

Integrating and Expanding Gender Equity in New York City

A large, stylized rainbow graphic composed of multiple thick, curved bands of color (blue, purple, pink, orange, red) that arches across the bottom half of the cover.

COMMISSION ON
GENDER EQUITY

2023 ANNUAL REPORT

March 2024

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Letter from NYC Chief Equity Officer and Commissioner Sherman

Mayor Adams and Speaker Adams,

The Commission on Gender Equity (CGE) continues its work toward building a fairer, more gender-equitable city. Our comprehensive approach — outlined in this annual report — addresses gender disparities across economic mobility and opportunity, health and reproductive justice, and safety.

Under the Adams administration, CGE has joined the broader Mayor’s Office of Equity & Racial Justice. This strategic shift underscores the interconnectedness between race, gender, and other forms of identity and recognizes that we must have an intersectional approach to addressing societal challenges. CGE works collaboratively across government, community, and cross-sector partners, using various strategies such as policy development, legislation, advocacy, research, and public engagement to drive institutional change.

Engaging New Yorkers is essential to creating a broader understanding of and support for gender equity initiatives. By engaging communities and partners across all five boroughs, CGE is working to ensure that our efforts are inclusive and responsive to the diverse needs of the city’s population. This year, CGE increased its communications and engagement by:

- Making significant enhancements to its website and social media channels to increase participation and interactivity with the people of New York City.
- Rebranding CGE to reflect equity and inclusivity.
- Conducting greater outreach and participating in citywide campaigns year-round in all five boroughs to raise awareness of city resources, solicit community feedback, and increase collaboration with nonprofits, educational institutions, and other organizations.

Highlights from our programmatic and policy work this year include:

- Launching New York City’s first major survey regarding street harassment to better understand New Yorkers’ experiences and inform potential interventions and initiatives.
- Developing a job title evaluation study proposal to examine and identify potential gender and race-based pay disparities in municipal roles and study other factors affecting pay equity, such as occupational segregation.
- Researching New York City’s approach to providing free menstrual products and developing strategies to advance menstrual equity.

- Partnering with city agencies to provide professional development opportunities and training for the workforce.
- Supporting agency partners in advancing gender equity through various diversity, equity, and inclusion initiatives.

Looking ahead, we are committed to forging new collaborations and exploring innovative approaches to improve and expand the impact of CGE. Building an inclusive, representative, diverse, and gender-equitable city requires ongoing effort and adapting to emerging challenges, and CGE is up to the task.

I am grateful for the support and leadership of CGE Chair Silda Palerm, the CGE commissioners, and staff, and I extend my appreciation to former Executive Director Jacqueline M. Ebanks, our partners in city government and community partners who work tirelessly to make New York City more equitable. Through our collective effort, we can advance gender equity for girls, women, transgender, gender-nonconforming, and gender-nonbinary people and create positive, lasting change for our city.

In service,

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

Letter from Chair Palerm

The Commission on Gender Equity (CGE) is deeply committed to its mission and is actively working toward creating a more gender-equitable city. The emphasis on comprehensive approaches and the recognition of the importance of partnerships across sectors underscores the complexity of the issues at hand and the need for a collaborative effort.

The commitment to strengthening existing partnerships and establishing new ones is crucial for creating a network that can effectively address gender inequities. By fostering collaborations across various sectors, CGE is likely to leverage diverse perspectives, resources, and expertise to drive meaningful change.

The acknowledgment of the role of CGE's commissioners and staff in driving change reflects the importance of internal leadership and expertise. The annual report emphasis on policies, research, and publications as tools for informing and educating the public suggests a comprehensive and evidence-based approach to achieving gender equity.

The commitment to adaptability and recalibrating strategies is essential for addressing the evolving nature of gender-related challenges. It demonstrates a proactive stance in ensuring that initiatives remain effective and responsive to the changing needs of the community. CGE invites allies and other partners to join in the efforts to build a more gender-equitable model city. By calling for collaboration, CGE is fostering a sense of shared responsibility and ownership in the broader community.

Overall, the commitment and actions outlined in the annual report place CGE as a dynamic force for positive change, and the invitation for others to join in the efforts is an encouraging step toward building a more equitable city for all.

With gratitude,

Chair Silda Palerm

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KEY ACCOMPLISHMENTS



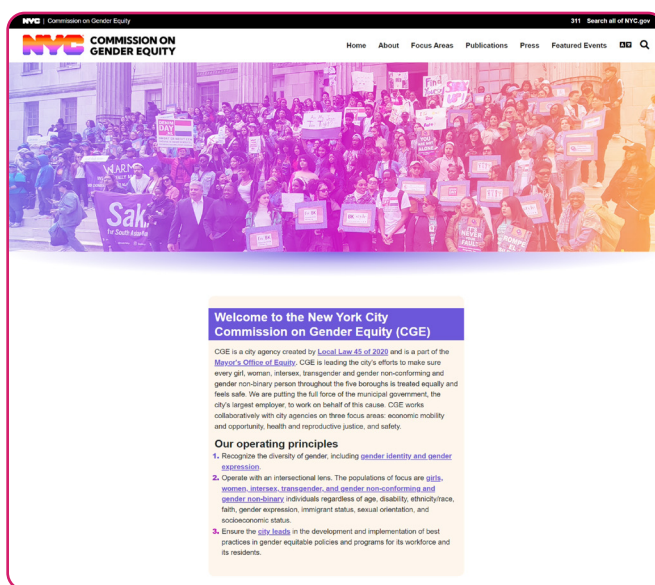
Communications and Public Engagement

Digital Media Expansion

In 2023, the NYC Commission on Gender Equity (CGE) increased its digital footprint through major enhancements to the design and content of the redesigned website, new logo, online publications, reports, and continuous postings on CGE's four social media channels — Instagram, Twitter, Facebook, and LinkedIn. CGE shared resources and initiatives from the Adams administration, gender equity awareness dates, policy and legislation updates, and other important mayoral and city agencies announcements.

- **Relaunched CGE's Website**

In June 2023, [CGE relaunched its website](#) with significant updates to increase interactivity, engagement, and useability to access publications, resources, featured events, and media coverage. The goal was to make information more accessible to New Yorkers and audiences worldwide while making CGE a repository of gender-equitable practices and knowledge. Since the relaunch, the website increased traffic by 40 percent.



Updated CGE website that includes a new design, more content, and overviews of the work CGE does for New Yorkers.

- **Redesigned CGE Logo**

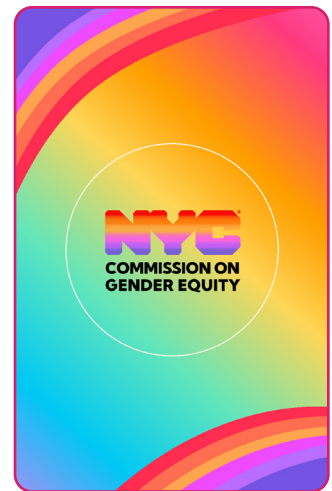
CGE redesigned its logo to show the spectrum of gender and to reflect the diverse identities of New Yorkers, including those specified in Local 45 of 2020 – girls, women, transgender, intersex, gender-nonconforming, and gender-nonbinary individuals. CGE introduced the logo in June 2023 and is now on CGE’s digital platforms and print and swag materials.



New CGE logo designed to reflect the spectrum of gender and the diverse identities of New Yorkers.

- **Printed CGE Informational Booklet**

CGE developed an [informational booklet](#) to share with New Yorkers what CGE does, how it operates, and the role it plays in creating a gender-equitable city for all New Yorkers, including the city’s workforce. The booklet is available online on the CGE Publications webpage and in print to share at community events, presentations, and when doing outreach.



CGE informational booklet with information on what CGE does, how it operates, and the role it plays in creating a gender equitable city for all New Yorkers. Photo credit: CGE

- **Launched LinkedIn**

In June 2023, CGE launched its fourth social media account, [LinkedIn](#), to inform and engage professionals. CGE’s LinkedIn account serves to expand its reach on a platform developed to engage a wide range of professionals, particularly individuals working or interested in the field of gender equity. LinkedIn also connects academia and business and community leaders who can share knowledge, advise on best practices, and widen the pool for collaborations for events and panels.

- **Published Monthly Email Updates**

CGE sends subscribers a monthly email sharing updates, new policies and legislation, events, and activities. Communications included the Adams administration initiatives related to women, LGBTQIA+, gender, health, safety, and awareness days that happen throughout the year with critical NYC resources. The monthly emails are archived on [CGE’s Publications](#) webpage. [Subscribe to CGE’s emails.](#)

Engaging New Yorkers in Communities Across the City

CGE staff collaborated online and in person with city departments, community-based organizations, institutions, and community groups to conduct outreach at community events and spread awareness about gender equity during Women’s History Month, Denim Day, the Love Rally, the Street Harassment Prevention Advisory Board public survey, and the 16 Days of Activism Against Gender-Based Violence campaign. Staff worked with city agencies to plan, implement, and facilitate outreach at community-led and city-led events. CGE also worked with the Mayor’s Office of Immigrants Affairs to make campaign materials and events accessible to New Yorkers in various languages.



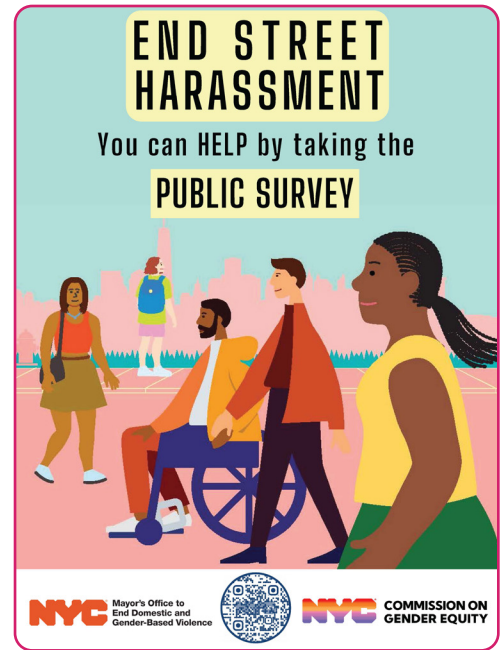
On April 26, CGE staff and other Denim Day planning committee members held Denim Day signs at a rally in front of Brooklyn Borough Hall. Photo credit: CGE

- **Denim Day**

[Denim Day](#) is an annual campaign held in April. As a member of the Denim Day coalition, CGE helped to plan, organize, and coordinate the Brooklyn and Manhattan Denim Day rally held on April 26, 2023, and also collaborated to develop a Denim Day digital media campaign. The campaign is a call to action to rally with survivors, advocates, community leaders, students, and others to raise awareness and amplify the message that there is never an excuse for sexual violence. As part of the Denim Day activities, CGE and the Mayor’s Office to End Domestic and Gender-Based Violence (ENDGBV) held the first public meeting of the Street Harassment Prevention Advisory Board. CGE participated in other NYC Denim Day rallies, including the April 20 Bronx Denim Day, the April 25 Staten Island Denim Day, and the April 26 Queens Denim Day.

- **Street Harassment Prevention Advisory Board**

The New York City [Street Harassment Prevention Advisory Board](#) (SHPAB) was created in 2022 to study street harassment in NYC and develop programming, resources, and recommendations to help prevent and eliminate street harassment. The board is co-chaired by CGE and ENDGBV. In June 2023, the board created a website for the SHPAB and published a resource guide titled “[End Street Harassment: A New York City Resource Guide](#).” In September 2023, the board launched the street harassment public survey, which was open from September to December 2023. CGE also developed a social media kit to circulate on social media and other media channels. Between September 2023 and December 2023, CGE participated in 12 outreach events to share the SHPAB resource guide and engage New Yorkers to take the survey.



Poster used during the 2023 SHPAB outreach events for people to scan the QR code and take the street harassment public survey. Photo credit: CGE & ENDGBV

- **Street Harassment Prevention Advisory Board Citywide Day of Action**

On September 27, CGE and ENDGBV outreach teams hosted a citywide Day of Action in all five boroughs. The purpose was to spread awareness and amplify the launch of the Harassment Prevention Advisory Board public survey. Colleagues from the NYC Commission on Human Rights (CCHR), NYC Public Schools (NYCPS), the Bronx Borough President’s Office, Right to Be, A Safe Place, Pillars of Peace, Cat Calls of NYC, South Queens Women’s March, and other community members joined CGE and ENDGBV to speak with New Yorkers on street harassment, engage with the street harassment public survey, and distribute resource guides.



On September 27, CGE staff conducted outreach for the SHPAB Day of Action in the Bronx. Photo credit: Bronx Borough President’s Office



On September 27, CGE, CCHR, South Queens Women’s March, and other advocates conducted outreach for the SHPAB Day of Action in Queens.

📌 National Coming Out Day

On October 11, 2023, CGE community outreach coordinators joined the Bronx Borough President’s Office on National Coming Out Day to distribute information on the street harassment public survey and resource guide to New Yorkers, and to uplift LGBTQIA+ services and resources.



