

**COMMISSION ON  
GENDER EQUITY**

# Advancing Gender Equity During Crisis

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**ANNUAL REPORT 2020**

**NYC**  
Commission on  
Gender Equity

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# Letter from Co-Chairs

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Mayor de Blasio and Speaker Johnson,

This past year was unlike any in our City's history.

Every borough, every neighborhood, and every New Yorker felt the pain of the COVID-19 pandemic and the economic crisis that followed. Yet as we have been reminded, those who have been hit hardest are the *same* communities who have too often been left behind – because of their gender identity or expression, race, or socioeconomic background. As we set out to recover from this crisis, we can and must build a fairer, more inclusive, and more equitable city for every New Yorker.

That has been the mission of our Commission on Gender Equity (CGE) since its creation in 2015. CGE has made extraordinary progress over the past seven years – and during COVID-19, CGE adapted quickly and successfully to make itself invaluable in our City's recovery. In this report, you will see how CGE fought to ensure COVID-19 resources reached vulnerable populations; how we continued to push for pay equity at this critical moment; and how we launched a groundbreaking campaign to educate *all* New Yorkers on becoming an ally for gender equity at home, in the workplace, and throughout our City.

Our work is far from done. In the final year of this mayoral administration, we will continue to push forward – expanding key programs, building on our partnerships with agencies and advocates, and creating a sustainability plan that will serve as a blueprint for years to come. We thank Executive Director Jacqueline Ebanks for her extraordinary leadership, and the entire CGE team for their remarkable work in this difficult moment. We invite every New Yorker to join us in building a fairer, more inclusive city for all.



Co-Chair **Chirlane McCray**  
First Lady of New York City



Co-Chair **Silda Palerm**  
Partner, Vestry Laight LLC

# Letter from the Executive Director

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Mayor de Blasio and Speaker Johnson,

2020 was a year that put our City's commitment to equity to the test. Not just our government, but friends, family, neighbors, and communities had to show up for one another in unprecedented ways. It is always an honor and a privilege to do this work alongside fierce government and community partners driving a shared vision of equity and justice, but the additional urgency of this year made our work and partnership even more crucial.

This Annual Report describes the progress that CGE made in 2020 towards achieving the benchmarks of its 2018-2021 Strategic Plan. It documents accomplishments in CGE's three focus areas: 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. And finally, the Annual Report lays out how CGE pivoted in March 2020 to help the city respond to the COVID-19 pandemic.

I am grateful for the continued leadership of our Co-Chairs and Commissioners, the commitment of our staff, and the partnership of our colleagues in City government and in communities across all five boroughs. This is the fourth and final annual report to be published during the de Blasio Administration, marking six years of the Administration's commitment to gender equity across city government and in communities citywide. There is much work still to be done, but we pass on to the next Administration a strong foundation and a roadmap for the journey ahead.



**Jacqueline Ebanks**

Executive Director

# Executive Summary

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The New York City Commission on Gender Equity (CGE) is required by Local Law 45 of 2020 to “submit to the Mayor and the Speaker of the Council...a report concerning its activities during the previous 12 months, the goals for the following year, and recommendations for the reduction of gender-based inequality...Such report shall also include any recommendations the commission shall have for agencies, including, but not limited to, the department of education, for preventing and improving responses to sex- and gender-based discrimination and harassment, including, but not limited to, discrimination and harassment prohibited by section 1681 of title 20 of the United States code, or title ix of the education amendments of 1972.”

Over the course of 2020, 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. CGE fulfilled this mandate in the face of the COVID-19 pandemic and subsequent health and economic crisis 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 2020 accomplishments include:

- **Ensured a fair and equitable COVID-19 response.**
  - During the pandemic and through the recovery, CGE worked closely with city agencies, CGE Commissioners, and advocates to (1) connect the most vulnerable populations to resources, (2) focus on ways to ensure that gender equity was embedded in agency responses to the pandemic, and (3) highlight the racial and gender inequities exposed by the COVID-19 crisis.
- **Launched a groundbreaking public awareness campaign to educate New Yorkers on the importance of gender equity.**
  - In commemoration of the 100<sup>th</sup> anniversary of the 19<sup>th</sup> amendment, CGE launched the 2020-2021 Show Up for Gender Equity Campaign, to build a safer and more inclusive New York City and called on **New Yorkers of all gender identities, gender expressions, and backgrounds to take action in support of women and girls, and transgender and gender non-binary New Yorkers.**
    - CGE partnered with Hollaback!, L’Oréal Paris and the Mayor’s Office to End Domestic and Gender-Based Violence to ‘Stand Up Against Street Harassment’ and trained over 9,000 New Yorkers in bystander intervention. Also, CGE was one of the key leaders in the Taskforce on Racial Equity and Inclusion.

- **Sustained on-going efforts to advancing gender equity to work towards gender and racial pay equity across sectors.**
  - CGE released *Challenges in Obtaining Pay Equity in the Workplace: A Report on the 2019 Public Hearing on Pay Equity*, in partnership with the New York City Commission on Human Rights, Department for Consumer and Worker Protection, and NYC Bar Association Sex and Law Committee.
  - Convened Mayor’s Sexual Health Education Taskforce
  - Provided testimony before the City Council on the Administration’s efforts regarding:
    - Childcare and COVID-19
    - Sexual and reproductive health and maternal mortality amidst the COVID-19 pandemic
  - Co-led the annual global 16 Days of Activism Against Gender-Based Violence Campaign

**But there is still so much work to be done. Looking ahead to 2021, CGE will:**

- Help New Yorkers understand the role inequity played in the pandemic, by releasing our COVID-19 & Gender Equity survey findings
- Build on our history and momentum, by releasing a range of publications including the Gender Equity Bill of Rights and the 45 Year History of CGE.
- Work with agencies, partners, and advocates to advance gender and racial pay equity for workers across all sectors.
- Sustain and expand signature initiatives, including the Show Up for Gender Equity Campaign, Sexual Health Education Task Force, 16 Days of Activism Against Gender-Based Violence Campaign, and the Gender Equity Interagency Partnership.
- Develop a sustainability plan to support the city’s advancement of gender equity in the next administration.

This report summarizes key 2020 CGE accomplishments, CGE’s COVID-19 response, CGE’s work within its three focus areas, and the broader gender equity work of the de Blasio Administration.



## 2020 IN REVIEW

# COVID-19 Response and Recovery

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From the beginning, the de Blasio Administration recognized that the COVID-19 pandemic and subsequent economic crisis were rooted in longstanding gender, race, and socioeconomic inequities. Consequently, CGE pivoted to help the city respond to the COVID-19 pandemic by working closely with city agencies, CGE Commissioners, and advocates to:

- Connect the most vulnerable New Yorkers to vital assistance and resources,
- Ensure gender equity was embedded in agency responses to the pandemic, and
- Highlight the racial and gender inequities exposed by the COVID-19 crisis.

## Community Outreach and Engagement

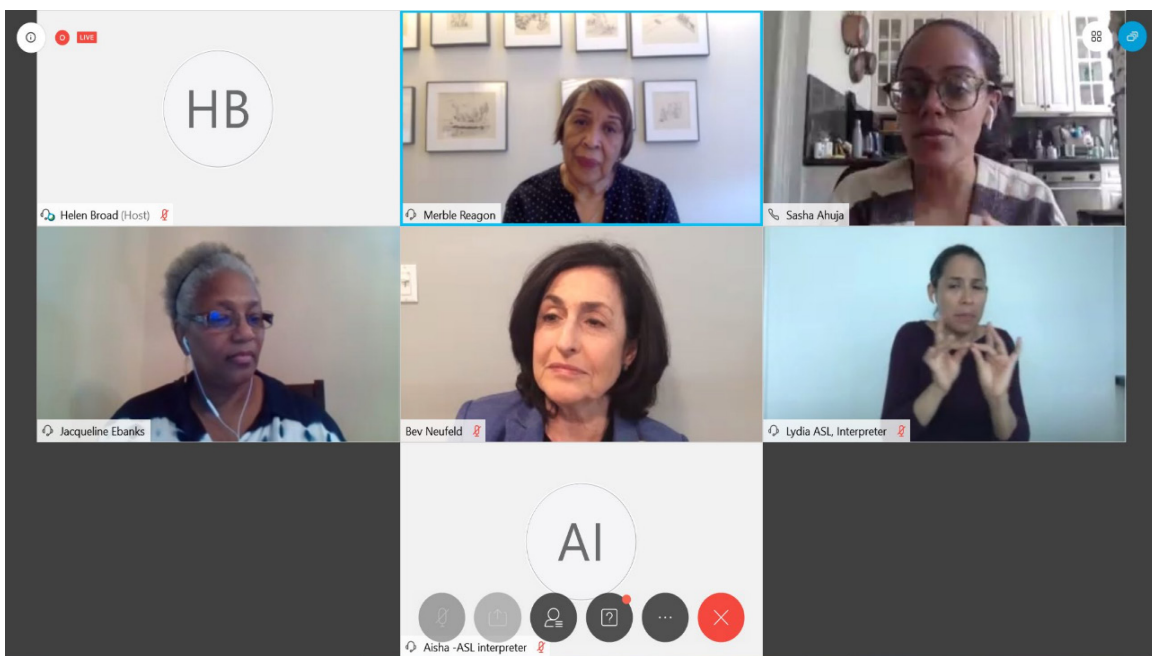
Community outreach and engagement quickly became a key component of CGE's COVID-19 efforts. We leveraged the knowledge, insight, and platforms of our non-profit partners, CGE Commissioners, and the general public to ensure the voices of vulnerable New Yorkers were heard – and that these communities had the support and resources they needed throughout the crisis.



Health and Hospitals nursing staff cheering. Photo courtesy of the Mayor's Photo Office.

