



FOR THE RECORD

**Testimony of Chirlane McCray
First Lady of New York City and Co-Chair of the Commission on Gender Equity
April 24, 2017**

My name is Chirlane McCray, and I am the First Lady of New York City and Co-Chair of the Commission on Gender Equity (CGE). I am pleased to submit written testimony on behalf of CGE regarding Intro 1500.

The Commission on Gender Equity

In 2015, Mayor de Blasio established CGE through Executive Order 10, and in 2016, the City Council codified CGE into law through Local Law 67. CGE is charged with the mission “to study the nature and extent of inequities facing women and girls in the city; to study their impact on the economic, civic, and social well-being of women and girls; to advise on ways to analyze the function and composition of city agencies through a gender-based lens and ways to develop equitable recruitment strategies; and to make recommendations to the mayor and the council for the reduction of gender-based inequality.” Put simply, we are putting the full force of City government behind a coordinated and comprehensive effort to create a fifty-fifty future for *all* women and girls.

Commission members include professionals who have dedicated themselves to promoting gender-based equity, including Beverly Tillery, the Executive Director of the New York City Anti-Violence Project; Sonia Ossorio, the President of the National Organization for Women of New York; Council Members Crowley, Cumbo, Ferreras-Copeland, and Rosenthal; and Laura Popa, Deputy Chief of Staff for Legislation and Policy for City Council.

CGE’s Work

In February 2016, CGE hired its first Executive Director, Azadeh Khalili, and, in December 2016, a Senior Policy Advisor, Sara Shoener. The Commission’s work to advance gender equity is focused on three priority areas: economic equality, sexual and reproductive health, and public safety.

Economic Equality

“Leveraging the Paying Field” is a public-private partnership established by the Commission to address the gender-based wage gap. Through this initiative, the Commission advocated for policy initiatives such as the signing of Executive Order 21, which prohibits Mayoral agencies from asking job applicants about salary history, and the passage of Intro 1253-A, which prohibits New York City employers in both the private and public sectors from inquiring about the salary history of job applicants. The Commission also developed practice-based resources such as a

half-day training on the implementation of Executive Order 21, a guide on employer best practices for implementing pay equity strategies in the workplace, and a feasibility study examining the factors necessary to support the sustainability of woman-owned worker cooperatives in male-dominated sectors.

Sexual and Reproductive Health

The Commission's Access to Health Workgroup has been focusing its efforts on advocating for K-12 comprehensive sex education in New York City public schools. CGE has engaged experts across City agencies to assess fiscally and operationally feasible strategies for implementation, and looks forward to working with the City Council on the development of a Sexual Education Task Force, which was proposed in Int. No. 1028-A.

Public Safety

The Commission has worked closely with the New York Police Department, the Mayor's Office to Combat Domestic Violence, and the Mayor's Office of Criminal Justice to develop and implement the Domestic Violence Task Force, which I co-chair. The Task Force was launched with the aim of developing a citywide strategy for reducing domestic violence through four strategies: 1) preventing abusive behavior; 2) increasing early reporting; 3) improving criminal justice system responses; and 4) creating strategies for long-term violence reduction. The Task Force convened an array of experts from across the city to centralize knowledge regarding best practices, identify current challenges, and develop innovative solutions to end the scourge of domestic violence. Recommendations from the Task Force will begin to be implemented after their release later this month.

CGE continues to host quarterly Commission meetings and more frequent subcommittee meetings, and we are actively seeking a new Executive Director and Special Assistant, which is a new position at CGE. In December 2017, CGE will submit its first annual report.

CGE and Intro 1500

The proposed bill requires 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 determined by the Mayor to create a gender and racial equity assessment and action plan. The bill also requires the creation of a gender and racial equity committee to advise City agencies on the assessments and action plans, and meet on a quarterly basis.

The Commission supports the principles behind this bill and believes that CGE is well-equipped to handle the responsibilities requested of the proposed gender and racial equity committee. CGE has developed an infrastructure to perform this work in response to Local Law 67's articulation of CGE's responsibility "to advise on ways to analyze the function and composition of city agencies through a gender-based lens and ways to develop equitable recruitment strategies; and to make recommendations to the mayor and the council for the reduction of gender-based inequality."

An example of how CGE is already achieving the objectives outlined in Intro 1500 is our partnership with the Gender Equity Liaisons, which is funded by the Young Women's Initiative (YWI). In May 2015, Speaker Mark-Viverito announced the launch of YWI, which sought to develop a blueprint for investing in the future of young women and girls of color in New York City. After seven months of convening working groups, YWI published a series of recommendations. A primary overarching recommendation in the report was to "require each City agency to appoint a Gender Equity Liaison."

Five agencies were given funding to hire Gender Equity Liaisons for six months. Those agencies were the Department of Health and Mental Hygiene, the Department of Social Services, Housing Preservation and Development, the Department of Youth and Community Development, and the Department of Education. The first agency hired a Gender Equity Liaison in December 2016 and the final agency anticipates hiring a Gender Equity Liaison in April 2017.

CGE is currently working with the Liaisons' home agencies to ensure that everyone is pursuing the same goals, and achieving them as efficiently as possible. Specifically, CGE will perform four key role:

1. Articulate standardized goals, responsibilities, and strategic plans for the Gender Equity Liaisons;
2. Share information regarding relevant citywide policy and procedure changes, to ensure coordinated and even implementation;
3. Define, collect, analyze, and report meaningful activity and outcome measures in order to highlight progress and identify shortfalls; and
4. Assist in the coordination of meetings, communications, and collaborative work among the Liaisons.

The Commission looks forward to working with the City Council to develop a plan to ensure that CGE, the Young Women's Initiative, and the Mayor's Office of Operations are working as closely as possible to achieve our shared goals. Thank you for your time and the opportunity to submit testimony.



Testimony

of

Aletha Maybank, M.D., MPH

Deputy Commissioner, Center for Health Equity

New York City Department of Health and Mental Hygiene

before the

New York City Council Committee on Women's Issues

on

Introduction 1500-2017 and Introduction 1512-2017

April 24th, 2017

City Hall Committee Room

New York, NY

Good morning Chair Cumbo, and members of the committee. I am Dr. Aletha Maybank, Deputy Commissioner of the Center for Health Equity at the Department of Health and Mental Hygiene. On behalf of Commissioner Bassett, I would like to thank you for the opportunity to testify on these bills. I would like to also recognize Speaker Mark-Viverito, Chair Cumbo, and Councilmembers Johnson, Dromm, Lander, Levin, and the Committee on Women’s Issues for championing gender and racial equity.

The Department has made a commitment to protect and promote the health of all New Yorkers. However, not all New Yorkers have the resources and opportunities they need to attain optimal health. This is both unfair and unjust. We cannot fully live up to the commitment of our work and our city without first taking a stand against injustice in all of its forms.

Structural racism is at the root of the health gaps we see by race. Structural gender inequity similarly results in health gaps between cis men and ciswomen, as well as in transgender and gender non confirming, lesbian, gay, and bisexual communities. Historical, unjust policies and practices across our institutions have led to worse health outcomes. For example, discriminatory housing policies in the early 20th century created racially segregated neighborhoods and concentrated poverty. The results of these policies are visible today in the limited resources and opportunities in low-income areas, which are largely communities of color. Similarly, historical categorization of jobs by sex, and the undervaluing of what are considered feminine careers has instituted the wage gap for women. But the laws and practices that perpetuate racism, sexism, and heterosexism were created by people and can be undone by people as well. We have the power – and the responsibility – to create more inclusive and equitable institutions.

Under Commissioner Bassett, equity, justice, and inclusion have formed the Health Department’s guiding principles. In 2014, the Department formed the Center for Health Equity to strengthen and amplify our work to eliminate health inequities rooted these historical and contemporary injustices and discrimination. The Center utilizes five key approaches to advance health equity: invest in key neighborhoods via place-based efforts; make injustice visible through data and storytelling; advance a health equity in all policies approach; amplify community power

and voice through collective action and partnerships; and support the Department's internal reform efforts to become a racial and gender justice organization. Today, I want to present to you our internal efforts to enhance racial and gender assessments and trainings within our agency.

Last year, the Department launched Race to Justice, an internal reform effort for advancing racial equity and social justice. Through this internal reform effort, we are learning how racism operates within our institutions and structures, and how structural racism shapes social, economic and health inequities across our city. Secondly, we are examining how structural racism impacts our work, decisions, interactions and priorities. And thirdly, we are collaborating differently with the communities we serve to identify and implement strategies to address structural injustices.

We are engaging staff in conversations about race, power, and privilege, and facilitating trainings to improve staff capacity to undo racism and gender bias, understand how implicit bias affects us all, and use facilitative leadership for racial and gender equity. To accomplish these goals, the agency is working collaboratively with experts in this field, with Health Department staff members, and with other cities engaged in similar efforts around the country.

In March of 2016, the Department conducted an all-staff survey to explore attitudes and perceptions about race, racism, and racial equity efforts within the agency. Survey analysis surfaced a need for greater urgency, alignment and action to center racial equity, both internally and externally. Survey results also indicated that most respondents did not feel racial equity and social justice activities were part of their daily work, while many suggested they would be interested in engaging further. In particular: 75 percent of Department staff strongly agree or agree that racism is a major problem in NYC and 84 percent strongly agree or agree that it is critical to discuss issues of racism within the Department. This is a good sign – staff find this issue important, and have been responsive to the new training efforts.

A key part of implementing Race to Justice is normalizing conversations among Department staff on race, gender and LGBTQ issues, as well as power, privilege, and equity. Our reform effort includes several different training pathways, so many staff will receive

multiple trainings. Since we began this effort last year, over 1,000 staff have received some form of training. This includes over 350 staff who have been trained on implicit bias and over 70 senior staff, including the Commissioner's cabinet, who received three days of senior leadership training. We anticipate training 900 additional staff in a day long training by the end of 2017. In addition to in-person trainings, over 700 people have taken an online interactive module developed for all staff.

We anticipate that all 6,000 Department staff will be trained over the next three years on racism, gender equity, LGBTQ inclusion, implicit bias, power and privilege, and other systems of oppression. Each staff member will receive a one and a half day in-person Core Workshop on these foundational principles. To support training efforts, we have recently recruited 28 staff to become volunteer facilitators. Under our current plan, trainings will be held three times a month, with a goal of training 150 staff members per month.

In order to ensure dissemination and sustainability of this effort, we have organized a diverse core team of staff champions from across the Department. This group was assembled in February 2016 to guide the planning process, and to establish goals that will steer the work over the next several years. In addition, a Steering Committee and workgroups were established to guide development, implementation and evaluation of the process. Their work is focused on four key areas: communications and organizational identity, community engagement and partnerships, workforce equity and development, and equitable contracting and budgeting practices.

To strengthen our collaborations within New York City and across the country, the Department will continue its partnership with the Government Alliance on Race and Equity, a national network of local and regional jurisdictions that have made a commitment to advance racial equity across government agencies.

Parallel to Race to Justice, we have concurrent internal reform efforts specifically relating to gender equity. In 2016, we adopted an agency vision statement on sexual and reproductive justice that specifically addresses how structural racism impacts sexual and reproductive health.

It says that, “We envision a world where All New Yorkers can safely express their sexuality and gender identity with dignity, possessing the knowledge, skills and resources to support healthy and fulfilling lives.” In line with this goal, we have developed a number of initiatives that support women and teens of color such as the New York City Birth Equity Initiative, The NYC Teens Connection and the Sexual and Reproductive Justice Community Engagement Group; each of which work with local and citywide partnerships to advance just and fair outcomes for all New Yorkers.

We have also launched the Gender Justice initiative, which works to transform gender and power relations, norms, and structures as a core strategy for challenging health inequality. As with our Race to Justice work, we seek to improve our agency through training and strategic planning to reform internal policies and structures. The Gender Justice Initiative also enhances LGBTQ coordination between city agencies, including the Office of the Mayor Community Affairs Unit LGBT Taskforce, Deputy Mayor Palacio’s office, and the Commission on Gender Equity. This work has also enabled us to start a number of intersectional efforts like leveraging City Council Gender Equity funds to enhance the capacity Cure Violence, another City Council initiative, to ensure that those gentlemen working tirelessly to decrease gun violence can also address gender based violence in our neighborhoods. The Gender Justice Initiative is led by the Department’s LGBTQ Liaison and Gender Equity Liaison, recently hired through generous support of the Speaker.

Furthermore, the Department has a robust LGBTQ Employee Resource Group (known as the ERG) that aims to support our LGBTQ employees and advance the agency’s ability to meaningfully serve and work with LGBTQ communities. Thanks to the work of the ERG, our health surveillance – including the Community Health Survey and the Social Determinants of Survey- is now more inclusive of transgender persons. These surveys, critical to the Department’s data collection efforts, now include a standard two-step question that asks individuals both their current gender identity and sex their assigned at birth.

Our agency is made up of over 6,000 employees who possess a wide array of identities, life experiences and skills that reflect the diversity of our city. We have learned that advancing

racial and gender equity does not have to involve conflict, shame, or taking something away; it is about building bridges, exploring new solutions, and honoring the full humanity of all of us, in order to create a better agency. Through open and honest communication, we are developing the skills and tools to examine our practices with a racial equity and social justice lens and to determine opportunities for improvement. This is not an easy task, but as New Yorkers and as employees of one of the largest, most visible health departments in the world, we are up for the challenge. We are excited about these evolving work streams within the Department, and look forward to sharing progress and impact with you in the future.

My colleagues in the Mayor's Office will speak more about Intros 1500, 1512, and 1520. As you have heard in my testimony, the Department is committed to advancing racial and gender equity as central tenants of our public health mission. We have embarked on an internal reform and training effort to advance this work within our Department. We are glad that the Council is considering ways to further racial and gender equity – and we look forward to discussing the details of this legislation with you going forward.

Thank you again for the opportunity to testify. I am happy to answer any questions.

Matt Klein

Executive Director, NYC Center for Economic Opportunity and
Senior Advisor for Service Innovation, Mayor's Office of Operations

Council Committee on Women's Issues

Hearing on Intros. 1500, 1512, and 1520

April 24, 2017

Good morning Chairwoman Cumbo, and members of the committee. My name is Matt Klein, and I am the Executive Director of the NYC Center for Economic Opportunity, part of the Mayor's Office of Operations (Operations). I also am a Senior Advisor within Operations and I will be speaking on behalf of both the Center and Operations today.

I want to start by thanking Speaker Mark-Viverito, the Chair and Members of the Committee for the opportunity to testify, and acknowledge your steadfast commitment to equity and your efforts to keep our city at the forefront of inclusive, progressive leadership. I would also like to thank Council Member Lander for his similar tireless attention to social justice. I will speak today in support of Intros 1500 and 1520, and my colleague will also speak to Intro 1512. Together these bills can help New York City continue and strengthen its practice of identifying disparities and holding itself accountable for responding to the needs of residents.

As this committee knows, the de Blasio Administration has embraced equity as an explicit guiding principle – a lens through which we view all of our planning, policymaking and governing. In defining social equity in the context of the public sector, the National Academy of Public Administration points to a number of dimensions: “The fair, just and equitable *management* of all institutions serving the public directly or by contract; the fair, just and equitable *distribution* of public services and *implementation* of public policy; and the commitment to promote fairness, justice, and equity in the *formation of public policy*.” We embrace this approach, and consider “equitable distribution” to include access to opportunities, services, and resources across New York City's diverse populations and neighborhoods. Our commitment to reducing inequality and poverty, and to ensuring that services, support, and opportunity are available to all New Yorkers on inclusive basis, is broadly and deeply reflected in our policy and programmatic priorities.

Before I elaborate on our support for this legislation I would first like to tell you a little about how our work at the Center for Economic Opportunity and Operations relates to this central work of the administration and the goals of these bills.

About the Center

The Center for Economic Opportunity helps the City use evidence and innovation to reduce poverty and increase equity. We promote the use of research, data, and design in all aspects of this work, from

program design to budget decisions. We also analyze existing anti-poverty approaches and develop new ones; facilitate sharing of data across City agencies; and support the rigorous assessment of key initiatives, including, for example, Pre-K for all, IDNYC and Community Schools. Each year we issue an annual Poverty Report, which provides a more accurate picture of poverty in the City than the official federal rate.

The Center is well situated in the Office of Operations, which works to make government more effective, efficient and coordinated, and to increase equity by ensuring services are accessible to all. Operations monitors the performance of all City agencies, holding each agency accountable for delivering high quality services, fairly.

The Center and Operations work in tandem to support the administration-wide commitment to equity and to ensure that data, evidence and accountability are brought to bear in our collective work.

Intro 1500

Intro. 1500 would require DOHMH, ACS, HRA and potentially any other agencies designated by the Mayor to complete gender and racial assessments of their services and programs, employment and contracting practices, and budgeting, and to set goals to address the findings of the assessments.

We endorse the concept of systematically identifying disparities and establishing plans to address them. Creating specific metrics, taking action, and measuring progress is critical to achieving equitable outcomes. We believe Intro. 1500 would provide an additional important mechanism for this work.

As Intro 1500 recognizes, a critical foundation in making progress is to collect, track and analyze disaggregated data. Only by looking at data about social conditions and service delivery broken down by race, gender, and other factors can we identify disparities, a critical first step toward advancing equity.

We recognized and endorsed this approach in OneNYC: The Plan for a Strong and Just City, the planning and policy roadmap that the Administration released in 2015. OneNYC included Equity as one of its four “lenses,” one we stressed must be inseparable from concepts of growth, sustainability and resiliency to the City’s future. OneNYC expressly noted the importance of collecting data disaggregated by traditionally disadvantage groups in order to support policy decision-making.

To this end, the Center for Economic Opportunity and Operations revived the City’s Social Indicators Report, which presented data from 45 indicators across multiple domains, disaggregated by race, gender, and community district where we were able to do so. Our purpose in the report had is to guide the City’s effort to reduce disparities and advance equity by organizing data to reveal, where possible, how topline trends differ from those of individual groups, making it easier to identify populations in need of special attention. We published this standalone Social Indicators Report in 2016, and will be issuing an update later this year.

We have also begun to incorporate equity analysis into performance management practices where it was not explicitly considered previously. In the Mayor’s Management Report, the annual review of the

City agencies' effectiveness and efficiency, we began in 2014 to require agencies to submit equity statements, articulating how the work of their agencies advances equitable outcomes.

We have also incorporated an equity lens into agency rulemaking. Operations, in close collaboration with agency partners, oversaw a retrospective review of more than 5,000 existing rules, to identify those that could warrant modification for a variety of reasons, including reduced regulatory burdens and social equity considerations, to the extent permitted by law. As a result of this collaborative process with agencies and the Law Department, select rules are being proposed for modification, repeal, or subject to further review.

Additionally, we have been facilitating the collection of demographic information (including race, ethnicity, gender, and sexual orientation) from residents seeking social services, the kind of information required by Local laws 126,127 and 128. My colleagues in Operations are working closely with Council Members Dromm and Chin to ensure that the proper information is collected.

The Center and Operations also collaborate with cross-agency bodies working to promote equity, including the Commission on Gender Equity, the Young Men's Initiative (or "YMI") and the NYC Commission on Human Rights. These entities convene City staff and other stakeholders and provide guidance to agencies and to the administration as a whole to improve our internal practices and achieve more equitable outcomes for residents.

The assessments and plans called for by Intro 1500 would complement this work by helping ensure that agencies' equity efforts are codified and institutionalized. A process in which agencies consider which disparities in social conditions their work could plausibly address, reflect on the potential actions within their control that might make a difference, and set specific measurable goals adds an important new element to the City's existing practices.

We do think some changes to the bill would improve our ability to carry out its intent. First, we embrace the written testimony submitted by the First Lady. Second, we think the bill should provide the Mayor flexibility to include considerations beyond gender and race – for example, to require agencies to examine economic or neighborhood-based disparities. The bill currently gives this kind of flexibility to the Mayor to include agencies beyond those named. And indeed, we have a strong interest in looking beyond these agencies only, as well as to issues of equity beyond gender and race. And finally, we recommend that the reporting timelines follow a two-year cycle, which we believe will lead to more ambitious goals and give agencies adequate time to see results from their actions. I look forward to working with the Council on these recommendations.

Intro 1520

Let me turn now to Intro 1520. Intro 1520 would require the inclusion of information on gender and racial equality in the Social Indicators report, and change the Charter to call for a "Report on social indicators and gender and racial inequality." This bill is also consistent with, and would lend additional support to, the work we have been doing, and we strongly endorse a charter mandate to disaggregate data by race and gender.

As with Intro 1500, however, our view is that the bill should more directly encourage disaggregation of more than gender and racial data. We suggest that the revision of the Charter language call for a "Report on Social Indicators and Equity," and explicitly offer flexibility for the Mayor to consider "at least" gender and race inequalities when reporting the broad indices.

Our Administration's goal is to create a more inclusive and equitable city, and we appreciate the opportunity to partner with this City Council toward this aim, including on these bills.

Thank you for the opportunity to testify about our equity work, and about the legislation under consideration, and I look forward to answering any questions you may have.



NYCLU

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Testimony of Nicole Triplett, Policy Counsel with the New York Civil Liberties Union, before the New York City Council Committee on Women's Issues

Regarding proposals to address gender and racial equity

April 24, 2017

For nearly 100 years, the ACLU has worked in courts, legislatures, and in communities across the country to defend and uphold constitutional rights and liberties. With over 210,000 members and supporters, the NYCLU advocates – through litigation, legislative reform, public education and organizing – on a broad range of civil rights and civil liberties issues, including the rights of immigrants, equal access to education, racial justice, reproductive rights, personal privacy, and religious liberty.

Today, the Women's Committee of the City Council addresses the issue of racial and gender equity. I appreciate the opportunity to participate in this discussion on behalf of the NYCLU.

Discrimination and inequality are defining characteristics of the lives of many women – particularly women of color.

Women and girls continue to face unequal access to economic and social opportunities in every aspect of their lives: education, employment, housing, healthcare, and public safety.¹

- Nationally, women of all races earn only 79 cents for every dollar a White man earns. Disparities in earning potential between men and women are even greater when income data are disaggregated by age, racial and ethnic background, sexual orientation, income, and zip code.² For example, African American, Latina, and Native American women typically make only 63 cents, 54 cents, and 58 cents,

¹ Columbia Law School Human Rights Institute, *Gender Equity Through Human Rights: Local Efforts to Advance the Status of Women and Girls in the United States* (Jan. 2017), at 3, available at https://www.law.columbia.edu/sites/defaultfiles/microsites/human-rights-institute/gender_equity_through_human_rights_for_publication.pdf.

² *Id.*

respectively, for every dollar paid to white, non-Hispanic men for full-time, year-round work.³

- Women between the ages of 25 and 34 are more likely than are men to have college degrees; nevertheless, these women have lower earnings and suffer from higher poverty rates as compared with men in the same age group – with women of color twice likely as white women to be impoverished.⁴
- Among the largest racial and ethnic groups, African American women have the highest mortality rate due to heart disease.⁵
- A 2014 study concluded that, “For the last four decades, Black women have been dying in childbirth at a rate three to four times their White counterparts,” largely because of factors related to poverty.⁶ Black women in the U.S. are the most likely to have low birth-weight babies (13.1 percent of babies) and have the highest rate of infant mortality, more than twice the rate of White women.⁷
- A national report published by the National Women’s Law Center and the Rebecca Project for Human Rights gave New York a grade of “C” for prenatal care provided to pregnant women held in jails and prisons, citing failure to screen for high-risk pregnancies, to offer prenatal nutrition counseling, and to accommodate the dietary needs of pregnant women.⁸

The analysis of these data demonstrates that the causes of gender and race inequities are complex and systemic. In fact, it is because the problem of discrimination is pernicious and resistant to remedy that the City Council is today exploring new and innovative ways to address its underlying causes.

This objective is common to the bills and resolution that are the subject of today’s hearing:

³ Letter by the Leadership Conference on Civil and Human Rights to the Director of the U.S. Office of Management & Budget (Apr. 13, 2017), available at <http://civilrightsdocs.info/pdf/policy/letters/2017/Comments%20in%20Opposition%20to%20Reopening%20Review%20of%20the%20EEO-1%20Report.pdf>.

⁴ Columbia Law School Human Rights Institute, *supra* note 1, at 3.

⁵ *Id.*

⁶ Center for Reproductive Rights, *Reproductive Injustice: Racial and Gender Discrimination in U.S. Health Care* (2014), at 6, available at http://tbinternet.ohchr.org/Treaties/CERD/Shared%20Documents/USA/INT_CERD_NGO_USA_17560_E.pdf.

⁷ Institute for Women’s Policy Research, *The Status of Women in the States*, 10 (May 2015), available at <http://statusofwomendata.org/wp-content/uploads/2015/02/SWS-Exec-Summary-final.pdf>.

⁸ Nat’l Women’s Law Center & The Rebecca Project for Human Rights, *Mothers Behind Bars: A state-by-state report card and analysis of federal policies on conditions and confinement for pregnant and parenting women and the effect on their children* (Oct. 2010), at 15, available at <https://nwlc.org/wp-content/uploads/2015/08/mothers-behindbars2010.pdf>.

Int. No. 1500 would require that city agencies responsible for public health and social services (the Department of Health and Mental Hygiene; the Administration of Children Services; and the Department of Social/Human Resources) undertake assessments of gender and race. The bill establishes a mayoral committee that would advise agencies regarding issues of discrimination.

Int. No. 1512 would provide for training of city employees regarding implicit bias, discrimination, and structural inequities.

Int. No. 1520 would require that the mayor's annual report on social indicators include data on gender and race.

This legislation is well intentioned; the goals are important. However, the initiatives are narrow in scope, and are likely to have limited, if any, effect.

It is unlikely that the data generated by these bills will provide a deeper understanding of the factors that cause inequities based on race and gender; and even if the proposed laws do lead to this understanding, the law would lack both a mandate to remedy these inequities as well as procedures by which remedial measures would be undertaken.

However, the agenda for today's hearing also includes consideration of a resolution calling on the United States to ratify the United Nations Convention on Elimination of all Forms of Discrimination Against Women ("CEDAW"),⁹ Res. 0542.

This United Nations Convention endorses human rights principles – and a framework for their implementation – as the most effective approach to addressing racial and gender inequities.

The NYCLU supports this resolution. We, as my friends from the Columbia Law School Human Rights Institute and the YWCA of Brooklyn will also testify, call on the members of the Committee on Women's Issues to endorse the human rights framework as a model of law and policy for addressing systemic discrimination in all forms.

The human rights framework

Human rights doctrine places an affirmative obligation upon government to promote equality. The human rights framework incorporates a working model for institutionalizing fairness and equity in the operations of government at all levels – from employment to delivery of services.

Before proceeding, I would like to address the fundamental difference between the human rights framework and civil rights law, as recognized in federal, state and local statutes.

Our civil rights statutes—federal, state and local – are the first line of defense against unlawful discriminatory conduct. However, civil rights laws are essentially remedial in application. These laws provide a legal cause of action – one's right to a day in court, so to

⁹ Convention on the Elimination of All Forms of Discrimination Against Women (1979).

speaking – and a remedy, which may include damages for the harm caused by the discriminatory conduct and an injunction to proscribe the conduct or practice that led to the discrimination.

Human rights doctrine recognizes that in order to fulfill the promise of equal opportunity, it is not sufficient to provide a legal remedy, after the fact, for unlawful discrimination. Government must take affirmative measures to prevent discrimination – particularly for those who have historically been marginalized and discriminated against.

The human rights framework requires proactive measures for identifying and addressing inequality and discrimination.

The human rights framework –

- Places a duty on government to prevent discrimination and to promote equality for all – particularly for those who have been historically marginalized and discriminated against based upon their race, ethnicity, color, national or social origin, gender, gender expression, sexual orientation, language, religion, immigration status, or other status;
- Mandates that government agencies and departments identify inequities in policies and practices by adopting robust practices for collecting and analyzing quantitative and qualitative data;
- Provides for broad public participation in the processes and procedures by which policies, programs and services are audited for fairness and equity;
- Requires the development and implementation of action plans – with input from government officials, advocates and issue experts, and representatives from affected communities – that are designed to identify, prevent, and eliminate policies and practices that have a discriminatory impact, or effect;
- Establish a task force or commission whose members are charged with (and provided the resources for) fulfilling the city's responsibilities, as set out above, to identify discrimination, and to take measures both to prevent and to ameliorate it.

CEDAW (Convention on Elimination of all Forms of Discrimination Against Women) incorporates these elements of the human rights framework. Nations throughout the world have ratified this Convention; its provisions have been incorporated in the laws of states and cities around the world.

The implementation of CEDAW, and of laws based upon it, have ensured access to primary-school education by girls; improved health care services; afforded employment opportunities historically denied to women; saved lives during pregnancy and childbirth; outlawed human trafficking; protected women and girls from domestic violence and genital mutilation; and established women's right to own and inherit property.

It is important to note here that the United States is one of seven countries—including Iran, Sudan, Somalia, Nauru, Palau and Tonga—that has not ratified CEDAW. The United States has signed the Convention, but the U.S. Senate has not voted on or approved the Convention, leaving the ratification process incomplete.

But cities across the country have taken the initiative, adopting the human rights framework to promote equality for women and girls.

San Francisco has led the way in using human rights to advance women’s rights when its Board of Supervisors approved a CEDAW-based ordinance in April of 1998.¹⁰

As of December 2016, CEDAW ordinances are also in effect in Los Angeles (2003); Berkeley (2012); Miami-Dade County (2015); Honolulu (2015); and Pittsburgh (2016).¹¹

Adopt the human rights framework to promote fairness and equality for all residents of New York City

The NYCLU strongly endorses CEDAW as a framework for promoting human rights – for identifying, and eliminating, the causes of systemic discrimination directed at women.

However, the promise and power of human rights principles should be used in the service of promoting fairness and equality for all who live in New York City, and particularly for those most susceptible to discrimination and unequal treatment: people of color, those with few economic resources, immigrants, persons who are gender non-conforming, the mentally ill, the disabled.

This idea was proposed more than a decade ago, when City Council Member Bill Perkins sponsored the Human Rights Government Operations Audit Law (“HR GOAL”; Int. No. 512 (2005)).¹² Advocates representing a coalition of advocacy organizations that formed the New York City Human Rights Initiative drafted the bill.

HR GOAL incorporates the key elements of a human rights-based approach to promoting equality and fairness. The bill --

- Obligates the city to promote equality and to prevent and eliminate discrimination;
- Requires city agencies and departments to collect and analyze data with the objective of identifying the discriminatory impact of policies and practices;
- Establishes a task force (appointed by the mayor), of government and non-government experts, that has the authority to direct city agencies and departments to undertake a human rights analysis and to adopt a human rights action plans, with the objective of preventing, or remedying, discrimination; and

¹⁰ Columbia Law School Human Rights Institute, *supra* note 1, at 3–4.

¹¹ *Id.*

¹² The bill has been subsequently reintroduced, most recently as Int. No. 283, in 2010.

- Provides for broad and inclusive public participation in the process of conducting human rights analyses, and in the formulation and implementation of plans designed to ensure fair and equitable policies and practices.

In its structure and procedures, HR GOAL is innovative and practical. This legislation puts human rights principles in the service of a common-sense approach to good governance.

The bill lays out a sound working model that prescribes proactive measures for identifying inequities and discriminatory conduct in the operations of government, and for promoting equality.

Conclusion

It is clear that traditional approaches to addressing systemic discrimination are inadequate. New York City Comptroller Scott Stringer conceded this point in his observations about the continuing failure to increase the number of contracts awarded to minority- and women-owned business: “Policies that bring incremental change,” he said, “are no longer enough to address the deep disparity that women and people of color face in city procurement.”¹³

As members of the Committee on Women’s Issues deliberate upon law and policy that will promote fairness, equality and dignity, the NYCLU recommends that you consider HR GOAL as a legislative model for advancing this most important undertaking.

¹³ See New York City Comptroller Scott Stringer’s Making the Grade 2016 Report Executive Summary (Nov. 17, 2016), at available at <https://comptroller.nyc.gov/reports/making-the-grade/reports/making-the-grade-2016/>.



LOCAL AND REGIONAL
**GOVERNMENT ALLIANCE ON
RACE & EQUITY**



April 7, 2017

New York City Council
Policy & Innovation Division
Office of Speaker Melissa Mark-Viverito

Dear New York City Council Colleagues:

Now more than ever, all New Yorkers must have the opportunity to thrive. We are delighted to see that addressing pressing issues of inequity in New York City are being considered by the Council. We are pleased to submit written feedback on proposed legislation to address gender and racial inequity.

Background

The [Government Alliance on Race and Equity](#) (GARE) is a core project of the [Center for Social Inclusion](#) and the [Haas Institute for a Fair and Inclusive Society](#) at the University of California Berkeley. GARE is a national network of government working to achieve racial equity and advance opportunities for all. We use a three-prong approach:

1. We are a membership organization that supports national and regional networks of jurisdictions that are at the forefront of work to achieve racial equity
2. We offer pathways for new jurisdictions to begin doing racial equity work, including contractual technical assistance and year-long learning cohorts
3. We support and build local and regional collaborations that are broadly inclusive and focused on achieving racial equity

Government's proactive work on racial equity has the potential to leverage significant change, setting the stage for the achievement of racial equity in our communities. GARE is building a national movement for racial equity; we share and expand effective practices, tools and resources. GARE's work is underpinned by the knowledge that we will not be able to advance racial equity without the transformation of government into an effective and inclusive democracy. Within our cities and counties and agencies, we must normalize racial equity as a key value, operationalize racial equity via new policies and institutional practice, and organize, both internally and in partnership with other institutions and the community.

CSI and GARE have effective approaches for building the capacity of organizations and institutions to eliminate institutional and structural racism and advance racial equity. We believe that the proposals are headed in the right direction, but could be

strengthened significantly by addressing the following:

- **Merging of bills-** While the three proposed pieces of legislation are distinct in focus, including training, assessment and data collection, to truly feel impact, the bills current mandates/direction should be made into a more comprehensive, singular package that gives direction and clarity to departments required to undertake the various elements. In addition to the current components, additional elements you should consider incorporating include departments' development of departmental Equity Action Plans and use of Equity Tools. Requiring reports to city council on the development of plans and implementation of tools can help increase accountability.
- **Inclusion of more departments –** The proposed legislation identifies “relevant city agencies” as 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. Just identifying “service providing departments” re-enforces a band-aid approach. While health and human services are important, without addressing the underlying systems and structures leading to inequity, impact will not be as significant. Departments relating to housing, planning zoning, education, police, libraries, to name but a few, have significant potential to address institutional and structural racism and advance racial equity. Developing a clear and consistent approach to racial and gender equity across all city departments provides a greater ability to create systemic change.
- **Clarity of language –**Several different types of language are included in the current legislation. In some places, the work is described as relating to discrimination, in others to cultural competency and in others structural inequity. Each body of practice and each approach (anti-discrimination, cultural competency and structural analyses) is distinct and different. To truly address inequity, the bills must be clear on language, centering structural inequity (as the challenge) and the steps outlined in the bills as the first steps to address disparities across race and gender in a comprehensive, holistic ways. A focus on institutional and structural racism and sexism will be imperative to getting to results.
- **Specificity of strategy –** The bills should specify a focus on race, gender, and the intersections between the two (and acknowledge other areas of marginalization as well). While inequity falls across many domains, centering race and gender will make the largest impact and should be noted as areas of exploration explicitly.
- **Ensuring funding –** The bills call for level of work requiring the allocation or re-allocation of resources, including potentially staff and/or budget. It will be important to explicitly name resources available for the work or allow the

legislation to enable entry points for allocation of resources to ensure Department's undertakings are successful.

