

TESTIMONY OF JACQUELINE M. EBANKS
EXECUTIVE DIRECTOR, COMMISSION ON GENDER EQUITY
COMMITTEE ON WOMEN'S ISSUES OVERSIGHT HEARING: COMMISSION ON GENDER EQUITY

Good Morning, Chair Rosenthal, Council Members Ayala, Cumbo, Kallos, and Lander.

I am Jacqueline Ebanks, Executive Director of NYC'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 impacting gender equity in New York City.

Thank you for this opportunity to update you on the activities of the Commission since its creation in 2015. Codified into law in 2016, the City's Commission on Gender Equity is required to:

- Study the nature and extent of inequities facing women and girls in the city;
- Study their impact on the economic, civic, and social well-being of women and girls;
- Advise on ways to analyze the function and composition of city agencies through a gender-based lens and ways to develop equitable recruitment strategies;
- Make recommendations to the mayor and the council for the reduction of gender-based inequality;
- Report annually to the Mayor and the City Council, and
- Meet at least once every four months with one meeting open to the public

I am pleased to report that the Commission is now carrying out its responsibilities guided by its recently released 2018 – 2021 Strategic Plan. A copy of the Strategic Plan is provided for you along with this testimony. The plan presents the goals and strategies to advance gender equity within three focus areas: Economic Mobility and Opportunity, Health and Reproductive Justice, and Safety.

In the Economic Mobility and Opportunity focus area, 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. Our strategies for achieving this goal are:

- Closing the gender leadership gap at all levels in public, private, and nonprofit sectors.
- Closing the gender pay gap for all workers in all sectors.
- Defining and closing the gender asset and wealth gaps.

In the Health and Reproductive Justice focus area, the goal is a City free from gender- and race-based health disparities. Our strategies to achieve this goal are:

- Ensuring access to and affordability of comprehensive, culturally competent reproductive health care services for New Yorkers regardless of their gender identity or gender expression.

- Ensuring access to and affordability of comprehensive, culturally competent medical care for New Yorkers regardless of their gender identity or gender expression.
- Increasing access to sexual health education for New York City youth.

In Safety focus area, the goal is a New York City free from gender- and race-based violence. Our strategies for achieving this goal are:

- Ensuring short- and long-term safety and stability for domestic violence survivors, transgender and gender non-conforming people, and people in the LGBTQ+ community.
- Ensuring safe environments for persons of all gender identities and gender expressions in public and private spaces.
- Ending human trafficking starting in, passing through, or ending in New York City.

To successfully carry out its plan, CGE operates within three guiding principles:

- Recognizes the diversity of gender, including gender identity and expression.
- Uses an intersectional lens. This means that the Commission's populations of focus are: girls, women, and transgender and gender non-conforming individuals regardless of ability, age, ethnicity/race, faith, gender expression, immigrant status, sexual orientation, and socio-economic status.
- 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.

The culmination of the Commission's Strategic Plan is the creation of the NYC Gender Equity Inter-agency Partnership, which held its kick-off meeting on November 13th. The Inter-Agency Partnership is comprised of senior-level representatives across all city agencies who will work together to develop, advocate for, and implement an integrated and sustainable approach to achieving gender equity in New York City. This will ensure that the work of the Commission goes beyond the creation of initiatives and programs toward building broader systemic and culture change.

In closing, I would like to thank you, again, for this opportunity to share the Commission's progress and plans. I look forward to working with the City Council to advance gender equity in NYC.

ADVANCING GENDER EQUITY IN NEW YORK CITY

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2018-2021 STRATEGIC PLAN

COMMISSION ON GENDER EQUITY

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

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

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

- **Study the nature and extent of inequities facing women, girls and TGNC individuals in the City and their impact on the economic, civic, and social well-being of women, girls and TGNC individuals.**
- **Advise on ways to analyze the function and composition of city agencies through a gender-based lens and ways to develop equitable recruitment strategies.**
- **Make recommendations to the Mayor and City Council for the reduction of gender-based inequality.**
- **Report annually to the Mayor and City Council on its activities over the previous twelve months, goals for the following year, and recommendations to advance gender equity.**

OPERATING PRINCIPLES

To successfully carry out its mandate, CGE:

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

2018 -2021 STRATEGIC PLAN: GOALS, STRATEGIES, AND INITIATIVES

The Commission on Gender Equity's 2018 - 2021 Strategic Plan was informed by the Administration's priorities of equity and fairness, expert interviews, data collection and analysis, and two strategic planning retreats with CGE Commissioners and City agency representatives.

