

GENDER

EQUITY

MATTERS

Commission on Gender Equity

Annual Report
2015-2017

February 2018

NYC
Commission on
Gender Equity

TABLE

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**First Lady of New York City Chirlane McCray and Whoopi Goldberg at the New York City Women's March.
January 21, 2017**

MESSAGE FROM THE CO-CHAIRS

Mayor de Blasio and Speaker Johnson,

The Commission on Gender Equity (CGE) is pleased to submit its first annual report as required by Local Law 67. This report highlights CGE's programs and activities from June 2015 through December 2017.

More than half of all New Yorkers experience some form of gender discrimination in their lifetime, which limits their opportunity to be economically secure, live safely in their homes and communities, access quality health care, and have full autonomy over their reproductive lives. The negative impacts ripple across our city, affecting families, hurting our businesses, and constraining our economy.

That's why, in June 2015, Mayor de Blasio created CGE, which the City Council codified into law the following year. CGE represents a deep and lasting institutional commitment to tearing down gender equity barriers across New York City.

As Co-chairs of CGE, we are honored to lead a talented, visionary, diverse, and determined group of volunteer commissioners focused on supporting city agencies as they change their policies and practices to promote gender equity.

This kind of structural change is never easy, and we have focused our early efforts on building a strong and influential Commission that will serve New Yorkers for decades to come. Since our founding, we have assembled an experienced team of leaders, established partnerships with organizations across the five boroughs, and engaged the public in conversations about the inequities they experience in their daily lives. Through this process, we identified CGE's core areas of focus: Economic Mobility and Opportunity, Health and Reproductive Justice, and Safety.

In this report, we are proud to share with you the progress we have made thus far. This foundational work has positioned CGE to break down institutional barriers and establish new policies and practices in New York City so that all cisgender, transgender, and gender non-conforming New Yorkers—regardless of their age, ethnicity, gender identity or expression, immigration status, sexual orientation, socioeconomic status, and physical or mental ability—have full access to the vast resources of this city and equal opportunity to boldly pursue the life of their choosing.

We are eager to continue this work and look forward to working with you to drive systemic, sustainable, and transformational change that brings gender equity and equality to New York City and beyond.

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

Silda Palerm
Philanthropist and Activist
Violence Intervention Program, Inc., Chair
Commission on Gender Equity, Co-chair

MESSAGE FROM THE EXECUTIVE DIRECTOR

Mayor de Blasio and Speaker Johnson,

It is an honor to serve as Executive Director of the Commission on Gender Equity (CGE). Your respective commitments to reducing gender inequality and eliminating institutional barriers to gender equity come at a critical time in our nation's history. Now more than ever, it is essential that New York City lead the way in building an equitable and just society to ensure the well-being of all citizens, regardless of their gender identity or expression.

Since its creation, CGE has been diligent in securing crucial victories for gender equity through innovative policies, programs, and partnerships. This annual report highlights some of those accomplishments between June 2015 and December 2017.

Over the next four years, CGE will continue its work to ensure sustainable change in pursuit of gender equity across New York City.

Jacqueline M. Ebanks
Commission on Gender Equity
Executive Director

EXECUTIVE SUMMARY

"New York is a city spiritually defined by inclusion and diversity, and it's imperative that all New Yorkers, regardless of sex, gender, or sexual orientation, are treated equally. This historic new Commission will help us use every tool we have to create a truly equal city for all New Yorkers."

Mayor Bill de Blasio

Concerned that far too many New Yorkers continue to face gender discrimination, Mayor de Blasio established the Commission on Gender Equity (CGE) through Executive Order Number 10 in June 2015. CGE works with city agencies to address issues of inequity and discrimination facing girls, women, and transgender and gender non-conforming individuals, regardless of their age, ethnicity, immigration status, sexual orientation, socioeconomic status, and physical and mental ability.

The first step in implementing the Executive Order was appointing commissioners and identifying CGE's first Executive Director. While building CGE's infrastructure, the de Blasio administration continued to proactively address and remediate gender inequities. Through these efforts, the following achievements were attained:

- New York City became the first U.S. city to sign a memorandum of understanding with a United Nations entity: The UN Women's "Safe Cities Free of Violence Against Women and Girls" Global Program.
- Mayor de Blasio filled his cabinet and senior leadership positions with nearly 60% female leaders.
- An unprecedented \$6 million to combat domestic violence and \$4 million to expand mental health services in Family Justice Centers was awarded.
- Policies to support minority and women-owned businesses were implemented and \$1.6 billion was awarded in FY 15 toward an aggressive goal of \$16 billion by FY 25.
- Paid sick leave was provided to hourly wage earners to help create family-friendly workplaces and end harassment and discrimination at work.
- Mayor de Blasio signed a suite of bills to advance New York City's commitment to measuring and addressing racial and gender equity in city agencies through the development of gender, ethnicity, and income equity assessments as well as equity action plans and trainings.

These achievements indicate that CGE's work is embedded within an administration that aggressively and intentionally breaks barriers, establishes policies, and implements programs which result in sustainable gender equity. This is an asset to CGE's activities and bodes well for the advancement of gender equity across our great city.