On October 11, CGE staff did SHPAB outreach on National Coming Out Day in the Bronx. Photo credit: CGE

📌 Flyering at Sara D. Roosevelt Park

On October 16, 2023, CGE’s community outreach coordinators conducted outreach at Sara D. Roosevelt Park in Chinatown, Manhattan to engage Chinese-speaking community members to take the street harassment public survey and “End Street Harassment” resource guide.

📌 Bronx DiVA Spa

On October 24, 2023, CGE’s community outreach coordinators joined the thirteenth annual Bronx DiVA Spa event organized by the Office of the Bronx Borough President and other partners and held at Bronx Borough Hall. CGE’s outreach team spoke with attendees and distributed survey flyers and the street harassment resource guide.

📌 Gran Feria de la Mujer Latine

On October 25, 2023, CGE’s community outreach coordinators and a member of the ENDGBV Voices Committee joined ‘Gran Feria de la Mujer Latine’ in Jackson Heights, Queens organized by VOCES Latinas. VOCES Latinas is a member of the Street Harassment Prevention Advisory Board. The team spoke with and distributed survey flyers and street harassment resource guides to attendees who were primarily Spanish-speaking community members.



On October 11, CGE staff did SHPAB outreach on National Coming Out Day in the Bronx. Photo credit: Hunger Free NYC



On October 25, CGE staff and a ENDGBV VOICES committee member conducted SHPAB outreach in Jackson Heights, Queens. Photo credit: CGE

📌 Medgar Evers College, CUNY Presentation

On October 30, 2023, CGE's community outreach coordinators gave a presentation and discussed the street harassment public survey and resource guide before two classes at CUNY Medgar Evers College in Crown Heights, Brooklyn. Afterward, the CGE outreach team tabled in the college lobby and spoke with students, staff, and professors about the public survey and resource guide.

📌 Flyering in Flushing

On November 21, 2023, CGE's community outreach coordinators distributed survey flyers and engaged New Yorkers, primarily Chinese-speaking community members, on Main Street in Flushing, Queens about the street harassment public survey and resource guide.

📌 Flyering in Bay Ridge

On November 21, 2023, CGE's community outreach coordinators canvassed Fourth and Fifth Avenues in Bay Ridge, Brooklyn distributing information to primarily Arabic-speaking New Yorkers on the street harassment public survey and resource guide.

📌 "Women Empowered" Support Group

On November 28, 2023, CGE's community outreach coordinators gave a presentation and led a discussion about street harassment to a "Women Empowered" Support Group hosted by Not on my Watch, Inc. in the Bronx. Prior to CGE's presentation, the organization Right to Be conducted a bystander intervention training. CGE staff distributed street harassment surveys, flyers and resource guides, and 16 Days campaign flyers and toolkits to attendees.



On November 28, CGE staff facilitated a group discussion with Not On My Watch, Inc. about SHPAB and gave out 16 Days campaign materials in the Bronx. Photo credit: CGE

📍 **Flyering in Flatbush**

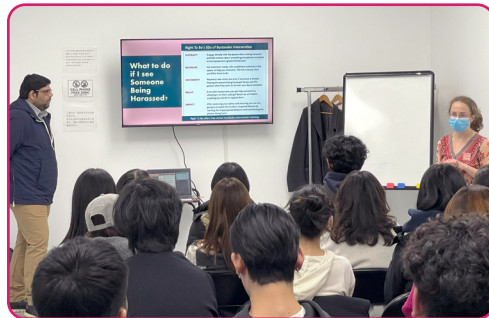
On December 5, 2023, CGE and ENDGBV outreach teams distributed street harassment public survey flyers and resource guides to primarily Haitian Creole-speaking New Yorkers and local businesses in Flatbush, Brooklyn.



On December 5, CGE staff conducted outreach for SHPAB and the 16 Days campaign in Flatbush, Brooklyn. Photo credit: CGE

📍 **Queeribbean Crossings**

On December 7, 2023, CGE and ENDGBV outreach teams joined the second annual Queeribbean Crossings conference organized by the Caribbean Equality Project and the CUNY LGBTQIA+ Consortium, hosted at The Center in Manhattan. CGE's community outreach coordinators spoke with attendees and gave out street harassment public survey flyers and resource guides.



On December 8, CGE staff facilitated a group discussion about SHPAB and the 16 Days campaign in Flushing, Queens. Photo credit: Korean American Family Service Center

📍 **Youth Community Project Presentation**

On December 8, 2023, CGE's community outreach coordinators joined the Youth Community Project Team, a youth group organized by the Korean American Family Services Center, for a discussion and presentation on the street harassment public survey. This event took place in Flushing, Queens, and the CGE outreach team distributed street harassment materials to the youth in English and Korean.

• **Love Rally**

On October 21, 2023, CGE and MOERJ staff joined in solidarity with the New York Transgender Advocacy Group (NYTAG) and the National Transgender Visibility March (NTVM) for the 2023 [Love Rally](#) at the Christopher Street Pier. CGE collaborated with NYTAG to develop media communications materials and to organize the rally's logistics in NYC. NYTAG organized the rally to raise awareness about hostile rhetoric and legislation passed against the LGBTQIA+ community. The rally brought together organizations and allies to engage people to defend their civil rights, champion the universality of love, uplift the right to love and be loved, and demonstrate the importance of creating loving, affirming, and inclusive environments. At the rally, CGE and MOERJ staff distributed flyers for the public survey and street harassment resource guides to the rally attendees. Other rallies also took place in Memphis, TN, New Orleans, LA, and Miami, FL.



On October 21, CGE staff, Love Rally coalition members, and community members came together in solidarity to rally against harmful legislation and rhetoric to the LGBTQIA+ community. Photo credit: CGE



On October 21, people gathered for the NYC Love Rally on the Christopher Street Pier. Photo credit: CGE

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

The [16 Days of Activism Against Gender-Based Violence](#) campaign is an annual international campaign that is a call to action for the prevention and elimination of all forms of gender-based violence (GBV). ENDGBV, CGE, and MOERJ co-led the 2023 campaign from November 25, International Day for the Elimination of Violence Against Women, to December 10, Human Rights Day. CGE, ENDGBV and MOERJ updated and released the 16 Days toolkit with information on GBV, NYC GBV statistics, resources for those affected by GBV, and how to support survivors. A dedicated website included information about the campaign, a 16 Days social media kit, Mayor Adams' video message to New Yorkers, a listing of free, NYC public events, and ways for New Yorkers to get involved. On November 27, NYC Go Orange Day, City Hall and other municipal buildings and landmarks lit up orange to raise awareness about gender-based violence. New Yorkers also showed their support for survivors by wearing orange and posting on social media.



On November 27, CGE staff wore orange for NYC Go Orange Day. Photo credit: CGE

📍 City Buildings and Landmarks Lit Up:

- **The Arsenal in Central Park:** 830 Fifth Avenue, New York, NY 10065
- **Bronx County Courthouse:** 851 Grand Concourse, Bronx, NY 10451
- **The David N. Dinkins Manhattan Municipal Building:** 1 Centre Street, New York, NY 10007
- **Gracie Mansion:** East 88th Street & East End Avenue, New York, NY 10028
- **One Police Plaza:** 1 Police Plaza, New York, NY 10038
- **Staten Island Borough Hall:** 10 Richmond Terrace, Staten Island, NY 10301
- **Coney Island Parachute:** Riegelmann Boardwalk, Brooklyn, NY 11224

📍 Iconic New York City Sites Lit Up:

- **Bank of America Tower:** 1 Bryant Park, New York, NY 10036
- **One Five One:** 151 West 42nd Street, New York, NY 10036
- **One World Trade Center:** 285 Fulton Street, New York, NY 10007

📍 “Women Empowered” Support Group

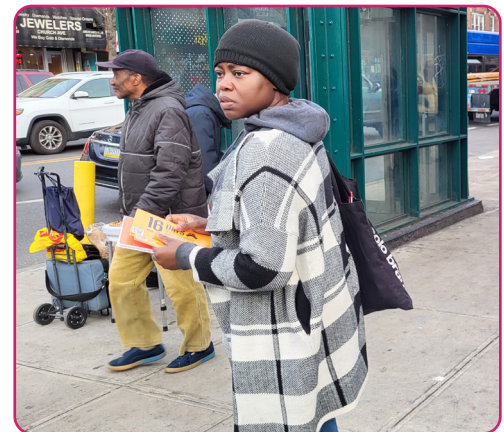
On November 28, 2023, CGE community outreach coordinators gave a presentation and led a discussion about street harassment and the 16 Days of Activism Against Gender-Based Violence campaign to a “Women Empowered” Support Group hosted by Not on my Watch, Inc. in the Bronx. This support group had a particular focus on street harassment, and the CGE presentation was prefaced by a Bystander Intervention Training from Right To Be. CGE staff distributed 16 Days campaign flyers and toolkits to attendees.

📍 Flyering in Flatbush

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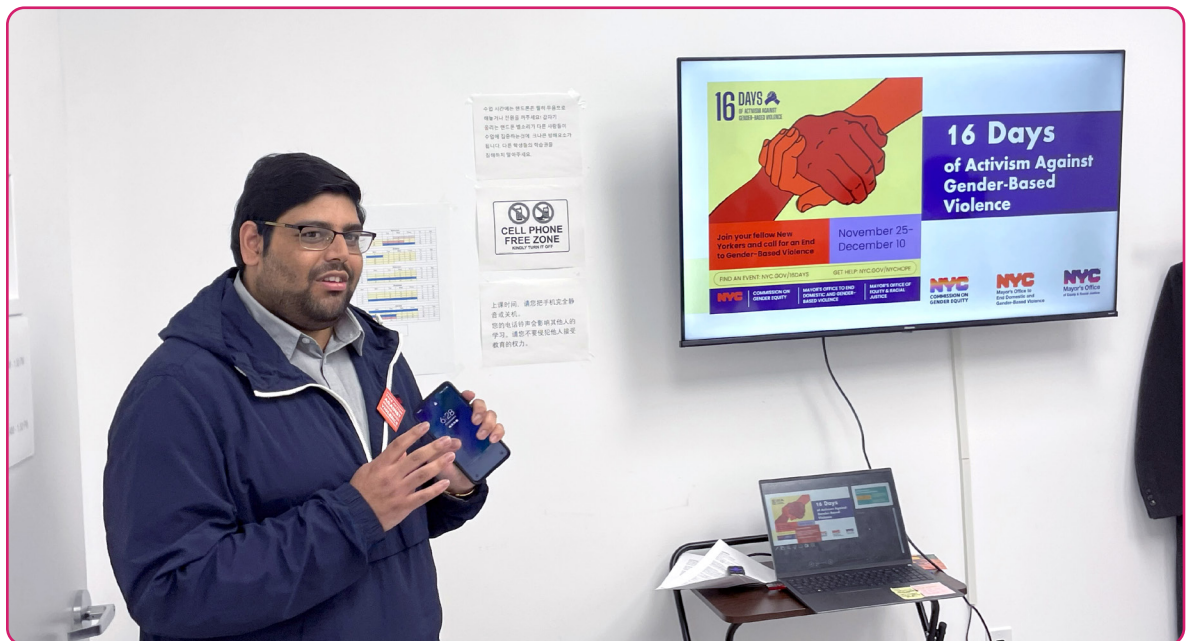
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On December 7, CGE staff conducted SHPAB and 16 Days campaign outreach at an event held at The Center in Manhattan. Photo credit: CGE



On December 8, CGE staff facilitated a group discussion about SHPAB and the 16 Days campaign in Flushing, Queens. Photo credit: Korean American Family Services Center

Media

The 2023 press releases and other news pieces below cover campaigns in which CGE was involved and other gender equity-related work done in the Adams administration.