Through this process, the following goals, strategies, and initiatives to advance gender equity in NYC between 2018 and 2021 were developed.

ECONOMIC MOBILITY AND OPPORTUNITY

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

STRATEGY ①

Close gender leadership gap at all levels in public, private, and nonprofit sectors.

LEAD INITIATIVE: Continue to work to increase gender and racial representation on community boards and mayoral commissions

STRATEGY ②

Close the gender pay gap for all workers in all sectors.

LEAD INITIATIVE: Reduce gender pay gap among municipal workers

STRATEGY ③

Define and close the gender asset and wealth gaps.

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

HEALTH AND REPRODUCTIVE JUSTICE

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

STRATEGY ①

Ensure access to and affordability of comprehensive, culturally competent reproductive health care services for New Yorkers regardless of their gender identity or gender expression.

LEAD INITIATIVE: Reduce infant and maternal mortality rates in Black and Latino communities

2018 -2021 STRATEGIC PLAN: GOALS, STRATEGIES, AND INITIATIVES (CONT'D)

HEALTH AND REPRODUCTIVE JUSTICE (CONT'D)

STRATEGY ②

Ensure access to and affordability of comprehensive, culturally competent medical care for New Yorkers regardless of their gender identity or gender expression.

LEAD INITIATIVE: Identify professional development and skills gaps at public hospitals and emergency service providers; advocate for such services at medical facilities receiving federal benefits

STRATEGY ③

Increase access to sexual health education for New York City youth.

LEAD INITIATIVE: Support the implementation of sexual health education program in NYC public schools based on recommendations from the NYC Sexual Health Education Task Force

SAFETY

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

STRATEGY ①

Ensure short- and long-term safety and stability for domestic violence survivors, transgender and gender non-conforming people, and people in the LGBTQ+ community.

LEAD INITIATIVE: Increase available supportive housing units and support services dedicated to vulnerable populations that often have limited options for short- and long-term housing.

STRATEGY ②

Ensure safe environments for persons of all gender identities and gender expressions in public and private spaces.

LEAD INITIATIVE: Identify professional development and skills gaps within the city workforce to enhance recognition of and promote prompt responses to gender-based and race-based violence; create a cross-sector and inter-agency collaborative to work with community members to combat gender-based violence.

STRATEGY ③

End human trafficking starting in, passing through, or ending in New York City.

LEAD INITIATIVE: Create public education campaign on the prevention of human trafficking, both labor and sex trafficking

TAKING ACTION

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

POLICY, LEGISLATION, ADVOCACY

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

INTER-AGENCY AND CROSS-SECTOR COLLABORATIONS

CGE brings together domestic and international advocates, community members, philanthropic leaders, city agencies, and business leaders to solicit input on its focus areas, identify solutions, and explore partnerships to remove barriers to gender equity.

RESEARCH, ANALYSIS, AND PUBLICATIONS

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

PUBLIC EDUCATION AND ENGAGEMENT

CGE leads and participates in several public forums and presentations to engage and inform New Yorkers about gender equity and solicit input from local communities about ways in which advancing gender equity would improve their lives.

NYC GENDER EQUITY INTER-AGENCY PARTNERSHIP

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

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

As of September 25th, 2018

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www.nyc.gov/genderequity



**New York City Council, Committee on Women
Oversight - NYC Commission on Gender Equity**

**Remarks by Cidra M. Sebastien, Associate Executive Director
The Brotherhood/Sister Sol
November 21, 2018**

As the Commission on Gender Equity is an advisory body that supports City agencies in dismantling institutional barriers for women, girls, and New Yorkers of all gender identities and expressions, its focus aligns with recommendations that have come out of the Young Women's Initiative (YWI) as well as youth organizing efforts at The Brotherhood/Sister Sol (Bro/Sis).