We invite you to also consider becoming a member of the Government Alliance on Race and Equity. As a peer-to-peer network, we recognize the strength of relationships that exist across jurisdictions. We also encourage you to make use of our [tools and resources](#). If you would like to discuss any of our feedback, please contact Simran Noor at snoor@thecsi.org or Julie Nelson at jnelson@thecsi.org. Thank you for the opportunity to provide feedback.

Sincerely yours,

A handwritten signature in black ink, appearing to read 'Glenn Harris', with a long horizontal stroke extending to the right.

Glenn Harris, President
Center for Social Inclusion

A handwritten signature in black ink, appearing to read 'Julie Nelson', with a long horizontal stroke extending to the right.

Julie Nelson, Senior Vice President
Center for Social Inclusion
Government Alliance on Race and
Equity Director

Proposed Int. 1500, 1512, 1520 -2017
New York City Council Committee on Women's Issues Hearing

April 24, 2017

Megan Jean Louis
Young Women's Advisory Council Member, Young Women's Initiative
Girls for Gender Equity

Good Morning. My name is Megan Jean Louis and I am a freshman at the Macaulay Honors College.

Today, I represent the Young Women's Advisory Council at Girls for Gender Equity. We are part of the Young Women's Initiative (YWI) that was launched by Speaker Melissa Mark-Viverito and the New York City Council to identify the gaps in services for young women ages 12-24, with a focus on cis and trans women of color. YWI brings together leaders and organizers who work with teens and young adults and advocates for them in all aspects of our society, with the goal of crafting policy recommendations that address racial, gender and other disparities. This is being done with young women at the center of the conversation as active and consistent participants in discussions.

As an anti-violence and education organization, Girls for Gender Equity is committed to address issues experienced by women and girls of color, knowing that when inequity is disaggregated by race and gender, disparities in outcomes in NYC are overwhelmingly concentrated in communities of color. Through our programming and advocacy, we are committed to the physical, psychological, social, and economic development of girls and women. Through education and organizing, GGE encourages communities to remove barriers and create opportunities for girls and women to live self-determined lives.

Int.No.1500

I support the need for gender and racial equity assessments. The relevant city agencies that are being required to complete the racial and gender assessments, The Department of Health and Mental Hygiene, the Administration for Children's Services, the Department of Social Services/Human Resources administration, play a large role in the lives of everyday New Yorkers. If we are cannot say with certainty that these agencies have policies that do not cause disparate outcomes on the basis of gender and race, we must rectify them. This includes adopting an all-inclusive definition of gender, that accurately represents the spectrums of gender identities, particularly trans and gender non-conforming people.

It also includes adopting a fixed structure/body/entity created by the City to oversee the implementation. Similar initiatives have been successful in other cities such as Seattle, Washington and is the best way for the City - and community - to have a level of accountability when it comes to implementation.

Int.No.1512

Another way to bridge the gap between city agency workers and the general public is to require city agencies to undergo trainings to make certain that everyone is treated fairly. New York City is the largest city in the United States, and the most linguistically diverse city in the world. Due to the prevalence of stereotypes and biases, many are susceptible to perpetuating unconscious biases in the workplace. If city agencies provide their employees with trainings on implicit bias, discrimination, cultural competency and structural inequity, with respect to gender, race and sexual orientation, we can decrease the tension between New Yorkers and the large bureaucracy that is required to run the City effectively.

Int. No. 1520

In college, my intended majors are Bioethics and Cross-Cultural Psychology. It gives me an even more vested interest in making sure that relevant city agencies are receiving information on gender and racial equality in the proposed annual report on social indicators to be released by the Mayor. Social indicators, as we know, are numerical measures that describe the well-being of individuals or communities. If we are not taking this information and looking at any gender and racial inequalities, we are doing a disservice to New Yorkers. Providing a narrative discussion on the differences in the lives lead by New Yorkers by gender and racial group can make inroads to create true equality and equity in New York City.

I support all three proposed legislations, 1500, 1512, and 1520, that strive to measure and assess gender and racial inequality across New York City and within city agencies. As reflected in the Young Women's Initiative Report, that we co-created with City Council in May 2016, we must continue to implement key recommendations to monitor and actualize gender equity with an intersectional and inclusive lens.

I thank the New York City Council for working with Girls for Gender Equity, and we respectfully request the passing of **Proposed Int. 1500, 1512, and 1520-2017.**



**Testimony Before the
NYC Council Committee on Women's Issues
April 24, 2017
By Beverly Neufeld, President of PowHer New York**

I am Beverly Neufeld, President of PowHer New York (PowHerNY), a statewide network of over 100 organizations working together to accelerate economic equality for New York's women. Thank you for the opportunity to express our strong support to the New York City Council for Int. 1500, Int. 1512, Int. 1520, and Resolution 542 which address gender and racial inequity.

PowHerNY leads an ongoing, decade long campaign for stronger policies to end gender wage and opportunity discrimination. Legislation is a critical means to accomplishing a more level playing field. That is why some of PowHerNY's efforts have been directed to passage of key equalizing laws in New York State including the Women's Equality Act, the Equal Pay Act, Paid Leave law, and pro-choice and anti-violence laws. In New York City, we have similarly worked, most recently in support of the salary history ban.

Policy reform promoting wage transparency, accommodating pregnant workers, addressing sexual harassment, expanding family friendly benefits, for example, have all made the workplace better for employees, especially women. While New York has been a model of effective, progressive leadership for the nation, we are all well aware that more must be done. The bills being discussed today are all critical next steps toward economic equity for women and people of color in New York City.

Despite laws prohibiting gender wage discrimination in 1964, women continue to earn less than men. Federally, the gender earnings ratio for full-time, year-round workers reported in April 2017 is 80 percent. The gap is even greater for African-American women who earn 63 percent of what white men earn and Hispanic women earn 54 percent of what white men earn. In New York, the overall disparity is one of the smallest at 89 percent, but 66 percent for African-American women and 56 percent for Hispanic women. Considering New York's relative success closing the wage gap, we are especially failing these groups because New York has the second largest population of women of color.

The recent report by Public Advocate highlights the challenges for New York City women who lose 5.8 billion dollars annually to the wage gap. Here, women of color experience even higher wage disparity of over 8 percentage points. For Latinas, that means an average loss of income of over one million dollars over a 40 year career. Not surprisingly, Latinas in NYC have a poverty rate of 27 percent, compared to women's overall rate of 15.7 percent.

Interventions to close the wage gap are critical to economic security for women, their families, and our city. In that there is no one cause of the wage inequity between women and men, employers who want to address the gap must employ a variety of approaches. True pay equity requires a change in culture in hiring and advancement practices, as well as a willingness to address unconscious bias that may exist throughout the workplace.

Of paramount importance is for the employer, whether in municipal government or the private sector, making a public commitment to gender equity as a core principle and chart a course to accomplish that goal. The work must be led from the top, reach every level of employment, and be sustained and evaluated over time. That is exactly what today's bills will accomplish in these following ways:

On the macro level, Resolution 542 by Council Members Cumbo, Johnson and Ferreras-Copeland which calls upon the United States Senate to ratify the United Nations Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) would set a framework and goal of gender equity at the highest level of government. PowHerNY supports the Council in taking a leading role to push our federal government with this resolution. As well, we urge the Council to adopt CEDAW and be part of the Cities for CEDAW movement.

We also applaud the intentions of Int. 1520 by Council Member Lander which would institutionalize the core value of equity in the New York City Charter. By measuring gender and racial inequality annually, creating budgetary responses, and charging each level of city government with finding solutions, NYC will make strides at reducing inequity and being a model for the nation.

As an employer, NYC can have enormous impact on its workforce and on other employers doing business here. Int. 1500 by The Speaker (Council Member Mark-Viverito) and Council Members Cumbo and Johnson, which calls for gender and racial equity assessments for municipal employees, will provide the data needed to ascertain where disparities exist. Measuring, benchmarking and evaluating are critical steps without which NYC as an employer cannot address problems and spotlight successes. As a model, the City will inspire and provide motivation for other businesses to follow, as well as offer best practices.

Assessment is essential, but evidence of yawning gaps already exists, begging for immediate response. The Mayor and City Council acted by instituting a ban on salary history in hiring, first for municipal workers and this month extending that to the private sector. Int 1512 by Council Member Dromm and The Speaker (Council Member Mark-Viverito) would similarly stop persistent wage discrimination by providing training for city agencies to promote gender and racial equity. Unconscious or implicit bias leads to unintentionally judging the skills and capacity of an employee based on the employee's gender, race, or other attributes. The results are manifold including lower pay, lack of advancement, and exclusion from non-traditional jobs. All result in economic inequities which have ongoing and lasting economic, emotional and professional implications for workers and their families.

For all these reasons, PowHerNY urges the New York City Council to swiftly forward these legislative interventions which will help close the wage and opportunity gaps for our citizens. As well, you will

For all these reasons, PowHerNY urges the New York City Council to swiftly forward these legislative interventions which will help close the wage and opportunity gaps for our citizens. As well, you will send a message to other cities, states and even the federal government, that actions are the best resistance to the current assaults on our hard won progress, our citizens, and our values.

Thank you.

Powher New York Network

50/50 in 2020 Coalition	MomsRising	ROC New York
9-5 Nat'l Association of Working Women	Nation to Nation Networking	ROC United
A Better Balance	National Association of Female Executives	Take the Lead
AAUW-NYS	National Council of Jewish Women- Lakeville	The Transition Network
Asian Women in Business	National Council of Jewish Women-NY	UN Women Metro NYC Chapter
Atlas DIY	National Domestic Workers Alliance	WNY Women's Foundation
Bella Abzug Leadership Institute	National Federation of Business and Professional Women's Clubs-NYC	Women in Arts & Media Coalition
Catalyst Inc	National Institute for Reproductive Health	Women in Development- NYC
CCI-Center for Children's Initiatives	National Organization of Italian Women	Women in Health Management
Center for Popular Democracy	National Partnership for Women and Families	Women, Chefs & Restaurateurs
Center for the Women of NY	National Women's Law Center	Women's Center for Career Education and Advancement
Centro Civico Cultural Dominicano	New York City Collaboration for Construction Women	Women's City Club of New York
Change Create Transform	New York City Women's March	Women's Fund of Long Island
Chhaya CDC	New York Civil Liberties Union	Women's Organizing Network
Citizen Action of New York	New York Coalition of 100 Black Women	Women's Media Center
Citizen's Committee for Children of NY	New York Immigrant Coalition	Works-In Progress
Community Service Society	New York Paid Leave Coalition	YWCA of New York
CWA Local 1180	New York State Coalition Against Domestic Violence	YWCA Binghamton
Equal Pay, Now!	New York State Coalition	YWCA Brooklyn
Family Values @ Work	Against Sexual Assault	YWCA City of New York
Girls for Gender Equity	New York State Pay Equity Coalition	YWCA Cortland
Hollaback!	New York Women in Communications	YWCA Elmira
Human Rights Project /Urban Justice Center	New York Women in Film and Television	YWCA Genesee County
Inclusion Strategies	New York Women's Agenda	YWCA Greater Capital Region
Institute For The Puerto Rican/Hispanic Elderly, Inc.	New York Women's Bar Association	YWCA Jamestown
International Code Council	New York Women's Chamber of Commerce	YWCA Mohawk Valley
Jewish Women's Foundation of NY	New York Women's Foundation	YWCA Niagara Frontier
Junior League-New York State Public Affairs Committee	Nontraditional Employment for Women	YWCA Northeastern NY
League of Professional Theatre Women	NOW Brooklyn-Queens	YWCA Orange County
League of Women Voters- NYC	NOW-NYC	YWCA Queens
League of Women Voters - NYS	NOW-NYS	YWCA Rochester
Lean In New York	NOW-Westchester	YWCA Syracuse
Legal Momentum	NY Union Child Care Coalition	YWCA Ulster
Levo League	NYC4CEDAW	YWCA Western New York
Make It Work	NYS Women, Inc.	YWCA Westfield
Millennial Ambition	Planned Parenthood NYC	YWCA White Plains
	Raising Women's Voices New York	YWCA Yonkers
		Zonta International Club of NY
		Zonta of Greater Queens

Proposed Int. 1500, 1512, 1520 -2017
New York City Council Committee on Women's Issues Hearing

April 24, 2017

Tanya Gumbs
Young Women's Advisory Council Member,
Young Women's Initiative
Girls for Gender Equity

Good Morning. My name is Tanya Gumbs, a member of the Young Women's Advisory Council at Girls for Gender Equity. I am 18 years old and a current senior at the Life Sciences Secondary School.

Today, I represent the Young Women's Advisory Council at Girls for Gender Equity. We are part of the Young Women's Initiative (YWI) that was launched by Speaker Melissa Mark-Viverito and the New York City Council to identify the gaps in services for young women ages 12-24, with a focus on cis and trans women of color. YWI brings together leaders and organizers who work with teens and young adults and advocates for them in all aspects of our society, with the goal of crafting policy recommendations that address racial, gender and other disparities. This is being done with young women at the center of the conversation as active and consistent participants in discussions.

As an anti-violence and education organization, Girls for Gender Equity is committed to working in partnership with City Council and city agencies to promote and achieve gender and equality in New York City. Through our programming and advocacy, we are committed to the physical, psychological, social, and economic development of girls and women. Through education and organizing, GGE encourages communities to remove barriers and create opportunities for girls and women to live self-determined lives.

I support proposed legislations 1500, 1512, and 1520 to amend the administrative code of the city of New York, in relation to training for city agencies to promote and measure gender and racial equity. As a young woman of color I feel that it is very important and essential that city agencies are held accountable for gender and racial inequities. City agencies need trainings that will ensure equities among genders and races. To keep track of such, a report from the mayor of social indicators of gender and racial inequality is needed annually. This impacts cis and trans girls of color and gender non-conforming youth because **Proposed-Int 1500** would require certain agencies to complete gender and racial assessments of their services and programs, employment practices, contracting practices, and budgeting, and to set goals to address the findings of these assessments.

Proposed- Int 1512 would require certain city agencies to provide all of their employees with trainings on implicit bias, discrimination, cultural competency and structural inequity, including with respect to gender, race and sexual orientation, and on how these factors impact the work of such agencies.

Lastly, **Proposed- Int 1520** would require the Mayor to include information on gender and racial equality in the annual report on social indicators, which would be retitled as the “Report on Social Indicators and Gender and Racial Inequality.” Agencies should be held accountable so they know that treating people unfairly because of their gender or race(s) is not tolerated and this act of inequality doesn't live up to New York City's values. Furthermore, trainings for city agencies must adopt language that is inclusive and affirming for spectrums of gender identities and sexualities.

The proposed legislations are in alignment with key recommendations from the Young Women's Initiative Report released by the Speaker's office in May 2016, and co-created with stakeholders, including Girls for Gender Equity. It is vital that city agencies implement and continue to uphold monitoring and assessing gender and racial inequity, particularly, among low-income cis and trans girls of color and gender nonconforming youth of color.

YWAC members believe that the voices and experiences of young cis and trans girls of color and gender non-conforming youth of color continue to be heard, uplifted, protected and treated equally through participatory governance. I thank the New York City Council for working with the Young Women's Advisory Council on making this a possibility through the Young Women's Initiative and look forward to working together to make ensure youth of color are safe and well by living up to New York City's values and we respectfully request the passing of all three legislative bills to advance gender and racial equity.

Testimony of Legal Services NYC

Before the Committee on Women's Issues

Hearing on Int. No. 1500: In relation to gender and race equity assessments; Int. No. 1512: In relation to training for city agencies to promote gender and racial equity; and Int. No. 1520: In relation to measuring and addressing gender and racial inequality in New York City.

Good morning. My name is Doreen Odom and I work with Legal Services NYC. For almost fifty years, LSNYC has fought poverty and sought racial, social, and economic justice for low-income New Yorkers. Our work brings us into contact with tens of thousands of New Yorkers each year, most of whom are people of color and women. We thank Speaker Melissa Mark-Viverito and the members of the City Council for the opportunity to provide testimony on Introduction 1500, a bill which would require certain city agencies to complete gender and race equity assessments of their services and programs, employment and contracting practices, and budgeting, and to set goals to address the findings of these assessments.

New York City is wonderfully diverse—2010 decennial census data reveals that 33 percent of NYC residents are white, 26 percent are Hispanic, 26 percent are black, and 13 percent are Asian. Yet opportunity is inequitably distributed in this city based on race and gender. Twenty percent of New Yorkers live in poverty and 40% try to survive on 200% of the federal poverty level. More than half of the total income in New York City is earned by just one-fifth of our population. Race matters in this narrative—while 33 percent of our population is white, only 14.4 percent of people living in poverty are. Black and Hispanic households earn just over half the income of white households citywide. Studies from New York and from around the country demonstrate that race and gender are disproportionate determinants of poverty in our communities.

A majority of our clients at LSNYC are women and people of color and live below the poverty line, and our experience shows us that most of them rely on services provided by some type of city or state agency in order to survive. Our clients come into regular contact with the Human Resources Administration, the NYPD, the Department of Education, the New York City Housing Authority, the Administration for Children's Services, Adult Protective Services, the Department of Health, and Mental Hygiene, the Department of Homeless Services, and the Office of Temporary and Disability Assistance, among others. Their ability to survive, care for their families and live safe and healthy lives very much depends on the quality of services they receive from these agencies, and to what degree these services take account of the systemic oppressions that so often stymie their attempts to leave poverty.

Every day, our staff—from intake officers to paralegals to attorneys—listen as our clients tell us about their contacts with these city or state agencies and the services they receive. Too often, these stories

paint a picture of a model of service delivery that fails to account for the rich tapestry of who our clients are and the diversity of their lived experiences. We know that, while sometimes this failure is the result of explicit manifestations of particular individuals' explicit and implicit biases, it is also sometimes the unintentional and unintended consequence of bureaucratic systems. Regardless of whether the disparate impact is intentional or not, when our clients alert us to city agencies' policies and procedures that result in discriminatory outcomes for them, we utilize litigation and policy advocacy to remedy their situation. So, for example, when several survivors of domestic violence notified us that the NYPD was failing to provide language access when responding to domestic disturbances reports, we represented these clients in suing the NYPD in federal court and were able to work with the agency to reform its procedures and encourage ongoing monitoring of the situation. We also represented limited English proficiency clients against HRA and in doing so worked with HRA to implement a more robust policy of providing services to its limited English proficiency clients in languages they are most comfortable with. In another case, we were also able to alert HRA to the disparate treatment our transgender and gender non-conforming clients were experiencing at job centers when they sought services. And along similar lines, we are now engaged in litigation based on discrimination our homeless, transgender clients of color are experiencing in some facilities operated by DHS.

While we understand the benefits of using litigation as a tool to seek remedies for our clients, we also know that litigation is costly for the city, takes an emotional toll on our clients, and is necessarily post hoc—by the time we sue an agency, the harm has already occurred to our clients and litigation cannot adequately compensate them for their pain. We believe a better model would be one where city agencies have systems in place to constantly monitor the disparate outcomes of their policies and procedures for the communities we serve. Social science research tells us that we all harbor implicit biases which are deeply ingrained and which are often amplified in bureaucratic organizational settings. The same science tells us that, rather than be surprised when we discover evidence of biased outcomes in ourselves and our institutions, we should assume that the bias is present, and implement a system of checks and assessments, particularly at crucial decision-making points, such as decisions about protocols and policies, eligibility for services, and hiring practices. For this reason, we commend this Council and the leadership of the Speaker for taking this important step towards ensuring that certain city agencies are being proactive and reflective about unintended consequences of their policies and procedures on some marginalized populations, including women and people of color.

Simultaneously, we urge the Council to consider the breadth of a similar equity and social justice initiative launched by King County in Washington State in 2008, which gathers within its purview every county agency and requires equity impact analyses to be conducted for every proposed department or agency business plan, policy guidance, and budget decision. The first step in formulating the County's strategic plan for achieving greater equity and social justice for its residents involved deep engagement with its own employees and with the community organizations who serve the populations that experience the most inequitable outcomes. Based upon our unique view into the lives of our clients, we think that they and the community-based organizations that serve them have valuable perspectives the city should consider as it moves forward with implementing Introduction 1500.

Framework. The current legislation leaves wide discretion to the agencies to design the assessments. While we acknowledge that the equity assessments and action plans must be tailored to the specific mandate and work of each agency, we are concerned that the lack of guidance may allow agencies to engage in superficial evaluations of their policies and practices. Creating an equity assessment toolkit with some baseline requirements such as the use of qualitative and quantitative data will ensure a level of consistency and thoroughness across agencies.

Timeframe. Introduction 1500's requirement for yearly reporting on agency action plans will provide necessary oversight of agency activities and ensure that agencies are doing ongoing evaluations of the effectiveness of their action plans. However, the current legislation does not require ongoing assessments of existing or new agency programs or policies. As currently structured, agencies will not have to consider race and gender equity in new programming it does so long as it continues to implement the action plans based on the assessment conducted in 2018. In order to fully achieve the goals of this legislation, and successfully address the deep gender and race inequity, an ongoing, affirmative obligation to evaluate and remediate disparate impact based on race and gender, and prioritize programming that promotes equitable outcomes is needed.

Gender and Race Equity Committee. The Gender and Race Equity Committee will play a critical role in ensuring that agencies conduct meaningful assessments, partnering with agencies to develop effective action plans and monitoring implementation of those action plans. The Committee could play an important role in helping to develop the equity assessment toolkit and providing critical expertise to agencies as they develop plans to address structural and institutional inequities. We are concerned that, as currently drafted, agencies are not required to consider or integrate Committee feedback into their assessment and action plan. Strengthening the role and authority of the Committee will help ensure that the Committee is a true partner to the agencies and has the requisite authority to monitor the effectiveness of the assessments and action plans. The composition of the Committee will also be critical to its success. As proposed, there is no requirement that some members of the Committee have experience working with organizations or municipalities on de-biasing initiatives. Without some guidance about the structure of the Committee, there is a risk that the Committee will not have the necessary expertise to fulfill its mandate. Finally, disbanding the Committee automatically after the submission of the third report required pursuant to subparagraph d, would potentially leave agencies without external expertise for this initiative and communities without a vehicle to help hold agencies accountable. It seems self-evident that working to dismantle the pervasive effects of racism and sexism is a task that will take more than three years of self-assessment.

Transparency and Community Input. The current legislation does not require the disclosure of the agency assessments or action plans. Faith in system change is bolstered when stakeholders are able to easily access the results of assessments and plans to remedy problems and transparency keeps us honest. There is also no requirement for community input into the assessments or action plans. People who interact with the agencies, and who are marginalized and oppressed by structural and institutionalized inequality, should have a voice in how these systems are changed. While agency staff will have significant knowledge and expertise to guide this work, the people who interact with the agency have a unique perspective on how the agency's policies and programs affect communities and

what change is necessary to address the inequality. Every day LSNYC advocates speak with clients who have important information about how policies and practices are actually implemented in real life. Without this input, agencies will not be able to determine what changes will be most effective in addressing the inequality identified.

Training. We applaud the training requirements outlined in Introduction 1512. Training is critical to successfully identifying and addressing structural inequities, and imbedding race and gender equity within the agency culture. Training for staff involved in the race and gender equity assessments seems particularly critical before the agencies begin the process.

Data Collection. We are particularly heartened by the data gathering and analysis component of this legislation. The scientific method mandates that we measure what we seek to change and we cannot possibly hope to equalize outcomes if we are unwilling to take stock of inequity in the first place.

At a time when it seems that some national politicians are encouraging deep schisms between our citizens, New Yorkers are turning towards each other, finding common ground, engaging in profound dialogue about what unites us, and showing ourselves willing to do the hard work of understanding and trying to remedy the racism, sexism and other systemic oppression that have left so many of our neighbors behind in one of the most affluent cities in the world. We believe this is a unique moment for us and for you, our elected leaders, to take bold steps towards ensuring that opportunity will be more equitably distributed among all our citizens in the future than it has been in the past. City government and its agencies have a defining role to play in that distribution. Decisions about where to position crossing guards, whose streets get cleaned, which schools get closed, what languages the city will do business in, whether we will make our shelters safe spaces for our LGBTQ citizens or our city a sanctuary for immigrants, the quality of medical care patients of color will receive in our hospitals, and how we will treat black and brown litigants in our courts are all crucial junctures at which bias lies in wait to trip us up. Introduction 1500 is a promising step towards ensuring that we are vigilant in those moments and recognize how the actions of government will disparately affect people of color and women. We look forward to partnering with you as we work together to move our city towards greater equity and racial and social justice for all New Yorkers.

Thank you.

For more information, please contact:

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**Testimony to the New York City Council.
Re: Int. No. 1500, 1512, 1520 and Res. No. 542**

**Presented by Leslie Wright, Advocacy Chair, Zonta
Club of NY
April 24, 2017**

Honorable Council members, dignitaries, guests, ladies and gentlemen.

Thank you for providing us with the opportunity to comment on these proposed bills and resolution, which are being considered by the City Council for action this session.

The Zonta Club of NY (ZCNY) is the 20th club of Zonta International, and was organized in 1920. We are one of 1200 such clubs found in 66 countries, and through Zonta International we hold General Consultative Status with the UN. Zonta has a long-standing association with the human rights treaties ratified at the UN, and in particular with the Convention on the Elimination of all forms of Discrimination against Women, known as CEDAW. We participated in the 4 UN World Conferences on Women and note that a former International President, Helvi Sipilä, presided over the First World Conference on Women in 1975 - the Conference that preceded CEDAW's establishment in 1979. Zonta endorses the work of the Committee that oversees the implementation of CEDAW. We see that the principles of CEDAW can be easily included in local governments, and thus we support the Cities for CEDAW platform for accomplishing this goal in local governments where we are active. I personally have represented our club with the NY Cities for CEDAW (NYC4C) coalition, serving on its Steering Committee and as co-chair of its Policy Committee.

As the Zonta Club of NY representative on the Cities for CEDAW Steering Committee here in New York City and co-chair of the coalition's Policy Committee, NYC4C produced a 4-page outline of what we hoped would become the background paper for establishing a comprehensive NYC City Ordinance for a Women's Bill of Rights. It called for a city-wide ordinance which used the framework of CEDAW as a platform for examining the City's laws and operations, community oversight, and implementing body reporting to the Mayor, City Council and the public, and funding to allow such review to occur professionally and periodically. In addition it called for public participation in the process as well as on-going oversight. We are hoping that these proposals will become the framework for the CEDAW-based bills before you which we understand is the approach that will be used, and we applaud the initiatives, proposing some minor adjustments.

The Zonta Club of NY believes that a strong human rights framework, based on the principles of CEDAW, is reflected through these proposed bills, with some minor modifications. The bills introduced can be used to assure gender and racial equity throughout City government, and should include as well such departments as the Police, Fire and Human Resources departments. We also recommend that the following be added as areas of discrimination that create the intersectionality of women's experience. We recommend the approach used by NYC Cities for CEDAW, which would add to gender and race, the perspectives of culture and religion.

We welcome the fact that the City of New York has outstanding legislation related to gender. We take note of the fact that both the Mayor, the Public Advocate and the City Council have been

leaders in assuring that gender equality is pursued, as is evidenced by recent action such as establishing a Gender Equity Commission, the Young Women's Initiative, pay equity and gender equity in contracting, the elimination of salary history as a requirement for hiring, just to name a few.

You are already aware of the history of the US regarding the ratification of CEDAW, as related in the Resolution 542 before you today. 189 countries of the 193 nations of the UN have ratified it, and the US remains the only developed country that has not. The Zonta Club of NY applauds your effort to take a lead in encouraging US Senate ratification, and to take a leadership position in regard to assessing and correcting any discrimination regarding gender and race in the City.

New York City is seen as a leader and, by becoming a "CEDAW City", New York can encourage other local authorities to do the same by your example.

We would like to recommend the following regarding Int. No. 1500. That Police, Fire and Human Resources Departments be added to the list of enumerated departments for review; that staffing and budget be allocated to the Gender and Racial Equity Committee; that the Gender Equity Commission already designated in the City be reinforced to do this work; and finally that the Committee be enhanced to nine members, with five appointed by the mayor and four by the Council, with representation from each borough, and that such appointees be vetted to demonstrate their expertise in gender and racial assessment/review. We would add intersectionality to the language of sex and race, including culture and religion. We encourage you to consider public review of such reports as well.

Further, we recommend that similar modification be made to 1512 in respect to the departments enumerated. We also recommend that both implicit AND unconscious bias be included in the trainings.

Regarding 1520, we note the expanded definition of gender in the previous bills, and recommend that the reference to "between the genders" be changed to "in respect to the genders". We also wish to call your attention to the need for disaggregated data. If such data is not readily available, steps should be taken to amend that situation so proper analysis can occur in the future.

As regards the Resolution 542, we note that 189 of 193 countries have ratified CEDAW and cannot confirm that Palau is the only other country that has signed but not ratified CEDAW. It is a fact that the US is the only developed country that has done so. We also question whether the US was the first of the industrialized nations to recognize universal suffrage for women and their full political rights and request that that statement be checked, as our research indicated that a number of European countries would have done so in 1918 or 1919, and Finland in 1907.

Again, we applaud your efforts to establish a strong framework for gender and racial equity, based on CEDAW principles, to the millions of women and men who live in New York.

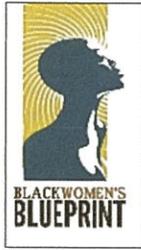
Thank you.

Please see the attached addendum.

Addendum:

Areas to address gender equity, based on the CEDAW framework

1. Strong, inclusive definition of gender-based discrimination, to include all ages, transgender and gender-non-conforming persons, intersectionality of areas of discrimination
2. Mandate concrete steps, such as passing and implementing laws, policies and practices to eliminate gender discrimination and embody the principle of equality
3. Require action in all areas - civil, political, economic, cultural and social - to advance the human rights of women
4. Permit establishing targets to accelerate equality and eliminate discrimination
5. Eliminate sex role stereotyping
6. Suppress trafficking, sexual exploitation, and all forms of sexual violence
7. Mandate ending discrimination against women in political and public life
8. Create and enabling environment for women to represent governments at all levels on an equal basis with men
9. Mandate that women will have equal rights with men to acquire, change or retain nationality and that of their children
10. Assure equal access to all fields of education and eliminate stereotyped concepts of the roles of men and women
11. Recognize the right to work as a human right and end discrimination in employment and compensation
12. Eliminate discrimination in health care for women, transgender and sexual-non-conforming persons, and provide access to comprehensive reproductive healthcare and family planning free of charge
13. Assure gender-based research and gender responsive methods to provide adequate information about treatment for women's health
14. Assure equal access to bank loans, credit and other financial services
15. Guarantee equality under the law to administer and own property
16. Guarantee equality of participation in sports and cultural life
17. Ensure equality in marriage and family relations, including the elimination so domestic violence and related matters in the criminal justice system and other areas of family support
18. Assure equal and respectful treatment of women in the criminal justice system
19. Assure disaggregated data for analysis in all areas of gender equality
20. Assure training to understand explicit, implicit and unconscious discrimination



Black Women's Blueprint

Testimony to the New York City Council, Re: Int. No. 1500, 1512, 1520 and Res. No. 542

Good morning – My name is Ericka Dixon and I am the Policy Programs Coordinator for Black Women's Blueprint. I am very grateful for this opportunity to address the Women's Issues Committee and to comment on the proposed gender and racial equity legislation.

Since 2010, Black Women's Blueprint has worked from our Crown Heights headquarters to secure the political, social and economic equality of all Black women, girls, and gender nonconforming people. In New York City and around the nation, Black Women's Blueprint has a demonstrated track record of working closely in coalition, especially with United Nations initiatives, to push policy agendas that seek to eradicate sexual violence in under-resourced and often forgotten communities. As part of our flagship initiative, the Black Women's Truth and Reconciliation Commission, Black Women's Blueprint brought together over 2000 Black survivors of sexual violence, myself included, to testify here in New York City at the historic Riverside Church and at the United Nations just last year in April 2016 on the obligations of the United States to combat sexual violence in Black communities. Additionally, we issued the first ever report to the United Nations Committee to Eliminate Racial Discrimination on racism and sexual assault against Black women in the U.S. and in 2014, we issued a live report to the UN Committee Against Torture in Geneva, Switzerland on the impact of police sexual misconduct on Black women and girls in the United States.

In my role as Co-Lead of the Grassroots Organizing SubCommittee for the NYC 4 CEDAW Coalition, of which Black Women's Blueprint is part of the Steering Committee, I continue this legacy of testimony as we urge the City Council to adopt coherent gender equity legislation couched in the rights-based framework of the United Nations Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW). Black Women's Blueprint knows that we are a city not only in need of strong gender equity legislation such as what is proposed, but also legislation that is robust, coherent and grounded in critical analysis of intersectionality, and which attends to the multitude of identities that make up who we are and how we move through the world. We firmly believe that CEDAW is the answer.

The 16 core articles of CEDAW provide a replicable yet consistent template of indicators through which city agencies can activate the proposed action plans, and analyze and report on racial and gender equity with ease, using a human rights framework.

To that end, while we appreciate the spirit of the City Council's symbolic gesture to take up Resolution No. 542 that urges the United States Senate to ratify the Convention, it is simply not enough. Given the current rancor and division that exists within the chambers of our federal government, we also recognize the limits of such an approach if pursued without simultaneous implementation at the local level. CEDAW cannot afford to be stalled any longer. With the recent federal Administration's threats to make

vital cuts to anti-rape, anti-battery, and anti-stalking service programs guaranteed by the Violence Against Women Act (VAWA), we are running out of places to turn to for safety and justice. New York City must be on the frontlines of protecting the rights of its most marginalized residents. Women and girls in our communities are under siege - we need policymakers to listen to them and we need to institute mechanisms for public involvement and oversight over any and all gender and racial equity efforts. CEDAW is New York City's daring, creative, and brave answer on how to fight back against federal actions that could dramatically curtail the civic and reproductive freedoms of women and transgender people across the five boroughs.

Black Women's Blueprint welcomes the critical reflection and analysis of City agencies through the gender and racial equity assessment proposed in Int. No. 1500. However, the proposed language which currently reads "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" gives us pause.

Why, as a Black woman, must I always choose?

Black Women's Blueprint urges the Council to consider a reframing of this definition to one where gender-*and*-race are linked as concurrent, co-created, and interwoven factors that are constantly in relation to other forms of identities. Black women deserve policies in which we can see ourselves and we deserve to have policies that reflect our experiences as being both Black- *and*-women, as being Black and trans and women, as being Black and lesbian and immigrant and undocumented women,— frames that honor the wholeness of who we are and which impact the material and psychological conditions of our lives.

I also ask you to consider, especially the lives of queer, femme, trans and gender non-conforming or gender fluid Black survivors of sexual violence. Black Women's Blueprint is an 100% survivor led organization, and we are here to tell you, we are fighting for our lives. Our erasure in not only the lexicon but also in the reality of policymaking has deadly consequences. New York City is a place where Black women are over 3 times more likely to be victims of intimate partner homicide¹. A city where, in 2015, 44% of LGBTQ and HIV survivors of intimate partner violence seeking shelter were denied it². A city which desperately needs trauma-informed school disciplinary practices so that young Black survivors of child sexual abuse are no longer pushed out from schools due to perceived deviancy. A city in which gender biased policing leads to the incarceration of Black survivors of abuse.

