

New York City is proud to host the celebration of the 20th anniversary of the Beijing Declaration and Platform for Action (Beijing+20) in conjunction with the fifty-ninth session of the Commission on the Status of Women (CSW59).

As Mayor de Blasio has made clear, confronting inequality is the central focus of his administration. The commitment to build a more equitable city includes addressing gender-related disparities. This brief highlights the progress that has been achieved in the first year of the de Blasio administration to advance issues of health, safety, and economic justice for women through three policy priorities: the expansion of paid sick leave, the increased commitment to combatting domestic violence, and the historic launch of universal pre-kindergarten. These initiatives lead the way for women's equality globally and locally.

In November 2014, New York City entered into a memorandum of agreement with UN Women on the Safe Cities Global Initiative, signed by First Lady Chirlane McCray. Through this agreement New York City committed to serve as a global leader in advancing policies and practices that increase women's safety, equality and empowerment.

State of New York City Women

New York City has over 4.4 million female residents and women make up 48.6% of the City's labor force. Women contribute to New York City's economy, population, diversity and excellence. A woman gives birth in New York City every 4.4 minutes and women have seen an increase in average lifespan of 6.3 years since 1990, thanks in part to a sharp decline in homicides, and a decline in smoking, alcohol and drug related deaths.¹ As a progressive city, NYC has been able to increase safety and quality of life for women in the 20 years since the Beijing Declaration and Platform for Action was adopted.

Women are achieving extraordinary things in New York City. Girls in public schools graduate at a rate almost 9 percentage points higher than boys.² Nearly 1.2 million women hold a bachelor's degree or higher and 39.2% of those degrees are in a STEM related field.³ And in the first quarter of fiscal year 2015 New York City's 1,850 certified women-owned firms were awarded approximately \$61 million in prime and sub contracts.⁴

Gender Equity Fast Facts

4.4 million women and girls live in NYC (52% of the population)^I

48.6% of the labor force is female^{II}

966,700 women in poverty (22.3% of women; 19.4% of men)^{III}

Gains for NYC Women 2014 Highlights

53,000 students enrolled in full-day Pre-K supporting girls' education improve parents' child care options^{IV}

243,000 estimated women gained the right to paid sick leave^V

22.3% more services provided by Family Justice Centers to domestic violence survivors^{VI}

NYC & UN Women signed a Memorandum of Agreement in November 2014, underscoring NYC's commitment to implement and increase policies that support women

¹ Department of City Planning, Population Facts, Available at: http://www.nyc.gov/html/dcp/html/census/pop_facts.shtml. Sabrina Tavernese, Life Expectancy of New Yorkers Rises With Influx of Immigrants, Study Finds" *The New York Times* (December 2013) Available at: <http://www.nytimes.com/2013/12/19/nyregion/life-expectancy-of-new-yorkers-rises-with-immigration-increase-study-finds.html>

² 2010 4-Year August graduation rate 72.8% for girls, 64.2% for boys. NYC Department of Education, Cohorts of 2001 through 2010 (Classes of 2005 through 2014) Graduation Outcomes, Available at: <http://schools.nyc.gov/Accountability/data/GraduationDropoutReports/default.htm>

³ American Community Survey, 2011 via NYCEDC "NYC Women in Technology." Available at: <http://nycedc.tumblr.com/post/48207094980/women-tech-and-work-life-balance-in-nyc-did-you>

⁴ NYC Small Business Services.

However, even with all New York City has to offer, many women and girls still face significant economic hardship, as well as health and safety concerns. Full-time working women have median earnings \$3,000 less than men, and 36% of families with a female head of household live in poverty.⁵ Low wage workers are significantly less likely to have access to sick leave, as only 38% of low income workers have paid leave (<200% of the Federal Poverty Level (FPL), whereas 65% of higher income workers do (>200 FPL).⁶ The City has seen improvements in maternal care with only 6.8% of mothers receiving very late or no prenatal care; however 11.8% of non-Hispanic black mothers received little or no care – demonstrating inequity in access to health services.⁷ And despite a continued overall reduction in crime across New York City, too many women feel unsafe due to the threat of domestic and sexual violence.⁸

Further improving social and economic well-being for women and girls is essential to improving quality of life for all New Yorkers and especially for low income, minority, vulnerable or at-risk residents. This brief addresses the significant benefits for women, girls and all New York City residents from the expansion of paid sick leave, increased efforts to combat domestic violence, and provision of universal pre-kindergarten.

Inset text box Gender Equity Fast Facts sources:

ⁱ There are 4,395,000 women and girls in NYC. 52.3% of the 8,406,000 total population. U.S. Census Bureau, 2013 American Community Survey, 1-Year Estimates, Age and Sex, Available at: <http://factfinder2.census.gov>.

ⁱⁱ There are 2,105,000 women in the labor force in NYC. 48.6% of the total 4,327,000 people. U.S. Census Bureau, 2013 American Community Survey, 1-Year Estimates, Selected Economic Characteristics, Available at: <http://factfinder2.census.gov>.

ⁱⁱⁱ 22.3% of women (966,693 women in poverty of the 4,326,210 total women for whom poverty status was calculated). 19.4% (764,941 men in poverty of the 3,942,316 total men for whom poverty status was calculated) U.S. Census Bureau, 2013 American Community Survey, 1-Year Estimates, Poverty Status in the Past 12 Months by Sex and Age, Available at: <http://factfinder2.census.gov>.

^v NYC Department of Education

^{iv} Estimate based on 48.2 6 percent of women in the labor force (500,000*48.6 percent). Office of the Mayor, New York City, "Mayor de Blasio Signs Paid Sick Leave Bill into Law in New York City," (March 2014.) available at: <http://www1.nyc.gov/office-of-the-mayor/news/097-14/mayor-de-blasio-signs-paid-sick-leave-bill-law-new-york-city#/0>. Estimate based on 45.8.2 6 percent of women in the labor force (500,000/58.2 percent).

⁵ The CEO Poverty Measure, 2005-2012; Available at: http://www.nyc.gov/html/ceo/downloads/pdf/ceo_poverty_measure_2005_2012.pdf.; Women who are Full-time, year-round civilian employed, and 16 years and over have median earnings of \$46,115 (compared to men who have \$49,208). U.S. Census Bureau, 2013 American Community Survey, 1-Year Estimates, Occupation by Sex and Median Earnings in the Past 12 Months (in 2013 Inflation Adjusted Dollars) for Full-Time, Year-Round Civilian Employed Population 16 Years and Over, Available at: <http://factfinder2.census.gov>.

⁶ Nancy Rankin, "Paid Sick Days: Support Grows for a Work Standard Most Low-Wage Earners Still Lack in New York City," *The Unheard Third*, Community Service Society (2012), Available at: <http://www.cssny.org/publications/entry/paid-sick-days-support-grows-for-a-work-standard-most-low-wage-earners-stil>.

