

**COMMISSION ON  
GENDER EQUITY**

# Engaging Communities to **Advance** **Gender Equity**

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**ANNUAL REPORT 2019**





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# Letter from Co-Chairs

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Mayor de Blasio and Speaker Johnson,

We are pleased to submit this Annual Report on behalf of the Commission on Gender Equity (CGE).

In 2019, through the Gender Equity Interagency Partnership and other key efforts, we brought together City agencies and external partners to better advance gender equity for all New Yorkers.

Together, we supported healthy sexuality and reproductive autonomy for young people through our continued leadership of the Mayor's Sexual Health Education Taskforce. We worked to address the gender pay gap by calling a Public Hearing on Pay Equity. And, through our leadership of the 16 Days of Activism Against Gender-based Violence campaign, we helped galvanize New Yorkers to address gender and race-based violence in their own neighborhoods and across the globe.

So many people contributed to CGE's achievements this year, including partners within City government and community partners and advocates across the five boroughs. We are especially grateful for the invaluable contributions of our fellow Commissioners and the committed leadership of CGE's Executive Director Jacqueline Ebanks and her superb staff. It has been a privilege to collaborate with such an exceptionally talented and dedicated team.

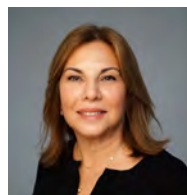
There is so much work left to do. In the year ahead, New York City will continue to lead by example for all New Yorkers, tear down barriers to gender equity, and address interconnected structural biases. Together, we can make New York City a place where people of all gender identities and expressions can flourish and thrive. Thank you for your leadership and commitment.

**“ We are proud of what we’ve achieved together, but it’s no surprise. When women and their allies serve at the highest levels of government, policies [in support of gender equity] quickly become common sense.”**

**Chirlane McCray**  
First Lady of New York City



**Chirlane McCray**  
First Lady of New York City  
Commission on Gender Equity  
Co-Chair



**Silda Palerm**  
Partner, Vestry Laight  
Commission on Gender Equity  
Co-Chair

# Letter from the Executive Director

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Mayor de Blasio and Speaker Johnson,

As a public servant, I count myself fortunate to be part of an Administration that is centrally focused on creating the fairest big city in the nation and—dare I say—the world. It is a privilege to serve under a Mayor who has made gender equity a core goal and to partner with such a diverse and vibrant range of allies, all determined to make that goal a reality.

The Annual Report that follows describes the progress that CGE made in 2019 toward realizing the benchmarks of its **2018-2021 Strategic Plan**. This Annual Report documents the gains that CGE achieved in its three focus areas of *economic mobility and opportunity*, *health and reproductive justice* and *safety* through its interconnected strategies of *public education and engagement*; *policy, advocacy and legislative work*; *research, analysis and publications*; and *inter-agency and cross-sector collaboration*. This Annual Report also lays out how CGE continued creating the infrastructure, the connections and the partnerships required to sustain and build on those gains.

CGE owes its ongoing success to the vision of its Co-Chairs and Commissioners, the dedication and expertise of its exemplary staff, and the solid commitment of a wide cross-section of municipal agencies. I look forward to continuing to work with those esteemed partners—and with an expanding cohort of other community, private sector and international leaders—to translate this pivotal moment in our history into sustainable gender-equity progress for all New Yorkers.



**Jacqueline Ebanks**

Commission on Gender Equity  
Executive Director

# Executive Summary

The New York City Commission on Gender Equity (CGE) is required by Local Law 67 of 2016 to “submit to the Mayor and the Speaker of the Council a report concerning its activities during the previous twelve months, the goals for the following year, and recommendations for the reduction of gender-based inequality.”

Over the course of 2019, CGE worked on multiple fronts to achieve gender equity for all New Yorkers, regardless of gender identity or expression, socioeconomic status, sexual orientation, race, ethnicity, faith, age, ability, or immigration status. In particular, CGE pursued a set of specific objectives within and across its three focus areas of: *Economic Mobility and Opportunity*; *Health and Reproductive Justice*; and *Safety*—as laid out in its *2018-2021 Strategic Plan*.

## Highlights of 2018 goals and 2019 accomplishments include:

2018	2019
<ol style="list-style-type: none"><li>1. Engage new voices to develop additional gender equitable policies and practices</li><li>2. Build a citywide infrastructure to advance gender equity by strengthening the Gender Equity Inter-Agency Partnership</li><li>3. Align NYC gender equity efforts with a progressive global human rights framework</li></ol>	<ol style="list-style-type: none"><li>1. Held five Gender Equity Summits—one in each of the five boroughs—in which community members learned about CGE’s work, suggested directions that will resonate with their constituencies, and committed their support to ongoing efforts.</li><li>2. Continued its leadership of the Gender Equity Interagency Partnership (GEIP)—senior-level representatives across city agencies who work together to develop, advocate for and implement an integrated achievable approach to achieving gender equity in New York City.</li><li>3. Shared New York’s gender-equity goals and achievements with diverse leaders at a range of local and international events including Making Cities for All: An Invitation to Thinkers, Doers and Change-Makers with the UN Development Programme and The Progress of Women in Cities: International Discussions towards Gender Equality in the Labour Market in Buenos Aires.</li></ol>

### The strategies employed fell into four main categories:

- *Public Education and Engagement* efforts that expanded public commitment to gender-equity goals within and across the three focus areas—and that galvanized support across diverse communities and beyond New York City’s borders.
- *Policy, Legislation and Advocacy* efforts seeking specific changes in relevant laws, programs, policies and practices.
- *Inter-Agency and Cross-Sector Collaboration* to ensure that the progress achieved will continue expanding across the full municipality and will last over time
- *Research and Analysis*—and producing or disseminating *Publications*—that elucidated critical gender-equity issues, publicized achievements to date, and presented emerging approaches.

### Looking ahead to 2020, CGE will:

- ***Further galvanize public commitment to the cause of gender equity*** by creating a new *Show Up for Gender Equity Campaign* and issuing a range of pivotal new publications.
- ***Launch Borough Civic Leadership Academies***
- ***Pursue its collaborative advocacy efforts*** to advance pay equity and secure ongoing support of the cutting-edge Health Ed Works program that was launched in 2019 under the Mayor’s Sexual Health Education Task Force.
- ***Sustain and expand signature initiatives***, including the Sexual Health Education Task Force, 16 Days of Activism against Gender-Based Violence, assessing alignment of New York City’s Human Rights Law with the United Nations Convention to End All Forms of Discrimination Against Women, and the Gender Equity Interagency Partnership.

Highlights from CGE’s 2019 accomplishments within its three main focus areas; discussion of CGE’s role within the City’s larger commitment to gender equity; and descriptions of its efforts to ensure sustainable progress and broad impact are presented in this report. Additionally, **new to this report**, are key New York City budget highlights impacting women and girls, and transgender and gender non-binary New Yorkers, as well as Agency Spotlights demonstrating the Administration-wide commitment to gender equity within CGE’s three focus areas.



FDNY’s Third Annual Woman to Woman Summit, May 2019



# Economic Mobility and Opportunity

***CGE 2018-2021 Strategic Plan Goal: New York City where people of all gender identities and gender expressions live economically secure lives and have access to opportunities to thrive.***

Throughout 2019, CGE continued to pursue the ***Economic Mobility and Opportunity*** objectives specified in its *2018-2021 Strategic Plan*, with efforts to advance:

- Private, public sector and global understanding of the centrally important issue of pay equity for individuals of all gender identities and expressions.
- Economic justice on behalf of persistently marginalized populations: older women and LGBTQI workers.
- Gender-equitable leadership across the public, private and nonprofit sectors.

## Actions to Achieve Gender Parity in Pay and Labor Practices

### Pay Equity Public Hearing at the New York City Bar Association

As part of its ongoing commitment to closing the gender pay gap, the Commission on Gender Equity convened a Public Hearing on Pay Equity in partnership with the Commission on Human Rights (CCHR), the Department of Consumer and Worker Protection (DCWP), and the New York City Bar Association on September 18, 2019.



