

SECURING A **Gender Equitable Future**

COMMISSION ON GENDER EQUITY
2021 ANNUAL REPORT

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Letter from the Executive Director

Dear Mayor Adams and Speaker Adams,

The Commission on Gender Equity (CGE) works across city agencies to eliminate gender discrimination in New York City. Each year, CGE is required to submit a report detailing its activities of the previous year, making recommendations to advance gender equity in NYC, and sharing its plans for the upcoming year.

This report highlights activities from January 2021 through December 2021, the final year of the de Blasio Administration. As COVID-19 continued to wreak havoc in the lives of New Yorkers, CGE worked to increase awareness of much-needed services provided by city agencies. We also testified before the New York City Council on the numerous challenges facing girls, women, transgender, gender non-binary, and intersex New Yorkers as they navigated the pandemic, which proved disproportionately burdensome to them and their families. Additionally, CGE continued to think about how the city can build a gender equitable recovery, after COVID-19, as we rolled out the third and final phase of our longitudinal *Gender Equity and COVID-19 Recovery Survey*.

CGE's efforts over the past year and since 2015 would not have been possible without the partnership of our CGE Commissioners and our former Co-Chairs, First Lady Chirlane McCray and Silda Palerm. We thank them for their unwavering support and visionary leadership.

As we reimagine life after COVID-19, I am pleased to share this report with you and look forward to working together to augment New York City's legacy as a place where ALL New Yorkers, regardless of gender identity, gender expression, and background, can live economically secure lives, have access to quality and affordable health care, have full autonomy over their reproductive lives, and live safely in their homes, communities, and workplaces.

Regards,

Jacqueline M. Ebanks
Executive Director

Executive Summary

Local Law 45 of 2020 requires the New York City Commission on Gender Equity (CGE) to report to the Mayor and the Speaker of the Council about the agency's:

- Activities during the previous 12 months.
- Goals for the following year.
- Recommendations for the reduction of gender-based inequality.
- Recommendations for agencies, including, but not limited to, the Department of Education, for preventing and improving responses to sex- and gender-based discrimination and harassment.

During 2021, CGE continued to work across city agencies and in partnership with local and global entities to advance gender equity within its three areas of focus: Economic Mobility and Opportunity, Health and Reproductive Justice, and Safety, as laid out in its 2018-2021 Strategic Plan. Additionally, CGE continued to operate with an intersectional lens and within a human rights framework by leveraging four key actions to achieve its goals: legislation/policy/advocacy, interagency and cross-sector collaboration, research and publications, and public education and engagement.

The following annual report highlights CGE activities between January 2021 and December 2021. It also lays out a plan of action for 2022. Specifically, in 2021, CGE:

- **Conducted preliminary analysis of its *Gender Equity and COVID-19 Recovery Survey***
 - In June 2020, CGE launched its longitudinal *Gender Equity and COVID-19 Recovery Survey* to better understand the long-term effects of the COVID-19 pandemic and to inform a sustainable and equitable recovery in NYC. The third and final round of the survey was released in April 2021 to respondents of the previous two rounds who indicated an interest in continuing their participation in the survey.
- **Convened two new inter-agency workgroups**
 - Menstrual Equity Workgroup
 - Pay Equity Workgroup
- **Participated in global gender equity campaigns and presented at international events**
 - Denim Day
 - 16 Days of Activism Against Gender-Based Violence campaign
 - United Nation's 65th Commission on the Status of Women convening
 - NYC Junior Ambassadors program

- **Released publications and testified before NYC Council**
 - The Appendices of this report contains copies of CGE's two 2021 publications and three public hearing testimonies

In 2022, under the Adams Administration, CGE will build for sustainability. To do so, CGE will

- **Launch a strategic planning process to develop a five-year strategic plan.**
- **Increase its organizational capacity.**
- **Continue to lead interagency collaborations.**
 - **Gender Equity Interagency Partnership**
 - Created in 2019, the Gender Equity Interagency Partnership (GEIP) was designed to convene senior-level agency representatives from City agencies, to help develop an integrated and sustainable approach to achieving gender equity in NYC. CGE will re-launch the GEIP in 2022.
 - **Menstrual Equity Workgroup**
 - CGE will continue to convene the Menstrual Equity Workgroup, which was established in October 2021 to examine the need and feasibility of establishing a citywide menstrual equity policy.
 - **Pay Equity Workgroup**
 - In collaboration with the Department of Citywide Administrative Services (DCAS), CGE will continue to co-chair the Pay Equity Workgroup in efforts to close the gender and racial pay gap within the city's workforce.
- **Continue to lead cross-sector Task Forces and Advisory Boards**
 - **Sexual Health Education Task Force**
 - The work of the Sexual Health Education Task Force (SETF) sunset, by law, in May 2022. CGE will re-constitute the Task Force to focus on the implementation of its recommendations.
 - **Street Harassment Prevention Advisory Board**
 - Local Law 46 of 2021 requires that CGE and Mayor's Office to End Domestic and Gender-Based Violence (ENDGBV) co-chair the newly established Street Harassment Prevention Advisory Board "to advise the mayor and the council on the issue of street harassment and its prevention."

- **Continue participation in global campaigns**
 - Denim Day
 - CGE will continue to join ENDGBV and community advocates as they rally against rape and sexual assault.
 - 16 Days of Activism Against Gender-Based Violence Campaign
 - CGE will continue to partner with ENDGBV to increase NYC's participation in this annual global campaign to combat gender-based violence.

2021 in Review

Key Accomplishments: Gender Equity and COVID-19 Recovery Survey

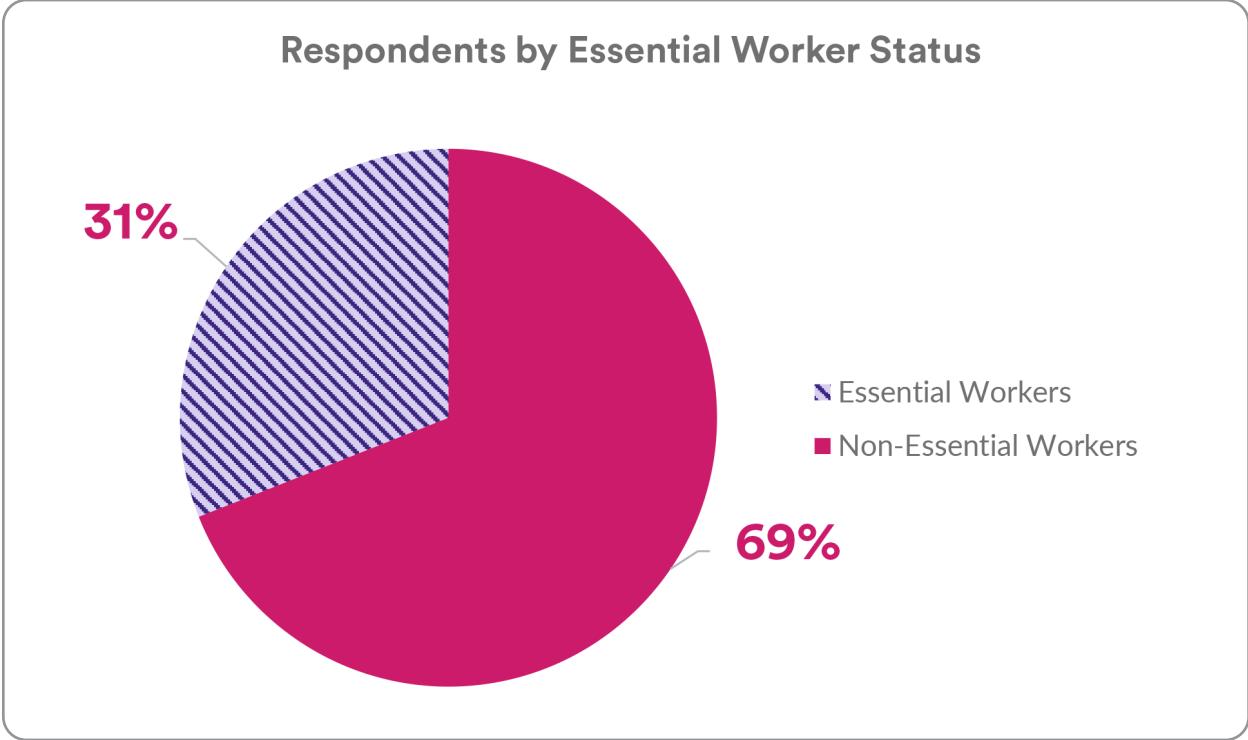
Overview

In June 2020, CGE launched its longitudinal *Gender Equity and COVID-19 Recovery Survey* to better understand the long-term effects of the COVID-19 pandemic and to inform a sustainable and equitable recovery in NYC. The third and final round of the survey was released in April 2021 to respondents who indicated an interest in continuing their participation in the survey.

Thirty-three respondents completed the final survey, providing responses to questions about their needs and experiences during the four-month period prior to the release of the third round of the survey. They represented a cross-section of NYC’s population.

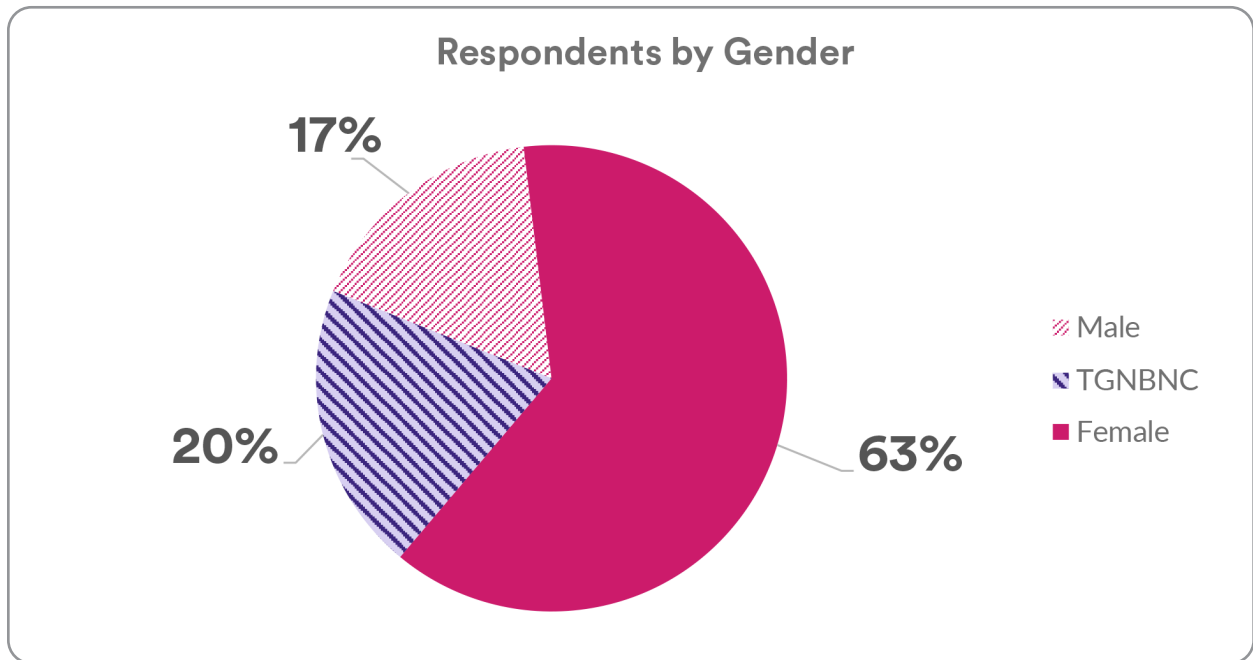
ESSENTIAL WORKERS

Thirty-one percent (31%) identified as essential workers.



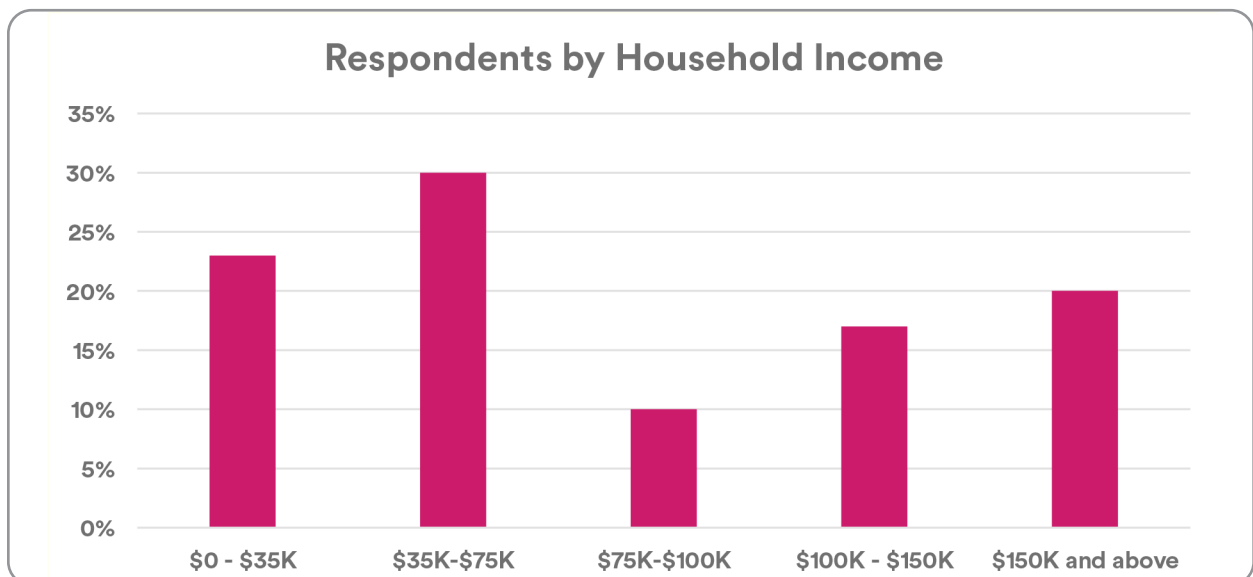
GENDER

Sixty-three percent (63%) identified as female; 20% identified as transgender, gender non-binary, and gender non-conforming (TGNBNC); and 17% identified as male.



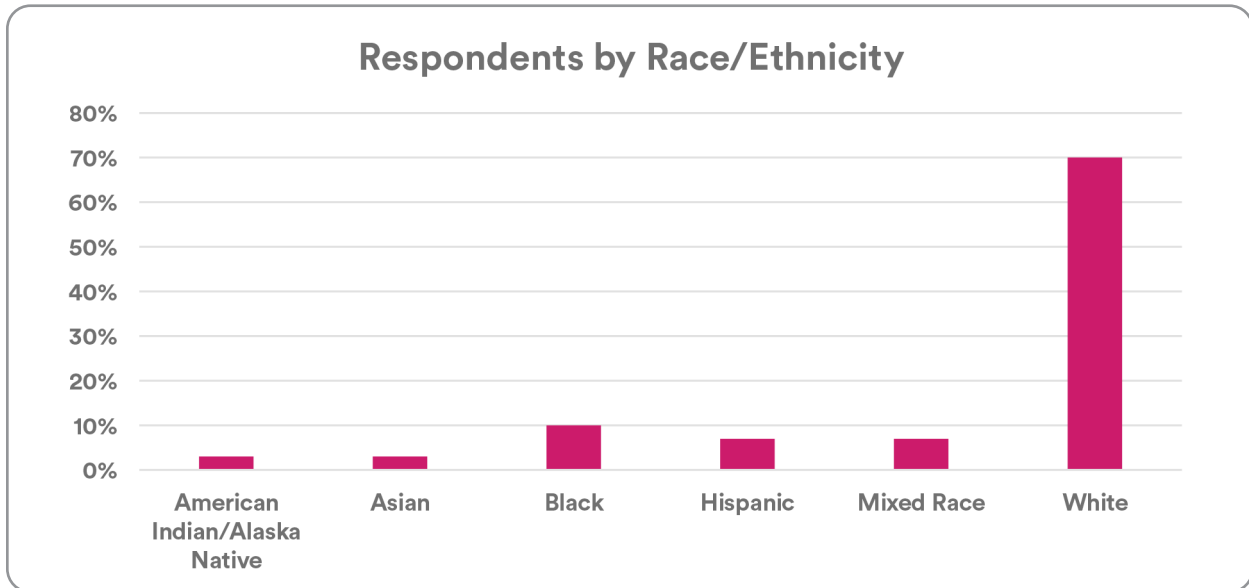
INCOME

Annual incomes of survey respondents ranged from below \$35,000 to over \$150,000, with the majority, 53%, reporting income between \$0 and \$75,000; 27% reporting income between \$75,000 and \$150,000, and 20% reporting income above \$150,000.



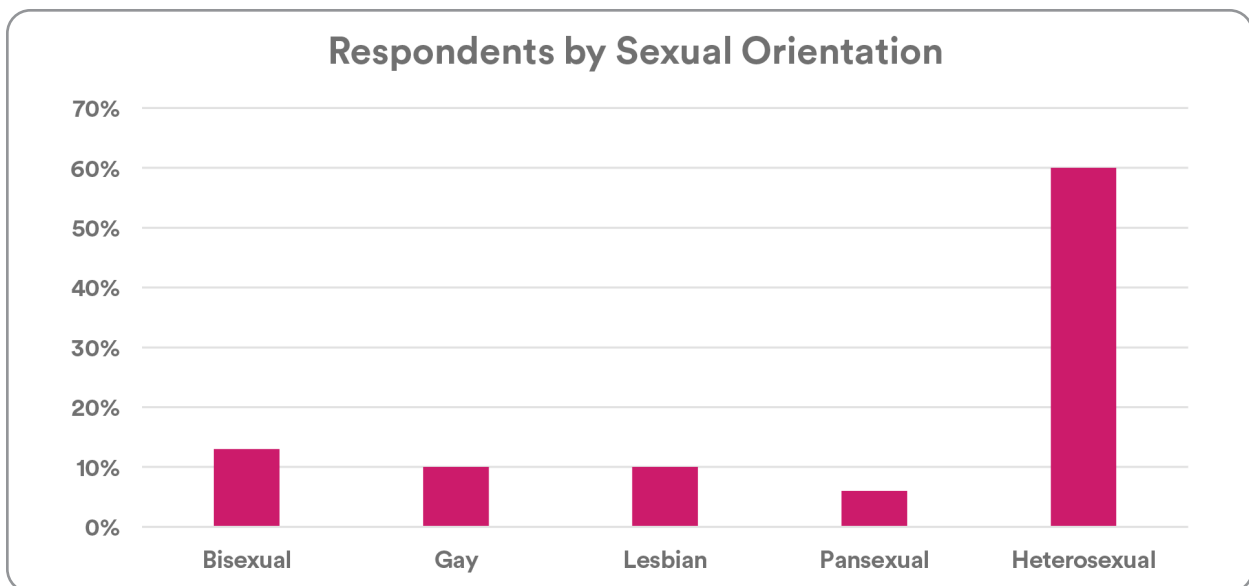
RACE/ETHNICITY

Sixty percent (60%) of respondents provided a racial identity. Of those, seventy percent (70%) identified as White; 10% as Black; 7% as Hispanic; 7% as mixed race; 3% as American Indian/Alaska Native, and 3% as Asian.