Passing gender equity legislation that mobilizes a CEDAW methodology right here at home will signal to Black survivors of violence across the city that that our story matters – that our humanity is acknowledged by the City of New York. We believe that policy work is indeed trauma work, and by passing this legislation, you would help solidify our inalienable, indivisible and interconnected human rights that our harmdoers can never strip away from us and which, in fact, the City has already committed to protecting through signing the UN Women's Safe Cities Agreement.

¹ New York City Domestic Violence Fatality Review Committee: 2016 Annual Report. Mayor's Office to Combat Domestic Violence. <http://www1.nyc.gov/assets/ocdv/downloads/pdf/2016-frc-report.pdf>

² Lesbian, Gay, Bisexual, Transgender, Queer and HIV-Affected Intimate Partner Violence in 2015. A Report from the national coalition of Anti-Violence Programs 2016 Release Edition. http://www.avp.org/storage/documents/2015_ncavp_lgbtqipvreport.pdf

Just as our identities are not limited to simply race and gender, our interactions with city agencies are not limited to the Department of Health and Mental Hygiene, the Administration for Children’s Services and the Department of Social Services and Human Resources. Int. No. 1512 and Int. No. 1500 should be expanded to ensure the inclusion of all criminal justice and law enforcement agencies in New York City, as well as any other relevant agency as not only determined by the mayor alone, but by a participatory, representative community body.

In our pursuit to center those most at the margins, we are heartened to see Int. No 1512 identify gender in the broadest terms and name the significance of self-identity and expression. Yet, Int. No. 1520 contradicts that language by rendering gender as a binary (“between the genders” as opposed to our recommendation of “among every gender”). I speak in solidarity with my trans and gender nonconforming sisters of color as I demand that their presence be fully felt and understood through broad and inclusive gender definitions in every relevant Local Law that passes from now on.

Likewise, we take exception to language in Int. No 1520 that calls for a “narrative discussion of the differences and the inequities in such conditions” disaggregated only by “gender” or “among the subdivisions and racial groups of the city.” To meet the needs of people of color across the city, they must also identify the differences and inequities that exist between and among people of the same gender identities with varying racial identities. This can only be done by communities of color themselves, which leads to our call for a broader, more participatory gender and racial equity committee. We are concerned that the currently proposed gender and racial equity committee does not have a mechanism for sustained, and substantial community involvement. It is essential that the needs, values, and experiences of our communities be recognized and honored throughout the legislative process, such as coordination by Council with the existing Gender Equity Commission to include community feedback mechanisms.

Lastly, while Black Women’s Blueprint appreciates and recognizes the absolute necessity for cultural competency training outlined in Int. 1512, we urge that Council to work with community based organizations, such as ours, who specialize in these trainings, to ensure that city agency employees are being provided with comprehensive, anti-oppression based training that allows participants to understand the deep connections between racial and gender inequity, collective, intergenerational trauma and the impact of structural inequality on the social, economic and cultural health of the City.

In January 2016, days after the brutal gang rape of a young Black woman in Brownsville, BK, and our community’s outrage and organized response, Mayor DeBlasio issued a statement that his “administration has zero tolerance for sexual attacks.” The City of New York has demonstrated time and again its willingness to build on its commitment to ending gender-based violence and all other forms of gender-based discrimination. This hearing is further evidence of this commitment and our shared vision for a more free future for our women and girls. Shifting the proposed laws to pass CEDAW as part and parcel of all of them in a single package will send the message to the rest of the country, and indeed the world, that the City of New York truly is a Sanctuary city, a city in which your gender identity does not determine your life-span and a city where there truly is zero tolerance for any forms of gender-based violence or exploitation. Thank you for your time.

April 24, 2017

Testimony to New York City Council

Re: Int. No. 1500, 1512, 1520 and Res. No. 542

Presented by Mary M. Luke, President, Metro NY Chapter, US National Committee for UN Women

Thank you for this opportunity to comment on these important bills and resolution. The Metro NY Chapter of the USNC for UN Women, established in 1987, is a not for profit organizations whose sole purpose is to support UN Women's mission of women's empowerment and gender equality. UN Women supports programs in 100 countries to improve the lives of women and girls through economic and political empowerment, ending violence against women, and advising governments on national mechanisms to promote the integration of gender equality measures.

I am proud of the city's strong support of international social justice. New York became the first city to join the UN's Safe City Campaign, signed at the United Nations in 2014. In 2015, the city hosted the launch of the UN's Sustainable Development Goals which committed government leaders around the world (and in the US) to end extreme poverty, fight inequality and injustice, and mitigate climate change by 2030.

Although the Agenda recognizes the equal treatment and full participation of women and men as a prerequisite for achieving sustainable development, The UN Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) remains unsupported. For 36 years, this 'international bill of rights for women', has become the most important international legal bulwark for women and girls across all areas of life and is the cornerstone for women's and girls' equal rights. To date however, 189 UN member states have ratified CEDAW leaving the US as the only industrialized country that has abstained.

Around the world, CEDAW has become a valuable tool for advancing women's rights and gender equality, providing the basis for judicial decisions, and constitutional, legal and policy reforms at the country level. A number of countries have experienced positive change through the adoption of equal opportunity acts to increase the number of women in elected office, and new laws and actions to address violence against women.

- UN Women trained Indonesian leaders on human rights and they in turn drafted a Shadow report to highlight the rights of marginalized groups.
- A network of women living with HIV in the Philippines were trained and developed a plan to address the discrimination they faced.

- The Southeast Asian regional CEDAW project has been credited with strengthening the capacities of ASEAN Human Rights bodies and established the first network of gender-sensitive Supreme Court judges and legal practitioners in ASEAN.
- Following gender analysis of programs, leaders in the Lao People's Democratic Republic chose to focus on access to education for rural girls; sexual harassment in the workplace was the focus in Malaysia, and the Viet Nam team focused on intimate partner violence. (<http://www.unwomen.org/en/news/stories/2015/12/asia-pacific-makes-strides-in-implementing-cedaw#sthash.tZgQobgJ.dpuf>).

We commend NYC for demonstrating its commitment to improving women's and girls' lives through the Commission on Gender Equity, the Young Women's Initiative, and pay equity and benefits policies. As a partner in the NYC4CEDAW Coalition, we support proposed bills 1500, 1512 and 1520 and Resolution 542. HOWEVER, we RECOMMEND that the city adopt an institutionalized and coordinated approach to its gender policies, programs, and allocation of resources by combining the three bills into one comprehensive women's rights bill.

Training, gender analysis, action plans, and monitoring and evaluation are all vital components of a comprehensive bill to ensure gender equality. These components build on each other to enable trained managers to use a gender lens to analyze programs, propose action plans and make budget and staffing decisions based on human rights framework. A gender analysis using gender disaggregated data is important to identify specifically where women's needs are not being met, and propose solutions that better meet women and girl's needs, especially for low income and minority women. Most important, funding of the Commission on Gender Equity is essential to coordinate and monitor these essential activities.

Specific comments:

Int. No. 1500, and 1512

1. Relevant city agencies should ultimately include City Police and Fire departments
2. Re: establishment of a Gender and Racial Equity committee. As a Commission on Gender Equity already exists, we recommend including racial equity as an additional and important focus of the CGE rather than setting up a new commission.
3. Recommend a demonstration project with 1-2 projects within a department to undergo the entire process including: training, gender and racial analysis, preparation of action plans monitoring and oversight starting in July 1, 2017. Such a project would require allocation of funds.

Res. No. 542

1. Recommend adding a statement to the resolution on the UN Sustainable Development Goals (SDGs) which commits government leaders around the world and in the US to global goals to end extreme poverty, mitigate climate change and commits all nations to fight inequality and injustice, including gender equality by 2030.

The Metro NY Chapter of the USNC for UN Women enthusiastically supports the NYC4CEDAW Coalition's call for a comprehensive and holistic women's rights bill that includes the following components:

- Gender analysis using a rights based framework and gender disaggregated data
- Training of managers and department heads and development of action plans
- A public review mechanism including grassroots participation
- Appropriation of city funds to support salaries, gender analysis, training, and action plans.

We appreciate the excellent relationship between the United Nations and New York as its host city and the important leadership role it plays in demonstrating local strategies to meet global goals. Passage of a comprehensive women's rights bill in NYC will set an important example and send a strong message to other cities and the global community about the value and priority of an institutional and sustained approach to achieving gender equality, empowering all women and girls, and ending all forms of discrimination.

Thank you for your consideration of these recommendations.

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Testimony before the New York City Council Committee on Women's Issues

Regarding Proposed Bill Int. No. 1512

April 24, 2017

Thank you Council Member Dromm, Speaker Mark-Viverito, bill sponsors, and committee members for the opportunity to speak with you today.

My name is Ashe McGovern, and I am the Legislative and Policy Director of the Public Rights/Private Conscience Project at Columbia Law School, or PRPCP. PRPCP is a think tank focused on bringing legal, policy, and academic expertise to bear on the multiple contexts in which religious liberty rights conflict with or undermines other fundamental rights. We are particularly concerned with the impact that overly-broad religious exemptions have on the rights of marginalized communities, including lesbian, gay, bisexual, transgender and queer, or LGBTQ, communities, those seeking access to reproductive healthcare, religious minorities, and communities of color.

PRPCP strongly supports the proposed bill, which will require employees at several of the city's largest agencies to undergo trainings on discrimination and cultural competency. While this bill is an important step in advancing racial and gender equity for all New Yorkers, we believe these requirements should be expanded to cover all city agencies, as well as city contractors.

1. City contractors, in addition to city agencies, should be subject to oversight, accountability, and cultural competency training.

As the primary providers of many city-funded services, it is just as crucial for private contractors to be trained on discrimination, implicit bias, and cultural competency as it is for city agencies. City contractors provide vital social and human services to New York City residents, particularly to low-income communities seeking access to housing, healthcare, employment, and life-saving social services. According to the Mayor's Office of Contract Services, in 2016, the City agreed to fund nearly 4,500 human services contracts valued at over \$4.3 billion.¹

LGBTQ people, and people of color, by virtue of being more likely to live in poverty than their peers, benefit significantly from city-funded programs and services.² These communities also experience a heightened vulnerability to discrimination, harassment, and mistreatment in accessing those services, and in many other areas of their lives.³ As a result, it is vital that city contractors are subject oversight, accountability and cultural competency training in order to ensure they do not engage in discriminatory behavior, either in the provision of social services, or through their own internal organizational practices.

¹ MAYOR'S OFFICE OF CITY CONTRACTORS, *Agency Procurement Indicators Fiscal Year 2016*, available at <https://www1.nyc.gov/assets/mocs/downloads/pdf/IndicatorsReport/AgencyProcurementIndicators20161017.pdf>.

² LEGAL SERVICES NYC, *Poverty is an LGBT Issue: An Assessment of the Legal Needs of Low-Income LGBT People* (2016), <http://www.legalservicesnyc.org/storage/PDFs/lgbt%20report.pdf>; M.V. Lee Badgett, Laura E. Durso, and Alyssa Schneebaum, "New Patterns of Poverty in the Lesbian, Gay, and Bisexual Community" (WILLIAMS INSTITUTE, 2013), <http://williamsinstitute.law.ucla.edu/research/census-lgbt-demographics-studies/lgbt-poverty-update-june-2013/>; Deborah Povich, Brandon Roberts, and Mark Mather, *Low-Income Working Families: The Racial/Ethnic Divide* (WORKING POOR FAMILIES PROJECT, 2015), http://www.workingpoorfamilies.org/wp-content/uploads/2015/03/WFPF-2015-Report_Racial-Ethnic-Divide.pdf.

³ Ashe McGovern, Sarah McBride, and Sharita Gruberg, *Nondiscrimination Protections for LGBTQ Communities: Securing Comprehensive and Inclusive Protections at All Levels of Government* (CENTER FOR AMERICAN PROGRESS, 2016), <https://www.americanprogress.org/issues/lgbt/reports/2016/12/08/294423/nondiscrimination-protections-for-lgbtq-communities/>; PUBLIC RIGHTS/PRIVATE CONSCIENCE PROJECT, *Unmarried and Unprotected: How Religious Liberty Bills Harm Pregnant People, Families, and Communities of Color* (COLUMBIA LAW SCHOOL, 2017), http://web.law.columbia.edu/sites/default/files/microsites/gender-sexuality/PRPCP/unmarried_unprotected_-_prpcp.pdf.

2. All contractors, including faith-based contractors, should receive cultural competency training and oversight.

There is a particular need for training and oversight of faith-based contractors due to their unique legal status. The New York City Human Rights Law (NYCHRL) prohibits discrimination on the basis of several protected categories, including on the basis of race, gender, and sexual orientation. However, the NYCHRL also contains a narrow exemption for religious institutions and organizations that allows them to prefer co-religionists in hiring, firing, and housing accommodations and to “[take] such action as is calculated by such organization to promote the religious principles for which it is established or maintained.”⁴ Courts have interpreted this provision in conflicting ways, making it essential that faith-based contractors receive clear guidance and training on their responsibility to provide nondiscriminatory and culturally competent services to all New Yorkers.

While the religious exemption in the NYCHRL clearly does not permit faith-based contractors to discriminate in the provision of city-funded services, its application to employment discrimination is less clear. For example, in *Logan v. Salvation Army*, a gay employee brought suit against the Salvation Army after experiencing harassment in the workplace as a result of his sexual orientation.⁵ The New York County Supreme Court found that while under the NYCHRL exemption the Salvation Army, a religious organization, could prefer co-religionists in hiring, it could not harass an employee who would otherwise be protected under the law.⁶ In *Lown v. Salvation Army*, however, the Southern District of New York held that under the city and state human rights law exemptions, the Salvation Army could require employees to commit in writing

⁴ N.Y.C. Code § 8-107(12) (“Nothing contained in this section shall be construed to bar any religious or denominational institution or organization or any organization operated for charitable or educational purposes, which is operated, supervised or controlled by or in connection with a religious organization from limiting employment or sales or rental of housing accommodations or admission to or giving preference to persons of the same religion or denomination or from making such selection as is calculated by such organization to promote the religious principles for which it is established or maintained.”).

⁵ *Logan v. Salvation Army*, 10 Misc.3d 756 (N.Y. Sup. Ct. 2005).

⁶ Protections for New Yorkers on the basis of sexual orientation were added to the NYHRL soon after the plaintiff filed suit. The *Logan* court held that these protections could not be applied retroactively, but recognized that had they been in effect at the time of the incidents, the employee in question would have been protected.

to following certain religious principles and beliefs as a condition of employment without violating the NYCHRL's ban on religious discrimination.⁷

In addition to the lack of clarity regarding NYCHRL's religious exemption, over the past several years there have been many examples nationwide, including in New York,⁸ of faith-based recipients of government funds that have objected to, or requested exemptions from, their legal duty to provide comprehensive and non-discriminatory services.⁹ These occurrences highlight a strong need for faith-based contractors to receive oversight of and training on their obligations under the NYCHRL, as well as information on how to provide comprehensive and sensitive care to a diverse population. This should include training and oversight regarding the needs of LGBTQ communities, as well as communities in need of reproductive health services.

The city has a responsibility to ensure that organizations that receive public funds to provide essential services are providing these services in a nondiscriminatory manner that reflects the values and principles codified in the city human rights law and prioritized by the city council. The

⁷ *Lown v. Salvation Army, Inc.*, 393 F. Supp. 2d 223, 252 (S.D.N.Y. 2005).

⁸ For example, New York has contracted with faith-based health insurance plans to provide Medicaid and other health coverage, despite the fact that these plans refuse to provide seamless access to essential women's health care. See, Amy Littlefield, *How a Catholic Insurer Built a Birth Control Obstacle Course in New York*, REWIRE (Jan. 26, 2017) <https://rewire.news/article/2017/01/26/catholic-insurer-built-birth-control-obstacle-course-new-york/> (describing how one faith-based insurer, despite the fact that it "reaps billions in taxpayer funding through Medicaid each year and is one of the most dominant insurers on New York's state-run exchange," places religious restrictions on essential women's health services.).

⁹ See, e.g., Erick Eckholm, *Suit Challenges U.S. Over Abortions and Birth Control for Immigrant Minors*, N.Y. TIMES (June 24, 2016), <https://www.nytimes.com/2016/06/25/us/suit-challenges-us-over-abortions-and-birth-control-for-immigrant-minors.html>; Martha Stoddard, *Facing Almost \$1 Million in Losses This Year, Catholic Charities Looks for Providers to Take Over Some Services*, OMAHA WORD-HERALD (Aug. 31, 2016) http://www.omaha.com/news/metro/facing-almost-million-in-losses-this-year-catholic-charities-looks/article_21b6d64b-e37c-5c49-a4ea-d3cc95984e85.html; Laurie Goodstein, *Illinois Catholic Charities Close Over Adoption Rule*, THE BOSTON GLOBE (Dec. 29, 2011), <https://www.bostonglobe.com/news/nation/2011/12/29/illinois-catholic-charities-close-rather-than-allow-same-sex-couples-adopt-children/Km9RBLkpKzABNLJbUGhvJM/story.html>.

In addition, there have been efforts at the federal and state levels to pass or expand upon religious exemptions in order to permit faith based contractors to discriminate based on their religious beliefs. See, e.g. Noel Gutierrez-Morfin, *Controversial 'Religious Liberty' Provision Puts Defense Bill in Limbo*, NBCNEWS.COM (Oct. 25, 2016), <http://www.nbcnews.com/feature/nbc-out/controversial-religious-liberty-provision-puts-defense-bill-limbo-n669266>; Sarah Posner, *Leaked Draft of Trump's Religious Freedom Order Reveals Sweeping Plans to Legalize Discrimination*, THE NATION (Feb. 1, 2017), <https://www.thenation.com/article/leaked-draft-of-trumps-religious-freedom-order-reveals-sweeping-plans-to-legalize-discrimination/>. For a list of proposed state and federal legislation regarding discrimination by government contractors, see PROTECT THY NEIGHBOR, *Government-Funded Discrimination* (last viewed Apr. 24, 2017) <http://www.protectthyneighbor.org/government-funded-discrimination/>.

failure of the city to train and monitor the practices of parties who provide services to New Yorkers with public funding creates a situation where the city is directly subsidizing discrimination.

3. All agencies should be required to engage in cultural competency training, and to develop stronger oversight, accountability and training procedures for their contractors.

Finally, although this bill is a clear step in the right direction, it should be expanded to cover all city agencies. Several agencies not listed in this bill direct significant funds towards human services contracts, including the Department of Youth and Community Development and the Department of Homelessness Services, which directed over \$883 million and \$937 million respectively in 2016 alone. They, too, should be bound by the training requirements proposed in this bill—as well as additional oversight and accountability measures in administering contracts.

In conclusion, we strongly recommend that the council expand this bill to cover all agencies as well as city contractors. We further recommend that the council take steps to increase oversight over contractors, including faith-based organizations, to ensure that New Yorkers seeking social services are provided with non-discriminatory and culturally competent care.

Respectfully submitted,

A handwritten signature in black ink, appearing to read 'Ashe McGovern', with a large, stylized initial 'A'.

Ashe McGovern

Legislative and Policy Director

Public Rights/Private Conscience Project

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April 24, 2017

Testimony of
Ruth Lowenkron, Disability Justice Director
on behalf of
New York Lawyers for the Public Interest
before
The New York City Council's Committee on Women's Issues
in support of
Int. No. 1500 and Int. No. 1520

Good morning. My name is Ruth Lowenkron and I am the Director of the Disability Justice Program at New York Lawyers for the Public Interest (NYLPI). Thank you for the opportunity to present testimony today. For the reasons set forth by my colleague, Laura Redman, NYLPI strongly supports Int. No. 1500 and Int. No. 1520. NYLPI respectfully requests, however, that the bills also address inequality in New York City on the basis of disability.

I. New York Lawyers for the Public Interest

For the past 40 years, New York Lawyers for the Public Interest (NYLPI) has been a leading civil rights and legal services advocate for New Yorkers marginalized by race, poverty, disability, and immigration status. Through our community lawyering model, we bridge the gap between traditional civil legal services and civil rights, building strength and capacity for both individual solutions and long-term impact. Our work integrates the power of individual legal services, impact litigation, and comprehensive organizing and policy campaigns. Guided by the priorities of our communities, we strive to create equal access to health care, achieve equality of opportunity and self-determination for people with disabilities, ensure immigrant opportunity, strengthen

local nonprofits, and secure environmental justice for low-income communities of color.

Our full-time staff of 32 includes lawyers, community organizers, social workers, legal advocates, development professionals, and administrators.

In the past five years alone, NYLPI advocates have represented thousands of individuals and won campaigns improving the lives of millions of New Yorkers. Our work with community partners has led to landmark victories, including integration into the community for people with mental illness; access to medical care and government services for those with limited English proficiency; increased physical accessibility of New York City public hospitals for people with disabilities; cleanup of toxins in public schools; and equitable distribution of environmental burdens.

In addition, NYLPI's Pro Bono Clearinghouse provides critical services to strengthen non-profits throughout every community in New York City. Drawing on volunteer lawyers from New York's most prestigious law firms, we help nonprofits and community groups thrive by providing free legal services that help organizations overcome legal obstacles, build capacity, and develop more effective programs. Through educational workshops, trainings for nonprofit leaders, individual counseling and a series of publications, the Clearinghouse is at the forefront of helping nonprofits maximize their impact on communities in each of your Districts.

NYLPI's Disability Justice Program works to advance civil rights and ensure equality of opportunity, self-determination, and independence for hundreds of New Yorkers with disabilities every year.

II. Addressing Inequality on the Basis of Disability in New York City

Persons with disabilities constitute 11.3% of New York's population.¹ The size of the community alone warrants measurement of inequalities. Moreover, the disability community is among the poorest minority in New York, with a 30.1% poverty rate,² compared to a poverty rate of 11.9% among those without disabilities.³ Only 33.4% of

¹ Erickson, W., Lee, C., & von Schrader, S. (2016). 2015 Disability Status Report: New York. Ithaca, NY: Cornell University Yang Tan Institute on Employment and Disability, p. 5.

² Id. at 6.

³ Id. at 41.

persons with disabilities who are of working age are employed,⁴ and even fewer (20.5%) are employed full-time.⁵ In stark contrast, those without disabilities are employed at a rate 77.6%,⁶ with 57.7% employed full-time.⁷ The median income for persons with disabilities working full-time is but \$41,700,⁸ while the non-disabled community enjoys a median income nearly double that (\$73,800).⁹

These inequities in the disability community cry out for the detailed measurement and comparisons at regional and national levels which are proposed for gender and racial groups. Further support for the need to measure and address disability inequality is based on the grim discrimination statistics of the disability community. An extensive study by the U.S. Department of Housing and Urban Development even determined that, at least in the housing arena, there is “[m]ore adverse treatment against persons with disabilities than against Blacks and Hispanics.”¹⁰

Notably, if New York were to mandate measurement of disability inequality, it would follow in the footsteps of numerous government entities, such as London, as discussed by Ms. Redman. In fact, Article 31 of the United Nations Convention on the Rights of Persons with Disabilities mandates that member countries collect such disability data.

I would be happy to provide the Council with any guidance it might desire with respect to implementing the disability inequality assessment, and I would gladly spearhead a coalition of disability advocates who stand behind my request for including a disability cohort.

On behalf of your myriad constituents with disabilities, NYLPI asks that the City Council require the Mayor to include information on disability inequality in the City’s annual report on social indicators.

⁴ Id. at 5.

⁵ Id. at 6.

⁶ Id. at 31.

⁷ Id. at 35.

⁸ Id. at 39.

⁹ Id.

¹⁰ U.S. Dep’t of Housing and Urban Development. 2005 “Discrimination Against Persons with Disabilities: Barriers at Every Step.” Washington, D.C. The Urban Institute, p. 55.

III. Conclusion

Thank you for your time. I can be reached at (212) 244-4664 or RLowenkron@nylpi, and look forward to the opportunity further to discuss my proposal, and any other aspect of disability justice for New Yorkers.

April 24, 2017

Testimony of Health Justice Director Laura Redman

On Behalf of New York Lawyers for the Public Interest

Before the New York City Council's Committee on Women's Issues

Good afternoon, my name is Laura Redman and I am the Director of the Health Justice Program at New York Lawyers for the Public Interest; however, I come to speak to you today about my experiences as a Senior Legal Officer in the Enforcement and Public Duty Department at the Commission for Racial Equality (CRE) in London, England. Thank you to Chairperson Cumbo and the Committee members for giving me the opportunity to present testimony today. I applaud Speaker Mark-Viverito, Councilmember Dromm, and Councilmember Lander for proposing legislation related to race and gender impact assessments, cultural competency and implicit bias training, and adding race and gender to the current assessment legislation. I, along with my colleague Ruth Lowenkron, who will speak shortly, encourage the inclusion of disability into these bills.

I. New York Lawyers for the Public Interest

For the past 40 years, New York Lawyers for the Public Interest (NYLPI) has been a leading civil rights and legal services advocate for New Yorkers marginalized by race, poverty, disability, and immigration status. Through our community lawyering model, we bridge the gap between traditional civil legal services and civil rights, building strength and capacity for both individual solutions and long-term impact. Our work integrates the power of individual legal services, impact litigation, and comprehensive organizing and policy campaigns. Guided by the priorities of our communities, we strive to create equal access to health care, achieve equality of opportunity and self-determination for people with disabilities, ensure immigrant opportunity, strengthen local nonprofits, and secure environmental justice for low-income communities of color.

Our full-time staff of 32 includes lawyers, community organizers, social workers, legal advocates, development professionals, and administrators.

In the past five years alone, NYLPI advocates have represented thousands of individuals and won campaigns improving the lives of millions of New Yorkers. Our work with community partners has led to landmark victories including integration into the community for people with mental illness; access to medical care and government services for those with limited English proficiency; increased physical accessibility of New York City public hospitals for people with disabilities; cleanup of toxins in public schools; and equitable distribution of environmental burdens.

In addition, NYLPI's Pro Bono Clearinghouse provides critical services to strengthen non-profits throughout every community in New York City. Drawing on volunteer lawyers from New York's most prestigious law firms, we help nonprofits and community groups thrive by providing free legal services that help organizations overcome legal obstacles, build capacity, and develop more effective programs. Through educational workshops, trainings for nonprofit leaders, individual counseling and a series of publications, the Clearinghouse is at the forefront of helping nonprofits maximize their impact on communities in each of your Districts.

NYLPI's Health Justice Program brings a racial justice and immigrant rights focus to health care advocacy in New York City and State. As the Council considers the City's budget with regard to legal services and support for New York's communities, NYLPI hopes that the Council and Administration will prioritize immigrant communities and particularly immigrant health.

I. Experience with Race Equality Impact Assessments

As a Senior Legal Officer at the CRE, my position was to enforce the "Race Equality Duty", a proactive "duty" (mandate) placed on all public authorities to promote good race relations, eliminate racial discrimination, and advance equality of opportunity. The duty came into force in 2001 in response to an investigation, which revealed deep institutional racism in the Metropolitan Policeforce. Shortly after I left my position and returned to the US in 2006, the equality duty was expanded to cover disability and gender. In 2010, the duty was expanded to all "equality strands" included in the Equality Act 2010 such as sexual orientation, gender identity, age, religion, and so on.

During my time, the duty required all public authorities, from Parliament to local police forces and schools, to perform race equality impact assessments of all policies. The impact was demonstrable. The process was positive, but not always

straightforward. For example, one of the first national policies to be revised after a race equality impact assessment was “Anti-Smacking” legislation, which declared a “smack” unlawful if it left a red mark on the skin. This was easily seen as violating the duty because a “smack,” of course, does not cause a red mark on persons of color, and the language was altered. More complicated were national policies regarding moving large government agencies outside of London in an effort to cut costs, but also to reinvigorate struggling communities with new jobs and bring a more diverse workforce to those cities and towns.

Further, under the duty, every public authority was required to develop a race equality scheme that would be used to carry out these assessments and also review all of the entity’s procedures. I reviewed Race Equality Schemes from local schools, fire departments, police authorities, planning bodies and so on. Each scheme had to show that the entity had thought about their own structures and situation, and not solely use the same model. Again, some schemes were well thought-out and highlighted easy solutions, such as schools considering language access for parent and community meetings, or deconstructing the promotion policy of a local fire department. Others were more complicated and required nuance in understanding local communities.

As an entity, we had the power to enforce the duty, first through what I called “finger wagging” letters and second through litigation. Fortunately, litigation was rarely used, as people were on board with the practice. What made all of this most possible and not a hollow exercise, and advice I give to you today, was two-fold: 1) detailed and expressed guidance on how to perform such assessments, in a substantive and useful manner; and 2) enforcement and monitoring.

First, without detailed guidance and assistance, the exercise easily becomes hollow and just a paper exercise. It has so much more potential, but users need help in how to navigate and incorporate these questions into their work. Additionally, the training proposed in Intro 1512 is vital to making the purpose behind this legislation a reality. I am also the co-chair of the HRA LGBTQ Working Group and have been very impressed with HRA’s training commitment and think the City should mandate something similar for all City agencies. Second, however, without monitoring or required reporting, the exercise of the assessments and the training also becomes hollow. Reviews and enforcement that have actual power to push for change are essential to substantively revising how entities operate. Therefore, I applaud including Section (d) in Intro. 1500, and encourage the ability to take action where city agencies do not comply appropriately. I also welcome Section (c) requiring goals

to reduce barriers and a concrete action plan. In my position at the CRE, where schemes and assessments turned up inequality or disparate impact, the authority had to develop an action plan. Again, I encourage you to make sure such plans are substantive, thoughtful, and crafted for the specific issue and entity, and to provide guidance to agencies.

Finally, I would set forth one more caution from my experience. Although I applaud the inclusion of both race and sex, and support my colleagues' request for inclusion of disability – I caution against the concept of a general equality assessment, which eventually became the law in the UK. Early on, Northern Ireland shifted to a full-scope equality mandate, which resulted in watered-down generalized assessments and schemes that did not address the full purpose of the law. Each “strand” as they call them, requires different questions and perspectives in order to be effective. For example, when the disability duty was separate, it included distinct duties in terms of inclusivity and representation that were meant to address the nearly complete lack of representation of people with disabilities in any decision-making position, or even rank and file, within many public authorities across the country. This requirement then was watered down when the duty shifted, because it did not apply in the same manner to the other equality strands. Similarly, language access fell away, as without needing to think specifically about race and ethnicity, the public authorities no longer had to ask themselves the questions that led to the more inclusive parent meetings mentioned earlier.

These are my experiences, which I happily offer to you in support of your efforts and I would be happy to discuss further.

II. Conclusion

Thank you for your time and we look forward to continuing to work with the Council to improve the lives of all New Yorkers.

We hope the issues we have identified above will inform the Committee's advocacy in the coming months. Please contact Laura Redman at (212) 244-4664 or lredman@nylpi.org for further information or discussion.

Committee on Women’s Issues, Bills 1500, 1512, 1520 and 542

Good afternoon honorable members of the City Council, Chair Cumbo, and the Committee on Women’s Issues. My name is Natasha Lycia Ora Bannan and I am Associate Counsel at LatinoJustice PRLDEF, a national civil rights organization engaged in advocacy and impact litigation on behalf of underserved Latino communities along the east coast. As a racial justice organization, we are excited to see the legislative initiative proposed by Speaker Mark-Viverito and Council Members Cumbo and Johnson to require certain agencies to conduct gender and racial equity assessments, as well as the initiative proposed by Council Member Dromm and the Speaker requiring training for city agencies to promote gender and racial equity, and Council Member Lander’s proposed bill to measure and address gender and racial inequality in New York City. These are all critical and necessary steps in ensuring that our city respects, protects and fulfills our human rights obligations for all New Yorkers, particularly those who have historically been exploited, marginalized or otherwise made invisible by our institutions.

Embedding an intentional racial and gender lens with which critical decisions are made in some of our most important agencies brings New York one step closer to truly being a city where human rights are not just spoken about as abstract policy goals, but where the decisions that are made daily that affect the lives of millions of people are made with an understanding of how



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they may disproportionately burden, harm, or discriminate against women, gender non-conforming individuals, the LGBT community, and people of color. The importance of this for a city that is majority people of color cannot be underestimated. As an example of how this legislation can help in addressing an issue like employment discrimination through the dual lens of race and gender, we requested data from city agencies concerning discrimination against Latina women in the workplace, yet found out that at that time the agency didn't disaggregate data by both race and gender. So while we could see how many Latinos or how many women had filed complaints at that time, we could not determine, without an independent assessment, how Latinas were uniquely affected. This is just one example of many of how both a gendered and racialized assessment could assist agencies in looking at service delivery, as well as how training officials to recognize intersecting identities may require more thoughtful attention and resources to vulnerable communities.

As an organization that has litigated and defended Latinos and immigrants who have been discriminated in housing, educational settings and employment in New York City, who have been targeted, harassed and abused by law enforcement in all five boroughs and whose voting rights have been unlawfully interfered with as recently as the 2016 election season, we cannot stress the importance of ensuring that city officials have a deep understanding of human rights principles and a commitment to ensure that city government is not intentionally or unintentionally treating our communities in discriminatory ways that place unequal burdens on them while showering benefits on others. This is particularly true in this era of anti-immigrant and misogynistic rhetoric and policies that target our communities with disastrous policies that clearly violate the purpose and intent of binding human rights obligations.

We applaud these proposals as a first step in creating accountability for policies and practices that may cause disparate outcomes on the basis of gender or race. We know that while some policy decisions intended to direct resources to underserved communities are implemented, they may vary by administration and priorities. However, amending the administrative code or city charter as these bills propose ensures a continuous obligation to not only view racial and gender equity in programming, budgeting, compliance, and policy-making, but in training public employees in understanding the importance of gender and racial equity in their work and that of our city government. And while this is a significant step taken by these bills' sponsors, we hope that it will soon be extended to all agencies, regardless of function.

These legislative proposals represent an important step in helping New York City build upon its administrative infrastructure and promoting human rights by deepening democracy in our city. As such, we recommend that in addition to the gender and racial equity committee contemplated by proposed bill 1500 that either the proposed committee or the sponsoring Members hold public town hall forums or hearings throughout the city to solicit input from residents that can be used in the recommendations issued by the committee. Similarly, it is our recommendation that the committee not cease to exist after submitting its initial recommendations to the Mayor but rather that the committee retain a permanent nature in order to conduct periodic assessments of each city agency's compliance with racial and gender equity principles and goals.

Thank you for your attention, and for your effort to ensure fair and equal treatment for all New Yorkers.

Natasha Lycia Ora Bannan
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Hollaback! statement in support of:

Int. No. 1512: Legislative hearing proposing a local law to amend the administrative code for the city of New York, in relation to training for cities agencies to promote gender and racial equity

Int. No. 1520: A local Law to amend the NYC charter, in relation to measuring and addressing gender and racial inequality in NYC

Resolution 542. Resolution calling upon the United States Senate to ratify the United Nations Convention on the Elimination of All Forms of Discrimination Against Women

Int. No. 1500: A Local Law to amend the administrative code of the city of New York, in relation to gender and racial equity assessments

My name is Debjani Roy, I'm the Deputy Director at Hollaback!, an organization that fights for the right to equal access to public spaces, both in NYC and around the world. Emily May, our Executive Director, sends her apologies for being unable to attend today, she is at a memorial service for her uncle.

