

# **ADVANCING GENDER EQUITY IN NEW YORK CITY**

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**2018-2021 STRATEGIC PLAN**

# COMMISSION ON GENDER EQUITY

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Concerned that far too many New Yorkers continue to face discrimination because of their gender, Mayor de Blasio established the Commission on Gender Equity (CGE) in June 2015 to address issues of inequity and discrimination facing girls, women, and transgender and gender non-conforming persons regardless of ability, age, ethnicity/race, faith, gender expression, immigrant status, sexual orientation, and socioeconomic status.

In September 2016, the City Council and the de Blasio Administration determined that it was essential to permanently establish CGE, ensuring a long-term focus on eliminating gender discrimination in New York City.

To that end, Local Law 67 was passed mandating that CGE:

- **Study the nature and extent of inequities facing women, girls and TGNC individuals in the City and their impact on the economic, civic, and social well-being of women, girls and TGNC individuals.**
- **Advise on ways to analyze the function and composition of city agencies through a gender-based lens and ways to develop equitable recruitment strategies.**
- **Make recommendations to the Mayor and City Council for the reduction of gender-based inequality.**
- **Report annually to the Mayor and City Council on its activities over the previous twelve months, goals for the following year, and recommendations to advance gender equity.**

# OPERATING PRINCIPLES

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To successfully carry out its mandate, CGE:

1. **Recognizes** the diversity of gender, including gender identity and expression.
2. **Operates** with an intersectional lens: the populations of focus will be girls, women, and transgender and gender non-conforming individuals regardless of ability, age, ethnicity/race, faith, gender expression, immigrant status, sexual orientation, and socioeconomic status.
3. **Ensures** that the City leads in the development and implementation of best practices in gender equitable policies and programs for its workforce and its residents.

# 2018 -2021 STRATEGIC PLAN: GOALS, STRATEGIES, AND INITIATIVES

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The Commission on Gender Equity's 2018 - 2021 Strategic Plan was informed by the Administration's priorities of equity and fairness, expert interviews, data collection and analysis, and two strategic planning retreats with CGE Commissioners and City agency representatives.

Through this process, the following goals, strategies, and initiatives to advance gender equity in NYC between 2018 and 2021 were developed.

## ECONOMIC MOBILITY AND OPPORTUNITY

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

STRATEGY ①

**Close gender leadership gap at all levels in public, private, and nonprofit sectors.**

LEAD INITIATIVE: Continue to work to increase gender and racial representation on community boards and mayoral commissions

STRATEGY ②

**Close the gender pay gap for all workers in all sectors.**

LEAD INITIATIVE: Reduce gender pay gap among municipal workers

STRATEGY ③

**Define and close the gender asset and wealth gaps.**

LEAD INITIATIVE: Explore opportunities to decrease the negative impact of paid and unpaid caregiving on asset and wealth for girls, women, transgender and gender non-conforming New Yorkers

## HEALTH AND REPRODUCTIVE JUSTICE

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

STRATEGY ①

**Ensure access to and affordability of comprehensive, culturally competent reproductive health care services for New Yorkers regardless of their gender identity or gender expression.**

LEAD INITIATIVE: Reduce infant and maternal mortality rates in Black and Latino communities

# 2018 -2021 STRATEGIC PLAN: GOALS, STRATEGIES, AND INITIATIVES (CONT'D)

## HEALTH AND REPRODUCTIVE JUSTICE (CONT'D)

### STRATEGY ②

**Ensure access to and affordability of comprehensive, culturally competent medical care for New Yorkers regardless of their gender identity or gender expression.**

LEAD INITIATIVE: Identify professional development and skills gaps at public hospitals and emergency service providers; advocate for such services at medical facilities receiving federal benefits

### STRATEGY ③

**Increase access to sexual health education for New York City youth.**

LEAD INITIATIVE: Support the implementation of sexual health education program in NYC public schools based on recommendations from the NYC Sexual Health Education Task Force

## SAFETY

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

### STRATEGY ①

**Ensure short- and long-term safety and stability for domestic violence survivors, transgender and gender non-conforming people, and people in the LGBTQ+ community.**

LEAD INITIATIVE: Increase available supportive housing units and support services dedicated to vulnerable populations that often have limited options for short- and long-term housing.

