

BUILDING A SUSTAINABLE GENDER EQUITY INFRASTRUCTURE

**COMMISSION ON GENDER EQUITY
2022 ANNUAL REPORT**



Commission on
Gender Equity

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Table of Contents

Letter from the Executive Director	4
Key Accomplishments: Infrastructure Building	5
Key Accomplishments: Communications and Public Engagement	7
Digital Media Expansion	7
Community Outreach Strategies.....	7
Public Education and Engagement.....	9
Media	12
Key Accomplishments: Economic Mobility and Opportunity	13
Marshall Plan for Moms Task Force.....	13
Pay Equity Cabinet.....	13
Salary Transparency Law	14
Agency Spotlight: City Commission on Human Rights.....	15
Advancing Gender Equity through Legislation, Programs, and Initiatives.....	17
Legislation.....	17
Pay Equity	17
Child Care	17
Equity in the Fire Department of New York.....	18
Programs and Initiatives.....	19
Key Accomplishments: Health and Reproductive Justice	23
Menstrual Equity Workgroup	23
Sexual Health Education Task Force.....	23
Protecting Access to Abortion in New York City	24
Female Genital Mutilation/Cutting Advisory Committee.....	24
Agency Spotlight: Department of Health and Mental Hygiene.....	25
Advancing Gender Equity through Legislation, Programs, and Initiatives	27
Legislation.....	27
Abortion and Reproductive Rights.....	27
Reproductive Health.....	27
Maternal Health.....	28
Public Hygiene	28
Substance Use and Treatment	28
Programs and Initiatives.....	29
Key Accomplishments: Safety	32
Denim Day.....	32
16 Days of Activism Against Gender-Based Violence Campaign	32
Domestic Violence Awareness Month Rally	33
Street Harassment Prevention Advisory Board.....	33
Agency Spotlight: Office of Nightlife.....	34
Advancing Gender Equity through Legislation, Programs, and Initiatives.....	35
Legislation.....	35
Domestic and Gender-Based Violence	35
Gun Violence.....	35

Safe Streets.....	35
Safe Workplaces.....	35
Safe Housing.....	36
Programs and Initiatives.....	36
Key Accomplishments: Strategic Learning and Capacity Building	38
Gender Equity Interagency Partnership Relaunch	38
Capacity Building Services	39
Lessons Learned	40
The Year Ahead.....	41
CGE Commissioners.....	43
CGE Team Members 2022 (by Departments)	44
Appendices	45

Letter from the Executive Director

Dear Mayor Eric Adams and Speaker Adrienne E. Adams,

In October 2022, I was honored to be re-appointed by Mayor Adams as Executive Director of the NYC Commission on Gender Equity (CGE) and am pleased to submit CGE's 2022 Annual Report — the first annual report of the Adams Administration.

As required by law, this report is due to the mayor and the speaker of the city council on April 1 following the preceding calendar year and reports on CGE's activities of the prior 12 months, lessons learned, and plan of activities for the upcoming year.

In 2022, CGE experienced its largest growth in staffing and financial capacity. This growth lays the foundation for CGE to become a reliable and fully embedded agency within city government and signifies the Adams Administration's commitment to advancing gender equity for all New Yorkers. The following pages describe CGE's infrastructure growth and the resulting impact.

I look forward to working with you to eliminate institutional barriers to gender equity and to establishing cross-sector collaborations and interagency partnerships so that all New Yorkers, regardless of who they love, their gender identity or expression, or their background, will have opportunities to be economically secure, have access to quality and affordable health care, have full autonomy over their reproductive lives, and can be safe in their homes, communities and workplaces.

Regards,

Jacqueline M. Ebanks
Executive Director

Key Accomplishments: Infrastructure Building

At the end of 2021, the Commission on Gender Equity (CGE), already a thinly staffed agency, exited the COVID-19 pandemic with three full-time positions and a promise of 11 new full-time positions. In 2022, CGE saw the largest staff and fiscal investment ever in its infrastructure when its budget of \$1.6 million was baselined into the city's budget, supporting 14 full-time staff and an other than personnel services budget (OTPS) of \$230,000. These investments represented an over 300 percent increase in staff and a 4,500 percent increase in the OTPS budget since CGE was established in 2015.



CGE is now comprised of four departments (listed in alphabetical order): Communications and Public Engagement, Executive Office, Policy and Programs, and Strategic Learning and Capacity Building. They operate as follows:

The **Communications and Public Engagement** department develops and implements a multi-pronged communication and outreach strategy that increases the visibility and expands the reach of CGE in policy, advocacy, research, and community engagement.

The **Executive Office** develops and implements overall agency strategy, processes, and accountability measures to advance gender equity and to ensure the agency's effective and efficient daily operations.

The **Policy and Programs** department develops and implements CGE's policy and legislative agenda and programmatic initiatives and conducts research and analysis on issues relevant to CGE's three areas of focus: Economic Mobility and Opportunity, Health and Reproductive Justice, and Safety.

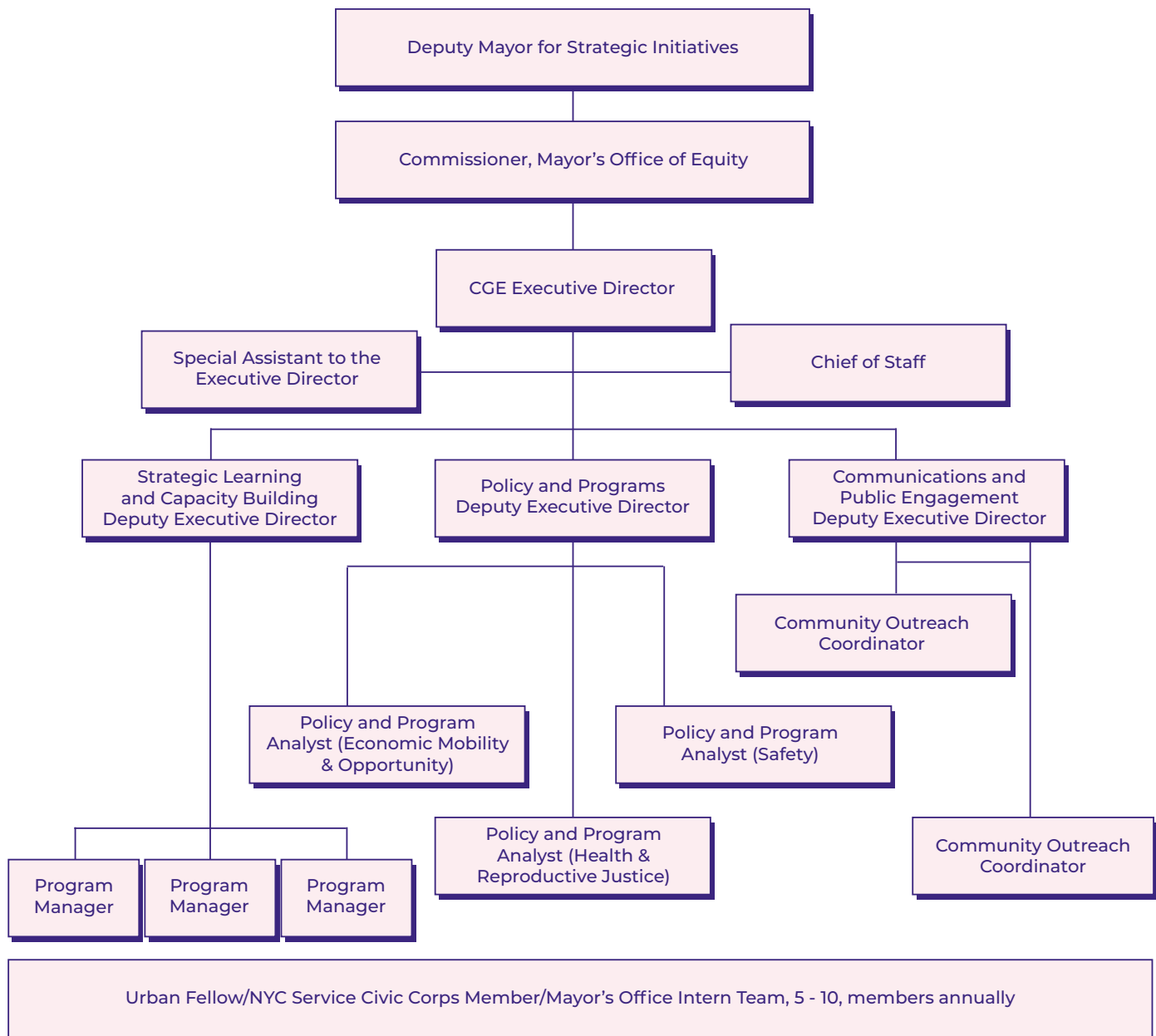
The **Strategic Learning and Capacity Building** department strengthens the capacity of city agencies to develop and implement gender equitable policies and practices.



CGE’s organization chart is as follows:

The City of New York Commission on Gender Equity

Organizational Chart



Key Accomplishments: **Communications and Public Engagement**

Digital Media Expansion

In 2022, the NYC Commission on Gender Equity (CGE) expanded its organizational structure and scope of work internally and externally. CGE's four departments — Executive Office, Policy and Programs, Strategic Learning and Capacity Building, and Communications and Public Engagement — continue to focus and advance CGE's three core areas of Economic Mobility and Opportunity, Health and Reproductive Justice, and Safety. CGE's website and social media continue to evolve with the use of online tools for engagement such as email updates to our subscribers, website enhancements, online publications and reports, and postings on CGE's three social media channels — Instagram, Twitter, and Facebook. These updates and postings have mainly consisted of educational materials, the administration's initiatives on gender equity, publications, resources, events, and information about policies, policy implementation, executive orders, and recently passed legislation related to gender equity.

Community Outreach Strategies

CGE staff conducted outreach at community events during the annual international 16 Days of Activism Against Gender-Based Violence campaign with other city agencies, organizations, and community groups. Staff developed relationships with different agencies to facilitate outreach at community-led and city-led events, while also leveraging agencies' support in translating campaign materials.



- **Denim Day**

On April 27 and 28, 2022, CGE participated in Denim Day events in Brooklyn and the Bronx respectively, an annual event where staff rallied with survivors, advocates, community leaders, students, and elected officials while wearing denim to raise awareness about sexual violence and to make clear that there is never an excuse or invitation for any type of sexual violence. CGE worked with the Mayor's Office to End Domestic and Gender-Based Violence and partner organization Right To Be to offer a free Bystander Intervention Training focused on preventing and addressing LGBTQIA+ harassment.

on.nyc.gov/3Jdv0Jh



- **16 Days of Activism Against Gender-Based Violence**

CGE, the Mayor's Office to End Domestic and Gender-Based Violence (ENDGBV), and the Mayor's Office of Equity (MOE) co-led the 2022 NYC campaign from November 25, International Day for the Elimination of Violence Against Women, to December 10, Human Rights Day. During the 16 Days of Activism Against Gender-Based Violence campaign, city agencies, community-based organizations, the faith-based community, business associations, and theater companies hosted events that addressed intersecting issues within gender-based violence. To spread the word about the campaign, CGE helped to develop campaign materials and resources, social media posts for digital outreach, and created a campaign website as a hub for resources, activities, and events. On November 28, City Hall, other municipal buildings across the five boroughs, and iconic landmarks were lit up orange to raise awareness about the consequences of gender-based violence.



- **City Buildings Lit Up:**

- The Arsenal in Central Park
- Bronx County Courthouse
- The David N. Dinkins Manhattan Municipal Building
- Gracie Mansion
- One Police Plaza
- The Parachute Jump in Coney Island
- Queens Borough Hall
- Staten Island Borough Hall

- **Iconic New York City Sites Lit Up:**

- 1 World Trade Center
- Bank of America Tower
- Four Times Square



For 16 Days of Activism Against Gender-Based Violence resources and tools visit: on.nyc.gov/3CnI3E7. [Read a recap of the 16 Days campaign](#)



Public Education and Engagement

- **Bensonhurst City Resource Fair**

On November 5, 2022, CGE's community outreach coordinators attended an event co-hosted by the Mayor's Office of Immigrant Affairs and the NYC Commission on Human Rights in Bensonhurst, Brooklyn. The event was primarily geared to the Chinese-speaking immigrants in the neighborhood. Many other city and state agencies and community-based organizations participated.