## Town Hall and Survey

On June 10, 2020, CGE hosted a Town Hall on Gender Equity and the COVID-19 Recovery. A panel discussion, moderated by Executive Director Jacqueline Ebanks, and featuring Sasha Ahuja, CGE Commissioner and Chief of Staff, Girls for Gender Equity; Beverly Neufeld, CGE Commissioner and President and CEO, PowHer New York; and Merble Reagon, President and CEO, Women's Center for Education and Career Advancement, addressed the challenges facing women, girls, transgender and gender non-binary New Yorkers amidst COVID-19. This was also an opportunity to hear from attendees directly about ongoing and future concerns, as well as how key services were being implemented on the ground. Key issues raised included protections for women who are essential workers, increased caregiving needs, and concerns around the impact of increased isolation on domestic violence rates.



Speakers at the virtual Town Hall on Gender Equity and the COVID-19 Recovery.

Following the Town Hall, CGE released a survey to further assess the short, medium, and long-term needs of women, girls, transgender, and gender non-binary New Yorkers in the COVID-19 recovery. Over 1,300 responses were received and, in December 2020, we sent respondents a follow-up survey to track changes in need over time.



## Gender Equity and the COVID-19 Recovery Survey Findings

By March 2020, the COVID-19 Virus was spreading aggressively within New York City. As the City developed and implemented its emergency and longer-term responses to the pandemic, the Commission on Gender Equity (CGE) focused on how best to inform and shape a gender equitable recovery, resulting in the development of CGE's **Gender Equity and COVID-19 Recovery Survey**. This longitudinal survey was designed to better understand the COVID-19 recovery needs and experiences of New Yorkers and was distributed twice in 2020.

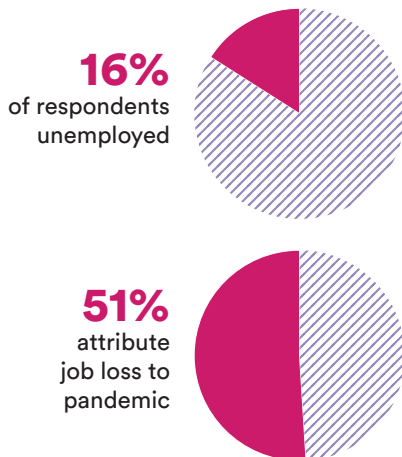
The first survey was distributed on June 10, 2020 and solicited New Yorkers to provide feedback on their needs and experiences related to the pandemic from the previous four months. The survey included both qualitative and quantitative questions that addressed CGE's three focus areas of *Economic Mobility and Opportunity*, *Health and Reproductive Justice*, and *Safety*.

### Respondents

Of the 1366 responses from the non-random sample, 64% were submitted by female identified individuals; 34% by male identified persons, and 2% by transgender and gender non-binary New Yorkers. The household income of respondents varied as well with 16% being from \$0-\$35,000; 24% being from \$35,000-\$75,000; 14% being from \$75,000-\$100,000; 20% being from \$100,000-\$150,000; and 26% being from \$150,000 and above.

| <b>Gender</b> | <b>%</b> | <b>Household Income</b> | <b>%</b> |
|---------------|----------|-------------------------|----------|
| Female        | 64       | \$0-\$35,000            | 16       |
| Male          | 34       | \$35,000-\$75,000       | 24       |
| TGNB          | 2        | \$75,000-\$100,000      | 14       |
|               |          | \$100,000-\$150,000     | 20       |
|               |          | Above \$150,000         | 26       |

## Economic Mobility and Opportunity



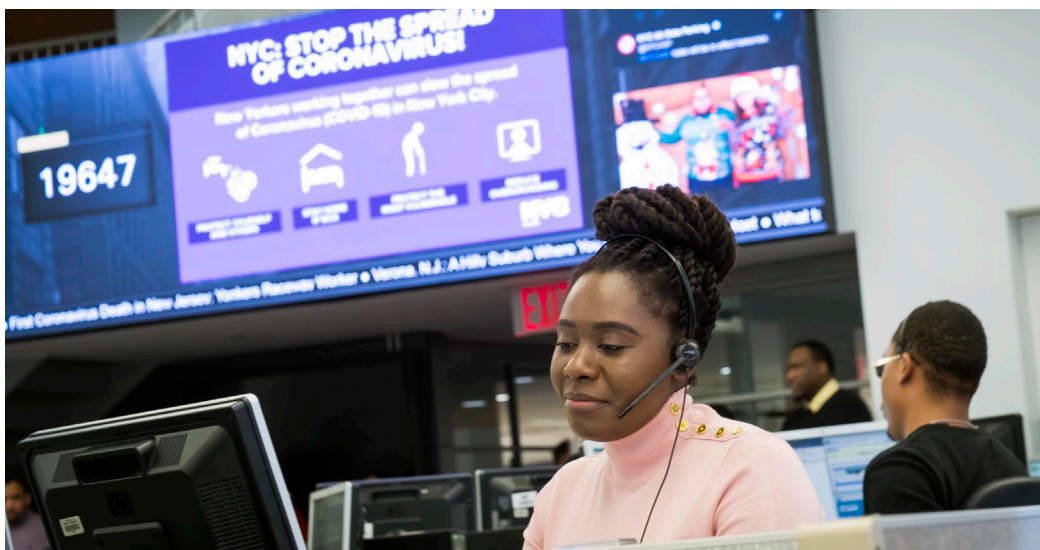
Financial hardships stemming from unemployment or fear of job loss, were prominent in survey responses. **Sixteen percent** of respondents indicated they were unemployed—**fifty one percent** of whom attributed that job loss to the pandemic. Low-income respondents showed a tension between the desire to find work and feeling unsafe in the workplace, forcing participants to make an uncomfortable choice between a loss of income and the risk of illness. Wealthier respondents generally were able to avoid this choice, as they were more likely to be able to work from home, and in some cases, temporarily leave the city.

The predominant themes shared by participants included:

- Stress around an inability to pay rent with fears of eviction
- Challenges managing both employment and childbearing responsibilities—including managing children’s education while balancing working from home, as well as essential workers feeling as if they had to choose between their job or staying home with their child.
- Concern that individuals will not be able to pay their bills once the extra \$600 unemployment benefits run out.

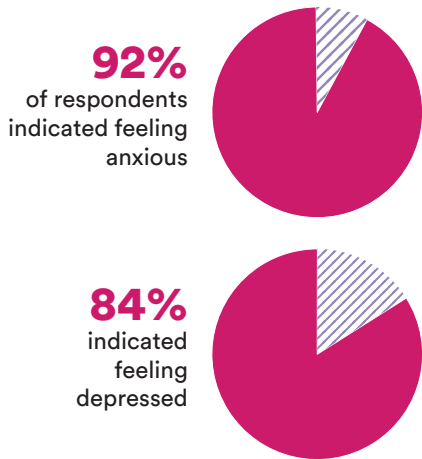
“I work as an usher and a freelance stage manager and lost both of my jobs over the course of 24 hours in march. My industry likely won’t open up again until 2021. The extended federal \$600 on top of regular unemployment is the **ONLY** reason I can afford to pay my rent, my bills, and buy groceries.”

Respondent, Age 21-29, Female and Gender non-binary, Lesbian, White, Income <\$25,000



Woman working at 311. Photo courtesy of the Mayor’s Photo Office.

## Health and Reproductive Justice



Although many participants indicated that their overall health was “good” or better, the majority of respondents indicated struggling with significant mental health burdens in the first four months of the pandemic. The majority of respondents indicated feeling anxious (92%) or depressed (84%) every day or nearly every day since the pandemic, with transgender and non-binary people and women reporting comparatively higher rates than their male counterparts.

Respondents gave myriad reasons for experiencing anxiety and depression. The most prevalent themes were:

- Loneliness and isolation
- For those who contracted COVID-19, many described not only the physical burden of the illness itself, but also expressed fear and anxiety around: lingering symptoms, spreading the virus to someone else in the household, and lack of access to testing to confirm the infection.
- Many participants who cared for either elderly family or immunocompromised members of their household also experienced greater anxiety, as the risk burden for going out to public to get groceries or other necessities left them wondering if they would bring the virus back into the home.
- Lastly, many participants lost a family member or loved one to COVID-19 illness. Compounding the grief for the death itself, participants also shared the pain and sorrow for the inability to say goodbye in person.

**“I recently left my apartment to come stay with my parents because I became worried for my mental health during this isolation period.”**

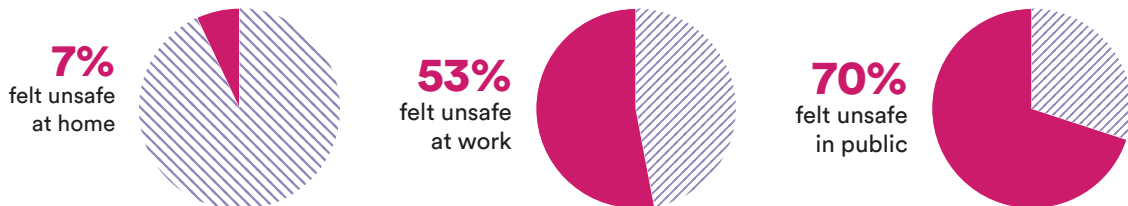
Respondent, Age 21-29, Female, Sexual Orientation: other, Hispanic/ Latinx, Income \$25,000-\$34,999



Volunteers handing out masks and testing information. Photo courtesy of the Mayor’s Photo Office.

## Safety

As the COVID-19 virus rapidly spread throughout New York City during the early months, New Yorkers deeply feared for their safety. Many participants expressed that concern about the lack of reliable information from government (city, state, and federal) regarding safety protocols for the pandemic. Seven percent (7%) of respondents reported feeling unsafe at **home**, 53% reported feeling unsafe at **work**, and most predominantly, 70% reported feeling unsafe in **public**.