SEXUAL ORIENTATION

Sixty percent (60%) of respondents identified as heterosexual; 13% as bisexual; 10% as gay; 10% as lesbian, and 6% as pansexual.



RECOMMENDATIONS

Overall, there are three major findings from the third round of the survey:

- Respondents continued to suffer with mental health, specifically anxiety.
- Respondents who had been struggling to pay rent were facing eviction.
- Most respondents had favorable attitudes towards the vaccine and were excited to return to aspects of their pre-pandemic life but were hesitant about being indoors around persons they did not know, particularly at work and dining indoors at restaurants.

These findings, as well as others identified in the other two phases of the survey, shed light on how to create a gender equitable post-COVID recovery in NYC. An overview of the findings by CGE's three areas of focus: Economic Mobility and Opportunity, Health and Reproductive Justice, and Safety follows in the next section.

Findings: Economic Mobility and Opportunity

The Persistent Impacts of the COVID-19 Pandemic on New Yorker's Economic Mobility and Opportunity

Although government policies and the availability of COVID-19 vaccines contributed to improved economic conditions, New Yorkers continued to experience hardships during this phase of the recovery.

UNEMPLOYMENT

A quarter of the respondents reported being unemployed, which was substantially higher than the 11.1% unemployment rate in NYC around that time (April 2021).¹ Thirty-eight percent of respondents who reported being unemployed did not provide their gender or racial identity, but of those who did, 50% identified as female and 13% identified as male. By race/ethnicity, 25% identified as White, 13% as Black, 13% as Hispanic/Latinx, and 13% as Native.

REMOTE WORK

Telework became mainstream during the pandemic, and for many became a permanent mode of work, particularly among higher-income workers. Seventy-two percent (72%) of survey respondents reported that they were working remotely due to the COVID-19 pandemic. Of the survey respondents who reported that they were able to work remotely, 80% were White, 5% were Black, 5% were Asian, 5% were Hispanic/Latinx, and 5% did not disclose their racial or ethnic identity. In terms of gender identity, 62% identified as female, 29% as transgender or nonbinary, 5% as male, and 5% did not disclose. Thirty-one percent (31%) of respondents reported being an essential worker and called into work between December 2020 and March 2021, though 56% of the self-identified essential workers also reported being able to work remotely.²

1 <https://www.bls.gov/regions/new-york-new-jersey/data/xg-tables/ro2xglausnyc.htm>

2 <https://www.epi.org/publication/testimony-before-the-u-s-equal-employment-opportunity-commission-at-a-hearing-on-the-civil-rights-implications-of-the-covid-19-pandemic/>

HOUSING INSECURITY

A dire situation that New Yorkers continued to face in 2021 was housing insecurity, despite the temporary relief the rent moratorium provided some renters. Of the 22 survey respondents who said they rented their homes, two reported being unable to pay rent, and both had incomes below \$75,000.

This hints at larger trends seen throughout the city earlier in 2021. According to the Mayor's Office, 27% of households with incomes less than \$50,000 per year were behind on their housing payments during the period from January to March 2021.³

“I am being evicted now from my apartment due to not working for an entire year and being basically behind on rent.”

Respondent, Age 30-39, Female, Heterosexual, Black, Income \$50,000-75,000

RECOMMENDATIONS

- Reinstatement of eviction moratorium and increase in public and affordable housing stock to increase housing options for the houseless.
- Development of more flexible work policies for a variety of workers, including telework and expanded sick and family leave.
- Increase in job protections, including expanding project labor agreements, and strengthening labor law.

³ <https://medium.com/nyc-opportunity/as-covids-impact-lessens-nyc-s-housing-crisis-remains-50138bd2cb6c>

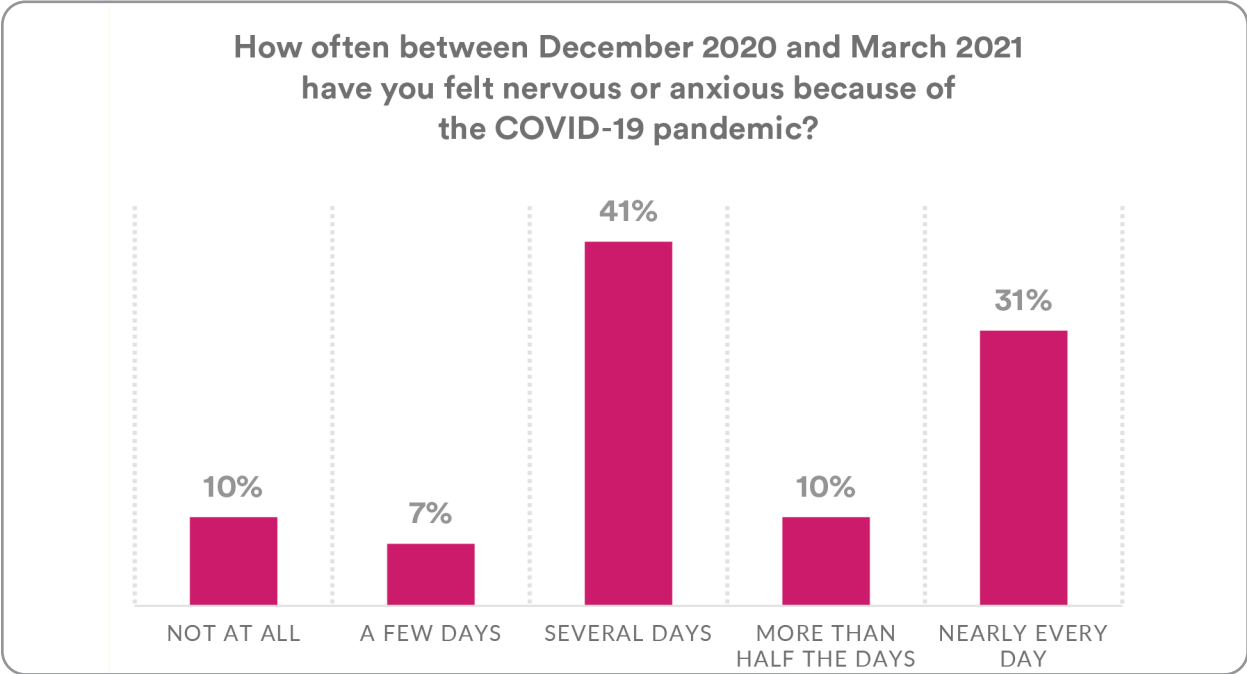
Findings: Health and Reproductive Justice

The Continued Impact of COVID-19 on Health and Reproductive Justice

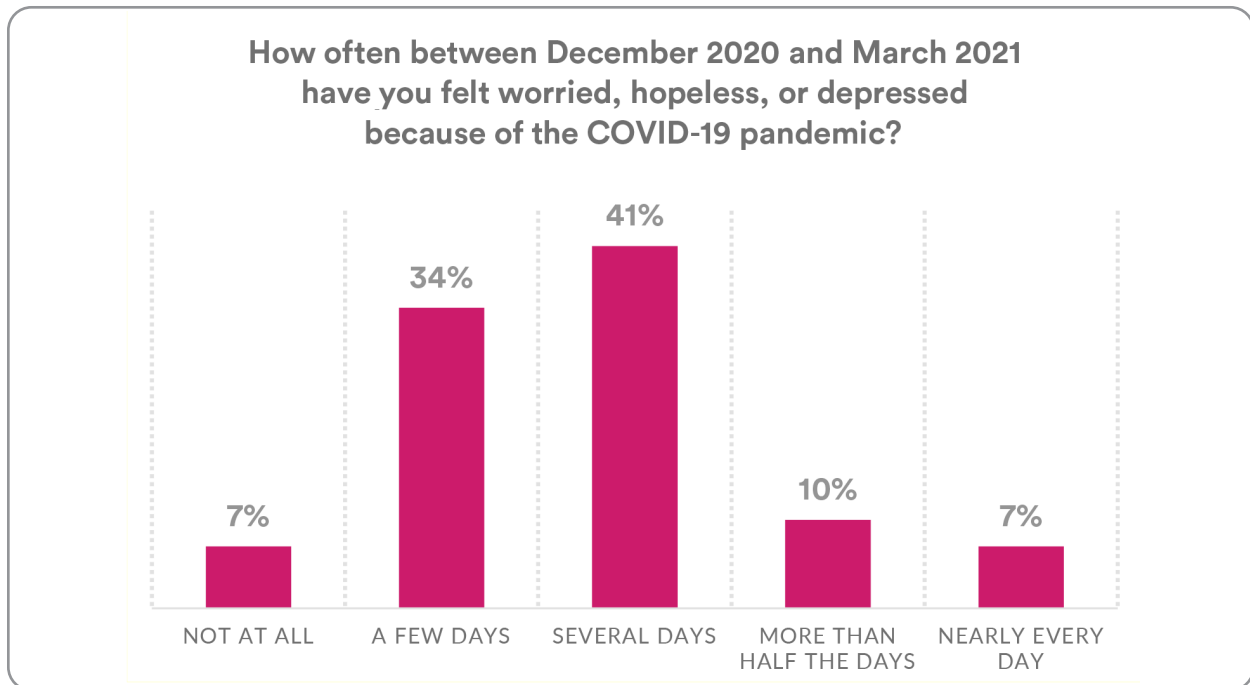
The second year of the COVID-19 pandemic continued to pose challenges for health and reproductive justice, despite the introduction and eventual widespread availability of the COVID-19 vaccines. The effects could be seen on a variety of issues from mental health, to delayed care and care provision, to racial disparities in vaccination rates.

MENTAL HEALTH

The negative impact on mental health, in particular anxiety and depression, continued to persist in 2021. The survey revealed that 82% of respondents had struggled with their mental health anywhere from several days to nearly every day over the course of the previous four months.



Fifty-eight percent (58%) of survey respondents said they felt worried, hopeless, or depressed because of the pandemic for several days to nearly every day during the previous four months.



“Most depressed I’ve ever been in my life, started on antidepressants for the first time. So much worse than the previous parts of the pandemic. I feel better now but I am seriously burnt out.”

Respondent, Age 21-29, Female and Gender Non-Binary, Lesbian, White, Income <\$25,000

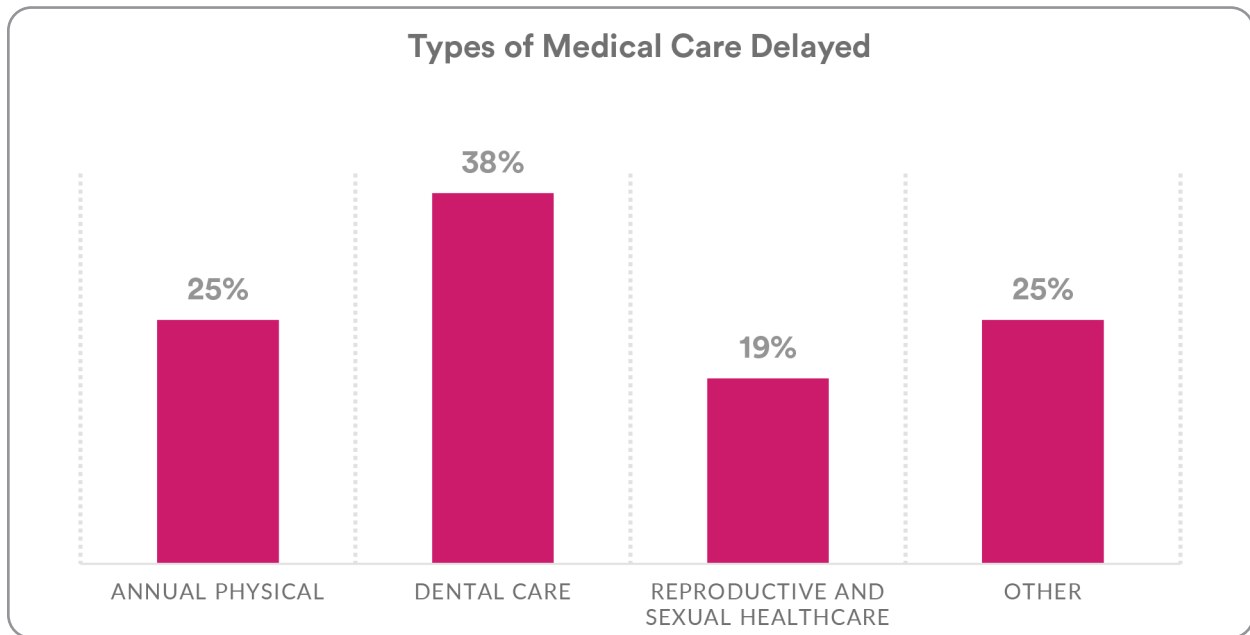
“[I have felt] stress and trauma on top of stress and trauma. For 14 months.”

Respondent, Age 30-39, Female, Pansexual, White, Income \$75,000-\$99,000

Fifty-five percent (55%) of respondents to the survey said they felt like they needed mental health services during the previous four months. When asked about whether they had received mental health services, 42% of respondents who answered said no, with some citing issues like cost, lack of insurance, or few available providers in their area as barriers to receiving care.

MEDICAL CARE

The pandemic also continued to impact routine medical care. Fifty-eight percent (58%) of respondents shared that they had delayed getting medical care because of COVID-19. The services that respondents said they delayed included annual physicals, gynecological exams, dental care, mammography screenings, and physical therapy. Despite delaying care, 76% of respondents said they did eventually receive services either in person or via tele-health.



COVID-19 VACCINES

As the COVID-19 vaccines became available in 2021, there were clear racial disparities in terms of access and adoption. By the time CGE conducted its survey in April 2021, 86% of respondents had received either one or two doses of the vaccine. Yet, some respondents shared their concerns or distrust of the vaccine, citing its hasty development and unknown long-term side effects.

“These vaccines were rushed to the market without any knowledge of what the long-term effects will be. I don’t trust it.”

Respondent, Age 60-69, Female, Lesbian, American Indian/Alaska Native, Income <\$25,000

“I do wonder about long term effects [of the vaccine], but I think the only way to get this pandemic under control is for everyone to get vaccinated and continue following the COVID protocols, wearing masks, social distancing and hand hygiene.”

Respondent, Age 50-59, Female, Heterosexual, White, Income \$100,000 - \$149,000

Eighty percent (80%) of those who indicated they had already received the vaccine identified as Caucasian/White.

Generally, survey participants felt the vaccines provided them with a sense of relief, security, and optimism. Seventy-four percent (74%) of respondents said that being fully vaccinated would affect how they felt about returning to public activities. Many said they were looking forward to returning to aspects of their pre-pandemic life, like socializing, traveling, and taking public transportation, and felt this would be possible with vaccination. Twenty-two percent (22%) of respondents shared they would continue to maintain COVID-19 protocols and would feel safer once their children could be vaccinated or if they could be assured that those around them were also vaccinated.

“I am excited to feel less afraid of strangers and more willing to invite trusted friends into my space and my circle again.”

Respondent, Age 21-29, Female/Gender Non-Binary, Bisexual, White, Income \$50,000 - \$74,999

“It won’t my change my behavior in the foreseeable future, while cases are still high. Will still be wearing masks, washing hands a lot, thinking carefully about congregating in crowded places.”

Respondent, Age 30-39, Female, Bisexual, White, Income \$50,000 - \$74,999

“I feel like I can go out more.”

Respondent, Age 30-39, Female, Heterosexual, Black or African American, Income \$75,000 - \$99,999

RECOMMENDATIONS

- Ensure vaccine equity.
- Expand access to mental health services.
- Expand use of telehealth.

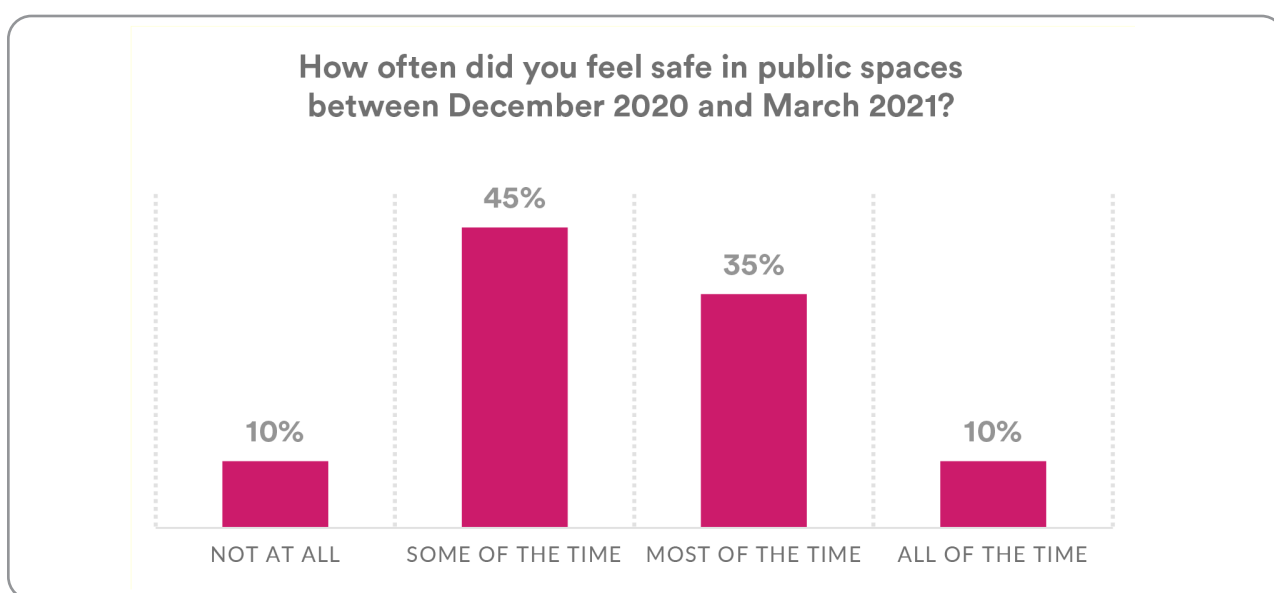
Findings: Safety

The Continued Impact of COVID-19 on Safety

As the COVID-19 pandemic entered its second year, New Yorker's overall sense of safety in public, at home, and at work continued to be affected.