- **Medgar Evers Resource Fair**

On November 30, 2022, CGE's community outreach coordinators attended an event hosted by Medgar Evers College in Crown Heights, Brooklyn. The event was geared to college students, professors, and community members in the neighborhood. Most people who came spoke English and a few Haitian Creole speakers. Many other city and state agencies and community-based organizations participated.

- **Catholic Charities Resource Fair**

On December 2, 2022, CGE's community outreach coordinators attended a Catholic Charities event in the Bronx. Community outreach coordinators spoke with community members waiting to seek legal support from the Catholic Charities Legal Clinic's lawyers. CGE's coordinators gave out information about the 16 Days campaign, toolkits, Family Justice Centers information, NYC Hope flyers, and CGE's one-pager.

- **Flyering in East Harlem**

On December 6, 2022, CGE's community outreach coordinators distributed palm cards at the East Harlem subway station on 116th Street and Lexington Avenue. CGE's coordinators gave out information about the 16 Days campaign, toolkits, Family Justice Centers information, NYC Hope flyers, and CGE's one-pager.

- **Queeribbean Crossing Conference**

On December 9, 2022, CGE's community outreach coordinators tabled at the Queeribbean Crossing conference at Medgar Evers College. The conference was facilitated and hosted by Caribbean Equality Project. CUNY Medgar Evers College and the CUNY LGBTQIA+ Consortium co-organized the event. CGE's coordinators gave out information about the 16 Days campaign, toolkits, Family Justice Centers information, NYC Hope flyers, and CGE's one-pager.





● **South Queens Women's March Outreach Event**

On December 19, 2022, CGE's community outreach coordinators attended the Holiday Pop-Up Pantry hosted by South Queens Women's March in Richmond Hill, Queens. People came to the event to get groceries, feminine hygiene products, presents for children, and COVID-19 tests. CGE's coordinators gave out information about the 16 Days campaign, toolkits, Family Justice Centers information, NYC Hope flyers, and CGE's one-pager.

● **United Sikhs Gurdwara Resource Fair**

On December 11, 2022, CGE's community outreach coordinators tabled with the Mayor's Office of Immigrant Affairs and United Sikhs at a Sikh temple (Gurdwara) in Richmond Hill, Queens. CGE coordinators spoke with people and gave out materials about the 16 Days campaign, toolkits, Family Justice Centers information, NYC Hope flyers, and CGE's one-pager. The Mayor's Office of Immigrant Affairs team shared information about IDNYC, the municipal identification card for NYC, and the immigration/legal services.

Media

The following 2022 press releases and other news stories highlight campaigns in which CGE was involved and other gender equity-related work in the Adams' Administration.

April 27, 2022 | [Mayor's Office to End Domestic & Gender-Based Violence and Denim Day NYC Celebrated "Denim Day NYC 2022" with March and Rally Against Sexual Violence](#)

October 29, 2022 | [New York City Pay Transparency Law to Take Effect Next Week](#), Brev Magazine

October 30, 2022 | [JPMorgan, Macy's and Other Companies Reveal What They Pay Workers as Deadline Looms](#), Wall Street Journal

November 2, 2022 | [NYC employers Look for loopholes in controversial salary law](#), Australia's News.com

November 3, 2022 | [Will pay transparency laws have unintended consequences?](#), HR Dive

November 9, 2022 | [Mayor Adams Signs Package of Seven Child Care Bills to Provide Support for Working Parents, Mothers, Caregivers, and Families in New York City](#)

November 22, 2022 | [New York City Launches Annual 16 Days of Activism Against Gender-Based Violence Campaign](#)

November 22, 2022 | [Mayor Adams Appoints Nine New Commissioners, Reappoints 15 Commissioners to Commission on Gender Equity](#)

November 28, 2022 | [Mayor Adams Announces City Hall, Municipal Buildings, Iconic New York City Sites to Be Lit Orange for Annual '16 Days of Activism Against Gender-Based Violence' Campaign](#)

Key Accomplishments: **Economic Mobility and Opportunity**

Marshall Plan for Moms Task Force

The Marshall Plan for Moms Task Force was established by [Local Law 99 of 2022](#) and will study and produce a report with recommendations on the best comprehensive supports for working mothers, parents, and other caregivers, as well as care workers. CGE is the chair of this task force, which will also consist of leaders from city agencies and offices, including NYC Opportunity, the Office of Labor Relations, the Department of Social Services, the Department of Education, the Department of Health and Mental Hygiene, and the Comptroller's office, as well as child care advocates, child care workers, parents, teachers, and other members of the community. The task force will study policies and issues ranging from recurring direct cash payments and comprehensive paid family leave policies, to support for child care workers, access to mental health and health care, and rent relief. The law creating this body went into effect on November 9, 2022, and the task force will issue its report in 2024. In 2022, CGE prepared to chair this task force and began the process of researching and nominating appointments.

Pay Equity Cabinet

The Pay Equity Cabinet (PEC) was established by [Executive Order](#) 84 in 2021 to address and work to eliminate racial and gender pay gaps across city government, which is New York City's largest employer. The Cabinet is co-chaired by CGE and the Department of Citywide Administrative Services. The group was reconvened in 2022 to carry this work forward in the Adams' Administration as part of its vision and commitment to equity. The PEC is committed to identifying systemic issues that lead to pay inequity and occupational segregation, and to developing lasting solutions beyond financial redistribution. In 2022, the PEC held its first full Cabinet meeting in the new administration and worked to develop a scope of work for an outside entity to execute a title evaluation analysis for specific city titles that have pay gaps by race or gender. In addition, the PEC developed a survey for city agencies to better understand current agency practices and policies to address pay equity. Both of these initiatives will be executed and implemented in 2023.

Salary Transparency Law

On October 25, just a week before New York City's historic law [requiring salary transparency in job advertisements](#) went into effect, CGE Executive Director Jacqueline M. Ebanks participated in a panel discussion at Cornell's School of Industrial and Labor Relations (Cornell ILR) regarding the impacts and effects of this law's implementation. Titled "Pay Gaps Are Real: Is Pay Transparency the Answer?," the event also featured Professor Peter A. Bamberger, Domberger Professor of Management at Tel Aviv University's Collier School of Management and research director of the Cornell ILR School's Smithers Institute, Evandro C. Gigante, a partner at Proskauer Rose LLP in the Labor & Employment Law Department and co-head of the Employment Litigation & Arbitration and the Hiring & Terminations Groups, and Brian Levine, Partner and Innovation Leader in the Workforce & Analytics Practice of consulting firm Mercer. The discussion covered the intricacies of the law's requirements, how businesses would react, the potential effects on workers, and how pay gaps might be affected, based on each speaker's unique perspective and research.

On November 1, the day the salary transparency law went into effect, CGE Executive Director Jacqueline M. Ebanks joined a virtual event hosted by advocacy group PowHer New York called, "Salary Secrecy Ends in NYC: What You Need to Know!" This information session covered rules and implementation, rights as an employee, and the benefits and future of pay equity. Other speakers included JoAnn Kamuf Ward, Deputy Commissioner for Policy and External Affairs at the NYC Commission on Human Rights, Christine Hendrickson, Vice President for Strategic Initiatives at workplace analytics firm Syndio, and two CGE Commissioners: Beverly Neufeld, PowHerNY's President and Founder, and Seher Khawaja, Senior Attorney at Legal Momentum.



Agency Spotlight: New York City Commission on Human Rights

The New York City Commission on Human Rights (CCHR) enforces the New York City Human Rights Law (NYCHRL), one of the most comprehensive laws of its kind in the country. The NYCHRL covers 27 protected categories and prohibits bias and discrimination in employment, housing, and public spaces. The agency enforces the law by investigating allegations of discrimination, fostering settlements, and prosecuting violations of the NYCHRL when appropriate. CCHR also prevents discrimination through outreach and education, media, campaigns, community engagement, and policy development.

Domestic Workers

Alongside an array of domestic-worker organizers, CCHR has worked to ensure workplace discrimination protections are available for domestic workers, including nannies, home care workers, and housecleaners, even if they are the sole employee in a household. Domestic work remains one of the fastest growing sectors of the economy and the workforce is predominantly made up of women, people of color, and immigrants. The NYCHRL was amended in 2021 (via [Local Law 88](#)) to affirm that CCHR is a venue where New York's hundreds of thousands of domestic workers can seek justice and accountability when their rights are violated. [On.nyc.gov/3q5hpNO](https://on.nyc.gov/3q5hpNO)

In March 2022 — when Local Law 88 went into effect — CCHR launched an educational campaign targeting employers of domestic workers and domestic workers themselves about their workplace rights and responsibilities. The multilingual campaign was visible in bus shelters and Link Kiosks through the five boroughs, as well as in print and social media advertisements. CCHR created new trainings for both employers and employees which highlighted workplace protections and organized days of visibility for domestic workers across all five boroughs. To learn more about these protections, visit [On.nyc.gov/44HaObj](https://on.nyc.gov/44HaObj)

Pay Transparency

The NYCHRL's provisions apply within the workplace as well as during the job application process. Hiring practices that seem neutral on their face can perpetuate and even exacerbate inequity. Under the NYCHRL, information about a job applicant's salary, credit, or criminal history have been out of bounds for employers for several years.

In November 2022, New York City advanced toward pay equity when CCHR was named as the primary agency ensuring compliance with Local Law 59. [On.nyc.gov/44YmtmB](https://on.nyc.gov/44YmtmB) Under this provision of the NYCHRL, employers advertising jobs in New York City must include a good faith salary range for every job, promotion, and transfer opportunity advertised. It applies to all employers with four or more employees or one or more domestic workers. This is a crucial measure to advance pay equity and has the potential to help close the gap between men and women and address long-standing disparities impacting people of color and others that have been historically underpaid and undervalued in the workplace.

As part of implementing this new law, CCHR developed an array of informational materials on pay transparency in multiple languages and continues to provide trainings throughout all five boroughs with job applicants, business owners, and sibling agencies.

To learn more, visit [On.nyc.gov/3rH9SVP](https://on.nyc.gov/3rH9SVP).

To report violations of the Human Rights Law, New Yorkers can reach out to NYC Commission on Human Rights using this online form ([On.nyc.gov/451znzM](https://on.nyc.gov/451znzM)) or by calling the CCHR hotline at (212) 416-0197.

Advancing Gender Equity Through Legislation, Programs, and Initiatives — Economic Mobility and Opportunity

Legislation

Below is a summary of relevant City Council legislation during the reporting period.