The predominant themes shared by respondents in regards to public safety included:

- Fear of being in public spaces based upon other people in public not wearing masks.
- Notably, many Asian participants expressed fear of going into public based on experiences of xenophobia, discrimination and scapegoating for the pandemic.
- Fear of returning to work and office spaces, based predominantly on:
  - Feeling unsafe on public transit to get to work.
  - Lack of trust that workplaces will make the environment safe.
  - Lack of trust in government leadership to determine when it would be safe to return to work.
- Many respondents indicated that they felt much better working from home and hope teleworking options will continue in the future.

**“I’m Asian so I’m more worried post-COVID (than pre-COVID) about anti-Asian sentiments and stigma when out in public.”**

Respondent, Age 30-39, Female, Heterosexual, Asian, \$75,000-\$99,999

## Recommendations

Through their quantitative and qualitative responses, survey participants showed how COVID-19 affected and exacerbated hardships across all aspects of their lives, lives which were too often already impacted by histories of systemic oppressions and exploitation. As we consider their responses, we are also looking ahead to an equitable COVID-19 recovery and post-COVID reality. We must strengthen and advance new priority policies and programs that ensure that all women, and transgender and gender non-binary individuals, can live safe, healthy and economically secure lives.

### **Economic Mobility and Opportunity:**

- Institute universal health care
- Cancel rent through 2022 with supports for small landlords
- Implement universal childcare and expand remote work availability
- Raise the minimum wage and expand workers' bargaining rights
- Eliminate gender and racial pay gaps

### **Health and Reproductive Justice:**

- Expand mental health services
- With all health services, prioritize marginalized communities and those most vulnerable, including the aging

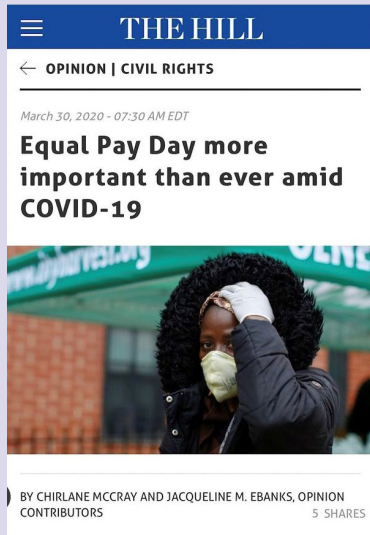
### **Safety:**

- Invest in restorative programs, in accordance with “A New York City Blueprint.” These programs should begin with a pilot and must have the following qualities:
  - Be predicated on an individual survivor’s voluntary desire to engage in a restorative process.
  - Be based in communities rather than referred through legal entities.
  - Address structural oppression and incorporate community- and culturally-specific components.
  - Have a dedicated funding structure that includes a mix of public and private funds.

Through the first round of responses, it is clear that groups who already experienced structural disparities were carrying the burden of inequitable outcomes from this pandemic.

During 2021, CGE will distribute the remaining two iterations of the survey. All surveys will be analyzed and a report will be released to reflect the evolution the evolution of New Yorker’s COVID-19 recovery needs.

## Equal Pay Day and COVID-19



Executive Director Jacqueline Ebanks and First Lady Chirlane McCray positioned the pandemic through a gender lens.

**“New York is setting an example for the rest of the country with much needed policies and laws that — taken together — constitute a comprehensive approach to effect the cultural shift required for women to get and keep good jobs. We are creating a more supportive and family-friendly workplace for everyone.”**

First Lady Chirlane McCray and Jacqueline Ebanks, Executive Director, CGE *Equal Pay Day is more important than ever amid COVID-19*, The Hill, March 30, 2020

## Interagency Collaboration

### Gender Equity Interagency Partnership

In 2018, CGE launched the Gender Equity Interagency Partnership (GEIP), which consists of senior-level leaders throughout New York City agencies who share a passion and determination to bring gender equity to all city employees. Currently, the GEIP is comprised of one hundred and five individual leaders representing fifty-six different City agencies.

As the pandemic forced tens of thousands of City employees to work remotely, CGE supported GEIP members in their efforts to ensure equity in these new virtual workplaces. CGE connected them to resources and best practices for working from home and managing remote teams. And CGE convened GEIP workgroups to develop an action plan for the ongoing development and implementation of gender equitable policies and practices.





H+H Staff outside a hospital. Photo courtesy of the Mayor's Photo Office.

## Equity & Inclusion in COVID-19 Response

As the COVID-19 pandemic deepened, the Mayor established the Administration's Taskforce on Racial Inclusion and Equity to focus on the short and long-term needs of the city's hardest hit communities and ensure that the City center equity and fairness as it responded to the crisis. CGE served as a member of the Delayed Healthcare Services subcommittee, which examined the impact of the pandemic on other medical needs.

Beginning in late-November 2020, CGE Executive Director Jacqueline Ebanks also served as Co-Chair of the Taskforce's Pay Equity Workgroup, which developed recommendations to address gender and racial pay gaps within the City's workforce. The Pay Equity Workgroup will present its recommendations to the Mayor in early 2021.

CGE also played a key role in the Unity Project's LGBTQ Interagency COVID-19 Response and Planning Workgroup, which was formed to share updates and LGBTQ specific resources and to ensure an alignment of efforts around the particular needs for health, safety, and overall well-being of LGBTQ people during the pandemic. Agency partners included the Department of Social Services, Department of Health and Mental Hygiene, Health and Hospitals, Commission on Human Rights, Community Affairs Unity, Mayor's Office of Immigrant Affairs, Administration for Children's Services, Department of Youth and Community Development, Department of Homeless Services, and Department of Education.

### COVID-19 and the International Gender Equity Community

Executive Director Jacqueline Ebanks joined the Urban Flag podcast to discuss gender equity, urban sustainability, and the COVID-19 crisis.

**“We are seeing vulnerabilities across gender, social, and economic lines as existing inequities are being highlighted through this pandemic. Our response needs to be multi-dimensional and multi-sectoral across cities and states.”**

Jacqueline Ebanks, April 14, 2020

2020 IN REVIEW:

# Show Up for Gender Equity Campaign

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Even as New York City grappled with the COVID-19 pandemic, 2020 marked a significant year for gender equity milestones across the world. 25 years earlier, the United Nations held its 4th World Conference on Women in Beijing – where Secretary Hillary Clinton, then serving as First Lady, declared: “Human rights are women’s rights, and women’s rights are human rights.” Nationally, we marked the 100th Anniversary of the 19th amendment, through which women secured the right to vote – although it took Black women and women of color some 50 years to see that dream realized for themselves. And locally, in New York City, we celebrated 45 years since New York City established its first Commission on the Status of Women, known today as the Commission on Gender Equity. Each anniversary serves as a reminder of the hard-won progress on which CGE builds – and how much more work remains to be done.

## Promoting Gender Equitable Practices

On August 26, 2020, CGE launched the 2020-2021 Show Up for Gender Equity Campaign, which seeks to build a safer and more inclusive New York City and calls on **New Yorkers of all gender identities, gender expressions, and backgrounds to take action in support of women and girls, and transgender and gender non-binary New Yorkers.**



To that end, CGE released a series of tip cards with information, tools, and resources on how New Yorkers can promote gender equitable practices in their homes, workplaces, schools, and in public spaces:

- **Home:** Regardless of how it is structured, home is a place where you should feel protected and safe. However, women, transgender, gender non-conforming and non-binary (TGNCNB) persons, as well as members of the LGBTQ+ community and undocumented individuals often face additional hardships at home.
- **Work:** Whether you are a full-time, part-time, or self-employed worker, you deserve to be safe and treated fairly at work. Historically, women, transgender, gender non-binary, and non-conforming (TGNBNC) people, as well as members of the LGBTQ+ community and Black, Indigenous, and people of color, are more likely to experience inequality and discrimination in the workplace.
- **Schools:** Every child in New York City has the right to an education without threat of violence, harassment, sexism, racism or any other form of discrimination. Yet students of color; girls and women; LGBTQ+ students; and transgender, gender non-conforming, and gender non-binary (TGNBNC) students often face undue hardships.
- **Public Spaces:** Everyone has the right to move freely through public spaces, and as New Yorkers we are all responsible for building safe and equitable communities. Yet, all too often, women, and transgender, gender non-conforming and non-binary (TGNCNB) persons and other members of the LGBTQ+ community face added challenges in public spaces, such as parks, streets, and public transportation.

These tip cards are available in English, Spanish, French, Russian, and Chinese simplified and can be accessed at [nyc.gov/genderequity/show-up](https://nyc.gov/genderequity/show-up).

## Stand Up Against Street Harassment

All New Yorkers, regardless of gender identity, gender expression, or sexual orientation, have the right to move freely through public spaces, and New Yorkers are all responsible for building safe and equitable communities. In 2020, CGE partnered with Hollaback!, L'Oréal Paris and the Mayor's Office to End Domestic and Gender-Based Violence, to launch a new Bystander Intervention training to address gender-based violence in public spaces. The training gives New Yorkers ways to take care of each other and themselves if they witness or experience street harassment.