Under the Executive Order and throughout 2015 and 2016, Mayor de Blasio assembled a diverse group of progressive leaders with decades of experience advancing gender equity in various sectors, including academia, business, the arts, nonprofit, journalism, and social work. In February 2016, CGE's first Executive Director, Azadeh Kahlili, was appointed.

After months of research, analysis, review of the requirements of Executive Order 10, and advice from city agencies and elected officials, CGE identified three areas of focus:

- Economic Mobility and Opportunity
- Health and Reproductive Justice
- Safety

In September 2016, the City Council and 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 engage in the following actions:

- Study the nature and extent of inequities facing women and girls in the City and their impact on the economic, civic, and social well-being of women and girls.
- 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.

Partnership with Gender Equity Liaisons

Another key opportunity to advance gender equity in New York City has been CGE's partnership with five Gender Equity Liaisons who occupy newly created full-time staff positions at the following five city agencies:

- Department of Education
- Department of Health and Mental Hygiene
- Department of Housing, Preservation, and Development
- Department of Social Services
- Department of Youth and Community Development

Gender Equity Liaisons are responsible for advocating for policies and practices that advance gender equity at their respective agencies. Since July 2017, CGE has been working with the Gender Equity Liaisons to develop a process to integrate a gender equity framework into the work of city agencies. The partnership goals are to:

- develop a shared definition of gender equity
- develop a corresponding set of goals and indicators for measuring gender equity within agencies
- define, collect, analyze, and report meaningful activities and outcome measures to demonstrate progress, success, and opportunities for further work

In 2018, CGE and the Gender Equity Liaisons will continue this partnership and share its outcomes with other gender equity efforts underway across the City.

CGE'S APPROACH TO BUILDING GENDER EQUITY

To build a safer, more inclusive and equitable city and ensure that a gender lens is integrated into the way city government works, CGE utilizes four interconnected approaches:

Policy, Legislation, Advocacy

Remedies to gender discrimination often cannot be achieved without legislative, policy, and advocacy action. Therefore, CGE, in partnership with city agencies has recommended and advocated for policy changes resulting in new laws that advance gender equity in New York City.

Research, Analysis, and Publications

To better grasp the challenges and opportunities facing the City in its quest to advance gender equity, CGE supports research and analysis of issues relevant to its three focus areas. During the reporting period, CGE developed the resource guide, *Leveling the Playing Field: Best Practices for Gender Equity in the Workplace*. The guide will be released in 2018.

Inter-agency and Cross-Sector Collaborations

Leveraging a best practice of the de Blasio administration, CGE brings together domestic and international advocates, community members, philanthropic leaders, city agencies, and business leaders to solicit input on its areas of focus, identify possible solutions, and explore partnerships to remove barriers to gender equity.

Public Education and Engagement

Educational programs help inform the public of efforts underway to eliminate gender discrimination and ensure gender equity. CGE led and participated in several public forums and presentations to engage and inform New Yorkers about gender equity and solicit input from local communities about how advancing gender equity would improve their lives.

CONCLUSION

Between June 2015 and December 2017, CGE:

- built its capacity to carry out its mandate by appointing commissioners, hiring staff, identifying areas of focus, establishing work groups to conduct deeper research and analysis, and developing inter-agency staff partnerships to integrate the gender lens across city agencies
- established inter-agency and cross-sector collaborations to work on a variety of programmatic initiatives
- engaged and educated the public on matters related to gender equity
- engaged the philanthropic community to raise critical financial resources to advance its work
- recommended and advocated for policies that advance gender equity

This report highlights key accomplishments within CGE's three focus areas from June 2015 through December 2017 and presents an initial plan for continuing its work in 2018.

KEY ACCOMPLISHMENTS: ECONOMIC MOBILITY AND OPPORTUNITY

Economic empowerment is a critical part of building an equitable city. Essential to CGE's work is ensuring fair employment practices, closing the gender wage gap, increasing financial literacy among vulnerable populations, including domestic violence survivors, and supporting women entrepreneurs and their businesses.

POLICY, LEGISLATION, ADVOCACY

By investing in economic empowerment, CGE is not only making great strides in moving the City one step closer to achieving gender equality, but in setting the stage for continued economic growth. Throughout the reporting period, CGE provided input on the gender impact of proposed legislation and successfully advocated for the following policy changes:

- banning city agencies from inquiring about a job applicant's salary history
- expanding paid sick leave to many of the lowest paid industries that employ a disproportionate number of women
- providing six weeks of fully paid parental leave to city employees
- making free, full-day pre-K available to all New Yorkers, the largest expansion of pre-K in history
- establishing a new Division of Paid Care within the Department of Consumer Affairs' Office of Labor Policy and Standards to focus on the needs of paid caregivers, such as domestic workers and home health aides