- January 17, 2023 [Mayor Adams Commits to Making New York City Future of Women's Health, City of New York.](#)
- January 17, 2023 [Mayor Eric Adams Commits to Making New Yorker City of Women's Health, FemTech Insider.](#)
- January 17, 2023 [NYC Officials to relaunch sex education task force as part of effort to improve women's health, Sllive.com.](#)
- January 20, 2023 [Adams commits to making New York City future of Women's Health, Caribbean Life.](#)
- April 25, 2023 [Last Women's Breakfast of the Season Tackles NYC Salary Transparency Law, Downtown Alliance.](#)
- April 26, 2023 [Mayor's Office to End Domestic & Gender-Based Violence and Denim Day NYC Committee Celebrate "Denim Day NYC 2023" with March and Rally Against Sexual Violence, City of New York.](#)
- September 20, 2023 [City's Street Harassment Prevention Advisory Board Launches Survey of New Yorkers on Prevalence of Street Harassment to Strengthen City's Response and Enhance Resources for New Yorkers, City of New York.](#)
- September 20, 2023 [Nueva York hará un sondeo sobre el acoso callejero y presenta una guía para frenarlo, Vanguardia.](#)
- September 20, 2023 [Nueva York hará un sondeo sobre el acoso callejero y presenta una guía para frenarlo, Yahoo Noticias.](#)
- September 20, 2023 [NYC Street Harassment Prevention Survey Launches Today, Harlem World.](#)
- September 20, 2023 [Se lanza la junta asesora de prevención del acoso callejero de la Ciudad, Trabajador inmigrante.com.](#)
- September 21, 2023 [Inician encuesta sobre prevención del acoso callejero en la ciudad, New York Hispano.](#)
- September 21, 2023 [Nueva York hará sondeo sobre el acoso callejero y presenta guía para frenarlo, Telemundo 47.](#)
- September 21, 2023 [Nueva York hará un sondeo sobre el acoso callejero y presenta una guía para frenarlo, El Diario.](#)

- September 25, 2023 [Mayor Adams wants help from New Yorkers against street harassment](#), News 12 Brooklyn.
- September 25, 2023 [NY City's Harassment Prevention Advisory Board Launches Survey on Prevalence of Street Harassment](#), The Indian Eye.
- September 26, 2023 [Citywide Day of Action/Street Harassment Survey from Harlem to Hollis](#), Harlem World.
- September 26, 2023 [Jornada en NYC contra el acoso callejero](#), El Diario.
- September 26, 2023 [NYC to tackle street harassment with a day of action, survey](#), Gothamist.
- September 26, 2023 [NYC looks for solutions to street harassment](#), WNYC.
- September 27, 2023 [Día de Acción En Toda La Ciudad / Encuesta Sobre Prevención Del Acoso Callejero](#), Seminario Primera Línea New York City.
- September 27, 2023 [New survey aims to tackle street harassment across boroughs](#), News12 Brooklyn.
- September 27, 2023 [Jornada contra el acoso callejero en Nueva York](#), New York Digital MX.
- September 28, 2023 [Reaching Out to Stop Street Harassment](#), Manhattan Voice NY.
- September 28, 2023 [Reaching Out to Stop Street Harassment](#), Queens Voice NYC.
- September 28, 2023 [Reaching Out to Stop Street Harassment](#), NYC News Network.
- November 21, 2023 [New York City Launches Annual '16 Days of Activism Against Gender-Based Violence Campaign'](#), City of New York.
- November 27, 2023 [Mayor Adams Announces City Hall, Municipal Buildings, Iconic New York City Sites to be lit Orange for Annual "16 Days of Activism Against Gender-Based Violence" Campaign](#), City of New York.
- December 13, 2023 [City Council passes bill improving access to menstrual products](#), News 12 Brooklyn.
- December 14, 2023 ['That's on period'— NYC councilmembers pass menstrual equity legislation](#), Amsterdam News.



KEY ACCOMPLISHMENTS

Economic Mobility and Opportunity

Marshall Plan for Moms Task Force

[Local Law 99 of 2022](#) established the Marshall Plan for Moms Task Force to study and develop a report with recommendations on how best to support caregivers and care workers in New York City. The task force must focus on different forms of government support, employer best practices, access to healthcare (including mental health), and resources for the child care industry and its workers. CGE chairs the task force, which includes agency representatives from the Administration for Children’s Services, the Department of Health and Mental Hygiene (DOHMH), the Department of Social Services, the Economic Development Corporation (EDC), New York City Public Schools (NYCPS), the Mayor’s Office for Economic Opportunity, NYC Opportunity, the Mayor’s Office of Child Care and Early Childhood Education, the Mayor’s Office of Community Mental Health, the Office of Labor Relations (OLR), and the New York City Comptroller’s Office. Advocates and representatives from the educational and child care sectors, some with expertise in issues faced by immigrants, also serve on the task force. In 2023, CGE confirmed appointees to the task force and convened two quarterly meetings. At the first meeting held in July 2023, CGE launched the task force. Members met to review the local law’s requirements, establish values to guide the task force’s work, and discuss ways to leverage the knowledge and expertise of each task force member. In November 2023, members met again to discuss goals and vision for the task force and began work in issue-based subgroups to cover the law’s holistic mandate.

In 2024, CGE will continue to lead the task force’s work to develop recommendations and hold quarterly meetings, including one meeting open to the public.

Pay Equity Cabinet

The Pay Equity Cabinet (PEC), established under the direction of the Office of the Mayor and sitting under the NYC Mayor’s Office of Equity & Racial Justice, was created to address race and gender-based pay disparities in New York City. Building on the work of the Taskforce on Racial Inclusion and Equity (TRIE), the NYC Department of Citywide Administrative Services (DCAS), and CGE, the PEC uses the intersection of gender, race, and tenure to address the factors contributing to pay inequity across the city. The PEC is co-chaired by CGE and the DCAS representatives in the PEC are from each deputy mayor’s office, OLR, the Office of Management and Budget, the Office of Technology and Innovation, the Commission on Human Rights (CCHR), and the Law Department. The PEC will be creating a roadmap to achieve pay equity and address occupational segregation within the municipal workforce.

Pay equity carries urgency for the Adams administration, as it represents a cornerstone of racial and gender justice. As the largest employer in the five boroughs and as the largest municipal workforce in the country, the City of New York’s commitment to pay equity has a significant and direct impact on municipal workers. The PEC also has the potential to mitigate income and wealth disparities across the city.

In 2023, the PEC issued a request for proposals to identify a Minority- and Women-Owned Business Enterprise (M/WBE) vendor to complete a pay-equity 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. Furthermore, the project will aim to identify any gender- and race-based pay disparities and other factors that can affect pay equity, such as occupational segregation.

Advocating for Pregnant Workers

[The Pregnant Workers Fairness Act \(PWFA\)](#), which went into effect on June 27, 2023, is a federal landmark civil rights law that ensures employers must provide pregnant and postpartum workers with reasonable accommodations without discrimination or retaliation in the workplace. CGE collaborated with city agencies such as CCHR, the DOHMH, and the Mayor’s Office of Equity & Racial Justice on a [public comment](#) to the Equal Employment Opportunity Commission in response to proposed federal regulations to implement the PWFA. The comment included recommendations on how to improve clarity and effectiveness of the law for workers, based on agencies’ experiences in New York City.

Equal Pay Day Rally

On March 14, 2023, National Equal Pay Day, CGE staff joined the 17th Equal Pay Day rally, alongside dozens of advocacy organizations, government entities, and labor unions to draw attention to and demand bold action to end gender- and race-based pay disparities. Equal Pay Day is a symbolic date each year when working women’s wages equal the wages working men received in the prior year. According to the Institute for [Women’s Policy Research](#), women workers earn 76.9 cents on the dollar nationally, and according to the [New York State Department of Labor](#), women earn 80.9 cents on the dollar in New York State.



On March 14, CGE Executive Director Jacqueline M. Ebanks, CGE Commissioners Seher Khawaja and Beverly Neufeld, union members, advocates, and members of the City Council Women’s Caucus participated in the 17th annual Equal Pay Day Rally in Manhattan. Photo credit: CGE

AGENCY SPOTLIGHT

Mayor's Office of Child Care and Early Childhood Education

One of the strategies in the 2022 [Blueprint for Child Care and Early Childhood Education](#) calls for the establishment of the Mayor's Office of Child Care and Early Childhood Education. Officially launched in February 2023, the office's mission is to ensure New York City children and their families have equitable access to high-quality, affordable child care and early childhood education. The office leads strategy and coordinates planning among city agencies; fosters innovation in partnership with families, providers, experts, and the private sector; and promotes effective communication, policy advocacy, and public engagement. This work requires collaboration and partnership across more than a dozen city agencies, state government, early childhood stakeholders, educators, and parents. The office builds on work that was already underway to provide equitable and affordable child care.

One of the office's top priorities is to engage with families and providers so that their voices, feedback, and recommendations are part of the solution to strengthen and support our city's early education system. To that end, in April, Mayor Adams, First Deputy Mayor Wright and the office held the first-ever "[Reimagining Early Education and Child Care System Summit](#)." The convening brought together parents, child care providers, policy advocates, and government agencies to discuss how to strengthen New York City's early childhood and the child care system. In addition, the convening gathered ideas on how city government can be a greater partner to improve and strengthen the early childhood sector.

The summit focused on the complicated and burdensome issues the early childhood sector faces. These issues included professional retention, better and sustainable wages for professionals, especially workers of color, and the need to develop a robust workforce development and business support system. The summit's discussions informed the next phase of the office's strategic planning toward consistent, reliable, transparent, and equitable access to affordable child care that will connect New York City children and families to high-quality early childhood education and care.

The office also played a key role in the launch of [MyCity, the first online application for child care assistance](#) in New York City. Over 23,000 families applied for care through MyCity in 2023. Overall, of the 21 strategies laid out in the blueprint, over three-quarters are already complete or on track to meet their goal, due in large part to this new office's work.

ADVANCING GENDER EQUITY THROUGH LEGISLATION, PROGRAMS, AND INITIATIVES

Economic Mobility and Opportunity

This section describes the laws passed in 2023 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 143 of 2023](#): This law requires the Department of Consumer and Worker Protection (DCWP) to inform employers, employment agencies, employees, and job applicants about their rights and responsibilities on their earned sick and safe time. The informational campaign would include, but not be limited to, a joint effort with the Department of Health and Mental Hygiene (DOHMH) to create and distribute posters, flyers, and other written materials concerning employee rights at pharmacies, doctor's offices, and other appropriate facilities.
- [Local Law 146 of 2023](#): This law requires DCWP to conduct ongoing outreach and an educational campaign on the Temporary Schedule Change Act. The law allows covered workers to change their schedules temporarily for certain personal events and requires employers to conduct outreach and distribute informational materials to employees.
- [Local Law 161 of 2023](#): This law requires DCWP, in coordination with the Mayor's Office of Immigrant Affairs, the New York City Commission on Human Rights, and community and labor organizations, to create and publish a workers' bill of rights with information on rights and protections under federal, state, and local laws. This information must be posted by employers and be provided to employees, and the city must conduct outreach to workers about the bill of rights and other resources.

Public Assistance

- [Local Law 101 of 2023](#): This law expands eligibility for a rental assistance voucher to any applicant who is a household at risk of eviction or experiencing homelessness.
- [Local Law 102 of 2023](#): This law prohibits the Department of Social Services from basing eligibility for a rental assistance voucher on an applicant's employment status or source of income. This law also codifies the income eligibility requirements for a rental assistance voucher.

- [Local Law 105 of 2023](#): This law authorizes the city to establish or fund one or more pilot programs to provide direct cash assistance to certain eligible low-income individuals. The law includes research and reporting requirements for pilot programs; moreover, it exempts assistance provided under a pilot program from being considered income for purposes of other city-administered public benefits or assistance programs.

Pay Equity

- [Local Law 27 of 2023](#): This law requires that agency annual employment plans include information on compensation and efforts to address pay disparity. Agencies must report on their workforce numbers for promotions, terminations, and departures. Another requirement is for the Department of Citywide Administrative Services (DCAS) to contract with an entity to conduct a three-year pay equity analysis of civil service titles. The analysis must examine civil service titles with the largest gender and racial or ethnic demographic difference from the demographic found in New York City.
- [Local Law 29 of 2023](#): This law amends the existing Pay Equity Law, Local Law 18 of 2019, by requiring DCAS to collect and provide additional employment data to the city council for the purpose of identifying pay disparities in the municipal workforce.

Human Rights Protections

- [Local Law 11 of 2023](#): This law codifies NYC: ATWORK, a program of the Mayor's Office for Persons with Disabilities (MOPD) that provides resources and direct support to job seekers and employers for the purpose of promoting employment of persons with disabilities in all employment sectors. The law requires the Department of Small Business Services (SBS), the Mayor's Office of Talent and Workforce Development, and MOPD to collaborate to administer a workforce development program for persons with disabilities in NYC.
- [Local Law 21 of 2023](#): This law requires the Department for the Aging (DFTA) to create and maintain a know-your-rights pamphlet for older adults, 60 years of age and older, to inform them of their rights on various topics. The pamphlets must be posted on the websites of DFTA and 311. DFTA must conduct outreach.
- [Local Law 61 of 2023](#): This law prohibits discrimination on the basis of a person's height or weight in employment, housing, and public accommodations such as hospitals, gyms, restaurants, or theaters. For example, employers must not use harassing or offensive language, refuse to hire or promote someone, or offer differential terms or conditions of employment to someone based on their height or weight.

Economic Security

- [Local Law 20 of 2023](#): This law entitles any person 60 years of age or older facing eviction or termination of tenancy in housing court to full legal representation at no cost. This law also requires DFTA to establish a housing support program to provide tailored advice and support through case management services to people age 60 or older who are at risk of eviction or foreclosure. The

coordinator of the Office of Civil Justice must also work with people age 60 and over to educate and inform them about their rights in housing court.

