



EQUITY IN ACTION:

A YEAR OF PROGRESS AND PURPOSE

COMMISSION ON GENDER EQUITY
2025 ANNUAL REPORT

MARCH 2026

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Letter from NYC Executive Director Priya Nair

Mayor Mamdani and City Council Speaker Menin,

In July 2025, I was honored to be appointed Executive Director of the NYC Commission on Gender Equity (CGE), marking a new chapter in the city's commitment to advancing gender equity. With more than a decade of experience in public service, I stepped into this role with deep respect for CGE's mission and with the utmost responsibility to expanding opportunities for women, girls, and transgender, intersex, gender-nonconforming, and gender-nonbinary New Yorkers.

CGE remains resolute in its mission to build a fairer and more gender-equitable New York City. This annual report outlines CGE's priority areas — economic mobility and opportunity, health and reproductive justice, and safety — and captures the work carried out throughout 2025 to confront persistent gender inequities and advance durable, impactful solutions through policy, programs, and partnerships.

Our work is closely aligned with the broader vision of the Mayor's Office of Equity & Racial Justice, reflecting a shared understanding that gender equity cannot be advanced in isolation. The intersecting impacts of race, gender, and other identities require an intentional, intersectional approach to addressing deeply rooted social challenges. By working collaboratively with city agencies, community-based organizations, and cross-sector partners, CGE advances gender equity through a multifaceted strategy that includes policy development, research, advocacy, and sustained public engagement.

Meaningful community engagement continues to anchor our efforts. Through growing partnerships across the city, CGE ensures that its work remains grounded in the lived experiences and evolving needs of New Yorkers. This year, we reinvigorated our commission — a group of leading gender equity experts who advise CGE on its work. By appointing new members and bringing long-serving members to the table for dynamic and in-person meetings, CGE energized its key stakeholders who are trusted messengers in the field. With costs rising and New Yorkers struggling, we hosted an impactful outdoor resource fair to meet New Yorkers' everyday needs. As trusted policy experts, we used our voice to advocate for gender equity issues and stand up for vulnerable New Yorkers, including through testimony to the city council on paid leave for caregivers, public statements condemning the federal attacks on gender-affirming care, and an op-ed about the benefits of gender equity to our city. Finally, we convened numerous trainings, panels, workshops, and task force meetings, which empower individual New Yorkers to champion gender equity in their lives and directly shape city government decision-making.

In 2026, during CGE's 10th anniversary, we reflect on both the progress made and the complex landscape in which this work continues. Despite ongoing political headwinds, we remain focused on the possibilities ahead and the impact we can achieve. CGE looks forward to working with the new administration and the city council to advance a more affordable and equitable New York City. In this report, we have not only outlined our 2026 goals, but we have also included our recommendations to reduce gender inequities. By working together to strengthen economic justice, health care, and safety, we can ensure that everyone can live a dignified life in our beloved city.

I am deeply grateful to former Commissioner Sherman, Commissioner Atta-Mensah, and the CGE commission members for their guidance, as well as to the CGE staff for their dedication and tireless efforts. In partnership with our city agencies and community stakeholders, we will continue to advance meaningful gender equity and lasting change for New Yorkers.

In service,

Priya Nair
Executive Director
NYC Commission on Gender Equity

Executive Summary

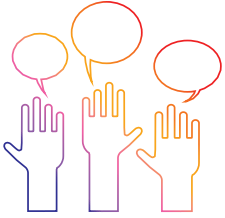
In 2025, the NYC Commission on Gender Equity (CGE) advanced a comprehensive agenda focused on policy, workforce equity, economic mobility and opportunity, health and reproductive justice, safety, and public engagement across the city. Key highlights include:

- **Launched New York City's first-ever pay equity study** through the NYC Pay Equity Cabinet with the Department of Citywide Administrative Services and the Mayor's Office of Equity & Racial Justice to examine gender and racial wage gaps and occupational segregation across city job titles.
- **Led the NYC Sexual Health Education Task Force** with NYC Public Schools, the Department of Health and Mental Hygiene, and Children's Aid to assess the city's sexual health education landscape and develop recommendations to strengthen student well-being.
- **Published the 2025 Guide for Women and TGNBNCI Workers Considering Nontraditional Careers** to highlight city programs that expand access to fields historically dominated by men.
- **Convened the Street Harassment Prevention Advisory Board's virtual panel, *Addressing the Intersections of Street Harassment***, to examine how social conditions and the political landscape shape lived experiences and street harassment prevention efforts.
- **Expanded the Gender Equity Interagency Partnership** to strengthen cross-agency workplace equity through initiatives including a citywide conference, monthly learning intensives, Food for Thought dialogues, and expanded digital tools.
- **Strengthened public engagement by reaching thousands of New Yorkers** through a record 60 events, including the 16 Days of Activism Against Gender-Based Violence and Denim Day campaigns with the Mayor's Office to End Domestic and Gender-Based Violence.
- **Expanded CGE's digital reach** with a 21% average increase in social media followers and a 42.1% increase in website views.
- **Hosted a major outdoor gender equity resource fair** that connected hundreds of New Yorkers to essential supplies and health, safety, menstrual equity, and workplace rights resources.
- **Developed seven new toolkits and publications** to expand access to critical information and support.
- **Launched a gender equity workshop series** to support student learning and civic engagement.
- **Strengthened international partnerships** by exchanging best practices with global delegations during the UN Commission on the Status of Women and throughout the year.

Together, these efforts reflect CGE's continued commitment to advancing gender equity through data-informed policy, cross-agency collaboration, and community engagement.

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Communications and Public Engagement

KEY ACCOMPLISHMENTS

In 2025, the NYC Commission on Gender Equity (CGE) worked to help New Yorkers access gender equity resources and get involved in advancing equity across the city. CGE shared information through social media, its website, and the monthly *Gender Equity Bulletin*, hosted in-person and online events, and participated in 60 community events to reach residents across the city. To strengthen outreach impact and collaboration, CGE partnered with city agencies, community-based organizations, and academic institutions to bring educational resources on economic opportunity and mobility, health and reproductive justice, and safety to more neighborhoods. CGE also joined citywide campaigns, including Denim Day and the 16 Days of Activism Against Gender-Based Violence, amplifying support for survivors and promoting a culture of respect and safety.

At these events throughout the year, CGE distributed 8,717 materials in multiple languages, shared swag, and connected residents to city services and information. Each resource aimed to educate, empower, and invite New Yorkers to take part in building a more gender-equitable city. This outreach reflected CGE's commitment to making gender equity visible, practical, and accessible to all.

All events, workshops, meetings, and outreach strengthened CGE's digital and print communications to better support New Yorkers and expand access to key information. CGE continuously improved digital platforms to increase community outreach and public engagement and produced new and updated print materials available in 12 languages to reach larger, more diverse audiences.

2025 Public Engagement Highlights

Period Product Distribution Event

On May 28 – Menstrual Hygiene Day – CGE staff joined a period product distribution event in Flatbush, Brooklyn hosted by Council Member Farah Louis' office. CGE collaborated with event partners to distribute period products, wipes, and adult diapers directly to community members.



On May 28, CGE distributed period products at an event hosted by Council Member Farah Louis.
Photo Credit: CGE



On June 7, CGE facilitated two workshops on street harassment at Mixteca and distributed a resource guide to attendees.
 Photo Credit: CGE

Mixteca Street Harassment Workshop

On June 7, CGE staff facilitated a street harassment workshop with two groups at Mixteca Organization, Inc. in Sunset Park, Brooklyn. Participants examined the root causes of street harassment in NYC and learned how to respond, intervene as a bystander, access local resources, and report incidents.

Brooklyn College Women’s Center SYEP Youth Visit

On July 30, CGE hosted a visit from Brooklyn College Women’s Center Summer Youth Employment Program. Students participated in an activity where they analyzed common New York City settings and discussed how the scenes apply to gender equity. Participants also were given an overview of the work done at CGE, Unity Project, Young Men’s Initiative, the Mayor’s Office of Equity & Racial Justice, and NYC Her Future.



On July 30, CGE hosted the Brooklyn College Women’s Center Summer Youth Employment Program participants.
 Photo Credit: CGE



67Clergy/PATH Street Harassment Workshop

On August 4, CGE staff facilitated a street harassment workshop with the Summer Youth Employment Program at 67Clergy Council and Partners Against the Hate in East Flatbush, Brooklyn. Participants engaged in discussions about the root causes of street harassment, its impact on NYC, how to respond as a bystander, and resources for support and reporting. Youth also participated in an activity where they shared their thoughts on how to create safer environments in NYC.

