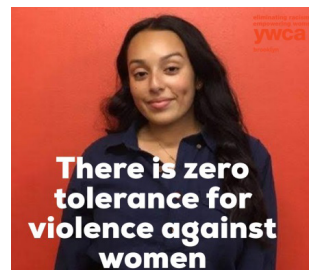
MONDAY, NOVEMBER 26

- Gracie Mansion and City Hall "went orange" once again for the campaign – and were joined this year by the Municipal Building that was lit orange for the first time as a show of the Administration's recognition of the need to end gender-based violence across NYC.



WEDNESDAY, NOVEMBER 28

- The YWCA in Brooklyn's 2nd Community District led a moving *Evening of Healing*, providing much needed support and relaxation for survivors of gender-based violence and their allies. The YWCA also led a social media campaign to spread the word about the 16 Days of Activism against Gender-Based Violence campaign.



NOVEMBER 28 – DECEMBER 5

- CGE partnered with ENDGBV to host the *Response and Resiliency* exhibition at PS 109's Artspace, featuring artwork that showcased the impact of gender-based violence on communities. The exhibit included photography, haiku poetry, and media arts, among other forms.



THURSDAY, NOVEMBER 29

- UN Women - Metropolitan New York Chapter organized a local event to promote *Take Back the Night* – a global movement that unites activists to protest sexual violence and violence against women.



FRIDAY, NOVEMBER 30

- On November 30, December 3, and December 7, CGE and ENDGBV, alongside our agency and community partners, tabled at Union Square's Green Market. We successfully reached over 350 New Yorkers, sharing information about CGE's mission to make NYC equitable for all. We promoted the 16 Days of Activism Campaign and how to get involved in our work for gender equity.



- The New York City Housing Authority, led by Community Coordinator Troy Dixon, threw an energizing 'Stop Gun & Gender-Based Violence' Teen Rally to advocate for "T.H.U.G.s Healing" – The Hugs U Give start Healing process – to address community gun violence and bring youth together to dialogue about how they can end gun violence.



- As part of the teen rally, the North Bronx Youth Leadership Council members created signs and wore orange to amplify their efforts to end violence in their community!



SATURDAY, DECEMBER 1

- Girls for Gender Equity (GGE), hosted the *GGE in the Building – Designing the School We Deserve* rally, calling for a school system that uplifts racial and gender equity and promotes a positive and supportive school climate for all young people.



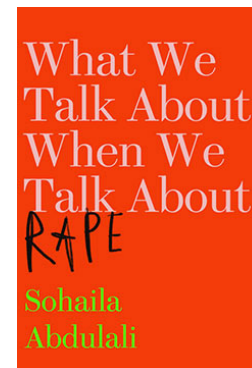
WEDNESDAY DECEMBER 5

- The Department of Consumer Affairs and partner organizations led *The Intersection of Work, Economic Security, and Gender-Based Violence: A City-Community Dialogue* panel held at the LGBT Community Center to discuss the impact of the City's Paid Sick and Safe Leave Law, and the importance of gender equity and workplace rights.

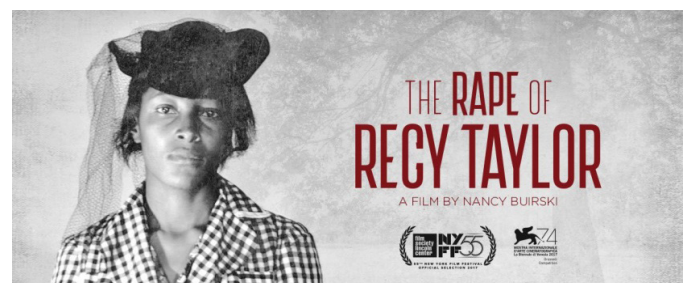


THURSDAY, DECEMBER 6

- CGE hosted New Yorkers at its *What We Talk About When We Talk About Gender-Based Violence* panel discussion, that featured author Sohaila Abdulali, who wrote *What We Talk About When We Talk About Rape*, on a panel with Cecile Noel, Commissioner of ENDGBV and Michelle Grier, Director of Social Work for Girls for Gender Equity. Carmelyn Malalis, Commissioner of NYC Commission on Human Rights, moderated the panel discussion on how each panelist confronts gender-based violence in their sectors.



- The New York Chapter of the Union of Black Episcopalians and the Task Force on Domestic Violence of the Episcopal Diocese of New York showed the documentary film *The Rape of Recy Taylor*, about a 24-year-old black mother and sharecropper who was gang-raped by six white boys in 1944 Alabama, and bravely spoke out to identify her rapists.



FRIDAY, SATURDAY & SUNDAY, DECEMBER 7, 8, AND 9

- CGE partnered with ENDGBV and the Mayor's Center for Faith and Community Partnership over the Faith Weekend of Action Against Gender-Based Violence. The weekend's actions reached over 50 houses of worship.



