

Advancing Gender Equity: A Collaborative Path Forward

**COMMISSION ON GENDER EQUITY
2024 ANNUAL REPORT**

April 2025

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Letter from NYC Chief Equity Officer and Commissioner Sherman

Mayor Adams and Speaker Adams,

The Commission on Gender Equity (CGE) remains steadfast in its mission to make a more gender-equitable New York City. This annual report addresses CGE's focus areas — economic mobility and opportunity, health and reproductive justice, and safety — and the work performed throughout the year to address and find solutions to gender disparities.

CGE is part of the broader vision of the Mayor's Office of Equity & Racial Justice and the Adams administration Women Forward NYC plan. This strategic alignment underscores the interconnectedness of race, gender, and other identities, affirming the need for an intersectional approach to tackling societal challenges. By collaborating with government agencies, community organizations, and cross-sector partners, CGE employs diverse strategies — ranging from policy development and advocacy to research and public engagement — to drive comprehensive change.

Community engagement remains essential to our work, fostering a deeper understanding of and support for gender equity initiatives. By working with communities and partners across all five boroughs, CGE ensures that our efforts reflect the diverse needs of New Yorkers. This year, we strengthened our communications and engagement efforts by:

- Making significant strides in enhancing CGE's digital presence to engage more effectively with New Yorkers online.
- Achieving new milestones in community engagement, collaboration, and outreach, including a successful resource fair in partnership with city agencies and organizations.
- Increasing global collaboration with international delegations to share best practices and insights, promoting a global dialogue on gender equity.
- Expanding CGE's publications and producing reports, resources, and research as part of its participation in various task forces and workgroups.

Key highlights from our programmatic and policy efforts include:

- Issuing Street Harassment Survey Report findings and engaging New Yorkers to get feedback on targeted interventions and initiatives to increase safety for everyone.
- Leading the Marshall Plan for Moms Task Force and, through a public hearing and testimony, gaining insight from New Yorkers on ways to improve the child care ecosystem for parents and caregivers.

- Publishing the *Know Your Period: The NYC Student Guide* in partnership with New York City Public Schools and continuing to develop strategies to advance menstrual equity.
- Hosting the first Gender Equity Interagency Partnership (GEIP) conference and launching the Gender Equity Interagency Partnership Intranet to further support agency partners in diversity, equity, and inclusion (DEI) initiatives that advance gender equity.

The year ahead brings new challenges and opportunities. CGE remains committed to advancing gender equity and ensuring New York City remains an inclusive, diverse, and gender-equitable city for all.

I sincerely thank CGE Chair Silda Palerm, the commissioners, and staff. Their dedication and support of our city government and community partners will help us make transformative change.

In service,

Sideya Sherman
Chief Equity Officer and Commissioner
NYC Mayor's Office of Equity & Racial Justice

Letter from Chair Palerm

Mayor Adams and Speaker Adams,

The Commission on Gender Equity (CGE) is unwavering in its dedication to creating a more inclusive, equitable, and just New York City. Guided by a vision of fairness and opportunity for all, CGE strives to address systemic gender disparities and promote equality across every borough.

CGE champions policies and initiatives that ensure equity for women, girls, intersex, transgender, gender-nonconforming, and gender-nonbinary individuals. We aim to create opportunities and eliminate barriers that prevent New Yorkers from achieving their full potential.

Recognizing that race, gender, and other identities are interconnected, CGE takes an intersectional approach to tackling societal challenges. By addressing these overlapping dynamics, we ensure that our work in task forces, workgroups, and at our CGE and other meetings is inclusive and responsive to the diverse experiences of all New Yorkers.

The strength of CGE's work lies in its partnerships. We actively engage with government agencies, community organizations, nonprofits, and private sector leaders to drive meaningful change and bring resources to New Yorkers across the city. By listening to and collaborating with the people we serve, we ensure our initiatives meet their unique needs.

We acknowledge the pivotal role of CGE's commissioners and staff, whose leadership and expertise propel our plan and mission. Our focus on policies, research, and publications underscores a commitment to an evidence-based, informed approach that fosters systemic change, educates the public, and lays the groundwork for impactful solutions.

In an ever-changing world, CGE remains flexible and forward-thinking. We continuously evaluate our strategies and adapt them to meet emerging challenges and opportunities, ensuring lasting progress for future generations.

Through this steadfast commitment, CGE works tirelessly to build a city where gender equity is more than an aspiration — it is a lived reality for every New Yorker. Together, we will create a brighter, fairer future where everyone can thrive.

With gratitude,

Silda Palerm
Chair, Commission on Gender Equity

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KEY ACCOMPLISHMENTS

Communications and Public Engagement

In 2024, the Communications and Public Engagement unit of the Commission on Gender Equity (CGE) made progress in fostering inclusivity and accessibility for New Yorkers. By improving the interactivity and reach of CGE's digital platforms, the unit expanded its online audience, ensuring vital resources and information are widely accessible to diverse communities. Simultaneously, CGE deepened its impact through in-person outreach, participating in 43 public engagement events across the five boroughs to provide New Yorkers with essential information and access to city resources.

The unit also prioritized the creation of user-friendly publications to address key focus areas. This included producing three one-pagers highlighting city services and programs and repurposing a published work to provide engaging content. By combining innovative digital strategies with impactful face-to-face engagement, CGE is advancing gender equity and supporting New Yorkers' needs.

Digital Media Expansion

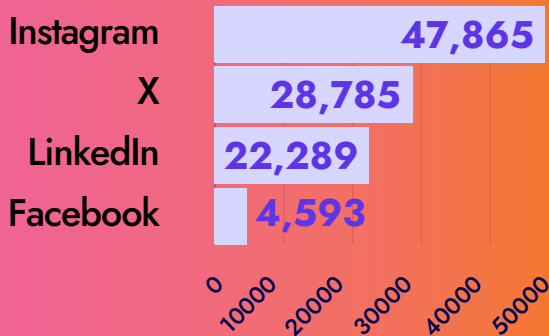
In 2024, CGE achieved milestones in strengthening its digital presence to engage New Yorkers more effectively. These enhancements amplified CGE's capacity to reach and inform, ensuring that its initiatives resonate deeply across various digital platforms. By embracing innovation and prioritizing accessibility, CGE continues to be a vital resource for advancing gender equity in the digital age.

Increasing Social Media Engagement

CGE's social media platforms experienced growth and activity in 2024, driven by strategic postings, content sharing, and interactive campaigns. The agency's Instagram account continued to emerge as the most important social media platform to communicate with CGE's audiences. In 2024, Instagram became the most viewed and engaged platform, with graphics and content posts leading the charge. From January to December 2024, CGE's Instagram account increased by 10% in the number of followers, 78% in engagement — likes, shares, comments — and 250% in the number of views. From January to December 2024, CGE's X account (formerly Twitter) increased by 78% in engagement and 474% in views. CGE's Facebook and LinkedIn also increased with the latter increasing by 84% in followers.

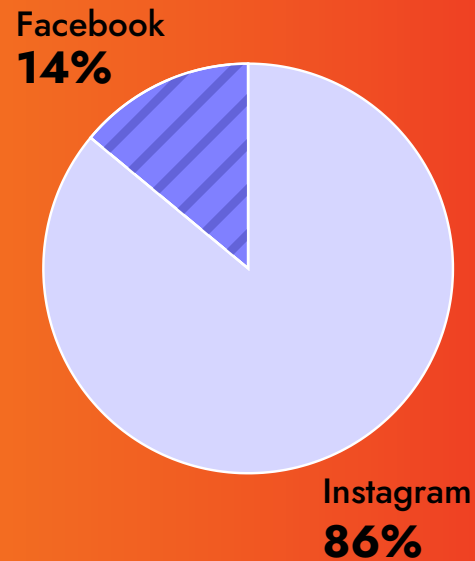
VIEWS PER ACCOUNT

Instagram, X (formerly Twitter), LinkedIn, and Facebook — had a total of 103,532 views. Instagram had the highest number of views, followed by X (formerly Twitter), LinkedIn, and Facebook.



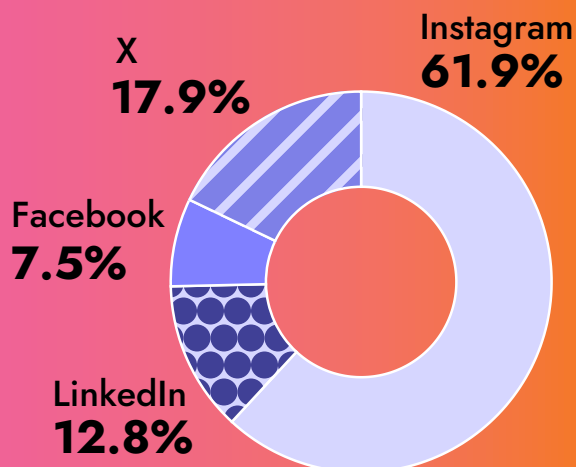
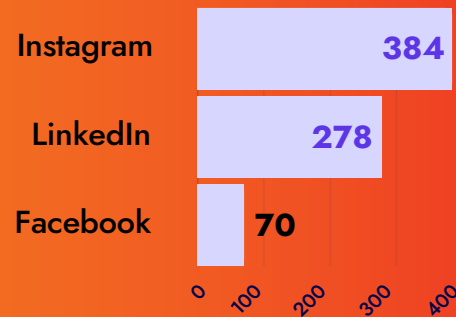
ACCOUNTS REACHED

In 2024, CGE reached a total of 27,324 accounts on Instagram and Facebook.



NEW FOLLOWERS

In 2024, Instagram and LinkedIn gained the most followers, while Facebook incrementally increased its followers.