Gender Equity Resource Fair

On August 26, CGE hosted its first outdoor Gender Equity Community Resource Fair at Park of the Americas in Corona, Queens in honor of Women's Equality Day. The fair convened over 40 city agencies and community-based organizations that helped connect community members to resources on health, safety, education, menstrual equity, and workplace rights.

Designed as both a resource hub and a community gathering, the fair featured materials in the city's most commonly spoken languages and opportunities to engage directly with service providers. The event was open to all, with a focus on women, girls, transgender, and gender-expansive individuals. Its goal was to empower communities, expand access to services, and advance gender equity across New York City.

Event impact highlights:

- Engaged over 300 community members.
- Distributed over 1,700 lbs. of canned food and shelf stable pantry items.
- Distributed over 3,900 period products.
- Distributed 600 sexual health products.
- Gave out free toys for kids.



On August 26, CGE hosted the Gender Equity Community Resource Fair at Park of the Americas in Corona, Queens. Photo Credit: Gregory B. Williams



On August 26, CGE hosted the Gender Equity Community Resource Fair at Park of the Americas in Corona, Queens.

Photo Credit: Gregory B. Williams and CGE.



Launch of the Gender Equity Workshop Series

In the fall of 2025, CGE facilitated its inaugural [Gender Equity Concepts and Terms Workshop](#) through the [Initiative for Gender Equity in the Public Sector](#) at CUNY John Jay College. During two classes in September, students engaged in discussions around different concepts like gender equity, gender identity, bodily autonomy, gender discrimination, and intersectional feminism. The sessions highlighted CGE's work, explained key gender equity terms, and shared practical ways individuals and communities can support gender equity in NYC.

In addition, in honor of Transgender Awareness Week, CGE facilitated the gender equity workshop at the New York Public Library, Tremont Branch, in the Bronx.

These workshops are part of a broader series designed to engage New Yorkers across the city with gender equity issues, tools, and action.



On September 9 and 16, CGE facilitated the Gender Equity Concepts and Terms Workshop at John Jay College.
Photo Credit: CGE



Policy and Programs

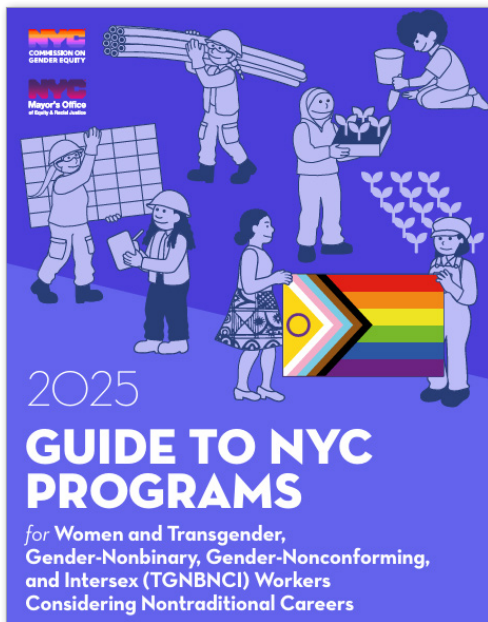
KEY ACCOMPLISHMENTS



Economic Mobility and Opportunity

Pay Equity Cabinet (PEC)

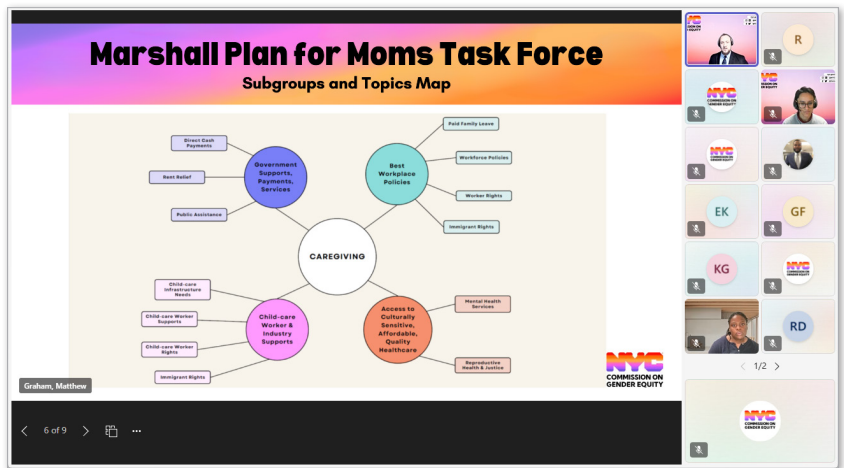
Since 2021, the Commission on Gender Equity (CGE) and the Department of Citywide Administrative Services (DCAS) have co-chaired the PEC. It serves as an oversight body to provide accountability for pay equity goals across the city government workforce. In 2025, the cabinet selected and began working with a third-party consultant to execute a pay equity job title evaluation. The first pay equity analysis report will be published in 2027 and identify occupational segregation and gender- and race-pay disparities within selected civil service titles.



On December 30, CGE released the Guide to NYC Programs for Women and Transgender, Gender-Nonbinary, Gender-Nonconforming, and Intersex (TGNBNCI) Workers Considering Nontraditional Careers.

Guide to NYC Programs for Women and TGNBNCI Workers Considering Nontraditional Careers

Working with other city agencies and offices, CGE led the creation of a [Guide to NYC Programs for Women and Transgender, Gender-Nonbinary, Gender-Nonconforming, and Intersex \(TGNBNCI\) Workers Considering Nontraditional Careers](#). These are careers that historically have had mostly men workers, and often have better pay, benefits, and security. These fields include construction, utilities, maintenance, green jobs, and transportation, among others. In addition to highlighting available programs and pathways, the guide includes recommendations for city government, employers, and stakeholders to better support women and TGNBNCI workers in entering and remaining in nontraditional careers. The recommendations focus on: (1) starting career awareness early and strengthening partnerships to diversify recruitment pipelines; (2) engaging employers to improve workplace inclusion and retention; and (3) strengthening data collection and research to inform equity efforts and track progress. CGE published the guide on its website in 2025 in accordance with Local Law 106 of 2022.



On December 10, CGE held a public meeting for the Marshall Plan for Moms Task Force. Photo Credit: CGE

Marshall Plan for Moms Task Force

CGE chairs The Marshall Plan for Moms Task Force, bringing together over 20 community advocates and leaders from city agencies to support New York City’s working parents and caregivers. Through research, community input, and recommendations, the task force focuses on issues such as best practices and policies for working mothers and caregivers; public assistance and financial support; the child care industry infrastructure and support for child care workers; and access to health care. In 2025, CGE continued to convene the task force and drafted the recommendations and report, which will be published in 2026. To further support parents and families, CGE also submitted testimony to city council in September to highlight the impact of paid family leave and prenatal leave on caregivers in New York City.

Advancing Gender Equity through Legislation, Programs, and Initiatives

In 2025, New York City enacted numerous laws and initiatives that advance gender equity with a focus on economic mobility and opportunity. This section highlights some of those bills, programs, and initiatives in areas such as child care, workers' rights, and pay equity.

Legislation

CHILD CARE

- **Local Law 129 of 2025:** This law requires the Department of Health and Mental Hygiene (DOHMH) to conduct an annual outreach campaign to inform parents and legal guardians about their rights in New York City child care programs. The campaign will explain how parents can file complaints with local or state agencies if needed. It will also describe parents’ rights to unrestricted access to their child and the facility, the notices that programs must post — such as the most recent child performance summary card — and the information programs must provide to parents, including upon request.
- **Local Law 130 of 2025:** This law requires DOHMH to report annually on training provided to employees of DOHMH who inspect child care programs.

- [Local Law 163 of 2025](#): This law requires the city to establish an automated text message system that sends parents and guardians reminders and guidance about children’s health and development, including information like recommended medical checkups, vaccination schedules, and deadlines for early childhood education and public school enrollment.

PAID SICK AND SAFE TIME

- [Local Law 145 of 2025](#): This law allows safe or sick time under the city’s Earned Safe and Sick Time Act to be used to provide care for a child or care recipient, to attend a legal proceeding for subsistence benefits or housing, to respond to a public disaster, or to respond to workplace violence. This law also provides an additional 32 hours of unpaid safe and sick time that employees can use immediately upon hire and again on the first day of each calendar year.

PAY DATA REPORTING

- [Local Law 173 of 2025](#): This law requires private employers with more than 200 employees working in the city to submit an annual pay data report, including demographic and occupational information, to city government to improve wage transparency.
- [Local Law 174 of 2025](#): This law requires a designated city agency, in coordination with CGE and other relevant agencies, to conduct an annual pay equity study on the data submitted for Local Law 173.