- The New York Transgender Advocacy Group headed a successful leadership and advocacy training session aimed at helping participants develop their advocacy skills, as well as learn how to be an effective ally.



MONDAY, DECEMBER 10TH

- On International Human Rights Day, to close out our 16 Days of Activism Against Gender-Based Violence Campaign, almost 100 New Yorkers joined us for a Closing Rally and Vigil led by First Lady Chirlane McCray and CGE's Executive Director Jacqueline Ebanks. (Twitter link: <https://twitter.com/NYCFirstLady/status/1072245580695449601>)



12 MONTH CALL TO ACTION

Although the 16 Days of Activism Against Gender-Based Violence campaign has ended for the year, CGE and ENDGBV call on ALL New Yorkers to Take Action Against Gender-Based Violence every month during throughout 2019!

Below are some dates and months **during which you can create events, programs, and/or digital campaigns to turn the 16 Days of Activism against Gender-Based Violence into year-round action.**

January – National Human Trafficking Awareness Month

February – Teen Dating Violence Awareness & Prevention Month

March – Women's History Month

April – Sexual Assault Awareness Month

May 17 – International Day Against Homophobia, Transphobia, & Biphobia

June – Pride and World Pride Month

June 27 – World Elder Abuse Day

July 14 – International Non-binary Day

August – International Youth Day

September – National Suicide Prevention Month

October – Domestic Violence Awareness Month

November 20 – Trans Day of Resilience

November 25-December 10 – 16 Days of Activism against Gender-Based Violence

Please also continue to use and share our [Action Kit](#), which you and your communities can use to proactively educate and mobilize others to take action to end gender-based violence in New York City! For more information, visit www.nyc.gov/genderequity and www.nyc.gov/endgbv. Follow us on Twitter at [@GenderEquityNYC](#) and [@NYCagainstabuse](#).



ADVANCING GENDER EQUITY IN NEW YORK CITY PUBLIC MEETING SUMMARY

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The Commission on Gender Equity (CGE) hosted its first Public Meeting on December 13, 2018 to present its 2018-2021 Strategic Plan: Advancing Gender Equity in New York City. This meeting gave attendees the opportunity to learn more about the Commission's first ever strategic plan and participate in breakout sessions to discuss and inform the Commission's current and future efforts.

The meeting kicked-off with a video message from the First Lady of New York City, Chirlane McCray, and was followed by a presentation of the strategic plan by CGE's Executive Director, Jacqueline Ebanks. After the presentation, attendees participated in breakout sessions.

BREAKOUT SESSION REPORT

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The attendees were asked to participate in one of three breakout session groups: Economic Mobility and Opportunity, Health and Reproductive Justice, and Safety. In each group, participants were asked to respond to the following questions, while bearing in mind an intersectional lens:

- ① **What resonates** with you from our strategies around Economic Mobility & Opportunity/Health & Reproductive Justice/Safety?
- ② **What additional strategies** would you like us to explore in the coming years around Economic Mobility & Opportunity/Health & Reproductive Justice/Safety?
- ③ **Which community partners** should be at the table to provide input as CGE explores implementing its current work and building out future work?

Below is a summary of the responses to each of the questions by focus area:

ECONOMIC MOBILITY AND OPPORTUNITY

What resonated: Gender Equity Summits, the Youth Leadership Council, and addressing the leadership gap

Additional strategies suggested:

- 1 Increase collection of both quantitative and budget data to inform work in this area
- 2 Civic leadership program for young people and adults
- 3 Continue to have New York City lead by example

Potential community partners: Faith based groups, the media, and academia

HEALTH AND REPRODUCTIVE JUSTICE

What resonated: Increased education around sexual health especially in schools, and improving our healthcare system overall

Additional strategies suggested:

- 1 Include mental health in school curriculum
- 2 Increase fair and equitable healthcare for women and the LGBTQ community throughout their lives, including but not limited to childbirth

Potential community partners: Men, educators, and parents

SAFETY

What resonated: Human trafficking; Incarceration, specifically incarcerated girls

Additional strategies suggested:

- 1 Increase outreach and engagement especially to underserved communities such as incarcerated and elderly persons

Potential community partners: Local community based organizations who have direct interaction with community

www.nyc.gov/genderequity

January 2019

APPENDIX B

- Sexual Health Education Task Force Members
- 16 Days of Activism Against Gender-Based Violence Partners

Sexual Health Education Task Force Members

Leadership

Jacqueline M. Ebanks, Executive Director, Commission on Gender Equity – *Chair*

Pascale Saintonge Austin, Director of Family Planning and Pregnancy Prevention Programs, Children's Aid – *Vice Chair*

Edie Sharp, Deputy Chief of Staff, NYCDOE – *Vice Chair*

Members

Elizabeth Adams, Co-Chair, Sexuality Education Alliance of New York City

Naureen Akhter, Parent

Aretza Arias, Student, George Washington High School

Dr. David Bell, Medical Director, Young Men's Health Center

Maya Brady Ngugi, Student, Bard High School

Smita Deshmukh, Senior Legislative Counsel, NYC City Council

Sherell Farmer, Student, Midwood High School

Rodney Fisher, New Principal Support Coaching Fellow and Founding Principal, Marie Curie High School for Medicine and Health Professions

