



**NYC**<sup>®</sup>

**COMMISSION ON  
GENDER EQUITY**



The **NYC Commission on Gender Equity (CGE)** works to create a deep and lasting institutional commitment to tearing down equity barriers across New York City. CGE addresses issues of inequity and discrimination facing girls, women, intersex, transgender, and gender non-binary and gender non-conforming persons regardless of age, ethnicity/race, faith, gender expression, immigration status, physical and mental ability, sexual orientation, and socioeconomic status.



**Local Law 45 of 2020 governs the NYC Commission on Gender Equity (CGE) and requires it to conduct the following activities:**

- Study the nature and extent of inequities facing girls, women, transgender, intersex, gender non-conforming and non-binary individuals in the city.
- Study the impact of such inequities on the economic, civic, and social well-being of girls, women, transgender, intersex, gender non-conforming and non-binary individuals.
- Advise on ways to analyze the function and composition of city agencies through a gender-based lens and ways to develop equitable recruitment strategies.
- Make recommendations to the mayor, city agencies, and the city council on ways to reduce gender-based inequity.

# Three Areas of Focus



## ECONOMIC MOBILITY AND OPPORTUNITY

To create a city where people of all gender identities and gender expressions live economically secure lives and have access to opportunities to thrive.



## HEALTH AND REPRODUCTIVE JUSTICE

To create a city free from gender- and race-based health disparities.

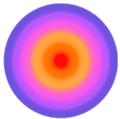


## SAFETY

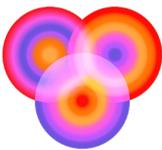
To create a city free from gender- and race-based violence.

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# Operating Principles



**Recognize the diversity of gender**, including gender identity and expression.



**Operate with an intersectional lens** and focus on girls, women, intersex, transgender, and gender non-binary and gender non-conforming individuals regardless of age, ethnicity/race, faith, gender expression, immigration status, physical and mental ability, sexual orientation, and socioeconomic status.



**Ensure that the city leads** in the development and implementation of best practices in gender equitable policies and programs for its workforce and its residents.

# Actions to Create Change



## **POLICY, LEGISLATION, AND ADVOCACY**

CGE, in partnership with city agencies, recommends and advocates for policy changes that result in new laws that advance gender equity in New York City.



## **INTERAGENCY AND CROSS-SECTOR COLLABORATIONS**

CGE brings together domestic and international advocates, community members, philanthropic leaders, city agencies, and business leaders to solicit input on its focus areas, identify solutions, and explore partnerships to remove barriers to gender equity.



## **RESEARCH, ANALYSIS, AND PUBLICATIONS**

To better grasp the challenges and opportunities facing the city, CGE supports research and analysis of issues relevant to its three focus areas.



## **PUBLIC EDUCATION AND ENGAGEMENT**

CGE leads and participates in public forums and presentations to engage and inform New Yorkers about gender equity and solicit input from local communities about ways in which advancing gender equity would improve their lives.

# Gender Equity Interagency Partnership

**The New York City Gender Equity Interagency Partnership (GEIP),** comprised of senior-level agency representatives from city agencies, develops an integrated and sustainable approach to achieving gender equity in New York City.

**VISION** New York City agencies — leadership and staff — work together to embody and create a culture of responsibility for elevating and advancing gender equity for all New Yorkers, including city employees.

**MISSION** GEIP aims to dismantle institutional and societal barriers to gender equity in city agencies and New York City as a whole.

## **ACTION STEPS:**



**Create and drive** an intersectional gender equity framework and messaging to New York City agencies and employees that is concrete, consistent, innovative, and accessible.



**Capture, report, and disseminate** relevant data and tools to advance gender equity within and across New York City agencies.



**Provide ongoing technical assistance** to New York City agencies as they develop and implement their intersectional gender equity plans/framework.



**Ensure the Civil Service System incorporates** an intersectional gender equity lens and facilitates equitable management and promotional opportunities.





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