Programs and Initiatives

- [Prioritizing Affordable Housing for Women-led Households](#): In March, the city opened a new 64-unit site with affordable housing in the Bronx that will prioritize women-led households — the first Affordable Housing Services site to specifically prioritize renting units to women-led households.
- [Expanding Free After-school Care for K-8 Families](#): In April, the city announced a new \$331 million commitment — phased in starting in the Fiscal Year (FY) 2026 Executive Budget and fully baselined by FY 2028 — to build toward “After-School for All” public students from kindergarten through eighth grade across the five boroughs. The new funding will support the addition of 20,000 new seats over three school years, bringing the total number of public school students served by universal after-school programming to 184,000 with a total investment of \$755 million annually. In July, the city announced the first 40 new after-school program sites providing 5,000 new K-5 after-school seats to New York City students, which were launched in September. In November, the city announced that the locations would add 10,000 additional seats by the fall of 2026. Read the [April 29 press release](#), [July 22 press release](#), and [November 18 press release](#).
- [Advancing Early Childhood Education](#): In April, the city announced new investments in the FY 2026 Executive Budget to support young children and their families and preserve early childhood education programming benefiting the most vulnerable children across the five boroughs. These investments include committing to annual funding for a citywide 3-K expansion and continuity for pre-K students with disabilities. The city is also expanding Early Head Start. In December,

enrollment opened for the “Birth-to-2 Child Care Initiative,” a city-funded, early childhood education program. This initiative will provide more than 200 infant and toddler seats across 16 community-based provider sites at no cost to families. Read the [April 16 press release](#).

- [Canceling Student Debt](#): In May, the city announced a new effort to help more than 100,000 city employees enroll in the federal government’s Public Service Loan Forgiveness program and Income Driven Repayment plans to reduce or cancel an estimated \$360 million in student loan debt. In August, the program expanded to offer an estimated 1.4 million New Yorkers – those who have student loan debt or are enrolling in college – with support to manage and pay down existing loans. The program also offers specialized assistance to approximately 1.6 million parents and guardians of college-bound children to help reduce the cost of a college education. The initiative is estimated to reduce annual student loan payments for New Yorkers by an average of \$3,000 per year and an average of \$7,000 per year for participants with advanced degrees. It will also help participants save up to \$10,000 per child. Read the [May 5 press release](#) and [August 7 press release](#).
- [Financial Literacy for Youth](#): In June, the city unveiled details of the “Financial Literacy for Youth” initiative to make sure that every public school student can learn how to save and spend money by 2030. Public school districts will receive financial educators who will begin providing students and their families with free counseling and workshops starting in the 2025-2026 school year. More than 350,000 public school students and family members will be served by financial educators through counseling, workshops, and other resources in the first five years of the program.
- [Free Child Care for Some City Workers](#): In October, the city announced \$10 million to launch the city’s first-ever Municipal Child Care Pilot Program. The program will provide on-site and affordable child care to DCAS employees with children as young as six weeks old, beginning in September 2026. The child care center is located on the ground floor of the David N. Dinkins Municipal Building in Lower Manhattan – DCAS’s headquarters and a central hub of city government operations. The estimated \$10 million renovation will cover approximately 4,000 square feet and is being designed to accommodate up to 40 children.
- [Settlement for Starbucks’ Workers](#): In December, the city announced a \$38.9 million settlement with Starbucks for widespread violation of the city’s Fair Workweek Law – the largest worker protection settlement in New York City history. A multi-year investigation found that since 2021, Starbucks committed over half a million violations, denying thousands of workers across more than 300 locations stable and predictable schedules. Workers were also prevented from picking up additional hours to earn more, as Starbucks cut schedules arbitrarily and prioritized profits over workers’ rights.



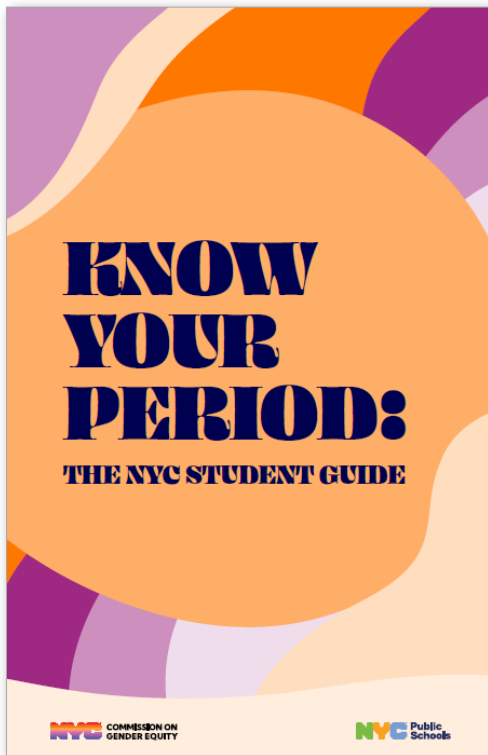
Health and Reproductive Justice

Health Care in Hospitals

The Commission on Gender Equity (CGE) is a member of the Department of Health and Mental Hygiene's (DOHMH) Gender and Racial Equity in Hospitals Advisory Board. The board began meeting in 2025, convening multi-disciplinary representatives to study racial and gender inequities in the provision of health care services, evaluate the causes of such inequities, and recommend ways to eliminate disparities. The board also produced the first [Gender Racial Equity Advisory Board Report](#). In 2026, the board will continue to meet, raise awareness about related topics, and produce a second annual report.

Menstrual Equity

In 2025, CGE continued to advance menstrual equity in New York City. CGE co-launched two online awareness campaigns in partnership with both New York City Public Schools (NYCPS) and NYC Her Future. CGE also advised on menstrual equity in [Local Law 58 of 2025](#). The law aims to establish a long-term strategic planning process for creating a citywide public bathroom network. In addition, CGE worked with NYCPS to translate the first-of-its-kind booklet, *Know Your Period: The New York City Student Guide* into three additional languages: Albanian, Ukrainian, and Uzbek. In 2026, CGE will aim to make menstrual equity a reality for more New Yorkers.



In 2025, New York City Public Schools translated the *Know Your Period: The New York City Student Guide* into three additional languages: Albanian, Ukrainian, and Uzbek.

Sexual Health Education

The [Sexual Health Education Task Force](#) formally relaunched with [Executive Order 44](#) in 2024. The task force, building on the [2018 Sexual Health Education Report](#) issued by the 2017-2022 task force, aims to promote best practices and up-to-date policies on sexual health education to better serve students in all five boroughs. Members of the task force come from a range of disciplines and professional backgrounds such as pediatric medicine, physical education, social work, and school administration.

As Chair, CGE convened the task force and its co-chairs – NYCPS, DOHMH, and Children's Aid – throughout 2025 to coordinate and implement the task force's goals. The task force developed an inventory of existing sexual health programming and services, which will continue to be updated in 2026. Task force members also provided substantive input on the plan to gather stakeholder feedback.

TGNBNCI Health

In 2025, the New York City Council passed [Local Law 74 of 2025](#). The law requires DOHMH to collaborate with CGE to conduct an assessment and develop an agenda on health inequities affecting transgender, gender-nonbinary, gender-nonconforming, and intersex (TGNBNCI) individuals. In addition to beginning this work, CGE also released a statement in December to condemn the federal government's harmful proposed rules that threaten access to gender-affirming health care for young people.

Advancing Gender Equity through Legislation, Programs, and Initiatives

In 2025, New York City advanced gender equity through dozens of initiatives and laws that intersect with health and reproductive justice. This section spotlights a few pieces of legislation and programs that impact health for LGBTQ+ communities, parents, families, and all New Yorkers.

Legislation

TGNBNCI HEALTH

- [Local Law 72 of 2025](#): This law expands individuals' private right of action for interference with reproductive or endocrine medical care to explicitly include gender-affirming care.
- [Local Law 74 of 2025](#): This law requires DOHMH to conduct an assessment and develop a health agenda, in consultation with CGE, in light of the health inequities affecting TGNBNCI individuals.
- [Local Law 126 of 2025](#): This law requires DOHMH to create, and make available to hospitals in the city, signs describing the rights of transgender patients.
- [Local Law 141 of 2025](#): This law requires DOHMH to establish a procedure and post instructions online to request the correction of sex designations on death records.

MENSTRUAL HEALTH

- [Local Law 58 of 2025](#): This law requires the city to develop and update every four years a report to establish and maintain a citywide network of public bathrooms. The report is required to include strategies to increase the number of menstrual friendly public restrooms.
- [Local Law 136 of 2025](#): This law prohibits the sale, offer for sale, and distribution of menstrual products or intimate care products that contain intentionally added ingredients harmful to human health listed on the packaging label, including chemicals and fragrances specified in the law.