By December 2020, these efforts successfully trained more than 9,300 New Yorkers. Key city agency partners in this effort included:

- Business Integrity Council
- City University of New York
- Department for the Aging
- Department of Citywide Administrative Services
- Department of Investigations
- Department of Social Services
- Mayor's Office of International Affairs
- Mayor's Office to End Domestic and Gender-Based Violence
- New York City Commission on Human Rights
- New York City Housing Authority
- New York City Parks Department
- NYC Law Department
- NYC Service
- Office of Administrative Trials and Hearings
- Office of the First Lady

**"I always felt a hesitancy to react to street harassers, whether they were targeting me or someone else. I never knew what to do to diffuse the situations, and I would often not act or just try to shrug it off as no big deal. But it is a big deal. And now, through this training, I feel like I have the framework to act in those situations and protect myself and others."**

Training Participant

**"As a person, who lives in a place where these types of things always happen, it always made me feel small whenever it happens to me or [to] someone I knew. It always had an effect on me afterwards. I punished myself at night thinking why didn't I do anything? Easy because I didn't know to how approach the topic. I feel powerful in the fact that I feel that I can stand up for myself now [by] distracting or delaying."**

Training Participant

2020 IN REVIEW:

# Economic Mobility and Opportunity

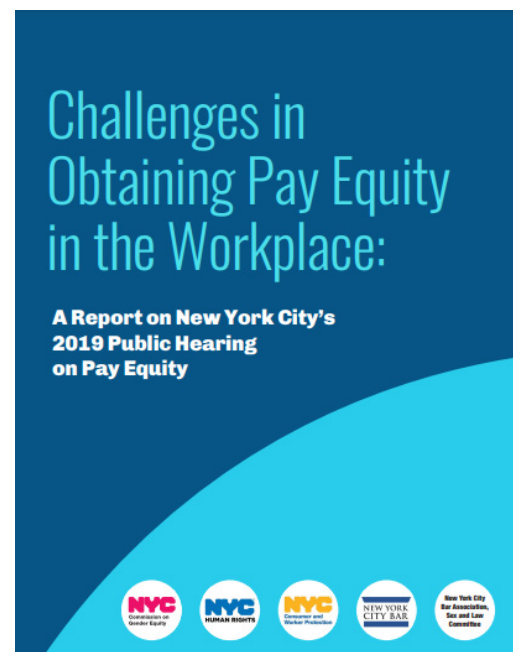
**CGE 2018-2021 Strategic Plan Goal: A New York City where people of all gender identities and gender expressions live economically secure lives and have access to opportunities to thrive.**

As the COVID-19 pandemic and the ensuing economic crisis demonstrated, it is crucial to protect working people and families in New York City. Throughout 2020, CGE continued to pursue solutions to advance pay equity across all sectors with a focus on municipal workers, and to increase childcare opportunities through the pandemic. Our efforts included:

- *Releasing Challenges in Obtaining Pay Equity in the Workplace: A Report on the 2019 Public Hearing on Pay Equity* report
- Co-chairing the Taskforce on Racial Equity and Inclusion Pay Equity Workgroup
- Providing testimony at the Childcare and COVID-19 City Council Hearing

## Advancing Pay Equity

CGE released *Challenges in Obtaining Pay Equity in the Workplace: A Report on the 2019 Public Hearing on Pay Equity*, in partnership with the New York City Commission on Human Rights (CCHR), Department for Consumer and Worker Protection (DCWP), and NYC Bar Association Sex and Law Committee. Testimony from multi-sector diverse stakeholders at the 2019 Pay Equity Public Hearing, discussed: (1) workers' experiences with pay inequities and the challenges they face in eliminating barriers to pay equity; (2) current pay equity protections on the federal, state, and city level and stakeholders' recommendations for legislation, and; (3) other specific actions that the City and employers can undertake to achieve pay equity. Key recommendations include:



## Legislative Changes at Local, State, and Federal Levels

- Pass federal and local versions of the Paycheck Fairness Act
- Include domestic workers in the City Human Rights Law and reduce employee minimum
- Enact laws to increase transparency
- Improve worker benefits, through measures including an increased minimum wage and collective bargaining

## Best Practices and Policy Changes for Employers

- Conduct practices and policies to improve diversity
- Increase transparency in practices and policies surrounding pay
- Increase training and education for employers and employees

## Initiatives for the City

- Conduct City audit of pay and collect data
- Invest in City and community measures to aid in addressing gender and age pay gap
- Adopt the Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW) Act

**“We find ourselves in the moment where the fight for equal pay is really a conversation about the overall measure of our ability to work with equality and dignity.”**

**Fatima Goss Graves**  
National Women’s Law Center,  
*Challenges in Obtaining Pay Equity in the Workplace: A Report on New York City’s 2019 Public Hearing on Pay Equity*



Commissioner and Founder/Executive Director of PowHer New York Bev Neufeld speaking at the Equal Pay Day Virtual Rally.

Equal Pay Day, which occurred on March 31st, was carried out virtually this year. CGE participated in the Equal Pay Day Virtual Rally with a video message from Executive Director Jacqueline Ebanks.

**“The pandemic may stop us from gathering in person, but it does not stop us from voicing together our demands to improve a system that continues to disadvantage women’s economic health and well-being. It doesn’t stop us from holding business and government accountable to address the system flaws that the coronavirus has exposed.”**

Beverly Neufeld, Founder and President, PowHer New York, Equal Pay Day Rally, March 31, 2020



## The Impact of COVID-19 on Childcare in NYC

On December 16, 2020, the New York City Council Committee on Education and Committee on Women and Gender Equity convened a joint oversight hearing on the impact that COVID-19 on childcare in New York City. The hearing included a review of two bills aimed at helping students and their families during the pandemic:

- Resolution number 1324 called on the NYC Department of Education (DOE) to partner with nonprofit organizations to provide on-site, pro bono legal assistance to help students and their families with housing issues.
- Resolution number 1473 called on DOE to provide families of children with disabilities the necessary training and equipment to properly enable distance learning.

CGE's testimony, provided by Executive Director Ebanks, discussed the intersection of gender equity and child care provision, and highlighted the work the de Blasio Administration to advance child care access in New York City, particularly during the pandemic.

In addition to specific early childhood programs, Executive Director Ebanks noted the increased importance of existing Administration policies that promote New York City parents' ability to adequately care for their children:

- Paid Sick Leave (2014)
- Paid Parental Leave (2016, expanded to teachers in 2018)

## AGENCY PROFILE: DEPARTMENT OF CONSUMER AND WORKER PROTECTION: WORKERS' RIGHTS DURING THE PANDEMIC

The Department of Consumer and Worker Protection (DCWP) is New York City's central resource for workers and a dedicated voice for workers in City government. It enforces local labor standards and promotes new policies that create fairer workplaces to ensure all workers can realize their rights, regardless of immigration status.

Among its many responsibilities, DCWP enforces vital NYC workplace laws and rules, including the Paid Safe and Sick Leave Law, the Fair Workweek Law, and a new Wrongful Discharge Law starting in September 2021. It also has a first-of-its-kind division dedicated to defending rights of paid care workers, such as home health and personal care aides, home attendants, nannies, caregivers, and housecleaners; improving the quality of paid care jobs; and strengthening the paid care system. And it educates workers—as well as employers and the public—about local, state, and federal workplace protections. As the COVID pandemic impacted many vulnerable workers, DCWP took important steps in each of these areas of work to ensure workers knew about and were able to access their rights.

### **Update about Workplace Laws as NYC Seeks to Stop the Spread:**

Throughout the pandemic, DCWP's worker protections were fully in effect. DCWP created and distributed new publications in more than 14 languages, with summaries of New York State reopening guidance, as well as labor laws for employers and employees dealing with the impact of COVID-19 on workplaces. These can be found at [nyc.gov/DCWPAalerts](https://nyc.gov/DCWPAalerts).

### **Paid Safe and Sick Leave Law Amendments and COVID-19 Outreach:**

DCWP disseminated information for New Yorkers, reminding workers that if they have COVID-19, or have been in contact with someone with COVID-19, they can use their paid safe and sick leave regardless of immigration status. Federal and state laws also have additional leave protections for workers to take time off to care for themselves or a family member. In April 2020, six years after Paid Sick Leave took effect in New York City, New York State enacted safe and sick leave protections that took effect on September 30, 2020. To align the two laws, the City enacted a set of amendments under Local Law 97 of 2020, which strengthened NYC's safe and sick leave requirements in the process, and lessened burdens on workers. Changes include ensuring that all paid care workers—those workers in our homes that care for our elderly, our children, or help maintain our households in other ways—have the same rights to leave accrual and use as any other private sector employee in the city. Changes also provide that workers at businesses of 100 or more employees can accrue up to 56 hours of leave, and that workers at businesses of four or fewer employees, and annual revenue of \$1 million or more, are entitled to paid leave.

### **Paid Care Workers' Rights During the Pandemic:**

DCWP created a publication with [important health and safety information for paid care workers](#) and their employers during the COVID-19 pandemic, and updated key provisions of the City's Paid Safe and Sick Leave Law to ensure these workers had the same rights to leave accrual and use as other private sector workers.

### **Fast Food Workers:**

Building on the protections for fast food workers in the Fair Work Week legislation, DCWP worked with advocates and the City Council to successfully pass new City laws regarding wrongful discharges without just cause or a bone fide economic reason, protecting our 70,000 essential fast food workers from arbitrary terminations, and tying any needed layoffs to seniority.

## 2020 IN REVIEW:

# 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 2020, CGE continued to promote the health and reproductive justice of all New Yorkers. In particular, CGE:

- Led on the cross-sectoral Mayor’s Sexual Health Education Task Force.
- Provided testimony to the City Council on the Administration’s critical work on sexual and reproductive health and maternal mortality, amidst the COVID-19 pandemic.

## **Mayor’s Sexual Health Education Task Force**

Comprehensive sexual health education is critical to ensuring the health and wellness of students across New York City. Established by Local Law 90 of 2017, the Mayor’s Sexual Health Education Task Force, a cohort of experts composed of students, teachers, parents, principals, sexual health experts; LGBTQ health experts; and representatives of the New York City Department of Education (NYCDOE) and the New York City Department of Health and Mental Hygiene (NYCDOHMH), convened to develop recommendations for ensuring quality sexual health education in NYCDOE schools.