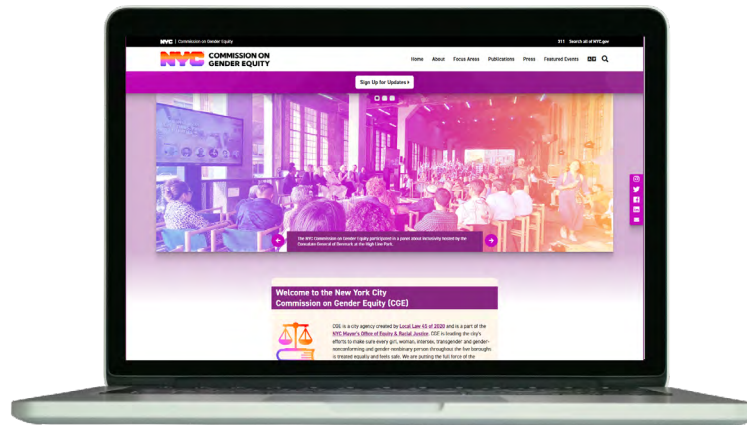


ENGAGEMENT

In 2024, across the social media accounts — Instagram, LinkedIn, Facebook, and X (formerly Twitter) — CGE content had a total of 4,751 engagements.

Enhancing Website Usability and Interactivity

Throughout 2024, CGE focused on transforming its website into a more user-friendly platform to establish itself as a hub for gender equity resources and information. Key improvements included the addition of new webpages and reorganization of existing pages to simplify navigation, making it easier for users to access information. Updated website graphics enhanced the user experience, creating increased visitation and prolonged engagement. Between January 2024 to December 2024, the number of users to the website increased by 10%. The number of new users — number of users who entered the site for the first time — increased by almost 9%. Additionally, CGE expanded its online library of publications and resources, offering diverse audiences valuable insights into its work and NYC's gender equity initiatives.



CGE's updated homepage.
Photo Credit: CGE

Engaging with Subscribers

To strengthen connections with its audience, CGE continued publishing its monthly email updates Gender Equity Roundup, offering a consistent and direct line of communication with subscribers. These updates provided information on key initiatives, upcoming events, campaigns, and resources. CGE published the monthly email updates on the [CGE Publications webpage](#) for easy retrieval and to increase visibility of activities, policies, and important announcements.



CGE newsletter published during the 16 Days campaign. Photo Credit: CGE

Engaging with Communities Across NYC

In 2024, CGE expanded its efforts to connect with New Yorkers directly. By partnering with over 30 city agencies and organizations, CGE increased its reach to 43 public engagement events across the five boroughs, meeting New Yorkers where they are and distributing more than 5,000 materials on gender equity initiatives, city services, and critical resources. The partnerships and events provided invaluable opportunities to listen to the community and empower individuals with tools to advocate for equity.



On May 11, CGE attended the Annual AAPI Family Fun Day hosted by the Korean American Family Service Center (KAFSC) at Kissena Corridor Park's Silent Spring Playground in Flushing, Queens.
Photo Credit: Korean American Family Service Center

Major Campaigns

CGE played a pivotal role in two 2024 campaigns:

- **Denim Day**

April is Sexual Violence Awareness Month and [Denim Day](#) is an annual campaign held on the last Wednesday in April to raise awareness about sexual violence and to support survivors. 2024 marked the 25th anniversary of Denim Day in the United States. CGE and the Mayor's Office to End Domestic and Gender-Based Violence (ENDGBV) are members of the Denim Day NYC coalition and helped coordinate the campaign through digital campaigns, public events, and advocacy. On April 17 and 24, CGE joined the Bronx, Brooklyn, and Manhattan Denim Day rallies. On April 25, CGE joined the Rally Against Sexual Assault organized by the Korean American Family Service Center (KAFSC) and the KAFSC Youth Community Project Team at the Murray Hill LIRR station.



On April 24, CGE joined the Denim Day march across the Brooklyn Bridge and rally in Foley Square, Manhattan. Photo Credit: CGE



On April 25, CGE joined the Rally Against Sexual Assault organized by the Korean American Family Service Center (KAFSC) and the KAFSC Youth Community Project Team at the Murray Hill LIRR station. Photo Credit: CGE

• 16 Days of Activism Against Gender-Based Violence (16 Days)

Founded in 1991, the annual international [16 Days campaign](#) is a movement to prevent and end all forms of GBV (gender-based violence). The campaign runs from November 25, International Day for the Elimination of Violence Against Women, to December 10, Human Rights Day. CGE, supported by the Mayor's Office of Equity & Racial Justice (MOERJ), and in partnership with ENDGBV, co-led the 2024 campaign in New York City. By hosting events, sharing online and in-person educational resources, and collaborating with partner organizations and city agencies, CGE helped raise awareness and engage new audiences to amplify the message of ending GBV.



On December 5, CGE attended the third Queeribbean Crossings Conference at Queens College in Flushing, Queens, organized by the Caribbean Equality Project and the LGBTQIA+ CUNY Consortium. Photo Credit: CGE

📌 Digital Assets

CGE enhanced its digital support for campaigns by creating and updating digital assets, including:

- **Campaign Webpage:** Collaboratively with ENDGBV, CGE helped update a campaign webpage for people to learn about the campaign and how to get involved. The website ([nyc.gov/16Days](#)) included: campaign toolkit, social media kit, a video from Mayor Adams, resources and support for survivors, and a calendar of city-led events and events hosted by partner organizations to encourage widespread involvement.
- **Campaign Toolkit:** The 16 Days toolkit, available in 12 languages, is a comprehensive guide for people to take action, share resources, and spread awareness. The toolkit contains information on gender-based violence, what it looks like, who it impacts, how to get support, and how New Yorkers can take action to prevent it. CGE shared the toolkit online and at in-person outreach events throughout the year.

- **Campaign Social Media Kit:** Updated with simpler designs and messaging to ensure accessibility and engage diverse audiences across platforms. The social media kit included general campaign graphics, GBV statistics, and infographics in New York City accompanied by post captions and alt text. The social media kit also included a newsletter template to uplift the campaign.

📌 Campaign Public Engagement

CGE's 16 Days campaign was strengthened by strategic public engagement efforts, including:

- **NYC Go Orange Day:** On November 25, iconic buildings across the city were illuminated in orange. For the first time, the campaign included New York State buildings and landmarks, for a total of 26 city and state buildings and landmarks. On this day, New Yorkers were encouraged to wear orange to raise awareness about gender-based violence.
- **Stand Up Against Street Harassment Trainings:** On December 3 and 9, Right To Be, in partnership with CGE and ENDGBV, held two virtual Street Harassment Intervention trainings. The free, one-hour, interactive trainings taught people on how to safely intervene when they witness or experience street harassment. During the trainings, individuals learned clear and expert-approved set of tools that have been proven to reduce the prevalence of street harassment.
- **Street Harassment Prevention Advisory Board (SHPAB):** On December 5, the advisory board held a virtual, public meeting to share the fall 2023 [SHPAB survey findings](#). The survey, conducted online and in person, received 3,736 responses. Survey respondents represented a broad cross-section of New York City residents, providing insight into the occurrence of street harassment and resulting in several recommendations for interventions.
- **Presentation at Korean American Family Service Center (KAFSC):** On December 6, CGE presented the 16 Days campaign before the KAFSC Youth Community Project Team. The presentation shared ways on how younger people can get involved in the campaign.
- **CGE-Led Resource Fair:** On December 9, CGE, in collaboration with ENDGBV and the NYC Commission on Human Rights, organized and hosted a community resource fair as part of the 16 Days campaign. The resource fair theme was Ending Violence, Empowering Community, and was held at the Brooklyn Public Library Central Branch. Twenty city agencies and partner organizations participated to connect people with resources and services. To raise awareness about the resource fair, CGE created an event flyer and graphics, which were shared online and through in-person flyering in various neighborhoods surrounding the venue.



On December 9, as part of the 16 Days campaign and in collaboration with ENDGBV and CCHR, CGE hosted a community resource fair Ending Violence, Empowering Community at the Brooklyn Public Library Central branch. Photo Credit: CGE

Publications

In 2024, CGE made significant strides in developing and enhancing informational resources tailored to the needs of New Yorkers. Through a combination of research, design, and content refinement, CGE produced materials that address issues tied to CGE's focus areas and mission. Among these efforts were the creation of three new one-pagers focused on CGE's priority areas and the repurposing and enhancement of the Menopause at Work booklet, with user-friendly insights for employees and employers.

Economic Mobility and Opportunity One-Pager

[The Economic Mobility and Opportunity one-pager](#) is a resource designed to inform New Yorkers about CGE's commitment to promoting equitable economic opportunities for all, regardless of gender identity or gender expression. It highlights how CGE works to address these issues by advocating for policies that promote fair pay, workplace protections, and inclusive economic practices — ensuring that all New Yorkers can access opportunities to thrive.

In addition to CGE's advocacy efforts, the one-pager provides information on city resources available. This includes details on programs and services related to workforce development, financial literacy, job training, and legal protections for workers facing discrimination. By providing this comprehensive information, the one-pager serves as both a guide and a call to action, empowering individuals to utilize the resources that help build economic security, while promoting change that fosters an inclusive economy.



