

WOMEN FORWARD NYC

AN ACTION PLAN FOR GENDER EQUITY

The Adams administration's goal is to solidify New York City as 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, ensuring city government works better for women, and creating a more women-friendly environment for the municipal workforce.

Woman Forward NYC encompasses over \$43 million of new and ongoing investments dedicated to supporting gender equity. 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 2030

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 Year 2 PROGRAMMING

30 new and expanded safety-focused initiatives to reach our 2030 goals

FOCUS	INITIATIVE
Community Safety	<ul style="list-style-type: none"> • Release summary of Mayoral Safety Summit findings
	<ul style="list-style-type: none"> • Award grants to LGBTQ+/TGNC community organizations to implement anti-violence projects
	<ul style="list-style-type: none"> • Release family-friendly design guidelines and incorporate into capital agency projects and solicitations
	<ul style="list-style-type: none"> • Broaden the reach of NYPD's Girls Talk supportive network through increased citywide events
	<ul style="list-style-type: none"> • Expand the JustUs program to Queens and the Bronx to support lesbian/gay/bisexual girls and transgender or gender nonconforming youth at high risk of criminal justice involvement
Domestic Safety	<ul style="list-style-type: none"> • Launch High Risk Teams to support those at high risk for domestic violence homicide and bolster local government systems
	<ul style="list-style-type: none"> • Implement Respect First program to intervene with young people who have used violence in dating or family relationships
	<ul style="list-style-type: none"> • Train healthcare providers and first responders to implement a protocol for treating survivors of near fatal strangulation throughout H+H
	<ul style="list-style-type: none"> • Enhance connections for survivors to workforce development opportunities
	<ul style="list-style-type: none"> • Expand public awareness of resources for domestic and gender-based violence, including human trafficking and street harassment prevention
Housing Stability	<ul style="list-style-type: none"> • Provide more Section 8 vouchers to keep DV/GBV survivors out of the shelter system
	<ul style="list-style-type: none"> • Increase the share of family-sized units in affordable housing
	<ul style="list-style-type: none"> • Connect expecting mothers in shelter with permanent housing
	<ul style="list-style-type: none"> • Advance zoning changes that make it easier to build housing alongside schools, playgrounds, grocery stores, and accessible subway stations
	<ul style="list-style-type: none"> • Continue work to co-locate housing with library facilities
Health & Medical Safety	<ul style="list-style-type: none"> • Pilot the Maternal Home Collaborative to address birth inequity
	<ul style="list-style-type: none"> • Release an update to City's Active Design Guidelines to promote the health and wellbeing of all New Yorkers
	<ul style="list-style-type: none"> • Provide needed supplies for post-partum and newborn care to new parents

FOCUS	INITIATIVE
Health & Medical Safety (continued)	• Continue to develop academic partnerships to promote women's health and safety
	• Support the Maternal Mortality Review Committee to review and make recommendations to address and reduce maternal mortality
	• Expand the Nurse Family Partnership Model to reach more families
Financial Empowerment	• Continue supporting women to enter high-growth industries through EDC's Pivot to Growth programs
	• Connect more women to technology, green economy, and life sciences opportunities through EDC's The Network program
	• Bring together industry leaders to host a Women's Leadership Council
	• Support women with job searches, interview prep, and salary negotiation
	• Partner with banks and financial education entities to support older women in combating financial abuse
	• Relaunch family literacy programs in Family Justice Centers
	• Continue to expand corporate partnerships to support young women in nontraditional and high growth industries
	• Expand partnerships opportunities to provide mentorship to students and engage new women as mentors
	• Update training for city employees to reduce unconscious bias in interviews and hiring decisions

WOMEN FORWARD NYC INAUGURAL PROGRAMMING

All initiatives launched or completed

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 • 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 	
	<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 • 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 	
	<p>Dismantle Barriers</p>	<ul style="list-style-type: none"> • 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 	
	<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 • Expand and explore access to free menstrual products, including in DOE's elementary school

GOAL	STRATEGY	INITIATIVE	
	Chronic Health and Wellness	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • Implement DOHMH Maternal Mental Health initiative to address a mother's mental health during pregnancy and postpartum period • 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 • 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 intimate 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

GOAL	STRATEGY	INITIATIVE
		<p>homeless families with children under 5 in dedicated housing secured by the HRA Affordable Housing Services Program</p> <ul style="list-style-type: none"> • 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
<p>Make Government work for women</p>	<p>Leading by Example</p>	<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 • Create City partnerships with local colleges and universities to utilize leadership programs for NYC women and expand data analyses on disparities • Renew City partnership with UN Women

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