MATERNAL HEALTH

- [Local Law 167 of 2025](#): This amends the law requiring DOHMH to maintain a Newborn Home Visiting Program to specify dates by which the program must be available in 75% and 100% of priority neighborhoods.
- [Local Law 169 of 2025](#): This law requires DOHMH to develop and implement an education

campaign for health care providers about the safe use of medications during pregnancy to treat opioid use disorder.

- [Local Law 170 of 2025](#): This law expands the law requiring DOHMH to provide free doula services in priority neighborhoods, as well as professional development to doulas in the program and technical assistance to hospitals.
- [Local Law 172 of 2025](#): This law requires DOHMH to provide maternal health-related information to the public and non-obstetric health care providers, as well as information on nutrition and chronic disease-management during and after pregnancy.

Programs and Initiatives

- [Slashing Medical Debt](#): In January, the city announced that it would notify 35,000 New Yorkers that it had eliminated their debt, totaling \$80 million. The city partnered with Undue Medical Debt, which purchases bundled medical debt portfolios from providers like hospitals and commercial debt buyers, to then abolish that debt at pennies on the dollar. Medical debt is the top cause of bankruptcy in the United States.
- [Countering Attacks on LGBTQ+ Health Care](#): In June, the city, including Unity Project, the Mayor's Office of Equity & Racial Justice, and NYC Health + Hospitals, launched the Community Coalition to Counter Attacks on Care initiative. Through the program, the city directed funding to frontline community-based organizations serving transgender New Yorkers and the broader LGBTQ+ community to strengthen their health care advocacy and education work.
- [Leading an Affordable Care Coalition](#): In August, the city filed an amicus brief supporting plaintiffs in the legal fight to protect patient coverage under the Patient Protection and Affordable Care Act (ACA). The lawsuit — brought by a coalition of states, including New York — challenged a federal rule that would create obstacles to enroll in the ACA, resulting in millions more uninsured and underinsured people across the nation, as well as ban coverage of gender-affirming care. The coalition's amicus detailed the harmful effects of the rule.
- [Ending Infant Homelessness](#): In September, the city announced the pilot program Creating Real Impact at Birth. In 2026, during the 15-month pilot program, the Department of Social Services will identify 300 pregnant New Yorkers who are applying for shelter and assign them a housing subsidy so that they are more likely to move into stable homes before their children are born. Last year, more than 2,000 babies were born while living in city shelters.
- [Launching "Baby Boxes" at Four Hospitals](#): In October, the city launched a new program at four NYC Health + Hospitals locations. The city will provide boxes for new families that include postpartum and newborn supplies such as diapers, onesies, and resource guides on what to expect after giving birth. The four hospitals deliver more than 7,000 babies each year.
- [Preserving Access to Abortion](#): In October, the city filed an amicus brief to protect federal funding for Planned Parenthood and their affiliated health centers. Planned Parenthood locations across the country provide critical reproductive health care services such as pregnancy tests, educational programs, abortions, cancer screenings, and HIV treatment. The filing argues against imposing a ban on Medicaid payments that would effectively block funding to Planned Parenthood locations.

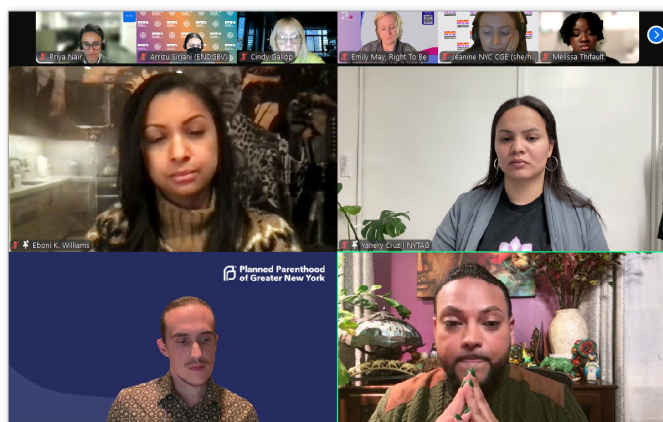


Safety

Street Harassment Prevention Advisory Board

Since 2022, the Commission on Gender Equity (CGE) has co-chaired the [Street Harassment Prevention Advisory Board](#) with the Mayor's Office to End Domestic and Gender-Based Violence (ENDGBV). The board exists to study street harassment in New York City and to develop programming, resources, and recommendations to support survivors and propose non-criminalizing responses.

In 2025, the board convened four times to discuss an upcoming public awareness campaign; future updates to *End Street Harassment: A New York City Resource Guide*; and planning the annual public meeting. At its last meeting of the year, the board hosted a virtual panel, *Addressing the Intersections of Street Harassment in 2026*, and invited the public to attend. CGE Commission Member Eboni K. Williams moderated the panel and Executive Director Priya Nair provided opening remarks. In December, the board also published its annual report.



On December 9, the Street Harassment Prevention Advisory Board, hosted a panel *Addressing the Intersections of Street Harassment in 2026*.
Photo Credit: CGE

Advancing Gender Equity through Legislation, Programs, and Initiatives

In 2025, New York City strengthened safety and gender equity through a variety of initiatives. This section features several of these programs and laws in the areas of criminal justice, gender-based violence, and protecting vulnerable New Yorkers.

Legislation

CORRECTIONS

- [Local Law 23 of 2025](#): This law requires DOC to report on alleged incidents of sexual assault and sexual harassment by incarcerated individuals against staff working in city jails.
- [Local Law 24 of 2025](#): This law amends the law requiring DOC to use an electronic case management system to track investigations of sexual abuse.

- [Local Law 33 of 2025](#): This law requires DOC to add unique identification numbers for each alleged incident to its reporting on sexual harassment and abuse. It also requires DOC to provide justification for not reporting any substantiated allegations to a district attorney's office.
- [Local Law 40 of 2025](#): This law requires DOC to establish a child visitor program for the purpose of improving the experience of child visitors to the department's facilities and would require annual reporting on the status of the program.

DOMESTIC VIOLENCE

- [Local Law 31 of 2025](#): This law requires the Campaign Finance Board, in consultation with ENDGBV and the Board of Elections, to develop guidance for making a voter record confidential and for voting by special ballot.
- [Local Law 137 of 2025](#): This law requires ENDGBV to establish a program to provide income-eligible domestic violence survivors with legal consultations and full legal representation throughout a divorce proceeding.
- [Local Law 160 of 2025](#): This law requires ENDGBV, in consultation with the New York City Fire Commissioner and Police Commissioner, to develop a training on the topic of traumatic brain injuries for first responders who are likely to respond to incidents of domestic violence.
- [Local Law 198 of 2025](#): This law requires ENDGBV to create posters with information about gender-based violence services available in the city and to provide such posters to hair, nail, and skincare salons at no cost. It also requires salons to display the posters.

CITY SERVICES

- [Local Law 46 of 2025](#): This law requires expanding the Administration for Children's Services' annual foster youth experience survey to include questions about the experiences of foster youth related to their gender expression, gender identity, sex characteristics, and sexual orientation.
- [Local Law 65 of 2025](#): This law amends the law requiring social services agencies that collect demographic information to require agencies to add "X" as an option when gender identity information is collected.
- [Local Law 71 of 2025](#): This law requires the Mayor's Office of Equity & Racial Justice to provide publicly available information on the legal rights and resources available to transgender, gender non-conforming, gender-nonbinary, and intersex individuals, including protections against discrimination and harassment based on gender, gender identity, or sexual orientation.
- [Local Law 73 of 2025](#): This law requires the Mayor's Office of Immigrant Affairs, in consultation with the Mayor's Office of Equity & Racial Justice, to conduct an assessment of the available resources and any service gaps for newly arrived migrants who are transgender, gender-nonconforming, gender-nonbinary, and intersex.

Programs and Initiatives

- **[Fighting Unlawful National Guard Deployment](#)**: The City of New York — as part of a coalition of up to 74 localities from around the nation — filed three amicus briefs against the federal government’s unlawful deployment of the National Guard in Los Angeles and Portland. Read the [September 19 press release](#) and the [October 7 press release](#).
- **[Establishing the Domestic Violence Unit](#)**: In October, the city created the New York Police Department’s (NYPD) Domestic Violence Unit, which is the largest unit of its kind in the nation. It will allow the NYPD to enhance how it investigates domestic violence incidents and train officers while strengthening support for survivors. The new unit will have approximately 450 domestic violence investigators who will be fully dedicated to preventing and investigating domestic violence cases, while building stronger relationships with survivors.
- **[Protecting Students’ Bathroom Access](#)**: In October, the city filed a lawsuit seeking to preserve \$47 million in federal grants for schools. The city argued that the United States Department of Education directed New York City Public Schools to violate both state and local law by overhauling its position on bathroom and locker room policies for transgender students.
- **[Funding On-the-Ground Organizations](#)**: In December, the city announced an emergency \$2 million fund to support around 20 organizations that serve transgender, gender-nonconforming, or gender-nonbinary New Yorkers in order to meet urgent community needs. The organizations provide services related to health and wellness, legal advocacy, youth and family support, safety and crisis response, community building, and economic empowerment.



