

PROGRESS TOWARD BEIJING +25 IN NEW YORK:

CIVIL SOCIETY PERSPECTIVES

A RESOURCE GUIDE FOR ACTIVISTS, RESEARCHERS, AND LEADERS

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TECHNICAL LEADERS AND RESOURCE ORGANIZATIONS

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INTRODUCTION

CIVIL SOCIETY AND NGO VOICES FROM NEW YORK

In 2020, 25 years since the United Nations Fourth World Conference on Women held in Beijing, China, progress toward gender equality in New York City (NYC) and New York State (NYS) is reflected in the decades of initiatives, legislation, and social promotion brought forward by key policy makers, feminists, and coalitions of stakeholders. Recent social movements (e.g. #BlackLivesMatter, #MeToo, #Women’sMarch, #ClimateChange) have shifted the spotlight to intersectionality, social justice, and accountability. Governments and the private sector have examined the institutionalized sexism and racism that have perpetuated inequality. The recent passing of new equal pay and sexual harassment laws hold government and business leaders accountable for continuing inequality in the workplace, and are a sign of important shifts in the city’s and state’s long term policy and legislation to benefit all groups of women and girls regardless of race, ethnicity, age, sexual orientation, and gender status. The New York City and State of today are more committed than ever towards gender equality.

As a recognized hub of globalization and innovation, NYC is looked to as an example of justice, equality, and social support. The multiple racial, ethnic, cultural and language groups, large immigrant, LGBTQ, transgender and gender nonconforming populations make the city one of the most diverse worldwide. With one of the lowest overall crime rates for a city of its size (population 8.623 million), it has the second lowest rate for gun violence in the United States, and cities around the world look to NYC as a beacon of possibility.¹ While there has been push back against women’s rights by other states and the federal government, NYC has forged ahead in many areas with progressive policies,

¹ Lindsay Beyerstein. “Why New York has such a Low Rate of Gun Death.” *CityandStateNY.com*. January 19, 2020
“<https://www.cityandstateny.com/articles/opinion/commentary/why-new-york-has-such-low-rate-gun-death.html>”

laws, and programs to support human rights. As a sanctuary city, it offers protection for undocumented immigrants and its Mayor’s Fund offers support to separated immigrant families.²

OUR SHARED PURPOSE

The purpose of this report is to share progress, challenges, opportunities, and resources in NYC and NYS as it relates to UN Women’s Beijing+25 commemoration and proposes recommendations to support progress in the Generation Equality campaign and Feminist and Women’s Movement Action Plans. As part of this report on the current status of NYC and NYS in 2020, this report is limited to examining bolded sections of the six Beijing +25 Action Coalitions:

- **Economic justice and rights**
- **Bodily autonomy and sexual and reproductive health and rights (SRHR)**
- **Gender-based violence**
- Feminist action for climate justice
- Technology and innovation for Gender Equality
- Feminist movements and leadership

These areas of concentration were identified in order to highlight progress made in NYC and NYS since 2015, with perspectives from civil society and women leaders. The three intersecting areas are fundamental human rights and justice issues, and progress or challenges in each affects the others. Women must be able to make their own reproductive decisions and obtain healthcare that meets their needs; they have the right to lead lives free from violence and discrimination, and they have the right to earn a decent living and receive equal pay for substantially similar work.

In addition, the human rights framework of the United Nations Convention on the Elimination of all forms of Discrimination against Women (CEDAW), and the 2030 Sustainable Development Goals (SDG) were used to create an intersectional perspective, with the lens of gender, race, nationality, immigration status, age, disability, religion, etc. The information is derived from NYC municipal and NYS government data sources, women’s rights coalitions, community-based organizations, local NGOs and individual interviews with dozens of prominent leaders and feminists advocating gender equality.

In this report, when we refer to women, we include a diverse definition of women, including gender nonconformity, gender identity and sexual orientation.

NEW YORK AND BEIJING +25

Five years ago, in preparation for the Beijing +20 review, New York City developed a report on key accomplishments entitled “New York Women.” Since then, advocates and civil society leaders have harnessed their work in coalitions to influence political and government leaders to change laws and policies to promote more inclusivity, breaking down barriers to gender equality and protecting the human rights of women and girls. NYC has always been a leader in civil rights activism, and legislation for social justice. Additionally, NYC is the first city to sign the Safe Cities Agreement with UN Women as a commitment to supporting innovative local strategies to preventing sexual violence.

Given the size of NYC, civil society and community-based NGOs are vitally important to meet the needs of diverse populations with culturally sensitive, linguistically relevant services. As NYC

²NYC. “Support Separated Families.” March 2020. <https://www1.nyc.gov/site/fund/initiatives/support-separated-families.page>

continues to remain in the spotlight as a model for cities around the world, this report serves as a resource for everyone from the United Nations to city and state leaders, to NGOs, feminists and change-agents.

The ever-changing social and political United State's federal landscape has escalated since 2016 with President Trump's repressive policies on reproductive rights, immigration and the environment, among other areas. Social justice and equality have been challenged with the appointment of conservative Supreme Court and federal judges. Yet, as regressive and concerning as these trends are, we also see new energy and resistance from the voices and movements of women leaders and feminists across the country. History has shown us the power and unwavering strength that comes from the greatest challenges. NYC is proof of that, from the terrorist attacks of 911 to Gay Pride and the Women's Marches, and continues to fight for gender diversity and equality. This report gives attention to the work of New York City for CEDAW Act (NYC4CEDAW) - a coalition of over 300 organizations and individuals advocating for gender equality.³ The coalition successfully promoted the formation of the Mayor's Commission on Gender Equity. In particular, the coalition advocates for a Bill of Rights, using CEDAW as the framework to assess NYC law, policies and programs from a gender lens and human rights framework. This bill would include a public feedback mechanism to assess the real impact of NYC decisions upon the lives of women, girls, transgender and gender nonconforming residents.⁴

NYC is not without its shortcomings, and while this report seeks to highlight the progress made toward the Call to Action for Beijing +25 and Generation Equality, it also sheds light on the challenges, especially regarding implementation of laws where patriarchy, traditional cultural barriers, and racial discrimination hold progress back. By emphasizing the progress since 2015, this report highlights the recent impact made by current political leaders and advocates for gender equality and social justice. Since 2017, Governor Andrew Cuomo has forwarded a Women's Justice Agenda, especially in economic justice, reproductive rights, and gender-based violence. A progressive Democrat-controlled Senate was elected in 2017 and worked with Governor Andrew Cuomo and the state Assembly to support key bills that had languished for a decade. In NYC, Mayor Bill de Blasio began his second and final term of office in 2017. With his strong commitment to gender equality and human rights, his impact includes:

- *Mayor's Commission on Gender Equity (CGE) 2015*
 - Codified by the City Council in 2016, CGE is chaired by First Lady Chirlane McCray and headed by Executive Director Jacqueline Ebanks.
- *Mayor's Office to End Domestic Violence* was expanded to include Gender-based Violence
 - Headed by Commissioner Cecile Noel, ENDGBV emphasizes the importance of recognizing violence in all its forms that is rooted in unequal power relationships between genders.
- *The Young Women's Initiative (YWI)* was launched in May 2015
 - Former New York City Council Speaker Melissa Mark Viverito initiated the YWI. This was the first municipal effort solely dedicated to creating policy, legislative and funding recommendations for young women of color. The New York Women's Foundation committed an initial \$10 million to support programs for girls, young women of color, trans youth of color to match the city's \$10 million public commitment.
- *The NY Commission on Human Rights*, led by Carmelyn P. Malalis, has been a strong leader working with advocates to amend the NYC Human Rights Law, one of the most progressive

³NYC4CEDAW. "Coalition Members." March 2020. <https://nyc4cedaw.org/coalition-members/>

⁴NYC4CEDAW. "Annual Report." March 2019.

<https://nyc4cedaw.org/nyc4cedaw-steering-committee-annual-report-2018/>

laws in the nation, which goes beyond the Federal law by also prohibiting discrimination based on sex, sexual orientation and gender identity.

- *The Mayor's Office for International Affairs* led by Commissioner Penny Abeywardena, manages the Global Vision, Urban Action Platform which presented data from across city agencies at the High Level Political Forum at the UN in 2018.

Status of Women's Leadership in New York City and State

- *New York Attorney General* Leticia James is the first Black woman to hold statewide office; Andrea Stewart-Cousins, *Senate Majority Leader*, is the first Black woman to lead the State Senate.
- In the *NY State Senate*, 15 out of 63 or 28% Senators are women; in the *NY State Assembly* 49 out of 150 or 33% of seats are held by women.
- In the *NY City Council*, 11 out of 5, or 22% of City Council seats are held by women.

Our goal is to demonstrate the results of civil society and advocates working together with the government in New York, and to share resources for expanding rights and protecting freedoms through advocacy, legal, programmatic, and cultural change. Ultimately, we hope this report will contribute to the Generation Equality campaign and Action Coalitions with recommendations to make gender equality a reality by protecting and expanding women's human rights and the rights of gender diverse persons.

It is with great appreciation to the advocates and feminists who contributed to this report that we present an overview of progress towards Beijing +25 from civil society and NGO voices with recommendations to achieve gender equality in New York and beyond.

IMPACT OF COVID-19

As this report was being finalized, the coronavirus (COVID-19) pandemic was upending economies and social structures, causing many deaths around the world. This crisis creates both an imminent threat to millions of lives, and one that will be felt by for years to come. We stand in support and solidarity as we all navigate through these trying times.

We acknowledge the enormous difficulties that lay ahead as the COVID-19 pandemic ravages the world. From a health perspective the most vulnerable are the elderly and those with pre-existing health conditions. However, the vast majority of nurses, care workers, and service workers are women—placing them on the front lines and at higher risk. This crisis will exacerbate gender, social, racial, and economic inequities even further. The pandemic places even more of a burden on women who carry a disproportionate share of unpaid care at home. The economic loss is staggering and women, women of color and immigrants are hit harder because so many work in low wage jobs and insecure labor. Furthermore, in the midst of crises, violence perpetrated against women and girls and sexual exploitation spikes when households are placed under increased pressures, and victims are trapped at homes with their abusers.⁵

The crisis has exposed long-standing structural inequities, such as the enormous gulf between the rich and poor, racial disparities, weak social safety net, and lack of benefits, such as affordable healthcare, paid sick and family leave. Therefore, feminists, women's groups, and civil society must

⁵ Melissa Godin. "As Cities Around the World Go on Lockdown, Victims of Domestic Violence Look for a Way Out." *TIME*. March 18, 2020 <https://time.com/5803887/coronavirus-domestic-violence-victims/>

take this opportunity to push for strategic changes in systems, laws, policies and cultural values, and take radical action to redress long-standing inequities in multiple areas of women's lives.

New Yorkers are fortunate to have the strong leadership of Governor Andrew Cuomo, Mayor Bill De Blasio and their teams working with civil society, and public and private sectors to mitigate the impact of the coronavirus crisis on the lives of all New Yorkers.

For those of you who are reading this report when the pandemic is over, please know that we are committed to working together toward a kinder, compassionate, and more gender-equal world for all.

GENERAL RECOMMENDATIONS

- Implement the Convention on the Elimination of All Forms of Discrimination Against Women into NYC law.
- Comply with all sections of the Universal Declaration of Human Rights.
- Add to the NYS Constitution full equality for all, including protections against discrimination on the basis of sex, ethnicity and gender nonconformity, gender identity, and sexual orientation.
- NYS should establish and enforce the age of 18 as the minimum age of marriage- without exception- thus adopting UN global criteria.
- Endorse at the NYC Council and NYS Legislature, the adoption of a global treaty to end violence against women, such as the Every Woman Treaty, to strengthen the protection of girls and women by ensuring successful implementation of laws, policies, and measures at all levels of government to eradicate violence against girls and women.
- NYS should require diversity in all businesses and boards doing business with and in the state.
- Add NYC as a participating Champion City in a Beijing + 25 Equality Action Coalition.
- Encourage and support NY women to run for office, including women of color, gender nonconforming and sexual orientation.
- Require that all NYC departments collect disaggregated data on wages and other programs, including gender, race, age, economic status, and disability; review and report annually.
- Gender experts should conduct gender analysis in all NYC departments, monitor and report performance annually along gender indicators.