⁷ Summary of Vital Statistics 2012, The City of New York, Pregnancy Outcomes <http://www.nyc.gov/html/doh/downloads/pdf/vs/vs-pregnancy-outcomes-2012.pdf>

⁸ New York State Domestic Violence Dashboard Project 2013 Data (<http://opdv.state.ny.us/statistics/nydata/2013/nys2013data.pdf>)

Paid Sick Leave Overview

The first legislation passed in the de Blasio administration was a broad expansion of NYC's paid sick leave regulation, extending coverage to nearly all workers in the City. Mayor de Blasio's support and expansion for paid sick leave recognizes the importance of raising the benefit floor to improve the lives of workers and their families, overall public health, and ultimately in reducing economic and health inequality. This essential legislation establishes paid sick leave as a minimum benefit and legal right for millions of New York City workers.

- Workers have an increased ability to access preventative care and take care of themselves and their families when sick. This will result in better health for workers, family members, and, by reducing the spread of disease, will improve public health.
- Workers, especially the working poor whose jobs typically carry the fewest benefits, will have better job security and more pay when they may need it most.

Women benefit greatly from the extension of paid sick leave as they make up 56% of workers in the lowest paying industries. In New York City, these industries include Personal Care and Service, Healthcare Support, and more⁹. In addition, women are often primary care givers for children and other family members.¹⁰

About the Earned Sick Time Act and Amendments

The legislative origin for the right to paid sick leave for New York City workers, the Earned Sick Time Act, became law in June 2013 and was expanded by the New York City Council and Mayor de Blasio in February 2014. The amendments to the Act became the first bills Mayor de Blasio signed into law.

The expanded Earned Sick Time Act, in effect since April 1, 2014, covers employees who work more than 80 hours a year in New York City, including part-time, temporary, and undocumented employees. Under the legislation, workers accrue up to 40 hours of earned sick leave each year. Employers with five or more employees or one or more domestic workers are required to provide paid sick leave. Smaller businesses must provide employees with unpaid sick leave. Sick leave can be used for the care, treatment and diagnosis of the employee's or a family members' injury, illness, or health condition and for preventative care. Family members covered under the law include a spouse or domestic partner, child, parent, spouse or domestic partner's child and parent, sibling, grandchild and grandparent.

The Need for Paid Sick Leave in New York City

In every industry and at every income-level, access to sick and family leave is important for workers to manage their own health and that of their family members. A report from the Institute for Women's Policy Research estimated a total of 850,000 New York City workers (30% of the workforce) prior to 2013 had no paid leave of any kind and the most to gain from paid sick leave legislation.¹¹ An additional 353,000 workers did not have paid leave days for illnesses.¹² The Community Service Society estimates that 65% of low-income women were without paid sick leave.¹³

⁹ "Low wage industries," defined as industries with annual median earnings below \$25,000. U.S. Census Bureau, 2013 American Community Survey, 1-Year Estimates, Industry by Sex and Median Earnings in the Past 12 Months, Available at: <http://factfinder2.census.gov>.

¹⁰ National Partnership for Women and Families, "Fact Sheet: Working Women Need Paid Sick Days," (April 2013) Available at: <http://www.nationalpartnership.org/research-library/work-family/psd/working-women-need-paid-sick-days.pdf>

¹¹ Kevin Miller, Claudia Williams, "Valuing Good Health in New York City: The Costs and Benefits of Paid Sick Days," Institute for Women's Policy Research, (October 2009) Available at: <http://www.iwpr.org/publications/pubs/valuing-good-health-in-new-york-city-the-costs-and-benefits-of-paid-sick-days>.

¹² Kevin Miller and Claudia Williams, "Valuing Good Health in New York City."

¹³ "Sick in the City: What Lack of Paid Leave Means for Working New Yorkers, 2009, Community Service Society/The Unheard Third. http://www.abetterbalance.org/web/images/stories/Documents/sickdays/reports/Sick_in_the_City_report.pdf

New York City

Department of Consumer Affairs (DCA)

DCA has been charged with the implementation and enforcement of the Earned Sick Leave Law. In this capacity the Department educates and provides employers assistance in compliance. DCA has also made great efforts to raise public awareness around paid sick leave and ensure workers' rights are protected.

Consumer Affairs Commissioner Julie Menin, appointed by Mayor de Blasio, brings over 20 years of experience as an advocate for consumers and small businesses. Under her leadership, DCA has redoubled its efforts to support low income workers with a leadership role on the implementation of paid sick leave and other financial empowerment efforts. Commissioner Menin is the first female commissioner of DCA in nearly ten years.

De Blasio Administration Extends and Publicizes Paid Sick Leave

Expanded Paid Sick Leave Coverage

Mayor de Blasio and the New York City Council's amendments to the Earned Sick Time Act decreased the number of businesses exempt from providing employees paid sick leave. This change extended the right to paid sick leave to an additional 500,000 New Yorkers, including 200,000 workers with no previous paid sick time¹⁴. The amendments expanded the definition of family member to also include siblings, grandchildren, and grandparents in addition to spouse or domestic partner, child, parent and spouse or domestic partner's child and parent.

Paid Sick Leave Day of Action and Outreach

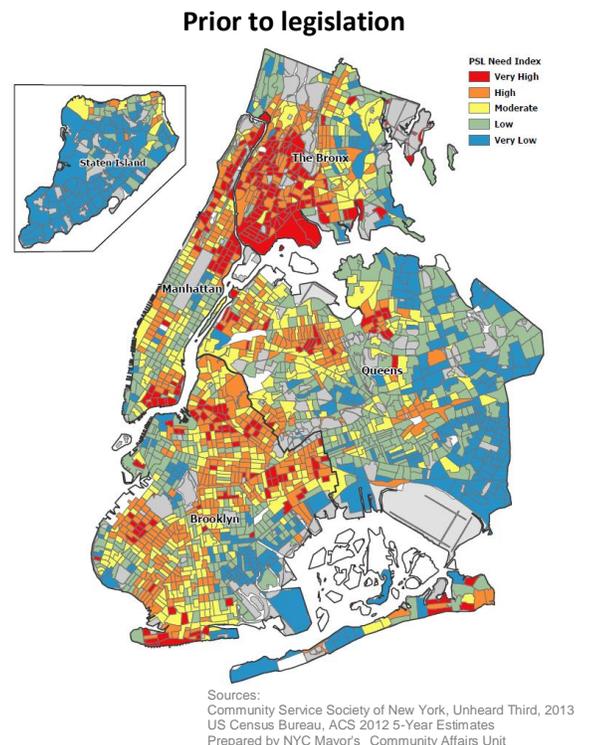
The administration launched an unprecedented public awareness campaign to let the million newly covered workers know about their new rights and obtain benefits provided by the original Earned Sick Time Act and the new amendments. The Mayor, City Council members, and other city officials came out to join over 1,500 volunteers to distribute over 350,000 flyers translated into numerous languages. While the Earned Sick Time Act

mandated that materials be provided in 8 languages, DCA opted

to translate materials into 26 languages to reach immigrant employers and employees across the City. The outreach effort was strategically planned to cover transit hubs in areas with the highest concentration of workers previously without sick leave and to deliver information in the diverse languages most commonly spoken in these areas. Public awareness efforts were not limited the Day of Action. Since the new law became effective in April, a total of 731 outreach events have been conducted and over 1.8 million pieces of literature distributed. DCA also ran a \$2 million advertising campaign through TV and radio, in newspapers, and on subways, bus shelters and payphone kiosks.