- [Local Law 25 of 2023](#): This law requires the Department of Housing Preservation and Development to report every three years on how many of their affordable housing units set aside for persons with disabilities are actually rented to persons with disabilities.
- [Local Law 31 of 2023](#): This law recognizes economic abuse as a form of domestic violence and extends existing protections for domestic violence victims to those who have experienced economic abuse. Economic abuse includes behavior that controls, obstructs, or interferes with a person's ability to use or maintain economic resources to which they are entitled or to acquire economic resources, including by coercion, deception, fraud, or manipulation.
- [Local Law 98 of 2023](#): This law requires the Department of Youth and Community Development to include financial literacy training as part of all youth employment programs and for runaway and homeless youth. Such training would include instruction on banking, budgeting, credit, debt, saving, and taxes.

Programs and Initiatives

- Supporting Minority- and Women-Owned Business Enterprises (M/WBE)
 - Mayor Adams signed [Executive Order 26](#) to increase participation by Black American, Hispanic American, Native American, and Asian American WBEs — all groups that have been persistently and negatively impacted by procurement inequities.
 - Mayor Adams signed [Executive Order 34](#) to facilitate the city's full M/WBE performance outcome tracking and ensure city agencies have a senior staff member that prioritizes M/WBE programming. In Fiscal Year 2023, the city set a new record for spending on city-certified M/WBEs, awarding over \$6 billion in total.
- [Fair Student Funding Formula](#): The administration made improvements to the Fair Student Funding (FSF) formula for the 2023-2024 school year in an effort to increase equity. These improvements were based on recommendations made by the Fair Student Funding Working Group. The FSF formula funds approximately two-thirds of community district school budgets and specifically funds schools based on their students' needs, including an additional weight to schools serving students in temporary housing, including recent asylum-seeking students.
- [The Mayor's Office for Child Care and Early Childhood Education](#): The administration created this new office to build on Mayor Adams' [Blueprint for Child Care and Early Childhood Education](#). The office leads strategy around child care and coordinates planning among city agencies; fosters innovation in partnership with families, providers, experts, and the private sector; and promotes effective communication, policy advocacy, and public engagement. In April 2023, the office helped to host the administration's first-ever "[Reimagining Early Education and Child Care System Summit](#)," convening parents, child care providers, policy advocates, and government agencies to discuss how to strengthen New York City's early childhood and child care system.

- [Expansion of Financial Counseling Services](#): The city created a joint initiative between DCWP and SBS to bring financial counseling to jobseekers across New York City. The expansion of DCWP's one-on-one financial counseling services at SBS's five main Workforce1 Career Center Hubs in each borough will provide a one-stop-shop for New Yorkers to access free, professional, and confidential financial counseling, along with job readiness services and connections to workforce development training.
- [Launch of Unity Grants for TGNCNB-Serving Organizations](#): The Unity Project and the Mayor's Office of Equity & Racial Justice launched the city's first-ever capacity building grant program investing in Transgender, Gender-Nonconforming, Gender-Nonbinary (TGNCNB) serving organizations. In partnership with the Office for the Prevention of Hate Crimes and the non-profit Destination Tomorrow, this critical funding will further the ability of TGNCNB-serving organizations to continue supporting their communities, now and in the future.
- [SilverCorps Program for Older Adults](#): This new workforce development pilot program for older New Yorkers will increase financial mobility among older adults, combat ageism in the workforce, and fill employment needs in local communities. The program is funded by AmeriCorps Seniors and will make New York City one of two municipalities in the nation that has received funding to develop and launch this type of pilot for older adults.
- [Minimum Pay Rate for App-Based Restaurant Delivery Workers](#): The City of New York set a first-of-its-kind minimum pay rate for app-based restaurant delivery workers. When fully implemented, the city's more than 60,000 delivery workers – who currently earn \$7.09/hour on average – will earn at least \$19.96/hour.
- [Citywide Action Plan to Build Inclusive Career Pathways for Young People](#): This \$600 million, forward-thinking roadmap will work to build inclusive pathways for the city's young people to discover their passion, receive hands-on career experience, and, ultimately, enter the workforce. Through comprehensive, collaborative partnerships across the city, state, and federal governments, and multiple other sectors, the action plan will develop the city's future workforce, serving up to 250,000 young people.
- [Career Advancement for People with Disabilities](#): The administration implemented new investments to support career advancement for people with disabilities and expand access to internships, training seminars, jobs, future careers, and financial counseling. This includes launching a Center for Workplace Accessibility and Inclusion to address the structural challenges many people with disabilities face when pursuing a career. The \$8.8 million plan will help 2,500 New Yorkers with disabilities find career-track employment over the next three years.
- [Support for Asylum Seekers](#): To assist asylum seekers in the process of submitting asylum applications, the city established the Asylum Application Help Center. At the center, asylum seekers can work with trained application assistants to help them complete the first step in the process toward eligibility for work authorization. Immigration lawyers and interpreters are available to support asylum seekers. In addition, the administration worked to identify [asylum seekers now eligible to apply for work authorization](#) by conducting in-depth, in-person surveys with those over the age of 18.

KEY ACCOMPLISHMENTS



Health and Reproductive Justice

Menstrual Equity Workgroup

This group was formed to assess the city's progress and effectiveness in providing free menstrual products in correctional facilities, shelters, and schools in accordance with [Local Law 82](#), [Local Law 83](#), and [Local Law 84](#) of 2016. The workgroup also aims to develop and implement a citywide strategy for menstrual equity. CGE leads the workgroup which includes city agencies such as City Legislative Affairs, the Department of Citywide Administrative Services, the Department of Correction, the Human Resources Administration, the Department of Homeless Services, the Department of Health and Mental Hygiene (DOHMH), the Mayor's Office of Equity & Racial Justice, New York City Public Schools (NYCPS), and the offices of the deputy mayors for Health and Human Services and for Housing, Economic Development, and Workforce.



On September 18, CGE, alongside representatives from NYC Public Schools, the Department of Correction, and the Department for Citywide Administrative Services, testified before the City Council Committee on Women and Gender Equity about menstrual equity. Photo credit: CGE

In 2023, CGE partnered with the Weill Cornell Graduate School of Medical Sciences on a capstone research project to complement the workgroup. Two graduate students in the Population Health Sciences department developed preliminary recommendations for a survey and focus group tool targeted to people in city-run shelters to better understand their experience of receiving menstrual products and to hear their needs and concerns. The students conducted interviews with high-level stakeholders at several city agencies and drafted and presented a final report for CGE.

The workgroup met quarterly to discuss the students' progress and final report, and to review legislative proposals related to menstrual equity and new means to address period poverty. In September 2023, CGE testified at a hearing regarding menstrual equity and potential legislation to expand the city's existing obligations. In 2024, CGE will continue to collaborate with sister agencies to develop ways to gain feedback from clients and to ensure they have access to inclusive, relevant education about menstruation and the products available to them.

Sexual Health Education Task Force

In 2023, the Adams administration announced the relaunch of the Sexual Health Education Task Force. The previous task force was active from 2017 to 2022, and its work was partially disrupted by the COVID-19 pandemic.

The new iteration of the task force seeks to advance comprehensive sexual health education and to create a culture of sexual wellness and inclusivity in New York City public schools. The task force will also assess opportunities that can be leveraged by new research and technology, as well as challenges that persist as a result of the COVID-19 pandemic. The task force will be co-chaired by CGE, NYCPS, DOHMH, and a community member with expertise in youth and adolescent sexual health.

In 2023, the co-chairs worked to identify appointees from across all five boroughs with perspectives grounded in intersectionality and a commitment to equity. In 2024, CGE will bring together this multidisciplinary task force of leaders, including pediatricians, advocates and researchers, educators and administrators, parents, and community members to meet and exceed the health needs of young New Yorkers inside and outside the classroom. The task force will work to build on and scale effective models of sexual health education already at work, recognizing the expertise on the ground across the city.

Female Genital Mutilation/Cutting Advisory Committee

[Local Law 109 of 2021](#) created this committee 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. The Mayor's Office to End Domestic and Gender-Based Violence leads the advisory committee. CGE is a member alongside other city agencies and stakeholders.

In 2023, CGE served on a subcommittee focused on interagency partnership and collaboration. At monthly meetings, CGE contributed to discussions about city agencies that may interact with individuals

or families impacted by FGM/C and the different ways agencies can coordinate to support and share resources with those New Yorkers.

Women’s Herstory Month Forum— Reproductive Justice After *Dobbs*

On March 29, 2023, CGE’s Executive Director Jacqueline M. Ebanks was a special guest at the Alpha Kappa Alpha Sorority, Incorporated (AKA) Tau Omega Chapter Women’s Herstory Month Forum. The AKA Tau Omega Chapter is a New York City-based graduate chapter of the international service organization, AKA, that organizes service initiatives to meet the needs of the Harlem community. The Women’s Herstory Month Forum focused on the aftermath of the Supreme Court decision to overturn *Roe v. Wade* and highlighted New York City’s swift response to protect reproductive rights. The forum examined the disproportionate burden of abortion restrictions on Black people, who already suffer disproportionately high maternal and infant mortality rates and experience additional barriers to accessing quality reproductive health care.

Less than a year after the *Dobbs v. Jackson Women’s Health Organization* decision, the city had already instituted several initiatives to protect and expand access to reproductive health care. Executive Director Ebanks discussed CGE’s commitment to ensuring these initiatives reduce barriers experienced by Black and Brown people, trans and gender expansive people, low-income people, and other historically underserved communities. Executive Director Ebanks highlighted new laws and initiatives that included [Local Law 78 of 2022](#), which provides medication abortions at city-run sexual health clinics free-of-cost, and the [Abortion Access Hub](#). The Abortion Access Hub is a free, confidential, and anonymous source that provides financial, logistical, and technical support for people seeking an abortion. Executive Director Ebanks also provided attendees with action items to support reproductive rights in New York City, from volunteering with a clinic to attending a "[Breaking Bread, Building Bonds](#)" dinner hosted by the Office for the Prevention of Hate Crimes.

AGENCY SPOTLIGHT

New York City Health + Hospitals

New York City Health + Hospitals (H+H) is the nation's largest municipal healthcare delivery system. H+H provides high-quality, comprehensive healthcare services to all New Yorkers, regardless of immigration status or ability to pay. H+H works to achieve health equity by addressing social determinants of health, ensuring workforce diversity, and creating models of care that remove barriers for populations experiencing a disproportionate burden of illness. In 2023, H+H continued to advance health equity by expanding abortion care and related services in New York City.

Reproductive Health Working Group

In July 2019, H+H brought together the Reproductive Health Working Group to identify existing barriers to abortion and to ensure the accessibility of services. In June 2022, the U.S. Supreme Court decision in *Dobbs v. Jackson Women's Health Organization* to end constitutional protections for abortion underscored the urgency of this work. Workgroup members are reproductive health clinician-advocates who create policies and provide guidance. They are focused on increasing communication between patients and providers, enhancing providers' procedural skills, and expanding accessibility for patients.

Expanded Abortion Care and Services

In 2023, in response to the shifting national landscape and a goal of expanding access to abortion care, H+H launched telehealth abortion access, becoming the first public health system in the country to do so. To increase access to abortion providers in the city, H+H hired or trained additional providers and, in 2023, H+H provided a significant increase in medication and procedural abortions and related services compared to 2022. In addition, H+H restructured its referral system to reduce barriers to abortion care and used digital campaigns to increase patient awareness around abortion services. Since the *Dobbs* decision, [research shows that New York State has continued to provide the second-greatest number of abortions in the U.S. after California.](#)

H+H also began to offer patient navigation services for individuals seeking abortion care. The Reproductive Health Navigator works to support patients with timely and universal access to abortion care in a safe and supportive environment. Navigator services include scheduling an appointment and planning for logistics such as transportation, overnight accommodations, and childcare, and help with financial resources.

Medication abortion kits are available to patients 15 years and older through appointments with H+H virtual ExpressCare. Patients who are prescribed a kit after a consultation by video or phone with a New York State licensed provider can have the kit delivered to their New York City mailing address. ExpressCare is open Monday through Sunday, 9 a.m. to 9 p.m., and is available in 200+ languages. Appointments are available online at on.nyc.gov/ExpressCare or by phone at (718) 360-8981.

Staff Education

H+H implemented two educational projects for staff to ensure the hospital system is equipped to support patients at all stages of pregnancy. The education initiatives include specialized skills needed to provide abortion care in the second trimester. People seek abortions later in pregnancy for many reasons, including later diagnoses of fetal anomalies, severe maternal health conditions, or disruptive life events. Enhancing training for abortions is crucial to support not only New Yorkers, but also people seeking abortion care from out-of-state. Increasing preparedness for abortions later in pregnancy reduces the chances of medical complications for all patients.

ADVANCING GENDER EQUITY THROUGH LEGISLATION, PROGRAMS, AND INITIATIVES

Health and Reproductive Justice

This section describes the laws passed in 2023 that contribute to gender equity and highlights programs and initiatives across the administration in our health and reproductive justice focus area.