### STRATEGY ②

**Ensure safe environments for persons of all gender identities and gender expressions in public and private spaces.**

LEAD INITIATIVE: Identify professional development and skills gaps within the city workforce to enhance recognition of and promote prompt responses to gender-based and race-based violence; create a cross-sector and inter-agency collaborative to work with community members to combat gender-based violence.

### STRATEGY ③

**End human trafficking starting in, passing through, or ending in New York City.**

LEAD INITIATIVE: Create public education campaign on the prevention of human trafficking, both labor and sex trafficking

# TAKING ACTION

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**CGE carries out its work by engaging in the following actions:**

## **POLICY, LEGISLATION, ADVOCACY**

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

## **INTER-AGENCY AND CROSS-SECTOR COLLABORATIONS**

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

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

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

## **PUBLIC EDUCATION AND ENGAGEMENT**

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

# NYC GENDER EQUITY INTER-AGENCY PARTNERSHIP

The NYC Gender Equity Inter-Agency Partnership, comprised of senior-level agency representatives from City agencies, helps develop an integrated and sustainable approach to achieving gender equity in NYC.

Administration for Children's Services	Department of Small Business Services	Mayor's Office of International Affairs
Business Integrity Commission	Department of Social Services	Mayor's Office of Management and Budget
Department for Citywide Administrative Services	Department of Transportation	Mayor's Office of Media and Entertainment
Department for Environmental Protection	Department of Youth and Community Development	Mayor's Office of Minority and Women-owned Business Enterprises
Department for the Aging	Economic Development Corporation	Mayor's Office to End Domestic and Gender Based Violence
Department of Buildings	Emergency Management	Mayor's Office for People with Disabilities
Department of City Planning	Fire Department of New York	Mayor's Press Office
Department of Consumer Affairs	Health + Hospitals	New York City Housing Authority
Department of Corrections	Housing Development Corporation	NYC Service
Department of Cultural Affairs	Landmarks Preservation	Office of the Actuary
Department of Education	Law Department	Office of Administrative Trials and Hearings
Department of Health and Mental Hygiene	Mayor's Community Affairs Unit	Office of the Deputy Mayor for Strategic Policy Initiatives
Department of Homeless Services	Mayor's Fund	Parks Department
Department of Housing Preservation and Development	Mayor's Office for Economic Opportunity	Police Department
Department of Information Technology and Telecommunications	Mayor's Office of Appointments	Public Design Commission
Department of Investigation	Mayor's Office of Climate Policy and Programs	Taxi and Limousine Commission
Department of Probation	Mayor's Office of Environmental Remediation	
Department of Records and Information Service	Mayor's Office of Food Policy	
Department of Sanitation	Mayor's Office of Housing Recovery Operations	
	Mayor's Office of Immigrant Affairs	

*As of September 25<sup>th</sup>, 2018*

# COMMISSION ON GENDER EQUITY

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## **Co-Chairs**

Chirlane McCray, First Lady of New York City  
Silda Palerm

## **Commissioners**

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Radhika Balakrishnan  
Taina Bien-Aime  
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Laurie Cumbo  
Abigail Disney  
Mallika Dutt  
Cecilia Gaston  
Anne Hess  
Tiloma Jayasinghe  
Rochelle (Rocky) Jones  
Katherine S. Kahan  
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## **Ex-Officio Member**

Carmelyn P. Malalis, Chair and Commissioner  
NYC Commission on Human Rights

## **CGE Staff**

Jacqueline M. Ebanks, Executive Director  
Helen Broad, Special Assistant to the Executive Director  
Chansi Powell, Senior Director for Policy and Programs

[www.nyc.gov/genderequity](http://www.nyc.gov/genderequity)

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