



Legislation Text

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Int. No. 1500

By The Speaker (Council Member Mark-Viverito) and Council Members Cumbo, Johnson, Levin, Menchaca, Rosenthal, Rose and Koslowitz

A Local Law to amend the administrative code of the city of New York, in relation to gender and racial equity assessments

Be it enacted by the Council as follows:

Section 1. Chapter 1 of title 3 of the administrative code of the city of New York is amended by adding a new section 3-119 to read as follows:

§ 3-119 Gender and racial impacts. a. Definitions. For the purposes of this section, the following terms have the following meanings:

Gender. The term “gender” includes actual or perceived sex and shall also include a person’s gender identity, self-image, appearance, behavior, or expression, whether or not that gender identity, self-image, appearance, behavior or expression is different from that traditionally associated with the legal sex assigned to that person at birth.

Gender and racial equity assessment. The term “gender and racial equity assessment” means a systematic process of identifying policies and practices that may cause disparate outcomes on the basis of gender or race, carried out in consultation with the gender and racial equity committee established pursuant to this section.

Relevant city agencies. The term “relevant city agencies” means the department of health and mental hygiene, the administration for children’s services the department of social services/human resources administration, and any other agencies as determined by mayor.

b. Gender and racial equity assessment. Not later than July 1, 2018, relevant city agencies shall complete gender and racial equity assessments of their services and programs, employment practices, contracting practices and budgeting. Such assessments shall be submitted to the speaker and the gender and racial equity committee.

c. Gender and racial equity goals and action plan. Not later than January 1, 2019, relevant city agencies shall set goals to reduce the barriers that may cause disparate outcomes on the basis of gender or race that were identified in the findings of gender and racial assessments conducted by such agencies, and prepare a plan, in consultation with the gender and racial equity committee, to achieve such goals. Such plans shall be submitted to the speaker and the gender and racial equity committee.

d. Reporting requirement. Not later than July 1, 2019 and no later than July 1 every year thereafter, relevant city agencies shall report to the speaker and the gender and racial equity committee on their progress toward implementing their gender and racial equity action plan.

e. Gender and racial equity committee. 1. The mayor shall establish a gender and racial equity committee to advise the relevant city agencies with respect to the nature and scope of gender and racial equity assessments and the development and implementation of gender and racial equity action plans.

2. The committee shall consist of at least five members. The mayor shall appoint four members, including the chair of the committee, and the speaker shall appoint one member. Appointments to the committee shall occur within 90 days of the effective date of this section. Any vacancy in membership shall be filled in the same manner as the original appointment.

3. Prior to the completion of the action plans, the committee shall meet as often as needed, as determined by the committee in consultation with the mayor, but not less than quarterly. The committee shall meet as needed to review reports required pursuant to subdivision d of this section, and may make recommendations to the mayor and speaker based on such reports.

4. The committee shall cease to exist following its submission to the mayor and the speaker of any

recommendations it may make following its review of the third report required pursuant to paragraph d of this section.

§ 2. This local law shall take effect immediately.

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