Pay Equity Public Hearing, September 2019

The CEO of the National Women's Law Center, Fatima Goss Graves, keynoted the hearing alongside testimonies from a diverse group of individuals from small businesses, non-profits, government, labor, academia, international organizations, and the private sector.

The combined testimony of all the participating experts added up to a stark analysis of the profound negative impact of wage inequities on the long-term



economic security of New York’s women—and particularly of New York’s immigrant women and women of color. Key points emerging from their presentations included:

- White women earn only 81 cents, Black women only 66 cents—and Latinx women only 53 cents—for every dollar earned by white men
- Over the course of a lifetime, a woman of color will earn \$900,000-\$1 million less than a white man
- If women and people of color were ever to receive equitable wages, *it would add \$513 billion dollars a year to the national economy.*



Pay Equity Public Hearing, September 2019

The speakers went on to elucidate some of the factors contributing to those persistent and pernicious pay gaps:

- Loss of earnings, employment continuity, and promotion opportunities that come with women being both the primary caregivers and the main breadwinners for their families, coupled with the fact that very few women have access to affordable child care
- Fields that are made up mostly of women (and particularly to women of color) tend to be undervalued, under-paid and non-unionized
- Overwhelming presence of women in the “tipped wage economy”—in which the amount earned depends on the whims (and—frequently—the inappropriate demands) of their customers
- Secrecy with which data on wages are maintained across most industries
- Risks (e.g., sexual harassment, reprimand, actual loss of employment) that too many women face if they attempt to negotiate for better wages or promotions.

**“ It is more than just making men’s and women’s wages the same for the same jobs. It’s about shifting the entire way that we think about ‘women’s work.’ ”**

**Marisa Senteno**  
New York Co-Director,  
National Domestic Workers Alliance

Speakers consistently praised CGE for making pay equity a key initiative and the de Blasio Administration for taking concrete steps to improve the chances that all women and transgender and gender non-binary individuals can achieve genuine pay equity. They also strongly urged action to promote economic equity and justice for workers and their families across sectors, particularly in low-wage fields with higher concentrations of women.



Pay Equity Public Hearing,  
September 2019

A report summarizing all the findings and recommendations raised in the Hearing will be issued and widely disseminated by CGE, CCHR, and DCWP in 2020. It is expected to serve as a vitally-important blueprint for the City's ongoing efforts to ensure genuinely fair wages for all New Yorkers, regardless of gender identity, race or ethnicity—and thereby to advance genuinely-equitable economic opportunity and mobility.

## Equal Pay Day Rally at City Hall

The Annual Equal Pay Day Rally, organized by the non-profit PowHer New York, brings together advocates, electeds, and other leaders to highlight the pay disparities that remain for women, especially women of color, across sectors. Executive Director Ebanks noted that substantial efforts had been made on several economic fronts under the current Administration—e.g., the institution of a salary history ban, and the passage of paid sick leave, of workplace lactation accommodations and of a \$15 minimum wage. She stressed that pay equity is critical because fair and adequate pay is central to economic mobility, and also quantifiable wage rates are both measurable and enforceable.

**“ We must all become informed pay equity champions! We all have something to contribute and we all have something to gain. And we certainly all have something to lose if we don’t.”**

**Jacqueline Ebanks**  
Executive Director, CGE



CGE Executive Director Jacqueline Ebanks joined Beverly Neufeld, CGE Commissioner and President and Founder of PowHer New York, and other prominent leaders to speak at the rally on the steps of City Hall on April 2, 2019.

## “Women Aging into Poverty” City Council Hearing

The New York City Council Committees on Aging and Women and Gender Equity held a joint oversight hearing on *Women Aging into Poverty in New York City*. Executive Director Ebanks testified on the potential lifetime impact of gender-based pay inequities—and on the need for greater diligence in addressing ageism and sexism in hiring and retention policies—alongside Department for the Aging Deputy Commissioner Caryn Resnick.

Executive Director Ebanks explained how caregiving responsibilities in the home disproportionately affect women and impede their progress and ability to accumulate wealth within the workforce; how professional caregiving jobs are seriously underpaid; and how that double burden ultimately leaves a large segment of the City’s women, particularly immigrant women and women of color, in severe poverty upon retirement.

She pledged that CGE would continue working with other City agencies to reinforce the supports and protections available to women across their lifespan, thereby helping to reduce the number of women who become poor as they age and as they retire.



## NYC Rally to Protect LGBTQI Workers



First Lady Chirlane McCray and CGE Executive Director Jacqueline Ebanks speak at the NYC Rally to Protect LGBTQI Workers, October 2019.

On October 8, 2019, the United States Supreme Court heard three cases involving Title VII workplace protections on the basis of gender identity and sexual orientation. Advocates, electeds, and other leaders came together to rally in support of LGBTQI workers and their rights. First Lady Chirlane McCray articulated New York's unflinching support for the rights of workers of all gender identities and expressions and all sexual orientations, and took the opportunity to announce the launch of *NYC Unity Works*—the country's most comprehensive workforce development program specifically tailored for that population, with a particular emphasis on providing appropriate work and education opportunities for homeless and runaway LGBTQI youth, which will be led by the NYC Unity Project.

*“As the federal government attempts to tear away our rights and dignity, NYC is going in the opposite direction—not only by continuing to rigorously enforce LGBTQI legal protections, but by meaningfully investing in our young people's futures. The NYC Unity Works program will better equip LGBTQI young people who are experiencing or at risk of homelessness with the tools they need to gain meaningful employment, while ensuring that they have the emotional and skills-based support they need to get there.”*

**Ashe McGovern**  
Executive Director, NYC Unity Project

## Gender-Diverse Leadership

One of the key tenets of CGE is that the pursuit of gender equity can only truly succeed if there is gender-diverse and gender-equity-committed leadership at the top of all the sectors in which change is necessary. To that end, CGE joined with top civic leaders at two major events honoring and inspiring women to take their rightful places at key leadership tables.

On March 22, 2019, the Mayor and First Lady hosted the annual *Women's History Month Mentorship & Civic Leadership Reception* at Gracie Mansion. First Lady Chirlane McCray; Saru Jayaraman—Co-Founder and Co-Director of Restaurant Opportunities Centers United and Director of the Food Labor Research Center at UC Berkeley; and Nala S. Toussaint—Transgender Health Advocacy Coordinator at the Callen-Lorde Community Health Center were the featured speakers at an event that celebrated mentors and mentees across sectors from all five boroughs of New York City for their efforts to support new, diverse civic leadership with a commitment to work for fully-representative gender equity.



Women's History Month Mentorship & Civic Leadership Reception, March 2019

On April 30, 2019, CGE hosted the ***Building on Shirley Chisholm's Legacy: The Future of Women's Civic and Political Leadership*** event at Medgar Evers College, a celebration of Shirley Chisholm, the pioneering, Brooklyn-based congresswoman and first black woman to ever run for President of the United States, and women civic leaders who have followed in her footsteps.

The event was attended by hundreds of advocates, students, and established political leaders, who were able to network and connect with resources to deepen their civic engagement and leadership. The event featured speeches by First

Lady of New York City, Chirlane McCray, and by former Brooklyn Congresswoman, Dr. Una Clark—as well as a lively panel discussion by Cat Almonte, the Managing Director of The Board Room, Liuba Grechen Shirley, Founder and CEO of Vote Mama, L. Joy Williams, the President of the Brooklyn NAACP—on the need for more women leaders across the public, private and nonprofit sectors.

“The women in her [Chisholm's] community saw something that they believed was an investment and she felt that it was her responsibility to run for political office.”