Following the release of the Sexual Health Education Task’s Force initial report and recommendations, the Task Force broke into workgroups to develop action steps for the four areas of focus identified in the report:

- A. Prioritize a Culture of Comprehensive Sexual Wellness and Inclusivity in All Schools
- B. Ensure All Students Are Served by Well-Equipped and Supported Health Education Instructors
- C. Improve the Content, Substance, and Methods of Sexual Health Education
- D. Strengthen Accountability and Reporting Practices

The workgroup meetings began in early 2020, convening regularly to strategize action steps for the recommendations, many of which were already in motion via the funding for the Department of Education’s Health Ed Works initiative.

In March, midway through the workgroup sessions, New York City was hit by the COVID-19 pandemic and New York State was put on PAUSE, effectively shutting down all non-essential business and shifting all non-essential workers to remote work. Included in the changes was the Department of Education's swift transition to move all K-12 education to a remote learning model. While teachers, students, parents and school staff all felt the stress from a sudden shift to online learning, existing inequities became even more clear when families without internet access or parents who were essential workers were left to choose between their income and caring for children at home.

As the workgroups finished convening, these sudden shifts brought an array of new questions to the task force:

1. How have the sexual health needs of young people shifted in this pandemic?
2. What does sexual health education and access to sexual and reproductive health services look like in a global pandemic?
3. How do you provide these services virtually?

Consequently, the Task Force committed to exploring opportunities for innovation in remote sexual health education and will continue to seek ways to provide more support to students and educators in the upcoming year tailored to their adapting needs as the city continues to move through the COVID-19 pandemic.

## **Sexual Health and Reproductive Justice City Council Oversight Hearing**

On October 28<sup>th</sup>, 2020, the New York City's Council's Committees on Health and Women and Gender Equity called an Oversight Hearing to review the city's current efforts in promoting the sexual and reproductive rights of New Yorkers as well as a package of new legislation to:

- Expand provision of contraception and Long-Acting Reversible Contraception (LARC) at city clinics
- Increase training and maintenance of city lactation rooms
- Establish an intergovernmental committee to address female genital cutting and mutilation
- Prevent unnecessary and harmful surgeries on intersex youth
- Protect access to abortion

Executive Director Ebanks testified alongside the Department of Health and Mental Hygiene (DOHMH) and asserted the importance of:

- Continuing to connect community partners and agency personnel to fill in any gaps in sexual and reproductive health services during the pandemic,
- Utilizing an intersectional human rights approach when considering legislation, and
- Including advocates present and represented on all new advising governmental committees.

## **Maternal Mortality and Morbidity City Council Hearing**

On December 7, 2020 The New York City Council Committee on Health, Committee on Hospitals and Committee on Women and Gender Equity convened a joint oversight hearing on Maternal Mortality and Morbidity in New York City. The hearing included review of two bills aimed at improving health outcomes for pregnant people and pregnant people of color:

- Int. No. 2017, requires DOHMH to develop voluntary guidelines for hospital visitation policies in the event of a public health emergency.
- Int. No. 2042, requires DOHMH to post information about licensed midwives, including the services they offer and how to find them, on the DOHMH website

Executive Director Ebanks testified that reducing maternal mortality and morbidity in Black and Latinx communities is one of the key initiatives of CGE's strategic plan and the critical value of partnership with the DOHMH and Health and Hospitals in these efforts. Through these partnerships, CGE is able to support the development of comprehensive, solution-oriented approaches to NYC's high maternal mortality and morbidity rates in Black and Latinx communities via amplifying and advising on various programmatic, policy and educational initiatives launched by partners. Through this loop of communication and networking, pregnant and childbearing New Yorkers are connected to the critical and timely pregnancy-related medical care and support they need.

Executive Director Ebanks also pledged that CGE would continue to: 1) Explore policy and program recommendations to reduce maternal mortality and severe maternal morbidity in New York City with an equity focus, 2) Advise and support DOHMH and its partners on ways to implement recommended strategies, and 3) Communicate findings and recommendations to key stakeholders and constituencies and advocate for their support.

## AGENCY PROFILE: DEPARTMENT OF HEALTH AND MENTAL HYGIENE

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 focus area.

While we work to stop the spread of COVID-19 and keep New Yorkers safe and healthy, the New York City Department of Health and Mental Hygiene (Health Department) remains committed to ensuring that New Yorkers have access to the sexual and reproductive health services they need. Select initiatives occurring since March 2020 are as follows.

- **Public- and provider-facing guidance on sexual health and COVID-19.** The Health Department has released public-facing guidance on [safer sex and COVID-19](#), [COVID-19 and people with HIV](#), [expedited partner therapy \(EPT\) during COVID-19](#), provider-facing guidance on [COVID-19 and HIV](#), [PrEP and PEP best practices during COVID-19](#), [maintaining HIV and STI services during COVID-19](#), and [treating STIs during COVID-19](#). The Health Department also launched [COVID-19: Pregnancy](#), a web page featuring guidance and other resources for New Yorkers who are pregnant or breastfeeding or chestfeeding and their providers, including doulas.
- **NYC Sexual Health Clinic Hotline.** When the COVID-19 public health emergency forced many medical offices to close in March 2020, the Health Department launched the NYC Sexual Health Clinic Hotline, a telemedicine hotline offering HIV and sexually transmitted infection (STI) telemedicine services, behavioral health services, and patient navigation. For more information on clinic locations, hours of operation, and available services, visit [nyc.gov/health](https://nyc.gov/health) and search for "Sexual Health Clinics." Patients can call the NYC Sexual Health Clinic Hotline at 347-396-7959, Monday through Friday, 9 a.m. to 3:30 p.m.
- **Community Home Test Giveaway (CHTG) Virtual Program.** Launched in April 2020, the Health Department's CHTG Virtual Program partners with nearly 70 organizations to offer participants coupon codes to redeem online for a free OraSure OraQuick HIV self-test kit delivered to their address. Partner organizations promote the program via social media, dating and hook-up apps, text messaging, email, and virtual events. To locate a participating agency, visit the [NYC Health Map](#) and select "Sexual Health Services" and then "HIV Testing."
- **Continuation of Sexual Health Education for High School Students in Priority Neighborhoods.** When New York City Department of Education (NYC DOE) high schools closed in March 2020, students no longer had access to their school-based health centers or sexual health education classes. The Health Department's [New York City Teens Connection](#) (NYCTC) worked with hundreds of NYC DOE teachers to transition in-person sexual health education classes to a virtual platform, and replaced in-person tours of students' linked community clinics with virtual presentations of what students can expect when visiting their clinics.



## 2020 IN REVIEW:

# Safety

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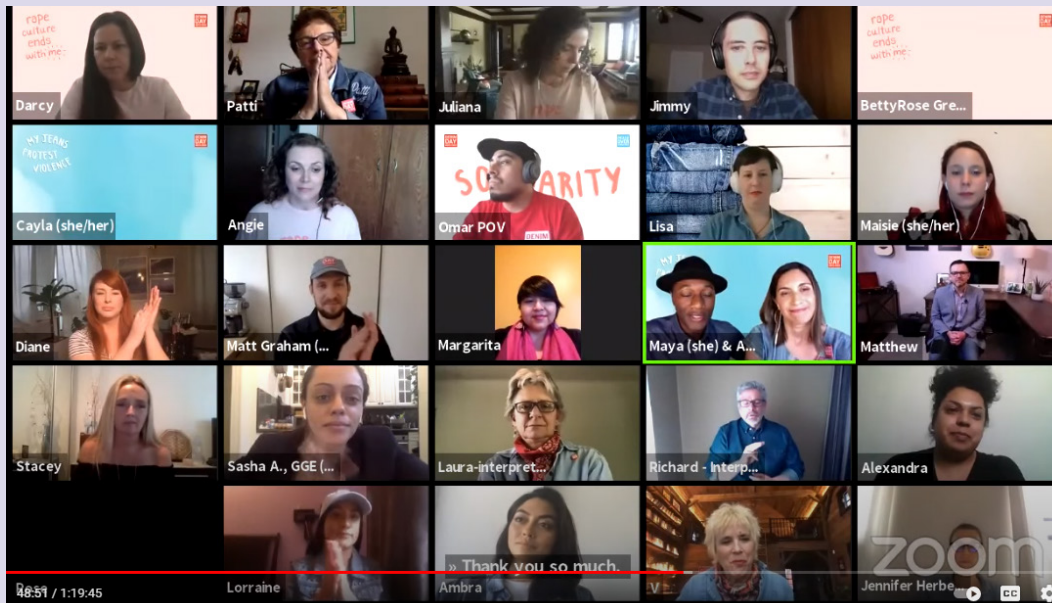
### **CGE 2018-2021 Strategic Plan Goal: New York City free from gender and race-based violence.**

In 2020, 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:

- Convened a critical conversation on safety and equity in partnership with the international community
- Brought the message of eliminating gender-based violence to communities across the city through the fourth annual 16 Days of Activism Against Gender-Based Violence Campaign, and
- Participated in the annual Denim Day Rally against the sexual assault and rape culture.

## **Community Conversations on Safety and Equity**

In partnership with the NYC Mayor's Office to End Domestic and Gender-Based Violence, the Center for Women's Global Leadership (CWGL) and United Nations Population Fund (UNFPA), the Commission on Gender Equity hosted two focus groups on December 16<sup>th</sup>, 2020 to contribute to the global Gender Equity and Safety Initiative organized by the Center for Women's Global Leadership at Rutgers University (CWGL) and the United Nations Population Fund (UNFPA). Similar community focus groups were held in the Bahamas, Fiji, India, Indonesia, Iraq, Morocco, Yemen, and Kenya. A diverse group of participants from across NYC's five boroughs joined in the New York City Community Circles Focus Groups to discuss what it means to have, use, and exist in public spaces in New York City, and how to create safer public spaces in the future. The discussions from these international gatherings will inform the development of a set of global indicators for safety and equity in public spaces.