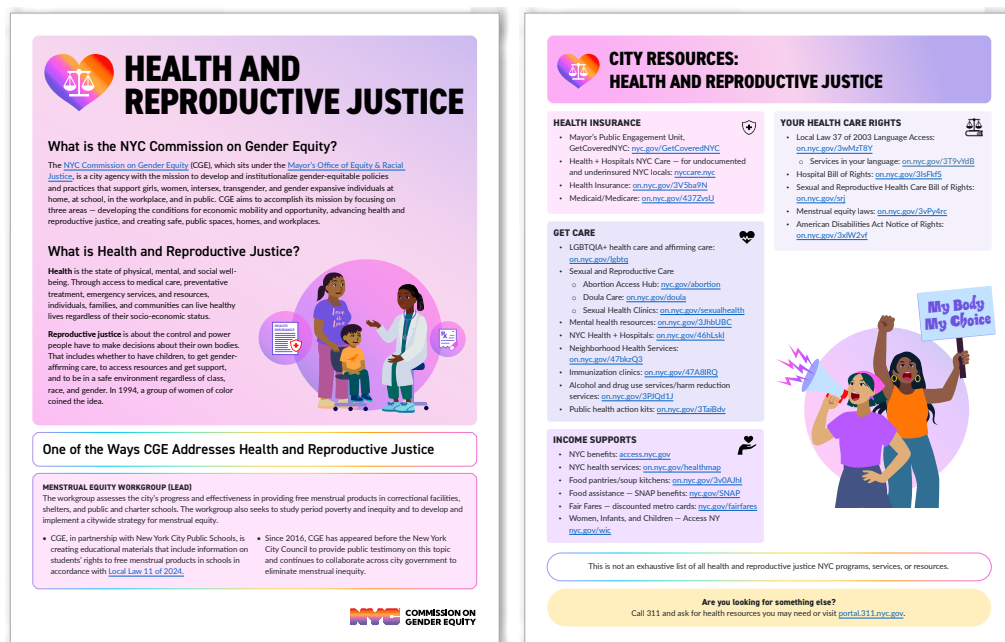
In 2024, CGE released the Economic Mobility and Opportunity one-pager.
Photo Credit: CGE

Health and Reproductive Justice One-Pager

The [Health and Reproductive Justice one-pager](#) is a resource aimed at educating New Yorkers on CGE's efforts to ensure equitable access to health care, with a specific focus on reproductive rights and health. It emphasizes CGE's work in fighting systemic barriers that disproportionately affect marginalized groups, including women, gender-expansive individuals, and people of color.

The one-pager includes information on essential health and reproductive services available to New Yorkers, such as affordable reproductive health care, preventative care, chronic disease management, and mental health support. These resources provide information to people, so they can make health decisions that are right for them and support full bodily autonomy.

The information highlights CGE's collaboration with city agencies and community organizations to promote comprehensive sexual health education and access to resources that support reproductive justice. Furthermore, the one-pager provides guidance on how to access these services, offering an understanding of how the city works to eliminate health inequities and ensure New Yorkers can access the care they need to live healthy, fulfilling lives.



In 2024, CGE released the Health and Reproductive Justice one-pager. Photo Credit: CGE

Safety One-Pager

The [Safety one-pager](#) is a resource designed to highlight CGE's commitment to ensuring that all New Yorkers, regardless of gender identity or gender expression, live in a city free from gender- and race-based violence. It underscores CGE's mission to create a safer environment for everyone, both in private and public spaces, where individuals can live, work, learn, and thrive.

In addition, the one-pager provides valuable information about city services and resources available to survivors of domestic violence, human trafficking, and gender-based violence. Additional resources include support for the LGBTQIA+ community and for individuals who experience street harassment.

The one-pager emphasizes CGE's role in advocating for policies and community-based initiatives that promote public safety, protect vulnerable groups, and support survivors. By raising awareness of these services, the one-pager informs people about available resources and support systems.

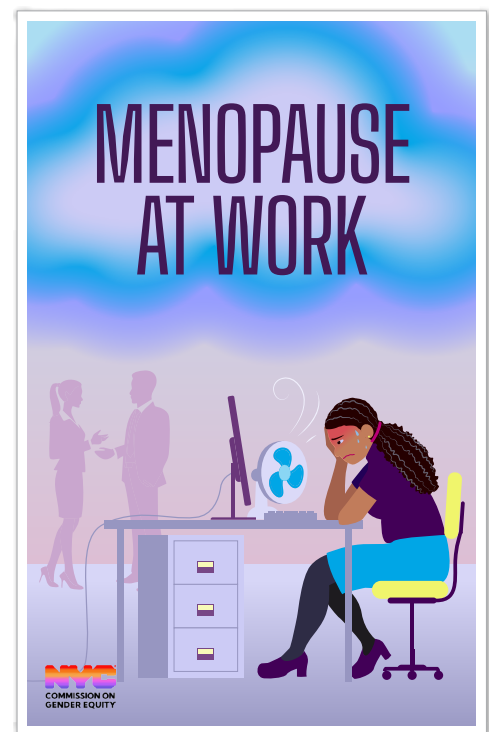


In 2024, CGE released the Safety one-pager. Photo Credit: CGE

Menopause at Work Booklet

CGE recognizes menopause as an important workplace issue that can significantly impact employees' health, well-being, professional earnings, and professional performance. In response, CGE repurposed its Menopause at Work research into a newly designed booklet with images to provide guidance, resources, and support for employers and employees.

The [Menopause at Work booklet](#) addresses an often-overlooked issue, promoting gender equity and fostering a work environment where all employees can thrive. By tackling stigma and providing actionable solutions, CGE provided workplaces with a resource to support their workforce, with the aim to enhance employee well-being, satisfaction, and retention. This resource is part of CGE's broader mission to ensure that all New Yorkers have equitable opportunities, regardless of gender or life stage.



In 2024, CGE redesigned and released the Menopause at Work booklet. Photo Credit: CGE



Press and Media

CGE leverages media and press platforms to inform, educate, and inspire action around gender equity. Through campaigns and working with the media, CGE amplifies its initiatives, highlights systemic inequities, and shares resources to empower communities across New York City. The following are 2024 press releases and media articles on CGE's activities.

The City of New York. (2024, January 25). *Mayor Adams Unveils \$43 Million Plan to Lead on Gender Equity, Lays Ambitious Goal to Make NYC Most Women-Forward City in U.S.* <https://www.nyc.gov/office-of-the-mayor/news/069-24/mayor-adams-43-million-plan-lead-gender-equity-lays-ambitious-goal-make-nyc-most#/0>

The City of New York. (2024, April 17). *The Mayor's Office to End Domestic and Gender-Based Violence, the Commission on Gender Equity, the Denim Day NYC Coalition, Advocates, Community-Based Organizations, and Supporters Set to March to Celebrate the 25th Anniversary of Denim Day.* <https://www.nyc.gov/assets/genderequity/downloads/pdf/2024-Denim-Day-Media-Advisory.pdf>

The City of New York. (2024, April 23). *The Mayor's Office to End Domestic & Gender-Based Violence, the Commission on Gender Equity, and the Denim Day NYC Coalition Celebrate Denim Day 25th Anniversary With March and Rally Against Sexual Violence.* <https://www.nyc.gov/assets/genderequity/downloads/pdf/2024-denim-day-press-release.pdf>

The City of New York. (2024, November 19). *The 16 Days of Activism Against Gender-Based Violence Campaign Kicks-Off with a Full Agenda of Intervention Trainings, a Resource Fair, a Street Harassment Public Meeting and Leaders and Citizens' Participation in New York City.* <https://www.nyc.gov/assets/genderequity/downloads/pdf/11-19-24-16-Days-Media-Alert.pdf>

The City of New York. (2024, November 26). *New York City Launches Annual 16 Days of Activism Against Gender-Based Violence Campaign.* <https://www.nyc.gov/assets/genderequity/downloads/pdf/11-26-2024-ENDGBV-CGE-Press-Release-16-Days.pdf>

NYN Media. (2024, December 22). *Grants available for LGBTQ+/transgender and gender non-conforming service organizations.* City & State New York. <https://www.cityandstateny.com/nyn-media/2024/12/grants-available-lgbtqtransgender-and-gender-non-conforming-service-organizations/401854/?oref=csny-category-lander-river>

Raudales, A. A. (2024, June 20). *New York City's plan to invest millions in LGBTQ+ services.* City & State NY. <https://www.cityandstateny.com/personality/2024/06/new-york-citys-plan-invest-millions-lgbtq-services/397515/>

The Indian Eye. (2024, April 18). *The mayor's office to end domestic and gender-based violence joins the Denim Day NYC coalition to March on Denim Day's 25th anniversary.* <https://theindianeye.com/2024/04/18/the-mayors-office-to-end-domestic-and-gender-based-violence-joins-the-denim-day-nyc-coalition-to-march-on-denim-days-25th-anniversary/>



KEY ACCOMPLISHMENTS

Policy and Programs

Women Forward NYC

In January 2024, Mayor Eric Adams announced [Women Forward NYC](#), a \$43 million [investment in gender equity](#) to ensure all women and girls, including transgender and gender expansive New Yorkers in every borough, have the chance to thrive.

The programs and policies that encompass the Women Forward NYC initiative cut across CGE's focus areas. They include the creation of a financial literacy program for young girls experiencing homelessness, the expansion of a program to support domestic violence survivors, and the creation of new mental health supports for new mothers. The Women Forward NYC plan is funded by city dollars, private and public partnerships, academic institutions, and federal grants. The plan included the launch of [NYC Her Future](#) (NHF) to support young women and girls of color and the [appointment of Nathifa Forde as executive director](#). NHF is part of the Mayor's Office of Equity & Racial Justice. CGE participated in the April 28, 2024, launch of this new office.

Throughout 2024, the city built upon the initial Women Forward NYC announcement to address long-standing gender disparities in education, health, social services, and safety. The Adams administration and CGE will continue to work to dismantle roadblocks for women's advancement and well-being in 2025.



On January 25, Mayor Adams announced Women Forward NYC: An Action Plan for Gender Equity. Photo credit: Ed Reed/ Mayoral Photography Office



KEY ACCOMPLISHMENTS

Economic Mobility and Opportunity

Marshall Plan for Moms



On March 26, CGE held the Marshall Plan for Moms Task Force virtual public meeting. CGE Commissioner Sherry Leiwant gave opening remarks. Pictured are members of the community sharing public comments. Photo Credit: CGE

Created by Local Law 99 of 2022, The Marshall Plan for Moms Task Force brings together over 20 experienced community members, advocates, and leaders from city agencies and offices to support New York City's working parents and caregivers. CGE chairs the task force, leading its research and coordinating the recommendations on relevant policies and issues. These include best policies for working mothers, other parents, and caregivers; best practices for workplaces to support working parents and caregivers; public assistance, and financial support; the child care industry infrastructure and support for child care workers; and access to healthcare. In 2024, CGE continued this work, and held a virtual public hearing, where parents and workers across the city testified about

barriers they face, and ideas to improve their lives. In 2025, CGE will complete the report and continue the task force's work.