RESEARCH, ANALYSIS, PUBLICATIONS

One of the key accomplishments of CGE's work on economic mobility and opportunity has been the publication of *Leveling the Playing Field: Best Practices for Gender Equity in the Workplace*. Made possible by a grant from the Annie E. Casey Foundation, this resource guide sheds light on what New York employers can do to combat pay inequity—an injustice that continues to leave women behind in the workforce. In fact, in New York City for every dollar a White man earns for full-time work, a White woman earns 84 cents, an Asian woman earns 63 cents, an African American woman earns 55 cents, and a Hispanic woman earns 46 cents.¹

Despite laws prohibiting wage discrimination, equal pay for equal work is a basic right that women are still fighting to earn. When women earn less than men, they are not only more likely to live in poverty but our economy and businesses suffer. In an effort to close this gap and ensure that all employees are treated with the fairness and respect they deserve, *Leveling the Playing Field* shares best practices for promoting gender equity in the workplace, including:

- creating a company culture that recognizes wage and gender equity as an employer-wide value
- instituting unconscious bias training to eliminate involuntary assumptions or stereotypes of an employee's skills based on their gender, race, or physical attributes

1. Policy Report: Advancing Pay Equity in New York City: An Analysis of the Gender Wage Gap in New York City's Workforce, New York City Public Advocate Letitia James (April 2016), p. 5.

- using gender neutral language in hiring recruitment materials
- enforcing transparent advancement processes and compensation structures focused on standardized and objectively measured performance outcomes
- establishing paid family leave policies and accommodations for pregnant and lactating women

Leveling the Playing Field is a valuable resource for any employer looking to champion pay equity and create fairer, more inclusive workplaces.

"From the very beginning of our careers, women and people of color have been paid less than our colleagues for the same exact work. The Commission on Gender Equity is working hard to address this issue and create a city where everyone is treated equally."

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

Impact of the Wage Gap²

\$23 billion

Amount of money the average employed
NYC women lose each year

If the wage gap were eliminated, women would be able to afford:

1.2 more years
worth of food

3 more months of mortgage
utilities payments

7 more months
of rent

2. National Partnership for Women & Families: New York City Women and the Wage Gap, 2013.

INTER-AGENCY AND CROSS-SECTOR COLLABORATION

UN High-Level Panel on Women's Economic Empowerment

In September 2016, Azadeh Khalili, CGE's Founding Executive Director, and Phumzile Mlambo-Ngcuka, UN Women Executive Director, members of the High-Level Panel, representatives of women's organizations, and women entrepreneurs participated in a panel discussion at La Marqueta marketplace in East Harlem on the findings of the report *Leave No One Behind: A Call to Action for Gender Equality and Women's Economic Empowerment*. Published by the High-Level Panel on Women's Economic Empowerment, the report draws attention to the range of economic issues that impede women from achieving greater control over their lives, and highlights seven primary drivers to unlock women's potential to fully participate in the economy and achieve financial independence, including:

- tackling negative norms and promoting positive role models
- ensuring legal protections and reforming discriminatory laws and regulations
- recognizing, reducing, and redistributing unpaid work and care
- building digital, financial, and property assets
- changing corporate culture and practices
- improving public sector practices in employment and procurement
- strengthening visibility, collective voice, and representation

Leave No One Behind pays particular attention to women working in the informal sector, addressing issues of unpaid care work, equal pay, and the minimum wage—and drives home the importance of recognizing the needs of all women, especially minority women, rural women, LGBTQ individuals, indigenous women, and women with disabilities.

This program reinforced the importance of connecting New York City's gender equity progress to similar progress across the globe.



**Mayor Bill de Blasio
signing salary history ban
legislation.
2017**

KEY ACCOMPLISHMENTS: HEALTH AND REPRODUCTIVE JUSTICE

Creating a safe and healthy environment for girls, women, and transgender and gender non-conforming individuals is critical to promoting gender equity in New York City. To that end, CGE is dedicated to ensuring access to health care and resources to empower New Yorkers to make healthy decisions about their bodies, gender identity, sexuality, and reproduction.

POLICY, LEGISLATION, ADVOCACY

Between 2016 and 2017, CGE provided input on the gender impact of proposed legislation, provided testimony, and successfully advocated for the following policy changes:

- increasing free access to feminine hygiene products for students, shelter residents, and inmates
- providing publicly accessible lactation rooms in city facilities
- fostering family-friendly workplaces with stronger protections for pregnant employees and parents
- increasing access to contraceptives, comprehensive sexual education, and quality reproductive health care
- supporting new parents with home visits to provide education, support, and guidance for first-time mothers
- protecting transgender New Yorkers by removing barriers to change gender markers on birth certificates
- creating the Sexual Health Education Task Force to develop strategies for implementing comprehensive sexual health education in New York City public schools

INTER-AGENCY AND CROSS-SECTOR COLLABORATION

The Sexual Health Education Task Force is composed of 28 individuals, including high school students; educators; a principal; a school psychologist; parents; sexual health education experts; lesbian, gay, bisexual, transgender, gender non-conforming, and queer health experts; and representatives of the New York City Department of Education (DOE) and the New York City Department of Health and Mental Hygiene. The Task Force is chaired by CGE Executive Director Jacqueline Ebanks with Pascale Saintonge Austin, Children's Aid Society Director of Family Planning and Pregnancy Prevention, and Edie Sharp, DOE Deputy Chief of Staff to the Chancellor, serving as Vice Chairs.