PUBLIC SAFETY

When asked whether they felt safe in public spaces, 55% of survey respondents answered, "not at all" or "some of the time." Of the respondents who answered either "not at all" or "some of the time," 93% identified as female, transgender, gender non-conforming, or gender non-binary.



Public safety impacts were felt more acutely by certain communities, especially Asian-Americans, due to rising levels of discrimination and bias.

Other communities were also affected by an uptick in hate crimes, with 75% of the survey's Jewish respondents choosing either "some of the time" or "not at all" in response to how often they felt safe in public spaces.

This notion of feeling unsafe is evidenced by NYPD hate crimes data showing that there were 196 anti-semitic incidents recorded and 61 arrests in 2021, a significant increase from the 121 incidents recorded and 25 arrests in 2020.⁴

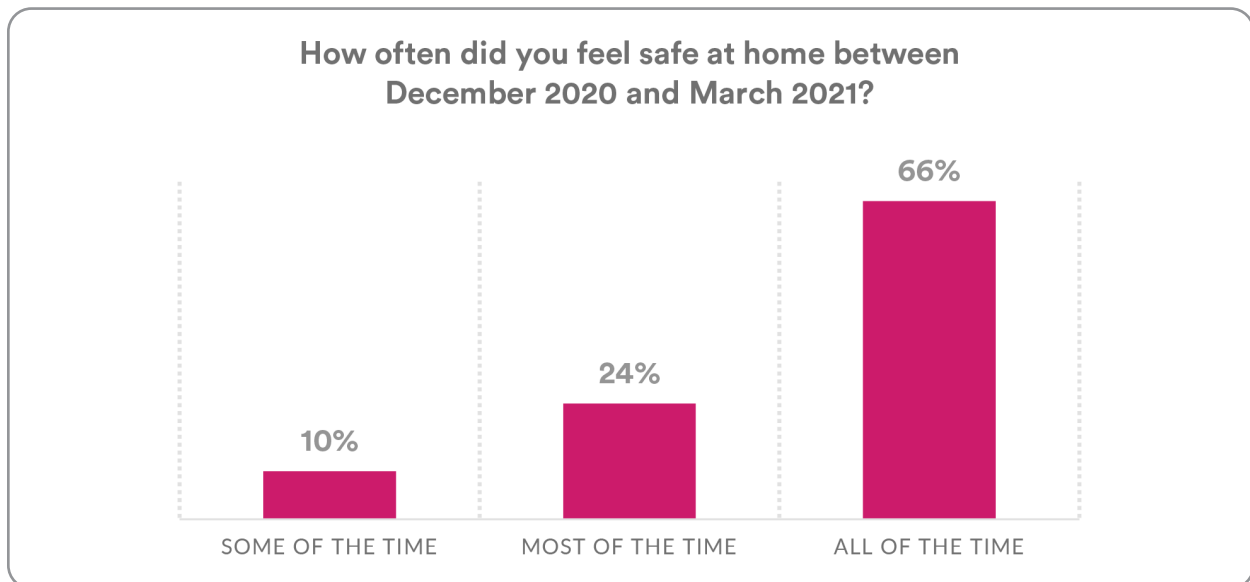
“Rise in anti-Asian hate due to the pandemic has made me more anxious about going out especially if not accompanied by my non-Asian husband.”

Respondent, Age 30 - 39, Female, Heterosexual, Asian, Income \$100,000- \$149,999

⁴ <https://app.powerbigov.us/view?r=eyJrIjoiYjg1NWl3YjgtYzkyOS00Nzc0LTkwMDAtNTgzM2I2M2JmYWY1IiwidCI6IjIOWY1N2ViLTc4ZDEtNDZmYi1iZTgzLWEyYWZkZDdjNjAOMyJ9>

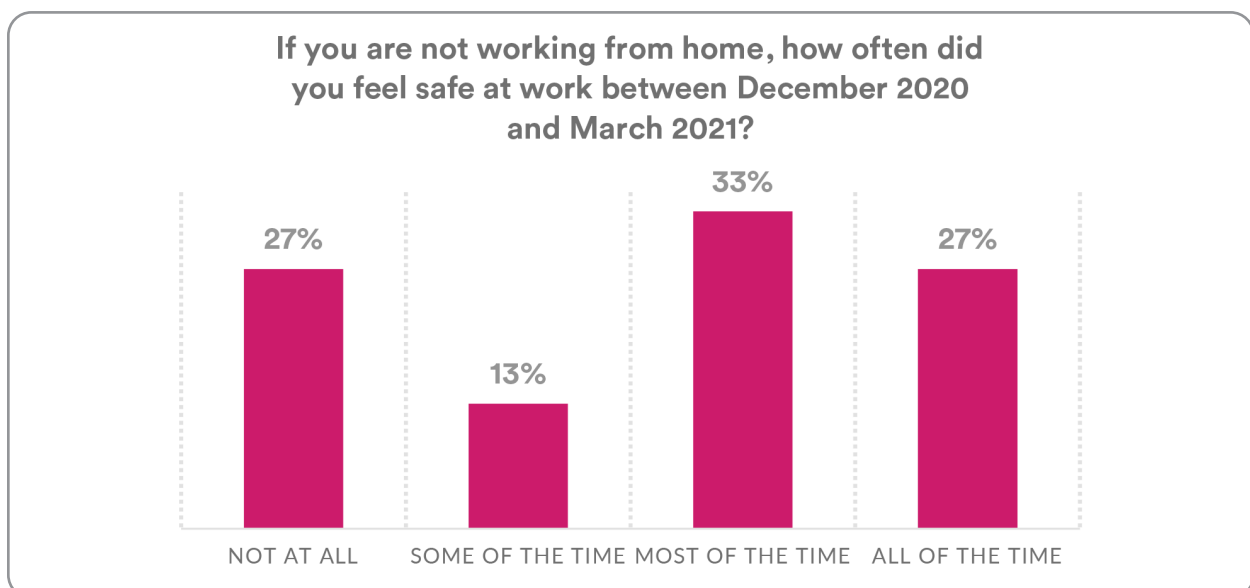
SAFETY AT HOME

Sixty-six percent (66%) of survey respondents reported feeling safe in their homes “all the time,” while 35% responded with “most of the time” or “some of the time.” Two-thirds of those reporting “some of the time” also recorded a decline in household wealth and when asked if they could pay for a \$400 unexpected expense stated they could not, which could indicate a link between economic stressors and safety at home.



SAFETY AT WORK

When asked how often they felt safe at work (when not working from home), 60% of respondents said, “all the time” or “most of the time.” However, 50% who reported not feeling safe at work identified as essential workers with an annual income between \$50,000 and \$75,000.



IMPACT OF COVID-19 VACCINE ON SAFETY

Another important factor in respondents' sense of overall safety was the availability of the COVID-19 vaccine with 60% of respondents indicating that being vaccinated would allow them to feel safer around others.

RECOMMENDATIONS

- Expand workplace policies to allow for remote work and hybrid arrangements.
- Strengthen and expand access to and awareness of gender-based violence prevention and intervention programs, as well as trauma-informed mental health services for survivors.
- Invest in medium- and long-term prevention efforts to end gender-based violence, addressing gender norms, root causes, and risk factors including through educational curricula.

Key Accomplishments: Economic Mobility and Opportunity

Pay Equity Workgroup

In late October 2020, Mayor de Blasio instructed the Commission on Gender Equity and the Task Force on Racial Inclusion and Equity to establish a workgroup to examine pay inequity within the city's workforce and to make recommendations to eliminate this inequity, after City Council analysis of data from the Mayor's Office of Data Analysis reported gender and racial pay gaps among salaries for the city's workforce,

The Pay Equity Workgroup, co-chaired by then Executive Deputy Commissioner for the Department of Citywide Administrative Services Dawn Pinnock, and CGE Executive Director, Jacqueline Ebanks, convened its first meeting in November 2020, laying out its goal and process as follows:

Goal: Building a Sustainable Pay Equity Structure across NYC's Municipal Workforce



STEP I: COLLECT THE DATA

- Define the city's municipal workforce.
- Collect existing salary data.
- Identify existing resources and stakeholders.



STEP II: ANALYZE THE GENDER AND RACIAL PAY GAP

- Analyze the data using an intersectional lens of gender, race, tenure, etc.
- Identify where the pay gap exists and its magnitude.
- Estimate the cost and time required to close the gender and racial pay gap.
- Identify challenges to closing the gender and racial pay gap.



STEP III: CREATE A ROADMAP TO PAY EQUITY

- Determine requirements to achieve pay equity.
- Ideate new initiatives to complement existing ones.
- Develop clear recommendations and detailed action plan to close the gender and racial pay gap.

The Workgroup continued its work throughout the remainder of 2021 and prepared to report out by March 2022. Workgroup members included representatives from the following city agencies:

- Commission on Human Rights
- Commission on Gender Equity
- Department of Citywide Administrative Services
- Department of Law
- Equal Employment Practices Commission
- Office of Data Analytics
- Office of Economic Opportunity
- Office of Labor Relations
- Task Force on Racial Inclusion and Equity

ECONOMIC MOBILITY AND OPPORTUNITY: AGENCY SPOTLIGHT

New York City Economic Development Corporation

women.nyc Childcare Innovation Lab

An initiative of the New York City Economic Development Corporation (EDC), women.nyc aims to make New York City the best place in the world for women of all backgrounds, ages, abilities, and identities to thrive in their careers, run businesses, and launch startups. In 2021, women.nyc launched the Childcare Innovation Lab (the Lab), which aims to make New York City the center of care innovation by reframing and researching childcare as an economic development issue.⁵

In response to the urgent need to address the city’s childcare crisis during the pandemic, the Lab conducted research on the implications of the lack of reliable childcare on labor force participation, economic output, tax revenues, and how the pandemic exacerbated existing trends. In May 2021, the Lab published a report, “A Crisis for Working Women and Mothers: Making the Case for Childcare at the Core of Economic Recovery in NYC.”⁶ The report laid out the real economic consequences of the childcare crisis. For example, it found that lack of childcare access could cost New York City \$2.2 billion per year in tax revenues because of parents needing to step out of, or reduce participation in, the economy to provide care. Over five years, this trend could cost the city \$60 billion in economic output and \$18.5 billion in disposable personal income.⁷

The report also highlighted the disparate consequences faced by women during the pandemic. When New York City unemployment rates peaked in the second quarter of 2020, women faced a higher unemployment rate of 20.8%, compared to 17.6% for men. Further, many women at the time were either working part time or not looking for work at all due to their caregiving obligations. Toward the end of January 2021, about 519,000 people in the New York City metro area were not participating in the workforce because they needed to provide childcare instead. These issues were also highlighted in an op-ed titled, “To revive NYC, invest in childcare,” published by senior leadership of the EDC and women.nyc in the New York Daily News.⁸

The Lab is working with a variety of stakeholders to explore ways to leverage public-private partnerships to tackle the childcare crisis. The Lab led a virtual event, “It’s Not You, it’s an Economic Crisis: Forging NYC’s Path Toward Accessible Childcare” in May 2021 in collaboration with Maven, a telemedicine start-up focused on closing gaps in women’s health care.⁹ The event featured speakers from EDC, women.nyc, Maven, the New York Times, Times Up, and

5 <https://women.nyc/childcare-lab/>

6 https://women.nyc/wp-content/uploads/2021/05/2021-ChildcareInnovation-SOTE_report.pdf

7 <https://www.nydailynews.com/opinion/ny-oped-to-revive-nyc-invest-in-childcare-20210513-ukpcqbhdqrcvzcbwyqn2scbq6u-story.html>

8 <https://www.nydailynews.com/opinion/ny-oped-to-revive-nyc-invest-in-childcare-20210513-ukpcqbhdqrcvzcbwyqn2scbq6u-story.html>

9 <https://www.mavenclinic.com/post/its-not-you-its-an-economic-crisis-maven-x-women-nyc>

CUNY, who discussed the business case for providing childcare and how to catalyze public-private partnerships. Building on that conversation, the Lab examined how New York City employers make decisions regarding childcare benefits and identified actionable ways for employers to expand childcare access to their workers. These findings were presented at the 2021 Work Beyond Summit in October 2021 as part of a session on Childcare as Essential Infrastructure for Equitable Recovery.¹⁰

In addition to research, the Lab is committed to catalyzing innovation in the growing FamTech sector, which leverages technology to solve childcare challenges. The Childcare Innovation Lab will continue to work toward developing innovative solutions to improve childcare, which is a critical part of ensuring equity for women and parents in New York City's economic recovery.

10 <https://seramount.com/events-conferences/conferences/recap-workbeyond-summit-october-2021/#:~:text=The%202021%20WorkBeyond%20Summit%20examined,office%20plans%20will%20have%20on>

Economic Mobility and Opportunity: Select Executive, Legislative, Policy, and Programmatic Actions that Advance Gender Equity

I. Executive Orders

- PAY EQUITY

[Executive Order 84 for 2021](#) establishes the Mayor's Office Pay Equity Cabinet to close the gender and racial pay gap in the City's workforce. on.nyc.gov/3PXWXFI

- WORKERS' RIGHTS

[Executive Order 70 of 2021](#) creates the Mayor's Office of Youth Employment to assist City agencies in expanding, improving, and coordinating programs and services to prepare young New Yorkers for career success and economic security, and to coordinate disconnected youth services. on.nyc.gov/3AWobYP

II. Legislation

- RETIREMENT FOR ALL

[Local Law 51 of 2021](#) creates a mandatory auto-enrollment payroll deduction IRA program for employees of private sector employers which do not offer a retirement plan and employ five or more employees. on.nyc.gov/3cwuGIA

[Local Law 52 of 2021](#) establishes a retirement savings board to facilitate the implementation of the above retirement security program and to select the investment strategies and policies. on.nyc.gov/3AtT9pT

- TENANTS' RIGHTS

[Local Law 54 of 2021](#) provides access to legal services for tenants who are facing eviction proceedings in housing court. on.nyc.gov/3ATdJ4r

[Local Law 53 of 2021](#) requires the office of the civil justice coordinator to work with not-for-profit community organizations in educating tenants about their rights in housing court, and to report on its efforts. on.nyc.gov/3e5siZQ

[Local Law 73 of 2021](#) requires the Department for the Aging to report annually on senior centers within property owned by the New York City Housing Authority, including complaints received about that center’s facilities, and steps taken to address those complaints.

on.nyc.gov/3wAutLa

[Local Law 75 of 2021](#) creates a position within the Department for the Aging to coordinate with the New York City Housing Authority about matters impacting older adult public housing residents. on.nyc.gov/3wEr4Li

- **WORKERS' RIGHTS**

[Local Law 4 of 2021](#) extends employment protections prohibiting employers from discriminating based on applicant’s arrest or criminal record. on.nyc.gov/3PZjhjL

[Local Law 87 of 2021](#) requires City human services contractors and certain subcontractors to enter into labor peace agreements with labor organizations seeking to represent their employees rendering services under City human services contracts. on.nyc.gov/3cyxjJJ

[Local Law 173 of 2021](#) requires covered employers of a retail; food establishment; distribution center that is located on property within the city that has been improved or developed using city financial assistance to enter into a labor peace agreement.

on.nyc.gov/3R54oMG

[Local Law 88 of 2021](#) extends the employment protections of the New York City Human Rights Law to domestic workers. on.nyc.gov/3Ku64fW

[Local Law 104 of 2021](#) requires severance pay for hotel service employees in the event of certain closures or layoffs. on.nyc.gov/3Ky64vn

III. Policies

- **BUILDING GENERATIONAL WEALTH**

Effective June 17, 2021, the “NYC Juneteenth Economic Justice Plan: Building Generational Wealth” establishes a plan to build generational wealth and confront the persistently growing racial wealth gap in America. on.nyc.gov/3CMGZeF

- **EARLY CHILDHOOD EDUCATION EXPANSION**

As of September 2021, 3-K for All was expanded to the remaining sixteen community school districts, bringing free, full-day, high-quality 3-K, up to 16,500 more three-year-old’s childcare slots across New York City, and serving a total of 40,000 children.

on.nyc.gov/3AzT3gi

- **TENANTS' RIGHTS**

Effective March 3, 2021, NYC established new restrictions for landlords with multiple violations for unsafe or hazardous conditions and allowed the Department of Buildings to deny new construction permit applications at properties where landlords may be using poor building maintenance as a tool to harass their tenants. on.nyc.gov/3RCWUQX

IV. Programs

- **SERVING LGBTQI YOUTH**

Creating Unity Works

Effective April 20, 2021, the Unity Works program was established, in partnership with the Ali Forney Center, to connect LGBTQI youth to a full suite of services including basic and higher educational opportunities, paid internships and training, work credentials, job placements, career coaching, and comprehensive LGBTQI affirming case management that incorporates full wraparound supports and mental health counseling. on.nyc.gov/3TtX1zE

Key Accomplishments: Health and Reproductive Justice

Sexual Health Education Task Force

The Sexual Health Education Task Force (SETF) was established by Local Law 90 of 2017 and is composed of students, teachers, parents, principals, sexual health experts, LGBTQ health experts, and representatives of agencies including CGE, the Department of Education (DOE) the Department of Health and Mental Hygiene (DOHMH), and the Mayor's Office to End Domestic and Gender-Based Violence (ENDGBV). In 2018, the SETF issued a report and recommendations designed to ensure comprehensive quality sexual health education in NYC schools. Initial efforts to develop action steps related to the recommendations were disrupted by the onset of the COVID19 pandemic in 2020, as DOE staff, educators, and students quickly had to transition to a remote learning model, which continued well into 2021.

In 2021, the SETF held two virtual meetings in February and June to continue development of the action plan. The ongoing COVID-19 pandemic raised questions about how to effectively support students and advance the goals of the SETF. Two key issues that emerged were the continued impact of remote learning on sexual health education and access to resources, and how to ensure the group's recommendations have community buy-in and ownership.

SETF members discussed different stakeholder groups, such as local nonprofit organizations and groups that provide youth services, that should be engaged and how best to bring them to the table. The SETF developed a stakeholder engagement plan and worked to identify target audiences for potential presentations on its work and recommendations. The SETF also began thinking about next steps for continuing this work under a new mayoral administration as it is scheduled, by law, to close in 2022.

CGE staffs the SETF and remains committed to supporting the members in working to advance comprehensive sexual health education in NYC and finding ways to build community support and partnerships.