Strategic Learning and Capacity Building

KEY ACCOMPLISHMENTS

The Commission on Gender Equity's (CGE) Strategic Learning and Capacity Building (SLCB) team advances gender equity across NYC agencies by providing technical assistance, advising on best practices, and fostering interagency collaboration. It oversees the Gender Equity Interagency Partnership (GEIP), a network of city agency representatives who are champions for gender equity in their workplaces. SLCB supports agencies through initiatives like the GEIP intranet, an annual conference, and ongoing professional development and networking opportunities.

In 2025, the SLCB team conducted over **670 hours** of consulting and capacity-building technical assistance with city agencies, including more than **19 hours** of one-on-one meetings and over **651 hours** dedicated to strengthening gender equity initiatives across city agencies.

Gender Equity Interagency Partnership

The GEIP is composed of employees from city agencies that seek to build a more gender-equitable municipal workforce in New York City. The GEIP members support the city's workforce in building gender equity through trainings, resources, partnerships with agencies, and by sharing best practices.

Food For Thought Chat Series

In 2025, CGE launched the *Food for Thought* chat series to create space for open and engaging conversations on critical social issues. The series brought together participants from across city agencies and communities to explore topics related to equity, inclusion, and shared responsibility. By centering dialogue and reflection, *Food for Thought* aimed to deepen understanding, foster connection across diverse groups, and advance CGE's broader efforts to promote equity throughout New York City.

The series focused on topics such as the role of doulas in addressing maternal-infant mortality, celebrating Father's Day, supporting Black girls and women, empowering the elderly community, and the essential need for diversity in education. The full list of speakers and topics are below.

- **January: Pay Equity in Pro Basketball** feat. Epiphanny Prince (Women's National Basketball Association), Daniel Harris (Public Schools Athletic League (PSAL)), Leevone Church (PSAL), Stephen Tsai (PSAL), Valerie Winberry (PSAL), Erica Morrow (PSAL), Matt Graham
- **February: Men of Color in NYC** feat. James Stratford (Young Men's Initiative)
- **March: Healing Across Generations: Culture, Racial Equity, and the Future of Women's Health** feat. Abigail Perry (Shape Up NYC and Abstract Phitness)
- **April: Addressing Educational Inequities Through Diversity and Representation** feat. Jason

Acosta (NYC Men Teach), Richard Haynes (NYC Men Teach), William Anders (NYC Men Teach), Dr. Khalek Kirkland Ed.D (NYC Public Schools)

- May: **From Expectation to Preparation: Supporting Families in Their Maternal Journey** feat. Nathifa Forde (NYC Her Future (NHF)), Natalia Diaz (NHF), Patrice Brown (NHF), Kris Bailey (Birth & Postpartum Doula)
- June: **The Power of Fatherhood: Connection, Resilience, and Community Impact** feat. Mike Bobbitt (Department of Youth and Community Development (DYCD)), Ebony Jordan-Wilson (DYCD), Natalie Green (DYCD) from DYCD's Fatherhood Initiative
- July: **Thrive Together: Uplifting Black Girls & Women Through Community, Care & Knowledge** feat. Erika Hardaway
- August: **Aging with Grace: Celebrating and Supporting Our Elders** feat. Eric Rivera (Department for the Aging)
- September: **Pathways to Possibility: Helping Students Turn Learning into Lifelong Success** feat. Miosotis (Mio) Pantoja (CUNY College Now)
- October: **Still in the Game: Black Voices on Baseball's Place in Our Communities** feat. Willie King (The Stony Brook School), Chris Waye (Pure Hard Work Baseball), Ray Alston (Bonnies Youth Club), Terrence Legree (Bonnies Youth Club)
- November: **Pride in Care: Advocating for Equity in Veteran Services** feat. Ashton Stewart (MJHS), Ronald Reid (SAGEVets)
- December: **Love At Home: Creating Inclusive Spaces For Our LGBTQ+ Family Members** feat. Em Pike (Department of Health and Mental Hygiene (DOHMH)), Adrian Guzman (DOHMH), Gloria Soto (Church Avenue Merchant Block Association (CAMBA)), Monroe Egbuchunam (CAMBA)

**CGE PRESENTS
THE FOOD FOR THOUGHT CHAT SERIES**

VOL. I: PAY EQUITY IN PRO BASKETBALL

Moderator
Justin Wilson (He/Him)
Program Manager, Strategic Learning and Capacity Building, CGE

Guest Speaker
Matt Graham (He/Him)
Policy & Programs Analyst, Economic Mobility & Opportunity, CGE

Featuring Special Guest Speaker
Epiphanny Prince (She/Her)
Director, Player Relations & Community Engagement for the New York Liberty, former WNBA champion, and a retired 14-year veteran.

Join Us
On
Microsoft Teams

**THURSDAY
JANUARY 30TH 2025**
12:00 PM - 12:45 PM

COMMISSION ON GENDER EQUITY **GEIP** Gender Equity Interagency Partnership

NYC Laws

- Salary Transparency
- Salary History Ban
- NYC Human Rights Law

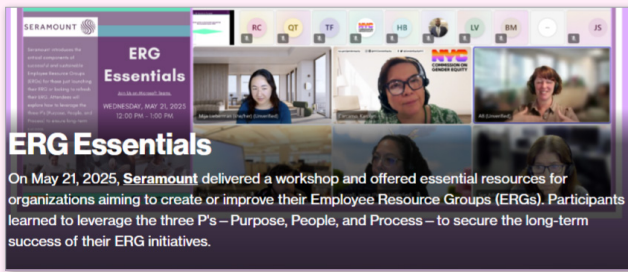
Pay Equity Cabinet

- Grew out of Task Force on Racial Inclusion and Equity
- City government workforce
- Initial Job Title Analysis

- **Equal Pay for Work of Equal Value**
 - Occupational Segregation
- **Equal Pay Days**
- **Pay Equity Public Hearing**

NYC **COMMISSION ON GENDER EQUITY** **GEIP** Gender Equity Interagency Partnership

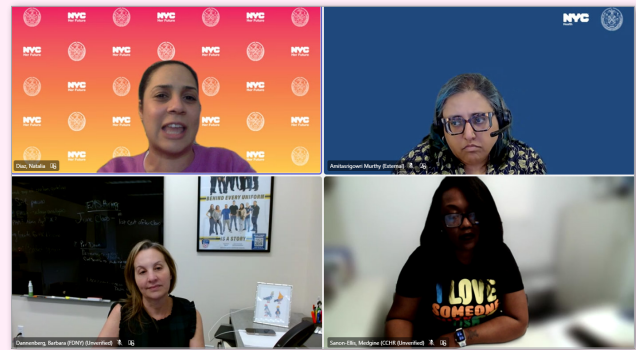
On January 30, CGE hosted the first installment of its monthly *Food for Thought Chat Series*. Photo Credit: CGE



On May 21, CGE, in partnership with Seramount, hosted an Employee Resource Group (ERG) Essentials webinar.



On November 19, the GEIP hosted a workshop *Working with Transgender and Gender Non-Conforming Communities* facilitated by the NYC Commission on Human Rights. Photo Credit: CGE



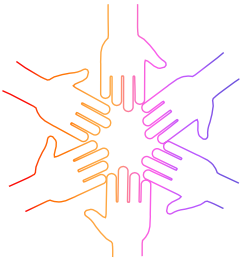
On April 1-2, CGE hosted the second annual GEIP conference, *Empowering Multigenerational Voices: Fostering Inclusion and Advancing Gender Equity*. The virtual conference included a panel, breakout sessions, and workshops from Seramount, the Office of Administrative Trials and Hearings' Center for Creative Conflict Resolution, and the Mayor's Office of Equity & Racial Justice. Photo Credit: CGE

Online Learning Workshops

In 2025, CGE partnered with equity leaders and city agencies to deliver monthly online GEIP Learning Intensives for New York City's municipal workforce. These interactive workshops supported professional development, knowledge sharing, and cross-agency collaboration. Topics included, *Working with Transgender & Gender Non-Conforming Communities*, *Developing a Growth Mindset*, *ERG Essentials*, and *Mentorship 101*. Together, the sessions equipped participants with practical tools to advance gender equity in their workplaces and the communities they serve.