For 20 years, Bro/Sis has provided long-term investment in girls and young women in Harlem and citywide. Our work with YWI was an opportunity to deepen that work on a citywide level and create an opportunity for our members to have direct impact in a citywide engagement to ensure girls are heard and centered in policy and funding decisions. There were key recommendations from YWI that included gender equity oversight and improvements to public education.

One such recommendation was for each city agency to appoint a Gender Equity Liaison as an effort to ensure LGBTQ and TGNC inclusion at agencies to consistently keep girls, young women and gender non-conforming youth at the center of policies and funding. There were several recommendations related to culturally relevant and gender affirming curricula as well as school climate.

We know from research by Dr. Monique W. Morris and the African American Policy Forum that Black and Latina girls are disproportionately disciplined, including suspension and arrests, than other groups of girls in schools. We also know from Manhattan Borough President Gale Brewer's 2017 report entitled *WHO'S CARING: The state of school-based mental health care in NYC schools* that data "point[s] toward better outcomes for students and teachers when there is greater access to mental health care providers on-site." And yet with all this information, in Manhattan alone for school year 2016, "there were 177,000 students and only 221 school-based social workers in just 164 schools. That breaks down to roughly one social worker for every 800 students. Citywide, the DOE employs 1,183 social workers in New York City public schools, or approximately one for every 900 students."

Young people of The Brotherhood/Sister Sol, specifically our young women in our Liberation Program for youth activists and organizers, have personal accounts of what happens when there are more security officers and NYPD in their schools than guidance counselors and therapists. They have even shared their stories during the NYCLU Museum of Broken Windows in September 2018.

For this reason, youth members have launched an organizing campaign seeking the following demands by 2020:

- An increase by 20% (or more) of student support staff – guidance counselors, therapists, social workers, career and college advisors
- Appropriate increase to the NYC public school budget specifically for these position
- A freeze on hiring additional school safety agents

We believe bringing these demands to fruition will greatly improve school climate and the total wellness for girls as well as all students in New York City public schools. We want the New York City Council's Committee on Women and the NYC Commission on Gender Equity to be aware of and support this necessary youth-led campaign.

ABOUT The Brotherhood/Sister Sol:

The Brotherhood/Sister Sol (Bro/Sis) is a social justice organization that since 1995 has been committed to working to respond to inequality, to train young people to become empowered as social change agents, and to work to expand a vision of equity, racial and economic justice - and opportunity and access for all.

We are deeply rooted in teaching young people to: form and hone a moral and ethical code and to undergo a political transformation that leads to understanding the inequity that our youth face directly, as well as those around the world, so that through this education they can become social change makers. They confront issues of racism, sexism, homophobia, hyper masculinity/patriarchy and poverty. In addition, the organization works to seek broad policy change with regards to three main issues: to ensure policing that adheres to the US constitution; issues of educational access for economically poor children from communities of color; and environmental justice issues including providing a farmers' market in our community, one fresh food deprived.

Bro/Sis is unique in that: 1) We are an evidence-based program that serves young people of color from economically poor communities and are seen as a model for the nation; 2) We affect policy conversations on issues that directly effect our membership on a New York City and national level; and 3) We publish curricula and educate and train direct service providers and educators across New York, the nation and internationally and partner with NYC's Department of Education to build schools based on our youth model.