● Pay Equity

- [Local Law 59 of 2022](#): This law requires that as of November 1, 2022, [employers must post](#) a minimum and maximum hourly wage or annual salary when advertising a job, promotion, or transfer opportunity in New York City. ([On.nyc.gov/3oYD75G](#))

For further information, see the City Commission on Human Rights guidance: [On.nyc.gov/3O2R2jo](#)

- [Local Law 106 of 2022](#): This law requires the Mayor's Office to publish online a report containing information about the role of women and gender non-binary, gender non-conforming, and intersex workers in nontraditional careers no later than July 1, 2023. It went into effect on November 12, 2022. [On.nyc.gov/42vlfx3](#)

● Child Care

- [Local Law 99 of 2022](#): This law creates a Marshall Plan for Moms Task Force to study, develop, and issue proposals and recommendations on how to support working mothers, parents, and other caregivers. This Task Force is to be chaired by the Commission on Gender Equity and includes other stakeholders from government, child care advocates, child care employers and workers, principals, teachers, and parents. It is required to submit a report, including recommendations for legislation, policy, and best practices relating to supporting working mothers and parents. The law went into effect on November 9, 2022. [On.nyc.gov/3J6ROdL](#)
- [Local Law 100 of 2022](#): This law establishes a child care task force to study how to make child care more affordable and accessible, and how to provide support and funding to child-care programs and workers. It includes the Commission on Gender Equity as a member among other city agencies, as well as other stakeholders. The law went into effect on November 9, 2022. [On.nyc.gov/3CqAGvU](#)
- [Local Law 101 of 2022](#): This law directs the Department of Health and Mental Hygiene and the Office of Technology and Innovation to create and maintain a searchable online directory of all child-care programs located within the city, with pertinent and helpful information, and available in the designated citywide languages. The law went into effect on November 9, 2022. [On.nyc.gov/3Ctknhy](#)
- [Local Law 102 of 2022](#): This law establishes a child care advisory board to conduct studies on and issue reports related to child care in the city, including, but not limited to, providing an annual assessment of the needs of the city's child care programs and the city's progress toward providing universal child care. The law went into effect on November 9, 2022. [On.nyc.gov/45ZISI9](#)

- [Local Law 103 of 2022](#): This law requires the Administration for Children’s Services to coordinate with the Department of Health and Mental Hygiene and the Office of Technology and Innovation to create an online portal that provides information on child care subsidies. The portal will include information on each subsidy provided by local, state and federal agencies, the eligibility for each subsidy, and instructions on how to apply for each subsidy. The portal will also include the forms needed to apply for each subsidy, including any electronic forms available which may be submitted online through the portal. The law went into effect on November 9, 2022. [On.nyc.gov/42AFvgz](#)
- [Local Law 104 of 2022](#): This law requires the city to establish a three-year pilot program to provide grants to child-care programs that demonstrate a need for assistance by July 1, 2023. The law went into effect on November 9, 2022. [On.nyc.gov/4604VXP](#)

● **Equity in the New York City Fire Department**

- [Local Law 116 of 2022](#): This law requires the Fire Department, in consultation with the Department of Citywide Administrative Services, to develop and implement a plan for ensuring that the racial, ethnic, and gender demographics of the Department’s firefighters reflect that of the city’s population as a whole. It also requires the Fire Department to identify and mitigate obstacles around recruitment, training, hiring, and retention of groups that are underrepresented within the rank of firefighter, considering racial and gender equity. The Fire Department must report on these efforts, including on projected changes in the demographics of firefighters from groups that are underrepresented. The law went into effect on November 28, 2022. [On.nyc.gov/45Zmqah](#)
- [Local Law 118 of 2022](#): This law requires the Fire Department to submit to the Mayor and the Speaker of the Council, and post on the Department’s website, an annual report on the number of officers and members of the uniformed force of the department assigned to each firehouse, disaggregated by gender and race or ethnicity, as well as the number of individuals who reside within the geographic area that each firehouse covers, disaggregated by gender and race or ethnicity, in order to understand whether and how each firehouse’s workforce is representative of the community it serves. The law went into effect on November 28, 2022. [On.nyc.gov/3Nof8Gf](#)
- [Local Law 119 of 2022](#): This law requires the Fire Department, in consultation with the Department of Citywide Administrative Services and the NYC Commission on Human Rights, to develop and implement a plan for providing ongoing training and education to all members and staff regarding harassment, diversity and inclusion — including training on the Department’s anti-harassment and anti-discrimination policies — and to report on this effort. The law went into effect on November 28, 2022. [On.nyc.gov/45Tj3lX](#)
- [Local Law 120 of 2022](#): This law requires the Fire Department to submit to the Mayor and the Speaker of the Council, and post on the Department’s website, a report on complaints filed with the Department’s Equal Employment Opportunity Office regarding potential violations of the city’s Equal Employment Opportunity Policy. The report will include information about the number of complaints that resulted in corrective action taken by the Fire Department, and further disaggregated by the form of corrective action, including but not limited to formal reprimand, fine, loss of pay or benefits, transfer, suspension, demotion, and termination. The law went into effect on November 28, 2022. [On.nyc.gov/3NOvS53](#)

Programs and Initiatives

Below is a summary of relevant programs and initiatives launched by the Administration during the reporting period.

- [A Blueprint for Child Care & Early Childhood Education in New York City](#): This Blueprint outlines essential steps to provide high-quality, equitable, and accessible child care for thousands of New York City families. From increasing outreach for families in temporary housing, to expanding opportunities for early childhood professionals, to cutting red tape for background checks, this interagency effort moves away from making critical decisions in silos to investing in holistic programming to support New York City's youngest. As part of this plan, the Adams' Administration will establish the Office of Child Care and Early Childhood Education, which will lead strategy and coordinate planning among city agencies, foster innovation in partnership with stakeholders, and promote effective communication, policy advocacy, and public engagement. The Blueprint aims to expand access to care for the city's 500,000 children under five years old and for more than 41,000 children in high-need neighborhoods.

For further information, read the Blueprint here: [On.nyc.gov/3zAlhra](https://on.nyc.gov/3zAlhra)

- [Child Care Quality and Innovation Initiative](#): The Child Care Quality and Innovation Initiative for New York City represents a public-private partnership between the City of New York and the Robin Hood Foundation. This initiative seeks to make high-quality, affordable child care more accessible, while improving the quality of care provided to New York City children. This new funding is being used to develop innovative solutions to the sector, such as expanding access in child care deserts, providing options beyond traditional working hours to accommodate parents with atypical schedules, and workforce development programs that help drive quality across New York City, including encouraging models that compensate providers more fairly, reduce turnover, and create opportunities for growth within the sector.

For further information, see the Robin Hood Foundation website: tinyurl.com/2jt8699d

- [Promise NYC - to Provide Care and Support for Undocumented Families](#): This new program provides child care assistance, for the first time in New York City's history, to low-income families with children whose immigration status makes them ineligible for other federally funded subsidized childcare. The city is partnering with four community-based organizations, each with deep ties to immigrant communities in their respective boroughs, to provide this care.

[On.nyc.gov/3Co9WMp](https://on.nyc.gov/3Co9WMp)

- [Toward a Working Future - A Child Care Toolkit for New York City Employers](#): The Economic Development Corporation's women.nyc initiative, which focuses on supporting women entrepreneurs and women in the workplace, developed a child care toolkit for employers. This toolkit outlines five key strategies that chief people officers and other senior leaders can use to support caregivers, plus practical tools to aid in implementation. Case studies spotlight companies that are introducing new family friendly policies to improve talent attraction, retention, and



productivity. Together, they offer a roadmap for employers who want to deliver a child-care strategy that is employee centered, data driven, innovative, and customizable, and that offers a high return on investment. The guide is not meant to be a “one-size-fits-all” approach given the disparate needs of employers, but rather offers an overview of current options. [Bit.ly/43yYo3W](#)

- [Scholarship Accounts for New York City Youth](#): This initiative provides kindergarteners across the city with access to a New York City Scholarship Account to save for college and career training in the future. Starting in the 2022-2023 school year, and continuing every year going forward, kindergarten students enrolled in a New York City public school — including participating charter schools — automatically receive a scholarship account invested in a NY 529 Direct Plan, with an initial \$100 from non-profit NYC Kids RISE, unless their families choose not to participate. This provides a new way to drive financial assets toward communities that have been systematically excluded from wealth-building opportunities. [On.nyc.gov/43AiQT2](#)

For further information about the NYC Kids RISE Save for College Program, see here: [On.nyc.gov/43B5dCT](#)

- [New York City Pathways to Industrial and Construction Careers](#): This innovative talent development initiative was established via [Executive Order 22](#), and helps to place nearly 2,300 low-income New Yorkers on the trajectory to careers in two high-growth sectors of the city's economy over the next three years. The program is funded with an \$18.6 million grant from the U.S. Economic Development Administration. Executive Order 22 also creates a Future of Workers Task Force to consider and inform every aspect of the city's strategy to empower New Yorkers to secure and succeed in family-sustaining careers.

To read Executive Order 22, see here: [On.nyc.gov/3X9PmsH](#)

- [Project Open Arms - Support Plan for Families Seeking Asylum](#): This comprehensive plan helps to support families seeking asylum and ensure children are provided a full range of services to start their New York City public education from the first day of school. This multi-agency plan highlights wraparound services to ensure asylum-seeking families and their children have access to critical academic, social-emotional, and language-based supports needed to be successful in New York City public schools. The plan includes many facets, such as simplifying the enrollment process, ensuring language access and support, providing academic and extracurricular programming, creating supportive classrooms and schools, and continuous coordination with community providers and community-based organizations. [On.nyc.gov/43OSPik](#)
- [Cannabis NYC](#): This initiative provides a suite of services to support the equitable growth of the cannabis industry in New York City. Housed in the Department of Small Business Services, Cannabis NYC supports cannabis entrepreneurs and their workers as the industry develops. The initiative works with industry stakeholders to create good jobs, successful small businesses, and sustainable economic opportunities, while also addressing the harms of cannabis prohibition. It improves economic equity by giving those who have been justice involved and those with a cannabis conviction a chance to succeed — improving equity for communities harmed by the War on Drugs.
For more information, see the Cannabis NYC site: [On.nyc.gov/43PmRDn](#)
- [Domestic Worker Mediation Program](#): This program was created to help the city's approxi-

mately 18,000 domestic workers and their employers resolve workplace issues in a respectful, confidential, and free way without going to court. It is a joint initiative of the Department of Consumer and Worker Protection (DCWP) and the Office of Administrative Trials and Hearings. A previous DCWP report found that more than half of the city's domestic workers — the majority of whom are immigrants and women of color — have experienced wage theft, safe and sick leave violations, harassment, discrimination, and fear of retaliation from their employers if they report illegal behavior. [On.nyc.gov/3J5mwUw](https://on.nyc.gov/3J5mwUw)

For further information on the Domestic Worker Mediation Program, including in multiple languages, see the Department of Consumer and Worker Protection site here: [On.nyc.gov/3N0b8dP](https://on.nyc.gov/3N0b8dP)

- [Capacity Building and Financial Support and Services for the LGBTQ and TGNBNC Community](#): The Mayor's Office of Equity's Unity Project and the Department of Youth & Community Development invested nearly \$6.7 million to provide new and expanded services for the LGBTQ+ community. These new services provide wide-ranging support that include first-of-its-kind grant funding for capacity building of transgender, gender non-binary, and gender non-conforming (TGNBNC)-led nonprofits, legal services, and support for homeless youth. These new services also include culturally competent civil-legal services for income-eligible New Yorkers experiencing landlord harassment, denial of service or government benefits, or discrimination in housing, employment, or public accommodations. New Yorkers can access peer navigators and financial literacy programming for runaway and homeless youth at the city's eight Runaway Homeless Youth drop-in centers.

For further information about the Unity Project, which provides services and supports to LGBTQ+ young people, see here: [On.nyc.gov/43ZBt2p](https://on.nyc.gov/43ZBt2p)

For further information about Runaway Homeless Youth drop-in centers, see the Department of Youth and Community Development website here: [On.nyc.gov/42DPn9r](https://on.nyc.gov/42DPn9r)

- [NYC Speaks Action Plan in Response to New Yorkers](#): NYC Speaks is a public-private partnership between the city, a consortium of philanthropic partners, and a network of community leaders and civic institutions. The initiative worked across the five boroughs to understand the priorities of New Yorkers and help shape and inform the Adams' Administration priorities and policies. The Action Plan was developed in consultation with stakeholders and through feedback from a citywide survey and community events. It contains 5 North Stars that set goals for what the administration wants to achieve, including the goal: "Young New Yorkers and residents in Environmental Justice communities will have access to green career pathways." As part of this goal, the city is working on the following initiatives:
 - Expanding NYCHA resident hiring for sustainability and resilience investments in NYCHA buildings and grounds and developing a series of green workforce academies.
 - Increasing efforts to expose young people to internships and training in growing sectors of the economy that meet local and state targets for renewable energy and carbon emissions reduction.
 - Addressing critical gaps in the green workforce development ecosystem by developing new programs and initiatives, including through industry partnerships that engage leading green employers.
 - Creating a framework to ensure that pathways for residents in environmental justice

communities are created by upcoming investments in service of Local Law 97, which requires most buildings over 25,000 square feet to meet new energy efficiency and greenhouse gas emissions limits by 2024 and stricter limits by 2030, and new allocations of federal funding.