Gender Equity Interagency Partnership Conference

On April 1–2, CGE hosted its second annual GEIP Conference, themed *Empowering Multigenerational Voices: Fostering Inclusion and Advancing Gender Equity*. The conference brought together GEIP members and colleagues from across city government to share best practices, engage in meaningful discussions, and strengthen collaboration to foster inclusion and advance gender equity. Keynote speaker Ronald Porcelli, executive director of the NYC Unity Project, opened the conference by highlighting the current polarized environment and emerging threats to gender equity and inclusion, while also emphasizing resilience, solidarity, and the continued fight for justice. The two-day event featured dynamic discussions, workshops, networking opportunities, and a panel discussion, where attendees explored strategies to overcome challenges, enhance diversity, equity, and inclusion initiatives, and foster inclusive relationships within a multigenerational city workforce. Presenters emphasized actionable solutions, including addressing inequities in women’s health education, navigating male-dominated environments, understanding intersectionality, and developing a growth mindset. Additionally, participants examined collaborative equity planning efforts across New York City agencies. The conference concluded with a call to action, inspiring attendees to work collectively toward inclusion and equity for all New Yorkers.



2025 Speaking Engagements and Special Events

Women's Day Workshop

On March 6, the NYC Commission on Gender Equity (CGE) staff joined New York City Service and the Mayor's Office of Equity & Racial Justice at United Federation of Teachers for an engaging day of youth mentorship. During the event, CGE staff facilitated a workshop on policies relevant to young peoples' lives and highlighted pathways to careers in New York City government.

Equal Pay Day Rally

On March 24, CGE staff and CGE commission members joined the 19th Annual Equal Pay Day rally calling for an end to gender- and race-based pay disparities. Equal Pay Days are symbolic dates each year when working women's wages equal the wages working men received the prior year. According to PowHer New York, women in New York State earn 84 cents for every \$1 a non-Hispanic white male earns, with pay inequities being even greater for women of color, women with disabilities, and likely LGBTQ+ workers.

Menopause at Work Roundtable

On May 8, CGE joined city employees for a roundtable on menopause and perimenopause in the workplace. Experts from NYC Health + Hospitals and the Department of Health and Mental Hygiene (DOHMH) shared insights alongside city leaders and workforce partners. Tamsen Fadal, author of the bestselling book *How to Menopause*, started the discussion, which explored health impacts, workplace accommodations, and practical strategies to create supportive, equitable environments for employees.



On May 8, CGE staff and Commission Members joined a roundtable on menopause and perimenopause in the workplace. *Photo Credit: Ed Reed/Mayoral Photography Office*

You Belong Everywhere, an Equity Roundtable

On August 22, CGE's Executive Director Priya Nair served as a panelist at an equity roundtable for city employees hosted by the NYC Mayor's Office of Equity & Racial Justice. The conversation happened during *Intersectionality Awareness Month* — a time dedicated to exploring how overlapping identities like race, gender, class, and sexuality shape our experiences in the world and at work. The roundtable featured senior leaders from across the city reflecting on the real-life impact of our equity commitments, touching on themes such as access, programs, identity, pay equity, and community engagement. The conversation drew on historical facts, data, and lived experience.

Commission Meeting

On September 22, CGE held its quarterly meeting — the first commission meeting under new Executive Director Priya Nair's leadership. The meeting focused on hearing from commission members about the most pressing gender equity issues across CGE's three focus areas. Commission members shared feedback and insights to help refine priorities and strengthen the commission's approach. The conversation also addressed the challenges ahead due to the political landscape and reinforced the shared commitment to continue making New York City a more gender-equitable city.



On October 7, CGE Executive Director Priya Nair spoke at the panel *Seeds for Cross-Agency Collaboration for Gender and Climate Justice* at DOHMH's 2nd Division of Disease Control Health Equity Summit, held at the New York Academy of Medicine. *Photo Credit: CGE*





On November 6, CGE's Executive Director Priya Nair joined the panel *Defending Progress and Reimagining Equity: How New York and Puerto Rico Are Advancing Diversity, Equity, Inclusion, and Accessibility Amid National Shifts* at the SOMOS Conference in Puerto Rico. Photo Credit: Alejandro Cintron Carrasco and Julissa Gutierrez

Gender Justice Summit

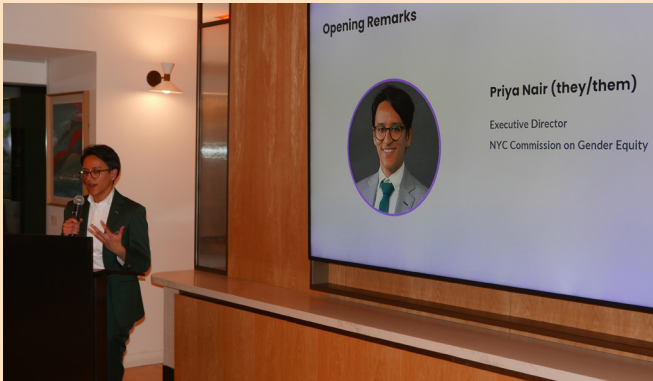
On October 7, CGE Executive Director Priya Nair participated on the panel *Seeds for Cross-Agency Collaboration for Gender and Climate Justice* at DOHMH's 2nd Division of Disease Control Health Equity Summit, held at the New York Academy of Medicine. The conference theme, *Gender Justice at the Intersections of Disease Control, Climate Change, and Preparedness*, brought together city leaders to discuss equity-centered approaches to public health and emergency management. Priya highlighted CGE's work at the intersections of gender equity, climate justice, and health, emphasizing the importance of cross-agency partnerships.

Excellence in Customer Service Award

On October 8, CGE's Community Outreach Coordinators, Brittany Bye and Akshay Singh, received the Mayor's 2025 Excellence in Customer Service Award. The award is presented to city employees who provided excellent customer service and support to New Yorkers. CGE's outreach team is committed to building strong community partnerships and ensuring all New Yorkers are seen, supported, and inspired to take action.

SOMOS Conference

On November 6, CGE Executive Director Priya Nair attended the 2025 SOMOS Conference to speak on a panel titled *Defending Progress and Reimagining Equity: How New York and Puerto Rico Are Advancing Diversity, Equity, Inclusion, and Accessibility Amid National Shifts*. They spoke about New York City as a national and global leader on gender equity and human rights and uplifted the accomplishments of the administration in reducing gender inequities and making a safer, healthier, and more affordable city for women, girls, LGBTQ+ individuals, and all New Yorkers.



On November 13, CGE's Executive Director Priya Nair gave opening remarks at the Asian American Bar Association of NY and South Asian Bar Association of NY's Fall 2025 LGBTQ+ Reception. *Photo Credit: Asian American Bar Association of NY Volunteer*

On November 13, CGE Executive Director Priya Nair gave opening remarks for the Latine Gay, Bi, & Trans Men's Health Rally. *Photo Credit: Latino Commission on AIDS*

AABANY and SABANY Fall 2025 LGBTQ+ Reception

On November 13, CGE Executive Director Priya Nair gave opening remarks at the Asian American Bar Association of New York and the South Asian Bar Association of New York's Fall 2025 LGBTQ+ Reception.

Latine Gay, Bi, & Trans Men's Health Rally

On November 13, CGE Executive Director Priya Nair gave the keynote speech at the 2025 NYC Latine Gay, Bi, & Trans Men's Health Rally hosted by the Latino Commission on AIDS at the Opera America Scorca Hall. The rally featured a panel and presentation, which highlighted strategies and resources for action. The event brought together community members, service providers, advocates, and allies to address the social drivers of health impacting Latine gay, bi, and trans men.

Hudson Valley Trans Forum

On November 21, CGE Executive Director Priya Nair gave the keynote speech at the Hudson Valley TransForum hosted by the LOFT Center in Westchester. The Hudson Valley Trans Forum was a two-day event that brought together community members, professionals, and allies to discuss the needs of the transgender, gender-nonbinary, and gender-nonconforming community. The forum featured multiple keynote speakers, panels, workshops, breakout sessions, presentations, and networking.

Commission Meeting

On December 11, the quarterly meeting focused on planning for 2026. Commission members provided feedback on CGE's priorities for the year ahead in terms of communications and public engagement, policy and programs, and strategic learning and capacity building. The meeting also featured a special guest – ENDGBV Commissioner Saloni Sethi – who spoke about the importance of interagency collaboration and the connection between gender equity and gender-based violence.