Menstrual Equity Workgroup

Menstrual equity, or adequate access to menstrual products, tools, and education, is a critical component of achieving gender equity. In September 2021, the New York City Council's Committee on Women and Gender Equity held an oversight hearing on Menstrual Equity in New York City to examine city agencies' compliance with 2016 laws requiring the provision of menstrual products in schools, shelters, and correctional facilities. Executive Director Ebanks delivered testimony at the hearing and outlined the challenges around period poverty that many girls, women, and gender non-binary and trans people face. It is estimated that those who menstruate can spend over \$6,000 over their lifetime on menstrual products.¹¹

During her testimony, Executive Director Ebanks committed that CGE would convene an inter-agency Menstrual Equity Workgroup to develop and implement a citywide strategy for menstrual equity. In December 2021, CGE held the first meeting of the Workgroup, which includes City Legislative Affairs, the Department of Citywide Administrative Services, the Department of Correction, the Department of Education, the Department of Homeless Services, and the

Human Resources Administration. The Workgroup developed a Charter to guide its work and outlined steps to address gaps and increase menstrual equity in the city, which includes examining current practices to distribute products, identifying barriers to access, and understanding the needs of New Yorkers to ensure they are met. The Workgroup will continue to meet throughout 2022.



11 <https://swnsdigital.com/us/2019/11/new-research-reveals-how-much-the-average-woman-spends-per-month-on-menstrual-products/>

HEALTH AND REPRODUCTIVE JUSTICE: AGENCY SPOTLIGHT

Department of Health and Mental Hygiene

Maternal and Sexual Health Programs

The New York City Department of Health and Mental Hygiene (DOHMH) provides public health services for all New Yorkers and is one of the oldest and largest public health agencies in the country. DOHMH incorporates racial equity and inclusivity in its work. For example, by implementing implicit bias training for providers at maternity hospitals and developing the “New York City Standards for Respectful Care at Birth,” DOHMH works to shift culture and practices around labor and delivery and reduce racial disparities in health outcomes.

Community engagement and collaboration are also a crucial part of DOHMH’s approach to public health. The agency has a Women’s Advisory Board, made up of diverse and dedicated women leaders in New York City with expertise in serving and empowering women in their communities, particularly around HIV, and a Transgender, Gender Non-Conforming and Non-Binary (TGNCNB) Community Advisory Board, which advises DOHMH on its work related to TGNCNB health, services, training, research, and best practices.

In 2021, DOHMH continued to further maternal and sexual health initiatives that serve vulnerable and underrepresented communities through comprehensive, trauma-informed, and inclusive care.

Maternal Health

In response to inequities in birth outcomes, especially infant and maternal mortality and morbidity, DOHMH has expanded several maternal health initiatives to provide historically underserved communities with consistent, quality care. In 2021, the New Family Home Visiting Initiative was expanded to give access to home visiting programs and community resources to an estimated 22,000 additional new families. The initiative offers a range of evidence-based home-visiting services to first-time families within the Taskforce for Racial Inclusion and Equity (TRIE) neighborhoods or to families engaged with the child welfare system. Providers include trained health care workers and clinical providers such as social workers, nurses, and lactation consultants, and offer services from breastfeeding support, to mental health screenings, to health education, among others. The initiative encompasses the Newborn Home Visiting Program, the Nurse-Family Partnership Program, Power of Two (which supports family healing in BIPOC communities), and the Citywide Doula Initiative.

In 2021, DOHMH continued to implement the Healthy Women, Healthy Futures and By My Side programs, both of which provide no-cost doula support and other kinds of services to address inequities in birth outcomes. The Healthy Women, Healthy Futures program is available

citywide and trains community members to act as doulas, while the By My Side program serves eligible families in central and east Brooklyn.

Sexual Health

In 2021, DOHMH continued to design and deliver innovative interventions around HIV and sexual health. In March 2021, the agency released its “2020 New York City Ending the HIV Epidemic Plan,” the product of a nearly year-long community planning process to develop strategies and key activities for the next phase of the city’s efforts to end the epidemic. The plan identifies seven priority populations including Black cisgender and transgender women, Latina cisgender and transgender women, and all people of trans, gender nonbinary or gender queer experience, and will focus on the challenges facing these communities. In 2021, DOHMH’s Training and Technical Assistance Program (T-TAP) launched a new training, “The Value and Principles of a Trauma-Informed Approach to Improve HIV Care Outcomes Among Black and Latina Cisgender Women.” This training is available to all contracted providers who deliver HIV services and programming.

DOHMH has also been using a microfinancing model to support grassroots, community-based organizations to design and implement projects focused on resilience, promoting sexual health as essential to HIV prevention, and community leadership. One of the micro-contract awardees, the Audre Lorde Project, used the funding to support its 2021 POZitively Resilient virtual event, which was led by and designed for lesbian, gay, bisexual, two-spirit, transgender, and gender non-conforming people of color. The event featured performances promoting positive identity development to fight internalized stigma around HIV that can often prevent people from seeking health services or social support.

HEALTH AND REPRODUCTIVE JUSTICE: AGENCY SPOTLIGHT

Department of Education

Office of School Wellness Programs

Throughout 2021, with schools providing remote and blended instruction, the Department of Education (DOE) made the health and well-being of the city's students a top priority. Students, families, and school communities experienced trauma and loss in every borough—but many neighborhoods suffered disproportionately. Moreover, the impact of COVID-19 on adolescent health outcomes, including mental health and sexual risk behaviors, was and is not fully known. The DOE's Office of School Wellness Programs continued its mission to support quality Health Education, where students learn essential skills to keep themselves and others safe and healthy. Select 2021 programs and activities are as follows:

- **Digital Health Education Resources:** In response to changing school needs over the course of 2021, the DOE developed virtual teacher training and resources to ensure that during pandemic school closures, students still had access to quality sexual health information and services. Office of School Wellness programs developed and released include:
 - New [Health Education Return to School Guidelines](#).
 - A live virtual training series for educators on how to teach health education and sexual health education in a remote setting. During Spring 2021, DOE offered eight live virtual sessions with 178 attendees from 130 schools, many of whom attended more than one session.
 - A new, virtual [Condom Availability Program \(CAP\)](#) training series attended by 45 school staff from 28 schools in Spring 2021. When schools closed in March 2020, students lost access to their school-based Health Resource Rooms, where free condoms, information about reproductive and sexual health, and health referrals are available to students in grades 9-12 from trained staff. Staff were also not able to attend in-person CAP training. Now, approximately 16,800 additional high school students have access to quality sexual health services, accurate sexual health information, and free condoms in their school buildings and communities.
- **Middle School Health Resource Rooms:** The DOE has been developing and piloting a referral system that builds the skills and capacity of middle school staff to operate Health Resource Rooms, where students can access free health information, resources, and referrals from trusted and trained adults at their school. This work addresses a key need. Even though New York State laws support minors' rights to confidential reproductive and sexual health care, middle school students have limited access to

school-based sexual health services and referral opportunities. Using feedback provided by the 24 schools participating in the pilot in the 2021-2022 school year, the DOE will launch middle school Health Resource Rooms Citywide beginning in the 2022-2023 school year.

- **K-12 HIV Prevention Curriculum Update:** The New York State Education Department and the DOE require HIV/AIDS education for all students in grades K-12, as part of comprehensive health education. In 2020, the DOE in partnership with Advocates for Youth, Cairn Guidance, and the HIV Advisory Council (a group consisting of teachers, parents, faith leaders, DOHMH staff, and staff from related community-based organizations) began working on a new edition of the HIV prevention curriculum, last updated in 2012. The revised edition will be relevant and engaging for the diverse learners who attend DOE schools with lessons and content that are not only age-appropriate, medically accurate, and strength-based but also inclusive and reflective of historically marginalized communities by design. To engage end users in this work, the DOE convened student and teacher focus groups and administered an anonymous survey to students in middle and high schools that are piloting the new curriculum. The new curriculum will launch Citywide in the 2022-2023 school year.
- **OUT for Safe Schools®:** The OUT for Safe Schools campaign is a national initiative that supports school-based staff to visibly identify as trusted adults to LGBTQ students. School staff receive training in building affirming environments for LGBTQ students before receiving badges for the school community. For many LGBTQ students, intermittent school closures during 2021 meant decreased access to supportive and affirming adults. The DOE continued to provide the OUT for Safe Schools badges in both physical and digital versions, training more than 50 school staff through a combination of live virtual and asynchronous trainings, supporting schools to affirm students wherever they are.

Health and Reproductive Justice: Select Executive, Legislative, Policy, and Programmatic Actions that Advance Gender Equity

I. Legislation

- ACCESS TO HEALTHCARE

[Local Law 30 of 2021](#) requires the Department of Health and Mental Hygiene (DOHMH) to create an advisory board to study gender equity in healthcare and inequities related to gender at hospitals in NYC, and to analyze factors and social determinants leading to such inequities. on.nyc.gov/3R85FCI

[Local Law 107 of 2021](#) requires the Department of Health and Mental Hygiene or another agency designated by the Mayor to develop and manage a primary care services and patient navigation program (PCSPNP), which provides primary care services and applicable patient navigator services. on.nyc.gov/3KtsoGN

- BIRTH JUSTICE

[Local Law 76 of 2021](#) requires the Department of Health and Mental Hygiene (DOHMH) to post information about licensed midwives, including the services they offer and how to find them, on the DOHMH website. on.nyc.gov/3AvGrqM

[Local Law 95 of 2021](#) requires the Department of Correction (DOC) to retain an organization to provide doula services to incarcerated individuals twice a week, as well as during labor and delivery. It also creates a working group to discuss ways to improve communication, collaboration, and efficiency related to pregnant individuals in custody. on.nyc.gov/3B7rexH

- INTERSEX RIGHTS

[Local Law 60 of 2021](#) requires the Department of Health and Mental Hygiene (DOHMH) to conduct a public information and outreach campaign regarding the provision of medically unnecessary treatments and interventions performed on individuals born with intersex traits or variations in sex characteristics. on.nyc.gov/3PU8WE8

- MENTAL HEALTH SERVICES

[Local Law 155 of 2021](#) establishes the Office of Community Mental Health (OCMH), charged with developing interagency policies and practices to promote mental health and decrease any barriers to mental health care that may prevent access among groups identified as being under-served. on.nyc.gov/3AZNtFK

Key Accomplishments: Safety

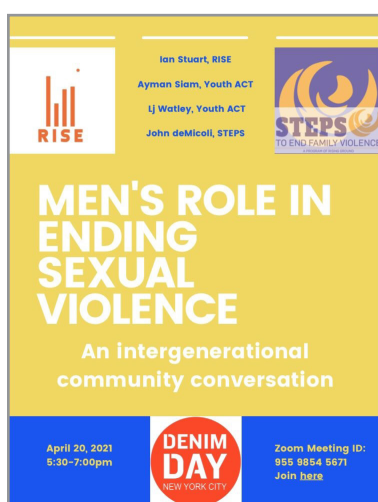
Stand Up Against Street Harassment Trainings



Every person has the right to feel safe in public regardless of their race, gender identity, religion, color, size, sexual orientation, faith, disability, or age. In 2021, CGE continued its partnership with the Mayor's Office to End Domestic and Gender-Based Violence (ENDGBV), Hollaback!, and L'Oreal Paris, to offer free, one-hour, Stand Up Against Street Harassment Trainings. These trainings, designed to combat gender-based violence in public spaces, provided participants with proven tools to actively stand against street harassment.

The trainings were held virtually and open to all New Yorkers. Throughout 2021, there were 153 trainings, including fourteen as part of the annual global 16 Days of Activism Against Gender-Based Violence campaign. A total of 30,486 people were trained as part of these Stand Up Against Street Harassment trainings.

Denim Day



Denim Day is an annual global campaign that takes place on the last Wednesday in April as part of Sexual Assault Awareness Month. The campaign began after a rape conviction was overturned by the Italian Supreme Court, because the justices felt that the victim must have helped the person who raped her remove her jeans because of how tight they were. The following day, the women in the Italian Parliament came to work wearing jeans in solidarity with the victim. California-based nonprofit Peace Over Violence developed the Denim Day campaign in response to this case. What started as a local campaign to bring awareness to victim blaming and destructive myths around sexual violence has grown into a movement and the longest running sexual violence prevention and education campaign in history.

As part of Denim Day 2021, CGE hosted a panel on “Men’s Role in Ending Sexual Violence: An Intergenerational Community Conversation.” Moderated by CGE Policy and Programs Analyst

Matt Graham, the conversation convened masculinity experts from the Center for Court Innovation’s RISE Project, STEPS to End Family Violence, and A Call to Men’s Youth ACT program. The panel addressed how rigid masculinity norms show up in daily life, including the ways it negatively affects emotional health, quality of close relationships, and how it is used to victim blame.

16 Days of Activism Against Gender-Based Violence



The 16 Days of Activism Against Gender-Based Violence is an annual campaign from November 25, International Day for the Elimination of Violence against Women, to December 10, Human Rights Day. Since its founding by the Center for Women’s

Global Leadership in 1991, the campaign has become an international movement to prevent and eliminate gender-based violence (GBV) and to raise awareness about its far-reaching consequences.

During the 2021 Campaign, CGE and ENDGBV brought together community members, nonprofit and for-profit organizations, faith-based institutions, and city agencies to raise awareness about gender-based violence across New York City’s diverse communities, and to inform their fellow New Yorkers on steps they could take—small or large—to stop it. Two key events held were:

“Stand Up Against Gender-Based Violence”: This virtual roundtable was hosted by Hollaback! and CGE, and featured expert voices on the importance of combatting GBV, the power of bystander intervention, and healing approaches audience members could bring to their communities. Speakers included Jacqueline M. Ebanks, CGE’s Executive Director, Jorge Arteaga, Deputy Director at Right To Be, Steve Pokornowski, Senior Trainer at Right To Be, and Alicia Patterson, Trainer at Right To Be.

“People of Faith Respond to the Hidden Pandemic: Violence Against Women”: This virtual roundtable was hosted by the Task Force on Domestic Violence and Sexual Assault of the Episcopal Diocese of New York and moderated by the Executive Director of the Center for Women’s Global Leadership, Krishanti Dharmaraj. Participants discussed what people of faith can do to end the increased violence against women and girls during the COVID-19 pandemic.



Department of Education Title IX Reporting

Local Law 67 of 2016, which codified the Commission on Gender Equity, was amended in 2020 to:

1. Require the Department of Education (DOE) to annually report on resources, support, policies, and procedures related to preventing and addressing sex- and gender-based discrimination and harassment, as well as information related to the internal structure for central and borough employees whose work relates to sex- and gender-based discrimination and harassment.
2. Require CGE to post links to publicly reported data from city agencies, including the DOE, relating to sex- and gender-based discrimination and harassment.

In compliance with this requirement, DOE provided a copy of its 2021 to CGE, which can also be accessed at the following link: <https://infohub.nyced.org/reports/government-reports/local-law-45---title-ix-report>

The 2021 report includes:

1. Description of resources and support related to preventing and addressing sex- and gender-based discrimination and harassment provided to schools by the DOE.
2. Description of DOE policies and procedures for preventing and addressing sex- and gender-based discrimination and harassment and for investigating allegations of sex- and gender-based discrimination and harassment.
3. Description of DOE's organizational structure for central and borough employees whose work is related to preventing and addressing sex- and gender-based discrimination and harassment, in total and disaggregated by borough.

The 2021 report includes an overview of the updated Online Complaint Reporting System as a way for parents, students, and individuals who are not staff, to make online complaints of student-to-student discrimination, harassment, intimidation and/or bullying, including sexual harassment, and for parents who have NYC Schools Accounts to receive e-updates regarding investigations and outcomes.

The report also describes a full-day interactive virtual event built on the work of the Sexuality, Women and Gender (SWAG) conference that was held in prior years, focusing on digital accessibility, inclusion, and equity, with a strong focus on LGBTQ+ inclusion.

SAFETY: AGENCY SPOTLIGHT

Mayor's Office of Criminal Justice

Office of Crime Victim Supports

The Office of Crime Victim Supports (OCVS) is the first stand-alone municipal office of its kind in the country, dedicated to providing individuals, families, and communities impacted by crime the supports they need to promote recovery and resiliency. OCVS works to secure a gender equitable future by supporting marginalized populations, including people who identify as Black, Indigenous, people of color, LGBTQIA+, immigrant, limited English proficiency, people with disabilities, and other intersecting identities, to have meaningful access to the culturally responsive services and supports they need to heal from experiences of violence. The goal is a system in which the whole person is supported and not just the specific issue or form of victimization.

OCVS also builds toward a gender equitable future by expanding programming that addresses the root causes of crime, including domestic and gender-based violence. This programming recognizes that people who cause harm are often impacted by violence and trauma themselves and providing support for these individuals is vital to prevent future violence, disrupt cycles of abuse, and help survivors heal.

OCVS 2021 Program Highlights:

- The Abusive Partner Intervention Program (APIP) launched in Fall 2020. APIP is a new model for working with people who cause harm in intimate partner relationships. This work is directly responsive to the needs of survivors, many of whom ask for interventions that will make abuse stop within relationships. APIP is comprised of two curricula: Dignity and Respect for male-identifying clients and Turning Points for female-identifying clients. In Fall 2021, OCVS reviewed key program data and saw multiple positive outcomes including a positive trend in enrollments despite the COVID-19 pandemic and resulting court closures.
- The [Crime Victims Services Finder](#), created and maintained by OCVS, is a tool to help connect victims with local services that meet their specific needs. In 2021, the Finder was updated to include services for people experiencing hate crimes and additional filters so that users can search by services offered, languages spoken, and cultural competency. The Finder currently contains 78 service providers that represent 361 unique service locations across all five boroughs.

In 2022, OCVS will focus on three key areas of growth:

- Developing immediately accessible emergency housing options, particularly for survivors who do not have adequate options in the current system, including survivors of violent crime, families of homicide victims, survivors of trafficking and sexual violence, and domestic violence survivors.
- Expanding and upstreaming services for sexual violence and human trafficking by establishing new programs for survivors, while also addressing root causes through education and interventions that disrupt the systems of patriarchy that perpetuate sexual violence.
- Enhancing community-based supports for victims of crime with a focus on underserved populations including LGBTQ+ people, young people, seniors, people with disabilities, and people with limited English proficiency.