Since October 2017, the Task Force has met regularly to discuss and develop recommendations to address the following three factors: (1) sexual health education curricula, (2) its implementation in NYCDOE schools, and (3) the training and professional development for school staff. Task Force recommendations will be available in 2018.

Maternal Mortality and Morbidity Steering Committee

In 2017, the New York City Department of Health and Mental Hygiene (DOHMH) identified eliminating racial disparities in maternal mortality and severe maternal morbidity as an agency priority. As a member of DOHMH's newly created Maternal Morbidity and Mortality Steering Committee, CGE will:

- Discuss policy and program recommendations to generate consensus on actionable strategies to reduce maternal mortality and severe maternal morbidity in New York City with an equity focus.
- Advise and support DOHMH and its partners on ways to implement recommended strategies.
- Communicate findings and recommendations to key stakeholders and constituencies and advocate for their support to ensure recommendations are effectively implemented in order to eliminate preventable maternal mortality and severe maternal morbidity in New York City.³

The Maternal Morbidity and Mortality Steering Committee held its first meeting on December 6, 2017 and will resume work in 2018. Infant and maternal mortality have already been identified as a key issue which CGE will focus on in 2018.



Press conference of the National Institute of Reproductive Health releasing the first Reproductive Freedom Index Scorecard. New York City ranked number one in the reproductive freedom index. October 2017

3. DOHMH Maternal Mortality and Morbidity Steering Committee fact sheet.

KEY ACCOMPLISHMENTS: SAFETY

Ensuring every girls, women, and transgender and gender non-conforming individual is safe and lives free of violence in their neighborhood, school, community, and home is a top priority for the Commission on Gender Equity (CGE). In order to build a safer New York City, CGE is working to expand city resources to combat sex trafficking, support domestic violence survivors, and end street harassment.

POLICY, LEGISLATION, ADVOCACY

Between 2016 and 2017, CGE provided input on the gender impact of proposed legislation, provided testimony, and successfully advocated for the following policy and programmatic changes:

- 25 new detectives to focus on investigating sex trafficking and a hotline for victims to call
- new safety lighting fixtures on Staten Island and Brooklyn and the first-ever study examining the effect of lighting strategies on crime reduction
- the use of electronic signatures in domestic violence cases
- an additional 150 NYPD officers to respond to street and subway harassment
- the right of every New Yorker to have access to bathrooms consistent with their gender identity

INTER-AGENCY AND CROSS-SECTOR COLLABORATION

16 Days of Activism Against Gender-Based Violence Campaign

As part of CGE's partnership with the UN, the City participated in the international campaign 16 Days of Activism Against Gender-Based Violence. The campaign, which takes place each year from November 25 (International Day for the Elimination of Violence against Women) to December 10 (Human Rights Day), was established by activists at the first Women's Global Leadership Institute in 1991. With advocacy efforts taking place around the world every year, the campaign's goal is to raise awareness and take action to put an end to violence against women and girls—a pervasive human rights violation that impacts one in three women globally.

In 2017, New York City established a cross-sector partnership with the City Council, nonprofit agencies, and academia to increase the City's involvement in the global 16 Days of Activism Against Gender-Based Violence campaign. The 2017 campaign, organized around the theme Take Action Against Gender-Based Violence, was a broad-based digital campaign through which the City recognized survivors, advocates, and various city employees leading the fight against gender-based violence. The campaign acknowledged the full spectrum of gender-based violence as it affects women and LGBTQ individuals regardless of their age, ethnicity, immigration status, socioeconomic status, and physical and mental ability. It also called attention to the various forms of violence that disproportionately impact cisgender, transgender, and LGBTQ individuals, including assault, homicide, verbal/emotional abuse, financial abuse, human trafficking, intimate partner

violence, dating violence, family violence, hyper-sexualization, hate crimes, bias-based violence, stalking, child abuse, street harassment, digital harassment, rape, sexual assault, and structural violence.

This cross-sector collaboration will continue its efforts throughout 2018. For a list of partners, please see Appendix A.

Orange the World

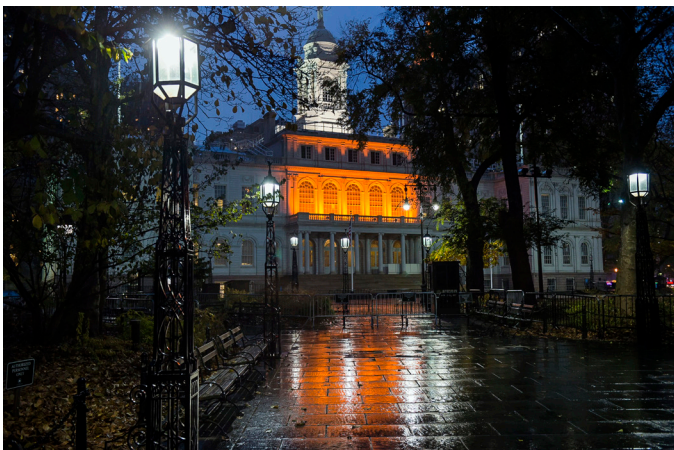
A bright and optimistic color, orange is one of the official colors of the 16 Days of Activism Against Gender-Based Violence campaign. It is used as unifying theme by participants around the world to represent a future free from violence against women and girls. Over the years, countries have lit iconic buildings orange as a symbol of solidarity, including:

- New York City Mayor's Gracie Mansion
- New York City Hall
- Gateway of India
- African Renaissance Monument in Senegal
- 17 municipalities in Italy
- Presidential palaces of Ecuador, Chile, and Colombia
- Church of the Nativity in Bethlehem

Preventing Domestic Violence

CGE is committed to addressing the all-too-common problem of domestic violence. As part of its effort to address this issue, CGE has worked closely with the Mayor's Office to Combat Domestic Violence (MOCDV) to support survivors and their families. In October 2017, First Lady Chirlane McCray announced an expansion of support efforts and programming to prevent and combat domestic violence in New York City, including:

- expanding healthy relationship education to 128 middle schools throughout the five boroughs
- developing a web-based portal to house the City's first centralized web-based domestic violence resource and information hub
- launching a new public awareness campaign in early 2018 focused on telling the diverse and wide-ranging stories of domestic violence survivors that are not always visible and providing critical ways for New Yorkers to connect to the community and government resources for help



New York City Hall turns orange for 16 Days of Activism Against Gender Based Violence. 2016

- creating Safe Families NYC, a network of free supervised visitation resources in each borough providing a safe place for children to attend court ordered visitations with non-custodial parents
- implementing Home+Safe, an innovative program that enables domestic violence survivors and their children to safely stay in their homes with access to high-tech alarm systems
- providing additional support to survivors of domestic violence, sexual assault, stalking, and trafficking by expanding the City's Earned Sick Time Act, renaming it the Earned Sick and Safe Time Act, a bill First Lady Chirlane McCray introduced alongside Mayor de Blasio and Council Member Julissa Ferraras-Copeland

The newly amended law allows workers to take time off work to focus on their safety without fear of losing income. Paid sick or safe leave can now be used for:

- visiting domestic violence shelters or rape crisis centers
- filing a police report or attending a court appearance
- meeting with a social worker, lawyer, or the District Attorney's office
- moving into safe housing

To further address the issue of domestic violence in New York City, First Lady Chirlane McCray, MOCDV, and CGE hosted several roundtable discussions on the experiences of sex trafficking and domestic violence survivors, particularly spotlighting the experiences of Jewish, Muslim, and LGBTQI individuals.

"Born of my own experience of domestic abuse, I have worked to raise awareness and help heal other victims...by offering the compassion, encouragement and hope that was not so forthcoming twenty years ago. Yet, time has a way of transforming attitudes. Our lives are given greater meaning, our hearts more fulfillment, when we realize that we are all connected and need to support and serve one another. First Lady Chirlane McCray is not only called to serve, but with this project, it is evident that she has answered the call."

Robin Givens
Actress, Author, and Advocate

Domestic Violence in New York City⁴

63

Total number of family-related homicides in 2016

60.3%

Of homicides in 2016 involved an intimate partner

61.1%

Of family-related homicide victims were women

83.7%

Of perpetrators of intimate partner homicides were men

3X

Black women were victims of intimate partner homicide 3 times more than other women

Bronx

Had the highest number of intimate partner homicides than any other borough

4. Mayor's Office to Combat Domestic Violence, New York City Domestic Violence Fatality Review Committee: 2017 Annual Report, available at <http://www1.nyc.gov/assets/ocdv/downloads/pdf/FRC2017AnnualReport.pdf>.

NEW YORK CITY UNITY PROJECT

With an onslaught of divisive rhetoric and policies targeting the LGBTQ community coming from the federal government, it is more important now than ever that New York City continue to fight for the dignity and equality of all people, regardless of who they love or how they identify. In an effort to make our city that safest place in the nation for LGBTQ youth, First Lady Chirlane McCray worked with CGE to launch the NYC Unity Project—the first-ever citywide commitment in support of LGBTQ youth.

This multi-agency project brings together 16 city agencies and \$4.8 million in funding to offer new and enhanced programs for LGBTQ youth, including employment training, inclusive education, transgender health care, and specialized services at the City's drop-in centers. The initial phase of the NYC Unity Project will include a public awareness campaign and funding for seven new Community Coalitions to reduce alcohol and substance misuse. The goal is to create a city where all LGBTQ youth feel supported in every aspect of their lives: at home, in school, at work, and in their communities.

Countless New York City leaders have applauded the project's comprehensive and community-centered approach, which aims to address the unique challenges and significant barriers facing our city's LGBTQ youth. The NYC Unity Project's vision is for all young people—no matter their sexual orientation, gender identity, or gender expression—to feel safe, supported, healthy, and proud to call New York City their home. A list of NYC Unity Project partners can be found in Appendix A.

