

CITY COUNCIL  
CITY OF NEW YORK

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TRANSCRIPT OF THE MINUTES

Of the

COMMITTEE ON WOMEN'S ISSUES

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August 23, 2017  
Start: 10:54 a.m.  
Recess: 11:09 a.m.

HELD AT: 250 Broadway - Committee Rm.  
14<sup>th</sup> Fl

B E F O R E: LAURIE A. CUMBO  
Chairperson

COUNCIL MEMBERS: Darlene Mealy  
Elizabeth S. Crowley  
Karen Koslowitz  
Ben Kallos

A P P E A R A N C E S (CONTINUED)

2 [sound check, pause]

3 CHAIRPERSON KOSLOWITZ: I bring this  
4 meeting to order. Good morning. I am Council Member  
5 Karen Koslowitz, Interim Chair of the Women's Issues  
6 Committee. I would first like to thank Speaker  
7 Melissa Mark-Viverito for her leadership and support  
8 on these issues. The commitment to women's equality  
9 has been instrumental in moving New York City in the  
10 right direction. I also would like to recognize  
11 Council Member Laurie Cumbo who is not here today  
12 because she recently gave birth to a beautiful baby  
13 boy. While Council Member Cumbo is away on maternity  
14 leave, I will be serving as the Interim Chair for  
15 this committee. I would also like to thank the  
16 sponsors of the legislation, the Speaker and Council  
17 Members Dromm, and Lander and, of course, thank you  
18 to the members of the committee on Women's Issues  
19 that are present. (coughs) I'd like to recognize  
20 Council Member Elizabeth Crowley, and I'd like to  
21 recognize Council Member Ben Kallos, and also Council  
22 Member Danny Dromm who is not on the committee, but  
23 has legislation before us today, and also the  
24 Committee Staff Counsel Aminta Kilawan, and Policy  
25 Analyst Joan Povolny. We are here to vote on three

2 bills that would address ways we as a city can  
3 identify and combat gender and racial inequity.

4 Proposed Intro No. 1500-B, sponsored by the Speaker,  
5 is a bill that would require certain city agencies to  
6 complete gender, racial and other equity assessments.  
7 (coughs) You've got to excuse me. My allergies are  
8 killing me today.

9 Proposed Intro No. 1512-A, sponsored by  
10 Council Member Dromm would require that certain city  
11 agencies provide their employees with trainings on  
12 implicit bias, structural racism, cultural competency  
13 and structural inequity as well as how-how these  
14 intersect with gender, race and sexual orientation  
15 and how these factors impact the work of the  
16 respective agencies.

17 Proposed Intro No. 1520-B, sponsored by  
18 Council Member Lander would require that the Social  
19 Indicators Report, which is published annually, be  
20 expanded to include information on equity with regard  
21 to gender, race, income and sexual orientation and be  
22 retitled as the Report on Social Indicators Equity.

23 (coughs) Over the past three years the Council has  
24 worked to address structural inequities through our  
25 support of measures like the Criminal Justice Reform

2 Act, the Young Women's Initiative, the Nurse Family  
3 Partnership Program, and year-round and summer jobs  
4 to provide our city's youth with opportunities for a  
5 brighter future, but there's always room for  
6 improvement. A truly great city leaves no person  
7 behind. The reality is that though might call it  
8 institutional racism, and structural inequity myths,  
9 they persist even in a city as progressive as ours.  
10 Women and people of color continue to be  
11 marginalized, and we have very limited data to prove  
12 this even though we know that it is the truth.  
13 Assessment tools and benchmarks are there for us  
14 (coughs) critical to dismantling these pervasive  
15 issues. We have to engage in a deeper analysis of  
16 why gender and racial inequities exist, and what we  
17 can do to combat this as a city through targeted  
18 programming and services for example. Now, (coughs)  
19 I'd like to give the floor over to Council Member  
20 Dromm to give a statement about his legislation.

21 COUNCIL MEMBER DROMM: Thank you, Interim  
22 Karen Koslowitz and also Chair Cumbo for hearing this  
23 packing of legislation. I also want to acknowledge  
24 Speaker Melissa Mark-Viverito for steadfastly  
25 advancing the issue of equity throughout her tenure.

2 Along with our colleague Council Member Lander, I am  
3 very happy to be part of this effort today. Training  
4 staff of city agencies to become proficient in  
5 cultural competency is critical to promoting equity.  
6 Intro 1512-A requires employees of the Department of  
7 Health and Mental Hygiene, the Administration for  
8 Children's Services, and the Human Resources  
9 Administration to receive training on implicit bias,  
10 discrimination, cultural competency and structural  
11 inequity with regard to gender, race and  
12 significantly sexual orientation. The benefits are  
13 manifold. Such training will give already  
14 hardworking public servants an enriched perspective  
15 on the populations they serve while making these  
16 communities feel as they should, that government is  
17 working for them. Training will also increase  
18 understanding among employees in an increasingly  
19 diverse work environment. Finally, employment at  
20 DOHMH, ACS and HRA will become even more attractive  
21 to perspective job applicants from all backgrounds.  
22 I am very proud of our city during these trying times  
23 for taking the national lead on the issue of equity  
24 and I encourage all committee members to vote in  
25 favor of these measures. Thank you very much.

2 CHAIRPERSON KOSLOWITZ: And with that,  
3 we'll call the roll.

4 CLERK: William Martin, Committee Clerk,  
5 roll call vote Committee on Women's issues.  
6 Introductions 1500-B, 1512-A, and 1520-B. All items  
7 are coupled. Chair Koslowitz.

8 CHAIRPERSON KOSLOWITZ: I vote aye on  
9 all.

10 CLERK: Crowley.

11 COUNCIL MEMBER CROWLEY: I vote aye and  
12 congratulations to Council Member Dromm on this  
13 important bill. Thank you.

14 CLERK: Kallos.

15 COUNCIL MEMBER KALLOS: Aye on all and  
16 congratulations and thank you for your advocacy.

17 CLERK: By a vote of 3 in the  
18 affirmative, 0 in the negative and no abstentions,  
19 all items have been adopted by the committee.

20 CHAIRPERSON KOSLOWITZ: We are going to  
21 (coughs) hold this meeting of the—roll call for  
22 another 15 minutes, and with that, this meeting is  
23 adjourned. [gavel]

24 CLERK: Continuation roll call, the  
25 Committee on Women's Issues. Council Member Mealy.

1 COMMITTEE ON WOMEN'S ISSUES

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2 COUNCIL MEMBER MEALY: I vote aye on all.

3 CLERK: The final vote in Committee on  
4 Women's issues Introductions 1500-B, 1512-A, and  
5 1520-B have been adopted by a vote of 4 in the  
6 affirmative, 0 in the negative and no abstentions.

7 COUNCIL MEMBER CROWLEY: This concludes  
8 the Committee on Women's Issues vote and hearing of  
9 August 23, 2017. Thank you. [gavel]

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C E R T I F I C A T E

World Wide Dictation certifies that the foregoing transcript is a true and accurate record of the proceedings. We further certify that there is no relation to any of the parties to this action by blood or marriage, and that there is interest in the outcome of this matter.



Date September 3, 2017