Safety: Select Executive, Legislative, Policy, and Programmatic Actions that Advance Gender Equity

I. Executive Orders

- SAFETY IN THE WORKPLACE

[Executive Order 85 of 2021](#) requires the Mayor's Office to End Domestic and Gender-Based Violence (ENDGBV) to create a written NYC Domestic and Gender-Based Violence Workplace Policy establishing a standardized, trauma-informed response to survivors of domestic and gender-based violence, that shall be incorporated into city agencies' existing Workplace Violence Prevention Programs. on.nyc.gov/3AykMht

[Executive Order 64 of 2021](#) requires all city agencies that contract with outside entities for the provision of human services to make their best efforts to amend existing contracts to require that they provide information about sexual harassment complaints, whether made by an employee, client, or other person. on.nyc.gov/3ctRicC

- POLICING

[Executive Order 81 of 2021](#) establishes the LGBTQIA+ Liaison within the New York Police Department (NYPD) to partner with the Office of Equity and Inclusion and Training Bureau on workforce outreach, institutionalizing trainings, providing support to all NYPD on LGBTQIA+ related issues, and advising the NYPD on issues that affect the city's LGBTQIA+ community. on.nyc.gov/3KtLfs2

II. Legislation

- CHILDREN'S SERVICES

[Local Law 131 of 2021](#) requires the Administration for Children's Services (ACS) to report on the total number of emergency removals of children each quarter, disaggregated by race, community district, and primary language of each child and parent or person legally responsible for the child. on.nyc.gov/3wBVxtu

[Local Law 132 of 2021](#) requires the Administration for Children's Services (ACS) to report on various demographic information including race, ethnicity, gender, community district, and primary language of parents and children in the child welfare system and to create a plan to address any disparities identified because of such reporting. on.nyc.gov/3PWP1UZ

[Local Law 133 of 2021](#) requires the Administration for Children’s Services (ACS) to report annually information on how long it takes for the families of children in ACS custody to visit their child after a placement or transfer, as well as the number of children that are given placements in boroughs other than those which they are from, disaggregated by borough. [on.nyc.gov/3wEllol](#)

[Local 135 of 2021](#) requires the Administration for Children’s Services (ACS) to provide a parent or caretaker written information about their right to request a fair hearing to challenge an indicated report made against a parent or caretaker. [on.nyc.gov/3Kw0r0Q](#)

- **ENDING FEMALE-GENITAL MUTILATION AND CUTTING**

[Local Law 109 of 2021](#) establishes an advisory committee on female genital mutilation and cutting (FGM/C) within the Mayor’s Office to End Domestic and Gender-Based Violence (ENDGBV), to engage communities and agencies in decreasing, with the goal of eventually eliminating, the practice of female genital mutilation and cutting in the city, and would identify supportive community-based and culturally-responsive resources for people who have undergone female genital mutilation and cutting. [on.nyc.gov/3KulfWH](#)

- **POLICING**

[Local Law 47 of 2021](#) clarifies that the Civilian Complaint Review Board has the power to investigate bias-based policing and racial profiling complaints made by the public. It would also provide that based on a final determination by the NYPD, the Board, the Commission on Human Rights, the Department of Investigation, or a court that a member of the NYPD engaged in an act of bias, the Board would be empowered to investigate past professional conduct by the member. [on.nyc.gov/3AyaLRB](#)

[Local 48 of 2021](#) establishes a local right of security against unreasonable search and seizure and against excessive force regardless of whether such force is used in connection with a search or seizure. Qualified immunity, or any substantially equivalent immunity, is not allowed as a defense. [on.nyc.gov/3AxGW3w](#)

- **SHELTER SERVICES**

[Local Law 102 of 2021](#) requires the Department of Social Services (DSS) to deliver a survivor-centered response to complaints of sexual assault or harassment, to post a survivor guide and other training resources on its website, and to review actions taken in response to such complaints. [on.nyc.gov/3AZujzM](#)

[Local Law 130 of 2021](#) requires the Department of Social Services (DSS) to review the services and resources it provides specific to lesbian, gay, bisexual, transgender, queer, questioning, intersex, gender non-conforming and non-binary (LGBTQI+) individuals who are entering domestic violence emergency shelters, including the department's outreach efforts, and any complaints. DSS is also required to consult with a community-based organization with culturally specific expertise in challenges faced by survivors of domestic violence self-identifying as LGBTQI+ to develop and provide trainings to staff. on.nyc.gov/3wGdVkR

III. Programs

- **SUPPORTING SURVIVORS**

Beginning on March 16, 2021, through new investments and resources, the city expanded and strengthened its support for survivors outside of the criminal justice system.

on.nyc.gov/3wGsKEc

- **COMBATING HATE CRIMES**

Effective May 27, 2021, the Office for the Prevention of Hate Crimes partnered with six anchor organizations to launch the Partners Against Hate FORWARD initiative, which provides \$3 million in funding and programmatic support for community-based approaches that reduce hate crimes, expand reporting on hate crimes, and increase services for victims.

on.nyc.gov/3e83bFG

International Partnerships

Advancing Gender Equity Through Legislation Webinar

On October 21, 2021, CGE and the Mayor’s Office for International Affairs hosted a panel of leaders dedicated to advancing gender equity through legislation. The event highlighted CGE’s publication *Advancing Gender Equity through Legislation*, which documents the legislative accomplishments from 2014 to 2020 to promote economic mobility and opportunity, health and reproductive justice, and safety for all New Yorkers regardless of their gender identity or gender expression.

Leaders from academia, international entities, and local government made opening remarks. The panel, comprised of city agency executive leaders, discussed the gender equity gains achieved through the passage of legislation in NYC. The publication explored the potential impact of these laws, and the future steps for the next administration to consider in achieving gender equity.

Following the panel discussion, select community leaders, from local and international non-profits and governments, responded to the city’s efforts from their vantage points and offered guidance on ways to advance gender equity further in the coming years.

These international and nonprofit representatives noted the importance of the publication in highlighting a compilation of laws that have made headway in achieving gender equity in NYC. The representatives also pointed out the need for increased public access and education on passed legislation, ensuring that all communities affected by these laws are aware of their rights. Additionally, there were calls for transparency and readily accessible data in a central location that could be accessed by the public, with a special focus on youth, as they have been catalysts for gender equity change around the world.



Many speakers cited the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), as the guiding foundational framework for creating legislation and effective implementation of laws in advancing the rights of women and girls through a human rights framework. The speakers encouraged building and sustaining partnerships between city agencies, academia, public and private sectors, and civil society. CGE appreciates this feedback and acknowledges that these recommendations are essential to advancing gender equity in New York City.

Junior Ambassador Program

Brooklyn Science and Engineering Academy in East Flatbush, Brooklyn provides students with learning experiences that prepare them to tackle the rigorous academic work of high school and beyond. Through small class sizes, advisory, and one-on-one academic coaching, they help their students to demonstrate excellence in all academic subject areas and through a unique foundation of learning experiences, including an in-depth study of Science, Technology, Engineering, and Math (STEM).

NYC Junior Ambassadors (NYCJA) students of BSEA met with CGE Executive Director Jacqueline Ebanks to learn more about how to systemically address gender inequality. Their school created a social media campaign at the onset of the pandemic to advocate for gender equity. The campaign was presented to the United Nations and used as a tool to engage young people in their own community. The NYC Junior Ambassadors program is operated by the Mayor's Office of International Affairs.

United Nations 65th Commission on the Status of Women (CSW65)

From March 15-19, 2021, the UN convened CSW65 to address women's full and effective participation and decision-making in public life, as well as the elimination of violence for achieving gender equity and the empowerment of all women and girls. Executive Director Jacqueline Ebanks was a panelist in two NGO parallel sessions during CSW65.

Panel I: Women Leadership During COVID-19: Access, Demands, and Challenges, *organized and hosted by NYC4CEDAW (New York City for the Convention to Eliminate All Forms of Violence Against Women)*

In this discussion, women leaders shared strategies that promote women's participation and leadership to ensure a post-COVID-19 recovery based on the human rights framework of CEDAW (Convention on the Elimination of All Forms of Discrimination against Women).

The panel focused on four key areas—the Economy, Healthcare, Gender-Based Violence, and Migration—where COVID-19 impacted women and where women's leadership will have a major impact post recovery. The goal was to formulate a gendered and intersectional approach to the post COVID-19 recovery.

The panel was moderated by **Jane Tillman Irving**, President, New York Press Club. In addition to CGE's Executive Director Jacqueline Ebanks, other panelists were:

- **Helen Rosenthal**, New York City Council Member
- **Heidi J. Meyers**, Immigration lawyer
- **Lorena Nascimento**, Environmental Justice Activist and Ph.D. Candidate in Urban Studies at Portland State University
- **Terry Ince**, Founder/Convener at CEDAW Committee of Trinidad and Tobago.

Panel II: Promoting Women’s Agency in Developing Public Safety and Equity Guidelines in a Post-COVID-19 World, *organized and hosted by Center for Women’s Global Leadership and the United Nations Population Fund (UNFPA)*

In 2020, during the annual, global 16 Days of Activism Against Gender-Based Violence campaign, the Center for Women’s Global Leadership coordinated conversations with community residents on addressing safety and equity for women and girls in public spaces. These conversations were held across nine countries: Bahamas, Fiji, India, Indonesia, Iraq, Kenya, Morocco, U.S.A., and Yemen. CGE and the Mayor’s Office to End Domestic and Gender-Based Violence hosted two Community Circles as part of this global conversation.

The Promoting Women’s Agency in Developing Public Safety panel discussion was designed to share select findings from these circles and focused on developing and implementing public safety indicators with communities led by feminists. The panel was moderated by Center for Women’s Global Leadership’s Executive Director **Krishanti Dharmaraj**. In addition to CGE’s Executive Director Jacqueline Ebanks, other panelists were:

- **Fatima Outaleb**, Founding member and Executive Board Member, Union for Women’s Action, and Steering Committee Member for Feminist Alliance for Rights, Rabat/Marrakesh, Morocco
- **Venna Odhiambo**: Project Coordinator and Director, WaleWale, Kibera, Kenya

Respondents to the panel discussion included representatives from Indonesia, Yemen, Ethiopia, Barbados, and Fiji.

The Year Ahead 2022: Building for Sustainability

2022 will be the first year of the Adams Mayoral Administration and CGE will begin, in earnest, its journey to sustainability. To ensure sustainability beyond the Adams Administration, CGE will:

Increase Organizational Capacity

- In 2022, CGE will institutionalize its organizational structure and will establish four key departments to function as follows:
 - **Communications and Public Engagement:** To develop and implement a multi-pronged communication strategy that increases the visibility and expands the reach of CGE in policy, advocacy, research, and community engagement.
 - **Executive Office:** To develop and implement overall agency strategy, processes, and accountability measures to advance gender equity and to ensure the agency's effective and efficient daily operations.
 - **Policy and Programs:** To develop and implement CGE's policy and legislative agenda and programmatic initiatives and conduct research and analysis on issues relevant to CGE's three areas of focus: Economic Mobility and Opportunity, Health and Reproductive Justice, and Safety.
 - **Strategic Learning and Capacity Building:** To strengthen the capacity of city agencies to develop and implement gender equitable policies and practices.

Create New Strategic Plan

- Upon the identification and appointment of Commission members, CGE will launch a strategic planning process to determine how it will continue to meet its mandate.

Convene Interagency and Cross-Sector Collaborations

- **Gender Equity Interagency Partnership**
 - Created in 2019, the Gender Equity Interagency Partnership (GEIP) was designed to convene senior-level agency representatives from city agencies, to help develop an integrated and sustainable approach to achieving gender equity in NYC. In 2022, with the establishment of its Strategic Learning and Capacity Building department, CGE will re-launch the GEIP and will focus on the implementation of the GEIP Action Plan initially created by the members of the partnership between 2019 and 2020. Implementation of the Action Plan was halted as resources were diverted to the COVID-19 pandemic response.
- **Menstrual Equity Workgroup**
 - CGE will continue to convene the Menstrual Equity Workgroup, which was established in October 2021 to examine the need and feasibility of establishing a citywide menstrual equity policy.
- **Pay Equity Workgroup**
 - In collaboration with the Department of Citywide Administrative Services, CGE will continue to co-chair the Pay Equity Workgroup in efforts to close the gender and racial pay gap within the city’s workforce.
- **Sexual Health Education Task Force**
 - The work of the Sexual Health Education Task Force (SETF) sunsets, by law, in May 2022. CGE will continue to lead the SETF and determine next steps after its sunset date.
- **Street Harassment Prevention Advisory Board**
 - Local Law 46 of 2021 requires that CGE and ENDGBV co-chair the newly established Street Harassment Prevention Advisory Board “to advise the mayor and the council on the issue of street harassment and its prevention.” CGE looks forward to partnering with ENDGBV on this important effort.

Continue Participation in Global Campaigns for Gender Equity

- **Denim Day**
 - CGE will continue to join the Mayor's Office to End Domestic and Gender-Based violence and community advocates as they rally against rape and sexual assault.
- **16 Days of Activism Against Gender-Based Violence**
 - CGE will continue to partner with the Mayor's Office to End Domestic and Gender-Based Violence to increase NYC's participation in this annual global campaign to combat gender-based violence.

Commission Members (2021)

CO-CHAIRS

Chirlane McCray, First Lady of New York City

Silda Palerm, Partner, Vestry Laight LLC

COMMISSIONERS

Shahara Ahmad-Llewellyn, President, S. Ahmad-Llewellyn Family Foundation

Sasha Ahuja, Co-Campaign Manager, Yang for New York

Chanel Porchia-Albert, Founder and Executive Director, Ancient Song Doula Services

Chitra Aiyar, Independent Consultant

Ivelyse Andino, CEO, Radical Health

Diana Ayala, New York City Council Member

Radhika Balakrishnan, Faculty Director, Center for Women's Global Leadership and Professor of Women's and Gender Studies, Rutgers University

Taina Bien-Aimé, Executive Director, International Coalition Against Trafficking in Women

Jimmie Briggs, Principal, The Skoll Foundation

Beverly Cooper Neufeld, Founder & President, PowHer New York

Laurie Cumbo, New York City Council Member and Majority Leader

Cecilia Gaston, Former Executive Director, Violence Intervention Program

Andrea Hagelgans, Executive Vice President for Public Affairs, Edelman, New York Office

Sherry Hakimi, Executive Director, genEquality

Anne Hess, Co-Founder & Co-Chair, MADRE

Imara Jones, Creator, Translash Media

Nancy Kolben, Executive Director, Center for Children's Initiatives

Sherry Leiwant, Co-Founder & Co-President, A Better Balance

Danielle Moss, Executive Director, Oliver Scholars

Robina Niaz, Founder, Turning Point for Women and Families

COMMISSIONERS (CONTINUED)

Sonia Ossorio, President, National Organization for Women, New York City

Carlina Rivera, New York City Council Member

Helen Rosenthal, New York City Council Member

Celeste Smith, Former Vice President, J.P. Morgan Chase Private Bank

Kiara St. James, Founder and Executive Director of New York Transgender Advocacy Group

Beverly Tillery, Executive Director, New York City Anti-Violence Project

Ellyn Toscano, Senior Director for Programming, Partnerships and Community Engagement, NYU in Brooklyn

Shyama Venkateswar, Senior Director of Learning, Seramount

Ex-Officio Member

Carmelyn P. Malalis, Chair/Commissioner, New York City Commission on Human Rights (through October 2021)

CGE STAFF (2021)

Gael Black, Deputy Executive Director, External Affairs (through October 2021)

Helen Broad, Special Projects Coordinator (through August 2021)

Jacqueline M. Ebanks, Executive Director

Matt Graham, Policy and Programs Analyst, Economic Mobility and Opportunity

Maria Quinn, Policy and Programs Analyst, Health and Reproductive Justice

Appendix A

CGE Publications

- I Advancing Gender Equity Through Legislation: Overview of Select Laws Passed from 2014–2020, September 2021

- II Advancing Gender Equity Through Executive Orders, Directives, and Programmatic Initiatives: 2014–2020, October 2021

Advancing Gender Equity through Legislation

OVERVIEW OF SELECT LAWS
PASSED FROM 2014-2020



**Commission on
Gender Equity**

SEPTEMBER 2021

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Commission on Gender Equity

The Commission on Gender Equity would like to acknowledge Maria J. D'Agostino, Ph.D., and Nicole M. Elias, Ph.D, Faculty Members at John Jay College, CUNY and Founding Co-Directors of the Initiative for Gender Equity in the Public Sector for their research and authorship of this report.

Initiative for Gender Equity in the Public Sector (IGEPS)

The authors would like to acknowledge the New York City Commission on Gender Equity for their support of this work. We would also like to thank our IGEPS student team members for their research assistance: Evana Alam, Kaelah Blanchette, and Karina Gopeesingh, who were recipients of the John Jay College Presidential Student-Faculty Research Award.

About the New York City Commission on Gender Equity

Founded in 2015, the Mayor's Commission on Gender Equity (CGE) works to create a deep and lasting institutional commitment to tearing down equity barriers across New York City. CGE addresses issues of inequity and discrimination facing girls, women, and transgender and gender non-binary persons regardless of ability, age, ethnicity and race, faith, gender expression, immigrant status, sexual orientation, and socioeconomic status.

To successfully carry out its mandate, CGE:

- 1.** Focuses across the areas of Economic Mobility and Opportunity, Health and Reproductive Justice, and Safety.
- 2.** Recognizes the diversity of gender, including gender identity and expression.
- 3.** Operates with an intersectional lens: the populations of focus will be girls, women, and transgender and gender non-binary individuals regardless of ability, age, ethnicity/race, faith, gender expression, immigrant status, sexual orientation, and socioeconomic status.
- 4.** Ensures that the City leads in the development and implementation of best practices in gender-equitable policies and programs for its workforce and its residents.

About the Initiative for Gender Equity in the Public Sector

The Initiative for Gender Equity in the Public Sector (IGEPS) was founded in Fall 2013 when Co-Directors, Nicole M. Elias, Ph.D., and Maria J. D'Agostino, Ph.D., recognized a need to make public service and policy more equitable for all gender identities. By partnering with public sector organizations, we equip administrators with the best tools and resources to make informed decisions for achieving gender equity.

The Initiative conducts evidence-based research to make public service and public policy more equitable for all gender identities. IGEPS has worked with the U.S. Equal Employment Opportunity Commission, the U.S. Office of Personnel Management, the United Nations Gender Equity in Public Administration Program, Gender Equality Seal for Public Institutions Project, the Women's Institute at Chatham University, Academic Women in Public Administration, and the American Society for Public Administration's Section for Women in Public Administration. For more information and collaboration inquiries, visit: igeps.org

Message from the Executive Director

Dear Reader,

The de Blasio Administration has upheld a clear commitment to gender equity across City agencies since taking office in January 2014. From leadership appointees to budget and policy priorities, the message was clear: New York City was to be the fairest and most equitable big city in America for all New Yorkers, regardless of gender identity, gender expression, or background.