RECOMMENDATIONS FOR NEW YORK BY 2030:

Improving Women's Economic Status:

- Make permanent paid sick days for all workers, already mandatory in NYC and NYS.
- Expand benefits to gig economy workers, i.e. unemployment, paid sick days and family leave.
- Require reporting of wage transparency to reveal racial and gender disparities in both the public and private sectors.
- Include gender equality performance evaluation criteria for all performance reviews, including high level and management in public and private sectors.
- Require public and private sector reporting of sexual harassment cases and remediation plans.
- Require government-funded training programs and contracting opportunities to set quotas for women, especially women of color, to achieve gender parity.
- Expand funding for quality, affordable childcare for low income families in NYS and NYC.
- Increase protections and benefits for domestic care workers, who are primarily immigrants and women of color, so they can work with dignity and respect.

Ensuring Sexual and Reproductive Health, Rights and Reproductive Justice:

- Require comprehensive sexuality education in schools with trained teachers, approved curriculum, and monitor implementation in NYC.
- Increase availability of culturally-appropriate adolescent pregnancy prevention and sexual and reproductive health programs, especially for low income, minority youth.
- Continue to provide accessible and affordable abortion services in NYC to all who need them, regardless of immigration status and ability to pay.
- Develop, test, and expand models for culturally and linguistically appropriate prenatal and maternal care, especially for Black and Latina women.

Preventing and Addressing Gender-Based Violence:

- Advocate and monitor NY Police Department (NYPD) actions on sexual assault cases and advocate for changes in policy and behavior.
- Ensure that housing plans prioritize survivors of gender-based violence (GBV) and their families.
- Expand economic training programs for survivors to enable them to earn a decent wage and live independently.
- Ensure timely access to legal services and visas for immigrants who seek asylum due to gender-based violence.
- Expand culturally-appropriate prevention and skills building programs to educate young people about consent and respect for women and girls, and prevent sexual assault.
- Educate boys and girls and children of all ages from pre-kindergarten through secondary school on gender equality, human rights, mutual respect, diversity, and appreciation for all.

CHAPTER 1: ECONOMIC JUSTICE AND RIGHTS

SDG 5.4: Recognize and value unpaid care and domestic work.

CEDAW Article 11: Women have an equal right to work with men, which includes pay promotions, training, health, and safety.

In NYC and NYS, significant changes have taken place in policy and legislation affecting women in the workplace during the last five years. Women's economic empowerment is central to realizing women's human rights. The Universal Declaration of Human Rights (UDHR), established by the United Nations in 1948, promotes economic, social and cultural rights, including the right to work in just and favorable conditions. The recently adopted International Labour Organizations Convention (ILO 190) on ending violence and discrimination in the world of work seeks to empower all countries to examine laws that can end such discriminatory practices. In order to enact such laws and promote women's full potential, we must address discrimination, gender, and racial systemic barriers that perpetuate inequalities and injustice.⁶

Overall, women continue to earn significantly less than men. What this report seeks to understand are the ways in which this discrimination leads to the perpetuation of poverty, abuse, and marginalization of women and girls. Although women receive more college and graduate degrees, they continue to earn considerably less than men. This translates into lower retirement benefits and less income for families. Gender disparities in both access to work and access to equal pay, coupled with social norms

⁶ Hans Von Roland, ed. International Labour Organization. *World of Work Magazine: Violence at Work*. 2018. https://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/documents/publication/wcms_630276.pdf

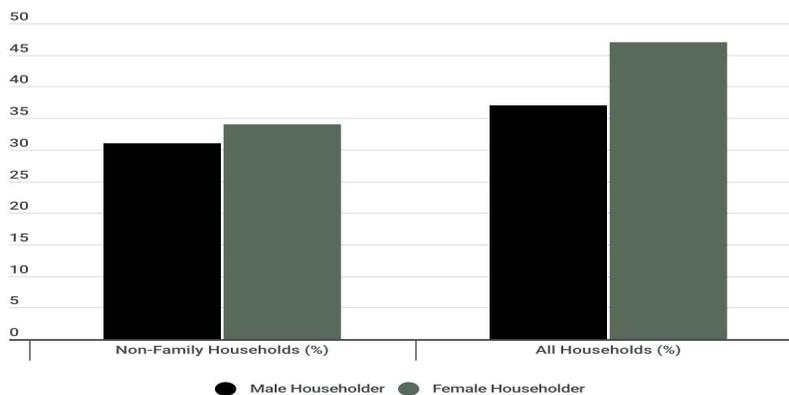
that maintain women as the primary caregivers, contribute to the gender pay gap. The gap grows wider as women age, impacting the ability to save for retirement. As women live longer, often divorced or widowed, they are more vulnerable to poverty. These issues are compounded for women of color, immigrants, and LGBTQ, transgender and gender nonconforming people. Recent reports from the Institute for Women’s Policy Research (IWPR) indicate that there has not been any real progress in recent years in reducing the wage gap.⁷ Therefore more comprehensive solutions and stronger legal changes are necessary followed by enforcement, monitoring, with continued vigilance from civil society.

GENDER PAY GAP

The Gender Pay Gap: Full Time Workers in NYC				
White Men \$1.00	White Women .84	African American Women .57	Hispanic Women .49	Asian American Women From .50-.90

The pay gap is detrimental to women’s and family’s health, well-being, and autonomy. For white women, it will take 40 years to reach pay parity- Black women will have to wait until 2130 and Hispanic women will have to wait until 2224. For Asians and Pacific Islander women, it is important to disaggregate the data to understand the differences among Asian groups. The “model minority myth” perpetuates the stereotype that all Asian women are high achieving, wealthy, and well educated.⁸ The pay gap for Asian American women in NYC ranges from 90 cents to 50 cents on the dollar compared to white Non-Hispanic men. For example, Hmong and Cambodian women- many of whom are immigrants working in low wage jobs- earned only 61 and 57 cents on average.

Non-Family Households Below the Standard by Gender of Householder: NYC
2012 (US Census Bureau, 2012 American Community Survey)



Economic empowerment and justice is a reality many New Yorkers will not see in their lifetimes. Two in five working age NYC households lack enough money to cover just the necessities (e.g. food, rent, healthcare, childcare). This translates to 2.5 million men, women, and children struggling to make ends meet in NYC. The Self-Sufficiency Standard (SSS) measures how much is needed to meet a family’s basic needs at a minimum adequate level but without any public or private assistance.⁹ Unlike the

⁷ Ariane Hegewisch, M.Phil., Adiam Tesfaselassie. “The Gender Wage Gap: 2018; Earnings Differences by Gender, Race and Ethnicity. *Institute for Women’s Policy Research*. September 11, 2019. <https://iwpr.org/publications/annual-gender-wage-gap-2018/>.

⁸ NAPAWF. “Earning a Living Wage.” *Economic Justice*. February 6, 2020. <https://www.napawf.org/our-work/content/2020/2/6/earning-a-living-wage>.

⁹ WCECA “The NY Self-Sufficiency Projects.” February 2020. <https://wceca.org/self-sufficiency-projects/>

official poverty measure (OPM) the SSS factors in family size and diversity of costs between NY boroughs. NYC has a high cost of living, especially for housing, food, childcare, and healthcare. Wages are not keeping up with expenses, especially for women. “The combination of being a woman, having children, and solo parenting is associated with the highest rates of income inadequacy, particularly for women of color.”¹⁰

“Forty percent of working New York City families are struggling to make ends meet because their wages do not cover the cost of their basic necessities. Advocates have focused on changing laws to reduce the gender wage gap, expanding access to affordable childcare, and improving benefits and women’s working environment.”¹¹

-- Merble Reagan, Executive Director, Women’s Center for Education and Career Advancement

EQUAL PAY LAWS

Pay equity demands equal pay for work of equal value and is a means of eliminating discrimination based on gender, race, and ethnicity in a work setting. In 2017, NYC Mayor Bill de Blasio signed legislation to prohibit all employers in public and private sectors from inquiring about the salary history of job applicants.¹² In 2019, PowHer NY and A Better Balance led coalition partners in NYS to have four equal pay bills passed by the legislature, and subsequently signed into law by the Governor. These laws help to close the pay gap for women and other workers who are paid lower wages at the beginning of their careers, or who leave the job market or reduce work hours to take on family responsibilities.

“New York State has the smallest overall wage gap, so it is especially disturbing that for women of color, the average gaps are as large as the rest of the country. As advocates we will continue to push concrete steps to end persistent wage inequality due to historical bias, expand access and opportunity for better jobs, increase support for women workers who continue to bear the disproportionate responsibility for caregiving, and address systematic devaluing of women and our work.”

-- Beverly Neufeld, Founder and President, PowHer NY

In addition, in 2019 NYS expanded its Pay Equity Law to require equal pay for employees who perform “substantially similar” work when considering skill, effort, responsibility, and working conditions. For example, an employer may not pay a housekeeper differently from a janitor if they perform substantially similar duties. At the national level, the US Women’s National Soccer team sued the United States Soccer Federation for sex discrimination under the Equal Pay Act and Civil Rights Act. The world-champion female players argued that the soccer federation may not pay them less than men for the same job responsibilities – with clearly superior performance – by claiming “market realities.” New York’s Pay Equity Law now also prohibits unequal pay based on categories outlined in the New York State Human Rights Law (e.g. race, gender, age), which reflects NYC and NYS recognition of the multidimensionality and intersectionality of discrimination.¹³

¹⁰ WCECA

¹¹ Merble Reagan. “Pay Equity Public Hearing.” *NYC Commission on Gender Equity*. Sept 19, 2019. <https://www1.nyc.gov/site/genderequity/economic-equity/pay-equity-public-hearing.page>

¹² NYC Commission on Gender Equity, PowHer NY, “Leveling the Paying Field: Best Practices for Gender Pay Equity in the Workplace.” February 2018. <https://www1.nyc.gov/assets/genderequity/downloads/pdf/Pay-Equity-Brochure.pdf>

¹³ A Better Balance. “Fact Sheet 2019: NY State Pay Equity Laws.” August 22, 2019. <https://www.abetterbalance.org/resources/fact-sheet-2019-new-york-state-pay-equity-laws/>

PREGNANCY AND LACTATION ACCOMMODATIONS

New protections under the NYS and NYC Human Rights laws protect pregnant workers from discrimination in relation to pregnancy, childbirth, and related conditions. The new laws guarantee that workers can receive reasonable accommodations necessary to staying healthy and working, such as a reprieve from heavy lifting, extra bathroom breaks, or the ability to carry a water bottle on the retail floor. In addition to lactation accommodation protections under the labor law, in 2019, NYS also updated the human rights law to make explicit that employers must provide reasonable lactation accommodations and cannot discriminate based on the need to express milk at work. NYC also recently passed legislation requiring employers to provide lactation rooms, (i.e. sanitary space, near one's work area, shielded from view, not a restroom, has an electrical outlet, chair, surface to place pump on, access to a nearby refrigerator).¹⁴ New York City also requires employers to maintain a lactation room policy for employees.

"A Better Balance has been proud to work at the forefront of efforts to level the playing field for New York women by advancing pioneering solutions ranging from New York State paid family leave to New York City earned safe and sick time to stronger protections for pregnant, breastfeeding, and caregiving workers to groundbreaking equal pay laws, fair scheduling, and anti-sexual harassment protections. We have come a long way and look forward to the State continuing to lead the way in supporting working women."