I want to first begin by recognizing council members Dromm, Levin, Johnson, Ferreras-Copeland, Chin, Espinal, Eugene, Richards, Rose, Rodriguez, Salamanca, Cumbo, Menchaca, Lander, and Rosenthal, along with Speaker Mark-Viverito, for their bold leadership on these critical issues and for inviting Hollaback! to speak today. We stand in solidarity with the efforts of these leaders to amend the NYC charter in relation to measuring and addressing gender and racial inequality in NYC, to amend the administrative code of the city of New York in relation to gender and racial equity assessment, to amend the administrative code of the city of New York requiring training for city agencies to promote gender and racial equity, and to ratify an inclusive CEDAW.

Hollaback! began our work in NYC in 2005, collecting stories of street harassment and advocating for change. Since that time, we've seen firsthand the impacts of harassment and discrimination in public spaces on New Yorkers. Our research with Cornell has shown that 85% of women experienced street harassment before the age of 17, and 67% experienced it before the age of 14. Over 50% of respondents reported being fondled or groped in the last year alone.

Through our website and app, Hollaback! has collected over 11,000 testimonies of harassment in public spaces, from comments like “hey baby, show me what you’ve got” to physical contact including groping, to public masturbation. We’ve heard stories of fear, anger, and shame from those who identify as women, LGBTQ+ and/or people of color who have written to us, people who feel unsafe in their own neighborhoods, on public transportation, or on the way to school or work. Since November, we’ve seen a significant rise in hate incidents and requests for trainings; Hollaback! has trained over 1,560 people in bystander intervention over the last five months, providing them the tools to safely and effectively intervene when they witness harassment in public spaces, with additional requests coming in every day. Our trainings take on an intersectional lens, highlighting the many different ways people of different gender and racial identities are subject to harassment, and in some cases assault and violence.

Vanessa wrote to us in January with this story, which happened in East Midtown:

*“I was walking to school this one morning in broad daylight. It was a normal day like any other and I had walked this route a thousand times, so I didn't think that there'd be any kind of threat, when **someone grabbed my crotch from behind**. While he grabbed me I froze up and just couldn't comprehend what was actually happening. Then it was over and I turned around to see the back of a man running away from me. **I continued my walk to school and felt sick. Violated. Ashamed** although I had done nothing wrong. I felt used.”*

It’s also crucial to highlight the increase in racist and xenophobic based harassment around New York City post-election. This is a story of xenophobic harassment that occurred in Penn Station:

*“I was saying goodbye to 3 girlfriends at Penn Station after celebrating a birthday. 3 of us are Asian. This white guy walked by and said, “yeah, yeah, happy birthday, **go back to your country**,” then walked away. I yelled extremely LOUDLY “what did you say?!” He kept walking but I shouted it again. He turned around and said he didn't say anything, just getting on the train (to Long Island). We **MUST** call these racists out! I think this is maybe 1 of only a handful of times in my 20+ years of living in NYC that I've had anyone say a racist thing to me.”*

This cannot be the new normal. We need to act now to ensure that New Yorkers have the tools they need to prevent and respond to these increased incidences of harassment, that our city agencies are equipped to provide effective and informed support, and that our city is leading in our commitment to racial and gender equity and inclusion.

For individuals experiencing harassment, discrimination, and violence, it's crucial that the city is aware of the extent of the problem and that city institutions have the tools they need to respond with understanding, resources, and cultural competency. We've had stories submitted to our site from people who identify as women, LGBTQ+ and/or people of color, who have gone to the police, local businesses, or their employer to seek support after being groped or followed, but have been told that there's nothing to be done - some have even felt re-victimized or re-traumatized after experiencing further harassment from the very agencies built to protect them. Without ongoing training for our city agencies, we run the risk of further entrenching violence and inequality, limiting who has access to public spaces as well as services in our city.

Hollaback! has experience in training government and city officials on harassment and bystander intervention - and we've seen that it's a needed intervention in an under-resourced field. Over the last few years we've provided training to the NYPD from a victim or survivor centered approach, presenting an overview of what harassment in public spaces look like, how they can effectively respond, and what additional local resources are available. We've just expanded that partnership to include six trainings a year - a necessary step in creating accessible spaces for people who have experienced harassment to find support. We've worked alongside private companies as well such as Lyft, training their staff in bystander intervention and how to respond to reports of violence and discrimination. We've also consulted for BuzzFeed on best practices and reporting procedures for staff facing online harassment, and issue that also needs to be considered when it comes to equitable access to resources and public space.

It is essential that *all* city agencies are aware of the impacts of gender and racially based harassment - both for their staff and for the communities they serve. With the proposed local laws and resolutions put forward today, we have an opportunity as a city to take a stand against the rhetoric of fear, exclusion, and regression permeating national politics. We can do better - and we can lead.

Our council and our communities are dedicated to creating a city where each one of us has the ability to walk down the street without fear of harassment and discrimination. Together, we can affect change and build a more equitable, just society - where everyone has the right to be free from violence in public spaces.

Thank you.



2017 Legislative Agenda

DISTRICT-SPECIFIC BYSTANDER INTERVENTION TRAINING:

With support, Hollaback! will offer free bystander intervention trainings to low-income, at-risk communities within your district and throughout NYC, ensuring that individuals affected by harassment have the resources to effectively and safely intervene if they witness harassment happening. Hollaback! has been offering bystander intervention training in instances of harassment for the past five years and has adapted our training to be responsive to the increase in harassment locally. Using tested strategies and resources we will:

- **Collect, map, and elevate stories of harassment in NYC** through our website and app. Hollaback!'s app is directly linked with Council Stat, ensuring that you are kept up to date on all incidences of harassment within your district.
- **Directly train over 1,500 community members within NYC** on how to intervene when they see harassment happening on the streets or online through workshops and in-person trainings.
- **Create and distribute 10,000 in-depth bystander intervention guides** to schools throughout your district with succinct information and infographics on how to effectively recognize and intervene when witnessing harassment.

For more information or to set up a training for your constituents, reach out to our Deputy Director, Debjani, at debjani@ihollaback.org or call our office directly at (347) 889 5510.

LEGISLATIVE PRIORITIES:

1. **Not yet proposed: Certify local shop owners in bystander intervention.** Local stores often become safe havens for people facing street harassment. Through this program, we will train store owners and employees how to intervene when they see harassment happening, and what to say when people come into their store feeling threatened and requesting help. Store owners who receive the training will be certified, given a decal to post in their window so the community will know, and mapped so that people seeking a safe haven can easily find one.
2. **Intro 1481: Require NYPD officers to receive training in incidences of harassment -- online and off.** Intro 1481 currently requires "all NYPD officers to receive sensitivity training to assist them in responding to victims of gender-based street harassment and sexual assault." This training could feature online harassment. Training would take place

The logo for 'hollaback!' features the word in a bold, lowercase, sans-serif font. The letters are white with a thick black outline. The 'i' in 'back!' has a small dot. To the right of the text is a large, black, multi-pointed starburst shape that overlaps the end of the word.

with all incoming rookies, and short videos would be shown during roll call to all existing police. Training would include education on common social media platforms used to facilitate cyberbullying, a streamlined procedure for reporting incidents of cyberbullying, and best practices for responding to victims of cyberbullying. Hollaback! has been providing pro-bono training to the NYPD for over two years and received excellent reviews. However, the training schedule has not been consistent. To take this program to scale, the NYPD would need to allocate a percentage of its training budget. *This bill will be introduced by Councilmembers Cumbo, Rosenthal, and Gibson.*

3. **Intro 1106: Require rider safety training videos for all TLC drivers.** Training videos would include how to identify unsafe or discriminatory situations and safely intervene.
4. **Not yet proposed: Get Questions about Sexual Violence and Harassment onto the Department of Health's Survey.** The NYC DOH conducts a Community Health survey each year with 10,000 respondents from all five boroughs. In 2015, the survey asked questions about domestic violence and then issued a report reviewing the data collected. In 2017, we would like to see the survey amended to include questions about sexual harassment and sexual violence. These questions will allow us to baseline the problem and learn more about our progress as we seek to reduce incidences of harassment and violence.
5. **Not yet proposed: Require schools and universities who receive city funding to have a designated place where students can report cyberbullying.** This bill exists on the federal level as well, but has not yet been passed. It would require staff to be trained on what to do when students report online harassment, and would help reduce rates of anxiety, depression, and suicide among students. New York City school districts should be required to include an institutionalized support system for victims of cyberbullying to complement the initiatives of the Dignity Act, including counseling with a clear nondiscriminatory policy conducted by counselors and bystander intervention trainings for students, teachers, and faculty members with a focus on how to respond appropriately to victims of cyberbullying. *Public Advocate James is working a bill that would target New York City public schools, but no bill targeting universities exists yet.*
6. **Not yet proposed: New York City should implement mandatory Paid Sick and Safe Time policies.** Current New York City sick leave policies only allow paid leave during times of medical illness and should be expanded paid leave for reasons related to safety. These reasons include when employees or their family members have experienced domestic violence, sexual harassment, stalking, and online harassment.

GENDER EQUALITY LAW CENTER

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Women's Issues Committee Hearing
April 24, 2017

Testimony of Allegra L. Fishel, on behalf of the
Gender Equality Law Center, Inc.
Re: Int. No. 1500

INTRODUCTION AND BACKGROUND

My name is Allegra L. Fishel. I am the founder and Executive Director of the Gender Equality Law Center ("GELC"), a nonprofit public interest law and advocacy organization. Our mission is to advance laws and policies to combat gender-based discrimination in all areas of public and private life through a combination of litigation, legislative reform work, public policy advocacy, legal mentoring and training, and public education. Before founding GELC, I was a plaintiff's employment lawyer for 25 years, during which time I represented hundreds of employees in discrimination matters, with an emphasis on gender-based discrimination.

A. GELC's General Endorsement For Passage of Int. 1500

GELC applauds the City Council for proposing legislation that seeks to create an ongoing assessment of structural and systemic barriers based on gender and/or race that may impact how services, programs, benefits, employment practices and the allocation of money are determined. In doing so, the Council is taking important steps toward dealing with deeply ingrained racial and gender biases that cannot but help pervade the public sector in New York City given centuries of racism and gender discrimination in this County. For this reason, we wholeheartedly

endorse the policy actions contained in Int. 1500. Nonetheless, as set forth below, we have a number of specific concerns that we strongly urge the City Council to consider and incorporate into a final law.

B. Scope of the Law/Definitions

The Gender and Racial Equity Assessment (“GREA”) should include measurements that evaluate barriers to equal treatment, opportunities, benefits and the delivery of programs not just based on race or gender, but also based on the intersectionality of race and gender. As is documented in social science literature and critical legal theory, the impact of discrimination on the basis of race and gender, particularly as it affects women of color, cannot be separated.¹ Similarly, men and women of color experience are treated differently based on a combination of how they are viewed by the larger society on the basis of race and gender; and experience the effects of structural racism differently. Moreover, bias as it relates to a gay white man, may well be different than discrimination directed to a gay man who is also African American. Therefore, we recommend that race and gender as it reflects disparate outcomes for New Yorkers be evaluated on the basis of gender **and/or** race.”

C. Into. No. 1500 should be labeled as a “Pilot Project”

GELC would like to see Int. 1500 labeled as a “pilot project,” to be expanded to all NYC agencies. The importance of collecting information about structural racism and/or systemic gender-based barriers, including sexism and discrimination against individuals who identify as

¹ See, e.g.: Crenshaw, K., Demarginalizing The Intersection of Race and Sex: A Black Feminist Critique of Antidiscrimination Doctrine, Feminist Theory and Antiracist Politics, 1989 U. Chi. Legal F. 139 (1989), found at: <http://heinonline.org/HOL/LandingPage?handle=hein.journals/uchclf1989&div=10&id=&page=>

See also: M. Kang, D. Lessard, L. Heston, An Introduction to Women, Gender, Sexuality Studies, University of Massachusetts, University of Massachusetts, 2012; found at: http://scholarworks.umass.edu/cgi/viewcontent.cgi?article=1000&context=most_ed_materials

LGBTQ, is too important a tool to be limited to the “relevant city agencies” defined under this proposed law. While these agencies are a good place to begin, notably because of their human services focus, we strongly believe that the work should not be constrained to these limited few. Many other agencies would benefit from such assessments. A short list, based on GELC’s work alone, would include: the NYC housing authority (that deals with housing allocation issues that impact thousands of New Yorkers) the NYC Board of Education, (that deals with hundreds of thousands of school age children and what happens in the classroom) and the New York City Department of Correction (that every day makes decisions that impact the most vulnerable of New Yorkers). But no City agency should be potentially left out.

Therefore, we strongly recommend that the Council consider this bill to be only a first step in tackling a significantly large problem that faces New York City. By labeling this as a “Pilot Project,” this bill would communicate that the Council is evaluating how the GREA will work, determine best practices, adjust and evaluate the outcomes and expand its scope and impact over the next several years.

In addition, while race and gender bias may be at the forefront of the City Council’s agenda in terms of addressing structural and systemic discrimination issues, we also believe that pernicious discrimination on the basis of other protected categories should not be left out in the City’s goal toward eradicating discrimination. For instance, from our work, we know that caregiver status is a critical determining factor in how services are allocated to New Yorkers, and unquestionably a longstanding form of bias that exists for employees in all workplaces.² Such discrimination affects both men and women. GELC also regularly works with women who are impacted by discrimination on the basis of gender and national origin (for instance immigrant

² The council recognized the seriousness of this type of discrimination through its passage of an amendment to the NYC Human Rights Law, protecting employees against caregiver discrimination. That law went into effect in May of 2016.

Latina women) and gender and religion (for instance Muslim women). We therefore would like to see the analyses on the basis of race and/or gender, as set forth in Int. 1500, be just the initial waive of assessments made by the City in its efforts to modify policies and practices that limit New Yorkers' ability to live and thrive in this City free of discrimination.

D. Gender and Racial Equity Committee

Int. 1500 calls for the establishment of a Gender and Racial Equity Committee (“the Committee”). As written, the purpose of the Committee is to assist in implementing the goals of the proposed law in several ways, including the development of assessment tools, the creation of an action plan and the annual reporting requirements. To make this a truly effective Committee, we recommend the following changes be made to this law:

1. Include more than a minimum of five members. We recommend that the number of individuals appointed to the Committee be increased to at least ten, so as to become a true working committee, as opposed to merely an administrative and/or bureaucratic body that simply meets to talk. By having additional members, the Committee would be able to assign regular assignments and work tasks to be performed outside of the formal meeting time. We believe this is an important part of making the work of the Committee proactive, effective and meaningful, without any one member having to carry the burden.

2. Include individuals with a background in race and gender discrimination as it impacts the work of specific agencies and employment practices. We suggest including as Committee members individuals with a background in race and gender discrimination, especially those whose work, or past experience, demonstrates an understanding of systemic and structural gender and racial bias. We strongly urge the City Council to include in the proposed law these

requirements; so as to avoid merely political appointments being made to the Committee who may be without the relevant experience to fulfill the work of this proposed law.

Moreover, we strongly urge the Council to consider retaining experts and other consultants to: (1) guide and advise the designated agencies and the Committee with regard to the development of meaningful metrics so as to measure gender and/or racial discrimination in how the City is providing services, benefits and related opportunities; (2) guide the designated agencies and advise the Committee on how to build an appropriate action plan for each agency in which an assessment is to be conducted; and (3) assess the steps and result each designated agency take to remedy identified problems.

3. Do not create an end-date for the Committee's existence. The type of structural racism, sexism and gender bias that Int. 1500 is attempting to help rectify will not be eliminated by July 1, 2021 – the date on which the third annual report is required pursuant to paragraph (d) of this proposed law. Rather, GELC strongly suggests that this Committee remain in place for the foreseeable future, with potential term limits, to ensure that new perspectives and ideas are brought into the Committee on a regular basis. The GREA is a complex process, as are any policy reforms that stem from it, and the Committee should be continually updated with new ways of looking at tackling systemic bias.

4. Create an advisory "taskforce" of individuals with appropriate experience and backgrounds working with structural racism and/or gender bias to be called upon to provide technical assistance and other advice to the Committee, as well as to the relevant agencies. By necessity, this will require asking a variety of individuals to join such a taskforce, including professionals with experience in (1) discriminatory employment practices – barriers in hiring, promotion and equal opportunities in the workplace; (2) internal policies and decision-making

about the delivery of services; (3) program development; (4) budgeting; and (5) critical race and/or gender theory, among other areas.

E. Budget

In order for Int. 1500 to be more than a rubberstamp on the City's goal to move toward the eradication of racism and gender discrimination in New York City, the Council must allocate a budget to ensure the "relevant agencies," and the Committee itself have the proper resources to pay for expert advice.

1. Designated and Dedicated Staff At Each of The Relevant Agencies

To meaningfully assess the type of barriers outlined in Int. 1500, and to create the required action plan; as well as to measure the results, will take the time and commitment of designated employees at each of the "relevant agencies" (and hopefully at some point in the near future all City agencies). The City Council cannot expect agency employees to undertake the serious work of evaluating explicit or implicit barriers existing within the provision of benefits and services, or in employment practices, without ensuring that they are freed from other responsibilities and duties. Nor can they undertake these tasks without considerable time being spent to train them. In other words, a person or persons at each of the relevant agencies should be designated to perform these tasks as part of their regular work duties. This may require the City Council to budget a modest increase in personnel staffing so that employees who will be assigned to work on the GREA and action plan, can unload portions of their work on other agency employees.

2. Retention of Experts and Professionals With a Background in Addressing Structural Racism And Systemic Gender Bias

In order to create meaningful metrics for evaluating how the relevant

agencies perform under Int. 1500, including how each can establish an action plan and achieve identified equity goals, it is imperative that the City budget funds to hire experts who can advise the agencies on these difficult issues. The agencies should have resources they can consult, including how to create and interpret metrics for policies and procedures related to employment practices, system delivery practices, budgeting, and agency-wide decision making. Such experts can assist in identifying the appropriate measurements to assess the barriers and then develop realistic benchmarks for meeting goals in these first steps toward eliminating discrimination in New York City government.

F. Conclusion

With the above proposed changes and/or amendments to this law, and with the hope that regulations can be promulgated in response to our specific concerns about implementation, GELC would be pleased to support this bill.

GELC thanks the Committee for its consideration of our recommendations.

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Women's Issues Committee Hearing April 24, 2017

Testimony of Lauren T. Betters, on behalf of the
Gender Equality Law Center, Inc.
Regarding Res. No. 542

INTRODUCTION

My name is Lauren T. Betters. I am an Attorney at the Gender Equality Law Center (“GELC”), a nonprofit public interest law and advocacy organization. Our mission is to advance laws and policies to combat gender-based discrimination in all areas of public and private life through a combination of litigation, legislative reform work, public policy advocacy, legal mentoring and training, and public education. I hold a Juris Doctor with a concentration in International Law and Human Rights – which mainly focused on gender and women’s issues domestically and globally. Prior to joining GELC, I worked at the Global Justice Center, where I helped draft a white paper on Myanmar’s compliance with the Convention on the Elimination of all forms of Discrimination Against Women (“CEDAW”), and at the Women’s Legal Center in Cape Town, South Africa, where I learned the procedures of the Optional Protocol to CEDAW (“OP-CEDAW”) and how to lodge human rights complaints under the treaty.¹

¹ Human rights treaties are often followed by "Optional Protocols" which are treaties in their own right, and are only open to ratification by countries who are party to the main treaty. Optional Protocols either

GELC applauds Council Members Cumbo, Johnson, Ferreras-Copeland, Chin, Espinal, Eugene, Lander, Mendez, Richards, Rose, Rosenthal, Rodriguez, Menchaca, Levin and Dromm for drafting Resolution No. 542 calling upon the United States Senate to ratify the United Nations Convention on the Elimination of All Forms of Discrimination Against Women. We urge New York City to pass Resolution No. 542, the broader purpose and goal of which, is for the United States as a nation, and its citizens as individuals, to truly internalize the goals of CEDAW and accept its anti-discriminatory purposes as the norm.

BACKGROUND AND SIGNIFICANCE OF CEDAW

CEDAW (“the Convention” or “the treaty”) is an international human rights treaty that seeks respect for human dignity and equality between women and men in economic, political, social and cultural spheres. CEDAW was written with the realization that the notable contributions of women to the welfare of the family and the development of society have not been fully recognized. The principles within the treaty are important goals: End sex trafficking, domestic abuse, and violence against women; provide access to education and vocational training; ensure the right to vote; improve maternal health care; ensure the ability to work and own a business; ensure inheritance rights and end forced marriage and child marriage. CEDAW is also the only human rights treaty to affirm women’s reproductive rights, including the right to determine the number and spacing of one’s children. This convention is a call to action for all nations to take all appropriate measures for the elimination of discrimination against women.

provide for procedures or address a substantive area relative to the main treaty. OP-CEDAW includes an “inquiry procedure,” as well as a “complaints procedure,” which enables the Committee on the Elimination of Discrimination against Women (“CEDAW Committee”) to conduct inquiries into serious and systematic abuses of women's human rights in countries that become States parties to the Optional Protocol. By ratifying the Optional Protocol, a State recognizes the competence of the CEDAW Committee – the body that monitors States parties' compliance with the Convention – to receive and consider complaints from individuals or groups within its jurisdiction.

Often described as an international bill of rights for women, CEDAW was adopted by the United Nations on December 18, 1979 and has been ratified by 189 countries. The preamble and the thirty articles contained within the treaty define discrimination against women and establish an agenda for national governments to eradicate gender discrimination.

THE UNITED STATES' HISTORICAL OPPOSITION TO RATIFYING CEDAW

It has been almost 37 years since President Jimmy Carter signed the Convention on behalf of the United States and more than twenty years since President Bill Clinton formulated proposed Reservations, Understandings and Declarations (RUD's)² to CEDAW.³ Although the United States helped draft CEDAW, it is the only industrialized country in the world that has yet to ratify the treaty. As a result, the United States is in the company of many countries that regularly violate its citizen's human rights such as Iran, Sudan and Somalia.

NEW YORK CITY COUNCIL SHOULD CALL UPON THE U.S. TO RATIFY CEDAW

The ratification of CEDAW by the U.S. is both timely and necessary. Although ratification by the U.S. would lend weight to the treaty and the principle that women's human rights are universal across all cultures, nations and religions, it is imperative that we make it a priority for our own citizens as well. This has never been more important than it is now, at a time when our federal administration appears to be rolling back progress in women's equality by dismantling essential antidiscrimination safeguards and systems that protect women and girls. During his campaign, and in his first 100 days in office, our current president has lost the

² Through the treaty's approval process, the U.S. Senate may attach conditions to the treaty, called RUD's, limiting the treaty's scope, so long as they do not violate its overall purpose.

³ President Clinton's RUDs are loopholes that undermine key provisions and create a watered-down U.S. version of the treaty. GELC urges ratification of a strong, clean CEDAW without the RUDs that prior administrations and conservative senators have attached. The RUDs convey a lack of commitment to ending discrimination against women and specifically claim no responsibility for the U.S. to undertake efforts to expand maternity leave, improve access to women's healthcare or address the gender wage gap.

confidence of millions of women. Recent actions by the Administration include cutting programs under the Violence Against Women Act and defunding Planned Parenthood, not to mention the dismal showing of women in his cabinet. To many, this came as no surprise given the hateful and abusive rhetoric he and his supporters espoused toward women during the campaign – but now our president is setting the bar for the treatment of women terribly low, whilst holding the highest position in office and acting as global leader. At this newly pressing time, and in this unique period in U.S. history, “women’s rights are human rights” needs to be more than a mantra, but guaranteed to U.S. women through international standards.

The treaty would provide an opportunity for national dialogue on how to address persistent gaps in women’s full equality. It would also serve as a catalyst for the U.S. to engage in a systematic analysis of discrimination against women. Although women in the U.S. enjoy opportunities and status not available to most of the world’s women, few would dispute that more progress is needed particularly to close the pay gap, and reduce intimate partner violence, sexual assault and sex trafficking. In fact, research showing comparative measures of working women in industrialized countries rate the United States 20th out of 29 countries ranked.⁴ The index includes measures such as sex-based pay discrimination, where the U.S. ranks among countries with the highest wage gap (26th out of 30 countries ranked) and for paid maternity leave, where the U.S. ranks last as the *only* industrialized country not to provide a national paid family leave policy.⁵ Ratification could lead to putting pressure on the federal government to establish commissions and taskforces to develop strategies for solutions.

⁴ The Economist, *The Best and Worst Places to Be a Working Woman*, available at <http://www.economist.com/blogs/graphicdetail/2017/03/daily-chart-0>

⁵ *Id.*

CEDAW has yet to achieve the advice and consent of the U.S. Senate because it has never made it to the floor for a vote.⁶ New York City women have a right to know: Are Senators for women's rights, or are they against them? The next step toward ratification is for Senator Bob Corker (R-Tenn.), Chair of the Senate Foreign Relations Committee ("SFRC"), to hold a vote in SFRC and to vote in favor of sending the Convention to the full Senate for ratification.⁷ It is well past the time for a vote. At a minimum, it would demand that the U.S. take a stand on gender equality – something the Senate would have to either vote up or down. Even the lack of an affirmative vote at a time when federal attacks on women are plenty, would be telling.

It is critical that New York, a City that prides itself on its progressive laws and for being a place of sanctuary for those who are persecuted and discriminated against, make a clear request to the U.S. Senate to acknowledge CEDAW and to move it to the Senate floor. In doing so, New York would join 20 other cities across the country that have adopted a resolution affirming support for the principles of CEDAW, an additional 30 cities that are considering the resolution and a coalition of more than 100 non-governmental organizations, human rights groups and women's organizations in renewing a longstanding demand for U.S. ratification of the treaty.⁸

⁶ The treaty needs two-thirds of the Senate to vote in favor of its ratification.

⁷ CEDAW has been favorably voted out of SFRC twice with bipartisan support (in 1994 and 2002), with RUDs attached. It has never been brought to the Senate floor for a vote. In November of 2010, the US Senate Judiciary Committee's Subcommittee on Human Rights and the Law held hearings on whether the U.S. should ratify CEDAW and the outcome was mostly in favor.

⁸ To include the United Nations Association – USA, Women's Environment and Development Organization, Women's Equity Council, American Civil Liberties Union, Amnesty International USA, International Federation of Women Lawyers, International Women's Rights Action Watch, Human Rights First and Human Rights Watch.

A. BENEFITS TO U.S. WOMEN IN RATIFYING CEDAW

During the last CEDAW Committee⁹ session in 2012, Michelle Bachelet—former head of UN Women¹⁰ and former president of Chile—addressed a number of obstacles in the global struggle for gender equality. Among many concerns, she emphasized the importance of gender quotas in national governments and legislatures. She noted the impact on young girls seeing women hold positions of power as the first step in ensuring greater women’s participation in government and politics for future generations. Yet, in indices measuring women in leadership and public participation, the U.S. ranks 100th out of 193 countries, far beneath their fellow western countries, but also below Afghanistan, Iraq, Pakistan and Saudi Arabia.¹¹

Of all the countries in the world, the U.S. should be among those leading the fight against gender discrimination and inequality. Instead, the U.S. sits in the company of countries that have refused to sign, such as Iran and North Korea, where women’s rights violations are especially prevalent. Ratifying CEDAW would give the U.S. greater clout to ensure that women worldwide enjoy the same basic rights and fundamental freedoms as men. As the only industrialized country

⁹ The CEDAW Committee, established in 1982, is composed of 23 experts on women's issues from around the world. The Committee watches over women’s progress made in countries that are parties to CEDAW and requires States parties to submit regular progress reports. It does not require any changes to existing laws or the creation of new ones. At each of its sessions, the Committee reviews national reports submitted by the States parties within one year of ratification, and thereafter every four years. The Committee also makes recommendations on any issue affecting women to which it believes the States parties should devote more attention.

¹⁰ In 2010, the United Nations General Assembly created UN Women, the UN entity for gender equality and the empowerment of women and part of the UN reform agenda to bring together resources and mandates for greater impact. UN Women merges and builds on the important work of four previously distinct parts of the UN system, which focused exclusively on gender equality and women’s empowerment. The main roles of UN Women are to: Support inter-governmental bodies in their formulation of policies, global standards and norms; help States to implement these standards; and coordinate the UN system’s work on gender equality and monitor its progress.

¹¹ Inter-Parliamentary Union, *Women in National Parliaments*, available at <http://www.ipu.org/wmn-e/classif.htm>

that has failed to ratify the treaty, the U.S. risks isolation from its closest allies that have ratified CEDAW, and from the international community through its unwillingness to commit to the global effort to combat gender inequality. This is particularly important at a time when the global spotlight is on the U.S. for its President's actions, domestic or otherwise, involving human rights.

Lastly, CEDAW works. When countries invest in women, it pays dividends. In countries that have ratified CEDAW, women have partnered with their governments to engage in a national dialogue about the status of women and girls, and have shaped policies to create greater safety and opportunity for women.¹² Studies by the World Bank, the Global Economic Forum and others show that empowering women is one of the most effective paths for alleviating poverty and other conditions that contribute to instability. Providing opportunities for women and girls to learn, to earn and to participate in public decision making helps reduce violence, strengthen democracies and improve economies.¹³ As such, ratifying CEDAW is fundamental to U.S. national security and economic interests around the world.

OTHER RECOMMENDATIONS

Absent action in the Senate, city officials have taken it upon themselves to introduce local CEDAW ordinances and we urge New York City to join six other cities by passing its own local ordinance.¹⁴ A local ordinance in New York City would look to CEDAW as an overarching framework for advancing political and economic equality for women in the U.S.

¹² For example, CEDAW was used: In Bangladesh, to help with educational opportunities by setting goals to attain gender parity in primary school enrollment and eliminate all gender disparities in secondary education; in Mexico to pass a law to destabilize epidemic violence against women; and in Kuwait, where they extended voting rights to women.

¹³ Worldwide, women who operate small businesses are given access to credit, and legal and property rights, their businesses can prosper, improving economies and strengthening the global marketplace.

¹⁴ Including Washington D.C., San Francisco, Berkley and Pittsburg, see, Cities for CEDAW: Status of Local Activities available at <http://citiesforcedaw.org/wp-content/uploads/2017/04/Landscape-Cities-for-CEDAW-Branded-for-Website-April-2017.pdf>

and adopt CEDAW principles as a way to address barriers to full equality for women and girls. Such measures generally require a gender analysis of city operations (e.g., workforce, programs, and budget); an oversight body to monitor the implementation of a local CEDAW ordinance; and funding to support the implementation of CEDAW principles.

GELC thanks the Council for its time and urges its strong consideration of passing Resolution No. 542 calling upon the United States Senate to ratify CEDAW.

Testimony to the New York City Council
Committee on Women Issues
Date: April 24, 2017

Support for Int. 1512-2017 (a local law to amend the administrative code of the City of New York in relation to training for city agencies to promote gender and racial equity).

Good morning, my name is Lorraine Stephens, and I am the Vice President of Programs and Strategic Learning at the New York Women's Foundation.

First, I would like to thank Speaker Mark-Viverito, Council Member Cumbo, and the Committee on Women Issues for the opportunity to give testimony at today's hearing. We at the New York Women's Foundation greatly appreciate your ongoing efforts to promote gender and racial equality in New York City and unequivocally support Int. 1512-2017 that seeks to amend the administrative code of the City of New York to require certain city agencies to provide all of their employees with trainings on implicit bias, discrimination, cultural competency and structural inequity with respect to gender, race and sexual orientation, and how these factors impact the work of such agencies.

The New York Women's Foundation (NYWF) is the largest women's foundation in the nation and the third largest globally. It is from our 30 years of experience supporting community-led solutions that we support the proposal on the floor today. Within the last 30 years, The Foundation has distributed over \$58 million dollars in financial assistance to over 400 organizations impacting millions of women and girls in New York City and has served as a powerful voice for women and a force for change. We understand that problems and solutions are often found in the same place. More importantly, we know that when a woman uplifts herself, she will uplift her entire family and community members.

The Foundation has continuously invested in transparent workable solutions that remove barriers and create opportunities in the areas of economic security, anti-violence and safety, health, sexual rights, and reproductive justice for women in New York City. This bill is imperative to The Foundation as a local funder who partners with organizations that focus on supporting women at the grassroots level in the most underinvested communities in New York City.

We support Int.1512-2017 as an important step in “walking the walk” of eliminating racial and gender disparities that prevent 76% of New Yorkers from reaching their full potential.¹ Gender and racial equity implies pursuing fairness in the ways people of different races and genders are treated in our society. However, in assessing the impact of programs and services, we need to go beyond merely pursuing the same treatment of women to reaching equity of outcomes for New Yorkers of all genders and races. We also must not neglect to evaluate the impact of discrimination and systemic racism on the life experiences of women and their communities.

Int. 1512-2017 will require city agencies to

- Improve understanding of gender and racial equality
- Facilitate more efficient actions and a positive change in the attitudes of policy makers.
- Promote a balanced participation of men and women in various aspects of policy decision making
- Take into account gender when planning and implementing policies
- Provide the training and support that allow city employees to understand a person’s gender identity, self-image, appearance, and behavior.
- Evaluate programs from a gender perspective.

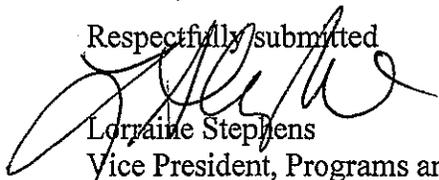
Since City government agencies are responsible for making a wide range of policy decisions and setting budgets that affect every New Yorker, it is imperative that city employees who work closely with the public be trained to ensure that they pay a particular attention to gender and racial equity. We at The Foundation believe that the proposed bill Int 1512-2017, will encourage city agencies to assess their competencies on issues related to gender and racial equity, and provide the necessary and appropriate training for their staff. New York Women's Foundation implores the City Council to consider expanding the scope of these bills to all city agencies that have any direct interaction with the public, including but not limited to, law enforcement agencies (NYPD, Probation,

Corrections), Department of Education, and all agencies that support seniors (Department of Aging).

While the City of New York has made great strides in addressing issues of gender and racial equity, we must not forget that many challenges remain. Today, not-for-profit organizations serving vulnerable populations are experiencing an unprecedented inflow of requests for services and support for women. It is our hope that Int 1512-2017 will be passed and, when implemented, will not just help women to meet their basic needs, but also inspire all stakeholders to pursue gender and racial equality for women in New York City.

Thank you for this opportunity to testify.

Respectfully submitted



Lorraine Stephens

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¹2011-2015 American Community Survey 5-Year Estimates ACS DEMOGRAPHIC AND HOUSING ESTIMATES

²2011-2015 American Community Survey 5-Year Estimates ACS DEMOGRAPHIC AND HOUSING ESTIMATES



**Testimony prepared for the
New York City Council's
Committee on Women's Issues**

**Hon. Laurie Cumbo, Co-Chair
Hon. Elizabeth Crowley, Co-Chair**

April 24, 2017

Prepared By:

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Submitted By:

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My name is Alexis Posey, and I am a Senior Policy Analyst at FPWA. FPWA would like to thank Chairman Cumbo, Chairman Crowley, and members of the New York City Council's Committee on Women's Issues for the opportunity to testify on behalf of Intro No.1500, Intro No. 1512 and Intro No. 1520 which all address systemic inequality within government institutions and address racial and gender bias as a pathway to poverty. FPWA was proud to work with Speaker Melissa Mark-Viverito in crafting these important pieces of legislation.

FPWA is an anti-poverty, policy and advocacy nonprofit representing a network of almost 200 human service and faith-based organizations, serving over 1.5 million low-income New Yorkers of all ages, ethnicities and denominations each year. This gives us a comprehensive view of the complex social problems that face New Yorkers today and allows us to identify common ground among our member agencies so that we can have a greater impact as we advocate for vulnerable communities.