For further information about NYC Speaks, see here: www.nycspeaks.org

Key Accomplishments:

Health and Reproductive Justice

Menstrual Equity Workgroup

The Menstrual Equity Workgroup aims to make menstrual equity a reality for every New Yorker. Menstrual equity — adequate access to menstrual products, tools, and education — is a critical component of achieving gender equity. The Workgroup was established in October 2021 to better understand how the city is meeting its obligations to provide menstrual products to people in middle and high schools, in correctional facilities, and in shelters. The group works to examine current menstrual product distribution practices, identify barriers to access, and understand menstruating New Yorkers' needs to ensure they are met. Its members include City Legislative Affairs, the Department of Citywide Administrative Services, the Department of Correction, the Department of Education, the Department of Homeless Services, and the Human Resources Administration, among other agencies. In 2022, CGE began a research partnership with the Weill Cornell School of Medicine to work with students on a project around menstrual equity. The students will conduct research and develop recommendations for a survey tool targeted to people in city-run shelters to better understand their experience of receiving menstrual products and to hear their needs and concerns. The students will conduct interviews with a variety of stakeholders, conduct qualitative and quantitative research and analysis, develop policy recommendations on how to improve the city's practices around menstrual equity, and produce a final report.

Sexual Health Education Task Force

The Sexual Health Education Task Force (SETF) was established by [Local Law 90 of 2017](#) and was composed of students, teachers, parents, principals, sexual health experts, LGBTQ health experts, and representatives of agencies including CGE, the Department of Education, the Department of Health and Mental Hygiene, and the Mayor's Office to End Domestic and Gender-Based Violence. In 2018, the SETF issued a report and recommendations designed to ensure comprehensive sexual health education in NYC schools. The Task Force's work was disrupted by the COVID-19 pandemic in 2020 and 2021, though CGE organized several virtual meetings in those years to try and work toward implementing the recommendations and engaging stakeholders around this issue. The Task Force was required by law to sunset in 2022, five years after it was formed. In 2022, the SETF held a final meeting to discuss the current state of sexual health education programming given the implications of the pandemic and other factors, as well as how this work might continue in the future. Following the meeting, CGE developed and conducted an anonymous survey of Task Force members to gauge interest in continuing this work. Most members indicated that they would be interested and would want to promote the recommendations of the 2018 report. CGE will continue to advocate for and advance comprehensive sexual health education and is committed to exploring and understanding the new challenges and opportunities around providing this kind of education in New York City.

Protecting Access to Abortion in New York City

On June 24, the Supreme Court released its decision in *Dobbs v. Jackson Women's Health Organization*, which overturned the constitutional right to abortion. Mayor Eric Adams held an impromptu press conference on the steps of City Hall to denounce the decision, and he along with several high-ranking women members of his administration shared their personal experiences of abortion and pledged to preserve and expand access to abortion and reproductive health services in New York City. Many other rallies and protests were also organized after the decision was announced, with thousands of New Yorkers gathering in Union Square and Washington Square Park and marching to Foley Square in Lower Manhattan. CGE participated in these events and amplified our support of abortion and reproductive health access and shared relevant resources on social media. Following the Supreme Court decision, CGE collaborated with the Department of Health and Mental Hygiene on a presentation to the city's LGBTQ+ Liaison group on efforts the city was undertaking to protect access to abortion and the ways in which these restrictions affect members of the LGBTQ+ community.

Female Genital Mutilation/Cutting Advisory Committee

The Female Genital Mutilation/Cutting (FGM/C) Advisory Committee was established by [Local Law 109 of 2021](#) and went into effect in 2022. It is composed of approximately 24 members that represent city agencies, nonprofit service providers, and advocates, and is chaired by the Mayor's Office to End Domestic and Gender-Based Violence (ENDGBV). CGE serves on the committee. The committee's goal is to make recommendations to engage communities and agencies around decreasing and ultimately eliminating the practice of FGM/C in the city, and to identify supportive community-based and culturally responsive resources for people who have undergone FGM/C. The Advisory Committee will be active for two years, after which ENDGBV will assess the continued need for such a committee. The committee held its inaugural meeting on December 14 to outline the group's work, requirements, and how it plans to meet its goals.

Agency Spotlight: Department of Health and Mental Hygiene

The New York City Department of Health and Mental Hygiene (DOHMH) provides public health services for all New Yorkers and is one of the oldest and largest public health agencies in the country. In 2022, DOHMH continued to further maternal and reproductive health initiatives that serve vulnerable and underrepresented communities through comprehensive, trauma-informed, and inclusive care.

NYC Abortion Access Hub

In New York City, abortion is legal, safe, and available to anyone who needs it through the [NYC Abortion Access Hub](#). The Hub connects callers to licensed abortion care providers in New York City. The city launched the Hub in November 2022 to help connect New Yorkers and people who travel to New York for abortion services in light of the *Dobbs v. Jackson Women's Health Organization* Supreme Court decision, which ended the constitutional right to abortion.

The Hub is available to everyone regardless of immigration status, insurance status, or ability to pay. All calls to the Hub are confidential and anonymous. No identifying information is collected or recorded, and staff offer support in multiple languages, including English, Spanish, French, Haitian Creole, Chinese, Bengali, Russian, Yiddish, and more. When callers need financial, travel, or accommodation assistance, Hub navigators connect them to resources, and callers who might be eligible for Medicaid are connected to providers who can enroll them.

For referrals to services, anyone can call the Hub at 877-NYC-AHUB (877-692-2482), Monday through Saturday, 8 a.m. to 8 p.m.

In addition to operating the Abortion Access Hub six days a week, DOHMH provides important information and guidance online on the safety of and different types of abortion procedures; up to how many weeks New Yorkers can receive abortion services (24 weeks or later depending on the circumstances); rights when accessing care (including when parental permission is not needed for sexual health services); and information on how to spot anti-abortion facilities ("crisis pregnancy centers" or "pregnancy resource centers") that try to stop people from getting abortions and are not required by law to keep personal information private. This information is available at www.nyc.gov/abortion.

Citywide Doula Initiative

Doulas provide non-medical support to pregnant people and their families before, during and after childbirth. This support can help families handle the physical, emotional and practical issues that surround childbirth.

The city launched its [Citywide Doula Initiative](#) in March 2022 and codified it in September, allowing New Yorkers who live in certain neighborhoods with greater health and socioeconomic disparities or are income-eligible for Medicaid to receive no-cost doula services.

In addition, the Citywide Doula Initiative's Apprenticeship Program aims to increase the number of community-based doulas who can support clients who are experiencing stress

from social, racial and economic inequities. This program helps newly trained doulas become certified and build skills in case management, resource referral and traditional doula care. The program also works with hospitals to create doula-friendly policies and practices, and to create pathways for referring patients to doula services.

Studies have found that doula support leads to better labor and birthing experiences, as well as better birth outcomes. People giving birth with support from a doula are less likely to have a cesarean birth, a preterm or low-weight baby, or their labor induced, and more likely to have a shorter labor, experience mother or birthing parent-baby bonding, and have positive feelings about their birth experience.

DOHMH also [directs](#) people who are interested in becoming doulas to six organizations that offer training and apprenticeship programs. For more information, including enrollment information, visit <http://nyc.gov/health/doula>.

Advancing Gender Equity Through Legislation, Programs, and Initiatives — Health and Reproductive Justice

Legislation

Below is a summary of relevant City Council legislation during the reporting period.

● Abortion and Reproductive Rights

- [Local Law 73 of 2022](#): This law requires the Department of Health and Mental Hygiene to report the number of births and abortions provided in the city annually for both New York City residents and non-city residents each year. It also requires the department to assess the ability of licensed medical providers in the city to provide reproductive health care, identify any challenges faced by licensed medical providers to provide reproductive health care, and make recommendations for increasing the capacity of such providers. The law went into effect on September 11, 2022. [On.nyc.gov/3X6cIPR](#)
- [Local Law 74 of 2022](#): This law prohibits city agencies from using city resources to detain people for performing or aiding with abortions, or to cooperate with out-of-state entities related to abortions performed in New York, effective August 12, 2022. [On.nyc.gov/3MZ2b-Bz](#)
- [Local Law 75 of 2022](#): This law requires the city to conduct a public education program to inform the public about protections for people and providers accessing reproductive care facilities. The campaign must also provide information about the protections available in the city Human Rights Law related to reproductive health decisions and discriminatory harassment, about a person's right to bring a civil action for violations of the Human Rights Law, resources to find reproductive health care, and privacy protections related to accessing care. The law went into effect on November 10, 2022. [On.nyc.gov/43WoJKa](#)
- [Local Law 76 of 2022](#): This law gives any person who receives reproductive or endocrine care in New York City the right to file a claim for interference against anyone who brings a lawsuit against them in another jurisdiction where this type of care is considered illegal. It went into effect on August 12, 2022. [On.nyc.gov/43XSiLI](#)
- [Local Law 77 of 2022](#): This law requires the Department of Consumer and Worker Protection to implement an outreach and education campaign on facilities that deceptively advertise or are otherwise misleading when offering reproductive services. The law went into effect on November 10, 2022. [On.nyc.gov/3NoWWw9](#)
- [Local Law 78 of 2022](#): This law requires health clinics operated by the Department of Health and Mental Hygiene to provide access to FDA-approved medicine for medication abortions at no cost to patients, effective August 12, 2023. [On.nyc.gov/45WzwWn](#)

● Reproductive Health

- [Local Law 87 of 2022](#): This law requires the Department of Health and Mental Hygiene to

provide education about polycystic ovary syndrome (PCOS) and endometriosis, effective October 6, 2022. [On.nyc.gov/3PaX7fY](https://on.nyc.gov/3PaX7fY)

- [Local Law 88 of 2022](#): This law requires the Department of Health and Mental Hygiene to provide sexual and reproductive health services and conduct research on sexual and reproductive health disparities within the city. The department must target low-income groups and those without health insurance with information and support on issues related to sexual and reproductive health. This law goes into effect on September 6, 2023. [On.nyc.gov/3Pg9cQW](https://on.nyc.gov/3Pg9cQW)

● Maternal Health

- [Local Law 83 of 2022](#): This law requires the city to administer a public education program that informs the public regarding the city's standards for respectful care at birth. It also requires education programming regarding: the right to be free from discrimination in relation to pregnancy, childbirth or a related medical condition; reasonable workplace accommodations for pregnant people or recently pregnant people and caregivers; rights for pregnant or recently pregnant people under the disability benefits law, paid family leave benefits law, earned safe and sick time act, and temporary schedule change law; and how to access information published by the New York State Department of Health on appointing a health care proxy. The law went into effect on November 10, 2022. [On.nyc.gov/3X49FaV](https://on.nyc.gov/3X49FaV)
- [Local Law 84 of 2022](#): This law requires the Department of Health and Mental Hygiene to post the annual Maternal Mortality and Morbidity report on its website, effective September 6, 2022. [On.nyc.gov/3XhSX8l](https://on.nyc.gov/3XhSX8l)
- [Local Law 85 of 2022](#): This law requires the Department of Health and Mental Hygiene to establish a doula-training program and to provide no-cost doula services in marginalized communities, effective September 6, 2022. [On.nyc.gov/3X1HEAM](https://on.nyc.gov/3X1HEAM)
- [Local Law 86 of 2022](#): This law requires the city to provide education and information regarding the services offered by doulas and midwives, the evidence-based benefits of such services, and free and low-cost resources related to such services in the city, effective November 10, 2022. [On.nyc.gov/45TDgYR](https://on.nyc.gov/45TDgYR)
- [Local Law 89 of 2022](#): This law requires the city to administer a public education program to inform the public about maternal mortality and severe maternal morbidity, and to report total births disaggregated by vaginal c-sections, effective November 10, 2022. [On.nyc.gov/3p4fFUr](https://on.nyc.gov/3p4fFUr)

● Public Hygiene

- [Local Law 114 of 2022](#): This law requires the city to report on feasible locations for public bathroom facilities in each of the city's zip codes, except in areas where the city determines bathroom installation would not be suitable. This work must be done in coordination with the Department of Parks and Recreation and the Department of Transportation, and is effective November 27, 2022. [On.nyc.gov/3N6zQJk](https://on.nyc.gov/3N6zQJk)

● Substance Use and Treatment

- [Local Law 124 of 2022](#): This law requires the Department of Health and Mental Hygiene to establish a pilot program to offer financial incentives for the return of needles, syringes,

and sharps used for non-medical consumption at locations in the 5 highest-need council districts. The buyback incentive for the program must be set for up to 20 cents per needle, syringe or sharp, with a cap of \$10 per individual per day. Once implemented, the program would expire after one year. The department must also create a community-based plan of action to address the opioid epidemic in communities deemed at highest risk for opioid abuse and deaths. The law went into effect on January 27, 2023. [On.nyc.gov/3N1cS6I](https://on.nyc.gov/3N1cS6I)

Programs and Initiatives

Below is a summary of relevant programs and initiatives launched by the Administration during the reporting period.