Op-Ed in Gay City News

On December 15, Gay City News published an [Op-Ed titled *A Gender Equitable City is a Stronger New York for Everyone*](#) by CGE Executive Director Priya Nair who reflected on identity, belonging, and gender equity as personal and collective work. Drawing from lived experience and citywide action, this piece shows how gender equity strengthens NYC for all New Yorkers.



On November 21, CGE's Executive Director Priya Nair was the keynote speaker at the Hudson Valley Trans Forum hosted by The LOFT LGBTQ+ Community Center. *Photo Credit: Rachel Simon and the LOFT Center*



Quarter 3 CGE commission meeting. *Photo Credit: CGE*



Quarter 4 CGE commission meeting. *Photo Credit: CGE*



International Gender Equity Collaborations

In 2025, CGE continued to engage with international delegations to exchange insights on gender equity efforts and to share New York City's challenges and progress. CGE met with delegations from Sweden, Estonia, Norway, Taiwan, and Spain, creating opportunities to discuss shared priorities, emerging challenges, and strategies for advancing gender equity across different local and national contexts. These exchanges emphasized innovative policies, community-driven approaches, and ways to sustain progress amid shifting political landscapes and stalled or uneven global gains.

During the convening of the United Nations Commission on the Status of Women (69) and throughout the year, these conversations reinforced a shared commitment to equality and the urgent need to protect hard-won advances. Together, CGE and its international partners underscored the importance of keeping gender equity at the forefront of public policy, governance, and advocacy, highlighting international collaboration and solidarity as essential tools for addressing systemic inequities and driving continued progress.

Swedish Delegation Meeting

On February 4, CGE met with Consul General **Erik Ullenhag** and Head of Communication and Sustainability **Nicole Tsarouhas**, both from the Consulate of Sweden. The discussion focused on gender equity, sharing best practices, challenges, and progress in advancing equity. The conversation highlighted Sweden's leadership in gender policies and New York City's ongoing efforts to create inclusive opportunities for all.



Photo Credit: CGE

Estonian Delegation Meeting

On March 11, CGE met with Commissioner **Christian Veske**, Gender Equality and Equal Treatment; Advisor on Gender Equality **Eva Liina Kliiman**, Equality Policies Department at the Ministry of Economy and Communications of Estonia; and Head of Gender Equality **Lee Maripuu**, Policy Equality Policies Department at the Ministry of Economy and Communications of Estonia. The discussion centered on a shared commitment to advancing gender equity, artificial intelligence in Estonia, and mutual concern about stalled global progress.



Photo Credit: CGE

Norwegian Delegation Meeting

On March 11, CGE staff met with State Secretary **Stine Renate Håheim**, Minister of International Development; State Secretary **Erlend Kaldestad Hanstveit**, Minister of Culture of Equality; Consul General **Heidi Olufsen**, New York Consul General; Ambassador for Women’s Rights and Gender Equality **Sidsel Bleken**, Ministry of Foreign Affairs; First Secretary **Claire Anette Hubert**, Ministry of Foreign Affairs; Deputy Director General of Equality, Non-discrimination, and International Affairs **Cecilie Shwoerer Lyche**, Ministry of Culture; Senior Advisor **Anne Jorun Ballangrud**, Ministry of Culture and Equality; and Senior Advisor **Maja Lie Opdahl Siri Birkelan**, Ministry of Culture and Equality.



Photo Credit: CGE

Taiwanese Delegation Meeting

On March 11, CGE staff met with Executive Secretary **Ching-Yi Yeh**, Office for Gender Equality at Taipei City Government; Researcher and Ph.D. candidate **Yuan-Yuan Chan**, UMass Boston; Executive Secretary **Yichen Chu**, Office for Gender Equality at Taipei City Government; Executive Director **Joyce Teng**, Taiwan Equality Campaign; Senior Specialist **Ming-Yu Chu**, Department for Youth, Taipei City Government; Executive Director **Chu-Yuan Teng**, Taiwan Equality Campaign; Secretary-General **Sih-Cheng Du**, Taiwan Tongzhi (LGBTQ+) Hotline Association; and Director of Marketing **Mei-Ying Juan**, Taiwan Tongzhi (LGBTQ+) Hotline Association. Staff exchanged valuable best practices, initiatives, and insights in advancing gender equity in NYC and Taipei.



Photo Credit: CGE

Catalan Delegation Meeting

On March 12, CGE met with First Vice President **Raquel Sans**, Parliament; First Secretary **Glòria Freixa**, Parliament; Fourth Secretary **Judit Alcalá**, Parliament; Officer for Equality **Helena Argerich**, Parliament; and Senior Officer **Elna Roig**, Office for External Action and Interparliamentary cooperation of the Parliament of Catalonia. The meeting centered on a shared commitment to advancing gender equity and mutual concern about stalled global progress. CGE highlighted its partnership with New York City Public Schools to create the first *Know Your Period: The NYC Student Guide*, which has been widely distributed to support student education and menstrual health awareness across the city.



Photo Credit: CGE

Czech Republic Delegation Meeting

On September 16, Executive Director Priya Nair and CGE staff met with Expert Supervisor Pay Equality Portfolio **Petra Sofie Haken**, Czech Republic's Ministry of Labour and Social Affairs; and Chief Administrator of Equal Pay Project, Head of Gender Pay Gap Reduction Portfolio **Dr. Lenka Simerská**, Czech Republic's Ministry of Labour and Social Affairs. At the meeting, CGE provided an overview of its work, shared best practices, and highlighted examples of gender equity protections in New York City. Representatives from the Czech Republic discussed their pay equity initiatives and best practices. The exchange allowed both parties to learn from one another, making it a valuable dialogue on how governments can continue advancing fairness and equality in the workplace.



The Year Ahead: 2026 Goals



Communications and Public Engagement: In 2026, CGE will continue building its public engagement by expanding visibility, participation, and impact across the city. A major focus will be celebrating CGE’s 10th anniversary – honoring a decade of progress, learning from communities, and recommitting to the work ahead. CGE will also host another outdoor community resource fair, meeting people where they are, sharing practical information and services, and building stronger relationships with community-based organizations. In partnership with Right To Be, CGE will continue offering bystander intervention trainings that give residents real, usable tools to respond to harassment and help make public spaces safer for everyone.

Alongside in-person engagement, CGE will focus on reshaping its digital presence to better reflect the voices, needs, and experiences of New Yorkers. This work will center on storytelling and more opportunities for individuals and communities to engage with and provide feedback to CGE. In 2026, CGE will also expand the range of events it hosts, creating more entry points for people to get involved in gender equity work. A key priority will be launching the second session of the Gender Equity Workshop Series, ensuring New Yorkers have accessible tools and knowledge to advance gender equity in their own communities. Together, these efforts will help CGE build deeper connections, strengthen trust, and amplify its mission across New York City.



Policy and Programs: In 2026, CGE will continue its policy and programs work through research, advocacy, and leadership on task forces and working groups across its three focus areas.



For economic mobility and opportunity, CGE will continue to strive for a New York City where everyone can live an economically secure life by improving New Yorkers’ material conditions. The Pay Equity Cabinet’s job title evaluation will enter the second year of its four-year project to identify occupational segregation and gender and race pay disparities within the city government workforce. CGE will publish the Marshall Plan for Moms Task Force report and continue convening the task force to support implementation of its recommendations. CGE will also build upon the publication of the *2025 Guide to NYC Programs for Women and TGNBNCI Workers Considering Nontraditional Careers* by working with other city agencies, partner organizations, and workers in these fields.



For health and reproductive justice, CGE will work toward a future without gendered health disparities where everyone has bodily autonomy and access to affordable care. The Sexual Health Education Task Force, which CGE chairs, is set to complete stakeholder engagement, review the recommendations in the 2018 report, and draft its final report and new recommendations. CGE also will continue to be an active member of the Gender and Racial Equity in Hospitals Advisory Board, which will continue to meet, raise awareness about related topics, and produce a second annual report. And CGE will maintain its advocacy for the availability of period products to as many New Yorkers as possible, along with our agency partners.



For safety, the Street Harassment Prevention Advisory Board, which CGE co-chairs, will work to revise the resource guide and launch an awareness campaign to help end street harassment. CGE will continue this work as part of the city's efforts to ensure that everyone is safe at home, at work, in school, and in public.



Strategic Learning and Capacity Building: In 2026, CGE will continue to collaborate with a dedicated workgroup of Gender Equity Interagency Partnership (GEIP) members to plan the 3rd Annual GEIP Conference scheduled for Spring 2026. The 2026 theme will be *Learning from the Past: Diversity, Equity, and Inclusion in Times of Adversity* and will feature a keynote speaker, interactive workshops, a panel discussion, and networking opportunities for city employees. In January, CGE will launch the GEIP Mentorship Pilot Program to develop emerging leaders and equity champions within New York City's municipal workforce. The program offers guidance, support, and networking opportunities to help participants develop skills, gain valuable insights, and expand their professional connections. It aims to create a community that promotes gender equity and professional growth, encouraging participants to share ideas and strategies for impactful change.



