

# COMMISSIONER'S MESSAGE



Last year ended with great momentum, as the NYC Mayor's Office of Equity and Racial Justice (MOERJ) made meaningful progress in engaging diverse communities and advancing equity through programs, policy, and practice.

Amid a complex and challenging moment for our city and nation, I am deeply grateful to our city and community partners for their collaboration and shared commitment to building a more equitable and inclusive NYC.

Together, we remain committed to ensuring that every New Yorker has the opportunity to thrive, and I look forward to the continued progress ahead.

# TAKE ACTION • 5 MINUTES OR LESS



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NOMINATE



SURVEY



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# EQUITY IN ACTION WITH THE NYC MAYOR'S OFFICE OF EQUITY & RACIAL JUSTICE

MOERJ led New York City's first-ever NYC Citywide Racial Equity Planning process to create our first NYC Citywide Preliminary Racial Equity Plan. MOERJ formed the Advisory Board on the Implementation of Racial Justice Charter Amendments, which included members with experience transforming government and a commitment to racial equity. MOERJ engaged with the board over several months to build a strong framework that would support planning. In 2024, MOERJ launched a planning process that engaged 45 city agencies and over 200 staff across the administration to create agency racial equity plans, which make up the plan.

The plan, which will be released in less than 100 days, outlines concrete equity goals in areas ranging from budget to service delivery and policy, as well as long-term north stars for our city.



In partnership with NYC Public Schools and NYC Kids Rise, MOERJ helped to expand the Save for College program from a pilot to a citywide initiative.

Today, more than 340,000 students in more than 1,000 schools have accumulated over \$57 million toward college and career training.

This public-private-community collaboration is now the largest universal college and career savings program in the nation.



MOERJ continued its partnership with New York City Housing Authority (NYCHA) to expand Bronx-based programming focused on workforce development, financial stability, and entrepreneurship.

Through the Food Business Pathways program, participants provided nearly 15,000 meals to 18 NYCHA developments, including support for residents impacted by the October 2025 Mitchel Houses gas explosion.



MOERJ partnered with NYC Small Business Services (SBS) to invest \$2.2 million to support merchant organizing and commercial revitalization across 22 neighborhoods, working with 14 community organizations.

Funding supported beautification, marketing, safety initiatives, and merchant engagement, including efforts to form or strengthen local merchant associations and Business Improvement Districts. New Strategic Impact Grants targeted areas without existing SBS investments to help launch or revitalize merchant associations.



New Yorkers, city staff, community leaders, educators, students, and small business owners, gathered in collaborative settings this year. Together, these moments reflect collaborations and partnerships that advance racial equity, economic opportunity, and community resilience across the city.

## EQUITY IN ACTION WITH NYC HER FUTURE

NYC Her Future, MOERJ's office that supports young women and girls, launched innovative programming including Future Force, developed with NYC Administration for Children Services. The program provides coaching, vocational training, career exploration, and creative opportunities to nearly 30 participants annually.

NYC Her Future also continued to support Girls Rule the Law, in partnership with NYC Department for Youth and Community Development, helping to introduce youth ages 11–18 to the legal field through workshops, mentorship, and mock trial competitions that build public-speaking skills and college readiness.



Girls Rule the Law participants pose for a group photo

NYC Her Future expanded civic engagement and leadership development through its support of the Dr. Una S. T. Clarke Women in Government Lecture Series, which educates City University of New York (CUNY) students about the influence and impact of women in public service.

Through participation in the 2025 New York State Association of Black, Puerto Rican, Hispanic, and Asian Legislators Legislative Conference and other experiential opportunities, allowing young women to gain practical insight and pathways into public service careers.



CUNY students attended the NYSABPRHAL conference through NYC Her Future

NYC Her Future participated in community engagement events across the city to connect young women and girls to leadership, education, and empowerment opportunities.

Programs like the Power Talks series, offering mentorship, networking, career coaching, financial literacy, and professional headshots for women ages 18–29.

NYC Her Future also hosted "Girls Speak, The World Listens," bringing together 100+ participants for networking and fireside chats with women leaders across government, entertainment, sports, and more, advancing economic mobility and college-to-career readiness.



Speed mentoring at NYC Her Future's Power Talks event

# EQUITY IN ACTION WITH THE NYC YOUNG MEN'S INITIATIVE

Steven Chambers, Ed.L.D, M.Div. is the newest Executive Director of the New York City Young Men's Initiative (YMI), where he will advance policies, programs, and partnerships that support the success of young men of color.

In the previous administration, he served as Senior Advisor to the Deputy Mayor for Strategic Initiatives. An educator and theologian by training, Dr. Chambers brings a wealth of experience in education, community development, and youth mentorship to his work.



Last year, the NYC Young Men's Initiative (YMI) continued a nearly \$30 million investment in programs addressing disparities faced by young men of color.

In education, the Literacy Leaders program delivered individualized reading support to K-4 students who were behind grade level, with 91% of participants demonstrating mastery of foundational literacy skills.