Pay Equity Cabinet

Executive Order 84 of 2021 established the Pay Equity Cabinet (PEC) with CGE and DCAS as the co-chairs, drawing members from each deputy mayor's office, and city agencies and offices. The PEC was created to address race- and gender-based pay disparities in the New York City government workforce and builds on the work of the Task Force on Racial Inclusion and Equity (TRIE). The PEC uses the intersection of gender, race, and tenure to address the factors contributing to pay inequity and occupational segregation across the city. In 2024, the PEC issued a request for proposals to identify a Minority- and Women-Owned Business Enterprise (M/WBE) vendor to complete an analysis of approximately 60 job titles throughout city government. This two-year project will focus on the titles with the largest gender and racial disparities in terms of staffing.

Advancing Gender Equity through Legislation, Programs, and Initiatives: Economic Mobility and Opportunity

This section describes the laws passed in 2024 that contribute to gender equity and highlights programs and initiatives across the administration in our economic mobility and opportunity focus area.

Legislation

Workers' Rights

- [Local Law 22 of 2024](#): This law allows employees who allege a violation of their rights under the Earned Safe and Sick Time Act to commence a civil action in any court of competent jurisdiction irrespective of whether they have filed a complaint with the Department of Consumer and Worker Protection for the same alleged violation.
- [Local Law 62 of 2024](#): By law, people have one year to file a complaint with the NYC Commission on Human Rights for an unlawful discriminatory practice or act of discriminatory harassment or violence, and three years to file a claim of gender-based harassment. In addition, they may commence a civil action within three years. This law makes unenforceable and void any provision of any employment agreement that purports to shorten such periods.
- [Local Law 104 of 2024](#): This law requires hotel operators to employ staff directly, and to ensure that staff – including front desk staff at all hotels and security guards at large hotels – are on site whenever a guest is staying at the hotel. It also requires hotel operators to train employees to recognize human trafficking and to equip employees with panic buttons. Finally, the law requires hotels to clean guest rooms every day unless a visitor declines the service. This is beneficial to cleaners' workloads, to schedule staff to provide continuous coverage of their front desk, and to require large hotels to schedule a security guard to provide continuous coverage on hotels' premises while any room is occupied.
- [Local Law 109 of 2024](#): This law requires employers to distribute their written lactation room accommodation policy when a person is hired and available in an employer's place of business as well as the employer's intranet, if one exists.
- [Local Law 133 of 2024](#): This law requires the New York City Department for the Aging (DFTA) to provide information in paper form regarding its older adult workforce programs to all contracted older adult centers and clients of all contracted providers. This law also requires that DFTA update its existing know-your-rights pamphlet for older adults to include information and resources regarding employment opportunities, volunteer opportunities, and workforce program opportunities, as well as information on identifying and addressing employment discrimination.

City Government Workers and Contractors

- [Local Law 13 of 2024](#): This law requires the chief equity officer, in consultation with key stakeholders, to create an anti-racism training for employees of human services contractors. The training will provide contractors with tools for serving individuals from diverse backgrounds, improve awareness of how racism and related injustices impact the provision of human services,

and promote policies, practices, and norms to combat racism and advance racial equity in human services provision.

- [Local Law 14 of 2024](#): This law requires the Department of Citywide Administrative Services (DCAS), in consultation with MOERJ and the Commission on Human Rights, to create a mandatory anti-racism and anti-racial discrimination training for agency employees, interns, contractors, and volunteers.
- [Local Law 76 of 2024](#): This law requires DCAS to create and report on a bi-annual anonymous workplace culture survey for municipal employees about their opinions on equity-related concerns. It also requires agencies' annual reports on efforts to remedy pay disparities and occupational segregation to include outreach.

Education

- [Local Law 83 of 2024](#): This law requires NYC Public Schools to post dress code policies on its website and to report on these policies, including information on violations and penalties and broken down by student race and gender.

Immigrant Rights

- [Local Law 73 of 2024](#): This law requires the Mayor's Office to develop and to report on an annual survey of newly arrived migrants — including those who have arrived recently and those who seek asylum — to gather information related to skills, economic opportunities, and workforce-development obstacles.

Access to Services and Benefits

- [Local Law 86 of 2024](#): This law prohibits the Department of Homeless Services from requiring children to be present in person at an intake facility when their family applies or reapplies for placement, with some exceptions.

Racial Equity

- [Local Law 91 of 2024](#): This law requires the Commission on Racial Equity (CORE) to establish a Truth, Healing, and Reconciliation process in connection with the city's historic involvement in slavery and its present-day legacies. This will establish facts about slavery and its ongoing legacies in the city, protect and acknowledge affected persons and communities, and recommend changes to prevent harm.
- [Local Law 92 of 2024](#): This law requires CORE to study the historical and present-day role of New York City government in perpetrating or perpetuating slavery and related racial injustices, and to consider reparative measures for such injustices, including legal, policy, and other measures to help remedy or redress associated harms.
- [Local Law 93 of 2024](#): This law establishes a task force to consider the creation of a citywide New York City Freedom Trail and a Lower Manhattan Freedom Trail, which would be walkable tours marking and commemorating historical sites associated with the abolitionist movement and Underground Railroad.

Programs and Initiatives

- [Relieving Over \\$2 Billion in Medical Debt](#): In January, the city announced a pioneering medical debt relief program that will invest \$18 million over three years to relieve over \$2 billion in medical debt for up to 500,000 working-class New Yorkers. The one-time debt relief program, the largest municipal initiative of its kind in the country, launched in early 2024 and will run for three years. Affected New Yorkers expect to receive notification that their medical debt has been relieved; there is no application process for this program.
- [Flexible Work and Pay Increases for 911 Operators and Supervisors](#): In January, agreements with DC 37 and CWA Local 1180 included launching a pilot program offering three-or four-day workweeks to all 911 operators and their supervisors. This provided eligible 911 operators and their supervisors a semi-annual \$5,000 bonus and annual salary increases.
- [Expansion of Paid Parental and Family Leave for Non-union City Employees](#): In February, the city doubled paid parental leave for non-union employees, from six to 12 weeks, and provided up to 12 weeks of paid family leave for those caring for seriously ill family members, impacting over 10,000 municipal employees.
- [Pay Boost for Human Services Workers](#): In March, the city announced a \$741 million investment for an estimated 80,000 human services workers employed by non-profit organizations with a city contract as part of a new cost-of-living adjustment. The human services workforce is [overwhelmingly female at 66% and 46% women of color](#) and delivers vital services across housing, food access, health services, and asylum seeker services, among other areas.
- [Cash Assistance and SNAP Application Backlogs Nearly Eliminated](#): In March, the city announced that it had nearly cleared the backlogs of cash assistance and Supplemental Nutrition Assistance Program (SNAP) applications, which peaked at more than 50,000 when federal pandemic-related support expired. In total, the city processed more than 600,000 cash assistance and SNAP applications.
- [Essential Health Care Workers Ratify Contract](#): In June, the Committee of Interns and Residents Service Employees International Union (CIR-SEIU) ratified an agreement providing wage increases and other benefit enhancements to more than 2,300 medical interns and residents who work for NYC Health + Hospitals, the largest municipal health care system in the nation.
- [The 10-point Plan for Affordable and Accessible High-Quality Child Care](#): Launched in August, the plan included a new \$100 million investment to implement a roadmap for outreach and seat allocation across the city. The total investment in the FY25 city budget for early childhood education is \$3 billion, comprised of \$2 billion for early childhood education programming and approximately \$1 billion for preschool special education. New York City Public Schools (NYCPS) expanded 3-K capacity, allowing 100% of families to receive a 3-K offer. The plan also included 450 additional preschool special education seats and the expansion of [Promise NYC](#), from \$16 million to \$25 million in FY25, allowing approximately 1,000 undocumented children to enroll in child care.
- [Money in Your Pocket](#): In August, the administration [launched a citywide Money in Your Pocket initiative](#) to help New Yorkers screen for or learn about more than 70 city, state, and federal programs. Hundreds of staff began visiting more than 20 underserved neighborhoods and

New York City Housing Authority buildings to help thousands of New Yorkers find out which benefits they may be eligible to receive.

- [New Family Building Benefits for New York City Employees:](#) In October, the city announced that members of the [Management Benefits Fund](#) — which provides benefits to approximately 27,000 non-union employees and retirees — will be eligible for Family Building Benefits that provide up to \$10,000 in reimbursement for costs associated with adoption, surrogacy, and egg or sperm donation. This policy will support employees across city government, including those in the LGBTQ+ community.
- [Raises for Child Care Workers:](#) In November, union members at dozens of non-profit child care organizations that contract with NYCPS ratified a contract agreement between DC 37/1707, Local 205 (DC 37), and the Day Care Council of New York to raise wages retroactively for thousands of child care workers. It also established an \$18 minimum wage, provided a \$2,000 lump sum ratification bonus to each employee, and a \$1,000 per-employee contribution toward health insurance, among other wins for these workers.
- [Record Year for Minority- and Women-Owned Businesses:](#) In November, the city announced an award of \$6.4 billion in M/WBE contracts in fiscal year 2024, with city agencies utilizing M/WBEs at 31.2%. This was the highest ever rate in the program's history.
- [City of Yes for Housing Opportunity:](#) In December, the New York City Council passed the mayor's citywide rezoning plan that will enable the creation of 80,000 new homes over the next 15 years and invest \$5 billion toward infrastructure updates and housing. This includes \$1 billion in expense funding over 10 years in tenant protection, voucher assistance and combatting source-of-income discrimination, flood monitoring, and neighborhood planning. The plan created a Universal Affordability Preference, allowing roughly 20% more housing in medium- and high-density developments, as long as the additional homes are permanently affordable.

March 12 Equal Pay Day Rally

On March 12, 2024, National Equal Pay Day, CGE staff and CGE commissioners joined the 18th Annual Equal Pay Day rally to demand action to end gender- and race-based pay disparities. The rally included advocacy organizations, government entities, elected officials, labor unions, and Mayor Adams. Equal Pay Days are symbolic dates each year when working women's wages equal the wages working men received the prior year. According to [PowHer New York](#), in New York, women working full time earn 88 cents for every \$1 a non-Hispanic white male earns.