**Dr. Zinga Fraser**  
Director, Shirley Chisholm Project,  
Assistant Professor, Africana Studies  
& Women's and Gender Studies  
Program, Brooklyn College, CUNY

## AGENCY SPOTLIGHT

CGE's efforts are undergirded by the de Blasio Administration's commitment to creating the fairest City in the nation and reinforced by related initiatives within City Agencies. Below is a snapshot of one of these cutting-edge initiatives related to CGE's Economic Mobility and Opportunity focus area.

### The Mayor's Office of Minority and Women-Owned Business Enterprises

The Mayor's Office of Minority and Women-Owned Business Enterprises (M/WBE) has made unprecedented commitments and strides in addressing historic race and gender disparities in City contracting by increasing access to opportunities to do business with the City, based on four core principles: accessibility, capacity building, sustainability and accountability.<sup>1</sup> M/WBE continued to make record progress in 2019 as it met and exceeded the Administration's aggressive goals.

In his first *OneNYC Plan*, the Mayor set the goal to award \$16 billion to M/WBEs by 2025. Since then, the City has awarded over \$14 billion to M/WBEs, and so increased the goal to \$25 billion by 2025.<sup>2</sup> The Office of M/WBE also met other ambitious goals, doubling the number M/WBE firms certified by NYC from about 4,500 in 2015 to over 9,000 by the end of June 2019,<sup>3</sup> and achieving three times the utilization rate from 8% in fiscal year 2016 to approximately 24% at the end of fiscal year 2019.

In fiscal year 2019 alone, the Administration certified over 4,900 businesses.<sup>4</sup> To put that in perspective, in the 22 years between the program's inception in 1992 and this Administration coming into office in 2014, the City certified 3,670 M/WBEs. The City is now on track to award 30% of the value of all City contracts to M/WBEs by 2021.<sup>5</sup>

2019 also brought vital city and state legislation that will further advance economic opportunity for M/WBEs. The M/WBE-exclusive discretionary threshold increased from \$150,000 to \$500,000, which will increase access to capital for M/WBEs.<sup>6</sup> In 2017 the Office of M/WBE led the charge in Albany to increase the discretionary threshold from \$20,000 to \$150,000. To date, the direct result of this new tool has been 1,900 M/WBE awards valued at over \$140M. The Office of M/WBE's continuing work to combat historic disparities "will strengthen our thriving economy and entrepreneurial backbone."<sup>7</sup>

1 Mayor's Office of M/WBE, website: <https://www1.nyc.gov/nycbusiness/mwbe>

2 March 21, 2019 press release: <https://www1.nyc.gov/office-of-the-mayor/news/154-19/mayor-de-blasio-business-leaders-advocates-elected-officials-state-proposal-level#0>

3 July 8, 2019 press release: <https://www1.nyc.gov/office-of-the-mayor/news/333-19/de-blasio-administration-reaches-milestone-goal-9-000-city-certified-m-wbes>

4 Personal communication, Mayor's Office of M/WBE.

5 July 8, 2019 press release: <https://www1.nyc.gov/office-of-the-mayor/news/333-19/de-blasio-administration-reaches-milestone-goal-9-000-city-certified-m-wbes>

6 June 20, 2019 press release: <https://www1.nyc.gov/office-of-the-mayor/news/313-19/statements-mayor-de-blasio-deputy-mayor-j-phillip-thompson-passage-state>

7 Mayor Bill de Blasio, June 20, 2019 press release: <https://www1.nyc.gov/office-of-the-mayor/news/313-19/statements-mayor-de-blasio-deputy-mayor-j-phillip-thompson-passage-state>

# KEY FY 2020 NYC BUDGET HIGHLIGHTS

for Women and Girls, and  
Transgender and Gender  
Non-Binary New Yorkers

Mayor Bill de Blasio's Fiscal Year 2020 Budget, passed in partnership with Speaker Corey Johnson and the New York City Council, went into effect on July 1, 2019. The City remains committed to gender and racial equity, reflected in our policy, legislation, budget, and leadership. The following summary identifies key Fiscal Year 2020 Budget items that demonstrate this commitment, with a focus on new and expanded efforts, in CGE's Economic Mobility and Opportunity focus area.

- **Expanded 3-K for All**  
\$25,000,000 toward the expansion of 3-K for All into two new school districts in the Bronx and Brooklyn. The City is now serving the 10 highest-need districts, providing high quality early education to 20,000 3-year-olds and a critical childcare support for their families. By FY2021, the City will provide 3-K for All in 14 districts.
- **Childcare Voucher Expansion**  
\$19,700,000 increase in funding for childcare vouchers will provide an additional 2,600 childcare vouchers for low-income working families.
- **Discretionary Child Care**  
\$10,000,000 to support childcare programs and add childcare slots, critical to supporting the economic mobility of women and families.
- **LGBTQ Inclusive Curriculum**  
\$2,000,000 toward the creation of LGBTQ inclusive and intersectional curriculum in literacy and history classes, as well as professional development for teachers in New York City public schools. This also includes \$200K to support LGBTQ Family Outreach.
- **Census**  
\$40,000,000 to ensure that all communities across the five boroughs are reached and accounted for in the upcoming 2020 Census, which is necessary for the City to deliver critical services that New Yorkers rely on, which is particularly important for women, girls, and transgender and gender non-binary individuals and their families.
- **CUNY Citizenship NOW! Program**  
\$3,250,000 to the CUNY Citizenship NOW! Program, which provides free immigration law services to assist immigrants on their path to U.S. Citizenship, ensuring that immigrant families have access to the resources they need to stay together, continue their education, and remain on the path to economic mobility.
- **Pay Parity for Early Childcare Educators**  
New York City's Pre-K and 3K initiatives depend on our early childhood educators, the majority of whom are women and women of color. The City made a commitment to establish a pathway to pay parity to address recruitment and retention issues in this sector. The recent settlements between first Local 205 and now Local 95 and their employers are a model of how this will be accomplished. Funding will be added by the City as part of the budget process.



# Health and Reproductive Justice

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*CGE 2018-2021 Strategic Plan Goal: New York City free from gender- and race-based health disparities.*

Throughout 2019, CGE pursued a range of collaborative strategies to promote the health and reproductive justice of all New Yorkers. In particular, CGE:

- Led on the inter-agency, cross-sectoral Mayor's *Sexual Health Education Task Force*.
- Co-sponsored the New York City Commission on Human Rights' public hearing on *Pregnancy and Caregiver Discrimination*.

## NYC Youth's Access to Comprehensive, Inclusive Sexual Health Education

Since 2017, Executive Director Jacqueline Ebanks has led the Mayor's *Sexual Health Education Task Force*—a forty-member body comprising leaders of key City agencies, public school teachers, students, and experts in sexual health and youth development—that is tasked with guiding the improvement and expansion of the sexual health education curricula used in New York City public schools.

In July 2018, the Task Force released a set of comprehensive recommendations falling within four main areas:

- Prioritizing a culture of sexual wellness and inclusivity in all schools
- Ensuring that all students are served by well-equipped and well-supported health education instructors
- Improving the content, substance, and methods of sexual health education
- Strengthening accountability and reporting

A copy of the Sexual Health Education in New York City: Findings and Recommendations Report can be found on our website: <https://www1.nyc.gov/assets/genderequity/downloads/pdf/Sex-Ed-Task-Force-Report-2018.pdf>

As part of the Department of Education (DOE) Health Ed Works initiative—a multiyear initiative focused on ensuring more students receive comprehensive health education

that helps them develop the skills to make healthy decisions throughout their lives—many of the recommendations of the Task Force report were incorporated, including:

- Increasing the number of certified health educators
- Expanding the number of School Wellness Councils
- Developing professional development and supplemental resources to support teachers in providing quality and inclusive sexual health education.

In 2019, the Task Force met three times, and:

- Reaffirmed the interest and availability of members to continue participating in the Implementation Phase
- Created strategies for responding to changing landscape and health education programming
- Formed four Workgroups—each one responsible for implementing one of the Task Force’s four main recommendation areas.

Over the first six months of 2020, the Workgroups will identify the main stakeholders and action steps that are required to finalize implementation plans.