--- Sarah Brafman, Senior Policy Counsel, A Better Balance¹⁵

FAIR WORK WEEK

Fair Work Week legislation was passed in NYC in 2017 to give workers in the fast food industry, and others with unpredictable schedules, a fairer schedule. Fast food workers are now entitled to advance notice of their schedules, access to their hours, and cannot be required to work two shifts with fewer than 11 hours between shifts. Certain retail workers are also entitled to advance notice of their schedule and cannot be scheduled for on-call shifts. Many of those coping with unpredictable schedules are low wage mothers who are often forced out of the workforce because they do not have time to arrange and rearrange childcare and often their low salaries do not cover child care expenses. They pay a penalty for each child as they scramble to find jobs with more accommodating schedules.¹⁶

EARNED SICK TIME

NYC passed the Earned Sick Time Act in 2014, providing NYC workers up to 40 hours of sick time in a year to recover from physical or mental illness or injury, seek medical treatment, or care for a sick family member.¹⁷ Domestic workers are also guaranteed up to two days of paid sick time annually. Under the law, workers can take sick time to care for themselves or a child, spouse, domestic partner, parent, parent of a spouse or domestic partner, grandchild, grandparent, or sibling. As of 2018, workers can also take sick time to care for any blood relative (such as an aunt, cousin) or any other individual whose close association is the equivalent of a family relationship (such as a close friend who is like family, a significant other, etc.). Also as of 2018, the Earned Sick Time Act also includes "safe time" which allows workers to take paid time off if they need to address certain non-medical needs that may

¹⁴ New York City. "Lactation Accommodations." February 2020. <https://www1.nyc.gov/site/cchr/law/lactation.page>

¹⁵ A Better Balance. "Fact Sheet 2019: NY State Pay Equity Laws." August 22, 2019.

¹⁶ New York City Consumer Affairs. "City's Fair Workweek Laws Are Now in Effect and Give Workers in Fast Food and Retail the Right to Predictable Schedules and Paychecks." November 27, 2017. <https://www1.nyc.gov/site/dca/media/pr112717.page>

¹⁷ New York City. "Paid Safe and Sick Leave: What Employees Need to Know." May 5, 2018. <https://www1.nyc.gov/site/dca/about/paid-sick-leave-what-employees-need-to-know.page>

arise if they or a family member are victims of domestic violence, a sexual offense, stalking, or human trafficking.

PAID FAMILY LEAVE LAW

In 2016, NYS passed a groundbreaking paid family leave law which began providing benefits on January 1, 2018, and, when fully phased in, will guarantee up to 12 weeks of paid family leave.¹⁸ Workers can use this leave to bond with a new child, to care for a seriously ill family member, or to address certain military family needs around deployment. Workers will have the right to return to work following Paid Family Leave. In a recent report released by Governor Cuomo, NYS announced that this landmark Paid Family Leave law provided more than 8 million workers across the State access to job-protected, paid time off and over 128,000 people used the benefit statewide in 2018. Of the 8 million workers covered, over 2 million had no previous coverage or protection under the federal Family & Medical Leave Act. Compared to other states' first year of paid family leave, New York had the highest overall participation rate, highest percentage of men who used Paid Family Leave, and the highest percentage of workers who took Paid Family Leave to care for a family member with a serious health condition.¹⁹

"We're excited to see the positive first-year results of New York's groundbreaking Paid Family Leave Law and the impact it has had on new parents and caregivers around the state, enabling them to have great financial stability and job security during these critical moments in life."

--- Donna Dolan, Former Executive Director, New York Paid Leave Coalition

MINIMUM WAGE AND TIPPED WORKERS

Beginning in 2020, all workers in NYC, including fast food workers, must be paid the minimum wage of \$15 per hour. In the rest of the state, except Long Island and Westchester, the comprehensive minimum wage is \$11.80 and \$13.75 for fast food workers, with a gradual increase to \$15 by the end of 2021. At the end of 2019, NYS extended the state minimum wage of \$11.80 per hour to include car wash workers, nail salon workers, and parking attendants, no longer categorizing them as tipped workers.²⁰ While this is substantial progress, NYS has yet to properly compensate more than 300,000 restaurant workers, 70% of whom are female (disproportionately women of color), who suffer three times the poverty rate of workers in non-tipped industries.²¹

"Adopting one fair wage for all workers isn't just the right thing to do for workers; it's the smart thing to do for New York's economy and current deficit. Paying these workers what they deserve will generate much needed payroll tax revenue."

--- Saru Jayaraman, January 1, 2020 New York Daily News

¹⁸ New York State. "NY State Paid Family Leave." February 2020. <https://paidfamilyleave.ny.gov>

¹⁹ New York State. "Paid Family Leave 2018 Year in Review."

<https://paidfamilyleave.ny.gov/system/files/documents/2019/08/PFL-EOYReport-2018-v1%207-11-19%20FINAL.pdf>

²⁰ New York Department of Labor. "Minimum Wage for Tipped Workers Dec 31 2019 through December 30, 2020." <https://labor.ny.gov/formsdocs/factsheets/pdfs/p717.pdf>

²¹ Saya Jayaraman. "Time for One Fair Wage for All." *NY Daily News*. January 1, 2020.

<https://www.nydailynews.com/opinion/ny-oped-time-for-one-fair-wage-for-all-20200101-tnoajyhs7vaxrgb2ysptk577vy-story.html>

What do Workers Know About Their Rights?

A study conducted by the Community Services Society in 2019 revealed:²²

- 3 in 10 low income workers covered by the law reported no paid leave.
- Nearly 50% of all part time workers were not covered.
- More than 55% of low income workers covered by the law were unaware/uninformed about the law.
- Many small business workers are still not covered.

WORKPLACE SEXUAL HARASSMENT

In 2006, Bronx-born community organizer and advocate Tarana Burke founded the “Me Too” movement to support and build a community of survivors of sexual violence, particularly Black women and girls and other young women of color from low income communities, to take the lead in the elimination of sexual violence. The hashtag #metoo went viral in 2017 amidst revelations of widespread sexual abuse by powerful men in the entertainment industry, and galvanized national and international conversations about sexual harassment and abuse. According to the Equal Employment Opportunity Commission (EEOC), up to 85 percent of women in the United States report having experienced sexual harassment at work with low-wage workers, women of color, LGBTQ, and gender nonconforming workers being particularly impacted. Women who experience sexual harassment at work are six times more likely to change jobs, often ending up in less desirable fields with lower pay. But the damage from harassment is not only physical and psychological; it also has far-reaching economic repercussions. Companies lose approximately \$22,500 in productivity for every harassed individual.²³

“TIME’S UP was born out of the need to turn pain into action. After more than a year of powerful organizing by thousands of New Yorkers, women across the state of New York will now be closer to realizing a world where work is safe, fair and dignified for everyone.”²⁴

--- Jennifer Klein, Chief Policy and Strategy Officer

Former NYS legislative employees who experienced or reported sexual harassment by New York legislators ironically lacked legal protections because they worked for elected officials. The Sexual Harassment Working Group (SHWG) helped organize public hearings (the first in 10 years) in Albany which were pivotal to increasing awareness of the extent and depth of sexual harassment in the state Capitol.²⁵

“We had staffers testifying who did not even know that others had been harassed by the same perpetrator. Upon hearing the testimonies from so many, lawmakers were propelled to act swiftly.”

--- Rita Passarell, chair, SHWG

EMPLOYER TRAINING

In 2018, both NYC and NYS passed laws requiring employers to conduct annual anti-sexual harassment training. In 2019, Governor Cuomo signed a slate of progressive women’s rights legislation, including replicating a NYC law eliminating the requirement for women to prove that

²² Community Service Society. February 2020. <https://www.cssny.org/publications>

²³ U.S. Equal Employment Opportunity Commission. “Women in the American Workforce.” February 2020. https://www.eeoc.gov/eeoc/statistics/reports/american_experiences/women.cfm

²⁴ Time’s Up Now. February 2020. <https://timesupnow.org>

²⁵ Sexual Harassment Working Group. “2020 Legislative Agenda.” <https://www.harassmentfreealbany.com/home>

sexual harassment was “severe or pervasive” in order to have legal redress. Under Local Law 96 of 2018, employers with 15 or more employees are required to conduct annual anti-sexual harassment training for all employees.²⁶

NYS Law requires that employers of one or more employees must conduct anti-sexual harassment training for all employees.

“Now we need to educate the law firms so they can educate their clients and we need to educate workers to understand their rights and how to file claims under the new law.”

-- Miriam Clarke, Executive Director, National Employment Lawyers Association NY

Civil society groups led by the National Employment Lawyers Association, played a lead role in ensuring the signing of the law by Governor Cuomo, followed by outreach to companies and workers to inform them of their rights and responsibilities. In addition, lawyers, non-profit organizations, unions and the NY Human Rights Commission have created training programs to educate about the law and also to begin to promote changes in culture and behaviors.

“SAG-AFTRA works with our union partners at the AFL-CIO, our industry employers, and state and federal governments to create true gender equality by fostering policies, contractual terms, and laws designed to protect, encourage, and embolden women in their work and in their lives.”

-- Rebecca Damon, Executive VP and NY President.

CHANGING WORKPLACE CULTURE

Although there has been progress in policy change to improve economic opportunities for women, we also need to examine current conditions to see the results of these policies. Ultimately policy change must lead to changes in systems, cultural attitudes and behavior in order to ensure that policy change is effective in promoting economic empowerment. Hollaback! and genEquality are two organizations working in NYC and other cities to offer innovative strategies to change workplace culture and behavior.

“It’s small actions that make up our culture. We must take responsibility, every day, to behave differently and make the change we want to see in the world.”

-- Sherry Hakimi, Founder and Executive Director, genEquality.

Legal Advice, Education and Sexual Harassment Training

- Workers can access legal services through A Better Balance, Legal Momentum, Times Up Legal Defense Fund, NELA, and referrals through Women’s Justice Fund NOW.
- TIME’S UP Foundation has a toolkit and training package for New York for employers and has conducted webinars to educate both employers and employees.
- TIME’S UP and PowHerNY conducted a webinar to educate coalition members and others about the law and requirements.
- NELA NY is working with legal associations to educate lawyers associations on the law.
- NYC Human Rights Commission has developed an online training that will satisfy both the NYS and NYC anti-sexual harassment training requirements.
- Hollaback! provides sexual harassment and bystander intervention workshops for the workplace.
- The AAUW has incorporated sexual harassment training in its Work Smart program “Ask for More” on salary negotiations, planned to reach 10,000 women in NYC.

²⁶ NYC. “Local Laws of the City of NY for the year 2018: No. 96”. https://www1.nyc.gov/assets/cchr/downloads/pdf/amendments/Local_Law_96.pdf

ENTREPRENEURS AND HIGHER QUALITY JOBS

Since so many women of color start their working lives in undervalued, female-dominated occupations like home health aides or care workers, or lower paid jobs such as clerical workers or first line supervisors, they have little chance to substantially increase their income. In order to have access to higher quality jobs, they must have opportunities to enter different fields, through education or training. Government training programs (like the ones offered by NYS) in non-traditional occupations are one possibility for women to enter fields that will offer higher salaries and benefits. Training programs should set quotas to help women have equal opportunity to enter non-traditional programs.

Women, especially Latina and African American women, are increasingly interested in starting their own businesses so they can have more control over their work lives and have greater financial opportunity. However, access to skills in business planning and management, and access to capital are often limited, especially for low income and women of color. NYC and its partners offer coaching to Minority and Women Owned Business Enterprises (M/WBEs) by helping them learn how to be more competitive, providing support when applying for contracting opportunities, and helping their businesses get certified or recertified as an M/WBE contractor. In 2019, NYC launched a new program *WE Credit* designed to help women entrepreneurs access affordable lines of credit to start, grow and sustain their businesses.²⁷ The new program provides up to 250 women entrepreneurs with lines of credit averaging \$50,000 at below-market interest rates.²⁸ However, increased investments by private sector venture capitalists are greatly needed to support women-owned businesses and advance reproductive justice.

*See Appendix 1 for information and references

CHAPTER 2: SEXUAL AND REPRODUCTIVE HEALTH, RIGHTS AND REPRODUCTIVE JUSTICE

SDG 5.6: Ensure universal access to sexual and reproductive health and reproductive rights.

CEDAW Article 12: Women have the right to family planning.

The reproductive justice movement stems from the principle that “for people to be free and equal, they must have autonomy over their bodies.”²⁹ Key policy goals include full access to comprehensive sexual and reproductive health care services for all people, including immigrants, incarcerated individuals, and young people; full access to abortion and insurance coverage for abortion; comprehensive pregnancy and maternal health care; non-discrimination protections for patients to ensure that providers’ religious or personal beliefs do not dictate patient care; and prioritization of sexual and reproductive health care in the health care system.³⁰ Despite repressive anti-choice policies from the federal government, NYS and NYC have made progress in ensuring access to abortion and a range of contraception.