CONTACT FOR MORE CAMPAIGN DETAILS:

* Cidra M. Sebastien, Associate Executive Director
cms@brotherhood-sistersol.org

* Marsha Jean-Charles, Lead Organizer & Liberation Program
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November 21, 2018

Testimony by Voices of Women (VOW) member Elizabeth Cohen for:
The New York City Council – Oversight: NYC Commission on Gender Equity
November 21, 2018 10:00am

The two largest groups of people living in poverty in this city are families headed by single parents, followed by older women living alone. The impact of this is felt by society at large. Single women head the majority of households; they raise and support children, and in many cases care for their aging parents. When women are not treated equitably their families suffer as well and society is deprived of their contributions. Yet as a woman and a member of this group my cultural training is to consider the needs of others first and put them ahead of my own needs. While I am glad the commission has broadened the scope to be more inclusive, I feel it is important to make conscious this largely unspoken assumption and not lose sight of the fact that women comprise the largest two groups impacted by inequitable treatment. As Abigail Adams wrote to her husband John 150 years before women got the right to vote:

"I long to hear that you have declared an independency. And, by the way, in the new code of laws, which I suppose it will be necessary for you to make, I desire you would remember the ladies and be more generous and favorable to them than your ancestors. Do not put such unlimited power into the hands of the husbands. Remember, all men would be tyrants if they could. If particular care and attention is not paid to the ladies, we are determined to foment a rebellion, and will not hold ourselves bound by any laws in which we have no voice or representation."

The work of women is largely taken for granted and devalued. There is still the largely unspoken idea that a woman who is taking care her children does not have a job and is not engaged in meaningful work. Nowhere is this more apparent than in the way that Social Security treats divorced women in terms of retirement benefits and helps ensure that older divorced women who have been married for at least 10 years and probably worked as the caregiver of their children get significantly less than their husbands and likely help explain why the 2nd largest group living in poverty is older women. In effect women who have worked at a wage-paying job and then worked at the non wage-paying job of caring for children are penalized for it and worse off, especially in light of the fact that women earn less than men do on the dollar. Keep in mind that women as a group hold lower paying jobs than men and may not be able to afford to continue to work for pay, because they cannot afford childcare. The Social Security website says the following:

"If your ex-spouse is eligible for retirement benefits on their own record, we will pay that amount first. If the benefit on your record is higher, they will get an

additional amount on your record so that the combination of benefits equals that higher amount."

It is important to recognize that the "additional amount on your record" refers only to the years during which the couple was married. The husband gets the benefit of the wife's free childcare and 100% of his earnings for his entire work history. The end result is older women who are poor.

This is not the only way in ^{which} collaterally women are hurt by their invisibility and unspoken role as selfless supporters. Women who are mothers fall through the cracks in programs like the Senior Citizen Rent Increase Exemption or SCRIE program and again in the Disability Rent Increase Exemption or DRIE program.

Divorced and Single women who are heads of households earn less than men and struggle to house and feed themselves and their children but are not eligible to apply for the SCRIE program until they are 62 years old although they may qualify financially for it. It would be beneficial to many women to lower the age requirement for eligibility substantially and would help them stay housed and make ends meet. Please keep in mind that women younger than 62 who are heads of households may be shouldering the burden of putting their children through school.

The DRIE program only benefits households where the primary tenant is disabled, but not families, which include a disabled child, as many women headed household do. The eligibility for this program should include families that have a disabled member in them.

There is also a need to provide training opportunities for women who are middle aged and programs providing entry into good paying jobs. When women who have been single heads of households have raised their children they become older women who need to provide for themselves. They are older and having given to others their skills and training need to be brought current to be able to find a job that pays well enough for them to live. Women who are middle aged are often pressed with the needs of others and yet limited as to opportunities for themselves employers often do not recognize that their life experience brings added value to their work. Colleges and training programs often see older women ^{as} and a waste of their time, because they have less time left to practice in the field. The reality is that middle-aged women have made some amazing contributions to society. We are old but not senior citizens, and we need support to help us and our families survive economically and credit for the unpaid work we do. These are just a few examples of the ways in which programs designed to help unconsciously utilize criterion which makes women who are heads of households and older middle aged women ineligible for assistance, marginalizes them and puts them in poverty.



November 22, 2018

Honorable Chairperson Helen Rosenthal and committee members

Thank you for the opportunity to participate in this annual oversight hearing of the Commission on Gender Equity. I am Mary Luke, President of the Metropolitan New York Chapter of the US National Committee for UN Women. I am pleased to have testified three years ago when the Commission on Gender Equity was first created, and am proud to be here to attest to its progress and achievements.