As FPWA envisions being a driving force of building a city of equal opportunity, we believe New York City must reduce poverty by ensuring that all New Yorkers have the resources to live upwardly mobile lives, this includes adequate healthcare, housing, employment, etc. In order to achieve this New York City must remove the institutional barriers that unintentionally marginalize and harm specific populations.

Race and Gender Equity

New York City has an estimated population of 8.5 million, of whom more than half identify as persons of color, women, and LGBTQIA. In order to achieve fairness and provide opportunities to all New York City residents, government must address racial and gender inequality, its positioning within government institutions, and the societal and economic barriers that are imposed upon residents as a result of institutionalized oppression and prejudice.

There is a direct link between discrimination and poverty. The majority of New York City's most vulnerable communities are comprised of "minority" populations who have been forced into the margins of society due to their race, gender, and sexual orientation. A continued lack of targeted investment in these communities will increase poor health and education outcomes, further instances of unemployment, crime, incarceration, and ultimately perpetuate the cycle of poverty.

FPWA supports the proposed legislation (Intro No.1500, Intro No.1512, and Intro No.1520 because we believe 1) acknowledging institutional racism, gender bias, heteronormativity, and patriarchy within New York City government; 2) assessing each selected agency's impact on community with regard to race and gender. (e.g.. funding allocations to schools in communities of color, number of Workforce 1 centers in communities of color, childcare options in healthcare centers and workforce development centers, etc.); and 3) creating an interdepartmental framework and process that will ultimately eliminate racial and gender disparities across all NYC systems, and create policies that appreciate the concept of intersectionality and aid in the progression of intended populations is critical to the city's goal of an equitable and healthy environment.

The selected agencies have a large reach within New York City neighborhoods and because of the many ways in which their services intersect have the greatest impact on the lives of low-income New Yorkers. Single parent families, which are often led by women, or families who have an incarcerated mother or father are more likely to receive services from the department of social services in the areas of housing, public assistance, and child welfare prevention. Also, dozens of children are placed under the supervision of child welfare through reports of educational neglect or abuse from NYC public schools. There also is a direct correlation between incarcerated individuals under correctional control and poor health (physical and mental) outcomes for both the individual and families on the outside with policing as the entry point.

In addition to eliminating the barriers and challenges many communities face when trying to access resources, FPWA believes the proposed legislation is a necessary component in our work of ending the criminalization of poverty in New York City. In knowing poverty's origins are rooted in the systemic oppression and marginalization of specific populations, and the lack of resources allocated to the communities in which they dwell, thousands of New Yorkers are criminalized for being poor. Many women and other "minority" populations are funneled into the criminal justice system as a result scarcity within their communities.

We ask the City Council to pass this timely legislation and look forward to continued collaboration with the New York City government in ending poverty.

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TESTIMONY
New York City Council
Committee on Women's Issues
Preliminary Legislation Hearing
Monday, April 24, 2017

Submitted by
Dr, Danielle Moss Lee, President and CEO
YWCA of the City of New York

Good morning, Chairperson Laurie A. Cumbo and good morning to the members of the committee. My name is Dr. Danielle Moss Lee and I am the President and CEO of the YWCA of the City of New York (YWCA NYC), Co-Chair the NY City Council's Young Women's Initiative, and Commissioner for the Mayor's Commission on Gender Equity. Thank you for allowing me this opportunity to express how the current proposed laws pertaining to gender and racial equity would positively impact women, girls and people of color living in the New York City community.

The YWCA NYC is one of the oldest and largest membership organizations in the world. It is independently owned and operated, but connected to a worldwide network of sister YWCAs that serve 25 million people, in more than 100 countries. The YWCA NYC stands for the elimination of racism and the empowerment of women and focuses its resources on helping communities in need, with three affordable high-quality childcare centers in Manhattan and Brooklyn, and after-school programs in lower Manhattan, Coney Island and Brownsville, Brooklyn. We serve 2,514 children and families through city, state, and government contracts and leverage private and philanthropic dollars.

Int. No.1500, 1512, 1520, and Res. No. 542, each align with the policy agenda of the YWCA NYC and reflect the work we do regarding racial justice and civil rights, empowerment and economic advancement, and health and safety. As an organization we continue to speak out against structural and racial injustices and pervasive gender inequality with the hopes of redefining what equity and equality looks like in New York City. It is because of this that we fully support the following:

Int. No. 1500 In relation to gender and racial equity assessments

Legislation committed to assessing gender and racial equity of programs and practices, is exactly what we need in understanding the economic gap between genders and races in NYC. By identifying policies and practices that may cause disparate outcomes on the basis of gender or race, our city will have a greater opportunity of dismantling a system built on oppression and unequal treatment along gender and racial lines.

Int. No.1512 In relation to training for city agencies to promote gender and racial equity.

Gender and racial equity training is also an essential factor in promoting fairness amongst all people. Under Int. No. 1512, city agencies will learn how implicit bias, discrimination, structural inequity, and cultural competency impact their role in the workforce. This has a huge impact in maintaining effective communication, understanding, and overall respect throughout our diverse city.

Int. No.1520 In relation to measuring and addressing gender and racial inequality in New York City.

It is our priority that women, girls, and people of color have access to opportunities regardless of their gender or race. Such opportunities should span from education to leadership roles at all levels of decision-making, whether it be in political, economic, and or public life. The YWCA NYC fully supports the amendment to the Mayor's report to provide an in depth analysis of the social, economic, and environmental conditions and any gender and racial inequality that exist within these conditions in New York City. This will help to shape the conversation that will help to develop the strategic programs and services that will address these inequities and create system of accountability.

Res No. 542 Calling upon the United States Senate to ratify the United Nations Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)

Lastly, I am not only here today as an advocate for women all around the globe and a partner in the movement, I'm here to ensure that our laws here in the Unites States recognize and focus on the challenges that confront gender equality. Specifically, the acknowledgement of culture and tradition as influential forces shaping gender roles and

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family relations as it pertains to the reproductive rights of women. Therefore, I urge the U.S. Senate to ratify Res. No. 542.

Thank you again for providing me with this opportunity to testify, and for your partnership on all the issues impacting our community.

Sincerely,



Dr. Danielle Moss Lee
President and CEO



New York City
for
CEDAW

Ensuring equal rights & protection for the women and girls of NYC.

Testimony to the New York Committee on Women's Issues

Re: Int. Nos. 1500, 1512, 1520, and Res. 542

April 24, 2017

Presented by Sheila Katzman, Chair, NYC4CEDAW

My name is Sheila Katzman and I am president of the International Association of Women In Radio and Television, USA (IAWRT USA). I am also the Chair of NYC4CEDAW, a volunteer organization in New York City that is part of the Cities for CEDAW movement.

We thank the Speaker of the Council, Mark-Viverito and Council members Cumbo, Levin, Landers, Menchaca, Rosenthal, and Johnson for the phenomenal work you are doing putting women's issues at the forefront of all discussions. I do enjoy following the hearings of the Women's Committee.

We are pleased and honored to be invited to comment on these three bills (Int. No. 1500, 1512, and 1520) and one resolution (Res No 542). Overall, these are interesting pieces of legislation, however they seem unnecessarily complicated to enact because they miss the basic framework that we advocate.

In each of these proposals, race has been added to the issue of gender. Race and gender are two separate issues, both are critical and elemental. By combining them, it enforces solutions in common and, more importantly defines them commonly. Difficult for our understanding of either.

Int. No. 1500, in relation to gender and racial equity assessments

1. Separate gender and race.
2. Relevant city agencies (pg. 1 / l. 13): Instead of women being recognized as over half the population, they are treated as a marginalized minority. Specific issues are defined as women's issues, along with "relevant city agencies." This then determines that all other issues are then not women's issues. Thus, issues such as finance are seen as not women's issues even though women comprise over half the population. While making a complete gender equity plan is laudable, this must be in addition to an ongoing examination of gender in all city operations. We advocate that all agencies answer basic gender questions when they are organizing a new project or assessing an ongoing project.
3. We do not understand the need for creating a new committee for Gender Equity. There already is a Gender Equity committee whose expertise is issues of gender. With appropriate

budget, the Gender Equity Commission could quickly begin this project. This is one of the many areas where convoluting gender and race proves troublesome.

Int. No. 1512, training for city agencies to promote gender and racial equity

1. We applaud training, as training is always good. And training people to see circumstances of unintended bias is crucial. However, the glaring question arises in Line 12 on ‘Relevant agencies’. We would like further explanation and reason for marginalizing women in gender-specific agencies? Why subject women to these particular agencies of Health, human resources, and social services. Why not finance, the police or the fire department and the criminal justice system? We recommend using a specific framework as a subjective basis for understanding gender bias.

Int. No. 1520, in relation to measuring and addressing gender and racial inequality in New York City

1. Again, the question arises, why place race and gender as if they can be seen through one lens. We recommend that the Council consider separating gender and race. We note the phrase “between the genders” that seems to refer to relations between men and women and seems to ignore other expressions of gender, as referred to in the definition of gender for the other laws as “actual or perceived sex.”
2. There is a certain arbitrariness in the choices of “generally accepted indices” of data to examine. Because specific questions to explore are left out, the choice for data sources to examine could well become their accessibility rather than planned need. Many of these indices may not originally be disaggregated for gender. We truly applaud the effort but would, again, recommend a specific, consistent, objective framework to develop the areas that need to be explored.
3. We would like to ensure that these assessments are continued on an ongoing basis and that the results are made available to the public for their comments.

Res. No. 542, calling upon the United States Senate to ratify CEDAW

1. While we believe that the United States Senate, in order for the United States to be considered a fully civilized member of the world community, should ratify CEDAW, we understand that politically this is even less realistic now than at any time in the past 35 years. We must instead consider adopting the tenets of CEDAW at the local level.
2. Unlike the traditional trade and diplomatic treaties envisioned in the United States Constitution, a human rights treaty is fundamentally different. The human rights treaty highlights behaviors that we Constitutionally reserve, and jealously protect, for local governments.
3. We understand that whether or not the United States ratifies CEDAW, these rights will only benefit the people of the United States when it becomes incorporated into local laws.
4. Cities for CEDAW is a nation-wide movement spearheading the need to incorporate human rights outlined in CEDAW into municipal laws.



5. The first seventeen articles of CEDAW (see appendix A.) outlines the different areas of gender discrimination. By noting this list, a framework would be complete and fall within international norms and consensus.

Women make up over half of the New York City population and are a member of virtually every household in New York City. While women comprise the greater half of our population, biases either assume we know women or even make women invisible. Women's issues are separated from general issues and relegated to the fringes of discussion. Women are then overlooked or merely given a cursory examination in how issues of general import affect them.

A gender lens is very different from a racial lens. We propose using a framework with a specific gender lens to guide these proposals. For identifying racial issues, however, the gender lens is not a very good framework. In the same way, a framework for racial issues would not be very effective for gender issues. This is not to compare the way racial discrimination infects the foundations of our society. They are just two different creatures necessitating two very different analyses and solutions. We also explicitly recognize how they infect each other and compound problems. We must be careful to also recognize the compounding influence of race when applying a gender lens. In the NYC4CEDAW Steering Committee, we strive for diverse representation to ensure that while working toward a gender solution we do not commit other forms of discrimination.

For women to fully and equally participate in society, they must be able to be seen. All issues are women's issues, just as all issues are men's issues. However, we are not used to seeing women's involvement in all issues. It is for this reason, that we are asking that all government assessments take women explicitly into account, including "actual and perceived sex," embracing lines 5 to 8 of Int. No. 1500 – an area we truly appreciate and applaud.

Finally, because we are not used to asking the questions of how are women affected, we offer a framework or a list of questions, that we would like the Council to consider to frame the assessment. This is where an effective rights-based methodology comes into our recommendations. This would help to answer the specific limitations we find in these legislations. CEDAW is a comprehensive and holistic framework defining gender discrimination. (Note: CEDAW is a 1970's document that understands gender as a binary. We should note here that the definition of women in CEDAW should be broadly understood beyond merely women and men.) What would prevent the Council from exploring the framework we are suggesting? It provides the tools to guide us through an analysis of how city proposals, funding and employment practices may inadvertently discriminate.

Again, we wholeheartedly appreciate all efforts taken by the committee to advance gender in issues. Thank you for the opportunity to testify.

End.



CEDAW IN BRIEF

The Convention on the Elimination of All Forms of Discrimination against Women, or CEDAW, is an international legal instrument that requires countries to eliminate discrimination against women in all areas and promotes women's equal rights. **CEDAW is often described as the international bill of rights for women.** The United Nations adopted CEDAW on 18 December 1979. As of 2016, **189 countries have ratified CEDAW.**

Article 1 Definition of Discrimination against Women and Girls:

Discrimination against women and girls means different treatment from men and boys that prevents them from enjoying their human rights. It includes both direct and indirect discrimination.

Article 2 Obligations to Eliminate Discrimination: Countries are obligated to take action to end discrimination against women and girls in all its forms, by establishing laws and policies to protect women and girls from discrimination and including the principle of equality in constitutions and other national laws.

Article 3 Appropriate Measures: Countries must take all appropriate measures to guarantee that women and girls can enjoy their human rights and fundamental freedoms in every aspect of society.

Article 4 Temporary Special Measures: Countries should adopt temporary special measures to accelerate progress towards gender equality and end discrimination against women and girls.

Article 5 Gender Stereotypes: Countries must work to change harmful gender stereotypes about women and girls and men and boys that perpetuate discrimination and limit opportunities for women and girls to achieve their full potential.

Article 6 Trafficking and Exploitation of Prostitution: Countries must end the exploitation of prostitution and trafficking in women and girls.

Article 7 Political and Public Life: Countries must eliminate discrimination against women and girls in political and public life.

Article 8 Participation at International Level: Countries must ensure that women and girls have equal rights to represent their country at the international level and to participate in the work of international organizations.

Article 9 Nationality: Countries must guarantee that women have equal rights with men to acquire, retain or change their nationality, and the nationality of their children. Countries must allow women to pass their nationality to their foreign spouses on an equal basis with men.

Article 10 Education: Countries must end discrimination against women and girls and ensure equal rights in education.

Article 11 Employment: Countries must eliminate discrimination against women in employment, including ensuring equal opportunities to choose one's profession and receive equal pay for work of equal value.

Article 12 Health Care and Family Planning: Countries must guarantee equal access to health care and ensure women and girls are not discriminated against in health care and have access to services for family planning and reproductive health.

Article 13 Economic and Social Life: Countries must eliminate discrimination against women and girls in economic and social life.

Article 14 Rural Women and Girls: Countries must take account of the specific problems and important role that rural women and girls play in the survival of their families.

Article 15 Equality before the Law: Countries must guarantee women and girls equality with men and boys before the law, including equal access to legal counsel, services, and resources.

Article 16 Marriage and Family Life: Countries must eliminate discrimination against women in marriage and family relations. Countries must ensure that women have equal rights as men in their choice of whom to marry and whether to marry, and any matters relating to the birth, adoption, and raising of children. The marriage of a child has no legal effect and countries should take steps to set a minimum age for marriage.

Articles 17 to 22 These articles detail how the CEDAW Committee works, including its role in monitoring the implementation of CEDAW in countries that have ratified CEDAW.

Articles 23 to 30 These articles deal with the administration of CEDAW.

Optional Protocol The Optional Protocol introduces additional mechanisms for the implementation of CEDAW, including an inquiry procedure for the CEDAW Committee to address systematic violations and a way for women and girls to submit complaints directly to the CEDAW Committee if they consider their human rights protected by CEDAW are violated.



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Testimony to the Committee on Women's Issues Hearings at New York City Council

Re: Int. Nos. 1500, 1512, 11520, and Res No. 542

Presented by Sobeida Cruz, VP, 100 Hispanic Women – serving over 1000 people within New York City

Statement in support of a Women's Bill of Rights based on CEDAW Principles

24th April 2017

My name is Sobeida Cruz and I am representing The 100 Hispanic Women National, Inc. Am also a member of the NYC4CEDAW Steering Committee. (Convention to eliminate all forms of discrimination against women)

Our mission is to inspire Latinas to maximize their strengths and potential, in order to become equal partners in an empowered world of equal opportunity with equal justice, recognition, respect and dignity.

We are a committed supporter of the efforts being brought forward by the New York City for CEDAW coalition. Women's Rights, go hand in hand with Human Rights. We should all be provided the same access to education and not just any education but quality education as stipulated in article employment, economic parity and the pursuit of happiness. To ensure these rights we must be guaranteed access to employment and compensation opportunities we have been excluded from. This being most pronounced in communities of color where some of the research indicates that 'hispanas' earn 54 cents to every \$1.00 earned by a white male in the United States. What does that say to the rest of the world?

We believe that once access has been attained in all parts of New York City, we will begin to see the impact in our city in the vast improvement of all measurable outcomes whether that be in health care, higher educational attainment and economic expansion simply by allowing access and no longer tolerating exclusion, said the President of the 100 Hispanic Women, Nancy Genova. 100 Hispanic Women NYC support the call for a holistic and comprehensive Bill of Rights for Women and girls based on the principles in CEDAW. This will include a comprehensive gender analysis of all City programs and services and public review and feedback mechanism.

We appreciate your attention to this most important issue that will build just and compassionate communities in New York City.



Testimony for the Committee on Women's Issues Monday, April 24, 2017

My name is Namasha Schelling and I am the Program and Communications Coordinator at Day One. Day One is the only organization in New York City solely devoted to the issue of dating violence among young people.

Evidence shows that gender inequalities increase the risk of violence by men against women and inhibit the ability of those affected to seek protection.

In a study of young women aged 14 to 23 who sought health services at the Mt. Sinai Adolescent Health Center, approximately 30% of young women reported experiencing sexual assault by a date or acquaintance in the past year. In fact, nearly half of all female homicide victims in New York City are killed in intimate partner homicides.

In addition, women living in poverty experience violence at twice the rate of those who do not; and people of color live in poverty at a rate disproportionate to whites (27% vs. 10%). Poverty has a ripple effect on violence and access to economic resources is critical to the long term safety of survivors.

Promoting gender and racial equity is a critical part of violence prevention!

We applaud the City Council for trying to measure and address gender and racial inequality in New York City.

As these measures move forward, we would also like to stress the importance of the following things:

1. Including annual clear and concise goals in The Gender and Racial Equity Action Plan along with a system of accountability will help ensure the plan is effective
2. The Gender and Racial Equity Committee would benefit from the inclusion of a diverse group of nonprofits who work on various intersectional issues affecting women in the city
3. Employee trainings provided for city agencies will be most successful if they are created by, or at least guided by, nonprofit experts in the field that already doing these sorts of trainings
4. The Annual Report would benefit from an intersectional analysis: any examination of our institutions must be conducted with a close look at the intersecting identities of their users, acknowledging race and gender identity but also language access, along with immigration and socioeconomic status as well.

We also join the City Council in calling upon the US Senate to ratify the UN Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW).

Testimony to the New York City Council

Committee on Women Issues

Date: April 24, 2017

Support for Res 0542-2015 (a resolution calling upon the United States Senate to ratify the United Nations Convention on the Elimination of All Forms of Discrimination Against Women).

Good morning, my name is Lorraine Stephens, and I am the Vice President of Programs and Strategic Learning at the New York Women's Foundation.

First, I would like to thank Speaker Mark-Viverito, Council Member Cumbo, and the Committee on Women Issues for the opportunity to give testimony at today's hearing. We at the New York Women's Foundation greatly appreciate your ongoing efforts to promote gender and racial equality in New York City and unequivocally support Resolution No. 542, a resolution calling upon the United States Senate to ratify the United Nations Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW).

The New York Women's Foundation (NYWF) is the largest women's foundation in the nation and the third largest globally. It is from our 30 years of experience supporting community-led solutions that we support the proposal on the floor today. Within the last 30 years, The Foundation has distributed over \$58 million dollars in financial assistance to over 400 organizations impacting millions of women and girls in New York City and has served as a powerful voice for women and a force for change. We understand that problems and solutions are often found in the same place. More importantly, we know that when a woman uplifts herself, she will uplift her entire family and community members.

The Foundation has continuously invested in transparent workable solutions that remove barriers and create opportunities in the areas of economic security, anti-violence and safety, health, sexual rights, and reproductive justice for women in New York City.

On December 18, 1979, the United Nations adopted the Convention on the Elimination of All Forms of Discrimination against Women. Until the UN General Assembly adopted the CEDAW, there was no treaty that addressed comprehensively women's rights within political, cultural, economic, social, and family life.

CEDAW is the most comprehensive and detailed international agreement that seeks the advancement of women. The treaty provides a universal definition of discrimination against women so that those who would discriminate on the basis of sex can no longer claim that no clear definition exists. It also calls for action in nearly every field of human endeavor: politics, law, employment, education, health care, commercial transactions and domestic relations. Moreover, CEDAW establishes a Committee to review periodically the progress being made.

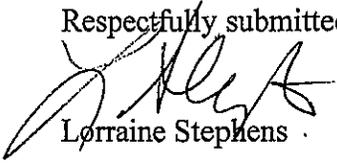
CEDAW will

- Hold the United States accountable to enforce equal pay for men and women.
- Support reproductive rights in the United States
- Promote gender rights and education
- Support education and public information programs that seek to eliminate prejudices and current practices that hinder the full operation of the principle of the social equality of women.
- Allow victimized women to come forward, without fear of repercussions, to:
 - Seek treatment to prevent HIV/AIDS and other sexually transmitted diseases, and
 - Obtain health care and education to combat trafficking and sex slavery

The United States is among only eight countries of the world that have yet to ratify the CEDAW. As a leading advocate for human rights, the United States has a compelling interest to improve conditions for women, but has failed to ratify CEDAW. We urge New York Senators to be courageous and vote for CEDAW. We also urge the city council move to adopt the United Nations Convention on the Elimination of All Forms of Discrimination Against Women.

Thank you for this opportunity to testify.

Respectfully submitted

A handwritten signature in black ink, appearing to read "Lorraine Stephens", is written over the typed name.

Lorraine Stephens

Vice President, Programs and Strategic Learning

The New York Women's Foundation

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YWCA IS ON A MISSION

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Testimony of Martha Kamber, President and CEO, YWCA of Brooklyn
before the New York City Council Committee on Women's Issues on April 24, 2017
Regarding Proposed Laws to Promote Gender and Racial Equity:
Intro No.'s 1500, 1512 & 1520 and Res 0542-2015

Good morning, my name is Martha Kamber. I am the President and CEO of the YWCA of Brooklyn. Thank you to the Chair, Councilwoman Laurie Cumbo, and to distinguished Members of the Women's Issues Committee for the opportunity to testify today regarding these legislative initiatives to advance gender and racial equity in New York City.

The YWCA of Brooklyn is on a mission to end racism and empower women in Brooklyn and citywide. As the largest and oldest organization in Brooklyn specifically serving women and girls, and the only YWCA representing New York City's most populous borough, the YWCA Brooklyn is uniquely qualified to advance a citywide agenda of gender equality and racial justice. Founded in 1888, the YWCA Brooklyn has a proud history of fighting racial and gender discrimination. In 1943, we were the first YWCA in the country to racially integrate and were at the forefront of the civil rights and women's rights movements. Today, the YWCA Brooklyn is the only YWCA left in New York City with its own building and is not affiliated with any other YWCA in New York City.

The YWCA Brooklyn furthers its mission by providing affordable, safe, permanent, housing for over 300 women, most of whom are survivors of gender-based violence; a college access program for over 250 low-income, high-potential girls of color; mentoring for women entrepreneurs; social justice advocacy, education and activism; and conveniently located, subsidized offices, event and meeting space for our nonprofit and civic partners in the Brooklyn community. Our Social Justice Community Center promotes events that bring together mission-aligned partners addressing issues at the intersection of gender, class and race, as well as provides an opportunity for extensive community education and social justice movement building. There were over 20,000 visits to our Center in 2016.

The YWCA of Brooklyn's programs and advocacy strengthen and develop opportunities for underserved women and girls of color by addressing structural and institutional racism. We are a leading advocate for educational equity for girls of color, juvenile justice reform for girls, ending gender-based violence and policies that promote pay equity, and we applaud the Councilmembers' combined efforts to address gender and racial bias through the initiatives proposed today. We were pleased to participate last year in the Young Women's Initiative launched by Speaker Melissa Mark-Viverito and the New York City Council. That initiative, as well as the leadership of the bill sponsors today have helped move New York City forward as a leader in efforts to advance gender and racial equality.

We recognize that the bills and resolution at issue before this Committee now are offered in that tradition and spirit. Training for city government officials is essential, as is the need for more data to better identify and address racial and gender inequities, and we welcome legislative attempts to do so. However, even in the aggregate these initiatives offer merely a starting point for fighting bias. In our opinion, the proposed legislation does not go far enough, does not

dedicate sufficient resources for long term implementation, and fails to adequately engage community partners in their design and implementation. While these initiatives address bias within city government, they do not address the discrimination that exists in all other sectors that negatively impacts economic security for women, and especially for women of color.

The proposed Resolution 0542-2015 calls for federal action to ratify Convention on the Elimination of all Forms of Discrimination against Women (CEDAW). Unfortunately such federal action is highly unlikely considering the utter disregard for women's basic human rights and racial equity demonstrated by the current federal administration. We therefore encourage the Committee to consider ways to implement CEDAW effectively at the local level. The YWCA Brooklyn was one of the first grass-roots groups in New York City to embrace greater recognition of the human rights principles contained in CEDAW and as the former Vice-Chair of the US National Committee for UN Women, Metro Chapter and current board member of the World YWCA Council, my opinion is that our efforts would be best utilized working to get CEDAW adopted and implemented in New York City the way San Francisco, Los Angeles and other cities nationwide have begun to do.

Along with our non-profit and academic partners, the YWCA of Brooklyn is eager to engage with the Council to develop legislation that provides the resources to advance human rights initiatives in both the public and private sectors in New York City. An affirmative human rights approach is well suited to address the structural racism and sexism that continues to limit opportunities for girls and women of color. Such legislation can demonstrate the City Council's leadership in the human rights arena at a time when such initiative is gravely and dangerously absent at the federal level.

Conclusion

At the YWCA Brooklyn our experience working with thousands of women and girls of color has shown that such a comprehensive human rights approach will not only have significant positive economic consequences but can reverberate to the benefit of our city as a whole. We have seen firsthand how our residents struggle to survive economically; to find an affordable and safe place to live; to heal from the trauma of gender based violence; and to combat the racial and gender discrimination they experience as barriers to employment, education, and healthcare. We know that when girls of color face systemic racial and sexual stereotyping throughout their public school education they are less likely to graduate, go to college, or rise out of poverty.

New York City has an opportunity to champion its citizen's human rights by creating a more effective, sustained approach to eradicating race and gender discrimination. We look forward to the opportunity to work together with the Committee, elected officials and our non-profit and community allies to create legislation that better aligns with international human rights values, including those contained in CEDAW.

Thank you again for the opportunity to testify. I applaud and share the Council's interest in deepening its commitment to ending racism and empowering women.



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**Testimony Before the New York City Council Committee on Women's Issues: Intro No. 1512, Intro No. 1500, Intro No. 1520 & Resolution No. 542
April 24, 2017**

Submitted by:
Dina Bakst, Co-Founder & Co-President and Marcella Kocolatos, Law Fellow
A Better Balance: The Work & Family Legal Center

Good morning. My name is Dina Bakst. I am the Co-Founder & Co-President of A Better Balance: The Work & Family Legal Center. A Better Balance is a national legal advocacy organization dedicated to promoting fairness in the workplace and helping workers across the economic spectrum care for their families without risking their economic security. Over the past decade, A Better Balance has been a leading advocate for state and local legislation to end discrimination against caregivers and value the work of caregiving. A Better Balance also hosts a free legal helpline through which we assist hundreds of callers every year, from New York City and around the nation. The majority of our callers are women facing various obstacles at work related to pregnancy, personal illness, and family caregiving responsibilities. Many are low-income women of color who bear the economic brunt of inflexible and discriminatory workplace practices. We thank the Committee on Women's Issues for the opportunity to testify in support of legislation that will help advance gender and racial justice for the New Yorkers we serve. Our testimony is informed by the experiences of our callers as well as our own experience as advocates. We are pleased to support all of the bills under consideration at today's hearing addressing gender and racial inequality in New York City, as well as Resolution 542 to call upon the United States Senate to ratify the United Nations Convention on the Elimination of All Forms of Discrimination Against Women.

Two of the bills under consideration today, Intro 1512 and Intro 1500, will require city agencies to perform internal trainings and assessments with respect to gender and racial inequality. **These are important and necessary measures that will enable the New York City municipal government to be a model employer for the private sector.** In recent years, the City Council has passed several landmark anti-discrimination laws to protect workers, including workers in



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the municipal government. In 2013, the City Council passed the Pregnant Workers Fairness Act, which requires virtually all New York City employers to provide reasonable accommodations for pregnant employees. In 2015, the City Council amended the Human Rights Law to add caregivers to the groups of workers protected from discrimination. Although both of these laws apply to municipal workers, we know from the calls we've received that agency managers are often sorely uninformed about the rights of pregnant employees and those with caregiving responsibilities. This lack of training has had devastating consequences for municipal workers like our client Karina Flete.

Karina is a single mother and the sole caregiver for her three-year-old daughter with special needs. She has worked for the New York City Department of Information Technology and Telecommunications as a 311 customer service representative for more than three years. After her daughter started school last fall, Karina requested that her 9:00 a.m. to 5:00 p.m. schedule be shifted by one hour to ensure that she would be able to arrive to work on time after placing her daughter on the school bus. Karina knew that her coworkers worked many different shifts at the 24-hour call center. She also knew that other workers had requested and received schedule changes in the past. Yet her supervisor told her that only overnight shifts were available and suggested she work overnight. Karina explained that working at night was impossible due to her parental responsibilities and the fact that she could not afford nighttime childcare. She was stunned when shortly thereafter, the agency notified her that her schedule was being changed to 3:00 to 11:00 p.m.—a shocking reprisal for asking that her daytime schedule be modified and one clearly intended to force her off the job.

The agency's discriminatory actions against Karina did just that—Karina has been forced to call out of work every day since February 6, the date her 3:00 to 11:00 p.m. schedule took effect. For more than two and a half months now, she has been deprived of critical income necessary to support her and her daughter. To make things worse, after learning that she is currently not earning income, Karina's child's father filed a petition in family court against her to change their existing custody arrangements.



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As we allege in the charge we filed with the City Commission on Human Rights on Karina's behalf, the agency's actions amounted to clear discrimination based on caregiver status. That is, the agency treated her worse than other employees because she is a caregiver. This is exactly the kind of discrimination the City Council sought to eradicate when it amended the Human Rights Law. Yet Karina's superiors seemed wholly unaware that by treating her request differently from other employees', and then forcing her off the job by deliberately assigning her a shift they knew she could not work, they ran afoul of the Human Rights Law. Even after Karina expressed to a higher-level manager that she felt she was being treated unfairly as a single mother of a special needs child, he handed her an irrelevant form intended for workers who have personal disabilities and took no further action to ensure compliance with anti-discrimination law.

By requiring city agencies to train all of their employees on implicit bias, discrimination, cultural competency, and structural inequity, Intro 1512 will help ensure that what happened to Karina does not happen to other municipal workers. City agencies need to be properly trained on what caregiver discrimination—as just one example—is and looks like. They need to know how to respond to requests made by employees to accommodate caregiving needs, and know that treating caregivers worse than other employees constitutes unlawful discrimination.

Karina's case is a prime example of how discrimination against caregivers perpetuates economic inequality for women, particularly women of color. Her case also shows how rigid work rules and inflexible scheduling create gender and racial disparities within the municipal government. Last year, the New York City Public Advocate's Office released a report finding that women employed in New York City's municipal government face a gender wage gap that is three times larger than the gap experienced by women in the for-profit sector.¹ The report also found that the gender wage gap in New York City is marked by a larger racial disparity compared to the rest of

¹ Office of the New York City Public Advocate, Letitia James, "Policy Report: Advancing Pay Equity in New York City: An analysis of the gender wage gap in New York City's workforce," April 2016, 8, available at http://pubadvocate.nyc.gov/sites/advocate.nyc.gov/files/opa_pay_equity_report_final.pdf.

the country.² An earlier report published by the New York City Comptroller's Office revealed that women with children experience the biggest wage differentials when compared to their male counterparts,³ and suggested that municipal policies and practices, such as the lack of flexible scheduling, could be a key factor constraining women in the municipal workforce.⁴

Intro 1500 will require city agencies to assess whether their employment practices are resulting in gender disparities, as the Comptroller's report suggested. City agencies should have to assess whether inflexible scheduling practices, for example, are having a disproportionately negative impact on women employees, as well as employees of color, and create a plan to reduce any gender and racial disparities.

As advocates, we have strong anecdotal evidence that what happened to Karina was, sadly, not an isolated instance of discrimination. The limited data we have available such as that published by the Public Advocate's Office and the Comptroller's Office corroborates that evidence. However, additional data is necessary for us to illustrate that discrimination of the kind Karina experienced is in fact systemic and creates gender and racial disparities citywide. **By requiring the measuring and reporting of data pertaining to gender and racial inequality within the social, economic, and environmental conditions of New York City, Intro 1520 will equip advocates with a valuable tool to help advance gender and racial justice in New York City.**

Finally, by calling upon the United States Senate to ratify the United Nations Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), New York City will once again signal its commitment to being a national and world leader on the issue of gender equality. **We are proud to support Resolution 542, along with all the bills under**

² *Id.* at 5.

³ Office of the New York City Comptroller, John C. Liu, "Gender Equity in the New York City Municipal Workforce: A Snapshot Analysis," April 2011, 12, available at http://comptroller.nyc.gov/wpcontent/uploads/documents/Longest_Work_Weeks_March_2015.pdf. <https://issuu.com/johnxchoe3/docs/genderequitysnapshot-2011>.

⁴ *Id.* at 17.



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consideration at today's hearing, which would create affirmative obligations for New York City to advance gender and racial justice within the five boroughs.

Planned Parenthood of New York City

**Planned Parenthood of New York City
Testimony on Intros. 1500, 1512, 1510, and Reso. 0542**

April 24, 2017

Good afternoon. I am Elizabeth Adams, Director of Government Relations at Planned Parenthood of New York City (PPNYC). I am pleased to provide testimony in support of New York City's effort to address racial and gender inequity citywide. Planned Parenthood of New York City thanks our strong supporter the Honorable Council Member Laurie Cumbo, Chair of the Committee on Women's Issues, for her leadership in convening this hearing. We would also like to thank Council members Daniel Dromm, Brad Lander and the entire City Council for their dedication to these issues and we welcome the opportunity to discuss ways we can promote gender and racial equity and improve health outcomes for all New Yorkers.

Planned Parenthood of New York City (PPNYC) serves more than 60,000 patients annually in our health centers in all five boroughs. We offer reproductive and sexual health care services including contraception; gynecological care (including cervical and breast cancer screenings); colposcopy; male reproductive health exams; testing, counseling, and treatment for sexually transmitted infections; the HPV vaccine; HIV testing and counseling; transgender hormone therapy, vasectomy, pregnancy testing, options counseling, and abortion. PPNYC serves all New Yorkers by providing care no matter what – regardless of immigration status, income or ability to pay. We also provide education, training, and outreach to an additional 25,000 youth, adults, and professionals annually citywide. As a trusted provider and health educator in New York City, we are concerned about the impacts of gender and racial inequity on sexual and reproductive health care access and outcomes and understand the importance of passing proactive legislation to improve equity.