The National Institute for Reproductive Health (NIRH) Local Reproductive Freedom Index was

²⁷ NYC Business. “The Mayor’s Office of Minority and Women-Owned Business Enterprises.” February 2020. <https://www1.nyc.gov/nycbusiness/mwbe?page=about>.

²⁸ We NYC. “We Fund Credit.” 2020. <https://we.nyc/we-fund/we-fund-credit/>

²⁹ “Blueprint for Sexual and Reproductive Health, Rights and Justice.” Reproblueprint.org. July 2019. reproblueprint.org.

³⁰ “Blueprint for Sexual and Reproductive Health, Rights and Justice.” Reproblueprint.org. July 2019. reproblueprint.org.

developed to rank cities according to specific criteria on their progress towards reproductive health and justice and give cities guidance on how they could improve reproductive health care in their states. San Francisco, NYC, and Chicago have been ranked the top three cities since 2017.³¹

However, access to healthcare and social services for immigrants, low income, and women of color has become more restricted under federal policies. Finally, high maternal mortality rates in Black and Latina communities highlight the poor quality of care for low income women, and racism and discrimination that is often part of the healthcare system.

ABORTION ACCESS AND THE REPRODUCTIVE HEALTH ACT

According to the New York Civil Liberties Union (NYCLU), NYS has long been a beacon of reproductive freedom. In 1970, NYS adopted the country's most liberal law to legalize abortion, three years before the Supreme Court legalized abortion in *Roe v. Wade*, and women seeking safe abortions traveled from around the country to New York.³²

Since 2011, more than 400 abortion restrictions have gone into effect around the country.³³ Considering these mounting attacks on reproductive freedom, state-level protections have become more critical than ever to ensure women's rights. On January 22, 2019, on the 46th anniversary of *Roe v. Wade*, NYS strengthened its abortion law by passing the Reproductive Health Act (RHA).³⁴ Passage of the RHA was a culmination of a decade of advocacy by women's rights activists who seized the opportunity presented by the newly pro-choice NYS Senate majority. This coalition of pro-choice activists continues to push progress forward and defend the RHA which has been under attack since its passage. In March, the Supreme Court will take on its first abortion case since President Trump's appointees — Justices Kavanaugh and Gorsuch — took the bench. Abortion access is at risk like never before with these conservative shifts in the Supreme Court. It is therefore critically important that reproductive rights organizations continue to work with legislators in cities and states to ensure that abortion care cannot be legislated or litigated away. One opportunity to protect women's rights in NYS is by enacting a state constitutional amendment to safeguard abortion as a fundamental right.³⁵

New York State Reproductive Health Act

- Recognizes that abortion is healthcare, not a crime, by moving abortion law out of criminal law, to the public health law where it belongs.
- Codifies the protections of *Roe v. Wade* in state law by ensuring that New Yorkers can access needed care throughout pregnancy when their health or life is endangered, or when pregnancy is not viable.
- Clarifies that trained health care providers acting within their scope of practice can provide abortion care, which helps ensure access for low income women, women of color and women who live in areas with limited access to medical professionals.

“It’s important to note that NYC has made huge steps forward in decriminalizing abortion. There is a future world where abortion should be allowed based on medical need and the woman’s personal decision, and not grounds for political involvement.”

-- Katherine Bodde, Senior Policy Counsel at New York Civil Liberties Union

³¹ NIRH “Local Reproductive Freedom Index: Evaluating US Cities 2019.” National Institute for Reproductive Health. 2019. www.nirhealth.org.

³² NYCLU. “Abortion Rights and Access.” NYCLU. February 2019. www.nyclu.org/en/issues/reproductive-rights/abortion-rights-and-access.

³³ “Reproductive Freedom: What’s at Stake.” ACLU. February 2019. www.aclu.org/issues/reproductive-freedom

³⁴ New York State. “Governor Cuomo Signs Legislation Protecting Women’s Reproductive Rights.” January 22, 2019.

<https://www.governor.ny.gov/news/governor-cuomo-signs-legislation-protecting-womens-reproductive-rights>

³⁵ “Governor Cuomo Unveils 20th Proposal of 2020 State of the State: Passing the First In the Nation ERA.” Governor.ny.gov. 2020.

www.governor.ny.gov/news/governor-cuomo-unveils-20th-proposal-2020-state-state-passing-first-nation-inclusive-equal. February 2020.

FUNDING FOR ABORTION CARE

In 2019, NYC became the first city in the nation to directly fund abortion care, with an allocation by the New York City Council to the New York Abortion Access Fund (NYAAF).³⁶ This funding provides payments to clinics on behalf of low income women who are not covered by insurance or Medicaid and ensures that financial barriers do not interfere with women's access to abortion. NYAAF establishes an Abortion Access fund and would permit taxpayers to voluntarily contribute to it on their state income tax return form. The money raised through this mechanism would be distributed by the Department of Health to non-profit organizations providing logistical and financial support to individuals who find access to abortion care out of reach.

REPRODUCTIVE HEALTH CARE FOR LOW INCOME WOMEN AND WOMEN OF COLOR

In 1970, the Nixon Administration introduced the first domestic family planning program for low income Americans. Title X provides federal funding to enable clinics to offer family planning services on a sliding, income-based scale to 4 million Americans. In 2019, the Trump administration issued a "domestic gag rule" that prohibits health care providers receiving Title X funding from referring women for abortion care, while creating barriers to contraception access for low income patients, especially young women of color. In response, the New York State Department of Health announced that they will reject Title X funding rather than comply with these restrictions. NYS is expected to replace some of the federal funds lost by creating a fund backfill. Additionally, NYS and 20 other state attorney generals have sued to overturn the new domestic gag rule.³⁷

ACCESS TO CONTRACEPTION

In 1965, in its landmark decision *Griswold v. Connecticut*, the United States Supreme Court decriminalized birth control and gave legal recognition to an individual's right to control her own reproductive decisions. However, many women lack access to contraception and half of all pregnancies in the United States are unintended.³⁸

Women's rights advocates in NYS have prioritized increasing access to affordable contraception. In 2002, New York passed the Women's Health and Wellness Act, which required insurers to cover all FDA-approved contraceptive drugs and devices. The 2010 federal Affordable Care Act (ACA) then took a major step forward by requiring insurance plans to cover contraception without co-payments. However, legal challenges to the ACA have focused on dismantling access to contraception, including the Supreme Court's 2014 *Hobby Lobby* decision to overlook a patient's rights and allowed employers to block access to birth control on religious grounds.

In January 2019, NYS passed the Comprehensive Contraception Coverage Act, which protects patients' rights to access contraception without out-of-pocket costs and allows women to obtain a year's supply of contraception at one time to reduce the likelihood of unintended pregnancy.³⁹ It also improves access to emergency contraception. NIRH, NYCLU, and Planned Parenthood Empire State Acts led the fight to pass the Contraceptive Coverage Act.

³⁶ New York Abortion Access Fund (NYAAF). www.nyaaf.org. February 2020.

³⁷ Family Planning of South Central NY. "Family Planning Applauds NY States Rejection of Title X Funding." August 20, 2019. fpscopy.org/family-planning-applauds-new-york-states-rejection-of-title-x-funding/

³⁸ Planned Parenthood Empire State Acts. www.plannedparenthoodaction.org/empire-state-acts February 2020.

³⁹ NYState Senate. "Senate Bill S659A: Comprehensive Contraception Coverage Act." 2019-2020 Legislative Session. www.nysenate.gov/legislation/bills/2019/s659/amendment/a.

“New Yorkers now have affordable access to the full range of contraception in order to better plan the timing and spacing of children. The CCC Act will go a long way to improving reproductive health choice in New York City.”

-- Danielle Castaldi-Micca, Vice President, NIRH

In June 2019 the New York City Women’s Caucus introduced a bill requiring the Department of Health and Mental Hygiene clinics to provide long-acting, highly effective contraceptives (LARC) to be made available to all patients, along with other methods of birth control in the five boroughs. These devices can include injections, intrauterine devices, and subdermal contraceptive implants. The legislation builds off the City Council’s Young Women’s Initiative funding for LARCS, which have provided more than \$2.3 million for LARCs at NYC clinics. The bill is on the City Council agenda for approval in April 2020.⁴⁰

REDUCING DELAY AND DENIALS OF CARE

Crisis Pregnancy Centers are anti-choice facilities that may appear as comprehensive reproductive healthcare facilities but are not licensed to provide medical care and often provide misinformation to steer pregnant people away from choosing an abortion. This can result in delayed health care, and in some cases, prevents people from accessing the care they seek. A NYC rule requires pregnancy service centers to disclose if the facility does or does not have a licensed medical provider on staff who directly supervises the provision of all the services of a pregnancy service center. Protecting patient access to comprehensive, shame-free medical care is a critical part of addressing disparities in healthcare. For many low income women, women of color, immigrant and undocumented women, reproductive health clinics are the only healthcare provider they have.⁴¹

ACCESS TO CARE FOR IMMIGRANTS

NYC’s large immigrant community, which includes many who are not citizens, has limited access to healthcare. The five-year ban on enrollment in Medicaid and the Child Health Insurance Program (CHIP) and other restrictions limit access, so immigrants are forced to pay out-of-pocket for basic health services. According to the Guttmacher Institute, one-third of non-citizen immigrant women ages 15-44 are uninsured and 50% in that group are low income women.⁴² These barriers disproportionately harm immigrant women who are likely to be low income, young, and uninsured.

The Health Equity and Access under the Law (HEAL) for Immigrant Women and Families Act of 2019 would remove political restrictions and restore coverage so immigrants can participate in national health care programs.⁴³ This legislation would make access available for everyone, regardless of their documentation or status, including recipients of Deferred Action for Childhood Arrivals (DACA).

⁴⁰ NAPA WF. “NAPA WF New York City Applauds Council Member Carlina Rivera’s Introduction of Bill Increasing Contraceptive Access and Choice.” June 26, 2019. www.napawfny.org/press-releases/2019/6/26/napawf-new-york-city-applauds-council-member-carlina-riveras-introduction-of-bill-increasing-contraceptive-access.

⁴¹ “Get the Facts: Crisis Pregnancy Centers.” Women’s Justice NOW. nownyc.org/womens-justice-now/issues/get-the-facts-crisis-pregnancy-centers/. February 2020.

⁴² Guttmacher Institute. “Uninsured Rate Among Women of Reproductive Age Has Fallen More Than One-Third Under the Affordable Care Act.” November 2016. <https://www.guttmacher.org/article/2016/11/uninsured-rate-among-women-reproductive-age-has-fallen-more-one-third-under>

⁴³ “The Health Equity and Access under the Law (HEAL) for Immigrant Women and Families Act of 2019.” February 2020. https://haaland.house.gov/sites/haaland.house.gov/files/wysiwyg_uploaded/FactSheet_HEALAct2019_10152019.pdf

SEXUALITY EDUCATION

Public health experts agree that providing young people with comprehensive sex education (CSE) reduces socio-demographic disparities and improves the health and well-being of young people and communities. However, NYS does not mandate that sex education be provided in public schools, and has failed to set standards for high-quality curriculum. In 2017 only 37.9% of 6th, 7th and 8th graders, and 80.1% of high schoolers were taught the sixteen sexual education topics identified by the CDC.⁴⁴ In response to this need, NYS legislators have introduced a bill - A6512 Nolan/S4884 Metzger that would require that comprehensive, age-appropriate, medically accurate sex education be taught in public schools.⁴⁵

For NYC sex education has been required in its schools since 2011, but there are no regulated curriculums and schools lack trained teachers. After Mayor Bill De Blasio passed a bill in 2017 to update NYC's sex health education program in the schools, he designated the Executive Director of the Commission on Gender Equity to lead a task force on Sex Health Education in NYC. In 2018 the task force analyzed the data on young adults and adolescent sexual health, and the status of sex health education in NYC. The task force found that many sexually transmitted diseases increased among 15-24-year old young people. A 2017 NYCDOHMH report found that while overall pregnancy rates dropped 60% among 15- to 19-year-olds from 2000 to 2015, rates are highest in the City's poorest neighborhoods. Among more than 9,000 pregnancies in this age group, eight in ten were unintended. Among sexually active high school students in a high risk behavior survey in 2015, 62.6% used a condom during their last sexual intercourse, and 15.7% used nothing at all. In addition, young people in NYC face some of the highest rates of intimate partner violence nationwide, and LGBTQ and transgender youth are more likely to be bullied and face depression compared to their heterosexual, cisgender peers.⁴⁶

The key recommendations of the Sex Health Education Task Force include developing a culture of sexual wellness and inclusivity in schools, ensuring that students are supported by trained and well-equipped health education instructors, and improving sexual health education curriculum. In 2018, NYC Department of Education Chancellor Richard Carranza announced a \$24 million initiative, Health Ed Works, to provide students with age-appropriate Comprehensive Sexuality Education.⁴⁷ Both NYC and NYS have a long way to go to make comprehensive sexuality education a reality for NY's young people.