Impact of Paid Sick Leave

The expanded Earned Sick Time Act provides a new right to nearly all New York City workers. Low income workers, many of whom are minorities and women, are most likely to see an improvement in their employee benefits.¹⁵ Workers who were already covered may find they also benefit as employers increase the number of days available through yearly accruals and become more



Community Service Society, 2013
US Census Bureau, ACS 2012 5-Year Estimates

¹⁴ "Mayor de Blasio Signs Paid Sick Leave Bill into Law in New York City," March 20, 2014. <http://www1.nyc.gov/office-of-the-mayor/news/097-14/mayor-de-blasio-signs-paid-sick-leave-bill-law-new-york-city#/0>

¹⁵ Nancy Rankin, "Paid Sick Days: Support Grows for a Work Standard Most Low-Wage Earners Still Lack in New York City," *The Unheard Third*, Community Service Society (2012), Available at: <http://www.cssny.org/publications/entry/paid-sick-days-support-grows-for-a-work-standard-most-low-wage-earners-stil.>; New York City Mayor's Community Affairs Unit.

supportive of workers taking sick leave as awareness of its importance as a core benefit grows.¹⁶ In addition, workers may expand their access to sick leave for the care of family members that were not covered by their employers previously.

In the U.S., women make up two-thirds of all family caregivers, meaning they have the primary responsibility accompanying children or family members to appointments and ensuring they obtain recommended care.¹⁷ Children of parents with paid sick leave see improved chances of good health outcomes as their parents are more likely to provide them with preventative health care and are more likely to care for them themselves when they are sick which may lead to faster recovery periods.¹⁸ Sick leave is essential to helping working mothers maintain employment while caring for their children. One study showed paid sick leave decreased the probability of job separation by at least 25 percent (2.5 percentage points), with working mothers among those seeing the strongest gains,¹⁹

An estimated 100,000 New Yorkers are the primary caregiver for grandchildren and approximately 62% of caregivers who are grandparents are women.²⁰ If custodial grandparents in New York City are employed at the same rate as they are nationally, 36,000 could be beneficiaries of this bill.²¹ Custodial grandparents are more than twice as likely as their similarly aged peers to live in poverty (18% compared to 9%).²²

The expansion of this act also brought leave to low-wage workers, hourly workers, and other groups that historically have had very low rates of employer-offered leave. The lack of paid sick leave disproportionately affected lower income and minority workers.²³ Low-income women benefit from family-friendly policies that have been shown to improve wages and continued employment.²⁴ Families and low wage workers are especially vulnerable to the impact of lost wages from unpaid leave or a lost job. For the typical U.S. family, 3.5 days of lost wages is equivalent an entire month of groceries, which can have a destabilizing effect on the health and well-being of a low to middle income family.²⁵

A 2008 national survey found that one out of every six workers has experienced or has a family member that has been fired, threatened to be fired, or otherwise penalized at work for taking time off for personal illness or to care for a sick family member.²⁶ There are public health benefits to coworkers, school classmates and the community when those who are sick can stay home.²⁷ Health benefits turn into actual savings both for the employers and the public in the form of increased worker productivity and reduced use of medical care, including emergency facilities.²⁸

Anticipated Impact in 2015 and Beyond

The expansion of paid sick leave legislation is an important start to a reform agenda aimed at raising the wage and benefit floor for more New Yorkers and reducing income and health inequality in New York City. Mayor de Blasio continues to make every effort to improve the lives of working New Yorkers, including supporting an increase to the living wage in New

¹⁶ Robert Drag and Vicky Lovell, "San Francisco's Paid Sick Leave Ordinance: Outcomes for Employers and Employees," Institute for Women's Policy Research, (February 2011) Available at: <http://www.iwpr.org/publications/pubs/San-Fran-PSD#sthash.bE2GRptj.dpuf>.

¹⁷ National Partnership for Women and Families, "Fact Sheet: Working Women Need Paid Sick Days," (April 2013) Available at: <http://www.nationalpartnership.org/research-library/work-family/psd/working-women-need-paid-sick-days.pdf>

¹⁸ Heymann, Rho, Schmitt, & Earle, 2010; Schliwen, Earle, Hayes, Heymann, 2011

¹⁹ Heather Hill, "Paid Sick Leave and Job Stability" *Work and Occupations*. 40:2 (2013) Available at: <http://wox.sagepub.com/content/40/2/143.abstract>. via Winston, P. Work-Family Supports for Low-Income Families: Key Research Findings and Policy Trends Available at: http://aspe.hhs.gov/hsp/14/WorkFamily/rpt_workfamily.cfm#_Toc383694863

²⁰ NYC Department for the Aging. Grandparent Resource Center. Available at: <http://www.nyc.gov/html/dfta/html/caregiver/grandparents.shtml>; Gretchen Livingston and Kim Parker, "Since the Start of the Great Recession, More Children Raised by Grandparents," Pew Research Center, (September 2010) Available at <http://www.pewsocialtrends.org/2010/09/09/since-the-start-of-the-great-recession-more-children-raised-by-grandparents/>

²¹ Nationally, 36% of grandparents 60 and older who care for their grandchildren are in the labor force. Population Reference Bureau. The Health and Well-Being of Grandparents Caring for Grandchildren. *Program and Policy Implication*, 23. (December 2011) Available at: <http://www.prb.org/pdf11/todaysresearching23.pdf>; NYC Department for the Aging

²² Population Reference Bureau, 2011

²³ Nancy Rankin, "Paid Sick Days.," New York City Mayor's Community Affairs Unit.

²⁴ Winston, P. Work-Family Supports for Low-Income Families: Key Research Findings and Policy Trends Available at: http://aspe.hhs.gov/hsp/14/WorkFamily/rpt_workfamily.cfm#_Toc383694863

²⁵ Elise Gould, Kai Filion, and Andrew Green, "The Need for Paid Sick Days", Economic Policy Institute, June 2011, Available at: http://www.epi.org/publication/the_need_for_paid_sick_days/

²⁶ University of Chicago. (2008, August 29) American Workers Overwhelmingly Support Paid Sick Days, Labor Day Survey Finds. Available at: <http://news.uchicago.edu/article/2008/08/29/american-workers-overwhelmingly-support-paid-sick-days-labor-day-survey-finds#sthash.We5z1cl6.dpuf>

²⁷ Kevin Miller and Claudia Williams, "Valuing Good Health in New York City."