Legislation

Pre- and Post-Natal Care and Services

- [Local Law 56 of 2023](#): This law requires every bathroom under the jurisdiction of the Parks Department to have a safe, sanitary, and convenient diaper changing station, deck, table, or similar amenity. Half of all bathrooms must be equipped by December 31, 2025, three-quarters of bathrooms by December 31, 2026, and all remaining bathrooms by December 31, 2027.
- [Local Law 72 of 2023](#): This law requires the Department of Correction, in consultation with relevant agencies, to report annually on medical care and outcomes for incarcerated pregnant persons.
- [Local Law 163 of 2023](#): This law requires the Department of Health and Mental Hygiene (DOHMH), in consultation with New York City Health + Hospitals, to create guidance to educate medical professionals and the public on the detection of the sickle cell trait through pre- and post-conception genetic screening and on the management and treatment of sickle cell disease. The law also requires pre- and post- conception genetic screening for sickle cell trait to be offered to those who fall into an at-risk population or for whom such screening is otherwise medically recommended.

Healthcare Innovations

- [Local Law 59 of 2023](#): This law requires DOHMH to create a telemedicine accessibility plan to improve the availability and accessibility of portable monitoring devices – glucose meters and telehealth devices like tablets or laptops – for populations that could be better served by telemedicine services.
- [Local Law 78 of 2023](#): This law establishes an Office of Healthcare Accountability to provide recommendations related to healthcare and hospital costs in New York City. The office will analyze city employees' expenditures on healthcare, provide information related to the costs of hospital procedures on its website and convene stakeholders to examine healthcare costs,

including hospital insurance and pharmaceutical pricing, and collect and make available hospital financial documents.

- [Local Law 97 of 2023](#): This law requires DOHMH to post on its website New York City public spaces where blood pressure machines are located and provide recommendations on locations for such machines in high-need areas. The law also requires DOHMH to support making free, at-home blood pressure machines available to the public at [federally qualified health centers](#) in five high-need areas and post the locations of such centers on its website.
- [Local Law 106 of 2023](#): This law requires the Mayor's Office of Community Mental Health to create an online portal and a written resource guide of available mental health services. The portal and guide will organize services by population and by type of service. The law requires the office to conduct outreach on the portal and resource guide and ensure the portal is secure and confidential to protect the privacy of individuals accessing it.

Chronic Diseases

- [Local Law 52 of 2023](#): This law requires DOHMH to develop and implement a plan to reduce the prevalence of Type 2 diabetes in New York City. DOHMH is required to report annually on the number of adults with Type 2 diabetes and on its efforts to reduce the prevalence of Type 2 diabetes.
- [Local Law 150 of 2023](#): This law requires chain restaurants with 15 or more locations to conspicuously post added sugar icons and factual warning statements on menus, boards next to menu items, and on or near food items on display. Labeled menu items are those that exceed a specified level of added sugars, as determined by the U.S. Food & Drug Administration or another amount specified by DOHMH.

Programs and Initiatives

- [Women's Health Summit](#): On March 20, 2023, the city held the first-ever Women's Health Summit at Hunter College, bringing together more than 100 experts in fields such as birth equity, mental health, reproductive health, and chronic disease to inform New York City's first Women's Health Agenda. The citywide agenda aims to dismantle decades of systemic inequity that have negatively affected women's health and to make the five boroughs a model city for women's health outcomes across all stages of life.
- [Expanding Access to Menstrual Products](#): Since 2016, New York City Public Schools (NYCPS) have been required to provide free menstrual products to students in grades six and above. In fall 2023, NYCPS expanded the availability of free menstrual products to students in fourth and fifth grades, recognizing that younger students can menstruate earlier than sixth grade. Now, at least one bathroom in every school building with these grades is equipped with free pads. Fourth and fifth grade students learn about menstruation in their required health education course, and [NYCPS provides resources](#) and [professional learning opportunities to educators](#) to support in teaching health education.

- [Care, Community, Action: A Mental Health Plan for New York City](#): This sweeping plan includes over \$20 million in new commitments to invest in child and family mental health, addressing the overdose crisis and supporting New Yorkers living with serious mental illness.
- [City's First Public Health Vending Machine](#): In June, the city launched its first public health vending machine, hosted by Services for the Underserved (S:US) to promote 24/7 access to lifesaving harm reduction supplies conveniently and anonymously. S:US oversees the vending machine, which is located in Brooklyn outside of a supportive housing facility run by the organization. The machine stocks a variety of health and wellness supplies, such as naloxone (Narcan®), hygiene kits, and safer sex kits. S:US is responsible for restocking the machine and including items that meet the needs of the local community alongside harm reduction supplies. Anyone can use the machine by entering their New York City zip code. Instructions and contact information for support are posted on the machine in English and Spanish.
- [Roadmap for Improving Food Education in City Public Schools](#): This roadmap focuses on improving food education in the New York City public school system. The report identifies specific goals, strategies, and key performance indicators that will ensure students across the city learn healthy eating habits. Moreover, the report shows how each component of our food system interacts with the climate, economy, and local community.
- [Mayoral Summit on Social Media and Impact on Young People](#): On June 8, 2023, the Mayor's Office and DOHMH held a summit to bring together national experts to lay out potential pathways for action to protect the mental health of children and youth. The summit included representatives from government, academia, advocacy, and young people.
- [City Leads National Coalition in Support of Medication Abortion Access](#): The city urged the U.S. Supreme Court to protect access to mifepristone, a medication that millions of people have used for medication abortion and to safely manage miscarriages, in a legal brief filed with the court known as "amicus brief." New York City joined with six other municipalities to submit an amicus brief in *Alliance for Hippocratic Medicine v. U.S. Food and Drug Administration*. The amicus brief underscored how a ban on mifepristone could directly and negatively impact New York City's health care system and ability to provide essential reproductive health services.
- [Protecting and Preserving Gender Affirming Care Access](#): Executive Order 32 prevents city resources from being used to detain anyone for providing or receiving gender-affirming health care in New York City. The order, signed in June 2023, also bans city resources from being used to cooperate with any prosecution or investigation by another state of an individual for providing or receiving gender-affirming care.



KEY ACCOMPLISHMENTS

Safety

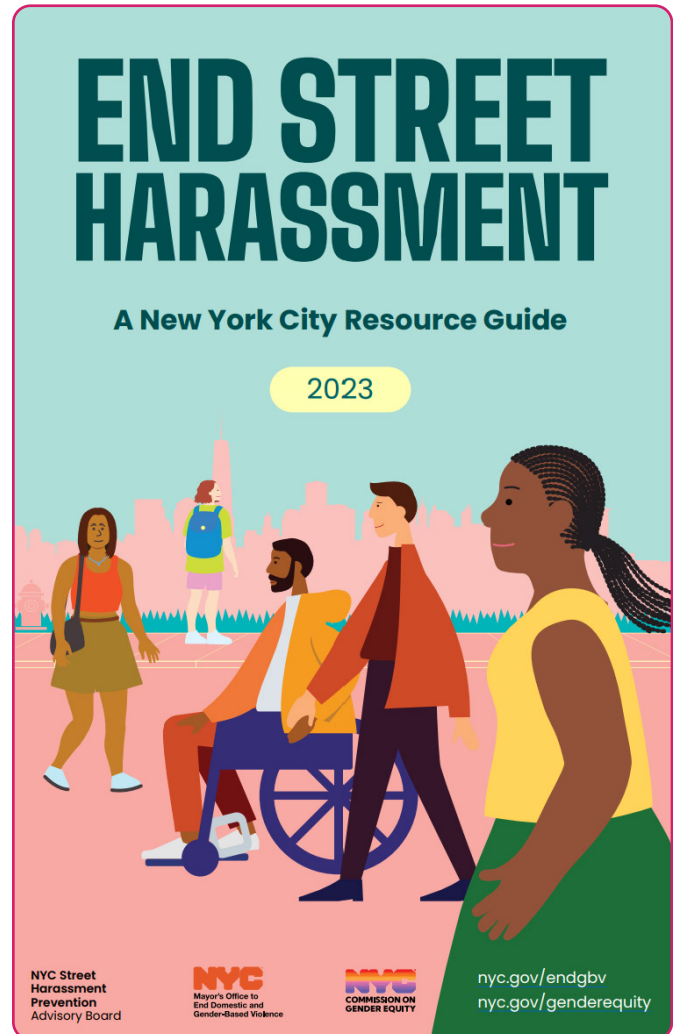
Street Harassment Prevention Advisory Board

[Local Law 46 of 2020](#) established the Street Harassment Prevention Advisory Board (SHPAB), which is tasked with studying the occurrence of street harassment, raising awareness of the issue, and developing resources to support New Yorkers who experience street harassment.

CGE and the Mayor's Office to End Domestic and Gender-Based Violence (ENDGBV) co-chair the board, which includes representatives from the Department of Transportation, the Office of Night Life, the Commission on Human Rights (CCHR), and anti-street harassment advocates and members of community groups that focus on gender equity, safety, and the interests of marginalized communities. The board holds quarterly meetings, including one public meeting every year.

In 2023, the board held four quarterly meetings in February, April, July, and November. The April meeting was open to the public, and members of the public were invited to speak. Approximately 60 people attended the public meeting and 11 people shared their experiences with street harassment and recommendations for preventing and responding to street harassment, including CGE Commissioner Shahara Ahmad-Llewellyn of the S. Ahmad-Llewellyn Family Foundation.

In July, the board released its first Resource Guide, "End Street Harassment," which is available in 12 languages and online at nyc.gov/endstreetharassment. The resource guide is an accessible, practical, comprehensive document that contains important information for New Yorkers on how they can prevent and respond to street harassment. It includes different steps people can take both in the moment and following an incident of harassment, either as a target or as a bystander, as well as resources available to support someone who has been harassed.

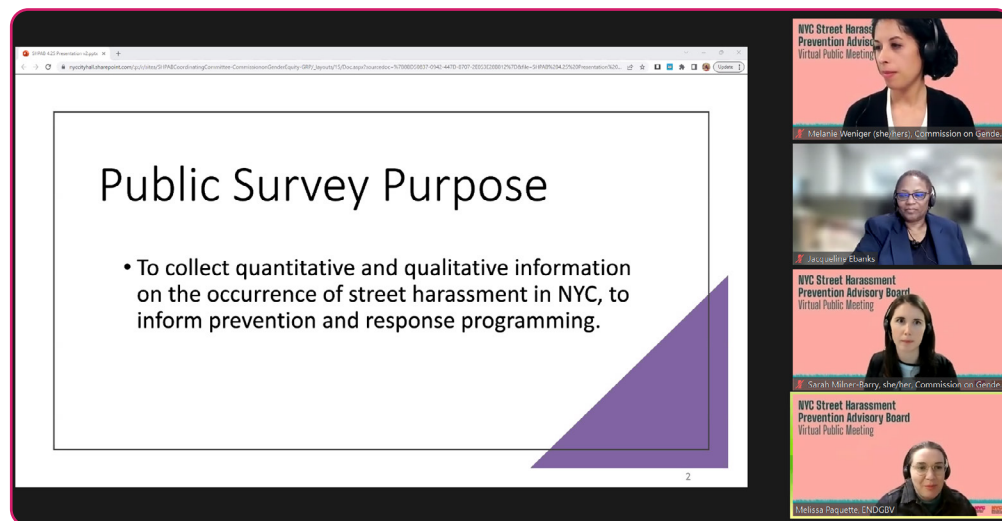


Cover of the 2023 Street Harassment Resource Guide.

In September, the board launched the New York City Street Harassment Public Survey. The board developed the survey in partnership with CGE and ENDGBV, and with feedback from the public meeting. The survey was available online in all 10 official city languages. Community members received paper surveys in different languages during a Day of Action and various outreach events from September through December 2023.

On September 27, 2023, CGE, ENDGBV, and other partners held a Day of Action with events in all five boroughs to raise awareness about the survey. Thirty-five volunteers from various organizations and agencies participated, including Cat Calls of NYC, Pillars of Peace, Right to Be, A Safer Place, South Queens Women’s March, ENDGBV Voices Committee, the Bronx Borough President’s Office, CCHR, and New York City Public Schools (NYCPS). The Day of Action and the survey received media attention in a variety of outlets, including Gothamist, WNYC, El Diario, and News 12 Brooklyn, among others.

Overall, the survey received thousands of responses from New Yorkers. In 2024, the board will analyze the survey results and determine next steps to target certain populations, such as young people or people who cause harm.



On April 25, the Street Harassment Prevention Advisory Board held a public meeting. Photo credit: CGE

Advocating For Trans Student Athletes

In response to the U.S. Department of Education’s announcement of proposed changes to Title IX provisions related to the inclusion of transgender students in school athletics, CGE collaborated with NYCPS to draft a response. The [public comment, which addressed Title IX issues as they relate to transgender student athletes](#), urged the department not to make changes to Title IX regulations that would permit discrimination against students based on their gender identity. The public comment also emphasized the benefits of inclusion in sports for all students, as well as the specific risks posed by exclusionary policies.