“New York State has the opportunity to be a leader by requiring K-12, medically accurate, age appropriate, inclusive sex ed that will give young people the tools to make smart decisions about their interpersonal relationships and sexual health. We cannot expect our youth to understand the complexities of consent, intimate partner violence and preventing STIs without giving them the knowledge to do so.”

-- Robin Chappelle Golston, President, CEO of Planned Parenthood Empire State Acts

⁴⁴ NOWNY. “Get the Facts: Sex Ed in NY” February 2020. <https://nownyc.org/issues/get-the-facts-sex-education-in-ny/>

⁴⁵ “Legislative Memo: Comprehensive Sex Ed.” NYCLU www.nyclu.org/en/legislation/legislative-memo-comprehensive-sex-ed. February 2020.

⁴⁶ “Sex Health Education in NYC: Findings and Recommendations.” Sex Health Education Task Force. Mayor's Office NYC July 7, 2018. <https://www1.nyc.gov/assets/genderequity/downloads/pdf/Sex-Ed-Task-Force-Report-2018.pdf>

⁴⁷ NYC Department of Education. “Chancellor Carranza Announces \$24 Million Investment in Health Ed Works.” May 22, 2018. [https://www.schools.nyc.gov/about-us/news/announcements/contentdetails/2018/05/22/chancellor-carranza-announces-\\$24-million-investment-in-health-ed-works](https://www.schools.nyc.gov/about-us/news/announcements/contentdetails/2018/05/22/chancellor-carranza-announces-$24-million-investment-in-health-ed-works)

MATERNAL MORTALITY

NYS was recently ranked 30th in the nation for its maternal mortality rate, with clear racial disparities. NYC's maternal mortality rate (MMR) is 29 deaths per 100,000 live births, as compared to Italy's MMR of 3.9 and Finland's MMR of 3.4. Black women are eight times more likely to die of pregnancy-related complications than White women, and Latina women are also disproportionately affected. Many low income women have limited or no access to prenatal care or feel uncomfortable seeking mainstream health care that may be culturally insensitive.⁴⁸

In 2018, following three years of advocacy by reproductive health, rights and justice advocates, Governor Cuomo created the Taskforce on Maternal Mortality and Disparate Racial Outcomes, as part of a multi-pronged effort on health, rights and justice to reduce maternal mortality and racial disparities. The Taskforce recommended launching a Maternal Mortality Review Board, creating a training program for hospital staff about implicit racial bias, and investing in community health worker programs. Governor Cuomo committed \$8 million over two years to fund these recommendations.⁴⁹

In 2018 First Lady McCray announced the City's first comprehensive plan to reduce maternal deaths and life-threatening complications of childbirth among women of color. The \$12.8 million plan aims to eliminate disparities in maternal mortality between Black and White women and reduce by half the number of life-threatening complications of childbirth, including by improving maternal care at NYC Health + Hospitals facilities, and increasing implicit bias training for health care providers.⁵⁰

NYC is home to women-centered health care innovations. In 2018, New York-Presbyterian and Columbia University Irving Medical Center opened the first-of-its-kind Mothers Center, providing comprehensive and coordinated care to women with high-risk pregnancies in order to prevent maternal mortality and severe complications of childbirth.⁵¹

In 2018, NYC Council Member Helen Rosenthal introduced The Access to Doula Act, which would require assessments and a plan to increase access to doula for populations experiencing disproportionately high rates of maternal mortality.⁵² Doula are non-medical birth and postpartum coaches who can help to narrow the disparities in maternal health outcomes by providing prenatal, childbirth, and postpartum support that is respectful and culturally relevant to at-risk women. Based in Brooklyn, NY Ancient Song Doula Services is an international doula certifying organization founded in 2008 with the goal of offering quality doula services to women of color and low income families. Sésé Doula Services, meaning sister in St. Lucian Creole, aims to provide high quality doula care to all persons in need in the Bronx which has some of the city's worst infant and maternal mortality rates.⁵³ In 2019, NYS launched a pilot program in Brooklyn and Erie Counties to provide low income women with access to doula and measure maternal outcomes.⁵⁴

⁴⁸ "Maternal Mortality." WHO. September 19, 2019. www.who.int/news-room/fact-sheets/detail/maternal-mortality. February 2020.

⁴⁹ New York State. "Taskforce on Maternal Mortality and Disparate Racial Outcomes." March 2019. https://www.health.ny.gov/community/adults/women/task_force_maternal_mortality/docs/maternal_mortality_report.pdf

⁵⁰ NYC. "De Blasio Administration Launches Comprehensive Plan to Reduce Maternal Deaths and Life-Threatening Complications from Childbirth Among Women of Color." July 20, 2018. <https://www1.nyc.gov/office-of-the-mayor/news/365-18/de-blasio-administration-launches-comprehensive-plan-reduce-maternal-deaths-life-threatening>

⁵¹ New York Presbyterian. "New York-Presbyterian and Columbia University Irving Medical Center Open the Mothers Center, a First of Its Kind in the Nation." May 10, 2018. <https://www.nyp.org/news/NYP-CUIMC-Open-Mothers-Center-a-First-of-Its-Kind-in-the-Nation>

⁵² Helen Rosenthal. "Access to Doula Act -- Frequently Asked Questions." October 17, 2018. <http://helenrosenthal.com/wp-content/uploads/2018/03/Access-to-Doula-Legislation-FAQs.pdf>

⁵³ Sésé Doula Services-www.sesedoulaservices.com

⁵⁴ NY State Department of Health. "New York State Doula Pilot Program." March 20, 2020. https://www.health.ny.gov/health_care/medicaid/redesign/doulapilot/index.htm

“While New York City has made great strides to address the issue of maternal mortality through advocacy for community-based birth workers and doulas, with special attention to racial oppression, there is currently no mechanism to address the maternal health crisis through an anti-violence lens that centers survivors and utilizes trauma-informed practices to measure outcomes.”

-- Sevonna Brown, Associate Executive Director, Black Women’s Blueprint

*See Appendix 2 for information and references

CHAPTER 3: GENDER-BASED VIOLENCE

SDG 5.2: Eliminate all forms of violence against women and girls.

CEDAW Article 5: Modify the social and cultural pattern of conduct of men and women, with a view to achieving the elimination of prejudices and customary and all other practices.

In the United States, 1 in 5 women is a survivor of rape. One in 4 women will experience severe physical abuse by an intimate partner in her lifetime.⁵⁵ These numbers underscore the epidemic of gender-based violence (GBV) in the US, which disproportionately impacts women of color, immigrant women, LGBTQ, transgender, and gender nonconforming people and disabled women. Deeply ingrained patriarchal attitudes reinforce harmful gender stereotypes that give men power and control over women and violate their human rights. GBV is further compounded by the intersections of race, gender nonconformity, sexual orientation, gender identity, and immigration status. Toxic masculinity and sexist attitudes further contribute to violence, along with media that portrays women, especially Black women, as sex objects. Patriarchy and disrespect for women and girls enable men to hold power and control over women.

In the last five years, NYC and NYS have passed important legislation to address GBV and to counter domestic violence, sexual assault, human trafficking, and cyber sexual abuse, specifically. The demand for services has also grown since the #MeToo and other prominent feminist movements have drawn more public attention to sexual violence, sexual harassment, and stigmatization of women, especially those who have survived and reported GBV. On the federal level, the Violence Against Women Act (1994) was reauthorized by the House in April 2019 but remains stalled in the Senate.⁵⁶ Problems persist in reaching survivors of GBV in immigrant communities, especially from Latin America regions, which have been deeply affected by the Trump administration’s policies and attacks on immigrants. According to Margarita Guzmán, Executive Director of the bi-lingual Violence Intervention Program, “Community members are even afraid to pick up food for their children because of fear of being deported. Our Promotora program is helpful to build trust in the community.”⁵⁷ Immigrant women who are victims of sexual violence, domestic violence, and trafficking are afraid to seek services because they fear deportation and harassment from Immigration and Customs Enforcement (ICE). ICE’s presence in New York State Courts, including the Human Trafficking Intervention Court in Queens County, has curtailed the ability of victims to seek protection and justice from the courts. LGBTQ, transgender and gender nonconforming victims also fear backlash as human rights protections are rolled back by the Trump administration, and as hate crimes grow in the US, including in NYC.

⁵⁵ CDC. “National Intimate Partner and Sexual Violence Survey.” March 2020. <https://www.cdc.gov/violenceprevention/datasources/nisvs/index.html>

⁵⁶ Congress.gov. “H.R. 1585: Violence Against Women Reauthorization Act of 2019.” April 8, 2019. <https://www.congress.gov/bill/116th-congress/house-bill/1585/text>

⁵⁷ Margarita Guzman, “Personal Interview.” April 1, 2020. <https://www.vipmujeres.org>

This section discusses Domestic Violence, Sexual Assault, Child Sexual Abuse, and Sex Trafficking in New York, and it recounts how recent legislation as well as selected NYC programs address these gender issues. When reviewing these topics, laid out as distinct forms of GBV, it is important to bear in mind the intersectionality of GBV and how it is often impossible to discuss one practice of violence without drawing in other aspects of GBV. Pimps and traffickers often enter into intimate partner relationships with their victims in order to secure control over them, and subject them to sexual violence to “season” and punish them. Sex buyers of trafficked persons perpetrate rape against them. Both sex and labor trafficking victims are vulnerable to domestic violence when they flee their exploiters. Domestic violence victims attempting to escape batterers frequently fall under the control of traffickers. These survivors often display psychological symptoms and behaviors similar to those of victims of domestic violence, such as returning to/defending their abusers and not cooperating with law enforcement. The overlap in the nature of the crimes and characteristics of the victims dictates that the methods we use to evaluate and address the issues be similar.

DOMESTIC AND GENDER-BASED VIOLENCE

Severely underreported, domestic violence is a critical issue in NYC, where 1 in 5 homicides and nearly 40% of reported felony assaults are domestic violence related.⁵² In 2016, starting with a new task force charged with developing an aggressive, citywide plan to combat domestic violence, the commitment to addressing gender-based violence deepened and a number of new initiatives were introduced offering protections from physical, mental, and economic threats to victims. However the impact of these initiatives and policies is still unclear.

DOMESTIC VIOLENCE SURVIVORS JUSTICE ACT

In early 2019, Governor Cuomo laid out an ambitious program of initiatives to expand protections for domestic abuse survivors. Not all passed the NYS Legislature, but there were some important gains made, particularly with the Domestic Violence Survivors Justice Act, which codifies sentence reductions for incarcerated domestic abuse survivors who committed offenses due to coercion by an abuser.⁵⁸ Too often, domestic abuse survivors are further victimized by the court system which fails to consider the abuse they endured and the impact that it had on the offenses they committed. Another protection provided by the act includes expanding the definition of domestic violence to encompass forms of economic abuse. Now victims can report their abuse to any law enforcement agency in the state in case they need to leave their home area. In spite of these protections, many victims still hesitate to seek help due to shame, stigma, fear, and mistrust of the police and system.

