Legislation Details (With Text)

File #:	Int 0179-2022 **Version:** A	**Name:**	A report on the role of women and gender non-binary, non-conforming, and intersex workers in nontraditional careers.
Type:	Introduction	**Status:**	Enacted
		In control:	Committee on Women and Gender Equity
On agenda:	4/14/2022		
Enactment date:	11/12/2022	**Enactment #:**	2022/106

Title: A Local Law in relation to a report on the role of women and gender non-binary, non-conforming, and intersex workers in nontraditional careers

Sponsors: Francisco P. Moya, Tiffany Cabán, Althea V. Stevens, Amanda Farías, Kristin Richardson Jordan, Julie Menin, Julie Won, Carmen N. De La Rosa, Sandy Nurse, Erik D. Bottcher, Nantasha M. Williams, Crystal Hudson, Mercedes Narcisse, Shekar Krishnan, Kevin C. Riley, Selvena N. Brooks-Powers, Farah N. Louis, Pierina Ana Sanchez, Alexa Avilés, Shahana K. Hanif

Indexes: Report Required, Sunset Date Applies

Attachments: 1. Summary of Int. No. 179-A, 2. Summary of Int. No. 179, 3. Int. No. 179, 4. April 14, 2022 - Stated Meeting Agenda, 5. Hearing Transcript - Stated Meeting 4-14-22, 6. Minutes of the Stated Meeting - April 14, 2022, 7. Committee Report 4/19/22, 8. Hearing Testimony 4/19/22, 9. Hearing Transcript 4/19/22, 10. Proposed Int. No. 179-A - 5/13/22, 11. Committee Report 6/1/22, 12. Hearing Transcript 6/1/22, 13. June 2, 2022 - Stated Meeting Agenda, 14. Hearing Transcript - Stated Meeting 6-2-22, 15. Minutes of the Stated Meeting - June 2, 2022, 16. June 13, 2022 - Stated Meeting Agenda, 17. Hearing Transcript - Stated Meeting 6-13-22, 18. Minutes of the Stated Meeting - June 13, 2022, 19. June 16, 2022 - Stated Meeting Agenda, 20. Hearing Transcript - Stated Meeting 6-16-22, 21. Minutes of the Stated Meeting - June 16, 2022, 22. July 14, 2022 - Stated Meeting Agenda, 23. Hearing Transcript - Stated Meeting 7-14-22, 24. Minutes of the Stated Meeting - July 14, 2022, 25. August 11, 2022 - Stated Meeting Agenda, 26. Hearing Transcript - Stated Meeting 8-11-22, 27. Minutes of the Stated Meeting - August 11, 2022, 28. September 6, 2022 - Stated Meeting Agenda, 29. Hearing Transcript - Stated Meeting 9-6-22, 30. Minutes of the Stated Meeting - September 6, 2022, 31. September 14, 2022 - Stated Meeting Agenda, 32. Hearing Transcript - Stated Meeting 9-14-22, 33. Minutes of the Stated Meeting - September 14, 2022, 34. September 29, 2022 - Stated Meeting Agenda, 35. Hearing Transcript - Stated Meeting 9-29-22, 36. Minutes of the Stated Meeting - September 29, 2022, 37. October 12, 2022 - Stated Meeting Agenda, 38. Hearing Transcript - Stated Meeting 10-12-22, 39. Minutes of the Stated Meeting - October 12, 2022, 40. Committee Report - Stated Meeting, 41. Int. No. 179-A (FINAL), 42. Fiscal Impact Statement, 43. Legislative Documents - Letter to the Mayor, 44. Local Law 106

Date	Ver.	Action By	Action	Result
4/14/2022	*	City Council	Introduced by Council	
4/14/2022	*	City Council	Referred to Comm by Council	
4/19/2022	*	Committee on Women and Gender Equity	Hearing Held by Committee	
4/19/2022	*	Committee on Women and Gender Equity	Laid Over by Committee	
4/19/2022	*	Committee on Economic Development	Hearing Held by Committee	
4/19/2022	*	Committee on Economic Development	Laid Over by Committee	
4/19/2022	*	Committee on Civil Service and Labor	Hearing Held by Committee	