Maura Flanagan, Teacher, PS373K Brooklyn Transition Center

Nora Gelperin, Director of Sexuality Education and Training, Advocates for Youth

Ashwini Hardikar, Director of Prevention and Outreach, Callen-Lorde Community Health Center

Lindsey Harr, Executive Director, NYCDOE Office of School Wellness Programs

Jennifer S. Hirsch, Professor of Sociomedical Sciences, Columbia University Mailman School of Public Health

Deborah L. Kaplan, Assistant Commissioner, Bureau of Maternal, Infant, and Reproductive Health, NYCDOHMH

Walter Logan, Student, Midwood High School

David Lopez, Director of Prevention Programs, BOOM!Health

Louise Marchena, Senior Director of Youth Program, Planned Parenthood of New York City

Will Mellman, Research Scientist, Columbia University

Hannah Pennington, Assistant Commissioner, Policy and Training, Mayor's Office to Combat Domestic Violence

Bryson Rose, Assistant Director of Training at the Center for LGBTQ Youth Advocacy and Capacity Building, Hetrick-Martin Institute

Elizabeth Schroeder, Educator, Author, Trainer in Sexual Health Education

Anurag Singh, Chapter Leader of School Psychologist and Social Workers, United Federation of Teachers

L Tantay, LGBTQI Health Equity Specialist, NYCDOHMH

Yolanda Torres, Executive Superintendent, Division of Family and Community Engagement, NYCDOE

16 Days of Activism Against Gender-Based Violence Campaign Partners

Center for Women's Global Leadership, Rutgers University

Commission on Gender Equity

Crime Victims Treatment Center

Department for the Aging

Department of Consumer Affairs

Department of Education

Department of Health and Mental Hygiene

Department of Housing Preservation and Development

Department of Youth and Community Development

Girls for Gender Equity

Human Resources Administration

Man Up! Campaign

Mayor's Office for International Affairs

Mayor's Office to End Domestic and Gender-Based Violence

Mount Sinai Sexual Assault and Violence Intervention

New York City Anti-Violence Project

New York Police Department

Office of the First Lady of New York City

UN Women Metro

APPENDIX C

- CGE Commissioners
- CGE Staff

CGE Commissioners

Co-Chairs:

Chirlane McCray, First Lady of New York City

Silda Palerm, Partner, Vestry Laight

Commissioners:

Shahara Ahmad-Llewellyn, President, S. Ahmad-Llewellyn Family Foundation

Chitra Aiyar, Executive Director, Sadie Nash Leadership Project

Diana Ayala, New York City Council Member

Radhika Balakrishnan, Faculty Director, Center for Women's Global Leadership and Professor of Women's and Gender Studies, Rutgers University

Taina Bien-Aime, Executive Director, International Coalition Against Trafficking in Women

Jimmie Briggs, Journalist and Human Rights Advocate; Co-Founder and Executive Director, Man-Up Campaign

Beverly Cooper Neufeld, Founder & President, PowHer New York

Laurie Cumbo, New York City Council Member and Majority Leader

Cecilia Gaston, Former Executive Director, Violence Intervention Program

Andrea Hagelgans, Executive Vice President for Public Affairs, Edelman, New York Office

Anne Hess, Co-Founder & Co-Chair, MADRE

Nancy Kolben, Executive Director, Center for Children's Initiatives

Sherry Leiwant, Co-Founder & Co-President, A Better Balance

Dr. Danielle Moss, CEO, Oliver Scholars

Robina Niaz, Founder, Turning Point for Women and Families

Sonia Ossorio, President, National Organization for Women, New York City

Laura Popa, Deputy Chief of Staff for Legislation and Policy, New York City Council

Walthene Primus, Retired President, Local 957

Arva Rice, President & CEO, New York Urban League (NYUL)

Carlina Rivera, New York City Council Member and Co-Chair of the Women's Caucus

Helen Rosenthal, New York City Council Member and Chair of the Committee on Women

Celeste Smith, Former Vice President, J.P. Morgan Chase Private Bank

Beverly Tillery, Executive Director, New York City Anti-Violence Project

Ex-Officio Member:

Carmelyn Malalis, Chair, Commission on Human Rights

CGE Staff

Gael Black, Senior Director, Communications and Outreach

Myeisha Boyd, Intern, Communications

Helen Broad, Special Assistant to the Executive Director

Kaitlyn Cunningham, Intern, Safety

Jacqueline M. Ebanks, Executive Director

Carsyn Fisher, Intern, Special Projects

Matt Graham, Policy and Programs Analyst

Safiya Noel, Intern, Health and Reproductive Justice

Chansi Powell, Senior Director, Policy and Programs

Suleikha Sutter, Intern, Economic Mobility and Opportunity

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