On March 12, CGE joined Mayor Adams, New York City Council Speaker Adams, council members, CWA Local 1180, advocates, and workers on the steps of City Hall for the annual Equal Pay Day rally. Photo Credit: CGE



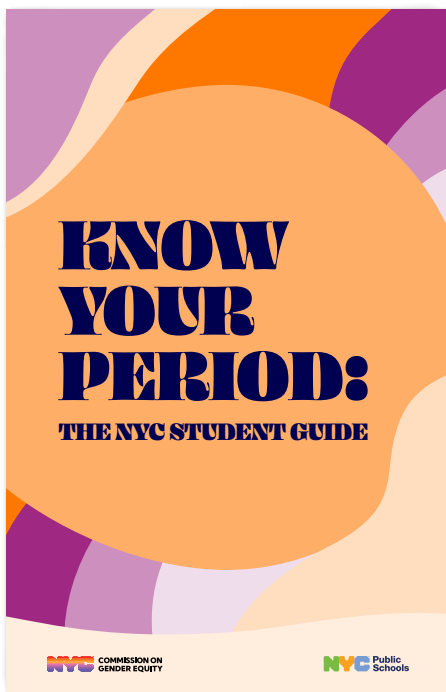


KEY ACCOMPLISHMENTS

Health and Reproductive Justice

Sexual Health Education Task Force

In September 2024, Mayor Eric Adams issued [Executive Order 44](#), formally relaunching the Sexual Health Education Task Force. The task force, building on the [2018 Sexual Health Education Report](#) issued by the 2017-2022 task force, seeks to gather and promote best practices and up-to-date policies on sexual health education to better serve students in all five boroughs. CGE chairs the task force; New York City Public Schools (NYCPS), the New York City Department of Health and Mental Hygiene, and a sexual health advocate co-chair it. Earlier in the year, CGE, the co-chairs, and leaders across the city had worked to identify appointees who would represent a cross-section of perspectives and bring diverse areas of expertise. On December 9, CGE convened for the first time this multidisciplinary group, including pediatricians, educators, and policy advocates. In 2025, the task force will continue to meet and move this work forward by building stakeholder support, engaging students, and identifying opportunities to expand existing sexual health education programs.



Know Your Period: The NYC Student Guide

In 2024, in partnership with NYCPS and in accordance with Local Law 11 of 2024, CGE created [Know Your Period: The NYC Student Guide](#). It answers questions about puberty and menstruation, informing and empowering students in every borough, and reminds students that free period products are available in restrooms at school. As students grow up, they can return to the guide year after year, as a supplement to lessons taught in their [required Health Education classes](#). Educators, families, nurses, counselors, and other adults who support students can use this guide as a resource. The guide is printable and available in 12 languages. CGE was charged with creating the booklet after testifying at a 2023 New York City Council hearing regarding menstrual equity. This collaboration helps ensure that young New Yorkers have access to inclusive, relevant education about menstruation and the products available to them.

In 2024, CGE, in partnership with NYC Public Schools, released the Know Your Period: The NYC Student Guide. Photo Credit: CGE and NYC Public Schools

Female Genital Mutilation/Cutting Advisory Committee

This committee, created by Local Law 109 of 2021, aimed to make recommendations to engage communities and agencies in decreasing and ultimately eliminating the practice of Female Genital Mutilation/Cutting (FGM/C) in New York City, and to identify supportive community-based and culturally responsive resources. CGE was a member of the committee led by the Mayor's Office to End Domestic and Gender-Based Violence. In 2024, CGE, other city agencies, and other stakeholders advised the committee on listening sessions held with community members impacted by FGM/C. CGE provided feedback on the committee's finalized recommendations and supported the committee's work by participating in scheduled committee meetings.

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

This section describes the laws passed in 2024 that contribute to gender equity and highlights programs and initiatives across the administration in our health and reproductive justice focus area.

Legislation

Menstruation and Menstrual Products

- [Local Law 8 of 2024](#): This law requires New York City Public Schools to produce an annual report on the provision of menstrual products to students. This law also requires that all laws, documents, and materials generated by the city use the term *menstrual products* whenever referring to products such as menstrual cups, tampons, and menstrual pads.
- [Local Law 9 of 2024](#): This law expands the schools in which New York City Public Schools must provide menstrual products to include schools serving students in any combination of grades four through 12.
- [Local Law 10 of 2024](#): This law requires the Department of Correction to produce an annual report on its distribution of menstrual products during the preceding fiscal year beginning no later than July 31, 2025.
- [Local Law 11 of 2024](#): This law requires New York City Public Schools to develop, in collaboration with the Commission on Gender Equity, informational materials about menstrual products to be shared with every student in grades four through 12.
- [Local Law 12 of 2024](#): This law defines the term *menstrual products* as menstrual cups, tampons, and pads, for purposes of the administrative code. This law also requires the Department of Citywide Administrative Services to make menstrual cups available to agencies. Moreover, the law requires the Department of Correction to provide all incarcerated individuals who menstruate with either reusable or single use menstrual cups as soon as practicable upon request.

Pregnancy and Parents

- [Local Law 100 of 2024](#): This law requires the Department of Health and Mental Hygiene to create and distribute materials identifying mental health resources available to individuals who have experienced pregnancy loss.
- [Local Law 102 of 2024](#): This law requires the city to conduct outreach and education activities to raise awareness about city resources for addressing mental health challenges, such as perinatal mood and anxiety disorders, faced by parents.
- [Local Law 103 of 2024](#): This law requires the Department of Health and Mental Hygiene to implement a pilot program to establish postpartum support groups.
- [Local Law 109 of 2024](#): This law specifies where and how employers must distribute their lactation room policies to employees.
- [Local Law 110 of 2024](#): This law requires the Department of Health and Mental Hygiene to develop and distribute parenting resource materials to parents and guardians of newborn children.

Health Equity

- [Local Law 46 of 2024](#): This law requires the Department of Health and Mental Hygiene to develop a citywide population health agenda, addressing health disparities, to improve public health, and quality of and access to health care, and to increase life expectancy.
- [Local Law 58 of 2024](#): This law requires the provision of information regarding initiatives — namely the NYC Care program for older adults — that provide low or no-cost primary health care to income-eligible New York City residents.
- [Local Law 66 of 2024](#): This law requires New York City Public Schools to report the number of students reported to the Office of School Health as having a diagnosis of sickle cell disease or trait.
- [Local Law 84 of 2024](#): This law expands the availability of rapid testing for sexually transmitted infections.
- [Local Law 108 of 2024](#): This law requires that the Department of Health and Mental Hygiene to post the names and titles of the individuals who serve on the Maternal Mortality and Morbidity Review Committee.

Programs and Initiatives

- [New York City Leads Coalition of Cities Urging Supreme Court to Safeguard Access to Medication Abortion](#): In January, a coalition of cities led by New York City filed an amicus brief in support of essential reproductive health services. In the brief, the coalition underlined the potential harm to public health and health care systems that would come from suspending the Federal Drug Administration's longstanding and more recent regulation of mifepristone, one of two medication abortion pills.
- [Release of the Women's Health Summit Report](#): In March 2023, the Adams administration held the first-ever Women's Health Summit hosted by CUNY's Hunter College, convening more

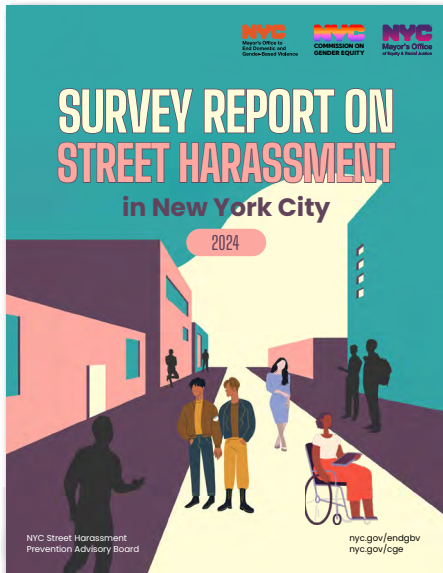
than 100 experts. In 2024, the Women's Health Summit Report was released. The summit's report and focus groups include a set of cross-sector calls to action leaders to address in their respective fields, to promote women and girls' health, and to highlight steps the city will take to make New York City the national municipal model.

- [Release of the Sexual and Reproductive Health Bill of Rights](#): In February, the city released a Sexual and Reproductive Bill of Rights to be distributed to the Department of Health and Mental Hygiene's network of health care providers, advocacy groups, and partner organizations across the city to share with patients. The document defines health as inclusive of access to sexual health care, birth control, gender-affirming health care, and abortion services, helping to ensure all patients in New York City are protected from discrimination and harassment.
- [Lifestyle Medicine Program Opens in the South Bronx](#): In March, the city expanded its Lifestyle Medicine Program to NYC Health+Hospitals/Lincoln. The nationally recognized program, which launched at NYC Health + Hospitals/Bellevue in 2019, has served hundreds of patients. Altogether, the seven program sites serve about 4,000 patients each year, providing tools and support to prevent and manage common chronic conditions, such as Type 2 diabetes and high blood pressure.
- [Launch of *Ur in Luck* and Installation of Baby Changing Tables](#): In June, Mayor Adams announced that New York City Department of Parks and Recreation (NYC Parks) would build 46 new restrooms and renovate 36 existing restrooms, adding to New York City's nearly 1,000 existing public restrooms. The city also introduced a [New York City Official Public Restroom Map](#) that New Yorkers and visitors can activate on their phones to find the locations of every public restroom citywide. Earlier in the spring, NYC Parks celebrated the installation of baby changing tables in 1,200 restrooms.
- [New Investments in LGBTQ+ Services at Pride Health Center](#): In June, in collaboration with the Mayor's Office of Equity & Racial Justice and NYC Unity Project, the city announced new investments in one of seven Pride Health Centers, which provide culturally sensitive and comprehensive gender-affirming care services to LGBTQ+ patients. New investments in The Pride Health Center at NYC Health + Hospitals/Gotham Health, Judson include funds for programming, renovations, and staff training.