LGBTQ Youth in New York City⁵

21.6% experience physical dating violence

21.6% experience sexual dating violence

20.4% attempt suicide

24.5% are bullied on school property

10.8% lived away from parents or guardians because they were kicked out, abandoned, or ran away from home



"The present political environment nationally and in Washington reminds us that we can always go backwards. I think it is really incumbent on us as a city community, to not just stand still, but to move forward."

Sally Kohn
CNN Political Commentator and
LGBTQ Activist

First Lady of New York City Chirlane McCray and Glennda Testone, Executive Director of New York City's Lesbian, Gay, Bisexual & Transgender Community Center with Center members at launch of the NYC Unity Project.
2017

5. New York City Department of Health and Mental Hygiene, Bureau of Epidemiology Services, Youth Risk Behavior Survey, New York, NY, 2015.

KEY ACCOMPLISHMENTS: ENSURING BROAD-BASED UNDERSTANDING OF GENDER EQUITY

To advance gender equity, CGE actively engages the public and specific audience using various programs, events, and activities. Between June 2015 and December 2017, CGE held and participated in several programs, events, and activities designed to facilitate greater understanding of gender equity across its three focus areas.

These programs, events, and activities such as celebrations, marches, forums, panel discussions, film screenings, and theater performances play a critical role in advancing social justice causes as they inform, mark milestones, mobilize, and energize individuals and communities to create sustained social change together. Below are brief descriptions of key programs, events, and activities held during the period covered by this report.

Engaging the Public: Marches

On January 21, 2017, the First Lady of New York City and CGE Co-chair Chirlane McCray, along with CGE Commissioners, co-led the first-ever Women's March in New York City. Marching with over 500,000 New Yorkers, the First Lady and CGE Commissioners affirmed New York City's commitment to building an equitable, just, and fair city for all New Yorkers.

Again, on September 26, 2017, the First Lady led over 100 marchers in the seventeenth annual Brides March to increase awareness about the horrors of domestic violence and to share information with local communities about resources to get help.

Engaging the Public: Gender Equity Forums

Giving New Yorkers the opportunity to hear what CGE is doing to advance gender equity and meet community leaders who are actively engaged in creating a city free from gender discrimination is a vital aspect of the Commission's work. To do so, CGE organized two Gender Equity Forums in Brooklyn and Manhattan.

The first Gender Equity Forum took place on September 27, 2017 at Hunter College's Silberman School of Social Work. The forum featured an engaging panel discussion with Chitra Aiyar, Executive Director of the Sadie Nash Leadership Project, Christina Chang, Vice President of Public Affairs at Planned Parenthood of New York City, Dominique Jones, Executive Director of the Boys and Girls Club of Harlem, and Arva Rice, President and Chief Executive Officer of the New York Urban League.

The second Gender Equity Forum took place on October 25, 2017 at the Brooklyn Public Library's Dr. S. Stevan Dweck Cultural Center and featured the following panelists: Ana María Archila, Co-executive Director of the Center for Popular Democracy, Joanne Smith, Executive Director and Founder of Girls for Gender Equity, and Carmelyn P. Malalis, Chair and Commissioner of the New York City Commission on Human Rights.

Through these forums, CGE engaged with community members, shared resources with residents, and gained valuable feedback on what more can be done to advance gender equity in New York City. An online evaluation was conducted at the end of each session and a brief report on audience feedback will be available in 2018.

Engaging the Public: Film Screening

On September 22, 2016, CGE partnered with the Mayor's Office of Tech + Innovation, the Department of Information Technology & Telecommunications, and the Department of Citywide Administrative Services to host a screening and panel discussion of the film *CODE: Debugging the Gender Gap*. *CODE* is a documentary that exposes the dearth of American female and minority software engineers. The documentary examines how cultural mindsets, stereotypes, educational hurdles, and sexism play a role in why more girls and people of color are not seeking opportunities in the computer science field. It also highlights the inspiring stories of women leading the charge in changing the tech industry with their innovative work.

"I am forever changed by meeting women in tech who have overcome myriad obstacles in order to pursue their passion for coding. I am proud to be able to share some of these stories with the world, and I remain hopeful that through CODE documentary I will encourage more people in tech to join the movement to make the industry more inclusive and thus more efficient for all."

Robin Hauser Reynolds
Director and Producer of CODE

Engaging Philanthropy: Panel Discussion

Creating a more inclusive city for girls, women, and transgender and gender non-conforming individuals requires sustainable and robust financing. Securing philanthropic support for CGE's initiatives will be essential for scaling the impact of the Commission's work.

To that end, on February 16, 2017, CGE co-hosted a panel discussion at Philanthropy New York with the Funders for Gender Equity network. The purpose of the discussion was to share CGE's mission and programs and to explore the role of philanthropy in achieving a more equitable city. CGE Founding Executive Director Azadeh Khalili opened the discussion led by Radhika Balakrishnan, CGE Commissioner and Faculty Director at the Center for Women's Global Leadership and Professor of Women's and Gender Studies at Rutgers University. The panel discussion, moderated by Rye Young, Executive Director of the Third Wave Foundation, shed light on the importance of funders applying a gender lens to their work in order to shape more effective programs and organizations.