## The Rights and Health of Pregnant, Nursing, and Caregiving New Yorkers

CGE joined the New York City Commission on Human Rights to co-sponsor a major public hearing on *Pregnancy and Caregiver Discrimination* in January 2019. In July 2019, the follow up report on the hearing—*Your Rights While Pregnant, Breastfeeding, or Caregiving: A Report on the 2019 Commission Public Hearing on Pregnancy and Caregiver Discrimination*—was released.

The report describes the employment barriers that pregnant, nursing, and caregiving employees face—from being denied reasonable accommodations to being challenged about their basic right to work. The report further illuminates the ways in which those barriers tend to be harsher for marginalized women populations, including, but not limited to, immigrant women, women of color, and domestic workers.

The report commends the de Blasio Administration for its work: (1) creating laws mandating reasonable accommodation of employees’ pregnancy and lactation needs; (2) enacting specific prohibitions against discrimination on the basis of caregiver status; and (3) supporting the New York State Paid Family Leave Act. It goes on to articulate legislative recommendations that were made by members of the public who offered testimony, and do not necessarily reflect the views of CCHR:



*Your Rights While Pregnant, Breastfeeding, or Caregiving* report release, July 2019

**“No one should have to choose between their job and their family. We will continue to fight for the rights of workers across all sectors who are pregnant, breastfeeding, or caring for a loved one until everyone is protected.”**

**Carmelyn P. Malalis**  
Chair and Commissioner of the New York City Commission on Human Rights

- Mandating that employers engage in “cooperative dialogue” with employees regarding reasonable accommodations of caregiving needs
- Extending current protections to workplaces of all sizes and types
- Expanding the State’s paid family leave law
- Creating a state tax credit for family caregivers
- Passing specific additional protections for domestic workers.

A copy of *Your Rights While Pregnant, Breastfeeding, or Caregiving: A Report on the 2019 Commission Public Hearing on Pregnancy and Caregiver Discrimination* is available at:

[https://www1.nyc.gov/assets/cchr/downloads/pdf/publications/Pregnancy\\_Report.pdf](https://www1.nyc.gov/assets/cchr/downloads/pdf/publications/Pregnancy_Report.pdf).



Public Hearing on Pregnancy and Caregiver Discrimination, January 2019

## AGENCY SPOTLIGHT

CGE's efforts are undergirded by the de Blasio Administration's commitment to creating the fairest City in the nation and reinforced by related initiatives within City Agencies. Below is a snapshot of one of these cutting-edge initiatives related to CGE's Health and Reproductive Justice focus area.

### NYC Health + Hospitals

NYC Health + Hospitals continues to make strides to expand programs and care for Lesbian, Gay, Bisexual, Transgender, and Queer (LGBTQ) staff and clients.

For the fourth year in a row, twenty-three patient care locations received the designation "Leader in LGBTQ Healthcare Equality" by the Human Rights Campaign. NYC Health + Hospitals has developed a comprehensive offering of blended training programs to build competency in providing affirming services for members of the LGBTQ community. To date, 16 distinct training programs are available that include the first of its kind Certificate of Advanced Training in LGBTQ Healthcare, developed with The Fenway Institute to build capacity for direct care providers. NYC Health + Hospitals continues to expand Pride Health Centers within its system that serve as centers of excellence for LGBTQ affirming health services.

Throughout 2019, NYC Health + Hospitals equity work has also focused on building a robust community outreach initiative to connect members of the LGBTQ community to information and services. Dedicated City funding allowed for the hire of three LGBTQ Community Outreach Workers that enables NYC Health + Hospitals to be present in community spaces to share vital health information and obtain valuable feedback that informs equity programs and policies. To complement the public facing activities performed by the outreach workers, funding also supports continued training of key front line and direct care staff to build awareness and capabilities to provide affirming services—thereby significantly improving healthcare access and quality for lesbian, gay, bisexual, transgender, gender non-binary, and queer New Yorkers.

## KEY FY 2020 NYC BUDGET HIGHLIGHTS

for Women and Girls, and  
Transgender and Gender  
Non-Binary New Yorkers

Mayor Bill de Blasio's Fiscal Year 2020 Budget, passed in partnership with Speaker Corey Johnson and the New York City Council, went into effect on July 1, 2019. The City remains committed to gender and racial equity, reflected in our policy, legislation, budget, and leadership. The following summary identifies key Fiscal Year 2020 Budget items that demonstrate this commitment, with a focus on new and expanded efforts, in CGE's Health and Reproductive Justice focus area.

- **New York City Abortion Access Fund**  
\$250,000 to the New York City Abortion Access Fund, as spearheaded by the New York City Council, is the Nation's first city-government funded abortion fund.
- **LGBTQ Community Services**  
\$3,725,000 to LGBTQ Community Services, an increase of \$2,200,000 from the prior fiscal year, which will support coordinated health and human services for LGBTQ individuals and their families.
- **Maternal and Child Health Services**  
\$2,200,000 toward a range of maternal and child health services and coordination efforts, including doula care and home-visiting programs, to improve maternal and infant health outcomes, particular in community districts with high infant mortality rates.
- **Reproductive and Sexual Health Services**  
\$595,000 toward a range of reproductive and sexual health services, including the \$250K for the NYC Abortion Access Fund, for a variety of high-risk populations including youth of color, LGBTQ individuals, and the uninsured, with the goal of empowering patients by supporting their sexual healthcare and education.
- **Healthy Aging Initiative**  
\$2,040,000 to the Healthy Aging Initiative, which promotes healthy behaviors and detects chronic diseases among aging New Yorkers, which is of particular importance for senior women, who face increasing health challenges as they age.
- **LGBTQ Healthcare Outreach Workers**  
\$390,000 to NYC Health + Hospitals for LGBTQ healthcare training and three new community outreach workers, which will improve healthcare access and quality for LGBTQ and gender non-binary New Yorkers.
- **LGBTQ Senior Services in Every Borough**  
\$1,500,000 towards a variety of LGBTQ culturally competent services for seniors in all five boroughs of New York City.



# Safety

***CGE 2018-2021 Strategic Plan Goal: New York City free from gender- and race-based violence.***

In 2019, CGE carried out a range of initiatives in pursuit of the **2018-2021 Strategic Plan** goal to free all New Yorkers from all forms of gender-based violence. In particular, CGE:

- Provided critical testimony at the *Title IX Gender Discrimination Hearing* before the City Council.
- Brought the message of eliminating gender-based violence to communities across the city through the third annual *16 Days of Activism Against Gender-Based Violence Campaign*.
- Participated in the annual *Denim Day Rally* against the sexual assault and rape culture.

## Title IX - Gender Discrimination Hearing

On April 30, 2019, the New York City Council's Committees on *Education, Higher Education, and Women and Gender Equity* called an Oversight Hearing to examine the City's current efforts to adhere to federal Title IX mandates, which protects against discrimination on the basis of sex, under any education program or activity receiving Federal financial assistance, and to discuss how the City will respond to the federal government's new efforts to dismantle certain aspects of that law. In particular, the hearing sought to: begin exploring how the City will counter the federal government's efforts to remove protections for gender non-binary and trans students, to narrow the definition of sexual harassment, and to make it harder for those who experience harassment and assault to seek justice.

Executive Director Ebanks testified alongside the New York City Department of Education and City University of New York, and discussed CGE's and the de Blasio Administration's ongoing commitment to protect against gender discrimination, despite the national attempts to compromise Title IX protections.

**“ I believe every student should feel safe everywhere they go, especially at school. No student should feel threatened or any type of way because of the clothing they choose to wear, or how students choose to express themselves.”**

**Berenice Gervacio**  
Youth Organizer, Sisters in Strength,  
Girls for Gender Equity

In particular, Executive Director Ebanks asserted that CGE will:

- Help maintain the municipal government's vigilance on this front through coordination of its 60+ city agency *Gender Equity Interagency Partnership*.
- Ensure that the Mayor's Sexual Health Education Task Force continues to work to provide youth with medically accurate sexual health education.
- Engage communities across the city in creating community-based, culturally-effective strategies for combatting gender-based violence through implementation of the 16 Days of Activism against Gender-Based Violence Campaign.