KEY ACCOMPLISHMENTS

Safety



In 2024, CGE, in partnership with ENDGBV, released the Survey Report on Street Harassment in New York City 2024. Photo Credit: CGE and ENDGBV

Street Harassment Prevention Advisory Board

Local Law 46 of 2022 established the Street Harassment Prevention Advisory Board. CGE co-chairs the board with the Mayor's Office to End Domestic and Gender-Based Violence (ENDGBV). In 2024, the board convened to focus on reviewing the results of the 2023 Street Harassment Prevention Survey, developing policy recommendations based on the survey results and providing feedback on drafts of the public report. On December 5, 2024, the board hosted its annual public meeting where it presented findings reported in, and promoted the publication of, the New York City Street Harassment Prevention Survey Report. Over 3,700 New Yorkers responded to the 2023 survey.

The board continued to raise awareness about street harassment and available resources and services in various ways. Public engagement staff distributed more than 1,500 NYC Street Harassment Resource Guides to New Yorkers in multiple languages at 32 events across the city. Additionally, CGE and ENDGBV partnered with Right To Be to host two virtual Stand Up Against Street Harassment Intervention trainings as part of the 16 Days of Activism Against Gender-Based Violence campaign. In 2025, CGE will continue to co-convene the board and reach out to groups not surveyed, such as teens.

Task Force on Issues Faced by Transgender, Gender-nonconforming, Gender-nonbinary, and Intersex (TGNCNBI) People in Custody

The [Task Force on Issues Faced by TGNCNBI People in Custody](#) consists of leading experts, including experts with lived experiences, from city government and the community. Task force members, including CGE, explore and make recommendations on a spectrum of applicable issues, including medical and mental health treatment in jail and continuity of care upon release; culture-change opportunities such as training and gender-affirming practices; targeted programming and resources for TGNCNBI people in jail; and intake and housing process conducted by the Department of Correction. Per Local Law 145 of 2019, the task force meets quarterly and issues annual reports. In 2024, members reviewed DOC's responses to the most recent report, drafted the forthcoming report, and incorporated issues raised during New York City Council hearings and elsewhere.

City Agency Human Trafficking Workgroup

Led by the Mayor's Office to End Domestic and Gender-Based Violence, this workgroup unites representatives from 25 district attorneys' offices and city agencies, including CGE, to prevent and address human trafficking. In 2024, the workgroup moved from quarterly virtual meetings to in-person convenings, starting in March at Gracie Mansion. At the first half-day convening, the group identified actionable steps the city can take to hold traffickers accountable. Simultaneously, the group addressed the needs of those involved in the sex trades after the New York City Task Force on the Health and Safety Needs of Sex Workers presented their findings. The May convening focused on Department of Health and Mental Hygiene (DOHMH) work to prevent and respond to human trafficking, and to find ways how workgroup members can collaborate with DOHMH.

Advancing Gender Equity through Legislation, Programs, and Initiatives: Safety

This section describes the laws passed in 2024 that contribute to gender equity and highlights programs and initiatives across the administration in our safety focus area.

Legislation

Gender-Based Harassment and Violence

- [Local Law 45 of 2024](#): This law requires the Office to End Domestic and Gender-Based Violence to establish a trauma-informed program that connects eligible survivors of domestic or gender-based violence to support services. These include, but are not limited to, door and window repair services for the dwellings of eligible survivors, as well as a personal emergency response device.
- [Local Law 62 of 2024](#): Under Title 8 of the Administrative Code, people have one year to file a complaint with the NYC Commission on Human Rights for an unlawful discriminatory practice or act of discriminatory harassment or violence and three years to file a claim of gender-based harassment. In addition, they may commence a civil action within three years. This bill makes unenforceable and void any provision of any employment agreement that purports to shorten such periods.

Safety and Education

- [Local Law 2 of 2024](#): This law requires that New York City Public Schools (NYCPS) stock opioid antagonists in all school buildings with an assigned nurse, report on the number of schools stocked, and record the number of instances opioid antagonists administered to an individual in a school building.
- [Local Law 21 of 2024](#): This law requires NYCPS and the Administration for Children's Services to issue a yearly report on educational statistics and related incidents pertaining to juvenile delinquents, juvenile offenders, and adolescent offenders.
- [Local Law 83 of 2024](#): This law requires NYCPS to report on dress code policies in schools, including information about whether schools have dress code policies, what those policies

contain, including disciplinary provisions, whether those dress codes are posted to school websites, and information on dress code disciplinary violations.

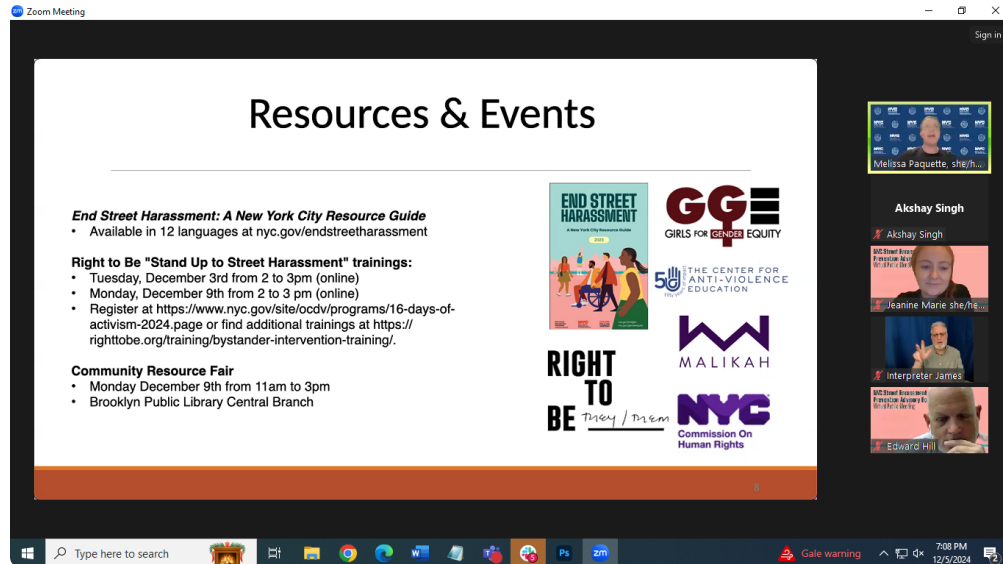
Safety and Policing

- [Local Law 17 of 2024](#): This law requires the New York City Police Department (NYPD) to regulate its response to children in emotional crisis within public schools. It establishes procedures for department personnel responding to children in emotional crisis and limits the use of mechanical restraints on children in emotional crisis.
- [Local Law 43 of 2024](#): This law requires the NYPD to provide quarterly reports detailing information on certain investigative encounters between the police and civilians. These include the race, ethnicity, age, and gender of the civilian, the factors that led to the interaction, and whether the interaction led to a summons or use of force incident.

Programs and Initiatives

- [New Interfaith Effort to Address Gun Violence](#): In January, a coalition of city officials and multifaith leaders launched the Citywide Clergy Collective, a group of 272 faith leaders committed to preventing gun violence. With a \$1.5 million grant from the New York State Department of Criminal Justice, Citywide Clergy Collective members would deliver resources, direct services, and community-building programs across the five boroughs. Faith leaders across the city would run the programs and services, with assistance from the New York City Department of Youth and Community Development, Office of Neighborhood Safety, Office of Faith-Based and Community Partnerships, and the NYPD.
- [Teaching About Hate Crimes and Their Impacts](#): In April, the city released a curriculum to teach students in New York City Public Schools (NYCPS) about hate crimes and bias incidents. The New York City Office for the Prevention of Hate Crimes, with support from NYCPS, partnered with Facing History & Ourselves to develop the curriculum and provide training for educators.
- [Launch of Pilot Program to Find Permanent Homes for Survivors](#): In April, the city announced the launch of Project Home, a pilot program to provide specialized housing search assistance to domestic violence survivors with children living in city shelters. Beginning with 100 families, Project Home would help domestic violence survivors find permanent homes, reducing the amount of time spent in shelter. Funded with a \$300,000 grant from the NYC Fund to End Youth & Family Homelessness, Project Home launched in partnership with New Destiny Housing — a nonprofit that provides housing and services to domestic violence survivors and their families.
- [Caring Transitions to Serve Youth After Leaving the Hospital](#): In June, the city launched a suicide prevention program for at-risk youth in the Bronx and Queens. The new program, Caring Transitions, would serve people ages five through 17 who are seen in the hospital following a suicide attempt or serious suicidal behavior. The program would also engage families, helping them navigate the health care system.
- [New Actions to Prevent Lithium-Ion Battery Fires and Promote Safe E-Bike Charging](#): In July, the city announced a series of initiatives to prevent lithium-ion battery fires and promote e-bike charging that is safe. Announcements included a \$1 million public education and awareness campaign — the first-ever municipal trade-in pilot program for powered mobility devices such as e-bikes, and a proposal to expedite the installation of charging and swapping stations on public sidewalks.

- [Investment in End-of-Summer Safety](#): In August, the city announced \$2 million in expanded programming and services to help keep young people safe in the final weeks of summer. Expanded programs and services were prioritized for historically underserved neighborhoods, including six NYPD precincts identified in *A Blueprint for Community Safety*, a strategic plan to combat gun violence citywide.