Between 2014 and 2020, the period covered by this report, significant gender-equity policy advancements have been made across the areas of economic mobility and opportunity, health and reproductive justice, and safety. The partnership of Speakers Melissa Mark-Viverito and Corey Johnson and the New York City Council, has been critical to advancing these policies. Additionally, the leadership of advocates from across all five boroughs has been central to this Administration's policy and legislative efforts to promote equity on behalf of women, girls, transgender, and gender non-conforming and non-binary New Yorkers. Our collective efforts represent New York City's longstanding tradition of serving as a blueprint of progress for our nation, and the globe.

Passing progressive legislation is only one part of the equation, and so we created this tool for New Yorkers to access more easily and better know their rights. We encourage you to spread the word to your friends, family, and neighbors. Whether in their home, school, community, or workplace, New Yorkers of all gender identities, gender expressions, and backgrounds have the right to live safe, healthy, and economically secure lives.

Thank you for your partnership in our ongoing work to advance gender equity in New York City.

Onward,

Jacqueline M. Ebanks
Executive Director
NYC Commission on Gender Equity

Using this Document

CGE defines ‘gender equity’ as: fairness in the access of rights, resources, and opportunities regardless of a person’s gender identity or expression, sexual orientation, or background.

Advancing Gender Equity through Legislation: A Compilation of Laws passed from 2014 - 2020 aims to provide New York City residents with information about legislation passed under the de Blasio administration that aims to promote gender equity in the city.

This document is organized into three sections using the New York City Commission on Gender Equity’s areas of focus: [Economic Mobility and Opportunity](#), [Health and Reproductive Justice](#), and [Safety](#). Each section includes legislation appearing in chronological order from 2014 through 2020. The title of each law is hyperlinked to its corresponding New York City Council Legislative Research Center page where the official text including the full legislative summary can be found. The website listed at the end of each description is to the home page of the City agency responsible for implementing the particular law.

Economic Mobility and Opportunity

Cisgender and transgender women are vital contributors to New York City's economy: whether as business owners, city workers, caretakers, or carpenters, women keep the city running. Simply put, New York City cannot succeed without the contributions of women. And when women are held back by discrimination and other unfair practices, we all lose.

Consequently, the Commission on Gender Equity works to protect the rights of women in the workplace, to foster economic opportunity for women, and to promote equitable practices by private and public employers. The Commission on Gender Equity affirms the right of all women to be paid fairly for their work, to take time off when they are sick or caring for their children, and to be free of discrimination based on gender identity, pregnancy, or caretaker status.

Below is a listing of laws passed between 2014 and 2020 to promote economic mobility and opportunity for cisgender and transgender women in NYC.

Childcare

Establishment of a Division of Paid Care

Effective as of February 27, 2017, this law establishes a Division of Paid Care that is tasked with addressing the growing importance of home care and child care workforces, legal and policy issues involved, and increasing needs of care recipients of every age. This Division conducts public outreach campaigns and informational clinics to inform paid care workers of their rights, collects and publishes information to help paid care workers, coordinates with government agencies, advocacy groups and other stakeholders, and develops any related policies and programs.

For further information see the New York City Department of Consumer and Worker Protection, Office of Labor Policy and Standards website:

<https://www1.nyc.gov/site/dca/about/office-of-labor-policy-standards.page>

Requiring Diaper Changing Station in all Public Restrooms

Effective as of July 8, 2108, this law requires that diaper changing stations be available to everyone regardless of gender identity in all new or substantially renovated buildings in New York City that have public restrooms in gathering spaces or where merchandise is sold.

For further information see the New York City Department of Buildings service update:

https://www1.nyc.gov/assets/buildings/pdf/diaper_changing_sn.pdf

Requiring Lactation Accommodations and Policies

Effective as of March 17, 2019, employers are required to provide employees with lactation accommodations, including a lactation room where employees can pump/express breast milk, reasonable time to pump/express breast milk, and refrigerators. Employers are also required to have a written lactation policy that meets certain requirements under the law and must provide it to all new employees.

For further information see the New York City Commission on Human Rights website: <https://www1.nyc.gov/site/cchr/law/lactation.page>

Employment

Provision of Sick Time

Effective as of April 1, 2014, this law affords covered employees the right to sick time. All employers with five or more employees and all employers of one or more domestic workers shall provide paid sick time. If the employer does not meet the number of employee threshold, all covered employees are still entitled to unpaid sick time.

For further information see the New York City Department of Consumer and Worker Protection website: <https://www1.nyc.gov/site/dca/workers/worker-rights.page>

Prohibiting Discrimination Based on One's Arrest Record or Criminal Conviction

Effective as of October 27, 2015, this law prohibits discrimination based on an individual's arrest record or criminal conviction, whether sealed or unsealed. Any employer, employment agency or agent is prohibited to deny a license, permit, employment to any person, take adverse action against any employee if this person or employee has been convicted of one or more criminal offenses, or by reason of a finding of a lack of "good moral character" which is based on the person or employee having been convicted of one or more criminal offenses.

For further information see the New York City Department of Consumer and Worker Protection website: <https://www1.nyc.gov/site/dca/workers/worker-rights.page>

Amendment to the Displaced Building Services Worker Protection Act

Effective as of May 10, 2016, this law amends the Displaced Building Services Worker Protection Act that protects employees from termination when properties change ownership. This amendment requires successor employers to retain eligible employees for a transition employment period, meaning that if a building is sold, employees are retained, evaluated, and offered continued employment if found satisfactory.

For further information see the New York City Department of Consumer and Worker Protection website: <https://www1.nyc.gov/site/dca/workers/worker-rights.page>

Prohibiting Employers from Inquiring About a Prospective Employee's Salary History

Effective as of October 31, 2017, this law prohibits employers from inquiring about a prospective employee's salary history during all stages of the employment process. In the event that an employer is already aware of a prospective employee's salary history, this law prohibits reliance on that information in the determination of salary.

For further information, see the New York City Commission on Human Rights salary history page: <https://www1.nyc.gov/site/cchr/media/salary-history.page>

Fair Work Practices Requiring Fast Food Employers to Provide Advance Notice of Work Schedules

Effective as of November 26, 2017, this law makes the schedules of fast food employees more predictable. It creates general provisions for a fair work week and requires certain fast food employers to provide employees with an estimate of their work schedule upon hire and a work schedule 14 days in advance. This law requires a premium to be paid to employees for schedule changes made by the employer with less than 14 days' notice to the employee.

For further information see the New York City Department of Consumer and Worker Protection website: <https://www1.nyc.gov/site/dca/workers/worker-rights.page>

Protecting Employees Who Seek Temporary Changes to Work Schedules

Effective as of July 18, 2018, employers are required to grant two temporary schedule changes per calendar year—including paid time off, remote work, changing work hours and unpaid leave—relating to a caregiving emergency, a legal proceeding or hearing for subsistence benefits. The law establishes a written process for employees and employers to communicate regarding requests for such changes. This law also protects employees from employers retaliating against them for making schedule change requests.

For further information see the New York City Department of Consumer and Worker Protection website: <https://www1.nyc.gov/site/dca/workers/worker-rights.page>

Entrepreneurship

Amending Reporting Requirements Related to Minority and Women-Owned Business Enterprise Participation

As of September 28, 2016, this law changes the structure of Minority and Women-Owned Business Enterprises agency reporting. Agencies are now required to report the number and dollar amount of contracts awarded along with the agency's participation goals. These new reporting requirements ensure greater public transparency by providing clearer and more detailed information on Minority and Women-Owned Business Enterprise participation.

For further information see the New York City Mayor's Office of Minority and Women-Owned Business Enterprises website: <https://www1.nyc.gov/nycbusiness/mwbe>

Annual Report Regarding the Satisfaction of Minority and Women Owned Business Enterprises Goals

Effective as of September 28, 2016, the New York City Economic Development Corporation is required to assess and evaluate the sale or lease of City-owned land for projects that can retain or create at least 25 jobs, in order to determine if they comply with Minority and Women-Owned Business Enterprise goals. An annual report summarizing these findings is required to be submitted to the Mayor and the Speaker of the Council.

For further information see the New York City Department of Small Business Services website: <https://www1.nyc.gov/site/sbs/index.page>

Establishment of an Minority and Women-Owned Business Enterprise Advisory Board

Effective as of September 28, 2016, this law establishes the Minority and Women-Owned Business Enterprise Advisory Board to enhance City procurement opportunities for underrepresented groups. The responsibility of the board is to advise the Mayor on Minority and Women-Owned Business Enterprise issues and methods to increase procurement participation, provide information to firms owned by minorities and women about opportunities, encourage them to certify as a Minority and Women-Owned Business Enterprise, and educate relevant stakeholders in order to support the City's efforts to increase economic opportunity. The board consists of a chair and no fewer than ten members appointed by and serving at the pleasure of the Mayor.

For further information see the New York City Mayor's Office of Minority and Women-Owned Business Enterprises website: <https://www1.nyc.gov/nycbusiness/mwbe>

Requiring City Agency Minority and Women-Owned Business Enterprise Utilization Plans

Effective as of September 28, 2016, City agencies with more than \$5 million in procurements in the previous fiscal year are required to submit a public plan for the following year to the Department of Small Business Services detailing their Minority and Women-Owned Business Enterprise participation goals.

For further information see the New York City Mayor's Office of Minority and Women-Owned Business Enterprises website: <https://www1.nyc.gov/nycbusiness/mwbe>

Participation of Minority and Women-Owned Business Enterprises in Construction Projects

Effective as of April 31, 2018, this law lowers the project cost threshold to directly solicit Minority and Women-Owned Business Enterprises to work on a project from \$1.5 million to \$750,000. Applicants are required to inform the Department of Small Business Services after receiving

a final Industrial and Commercial Abatement (ICAP) award, and all applicants must submit certification that they are compliant with Minority and Women-Owned Business Enterprises program requirements to the Department of Small Business Services.

For further information see the New York City Department of Small Business Services website: <https://www1.nyc.gov/site/sbs/index.page>

Requiring updates to Minority and Women-Owned Business Enterprises Programs and Training Protocols

Effective as of October 13, 2019, this law requires the protocols for Minority and Women-Owned Business programs and training to be updated frequently. The law also requires contracting agencies to identify Minority-Owned Business Enterprises (MBEs), Women-Owned Business Enterprises (WBEs), and Emerging Business Enterprises (EBEs) they intend to employ for certain contracts. Lastly, the law enables the City’s Chief Procurement Officer to exempt portions of certain contracts from the MBE, WBE, and EBE programs.

For further information see the New York City Mayor’s Office of Minority and Women-Owned Business Enterprises website: <https://www1.nyc.gov/nycbusiness/mwbe>

Public Data

Gender, Racial, and Other Equity Assessments

Effective as of September 8, 2017, select New York City agencies are required to complete gender, racial, sexual orientation, and income assessments of their services and programs, employment practices, contracting practices, and budgeting in order to create action plans. The law requires select City agencies to report on efforts undertaken to implement action plans by July 1, 2019 and annually thereafter. The legislation also creates an equity committee to advise the relevant agencies and to review annual reports.

For further information see the New York City Commission on Human Rights website: <https://www1.nyc.gov/site/cchr/index.page>

Reporting of Pay and Employment Equity Data

Effective as of January 20, 2019, this law aims to identify and eliminate pay disparities in the City workforce. New York City agencies are required to report annual salary data on gender, ethnicity and race. The Mayor’s Office of Data Analytics will issue a report to the Mayor and the Speaker, no later than May 31 each year. This same report will be posted publicly on the Mayor’s Office of Data Analysis website and the Open NY website.

For further information see the New York City Commission on Human Rights website: <https://www1.nyc.gov/site/cchr/index.page>

Reporting on Efforts to Prevent and Address Sex- and Gender-Based Discrimination and Harassment

Effective as of March 29, 2020, this law requires the Commission on Gender Equity to include information about sex- and gender-based discrimination, including discrimination in violation of Title IX, in its annual report. The due date for the annual report is now April 1 each year and the Commission on Gender Equity must post links to publicly reported data from City agencies, including the Department of Education, relating to sex- and gender-based discrimination and harassment. The law also requires the Department of Education to annually report on resources, support, policies and procedures related to preventing and addressing sex- and gender-based discrimination and harassment.

For further information see the New York City Commission on Gender Equity website:
<https://www1.nyc.gov/site/genderequity/index.page>

Safe Workplaces

Prohibiting Employment Discrimination and Discriminatory Harassment or Violence

Effective as of May 1, 2019, this law prohibits discrimination in employment, and discriminatory harassment or violence, based on an individual's sexual and reproductive health decisions. Sexual and reproductive health decisions are defined to include any decision by an individual to receive services relating to sexual and reproductive health, including the reproductive system and its functions. Such services include, but are not limited to, fertility-related medical procedures, sexually transmitted disease prevention, testing, and treatment, and family planning services and counseling, such as birth control drugs and supplies, emergency contraception, sterilization procedures, pregnancy testing, and abortion.

For further information see the New York City Commission on Human Rights Fact Sheet:
https://www1.nyc.gov/assets/cchr/downloads/pdf/publications/SexualReproHealthDecisions_KYR_8.20.2019.pdf

Protections for Workers Under the City's Human Rights Law

Effective as of November 11, 2020, this law clarifies which workers are protected by the City Human Rights Law. In particular, the law specifies how to determine whether an employer has four or more employees (which triggers some of the obligations of the City Human Rights Law). An employer's parent, spouse, domestic partner, or child if employed by the employer, should be included in the employee count.

For further information see the New York City Commission on Human Rights website:
<https://www1.nyc.gov/site/cchr/index.page>

Health and Reproductive Justice

The Commission on Gender Equity works toward a New York City where everyone has access to the information they need to make crucial healthcare decisions, and where everyone can obtain preventive care and affordable treatment for any kind of physical or mental illness. That's the foundation of a healthy city.

But cisgender and transgender women—particularly women of color—face unique barriers when they access healthcare, especially when it comes to sexual and reproductive health. The Commission on Gender Equity is fighting to tear down these barriers, working toward sexual and reproductive health and justice for all New Yorkers. We strive to make birth control affordable and accessible, promote comprehensive sexual health education, and help vulnerable populations get the care they need.

Below are the laws passed to advance health and reproductive justice in NYC, between 2014 and 2020.

Healthcare Access

[Plan for Serving the Behavioral Health Needs of Lesbian, Gay, Bisexual, Transgender and Questioning \(LGBTQ\) Persons](#)

Effective as of July 22, 2017, the Department of Health and Mental Hygiene is required to create and submit a plan to serve the behavioral health needs of LGBTQ persons, including people under 24 and over 65 years old.

For further information see the New York City Department of Health and Mental Hygiene website: <https://www1.nyc.gov/site/doh/about/about-doh.page>

[Board of Correction Task Force to Address Policies Related to the Treatment of Transgender, Gender Non-Conforming, and Non-Binary Individuals](#)

Effective as of July 27, 2019, the Board of Correction is required to convene a taskforce to recommend policy related to transgender, gender non-conforming and non-binary individuals in Department of Correction custody. Within one year of the formation of the task force, a report is to be provided to the Department of Correction, Mayor and the Speaker of the Council. This report is to be posted on the Department of Correction website.

For further information see New York City Board of Correction website: <https://www1.nyc.gov/site/boc/about/about.page>

Access to Substance Abuse Treatment for Transgender, Gender Non-Conforming, Non-Binary, and Intersex Individuals

Effective as of October 25, 2019, this law requires all Department of Correction facilities housing transgender, gender nonconforming, non-binary and intersex individuals to have access to comprehensive substance abuse treatment. The Commissioner of Correction shall ensure that any housing unit in which transgender, intersex, non-binary, or gender non-conforming individuals have access to the same substance abuse treatment as other incarcerated individuals.

For further information see the New York City Department of Correction website: <https://www1.nyc.gov/site/doc/index.page>

Mental Health Treatment for Transgender, Gender Non-Conforming, Non-Binary and Intersex Individuals

Effective as of October 25, 2019, this law mandates all Department of Correction facilities housing transgender, gender non-conforming, non-binary and intersex individuals to provide access to comprehensive mental health treatment and relevant staff with specialized training in mental health concerns for the transgender, gender nonconforming, non-binary, and intersex populations.

For further information see the New York City Department of Health and Mental Hygiene website: <https://www1.nyc.gov/site/doh/about/about-doh.page>

Menstrual Justice

Requiring the Department of Correction Issue Feminine Hygiene Products to Inmates

Effective as of July 13, 2016, the Department of Correction must provide all female inmates with menstrual products as soon as practicable upon request. This law also requires the Department of Correction to provide individuals arrested and detained in the custody of the Department for at least 48 hours with feminine hygiene products as soon as practicable upon request.

For further information see the New York City Department of Correction website: <https://www1.nyc.gov/site/doc/index.page>

Provision of Feminine Hygiene Products to Residents in Temporary Shelters

Effective as of November 10, 2016, this law requires the Department of Citywide Administrative Services to provide menstrual products to agencies operating or overseeing temporary shelters to meet the needs of its residents. This includes the Department of Homeless Services family shelters and single adult women shelters, Department of Youth and

Community Development shelters, and Human Resources Administration domestic violence shelters. The Department of Citywide Administrative Services is also required to supply menstrual products to youth in secure detention facilities and congregate care facilities.

For further information see the New York City Department of Citywide Administrative Services website: <https://www1.nyc.gov/site/dcas/index.page>

Provision of Feminine Hygiene Products in Public Schools

Effective as of November 10, 2016, the Department of Education is required to make menstrual products available at no cost to students in the bathrooms of school buildings. This includes all facilities that are leased by the Department of Education or over which Department of Education has care, custody, and control, serving female students in grades 6-12.

For further information see the New York City Department of Education website: <https://www.schools.nyc.gov>

Public Data

Reporting on Maternal Mortality and Morbidity

Effective as of November 17, 2018, this law requires the Department of Health and Mental Hygiene to provide an annual and a five-year report regarding maternal mortality and morbidity to the Speaker of the City Council. This law also establishes the Maternal Mortality and Morbidity Review Committee (M3RC).

For further information see the New York City Department of Health and Mental Hygiene website: <https://www1.nyc.gov/site/doh/about/about-doh.page>

Amending Sex Designation on Birth Records and the Issuance of Birth Records

Effective as of January 1, 2019, this law allows individuals to change the sex designation on their birth record to match their gender identity. The application would be supported by a signed and notarized statement by the individual, attesting that the request for a change of gender to female, male, or “X” is to match the person’s legal gender with the person’s gender identity. The term “X” means a gender that is not exclusively male or female.