Family Justice Centers: Domestic Based Violence Statistics: 2016 and 2019 ⁵⁹		
	2016	2019
Client visits to Family Justice centers	62,600	63,459
Intimate partner homicides	38	30
Intimate partner domestic incident reports	91,617	111,917
Calls to NYC domestic violence hotline	83,672	81,406

⁵⁸ Governor Andrew M. Cuomo. “Governor Cuomo Signs NY Domestic Violence Survivors Justice Act.” May 14, 2019. www.governor.ny.gov/news/governor-cuomo-signs-domestic-violence-survivors-justice-act

⁵⁹ Mayors Office to Combat Domestic Violence. “Fact Sheets, 2016, 3019.” February 2020 <https://www1.nyc.gov/site/ocdv/press-resources/annual-reports-and-fact-sheets.page>

SERVICES TO DOMESTIC VIOLENCE AND OTHER SURVIVORS

A number of NGOs work in NYC's Family Justice Centers to support intake, counseling, safety planning and legal services. This rich, diverse network of NGOs also offers services in the five boroughs to extend culturally and language appropriate services to domestic violence and abuse survivors- reaching low income, women of color, immigrant, LGBTQ and gender nonconforming people. Social workers and counselors develop programs to meet individual needs for counseling and legal services including support for visas, temporary shelter and support for training and job preparation.⁶⁰ Once survivors are stabilized, their main needs are to find a job and a place to live.

There is a shortage of temporary shelters, for single women and men, as most shelters prefer to house families with children, since they are not reimbursed for singles. With at least 40% of all homeless families in NYC citing domestic violence as the cause of their homelessness, the need for permanent housing is even greater. Without access to affordable housing, domestic violence survivors remain homeless – entering the general homeless system or risk their safety by doubling up with friends or family or worse still, returning to their abusers. NGOs, including Safe Horizon, Sanctuary for Families, WomanKind, My Sisters Place, Violence Intervention Program and others provide temporary shelters and support clients to find permanent housing. RESTORE provides housing to female human-trafficking survivors who are foreign nationals. New Destiny manages housing with on-site services and empowers LGBTQ and HIV-affected communities and allies to end violence through organizing, education, counseling and advocacy. They also created HousingLink to connect low income survivors to apartments in private buildings.

“Many of our clients are immigrants with little money. When they finally get up the courage to leave their partners, they can stay in our temporary shelters with their children for up to 90 days. Some families have to stay longer because they cannot afford to pay the rents in most apartments. NYC must find solutions to the housing crisis for survivors of domestic violence and other low income families.

-- Alena Victor and Yasmeeen Hamza, Co-Managers, WomanKind

SEXUAL ASSAULT AND ABUSE

Every 98 seconds, someone in the United States is sexually assaulted. More than 1 in 3 women have experienced rape, physical violence, or stalking by an intimate partner.⁶¹ Though almost half of female rape victims report being raped by an intimate partner, law enforcement often treats acquaintance rape as a lower priority.⁶² Women of color, LGBTQ individuals, immigrants, and women with disabilities face heightened risk of sexual assault, as do incarcerated and young people. In recent years, the #MeToo movement has increased the visibility of sexual violence and harassment, building on the foundation laid by rape crisis centers and other NGOs.

⁶⁰ NYC Mayor's Office to End GBV. "Resource Directory on NYC HOPE." February 2020. <https://www1.nyc.gov/site/ocdv/programs/resource-directory.page>

⁶¹ National Organization for Women NYC. "When Will NYC finally Take Rape Seriously?" April 29, 2019. nownyc.org/blog/when-will-nyc-finally-take-rape-seriously/.

⁶² National Organization for Women NYC. "When Will NYC finally Take Rape Seriously?" April 29, 2019. nownyc.org/blog/when-will-nyc-finally-take-rape-seriously/.

In 2015, Governor Cuomo signed the “Enough is Enough” law to address sexual assault on college campuses by codifying uniform sexual assault policies. In 2019, NOW-NYC’s 13-year effort to eliminate the statute of limitations on rape in the first degree resulted in the new bill that was signed by Governor Cuomo in February 2019. The previous five-year limitations for rape charges were extended to 10 years for third-degree rape and 20 years for second-degree rape.⁶³ The law also allows for civil action and will fully eliminate the statute of limitation on incest in the first degree. However, it has been two years since the NYC Department of Investigations found that the NYPD’s Special Victims Division was not responding adequately to sex crime victims. The report found that many victims of sexual assault and rape were not getting respectful treatment or the robust investigations they deserved.

“The Mayor of this city owes the women of this city an apology. The Special Victims Division is understaffed, undertrained and under-resourced. Substandard police responses to sex crimes has happened on his watch.”

--- Sonia Ossorio, President, NOW-NYC

CYBER SEXUAL ABUSE

Colloquially known as “revenge porn,” cyber sexual abuse has become a serious under addressed problem fueled by the pervasiveness of cell phone cameras. A 2017 Pew study found that 12 percent of young adult Americans have had explicit images of them shared without their consent. Often the sharing, or threat to share, is done to punish or intimidate an intimate partner.⁶⁴ In 2017, NYC passed a ban on the non-consensual dissemination of sexually explicit images, and NYS outlawed it in 2019.⁶⁵

PREVENTION OF SEXUAL ABUSE

With the increased focus and public awareness on sexual harassment and assault, there are new opportunities to reach out to young people with education and prevention strategies. DAY ONE, an NGO focused on dating violence, is ramping up its bilingual programs to train young people from low income and marginalized communities to offer programs in healthy relationships for youth both in and out of school. The New York City Alliance Against Sexual Assault launched its anti-violence media campaign Dream Own Tell (DOT) project to engage with disenfranchised LGBTQ and gender nonconforming youth, African-American, Latina, and South Asian communities to educate about healthy relationships, prevention of sexual violence, and sexual education.⁶⁶ Programs like PROMUNDO work with boys and young men to teach them about healthy masculinity, relationships, and sexual decision-making offers opportunities to practice skills to create healthier relationships through communication and respect.⁶⁷ The Crime Prevention Trust reaches out to schools, colleges and bars to train young people on how to treat each other respectfully:

“It’s so important to talk with young men about healthy relationships and the meaning of consent. Most guys just don’t know how to talk about these issues and they get so much pressure to act like all the other guys in the way they treat women.”

-- Eric McGriff, Prevention Coordinator, Crime Prevention Treatment Center

⁶³ FN 60 Governor Andrew M. Cuomo. “Governor Cuomo Signs NY Domestic Violence Survivors Justice Act.” May 14, 2019.

www.governor.ny.gov/news/governor-cuomo-signs-domestic-violence-survivors-justice-act

⁶⁴ PEW Research Center. “Online Harassment 2017.” July 11, 2017. <https://www.pewresearch.org/internet/2017/07/11/online-harassment-2017/>

⁶⁵ New York Cyber Sexual Abuse Task Force. “Combating Cyber Sexual Abuse.” May 7, 2019.

<https://herjustice.org/wp-content/uploads/2019/09/Combating-Cyber-Sexual-Abuse-Final-Distributed-Manual-With-Appendices-May-2019.pdf>

⁶⁶ NYCAASA. “Project Dream Own Tell.” March 2020. <http://svfreenyc.org/projectdot/>

⁶⁷ Promundo. March 2020. <https://promundoglobal.org/work/>

VIOLENCE AGAINST BLACK GIRLS AND WOMEN

For Black women and girls, sexual assault and violence are pervasive issues that are under-addressed and routinely go unreported. Over eighteen percent of Black women are victims of sexual assault before age 18.⁶⁸ This percentage only accounts for the number of women who report their abuse. In order to address the issue of sexual violence against Black women it is imperative to understand the unique barriers faced by Black women on a political, economic, and cultural level. Black girls, and girls of color in NYC schools face violence at higher rates from peers, on-campus police, and teachers. This violence ranges from dragging by police in school halls, bullying by peers, and excessive punishment in the form of detention to suspension for small infractions such as being late or violating dress codes. In NYC schools, they are 6 times more likely to be suspended than their white peers.⁶⁹ There is a need for discussions and actions to protect Black girls being preyed on in the classroom, shelters, and community. The #MeToo movement has become a watershed moment for women to discuss sexual assault and violence in the workplace, and more attention needs to be paid to the industries largely dominated by low-paid, low-wage women of color.

SEX TRAFFICKING

Human trafficking in all of its manifestations—sex and labor, international and domestic—devastates the lives of individuals and destroys families and communities. There are an estimated 24.9 million victims of international human trafficking, and 1.3 per 1000 people in the Americas.⁷⁰ Sex trafficking is an integral part of a system of gender-based domination that makes violence against women and girls profitable. Further, estimates suggest that each year at least 100,000 American children become victims of sex trafficking.⁷¹ The FBI has identified NYC as a major artery of human trafficking, and legal and social service providers throughout the city assist a growing number of victims. From 2000-2010, service providers in the NYC metropolitan area alone reported working with almost 12,000 human trafficking survivors.⁷² Although trafficking is usually hidden and underground (making accurate counts of the human casualties impossible), its perpetrators are often highly organized and surprisingly visible in the communities in which they flourish unchecked.

“It devastates the lives of the most marginalized women and girls, sending the message that female bodies are commodities to be consumed and discarded. Sex trafficking can be deterred and the predatory industry that perpetuates it upended through a strategy that curtails demand while providing services, support and real alternatives to those subjected to sexual exploitation for the profit and pleasure of others.”

-- Dorchen Leidholt, Director, Center for Battered Women’s Legal services, Sanctuary for Families

NYS has strengthened its laws to reflect the serious and violent nature of human trafficking. The Trafficking Victims Protection and Justice Act (TVPJA) in 2015 represented a critical advancement for

⁶⁸ NOW. “Black Women and Sexual Violence.” March 2020. <https://now.org/wp-content/uploads/2018/02/Black-Women-and-Sexual-Violence-6.pdf>

⁶⁹ NYCLU. “The Judge Judith S. Kaye Safe and Supportive Schools Act.” February 2020. www.nyclu.org/en/legislation/judge-judith-s-kaye-safe-and-supportive-schools-act

⁷⁰ ILO. “Global Estimates of Modern Slavery, Forced Labour and Forced Marriage.” 2017. https://www.ilo.org/wcmsp5/groups/public/@dgreports/@dcomm/documents/publication/wcms_575479.pdf

⁷¹ Shared Hope International. “The National Report on Domestic Minor Sex Trafficking: America’s Prostituted Children.” May 2009. https://sharedhope.org/wp-content/uploads/2012/09/SHI_National_Report_on_DMST_2009.pdf. February 2020.

⁷² Lifewaynetwork. “Ending Human Trafficking: Reclaiming Life.” February 2020. <https://lifewaynetwork.org/about-us/dif/>

NYS's anti-trafficking movement as it increased penalties for sex trafficking offenses and added new punishments for buyers and other exploiters of trafficking victims.⁷³

END CHILD SEX TRAFFICKING LAW

In 2018, protections were further strengthened with the End Child Sex Trafficking Law, which assumes that anyone over age 21 who intentionally promotes or profits from the sex work of a minor is trafficking that minor, replacing a previous requirement that prosecutors had to prove minors were forced or coerced.⁷⁴ While this change makes it easier to prosecute traffickers, it was not universally supported by all anti-trafficking providers. The law helps most when victims cannot or will not testify against their traffickers, a common situation among trafficking victims, especially minor victims, and it aligns NYS law with federal and most other states' laws.

But strong laws require strong implementation. Successfully taking on trafficking cases can be difficult as they often involve intimidated, traumatized, and consequently uncooperative victims. In the past several years, the NYPD Human Trafficking Unit has made significant strides in establishing rapport with victims and building cases against traffickers through the use of evidence-based strategies and long-term investigations.

FURTHER PROTECTIONS FOR TRAFFICKING VICTIMS

At the same time that NYS is strengthening its laws against human trafficking, law enforcement in NYC is recognizing that sex workers are often subjected to a vast array of practices of gender-based violence and need services and support, not criminalization, which only serves to deepen the stigma and harm they have endured. As a result, strides have been made to reduce criminalization of sex workers, and arrests have decreased by roughly 65% between 2012 and 2018.⁷⁵ Human Trafficking Intervention Courts, presided over by specially trained judges, strive to ensure that people who have been arrested for sex work do not receive criminal convictions but instead are referred to legal and social services. However, many believe that these courts have been used as diversion programs for sex work, which is contrary to the original intent of these programs and are not effective.⁷⁶ Referrals are made to Restore, Girls Educational and Mentoring Services (GEMS), Garden of Hope, the Mount Sinai Sexual Assault and Violence Intervention Program (SAVI), EMPOWER Clinic and Sanctuary for Families.⁷⁷

“We need to keep victims from being criminalized and re-criminalized- once they have an offense on their record, it may affect their ability to get and hold a job, and jeopardize their immigration status.”