16 Days of Activism Against Gender-Based Violence Campaign

Every year, from November 25 to December 10, marks the 16 Days of Activism Against Gender-Based Violence campaign, an international movement to prevent and eliminate all forms of gender-based violence (GBV). CGE, ENDGBV, and the Mayor’s Office of Equity & Racial Justice worked together to engage New Yorkers on this campaign. CGE updated an educational toolkit on GBV, and ENDGBV led the development of a dedicated webpage with resources and events. Both agencies conducted social media campaigns and public engagement. On November 27, 2023, ENDGBV coordinated lighting City Hall and other municipal and iconic buildings orange, such as Gracie Mansion, One World Trade Center, and The Arsenal in Central Park, to recognize the campaign. ENDGBV also partnered with community-based organizations to promote their services for survivors on LinkNYC kiosks.

As part of the campaign, CGE led a virtual panel discussion, “Addressing Violence Against the Transgender and Gender Expansive Community,” featuring experts with lived experience from the Department of Health and Mental Hygiene, the Department of Social Services, and two CGE Commissioners, Imara Jones of Translash Media and Kiara Saint James of the New York Transgender Advocacy Group. The panelists discussed forms of systemic gender-based violence and discrimination faced by trans and gender expansive communities, including barriers to gender-affirming care and safe housing, anti-trans and anti-gender expansive legislation, and harmful disinformation. The panel also highlighted ways to promote the rights and safety of trans and gender expansive New Yorkers, as well as relevant local government resources, including gender-affirming health services, LGBTQ+ specific resources, and support for people experiencing gender-based violence. Eighty-five people attended the event.



Cover of the 16 Days of Activism Against Gender-Based Violence campaign toolkit.



On December 6, CGE led a virtual panel titled *Addressing Violence Against the Trans and Gender Expansive Community* as part of the 16 Days of Activism Against Gender-Based Violence. Photo credit: CGE

Denim Day

As a member of the Denim Day New York City Planning Committee, CGE worked with committee members to organize 2023 Denim Day activities. On [Denim Day](#), April 26, 2023, CGE joined city agencies, community-based organizations, community members, allies, and survivors in marches and rallies across all five boroughs to uplift the voices of survivors and to call for an end to sexual violence. The 2023 theme was “Take Space, Make Space,” emphasizing everyone’s right to live, move, and celebrate themselves in a space without fear of sexual violence. CGE Commissioners Jennifer Barnes-Balenciaga of the Crystal La’Beija Organizing Fellowship and Emily Miles of the New York City Alliance Against Sexual Assault gave remarks at a rally in Manhattan’s Foley Square.



CGE Commissioner Jennifer Barnes-Balenciaga standing behind a podium on a stage speaking to a crowd at the Denim Day rally in Foley Square. Photo credit: CGE

Left: On April 26, Commissioner Jennifer Barnes-Balenciaga spoke at the Denim Day rally in Manhattan’s Foley Square. Photo credit: CGE

Right: On April 26, people gathered for the Denim Day rally in Foley Square. CGE Commissioner Emily Miles addressed the audience. Photo credit: CGE



AGENCY SPOTLIGHT

Office for the Prevention of Hate Crimes

The City of New York launched the [Office for the Prevention of Hate Crimes](#) (OPHC), which sits within the [Mayor's Office of Criminal Justice](#) (MOCJ), in September 2019. OPHC takes a holistic approach to preventing hate crimes, developing and coordinating community-driven prevention strategies to address biases fueling these crimes, and fostering healing for victims and their communities. OPHC coordinates the city's efforts through an interagency committee with over 20 city agencies and all five New York City District Attorney Hate Crime Units, as well as networks of community-based providers and organizations. The office works with all partners to develop approaches to preventing hate violence, resources to promote reporting of incidents, and responses for when hate crimes occur.

In January 2023, Mayor Adams launched the "[Breaking Bread, Building Bonds](#)" initiative to foster mutual understanding between New York's diverse neighborhoods and combat the rise in hate crimes in many communities across the city. The initiative aimed to organize 1,000 meals citywide with a group of 10-12 diverse New Yorkers at each meal. The goal was to engage in structured conversations designed to break down silos between communities. The mayor organized the initiative in partnership with community-based organizations and groups such as the UJA-Federation of New York and The People's Supper (TPS) and implemented it with support from agencies like the Mayor's Community Affairs Unit, the Office of Faith-Based and Community Partnerships, and the Commission on Human Rights. TPS coordinated large-scale trainings of potential dinner hosts and provided support and coaching, developed a toolkit and resource guide, and matched potential participants with hosts.

OPHC's Partners Against the Hate (PATH) provided reimbursements of up to \$150 for food. PATH's six organizations hosted a series of "Breaking Bread, Building Bonds" events throughout the city and cultivated the immense diversity of New York City. These six anchor organizations included the 67th Precinct Clergy Council, the Anti-Violence Project, the Arab American Association of New York, the Asian American Federation, the Hispanic Federation, and the Jewish Community Relations Council. These organizations are all committed to fighting hate using community solutions.

On March 3, 2023, Mayor Adams hosted the inaugural catalyst dinner of "Breaking Bread, Building Bonds" at Barclay's Center in Brooklyn, where 150 hosts received training on how to host their own dinners. Since that time, there have been over 1,000 "Breaking Bread, Building Bonds" dinners with more than 10,000 participants as part of this mayoral initiative. These dinners have brought New Yorkers from all walks of life together for thoughtful conversations and to build deeper understanding and appreciation of our city's rich heritage of diversity.

ADVANCING GENDER EQUITY THROUGH LEGISLATION, PROGRAMS, AND INITIATIVES

Safety

This section describes the laws passed in 2023 that contribute to gender equity and highlights programs and initiatives across the administration in our safety focus area.

Legislation

Criminal Justice

- [Local Law 33 of 2023](#): This law creates a juvenile justice advisory board to advise and provide recommendations to the mayor, the council, and the Administration for Children’s Services on issues related to juvenile justice.
- [Local Law 34 of 2023](#): This law requires the Mayor’s Office of Criminal Justice (MOCJ) to evaluate the performance of organizations that receive funding from the city for criminal justice-related services, such as alternatives to incarceration, reentry services, pretrial supervised release, and violence prevention programming.
- [Local Law 53 of 2023](#): This law requires the New York City Police Department (NYPD) to provide officers with training related to recognizing and interacting with people with autism spectrum disorder. This includes enhancing awareness and a practical understanding of autism spectrum disorder; development of interpersonal skills to safely respond to emergencies involving someone with autism spectrum disorder; and interview and investigative techniques to use in cases involving individuals with autism spectrum disorder.
- [Local Law 75 of 2023](#): This law requires MOCJ to establish a jail population review program to identify those in the Department of Correction (DOC) custody whose cases could be resolved or who could be safely released into the community.
- [Local Law 92 of 2023](#): This law creates a resource navigator program to assist transgender, gender-nonconforming, gender-nonbinary, and intersex people, as well as cisgender women in DOC custody, with locating available and appropriate transitional housing, alternatives to incarceration, and reentry services.

Stable Housing

- [Local Law 62 of 2023](#): This law requires the Department of Homeless Services (DHS) to produce a statement of rights for those living in shelter, which would inform clients experiencing homelessness about the rights and services available to them. DHS is also required to make this document available on its website and to provide it to shelters and social services offices for distribution to people experiencing homelessness.

- [Local Law 95 of 2023](#): This law requires DHS and the Department of Youth and Community Development (DYCD) to report quarterly on the number of LGBTQ homeless people who received their services, the number of shelter beds reserved for LGBTQ homeless people, and the rates and reasons, when given, that such beds are declined.
- [Local Law 96 of 2023](#): This law requires drop-in centers to participate in streamlined intake processes for young people aging or timing out of shelters operated or funded by DYCD, and who intend to transfer to adult shelters.

Gun Violence and Community Safety

- [Local Law 37 of 2023](#): This law requires the Office for Neighborhood Safety and the Prevention of Gun Violence, in consultation with MOCJ, to provide training and operational support to not-for-profit organizations participating in the city's Crisis Management System.
- [Local Law 158 of 2023](#): This law requires the Department of Health and Mental Hygiene to include in its training on trauma-informed care appropriate information on refugees, asylees, asylum seekers, and migrant experiences and to identify appropriate staff who should be provided the training.

Programs and Initiatives

- "[Breaking Bread, Building Bonds](#)": This citywide initiative is aimed at combating the rise in hate crimes in diverse communities across New York City and fostering mutual understanding. Organized in partnership with the UJA Federation of New York, The People's Supper, and several community-based organizations, the initiative empowers New Yorkers to host dinners for people they might not otherwise meet and to recognize the importance of connections. The initiative, which builds on an initiative launched when Mayor Adams served as Brooklyn Borough President, aimed to organize 1,000 meals by the end of the year with a group of 10-12 diverse New Yorkers at each meal. In 2023, there were over 1,000 "Breaking Bread, Building Bonds" dinners hosted with more than 10,000 participants.
- [Funding for Non-Profit Homeless Service Providers](#): The Adams administration, in partnership with the New York City Housing Development Corporation and SeaChange Capital Partners, launched a \$15 million shelter development and acquisition fund for nonprofit homeless service providers to build, own, and operate shelters. The revolving fund will alleviate the upfront financial burden that often prohibits experienced, mission-driven nonprofit homeless service providers from developing and owning their own shelter sites.
- [New Mechanism to Reexamine Homicide Cases with LGBTQIA+ Victims](#): This new process enables New Yorkers to contact NYPD to [re-examine cases involving LGBTQIA+ victims](#). Cases eligible for reexamination include unsolved cold cases that may have happened decades ago, and homicide cases, such as the fatal drugging cases that took place in Hell's Kitchen in 2022. The NYPD's Detective Bureau will facilitate these requests and provide information on the status of cases, as well as review the overall facts to determine whether a case should be reexamined.

- [Older Adult Liaison Placed in Every Police Precinct](#): On June 15, 2023, World Elder Abuse Day, the NYPD and the Department for the Aging announced that an older adult liaison had been designated to every police precinct in the city, and every police service area covering New York City Housing Authority developments in the five boroughs. The older adult liaisons are tasked with connecting victims with support services, educating the public on older adult programs available, and informing older New Yorkers on steps they can take to keep themselves safe.
- [Upstream Tools to Address Gun Violence](#): The Department of Small Business Services Mobile Unit began a new tour across neighborhoods affected the most by gun violence, bringing resources and support for career development to communities as a means to prevent gun violence and promote economic opportunity and safety. Mayor Adams established the “Working People’s Tour” effort, which facilitates economic recovery in response to job loss during the COVID-19 pandemic.
- [Juvenile Justice Advisory Board](#): This board is the first in New York City to address juvenile justice issues. The 20-member advisory board will report the findings from its review and offer suggestions to the mayor.
- [Protecting Survivors of Domestic Violence](#): In the wake of the U.S. Supreme Court’s decision to hear *U.S. v. Rahimi*, 15 cities and counties nationwide joined New York City in filing an [amicus brief in the U.S. Supreme Court](#) to defend gun safety laws and stand by survivors of domestic violence. With the amicus brief, New York City took a clear stance on its support for measures to prohibit the possession of firearms for individuals under domestic-violence protective orders.
- [Blueprint for Community Safety](#): The New York City Gun Violence Prevention Task Force created [A Blueprint for Community Safety](#), which outlines a strategic plan for New York City to address gun violence. Communities and youth affected by gun violence provided input. The blueprint examines the roots of gun violence to offer solutions and advance public safety for the long-term.
- [Chief Public Realm Officer](#): Mayor Adams established the Chief Public Realm Officer position via [Executive Order 27](#). The Chief Public Realm Officer works with NYC government, community organizations, and private entities to enhance the city’s public spaces and promote ongoing economic recovery. This position streamlines the work being done across sectors to create more welcoming and inclusive public spaces across the city.
- [Strategic Climate Plan](#): [PlaNYC Getting Sustainability Done](#) aligns New York City’s climate actions with economic development. The New York City Climate Cabinet and the Sustainability Advisory Board co-created the plan. The focus is on implementing climate mitigation and adaptation projects across the city and identifying funding sources at the state and federal level for the ambitious projects and initiatives included in the report.
- [Interfaith Convening to Tackle Hate](#): On November 14, 2023, Mayor Adams brought together leaders from Jewish, Muslim, and Christian communities in response to a sharp rise in hate crimes against Jewish and Muslim communities across New York City and the country. The meeting’s purpose was to encourage dialogue, fight against hate, and join together to build a city that is safe and accepting for all New Yorkers.

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 GEIP Intranet Workgroup to create a platform for disseminating, collecting and reporting resources and tools to advance gender equity within and across city agencies. CGE convened with workgroup members to make recommendations regarding the website's layout, functionality, and content. CGE also began the ongoing work of producing materials to promote gender-equitable workplaces across the city. With the support of the Office of Technology & Innovation (OTI), CGE built the website and ensured it is accessible to all city employees. The GEIP Intranet is expected to launch in the first quarter of 2024.