For further information see the New York City Department of Health and Mental Hygiene website: <https://www1.nyc.gov/site/doh/about/about-doh.page>

Annual Survey of Lead-Based Paint Survey in Day Care of Facilities

Effective as of August 12, 2019, this law mandates that the operator of a day care facility built before January 1, 1978 (i.e. preschools, nursery schools, and schools) must conduct an annual survey of the facility, and more often if necessary, to determine the physical condition of surface-coating material throughout each such facility. The survey results will be provided to the Department of Health and Mental Hygiene and this information will be publicly available online. The parent or guardian of each child who attends the facility will be directly notified of survey results.

For further information see the New York City Department of Mental Health and Hygiene website: <https://www1.nyc.gov/site/doh/health/health-topics/contact-dohmh.page>

Investigating Elevated Blood Levels of Children in Day Care Facilities with Lead-Based Paint

Effective as of August 12, 2019, this law requires the Department of Health and Mental Hygiene to investigate the potential sources of elevated blood lead levels in children, including an inspection of any building where a child with an elevated blood lead level spends 10 or more hours per week. Facilities providing day care services must post notices describing any order to remediate a lead hazard and remediate such hazard within 21 days. This law also expands a building owner's responsibility, requiring the owner to investigate and remediate a lead hazard when a child spends ten or more hours per week in one of their units.

For further information see the New York City Department of Mental Health and Hygiene website: <https://www1.nyc.gov/site/doh/health/health-topics/contact-dohmh.page>

Sexual Health Education Reporting

Effective as of October 13, 2019, this law requires the Department of Education to report annually on the amount of health education (including HIV/AIDS education and sexual health education) received by students in each grade at each school. Reporting includes the number of certified health education instructors at each school, specified by full-time and part-time licensed instructors, and the number of instructors who teach on an incidental basis.

For further information see the New York City Department of Education website: <https://www.schools.nyc.gov>

Requiring Reports on Preschool Special Education and Early Intervention Services

Effective as of January 19, 2020, this law requires the Department of Education to report annually on several indicators regarding its evaluation of preschool-age children for special education services and the provision of such services. These indicators include the initial referral for evaluation, the provision of services, and reporting on how many students eligible to receive such services actually receive them, in full and partial. The law also

mandates the Department of Health and Mental Hygiene to report annually on indicators regarding its provision of early intervention services to eligible children ages zero to three.

For further information see the New York City Department of Mental Health and Hygiene website: <https://www1.nyc.gov/site/doh/health/health-topics/contact-dohmh.page>

Sexual Harassment Prevention

Stop Sexual Harassment in New York City Act: Division of Labor Services Employment Reports

Effective as of July 8, 2018, this law requires that the Division of Labor Services employment report, required by City contractors, include employment practices, policies, and procedures as they relate to preventing and addressing sexual harassment.

For further information see the New York City Department of Small Business Services website: <https://www1.nyc.gov/site/sbs/index.page>

Stop Sexual Harassment in New York City Act: Creating an Anti-Sexual Harassment Rights and Responsibilities Poster

Effective as of September 6, 2018, this law mandates the New York City Commission on Human Rights to design an anti-sexual harassment rights and responsibilities poster. All employers in New York City are required to display this poster in a clearly visible location where employees gather. This law also requires an information sheet on sexual harassment be distributed to employees at time of hire.

For further information see the New York City Commission on Human Rights website: <https://www1.nyc.gov/site/cchr/index.page>

Stop Sexual Harassment in New York City Act: Mandating Anti-Sexual Harassment Training for Private Employers

Effective as of April 1, 2019, this law mandates that all private employers with 15 or more employees conduct annual anti-sexual harassment training for all employees, including supervisors and managerial employees. The New York City Commission on Human Rights, in order to help employers meet this mandate, is responsible for creating an online interactive training module to be posted on their website for access by employers.

For further information see the New York City Commission on Human Rights website: <https://www1.nyc.gov/site/cchr/index.page>

Stop Sexual Harassment in NYC Act: Report on Sexual Harassment Prevention Training at City Agencies

Effective as of April 1, 2019, this law requires annual reporting on workplace sexual harassment incidents within City agencies. The Department of Citywide Administrative Services collects sexual harassment data and submits a report to the Mayor, City Council, and Commission on Human Rights which will be posted on the Commission on Human Rights website.

For further information see the New York City Commission on Human Rights website: <https://www1.nyc.gov/site/cchr/index.page>

Sexual Health Education

Creating a Sexual Health Education Task Force

Effective as of May 30, 2017, this law creates a sexual education task force to review the current sexual health education curricula and the implementation of sexual health education in New York City public schools and to issue a report with findings and recommendations for the improvement and expansion of sexual health education topics taught in grades K-12.

For further information see the New York City Department of Education website: <https://www.schools.nyc.gov>

Safety

New York’s girls, women, and transgender and gender non-binary individuals still face violence, harassment, and sexual abuse every single day. LGBTQ New Yorkers, especially transgender women of color, are particularly vulnerable to this violence.

The Commission on Gender Equity believes that in New York City, everyone should be safe wherever they go, whether on the street, in school or at work, or in their own home. Working closely with partners throughout City government—including the Mayor’s Office to End Domestic and Gender-Based Violence, the City Commission on Human Rights, the NYPD, and many others—CGE works to combat human trafficking, to aid survivors of domestic violence, and to improve public safety. We also support citywide efforts to secure justice for survivors of all kinds of violence, combat street harassment, and provide inclusive and affirming resources to the LGBTQ community.

Below is a listing of laws passed between 2014 and 2020 to increase safety for girls, women, and transgender and gender non-binary New Yorkers.

Child Safety

Police Department Child-Sensitive Arrest Required Training and Guidance

Effective as of March 14, 2020, this law requires the Police Department to develop guidance and train its officers on procedures to be followed when arresting a caregiver with a child present. The goal of this additional guidance is to minimize trauma to child bystanders.

For further information see New York City Police Department website:

<https://www1.nyc.gov/site/nypd/index.page>

Gender-Based Violence Prevention

Earned Sick and Safe Time

Effective as of May 5, 2018, the “Earned Sick Time Act” was expanded and renamed the “Earned Sick and Safe Time Act.” This law allows victims of family offense matters, such as disorderly conduct, harassment, and sexual offenses such as sexual misconduct, forcible touching and sexual abuse, stalking and human trafficking to use earned “safe” hours in connection with such abuse. Safe hours are available for employees to obtain services from a domestic violence shelter or rape crisis center; participate in safety planning, temporarily or permanently relocate; to meet with an attorney or other social service provider to obtain information and advice; or take other actions to ensure their own or a family members’ safety.

For further information see the New York City Department of Consumer and Worker Protection website: <https://www1.nyc.gov/site/dca/workers/worker-rights.page>

Making Improvements to Clarify and Strengthen the Human Rights Law

Effective as of October 16, 2018, this law restructures and modernizes the language in the Human Rights Law and clarifies the scope of the law's protections for victims of domestic violence, sex offenses, and stalking.

For further information see the New York City Commission on Human Rights website: <https://www1.nyc.gov/site/cchr/index.page>

Reporting Domestic Violence Initiatives, Indicators, and Factors

Effective as of February 24, 2019, this law requires an annual report on the City's domestic violence initiatives, indicators, and factors by the Mayor's Office to End Domestic and Gender-Based Violence. This report is submitted to the Mayor and Speaker of the Council as well as posted on the agency website. The New York Police Department is also required to submit an annual report that includes data on chronic domestic violence complaints, chronic offenders, and its outreach efforts to survivors.

For further information see the New York City Mayor's Office to End Domestic and Gender-Based Violence website: <https://www1.nyc.gov/site/ocdv/index.page>

Equipping Cosmetologists to End Domestic and Gender-Based Violence

Effective as of June 24, 2019, this law requires the Mayor's Office to End Domestic and Gender Based Violence (ENDGBV) to equip cosmetologists with tools for identifying and addressing domestic violence. Outreach to cosmetologists includes training, and online toolkits to help the cosmetology community recognize signs of domestic violence and provide information and resources to survivors. ENDGBV is required to report annually on its conducted outreach to the Mayor and the Speaker of the Council.

For further information see the New York City Mayor's Office to End Domestic and Gender-Based Violence website: <https://www1.nyc.gov/site/ocdv/index.page>

Public Data

Collection of Sexual Orientation and Gender-Identity Data

Effective as of April 29, 2017, this law requires agencies designated by the Mayor to survey all persons served by the agency on their sexual orientation and gender identity. Each agency must collect sexual orientation and gender-identity demographic information and produce a report summarizing this information. This law also requires that the data collection process be reviewed regularly.

For further information see the New York City Commission on Human Rights website:
<https://www1.nyc.gov/site/cchr/index.page>

Collection of Gender Pronoun Information

Effective as of January 19, 2018, this law mandates a comprehensive review of City agency forms to determine whether to include voluntary questions regarding individuals' gender pronouns and if so, to update such forms. The Mayor's Office of Operations, Department of Social Services, Administration for Children's Services, Department of Homeless Services, Department of Health and Mental Hygiene, Department for the Aging, Department for Youth and Community Development, Department of Education and any other agencies designated by the Mayor will review and potentially collect voluntary gender pronoun information from residents.

For further information see New York City Mayor's Office of Operations website:
<https://www1.nyc.gov/site/operations/index.page>

Department of Correction Housing for Transgender, Gender Non-Binary, and Intersex Individuals

Effective as of July 27, 2019, this law mandates the Department of Correction to report on the housing decisions related to transgender, gender non-binary, and intersex individuals. The report is published on the Board of Corrections website and includes the number of such applications made, granted, denied, and appealed. The Board of Corrections will remove all personal identifiers when reporting housing decisions.

For further information see New York City Board of Correction website:
<https://www1.nyc.gov/site/boc/about/about.page>

Safe Workplace

Training for City Agencies to Promote Gender and Racial Equity

Effective as of September 8, 2017, this law mandates select City agencies to provide all of their employees with trainings on implicit bias, discrimination, cultural competency and structural inequity. Training covers topics such as gender, race and sexual orientation, and on how these factors impact the work of City agencies.

For further information see the New York City Commission on Human Rights website: <https://www1.nyc.gov/site/cchr/index.page>

Stop Sexual Harassment in New York City Act: Assessing Workplace Risk at City Agencies

Effective as of May 9, 2018, this law mandates the New York City Department of Citywide Administrative Services (DCAS) to conduct an ongoing assessment of risk factors associated with sexual harassment at City agencies. The goal of this assessment is to help provide a fair and safe work environment for all City workers. Agencies will submit their assessment to DCAS periodically.

For further information see New York City Department of Citywide Administrative Services website: <https://www1.nyc.gov/site/dcas/index.page>

Stop Sexual Harassment in NYC Act: Climate Survey at City Agencies

Effective as of August 7, 2018, this law requires the New York City Department of Citywide Administrative Services (DCAS) to develop a voluntary survey on sexual harassment to be administered to all City agencies. This survey will assess City employees' general awareness and knowledge of the City's equal employment opportunity policy (EEO) including sexual harassment policies and prevention. The climate survey distribution will begin on September 31, 2018 and end on or before July 31, 2024. The survey will continue to be administered to all City employees on or before July 31 every four years thereafter.

For further information see New York City Department of Citywide Administrative Services website: <https://www1.nyc.gov/site/dcas/index.page>

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Advancing Gender Equity

through Executive
Orders, Directives and
Programs: 2014-2020



**Commission on
Gender Equity**

OCTOBER 2021

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Introduction

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

Executive Orders and Directives

Commission on Gender Equity

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

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

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

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

Minority and Women-Owned Business Enterprises

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

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

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

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

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

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

Single-Sex Facilities at City Agencies

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

Salary History Ban for City's Workforce

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

Requiring a Social Indicators Report for Equity Review

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

Programs

Universal Pre-Kindergarten and 3-K for All

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

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

Task Force on Racial Inclusion and Equity

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

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Appendix B

CGE Testimony before the New York City Council

- I **The Mental Health Impact of COVID-19 on Women as Caregivers** before the Committees on Women and Gender Equity and Mental Health, Disabilities and Addiction. Virtual Hearing. Friday, October 8, 2021

- II **Menstrual Equity in New York City** before the Committee on Women and Gender Equity. In-person Hearing. Tuesday, September 14, 2021

- III **Street Harassment Advisory Board** before the Committee on Women and Gender Equity. Written testimony submitted to Virtual Hearing, Monday, November 29, 2021



Testimony

of

**Jacqueline M. Ebanks
Executive Director, Commission on Gender Equity**

before the

**New York City Council
Committee on Women and Gender Equity
Committee on Mental Health, Disabilities and Addiction
Oversight Hearing**

on

The Mental Health Impact of COVID-19 on Women as Caregivers

**Friday, October 8, 2021
Virtual Hearing**

Introduction

Good morning, Chair Diaz, Chair Louis, and members of the Committees on Women and Gender Equity and on Mental Health, Disabilities and Addiction.

I am Jacqueline Ebanks, Executive Director of New York City's Commission on Gender Equity (CGE). In this role, I also serve as an advisor to the Mayor and First Lady on policies and issues affecting gender equity in New York City for all girls, women, transgender, and gender non-binary New Yorkers regardless of their ability, age, ethnicity/race, faith, gender expression, immigrant status, sexual orientation, and socioeconomic status.

My colleague, Dr. Chinazo Cunningham who is the Executive Deputy Commissioner for Mental Hygiene at Department of Health and Mental Hygiene, and I welcome this opportunity to discuss the Administration's efforts around the mental health impact of COVID-19 on women as caregivers.

The de Blasio Administration is steadfast in its commitment to promote equity, excellence and fairness for all New Yorkers and has converted its words into action to become a leader in protecting the rights of all New Yorkers regardless of gender identity, gender expression, or background.

It is within this context that CGE works to tear down equity barriers across New York City. CGE carries out its activities across three areas of focus within a human rights framework and using an intersectional lens. These areas of focus are:

- 1. Economic Mobility and Opportunity.** The goal is to create a City where people of all gender identities and gender expressions live economically secure lives and have access to opportunities to thrive.
- 2. Health and Reproductive Justice.** The goal is to foster a City free from gender- and race-based health disparities.
- 3. Safety.** The goal is to foster to a City free from gender- and race-based violence.

Gender Equity and the COVID-19 Recovery Survey Findings

By March 2020, the COVID-19 virus was spreading aggressively within New York City. As city agencies developed and implemented emergency and longer-term responses to the pandemic, the Commission on Gender Equity (CGE) focused on how best to inform and shape a gender equitable recovery, resulting in the release of CGE's **Gender Equity and COVID-19 Recovery Survey**.

This longitudinal survey was designed to better understand the COVID-19 recovery needs and experiences of New Yorkers and included both qualitative and quantitative questions that addressed CGE's three focus areas: Economic Mobility and Opportunity, Health and Reproductive Justice, and Safety. While we continue to prepare a full analysis of the data, I would like to share some insights we gained from the first survey distributed on June 10, 2020.

Respondents

Of the 1366 responses from the non-random sample, 64% were submitted by female identified individuals; 34% by male identified persons, and 2% by transgender and gender non-binary New Yorkers.

Economic Mobility and Opportunity

Financial hardships stemming from unemployment or fear of job loss, were prominent in survey responses. **Sixteen percent** of respondents indicated they were unemployed—**fifty one percent** of whom attributed that job loss to the pandemic. Responses showed a tension between the desire to find work and feeling unsafe in the workplace, forcing participants to make an uncomfortable choice between a loss of income and the risk of illness. Wealthier respondents generally were able to avoid this choice, as they were more likely to be able to work from home, and in some cases, temporarily leave the city.

The relevant predominant themes shared by participants included:

1. Stress around an inability to pay rent with fears of eviction
2. Concern that individuals will not be able to pay their bills once the extra \$600 unemployment benefits run out.

Caregiving

In their July 2019 report on Family Caregivers in New York City, the Center on Poverty and Social Policy noted that 16% of New Yorkers are family caregivers. For our non-random sample, 25% respondents indicated they were caregivers. These respondents indicated that between March and June of 2020, the childcare services that parents and caregivers previously relied on were suddenly either unavailable or perceived as unsafe in the face of the COVID-19 pandemic. This created additional stress, especially for those with limited social support and/or an inability to work from home.

Participants described many challenges with childcare ranging from feeling that remote education was a second job to feeling pressured to choose between continuing to work or care for their children in the home. In those early days of the pandemic, many participants expressed fear around returning to the office because of concern about contracting the virus and bringing it into the home, or leaving their children alone for remote education.

One respondent left the following comment:

“My spouse has not lost his job during the pandemic, but I was supposed to return from maternity leave, so while our household has been generally stable, I was not equipped or prepared to provide full time childcare and exacerbating this is that our old daycare is essentially providing us with minimal assistance and still charging us money. Not only that, no one has assured us or given us the impression that any expert knows how children fit into the pandemic puzzle and the result is that the government seems to be green lighting our childcare provider into stealing our money while giving us no reason to trust them to reopen safely. Additionally, I was on maternity leave at the start of the pandemic and now my job can't take me back but there is no other job out there for me-- at the moment. I would have to interview and find a job while I have 2 children to manage on my own and the result is that I'm not going to be able to look for a job and may get pushed out of my industry entirely. My male counterpart also is able to walk away at any moment for work and now my only job is maintaining house and children like I belong in the 1950s and signed up for this.”

Health and Reproductive Justice

In the Health and Reproductive Justice segment of our survey, many participants indicated that their overall health was “good” or better. However, the majority of respondents indicated they were struggling with significant mental health burdens in the first four months of the pandemic. Ninety-two percent (92%) of respondents indicated feeling anxious and eighty-four percent (84%) of respondents reported feeling depressed every day or nearly every day since the pandemic, with transgender and

non-binary people and women reporting comparatively higher rates than their male counterparts. Respondents gave myriad reasons for experiencing anxiety and depression. The most prevalent themes were:

- Loneliness and isolation
- For those who contracted COVID-19, many described not only the physical burden of the illness itself, but also expressed fear and anxiety around lingering symptoms, spreading the virus to someone else in the household, and lack of access to testing to confirm the infection.
- Additionally, many respondents who cared for either elderly family or immunocompromised members of their household also experienced greater anxiety, as the risk burden for going out to public to get groceries or other necessities left them wondering if they would bring the virus back into the home.
- Lastly, many respondents lost a family member or loved one to COVID-19 illness. Compounding the grief for the death itself, participants also shared the pain and sorrow for the inability to say goodbye in person.

Safety

Finally, in the Safety segment of the survey, New Yorkers reported being deeply fearful about their safety as the COVID-19 virus rapidly spread throughout New York City during the early months. Seven percent (7%) of respondents reported feeling unsafe at home, 53% reported feeling unsafe at work, and most predominantly, 70% reported feeling unsafe in public. Many respondents indicated that they felt much better working from home and hope teleworking options will continue in the future.