²⁸ Kevin Miller and Claudia Williams, "Valuing Good Health in New York City."

York City, increasing low wage workers access to the Earned Income Tax Credit, and other income supports. By focusing on policies and programs that encourage work, the de Blasio administration is setting the stage for continued economic growth and improved access to economic opportunity for all New Yorkers.

Overview

The de Blasio administration is committed to addressing the all-too common problem of domestic violence. It is an unacceptable act, and yet affects millions of women each year.²⁹ As part of its broad effort to improve equality, the administration has made extensive investments in programs to reduce the incidence of domestic violence, and to support victims and their families. New York City spends over \$400 million on domestic violence services and programs.

New York City stands with those around the world who work to put an end to violence against women. The historic memorandum of agreement with UN Women on the Safe Cities Global Initiative highlights the mayor's commitment to advance policies that increase women's safety.

Increasing New Yorker's Safety and Security

Approach Under Mayor de Blasio

The administration's strategy for reducing domestic violence and protecting victims focuses on proactive outreach, tailoring services to New Yorkers most in need, and increasing coordination among City agencies to deliver more integrated support.

The Mayor's Office to Combat Domestic Violence (OCDV) facilitates the City's approach (see sidebar). It directs the City's outreach efforts to raise awareness of services, particularly in communities where family-related homicides are highest.³⁰ OCDV promotes critical information sharing within City government as well. Less than one-third of family-related homicide victims had prior contact with the police, but over half interacted with at least one City agency.³¹ By fostering collaboration citywide, the de Blasio administration is working to ensure that families have the support they need to stop domestic violence before it happens.³²

Proactive Outreach

- **Launched the UpStander campaign and Awards** to encourage all New Yorkers to play a role in ending domestic violence.

Domestic Violence Statistics

83% percent of victims of intimate partner violence in NYC are womenⁱ

43% of domestic violence felony crimes are not reported to the policeⁱⁱ

282,600 domestic incidents reported in NYC in 2014ⁱⁱⁱ

19% of homicides in NYC were family-related in 2014^{iv}

Family Justice Centers Client Demographics 2014

86% female (36,700 total clients)

32% parents

57% foreign born

²⁹ In the United States approximately 1.9 million women were raped in the past year, with millions more experiencing unwanted sexual contact. The National Intimate Partner and Sexual Violence Survey, Centers for Disease Control and Prevention, Available at: <http://www.cdc.gov/violenceprevention/nisvs/>

³⁰ Mayor's Office to Combat Domestic Violence. New York City Domestic Violence Fatality Review Committee Annual Report 2014. Available at: http://www.nyc.gov/html/ocdv/downloads/pdf/Statistics_9th_Annual_Report_Fatality_Review_Committee_2014.pdf

³¹ Ibid.

³² Ibid.

Inset text box Domestic Violence Statistics sources:

ⁱ In 2013 there were 17,621 female victims of the 21,185 victims of intimate partner violence in NYC. NYS Division of Criminal Justice Services. Domestic Violence Victim Data Reported in 2013, New York City. Available at: <http://www.criminaljustice.ny.gov/crimnet/ojsa/domestic-violence-data.html>

ⁱⁱ According to the Bureau of Justice Statistics' (BJS) National Crime Victimization Survey (NCVS) only 56.9% of domestic violence felony crimes are reported to the police. "Criminal Victimization, 2013" U.S. Department of Justice, Available at: <http://www.bjs.gov/content/pub/pdf/cv13.pdf>

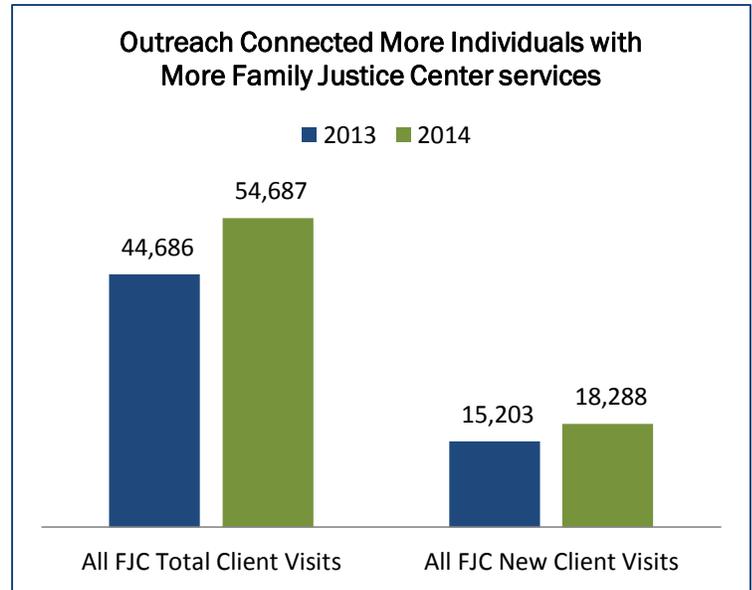
ⁱⁱⁱ Mayor's Office to Combat Domestic Violence

^{iv} Mayor's Office to Combat Domestic Violence. 2014 Fact Sheet. Available at:

http://www.nyc.gov/html/ocdv/downloads/pdf/Statistics_Annual_Fact_Sheet_2014.pdf

The inaugural awards (in October 2014), hosted by First Lady Chirlane McCray, honored and thanked individuals who made a difference by shining a light on how we can live free of violence, championing the rights of survivors of violence and inspiring others to do the same.

- Increased outreach to encourage New Yorkers in need to seek assistance. Public service announcements and on-the-ground engagement in community gathering areas such as transit hubs, business districts, beauty salons, and grocery stores increased the number of outreach events by 365 percent and the number of public education materials distributed by 874 percent in 2014 over 2013.³³ As a result, the number of women reaching out for help increased dramatically: Family Justice Centers' new client visits increased by 20 percent and all client visits increased by 22.3 percent compared to 2013 visits.³⁴



Targeted Response to Specific Community Needs

Increased capacity of the Family Justice Centers (FJCs) by opening an FJC in Manhattan, with a fifth scheduled to open on Staten Island in 2015. FJCs provide comprehensive multi-agency services for victims of domestic violence, elder abuse, and sex trafficking and form the cornerstone of New York City services to victims of domestic violence and their families. Located in the Bronx, Brooklyn, Queens and Manhattan, the Centers are co-located with the local District Attorney's Office and have New York Police Department (NYPD) Domestic Violence Prevention Officers (DVPOs) and staff from over 35 community partners on-site to offer counseling services for adults and children, civil legal assistance, immigration assistance, economic

empowerment and supportive services. The FJCs are safe, caring environments, the services are free and confidential, and all are welcome regardless of language, income, immigration status, gender identity or sexual orientation. Reflecting the diversity of the communities served, staff speak more than 30 languages, with additional telephonic interpretation in over 150 languages, and services are designed to be culturally sensitive.