Engaging Youth: Celebration

In August 2016, First Lady Chirlane McCray and CGE Founding Executive Director Azadeh Khalili joined Girls Write Now at City Hall to celebrate Malala Day. The event recognized the leadership and accomplishments of young girls from various backgrounds throughout New York City. Each young leader received a Malala Leadership Award and personal letter from Malala. The recognition ceremony was capped off with a powerful performance by The Storming Steppers from the New Voices School. Their step routine included moving tributes to leaders such as Harriet Tubman, Maya Angelou, and their mothers. During the event, the young girls had an opportunity to share their personal experiences regarding the challenges and opportunities of being a leader.

Engaging Youth: Partnership with MCC Theater

First Lady Chirlane McCray has spearheaded a partnership between Gracie Mansion Conservancy and MCC Theater during its 2017-2018 season to provide at-risk youth with access to arts and culture programming. The partnership provides 75 youth from across the City with tickets and pre- and post-show workshops with actors, designers, and other members of MCC's creative team. This exciting initiative will help young people experience the multitude of stories that can be told through the arts while providing these young adults with a safe space to discuss their lives and see firsthand the variety of career paths available to them in the theater industry. The 2017-2018 season features performances that address gender and racial justice issues in various settings.

"All of us at MCC Theater are grateful to the First Lady, Chirlane McCray, and the Gracie Mansion Conservancy for their support and this exciting partnership that will give young New Yorkers the opportunity to see themselves and their own stories reflected on stage. We believe in the life-affirming power of theater and the bonds of community that it inspires. That belief is at the core of our productions this season in particular and our education programs each year."

Bernard Telsey
Artistic Director of MCC Theater



**Participants at New York City Women's March.
January 21, 2017**

THE YEAR AHEAD: 2018

Since October 2017, the Commission on Gender Equity (CGE) has been engaged in a strategic planning process to identify how it will continue to realize its mandate over the next four years. CGE's strategic plan will be available in early 2018. As required by Local Law 67, it will include strategies and actions steps to:

- study the nature and extent of inequities facing women and girls in the City and their impact on the economic, civic, and social well-being of girls and women
- advise on ways to analyze the function and composition of city agencies through a gender-based lens
- advise on ways to develop equitable recruitment strategies
- make recommendations to the Mayor and City Council for the reduction of gender-based inequality



**First Lady of New York City Chirlane McCray announcing the introduction of New York City's salary history ban.
October 31, 2017**

16 Days of Activism Against Gender-Based Violence Campaign Partners

- Commission on Gender Equity
- Department for the Aging
- Department of Education
- Department of Health and Mental Hygiene
- Department of Youth and Community Development
- Housing Preservation and Development
- Human Resources Administration
- Man Up! Campaign
- Mayor's Office of International Affairs
- Mayor's Office to Combat Domestic Violence
- New York City Anti-Violence Project
- New York Police Department
- Office of the First Lady of New York City
- Rutgers University

NYC Unity Project Partners

- Administration for Children's Services
- Children's Cabinet
- Commission on Gender Equity
- Commission on Human Rights
- Department of Education
- Department of Health and Mental Hygiene
- Department of Homeless Services
- Department of Youth and Community Development
- Human Resources Administration
- Mayor's Center for Faith and Community Partnerships
- Mayor's Fund to Advance New York City
- Mayor's Office of Operations
- Mayor's Office to Combat Domestic Violence
- New York Police Department
- NYC Health + Hospitals

APPENDIX B: CGE SUPPORTERS

The Commission on Gender Equity gratefully acknowledges the following funders for their support:

- The Annie E. Casey Foundation
- Citigroup
- EmblemHealth



Participants at the New York City Women's March.
January 21, 2017

APPENDIX C: CGE COMMISSIONERS *(June 2015-December 2017)*

CO-CHAIRS

Chirlane McCray, First Lady of New York City

Silda Palerm, Philanthropist and Activist; Chair, Violence Intervention Program, Inc.

COMMISSIONERS

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

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

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

Jimmie Briggs, Journalist and human rights advocate; Co-founder and Executive Director, Man-Up Campaign

Lorraine Cortes-Vazquez, Senior Advisor, Mayor's Office

Elizabeth Crowley, New York City Council member & Chair, Committee on Fire & Criminal Justice

Laurie Cumbo, New York City Council Member & Co-chair, Women's Caucus

Abigail Disney, CEO, Daphne Foundation

Mallika Dutt, President and CEO, Breakthrough

Julissa Ferreras-Copeland, New York City Council Member & Chair, Committee on Finance

Cecilia Gaston, Executive Director, Violence Intervention Program, Inc.