- [New York City Abortion Access Hub](#): This Hub facilitates access to abortion care and resources for New Yorkers and visitors to the city seeking care. Hub Navigators confidentially connect callers seeking abortion care in New York City to licensed providers in all the five boroughs. If financial assistance is needed, Hub Navigators connect people seeking care to clinical partners that can help provide resources such as financial support for the procedure, transportation, and/or lodging. Callers who may be eligible for Medicaid enrollment are connected to providers who can enroll patients in Medicaid. The Hub was launched on November 1, 2022 and is available by phone: 1-877-NYC-AHUB (1-877-692-2482) Monday through Saturday, 8 a.m. to 8 p.m.

For further information regarding abortion and related services, visit the Department of Health and Mental Hygiene's site here: www.nyc.gov/abortion

- [Expansion of Midwifery, Doula, and Maternal Care Services for New Yorkers](#): The city expanded doula, midwifery, and maternal healthcare services for New Yorkers. The [Citywide Doula Initiative](#) provides free access to doulas for birthing families and focuses on 33 neighborhoods with the greatest social needs. The Midwifery Initiative is being expanded to all 38 public and private birthing facilities citywide and will allow the Department of Health and Mental Hygiene, for the first time, to gather data on births and care with midwives; create partnerships with midwife organizations, private practices, and community members; and develop a report on midwives in New York City. The [Maternity Hospital Quality Improvement Network](#) will be expanded across all 38 birthing facilities across the city in an effort to improve maternal care at local hospitals and birthing centers. [On.nyc.gov/3N1cS6I](https://on.nyc.gov/3N1cS6I)

For further information about maternal health care in New York City, visit the Department of Health and Mental Hygiene site here: [On.nyc.gov/43yfq2Z](https://on.nyc.gov/43yfq2Z)

- [NYC Well Mental Health Helpline](#): The city expanded resources for and the capacity of its free mental health helpline in order to increase access to crisis counseling, peer support, information, and referral to ongoing behavioral health services. The increase in capacity is expected to allow NYC Well counselors and peer support specialists to answer up to 500,000 calls, texts and chats from New Yorkers between July 2022 and June 2023 — a nearly 20 percent increase in capacity from the previous year. [On.nyc.gov/3CnivH9](https://on.nyc.gov/3CnivH9)

To contact the NYCWell helpline, text “WELL” to 65173, call 1-888-NYC-WELL, or visit the site www.nycwell.cityofnewyork.us to use the “Chat” function.

- [Lifestyle Medicine Foundational Training](#): This training is a partnership between the city and the American College of Lifestyle Medicine to provide every New York City health care practitioner with free introductory training in nutrition and lifestyle medicine. This investment enables practitioners to integrate evidence-based content into their clinical practice to treat certain health conditions. The initiative covers training for up to 200,000 doctors, nurses, nurse practitioners, dietitians, and other health care professionals in New York City and is the largest lifestyle medicine training rollout in the world. The initial phase includes practitioners at 20 hospitals and health systems that serve millions of New Yorkers. [On.nyc.gov/45WdvHh](#)
- [Pandemic Response Institute](#): The Institute is a partnership between the city, Columbia University, and The City University of New York Graduate School of Public Health and Health Policy. The institute is designed to help New York City learn from the lessons of the COVID-19 pandemic and other urgent and future public health emergencies from infectious diseases to climate-related events, by advancing racial equity and elevating New York City as a model of public health preparedness.

For further information, see the Pandemic Response Institute site here: <https://pandemicresponse.columbia.edu/>

- [New York City State of Emergency for Infant Formula Shortage](#): Mayor Eric Adams declared a state of emergency related to the shortage of supply in infant formula in May 2022. [Emergency Executive Order 98](#) empowered the Department of Consumer and Worker Protection to prevent price gouging for formula as the United States faced a shortage of infant formula, stemming from a voluntary recall and temporary closure of a facility of one of the country's largest formula providers. [On.nyc.gov/3NpqMRr](#)

To read Executive Order 98, see here: [On.nyc.gov/3N1z8gv](#)

- [Healthcare Services and Investments for the LGBTQ and TGNBNC Community](#): The Mayor's Office of Equity's Unity Project and the Department of Youth & Community Development invested nearly \$6.7 million to provide new and expanded services for the LGBTQ+ community. Part of this funding supports the expansion of Department of Health and Mental Hygiene's HIV and sexual health initiatives to further support the [NYC Ending the HIV Epidemic Plan](#), efforts to review and evaluate the LGBTQ+ Healthcare Bill of Rights, and updates to transgender health guides for transgender men, transmasculine individuals, transgender women and transfeminine individuals, based on feedback from DOHMH's Transgender, Gender Nonconforming and Gender Non-Binary Community Advisory Board. [On.nyc.gov/42AZ7Bd](#)
- [Relaunch of New York City Sexual Health Clinics](#): The city's community sexual health clinics began to re-launch with expanded services, after having been adapted to address COVID19 and MPV during the pandemic. These new services include rapid testing for sexually transmitted infections and HIV PrEP (pre-exposure prophylaxis) continuity of care. As of the end of 2022, four of the city's eight clinics are providing sexual health services. The clinic in Corona, Queens, is the first and only to offer [HIV PrEP](#) continuity of care, including ongoing PrEP services to patients, routine periodic testing, and monthly prescriptions.

For further information on the city's Sexual Health Clinics, see the Department of Health and Mental Hygiene's site here: [On.nyc.gov/43ByYnb](#)

- [NYC Speaks Action Plan in Response to New Yorkers](#): NYC Speaks is a public-private partnership between the city, a consortium of philanthropic partners, and a network of community leaders and civic institutions. The initiative worked across the five boroughs to understand the priorities of New Yorkers and help shape and inform the Adams' Administration priorities and policies. The Action Plan was developed in consultation with stakeholders and through feedback from a citywide survey and community events. It contains 5 North Stars that set goals for what the administration wants to achieve, including the goal: "Public school students will have access to culturally competent mental health services." As part of this goal, the city is working on the following initiatives:
 - ❑ Building a continuum of mental health support from 8 a.m. to 6 p.m., bridging Department of Education's school day resources to Department of Youth & Community Development afterschool programs.
 - ❑ Releasing a unified framework for youth and family mental health to advance a system of care rooted in prevention, early detection/treatment, and racial equity.
 - ❑ Scaling NYC Youth Speaks Ambassador's Promote Minority Education tutoring program citywide for opportunities for small group instruction, continued learning, community building, and peer mentorship.
 - ❑ Expanding NYC Well to add more culturally competent mental health resources for young people and launch an outreach campaign.
 - ❑ Creating a social work pipeline for public school students to become mental health professionals by developing career-connected pathways, establishing partnerships with academic institutions, and designing professional learning opportunities.
 - ❑ Focusing the Children's Cabinet on supporting children and their families in shelters managed by the Department of Homeless Services or Department of Veterans' Services.

For further information about NYC Speaks, see here: www.nycspeaks.org

Key Accomplishments: **Safety**

Denim Day

On April 27, CGE participated in Denim Day, an annual event that takes place as part of Sexual Violence Awareness Month (SVAM). Staff members stood with survivors, advocates, community leaders, students, and elected officials while wearing denim to raise awareness about the issue and to make clear that there is never an excuse or invitation for sexual violence. The day began with a rally at Brooklyn Borough Hall, after which hundreds marched over the Brooklyn Bridge to a second rally in Manhattan's Foley Square. In Foley Square, CGE Executive Director Jacqueline M. Ebanks gave remarks, along with Tesa Arozqueta, Executive Director of Outreach for the Mayor's Office to End Domestic and Gender-Based Violence (ENDGBV), Manhattan Borough President Mark Levine, City Council Members Amanda Farías and Farah Louis, and survivors and advocates. On April 28, CGE joined the Denim Day Bronx march beginning on the Grand Concourse and Mount Eden Parkway with survivors and advocates, community-based organizations, and students from local colleges. As part of Denim Day and in observance of SVAM, CGE teamed up with ENDGBV and partner organization Right To Be to offer a free Bystander Intervention Training focused on preventing and addressing LGBTQIA+ harassment on April 19.

Denim Day 2022 Video Message from Mayor Adams: <https://twitter.com/i/status/1519407218118045702>

16 Days of Activism Against Gender-Based Violence Campaign

CGE, ENDGBV, and the Mayor's Office of Equity co-led the City of New York's participation in the 16 Days of Activism Against Gender-Based Violence Campaign from November 25 to December 10, with the theme, "End Gender-Based Violence in Every Borough." As part of the campaign, the team developed an educational toolkit on gender-based violence, a new campaign logo, and a dedicated NYC campaign website and collaborated with other agencies to develop a communications and public engagement strategy. CGE also conceptualized and organized a virtual panel discussion, "Reproductive Justice and Gender-Based Violence in NYC After Roe," with representatives from the Department of Health and Mental Hygiene, the National Latina Institute for Reproductive Justice, New Voices for Reproductive Justice, and Planned Parenthood of Greater New York. The discussion covered how restrictions on reproductive and gender-affirming healthcare are forms of gender-based violence, how the city is responding after Roe's reversal, and what New Yorkers can do to protect and advance reproductive rights and justice. It was attended by 118 people.



Domestic Violence Awareness Month Rally

During Domestic Violence Awareness Month, on October 18, CGE participated in a vigil to uplift the voices of survivors of domestic violence on the steps of City Hall. Organized by Turning Point for Women and Families, a community-based, non-profit organization that focuses on domestic violence within New York City's Muslim community, the rally brought together survivors, advocates, elected officials, and city agency representatives. CGE's Policy and Programs Analyst for Safety, Sarah Milner-Barry, gave remarks and emphasized CGE's commitment to ending domestic and gender-based violence in both public and private spaces and to being a partner in this work in New York City.



Street Harassment Prevention Advisory Board

Created by [Local Law 46 of 2022](#), the Street Harassment Prevention Advisory Board is tasked with studying the occurrence of street harassment, identifying communities most at risk and most impacted, developing resources to prevent and respond to street harassment, and promoting public awareness of the issue. The Board is co-chaired by CGE and ENDGBV and includes representatives from the Department of Transportation, the Office of Night Life, the New York City Commission on Human Rights, as well as advocates and members of the community. The Board held two virtual meetings in October and December. At these meetings, the Board reviewed the landscape of existing international and domestic legislation and non-criminalizing responses related to street harassment and prepared to develop a draft resource guide for survivors and for allies interested in preventing or intervening in incidences of street harassment.

