

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.

Through city investment, public-private partnerships, academic partnerships, and federal grant funding, the action plan addresses gender disparities by connecting women to quality education and higher-paying jobs; dismantling barriers to sexual, reproductive, and maternal health care; reducing gender-based violence against women; and ensuring city government works better for women while creating a more women-friendly environment for the municipal workforce.

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, non-Hispanic women
- 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 17%
- 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%

WOMEN FORWARD NYC

GOAL	STRATEGY	INITIATIVE
Ensure every woman in NYC can maximize their economic potential	Build the pipeline	• Launch NYC Her Future to support professional development and address disparities experienced by young women of color ages 16-24
		• Support increased job potential in emerging industries through EDC's Women.NYC Pivot to Growth program
		• Expand NYC Service's STEP program for high school mentorship and internship
		• 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
		• Connect MWLBE contractors with Construction Managers through SCA's Mentor Program
		• Expand NYC Service's speed mentoring program in Women's History month and year-round
	Drive Financial Inclusion	• Create a financial literacy program specific for DHS' shelter-based Girl Scout Troop 6000
		• Promote free access to eCornell courses on leadership and career development
		• 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
		• Target DCWP's NYC Free Tax Prep to underserved women and families
	Dismantle Barriers	• Further the Food Business Pathways program to build careers for NYCHA residents
		• Expand the Childcare Business Pathways program to build careers for NYCHA residents
		• Empower women veterans reentering into civilian life through DVS partnerships and support services
Improve health outcomes for women at all stages of life	Sexual and Reproductive Health	• Continue Abortion Hub and the provision of medication abortion through sexual health clinics to increase access to abortion in New York City
		• Expand DOHMH's New York City Teens Connection program to improve teens' sexual and reproductive health
		• Launch Phase Two of the Sexual Health Education Task Force for improved comprehensive sexual health education in schools
		• Expand and explore access to free menstrual products, including in DOE's elementary school
	Chronic Health and Wellness	• Release Women's Health Summit findings and recommendations
		• Reduce hypertension rates and promote heart health
		• 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
	Mental Health	• 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
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
		<ul style="list-style-type: none"> • Relaunch Girl Talk, NYPD's community mentoring program for young girls
		<ul style="list-style-type: none"> • 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
		<ul style="list-style-type: none"> • Host roundtable for violence against LGBTQ+/TGNC New Yorkers through the Mayor's Office to Prevent Hate
		<ul style="list-style-type: none"> • 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
		<ul style="list-style-type: none"> • Increase the capacity for Home+ to keep DV/GBV survivors safe in their homes
		<ul style="list-style-type: none"> • Expand housing navigator services to domestic violence survivors in the DHS shelter system
		<ul style="list-style-type: none"> • Streamline supportive services for victims of gender-based violence and community-driven strategies into one office at ENDGBV
		<ul style="list-style-type: none"> • 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 	
	<ul style="list-style-type: none"> • Launch reentry supports tailored to women leaving incarceration through MOCJ's Community Justice Reentry Network 	
	<ul style="list-style-type: none"> • Explore additional place-based housing strategies supporting the needs of families, including co-located housing with library facilities 	
Make Government work for women	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
		<ul style="list-style-type: none"> • Launch women's legislative agenda and identify a Mayor's Office Gender Legislation Ombudsperson
		<ul style="list-style-type: none"> • Further work to close the gender and racial pay gaps in the municipal workforce
		<ul style="list-style-type: none"> • Promote the health and well-being of City employees through the Office of Labor Relation's WorkWell programming jointly with DOHMH
		<ul style="list-style-type: none"> • Create City partnerships with local colleges and universities to utilize leadership programs for NYC women and expand data analyses on disparities
		<ul style="list-style-type: none"> • Renew City partnership with UN Women

To learn more about the NYC Women's Agenda, please reach out to womenforwardnyc@cityhall.nyc.gov