CGE is mandated to address issues of inequity and discrimination facing girls, women and transgender and gender-non conforming individuals. These inequities must be addressed regardless of age, class, ethnicity, immigration status, sexual orientation, socioeconomic status, and physical and mental ability.

As a partner, I want to recognize key achievements of the CGE, under the dynamic leadership of Executive Director Jacqueline Ebanks:

- The publication of Gender Equity Matters, Annual Report 2015-2017
- The partnership with gender equity liaisons in five city agencies, creating a better understanding of what is gender equity
- Working with key partners to publish "Leveling the Playing Field", to draw attention to best practices for gender pay equity in the workplace.
- Leadership on the city wide Sexual Health Education Taskforce
- Member of the DOHMH's new Maternal Morbidity and Mortality Steering Committee
- In concert with UN's annual campaign to address violence against women and girls, CGE designed and led its own citywide campaign of the 16 Days of Activism against Gender-based Violence, to involve communities to discuss and take action to prevent violence against women and girls. This campaign has involved city agencies and civil society in every borough.

A strategic plan is undergoing review, focusing on 3 key priorities are consistent with UN Women's priorities: Economic mobility and opportunity; health and reproductive justice, and Safety

CGE and CEDAW the Convention on the Elimination of Discrimination against Women.

The NYC 4 CEDAW coalition is proud to work with CGE and other partners to advocate for CEDAW and its human rights principles which proposes to eliminate discrimination. While CEDAW is a 1970's document that initially recognized gender as a binary of women and men, it has been amended through General Recommendations to further include LGBTQ, transgender, gender non-conforming and Cisgender people. It should be understood in the same way that New York City Law recognizes the diversity of gender. We also want to recognize intersectionality and other forms of discrimination that also impact upon gender discrimination.

The NYC4CEDAW Act is part of a national Cities for CEDAW campaign that uses CEDAW as an overarching framework for advancing political and economic equality for women in the US at the local level. By framing local concerns of gender equality and inclusion in a human rights context, NYC4CEDAW underscores the importance of gender responsive policies in NYC.

Our goal is to ensure that women, especially marginalized women will have access to gender-sensitive policies, programs and services that are based on human rights principles.

We recommend that New York City (with the support of CGE) incorporate a human rights framework based on the principles of CEDAW to prevent discrimination and ensure equal rights and opportunities for all women. Specific recommendations:

1. Inclusion of women in the planning and evaluation of programs

The participation of women, LGBTQ, transgender, Cisgender people in the planning and evaluation of policies and programs. Civil society should have the opportunity to contribute to planning and improving programs to meet the needs of women and diverse communities by reviewing reports to assess the impact of programs on women and recommend improvements. Such reports should be based on gender assessment, using sex-and race- disaggregated data. Analyzing data that is disaggregated by gender and race is critical in order to obtain a true picture of how services and programs are accessed and utilized,

2. Foster civic engagement through a participatory gender-responsive budgeting

Gender-responsive budgeting is not about creating separate budgets for women, or solely increasing spending on women's programs. Rather, gender-responsive budgeting seeks to ensure that the collection and allocation of public resources is carried out in ways that are effective and contribute to advancing gender equality and women's empowerment. Gender-responsive budgeting should be based on in-depth analysis that identifies effective interventions for implementing policies and laws that advance women's rights.

3. Women must have equal access to and representation in management positions, on boards and commissions.

Having women represented in all levels of management and decision-making, and ensuring diversity in boards and commissions is of particular importance to ensure that gender equality is integrated into the planning and budgeting processes and that public budget revenues and expenditures benefit women and men equally.

As Mayor Bill de Blasio stated on the release of a report to the UN on social goals: "New York is on track to become one of the more equitable, healthier and safer cities in the world". By having CEDAW formally as a fundamental human rights framework, New York, an international city and home to the United Nations, will establish itself as a premiere city in the United States, which affirms that **gender discrimination holds no place in New York City.**

Honorable Commissioners, I thank you again for this opportunity and together let us work to make OUR City the preeminent CEDAW city that is responsive to the needs of ALL women.