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4/19/2022	*	Committee on Civil Service and Labor	Laid Over by Committee	
6/1/2022	*	Committee on Women and Gender Equity	Hearing Held by Committee	
6/1/2022	A	Committee on Women and Gender Equity	Approved by Committee	Pass
6/1/2022	*	Committee on Women and Gender Equity	Amended by Committee	
6/1/2022	*	Committee on Women and Gender Equity	Amendment Proposed by Comm	
6/2/2022	A	City Council	Laid Over by Council	
6/13/2022	A	City Council	Laid Over by Council	
6/16/2022	A	City Council	Laid Over by Council	
7/14/2022	A	City Council	Laid Over by Council	
8/11/2022	A	City Council	Laid Over by Council	
9/6/2022	A	City Council	Laid Over by Council	
9/14/2022	A	City Council	Laid Over by Council	
9/29/2022	A	City Council	Laid Over by Council	
10/12/2022	A	City Council	Approved by Council	Pass
10/12/2022	A	City Council	Sent to Mayor by Council	
11/10/2022	A	City Council	Returned Unsigned by Mayor	
11/12/2022	A	Administration	City Charter Rule Adopted	

Int. No. 179-A

By Council Members Moya, Cabán, Stevens, Farías, Richardson Jordan, Menin, Won, De La Rosa, Nurse, Bottcher, Williams, Hudson, Narcisse, Krishnan, Riley, Brooks-Powers, Louis, Sanchez, Avilés and Hanif

A Local Law in relation to a report on the role of women and gender non-binary, non-conforming, and intersex workers in nontraditional careers

Be it enacted by the Council as follows:

Section 1. a. Definitions. For the purposes of this section, the following terms have the following meanings:

Nontraditional careers. The term “nontraditional careers” means industries that have traditionally hired a higher proportion of male employees, including, but not limited to, fields such as the construction, utilities, maintenance, green, and transportation industries.

Sustained negative work environment. The term “sustained negative work environment” means a negative, toxic, or hostile work environment or culture due to harassment, assault, or discrimination on the

basis of sexual orientation or gender.

b. No later than July 1, 2023, a city office to be designated by the mayor shall submit to the council and publish online a report containing the following information about the role of women and gender non-binary, non-conforming, and intersex workers in nontraditional careers:

1. A comprehensive review of the role of such individuals, including, but not limited to:

i. Issues related to recruitment and retention of such individuals;

ii. Issues related to sustained negative work environments for such individuals;

iii. How these environments value diversity, equity, and inclusion; and

iv. Other significant barriers to success for such individuals, where success is indicated by factors including, but not limited to, promotions, raises, continued employment, and reasonable accommodations;

2. Where feasible and to the extent possible without revealing personally identifiable information, demographic data related to the status of women and gender non-binary, non-conforming, and intersex workers in nontraditional careers, including, but not limited to, the following information:

i. The total number of individuals working in nontraditional careers in the city and the number of women and gender non-binary, non-conforming, and intersex workers in nontraditional careers, for the past ten years, disaggregated by year, gender, sexuality, race, ethnicity, zip code, and age;

ii. The total number of individuals in management positions who identify as women or gender non-binary, non-conforming, and intersex workers in nontraditional careers, for the past ten years, disaggregated by year;

iii. The average salary of women and gender non-binary, non-conforming, and intersex workers in nontraditional careers, for the past ten years, disaggregated by year, gender, sexuality, race, ethnicity, zip code, and age; and

iv. Current actions being taken to promote the inclusion of women and gender non-binary, non-conforming, and intersex workers in nontraditional careers, in each industry;

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3. An overview of city resources and information available to such individuals, and an overview of any actions and efforts underway to support such individuals in pursuing, obtaining, succeeding in, and staying in nontraditional careers; and

4. Recommendations for potential mechanisms, resources, and avenues to build upon existing resources, strengthen support, and to empower women and gender non-binary, non-conforming, and intersex workers to pursue and succeed in nontraditional careers, including, but not limited to, recommendations for policy and legislation.

c. Such report shall be created in consultation with the commission on gender equity, the city commission on human rights, the economic development corporation, the department of small business services, the department of consumer and worker protection, at least three individuals who are currently employed in a nontraditional career, at least two individuals who work at unions or organizations conducting work or research related to women and gender non-binary, non-conforming, and intersex workers in nontraditional careers, and at least one representative from a university or similar academic institution with academic experience and expertise in the study and analysis of labor markets and policy.

§ 2. This local law takes effect immediately.

Session 12
BM
LS# 2288
5/11/22 7:05 pm