**Photo of attendees at the virtual Denim Day Rally against sexual assault and rape culture.**

The Denim Day rally against sexual assault and violence was held virtually. CGE participated with a video from Executive Director Jacqueline Ebanks, as well as social media amplification

**“I have been reflecting on the parallels of the isolation of this pandemic and the isolation of experiences after violence. For the first two weeks of the pandemic, I sat in my Brooklyn apartment alone with my heart growing heavy with all of the news of what was happening in my city, and the violence I knew that some people could not escape in their own homes.”**

Margarita Guzman, Executive Director, Violence Intervention Program, Denim Day Rally, April 30, 2020

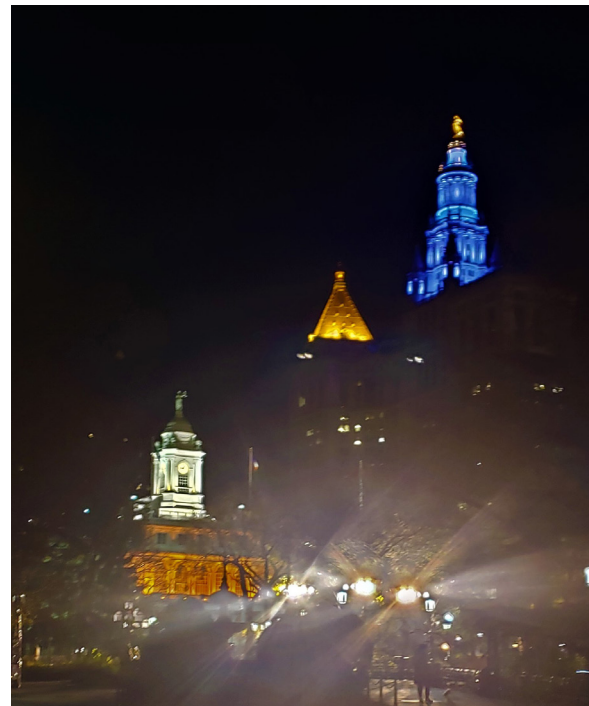
# 16 Days of Activism Against Gender-Based Violence



All across the globe, girls, women, and transgender and gender non-binary individuals are targeted victims of violence simply because of their gender identity or gender expression. In New York City, gender-based violence continues to rise. For the past three 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 2020 Campaign, which ran from November 25 (International Day for the Elimination of the Violence Against Women) to December 10 (International Human Rights Day), focused on safety in public spaces and encouraged New Yorkers to host or attend an hour long bystander intervention training conducted by Hollaback! on how they can combat street harassment.

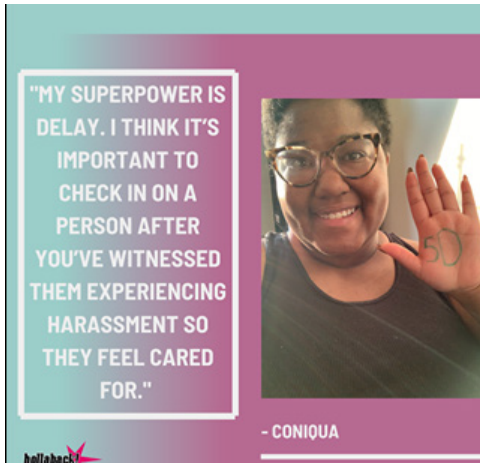
New Yorkers spread awareness of gender-based violence by participating in #WearOrange Day on November 25 and shared photos on social media. Buildings throughout the city commemorated the fight against gender-based violence by lighting up in orange on December 10<sup>th</sup>, including City Hall, Gracie Mansion, the David Dinkins Municipal Building, Barclay's Center, and the Central Park Arsenal, among others.



City Hall and the Municipal Building lit up orange for the 16 Days of Activism Against Gender-Based Violence Campaign.

Key events included:

**Stand Up Against Street Harassment Public Training**, hosted by Hollaback!, L'Oréal Paris, the NYC Commission on Gender Equity, and the NYC Mayor's Office to End Domestic and Gender-Based Violence, a one hour training to learn proven tools to reduce the prevalence of street harassment.



Stand Up Against Street Harassment Trainer, Coniqua, sharing her D superpower.



Social media post for the 16 Days of Activism Against Gender-Based Violence Campaign highlighting the D social media campaign.

**Hear Our Voices**, hosted by Womankind:

a virtual exhibit featuring artwork in multiple mediums (poetry, dance, photography, painting, and range in tone and theme) from a range of staff, clients, supporters, community members, etc. to allow people to walk through stories at their own time/pace (essential to survivors) and find connection to others in a hopeful and meaningful way.

**Artists and Writers Respond to Domestic Violence**, hosted by Remember Women, a virtual conference featuring artists and writers addressing domestic violence, as well as mothers of victims, and government officials.

**Young Activists Know and Defend Your Gender Rights**, a Know Your Rights and Upstander Training led by the NYC Commission on Human Rights and Malikah for all youth.

**¿QUÉ ES LA VISA U?**, hosted by the Northern Manhattan Improvement Corporation (NMIC), where Cinthya Mendez, attorney for the Domestic Violence Project at NMIC, provided information on Visa U.

**What's the Scene, Sis?**, hosted by Girls for Gender Equity, NYC Commission on Human Rights and STEPS to End Family Violence, a panel discussion on the feelings that young people hold around Gender-Based Violence across New York City and how we can support young people to stay safe and free from violence.

**It's not where you live, it's How you live**, hosted by NYCHA, a community exercise program for individuals to strengthen the mind, body and soul. Learn tips about how to feel socially connected during COVID-19.

## Title IX Reporting

In 2020, Local Law 67 of 2016, which codified the Commission on Gender Equity, was amended to:

1. Require the Department of Education (DOE) to annually report on resources, support, policies and procedures related to preventing and addressing sex- and gender-based discrimination and harassment, as well as information related to the internal structure for central and borough employees whose work relates to sex- and gender-based discrimination and harassment, and
2. Require CGE to post links to publicly reported data from city agencies, including the Department of Education, relating to sex- and gender-based discrimination and harassment.

In compliance with this requirement, the Department of Education provided a copy of its initial report in December 2020, which you can find at <https://infohub.nyced.org/reports/government-reports/local-law-45---title-ix-report>. The report includes:

1. Description of resources and support related to preventing and addressing sex- and gender-based discrimination and harassment, which are provided by DOE to schools
2. Description of DOE policies and procedures for preventing and addressing sex- and gender-based discrimination and harassment and for investigating allegations of sex- and gender-based discrimination and harassment, and
3. Description of DOE's organizational structure for central and borough employees whose work is related to preventing and addressing sex- and gender-based discrimination and harassment, in total and disaggregated by borough.

In 2021, CGE and DOE will meet at least three times throughout the year to share updates and discuss approaches to creating public schools free from sex- and gender-based discrimination and harassment.



## AGENCY PROFILE: MAYOR'S OFFICE TO END DOMESTIC AND GENDER-BASED VIOLENCE (ENDGBV)

ENDGBV develops policies and programs, provides training and prevention education, conducts research and evaluations, performs community outreach, and operates the New York City Family Justice Centers (FJCs). The Office collaborates with City agencies and community stakeholders to ensure access to inclusive services for survivors of domestic and gender-based violence (GBV).

In 2020, COVID-19 put into sharp focus the vulnerabilities that many people in our city face every day, especially domestic and gender-based violence survivors. This public health crisis also highlighted—and in many cases exacerbated—the barriers and challenges that keep people from seeking help and finding safety. Pivoting to remote services, and implementing new public awareness and outreach strategies New Yorkers with resources, ENDGBV showed that the City is here for survivors during this crisis and beyond.

On May 7, 2020, Mayor de Blasio launched the ENDGBV COVID-19 Response Work Group to bring together city agencies, community based organizations (CBOs), and survivors to identify and respond to challenges facing survivors of domestic and gender-based violence during the COVID-19 pandemic. As New Yorkers were urged to stay inside to prevent the spread of the virus, there was widespread concern that sheltering in place with an abusive partner or family member may put survivors at greater risk, further isolate them from support systems, and create an additional barrier to accessing services.

During the crisis:

- The City announced a first-of-its kind relief program for survivors of domestic and gender-based violence. In partnership with Mayor's Fund to Advance New York City, ENDGBV distributed funds in the form of micro-grants directly to support survivors experiencing safety, economic, and housing challenges. The program was administered by Sanctuary for Families, which leveraged ENDGBV's network of service providers, and distributed almost \$470,000 directly to over 375 survivors.
- ENDGBV's New York City Family Justice Centers transitioned to a successful remote service model on March 18, 2020 and later in the year provided survivors with an in-person option for high risk cases. FJC's continued to connect survivors to partner agencies for vital services including: immediate safety planning, shelter and housing assistance and advocacy, case management, counseling sessions, help filing for orders of protection remotely, family and immigration legal services, mental health counseling, economic empowerment and support groups, and children's services. From March 18, 2020 to March 21, 2021, FJC's provided services to 27,103 clients, including over 12,587 new clients.
- To alert the public that vital services were still available to domestic and gender-based violence survivors, ENDGBV launched a citywide public education campaign with public messaging and resource information that was multi-lingual and culturally specific through its [agency website](#), its "[NYC HOPE](#)" resources directory, and social media to ensure survivors know that help is available. The Office also created [Resources for Survivors During COVID-19](#), helpful information was sent out regularly through the Notify NYC system and the City's LinkNYC system in order to support survivors with contact info for City's 24-HOUR DV hotline and NYC HOPE. Messaging was also featured in convenience stores, check cashing locations, laundromats, pharmacies and grocery stores.

