

# Advancing Gender Equity

through Executive  
Orders, Directives and  
Programs: 2014-2020



Commission on  
Gender Equity

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# Introduction

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This document is an addendum to the Commission on Gender Equity’s September 2021 publication, [\*Advancing Gender Equity through Legislation: Overview of Select Laws Passed from 2014-2020\*](#), which details the significant gender-equity policy advancements that have been made through the legislative process across the areas of economic mobility and opportunity, health and reproductive justice, and safety. The de Blasio Administration also achieved significant gender-equity gains through Executive Orders, Directives, and programs that furthered its commitment to gender equity and which, at times, presaged gains that would later be enshrined into laws.

# Executive Orders and Directives

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## Commission on Gender Equity

Effective on June 24, 2015, [Executive Order 10](#) created the Commission on Gender Equity, which was later codified into law.

## Mayor's Office to End Domestic and Gender-Based Violence

Effective on September 7, 2018, [Executive Order 36](#) expanded the Mayor's Office to Combat Domestic Violence so it could perform additional duties:

- Coordinate with City agencies and community-based organizations on gender-based and domestic violence prevention, intervention and services, including, but not limited to, sexual assault, human trafficking, intimate partner violence, family violence, and stalking.
- Develop policies and provide guidance to City agencies on programming, policies, and best practices relevant to gender-based and domestic violence.
- Establish and chair an advisory committee to review individual caselevel data on gender-based and domestic violence fatalities, and provide recommendations to prevent or reduce fatalities.

## Minority and Women-Owned Business Enterprises

The following Executive Orders and Directives strengthened the City's Minority and Women-Owned Business Enterprises (M/WBE) program.

Effective on May 29, 2014, [Executive Order 5](#) designated the Mayor's Counsel as M/WBE Director, with oversight responsibilities.

Effective on July 29, 2015, [Directive 2](#) instructed each agency head to designate a deputy commissioner or other executive officer to act as the agency M/WBE officer, and instructed the Citywide M/WBE Director and the Director of the Mayor's Office of Contract Services to establish a method for collecting data on M/WBE participation from all City agencies, boards, commissions, corporations and other municipal public bodies.

Effective on December 15, 2015, [Executive Order 13](#) established the M/WBE Advisory Committee.

Effective on December 16, 2016, [Executive Order 24](#) created the Mayor's Office of M/WBE.

Effective on July 28, 2020, [Executive Order 59](#) instructed all City agencies to appoint a Chief Diversity Officer/ Chief M/WBE Officer, and to procure goods, services and construction for amounts not exceeding \$500,000 from businesses certified as M/WBEs.

### **Single-Sex Facilities at City Agencies**

Effective on March 7, 2016, [Executive Order 16](#) ensured access to single-sex facilities consistent with one's gender identity or expression. All employees of City agencies and all members of the public using City services were allowed to use the single-sex facility within facilities owned or operated by the City that most closely aligned with their gender identity or expression, without being required to provide any form of proof or verification of gender. [Executive Order 16](#) also instructed all agencies to provide supervisory and frontline staff training on transgender diversity and inclusion.

### **Salary History Ban for City's Workforce**

Effective on November 4, 2016, [Executive Order 21](#) prohibited City agencies from making any inquiry regarding the pay history of an applicant for employment. This provision was codified into the City's Human Rights Law and made applicable to all New York City employers in 2017.

### **Requiring a Social Indicators Report for Equity Review**

On May 8, 2019, [Executive Order 45](#) required an annual Social Indicators Report, through the Mayor's Office for Economic Opportunity, to measure the social, economic, and environmental health of New York City. The Mayor also required the Office of Operations to work with agencies to consider the equity metrics and findings of the Social Indicators Report and to carry out agency-by-agency reviews to develop and to pursue efforts and plans that will address key areas of disparity and advance equity.

# Programs

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## Universal Pre-Kindergarten and 3-K for All

In 2014, Mayor Bill de Blasio implemented [universal pre-kindergarten](#), which now provides access to free, full day, high-quality pre-kindergarten to every four-year-old in New York City, regardless of family income. Within two years, the number of four-year-olds enrolled in the program more than tripled thanks to this historic initiative, with parents saving an average of \$10,000 annually on childcare costs. The expansion focused not only on increasing access, but also on investing in quality instruction and family engagement, and the Administration has achieved pay parity between early childhood educators in community-based organizations and those working in district schools.

In 2017, Mayor de Blasio announced the [3-K for All initiative](#), which now provides families in all 32 school districts with free, full day, high-quality preschool and is scheduled to achieve universal access in September 2023.

## Task Force on Racial Inclusion and Equity

In April 2020, Mayor de Blasio created the [Task Force on Racial Inclusion and Equity](#) to address the consequences of racial disparities. Led by First Lady Chirlane McCray and Deputy Mayor J. Phillip Thompson, and composed of Administration leaders, the Task Force engages hardest-hit communities, monitors response and recovery efforts in those neighborhoods, identifies unique needs and works with City officials and agencies to combat long-standing racial and economic disparities. This Task Force also addresses both the immediate needs of communities and shapes a longer-term strategy to close the gaps that have been exacerbated during the COVID-19 crisis.

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



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