Mayor's Office to Combat Domestic Violence

The Mayor's Office to Combat Domestic Violence (OCDV), oversees the citywide delivery of domestic violence services, including operation of the Family Justice Centers (FJCs), a partnership with the Mayor's Fund to Advance New York City. OCDV develops policies and innovative programs, and works with diverse communities, City agencies, community based organizations and local leaders to raise awareness about domestic violence and strengthen the safety net for victims and their children.

Mayor de Blasio appointed Rosemond Pierre-Louis to serve as OCDV's Commissioner. She brings extensive experience advocating for women, immigrants, and the public interest as Manhattan Deputy Borough President, leadership for many organizations, and a public interest and legal services attorney for 20 years. Under Commissioner Pierre-Louis's leadership, OCDV helps policymakers throughout the City understand the nature, effects, and best approaches to address domestic violence, and drives interagency cooperation to confront the challenge.

³³ Mayor's Office to Combat Domestic Violence

³⁴ Mayor's Office to Combat Domestic Violence. 2014 Fact Sheet. Available at: http://www.nyc.gov/html/ocdv/downloads/pdf/Statistics_Annual_Fact_Sheet_2014.pdf

With the two new Centers launched by Mayor de Blasio, FJCs will expand their capacity by almost 25% allowing the City to serve a projected 4,000 additional new clients during the first year of the new Centers' operation.

The City is also expanding the types of services available at FJCs. The Bronx FJC became the first in the world to have on-site clinical psychiatric services and psychopharmacologic treatment through a public-private partnership made possible by support from the Chapman Perelman Foundation, the Department of Psychiatry at Columbia University Medical Center, and the Mayor's Fund to Advance New York City.

- **Created the New York City Housing Authority (NYCHA) Domestic Violence Response Team (DVRT)** to address needs of NYCHA developments and the surrounding communities. Domestic Violence accounts for 73 percent of the increase in crime in public housing in the past three years.³⁵ To confront this trend, the de Blasio administration designed and implemented NYCHA DVRT to provide services to high risk clients, conduct outreach and public education campaigns to raise awareness about healthy relationships, and link residents directly to services at the FJCs. This program is a part of the Mayor's Action Plan for Neighborhood Safety, which provides a coordinated cross-agency approach to violence reduction.
- **Created the Human Trafficking Intervention program** to better serve victims of intimate partner trafficking in Queens, where 56 percent of the Family Justice Centers' trafficking cases occur.³⁶ Often, sex trafficking victims are arrested and treated as criminals instead of victims of commercial sexual exploitation and human trafficking. The program expands on the Human Trafficking Intervention Court (HTIC) model of connecting individuals to social services. Approximately 40 percent of defendants are foreign-born, and where there is a lack of immigration status, access to reliable immigration assistance can play a pivotal role in helping victims escape their traffickers and rebuild their lives.³⁷ Through this comprehensive pilot program, individuals appearing before HTIC will be connected to culturally and linguistically competent pro bono attorneys from New York's most prestigious law firms, under the supervision of experienced Sanctuary for Families immigration attorneys. Consultation appointments will be conducted in the safe and nurturing environment of the Queens Family Justice Center where individuals will have access to additional civil, legal and social services.

"Help Exists"

For years, Flore was in an emotionally and physically abusive relationship. She is an immigrant from Haiti with no family members living in New York City. Her abuser often used this against her, saying that no one would care if she disappeared.

"Not knowing resources exist shouldn't be the reason people stay in abusive relationships."

Like many domestic violence victims, Flore wasn't sure how she could escape the situation. After a particularly violent incident, she called 911. They took her abuser away, which gave her an opportunity to gather the kids and leave. They went to one of NYC's Family Justice Centers – a place with aid and resources for domestic violence victims.

"Help exists."

Flore and her children moved into a shelter. The Family Justice Center supported her during this hard, transitional time. The Centers understand what domestic violence victims are going through; they empowered Flore with classes and mentoring programs. Now, she works for the Mayor's Office to Combat Domestic Violence as a community liaison. She helps women like her find the resources –and the strength—to leave abusive relationships.

This administration is committed to empowering women to take charge of their lives, like Flore did. For more information, [click here](#).

³⁵ New York City Police Department Housing Bureau

³⁶ Mayor's Office to Combat Domestic Violence

³⁷ Mayor's Office to Combat Domestic Violence

Integrated Cross-Agency Initiatives

- **Designed multiple housing programs to meet the needs of domestic violence survivors**, including Living in Communities (LINC) Rental Assistance and LINC Up Aftercare for Domestic Violence Survivors. Domestic violence is one of the leading causes of homelessness for New York City families, with (30 percent of residents in shelters there to escape partner violence).³⁸ In keeping with the Mayor's priority of moving families from shelter into stable housing, the Living in Communities (LINC) Rental Assistance program helps families whose lives have been affected by domestic violence obtain stable housing in the community, as quickly as possible. Families have a portion of their rent subsidized for a year and are eligible for continued assistance for up to five years.

Further support for these families is provided by the LINC Up Aftercare program, offering economic empowerment, legal and immigration services, assistance with public benefit applications, and referral to any other services the family may need to be maintained safely in permanent housing.

- **Developed the Coordinated Approach to Preventing Stalking (CAPS) Program** to increase the identification, reporting and prosecution of intimate partner stalking cases on Staten Island. Although stalking was the number one abusive behavior reported in 2013 by victims of domestic violence who were assisted by the Staten Island Domestic Violence Response Team, there are very few arrests citywide and none in the CAPS target community. Stalking can be an indicator the victim is in serious danger. Nationally three out of four women murdered by their intimate partners had been stalked by that person in the year before their murder.³⁹ The CAPS program provides a coordinated response between law enforcement, the District Attorney's Office, and the Staten Island Domestic Violence Response Team (DVRT) for civil legal, counseling and supportive services.
- **Expanded support for victims of elder abuse** led by the Department for the Aging (DFTA). To increase services to elder abuse victims, \$1 million in new funding was allocated to current elder abuse service providers or used as seed money to help a number of domestic violence programs expand their services to include elder abuse victims.

De Blasio Administration Initiatives for 2015

In 2015, the Mayor's Office to Combat Domestic Violence will continue to focus on connecting with New Yorkers and improving coordination across the City and among City agencies to reach every New Yorker in need. Successful program models will be expanded to strengthen the safety net for victims and their children. Added efforts will be made to reach areas of high need, minority and immigrant communities, and to engage more abusive partners in an effort to increase reporting of domestic violence and reduce the number of incidents overall.