The Year Ahead: 2026 Recommendations

CGE has a robust year planned for 2026, which includes strengthening communications and public engagement, advancing crucial policy and program initiatives, and deepening strategic learning and capacity building with the city's workforce.

To further build on these plans, CGE makes the following recommendations to the mayor and the city council. These recommendations to reduce gender-based inequality in New York City are included in CGE's annual report in compliance with [Local Law 45 of 2020](#).

1. Publish a new CGE strategic plan and chart the future of gender equity in NYC, honoring CGE's 10th anniversary in 2026.

- CGE's 2018-2021 strategic plan outlined ambitious goals for gender equity across CGE's three focus areas: economic mobility and opportunity, health and reproductive justice, and safety. While many of those goals are still relevant, due to deeply entrenched disparities and inequities, the landscape for gender equity has significantly changed.
- Publishing a new strategic plan would ensure that the longer-term vision for gender equity reflects the current realities of New Yorkers and the priorities of the Mamdani administration to make a more affordable, equitable city for all.

2. Implement the Marshall Plan for Moms Task Force report recommendations to improve the child care ecosystem for caregivers, children, and care workers.

- In 2026, CGE will release the city's first-ever Marshall Plan for Moms report with a broad set of recommendations to make New York City the most parent-friendly city in the nation.
- This report is a meaningful framework to move toward a city where families are less burdened by the cost of child care and child care workers are paid fairly. With the recent unprecedented investments and renewed commitment by NYS and NYC to deliver affordable, universal child care, there has never been a better time to truly deliver on the Marshall Plan for Moms.

3. Embed menstrual equity, and family friendliness, in the rollout as the city scales up the number of public restrooms.

- In January, Mayor Mamdani announced a new program to expand access to public bathrooms across the city. This announcement is a crucial investment to ensure that New Yorkers can navigate the city with dignity.
- Smart public infrastructure investments meet the needs of families and ensure period products are accessible to all. Through its leadership of the Menstrual Equity Workgroup, CGE has been a steadfast advocate for menstrual equity to ensure that everybody can access menstrual products as easily as they access toilet paper.
- As New York expands the number of public restrooms, the city should ensure the restrooms are family friendly and that basic period products can be regularly stocked at no-cost to users.

4. Implement community-based interventions that raise awareness of street harassment and improve street safety. These efforts aim to provide New Yorkers with tools to intervene when street harassment occurs, with particular attention to harassment that affects immigrants, trans New Yorkers, and young people.

- In 2024, the Street Harassment Prevention Advisory Board published the results of its survey of more than 3,700 New Yorkers. The [Survey Report on Street Harassment in New York City](#) found that seven out of 10 respondents experienced street harassment in their lifetimes and that it first occurred when they were a minor.
- Overall, survey respondents identified three potential interventions or responses as being most useful or meaningful to them: public awareness campaigns or events; the distribution of information about street harassment prevention and response at busy locations; and bystander and/or de-escalation trainings.
- These interventions could have a range of positive effects, including educating New Yorkers about their rights and the resources available to them. Other potential community-based interventions could include public art or installations, and guided community discussions.

5. Strengthen access and retention for women, transgender, gender-nonbinary, gender-nonconforming, and intersex New Yorkers to historically male-dominated and unionized fields.

- In December 2025, CGE published the [2025 Guide for Women and TGNBNCI Workers Considering Nontraditional Careers](#), which included a dozen recommendations to support underrepresented New Yorkers in fields like construction, green jobs, and transportation.
- This guide builds on Mayor Mamdani’s relentless efforts in the first 100 days of the administration to protect workers and their rights. From engaging private businesses and strengthening data collection to supporting pipeline programs and enforcement capacity, the city has an opportunity to prioritize worker protections and accountability for the most vulnerable. Workplace violence can be fatal, meaning that eliminating discrimination and harassment on the job is not only a matter of economic justice, but also a matter of life and death.

6. Promote and improve access to health education, including sexual health education in every borough.

- In 2026, the Sexual Health Education Task Force will publish an updated report that builds on the 11 recommendations of the 2017-2022 task force. The report will include feedback from key stakeholders and recommendations to improve sexual health education and better serve students in all five boroughs.
- While publishing the updated report will be an important step, more work needs to be done. Last school year, just 46.5% of public and charter school students in grades 6-8 received the 54 hours of health instruction mandated by New York City Public Schools. In 2025, The Sexuality Information and Education Council of the United States (SIECUS), a national advocacy organization, placed New York on its list of 10 worst states for sex education.
- Every New York City student, regardless of zip code, should have access to comprehensive sexual health education. Achieving this requires collaboration with local partners and New York State stakeholders, including advocacy for state-level education requirements.

The Commission on Gender Equity Commission Members

Chair

- **Silda Palerm**, partner, Vestry Laight LLC (until January 27, 2025)

Ex-Officio Member

- **Annabel Palma**, former chair and commissioner, NYC Commission on Human Rights

Commission Members

- **Shahara Ahmad-Llewellyn**, president, S. Ahmad-Llewellyn Family Foundation
- **Sasha Ahuja**, director, Civitas Public Affairs Group
- **Damian Ashton**, founder, Healthy Masculinity Forum and design and marketing strategy consultant, Culture Incite
- **Diana Ayala**, council member, New York City Council (until December 31, 2025)
- **Ahsia Badi**, executive director, Children’s Cabinet (started November 25, 2025)
- **Jennifer Barnes-Balenciaga**, director, Crystal La’Beija Organizing Fellowship
- **Taina Bien-Aimé**, executive director, International Coalition Against Trafficking in Women
- **Carol Bullock**, executive director, Pride Center of Staten Island (until September 18, 2025)
- **Callie Chamberlain**, founder and principal consultant, Callie Chamberlain Consulting
- **Steven Chambers**, executive director, Young Men’s Initiative (started December 30, 2025)
- **Miriam F. Clark**, partner, Ritz Clark & Ben-Asher LLP
- **Beverly Cooper Neufeld**, founder & president, PowHer New York
- **Saniya Faiza**, patient experience intern, Stony Brook University Hospital (started November 25, 2025)
- **Amanda Farías**, council member, New York City Council
- **Anne Marie Goetz**, clinical professor, New York University Center for Global Affairs (until March 7, 2025)
- **Andrea Hagelgans**, partner, Avoq (until March 8, 2025)
- **Loraya Harrington-Trujillo**, chief of staff, Basta (started November 25, 2025)
- **Imara Jones**, founder & CEO, Translash Media

- **Seher Khawaja**, director of economic justice, Legal Momentum, The Women's Legal Defense and Education Fund (until March 10, 2025)
- **Sherry Leiwant**, co-founder, president emerita, and senior advisor, A Better Balance
- **Farah Louis**, council member, New York City Council
- **Emily Miles**, executive director, New York City Alliance Against Sexual Assault
- **Sonia Ossorio**, president, National Organization for Women NYC
- **Chanel Porchia-Albert**, founder and CEO, Ancient Song Doula Services
- **Raysa Rodriguez**, executive director, Citizens' Committee for Children of New York (started November 25, 2025)
- **Carlina Rivera**, council member, New York City Council (until August 20, 2025)
- **Kiara Saint James**, founder and executive director, New York Transgender Advocacy Group
- **Celeste Smith**, managing director, Mosaic Genius
- **Jason Tan de Bibiana**, senior research associate of public health and redefining public safety, Vera Institute of Justice and evaluation director and co-founder, Next Gen Men
- **Kazi Tejwar**, public servant and community organizer (started November 25, 2025)
- **Beverly Tillery**, consultant and visiting professor, Wesleyan University
- **Eboni K. Williams**, television host and author
- **Shyama Venkateswar**, senior director, learning solutions, Seramount

The 2025 Commission on Gender Equity Team Members

- **Brittany Bye**, community outreach coordinator
- **Karolyn Carcamo**, program manager
- **Matt Graham**, policy and programs analyst, economic mobility and opportunity
- **Carlos Manzano**, deputy executive director of communications and public engagement
- **Jeanine Marie**, policy and programs analyst, health and reproductive justice
- **Priya Nair**, executive director
- **Akshay Singh**, community outreach coordinator
- **Jennifer Stanback**, program manager
- **Robin Thomas**, special assistant to the executive director
- **Justin Wilson**, program manager
- **Adana Wright**, chief of policy and strategic learning