2024 Street Harassment Prevention Advisory Board (SHPAB) public meeting.
Photo Credit: CGE



CGE 16 Days event with KAFSC. Photo Credit: CGE



KEY ACCOMPLISHMENTS

Strategic Learning and Capacity Building

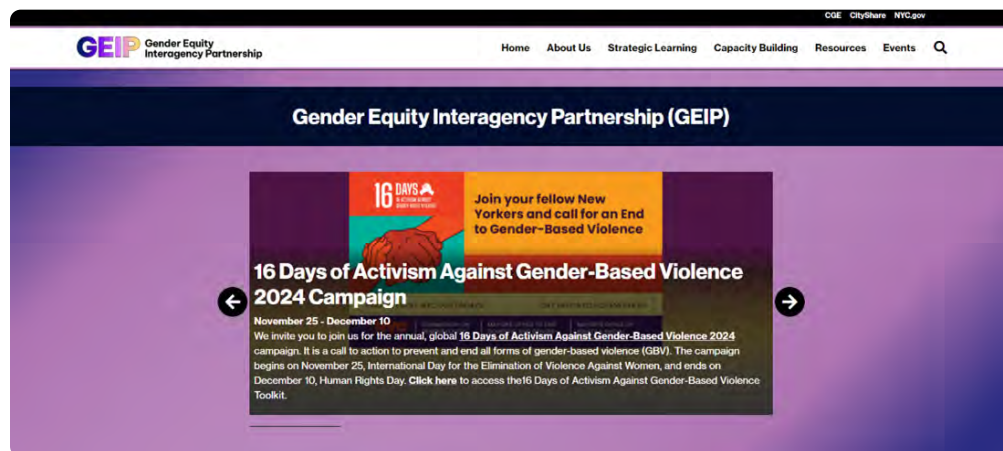
Gender Equity Interagency Partnership

The Gender Equity Interagency Partnership (GEIP) is composed of employees from all city agencies that seek to build a more gender-equitable municipal workforce in New York City. The GEIP members support the municipal workforce in building gender equity through trainings, resources, partnerships with agencies, and by sharing best practices.

Gender Equity Interagency Partnership Intranet

CGE and representatives from the GEIP developed a platform to promote gender equity within and across city agencies. The GEIP Intranet is a comprehensive repository of information and resources, offering diverse tools and data designed to capture, report, and disseminate relevant information. The intranet features links to citywide memberships, such as Catalyst and Seramount/Diversity Best Practices, as well as resources from city agencies. It provides training sessions and workshops for city employees, along with resource guides, toolkits, and publications. In April 2024, CGE, in partnership with the Office of Technology & Innovation (OTI), launched the GEIP Intranet, making it accessible to all city employees. The platform is continuously managed for updates and maintenance to ensure timely access to relevant tools developed by city agencies.

GEIP Intranet Launch



In April, CGE, in partnership with OTI, launched the GEIP Intranet. Photo Credit: GEIP

- Available via city devices and Cityshare.
- Purpose:
 - Capture, report, and disseminate relevant data and tools to advance gender equity within and across city agencies.
 - Share efforts and strategies adopted by colleagues across city government including best practices in diversity, equity, inclusion, access, and belonging to tackle critical workplace issues.
 - Streamline the process of establishing interagency partnerships.

GEIP Annual Conference

On April 16, CGE partnered with the GEIP workgroup to host the First Annual GEIP Conference at 4 World Trade Center, Dumpson Center. The conference theme was *Gender Equity in the Workplace*. The half-day conference was specifically tailored as an internal event for city colleagues that brought together diverse perspectives and experiences. The event provided an opportunity to increase awareness of the importance of gender equity and its impact on organizational culture and performance.



On April 16, CGE held the first Gender Equity Intergovernmental Partnership Conference: Gender Equity in the Workplace. City workers joined the workshop. Sideya Sherman, chief equity officer and commissioner, Mayor's Office of Equity & Racial Justice, gave opening remarks. Photo Credit: CGE



On April 16, CGE held the first Gender Equity Intergovernmental Partnership Conference: Gender Equity in the Workplace. A panel discussion included Ronald Porcelli, director, NYC Unity Project; Wendy Garcia, deputy commissioner, equity and inclusion, NYPD; Danielle Barrett, assistant commissioner, EEO, diversity and inclusion, Department of Environmental Protection; and Gregory Williams, director of gender equity, NYC Department of Social Services. Photo Credit: CGE

Chief Equity Officer and Commissioner Sideya Sherman from the Mayor's Office of Equity & Racial Justice gave opening remarks. Founder and Executive Director from the NYC Transgender Advocacy Group and CGE Commissioner Kiara St. James was the keynote speaker and shared her personal journey. She spoke to the need for more equitable safe spaces for not only the transgender workforce but also for all marginalized communities throughout New York City, thus setting the tone for the start of our conference.

CGE partnered with Nicole Johnson, senior director, Seramount/DBP, to provide an opportunity for participants to delve into and exchange best practices for fostering gender equity across agencies. She facilitated a workshop aimed at crafting initiatives and metrics tailored to the diverse goals of each

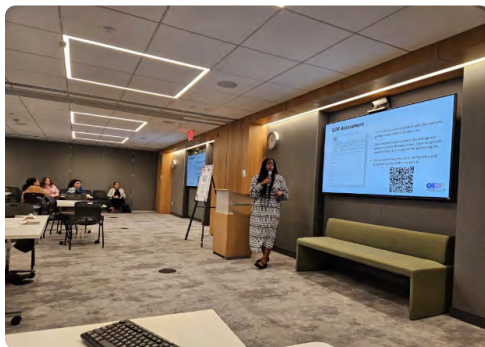
agency. A highly experienced panel of Diversity & Inclusion leaders from the Department of Environmental Protection (DEP), the New York Police Department (NYPD), the Mayor's Office of Equity & Racial Justice (MOERJ), the NYC Unity Project, and the Department of Social Services (DSS/HRA) convened to share and reflect on their work and programs that advance gender equity within their agencies/offices. The panelist shared and discussed what worked well in their practices, challenges encountered, lessons learned, and how they were able to gain buy-in and accountability from their colleagues, leadership, and stakeholders.

The First Annual GEIP Conference served to begin to strengthen and shape a community of learning among GEIP representatives, fostering ongoing collaborations and knowledge sharing in this important area. Through continued opportunities for discussions and post conference workshops, concrete action plans and strategies will be developed for implementing gender-equitable programs and practices within participating agencies.

GEIP Quarterly Meeting

On October 2, CGE convened its second quarterly meeting, hosted at Small Business Solutions. The meeting featured insightful presentations by notable figures dedicated to advancing gender equity. Chief Legal Officer Melissa Paquette, the Mayor's Office to End Domestic and Gender-Based Violence, shared pivotal legal perspectives on combating gender-based violence in the workplace. Policy and Programs Analyst for Economic Mobility and Opportunity Matt Graham at CGE discussed comprehensive policies aimed at fostering economic equity and mobility.

Deputy Executive Director for Strategic Learning and Capacity Building Adana Wright at CGE highlighted the ongoing gender equity initiatives spearheaded. She underscored the crucial role of CGE's continuous efforts in promoting gender equity across various sectors. Additionally, the meeting aimed to inform GEIP members about capacity-building efforts to date, including the diverse training and initiatives facilitated by CGE and other collaborating agencies. This meeting emphasized the importance of collective action and multidisciplinary strategies to achieve significant advancements in workplace gender equity.



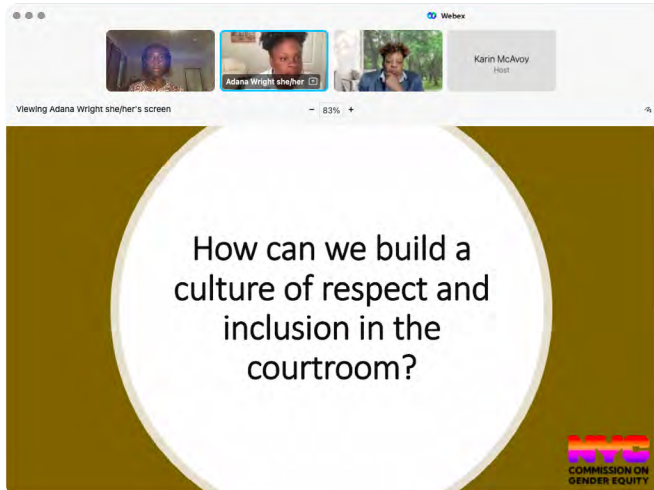
On October 2, CGE held its quarterly meeting at Small Business Services. Adana Wright, deputy executive director, strategic learning and capacity building, gave a presentation about the GEIP work. Photo Credit: CGE



On October 2, CGE held its quarterly meeting at Small Business Services. Matt Graham, policy and programs analyst for economic mobility and opportunity, gave an overview of its policy work. Photo Credit: CGE

Participation in Interagency Panels and Events

Fostering Fairness: Strategies for Gender-Inclusive Courtrooms and Workspaces



On July 18, CGE, along with the Department of Social Services and the NYC Unity Project, partnered with the Office of Administrative Trials and Hearings (OATH) for a virtual training to share strategies for fostering gender-inclusive courtrooms and workspaces.
Photo Credit: CGE



On July 18, CGE, along with the Department of Social Services and the NYC Unity Project, partnered with the OATH for a virtual training to share strategies for fostering gender inclusive courtrooms and workspaces.
Photo Credit: CGE

On July 18, CGE, along with the Department of Social Services and the NYC Unity Project, partnered with the Office of Administrative Trials and Hearings (OATH) to be a part of a virtual training to share strategies for fostering gender-inclusive courtrooms and workspaces. The training focused on the impact of identity and bias and underscored the importance of self-awareness in professional settings, particularly in how personal perceptions can influence decision-making. The emphasis on procedural fairness and gender diversity highlighted the need for systemic changes that respect and value every individual's unique identity. Moreover, the approach to socializing change is crucial, as it extends the reach of these efforts beyond the courtroom, fostering a broader agency cultural shift toward inclusivity.

OATH's initiative is a crucial component of its continuous commitment to promoting fairness and inclusivity and ensuring that these practices benefit its workspaces, staff, and the people of New York.