Anne Hess, Co-founder & Co-chair, MADRE

Tiloma Jayasinghe, Policy Strategist, Nonprofit Coordinating Committee of New York

Rochelle (Rocky) Jones, Former Battalion Chief, FDNY

Katherine S. Kahan, Women's and children's rights activist

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

Sherry Leiwant, Co-founder & Co-president, A Better Balance

Joan Malin, Former President & CEO, Planned Parenthood of New York City

Janet Mock, Writer, transgender activist, MSNBC host

Robin Morgan, Poet, novelist, journalist, activist, author

Dr. Danielle Moss, Chief of Staff, New York Civil Liberties Union

Beverly Cooper Neufeld, Founder & President, PowHer, New York

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

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

Walthene Primus, President, Local 957

Helen Rosenthal, New York City Council Member & Co-chair, Women's Caucus

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

Gloria Steinem, Journalist, political activist, feminist organizer, author

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

EX-OFFICIO MEMBER

Carmelyn Malalis, Chair, Commission on Human Rights

CGE STAFF

Azadeh Khalili, Founding Executive Director, February 2016-March 2017

Jacqueline M. Ebanks, Executive Director, August 2017-present

Sara Shoener, Senior Policy Advisor, December 2016-December 2017

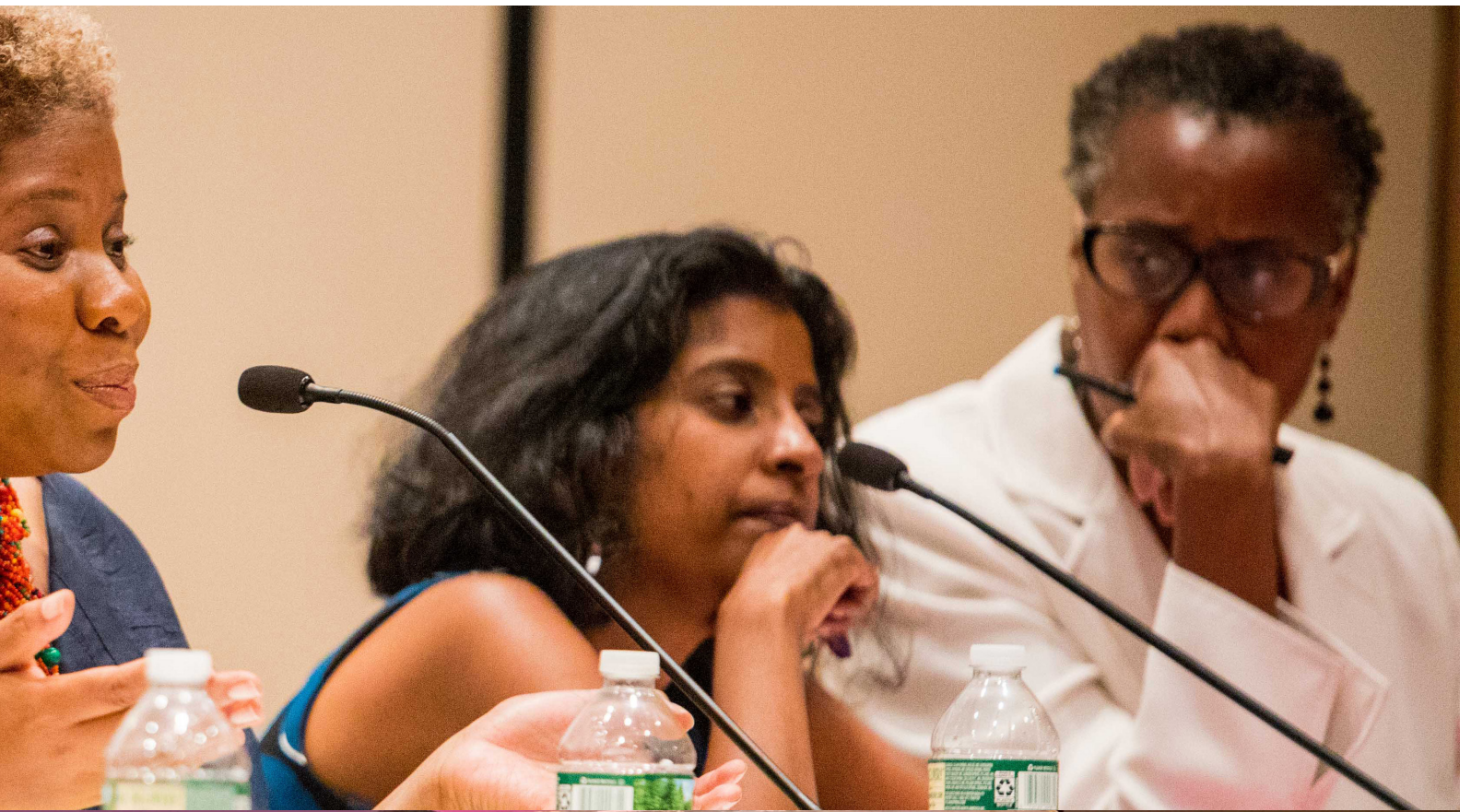
Angel Parker, Urban Fellow, September 2017-present



Gender Equity Forum Panelists
Silberman School of Social Work at Hunter College, East Harlem, September 27, 2017



Gender Equity Forum Panelists
Dr. S. Stevan Dweck Cultural Center, Brooklyn Public Library, October 25, 2017



www.nyc.gov/genderequity