A growing body of research indicates that racial discrimination negatively affects health outcomes and can create multiple mental and physical stressors that affect a person throughout their lifetime.¹ A 2014 study found that black adolescents who face racial discrimination are more likely to have higher levels of blood pressure, a higher body mass index, and higher levels of stress-related hormones by the age of 20.² Racism also affects the social determinants of health outcomes, including one's economic resources and access to quality education and health care. Historical trends of neighborhood divestment and redlining have led to fewer healthy food options, greenspaces, and economic investment in communities of color, and despite the recent

¹ "Racism and Psychological and Emotional Injury: Recognizing and Assessing Race-Based Traumatic Stress." Robert T. Carter. *The Counseling Psychologist* 2007; 35; 13 Accessed April 23, 2017: https://facstaff.necc.mass.edu/wp-content/uploads/2012/01/racism_and_psychological_injury_articl.pdf

² Racial Discrimination in Teen Years Could Create Health Problems. February 3, 2014. The University of California Center for New Racial Studies, Institute for Social, Behavioral, and Economic Research (ISBER). University of California, Santa Barbara. Accessed April 23, 2017: <http://www.uccnrs.ucsb.edu/news/racial-discrimination-teen-years-could-create-health-problems>

reframing of the opioid epidemic as a public health crisis that impacts white Americans, the drug's criminalization has led to the incarceration of countless black and brown Americans.

The impacts of race and economic access cannot be separated from gender. Gender discrimination in the health care system has led to a lack of access to reproductive health care and stark maternal health disparities. The United States is one of only fifteen countries whose maternal mortality rate has actually increased since 1990,³ and black women in New York City are twelve times more likely to die from pregnancy related causes than white women; a rate four times the national average.⁴ We find these results deeply concerning and stand in support of legislation that safeguards and strengthens New Yorkers' reproductive health and wellbeing.

As a safety net provider, PPNYC recognizes that racism and gender discrimination are public health issues and strongly support efforts to address the root causes of inequality in health care delivery, as well as citywide policies as they relate to education, public health, policing, family and community support services, and human resources. As such, we proudly support bills 1500, 1512, 1510, which would assess racial and gender equity in city agencies, commit to training for agency staff, and release annual reports from the Mayor on racial and gender-based inequities across New York City, as well as strategies for addressing inequality.

PPNYC applauds the Council for introducing Intro. 1500, an important step in identifying policies and practices that may cause disparate outcomes based on gender or race. The bill would require agencies to conduct internal assessments of current policies and establish a gender and racial equity committee to help establish gender and racial equity action plans. We support the creation of a committee and encourage agencies to use a Racial Equity Impact Assessments in their evaluations as a metric to address deep racial disparities and divisions that show up in institutions. We also applaud the bill's call for agency reports on action plan progress and recommend that these reports be publicly accessible. Just as important as assessing opportunities for improvement is implementing and enforcing concrete action steps. Lastly, we recommend that the gender and racial equity committee include community representation to speak to multiple areas of inequity and urge that all three proposed bills include the Department of Education, the Department of Corrections, and the Police Department as relevant agencies.

We also commend Int. No. 1512's push for critical trainings on implicit bias, discrimination, cultural competency and structural inequity. As a trusted health care and education provider, we know firsthand the importance of providing culturally responsive programming. PPNYC's Project Street Beat program provides sexual health services, counseling, case management, and

³ "Reproductive Injustice. Racial and Gender Discrimination in U.S. Health Care." 2014. The Center for Reproductive Rights. Accessed April 23, 2017:

http://tbinternet.ohchr.org/Treaties/CERD/Shared%20Documents/USA/INT_CERD_NGO_USA_17560_E.pdf

⁴ Black Mothers Face Higher Complication Rates When Delivering Babies in NYC." Fred Mogul, January 16, 2017. WNYC. Accessed April 23, 2017: <http://www.wnyc.org/story/black-women-high-complication-rates-delivery/>

⁵ "Racial Equity Impact Assessment Toolkit." Race Forward: The Center for Racial Justice Innovation. Accessed April 23, 2017: <https://www.raceforward.org/practice/tools/racial-equity-impact-assessment-toolkit>

Planned Parenthood of New York City

harm reduction directly to thousands of HIV-positive and high risk New Yorkers in their own neighborhoods, and Promotores de Salud work to bridge the gap between the health care system and Spanish-speaking communities, incorporating health information into New Yorkers' language, cultures, and values. Additionally, all of our clinical and education staff receive training in providing gender-affirming and inclusive care.

New York City is one of the most diverse localities in the world, with experts believing nearly 800 languages are spoken within the five boroughs.⁶ PPNYC is committed to serving communities that depend on our services the most and providing access to health care in culturally competent settings, adhering strictly to the National Standards for Culturally and Linguistically Appropriate Services. We recognize the importance of comprehensive training and recommend that Int. 1512 designate sufficient funding for all staff to undergo training and that the City contract with racial and gender equity community experts.

Lastly, PPNYC strongly supports Intro. 1520, which would require the Mayor to include information on gender and racial equity metrics in the annual report on social indicators. We recommend that the report's health indicators include information on STD rates, HIV/AIDS, unintended pregnancy, and access to sexual health clinics and services. We also recommend that education be included as a key indicator, with specific information on sexual health education. Comprehensive sexual health education teaches positive social and emotional development such as tolerance, healthy relationships, and respect for one's gender, identity, cultural values, and experiences, all of which have a significant impact on health outcomes and equality.

In addition to the proposed bills, PPNYC is proud to support proposed Resolution 542 in calling for the United States Senate to ratify CEDAW. As a reproductive health care provider, PPNYC values CEDAW's measures to eliminate discrimination against women in the field of health care and ensure access to family planning services. To strengthen the legislation, we recommend that CEDAW specify 'women' to include both cis- and transgender-women, noting that trans women often face compounded forms of discrimination. Several other cities have implemented CEDAW into local law and New York City must follow suit.

Planned Parenthood of New York City encourages the New York City Council to pass the proposed legislation and resolution and continue to advance racial and gender equity for all New Yorkers. Thank you for the opportunity to testify on this important issue.

⁶ APRIL 29, 2010, Sam Roberts, "Listening to (and Saving) the World's Languages," The New York Times, Accessed April 22, 2017: http://www.nytimes.com/2010/04/29/nyregion/29lost.html?_r=0



HUMAN RIGHTS INSTITUTE

**Testimony of JoAnn Kamuf Ward, Columbia Law School Human Rights Institute
Committee on Women's Issues
Gender and Racial Equity: Intro No. 542; No. 1500; No. 1512; No. 1520
Monday, April 24th at 10:00 am
Committee Room, City Hall**

Introduction

The Columbia Law School Human Rights Institute is pleased to provide this testimony to inform the New York City Council's consideration of bills 1500, 1512, and 1520, and to discuss how a human rights-based approach can enhance the Council's efforts to tackle persistent discrimination and inequality to foster gender and racial equity.¹ Indeed, by adopting a **comprehensive, human rights-based** approach to equity, across gender and racial lines, New York can model local human rights implementation for jurisdictions around the country.²

The Columbia Law School Human Rights Institute, founded in 1998, draws on the law school's deep human rights tradition to support federal, state, and local government efforts to promote core human rights of dignity, equality, and opportunity.

New York is a national leader in advancing the rights of women and girls. Over the past several years, the City Council and the Mayor have taken strides to address gender-based disparities, including through the Young Women's Initiative, and establishment of the Gender Equity Commission,³ and Executive Order 21.⁴ The City's Commission on Human Rights has also stepped up efforts to address discrimination based on gender and gender identity, as well as race, national origin, and religion, which contribute to promoting and protecting the human right of all New Yorkers.

¹ This testimony draws heavily from research and findings by the Human Rights Institute on local initiatives to advance gender equity using human rights, and use of human rights assessments at the state and local level. See Columbia Law School Human Rights Institute, *Gender Equity Through Human Rights: Local Efforts to Advance the Status of Women and Girls in the United States* (2017) and *Using Human Rights Assessments in Local Governance: A Toolkit for State and Local Human Rights and Human Relations Commissions* (2014).

² Six U.S. cities currently have laws in place that reflect the principles found in *the International Women's Treaty, also known as CEDAW*. See *Gender Equity Through Human Rights*, *supra* n. 1. Additionally, a growing number of cities have established racial equity initiatives. See GARE, *Advancing Racial Equity and Transforming Government: A Resource Guide to Put Ideas Into Action* (2016), which are aligned with principles found in CERD.

³ See New York City Local Law No. 67 (2015).

⁴ See City of New York Executive Order No. 21 (2016) (prohibiting salary history inquiries prior to conditional job offers within city agencies).

Yet, despite robust initiatives and protections against discrimination, women in New York continue to face barriers to full equality.⁵ Women and girls lack equal opportunities and outcomes in social, economic, and political life. Disparities exist not only between women and men, but also among women, based upon age, racial and ethnic background, sexual orientation, income, and zip code.⁶

Intro 542 recognizes the role that human rights principles can play in fostering gender equity at the national level.⁷ Human rights principles should also guide New York's effort to identify the myriad ways that the City policy and practice impact New Yorkers due to their gender, race, and other identities, and to address barriers to equality head on. Indeed, because human rights are experienced close to home, local governments are essential to the promotion and protection of human rights, including in key areas such as employment, education, housing, and public safety.⁸

Advancing Gender and Racial Equity Through Human Rights

The core human rights principles of **non-discrimination, equality, participation, accountability, and transparency** provide a strong foundation for the City's efforts to identify and address barriers to equity.

The human rights framework defines discrimination broadly to encompass laws and policies that negatively affect an individual's enjoyment of rights on the basis of race, gender or other factor.⁹ A human rights approach calls on governments to affirmatively identify the factors that perpetuate inequality and discrimination and take steps to mitigate them. These factors may include laws, policies, and programs that have a disproportionately negative impact on women or other vulnerable groups, regardless of intent.

⁵ See NYC Office of the Mayor, [Disparity Report](#) (2016).

⁶ See, e.g. [New York City Women: Gender Brief](#) (2015); [New York City Young Women's Initiative Report and Recommendations](#), p. 16 (2016); See also The New York Women's Foundation *et al.*, [Women Injustice: Gender and the Pathway to Jail in New York City](#) (2017); NYC Department of Health and Mental Hygiene, [Severe Maternal Morbidity NYC 2008-2012](#) (2016).

⁷ Intro No. 542-2015, Resolution Calling Upon the United States Senate to ratify the United Nations Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW).

⁸ Local protection and promotion of human rights is entirely consistent with our federal system of government. In ratifying core human rights treaties, the United States Senate has noted that in light of our federal system, human rights treaty obligations will be implemented by state and local governments to the extent that they exercise jurisdiction over such matters. See 138 Cong. Rec. 8068, 8071 (1992); 140 Cong. Rec. S7634-02 (1994). Human rights treaties ratified by the United States also emphasize the importance of human rights norms at all levels of government. See Human Rights Comm., General Comment No. 31: Nature of the General Legal Obligation on States Parties to the Covenant on Civil and Political Rights, ¶ 4, U.N. Doc. CCPR/C/21/Rev.1/Add. 13 (May 26, 2004); [International Convention on the Elimination of All Forms of Racial Discrimination](#), art. 2, opened for signature Mar. 7, 1966, 1966 U.S.T. 521, 660 U.N.T.S. 195 [Hereinafter CERD].

⁹ See CERD, art. 1 (defining discrimination to include "any distinction, exclusion, restriction or preference based on race, colour, descent, or national or ethnic origin which has the purpose or effect of nullifying or impairing the recognition, enjoyment or exercise, on an equal footing, of human rights and fundamental freedoms in the political, economic, social, cultural or any other field of public life."); see also CEDAW art.1 (adopting a similar definition, focused on exclusions and restrictions on the basis of sex).

In order to ensure equal enjoyment of rights for all, a human rights-based approach also calls for policies that reflect the ways that an individual's multiple identities, including her race, nationality, disability, age, as well as economic and social status, impact her enjoyment of rights, and counsels toward targeted and culturally-appropriate solutions.¹⁰ Further, active public participation in identifying and solving problems locally is a hallmark of human rights. By empowering communities to shape policy and influence outcomes, government agencies and officials can ensure that policies and programs meet community needs and promote public accountability.

Human rights offer a blueprint for inclusive, intersectional, approaches to fostering equality and eradicating discrimination in all its forms. New York can take a number of steps to advance racial and gender equity, and institutionalize the City's commitments to human rights for all, including:

- **Undertake Comprehensive Data Collection and Monitoring.** Sustainable approaches to equity require mechanisms to assess progress on an ongoing basis. Tools to track and analyze how changes in law and policy impact New Yorkers should be used across city agencies and departments. The collection of disaggregated data, as well as inclusion of stakeholder input, can help local governments assess how programs are achieving intended results, identify areas for improvement, and provide a more complete picture of who is participating in, or being served by, government policies. Data should be disaggregated by race and gender, as well as additional demographic characteristics to inform how factors like race, gender, sexual orientation, and disability impact the enjoyment of rights in particular communities.
- **Provide Human Rights Education and Training.** Targeted human rights training for government staff is an important component of building human rights into local governance and influencing how decisions are made. Comprehensive trainings include not only foundational human rights principles, but also specific examples of how a human rights-based approach can enhance racial and gender equity in the work of particular agencies and departments, as well as the value-added of taking an intersectional approach to decision-making. Trainings should be conducted by individuals with sufficient expertise in human rights and local governance.
- **Build a Sustainable Infrastructure.** A key factor that influences efforts to advance human rights locally is an infrastructure for implementation and oversight. It is critical

¹⁰ CEDAW Committee, *General Recommendation No. 18, Disabled Women*, U.N. Doc. A/46/38, 3 (Feb. 1, 1991) (referring to the “double discrimination” faced by disabled women); CEDAW Committee, *General Recommendation No. 25, Temporary Special Measures*, reprinted in U.N. Doc. HRI/GEN/1/Rev.7, ¶ 12 (May 12, 2004), available at [http://www.un.org/womenwatch/daw/cedaw/recommendations/General%20recommendation%2025%20\(English\).pdf](http://www.un.org/womenwatch/daw/cedaw/recommendations/General%20recommendation%2025%20(English).pdf) (“Certain groups of women, in addition to suffering from discrimination directed against them as women, may also suffer from multiple forms of discrimination based on additional grounds such as race, ethnic or religious identity, disability, age, class, caste or other factors.”).

that an entity is in place to set equity goals, contribute to data collection and analysis, liaise with civil society, shape human rights trainings, and support assessments of policies, procedures, and staffing, as well as resulting action plans. An oversight body with expertise on equity and human rights, the power to convene city agencies and departments, authority to request and collect data from across the City, capacity to provide support, and sufficient resources is also a key element of accountability and long term success. Without oversight, efforts risk being ad-hoc and not contributing to long term, systemic change.

- **Foster Transparency and Public Participation.** To facilitate meaningful community participation in planning, implementing, and evaluating policies, New Yorkers should be able to access information on equity data, and engage in shaping policy responses. A clear way to foster transparency and participation is to make government documents, like gender and racial equity assessments, widely available accessible. To foster civic engagement, residents should be able to contribute to equity assessments and action plans, and provide feedback through taskforces, working groups, and committees. Periodic public hearings, consultations, and community roundtables also offer additional opportunities for community members to contribute to discussions on strategies to advance gender and racial equity within city departments, as well as city-wide. These efforts should prioritize inclusion of particularly vulnerable and marginalized populations from across the five boroughs (including older women, women with disabilities, and immigrant women).
- **Ensure Adequate Resources.** A key lesson from jurisdictions working to promote and protect human rights across the U.S. is that effective implementation requires governments to make a long-term commitment to institutional support and allocate adequate financial and human resources for trainings, assessments, and related initiatives. There is no single budget formula for implementing racial and gender equity, but resources are critical to ensure adequate and ongoing monitoring and oversight. Resourcing an institutionalized approach to equity is an investment in the future. Indeed, a human rights-based, proactive approach that aims to prevent discrimination before it occurs can mitigate the need for remedial action, including lawsuits, which can be costly in the long term. Further, it can lead to wider improvements in programs and services, which can reap municipal benefits. To bolster existing capacity and maximize the reach of initiatives to advance equity, local governments can further leverage the knowledge and expertise of national and local human rights experts and local community members, as well as the resources of academic institutions and the private sector.

Conclusion

By ensuring that the City's efforts to foster racial and gender equity include ongoing monitoring, adequate infrastructure, resources, and public participation, in line with human rights principles, New York City will be on the vanguard of promoting human rights at the local level, and will strengthen existing efforts to advance equity for all New Yorkers now and in the future.

Testimony of
Shijuade Kadree
Senior Director of Government Programs and Affairs
The Lesbian, Gay, Bisexual & Transgender Community Center

In response to the
New York City Council's Committee on Women's Issues
On Ints. 1500, 1512, 1520 and Res. 542.

Submitted on April 24, 2017
To the
New York City Council
Committee on Women's Issues
250 Broadway, Committee Room
New York, NY 10007

THE CENTER

Thank you for the opportunity to testify before you today. My name is Shijuade Kadree and I serve as the Senior Director of Government Programs and Affairs at The Lesbian, Gay, Bisexual & Transgender Community Center (The Center) in New York City. As the largest LGBT community center on the East coast, we see over 6,000 visitors each week, coming to tour our facilities, seek information and referral for LGBT affirming providers, or participate in any one of the myriad of programs and services we offer to the community. Since 1983, The Center has been dedicated to empowering our community members to lead healthy successful lives, while celebrating our diversity and advocating for justice and opportunity.

Lesbian and bisexual women face economic challenges related to their gender and sexual orientation/gender identity. While American women who work full time, year round are typically paid only 78 cents for every dollar paid to their male counterparts, lesbian & bisexual women face an even greater income gap. Lesbian couples are increasingly below the poverty line when compared to married different-sex couples. According to the American Community Survey, 7.6% of lesbian couples, compared to 5.7% of married different-sex couples, are in poverty. These troubling statistics are compounded further for women of color, where career advancement up the corporate ladder is statistically less likely. Women of color are 36.3% of our nation's female population, yet they occupy only 11.9% of managerial and professional positions.

The Center has been working with the transgender and gender non-conforming community since 1991 with the establishment of our Gender Identity Project (GIP), the first transgender peer counseling and empowerment program in New York State. Our 25 year history of serving transgender individuals has afforded us unique insight into the particular hardships faced by transgender community members, challenged by a complex matrix of psychological, legal, social and physical barriers to tailored

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services. We know that poverty and its associated harms disproportionately affect this community. For example, transgender women of color have the highest HIV infection rate of any group in New York City, and approximately 33% of transgender people of color have incomes of less than \$10,000.

We applaud the Speaker of the City Council and Councilmembers Dromm and Lander for sponsoring these important legislative actions, and Councilmember Cumbo for shining a light on these issues by holding this hearing today. At The Center, we recognize that within an already marginalized community, we have even more vulnerable community members - namely, women and transgender and gender nonconforming individuals - who will be particular beneficiaries of the legislation being discussed. I highlight this information to bring forth the particular deep burden that sexual orientation and gender-identity bring to bear on the way our community members are able to interact with the world at-large. We know that these challenges are only compounded by race, and so we encourage the Council and the Administration to examine these issues with an explicit, intersectional lens.

In recognition of that potential outcome, The Center applauds the Council's willingness to address these issues, particularly in Int. 1512, which requires that there be trainings for the designated city agencies to receive cultural competency trainings on racial and gender equity. We encourage the Council to expand that initial list of agencies to include the Department of Education, as well as the Department of Homeless Services, as both agencies have significant, direct interaction with the public, and their employees should be equally trained. Ultimately, we would encourage both the Council and the Mayor to expand those trainings to all city agencies, regardless of whether they have direct interaction with the public, as they are also LGBT, and racial and gender demographics among the staff, who would also benefit from this type of training.

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Finally, I would like to note that The Center's Training Institute offers cultural competency trainings, and our Trans Training Collective specifically works with city agencies to train agency employees on issues of gender identity, equity and how to create an affirming work environment for the community, particularly transgender and gender non-conforming individuals. The Center would be honored to continue to provide guidance and expertise on these issues once this legislation is enacted.

**NEW YORK CITY COUNCIL
WOMEN'S ISSUES COMMITTEE
TESTIMONY**

Monday, April 24, 2017

MY NAME IS MERBLE REAGON AND I AM EXECUTIVE DIRECTOR AT THE WOMEN'S CENTER FOR EDUCATION AND CAREER ADVANCEMENT. I WANT TO THANK THE WOMEN'S ISSUES COMMITTEE FOR THIS OPPORTUNITY TO SPEAK BRIEFLY TODAY TO SUPPORT THE INTRODUCTION OF THE THREE BILLS AND RESOLUTION BEING CONSIDERED TODAY.

FOR 40 YEARS, OUR CENTER PROVIDED A WIDE VARIETY OF SERVICES TO HELP MORE THAN 40,000 WOMEN PREPARE FOR JOBS AND CAREERS THAT WOULD ENABLE THEM TO EARN INCOMES THAT WOULD SUPPORT THEIR FAMILIES ADEQUATELY. WE SOON REALIZED THAT MANY OF THOSE WHO CONTINUED TO EXPERIENCE FINANCIAL DIFFICULTIES SIMPLY WERE NOT EARNING ENOUGH MONEY TO MEET THEIR MOST BASIC LIVING EXPENSES.

IN 2000, OUR WOMEN'S CENTER PARTNERED WITH OTHER NYC NON-PROFITS TO DEFINE WHAT IT ACTUALLY COSTS FOR NYC FAMILIES TO MAKE ENDS MEET - AND - WHAT SUPPORTS WILL HELP THEM TO SURVIVE IN THE MEANTIME. SINCE THEN, WE HAVE PRODUCED FOUR SELF-SUFFICIENCY STANDARD REPORTS THAT MEASURE HOW MUCH INCOME NYC WORKING FAMILIES ACTUALLY NEED - BASED ON WHERE THEY LIVE, THE NUMBER OF PEOPLE IN THEIR FAMILIES AND THE AGES OF THEIR CHILDREN.

THE MOST RECENT NYC CITY SELF-SUFFICIENCY STANDARD REPORT IS TITLED, **OVERLOOKED AND UNDERCOUNTED; THE STRUGGLE TO MAKE ENDS MEET IN NEW YORK CITY**. WE HAVE CALCULATED WHAT IT COSTS FOR 152 WORKING FAMILY TYPES LIVING IN EACH OF SEVEN DIFFERENT GEOGRAPHIC AREAS OF NYC TO MEET ALL OF THEIR NECESSARY EXPENSES WITHOUT ANY PUBLIC OR PRIVATE HELP.

FOR THE FIRST TIME, THIS MOST RECENT NEW YORK CITY REPORT COMBINES TWO SERIES - THE SELF-SUFFICIENCY STANDARD PLUS "OVERLOOKED AND UNDERCOUNTED" - INTO ONE REPORT THAT PROVIDES A NEW VIEW OF THE STRUGGLE TO MAKE ENDS MEET. IT ALSO ANSWERS THE QUESTIONS - HOW MANY NYC HOUSEHOLDS LIVE BELOW THE NYC SELF-SUFFICIENCY STANDARD AND WHAT ARE THE CHARACTERISTICS OF THESE HOUSEHOLDS. IT IS LONG PAST TIME, WE BELIEVE, TO SHIFT NYC PUBLIC POLICY DISCUSSIONS FROM JUST MOVING FAMILIES ABOVE POVERTY TO ONE THAT ADDRESSES - IN A MORE COMPREHENSIVE WAY - HOW TO HELP WORKING FAMILIES ACHIEVE ECONOMIC STABILITY - BASED ON A REAL AND BETTER UNDERSTANDING OF WHAT THEY REALLY NEED TO MAKE ENDS MEET. IN EARLY 2018, WE WILL RELEASE OUR FIFTH REPORT.

HOW MUCH INCOME IS ENOUGH? IN EARLY 2015, NYC FAMILIES WITH TWO WORKING ADULTS AND TWO YOUNG CHILDREN NEEDED THE FOLLOWING INCOMES TO MEET ALL OF THEIR BASIC EXPENSES ON THEIR OWN - WITH NO SUBSIDIES, NO SAVINGS, AND, NO EXTRA ASSISTANCE FROM PRIVATE OR PUBLIC SOURCES:

- IN THE BRONX \$ 80,000
- IN NW BROOKLYN \$ 89,000
- IN THE REST OF BROOKLYN \$ 82,000
- IN NORTH MANHATTAN \$ 83,000
- IN SOUTH MANHATTAN \$ 109,000
- IN QUEENS \$ 86,000
- ON STATEN ISLAND \$ 82,000

AGAIN, THESE ARE BARE BONES BUDGETS – WITH NO “EXTRAS” SUCH AS SAVINGS FOR COLLEGE OR RETIREMENT, NO FOOD EATEN OUTSIDE THE HOME, NO CREDIT CARD OR LOAN PAYMENTS, NO VACATIONS, ETC.

NEARLY ONE MILLION NYC HOUSEHOLDS DO NOT HAVE ENOUGH INCOME TO MEET THEIR BASIC NEEDS. THIS AMOUNTS TO MORE THAN TWO OUT OF FIVE HOUSEHOLDS AND 2.7 MILLION PEOPLE. THE MOST RECENT SELF-SUFFICIENCY STANDARD SHOWS THAT **FOR MANY NEW YORKERS, HAVING A JOB NO LONGER GUARANTEES THE ABILITY TO PAY FOR BASIC NEEDS.** MOREOVER, SINCE THE FIRST NYC STANDARD IN 2000, **THE SELF-SUFFICIENCY WAGE NEEDED TO COVER ALL BASIC EXPENSES HAS INCREASED BY 48% WHILE THE MEDIAN EARNINGS OF WORKING ADULTS HAS INCREASED BY ONLY 17%**

FURTHER, WE ARE AWARE THAT THERE IS A COMPREHENSIVE AND WIDE RANGE OF FACTORS THAT TODAY IN 2017 STILL STAND IN THE WAY OF WOMEN, PEOPLE OF COLOR AND LGBTQ INDIVIDUALS WHO ARE WORKING TO ACHIEVE ECONOMIC PARITY.

WE APPLAUD THE LEADERSHIP OF THE NEW YORK CITY COUNCIL – OF THE SPEAKER, THE COMMITTEE ON WOMEN’S ISSUES AND THE COUNCIL MEMBERS – AND WE APPLAUD THEIR COMMITMENT TO WORKPLACE EQUITY DEMONSTRATED BY THE INTRODUCTION OF THE FOLLOWING BILLS WHICH WILL HELP TO ACHIEVE THE TRANSPARENCY AND UP TO DATE DATA THAT WILL ENABLE NEW YORK CITY TO FIRST ACKNOWLEDGE WITH SPECIFICITY AND THEN WORK TO ELIMINATE THE RACIAL, GENDER AND SEXUAL ORIENTATION BIASES THAT TODAY OBSTRUCT ECONOMIC OPPORTUNITY AND CAREER ADVANCEMENT FOR MANY NEW YORK CITY AGENCY EMPLOYEES.

WE BELIEVE THAT THESE THREE BILLS ARE CONSISTENT WITH THE CITY’S PRIORITIES. WE RECOGNIZE THAT THE OBSTACLES TO SELF-SUFFICIENCY ARE INTERDEPENDENT; SOLUTIONS MUST BE COORDINATED AND INTERCONNECTED. THE PROPOSED BILLS MEET THESE STANDARDS. WE ARE TALKING ABOUT OUR NEIGHBORS, FAMILY MEMBERS AND FRIENDS WHO WILL SPEND BETTER WAGES IN OUR OWN COMMUNITIES. INVESTMENT OF OUR FINITE RESOURCES IN THEM AND THEIR FUTURES WILL ACCRUE TO THE BENEFIT OF ALL NEW YORKERS AND IS THE RIGHT THING TO DO.

BILL 1500-2017 THAT WOULD REQUIRE CERTAIN CITY AGENCIES TO COMPLETE GENDER AND RACIAL ASSESSMENTS AND TO SET GOALS TO ADDRESS THE FINDINGS;

BILL 1512-2017 THAT WOULD REQUIRE CERTAIN CITY AGENCIES TO PROVIDE TRAINING TO EMPLOYEES ON CERTAIN INEQUITIES RELATED TO GENDER, RACE AND SEXUAL ORIENTATION; AND,

BILL 1520-2017 THAT WOULD REQUIRE THAT THE MAYOR INCLUDE RELATED INFORMATION IN THE “REPORT ON SOCIAL INDICATORS AND GENDER AND RACIAL INEQUALITY.”

AS THE COUNTRY’S LARGEST CITY – RICH IN RESOURCES AND LEADERS – NEW YORK IS IN A UNIQUE POSITION TO SET AN IMPORTANT EXAMPLE FOR YORK CITY AND THE REST OF THE COUNTRY BY ENSURING THAT ALL CITY EMPLOYEES HAVE A FAIR SHAKE AT JOBS AND CAREER PATHS THAT PROVIDE OPPORTUNITIES FOR WORKING FAMILIES TO MOVE ALONG A STEADY ROAD TO ECONOMIC SELF-SUFFICIENCY.

THANK YOU FOR THE OPPORTUNITY TO SPEAK TO YOU TODAY.

For more information:

mreagon@wceca.org 917.270.2221

<http://www.selfsufficiencystandard.org/node/4>



KEY FINDINGS & RECOMMENDATIONS

Overlooked and Undercounted

The Struggle to Make Ends Meet in New York City



Prepared for
Women's Center for Education and
Career Advancement

With support from
The United Way of New York City
The New York Community Trust
City Harvest

PREFACE

This summary contains the Executive Summary and Policy Recommendations from the report, *Overlooked and Undercounted: The Struggle to Make Ends Meet in New York City*. The full report, as well as a datafile of tables providing borough specific information for 152 family types, is available at www.selfsufficiencystandard.org or www.wceca.org. This report was authored by Dr. Diana M. Pearce and produced by the Center for Women's Welfare at the University of Washington.

For the past 14 years, Women's Center for Education and Career Advancement (WCECA) has arranged for the update of The Self-Sufficiency Standard for New York City in 2000, 2004, and 2010. The Self-Sufficiency Standard for New York City 2014 is the fourth edition. For the first time for New York City, this report combines two series—the Self-Sufficiency Standard plus *Overlooked and Undercounted*—into one report which provides a new view of how the Great Recession has impacted the struggle to make ends meet.

The Self-Sufficiency Standard for New York City measures how much income a family of a certain composition in a given place must earn to meet their basic needs. The *Overlooked and Undercounted* series answers the questions of how many households live below the Self-Sufficiency Standard for New York City and what are the characteristics of these households. Employers, advocates, and legislators can use it to evaluate wages, provide career counseling, and create programs that lead to economic self-sufficiency for working families.

ACKNOWLEDGEMENTS

This report has been prepared with the essential help of the staff at the Center for Women's Welfare at the University of Washington, particularly Lisa Manzer and Karen Segar. We also wish to thank WCECA, which assisted in the development of this report and its release, especially Merble Reagon and Melissa Berube. Additionally, we would like to acknowledge the contribution to the development of the first “*Overlooked and Undercounted*” report of Rachel Cassidy, demographer, as well as the editorial contributions of Maureen Golga and Aimee Durfee, and the statistical contributions of Bu Huang for past reports.

The Women's Center for Education and Career Advancement would like to thank the steering committee consisting of the following people and their agencies for their support and assistance in the development of *Overlooked and Undercounted: The Struggle to Make Ends Meet in New York City*:

- Sheena Wright, Nicole Gallant, Loren K. Miller, Suzanne Towns, and Lesleigh Irish-Underwood, United Way of New York City;
- Patricia White, The New York Community Trust;
- Jilly Stephens and Kate MacKenzie, City Harvest;
- James Krauskopf, Baruch College School of Public Affairs;
- Jennifer March, Citizens' Committee for Children of New York;
- Jennifer Jones Austin & Bich Ha Pham, Federation of Protestant Welfare Agencies;
- Mae Watson Grote & Haidee Cabusora, Financial Clinic;
- James Parrott, Fiscal Policy Institute; and,
- Joel Berg and Lisa Levy, New York City Coalition Against Hunger.

We would also like to thank United Way of New York City, The New York Community Trust, and City Harvest for their generous funding which made this report possible.

Dr. Diana Pearce developed the Self-Sufficiency Standard while she was the Director of the Women and Poverty Project at Wider Opportunities for Women (WOW). The Ford Foundation provided funding for the Standard's original development. The conclusion and opinions contained within the report do not necessarily reflect the opinion of those listed above or WCECA. Nonetheless, any mistakes are the author's responsibility.

EXECUTIVE SUMMARY

More than two in five New York City households—over 940,000 households—lack enough income to cover just the necessities, such as food, shelter, health care and child care. Yet as measured by the federal poverty level (FPL), less than half that number is officially designated as “poor.” Moving from statistics to people, this translates to over 2.7 million men, women, and children struggling to make ends meet in New York City. Consequently, a large and diverse group of New Yorkers experiencing economic distress is routinely **overlooked and undercounted**. Many of these hidden poor are struggling to meet their most basic needs, without the help of work supports (they earn too much income to qualify for most, but too little to meet their needs). To make things even worse, their efforts are aggravated by the reality that the costs of housing, health care, and other living expenses continue to rise faster than wages in New York City.

To document these trends, we use the yardstick of the Self-Sufficiency Standard. This measure answers the question as to how much income is needed to meet families’ basic needs at a minimally adequate level, including the essential costs of working, but without any assistance, public or private. Once these costs are calculated, we then apply the Standard to determine how many—and which—households lack enough to cover the basics. Unlike the federal poverty measure, the Standard is varied both geographically and by family composition, reflecting

the higher costs facing some families (especially child care for families with young children) and in some places.

This report combines two series—the Self-Sufficiency Standard plus Overlooked and Undercounted—into one to present a more accurate picture of income inadequacy in New York City. The first section of the report presents the 2014 Self-Sufficiency Standard for New York City, documenting how the cost of living at a basic needs level has increased since 2000. The second section uses the American Community Survey to detail the number and characteristics of households, focusing on those below the Self-Sufficiency Standard. The report addresses several questions:

- How much does it cost to live—at a minimally adequate level—in New York City and how does that vary by family type and place in the city?
- How many individuals and families in New York City are working hard yet unable to meet their basic needs?

- Where do people with inadequate income live and what are the characteristics of their households?
- What are the education, occupation, and employment patterns among those with inadequate income?
- What are the implications of these findings for policymakers, employers, educators, and service providers?

We find that New York City families struggling to make ends meet are neither a small nor a marginal group, but rather represent a substantial and diverse proportion of the city. Individuals and married couples with children, households in which adults work full time, and people of all racial and ethnic backgrounds account for substantial portions of those struggling to make ends meet in New York City.

THE SELF-SUFFICIENCY STANDARD: A MEASURE OF ADEQUATE INCOME

The Self-Sufficiency Standard was developed to provide a more accurate, nuanced, and up-to-date measure of

TABLE A. Self-Sufficiency Standard for New York City Select Family Types, 2014

	1 Adult	1 Adult 1 Preschooler	2 Adults	2 Adults 1 Preschooler	2 Adults 1 Preschooler 1 School-age
Bronx	\$26,951	\$52,776	\$37,488	\$58,450	\$70,319
Northwest Brooklyn	\$34,746	\$62,385	\$44,880	\$67,719	\$79,138
Brooklyn (Excluding Northwest Brooklyn)	\$28,861	\$55,059	\$39,074	\$60,528	\$72,160
North Manhattan	\$27,126	\$53,571	\$39,164	\$60,872	\$73,758
South Manhattan	\$48,520	\$81,434	\$60,135	\$86,146	\$98,836
Queens	\$32,432	\$59,502	\$42,577	\$64,961	\$76,376
Staten Island	\$29,015	\$55,370	\$39,553	\$61,178	\$73,015

income adequate for basic needs. The Standard reflects the realities faced by today's working parents and includes all major budget items faced by working adults: housing, child care, food, health care, transportation, taxes, and miscellaneous costs plus an emergency savings fund.