Agency Spotlight: Office of Nightlife

[The Office of Nightlife](#) (ONL) at the [Mayor's Office of Media & Entertainment](#) was established by law in 2017 and serves as the central point of contact between New York City's nightlife industry, community, and city agencies. The goal is to create a more vibrant, viable, safe, fair, and well managed nightlife environment, recognizing that nightlife is a vital part of the city's economy, culture, and identity, and that nightlife continues to provide much-needed space for connection, creativity, and personal expression.

From 2018 to 2021, ONL engaged in research and consultation with NYC's nightlife community, culminating in the identification of four principal areas of focus: Support Business Development and Recovery; Improve Quality of Life; Promote Safety, Equity and Harm Reduction; and Elevate Nightlife Culture. As part of its work to promote safety, equity, and harm reduction, ONL participates in relevant campaigns and leads workshops on bystander intervention, mental health awareness, and worker and patron safety.

In December 2022, ONL Launched [NITE School: Nightlife Industry Training and Education](#), an offering of free, virtual, publicly available, monthly classes to educate the nightlife industry on how to open, operate, and navigate city agencies as well as safety and harm reduction prevention and response training. On December 6, ONL hosted a [Bystander Intervention Training program](#) with partner organization [Outsmart NYC](#), during which CGE provided information on the 16 Days of Activism Against Gender-Based Violence campaign and related activities. The training was an opportunity for attendees to learn techniques to help prevent sexual and gender-based harassment as well as address mental health crises in nightlife venues. On December 13, ONL offered a NARCAN Behind Every Bar Training with partners at the Department of Health and Mental Hygiene, in which guests were taught the signs and symptoms of an opioid overdose, and how to administer naloxone to reverse the effects.

Additional NITE School sessions have included active shooter preparedness and response training with the U.S. Department of Homeland Security, tips for nightlife patrons and LGBTQ+ community members to remain safe when going out in partnership with the Anti-Violence Project, financial management for nightlife workers with the Department of Consumer and Worker Protection, and best practices for accessibility and inclusion with the Mayor's Office for People with Disabilities.

To learn more about NITE School and register for upcoming classes, visit www.nyc.gov/niteschool.

Advancing Gender Equity Through Legislation, Programs, and Initiatives — Safety

Legislation

Below is a summary of relevant City Council legislation during the reporting period.

● Domestic and Gender-Based Violence

- [Local Law 112 of 2022](#): This law requires the Mayor's Office to End Domestic and Gender-Based Violence, the Department of Social Services, and community-based organizations to establish a program to provide survivors of domestic and gender-based violence with a low-barrier grant to help with expenses related to maintaining stable housing, effective August 22, 2023. [On.nyc.gov/43wLZOS](https://on.nyc.gov/43wLZOS)
- [Local Law 113 of 2022](#): This law requires the Mayor's Office to End Domestic and Gender-Based Violence to create an online portal and written resource guide of available services for survivors of domestic, gender-based, and intimate partner violence. The law also requires the office to conduct outreach on the portal and guide and ensure the portal is secure to protect the privacy of survivors. This law goes in to effect May 21, 2023. [On.nyc.gov/3P9H2az](https://on.nyc.gov/3P9H2az)

● Gun Violence

- [Local Law 90 of 2022](#): This law requires the Mayor's Office of Criminal Justice to coordinate with the Police Department to conduct a study and write an annual report on the trafficking of illegal firearms into New York City every year. The report is required to include information on each firearm seized or surrendered to the Police Department, including the date and location the firearm was seized, the type of firearm, whether the firearm was connected to a crime, and other information relevant to tracking that trafficking of illegal firearms. This law went into effect on December 1, 2022. [On.nyc.gov/3Jam2fW](https://on.nyc.gov/3Jam2fW)

● Safe Streets

- [Local Law 46 of 2022](#): This law establishes a Street Harassment Prevention Advisory Board to study the occurrence of street harassment, identify people and communities most at risk, develop and recommend programming and trainings to prevent street harassment, and create a resource guide for survivors. The Advisory Board is co-chaired by the Commission on Gender Equity and the Mayor's Office to End Domestic and Gender-Based Violence, and includes stakeholders within government and the advocacy community. This law went into effect on January 15, 2022. [On.nyc.gov/3NoAN1c](https://on.nyc.gov/3NoAN1c)

● Safe Workplaces

- [Local Law 117 of 2022](#): This law requires the Fire Department to survey each of its firehouses to determine the permanent facility upgrades necessary to accommodate use by a mixed gender workforce and issue a report on the findings of the survey by June 30, 2024. It also requires the Fire Department to take interim measures to accommodate a mixed gender workforce until permanent upgrades are made. [On.nyc.gov/3p1oz5e](https://on.nyc.gov/3p1oz5e)

- **Safe Housing**

- [Local Law 79 of 2022](#): This law requires a monthly report on emergency housing assistance, including information on the total number of families with children, adult families, single men, and single women using temporary emergency housing, effective August 14, 2022. [On.nyc.gov/43R0LJT](#)

Programs and Initiatives

Below is a summary of relevant programs and initiatives launched by the Administration during the reporting period.

- [Gun Violence Prevention Task Force](#): This comprehensive multiagency, cross-program task force works to address the root causes of gun violence and prevent shootings before they take place. Co-chaired by Man Up! Inc. CEO and founder A.T. Mitchell and Deputy Mayor for Strategic Initiatives Sheena Wright, the Task Force engages with communities most impacted by violence, identifies gaps in services and programming, expands programs with a proven record of success into underserved areas, and fosters greater interagency and government/community collaboration. The Task Force works in close partnership with the [Crisis Management System](#) (CMS), which deploys credible messengers to mediate and de-escalate disputes before they become violent.
- [Expansion of the Precision Employment Initiative](#): This initiative is implemented in partnership with Brooklyn-based climate technology company BlocPower and connects New Yorkers at risk of gun violence with career readiness and job placement programs. It initially served residents in Brownsville, Brooklyn; Mott Haven, Bronx; and Jamaica, Queens. This expansion allows the program to now serve communities in East New York, Brooklyn; Far Rockaway, Queens; Flatbush and East Flatbush, Brooklyn; Harlem, Manhattan; and Melrose, Bronx.

For further information on the Precision Employment Initiative, see here: [On.nyc.gov/3qvLVQL](#)

- [Expanded Initiatives to Keep Subways Safe and Address Transit Crime](#): New York City and New York State collaborated to expand initiatives to address transit crime. These initiatives include: increased Metropolitan Transportation Authority and Police Department presence on platforms and trains; two new Transition To Home Units, a treatment program for street and subway patients experiencing homelessness with severe mental illness, operated by the State Office of Mental Health; enhanced training for law enforcement and first responders in fundamental crisis intervention skills; conductor announcements of police presence in stations and on subway platforms; and expanded subway camera installations until the entire subway car fleet is camera-equipped in late 2024.
- [Launch of Project Pivot](#): This initiative aims to provide students with access to resources and additional support to improve academic success and social and emotional well-being and engage students in strategies that build up violence-intervention and prevention techniques. The \$9 million program operates in 138 New York City public schools across the city, selected based on academic and safety factors. The Department of Education is also collaborating with community-based organizations to connect with young people at pivotal moments in their development, offering counseling, mentoring and learning opportunities through recreational outings, sports and arts programs.

For further information on Project Pivot, see here: [On.nyc.gov/3Np9zrk](https://on.nyc.gov/3Np9zrk)

- [Services and Investments for the LGBTQ and TGNBNC Community](#): The Mayor's Office of Equity's Unity Project and the Department of Youth & Community Development invested nearly \$6.7 million to provide new and expanded services for the LGBTQ+ community. Part of the funding is used to support a faith-based healing initiative for LGBTQ+ New Yorkers who have experienced religious hate and discrimination. This work is community-led and works to help address people's past trauma and create healing, therapeutic spaces for fellowship.
- [NYC Speaks Action Plan in Response to New Yorkers](#): NYC Speaks is a public-private partnership between the city, a consortium of philanthropic partners, and a network of community leaders and civic institutions. The initiative worked across the five boroughs to understand the priorities of New Yorkers and help shape and inform the Adams' Administration priorities and policies. The Action Plan was developed in consultation with stakeholders and through feedback from a citywide survey and community events. It contains 5 North Stars that set goals for what the administration wants to achieve, including the goal: "Formerly incarcerated New Yorkers will have the support and resources they need to succeed when they return home." As part of this goal, the city is working on the following initiatives:
 - Conducting a citywide feasibility assessment for the development of affordable and supportive housing on vacant or underutilized city properties controlled by strategically aligned agencies, beginning with Health + Hospitals.
 - Convening a Justice Learning Collaborative with leaders from across the intersection of the housing and justice systems to map how New Yorkers experiencing homelessness are connected to stable housing and identify gaps, challenges, and opportunities to decrease barriers, increase coordination between city agencies and service providers, and increase the number of justice-involved New Yorkers with a safe home.
 - Directing Hospital-based Violence Intervention Programs (HVIPs) to coordinate with cross-sector partners to expand their support to include secure, trauma-informed transitional housing for victims of non-fatal gun violence and increase the number of transitional housing units and funding to transitional housing providers.
 - Developing an anti-discrimination campaign in partnership the Commission on Human Rights, philanthropy, and local artists to shift the stigma around people with a history of arrest or conviction, call on landlords to treat applicants and tenants equitably, and promote stable housing for all New Yorkers.

For further information about NYC Speaks, see here: www.nycspeaks.org

Key Accomplishments: **Strategic Learning and Capacity Building**

Gender Equity Interagency Partnership Relaunch

In 2018, CGE established the Gender Equity Interagency Partnership (GEIP), a dedicated group of representatives from all city agencies working together to build a more gender equitable New York City. The group identified key priorities and strategies for achieving the goals outlined in the GEIP Action Plan from 2018-2020. However, the COVID-19 pandemic caused shifts in and across agencies, so the group was dormant until its relaunch in the fall of 2022.

Despite the unforeseen challenges of the pandemic, CGE continued to work to dismantle barriers to gender equity for New Yorkers — including the city's workforce. Most notably, CGE achieved a major action step named by the GEIP by expanding CGE infrastructure to provide ongoing technical assistance to city agencies as they develop and implement their intersectional gender equity plans/framework. The Strategic Learning and Capacity Building Department of CGE is an internal consulting team that provides ongoing capacity building support to agencies at various stages of their DEI journeys, manages the GEIP, and ensures meaningful utilization of citywide resources provided by CGE.

In October 2022, CGE relaunched the GEIP to unveil the Strategic Learning and Capacity Building department and announce plans for implementation of the action steps identified by the first iteration of the group, inviting collaboration from agency partners and establishing the GEIP as a learning and sharing community within New York City government. The goals for the upcoming year are to:

- Create gender equity clearing house for information and resources to capture, report, and disseminate data and tools to advance gender equity within and across agencies.
- Provide capacity building/technical assistance to agencies as they work to develop gender equitable policies and practices.
- Survey agencies to establish a baseline for gender equitable programs for the public and the current investment and infrastructure for advancing gender equity in the workforce. Convene the GEIP to continue dialogue, implement the GEIP Action Plan, and further our goal of dismantling barriers to gender equity across agencies and throughout New York City.
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Capacity Building Services

During the October 2022 relaunch of the GEIP, CGE invited agencies to engage in a series of introductory meetings to capture current infrastructure, initiatives, and challenges within teams working to develop and implement gender equity plans. These conversations have led to 15 agency partnerships on various capacity building projects. From October – December 2022, CGE provided 137 consulting hours with two full-time team members. The nature of these projects is highlighted in the chart below.



GEIP CAPACITY BUILDING HIGHLIGHTS

Diversity, Equity, Inclusion, Access, and Belonging (DEIAB) Training	Created and led programs centered in gender equity and DEIAB practices
Resource Development	Developed DEIAB resources to be disseminated in and across agencies
Strategic Planning	Supported agencies to develop and strategize around initiatives and best practices to advance gender equity in the workplace

Lessons Learned

As CGE supported agencies and established a community around thought partnership and information sharing, lessons were learned which continue to inform the work ahead. From all the feedback shared from agencies, the common needs that were named include:

- Increased investment in DEIAB programs and initiatives across city agencies.
- Centralized hub and spaces for resource and information sharing across agencies to break silos and further advance gender equity.
- Additional DEIAB research that centers the public sector.