Executive Director Ebanks pledged that CGE will continue to work closely with the Department of Education on their efforts to prevent and address sex- and gender-based discrimination and harassment within the City's public education system.

## 16 Days of Activism Against Gender-Based Violence Campaign

For the past two years, CGE has partnered with the Mayor's Office to End Domestic and Gender Based Violence (ENDGBV) to sponsor a city-wide **16 Days of Activism Against Gender-Based Violence Campaign** as part of the annual global effort to galvanize public awareness and activism around ending gender-based violence.

The 2019 **Campaign** involved: (1) the broad distribution of a *16 Days Action Kit* providing diverse communities with guidance and ideas around creating events that reflect the specific assets, preferences, cultures and needs of their constituencies; (2) extensive hands-on support and resources toward carrying out those events; and (3) robust publicity around all the events.

**“New Yorkers can make a meaningful difference in the lives of domestic and gender-based violence survivors in a matter of days. Our campaign action kit provides an effective strategy to create awareness about this human rights issue. We challenge the citizens of this great city to lead the way in eradicating domestic and gender-based violence from our communities and from all future generations.”**

**Cecile Noel**

Commissioner for the Mayor's Office to End Domestic and Gender-Based Violence

The **Campaign** took place from November 25 (*International Day for the Elimination of All Forms of Discrimination Against Women*) through December



16 Days of Activism against Gender-Based Violence campaign, November 2019



10 (*International Human Rights Day*). It kicked off with a video in which First Lady of New York City, Chirlane McCray, called for all New Yorkers to join in the fight against gender-based violence, and then rolled out an impressive range of individual programs representing the many demographic groups and communities of the city.

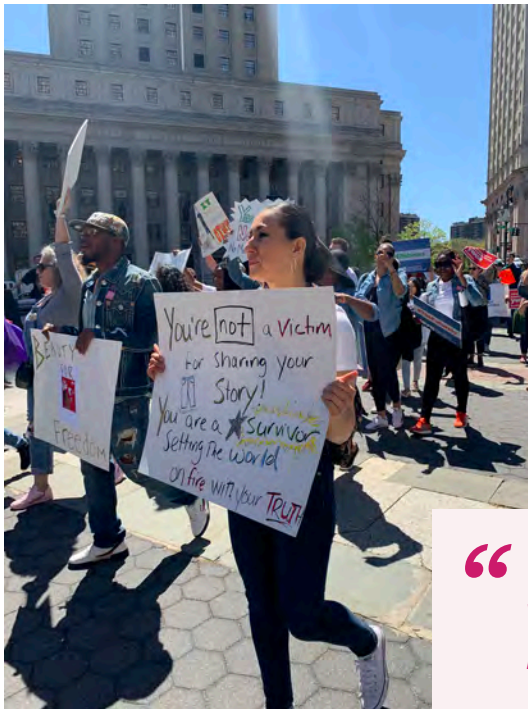


Gibney Dance Survivor Leaders performance, December 2019

- **Young New Yorkers** took part in efforts including a *STEPS to End Family Violence* program in which 11<sup>th</sup> graders learned how to identify and combat the forms of oppression that contribute to gender-based violence and a *Relationship Abuse Prevention Program* sponsored jointly by *STEPS* and the *Bronx Studio School for Writers and Artists*. An NYC Commission on Human Rights initiative prepared the adults in young people's lives to more effectively support those who have survived gender-based violence.
- **Municipal employees** took part in a range of trainings that strengthened their capacity to identify and prevent gender-based violence in both their work and their personal lives. There were presentations specifically focused on addressing elder abuse; and an interactive *Girls for Gender Equity* program through which social workers in the NYC Department of Education learned how to help reduce and better deal with gender-based violence in the schools.
- **Communities across the city benefited from a range of informative and inspiring arts-focused programs** including a powerful performance by the *Gibney Dance Survivor Leaders*, a *Never Broken* event by female singers and songwriters, and an interactive art exhibit at El Barrio's *Artspace*.
- **A few special programs offered tailored support to New York's Latinx, LGBTQ, and Asian and Pacific Islander populations** as well as suggestions to the general public on how to safely intervene when a fellow New Yorker appears to be at risk for gender-based violence or harassment.

- **A few major advocates received recognition for their cutting-edge efforts** in the field of gender-based violence prevention and advocacy—LaRisa Francis, Director of the Brooklyn Criminal Court; Shgoofa Rahmani, a case manager for *Women for Afghan Women*; and Kimberly Shannon, the Gender Equity Coordinator at the NYC Department of Education.
- **The Administration communicated its vibrant support for all these efforts** through extensive social media communications—and by illuminating City Hall, the Municipal Building, and Gracie Mansion in the signature orange light of the fight to end gender-based violence.

## Denim Day Rally



Denim Day Rally, April 2019

On April 24, 2019, CGE participated in the annual Denim Day rally against sexual assault and violence. Executive Director Jacqueline Ebanks spoke about the multiple impacts of sexual assault and violence on the economic mobility and opportunity, health and overall well-being of girls, women and trans and gender non-binary individuals, and urged ongoing efforts to protect their well-being.

**“ We stand here in solidarity to uplift the voices of survivors to let them know we have their backs! The fight for safety and justice is a year-round effort and our vigilance is essential to ensure that New York is the safest city in the nation and the world!”**

**Jacqueline Ebanks**  
Executive Director, CGE

## AGENCY SPOTLIGHT

CGE's efforts are undergirded by the de Blasio Administration's commitment to creating the fairest City in the nation and reinforced by related initiatives within City Agencies. Below is a snapshot of one of these cutting-edge initiatives related to CGE's Safety focus area.

### Commission on Human Rights' Fight Against Gender-Based Harassment

In 2019, the New York City Commission on Human Rights (CCHR) strengthened its multifaceted approach to combatting workplace sexual harassment by launching both a Gender-Based Harassment Unit and a free online sexual harassment prevention training for all NYC employers.

CCHR enforces and educates about the New York City Human Rights Law—which is one of the strongest anti-discrimination laws in the nation and which includes a broad standard for what constitutes unlawful workplace harassment. Treating someone less well because of their gender in a way that demeans, embarrasses, or threatens them, is sexual harassment. Importantly, under the New York City Human Rights Law, victims of sexual harassment may file claims with CCHR even when arbitration agreements prevent them from filing cases in court.<sup>8</sup>

To strengthen enforcement, the Mayor launched the Gender-Based Harassment Unit,<sup>9</sup> a team of lawyers and specialists dedicated to investigating and prosecuting cases of gender-based harassment.<sup>10</sup> As part of its comprehensive education and outreach efforts, in April CCHR launched a free sexual harassment prevention training that is accessible to all NYC employers, is offered in eleven languages, and meets both the mandatory state and city training requirements. The training is an important tool that educates about how to identify harassment and provides solutions on how to handle it, including strategies for bystander intervention.<sup>11</sup> It uses real-life scenarios highlighting intersecting forms of oppression that often compound sexual harassment.<sup>12</sup>

<sup>8</sup> NYC Commission on Human Rights, November 27, 2019 press release: <https://www1.nyc.gov/assets/cchr/downloads/pdf/press-releases/SH%20since%20MeToo%20-%20FINAL.pdf>

<sup>9</sup> January 25, 2019 press release: <https://www1.nyc.gov/office-of-the-mayor/news/058-19/de-blasio-administration-launches-gender-based-anti-harassment-unit>

<sup>10</sup> NYC Commission on Human Rights, November 27, 2019 press release: <https://www1.nyc.gov/assets/cchr/downloads/pdf/press-releases/SH%20since%20MeToo%20-%20FINAL.pdf>