Remote service delivery to meet survivors' varied needs including mental health support, case management, and legal services will continue beyond the crisis and into our City's recovery. ENDGBV will work to support long-term enhancements to services, including the critical need to address the digital divide and barrier to remote service engagement that disproportionately affects poor New Yorkers. ENDGBV will also continue to work with city and CBO partners to address how current system responses and reliance on law enforcement are not safe or accessible to communities of color, particularly Black, Brown, immigrant and LGBTQ communities, as structural racism—including violence from law enforcement—continued to impact so many throughout the City and the country.



# Gender Equity Legislation 2020

Over the course of 2020, the Mayor and the New York City Council worked to pass key gender equity related legislative items to address the needs of women and girls, and transgender and gender non-binary New Yorkers across the areas of economic mobility and opportunity, health and reproductive justice, and safety:

**Local Law 30, Rivera** After a positive test for elevated blood lead levels, the NYC Department of Health (DOHMH) is required to identify the potential sources, to monitor the child’s lead levels after birth, and to assess whether housing has any unsafe lead paint hazards conditions. DOHMH is also required to conduct outreach to new and expecting parents regarding inspections for peeling paint, testing, and unsafe construction practices.

**Local Law 45, Rosenthal** The Commission on Gender Equity is required to include information and data about sex-and gender-based discrimination, including Title IX, in its annual report. The Department of Education is required annually to report on resources, support, policies and procedures related to preventing and addressing sex-and gender-based discrimination and harassment.

**Local Law 97, Cohen** This bill aligns the City’s Paid Sick Law with the recently enacted State law, including how time is accrued and which businesses are covered, requiring more earned safe and sick time for some employees.

**Local Law 120 and Local Law 12, Ayala** The City Commission on Human Rights is required to create an anti-discrimination poster that includes age discrimination, and to provide additional age discrimination resources on its website. All City agencies must provide age discrimination training to their employees every two years.

**Local Law 1, Adams & Local Law 2, Lander** Requires that when a fast food employer needs to layoff employees, that such employer discharge employees by inverse seniority, i.e. those hired last will be discharged first. And prohibits fast food employers from terminating employees without just cause.

**Resolutions 0923 A-2019 & 1444 A-2020, Rivera,** Calls on the New York State Legislature and the Governor to repeal the state’s “loitering for the purpose of engaging in a prostitution” offense, to allow violations of this law to be sealed, and to have this apply retroactively.

# What's Ahead in 2021

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2021 is the final year of the de Blasio Administration. CGE will continue its efforts to ensure that all New Yorkers, regardless of gender identity, gender expression, or background, can live healthy, safe, and economically secure lives. As recovery from the COVID-19 pandemic and its attendant economic crisis, CGE will continue to work towards an equitable recovery for all New Yorkers, and pursue the following key efforts in the coming year, including:

- **Further galvanize public commitment to the cause of gender equity by:**
  - Continuing the Show Up for Gender Equity Campaign:
    - Promoting the campaign tip cards, which provide concrete guidance on how to advance gender equity on the ground—in schools, homes, workplaces, and public spaces.
    - Continue promoting the Stand Up Against Street Harassment partnership, with the goal of training 20,000 New Yorkers in Bystander Intervention
- **Release key 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 45 Year History of CGE Report detailing the history of CGE and an exhibit highlighting that history.
- **Continue key initiatives, including:**
  - The Mayor's Sexual Health Education Task Force.
  - The 16 Days of Activism Against Gender-Based Violence Campaign.
  - Further institutionalize the goal and practice of gender equity throughout all city agencies, by enacting key deliverables of the Gender Equity Interagency Partnership Action Plan.
    - Create and drive an intersectional gender equity framework and messaging to NYC agencies and employees that is concrete, consistent, innovative, and accessible.
    - Establish CGE as a clearing house for information and resources to capture, report, and disseminate relevant data and tools to advance gender equity within and across NYC agencies.
    - Equip CGE to provide ongoing technical assistance to NYC agencies as they develop and implement their intersectional gender equity plans/framework.
    - Work to ensure that the civil service system incorporates an intersectional gender equity lens and facilitate equitable management and promotional opportunities.
- **Develop a plan of sustainability for CGE and support in the transition to the next Administration, so that the effort for equity for New Yorkers of all genders can continue for decades to come.**

# Commission Members

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**Walthene Primus**, President, Local 957

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**D'Andra Conyers**, Intern, Communications, Academic Year 2019-2020

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**Maria Quinn**, Policy and Programs Analyst, Health and Reproductive Justice

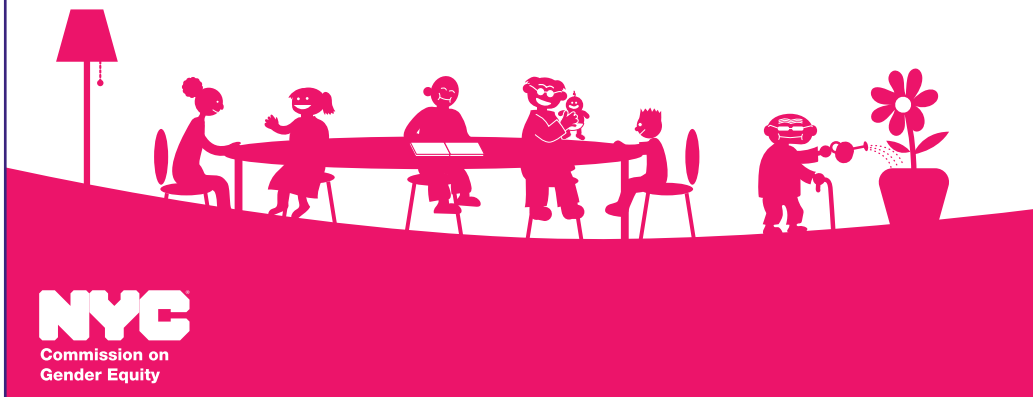
# Appendix

## Home Tip Card

# Show Up for Gender Equity at Home

Regardless of how it is structured, home is a place where you should feel protected and safe. However, women, transgender, gender non-conforming and non-binary (TGNCNB) persons, as well as members of the LGBTQ+ community and undocumented individuals often face additional hardships at home, such as:

- **An imbalance of household labor, with female-identified family members as typically responsible for most work in maintaining the home;**
- **Family rejection which can lead to trauma and increased and unaddressed mental health needs;**
- **A greater likelihood they will experience domestic violence—including but not limited to physical violence, sexual abuse, intimate partner violence, elder abuse, and child abuse—which can have negative impacts on physical and mental health.**



**NYC**  
Commission on  
Gender Equity

## Take Action!

- Pay attention to who does binary gendered chores (for example, men taking out the trash, women cooking and cleaning) and explore non-gendered methods of dividing labor (e.g., chore wheels, organizing responsibilities based upon schedules, or just dividing them equally).
- Have an open dialogue about gender equity at home and ensure that the experiences of women, TGNCNB and LGBTQ+ people in the home are acknowledged, validated and centered.
- Instill body positivity and media literacy in children at a young age; focus on qualities such as intelligence and compassion as measures of self-worth.
- Incorporate literacy and critical thinking when consuming media with children by having discussions around how stories may be different if protagonists had different genders or identities.
- Reach out when experiencing or witnessing domestic violence. Visit [NYC Hope](#) to learn more and to connect to community-based and City resources that best meet your needs.
- Ensure that home is a safe space for all family members to express themselves as they are, regardless of gender identity, expression, skin tone, age, or ability, by supporting them and encouraging a culture of acceptance.



## For More Information

- Visit the NYC Unity Project's website for more information on resources to support and empower LGBTQ young people [nyc.gov/unityproject](https://nyc.gov/unityproject).
- Call NYC's 24-hour domestic violence hotline: 1-800-621-HOPE or go to the [NYC Hope resource directory](#) to access free and confidential assistance for survivors of domestic and gender-based violence.
- Read the United Nations' [Seven Tips for Raising Feminist Kids](#).





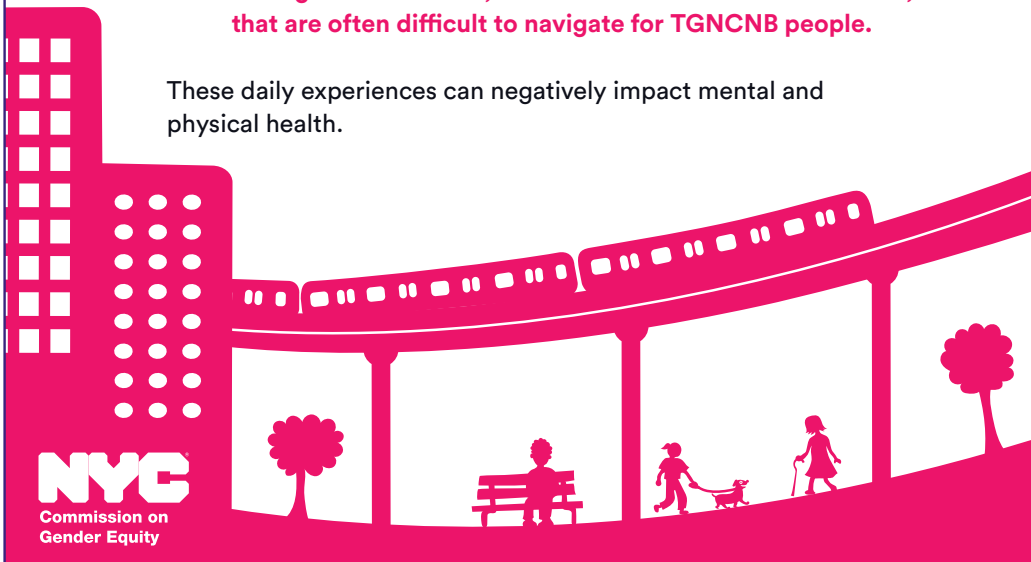
# Show Up for Gender Equity in Public Spaces

Everyone has the right to move freely through public spaces, and as New Yorkers we are all responsible for building safe and equitable communities. Yet, all too often, women, and transgender, gender non-conforming and non-binary (TGNCNB) persons and other members of the LGBTQ+ community face added challenges in public spaces, such as parks, streets, and public transportation.