The Year Ahead

At the end of 2022, CGE has the largest-ever investment in its infrastructure. Therefore, CGE is well-positioned to build for the future. In 2023, CGE will:

Convene Interagency and Cross-Sector Collaborations

Gender Equity Interagency Partnership

- In 2022, with the establishment of its Strategic Learning and Capacity Building department, CGE relaunched the GEIP and focused on the implementation of the GEIP Action Plan initially created by the members of the partnership between 2019 and 2020. Implementation of the Action Plan was halted as resources were diverted to the COVID-19 pandemic response. In 2023, CGE will continue to provide capacity building services for city agencies to develop gender equitable policies and programs.

Marshall Plan for Moms Task Force

- Local Law 99 of 2022 requires CGE to form and chair a Task Force to study and produce a report with recommendations on ways to support working parents and caregivers, as well as childcare infrastructure and care workers. CGE will stand up this Task Force and begin working on this report in 2023.

Menstrual Equity Workgroup

- CGE will continue to convene the Menstrual Equity Workgroup, which was established in October 2021 to examine the need and feasibility of creating a citywide menstrual equity policy.

Pay Equity Cabinet

- In collaboration with the Department of Citywide Administrative Services, CGE will continue to co-chair the Pay Equity Workgroup in efforts to close the gender and racial pay gap within the city's workforce.

Sexual Health Education Task Force

- The work of the Sexual Health Education Task Force (SETF) sunsets, by law, in May 2022. CGE will continue to advocate for comprehensive sexual health education in New York City and determine next steps after the Task Force's sunset date..

Street Harassment Prevention Advisory Board

- Local Law 46 of 2021 requires that NYC Commission on Gender Equity (CGE) and the Mayor's Office to End Domestic and Gender-Based Violence (ENDGBV) co-chair the newly established Street Harassment Prevention Advisory Board to study the occurrence of street harassment, raise awareness of the issue, and develop resources to support New Yorkers who experience street harassment. CGE and ENDGBV will partner to stand up this Advisory Board in 2023 and begin to compile resources and conduct research.

Continue to Participate in Global Campaigns for Gender Equity

- In 2023, CGE will deepen its collaboration with the global community through continued partnership in two major annual campaigns: Denim Day, which is held in April, and 16 Days of Activism Against Gender-Based Violence, which is held from November 25 through December 10. Both campaigns raise awareness about gender-based violence and promote community-based programmatic and citywide policy action to create a city free from violence, often at the intersection of gender identity and race.

CGE Commissioners

Silda Palerm, Chair, Partner, Vestry Laight LLC

Commissioners

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

Sasha Ahuja, National Director for Strategic Partnerships, Planned Parenthood Federation of America

Damian Ashton, Director of Communications, Equimundo: Center for Masculinities and Social Justice

Diana Ayala, NYC Council Member

Jennifer Barnes-Balenciaga, Director, Crystal La'Beija Organizing Fellowship

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

Carol Bullock, Executive Director, Pride Center of Staten Island

Callie Chamberlain, Director for Social Responsibility, Optum

Miriam F. Clark, Partner, Ritz Clark & Ben-Asher LLP

Beverly Cooper Neufeld, Founder & President, PowHer New York

Anne Marie Goetz, Clinical Professor, New York University Center for Global Affairs

Andrea Hagelgans, Managing Director, Edelman, U.S. Social Issues Engagement

Imara Jones, Founder & CEO, Translash Media

Seher Khawaja, Senior Attorney, Legal Momentum, The Women's Legal Defense and Education Fund

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

Emily Miles, Executive Director, New York City Alliance Against Sexual Assault

Robina Niaz, Founder & Executive Director, Turning Point for Women and Families

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

Chanel Porchia-Albert, Founder and CEO, Ancient Song Doula Services

Carlina Rivera, NYC Council Member

Kiara Saint James, Founder and Executive Director, New York Transgender Advocacy Group

Celeste Smith, Managing Director, Mosaic Genius

Jason Tan de Bibiana, Research and Evaluation Director and Co-founder, Next Gen Men

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

Shyama Venkateswar, Senior Director, Learning, Seramount (EAB)

Annabel Palma, Commissioner, City Commission on Human Rights

CGE Team Members 2022 (by Departments)

Communications and Public Engagement

Brittany Bye, Community Outreach Coordinator
Carlos Manzano, Deputy Executive Director
Akshay Singh, Community Outreach Coordinator

Executive Office

Jacqueline M. Ebanks, Executive Director
Carol Tam, Operations Manager (through October 2022)
Robin Thomas, Special Assistant to the Executive Director

Policy and Programs

Andrea Contreras, Intern for Health and Reproductive Justice, Summer 2022
Theresa Edwards, Graduate Intern for Safety, Summer 2022
Matt Graham, Analyst, Economic Mobility and Opportunity
Jeanine Marie, Analyst, Health and Reproductive Justice
Sarah Milner-Barry, Analyst, Safety
Shrija Shrestha, Graduate Intern for Economic Mobility and Opportunity, Summer 2022
Melanie Weniger, Deputy Executive Director

Strategic Learning and Capacity Building

Catherine Blake, Graduate Intern
Karolyn Carcamo, Program Manager
Adana Wright, Deputy Executive Director

APPENDICES

Testimony

of

Jacqueline M. Ebanks, Executive Director
Commission on Gender Equity

before the

New York City Council Oversight Hearing
Committees on Civil Service and Labor, Economic Development, and Women
and Gender Equity

on

Gender Diversity in the Trades

Tuesday, April 19, 2022

Virtual Hearing

Good Morning Chairs Cabán, De La Rosa, and Farías, and members of the Committees on Civil Service and Labor, Economic Development, Women and Gender Equity.

I am Jacqueline Ebanks, Executive Director of New York City's Commission on Gender Equity (CGE). In this role, I also serve as an advisor to the mayor on policies and issues affecting gender equity in New York City for all girls, women, transgender, and gender non-binary New Yorkers regardless of their ability, age, ethnicity/race, faith, gender expression, immigrant status, sexual orientation, and socioeconomic status.

After my testimony today, I will be joined by Economic Development Advisor Laura Gibson of the Mayor's Office for Workforce Development; Deputy Commissioner Lucinda Glover of the Workforce Development Division at the Department of Small Business Services; and Claudia Flores, Senior Vice President of Opportunity for Minority, Women and Disadvantaged Business Enterprises at the New York City Economic Development Corporation, to respond to your questions on the critical issue of gender equity and diversity in the trades.

As New York City recovers from the debilitating impacts of COVID-19, the Adams' Administration is committed to building an inclusive and equitable economy that is accessible by all New Yorkers regardless of their gender identity or expression. It is within this context that CGE works to remove equity barriers across New York City and carries out its activities across three areas of focus, within a human rights framework and using an intersectional lens. These areas of focus are:

- 1. Economic Mobility and Opportunity.** The goal is to create a city where people of all gender identities and expressions live economically secure lives and have access to opportunities to thrive.
- 2. Health and Reproductive Justice.** The goal is to foster a city free from gender- and race-based health disparities.
- 3. Safety.** The goal is to foster a city free from gender- and race-based violence.

The issue of achieving gender equity and diversity in the trades falls within CGE's work on Economic Mobility and Opportunity. In this portfolio, CGE strives to protect the rights of workers, regardless of gender identity and expression, and to promote equitable employment policies and practices across sectors, including pay equity and sick and parental leave, to name a few.

ADMINISTRATION COMMITMENTS AND ACTIVITIES

The Adams' Administration is committed to an equitable economy that connects New Yorkers to high-quality jobs and in-demand skills, as illustrated by the Mayor's Economic Recovery Blueprint. The Blueprint outlines the city's commitment to providing workers with the supports they need to succeed, from access to childcare and broadband service to stipends for low-income workforce program participants. To do this work, the Adams' Administration will collaborate across agencies and sectors to develop and implement targeted programs, amplify opportunities, and facilitate outreach to excluded communities to advance gender equity and diversity in the workplace.

Mayor Adams also recently advocated for important policies at the state level to support working women, including an expanded Earned Income Tax Credit (EITC) and critical childcare support, and got them. This means EITC secured an increase to the program for the first time in 20 years, adding an additional city investment of \$250 million into the program. This means

800,000 working New Yorkers will now have extra money in their pockets. Under the city's expansion of the EITC, a single parent with one child with an income of \$14,750 will see their benefit increase from \$181 to \$905, a 400 percent increase, and under the state supplemental payment the EITC benefit will increase from \$1,085 to \$1,357 for this individual. For a married couple with two kids and an income of \$25,000, their benefit will increase from \$299 to \$897 under the city payment, a 200 percent increase. Under the state one-time supplemental payment, their benefit will increase from \$1,794 to \$2,243.

I'll also note that New Yorkers can access the EITC through filing their taxes, and NYC Free Tax Prep is available for most families with low and moderate income across the five boroughs. In just the first part of the 2022 tax season which kicked off in January, NYC Free Tax Prep has helped New Yorkers file more than 41,000 tax returns and save more than \$5 million in fees. New Yorkers can find more information about these services at www.nyc.gov/taxprep.

Following Mayor Eric Adams' advocacy, the New York State also acted and committed \$4 billion in funding to New York City for childcare over four years. And we have also secured authorization for our tax incentives that will spur the private sector in creating 17,000 new childcare seats. It is this type of City-State partnership that will help us address some of the critical issues facing women and families today.

This work builds on recent accomplishments, including a salary history ban, paid sick and safe leave, a paid family leave policy, and the sexual harassment prevention act, which all combine to create safe workplaces, build greater economic opportunity for New Yorkers, and advance gender equity in New York City.

GENDER EQUITY IN THE TRADES

The Adams' Administration is committed to supporting women, transgender, gender non-binary and gender non-conforming (TGNBNC) people in the workplace and identifying opportunities for greater support in construction and beyond. Many occupations in the U.S. are marked by disproportionate representation along gender, race, and ethnic lines. Labor market segregation leads to inequity by crowding women and people of color into occupations that offer lower compensation, fewer benefits, and less economic security.¹ Many historical, social, and institutional factors create and perpetuate this segregation, including racism, sexism, gender role stereotypes, and biases within the K-12 and postsecondary education systems. According to the Institute for Women's Policy Research, women make up four percent of workers in construction occupations.² The lack of gender equity in the trades is just one example of occupational segregation across the labor market.

Yet, trade jobs offer enormous opportunities for women, transgender, gender non-binary and nonconforming (TGNBNC) people, and those who identify as LGBTQ+. Trade jobs are often high-paying, with good benefits and union representation³ and are avenues to economic mobility and security without having to take on the heavy burden of student debt, which is disproportionately held by women.⁴ Research from the Center for American Progress found that construction workers, especially those in a union, were better compensated than workers in women-dominated occupations with similar educational requirements, such as childcare workers, service workers, and administrative assistants.⁵ Another advantage of

¹ <https://www.americanprogress.org/article/occupational-segregation-in-america/>

² https://iwpr.org/wp-content/uploads/2022/02/A-Future-Worth-Building_What-Tradeswomen-Say_FINAL.pdf

³ https://iwpr.org/wp-content/uploads/2022/02/A-Future-Worth-Building_What-Tradeswomen-Say_FINAL.pdf

⁴ <https://www.aauw.org/issues/education/student-debt/>

⁵ <https://www.americanprogress.org/article/infrastructure-bill-must-create-pathways-women-enter-construc->

working in construction in particular is the relatively low gender pay gap – women who can access construction jobs earn 94.3 percent of what men earn in the same work.⁶

Despite the appeal of trade jobs, there are several challenges that prevent women and TGNBNC people from obtaining and maintaining employment in the trades. These well-documented barriers include racial and gender discrimination, societal norms such as gender role stereotypes, cultural bias, lack of access to childcare and pregnancy accommodations, and negative and unsafe work environments, among others. In a recent national survey of over 2,500 tradeswomen, 44 percent said that they had seriously considered leaving their industry, citing lack of respect and discrimination.⁷ Others mentioned lack of pregnancy accommodations as a factor, and workers with young children cited difficulties finding childcare as another potential reason to leave the trades.⁸

Increasing gender equity and diversity in the trades requires addressing these barriers so that women and TGNBNC workers feel welcome to join and remain in the trades, which offer a stable and lucrative career path with positive implications for gender and wage equity. Achieving gender equity will also require unclogging the pipeline to leadership that keeps women and TGNBNC workers from advancing to higher positions in the trades. This work would benefit greatly from more research and data on women and TGNBNC trade workers in New York City to identify and problem-solve around specific inequities. We thank Chairs Cabán, De La Rosa, and Farías, and Council Member Moya for their leadership on this issue.