The Standard is a “bare bones” budget appropriate to family composition; it does not include any restaurant or take-out food or credit card or loan payments. The Standard is calculated for 37 states and the District of Columbia. It uses data that are drawn from scholarly and credible sources such as the U.S. Census Bureau, and that meet strict criteria of being accurate, regularly updated using standardized and consistent methodology, and which are age- or geography-specific where appropriate. For New York City, the Standard is calculated for all boroughs and 152 possible household compositions.

What it takes to become self-sufficient in New York City depends on where a family lives, how many people are in the family and the number and ages of children. For example, for a family consisting of two adults with a preschooler and a school-age child, South Manhattan has the highest Self-Sufficiency Standard at \$98,836 per year. Northwest Brooklyn comes in a distant second at \$79,138, and the least expensive area is the Bronx, with a Standard of \$70,319 for this family type (see Table A).

Overall, since 2000, for a family with two adults, a preschooler, and

TABLE B. The Self-Sufficiency Standard and NYC Median Earnings Over Time: Two Adults, One Preschooler, and One School-Age Child in 2000 and 2014

BOROUGH	2000	2014	% INCREASE: 2000 TO 2014
THE BRONX	\$48,077	\$70,319	46%
BROOKLYN	\$49,282	-	-
NORTHWEST BROOKLYN*	-	\$79,138	46%
BROOKLYN EXCLUDING NORTHWEST BROOKLYN)*	-	\$72,160	41%
NORTH MANHATTAN	\$52,475	\$73,758	30%
SOUTH MANHATTAN	\$75,942	\$98,836	49%
QUEENS	\$51,281	\$76,376	43%
STATEN ISLAND	\$50,972	\$73,015	45%
BOROUGH AVERAGE			45%
NYC MEDIAN EARNINGS**	\$29,079	\$34,019	17%

* 2014 is the first year that Brooklyn has been calculated for two areas.

** U.S. Census Bureau, American Community Survey (ACS). 2000 and 2012. Detailed Tables. B20002. “Median earnings in the past 12 months by sex for the population 16 years and over with earnings in the past 12 months.” Retrieved from <http://factfinder.census.gov/>. 2012 data is the latest available and is updated using the Consumer Price Index for the New York metropolitan region.

school-age child, the Self-Sufficiency Wage—the wage a household requires to be self-sufficient—has increased on average by 45%, largely due to housing costs increasing 59% across boroughs. In contrast, the median earnings of working adults have increased only 17% over the same 14 years (see Table B).

KEY FINDINGS

With more than two out of five New York City households lacking enough income to meet their basic needs, the problem of inadequate income is extensive, affecting families throughout the city, in every racial/ethnic group, among men, women, and children, in all neighborhoods. Nevertheless, inadequate income is concentrated disproportionately in some places and groups.

GEOGRAPHICALLY, THE BRONX HAS THE HIGHEST RATE OF INCOME INADEQUACY AND SOUTH MANHATTAN, NORTHWEST BROOKLYN AND STATEN ISLAND ARE THE LOWEST.

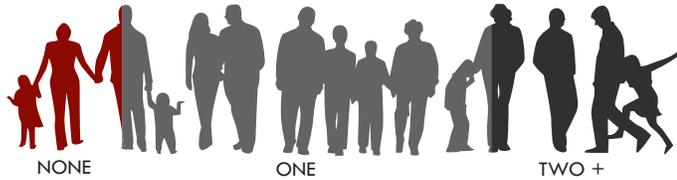
With over half (56%) of all households below the Standard, the Bronx has the highest overall income inadequacy rate of the five boroughs. Within the Bronx, there are four districts/neighborhoods with income inadequacy rates over 75%, and four more with rates above 50%. However, every borough has at least one district with an income inadequacy rate above 50%, except Staten Island. While Staten Island, Northwest Brooklyn, and South Manhattan have the lowest rates of income inadequacy (29%, 29%, and 27%, respectively), most New Yorkers with incomes below the Standard live in the boroughs with income inadequacy rates that are near the citywide average: Queens

FIGURE 1. Profile of Households with Inadequate Income: New York City 2012

Each image represents the 941,856 households and 2.7 million individuals living below the Self-Sufficiency Standard in NYC.

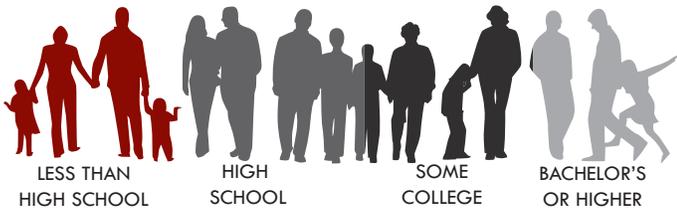
Number of Employed Workers

17% of households below the Standard in NYC have no workers, 55% have one worker, and 28% have two or more workers.



Educational Attainment

Among NYC households below the Standard, 26% lack a high school degree, 27% have a high school degree, 25% have some college or associates degree, and 22% have a bachelor's degree or higher.



Household Type

Of the households below the Standard in NYC, 25% are married-couple households with children, 23% are single-women households with children, 5% are single-male households with children, and the remaining 47% are households without children.



Age of Householder

In NYC, only 6% of households below the Standard are headed by adults under 24 years of age. 22% are between 25-24, 27% are 35-44, 25% are 45-54, and 19% are 55-64.



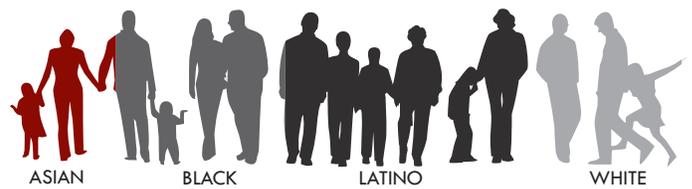
Housing Burden

81% of NYC households below the Standard spend more than 30% of their income on housing.



Race/Ethnicity

36% of households in NYC with inadequate income are Latino, 25% are Black, 22% are White, and 16% are Asian/Pacific Islander, and 1% are Other Race (including Native American and Alaskan Native).



Citizenship

U.S. Citizens head 71% of the households below the Self-Sufficiency Standard. Non-citizens head 29% of households without sufficiency income in NYC.



Public Assistance (TANF)

Only 6% of households with inadequate income receive cash assistance. In NYC, 94% of households below the Standard do not receive TANF.



Food Assistance (SNAP)

Over one in three (34%) households below the Standard participated in the Supplemental Nutrition Assistance Program (SNAP, formerly food stamps).



Health Insurance

Of NYC households below the Standard, more than one in four (25%) did not have health insurance coverage in 2012.



FIGURE 2. Percent of Households Below the Standard by the Presence of Children: NYC 2012



*Youngest child less than 6 years of age
Source: U.S. Census Bureau, 2012 American Community Survey.

rate of 34%, the likelihood of having inadequate income is higher if the householder is a naturalized citizen (45%), and even higher if the householder is not a citizen (61%). Among non-citizens, Latinos have an even higher rate (75%) of income inadequacy than non-Latino non-citizen immigrants (53%).

HOUSEHOLDS WITH CHILDREN ARE AT A GREATER RISK OF NOT MEETING THEIR BASIC NEEDS, ACCOUNTING FOR MORE THAN HALF OF HOUSEHOLDS WITH INADEQUATE INCOME. Reflecting in part the higher costs associated with children (such as child care), families with children have higher rates of income inadequacy, 59%, and if there is a child under six, 65% have incomes under the Standard. Over half of households below the Standard have children (53%), compared to less than two-fifths of all New York City households.

HOUSEHOLDS MAINTAINED BY SINGLE MOTHERS, PARTICULARLY IF THEY ARE WOMEN OF COLOR, HAVE THE HIGHEST RATES OF INCOME INADEQUACY.

Less than half (48%) of married-couple households have inadequate income, and about two-thirds (68%) of single fathers, but almost four out of five (79%) of single mothers lack adequate income. These rates are particularly high for single mothers of color: 86% of Latina, 76% of Asians and Pacific Islanders, and 75% of African American single mothers lack adequate income—compared to 63% for White single mothers.

Although single mothers have substantially higher rates of income inadequacy than married couples, because there are many more married couples with children, these two groups (single mother and married couple families with children) account for almost

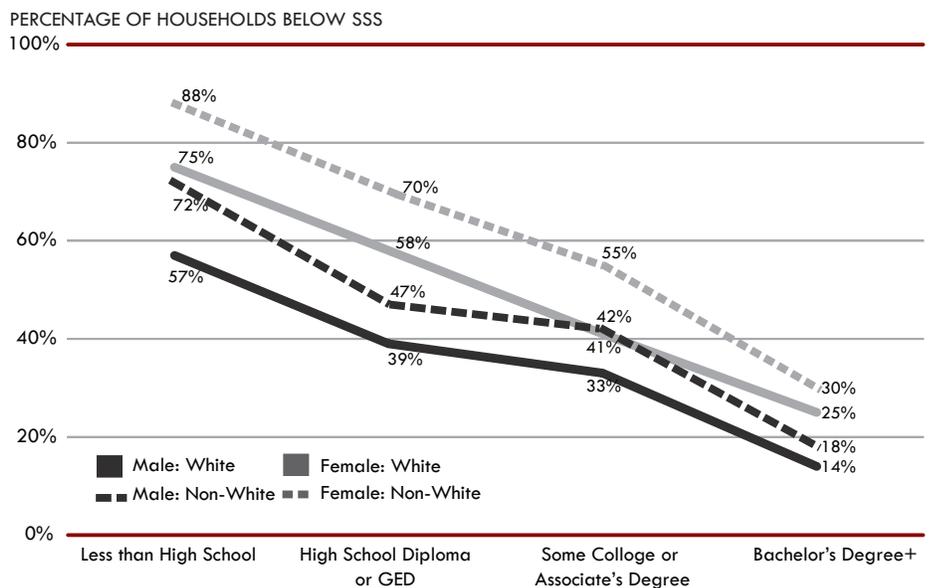
(43%), North Manhattan (45%), and Brooklyn (excluding Northwest) (49%).

FOUR OUT OF FIVE HOUSEHOLDS WITH INADEQUATE INCOME ARE PEOPLE OF COLOR, WITH LATINOS BEING THE GROUP MOST AFFECTED.

While all groups experience insufficient income, Latinos have the highest rate of income inadequacy, with 61% of Latino households having insufficient income, followed by Native American, Alaska Natives, and other races (51%), Asians and Pacific Islanders (49%), African Americans (48%), and Whites (24%).

BEING FOREIGN-BORN INCREASES THE LIKELIHOOD OF HAVING INADEQUATE INCOME. While New York City householders born in the United States have an income inadequacy

FIGURE 3. Households Below the Standard by Education, Race/Ethnicity, and Gender of Householder: NYC 2012



Source: U.S. Census Bureau, 2012 American Community Survey.

equal shares of households in New York City that lack adequate income (23% vs. 25%), respectively, with single father households being 5% (the remaining 47% of households with inadequate income are childless households).

HIGHER LEVELS OF EDUCATION ARE ASSOCIATED WITH LOWER RATES OF INCOME INADEQUACY, ALTHOUGH NOT AS MUCH FOR WOMEN AND/OR PEOPLE OF COLOR. As educational levels increase, income inadequacy rates decrease dramatically: rates decline from 80% for those lacking a high school degree, to 59% for those with a high school degree, to 46% for those with some college/post-secondary training, to 21% of those with a four-year college degree or more. Reflecting race and/or gender inequities, women and/or people of color must have several more years of education than white males in order to achieve the same level of income adequacy. At the same time, three out of four householders with incomes below the Standard have at least a high school degree, including nearly half of these having some college or more.

EMPLOYMENT IS KEY TO INCOME ADEQUACY, BUT IT IS NOT A GUARANTEE. As with education, more is better: among householders who work full time, year round, income inadequacy rates are just 28%, compared to 77% for those households with no workers. About five out of six households below the Standard, however, have at least one worker. Whether there are one or two adults (or more), and whether they are able to work full time and/or full year, affects the levels of income inadequacy. Nevertheless, just as with education, households headed by

people of color and/or single mothers also experience lesser returns for the same work effort. For example, even when single mothers work full time, year round, almost three-quarters of their households lack adequate income.

The data further demonstrate that the unequal returns to employment efforts are due in part to being concentrated in just a few occupations. That is, those below the Standard only share six of the “top twenty” occupations (the occupations with the most workers) with those with incomes above the Standard. Eight of the top 20 occupations

have median earnings less than the equivalent of a full-time minimum wage job. These low wage occupations are largely held by householders trying to support families and are not limited to part-time jobs for teenagers.

Differences in income adequacy rates are largely not explained by hours worked. While full-time, year-round work (regardless of the occupation) may help protect against income inadequacy, householders with incomes above the Standard work only about five percent more hours on average than those below the Standard.

TABLE C. Top 20 Occupations¹ of Householders² Below the Self-Sufficiency Standard: New York City 2012

BELOW THE SELF-SUFFICIENCY STANDARD					
RANK	OCCUPATION	Number of workers	Percent of Total	Cumulative Percent	Median Earnings
TOTAL		792,003			\$20,000
1	Nursing, psychiatric, & home health aides*	60,174	8%	8%	\$17,500
2	Janitors & building cleaners*	29,039	4%	11%	\$16,000
3	Childcare workers	26,765	3%	15%	\$10,000
4	Cashiers	23,413	3%	18%	\$12,500
5	Maids & house cleaners	21,587	3%	20%	\$13,300
6	Retail salespersons*	21,432	3%	23%	\$19,400
7	Construction laborers	19,925	3%	26%	\$20,000
8	Secretaries & administrative assistants*	19,470	2%	28%	\$22,000
9	Taxi drivers & chauffeurs	18,148	2%	30%	\$20,000
10	Waiters & waitresses	17,141	2%	32%	\$15,000
11	Personal care aides	16,456	2%	35%	\$17,000
12	Cooks	14,180	2%	36%	\$17,000
13	Security guards & gaming surveillance officers	13,839	2%	38%	\$23,000
14	Driver/sales workers & truck drivers	13,350	2%	40%	\$23,000
15	First-line supervisors of retail sales workers*	13,226	2%	41%	\$21,000
16	Teacher assistants	12,997	2%	43%	\$21,000
17	Office clerks, general	11,479	1%	45%	\$19,000
18	Customer service representatives	11,083	1%	46%	\$20,000
19	Chefs & head cooks	10,815	1%	47%	\$20,800
20	Designers*	8,476	1%	48%	\$20,000

¹ Detailed occupations are based on the Standard Occupational Classification (SOC). For definitions of these occupations see the Bureau of Labor

Statistics Standard Occupation Classifications at http://www.bls.gov/soc/soc_majo.htm

² The householder is the person in whose name the housing unit is owned or rented or, if there is no such person, any adult member, excluding roomers, boarders, or paid employees.

* Occupation also within the top 20 occupations of householders above the Standard.

However, their wage rates vary greatly, with the hourly wages of householders above the Standard being almost three times as much as those below the Standard (\$28.85 per hour versus \$10.58 per hour). If householders with incomes below the Standard increased their work hours to match those with incomes above the Standard, that would only close about three percent of the wage gap, while earning the higher wage rate of those above the Standard, with no change in hours worked, would close 92% of the gap.

Thus, families are not poor just because they lack workers or work hours, but because the low wages they earn are inadequate to meet basic expenses.

HOW NEW YORK CITY COMPARES TO OTHER STATES

To date, demographic reports have been done on seven states (California, Colorado, Connecticut, Mississippi, New Jersey, Pennsylvania, and Washington State), but no other cities in detail. In five of these states (the exceptions being Mississippi and California), the proportion of households with inadequate income is strikingly similar, with about one out of five (non-elderly, non-disabled) households lacking adequate income. In California and

Mississippi, both states with higher than average minority proportions, about one-third of households fall below the Standard. At 42%, New York City has a higher rate of income inadequacy than all of these states.

Even compared to other large cities, New York City still has a relatively high rate of income inadequacy. San Francisco and Denver are at 27% and 26%, respectively. Cities that are more similar to New York, demographically, such as Pittsburgh (32%) and Philadelphia (42%) show similar patterns of having higher income inadequacy rates than the states they are located in. Nevertheless, it is striking that when a realistic measure of basic living costs is used, New York City has an income inadequacy rate that is even higher than that of Mississippi which consistently has had the highest “poverty” rates.

CONCLUSION

These data show that there are many more people in New York City who lack enough income to meet their basic needs than our government’s official poverty statistics capture. This lack of sufficient income to meet basic needs is grossly undercounted largely because most American institutions do not utilize

the more accurate metrics available today that measure what it takes to lead a life of basic dignity.

Not only do we underestimate the number of households struggling to make ends meet, but broadly held misunderstandings about what those in need look like, what skills and education they hold, and what needs they have harm the ability of our institutions to respond to the changing realities facing low-income families. New York City households with inadequate income reflect the city’s diversity: they come from every racial and ethnic group, reflect every household composition, and work hard as part of the mainstream workforce.

Despite recovering from the Great Recession, this is not about a particular economic crisis—for these families, income inadequacy is an everyday ongoing crisis. It is our hope that through the data and analyses presented here a better understanding of the difficulties faced by struggling individuals and families will emerge, one that can enable New York City to address these challenges, making it possible for all New York City households to earn enough to meet their basic needs.

POLICY ANALYSIS & RECOMMENDATIONS

Nearly one million New York City households do not have enough income to meet their basic needs. This amounts to more than two out of five households and 2.7 million people. The 2014 Self-Sufficiency Standard shows that for many New Yorkers, having a job no longer guarantees the ability to pay for basic needs.

More than four out of five households who are below the Self-Sufficiency Standard level—which translates to well over two million City residents—have at least one family member who works but does not make enough to afford a minimal, basic family budget. And for many more who are at or above self-sufficiency levels, current wages do not allow for the next step of building assets to attain economic security. In the last decade, New Yorkers of all stripes have struggled against ballooning costs of living, such as for housing, which has increased 59% for a two-bedroom rental. At the same time, median wages have increased barely 17%.

As the country's largest city—rich in resources and leaders—New York City must expand the numbers of New Yorkers living securely above the Self-Sufficiency Standard. This report's recommendations for moving the greatest number of New Yorkers towards self-sufficiency are consistent with the City's priorities and have been determined from a similar systematic, cost-effective and evidence-driven framework.¹ Our recommendations

¹ New York City's Center for Economic Opportunity notes that many of the factors that drive poverty here are part

acknowledge that the obstacles to self-sufficiency are interdependent and to significantly reduce the number of people living below the Standard or just above it, solutions must also be coordinated and interconnected.

We call on leaders across all sectors—government, philanthropy, the private sector and the not-for-profit world—to examine practices, mobilize colleagues, and become part of the solution for making the following three priorities a reality:

1. Wages increased to align and keep pace with the costs of living;
2. Employment structured as a pathway to self-sufficiency and economic security; and
3. Access to quality, affordable housing, food and child care available to New Yorkers across the income spectrum.

INCREASE WAGES TO ALIGN WITH THE COST OF LIVING

The single greatest driver to increase self-sufficiency is higher wages. The income needed for a household with two adults, a preschooler, and a school-age child to be self-sufficient has risen on average by 45% across boroughs since the year 2000, while the median earnings of working adults have increased only 17%.

of national or even international trends that are difficult to address at the City level. Nonetheless, strategies to reduce poverty and inequality are central to the agenda of Mayor Bill de Blasio and his Administration. NYC Office of the Mayor, "The CEO Poverty Measure 2005-2012," An Annual Report from the Office of the Mayor, April 2014, p. 47, http://www.nyc.gov/html/ceo/downloads/pdf/ceo_poverty_measure_2005_2012.pdf (accessed November 14, 2014).

Consequently, more than two out of five working-age households cannot meet their basic needs while others are barely breaking even. Although many New Yorkers work insufficient hours, more hours would not raise standards of self-sufficiency as substantially as would an increase in wage rates. In too many occupations, wages have not kept pace with the rising cost of living. New York City's employment has now surpassed pre-recession levels yet most of the net job growth since 2000 has been concentrated in low-wage sectors, as opposed to jobs paying moderate- and middle-income wages.²

NEW YORK CITY'S LIVING WAGE LAW.

New York City Mayor Bill de Blasio's September 2014 Executive Order expands the City's Living Wage Law from \$11.50 per hour to \$13.13 an hour (including \$1.63 for health benefits).³ This Living Wage Law⁴ applies to a select group of workers employed in businesses or commercial spaces that receive more than \$1 million in city

² James A. Parrott, February 27, 2014, "Low-Wage Workers and the High Cost of Living in New York City," Testimony Presented to the New York City Council Committee on Civil Service and Labor, <http://fiscalpolicy.org/wp-content/uploads/2014/02/FPI-Parrott-testimony-Low-Wage-workers-and-Cost-of-iving-Feb-27-2014.pdf> (accessed November 14, 2014). Also see National Employment Law Project, "The Low-Wage Recovery: Industry Employment and Wages Four Years into the Recovery," Data Brief, April 2014, p. 1, <http://www.nelp.org/page/-/Reports/Low-Wage-Recovery-Industry-Employment-Wages-2014-Report.pdf?nocdn=1> (accessed June 11, 2014).

³ The City of New York, Office of the Mayor, "Living Wage for City Economic Development Projects," http://www1.nyc.gov/assets/home/downloads/pdf/executive-orders/2014/eo_7.pdf (accessed November 14, 2014).

⁴ The City's older Living Wage Law (section 6-109 of the Administrative Code) covers a limited number of workers providing care under City government contracts. Enacted in 1996, this living wage covers workers providing day care, head start, building services, food services, and temporary services, with coverage extended in 2002 to homecare workers and workers providing services to persons with cerebral palsy. The wage level under this living wage law has been \$11.50 an hour (including \$1.50 for health benefits) since 2006, and is not automatically adjusted for inflation.

subsidies as defined by section 6-134 of the City Administrative Code. The executive order is projected to expand coverage of this Living Wage from a current cohort of 1,200 workers to an estimated 18,000 workers over the next five years. Beginning in January 2015, this Living Wage will be adjusted for inflation. The Mayor's office projects that with inflation adjustments, this City Living Wage will reach \$15.22 in 2019.⁵ The current New York State minimum wage of \$8.00 per hour applies to a more comprehensive group of workers across most sectors. Along with 26 other states and the District of Columbia, New York State sets a higher minimum wage level than the current \$7.25 federal minimum wage.⁶ President Obama has proposed raising the federal minimum wage to \$10.10 an hour.⁷ The purchasing

power of the federal minimum wage has fallen by 22 percent since the late 1960s.⁸ Moreover, if the minimum wage had kept pace with overall productivity growth in the economy, it would be nearly \$19.00 by 2016.⁹

Under present state law, New York's minimum wage will increase to \$8.75 on December 31, 2014, and to \$9.00 an hour on December 31, 2015.¹⁰ It is not indexed to inflation. There is Albany legislation pending to increase the state minimum to \$10.10, and a separate measure to give localities the authority to set a local minimum wage up to 30 percent above the state minimum. If both proposed laws were enacted, New York City could set a \$13.13 hourly minimum wage. A growing number of large cities, and a few suburban counties, are establishing higher minimum wage levels. Seattle, San Diego, San

Jose, San Francisco, and Washington, D.C. already have established higher minimums, and Chicago, Los Angeles, and Oakland are among the cities considering substantially higher minimum wages in the \$12-\$15 an hour range. Both Seattle and San Francisco have acted to raise their minimum wage levels to \$15.00 an hour in coming years.

The expansion of New York City's Living Wage levels to cover more workers at a higher rate and indexed to inflation, or to establish a significantly higher minimum wage are important steps in providing a more reasonable wage floor in the job market, enabling more employed New Yorkers to achieve self-sufficiency through work. At the same time, it is critical to note that even an hourly wage of \$13.13 does not constitute a self-sufficiency wage for most compositions of New York City households across the five boroughs (see box below, *Bronx Family of Three*).

It is necessary to broaden living wage coverage to the City's large indirect social service workforce, coupled with better career advancement supports. Existing City Living Wage law currently does not apply to the tens of thousands of workers at not-for-profit organizations providing essential social services under City contract. New York City spends \$5 billion annually on social service contracts and, as such, is a major indirect employer of tens of thousands of workers at not-for-profit organizations. Wages in this sector are among the lowest for all industries. Half of non-profit social service workers are paid less than \$14 an hour.¹¹

⁵ City of New York, September 30, 2014, "Mayor de Blasio Signs Executive Order to Increase Living Wage and Expand it to Thousands More Workers," News, <http://www1.nyc.gov/office-of-the-mayor/news/459-14/mayor-de-blasio-signs-executive-order-increase-living-wage-expand-it-thousands-more#/0> (accessed November 14, 2014).

⁶ Currently 23 states and the District of Columbia have minimum wages above the federal minimum wage. Additionally, four additional states approved ballot measures in the 2014 election. National Conference of State Legislatures, "State Minimum Wages | 2014 Minimum Wages by State," <http://www.ncsl.org/research/labor-and-employment/state-minimum-wage-chart.aspx> (accessed November 14, 2014).

⁷ The White House, Office of the Secretary, "President Barack Obama's State of the Union Address," <http://www.whitehouse.gov/the-press-office/2014/01/28/president-barack-obamas-state-union-address> (accessed November 14, 2014).

⁸ Jared Bernstein & Sharon Parrott, January 7, 2014, "Proposal to Strengthen Minimum Wage Would Help Low-Wage Workers, With Little Impact on Employment," Center on Budget and Policy Priorities, Economy, <http://www.cbpp.org/cms/?fa=view&id=4075> (accessed November 14, 2014).

⁹ David Cooper, December 19, 2013, "Raising the Federal Minimum Wage to \$10.10 Would Lift Wages for Millions and Provide a Modest Economic Boost," Economic Policy Institute, <http://www.epi.org/publication/raising-federal-minimum-wage-to-1010/>

¹⁰ New York State, Department of Labor, "Minimum Wages," Labor Standards, <http://www.labor.ny.gov/workerprotection/laborstandards/workprot/minwage.shtm> (accessed November 14, 2014).

¹¹ See Jennifer Jones-Austin (FPWA) and James Parrott (FPI), November 5, 2014, "Expanding Opportunities and Improving City Social Service Quality Through a Career Ladder Approach,"

SELF-SUFFICIENCY WAGE FOR A BRONX FAMILY OF THREE

An hourly wage of \$13.13 in New York City yields an annual income of \$27,310, slightly above the Self-Sufficiency Standard for a single adult living in the Bronx (\$26,951). However, that single person's neighbors—a married couple with one infant—would not be self-sufficient even if **each** parent worked at jobs earning a \$13.13 hourly wage. Indeed, in order to meet their basic needs, **each** parent would need to earn \$14.66, working full time (totaling \$61,965). Five years later, when their child is old enough for full-day public school their costs will fall as they would then only need part-time child care. In the unlikely scenario that there is no increase in living expenses, the Living Wage would then be above the minimum wage (\$12.39 per hour) needed to meet their basic needs.

Among those working in community and social service occupations, over a third are in households within 200 percent of the federal poverty level. A campaign is underway in which the City would increase contract funding to establish a \$15 an hour wage floor, coupled with sector-wide support for greater professional development opportunities for lower-paid nonprofit social service workers.¹²

A minimum wage increase to \$13.13 an hour and a \$15 an hour wage floor for social service workers on City contracts represent considerable progress. Yet, these critical wage floors should not be misconstrued as ceilings. These wage levels would provide a worker with annual earnings around \$25,000-\$30,000. Neither wage rate constitutes a self-sufficiency wage for a substantial portion of the 780,000 working households below the Self-Sufficiency Standard.

Raising the wage floor is good for workers and communities with potential benefits to jobs and businesses. While raising the minimum wage provokes debate at the federal, state, or municipal level, there is considerable consensus among economists and social scientists who have studied the impacts of raising the minimum wage: raising the minimum wage has positive workplace impacts beyond the obvious one of increasing workers' earnings, including reduced turnover (increased job security for workers), increased employer investment in training, and improved employee

productivity and morale. Moreover, it has negligible negative effects on employment and minimal effects on price increases.¹³ For example:

- A 2011 study of citywide minimum wage increases by the Center for Economic and Policy Research examined minimum wage increases passed in Santa Fe, San Francisco,

and Washington, D.C., and found that wages rose for low-paid cooks, servers and workers in fast-food, food services, retail, and other low-wage establishments without causing a statistically significant decrease in total employment levels.¹⁴

- A 2014 study of San Francisco's minimum wage, health care, and paid

¹³ Arindrajit Dube, T. William Lester and Michael Reich, "Minimum Wage Effects Across State Borders: Estimates Using Contiguous Counties," Review of Economic and Statistics (November 2010), available at <http://www.irl.berkeley.edu/workingpapers/157-07.pdf>; see also NELP Summary, available at http://nelp.3cdn.net/98b449fce61fca7d43_i1m6iizwd.pdf.

¹⁴ John Schmitt and David Rosnick, 2011, The Wage and Employment Impact of Minimum-Wage Laws in Three Cities, <http://www.cepr.net/index.php/publications/reports/wage-employment-impact-of-min-wage-three-cities> (accessed October 22, 2014).

RECOMMENDATIONS: INCREASE WAGES TO ALIGN WITH THE COST OF LIVING

1. Increase wage floors. Wages that are sufficient to cover living costs is at base what defines fair compensation. If we are committed to restoring fairness and countering rising inequality, then a higher City minimum wage floor is needed and City living wage policies should be expanded, particularly to encompass the sizable non-profit social service workforce.

The City needs to increase social service contract funding levels to make up for years of inadequate funding and enable non-profits to improve pay and advancement opportunities for poorly compensated workers. Philanthropic grant-making practices could bolster these efforts by funding the full workforce costs of carrying out projects, including allocating funds to general operating costs and overhead, and ensuring the adequacy of human resource budgets and hourly pay rates.

In New York City, raising the wage floor is the most effective single policy for countering rising inequality.

2. Index wages. Once wage floors are raised to adequate levels they should be indexed to inflation so that workers' purchasing power is not inadvertently eroded by increases in the cost of living.

3. Strengthen Employers' Policies. Investment in a stable and robust workforce, whether direct or indirect, can improve the quality of products and services, enhance company reputations, and help build a loyal customer base. It is also critical for all employers to foster salary parity across gender and racial/ethnic lines. Employers should evaluate compensation levels and pay scales of their workforces, including through the lens of equity. Corporations that contract out service or supply functions to other firms should ensure that contractors fairly compensate workers. This is good for individual workers and it is good for the bottom line.

Briefing at Philanthropy New York, www.philanthropynewyork.org/sites/default/files/resources/Presentation_Jones%20Austin%20and%20Parrott_11.05.2014.pdf

¹² Ibid.

sick leave laws, which collectively raised the compensation of low-wage people to 80 percent above the federal minimum wage, found that these laws raised pay without costing jobs. From 2004 to 2011, private sector employment grew by 5.6 percent in San Francisco, but fell by 4.4 percent in other Bay Area counties that did not have a higher local wage. Among food service wage earners, who are more likely to be affected by minimum wage laws, employment grew 18 percent in San Francisco, faster than in other Bay Area counties.¹⁵

INDEXING. Wages across sector should be indexed to the cost of living. Indexing is key to maintaining the value of the new higher wages over time.¹⁶ While we look to government to enforce an equitable floor, we look to employers across sectors to do more: raise wages beyond the floor, index them to cost of living increases, and ensure that compensation packages are fair, equitable and responsive to the need of employees to meet and move securely beyond the Self-Sufficiency Standard.

STRUCTURE EMPLOYMENT AS A PATHWAY OUT OF POVERTY TO SELF-SUFFICIENCY

In New York City, 780,000 households have at least one working adult, many of them full time, yet they lack adequate resources to meet even their most basic needs.

¹⁵ Michael Reich, Ken Jacobs, and Miranda Dietz, The Institute for Research on Labor and Employment, *When Mandates Work Raising Labor Standards at the Local Level*, <http://irle.berkeley.edu/publications/when-mandates-work>.

¹⁶ Such indexing since 2000 has resulted in Washington State by 2014 having the highest statewide minimum wage, \$9.32 per hour in the country.

A critical driver of employment with self-sufficiency wages is education—80% of the people without a high school degree are living below the standard of self-sufficiency. At the same time, education is not a guarantee. Twenty-one percent of all people with a four-year college degree still earn inadequate incomes.

The Self-Sufficiency Standard report highlights the persistent gender and racial inequities around what it takes to earn a self-sufficiency wage. Even with equal education and equal work effort, income inadequacy is more severe among households maintained by women alone, households maintained by people of color, and households with children. For example, women of color with some college or an associate's degree have nearly the same income inadequacy rate as white males without a high school diploma or GED (55% compared to 57%). Well into the 21st century, our low-wage workforce disproportionately consists of women, people of color, and immigrants.

Building access to better employment requires investment in career ladders, pathways and apprenticeships with consistent, systematic, and large-scale opportunities for individual growth and advancement across sectors and industries. The surge in well-paying technology jobs is an example of a promising direction for more sectors to follow and should be a pathway for traditionally less-advantaged individuals and communities. Investment in high quality education beginning in early childhood is also critically important, as are the supports that place and keep children on college

and career continuums. New York City's Universal pre-kindergarten program is a promising step and we urge the city to continue this direction of building an inclusive quality education system that begins in a child's first three years.

MAKE QUALITY, AFFORDABLE HOUSING, FOOD, AND CHILD CARE ACCESSIBLE TO ALL NEW YORKERS

As the family from the Bronx on page 8 highlights, even an increased Living Wage of \$13.13 per hour still requires work supports, such as subsidized child care, in order to cover the costs of other basic needs. Without child care, at least one parent would have to stop working, creating the need for even more supports—such as food stamps, emergency food pantries, and the costly homeless shelter system. When wages and employment benefits' packages are not sufficient for people to meet their basic needs, New Yorkers turn to public and private charity to fill the gaps. Each year that wages fall further behind the cost of living, it increases the costs to government—and to all of us as taxpayers—as well as straining the already overburdened private charity system.

Affordable housing, food, and child care are essentials to anyone who seeks to attain and maintain employment. City, state, federal, and philanthropic dollars go towards programs that provide access to millions of New Yorkers who cannot access them on their own. While these programs are critical lifelines for individuals and families all around us, at the current level, these programs do not support everyone who needs them, nor

RECOMMENDATIONS: STRUCTURE EMPLOYMENT AS A PATHWAY OUT OF POVERTY TO SELF-SUFFICIENCY

4. Identify and develop structures that consistently highlight and create access to career ladders and pathways for individuals within companies and sectors, as well as out into other industries. Employers should assess pathways for advancement in their existing workforce and build opportunities for continued and advanced employment with better wages, particularly for entry level workers and populations which have historically worked longer or required more years of education to achieve the same level of self-sufficiency. City government can lead by example through supporting more systematic professional development and career advancement opportunities for lower-paid social service workers employed under City service contracts.
5. Strengthen policies and practices that improve retention and allow workers to better balance work and family life, such as flexible work hours, predictable scheduling, work-sharing, and paid sick leave.
6. Promote new jobs and emerging industries which provide wages that are at Self-Sufficiency Standard levels and support and encourage plans for workforce retention and advancement by tying incentives and employment contracts to Self-Sufficiency Standards.
7. Utilize workforce training and development resources for preparing people for higher wage jobs in all sectors, which should include apprenticeships along with degree and credentialing programs. Fund innovative pilots and promising practices.
8. Invest in the workforce required for redressing economic inequities by sufficiently funding social and human services. The lower-wage social and human services workforce consists predominantly of women of color. Appropriate compensation and intentional career pathways build the expertise and retention rates of the workforce. Increase funding towards education and skills to build highly effective staff at all levels and to advance individuals into better-paying positions.
9. Invest in effective cradle to college continuums for target populations and communities. Resources commensurate with need must be available to keep children—particularly those from households and communities below the Self-Sufficiency Standard—on the pathway to higher education or to quality apprenticeship programs and nontraditional training. Additional support is required for efforts that ensure timely and affordable completion of degree programs and higher education.
10. Fund and support advocacy for broad scale, systemic solutions.

do they provide the depth of support needed for those who have them.