**These challenges can take many forms, for example:**

- **Street harassment, commonly referred to as “catcalling” on the street, subway, or buses.**
- **The “Pink Tax”— everyday products that are often more expensive when marketed towards women.**
- **Planning and design of spaces often reinforce gender roles and/or the gender binary such as not having diaper changing tables in all restrooms, or simply the existence of single-sex facilities, such as bathrooms or locker rooms, that are often difficult to navigate for TGNCNB people.**

These daily experiences can negatively impact mental and physical health.



## Take Action!

Below are some actions YOU can take to make our public spaces safe for everyone:

- **Do not** comment on strangers' appearances, even if you think it is "just a compliment."
- **Do not** question whether someone is in the "right place" (in bathrooms, for example) based on your perception of their gender identity or expression.
- Use gender-neutral language when you do not know a person's gender identity or pronouns (instead of "sir" or "ma'am", use "folks", "everyone", or "esteemed guests").
- Be mindful of how your behavior and words may affect those around you.
- Be an active bystander—if someone looks uncomfortable or distressed during an interaction, ask them if there is anything you can do to help. Visit the **Stand Up Against Street Harassment** website [ihollaback.org](http://ihollaback.org) to take a training on street harassment or bystander intervention.
- Ask women, girls, TGNCNB, and LGBTQ+ New Yorkers what they need to make public space more inclusive and to increase their participation in the design process.
- Know your rights when it comes to unfair and discriminatory pricing by following New York State "Pink Tax Elimination" legislation (SB 2679) at [ny.gov](http://ny.gov).



## For More Information

- Visit the Commission on Gender Equity at [nyc.gov/genderequity](http://nyc.gov/genderequity), the Mayor's Office to End Domestic and Gender-Based Violence at [nyc.gov/endgbv](http://nyc.gov/endgbv), and the Commission on Human Rights [nyc.gov/humanrights](http://nyc.gov/humanrights) to learn more about services and opportunities to take action.
- Visit the NYC Unity Project to learn more about programs and services available to LGBTQ+ New Yorkers at [nyc.gov/unityproject](http://nyc.gov/unityproject).
- Report **any** harassment or discrimination to the NYC Commission on Human Rights by calling 311 or visiting [nyc.gov/humanrights](http://nyc.gov/humanrights).



# Show Up for Gender Equity at Work

Whether you are a full-time, part-time, or self-employed worker, you deserve to be safe and treated fairly at work. Historically, women, transgender, gender non-binary, and non-conforming (TGNBNC) people, as well as members of the LGBTQ+ community and Black, Indigenous, and people of color, are more likely to experience inequality and discrimination in the workplace. For example, they are more likely to:

- Be employed in under-valued industries, such as care work, or in under-valued positions in other industries, which have fewer opportunities for career advancement;
- Be more likely to lose employment during economic crises;
- Not have access to paid leave, job protections, or be in a labor union;
- Be denied access to established rights, such as bathroom or lactation room access;
- Experience sexual harassment or discrimination based on pregnancy or caregiver status; and
- Be paid less than their peers for work of equal value.



**NYC**  
Commission on  
Gender Equity

## Take Action!

- Know your rights as a worker: ensure that you and your colleagues have a clear understanding of your rights and protections as workers, and remember that during the interview process, New York City and State Law prohibit employers from asking for salary history information.
- Organize with your co-workers and advocate for gender and racial equity in the workplace.
- Create an equitable work environment, including clear benchmarks for equity goals, protections and policies for women, LGBTQ+, and TGNBNC employees.
- Establish an open line of communication for workers to voice work-related concerns without the risk of retaliation.



### For More Information

- Read the NYC Department of Consumer and Worker Protection's (DCWP) multilingual [NYC Workers' Bill of Rights](https://www1.nyc.gov/assets/dca/downloads/pdf/workers/Complying-with-NYC-Workplace-Laws-During-COVID-19.pdf) ([nyc.gov/workers](https://www1.nyc.gov/assets/dca/downloads/pdf/workers/Complying-with-NYC-Workplace-Laws-During-COVID-19.pdf))
- Read the NYC Commission on Human Rights ([nyc.gov/humanrights](https://www1.nyc.gov/assets/dca/downloads/pdf/workers/Complying-with-NYC-Workplace-Laws-During-COVID-19.pdf)) report on [Your Rights While Pregnant, Breastfeeding, or Caregiving](https://www1.nyc.gov/assets/dca/downloads/pdf/workers/Complying-with-NYC-Workplace-Laws-During-COVID-19.pdf).
- Read the NYC Commission on Gender Equity's report, [Leveling the Playing Field: Best Practices for Gender Pay Equity in the Workplace](https://www1.nyc.gov/assets/dca/downloads/pdf/workers/Complying-with-NYC-Workplace-Laws-During-COVID-19.pdf), for a comprehensive guide on how to make workplaces safer and more equitable ([nyc.gov/genderequity](https://www1.nyc.gov/assets/dca/downloads/pdf/workers/Complying-with-NYC-Workplace-Laws-During-COVID-19.pdf)).
- For information or to file a complaint with DCWP, call 311 (212-NEW-YORK outside NYC) or visit [nyc.gov/workers](https://www1.nyc.gov/assets/dca/downloads/pdf/workers/Complying-with-NYC-Workplace-Laws-During-COVID-19.pdf).
- For more information on [workers' rights during COVID-19](https://www1.nyc.gov/assets/dca/downloads/pdf/workers/Complying-with-NYC-Workplace-Laws-During-COVID-19.pdf) visit (<https://www1.nyc.gov/assets/dca/downloads/pdf/workers/Complying-with-NYC-Workplace-Laws-During-COVID-19.pdf>)
- Report harassment to your supervisor or file a complaint with the NYC Commission on Human Rights: (212) 416-0197, or using the [online form](https://www1.nyc.gov/assets/dca/downloads/pdf/workers/Complying-with-NYC-Workplace-Laws-During-COVID-19.pdf) from [nyc.gov/humanrights](https://www1.nyc.gov/assets/dca/downloads/pdf/workers/Complying-with-NYC-Workplace-Laws-During-COVID-19.pdf).



# Show Up for Gender Equity in Schools

Every child in New York City has the right to an education without threat of violence, harassment, sexism, racism or any other form of discrimination. Yet students of color; girls and women; LGBTQ+ students; and transgender, gender non-conforming, and gender non-binary (TGNCNB) students often face undue hardships, such as:

- **High rates of sexual harassment and bullying, especially for TGNCNB students, when trying to navigate conventional gender spaces safely and autonomously within schools, such as bathrooms and locker rooms.**
- **Underrepresentation in programs that provide access to leadership opportunities such as STEM or Gifted and Talented programs.**
- **Discrimination, harassment, and bullying in person and digitally towards students based on their race/ethnicity, gender identity or expression, sexual orientation, or faith.**
- **Disciplinary policies that disproportionately affect students with marginalized identities resulting in increased suspensions and other disciplinary actions.**
- **High rates of dating violence that can affect physical and emotional health, as well as educational outcomes.**



## Take Action!

- Create equitable classrooms by:
  - Dissociating character traits from gender
  - Using examples that upend traditional stereotypes
  - Encouraging all students (regardless of gender identity, ethnicity, sexual orientation, language, or learning ability) to participate in class and assuring them that their contributions are valued
  - Choosing curricula that highlight the backgrounds and narratives of all people, specifically including women, people of color (particularly Black and Indigenous people), and TGNBNC people's contributions and perspective.
- Collaborate with school and community leaders to increase the availability of health and equity resources within your school such as a School Wellness Council or Gender-Sexuality Alliance (GSA), or with a School-Based Health Center to provide comprehensive health and sexual health services that are inclusive and affirming of LGBTQ and TGNCNB students' experiences.
- Advocate for education and training for all school-based administrators on trauma-informed methods (such as school counseling plans and targeted mental health support) to respond to the educational, health, and developmental needs of LGBTQ+ students, as well as students who have a history of abuse.
- Ensure that students have access to K-12 comprehensive health education, including lessons on gender and sexual identity, violence prevention, and consent.
- Know the K-12 Student Bill of Rights and Responsibilities and the Parents' Bill of Rights.
- Understand school disciplinary policies.
  - Ask about your school's use and expansion of Restorative Practices, which include the circle process, collaborative negotiation, peer mediation, and formal restorative conferences, allowing all school community members to represent their viewpoints and family and cultural backgrounds. They ultimately foster positive relationships, community, and trust—and can also address unwelcome behavior when it occurs. Learn more at <http://nycdoerestorativepractices.org>.





## For More Information

About NYC Department of Education (NYCDOE) and City Resources

- [Title IX Support in Schools to Promote Gender Equity:](#) Learn about Title IX and gender equity protections and how to file a case.
- [Supporting Anti-Bullying Practices in Schools and Report School Bullying, Sexual Harassment, and Discrimination:](#) Learn more about Respect for All, NYCDOE's anti-bullying program, as well as resources for students facing sexual harassment or discrimination.
- Learn more about NYCDOE Gender Equity Policies and Resources for All Schools.
  - [NYCDOE Guidelines on Gender Inclusion, and Guidelines to Support Transgender and Gender Expansive Students](#)
  - [Chancellor's Regulations A-831 on Student-to-Student Sexual Harassment and A-832 on Student-to-Student Discrimination, Harassment, Intimidation and/or Bullying](#)
  - [LGBTQ+ Support](#)



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



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