CONCLUSION

The challenges around achieving gender equity in the trades extends to women's employment across the labor market, which was severely impacted by the COVID19 pandemic. Millions of women, particularly women of color, sustained job losses or chose to leave the workforce entirely to manage other responsibilities, like caregiving. Yet, opportunity lies ahead as New York City begins to recover. We can and will rebuild and refocus on supporting women and TGNBNC New Yorkers in the workforce.

The Adams' Administration is committed to ensuring a gender-equitable recovery that promotes gender diversity in all areas of employment, including and especially in the trades. We support the intent of Int. 0179, which proposes to establish a task force to examine the role of women in the trades and nontraditional workplaces, and look forward to discussing this idea with you further. Thank you having us here today. We are happy to take any questions you may have.

[tion-trades/](#)

⁶ <https://www.americanprogress.org/article/infrastructure-bill-must-create-pathways-women-enter-construction-trades/>

⁷ https://iwpr.org/wp-content/uploads/2022/02/A-Future-Worth-Building_What-Tradeswomen-Say_FINAL.pdf

⁸ https://iwpr.org/wp-content/uploads/2022/02/A-Future-Worth-Building_What-Tradeswomen-Say_FINAL.pdf

Testimony

of

Jacqueline M. Ebanks, Executive Director
Commission on Gender Equity

before the

New York City Council
Committee on Women and Gender Equity

on

Child Care Legislation

Wednesday, June 29, 2022

Hybrid Hearing

Good Afternoon Chair Cabán and members of the Committee on Women and Gender Equity.

I am Jacqueline Ebanks, Executive Director of New York City's Commission on Gender Equity (CGE). In this role, I also serve as an advisor to the mayor on policies and issues affecting gender equity in New York City for all girls, women, transgender, and gender non-binary New Yorkers regardless of their ability, age, ethnicity/race, faith, gender expression, immigrant status, sexual orientation, and socioeconomic status.

After my testimony today, I will be joined by Simone Hawkins, Chief Executive of Early Childhood Education Operations at the Department of Education, Corinne Schiff, Deputy Commissioner for Environmental Health at the Department of Health and Mental Hygiene, and Elizabeth Wolkomir, Deputy Commissioner for the Division of Child, and Family Well-Being at the Administration for Children's Services, to answer your questions.

As New York City recovers from the debilitating impacts of COVID-19, the Adams' Administration is committed to building an inclusive and equitable city for all New Yorkers. It is within this context that CGE works to remove equity barriers across New York City and carries out its activities in three areas of focus, within a human rights framework and using an intersectional lens. Our areas of focus are:

4. **Economic Mobility and Opportunity.** The goal is to create a city where people of all gender identities and expressions live economically secure lives and have access to opportunities to thrive.
5. **Health and Reproductive Justice.** The goal is to foster a city free from gender- and race-based health disparities.
6. **Safety.** The goal is to foster a city free from gender- and race-based violence.

The Adams' Administration is committed to supporting ciswomen, transgender, and gender non-binary and gender non-conforming (TGNBNC) caregivers as they raise the next generation of New Yorkers. Research indicates that in lower-income communities, the average annual cost of center or home-based child-care in New York City can constitute as much as 36 to 65 percent of median household incomes.⁹ The high-cost burden of child care, coupled with the lack of flexible and supportive work policies, can hinder parents and caregivers from participating in the economy, especially women. Even when they do participate, they can face pay disparities based on caregiver status and gender, which further entrenches inequities. Last year, a report from the Economic Development Corporation estimated the financial impact of New York City parents leaving the workforce due to lack of child-care access to be \$2.2 billion in tax revenues, further highlighting the link between child care and the city's post-pandemic recovery.¹⁰ This Administration recognizes that achieving an equitable economic recovery requires a stronger child care infrastructure and better compensation and recognition of caregivers while addressing the discrimination they can face.

⁹ <https://s3.amazonaws.com/media.cccnewyork.org/2020/12/NYCs-Child-Care-Affordability-Crisis.pdf>

¹⁰ https://women.nyc/wp-content/uploads/2021/05/2021-ChildcareInnovation-SOTE_report.pdf

ADMINISTRATION ACTIVITIES AND COMMITMENTS

The landscape of child care services across New York City includes center-based, home-based, pre-K, 3-K, and private care services that are not subsidized. Four agencies play a role in supporting and regulating these kinds of care:

- The Administration for Children's Services (ACS) administers the Child Care Block Grant funding from the State, which consists largely of federal funds. This includes funding child care assistance for families receiving cash assistance through the Human Resources Administration (HRA), as mandated, as well as providing vouchers to low-income families, unhoused New Yorkers, and child-welfare-involved families. ACS also transfers \$125 million of the Child Care Block Grant funding each year to the Department of Education (DOE) to help fund contracted child care, including Extended Day and EarlyLearn.
- In addition to contracting for Extended Day and EarlyLearn subsidized care, the DOE contracts and provides pre-K to 4-year-olds and 3K to 3-year-olds during the school day, and administers the Head Start grant.
- The Human Resources Administration (HRA/DSS) helps families who receive cash assistance and who are working or going to school to access child care either through contracts or vouchers.
- The Department of Health and Mental Hygiene (DOHMH) regulates childcare, including monitoring compliance with health and safety requirements.

Yesterday, the Administration released A Blueprint for Child Care & Early Childhood Education,¹¹ which lays out our plans to expand equitable access to affordable, high quality childcare. The Blueprint includes common-sense initiatives for a quality system that supports families and child care providers.

This Blueprint is just the beginning of our work to make child care high-quality, affordable, and accessible. It sets goals to:

1. **Increase access** to childcare assistance for thousands of children across New York City, including children in high need neighborhoods, children living in temporary housing, and children whose immigration status precludes them from receiving state and federally funded care.
2. **Make care more affordable** by reducing the amount families receiving subsidized care contribute toward their childcare.
3. **Increase capacity** by creating more childcare and early education seats by leveraging tax abatements and credits to facilitate additional capacity.
4. **Improve the process** for families by creating a single online childcare application portal to make applying for child care easier for families.
5. **Enhance supports for the childcare workforce** to reduce administrative burden, create more financial stability, and achieve higher quality care.
6. **Grow a highly qualified childcare workforce** by widening access to provider career advancement and expanding opportunities for early childhood professionals to earn higher education credentials in partnership with CUNY's New York Early Childhood Professional

¹¹ <https://www1.nyc.gov/assets/home/downloads/pdf/office-of-the-mayor/2022/Childcare-Plan.pdf>

Development Institute.

7. **Leverage leadership from City Hall and the community** by establishing a new centralized Childcare and Early Childhood Education office and convening an advisory group to ensure we are working hand in hand with the community and childcare providers who serve our families every day.

In addition to developing the Blueprint, Mayor Adams also successfully advocated this year for a number of measures at the state level to improve childcare and support families in New York City. For example, the mayor championed an enhancement to the Earned Income Tax Credit in the New York State budget and committed to increasing the city's annual investment to EITC to help put more money back in the pockets of families. The Administration also advocated for the state to increase the income eligibility for families to receive subsidized child care – from 200 percent to 300 percent of the federal poverty line. Therefore, starting in August 2022, a family of four earning up to \$83,250 can access subsidized child care, as opposed to just families earning less than \$55,500.

We will continue to advocate for the State to eliminate the need for families to be earning at least minimum wage in order to be eligible for child care, as well as fight for the state to enable counties to use state dollars to provide child care for undocumented children. The Administration is grateful for the partnership of this city council, including the chair of this committee, to include \$10 million in the FY 2023 City budget for ACS to develop a new program to provide child care to undocumented children.

FEEDBACK ON LEGISLATION

In closing, I'd like to offer a few comments on the bills being considered today. We appreciate the intent of the legislative package and look forward to discussing these bills further with council.

- **Int. 0242-2022 (Gutiérrez)**

This bill would create a Marshall Plan for Moms Task Force, chaired by CGE, to study, develop, and issue proposals and recommendations on how to support working mothers and caregivers given the vulnerabilities exposed by the pandemic. We appreciate the intent of this bill and look forward to working with council on this further.

- **Int 0477-2022 (Hudson) and Int. 0486-2022 (Menin)**

Both of these bills would establish task forces or advisory bodies to examine challenges and issue recommendations around child care access and provision. The Administration appreciates the intent behind both bills and agrees that bringing government, providers, parents, and advocates together to work on these issues is critical. As outlined in Mayor Adams' Blueprint released yesterday, the Administration intends to establish a solutions-oriented Advisory Board, which we believe can fulfill the goals of these two bills. We look forward to discussing this further with council to identify alignment across our shared goals.

- **Int 0485-2022 (Menin)**

This bill would require DOHMH and the Office of Technology and Innovation (OTI) to collaborate on a website that provides a list and search function for childcare providers operating in New York City. The Health Department already offers such a website — Child Care Connect — and the Administration supports codification of this important resource.

We are also happy to share more information about Child Care Connect with council, including how families can access this resource.

- **Int 0487-2022 (Menin)**

This bill would require ACS, DOHMH, and OTI to create an online portal informing the public of childcare subsidies. The administration wholeheartedly agrees that parents and caregivers should not have to navigate complex bureaucracy to get their children care. That is why the first major application of the MyCity web portal will be a single, unified application process for all subsidized child care options offered by the city. The administration is committed to developing and implementing solutions that will ensure families can seamlessly navigate care options. We look forward to keeping the council informed on our progress as we move ahead with this project.

- **Int 0488-2022 (Menin)**

This bill would require ACS to establish a child care program fund to award grants of up to \$20,000 to child care programs at significant risk of closure or displacement in the city. We agree that it is essential that we support child care providers. The city has taken several important steps to ensure the financial stability of our providers, which are outlined in the city's Child Care and Early Childhood Blueprint that the mayor released yesterday. First, we successfully advocated to Albany to increase the maximum amount we can reimburse child care providers and made it easier for providers to apply for those higher reimbursement rates. In addition, throughout the pandemic, we have continued to pay providers for days that children are absent, including due to illness. And we are committed to continuing to listen to providers and families – they will be key partners in the Child Care Advisory Council we are standing up.

- **Int 0489-2022 (Menin)**

This bill would require the mayor to designate an administering agency to create a child-care certification program so buildings can apply and be recognized as a child care certified building. We share the same goals as Council when it comes to expanding access to child care and we look forward to discussing this with you further.

- **Int 0526-2022 (Cabán)**

This bill would require the provision of child care services, upon request, for certain meetings open to the public. The administration recognizes the importance of increasing civic engagement opportunities for caregivers, many of whom are women, and are extending child care services throughout the city with this in mind. The Administration has concerns on the complexity of delivering the proposed child care services, due to location licensing and the varied frequency of need and requests of service providers. We would like to discuss this bill further with council.

CONCLUSION

The Adams' Administration understands the critical importance of strengthening the child care sector for families, workers, and New York City's post-pandemic recovery. The Blueprint released yesterday charts a course toward achieving greater access to affordable, high-quality child care and building a system that is innovative and supportive of both families and providers.

Thank you for the opportunity to testify here today. We are happy to answer any questions you may have and look forward to this continuing dialogue.