<sup>11</sup> NYC Commission on Human Rights, press release: [https://www1.nyc.gov/assets/cchr/downloads/pdf/press-releases/Sexual\\_Harassment\\_Training\\_Press\\_Release.pdf](https://www1.nyc.gov/assets/cchr/downloads/pdf/press-releases/Sexual_Harassment_Training_Press_Release.pdf)

<sup>12</sup> NYC Commission on Human Rights, press release: [https://www1.nyc.gov/assets/cchr/downloads/pdf/press-releases/Sexual\\_Harassment\\_Training\\_Press\\_Release.pdf](https://www1.nyc.gov/assets/cchr/downloads/pdf/press-releases/Sexual_Harassment_Training_Press_Release.pdf)

## KEY FY 2020 NYC BUDGET HIGHLIGHTS

for Women and Girls, and  
Transgender and Gender  
Non-Binary New Yorkers

Mayor Bill de Blasio's Fiscal Year 2020 Budget, passed in partnership with Speaker Corey Johnson and the New York City Council, went into effect on July 1, 2019. The City remains committed to gender and racial equity, reflected in our policy, legislation, budget, and leadership. The following summary identifies key Fiscal Year 2020 Budget items that demonstrate this commitment, with a focus on new and expanded efforts, in CGE's Safety focus area.

- **Title IX Coordinators in NYC Public Schools**  
\$803,000 toward the hiring of seven new Title IX coordinators, which will help ensure that all Department of Education schools are inclusive, supportive, and free from gender-based harassment and discrimination.
- **Supportive Alternatives to Violence Encounters (SAVE)**  
\$2,450,000 toward the SAVE Program, which provides wrap-around services for domestic violence victims including prevention, community training, legal representation, counseling and referrals, and expanding the scope and scale of services provided to victims.
- **Domestic and Other Violence Emergencies (DoVE)**  
\$9,805,000 toward the DoVE Initiative, administered by Safe Horizon, which supports and expands a range of services, combatting the domestic violence crisis to ensure comprehensive access across New York City, including case management, crisis intervention, empowerment workshops, and legal advocacy.
- **Elder Abuse Prevention Services**  
\$335,000 toward Elder Abuse Prevention Services to provide services to victims of elder abuse, particularly immigrant seniors who have been subjected to financial, physical, or emotional abuse or neglect, which is particularly important for senior women, who are especially vulnerable to abuse.
- **Young Women's Initiative**  
\$5,500,000 to the Young Women's Initiative, which invests in young women, transgender, and gender non-binary youth of color. The \$1,300,000 increase in funding from the prior fiscal year includes greater support for the Dedicated Contraceptive Fund, Initiative for Immigrant Survivors of Domestic Violence, Prevent Sexual Assault Initiative for Young Adults, Bystander Intervention, Wrap-Around Support for Transitional-Aged Foster Youth, and the Young Women's Leadership Development Initiative.
- **Trans Equity Programs**  
\$2,275,000 towards a range of services to support and empower the transgender and gender non-binary community, including educational programs, employment services, workforce development, and legal guidance.

# Solidified, Sustained and Expanded CGE's Impact

Throughout 2019—in addition to working toward achieving the specific objectives laid out in its **2018-2021 Strategic Plan**—CGE continues to ensure that: (1) the broad goal of gender equity becomes central to all City operations; (2) gender equity efforts reflect the diverse strengths of New York's communities; and (3) New York City's efforts to connect the “local” to the “global” become blueprints for ongoing action.

In particular, CGE:

- Continued its leadership of the *Gender Equity Interagency Partnership* (GEIP)—senior-level representatives across city agencies who work together to develop, advocate for and implement an integrated sustainable approach to achieving gender equity in New York City.
- Held five *Gender Equity Summits*—one in each of the five boroughs—in which community members learned about CGE's work, suggested directions that will resonate with their constituencies, and committed their support to ongoing efforts.
- Partnered with the Columbia Law School Human Rights Clinic to develop a tool to assess the alignment of New York City's Human Rights laws with the principles of the international *Convention on the Elimination of all Forms of Discrimination Against Women*
- Shared New York's gender-equity goals and achievements with diverse leaders at a range of local and international events.

“With CGE's strategic plan, we are laying a foundation of gender equity that will outlive our administration.”

**Chirlane McCray**  
First Lady of the City of New York

## Gender Equity as a Central Goal in all City Operations

As a part of the mission of the **2018-2021 Strategic Plan**, CGE established the New York City **Gender Equity Interagency Partnership (GEIP)** in 2018—through which senior-level leaders from across the City's agencies can systematically align their practices with the pursuit of gender equity. Currently, the GEIP has one hundred and eight individual leaders representing sixty three different City agencies.



In 2019, the **GEIP** accomplished the following:

- Formed workgroups to operationalize the assignments through which its activities can be carried out. Those workgroups are: Structure and Strategy, Tools and Resources, and communications.
- Provided resources to GEIP members regarding best practices on creating gender equity in their agencies through procuring memberships with Diversity Best Practices and Catalyst.
- Secured buy-in for a “landscape study” that will collect information on gender-related programs and services that City agencies administer for New Yorkers.

## Gender-Equity Efforts That Reflect the Diverse Strengths of NYC’s Communities

During June of 2019, CGE held a series of **Gender Equity Summits**—one in each borough—to obtain input from diverse communities regarding how best to launch or enhance the continuation of a range of efforts and events. Each summit consisted of a guided discussion with key community stakeholders, facilitated by CGE staff and by consultants from the urban planning organization, *Hester Street Collaborative*.

The efforts that were discussed included:



Gender Equity Summit in the Bronx, June 2019

- **Borough Civic Leadership Academies:** a new project to prepare new cohorts of gender-diverse and gender-equity-focused individuals to become leaders in community-based efforts and within the New York City government
- **Men to Advance Gender Equity:** a new initiative to educate men and boys across New York City about the role they play in perpetuating gender inequities and the actions they can take to eliminate the toxic ideologies that hinder true equity for all persons.
- **Youth to Advance Gender Equity:** a new effort to engage young people representing New York City’s full diversity of intersectional identities in an ongoing process to ensure that gender-equity policies, practices and programs reflect and speak to their unique perspectives, experiences, needs and wisdom.
- **16 Days of Activism Against Gender-Based Violence Campaign:** an ongoing effort to promote broad, culturally-relevant and effective awareness and action toward ending gender-based violence within all the communities in New York City.

The five **Summits** were held in community-based hubs that included schools, a performance arts center, and a Borough Hall. Participants reflected the diverse riches of the city’s demographics—New Yorkers of all ages, gender identities and expressions, racial and ethnic groups, abilities, and faiths.

Each Summit began with a presentation from CGE on the work of the Commission and the goals of the **Summits**. The participants then joined facilitated breakout sessions in which they discussed how CGE can best ensure that the four initiatives reflect the full strengths, needs, and perspectives of New York’s many constituencies.

At the conclusion of each **Summit**, the breakout groups reconvened in a single plenary session to share what they discussed and what they found.



Gender Equity Summit in Brooklyn, June 2019

Initial, across-the-board findings and recommendations included:

- **Share gender-equity related information** with as broad a range of communities as possible, through maximally-accessible materials and venues.
- **Bring men into the conversation** early and consistently. As one break-out group articulated: “Gender Equity is not a ‘woman’s issue.’”
- **Recognize the wisdom and meeting the needs of young people** who will be engaged in all these initiatives—i.e., empowering them without patronizing them; and compensating them for their time.
- **Draw from the existing gender-equity work at the community level**

In 2020, CGE will issue a full report that will summarize the results of the **Summits** and illuminate how the discussions have helped shape the ongoing development of all the proposed initiatives.



## From Local to Global

CGE joined with like-minded leaders beyond the City limits to align its gender-equity efforts with the human rights efforts of the global community and to pool knowledge and widely spread the word about emerging gender-equity needs, effective strategies and concrete progress.