YMI also expanded funding for the City University of New York (CUNY) Black Male Initiative to support staff capacity and ensure continued student engagement throughout the summer months.

In partnership with the NYC Mayor's Office for Economic Opportunity, YMI released the Cannabis Equity Study, which identified barriers to industry participation and recommended strategies for equitable business ownership, job creation, and community investment.

YMI also boosted support for the NeON Photography program, offering citywide classes to young adults as part of the larger NeON Works initiative serving neighborhoods across Brooklyn, Queens, Harlem, northern Staten Island, and the South Bronx.



YMI proudly joined NYC Men Teach to celebrate a major milestone at its 10th Annual Fall Kickoff, Legacy of Learning. The event commemorated a decade of impact advancing teacher diversity and strengthening culturally responsive education across New York City.

The celebration featured reflections on NYC Men Teach's three-pronged partnership with NYC Public Schools, YMI, and CUNY, a moving "10 Voices for 10 Years" segment honoring educators' experiences, and interactive wellness stations for attendees.



A snapshot of leadership announcements, partnerships in education and workforce development, and youth participating in creative, academic, and career-building programs. Together, these images reflect YMI's continued investment in advancing equity, opportunity, and positive outcomes for young men of color citywide.

# EQUITY IN ACTION WITH THE NYC COMMISSION ON GENDER EQUITY

The NYC Commission on Gender Equity (CGE) launched the city's first **Know Your Period: NYC Student Guide** in partnership with New York City Public Schools (NYCPS). Available in ten languages, the guide answers questions about puberty and menstruation and reminds students that free period products are available in designated restrooms.

NYC Her Future and CGE further expanded this work by launching a 2025 Period Campaign to raise awareness and support menstrual equity across the city.



CGE tabled at several community engagement events throughout the boroughs

Priya Nair was appointed Executive Director of the NYC Commission on Gender Equity (CGE), becoming the first queer, non-binary, and South Asian leader of the office.

With over a decade of public sector experience, Nair brings deep policy expertise and a commitment to advancing opportunities for women, girls, transgender, intersex, gender nonconforming, and nonbinary New Yorkers. Under the previous administration, CGE doubled its staff and restructured into three departments to advance its priorities in Economic Mobility, Health and Reproductive Justice, and Safety.



NYC CGE Executive Director Priya Nair

The NYC Commission on Gender Equity (CGE) developed **seven new gender equity toolkits, guides, and publications**, including two created in partnership with the NYC Mayor's Office to End Gender Based Violence (ENDGBV), to educate New Yorkers and expand access to essential information and support.

CGE also developed a new gender equity workshop series that invites New Yorkers to learn about gender equity concepts, laws, and community resources. In 2025, CGE facilitated workshops at CUNY John Jay College to support student understanding of gender equity.



CGE staffer presenting resource materials to an engaged group

## EQUITY IN ACTION WITH THE NYC UNITY PROJECT

The NYC Unity Project and NYC Health + Hospitals completed renovations at the Judson Pride Clinic, expanding capacity for gender-affirming care, mental health, and primary care. New community programming includes health education, peer support, and outreach.

Together, they also launched the Community Coalition to Counter Attacks on Care, funding local healthcare advocacy, staff support, diagnostic upgrades, cancer screenings, and provider training across the city.



New Yorkers celebrating Pride

The NYC Unity Project's Summer Youth Employment Program (SYEP) Pride collaborated with the NYC Department of Youth and Community Development to provide LGBTQ+ youth with cultural competency training and workforce development experiences.

The program introduced a Participant Toolkit and Orientation Series to prepare youth for professional environments. Through partnerships with companies including Google, Hermes, ABC7, Disney, and Republic Records, young people received affirming workplace experiences and exposure to career pathways.



SYEP participants toured Louis Vuitton in Manhattan

With a \$7 million investment, the NYC Unity Project launched new and expanded programs to better support LGBTQ+ New Yorkers across the five boroughs. Central to this effort is the Family Acceptance of LGBTQ+ Youth Initiative, which addresses the critical role family support plays in the well-being of young people.

The initiative focuses on reducing family rejection and mitigating its harmful impacts on mental health, substance use, and housing stability among LGBTQ+ youth. Through community-based services, education, and culturally responsive support, the program works to strengthen family relationships, promote acceptance, and improve long-term outcomes for young people and their families.



NYC Unity Project Director Ronald Porcelli, ESQ. connecting a New Yorker to resources

The NYC Unity Project partnered with the NYC Department of Health and Mental Hygiene (DOHMH) to launch a \$2 million emergency fund to support organizations serving transgender, gender nonconforming, and nonbinary (TGNCNB) New Yorkers. The first initiative of its kind in the nation, this groundbreaking fund will be administered will invest in community-based organizations delivering inclusive, affirming, and responsive services.

The funding will help meet urgent community needs across health and wellness, legal advocacy, youth and family support, safety and crisis response, community building, and economic empowerment.



New Yorkers participating in a fashion show during Pride Month