

— WOMEN — FORWARD — NYC —

AN ACTION PLAN FOR GENDER EQUITY

The Adams administration's goal is to make New York City the most women-forward city in the United States.

Supported through city dollars, private and public partnerships, academic institutions, federal and grant funding, Women Forward NYC addresses gender disparities by connecting women, including transgender and gender expansive New Yorkers of all ages to professional development and higher-paying jobs; dismantling barriers to sexual, reproductive, and maternal healthcare; reducing gender-based violence against women; and provide holistic housing services, including for formerly incarcerated women and domestic violence survivors.

Woman Forward NYC encompasses new and ongoing investments dedicated to supporting gender equity totaling over \$43 million. The action plan focuses on three key areas, with a special emphasis on supporting historically marginalized populations:

• **Economic Mobility**

- Build pipelines toward higher-wage, in-demand career pathways
- Improve financial literacy and access to financial resources
- Dismantle barriers to work and increased incomes

• **Health**

- Address inequities in sexual, chronic, and reproductive health
- Reduce Black and Brown maternal mortality rates
- Improve access to comprehensive medical treatment
- Enhance mental health education and outreach

• **Public Safety and Housing Stability**

- Increase initiatives that reduce violence toward women, LGBTQ+ women, nonbinary New Yorkers, and women of color
- Expand interventions to prevent domestic violence and support survivors
- Provide a continuum of services for low-income families to keep them in their homes or accelerate their leave from shelter and back into their communities

WOMEN FORWARD NYC GOALS FOR 2023

Women Forward NYC employs a holistic approach to address immediate needs, tackle long-standing disparities, and position New York City as a national leader for advancing women's issues.

Economic Mobility Goals

- Close the gender pay gap for the same work
- Close the female labor force participation gap
- Drive to parity in gender representation among the top 40 highest paying occupations
- Drive to parity gender representation among NYC business ownership

Health Goals

- Reduce pregnancy-associated mortality among Black women by 10%
- Reduce breast cancer mortality by 10%, with a focus on reductions among Black women
- Increase percentage of 13-year-olds with completed HPV series by 40%
- Reduce annual HIV diagnosis rates for Black and Latina women by at least 50%
- Reduce the percentage of public high school girls who report feeling sad or hopeless by 10%

Public Safety and Housing Stability Goals

- Reduce felony domestic violence assaults by 20%
- Reduce homicides involving women victims by 30%
- Increase families with children exiting shelter into permanent housing by 25%