On July 6, CGE convened the Gender Equity Interagency Partnership (GEIP) meeting to share updates with members and get feedback. Photo credit: CGE

Citywide Resource Utilization Webinar

CGE has partnered with Catalyst and Seramount to provide city agencies with access to additional resources for advancing gender equity and promoting diversity, equity, and inclusion (DEI) across workplaces. In 2023, CGE held webinars where city colleagues explored the various tools under each membership and strategized around effective methods for leveraging the resources to advance gender equity across the city's workplaces.

Inclusive Recruitment for the Future of Work, with Seramount/Diversity Best Practices

During this training, city colleagues discussed the essential elements of an inclusive recruitment strategy that addresses the future of work. The group explored the nuances of the hybrid workforce, contributing factors to employee turnover, and managing the needs of multiple generations in one workforce.

Diversity, Equity and Inclusion Strategy Creation and Evolution, with Seramount/Diversity Best Practices

During this training, GEIP members explored the key elements for the creation of an initial DEI strategy or the evolution of an existing strategy. GEIP members also examined topics such as completing a situational and cultural assessment, benchmarking, prioritizing initiatives, and identifying key metrics and measurements. The goal for this training was to provide practical tools and action steps for colleagues working to establish gender-equitable practices within their agencies.

The Commission on Gender Equity, the Department of Social Services, the Human Resources Administration, the Department of Homeless Services, and the NYC Law Department Partnership

CGE, in partnership with the Department of Social Services (DSS), the Human Resources Administration (HRA), the Department of Homeless Services (DHS) and the NYC Law Department, developed training in support of the launch of the NYC Law Department's Gender-Neutral Language Guidelines to their employees. The Law Department developed the Gender-Neutral Language Guidelines to avoid gender-biased language, both in their internal work environment and in their public work. By adopting these guidelines, the agency is taking steps to nurture a culture that promotes gender equity and a respectful work environment for its employees and the public. Over 1,000 Law Department colleagues participated in the training throughout the spring of 2023.

The Commission on Gender Equity and the NYC Housing Authority Partnership

In 2023, the New York City Housing Authority (NYCHA) launched the first-ever Coaching and Mentoring Leadership Academy (CMLA). Participants in the 16-week program received training and coaching in areas such as strategic communications and crisis management and had the opportunity to enhance their leadership and management skills through mentorship. This year’s cohort was comprised of 26 NYCHA team members who were paired with senior-level mentors from various departments.

CGE partnered with NYCHA to develop and facilitate a half-day training on diversity, equity, inclusion, access, and belonging (DEIAB) in the workplace. The training followed remarks by Chief Equity Officer and Commissioner Sideya Sherman, NYC Mayor’s Office of Equity & Racial Justice (MOERJ), regarding her professional journey from NYCHA to leading MOERJ.

CGE will continue to amplify the work of NYCHA to create work environments that promote a sense of belonging among colleagues tasked with the essential work regarding housing in NYC.



On March 11, CGE facilitated a NYCHA training on diversity, equity, inclusion, access, and belonging in the workplace. Photo credit: CGE

The Commission on Gender Equity and the Mayor’s Office of Criminal Justice Partnership

CGE partnered with the Mayor’s Office of Criminal Justice (MOCJ) to develop and facilitate a half-day training, “Unpacking the Impact of Identity on Our Work.” This training allowed participants to explore the ongoing impact of past policies on communities served, the connections between individual identities and interactions with others, and collective attitudes that help or hinder goals for building a more equitable city



On August 25, the Mayor’s Office of Criminal Justice (MOCJ) participated in a CGE-led training titled Unpacking the Impact of Identity on Our Work. Photo credit: CGE

through the justice system. This partnership highlights MOCJ's commitment to centering social awareness and ongoing reflection in their work and workplace culture.

The Commission on Gender Equity, EquityNYC, and the Department of Youth and Community Development Partnership

The New York City Department of Youth and Community Development (DYCD) invests in a network of community-based organizations and programs to alleviate the effects of poverty and to provide opportunities for New Yorkers and communities to flourish. DYCD supports New York City youth and their families by funding a wide range of high-quality youth and community development programs.

In November 2023, DYCD invited CGE to be a panelist for their November DEI Speaker Series. The series was a one-hour guided virtual conversation for DYCD staff where speakers shared information about their work and resources available to city employees and which can be used to further advance DEI. CGE spoke on the work being done to advance gender equity throughout the city and the resources available to all city employees through partnerships with [Catalyst](#) and [Seramount](#).



On November 21, CGE presented on the current work to advance gender equity, and different resources that the Department of Youth and Community Development (DYCD) can utilize. This was a part of the DYCD November Diversity Equity & Inclusion Speaker Series. Photo credit: CGE

Task Forces

The Mayor's Office of Community Mental Health's Mental Health Workforce Development Working Group

CGE is a member of the Mental Health Workforce Development Workgroup at the Mayor's Office of Community Mental Health. The workgroup meets monthly to develop a strategy to train allied health professionals in key mental health skills and embed them at city agencies. The workgroup, which includes contracted providers who serve New Yorkers, aims to implement and scale the plan across the city.

Talent and Workforce Development Interagency Cabinet

CGE is a member of the Talent and Workforce Development Interagency Cabinet. In 2023, the cabinet met monthly to plan strategies for empowering and mobilizing NYC residents and employers to recruit and retain workers in city government, private sector and community-based organizations. This cabinet works to ensure that New Yorkers can contribute to and benefit from a thriving local economy and shared prosperity.

AGENCY SPOTLIGHT

Department of Social Services/Human Resources Administration/Department of Homeless Services

The NYC Department of Social Services (DSS), the Human Resources Administration (HRA), and the Department of Homeless Services (DHS) missions revolve around ensuring dignified service delivery and cultivating an inclusive environment for clients and employees. By prioritizing equity, the agencies actively work toward dismantling barriers that hinder marginalized communities' access to opportunities and resources.

The NYC DSS/HRA/DHS Office of Equity and Inclusion is a team of dedicated professionals who bring their passion and expertise to the forefront of their agencies. The office provided a [Gender Equity Toolkit](#) to inform how its Gender Equity Initiative provides service delivery and ensures it reflects gender-informed practices, giving their staff the tools and support needed to work with people of all gender identities and expressions. The office recognizes the significance of collaboration and actively seeks partnerships with CGE, community organizations, educational institutions, and other government agencies such as the Department of Citywide Administration Services and the Department of Education. By forging these alliances, the office broadens its reach, connects with field experts, shares their knowledge and content, and gains valuable insights into the challenges faced by underserved communities.

The accomplishments of the DSS/HRA/DHS Office of Equity and Inclusion stand as a testament to their hard work, commitment, and impactful initiatives. The office has conducted equity surveys to successfully implement cultural competency training programs to equip staff with the tools necessary to provide culturally sensitive services.

The 2023 DSS/HRA/DHS Office of Equity and Inclusion accomplishments included but were not limited to:

- Collaborating on a Gender Equity Toolkit with CGE to establish and endorse the agency's gender equity agenda.
- Hosting several "The GRIEA Project" workshops focusing on topics to include equality versus equity, dimensions of racism, applying a gender lens at work, social change in the office, racial equity consciousness, and intersectionality.

- Hosting in March 2023, along with Employee Programs, the Women’s History Month Celebration under the theme “Celebrating Women Who Tell Our Story.”
- Participating in July 2023 in the NYC Public Schools 2nd annual DEIB Conference at Hunter College. The NYC Public School Office of Organizational Development, Talent, and Culture in the Diversity, Equity, Inclusion and Belonging Office and DEIB Committee hosted the conference. The DSS/HRA/DHS Office of Equity and Inclusion hosted The GRIEA Project workshop on the dimensions of racism, implicit bias, and the social behavior change process.
- Working in September 2023 with DSS/HRA/DHS Commissioner Molly Park to finalize a policy that provides reasonable accommodations for pregnant employees. This policy will enable agency sites to create equitable spaces and accommodate employees to express breastmilk at work.
- Producing the GRIEA Project podcast series that celebrates diversity by capturing raw discussions about key DEI topics. The series spotlights cutting-edge, DEI practices and broadens listeners’ perspectives on current DEI issues to create equitable workspaces.

The DSS/HRA/DHS Office of Equity and Inclusion exemplifies the potential for transformative change when an agency and leadership are committed to advancing equity and addressing disparity. Through their agencies’ missions, teamwork, partnerships, and accomplishments, DSS/HRA/DHS has set a precedent for inclusivity, inspiring others to follow suit. By honoring the importance of diversity, they are collectively working toward fostering an environment within DSS/HRA/DHS that celebrates the differences that make people unique while promoting equality and fairness for all.

2023 in Review

Women's Health Agenda

On January 17, Mayor Adams outlined a vision for a "[New York City Women's Health Agenda](#)" aimed at dismantling decades of systemic inequity that have negatively impacted the health of women across the five boroughs. Mayor Adams' vision to create a model for the future of women's health in New York City includes:

- Relaunching the Sexual Education Task Force.
- Committing to tracking rates of different diseases.
- Convening a variety of thought leaders to create a robust and comprehensive women's health agenda.
- Building on previous successes for the city's workforce.
- Expanding access to abortion medication at the New York City Department of Health and Mental Hygiene clinics.
- Launching a provider education campaign on maternal health.
- Launching of a family-based substance use disorder program at New York Health + Hospitals.
- Committing to exploring the expansion of and access to pelvic floor physical therapy.

Women's History Month

In March, during the celebration of Women's History Month, CGE shared quotes of courageous, inspiring, and forward-thinking women. CGE posted [selected quotes from forward-thinking women](#) on social media to amplify women's rights and gender equity. On March 8, International Women's Day, CGE joined Mayor Adams, Artist Elena del Rivero, and women executives in the administration at City Hall to unveil the artist's artwork titled, "Home Address," which was installed and displayed in the City Hall Rotunda.

Bi-Lateral Meeting with German Delegation

On March 6, CGE staff met with a delegation from the German Bundestag as part of the United Nations 67th convening on the Commission on the Status of Women (CSW67) to share lessons learned about advancing gender equity in each jurisdiction. The



On March 6, CGE met with a German Delegation as part of CSW67. Photo credit: CGE

meeting was held at the German House and the delegation included members from the Committee on Family Affairs, Senior Citizens, Women and Youth.



On March 13, CGE Executive Director Jacqueline M. Ebanks and Deputy Executive Director Carlos Manzano met with Catalan government officials. Photo credit: CGE



On March 14, CGE Executive Director Jacqueline M. Ebanks attended a health discussion hosted by HERHealthEQ CEO and Founder Marissa Fayer. Photo credit: CGE

Meeting with Catalan Government

On March 13, as part of the United Nation's 67th convening on the Commission on the Status of Women (CSW67), CGE met with the Catalan delegation to share lessons learned about advancing gender equity in each jurisdiction.

HERHealthEQ Panel

On March 14, CGE Executive Director Jacqueline M. Ebanks joined a fireside chat with HERHealth EQ Founder and CEO Marissa Fayer to discuss intersectional approaches to women's issues and New York City's efforts in women's equity, specifically caregiving, maternal and reproductive health, and COVID-19.

CSW(67) and the Water Conference Closeout

On March 22, CGE and the Mayor's Office for International Affairs co-hosted the Gracie Mansion breakfast reception for the closeout of the 67th convening of the Commission on the Status of Women (CSW67) and the 2023 Water Conference.



On March 22, CGE and the Mayor’s Office for International Affairs co-hosted the Gracie Mansion breakfast reception for the closeout of the 67th convening of the Commission on the Status of Women and the 2023 Water Conference. Photo credit: Ed Reed/Mayoral Photography Office.



On March 28, CGE Executive Director Jacqueline M. Ebanks was a keynote speaker and received an award at the City & State Above & Beyond Women Gala. Photo credit: CGE

City & State — Above and Beyond Gala

On March 28, CGE Executive Director Jacqueline M. Ebanks was a keynote speaker at the City & State NY Above & Beyond Gala where she received the Above & Beyond: Women Award. This event saluted women making a difference in NYC’s government, business, nonprofit, and media.

Women’s Health Summit

On March 30, the city held the Women’s Health Summit at Hunter College. The summit brought together more than 100 experts in fields such as birth equity, mental health, reproductive health, and chronic disease to inform New York City’s first Women’s Health Agenda. CGE staff attended the summit.

Downtown Alliance Breakfast

On April 25, CGE Executive Director Jacqueline M. Ebanks joined the Women’s Breakfast: Talking Salary Transparency panel hosted by the Downtown Alliance to discuss the NYC Salary Transparency Law. The panel looked at the significance of the Salary Transparency Law for women and marginalized communities, what it looks like in practice for hiring managers and for job seekers, and what it means for salary negotiation and growth.