Testimony of Judith Cuthchin, RN
NYSNA President of H&H Executive Council and Mayorals
Oversight - NYC Commission on Gender Equity
November 21, 2018
250 Broadway - Committee Rm, 14th Fl.

We would like to thank the Commission for taking time to hear from the citizens and residents of New York City. Good Afternoon. My name is Judith Cuthchin. I am a registered nurse working at Woodhull Hospital for almost 27 years, and a RN for 28 years. I am also the New York State Nurses Association President for H & H Executive Council and Mayorals Hospitals representing over 9,000 nurses. New York State nurses support the Convention on the Elimination of Discrimination against Women, also known as NYC4CEDAW.

CEDAW is an international treaty that defines various types of discrimination against girls and women and establishes guidelines governments can follow to end this discrimination. To date, 189 countries have ratified CEDAW, while 99 have signed. US representatives at the UN have only signed CEDAW and the treaty has no binding effect on US laws and policies. 'Cities for CEDAW' is attempting to propel CEDAW compliance nationwide, at the local levels. So far, 9 cities have adopted the CEDAW framework and over 25 cities have passed resolutions leading to full ordinance.

CEDAW's core objective is to propel governments to eliminate all forms of discrimination against all women and girls in New York City. NYC4CEDAW proposes investigating city agencies to identify city laws and policies where discrimination against girls and women can be found, work with the public and government to perform community need assessments, and to create a plan of implementations and accountability to improve practices.

Article 1. Defines discrimination against women as any "distinction, exclusion, or restriction made on the basis of sex which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women, irrespective of marital status, on the basis of equality between men and women, of human rights

or fundamental freedom in the political, economic, social, cultural, civil, or any other field."

Article 5. Recognizes the role of culture and tradition, and calls for the elimination of sex role stereotyping.

Article 11. Mandates the end of discrimination in the field of employment...

Article 12. Requires steps to eliminate discrimination from the field of health care, including access to family planning..... these services must be free of charge.

We believe implementing the CEDAW framework we can improve individual and population health while advancing health equity.

Women represent over half of the New York City population and are represented in every household. Discrimination against women affects all New Yorkers.

Including the NYC4CEDAW framework in the city's charter is the best way for NYC to demonstrate their commitment to eliminating discrimination against girls and women; adding transparency and compliance to existing nondiscrimination laws and helps NY take active steps toward preventing discrimination.

Thank you Commissioners for considering this proposal and incorporating a human rights framework in New York City's Charter guided by the principles of NYC4CEDAW NYC can and should lead the country in declaring the end of discrimination against women and girls.



New York City for CEDAW Act

Convention on the Elimination of All Forms of Discrimination against Women
Ensuring equal rights & protection for the women and girls of NYC.

My name is Sheila Katzman. I am president of the International Association of Women in Radio and Television –USA and chair of the NYC4CEDAW Act. CEDAW (Convention on the Elimination of All Forms Discrimination against Women). Thank you to the Committee On Women for inviting NYC4CEDAW Act team to participate in this important Hearing of the Oversight of the NYC Commission on Gender Equity - CGE.

To borrow the quote of the first lady of New York, cited in this Committee's report for this meeting, "We will accept nothing less than the full inclusion of women and girls of all ethnicities in our city... economically, socially and politically." CEDAW has a very wide ambit, which includes guiding principles of basic fundamental rights of economic, social, political, cultural and civic.

IAWRT is made up of professional women working in the electronic and allied media and part of our mandate is to advocate for the empowerment of journalists globally.

I am happy to read in the report published for this hearing of the tremendous amount of action taking place around gender equity in this City. So much has been achieved and we want to really say how appreciative we are of the Committee and of the CGE.

I read with great interest the synopsis of the CGE 2018-2021 Strategic Plan of September 2018. The three areas highlighted from the guiding principles which includes the recognition of diversity of gender; 2) taking the fluidity of gender as a mantra going forward stating, women, girls, transgender and gender nonconforming individuals, regardless of age, ethnicity/race, religious persuasion, gender expression, immigrant status, sexual orientation and socioeconomic status; 3) ensuring the development and implementation of best practices in gender equitable policies and programs for the City's workforce and residents. These falls within the basic fundamental rights of CEDAW.