GOAL	STRATEGY	INITIATIVE
<p>Ensure every woman in NYC can maximize their economic potential</p>	<p>Build the pipeline</p>	<ul style="list-style-type: none"> • Launch NYC Her Future to support professional development and address disparities experienced by young women of color ages 16-24
		<ul style="list-style-type: none"> • Support increased job potential in emerging industries through EDC's Women.NYC Pivot to Growth program
		<ul style="list-style-type: none"> • Expand NYC Service's STEP program for high school mentorship and internship
		<ul style="list-style-type: none"> • Create focused corporate partnerships with DYCD's workforce development programs such as SYEP to increase internship and enrichment opportunities for young girls in nontraditional employment sectors
		<ul style="list-style-type: none"> • Connect MWLBE contractors with Construction Managers through SCA's Mentor Program
		<ul style="list-style-type: none"> • Expand NYC Service's speed mentoring program in Women's History month and year-round
	<p>Drive Financial Inclusion</p>	<ul style="list-style-type: none"> • Create a financial literacy program specific for DHS' shelter-based Girl Scout Troop 6000
		<ul style="list-style-type: none"> • Promote free access to eCornell courses on leadership and career development
		<ul style="list-style-type: none"> • Expand EDC's "The Network" programming, lowering the barrier to access opportunities in emerging industries by connecting women with subject matter experts and industry leaders
		<ul style="list-style-type: none"> • Target DCWP's NYC Free Tax Prep to underserved women and families
	<p>Dismantle Barriers</p>	<ul style="list-style-type: none"> • Further the Food Business Pathways program to build careers for NYCHA residents
		<ul style="list-style-type: none"> • Expand the Childcare Business Pathways program to build careers for NYCHA residents
		<ul style="list-style-type: none"> • Empower women veterans reentering into civilian life through DVS partnerships and support services
<p>Improve health outcomes for women at all stages of life</p>	<p>Sexual and Reproductive Health</p>	<ul style="list-style-type: none"> • Continue Abortion Hub and the provision of medication abortion through sexual health clinics to increase access to abortion in New York City
		<ul style="list-style-type: none"> • Expand DOHMH's New York City Teens Connection program to improve teens' sexual and reproductive health
		<ul style="list-style-type: none"> • Launch Phase Two of the Sexual Health Education Task Force for improved comprehensive sexual health education in schools
		<ul style="list-style-type: none"> • Expand and explore access to free menstrual products, including in DOE's elementary school
	<p>Chronic Diseases and Wellness</p>	<ul style="list-style-type: none"> • Release Women's Health Summit findings and recommendations
		<ul style="list-style-type: none"> • Reduce hypertension rates and promote heart health
		<ul style="list-style-type: none"> • Launch women and family-friendly cycling campaign through DOT marketing, events, and trainings to build community and to inspire women+ to embrace cycling as a healthy and accessible transportation option (seeking supplemental private funding to enhance and expand programming)
	<p>Mental Health</p>	<ul style="list-style-type: none"> • Implement DOHMH Maternal Mental Health initiative to address a mother's mental health during pregnancy and postpartum period
		<ul style="list-style-type: none"> • Implement Building Resilience for Youth Programs to connect youth in TRIE neighborhoods to mental health supports and services

	Maternal Health	<ul style="list-style-type: none"> • Provide parental care bags and newborn support services to NYCHA Communities • Launch the Family Substance Use Disorder Program at H+H's Lincoln Hospital in the South Bronx • Explore and further DOHMH and H+H work with providers to address bias in maternal care 			
Ensure women feel safe and comfortable as they live, work and play	Community Safety	<ul style="list-style-type: none"> • Host Mayoral Summit with women and community partners • Relaunch Girl Talk, NYPD's community mentoring program for young girls • Weave women-focused education, resources, and training on hate crimes through the Mayor's Office to Prevent Hate Crimes' Partners Against The Hate (PATH) programming • Host roundtable for violence against LGBTQ+/TGNC New Yorkers through the Mayor's Office to Prevent Hate • Support family-friendly design in the public realm to improve safety and accessibility 			
		Domestic Safety	<ul style="list-style-type: none"> • Release ENDGBV's Respect First program for work with young people who have caused harm in family or initiate relationships • Increase the capacity for Home+ to keep DV/GBV survivors safe in their homes • Expand housing navigator services to domestic violence survivors in the DHS shelter system • Streamline supportive services for victims of gender-based violence and community-driven strategies into one office at ENDGBV • Expand access to the domestic and gender-based violence hotline by adding text and chat capacity 		
			Housing	<ul style="list-style-type: none"> • Add services to promote housing stability and overall wellbeing for formerly homeless families with children under 5 in dedicated housing secured by the HRA Affordable Housing Services Program • Launch reentry supports tailored to women leaving incarceration through MOCJ's Community Justice Reentry Network • Explore additional place-based housing strategies supporting the needs of families, including co-located housing with library facilities 	
				Leading by Example	<ul style="list-style-type: none"> • Relaunch EDC's Women.NYC website with resources to wraparound services to create a one-stop-shop web portal for NYC women • Launch women's legislative agenda and identify a Mayor's Office Gender Legislation Ombudsperson • Further work to close the gender and racial pay gaps in the municipal workforce • Promote the health and well-being of City employees through the Office of Labor Relation's WorkWell programming jointly with DOHMH • Further work to close the gender and racial pay gaps in the municipal workforce • Renew City partnership with UN Women

To learn more about Women Forward NYC, please reach out to womenforwardnyc@cityhall.nyc.gov