-- Anita Teekah, Senior Director, Anti-Trafficking Program, Safe Horizon

⁷³ Congress.gov. “S1J8: Trafficking Victims Protection and Justice Act (TVPJA)” (2015-2016).

<https://www.congress.gov/bill/114th-congress/senate-bill/178>.

⁷⁴ NY State Senate. “Senate Passes Measures to Combat Sex Trafficking of Children.” May 8, 2018.

<https://www.nysenate.gov/newsroom/press-releases/senate-passes-measures-combat-sex-trafficking-children-and-increase>

⁷⁵ Melissa Gira Grant. “Inside The New Movement to Decriminalize Sex Work in NY.” *Gothamist*. February 25, 2019.

<https://gothamist.com/news/inside-the-new-movement-to-decriminalize-sex-work-in-ny>

⁷⁶ Anita Teekah. Senior Director Anti-Trafficking Program. April 1, 2020. Safehorizon.org

⁷⁷ Safe Horizon. February 2020. Safehorizon.org.

SEXUAL ABUSE OF CHILDREN AND THE CHILD VICTIMS'S ACT

Though cases of systemic and individual child sexual abuse have received widespread attention in recent years, NYS had one of the nation's most restrictive statutes of limitations for bringing criminal charges or civil actions. In 2019, as a result of a decade of advocacy by Safe Horizon, children's and women's rights organizations, NYS passed the Child Victims Act, which extends criminal and civil statutes of limitations, providing a one-year window for survivors to submit past claims, and enables survivors to seek redress from public and private organizations that knew of abuse but failed to act.⁷⁸ The announcement of the Child Victims Act was met with an avalanche of requests for information and legal assistance from thousands of victims. The large majority of cases filed so far have targeted big-name institutions like the Catholic Church and the Boy Scouts (which recently filed for bankruptcy), such that some survivors have had difficulty finding lawyers to take on cases for individuals with few assets. A measure introduced in the NYS Legislature in January 2020 would extend the period to August 2021 since New York already has had more than 1,400 cases brought since August and many more are expected.⁷⁹ Ariel Zwang, CEO of Safe Horizon, urged lawmakers about the importance of extending the time limit for reporting.

CHILD MARRIAGE

Marriage at a very young age is accepted tradition in some cultures and disproportionately affects girls. Between 2000 and 2010, 3,850 children ages 14 to 18 were married in NYS; of these, 84 percent were girls. Child marriage fosters gender inequality and leads to an incidence of domestic violence three times the average. Girls who marry that young are far less likely to complete their education and, being minors, they have little legal recourse to protect themselves. In 2017, NYS raised the minimum age to marry to 18 from 14, but still provides an option for 17-year-olds to marry, requiring both judicial and parental consent.⁸⁰

FEMALE GENITAL CUTTING

Female Genital Cutting (FGC) is recognized internationally as a violation of the human rights of girls and women. It is a life-threatening procedure, creates life-long pain and complications while offering no benefits, and constitutes an extreme form of discrimination against women. Nonetheless, it remains commonplace in some African and other cultures. FGC has long been illegal in the US, but it has not stopped the practice. In 2016, NYS, unable to pass a bill outlawing the procedure in the state, added an amendment to the state's public health law incorporating education around the harmful consequences of FGC with an emphasis against "vacation cutting," transporting a girl outside the country to be cut.⁸¹

"We base our work with the community on participatory research to document issues such as FGC. We educate parents bringing information and helping them to understand the issues from their cultural perspective. It's important to build trust and meet the community where they are in addressing issues such as FGC and early marriage."

-- Zeinab Eyega, Executive Director, Sauti Yetu

⁷⁸ Safe Horizon. "The Child Victims Act Passed! What This Means for Adult Survivors of Child Sex Abuse in NY." January 28, 2018. <https://www.safehorizon.org/news-from-the-field/child-victims-act-passed/>.

⁷⁹ JD Supra. "Proposed Legislation Seeks To Extend The CVA Revival Window For One Additional Year." January 24, 2020. <https://www.jdsupra.com/legalnews/proposed-legislation-seeks-to-extend-91659/>

⁸⁰ Governor.ny.gov. "Governor Cuomo Signs Legislation Ending Child Marriage." June 20, 2017. <https://www.governor.ny.gov/news/governor-cuomo-signs-legislation-ending-child-marriage-new-york>

⁸¹ NY State Senate. "Bill S3483: Relates to Public Education and Health Regarding FGM." February 2020. <https://www.nysenate.gov/legislation/bills/2015/S3483>

HATE CRIMES AND VIOLENCE AGAINST LGBTQ, TRANSGENDER, AND GENDER NONCONFORMING PEOPLE

In NYC today violent crimes are lower overall and represent the lowest rate of crime in the US for a large city, yet hate crimes have risen significantly, especially in the last three years. Hate crimes are motivated by prejudice based on race, religion, gender, sexual orientation, and often involve violence, including rape and assault. In particular, Federal statistics indicate that one-third of victims are targeted because of their gender. The New York State Division of Criminal Justice Services reports that 16% of hate crimes are against LGBTQ or gender nonconforming victims.⁸² In 2017, there were 52 hate violence-related homicides against LGBTQ and gender nonconforming people, an increase of 86% from 2016, of which 71% of victims were people of color. A majority of hate violence survivors (57%) knew the people who harmed them, were often an employer or coworkers (22%), a relative or family member (21%) or landlord/neighbor (20%).⁸³ It is not only the violence which is problematic for these communities, but the resulting stigma and discrimination which often leads to increased economic instability, lower wages, and higher rates of poverty. A study conducted by UCLA in 2019, found that LGBTQ people collectively have a poverty rate of 21.6% compared to 15.7% for cisgender straight people. Among this group, transgender people have especially high levels (29.4%) of poverty.⁸⁴ Mayor de Blasio launched the Office for the Prevention of Hate Crimes in 2019 to develop community-driven strategies to prevent bias and hate crimes, provide services to victims, and strengthen relationships between law enforcement and victims to promote appropriate criminal justice outcomes.⁸⁵ In 2019, Gender Expression Non-Discrimination Act (GENDA) was passed to add gender identity and expression to the list of categories protected under NY State Human Rights law and confirmed that New York law does not permit discrimination against transgender people.⁸⁶

*See Appendix 3 for information and references

⁸² AVP. "LGBTQ and HIV Infected Hate and Intimate Partner Violence in 2017." February 2020. <https://avp.org/2017-hv-ipv-report/>

⁸³ National Coalition of Anti-Violence Programs. "A Crisis of Hate: A Report of Lesbian, Gay, Bisexual, Transgender and Queer Hate Violence Crimes in 2017." <http://avp.org/wp-content/uploads/2018/01/a-crisis-of-hate-january-release.pdf>

⁸⁴ UCLA School of Law, Williams Institute. "LGBT Poverty in the United States." October 2019. <https://williamsinstitute.law.ucla.edu/wp-content/uploads/National-LGBT-Poverty-Oct-2019.pdf>

⁸⁵ NYC. "Mayor Bill de Blasio launched the Office for the Prevention of Hate Crimes Months Ahead of Schedule". September 3, 2019. <https://www1.nyc.gov/office-of-the-mayor/news/411-19/mayor-de-blasio-launches-office-the-prevention-hate-crimes-months-ahead-schedule#/0>

⁸⁶ NYState Senate. "Senate Passes GENDA & Bans Conversion Therapy." January 15, 2019. <https://www.nysenate.gov/newsroom/press-releases/senate-passes-genda-bans-conversion-therapy>

APPENDIX 1 - ECONOMIC JUSTICE AND RIGHTS

CONTRIBUTORS

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Blue Carreker	Project Manager	Citizen Action New York	https://citizenactionny.org
Miriam Clarke	President	National Employment Lawyers Association NY	www.nelany.com
Donna Dolan	Former Executive Director	New York Paid Leave Coalition	https://citizenactionny.org
Rebecca Damon	National Vice President, New York President	SAG-AFTRA	www.sag-aftra.org
Sherry Hakimi	Executive Director	genEquality	www.genEquality.org
Emily May	Executive Director	Hollaback	www.ihollaback.org
Angie Jean-Marie	Director of Advocacy and Engagement	TIME'S UP Now	www.timesupnow.org
Seher Khawaja	Senior Attorney, Economic Empowerment	Legal Momentum	www.legalmomentum.org
Beverly Cooper Neufeld	Founder and President	PowHer NY	www.powherny.org
Sonia Ossorio	President	NOW-NYC	www.nownyc.org
John O'Malley	Lobbyist	CWA 1180	www.cwa1180.org
Rita Passerell	Chairperson	Sexual Harassment Working Group	www.harassmentfreealbany.com
Merble Reagon	Executive Director	Women's Center for Education and Career Advancement	www.wceca.org
Cynthia Lopez	Executive Director	New York Women in Film and Television	www.nywift.org
Vanne-Paige Padgett	Director of Girl's Initiatives	YWCA New York City	www.ywcanyc.org
Sheila D Katzman	Chair	NYC4CEDAW Act	www.nyc4cedaw.org

RESOURCE AND ADVOCACY ORGANIZATIONS

A Better Balance: ABB is a national legal advocacy organization headquartered in NYC that has a mission to ensure workers can meet the conflicting demands of their jobs and family needs, and ensuring that women and mothers can earn the fair and equal wages they deserve, without compromising their health or safety. ABB has been a key leader in the effort to pass laws in NYS and NYC that support working families. ABB drafted and shepherded the 2014 Pregnant Workers Fairness

Act in NYC as well as the state-level Pregnant Workers Fairness Act to ensure workers receive reasonable accommodations. The organization also played a key role in drafting NYC's Earned Sick Time Act and led the effort to pass NYS Paid Family Leave law in 2016 and led the city and state-wide legal efforts to pass the salary history bans. ABB has also been instrumental in broadening the definition of "family" helping to redefine what constitutes a family in today's world. In 2018 they successfully worked to update the NYC Earned Sick Time to include a broader definition of "family", including chosen and extended family members, and to ensure that sick time can be used for safe time purposes. ABB reaches workers directly through a legal helpline where individuals can receive free and confidential information about their workplace rights around caring for oneself and their family. ABB also created and maintains a New York Working Women's Pocket Guide, which provides an up to date compilation of laws to provide NY women with a guide to know her rights. In 2020, ABB Co-Founder and Co-President Dina Bakst was named a Leader in the Fight for Equality for ABB's key role in advocacy for working families at the federal and state level. TIME Magazine Recognizes A Better Balance as Leader in Fight for Equality.

AAUW- NYC : AAUW has joined forces with New York City Economic Development Corporation (NYCEDC) to train 10,000 New York City women with the skills to negotiate salary and benefits, as well as to advocate for promotions and leadership opportunities. The initiative—called "Ask for More"—includes online training sessions and a series of in-person workshops in the city's five boroughs. Education about the new sexual harassment law has been added to the training. Once fully implemented, "Ask for More" will be among the largest salary negotiations and women's leadership initiatives in the country, according to the NYCEDC.

NYC4CEDAW ACT: A coalition of 300 individuals and organizations that advocates for gender equality in NYC. The coalition was instrumental in advocating for the Mayor to form the Commission on Gender Equity (CGE), overseeing the rights of women and gender. Members testified before the New York City Charter Revision Commission to include provisions of CEDAW in the City's Charter. While the Commission was unable to include CEDAW, they did include the NYC4CEDAW Act proposal prominently in their final report for further study and consideration. The coalition is working with Black Women's Blueprint and the New York State Nurses Association to organize a series of "Community TalkBacks" under the theme "Gender Equity: A State of Emergency" to be held in each borough to assess the gender impact in areas such as health and violence in NYC programs.