### NYC's Gender Equity Efforts and the Global Human Rights Movement

Forty years ago, the United Nations General Assembly called together a *Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW)* to produce an international treaty that would proactively foster strong and consistent standards of equality, respect for and promotion of women's rights by governments across the globe. The treaty was subsequently adopted by the United Nations General Assembly, and—in the forty years that have followed—has been ratified by 189 countries.

Only six countries, including the United States, have not ratified CEDAW.

In line with the Mayor's goal to make New York City "the fairest city in the country," CGE entered into a partnership with the *Columbia University School of Law Human Rights Institute and Human Rights Clinic (CLHRC)* in 2018 to develop an alignment review tool that can be used to assess the extent to which New York City's current laws, practices and policies align with CEDAW. The CLHRC gathered initial feedback from a range of stakeholders—including CGE and grassroots advocates working to advance CEDAW's principles, among other experts in the field of human rights and gender equity, and City agency leaders to review whether the tool in fact provides effective guidelines for action.

Ultimately, implementing the CEDAW alignment review tool will position the City as a key player in the global movement to ensure that all girls, women, transgender, and gender non-binary New Yorkers are provided opportunities to lead economically viable lives, promote their health and reproductive autonomy, and ensure their right to live free from violence.

### A Local to Global Gender Equity Agenda

In 2019, CGE was an active participant in a range of events aimed to promote, on the international stage, noteworthy local progress to advance gender equity.

#### ***2019 Women's History Celebration, Civil Branch of the Supreme Court of New York***

CGE Executive Director Jacqueline Ebanks was a featured speaker at the annual Women's History Month Celebration at the Civil Branch of the New York County Supreme Court on April 17, 2019.

In line with the event's goal to celebrate women's significant and diverse accomplishments and to recognize vital work in the areas of protecting the rights, health and safety of

women and others, Executive Director Ebanks stressed that the core mission of the Commission moves beyond carrying out discreet initiatives—that CGE seeks nothing less than transformation of the systemic and cultural factors responsible for creating and sustaining gender- and race-based inequities, violence and injustice. She also highlighted the CGE’s progress working with the *NYC Gender Equity Inter-Agency Partnership (GEIP)*—noting the ways in which GEIP is creating an integrated and sustainable approach to gender equitable policies and programs, citywide.

### ***Making Cities for All: An Invitation to Thinkers, Doers and Change-Makers with the UN Development Programme***

On September 26, 2019, CGE Executive Director Jacqueline Ebanks joined an impressive group of national and international panelists— Shaheen Kassim-Lakha, Director of Strategic Partnerships, Hilton Foundation; Dr. Aisha Bin Bishr, the Director General of Smart Dubai, Luis Revilla, Mayor of La Paz, Bolivia; Masahiro Kawatei, Director and Senior Advisor of the Kanagawa Prefecture of Japan, and Erin Bromaghim, the Director of Olympic and Paralympic Development in the Office of the Mayor of Los Angeles—at an event of the 74<sup>th</sup> UN General Assembly—*Making Cities for All: An Invitation to Thinkers, Doers and Change-Makers*—to discuss strategies for creating equitable and inclusive cities.

She described the progress that New York has made in matching the representativeness of top municipal leadership to that of the “most diverse City in our nation.”

In her remarks, she shared that New York has seen the first measurable dip in poverty rates in many years. It has gone from 20.6% to 19.0% since 2014, and is expected to continue dropping over the course of the next five years as a result of equitable policies and practices including:

- Raising the minimum wage to \$15 an hour
- Increasing the number of affordable housing units by 300,000
- Implementing Universal pre-K;
- Legislating paid sick and safe leave;
- Improving the accessibility of key social service supports.

She stressed the strong equity-focus of the Commission on Human Rights, the Department of Consumer and Worker Protection, the Mayor’s Office to End Domestic and Gender-Based Violence, the Center for Health Equity at the Department of Health and Mental Hygiene and—of course—of the Commission on Gender Equity.

## The Global Conference on Labor in Buenos Aires

**“Visiting Buenos Aires was inspirational, energizing and motivating. It was a reminder that the movement for gender equity, though varied by local context, is proceeding ‘full steam ahead’ around the globe. A gender-equitable society awaits, and demands that we persistently and aggressively share our lessons learned.”**

**Jacqueline Ebanks**  
Executive Director, CGE

On September 30, 2019, Executive Director Jacqueline Ebanks traveled to Buenos Aires, Argentina, to take part in an international panel promoting gender equity in the global labor market, at the invitation of Francisco Mugaburu, the General Director for International Relations and Cooperation of the Buenos Aires municipal government.

The audience for the event comprised 350 individuals representing international governments, the non-profit and private sectors, trade unions, and local experts

on labor, employment and gender rights. Also, in addition to Executive Director Ebanks, the panel included Isabel Evans, Head of Gender Equality and Economic Empowerment strategy for the Government Equalities Office of the United Kingdom and Natalie Kostus, the CEO of the International Women’s Alliance to discuss this critical goal.



The Progress of Women in Cities: International Discussions towards Gender Equality in the Labour Market, August 2019

Executive Director Ebanks articulated some of the factors that are required for ongoing gender equity progress, regardless of locale, i.e.: (1) strong executive backing such as that of New York City’s Mayor Bill de Blasio and Buenos Aires’ Mayor Horacio Rodríguez Larreta; (2) ongoing attention to aspects of identity (e.g., race, ethnicity, age) go-

ing beyond gender; (3) robust regular data collection and analysis to measure progress across different sectors; and (4) gender-diversification of economic leadership, across the board—but particularly in those industries and settings in which men have traditionally dominated.

### ***2019 Women’s History Month Reception at the New York Historical Society with the United Nations Commission on the Status of Women***

The Commission on the Status of Women (CSW) is the principal global intergovernmental body exclusively dedicated to the promotion of gender equality and the empowerment of women. A functional commission of the United Nation’s Economic and Social Council, CSW is instrumental in promoting women’s rights, documenting the reality of women’s lives throughout the world, and shaping global standards on gender equality and the empowerment of women.

On March 21, 2019, CGE joined the Mayor’s Office for International Affairs, UN Women, NYC First Lady Chirlane McCray and the New York Historical Society in celebration of the 63rd UN Commission on the Status of Women.

Speaking to an audience of international and local leaders and partners including Phumzile Mlambo-Ngcuka, Executive Director of UN Women, Executive Director Ebanks thanked the First Lady for her critical leadership in improving the lives of all New Yorkers regardless of gender identity, expression or background over the previous six years. She acknowledged the contributions and partnership of Penny Abeywardena, Commissioner of the Mayor’s Office for International Affairs in bringing everyone together at the New York Historical Society that evening and she thanked Dr. Louise Mirrer, Dr. Valerie Paley and the trustees and staff of the New York Historical Society for hosting the event. And she briefly summarized the role and achievements of the CGE, and urged all present to “continue speaking up and sharing our dreams for girls, women, transgender and gender non-binary individuals in New York and around the world.”

**“ In New York City, we are fighting for equity in our workplaces and our homes—and our progress is reflected in new policies...employers are [now] accountable for how they respond to sexual harassment complaints in their workplaces. To achieve gender equity and protect and affirm transgender and gender non-binary people everywhere, it’s not enough to wave the rainbow flag. So our city is focused on strengthening legal protections and stopping discrimination and violence.”**

**Chirlane McCray**  
First Lady of the City of New York



Commission on the Status of Women reception, March 2019



## NYC's Strategic Plan and the Global Sustainable Development Movement

Gender Equity is a key component of the de Blasio Administration's work as seen in its inclusion in New York City's Strategic Plan, *OneNYC 2050: Building a Strong and Fair City*. A model for inclusive growth and climate change, ONENYC 2050 advances gender equity through the following initiatives across the Administration:

- Establish gender equity champions and provide training to create an equitable leadership pipeline
- Expand low-interest loans to MWBEs
- Expand support for students of all gender identities and sexual orientations
- Implement OneNYC Equity Review as outlined in Executive Order 45<sup>13</sup>



CGE is accountable for engaging diverse stakeholder groups in its efforts to advance gender equity, including:

- New Yorkers across all five boroughs through the gender equity summits outlined in the previous section.
- A network of men and boys to help change culturally informed norms of masculinity and to foster men's accountability for advancing gender equity for all New Yorkers
- Youth representing diverse gender identities, sexual orientations and backgrounds in key policy discussions about how to promote gender equity.