Women's Equality Day Celebration: L.E.A.R.N For Tomorrow 2024 Workshop



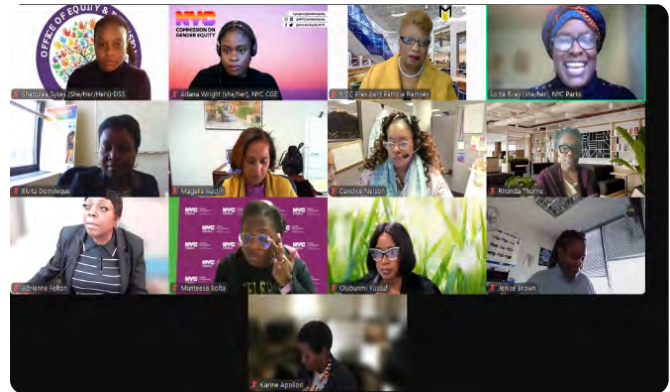
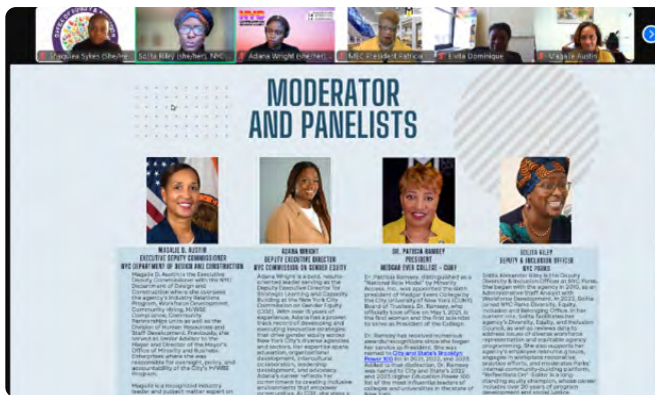
On August 8, CGE joined the HRA/DHS Women's Equality Day 2024 Celebration. From left to right, Gregory Williams, director of gender equity, NYC Department of Social Services (NYC DSS); Adana Wright, deputy executive director strategic learning and capacity building, Commission on Gender Equity; Nathifa Forde, executive director, NYC Her Future; Kenya Gipson, iHeart Radio/Podcast personality; Karen St. Hilaire, chief of staff, NYC DSS; Arlene Tam, senior director, people strategy, insights & planning, Universal Music Group; James Hendon, commissioner, NYC Department of Veterans' Services. Photo Credit: NYC DSS.

On August 8, CGE was invited to participate in the 2024 DSS/HRA Women's Equality Day celebration.

The HRA/DHS Women's Equality Day 2024 celebration was an event that focused on encapsulating the spirit of progress and empowerment for women in the workplace. The **L.E.A.R.N 2024** theme resonated with the city's commitment to lifelong **Learning, Empowerment, Acknowledgment, Resilience, and Networking**, reflecting the multifaceted approach to supporting women at various stages of their careers within NYC government. The inclusion of influential figures such as Nathifa Forde, executive director, NYC Her Future, Kenya Gipson, iHeart Radio/Podcast personality, Karen St. Hilaire, chief of staff, NYC DSS, Arlene Tam, senior director, people strategy, insights & planning, Universal Music Group and James Hendon, commissioner of the NYC Department of Veterans' Services, among others, underscored the importance of diverse voices and experiences in the conversation about gender equity.

Workshops and networking sessions provided practical tools for advancement, and a live recording of *The GRIEA Project* podcast added a dynamic edge to the proceedings. CGE's Deputy Executive Director for Strategic Learning and Capacity Building Adana Wright led a presentation and workshop on navigating difficult conversations in the workplace that was particularly poignant, offering strategies to foster a more inclusive and supportive workplace environment. She shared valuable insights to identify unconscious bias, conversation pitfalls, and emphasized the importance of creating spaces that invite dialogue and understanding. This inaugural celebration set a high bar for future events, marking a significant step toward a more equitable workplace.

Black Women in Leadership Series — Empowerment and Equity: Upholding Credibility and Addressing Pay Disparity as Black Women



On November 13, CGE's Deputy Executive Director for Strategic Learning and Capacity Building Adana Wright joined as a panelist for an event that centered around the theme *Proving Our Credibility and Being Held to a Higher Standard as a Black Woman and Dealing with Pay Disparity*. Other panelists included Magalie D. Austin, Esq. executive deputy commissioner, Department of Design and Construction; and Dr. Patricia Ramsey, Ph.D., president, Medgar Evers College, CUNY; The moderator was Solita Riley, deputy diversity and inclusion officer, NYC Parks. Photo Credit: CGE

On November 13, CGE's Deputy Executive Director for Strategic Learning and Capacity Building Adana Wright joined as a panelist for an event that centered around the theme *Proving Our Credibility and Being Held to a Higher Standard as a Black Woman and Dealing with Pay Disparity*. The discussion delved into the unique challenges faced by Black women in proving their credibility in professional settings, addressing the double standards they often encounter and the ongoing issues related to pay disparity. The panel aimed to shed light on these critical topics, offering insights, personal experiences, and strategies for overcoming these obstacles in the workplace.



On April 2, CGE's Deputy Executive Director for Strategic Learning and Capacity Building Adana Wright gave remarks at the Applying a Gender Lens webinar hosted by the NYC Department of Social Services Office of Equity and Inclusion. Photo credit: CGE

NYC Department of Social Services: Applying a Gender Lens Webinar

On April 2, CGE collaborated with the NYC Department of Social Services to deliver a presentation during the City of New York Law Department's Diversity Week. The session emphasized the critical role of adopting an intentional, intersectional gender lens in public service. CGE also shared valuable resources to empower city employees in their efforts to advance gender equity and foster an inclusive workplace culture.

Global Collaborations

CGE continued to build connections beyond New York City by meeting with four international delegations from Greenland, Sweden, Canada, and Spain. These meetings, held during March when the convening of the United Nations 68th Commission on the Status of Women (CSW68) took place, helped international delegations connect with CGE staff. The exchange allowed CGE and the delegations to share knowledge, best practices, initiatives, and strategies to address challenges in advancing gender equity. These collaborations reinforced CGE's commitment to global solidarity and innovation in tackling systemic inequities.



On March 7, CGE staff Adana Wright, deputy executive director, strategic learning and capacity building and Jeanine Marie, policy and programs analyst, health and reproductive justice, met Minister Naaja H. Nathanielsen, Ministry of Business, Trade, Mineral Resources, Justice and Gender Equality, Government of Greenland. Photo Credit: CGE

On March 14, CGE staff Adana Wright, deputy executive director, strategic learning and capacity building, Matt Graham, policy and programs analyst, economic mobility and opportunity, and Brittany Bye, community outreach coordinator met with Barcelona Councilmember Raquel Gil Eiroá. Photo Credit: CGE



The Commission on Gender Equity Commissioners

Chair

- **Silda Palerm**, partner, Vestry Laight LLC

Ex-Officio Member

- **Annabel Palma**, chair and commissioner, NYC Commission on Human Rights

Commissioners

- **Shahara Ahmad-Llewellyn**, president, S. Ahmad-Llewellyn Family Foundation
- **Sasha Ahuja**, campaign director, New Yorkers for Equal Rights
- **Damian Ashton**, founder, Healthy Masculinity Forum and design and marketing strategy consultant, Culture Incite
- **Diana Ayala**, council member, New York City Council
- **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
- **Amanda Farías**, council member, New York City Council
- **Anne Marie Goetz**, clinical professor, New York University Center for Global Affairs
- **Andrea Hagelgans**, senior vice president, Avoq
- **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
- **Farah Louis**, council member, New York City Council

- **Emily Miles**, executive director, New York City Alliance Against Sexual Assault
- **Robina Niaz**, founder, Turning Point for Women and Families (until August 28, 2024)
- **Sonia Ossorio**, president, National Organization for Women, New York
- **Chanel Porchia-Albert**, founder and CEO, Ancient Song Doula Services
- **Carlina Rivera**, council member, New York City Council
- **Kiara Saint James**, founder and executive director, New York Transgender Advocacy Group
- **Celeste Smith**, managing director, Mosaic Genius
- **Jason Tan de Bibiana**, research, evaluation director and co-founder, Next Gen Men
- **Beverly Tillery**, executive director, New York City Anti-Violence Project
- **Eboni K. Williams**, attorney, author, and television host, TheGrio
- **Shyama Venkateswar**, senior director, learning, Seramount (EAB)

The 2024 Commission on Gender Equity Team Members

- **Brittany Bye**, community outreach coordinator
- **Karolyn Carcamo**, program manager
- **Matt Graham**, policy and programs analyst, economic mobility and opportunity
- **Cassidy Hall**, 2024 spring graduate intern, Columbia Climate School
- **Valerie Kim**, 2024 summer graduate intern for health and reproductive justice, Columbia University Mailman School of Public Health
- **Carlos Manzano**, deputy executive director of communications and public engagement
- **Jeanine Marie**, policy and programs analyst, health and reproductive justice
- **Akshay Singh**, community outreach coordinator
- **Jennifer Stanback**, program manager
- **Robin Thomas**, special assistant to the executive director
- **Melanie Weniger**, deputy executive director of policy and programs (until February 16, 2024)
- **Justin Wilson**, program manager
- **Adana Wright**, deputy executive director of strategic learning and capacity building

Appendices

Appendix A

16 Days	16 Days of Activism Against Gender-Based Violence
AAPI	Asian American Pacific Islander
CGE	NYC Commission on Gender Equity
CORE	Commission on Racial Equity
DCAS	NYC Department of Citywide Administrative Services
DEP	NYC Department of Environmental Protection
DFTA	NYC Department for the Aging
DOC	NYC Department of Correction
DOHMH	NYC Department of Health and Mental Hygiene
DSS/HRA	NYC Department of Social Services/Human Resources Administration
ENDGBV	Mayor's Office to End Domestic and Gender-Based Violence
FGM/C	Female Genital Mutilation/Cutting
GBV	Gender-Based Violence
GEIP	NYC Gender Equity Interagency Partnership
KAFSC	Korean American Family Service Center
MOERJ	Mayor's Office of Equity & Racial Justice
M/WBE	Minority- and Women-Owned Business Enterprise
NHF	NYC Her Future
NYC DOT	NYC Department of Transportation
NYC Parks	NYC Department of Parks & Recreation
NYCPS	New York City Public Schools
NYPD	New York Police Department
OATH	Office of Administrative Trials and Hearing
OTI	NYC Office of Technology and Innovation
PEC	Pay Equity Cabinet
SHPAB	Street Harassment Prevention Advisory Board
SNAP	Supplemental Nutrition Assistance Program
TRIE	Task Force on Racial Inclusion & Equity