Other panelists included:

- **Erin Andersen**, global career transition coach, hiring specialist, and certified culture consultant
- **Diana Franco**, vice president, Initiatives, women.nyc
- **Gwynne Hogan**, incoming reporter, THE CITY
- **Beverly Neufeld**, executive director, PowHer NY



On April 25, CGE Executive Director Jacqueline M. Ebanks participated as a panelist at a Downtown Alliance panel. Photo credit: CGE

Meeting with City Government of Imus, Philippines

On August 18, CGE deputy executive directors met virtually with Kristel Lovella Capiña, Gender and Development Specialist-Administrative Officer from the City Government of Imus in the Philippines to exchange information about CGE's work and gender equity initiatives and programs in each jurisdiction.

The Year Ahead, 2024

In 2023, CGE expanded its digital media footprint, outreach, interagency collaborations and leadership in taskforces and workgroups. In 2024, CGE will continue to build and institutionalize gender equity practices through our Gender Equity Interagency Partnership (GEIP) convenings within city government. CGE will also continue to move the work of CGE's task forces forward in addressing childcare issues, menstrual equity, pay equity, sexual health education for youth, and street harassment. Building on these and new initiatives, CGE will continue strengthening and building new partnerships with communities, sharing vital information on new policies and laws, participating in and leading campaigns related to gender equity, and expanding ways CGE engages with communities across all five boroughs to build a more gender-equitable city.



The Commission on Gender Equity Commissioners

Chair

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

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**, managing director, Edelman, U.S. Social Issues Engagement
- **Imara Jones**, founder & CEO, Translash Media
- **Seher Khawaja**, senior attorney, Legal Momentum, The Women's Legal Defense and Education Fund
- **Sherry Leiwant**, co-founder & co-president, A Better Balance
- **Farah Louis**, council member, New York City Council
- **Emily Miles**, executive director, New York City Alliance Against Sexual Assault

- **Robina Niaz**, founder & executive director, Turning Point for Women and Families
- **Sonia Ossorio**, president, National Organization for Women, New York
- **Chanel Porchia-Albert**, founder and CEO, Ancient Song Doula Services
- **Carlina Rivera**, 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)
- **Annabel Palma**, commissioner, New York City Commission on Human Rights

The 2023 Commission on Gender Equity Team Members (by Departments)

Communications and Public Engagement

- **Brittany Bye**, community outreach coordinator
- **Carlos Manzano**, deputy executive director
- **Akshay Singh**, community outreach coordinator
- **Marina Siskos**, 2023 undergraduate summer intern, Stonybrook University

Executive Office

- **Jacqueline M. Ebanks**, executive director (until July 31, 2023)
- **Robin Thomas**, special assistant to the executive director

Policy and Programs

- **Meijheen Cesaire**, 2023 summer undergraduate intern for economic mobility and opportunity, Stonybrook University
- **Matt Graham**, analyst, economic mobility and opportunity
- **Cassidy Hall**, 2023 fall graduate intern, Columbia Climate School
- **V Mancebo**, 2023 summer undergraduate intern for safety, Stonybrook University
- **Jeanine Marie**, analyst, health and reproductive justice
- **Sarah Milner-Barry**, analyst, safety (until August 3, 2023)
- **Melanie Weniger**, deputy executive director
- **Fola Wilson**, 2023 summer graduate intern for health and reproductive justice, Columbia University Mailman School of Public Health

Strategic Learning and Capacity Building

- **Karolyn Carcamo**, program manager
- **Lara Lasic**, 2023 summer graduate intern, University of Michigan Stephen M. Ross School of Business
- **Jennifer Stanback**, program manager
- **Justin Wilson**, program manager
- **Adana Wright**, deputy executive director

Appendices

Appendix A



Testimony

of

**Melanie Weniger, Deputy Executive Director of Policy and Programs
Commission on Gender Equity**

before the

**New York City Council
Committee on Women and Gender Equity Oversight Hearing**

on

Menstrual Equity in New York City

**Monday, September 18, 2023
Committee Room, City Hall**

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

My name is Melanie Weniger and I am the Deputy Executive Director for Policy and Programs at the New York City Commission on Gender Equity (CGE). CGE works to advance gender equitable policies, practices, and programming within New York City government and across the city at-large. In this role, I lead the team that monitors policy and legislation, develops and implements programming, and conducts research related to our three areas of focus: Economic Mobility and Opportunity, Health and Reproductive Justice, and Safety. In particular, our office focuses on the needs of, and inequities faced by, women, girls, transgender, intersex, and gender expansive New Yorkers, using an intersectional lens and a human rights framework.

CGE sits within the Mayor's Office of Equity (MOE), the City's first centralized equity office, which the Adams Administration launched last year. MOE works to foster a fairer, more equitable city through policies, practices, and programs across the City's agencies and systems.

I am joined today by Roman Gofman, Citywide Chief Procurement Officer from the Department of Citywide Administrative Services (DCAS), Kat Thompson, Chief of Staff and Chelsea Chard, Senior Policy Advisor, both from the Department of Correction (DOC), and Despina Zaharakis, Senior Executive Director of the Office of School Wellness Programs and John Shea, Chief Executive Officer of the Department of School Facilities, both from New York City Public Schools (NYCPS), to answer your questions.

The Adams Administration is committed to gender equity and meeting the health needs of women, girls, and gender-expansive people. Earlier this year, the Mayor announced his plan to develop New York City's first-ever Women's Agenda and hosted a Women's Health Summit at Hunter College to focus on dismantling decades of systemic inequities that lead to racial disparities in health outcomes. The Administration has also worked to protect access to reproductive healthcare, abortion, and gender-affirming care in New York City through Executive Orders and initiatives like the Abortion Access Hub.

MENSTRUAL EQUITY IN NEW YORK CITY

Menstrual equity laws and policies are geared towards ensuring that menstrual products are safe, affordable, and available to those who need them.¹ Menstrual inequity disproportionately affects marginalized girls, women, and trans and gender expansive people who experience poverty,

housing insecurity, are justice involved or in the child welfare system. New York City led the charge toward menstrual equity in 2016 by codifying Local Laws 82, 83 and 84 to ensure products are available at no cost to students in grades 6 through 12 in public and charter schools, people served by homeless shelters, and people who are incarcerated.

Many other cities and states, including New York, have since passed or proposed dozens of laws that aim to provide menstrual products in certain locations or to certain populations, and to repeal taxes on period products. New York City's menstrual equity laws have allowed more menstruating people to access products and manage their cycle in a dignified and comfortable way.

In the school setting, menstrual products (specifically, pads and tampons) are available for free in dispensers in girls' and single-occupancy restrooms in all public and charter school buildings with grades 6 and up. Custodial staff are responsible for monitoring the restrooms and restocking products as needed. NYCPS recently announced that this program has been expanded to school buildings with grades 4 and 5 in recognition of the fact that some younger students also menstruate, and dispensers for pads were installed in single-occupancy bathrooms in these schools in advance of the new school year.

Menstrual products are also provided in shelters, including DV shelters, single adult shelters, family shelters, and HIV/AIDS services housing. Clients have multiple opportunities and areas where they can access menstrual products. Based upon the shelter operations, products are left in easily accessible locations such as the front desk or shared pantries. Certain shelters distribute additional products during outreach events. Case managers in all shelters are available to clients for questions about the resources available to them, including menstrual products, and clients receive packets with this information during intake.

Menstrual products (both pads and tampons) are also available at the Rose M. Singer Center on Rikers Island to people in city custody. Products are either freely available or available by request, depending on the housing area. Menstrual products are also available to people in DOC facilities within courthouses, both post-arraignment and for those who have a court appearance.

Individual agencies purchase menstrual products for their respective clients, though some agencies receive donations of menstrual products that they then distribute to clients. DCAS maintains a supply of pads in its warehouse that agencies can request and access if needed.

MENSTRUAL EQUITY WORKGROUP

CGE leads the Menstrual Equity Workgroup as part of our Health and Reproductive Justice portfolio. The Workgroup has been active since late 2021 to support the implementation of the Local Laws and to address any existing or future gaps in implementation. Workgroup members include DCAS, NYCPS, DOC, Department of Homeless Services, Department of Social Services/Human Resources Administration, Department of Health and Mental Hygiene and other agencies with a role to play in achieving menstrual equity. We use an expansive definition of gender and recognize that not all women menstruate² and that trans men and gender expansive people may also experience periods.³ Together, the Workgroup has conducted research and worked across agency partners to better understand menstrual product procurement and distribution policies and practices.

The Workgroup is also collaborating to develop policy interventions to better understand client needs and preferences and improve implementation where necessary. For example, we are working with NYCPS to explore different avenues to get student feedback on menstrual products and access. We are also working with NYCPS to develop materials for students about menstruation and their rights to access products, which could potentially be leveraged by other agencies. We are also collaborating with agencies to explore opportunities to increase the variety of products offered to clients in certain settings. In addition, we are partnering with the Office of Labor Relations on programming related to menstruation and menopause for City workers. We will continue to work together to develop policy and programming around menstrual equity for New Yorkers.

LEGISLATION

The Administration appreciates the intent of the legislative package and looks forward to discussing these bills further with Council. We have a few comments on the bills within the package:

- **Int. 1055-2023 (Cabán)**
 - This bill would require NYCPS to produce an annual report on the provision of menstrual products to students. It would also require that the City use the term “menstrual products” in all laws, documents, and materials, rather than “feminine hygiene products.” The Administration supports the use of the gender-neutral term “menstrual products.” The Administration also recognizes the importance of increasing product access to students and is happy to discuss our shared goals further with Council.
- **Int. 1056-2023 (De La Rosa)**
 - This bill would expand the schools in which NYCPS is required to provide menstrual products to grades 4 to 12. The Administration has already taken steps to expand product access to schools with grades 4 and 5, as dispensers for pads have been installed in single-occupancy restrooms in NYCPS schools.
- **Int. 1057-2023 (Farías)**
 - This bill would require DOC to produce an annual report on the provision of menstrual products to incarcerated individuals. The Administration has concerns about requirements to track and report the use of menstrual products on an individualized basis. We would like to talk with Council further about the goals of this legislation and options to meet that intent.
- **Int. 1058-2023 (Farías)**
 - This bill would require DOHMH to create written materials with information regarding menstrual products and provide the written materials to NYCPS for dissemination to students in grades 6 to 12. The Office of School Wellness Programs already disseminates a brochure called Period Facts to schools. This information is circulated to principals and schools can request these brochures for their students. As mentioned earlier in the testimony, the Menstrual Equity Workgroup is working on developing more materials for students on these issues.
- **Int. 1059-2023 (Farías)**
 - This bill would add menstrual cups to the definition of feminine hygiene products and require these products to be distributed. The Administration recognizes that menstrual cups can be a sustainable alternative to disposable tampons and pads but acknowledge that there may be health and safety concerns in distributing these products in a broad array of settings. We would like to discuss this bill further with Council.

CONCLUSION

The Adams Administration recognizes that access to period products, particularly for vulnerable New Yorkers, is a vital step toward gender equity. We look forward to working with the Council to improve conditions for menstruating New Yorkers so that they can move through the world with dignity.

Thank you for the opportunity to testify on this important subject today. We look forward to your questions and to continuing to work together to advance menstrual equity in New York City.

Appendix B

New York City Agencies and Offices

- ACS: Administration for Children’s Services
- Bronx Borough President’s Office
- Bronx District Attorney Hate Crime Unit
- Brooklyn District Attorney Hate Crime Unit
- CAU: Community Affairs Unit
- CCHR: City Commission on Human Rights
- CGE: NYC Commission on Gender Equity
- CUNY: City University of New York
- DCAS: Department of Citywide Administrative Services
- DCWP: Department of Consumer and Worker Protection
- DHS: Department of Homeless Services
- DOHMH: Department of Health and Mental Hygiene
- DOT: Department of Transportation
- DSS: Department of Social Services
- DYCD: Department of Youth and Community Development
- ENDGBV: Mayor’s Office to End Domestic and Gender-Based Violence
- H+H: NYC Health + Hospitals
- HPD: Department of Housing Preservation and Development
- HRA: Human Resources Administration
- IA: Mayor’s Office for International Affairs
- Manhattan District Attorney Hate Crime Unit
- Mayor’s Office of Child Care and Early Childhood Education
- Mayor’s Office of Talent and Workforce Development
- Mayor’s Office for Economic Opportunity
- MOCJ: Mayor’s Office of Criminal Justice
- MOERJ: Mayor’s Office of Equity & Racial Justice

- MOIA: Mayor's Office of Immigrant Affairs
- MOPD: Mayor's Office for People with Disabilities
- New York City Council
- NYC Aging: Department for the Aging
- NYC Comptroller's Office
- NYC HDC: Housing Development Corporation
- NYC Law Department
- NYC Parks: Department of Parks and Recreation
- NYCHA: New York City Housing Authority
- NYCPS: NYC Public Schools
- NYPD: NYC Police Department
- OCMH: Mayor's Office of Community Mental Health
- Office of the Mayor
- OLR: NYC Office of Labor Relations
- OMB: Mayor's Office of Management and Budget
- OPHC: Office for the Prevention of Hate Crimes
- OTI: NYC Office of Technology and Innovation
- Queens District Attorney Hate Crime unit
- SBS: Small Business Services