Daniel A. Zarrilli, NYC Chief Climate Officer & OneNYC Director presenting OneNYC 2050 at the CGE Commissioners' Meeting, October 2019



# What's Ahead in 2020



FDNY's Third Annual Woman to Woman Summit, May 2019

2020 is a major anniversary year in the history of gender equity efforts and victories at the global, national, and local levels. Globally, it is the 25th anniversary of the 4th World Conference on Women in Beijing where Secretary Clinton declared that "women's rights are human rights". Nationally, it is the 100<sup>th</sup> anniversary of the 19<sup>th</sup> Amendment which states a citizen cannot be denied the right to vote based on their sex. And locally, it is the 45<sup>th</sup> anniversary of the establishment of the City's first Commission on the Status of Women—the precursor to CGE.

Over the last 100 years, significant strides have been made for all women and girls, and transgender and gender non-binary people, but much work remains, especially for immigrants and women of color, and transgender and gender non-binary individuals. Mayor de Blasio and First Lady McCray continue to make equity and fairness central tenets of their leadership and New York City will continue to lead the way in building a more democratic, just, and equitable society for all New Yorkers, regardless of gender identity, gender expression, or background.

As a result, CGE will, throughout 2020:

- ***Further galvanize public commitment to the cause of gender equity by:***
  - A new *Show Up for Gender Equity Campaign* involving:
    - The development and broadcast of PSAs in which leading community, corporate, and governmental voices champion gender equity within CGE's three focus areas.
    - The production and broad dissemination of "Tip Cards" providing concrete guidance on how to advance gender equity on the ground—in schools, homes, workplaces, places of worship and public spaces.
  - A range of pivotal new publications including:
    - A Gender Equity Bill of Rights informing New Yorkers of the rights that have been strengthened or extended through the legislation passed during the de Blasio Administration.
    - A Gender Equity Resource Handbook informing New Yorkers of gender-equity-related programs and services provided across the City's agencies.
    - A 45 Year History of CGE Report detailing the history of CGE and an exhibit highlighting that history.



Gender Equity Summit in Brooklyn, June 2019

- **Launch Borough Civic Leadership Academy** to increase gender diverse representation at all levels of New York City government.
- **Collaborative advocacy efforts** to:
  - Advance pay equity.
  - Secure ongoing support of the cutting-edge Health Ed Works program that was launched in 2019 under the Mayor's Sexual Health Education Task Force.
- **Sustain and expand signature initiatives, including:**
  - The Mayor's Sexual Health Education Task Force.
  - The 16 Days of Activism Against Gender-Based Violence Campaign.
  - Finalize the development of an assessment tool to demonstrate the alignment of NYC's human rights laws with global standards of gender equity principally the United Nations Convention to End All Forms of Discrimination Against Women.
  - Further institutionalize the goal and practice of gender equity throughout all city agencies, by enacting key deliverables of the Gender Equity Inter-agency Partnership.



United States Women's National Soccer Team Ticket Tape Parade, July 2019

# Commission Members

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## Co-Chairs of the Commission

- **Chirlane McCray**, First Lady of New York City
- **Silda Palerm**, Philanthropist and Activist; Chair, Violence Intervention Program Inc.

## Commissioners

- **Shahara Ahmad-Llewellyn**, President, S. Ahmad-Llewellyn Family Foundation
- **Sasha Ahuja**, Chief of Staff at Girls for Gender Equity and Chair of New York City's Equal Employment Practices Commission
- **Chanel Porchia-Albert**, Founder, Ancient Song Doula Services
- **Chitra Aiyar**, Executive Director, Sadie Nash Leadership Project
- **Ivelyse Andino**, CEO, Radical Health
- **Diana Ayala**, New York City Council Member
- **Radhika Balakrishnan**, Faculty Director, Center for Women's Global Leadership and Professor of Women's and Gender Studies, Rutgers University
- **Taina Bien-Aime**, Executive Director, International Coalition Against Trafficking in Women
- **Jimmie Briggs**, Journalist and Human Rights Advocate; Co-Founder and Executive Director, Man-Up Campaign
- **Beverly Cooper Neufeld**, Founder & President, PowHer New York
- **Laurie Cumbo**, New York City Council Member and Majority Leader
- **Cecilia Gaston**, Executive Director, Violence Intervention Program
- **Andrea Hagelgans**, Executive Vice President for Public Affairs, Edelman, New York Office
- **Sherry Hakimi**, Executive Director, genEquality
- **Anne Hess**, Co-Founder & Co-Chair, MADRE
- **Nancy Kolben**, Executive Director, Center for Children's Initiatives
- **Sherry Leiwant**, Co-Founder & Co-President, A Better Balance
- **Danielle Moss**, Executive Director, Oliver Scholars
- **Robina Niaz**, Founder, Turning Point for Women and Families
- **Sonia Ossorio**, President, National Organization for Women New York City
- **Laura Popa**, Deputy Chief of Staff for Legislation and Policy, New York City Council
- **Walthene Primus**, President, Local 957
- **Arva Rice**, President & CEO, New York Urban League (NYUL)
- **Carlina Rivera**, New York City Council Member and Co-Chair of the Women's Caucus
- **Helen Rosenthal**, New York City Council Member and Chair of the Committee on Women

- **Celeste Smith**, Former Vice President, J.P. Morgan Chase Private Bank
- **Beverly Tillery**, Executive Director, New York City Anti-Violence Project
- **Ellyn Toscano**, Senior Director for Programming, Partnerships and Community Engagement, NYU in Brooklyn
- **Jillian Weiss**, Special Counsel, Outten & Golden

## Ex-Officio Member

- **Carmelyn P. Malalis**, Chair/Commissioner, New York City Commission on Human Rights

## CGE Staff

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- **Caitland Baxter**, Intern, Health and Reproductive Justice, Academic Year 2019-2020
- **Gael Black**, Senior Director, Communications and Outreach
- **Myeisha Boyd**, Intern, Communications, Academic Year 2018-2019
- **Helen Broad**, Special Projects Coordinator
- **D'Andra Conyers**, Intern, Communications, Academic Year 2019-2020
- **Kaitlyn Cunningham**, Intern, Safety, Academic Year 2018-2019
- **Chelsea de Jesus**, Intern, Special Projects, Academic Year 2019-2020
- **Jacqueline M. Ebanks**, Executive Director
- **Carsyn Fisher**, Intern, Special Projects, Academic Year 2018-2019
- **Matt Graham**, Policy and Programs Analyst, Economic Mobility and Opportunity
- **Andrea Greenstein**, Intern, Economic Mobility and Opportunity, Summer 2019
- **Kate O'Phalen**, Intern, Health and Reproductive Justice, Summer 2019
- **Madina Ouedraogo**, Intern, Communications, Summer 2019
- **Michael Peters**, Intern, Economic Mobility and Opportunity, Academic Year 2019-2020
- **Chansi Powell**, Senior Director, Policy and Programs
- **Fazila Naeemi**, Intern, Safety, Academic Year 2019-2020
- **Safiya Noel**, Intern, Health and Reproductive Justice, Academic Year 2018-2019
- **Maria Quinn**, Policy and Programs Analyst, Health and Reproductive Justice
- **Suleikha Sutter**, Intern, Economic Mobility and Opportunity, Academic Year 2018-2019
- **Gloria Zhang**, Intern, Special Projects, Summer 2019





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