HOUSING. While all basic needs' costs have risen, the largest increase has been in housing, which has risen on average 59% between 2000 and 2014. Rising rental costs make it increasingly difficult for New Yorkers to hold onto their homes and remain in their neighborhoods. As shown in Figure 1, *Profile of Households with Inadequate Income*, 81% of the New Yorkers living below the Self-Sufficiency Standard spend more than 30% of their income on housing. Home ownership—which is one of the most reliable ways to build assets and upward mobility—is prohibitive for most New Yorkers. Rent regulations and specialized rental support programs that restrain ballooning housing cost increases are critical yet are accessible to too few households.

CHILD CARE. After housing, child care is the single greatest expense in a family's budget for those with young children. Even with equal work effort, income inadequacy is more severe among households with children. Fifty-three percent of all households below the Self-Sufficiency Standard—more than half—have children. This reflects in part the significant expense associated with raising children and the way that lack of access to affordable, high quality child care is a roadblock to primary caretakers' careers, educational advancement, and opportunities for savings.

FOOD. The cost of food has risen an average of 59% in NYC since 2000. Unlike fixed costs such as housing

and child care, food is “elastic” and spending can be reduced when available income is less. Households balance their budgets by foregoing food to pay rent, by eliminating more nutritious but costlier fruits and vegetables, and by turning to government supports such as the Supplemental Nutrition Assistance Program (SNAP), school meals and social hubs with meals, such as religious or senior centers. New York City’s emergency food network of soup kitchens and food pantries now struggle to serve 1.4 million New Yorkers annually, who are chronically uncertain as to where their next meal will come from. The impact from reduced purchasing power for food goes beyond individuals and families to food retailers. This effect was underscored by the 2011 supermarket need index which identified a widespread shortage of neighborhood grocery stores and supermarkets. High need for fresh food purveyors affects more than three million New Yorkers, with the highest need found in low-income neighborhoods.¹⁷

SAVINGS. Saving is unrealistic for many New Yorkers because there just is nothing left at the end of the month. For the first time, the 2014 *Self-Sufficiency Standard* Report calculates emergency savings as a minimum, required expense, alongside food, housing, child care, health care, transportation and taxes. Emergency short-term savings address the income and expense volatility that working poor households all too regularly face. Yet as is the case with

all calculations in the Self-Sufficiency Standard, the savings’ estimates are extremely modest. They only cover short-term, one time emergencies. Long-term asset building, such as saving for higher education, retirement, and

home buying, that enables upward mobility and economic security would require additional resources beyond Self-Sufficiency Standard level wages and emergency savings.

RECOMMENDATIONS: MAKE QUALITY, AFFORDABLE HOUSING, FOOD, AND CHILD CARE ACCESSIBLE TO ALL NEW YORKERS

For too many, work does not pay enough to afford costly basic necessities. Ensure that New Yorkers across the income spectrum, from low-to moderate- income levels, can afford their essentials.

11. NYC must continue to roll out its ambitious Affordable Housing Plan, harnessing the power of the private market to help build, preserve, and expand affordable units. Priorities include the following:

- Preserve existing affordable housing in private rent-regulated buildings, and set standards so that the impact of city-subsidized housing affordability is not undermined by short-term affordability requirements. These preservation goals are the most cost-effective way to maintain affordability for the greatest number of people. For the city-subsidized housing, the City must ensure that stronger standards are in place so that all programs are permanently affordable. The City should also work closely with neighborhood-based not-for-profit affordable housing developers, who ensure true permanent affordability. For the private rent-regulated housing, we call on Albany to repeal the Urstadt Amendment, ending state control over city rent regulations, and to also repeal the luxury decontrol threshold. We call on the NYC rent guidelines board to set yearly rental increases that are appropriate for and in line with interests of tenants as well as landlords.
- Ensure that new housing development result in the maximum amount of affordable housing by using multiple approaches and incentive levers, such as Mandatory Inclusionary Zoning and Tax Abatements. Mandatory Inclusionary Zoning would require developers who take advantage of increased zoning density to build commensurate levels of affordable housing. The 421A Tax Abatement laws are sun setting and the City and State’s response must ensure that public benefits from subsidized buildings are commensurate with the financial incentive afforded to developers. A city-wide requirement could ensure that housing built anywhere in NYC includes affordable units and, moreover, that those units indeed provide public benefit by maximizing the percentage of affordable housing and deepening the level of affordability so that local neighborhoods are truly stabilized.
- When the City provides more than one benefit to the private housing sector, benefits to the public must in turn be stacked against each other, rather than combined, so that benefits developers receive are commensurate with the benefits they provide to communities.

¹⁷ City of New York, Office of the Mayor, “New York City Food Policy: 2013 Food Metrics Report,” <http://www.nyc.gov/html/nycfood/downloads/pdf/1152-food-metrics-report-2013.pdf>.

RECOMMENDATIONS, CONTINUED: MAKE QUALITY, AFFORDABLE HOUSING, FOOD, AND CHILD CARE ACCESSIBLE TO ALL NEW YORKERS

12. Continue to expand access to high quality, affordable early education and afterschool programming:

- Successfully implement full-day universal prekindergarten to all four year-olds.
- Expand full-day universal prekindergarten to all three year-olds.
- Encourage child care centers and family day care homes to reach a diverse, economically integrated population of children by permitting sliding scale tuition and parent fee requirements and child care subsidies, engaging children from families across the income spectrum to those who pay market rate.
- Expand the capacity of infant and toddler child care provided in licensed, regulated child care centers and family day care homes.
- Expand the refundable state and local child care tax credits.
- Ensure that parents on public assistance have appropriate and complete information on the types of subsidized child care options available as well as information on available seats in high quality center based and family day care homes. Besides concrete information and options, also ensure that parents have sufficient time to secure appropriate and high quality child care.
- Successfully implement universal access to middle school afterschool programming and expand afterschool and summer programming to elementary school children and high school students.
- Ensure that the early childhood staff and afterschool staff benefit from adequate compensation, professional development and career ladders.
- Ensure that rates of reimbursement allow providers to meet quality standards.
- Overall, ensure that investment is commensurate with need, by fully funding quality, affordable, and reliable child care from birth through age five.

13. Responses to food insecurity must go beyond emergency food programs to long-term sustainable options:

- Decrease the numbers of New Yorkers living in areas with low access to fresh food purveyors by providing zoning and financial incentives to eligible grocery store operators and developers, incorporating food security priorities into affordable housing plans, and funding and expanding innovative pilots designed to increase access.
- Support ‘good food/good jobs’ initiatives that partner business, philanthropies, and government to bolster employment, foster economic growth, fight hunger, improve nutrition, cut obesity, and reduce spending on diet-related health problems by bringing healthier food into low-income neighborhoods and creating jobs. This includes seed money for food jobs projects, food processing, expanding community-based technical assistance, investment in urban aquaculture, and reduced bureaucratic burdens on food-related small businesses.
- Increase utilization and broaden and deepen access to WIC, SNAP, and School Meals, and endorse the Federal Child Nutrition Reauthorization Act with strong guidelines.

14. Ensure that all households can meet unexpected financial setbacks, especially those with the fewest resources, by building savings—both for emergencies and for asset building:

- Promote the capacity of New Yorkers at all stages of life to save with systematic, comprehensible and accessible savings options at their places of employment.
- Increase the likelihood that New Yorkers will save by instituting opt out, rather than opt in options for long-term savings programs.
- Maximize the take-up of tax credits, such as the Earned Income Tax Credit and the Child Care Tax Credit, and at the state level deepen and expand tax credits to more households at or below the Self-Sufficiency Standard. Use EITC and tax credit refunds to expand opportunities to save, both emergency and for longer-term investments.
- Remove disincentives to save. In particular, ensure that eligibility guidelines for work supports do not preclude basic and essential needs for building emergency savings. Individual Development Accounts allow welfare recipients to save for specifics like education, without losing benefits.

THE WOMEN'S CENTER FOR EDUCATION AND CAREER ADVANCEMENT (WCECA) is a 44-year-old nonprofit organization committed to the goal of economic self-sufficiency for all New York City women and families. Through innovative technology resources, work readiness programs and career services, we educate and advocate for socially just public policies and opportunities that lead to the empowerment of women. The



Women's Center targets low-income women with serious barriers to workforce participation and helps them build competencies and develop strategies for setting and meeting lifetime career and economic goals for themselves and their families. For further information on WCECA, go to www.wceca.org or call (212) 964-8934.

UNITED WAY OF NEW YORK CITY (UWNYC) has been a trusted partner to government, corporations and community-based organizations for over 76 years serving low-income New Yorkers. Our collective impact approach enables us to diagnose neighborhood challenges, design solutions to expand education, income, and health opportunities, deploy resources and volunteers, and drive policy change guided by measured results. UWNYC envisions caring communities where all individuals and families have access to quality education and the opportunity to lead healthy and financially secure lives. Join us in making New York City work for Every New Yorker. For more information, visit United Way of New York City at unitedwaynyc.org, or call (212) 251-2500.



**United Way
of New York City**

Since 1924, **THE NEW YORK COMMUNITY TRUST** has been the home of charitable New Yorkers who share a passion for the City and its suburbs—and who are committed to improving them. The Trust supports an array of effective nonprofits that help make the City a vital and secure place to live, learn, work, and play, while building permanent resources for the future. The New York Community Trust ended 2013 with assets of \$2.4 billion in more than 2,000 charitable funds, and made grants totaling \$141 million. The Trust welcomes new donors. Information at nycommunitytrust.org.

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Now serving New York City for more than 30 years, **CITY HARVEST** (www.cityharvest.org) is the world's first food rescue organization, dedicated to feeding the city's hungry men, women and children. This year, City Harvest will collect 50 million pounds of excess food from all segments of the food industry, including restaurants, grocers, corporate cafeterias, manufacturers, and farms. This food is then delivered free of charge to more than 500 community food programs throughout New York City by a fleet of trucks and bikes. City Harvest helps feed the nearly two million New Yorkers who face hunger each year.



THE CENTER FOR WOMEN'S WELFARE at the University of Washington School of Social Work is devoted to furthering the goal of economic justice for women and their families. The main work of the Center focuses on the development of the Self-Sufficiency Standard. Under the direction of Dr. Diana Pearce, the Center partners with a range of government, non-profit, women's, children's, and community-based groups to: research and evaluate public policy related to income adequacy; create tools to assess and establish income adequacy; and develop programs and policies that strengthen public investment in low-income women, children, and families. For more information about the Center or the Self-Sufficiency Standard, call (206) 685-5264. This report and more can be viewed at www.selfsufficiencystandard.org.



Testimony to the New York City Council
Committee on Women Issues
Date: April 24, 2017

Support for Int 1500-2017 (a local law to amend the administrative code of the City of New York in relation to gender and racial equity assessments).

Good morning, my name is Lorraine Stephens, and I am the Vice President of Programs and Strategic Learning at the New York Women's Foundation.

First, I would like to thank Speaker Mark-Viverito, Council Member Cumbo, and the Committee on Women Issues for the opportunity to give testimony at today's hearing. We at the New York Women's Foundation greatly appreciate your ongoing efforts to promote gender and racial equality in New York City and unequivocally support Int. Bill 1500, which seeks to amend the administrative code of the City of New York to require certain city agencies to include in the assessment of their services and programs gender and racial assessment of their services and programs, employment practices, contracting practices, and budgetary practices, and to set goals to address the findings of these assessments.

The New York Women's Foundation (NYWF) is the largest women's foundation in the nation and the third largest globally. It is from our 30 years of experience supporting community-led solutions that we support the proposal on the floor today. Within the last 30 years, The Foundation has distributed over \$58 million dollars in financial assistance to over 400 organizations impacting millions of women and girls in New York City and has served as a powerful voice for women and a force for change. We understand that problems and solutions are often found in the same place. More importantly, we know that when a woman uplifts herself, she will uplift her entire family and community members.

The Foundation has continuously invested in transparent workable solutions that remove barriers and create opportunities in the areas of economic security, anti-violence, safety, health, sexual rights, and reproductive justice for women in New York City. As a local funder who partners with organizations that focus on supporting women at the grassroots level in the most underinvested communities in New York City, the New York Women's Foundation believes passing Int. Bill 1500 is imperative because it will promote the safety, well being, and prosperity of women in New York City.

Gender and racial equity implies pursuing fairness in the ways people of different races and genders are treated in our society. However, in assessing the impact of programs and services, we need to go beyond merely pursuing the same treatment of women to reaching equity of outcomes for New Yorkers of all genders and races. We also must not neglect to evaluate the impact of discrimination and systemic racism on the life experiences of women and their communities, and compensate for their historical and social disadvantages. We support Int 1500-2017 an important step in “walking the walk” in eliminating racial and gender disparities that prevent 76% of New Yorkers from reaching their full potential.¹

Int 1500-2017 will:

1. Create transparency in service provision and allocation of resources of city agencies.
2. Determine the steps required to alleviate the problems and weaknesses of each agency as well as to strengthen competencies in addressing gender and racial inequity.
3. Allow for deeper understanding of the community needs to address gender and racial inequity.
4. Assess the impact of provision of services on communities.
5. Identify priorities for programming or governmental improvement in practice regarding gender and racial equity.

In New York City, one out of every four women is living in poverty. Twenty percent of women live below the poverty line, compared to 18.9% of men. In female-headed households, this number rises to 32.8%. In female-headed households with children under the age of 18 years, 41% are living below the poverty line.² These burdens fall most heavily on women of color and their families. We call on the City to invest more in dismantling all systemic barriers in our city

agencies that prevent equal access to women of all genders and races, and see the proposed bill Int 1500-2017 will including monitoring compliance and outcomes as a necessary step in this path.

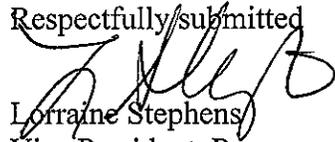
Since City government agencies are responsible for making a wide range of policy decisions and setting budgets that affect every New Yorker, it is imperative to monitor them to ensure that they pay a particular attention to gender and racial equity. We at The Foundation believe that the Int 1500-2017 will allow city agencies to assess their competencies on issues related to gender and racial equity, help them to identify policies and practices that may cause disparate outcomes, as well as guide them in sharing social indicators that can point to the need for systemic changes.

New York Women's Foundation implores the City Council to consider expanding the scope of Int 1500-2017 to all city agencies that have any direct interaction with the public, including but not limited to, law enforcement agencies and agencies that support seniors. This recommendation is based on the empirical data at our disposal. For example, in 2014, The New York Women's Foundation released a report, *Blueprint for Investing in Women 60+*, which highlights the challenges faced by New York City's older women, who make up much of the 31 percent of its seniors living in poverty. The report stated that older women – particularly low-income older women of color and immigrant older women – represented a significant and growing segment of New York City's population. About 1.4 million seniors, with women outnumbering men three to two at age 60 and two to one at age 80, were reported as living in New York City. This information was extremely helpful in assessing, understanding, and addressing the challenges facing older immigrant women and women of color in New York City.

While the City of New York has made great strides in addressing issues of gender and racial equity, we must not forget that many challenges remain. Today, not-for-profit organizations serving vulnerable populations are experiencing an unprecedented inflow of requests for services for women. It is our hope that Int 1500-2017 will be passed and, when implemented, will not only help women to meet their basic needs, but also inspire all stakeholders to pursue gender and racial equality for women in New York City.

Thank you for this opportunity to testify.

Respectfully submitted



Lorraine Stephens
Vice President, Programs and Strategic Learning
The New York Women's Foundation
39 Broadway, 23rd Floor | New York, NY 10006
646.564.5962 | lstephens@nywf.org

www.nywf.org

¹2011-2015 American Community Survey 5-Year Estimates; ACS DEMOGRAPHIC AND HOUSING ESTIMATES

²2011-2015 American Community Survey 5-Year Estimates; ACS DEMOGRAPHIC AND HOUSING ESTIMATES

Testimony to the New York City Council
Committee on Women Issues
Date: April 24, 2017

Support for Int 1520-2017 (a local law to amend the New York City charter in relation to measuring and addressing gender and racial inequality in New York City).

Good morning, my name is Lorraine Stephens, and I am the Vice President of Programs and Strategic Learning at the New York Women's Foundation.

First, I would like to thank Speaker Mark-Viverito, Council Member Cumbo, and the Committee on Women Issues for the opportunity to give testimony at today's hearing. We at the New York Women's Foundation greatly appreciate your ongoing efforts to promote gender and racial equality in New York City and unequivocally support Int 1520-2017, which will city agencies to include information on gender and racial equality in the annual report on social indicators.

The New York Women's Foundation (NYWF) is the largest women's foundation in the nation and the third largest globally. It is from our 30 years of experience supporting community-led solutions that we support the proposal on the floor today. Within the last 30 years, The Foundation has distributed over \$58 million dollars in financial assistance to over 400 organizations impacting millions of women and girls in New York City and has served as a powerful voice for women and a force for change. We understand that problems and solutions are often found in the same place. More importantly, we know that when a woman uplifts herself, she will uplift her entire family and community members.

The Foundation has continuously invested in transparent workable solutions that remove barriers and create opportunities in the areas of economic security, anti-violence and safety, health, sexual rights, and reproductive justice for women in New York City. This bill is imperative to The Foundation as a local funder who partners with organizations that focus on supporting women at the grassroots level in the most underinvested communities in New York City.

Gender and racial equity implies pursuing fairness in the ways people of different races and genders are treated in our society. However, in assessing the impact of programs and services, we need to go beyond merely pursuing the same treatment of women to reaching equity of outcomes for New Yorkers of all genders and races. We also must not neglect to evaluate the impact of discrimination and systemic racism on the life experiences of women and their communities, and compensate for their historical and social disadvantages. We support Int 1500-2017 an important step in “walking the walk” in eliminating racial and gender disparities that prevent 76% of New Yorkers from reaching their full potential.¹

Int 1520-2017 will:

- Require a comprehensive annual report analyzing the social, economic and environmental health of, and equality and equity between the genders and races within New York City.
- Allow stakeholders to be included in proposing strategies for addressing the issues raised in such analysis.

Since City government agencies are responsible for making a wide range of policy decisions and setting budgets that affect every New Yorker, it is imperative to monitor them to ensure that they pay a particular attention to gender and racial equity. We at The Foundation believe that the proposed Int 1520-2017 will allow city agencies to assess their competencies on issues related to gender and racial equity, help them to identify policies and practices that may cause disparate outcomes, as well as guide them in sharing social indicators that can point to the need for systemic changes.

Gender responsive programs acknowledge the realities of women’s lives and how they differ for men. Organizations make their priorities clear through what they measure. Expanding expectations that agencies collect data to measure gender and racial inequality and track progress and challenges in reducing disparities, as proposed in Int 1520-2017, is essential for internal reform. The data and information coming from city agencies must be made accessible to community-based organizations – particularly the emergent, women and people-of-color led organizations that the New York Women’s Foundation supports to enable them understand what

is happening in their communities and beyond, so as to be able to advocate effectively for the solutions their communities need.

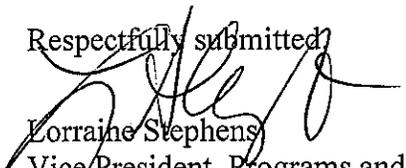
In New York City, one out of every four women is living in poverty. Twenty percent of women live below the poverty line, compared to 18.9% of men. In female-headed households, this number rises to 32.8%. In female-headed households with children under the age of 18 years, 41% are living below the poverty line. These burdens fall most heavily on women of color and their families. We call on the City to invest more in dismantling systemic barriers that remain a part of our city agencies, and see the proposed bill including monitoring compliance and outcomes as necessary steps in this path.

We at The Foundation believe that the proposed Int 1520-2017 will allow city agencies to assess their competencies on issues related to gender and racial equity, and provide the necessary and appropriate training for their staffs. New York Women's Foundation implores the City Council to consider expanding the scope of these bills to all city agencies that have any direct interaction with the public, including but not limited to, law enforcement agencies (NYPD, Probation, Corrections), Department of Education and agencies that support seniors (Department of Aging).

While the City of New York has made great strides in addressing issues of gender and racial equity, we must not forget that many challenges remain. Today, not-for-profit organizations serving vulnerable populations are experiencing an unprecedented inflow of requests for services and support for women. It is our hope that Int 1520-2017 will be passed and, when implemented, will not just help women to meet their basic needs, but also inspire all stakeholders to pursue gender and racial equality for women in New York City.

Thank you for this opportunity to testify.

Respectfully submitted,



Lorraine Stephens

Vice President, Programs and Strategic Learning

The New York Women's Foundation

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www.nywf.org

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²2011-2015 American Community Survey 5-Year Estimates ACS DEMOGRAPHIC AND HOUSING ESTIMATES

Center for Women's Global Leadership
MaryBeth Bognar (mbognar@cwgl.rutgers.edu)

April 24, 2017 Testimony of:

Int. No. 1500: In relation to gender and racial equity assessments

Int. No. 1512: In relation to training for city agencies to promote gender and racial equity.

Int. No. 1520: In relation to measuring and addressing gender and racial inequality in NYC.

Res. No. 542: Calling upon the United States Senate to ratify the UN CEDAW.

Good morning council members and thank you for your time. My name is MaryBeth Bognar and I am with the Center for Women's Global Leadership, a feminist human rights organization working at the intersection of human rights, gender and economics and is currently engaged in local implementation of international human rights treaties such as the Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW).

I would like to begin by thanking you for raising the important issue of gender and racial discrimination and inequality, for making this a priority and demonstrating your commitment by bringing forth these bills. With that being said, I call on you to instead move forward with one overarching bill that encompasses human rights principles and standards. This bill should:

1. Be grounded in human rights principles as its foundation including equity, equality, and inclusion and utilize rights-based definitions such as those laid out in CEDAW.
 - a. This inclusion would assess gender and racial discrimination and inequality where they converge rather than separately and address the intersection of these with other identities including but not limited to sexual orientation, religion, ability, ethnicity, nationality, class, age and legal status.
2. Contain a strong implementation plan that is funded, part of a city entity, and includes adequate resources for positive results and an oversight body.

I bring this to you based on successes of the San Francisco CEDAW Ordinance, with which our Center has a direct connection. This ordinance being based on CEDAW principles resulted in:

1. 44 months without a single domestic violence homicide.
 2. Gender equality principles initiative, which ranged from employment and compensation to supply chain practices, and supported more productive workplaces for women and men.
 3. Working parents/caregivers having the right to request a flexible schedule without fear of retaliation.
 4. A gender analysis of city agencies where government agencies examine their workforce, programs and budgets to ensure that they are non-discriminatory and fully serve all communities of women and girls.
- These are examples specific to some of NYC's priority issues for women and girls including violence against women, pay equity and employment equality, but are just a handful of San Francisco's successes. A rights-based approach gives NYC the foundation to address these and other needs specific to this city in a way that meets international human rights standards, is proactive and results-driven. I thank you again for making gender and racial discrimination and inequality a priority. Though we are in agreement of bringing about this progress, I recommend doing so through an overarching bill that encompasses human rights standards and principles as they exist in CEDAW. This is what NYC's women and girls deserve in order to achieve their inherent right of dignity.

THE COUNCIL
THE CITY OF NEW YORK

Appearance Card

I intend to appear and speak on Int. No. 1512 Res. No. _____

in favor in opposition

Date: 4/24/17

(PLEASE PRINT)

Name: Shijuade Kadrean

Address: The LGBT Center

I represent: Picture The Homeless

Address: _____

THE COUNCIL
THE CITY OF NEW YORK

Appearance Card

I intend to appear and speak on Int. No. 1512 Res. No. _____

in favor in opposition

Date: 4/24/17

(PLEASE PRINT)

Name: ASHLEY MARCO VERNIC PERSON

Address: 435 W. 116th St NY NY

I represent: COLUMBIA LAW SCHOOL, PUBLIC RIGHTS

Address: _____

THE COUNCIL
THE CITY OF NEW YORK

Appearance Card

I intend to appear and speak on Int. No. _____ Res. No. _____

in favor in opposition

Date: 4/24/17

(PLEASE PRINT)

Name: Deborah Dickerson

Address: _____

I represent: Picture The Homeless

Address: _____

**THE COUNCIL
THE CITY OF NEW YORK**

Appearance Card

[]

I intend to appear and speak on Int. No. 1500 Res. No. _____

in favor in opposition

Date: 4/24/07

(PLEASE PRINT)

Name: Alexis R Posey

Address: FPWA, 40 Broad Street, 5th floor

I represent: FPWA, Justice, James Austin

Address: _____

**THE COUNCIL
THE CITY OF NEW YORK**

? (but what was better) I.U.A.

Appearance Card

[]

I intend to appear and speak on Int. No. _____ Res. No. _____

in favor in opposition

Date: April 24, 2007

(PLEASE PRINT)

Name: Merble Reagon

Address: _____

I represent: Women's Center for Education

Address: Career Advancement, 121 6th Ave

**THE COUNCIL
THE CITY OF NEW YORK**

Appearance Card

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I intend to appear and speak on Int. No. 1500, 1520 Res. No. _____

in favor in opposition

Date: _____

(PLEASE PRINT)

Name: Natasha Lyria Ora Brennan

Address: _____

I represent: Latino Justice PCCDEF

Address: 99 Hudson St, 10th fl NY

**THE COUNCIL
THE CITY OF NEW YORK**

Appearance Card

I intend to appear and speak on Int. No. 1500 / 512 / 1500 Res. No. 542
 in favor in opposition

Date: _____

(PLEASE PRINT)

Name: BEVERLY NEUFELD
Address: 931 GREENOY PT, MANHATTAN NY
I represent: ROWITTER NY
Address: _____

**THE COUNCIL
THE CITY OF NEW YORK**

Appearance Card

I intend to appear and speak on Int. No. 1580 Res. No. _____
 in favor in opposition

Date: _____

(PLEASE PRINT)

Name: Doreen Odum / Meghan Faux
Address: 105 Court St. Brooklyn NY
I represent: Legal Services NYC
Address: _____

**THE COUNCIL
THE CITY OF NEW YORK**

Appearance Card

I intend to appear and speak on Int. No. _____ Res. No. _____
 in favor in opposition

Date: _____

(PLEASE PRINT)

Name: Megan Jean Louis
Address: 130 3rd Ave BK
I represent: Young Womens Advisory Council
Address: _____

**THE COUNCIL
THE CITY OF NEW YORK**

Appearance Card

I intend to appear and speak on Int. No. 15121¹⁵²⁰ Res. No. 1542

in favor in opposition

Date: 4/24/17

(PLEASE PRINT)

Name: Dina Bakst

Address: 225 Central Park West Apt 1105 NY

I represent: A Better Balance NY 10029

Address: 80 Maiden Lane Suite

**THE COUNCIL
THE CITY OF NEW YORK**

Appearance Card

I intend to appear and speak on Int. No. _____ Res. No. _____

in favor in opposition

Date: 4/24/17

(PLEASE PRINT)

Name: Lorraine Stephens

Address: 39 Broadway,

I represent: New York Women's Foundatn

Address: 39 Street

**THE COUNCIL
THE CITY OF NEW YORK**

Appearance Card

I intend to appear and speak on Int. No. _____ Res. No. _____

in favor in opposition

Date: 4/24/17

(PLEASE PRINT)

Name: Debjani Roy

Address: 164 Russell St, 1R Brooklyn, NY 11222

I represent: Hollaback!

Address: 30 Third Ave, Brooklyn, NY 11217
8008

Please complete this card and return to the Sergeant-at-Arms

THE COUNCIL
THE CITY OF NEW YORK

Appearance Card

I intend to appear and speak on Int. No. _____ Res. No. _____

in favor in opposition

Date: _____

(PLEASE PRINT)

Name: Gloria Malone

Address: 30 3rd Ave BK

I represent: Girls for Gender Equity

Address: 30 3rd Ave BK

THE COUNCIL
THE CITY OF NEW YORK

Appearance Card

I intend to appear and speak on Int. No. _____ Res. No. 542

in favor in opposition

Date: 4/24/17

(PLEASE PRINT)

Name: Lauren Betters

Address: 310 E. 2nd Street, 10K NY 10009

I represent: The Gender Equality Law Center

Address: _____

THE COUNCIL
THE CITY OF NEW YORK

Appearance Card

I intend to appear and speak on Int. No. 1500, 1512, 1520 Res. No. _____

in favor in opposition

Date: 4/24/17

(PLEASE PRINT)

Name: Allegra B. Fisher

Address: 540 President Street, 3rd Floor 11215

I represent: Gender Equality Law Center

Address: _____

**THE COUNCIL
THE CITY OF NEW YORK**

Appearance Card

I intend to appear and speak on Int. No. 1500-1512 Res. No. USY2
 in favor in opposition

Date: 4/24/17

(PLEASE PRINT)

Name: Martha Kamber, ywca of Brodilyn

Address: 300 Third Ave Brodilyn

I represent: ywca of Brooklyn

Address: _____

**THE COUNCIL
THE CITY OF NEW YORK**

Appearance Card

I intend to appear and speak on Int. No. All Res. No. All
 in favor in opposition

Date: _____

(PLEASE PRINT)

Name: Namaska Schelling

Address: Brooklyn, NY 11211

I represent: Day One

Address: New York, NY 10007

**THE COUNCIL
THE CITY OF NEW YORK**

Appearance Card

I intend to appear and speak on Int. No. _____ Res. No. _____
 in favor in opposition

Date: 4/24/17

(PLEASE PRINT)

Name: Albtha Maybank

Address: 4209 28th St, LIC, NY

I represent: NYC Dept of Health + Mental

Address: 4209 28th St LIC NY Hygiene

Please complete this card and return to the Sergeant-at-Arms

THE COUNCIL
THE CITY OF NEW YORK

Appearance Card

I intend to appear and speak on Int. No. 1500 Res. No. _____
 in favor in opposition

Date: 4/24/17

(PLEASE PRINT)

Name: MATTHEW KLEIN
Address: ~~253 BROADWAY 10TH FL~~ 77 FORT GREENE Pk BK 11217

I represent: MAYORS OFFICE OF OPERATIONS Center For Economic
Address: 253 BROADWAY 10TH FL OPPORTUNITY

THE COUNCIL
THE CITY OF NEW YORK

Appearance Card

I intend to appear and speak on Int. No. ^{1500, 1512} 1520 Res. No. 542
 in favor in opposition

Date: 4/24/17

(PLEASE PRINT)

Name: Hestie Wright
Address: 135 Eastern Pkwy #6F
I represent: Zonta Club of NY + NYC4C
Address: same

THE COUNCIL
THE CITY OF NEW YORK

Appearance Card

I intend to appear and speak on Int. No. 1500, 1520 Res. No. Res 542
 in favor in opposition

With modification Date: 24th April 2017

(PLEASE PRINT)

Name: Sheila Katzman
Address: 19 Berkeley Place
I represent: NYC4CEDAW
Address: B/A

**THE COUNCIL
THE CITY OF NEW YORK**

Appearance Card

I intend to appear and speak on Int. No. 1500/1520¹⁵¹² Res. No. 542

in favor in opposition

Date: 4/24/17

(PLEASE PRINT)

Name: Ericka Dixon

Address: 1020 Grand Concourse Bronx NY 10451

I represent: Black Women's Blueprint/Litig 4CEVAW

Address: 279 Empire Blvd Brooklyn NY 11225

**THE COUNCIL
THE CITY OF NEW YORK**

Appearance Card

I intend to appear and speak on Int. No. _____ Res. No. Res 542¹⁵⁰⁰

in favor in opposition

Date: _____

(PLEASE PRINT)

Name: MARY M LUKE

Address: 230 Park Place Brooklyn

I represent: UNWOMEN Metro NY

Address: 230 Park Place

**THE COUNCIL
THE CITY OF NEW YORK**

Appearance Card

I intend to appear and speak on Int. No. 1500/1580 Res. No. _____

in favor in opposition

Date: 4-24-17

(PLEASE PRINT)

Name: Ruth Lowenkron

Address: 151 W. 30th St, 11th Fl., NYC 10001

I represent: NY Lawyers for the Public Interest

Address: _____

Please complete this card and return to the Sergeant-at-Arms

**THE COUNCIL
THE CITY OF NEW YORK**

Appearance Card

[]

I intend to appear and speak on Int. No. ^{1500/} 1520 Res. No. _____
 in favor in opposition

Date: _____

(PLEASE PRINT)

Name: Laura Redman
Address: 151 W. 30th St, 11th Fl, NYC 10001
I represent: NY Lawyers for the Public Interest
Address: _____

**THE COUNCIL
THE CITY OF NEW YORK**

Appearance Card

[]

I intend to appear and speak on Int. No. ¹⁵⁰⁰ 1520 Res. No. _____
 in favor in opposition

Date: April 24, 2017

(PLEASE PRINT)

Name: MaryBeth Bogner
Address: 204 Warren St Jersey City, NJ
I represent: Center for Women's Global Leadership
Address: 160 Ryders Lane New Brunswick, NJ

**THE COUNCIL
THE CITY OF NEW YORK**

Appearance Card

[]

I intend to appear and speak on Int. No. _____ Res. No. _____
 in favor in opposition

Date: _____

(PLEASE PRINT)

Name: Julie Nelson
Address: 150 Broadway, Suite 303
I represent: Government Alliance on Race & Equity
Center for Social Inclusion
Address: 150 Broadway, Suite 303



Please complete this card and return to the Sergeant-at-Arms



**THE COUNCIL
THE CITY OF NEW YORK**

Appearance Card

I intend to appear and speak on Int. No. 150, 151, 152 Res. No. 542

in favor in opposition

Date: 4/24/17

(PLEASE PRINT)

Name: B Nicole Triplatt

Address: 125 Broad Street New York City NY 10038

I represent: New York City Teachers Union (NYCTU)

Address: _____

**THE COUNCIL
THE CITY OF NEW YORK**

Appearance Card

I intend to appear and speak on Int. No. 1500, 1512, 1520 Res. No. 542

in favor in opposition

Date: 4/24/17

(PLEASE PRINT)

Name: Dr. Danielle Moss Lee

Address: _____

I represent: YWCA NYC

Address: 50 Broadway NY, NY 10004

**THE COUNCIL
THE CITY OF NEW YORK**

Appearance Card

I intend to appear and speak on Int. No. 1500-1512, 1520 Res. No. 542

in favor in opposition

Date: _____

(PLEASE PRINT)

Name: Sobaida CRUZ

Address: 403 East 122 St N.Y. NY.

I represent: 100 Hispanic Women / CEDAW

Address: _____

Please complete this card and return to the Sergeant-at-Arms