Also, the intersection of race is critical because Women of Color may not have the same experiences as White Women. Which means, this has to be worked out as CGE works to define gender.

CEDAW offers a human rights framework to institutionalize new ways of thinking across City government about equitable distribution of government resources, taking into account how gender identities and expressions intersect with identities such as race, disability, immigration status, sexual orientation, and age. In our view, every City agency should have the capabilities to report disaggregated data about these findings. This proposal envisions extending permanent positions (to exceed the current one-year commitment) for gender equity liaisons in city agencies that will be accountable for targeted and ongoing gender analyses and associated efforts.

On the matter of Gender Equity Liaisons and their responsibility to develop a definition for gender equity, developing goals and indicators of measuring gender equity, and in

New York City for CEDAW Act

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NYC4CEDAW@gmail.com • <http://NYC4CEDAW.org>

defining, collecting and analyzing, etc. I would like to recommend they look to CEDAW articles and the General Recommendations, as the SDGs. And, for the first time in the history of this City, all city departments are coming together with a common goal for a city of gender equity. I would like to recommend that the Commission refers to the exceptional work being done in the Global Vision/Urban Department in the Mayor's office on the SDGs that was shared at the German Mission to the United Nations recently.

CEDAW is an international human rights treaty that represents an international consensus on what constitutes discrimination against women. It was relevant when it was adopted at the UN in 1979 and is even more relevant today with its numerous general recommendations keeping up with the times and the fluidity of gender. While the United States has signed the CEDAW Treaty, it has not ratified it, making the US the only democracy to not do so. The first seventeen articles of CEDAW (see attached) form a framework or gender lens through which government actions can be viewed.

This initiative represents a belief in public participation as a vehicle for change. All analyses, whether it be gender or legal, must be available for public scrutiny, input, and feedback. There are many activities of the government for which members of the public, especially program recipients, have a unique perspective. There is also much expertise in the community to independently identify both problems and solutions.

Implementation was mentioned twice on pages 6 and 9 and that is very welcoming to see that word. Funds and resources will be needed to staff the implementing commission and training for agency staff to understand using a gender lens and human rights framework in assessing agency's programs, budgets and employment practices, report writing, and publication.

IAWRT-USA is a Chapter of the IAWRT global organization formed by professional women working in electronic and allied media with a mission to strengthen initiatives towards ensuring women's views and values are an integral part of programming and to advance the impact of women in media. We organize conferences, implement projects, undertake activities, and collaborate with media organizations. It is a non-government organization (NGO), in consultative status with the United Nations Economic and Social Council (ECOSOC) and is accredited by the UN Department of Public Information.

IAWRT-USA is a 501(c) 3 charitable organization that is managed by a board, which oversees funding initiatives for member activities. Our Vision is to provide opportunities, share strategies and contribute to the development of women in broadcasting by sharing professional and technical knowledge, in order to advance the impact of women in media and the rights of women in general.

End.



TREATY SUMMARY

The CEDAW Treaty contains 30 articles that provide a practical blueprint to promote basic human rights, achieve progress and overcome barriers of discrimination against women and girls, while recognizing that it is up to each country to determine how best to bring their policies and laws in line with ending discrimination against women. A summary of the key articles follow:

Article 1: Definition of Discrimination. Defines discrimination against women to cover all facets of human rights and fundamental freedoms.

Article 2: Country duties. Countries must eliminate discriminatory laws, policies, and practices in the national legal framework.

Article 3: Equality. Women are fundamentally equal with men in all spheres of life. Countries must take measures to uphold women's equality in the political, social, economic, and cultural fields.

Article 4: Temporary special measures. Countries may implement temporary special measures to accelerate women's equality.

Article 5: Prejudice. Countries agree to modify or eliminate practices based on assumptions about the inferiority or superiority of either sex.

Article 6: Trafficking. Countries agree to take steps to suppress the exploitation of prostitution and trafficking in women.