Annual outreach, which increased over 300 percent in 2014, is expected to increase another 25 percent in 2015. The Upstander campaign and 2nd annual UpStander Awards will continue to build domestic violence awareness, with additional plans in place for November Domestic Violence Awareness Month and a Teen Dating Violence Awareness Month. To further address the serious issue of dating violence, increased capacity in the teen-focused NYC Healthy Relationship Training Academy will double the number of workshops held from 30 per month to 60 per month, reaching over 7,500 teens a year. Workshops include both male and female teens to encourage healthy relationships.

Building on the launch of the NYCHA Domestic Violence Response Team (DVRT), a citywide DVRT will focus on cases of intimate partner violence with a high risk of lethality. The citywide DVRT will facilitate coordination and collaboration across agencies and FJCs to create individualized action plans to quickly and effectively meet the service and safety needs of clients.

³⁸ Mayor's Office to Combat Domestic Violence. New York City Domestic Violence Fatality Review Committee Annual Report 2014. Available at: http://www.nyc.gov/html/ocdv/downloads/pdf/Statistics_9th_Annual_Report_Fatality_Review_Committee_2014.pdf; New York City Department of Homeless Services.

³⁹ Judith McFarlane, Jacquelyn Campbell, Susan Wilt, S., Sachs, Yvonne Ulrich, Xiao Xu. "Stalking and Intimate Partner" Femicide. *Homicide Studies* 3: 4 (November 1999).

In addition to opening the fifth Family Justice Center on Staten Island, OCDV will partner with local, grassroots organizations to open two FJC Satellite sites in 2015, Bedford Stuyvesant and East Harlem. Located in communities with a high prevalence of domestic violence, these sites will foster a close partnership with local community organizations and connect survivors who may otherwise not travel to seek help for domestic violence.

Through its commitment to the Safe Cities Global Initiative, the de Blasio administration is committed to increasing awareness of this important public health issue and improving the safety and security of women in New York City and around the world.

Overview

Pre-K for All is a foundational component of the de Blasio administration's approach to creating greater equity and opportunity for all New York City residents. Mayor de Blasio is committed to providing every four-year-old in New York City with access to free, high-quality, full-day pre-K and is on track to fulfill this commitment by the 2015-2016 school year. Investing in early education helps children gain a critical foundation of skills, knowledge, and approaches to learning needed to be ready for his or her academic career. Research has shown that children who attend a high-quality pre-K attain higher levels of education and earn higher incomes as an adult, especially students from more disadvantaged families.

The Pre-K for All initiative also creates economic opportunities for working families and the workforce. Child care can be a significant expense for families along most of the economic spectrum, and can make it difficult for families to find and retain employment. Pre-K for All offsets many of these expenses and makes full-time employment more feasible because free, full-day, high-quality pre-K is now an option for all families with a four-year old.

The initiative's impact on the City's workforce is particularly significant for women. By offsetting childcare costs and reducing barriers to employment, Pre-K for All benefits the nearly two thirds of mothers with young children in the labor force and may allow more mothers to work (assuming mothers are in the labor force in NYC at the same rate as nationally).⁴⁰ The expansion of pre-K is also creating jobs for the predominantly (97%) female early education workforce.⁴¹ To support this growing workforce, New York City took extra steps to increase pay for pre-K teachers across our unified system to ensure pre-K teachers are competitively compensated. The pre-K initiative is also providing expanded Citywide Professional Development opportunities for its pre-K teachers and administrators, which not only helps attract and retain talent, but also supports pre-K educators as they build careers in early education.

Pre-K for All is one component of a broader investment plan designed to improve educational outcomes and reduce economic disparity. The investment plan includes expanding the City's capacity to provide youth with after-school and summer enrichment programming, creating community schools and connecting more New Yorkers to college and career pathways.

Women's Education NYC

Good News

Only 14% of women age 18 to 24 have less than a high school education (compared to 21% of men)ⁱ

Continued Disparity

37% of women with less than a high school education are in poverty, compared to 26% of menⁱⁱ

Pre-K for All 2014-15

53,000 children in Full-Day pre-K (20,000 additional enrolled coming in 2015-2016)

51% of the full-day pre-K students enrolled in the 2014-2015 school year are girls

1,700 public school and community-based sites

Full-day pre-K Enrollment by borough SY 2014-15:

17,000 Brooklyn

13,000 Queens

12,000 Bronx

7,000 Manhattan

3,000 Staten Island

⁴⁰ In the U.S. 63.9% of mothers with children under 6 are in the labor force; compared to 74.7% of mothers with children 6-17 years old. Bureau of Labor Statistics, Employment Characteristics of Families Summary (2014) Available at: <http://www.bls.gov/news.release/famee.nr0.htm>

⁴¹ Nationally, 97% of preschool and kindergarten teachers are female. Bureau of Labor Statistics, Labor Force Statistics from the Current Population Survey, (2014) Available at: <http://www.bls.gov/cps/cpsaat11.pdf>

Text Box Women's Education/Pre-K for All Sources:

ⁱ U.S. Census Bureau, 2013 American Community Survey, 5-Year Estimates, Educational Attainment, Available at: <http://factfinder2.census.gov>.

ⁱⁱ Ibid.

About Pre-K for All

By providing free, full-day, high-quality pre-K to every four-year-old, New York City is making the largest expansion of pre-K in history a reality. Pre-K programs operate in three settings—district schools, community-based organizations referred to as “New York City Early Education Centers (NYCEECs), and Charter Schools. The de Blasio administration’s approach to expanding early education is grounded in providing full-day pre-K, basing all instruction and professional development on state pre-K learning standards. The City is committed to building a high-quality pre-K system, and with increased funding has invested in the early education workforce at every stage of their development by recruiting, training, and retaining qualified teachers and administrators. The Pre-K for all model is designed to also provide support to *all* children and families, including students whose primary language is not English and families in high-need areas. Finally, the City is evaluating the Pre-K for All implementation, student outcomes, and family engagement to inform future programming for New York City and other localities.

Meeting the Need for Early Education

Prior to the expansion, fewer than 27% of four-year-olds had access to the free, high-quality full day services that Pre-K for All now provides.⁴²

Benefits to Low Income Children

There is strong evidence to suggest that high-quality early education programs improve outcomes for children from low income families.⁴³ Pre-K for All has met a substantial need for middle and low income families, and has increased the number of pre-K seats in lower income neighborhoods to more than 2.5 times the previous number in the first year of expansion alone. Nearly two thirds (~65%) of high quality full-day pre-K seats are in neighborhoods below the City’s median income. Additionally, Pre-K for all provides increased support for families in high-need areas, such as social workers to provide more intensive support for individual schools, further enabling programs to support families.

Benefits to Children whose primary language is not English

For children whose primary language is not English, high-quality pre-K has a significant positive impact on educational outcomes.⁴⁴ Nearly one-in-five students in New York City kindergarten classes is an English Language Learner.⁴⁵ Pre-K helps these children develop vocabulary and language skills, increasing their ability to thrive in the K-12 system and deepening their overall comprehension.⁴⁶ The Pre-K for All model has taken a comprehensive, systems building approach to support these learners by providing additional supports and resources so that teachers, administrators, and coaches are equipped to meet the needs of all learners.

