ADVANCING GENDER EQUITY IN NEW YORK CITY

2018-2021 STRATEGIC PLAN
COMMISSION ON GENDER EQUITY

Concerned that far too many New Yorkers continue to face discrimination because of their gender, Mayor de Blasio established the Commission on Gender Equity (CGE) in June 2015 to address issues of inequity and discrimination facing girls, women, and transgender and gender non-conforming persons regardless of ability, age, ethnicity/race, faith, gender expression, immigrant status, sexual orientation, and socioeconomic status.

In September 2016, the City Council and the de Blasio Administration determined that it was essential to permanently establish CGE, ensuring a long-term focus on eliminating gender discrimination in New York City.

To that end, Local Law 67 was passed mandating that CGE:

- Study the nature and extent of inequities facing women, girls and TGNC individuals in the City and their impact on the economic, civic, and social well-being of women, girls and TGNC individuals.

- Advise on ways to analyze the function and composition of city agencies through a gender-based lens and ways to develop equitable recruitment strategies.

- Make recommendations to the Mayor and City Council for the reduction of gender-based inequality.

- Report annually to the Mayor and City Council on its activities over the previous twelve months, goals for the following year, and recommendations to advance gender equity.

OPERATING PRINCIPLES

To successfully carry out its mandate, CGE:

1. **Recognizes** the diversity of gender, including gender identity and expression.

2. **Operates** with an intersectional lens: the populations of focus will be girls, women, and transgender and gender non-conforming individuals regardless of ability, age, ethnicity/race, faith, gender expression, immigrant status, sexual orientation, and socioeconomic status.

3. **Ensures** that the City leads in the development and implementation of best practices in gender equitable policies and programs for its workforce and its residents.
ECONOMIC MOBILITY AND OPPORTUNITY

GOAL: New York City where people of all gender identities and gender expressions live economically secure lives and have access to opportunities to thrive.

STRATEGY 1
Close the gender leadership gap at all levels in public, private, and nonprofit sectors.
LEAD INITIATIVE: Continue to work to increase gender and racial representation on community boards and mayoral commissions.

STRATEGY 2
Close the gender pay gap for all workers in all sectors.
LEAD INITIATIVE: Reduce gender pay gap among municipal workers.

STRATEGY 3
Define and close the gender asset and wealth gaps.
LEAD INITIATIVE: Explore opportunities to decrease the negative impact of paid and unpaid caregiving on asset and wealth for girls, women, transgender and gender non-conforming New Yorkers.

HEALTH AND REPRODUCTIVE JUSTICE

GOAL: New York City free from gender- and race-based health disparities.

STRATEGY 1
Ensure access to and affordability of comprehensive, culturally competent reproductive health care services for New Yorkers regardless of their gender identity or gender expression.
LEAD INITIATIVE: Reduce infant and maternal mortality rates in Black and Latino communities.
HEALTH AND REPRODUCTIVE JUSTICE (CONT’D)

STRATEGY 2
Ensure access to and affordability of comprehensive, culturally competent medical care for New Yorkers regardless of their gender identity or gender expression.
LEAD INITIATIVE: Identify professional development and skills gaps at public hospitals and emergency service providers; advocate for such services at medical facilities receiving federal benefits

STRATEGY 3
Increase access to sexual health education for New York City youth.
LEAD INITIATIVE: Support the implementation of sexual health education program in NYC public schools based on recommendations from the NYC Sexual Health Education Task Force

SAFETY

GOAL: New York City free from gender- and race-based violence.

STRATEGY 1
Ensure short- and long-term safety and stability for domestic violence survivors, transgender and gender non-conforming people, and people in the LGBTQ+ community.
LEAD INITIATIVE: Increase available supportive housing units and support services dedicated to vulnerable populations that often have limited options for short- and long-term housing.

STRATEGY 2
Ensure safe environments for persons of all gender identities and gender expressions in public and private spaces.
LEAD INITIATIVE: Identify professional development and skills gaps within the city workforce to enhance recognition of and promote prompt responses to gender-based and race-based violence; create a cross-sector and inter-agency collaborative to work with community members to combat gender-based violence.

STRATEGY 3
End human trafficking starting in, passing through, or ending in New York City.
LEAD INITIATIVE: Create public education campaign on the prevention of human trafficking, both labor and sex trafficking
TAKING ACTION

CGE carries out its work by engaging in the following actions:

**POLICY, LEGISLATION, ADVOCACY**
CGE, in partnership with City agencies, recommends and advocates for policy changes that result in new laws that advance gender equity in New York City.

**INTER-AGENCY AND CROSS-SECTOR COLLABORATIONS**
CGE brings together domestic and international advocates, community members, philanthropic leaders, city agencies, and business leaders to solicit input on its focus areas, identify solutions, and explore partnerships to remove barriers to gender equity.

**RESEARCH, ANALYSIS, AND PUBLICATIONS**
To better grasp the challenges and opportunities facing the City, CGE supports research and analysis of issues relevant to its three focus areas.

**PUBLIC EDUCATION AND ENGAGEMENT**
CGE leads and participates in several public forums and presentations to engage and inform New Yorkers about gender equity and solicit input from local communities about ways in which advancing gender equity would improve their lives.
NYC GENDER EQUITY INTER-AGENCY PARTNERSHIP

The NYC Gender Equity Inter-Agency Partnership, comprised of senior-level agency representatives from City agencies, helps develop an integrated and sustainable approach to achieving gender equity in NYC.

Administration for Children’s Services
Business Integrity Commission
Department for Citywide Administrative Services
Department for Environmental Protection
Department for the Aging
Department of Buildings
Department of City Planning
Department of Consumer Affairs
Department of Corrections
Department of Cultural Affairs
Department of Education
Department of Health and Mental Hygiene
Department of Homeless Services
Department of Housing Preservation and Development
Department of Information Technology and Telecommunications
Department of Investigation
Department of Probation
Department of Records and Information Service
Department of Sanitation
Department of Small Business Services
Department of Social Services
Department of Transportation
Department of Youth and Community Development
Economic Development Corporation
Emergency Management
Fire Department of New York
Health + Hospitals
Housing Development Corporation
Landmarks Preservation
Law Department
Mayor’s Community Affairs Unit
Mayor’s Fund
Mayor’s Office for Economic Opportunity
Mayor’s Office of Appointments
Mayor’s Office of Climate Policy and Programs
Mayor’s Office of Environmental Remediation
Mayor’s Office of Food Policy
Mayor’s Office of Housing Recovery Operations
Mayor’s Office of Immigrant Affairs
Mayor’s Office of International Affairs
Mayor’s Office of Management and Budget
Mayor’s Office of Media and Entertainment
Mayor’s Office of Minority and Women-owned Business Enterprises
Mayor’s Office to End Domestic and Gender Based Violence
Mayor’s Office for People with Disabilities
Mayor’s Press Office
New York City Housing Authority
NYC Service
Office of the Actuary
Office of Administrative Trials and Hearings
Office of the Deputy Mayor for Strategic Policy Initiatives
Parks Department
Police Department
Public Design Commission
Taxi and Limousine Commission

As of September 25th, 2018
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