Recommendations

Through their quantitative and qualitative responses, survey respondents showed how COVID-19 affected and exacerbated hardships across all aspects of their lives; lives which were too often already impacted by histories of systemic oppressions and exploitation.

As we consider their responses, we gain insight into shaping an equitable COVID-19 recovery and post-COVID reality. We must advance new policies and programs that ensure that all women, and transgender and gender non-binary individuals, can live safe, healthy and economically secure lives. To that end, CGE made the following recommendations in its 2020 Annual Report: Advancing Gender Equity during Crisis.

To address issues of Economic Mobility and Opportunity, we recommend:

1. Institute universal healthcare and childcare
2. Raise the minimum wage and expand workers' bargaining rights
3. Eliminate gender and racial pay gaps

To address issues pertaining to Health and Reproductive Justice, we recommend:

1. Expand mental health services
2. With all health services, prioritize marginalized communities and those most vulnerable, including the aging

And finally, to address issues concerning Safety, we recommend:

1. Invest in restorative programs, in accordance with "Using Restorative Approaches to Address Intimate Partner Violence: A New York City Blueprint" released by the Center for Court Innovation in 2020. These programs should begin with a pilot and must have the following qualities:

- Be predicated on an individual survivor’s voluntary desire to engage in a restorative process.
- Be based in communities rather than referred through legal entities.
- Address structural oppression and incorporate community- and culturally-specific components.
- Have a dedicated funding structure that includes a mix of public and private funds.

Thank you for this opportunity to address this critical issue. I look forward to addressing any questions you may have. At this time, my colleague, Dr. Chinazo Cunningham, Executive Deputy Commissioner for Mental Hygiene at DOHMH, will now provide testimony.



Testimony

of

**Jacqueline M. Ebanks
Executive Director, Commission on Gender Equity**

before the

**New York City Council
Committee on Women and Gender Equity Oversight Hearing**

on

Menstrual Equity in New York City

**Tuesday, September 14, 2021
Committee Room, City Hall**

Introduction

Good morning, Chair Diaz, and members of the Committee on Women and Gender Equity.

I am Jacqueline Ebanks, Executive Director of New York City’s Commission on Gender Equity (CGE). In this role, I also serve as an advisor to the Mayor and First Lady on policies and issues affecting gender equity in New York City for all girls, women, transgender, and gender non-binary New Yorkers regardless of their ability, age, ethnicity/race, faith, gender expression, immigrant status, sexual orientation, and socioeconomic status.

The de Blasio Administration has been steadfast in its commitment to promote equity, excellence and fairness for all New Yorkers. From combatting workplace sexual harassment and discrimination on the basis of sexual orientation or gender identity, to enshrining rights for pregnant and parenting New Yorkers, to ensuring access to inclusive services and paid safe leave for survivors of domestic and gender-based violence, the Administration has converted its words into action to become a leader in protecting the rights of all New Yorkers regardless of gender identity, gender expression, or background.

It is within this context that CGE works to create a deep and lasting institutional commitment to tearing down equity barriers across New York City. CGE carries out its activities across three areas of focus within a human rights framework using an intersectional lens. These areas of focus are:

- 1. Economic Mobility and Opportunity.** The goal is to create a City where people of all gender identities and gender expressions live economically secure lives and have access to opportunities to thrive.
- 2. Health and Reproductive Justice.** The goal is to foster a City free from gender- and race-based health disparities.
- 3. Safety.** The goal is to foster to a City free from gender- and race-based violence.

Menstrual Equity: Why It Matters

Menstruation is a natural monthly occurrence, experienced by over half the population for much of their lives, and yet stigma and lack of access to menstrual products is still pervasive within our society.

Menstrual equity is the equal, safe and affordable access to menstrual products as well as ensuring that girls, women, and transgender and gender non-binary persons have the support and education to make informed choices on how to take care of their menstrual health. Although CGE addresses menstrual equity primarily within its health and reproductive justice focus area, we acknowledge that matters of economic mobility and opportunity and safety are inextricably related to menstrual equity and deeply affect quality of life.

Menstrual inequity is a gender and reproductive justice issue that disproportionately affects marginalized girls, women and transgender and gender non-binary persons including students, persons living in poverty, many of whom may be homeless and/or experience housing insecurity, persons who are justice involved, and persons in our foster care system.

Nationally, nearly a quarter of students experience period poverty according to a 2021 national survey on *The State of The Period*, with lower income and students of color (particularly Latinx)

disproportionately bearing the impact of lack of access to menstrual products.¹ Students overwhelmingly agreed that too many of their peers miss school time because they do not have the period product they need. In addition to access to menstrual products, students also cited struggling with period stigma in their school environment and need for more informed and open sexual health education that includes in-depth menstrual health education.

People living in poverty are directly affected by lack of access to menstrual products. It is estimated that women, girls, non-binary persons, and people of trans-experience who menstruate will have to spend well over \$1,000 in their lifetime on menstrual products.² Even those who may have access to public assistance programs such as WIC or SNAP still face challenges as those public benefits are not permitted to cover the cost of menstrual products.³ This is particularly problematic because many people need access to menstrual products after birth solely because of post-partum bleeding and discharge.

People experiencing housing insecurity or homelessness also often struggle to access menstrual. Despite the paucity of research, nationally we know that some face barriers, such as limitations on access to soap or a shower, and facility availability. It is also well documented that transgender and non-binary people can face particular challenges in sex-separated spaces, sometimes reporting being turned away, harassed or assaulted when seeking a place to sleep. Many avoid shelters, sometimes based on the perception that the shelters are unsafe or unsanitary.⁴ Furthermore, compared to the general population, transgender and non-binary people are more than twice as likely to live in poverty and more than three times as likely to be unemployed.⁵ Even in the absence of financial hardship, transgender and non-binary people bear the constant risk of violence and harassment in shared bathrooms and other public spaces.

Faced with barriers of poverty, homelessness and housing insecurity, and gender discrimination, girls, women, transgender, and gender non-binary person are often more likely to re-use, prolong use, or misuse menstrual products or other items (such as diapers, toilet paper, etc.) to manage their period. All of which can lead to infection, infertility, or life-threatening diseases such as Toxic Shock Syndrome. No one should have to compromise their education, economic opportunity or physical or mental health because they cannot equitably access the period products they need.

Implementing Menstrual Equity Laws

CGE testified in strong support of the Council's Menstrual Equity bills in 2016 and supported the State's elimination of the tampon tax that quickly followed the Council's action. Since the laws were enacted in 2016, agencies have implemented procurement and distribution processes to get the products to New Yorkers, in accordance with the laws.

The administration was also able quickly to modify these processes for COVID-19 when, in March 2020, New York City became the epicenter of the pandemic resulting in sudden economic hardship for many New Yorkers, including increased incidences of period poverty. Students who previously relied on obtaining menstrual products in schools were left without this resource in the context of a sudden shift

¹ <https://period.org/uploads/State-of-the-Period-2021.pdf>

² <https://www.aclu.org/report/unequal-price-periods>

³ <https://www.aclu.org/report/unequal-price-periods>

⁴ <https://www.aclu.org/report/unequal-price-periods>

⁵ <https://www.nbcnews.com/feature/nbc-out/transgender-men-pain-menstruation-more-just-physical-n111396>

to remote learning. In households where one or more parent may have lost a job, the additional cost of menstrual products could add unprecedented financial stress on families.

Heeding the call of student advocates, elected officials and the Department of Health and Mental Hygiene collaborated to distribute sanitary napkins to New Yorkers through the local Food Bank. In addition, the Department of Education ensured that menstrual products were available at food distribution centers located at public schools.

Moving Forward

Ensuring the availability and fair access of menstrual products for all New Yorkers falls within CGE's health and reproductive justice focus area, through which CGE seeks to ensure all New Yorkers live healthy lives with full bodily autonomy. This work is now more important than ever.

We are proud that New York City is among the first in the nation to address the issues of menstrual equity and period poverty by passing Local Laws 82, 83, and 84 of 2016 ensuring free menstrual products in schools, correctional facilities and shelters. To support implementation of these laws, and to address any gaps that exist or may arise, CGE will continue to collaborate with our colleagues at the DOE, DOC, DHS and DCAS by convening a Working Group on Menstrual Equity within the Gender Equity Inter-Agency Partnership, an inter-agency collaborative which advances intersectional gender-equitable policies and practices across city agencies. We anticipate convening the working group in October 2021, and will begin with an examination of current practices, and their efficacy, in distributing menstrual products to New Yorkers. We will also explore additional ways to meet New Yorkers' menstrual equity needs citywide.

Whether the lack of access to menstrual hygiene products derives from scarce funds, insufficient sexual health education, or other barriers of access—no one should go without necessary menstrual products. Everyone should have the opportunity to make informed decisions with fair access to the products that best meet the needs of their bodies. Menstrual equity is a key issue in the realms of public health, human rights, and gender and reproductive justice and must be addressed to advance gender equity for New Yorkers.

Thank you for inviting me to speak today. I look forward to continued conversations on this issue.



Testimony

of

**Jacqueline M. Ebanks
Executive Director, Commission on Gender Equity**

before the

**New York City Council
Committee on Women and Gender Equity**

on

Street Harassment Advisory Board

**Monday, November 29, 2021
Written Testimony submitted to Virtual Hearing**

Good morning, Chair Diaz, and members of the Committee on Women and Gender Equity.

I am Jacqueline Ebanks, Executive Director of New York City’s Commission on Gender Equity (CGE). In this role, I also serve as an advisor to the Mayor and the First Lady on policies and issues affecting gender equity in New York City for all girls, women, transgender, and gender non-binary New Yorkers regardless of their ability, age, ethnicity/race, faith, gender expression, immigrant status, sexual orientation, and socioeconomic status.

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Street Harassment

CGE applauds the Council’s effort to augment the Administration’s work to eliminate street harassment. The legislation, in its definition, rightly recognizes how intersecting forms of oppression manifest through this scourge, by explaining that the term “street harassment” means “unwanted or unwelcome disrespectful, offensive or threatening statements, gestures or other conduct directed at a natural person in public based on the person’s actual or perceived age, race, creed, color, national origin, gender, disability, sexual orientation or any other trait, status or condition.”

According to the Anti-Violence Project, an organization represented on our Commission, “this kind of harassment thrives in a culture and society where violence is common, accepted, and most often said to be the fault of the person experiencing it (victim-blaming). It limits people’s mobility, safety, access to public space and well-being and is a form of gender-based violence.”¹

Around the world, communities and organizations recognize the prevalence of street harassment and the ways it impacts and limits peoples’ lives. According to the United Nations, “available data suggest that the vast majority of women has experienced some form of unwanted sexual attention or sexual harassment in public spaces. Women and girls regularly experience sexual harassment and other forms of sexual violence in public spaces—on the streets, in and around public transport hubs, schools, workplaces, water distribution sites, public toilets and

¹ <https://www.antiviolenceproject.org/sexualized-harassment/>

parks. Moreover, many women street traders and vendors in open markets face violence and harassment on a daily basis.”²

Earlier this year, CGE partner L’Oréal Paris completed a 15-country survey about street harassment with a representative sample of around 1,000 women in each country. The results confirm once again that this is a pervasive and global problem. “Around 80 percent of women across the 15 countries said they’ve experienced street harassment.” Notably, this study included only women, ages 18 and up. The authors suggest, and other evidence shows, if teenagers and pre-teens were included and persons of all genders from the LGBTQ community and other targeted communities, these figures would be even higher. (Interestingly, 72 percent of women felt “harassers were emboldened to harass because of the increased anonymity a mask gave them.”)³

In 2018, the National Sexual Harassment and Assault Report, a nationally representative survey⁴ of approximately 1,000 women and 1,000 men, ages 18 and up found that women most frequently reported sexual harassment in a public space (66% of women), at their workplace (38% of women), and at their residence (35% of women). Men’s most frequently reported locations were a public space (19% of men), their school (14% of men), and for 13% of men their workplace, own residence, and by phone/text. Furthermore, a public space was the most frequently reported location for a person’s first experience of sexual harassment (37% of women and 29% of men) and the place where it occurred the most overall. These data show a disturbing and robust level of street harassment occurring throughout our nation.

While the difference in sexual harassment based on sexual orientation for women was not statistically significant, lesbian, and bisexual respondents reported experiencing each type slightly more than straight women. Notably, 42% of gay and bisexual men reported facing physically aggressive sexual harassment compared with 25% of straight men.

Persons with disabilities were significantly more likely to experience all forms of sexual harassment than people without disabilities. Urban women were significantly more likely than rural women to report experiencing sexual harassment in public settings (while the reverse held true for men).

The most frequently selected time for both women and men to first experience sexual abuse was when they were high school-age, 14 to 17 years old (27% women, 20% men). However, many people experienced it even earlier: 30% of women had experienced some form of sexual harassment and assault by age 13, as had 22% of men.⁵

Research and surveys focusing on smaller geographic areas and municipalities reflected similar trends. For example, when researchers examined 100 women’s and men’s experiences

²<https://www.unwomen.org/sites/default/files/Headquarters/Attachments/Sections/Library/Publications/2019/Addressing-violence-and-harassment-against-women-in-the-world-of-work-en.pdf>

³ <https://stopstreetharassment.org/2021/04/loreal2021study/>

⁴ <http://www.stopstreetharassment.org/wp-content/uploads/2018/01/2018-National-Sexual-Harassment-and-Assault-Report.pdf>

⁵ <http://www.stopstreetharassment.org/wp-content/uploads/2018/01/2018-National-Sexual-Harassment-and-Assault-Report.pdf>

with offensive speech in the California San Francisco Bay Area in the early 2000s, they found that 100 percent of the 54 women asked had been the target of offensive or sexually-suggestive remarks at least occasionally: 19 percent said every day, 43 percent said often, and 28 percent said sometimes.⁶ Another survey by the Los Angeles transit authority found in 2015 that 19% of riders have been harassed in the past year.⁷

It is vital to address the impacts that street harassment has on LGBTQ+ communities. In the US, the Anti-Violence Project compiled interviews of 1,036 survivors of hate violence that reported to 12 national AVP member programs in 2016. LGBTQ+ people of color were 2 times more likely than white LGBTQ+ folks to experience physically violent anti-LGBTQ+ harassment. Undocumented LGBTQ+ folks were 4 times more likely than other LGBTQ+ folks to experience anti-LGBTQ+ harassment.

These general trends surfaced in CGE’s survey of New Yorkers about the COVID-19 pandemic. We asked our non-representative sample New York City residents if they felt safe in public. Overall, 72% responded “no” (women: 74%, TGNB: 75%, men: 66%). When asked to elaborate, New Yorkers cited both sex-based and race-based harassment, for example:

- “The few times I had to take public transportation were somewhat scary: fewer people on the trains meant more criminally-minded males leering and deliberately approaching lone women, in direct contradiction of the orders to keep six feet apart.”
- “I am afraid of taking public transportation because of the increases in hate crime against Asian Americans.”
- “I’ve experienced more sexual harassment since the pandemic began. It’s making my mental health worse.”

Administration’s Response

Eliminating street harassment is a priority for this Administration, which has taken novel, decisive action. To educate New Yorkers about the many relevant protections in the recently strengthened New York City Human Rights Law, our colleagues at the Human Rights Commission (CCHR), have produced a number of know-your-rights materials and campaigns against street harassment. In “Harassment on the Street and in Other Public Spaces,” CCHR explains: “Under the New York City Human Rights Law, one of the strongest and broadest anti-discrimination laws in the country, women who visit, live, or work in NYC have the right to be free from discrimination and harassment as they go about their daily lives... “The NYC Human Rights Law prohibits gender-based harassment on the street, in public spaces, and in all types of public accommodations, such as restaurants and gyms.”⁸

CCHR also specifically targets harassment based on sexual orientation or gender identity: “LGBTQ individuals must be treated equally in the workplace, in housing, and in public spaces. It is illegal to harass, name-call, insult, refuse to serve, or intimidate someone because they are

⁶ <http://stopstreetharassment.org/resources/statistics/statistics-academic-studies/>

⁷ <https://stopstreetharassment.org/2015/08/launwantedtouching/>

⁸ https://www1.nyc.gov/assets/cchr/downloads/pdf/publications/CCHR_Women_FactSheet.pdf

LGBTQ.”⁹ And CCHR’s “While Black in NYC” campaign details New Yorkers’ right to be free from anti-Black harassment.¹⁰

Since our inception, CGE has worked in partnership with our colleagues at the Mayor’s Office to End Domestic and Gender-Based Violence on many of these issues described above, including ending street harassment. For example, we are currently in the middle of the initiative “16 Days of Activism Against Gender-Based Violence”, where CGE’s main effort is to train New Yorkers on how to intervene in street harassment.

For the second year in a row, CGE and ENDGBV are partnering with Hollaback! and L’Oréal Paris during the “16 Days” campaign to present "Stand Up Against Street Harassment" training sessions. Signing up for a bystander intervention training session or hosting a training gives participants tools to intervene safely when witnessing street harassment. In addition, ENDGBV will host the December 8 event "Gender-Based Violence (GBV) in the Community: What Is It and What Can We Do?" to help increase familiarity with various forms of GBV, including street harassment, and other intersecting interpersonal violence issues, the impact that interpersonal violence has on individuals and the community, and to hear about best practices that can be implemented in daily life to respond to survivors.

In recognition of this campaign, and in solidarity with the global campaign, tomorrow evening, iconic buildings and landmarks around the City will be lit up in orange lighting. These include City Hall, the World Trade Center, the Bank of America Tower, 4 Times Square, Gracie Mansion, the David Dinkins Municipal Building, Queens Borough Hall, Brooklyn Borough Hall, Staten Island Borough Hall and others.

CGE’s and ENDGBV’s partnership with Hollaback! against street harassment extends beyond the “16 Days” to serve New Yorkers year-round. In addition to offering and promoting bystander trainings, we are surveying and interviewing New Yorkers about their experiences with and preferences for bystander intervention in various street harassment situations. This work will result in recommendations for tools and materials to facilitate the efficacy of bystander intervention.

CONCLUSION

The Commission on Gender Equity welcomes this opportunity to supplement its efforts to reduce street harassment in New York City by learning more from stakeholders who will be part of the newly established Street Harassment Advisory Board.

Thank you for this opportunity to present testimony. We look forward to working with the Council to create safer streets for all New Yorkers.

⁹ https://www1.nyc.gov/assets/cchr/downloads/pdf/publications/LGBTQ_Brochure.pdf

¹⁰ <https://www1.nyc.gov/site/cchr/media/while-black-nyc.page>

www.nyc.gov/genderequity



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