Providing Economic Benefits to Parents

Because of the high costs of child care, the added benefit of free full-day pre-K is a critical resource for many families. Child care is one of the top three expenses incurred by parents in New York City particularly for low income families, often surpassing housing costs. New York City has some of the highest cost private child care services in the country and in New York State child care costs amount to as much as 57% of a single mother’s income on average⁴⁷. The de Blasio administration estimated that the parents of 41,000 children, the majority living in high-need areas, previously were not provided with publicly funded free full day child care of any kind.⁴⁸ These parents are already seeing a combination of savings in child care expenses and an increased ability to participate in the labor force. Low income working parents,

⁴² Office of the Mayor, New York, “City Ready to Launch: New York City’s Implementation Plan for Free, High-Quality, Full-Day Universal Pre-Kindergarten,” (January 2014) Available at: <http://www1.nyc.gov/assets/home/downloads/pdf/reports/2014/Ready-to-Launch-NYCs-Implementation-Plan-for-Free-High-Quality-Full-Day-Universal-Pre-Kindergarten.pdf>

⁴³ Citizen’s Budget Commission. The Challenge of Making Universal Prekindergarten a Reality in New York State. (October 2013) Available at: http://www.cbny.org/sites/default/files/REPORT_UPK_10222013.pdf

⁴⁴ Buyssea, V., Peisner-Feinberga E., Paezb, M. Hammer, C. H., Knowlesa, M. (2014) Effects of early education programs and practices on the development and learning of dual language learners: A review of the literature. *Early Childhood Research Quarterly*. 29:4

⁴⁵ Office of the Mayor, New York City, “Ready to Launch: New York City’s Implementation Plan for Free, High-Quality, Full-Day Universal Pre-Kindergarten,” (January 2014) Available at: <http://www1.nyc.gov/assets/home/downloads/pdf/reports/2014/Ready-to-Launch-NYCs-Implementation-Plan-for-Free-High-Quality-Full-Day-Universal-Pre-Kindergarten.pdf>.

⁴⁶ Ibid.

⁴⁷ Parents and the High Cost of Child Care 2013 Report http://usa.childcareaware.org/sites/default/files/cost_of_care_2013_103113_0.pdf

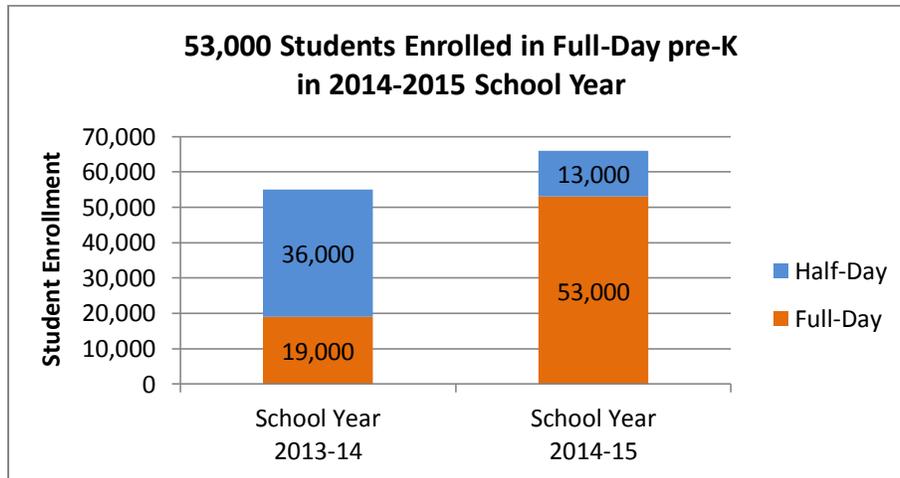
⁴⁸ Office of the Mayor, New York City, “Ready to Launch.”

many of whom are single mothers, benefit from both the savings resulting from free pre-K and the increased flexibility to participate in the workforce.⁴⁹

Building Career Opportunities for for the Early Education workforce

By expanding seats available to four-year-olds, Pre-K for All is increasing demand and support for the early education workforce in the City. The Department of Education anticipated that approximately 1,450 teachers in the 2014-2015 school year in NYCEECs would receive pay increases. By addressing disparities in pay, the de Blasio administration supported NYCEECs to attract and retain high-quality pre-K talent. Consistent quality standards, and improved pay and support for teachers and administrators will encourage talented educators to commit to careers in early education, benefitting women who make up the majority of New York City teaching staff.⁵⁰

De Blasio Administration Accomplishments (2014)



- **New York City enrolled more than 53,000 students in full day pre-K**
- **Allocated an additional \$300 million** to expanded pre-kindergarten, secured by Mayor de Blasio in only his third month in office.
- **Hired approximately 1,000 new teachers** in schools and early education centers.⁵¹
- **Trained more than 6,000 pre-K teachers, assistants, and paraprofessionals three times** so far this school year. Each Citywide Professional Development day was hosted in 75 locations across the City.⁵²
- **Targeted outreach to enroll more low income students** through partnership with the New York City Housing Authority to reach 3,000 families in public housing developments with eligible 4-year-olds, living in targeted high-need areas.⁵³
- **Provided every NYCEEC with a visit from an instructional coach** and supervision team from the Department of Education to ensure programs are maintaining high standards.

Anticipated Impact in 2015 and Beyond

By September 2015, Pre-K for All anticipates reaching full scale by providing free, full-day, high-quality pre-K to every eligible four-year-old. Through continued investment in professional development for teacher resources, Pre-K for All will continue to focus on advancing programmatic quality for pre-K in the City, serving as a model to other cities for offering universal pre-K.

⁴⁹ Nationally, female headed low income working families are 39% of low income working families. Working poor families project. Available at http://www.workingpoorfamilies.org/wp-content/uploads/2014/02/WPFP_Low-Income-Working-Mothers-Report_021214.pdf

⁵⁰ New York City Independent Budget Office. "New York City Public School Indicators: Demographics, Resources, Outcomes," (May 2013) Available at: <http://www.ibo.nyc.ny.us/iboreports/2013educationindicatorsreport.pdf>

⁵¹ NYC Department of Education.

⁵² NYC Department of Education.

⁵³ Office of the Mayor, New York City, "Ready to Launch."

The de Blasio administration's commitment to gender equity is highlighted in the three policies discussed in this brief: Paid Sick Leave, Pre-K for All, and the City's efforts to combat domestic violence. But the work the City is doing to promote equity goes beyond these three policies. Mayor de Blasio outlined in his campaign platform his bold commitment to all New Yorkers in One New York, Rising Together. Since taking office in 2014, the de Blasio administration's efforts have followed through to advance issues of health, safety, and economic justice for women and all New Yorkers have been diverse and targeted to the highest need communities.