Article 7: Political and public life. Women have an equal right to vote, hold public office, and participate in civil society.

Article 8: International work. Women have the right to work at the international level without discrimination.

Article 9: Nationality. Women have equal rights with men to acquire, change, or retain their nationality and that of their children.

Article 10: Education. Women have equal rights with men in education, including equal access to schools, vocational training, and scholarship opportunities.

Article 11: Employment. Women have equal rights in employment, including without discrimination on the basis of marital status or maternity.

Article 12: Health. Women have equal rights to affordable health care services.

Article 13: Economic and social life. Women have equal rights to family benefits, financial credit, and participation in recreational activities.

Article 14: Rural women. Rural women have the right to adequate living conditions, participation in development planning, and access to health care and education.

Article 15: Equality before the law. Women and men are equal before the law. Women have the legal right to enter contracts, own property, and choose their place of residence.

Article 16: Marriage and family. Women have equal rights with men in matters related to marriage and family relations.

Articles 17-24: The Committee on CEDAW and reporting procedures.

Articles 25-30: Administration of the Convention.



New York City for **CEDAW Act**
Convention on the Elimination of All Forms of Discrimination against Women
Ensuring equal rights & protection for the women and girls of NYC.

November 21, 2018

Esteemed Council Members, I welcome the opportunity to testify to the Committee on Women on the Oversight of the Commission on Gender Equality. My name is Howard Katzman and I represent New York City for CEDAW Act, a coalition of over three hundred community organizations advocating for an initiative to incorporate a Women's Bill of Rights into New York City law. I have been a member of the Steering Committee since 2014 and am responsible for Policy and Strategy.

We have been working with the Commission on Gender Equity since its formation in 2015 under the previous Executive Director and now with her successor. We believe the Commission on Gender Equity is an important component of our strategy for a New York City Woman's Bill of Rights.

The briefing paper for this hearing does a great service in outlining the history and attempts at achieving equity for women and girls of New York City. A women's commission has been a part of New York City government since 1975. The present Administration has broadened the mandate to incorporate our greater recognition that gender is not just a binary and expanding "women and girls" to "women, girls, transgender and intersex residents." We also applaud the recognition that other forms of discrimination layer upon gender discrimination – intersectionality.

In my presentation, there are three areas I would like to pursue. The first is defining a framework for a gender-based analysis of city agencies, second highlighting a procedure to facilitate analysis of agencies and third involving the public for a more complete gender analysis.

According to the briefing paper, the CGE, working with Gender Equity Liaisons (GEL) are tasked with defining and developing a gender equity framework in the work of city agencies. We advocate for basing the framework on the Convention on the Elimination of All Forms of Discrimination against Women, or CEDAW, the only international human

rights instrument that focuses on women and, in being ratified by 189 countries, represents an international consensus on the definition of gender equity. We recommend using the Articles and General Recommendations of CEDAW to develop a framework for a gender analysis of city agencies. This framework would help accomplish the three major tasks listed in the briefing:

1. Developing a definition of gender equity,
2. Developing a set of goals and indicators for measurement, and
3. Gathering and analyzing the data.

Doing a gender analysis would be too complicated for a centralized body not based within the city agencies to maintain. Instead, each agency could become responsible for their own gender analysis. They would use the ensuing framework and include the analysis when performing other project assessments. GELs would be trained to oversee the process, assisting their agencies in carrying out analysis.

The public is important and should not be overlooked, but be involved in the process. Oftentimes, the perceptions of implementors of programs differ from those of recipients. The public will be able to point out any missing issues from the reports. To this end, we are advocating that the yearly reports be made available to the public. The report could be available on the web. Community organizations can use it as outreach to their clients. Agencies can also distribute their section of the report to their clients and their workers. Responses from the public could be submitted to the CGE.

We are grateful for the attention the New York City for CEDAW Act initiative has received from Council Members, particularly the Chair of the Committee on Women, and the Commission on Gender Equity, particularly the Executive Director. We look forward to an ongoing relationship. Thank you for this opportunity to submit our ideas.

Howard Katzman
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212.461.0244



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