Work supports and family assistance have played a central part of the administration's economic policies. The launch of the City's largest Earned Income Tax Credit Campaign (\$3.1 million invested – almost 20 times previous years' investments) and City funding that allowed for the expansion of tax preparation centers to a total of 200 (60 additional sites) helping more qualifying families receive this benefit.⁵⁴ Expanding the Fair Wages for New Yorkers Act set a standard in making work pay. The executive order increased the City contract living wage from \$11.90 to \$13.13 per hour and expands coverage to an estimated 17,000 more New Yorkers over the next five years.⁵⁵

Broadening workforce opportunities will help women who are in low-wage jobs. The newly launched Jobs for New Yorkers New Careers Pathways will help low-wage workers move into higher paying jobs through middle-skill job training for up to 30,000 people each year, creating higher quality job placements and increasing connections to careers.⁵⁶ Targeted investments in STEM (science, technology, engineering and math) education programming in the City's K-12 public schools and City University of New York (CUNY) network of post-secondary schools will provide more opportunities for women to enter these frequently higher wage fields. And the Department of Youth and Community Development (DYCD) supports those education investments with its own increase in STEM activities in School's Out New York City (SONYC) middle school after school programs, including adding more than 20 innovative STEM programs to encourage boys and girls to pursue careers in these fields.

Public safety measures that are benefitting many women and families have been put into effect. The Mayor's Action Plan for Neighborhood Safety, of which the New York City Housing Authority (NYCHA) Domestic Violence Response Team is a part, targets fifteen housing developments with some of the highest rates of violent crime in our city to improve public safety through a variety of improvements to the physical environment, community supports and collaborative agency services. The majority of households in NYCHA developments (77 percent) are headed by women and there are 47,000 single mothers with children under 18 (27 percent of households).⁵⁷ Vision Zero implements traffic safety measures to reduce the number of injuries and fatalities (approximately 4,000 New Yorkers are seriously injured and more than 250 are killed each year in traffic crashes).⁵⁸ Improved traffic safety is important for families as children under 14 being struck by a vehicle is the leading cause of injury-related death.⁵⁹

⁵⁴ Office of the Mayor, New York City, "De Blasio Administration Launches City's Largest Earned Income Tax Credit Campaign, Invests City Money in Tax Prep Centers for First Time Ever" (January 2015) Available at: <http://www1.nyc.gov/office-of-the-mayor/news/080-15/de-blasio-administration-launches-city-s-largest-earned-income-tax-credit-campaign-invests-city>

⁵⁵ While it is difficult to make projections related to economic development, based on past patterns the City estimates living wage requirements would impact roughly 18,000 jobs over the next five years, compared to 1,200 under the current law. Office of the Mayor, New York City, "Mayor de Blasio Signs Executive Order to Increase Living Wage and Expand it to Thousands More Workers," (September 2014) Available at: <http://www1.nyc.gov/office-of-the-mayor/news/459-14/mayor-de-blasio-signs-executive-order-increase-living-wage-expand-it-thousands-more#/0>.

⁵⁶ Mayor de Blasio, City of New York, "De Blasio Administration Announces Overhaul Of Workforce Development To Focus On Good-Paying Jobs, Skill-Building, And Strengthening New York City's Economy," (November 2014) Available at: <http://www1.nyc.gov/office-of-the-mayor/news/931-14/de-blasio-administration-overhaul-workforce-development-focus-good-paying-jobs-#/0>.

⁵⁷ 77 percent of NYCHA heads of household are female (134,835 female out of 175,587 total). There are 47,365 one parent female householders with children under 18. NYCHA Resident Data Summary, Available at: http://www.nyc.gov/html/nycha/downloads/pdf/res_data.pdf.

⁵⁸ Mayor de Blasio, City of New York, "Vision Zero Action Plan," (2014) Available at: <http://www.nyc.gov/html/visionzero/pdf/nyc-vision-zero-action-plan.pdf>.

⁵⁹ Mayor de Blasio, City of New York, "Vision Zero Action Plan,"

Women's health is a continued priority at the Department of Health and Mental Hygiene's (DOHMH). In 2014, the agency's advocacy efforts resulted in changes to Medicaid's reimbursement policy that now allows providers to be reimbursed by Medicaid for providing IUDs and Implants immediately after childbirth for women who choose this method. In 2015, DOHMH also launched a Quality Improvement Network for Contraceptive Access for NYC hospitals to participate and adopt best practices to provide the same high standard of sexual and reproductive health services.

To promote mental health, First Lady Chirlane McCray announced a new partnership in January 2015 between the Mayor's Fund to Advance New York City and the Department of Health and Mental Hygiene to produce a Roadmap for a More Inclusive Mental Health System. The City is particularly interested in the well-being of new mothers, and helping address maternal depression and the ripple effect it has on young infants. The Roadmap will report on the prevalence of common mental health conditions, including by gender, race and economic status to bring together multiple City agencies, community partners, and mental health providers to develop a more comprehensive and unified approach to mental health services.

The Mayor's Housing New York plan will help more low income through middle class New Yorkers maintain stable housing. This is vitally important to families as children make up 44 percent of individuals in homeless shelters.⁶⁰ In the next ten years 200,000 affordable homes will be built and preserved.⁶¹ Increased support for homeless families and individuals will shift funding from high-cost homeless shelters to lower-cost permanent housing. Programs and policies include prevention efforts such as expansion of the Homebase program to help individuals at risk of losing housing; more supportive housing to improve health outcome for individuals with mental illness, substance use disorders, HIV/AIDS or other disabling medical conditions; increased production of senior housing; and reducing the time it takes to move families and individuals from shelter to permanent affordable housing.

These programs and policies, combined with Paid Sick Leave, Pre-K for All, and the City's efforts to combat domestic violence, are building the foundation for a more equitable New York City. New York City strives to be a safe and prosperous place for women and girls to live, and every commitment in Mayor de Blasio's platform has the potential to impact women given that they are 52% of the population and 48.6% of the workforce. Looking forward, this administration will continue to tackle issues of central importance to gender equity through commitments to fair employment practices, fair law enforcement practices, continued expansions of needed services, and safety for girls and women in public spaces, places of employment, and schools. Mayor de Blasio will continue to champion the need to put inequality at the top of the nation's agenda. On the 20th Anniversary of the Beijing Declaration and Platform for Action, New York City is fully committed to achieving full equality for women and girls in New York City and beyond.

⁶⁰ 50,000 individuals, including more than 10,000 families and more than 22,000 children in City shelters. Mayor de Blasio, City of New York, "Housing New York: A Five Borough, Ten-Year Plan," Available at: http://www.nyc.gov/html/housing/assets/downloads/pdf/housing_plan.pdf.

⁶¹ Mayor de Blasio, City of New York, "Housing New York."