Community Services Society: CSS works to address the root causes of economic disparity through research, advocacy and litigation. It offers innovative program models and practical solutions to strengthen and create opportunities for New Yorkers to get ahead. CSS is a trusted source of information and analysis on poverty and employment trends in New York. Its annual "Unheard Third" survey amplifies the voices and needs of low income New Yorkers and proposes policy and outreach solutions. CSS co-founded Health Care for All New Yorkers, a coalition of 170 organizations to advocate on health reform; and conducts research to create solutions to the housing crisis for low income people.

CWA Local 1180 : Communication Workers of America AFL, CIO, CLE unions are an important part of the PowHer coalition. In addition to engaging in collective bargaining to increase wages in female-dominated fields such as teaching and healthcare, organized labor plays a critical role in protecting workers from pay discrimination. In 2019, Communications Workers of America/CWA Local 1180 won a \$15 million settlement on behalf of 1,600 city workers, after the union found that Black and Latina women were being paid nearly \$100,000 less than their white male counterparts.

Day Care Council of New York: DCCNY is a diverse membership organization of 93 non-profit organizations that operate 200 childcare and family care programs run by community organizations in NYC. Its mission is to support quality family and childcare services to promote growth and development of children and their families. In 2019, District Council 1707 and the Day Care Council of New York built upon a 2016 contract agreement to provide early childhood educators with salary parity with UPK certified teachers, accessible healthcare, and a career ladder program. This was a major victory for the community care workers who are part of the union, but there are many more workers who are not covered and need help as well. DCCNY and the city will move on to negotiations with the union representing 2,000 employees of the Head Start program.

Empire State Campaign for Child Care: ESCCC was organized in 2017 in NYS as a movement to ensure equitable access to quality childcare for all working families and children in New York. It was launched to protest the budget cuts and to influence elected officials on the need to invest in childcare. ESCCC and its partner Winning Beginning are working with the coalition to obtain funding of \$100 million in the 2020 budget for expansion of the childcare subsidy program. One of the challenges is the need to change attitudes on the importance of investments in childcare. For low income and women of color the need is even greater, especially if they are the main earner. Lawmakers urgently need to hear directly from working people about their needs for quality affordable childcare.

genEquality: A New York-based NGO that leverages behavioral insights, creative design, and community organizing principles to advance behaviors and beliefs for a more inclusive and gender-equal society. genEquality works with companies, schools, and communities to promote small actions (“nudges”) with long-term impact. For example, genEquality worked with a team in a financial services company, focusing on their use of language and humor. Through a research-backed capacity-building process, the team internalized key concepts around gender-neutral language and practices, which ultimately had a positive impact on team morale, led to changes in internal processes, and improved company-wide communications.

Hollaback!: Their mission is to end harassment in all its forms by transforming the culture that perpetuates harassment and discrimination. Hollaback! has trained over 550 young leaders to become site leaders in their communities. Participants receive six months of free training and monthly webinars on strategic planning, community outreach, technology, intersectionality, traditional and social media, volunteerism, and public speaking. Once they launch their site, they become a part of the Hollaback! that offers Bystander Intervention (in public space or at work); Workplace Civility; Sexual Harassment Prevention and Digital Safety.

Legal Momentum: The Women’s Legal Defense and Education Fund is the nation’s oldest legal advocacy organization dedicated to advancing the rights of women and girls. The organization has been a strong partner in the pay equity coalition, advocating to strengthen the state’s equal pay protections, including transparency provisions; eliminate the tipped wage; expand protections for pregnant workers; and push for a comprehensive support system that includes benefits such as paid family leave and paid sick time. Legal Momentum has developed a Working Woman’s Bill of Rights that provides a holistic framework for legislative advocacy to achieve economic equality, and a New York State Legal Toolkit for Women’s Economic Equality, which provides know-your-rights guidance for women and community-based advocates.

National Organization for Women NYC: NOW-NYC defends reproductive rights, fights for economic equality, and aims to end discrimination and violence against women. NOW-NYC is a strong advocate for equal pay and expanded sexual harassment protections. In response to a New York Daily News article (Nov 19, 2019) which drew attention to the unequal pay between women and men in the

Mayor's office, Sonia Ossorio, NOW-NYC President urged the DeBlasio administration to put in place a review system to ensure an end to any pay gap in his administration and city agencies.

National Employment Lawyers Association: NELA is the country's largest professional organization that is exclusively comprised of lawyers who represent individual employees on employment discrimination and other employment-related matters. NELA-NY was the lead counsel working with the legislature in 2019 to change the NYS Human Rights Law to finally remove the "severe and pervasive" clause which had been an obstacle in reporting harassment incidents. Another major change is that the employer may still be held responsible even if the employee does not report the incident.

New York Paid Coalition: NYPLC worked for decades to create and foster a movement for workplace and family rights. In 2013 and 2014 the NYC Paid Sick Days campaign won an early victory with the passage of the Paid Sick Days Law, only the 4th jurisdiction in the US and covering the largest population. Since 2000, NYPLC worked with stakeholders around the state to build support for NYS Paid Family Law- advocating that workers should have 12 weeks of job-protected leave to bond with a newborn or adopted child, care for a sick family member or accommodate a family member's military deployment. This landmark law was enacted in 2018 and will be fully phased in by 2020. The coalition disbanded in 2018.

New York Women in Film and Television: (NYWIFT) was founded in 1977 and brings together over 2,500 professionals who work in all areas of the entertainment industry. A champion of women's rights and achievements, NYWIFT is an educational forum for media professionals and a network to exchange information and resources. It produces over 50 innovative programs and special events annually; advocates for women in the industry, recognizes and encourages the contributions of women in the field. NYWIFT provides women the opportunity to learn more about many careers in the industry- from lighting to sounds, costumes, sets and stunts.

One Fair Wage Campaign: OFWC advocates for restaurant workers to be paid state minimum wage. Thirty-two percent of tipped workers said they were worried all or most of the time about their household finances, compared to only 23% among non-tipped workers. In addition to income instability, the subminimum wage also creates an increased risk of sexual harassment from customers.

The Restaurant Opportunities Center of New York (ROC-NY): ROC-NY helps to organize workers to advocate for improved working conditions, conducts research and policy, provides training and promotes the High Road to profitability and is a leading force in the One Fair Wage campaign in NY State.

PowHer NY: A statewide network of over 100 organizations that is working together with a multi-issue agenda to achieve economic equality for New York's women. PowHerNY has led a decade-long campaign for stronger policies to end the gender wage gap in NYC and NYS. In 2016, PowHerNY was successful in getting the NYC salary history ban approved and signed by the Mayor. In 2019, PowHerNY led coalition partners in NYS to have four equal pay bills passed by the legislature, and subsequently signed by the Governor. PowHerNY and coalition partners testified at a Pay Equity Hearing in NYC (September, 2019), sponsored by the NYC Commissions on Gender Equity and Human Rights and the Department of Consumer & Worker Protection. Beginning in 2020, PowHerNY is working with coalition members on a multi-year effort to get an inclusive Equal Rights Amendment (ERA) approved by the NY State legislature.

SAG-AFTRA: A national labor union that represents more than 165,000 actors, announcers, broadcasters, recording artists, and other media professionals. SAG-AFTRA exists to secure the strongest protections for media artists in motion pictures, television, sound recordings and most other forms of media, including all forms of digital media. The union provided strong support for New

York's sexual harassment and sexual assault bills. They recently released a Code of Conduct on Sexual Harassment as part of a broader program to protect its members, confront harassment and advance equity in the workplace. The union fights to combat sexualized "deepfakes," and recently unveiled their landmark Industry Standards and Protocols for the Use of Intimacy Coordinators.

TIME'S UP Now: A group founded by over 300 women that taps into the shared experience of women of all kinds- across every industry and every part of the globe- to relentlessly call out gender-based inequity and discrimination at work. TIME'S UP Now advocates for a new vision of safety and equity, and pioneer solutions to achieve gender equality at work. In New York, TIME'S Up Now worked alongside Governor Cuomo and advocacy partners to lengthen the statute of limitation on second and third degree rape and strengthen protections for people who have been sexually harassed on the job.

Women's Center for Education and Career Advancement (WCECA) Founded in 1970, WCECA is committed to economic justice and building career opportunities. It helps New Yorkers achieve economic stability and financial self- sufficiency for themselves and their families. WCECA educates and advocates for socially just public policies and opportunities that lead to the empowerment of women and the betterment of their lives and the lives of their children. The organization has provided over 40,000 women with the tools to successfully become full participants in today's economy. Over the past 19 years, WCECA has developed NYC Self Sufficiency Standard reports, most recently *Overlooked and Undercounted 2018*, which highlights the circumstances of 2.5 million people of working NYC families who are struggling to make ends meet.

YWCA of New York City: The YWCA NY works with girls in its Girls Initiatives, Out of School Time, and Academy of Women Leaders programs in Manhattan with girls who attend from all 5 NYC boroughs. Their free programs empower girls through mentorship, work experience, developing leadership skills and academic training in STEAM to help Black and minority girls from low income backgrounds succeed in school and college. Social justice, social change, and GBV initiatives are pursued with local and state legislators and through community event participation.

APPENDIX 2 - SEXUAL AND REPRODUCTIVE HEALTH, RIGHTS AND JUSTICE

CONTRIBUTORS

Name	Title	Organization	Website
Sasha Ahuja	Acting Chief Executive Officer	Girls for Gender Equity	www.ggenyc.org
Katharine Bodde	Senior Policy Counsel	New York Civil Liberties Union	www.nyclu.org
Sevonna Brown	Associate Executive Director	Black Women’s Blueprint	www.blackwomensblueprint.org
Danielle Castaldi-Micca	Vice President, Political and Government Affairs	National Institute of Reproductive Health	www.nirh.org
Robin Chapelle Goston	Executive Director	Planned Parenthood Empire State Acts	www.PPESActs.org

RESOURCE AND ADVOCACY ORGANIZATIONS

Black Women’s Blueprint: BWP is a Brooklyn-based organization working to develop a culture where women of African descent are empowered through civil and human rights approaches, identified linkages between sexual assault, reproductive health, and maternal mortality crisis in its report “Sexual Abuse to Maternal Mortality Pipeline.” Black Women’s Blueprint operates a “Sistas Van,” a wheelchair accessible mobile van designed to serve survivors of sexual violence, trafficking, reproductive violence, and physical abuse, many of whom described avoiding contact with the medical system due to multiple fears, including re-traumatization and stigma. BWP provides services and connections to partner services and provides a safe passageway that promotes sexual rights, sexual health, bodily autonomy.

National Institute for Reproductive Health: NIRH works at the national, state and local levels to change public policy, galvanize public support, and normalize women’s decisions about abortion and contraception. NIRH provides strategic guidance, support and funding to create change at the national and state levels. In New York, NIHR played a key role in the development and approval of the contraception law and worked closely with coalition partners in the RHA. NIRH’s Local Reproductive Freedom Index was developed to rank cities according to specific criteria on their progress towards reproductive health and justice and give cities guidance on how they could improve reproductive health care in their states and San Francisco, New York and Chicago were the highest ranked cities.

New York Civil Liberties Union: NYCLU is a NYS legal organization that focuses on women’s human rights and civil liberties. The Reproductive Rights project defines reproductive rights broadly to include abortion rights and access, birth control, reproductive and sexual health, equal treatment of pregnant and parenting women, comprehensive sexuality education, and patient privacy. The Reproductive Rights Project is committed to preserving and expanding the rights of all New Yorkers, but especially the most vulnerable: low income women, women of color and adolescents. NYCLU has

been a leader in litigation and legal analysis, advocacy, outreach and education over the decade to get the Reproductive Health Act passed. NYCLU also supports comprehensive sex education in NY schools through the Education Policy Center which works to require schools across the state to teach comprehensive, medically accurate, age-appropriate, intersectional, inclusive sexuality education.

NOW-NYC: has made reproductive justice the cornerstone of NOW's activism for over 50 years. NOW-NYC affirms that "abortion is healthcare that one in four women need, that contraception should be accessible and affordable, and that women must be empowered to set the course of their lives." (<https://nownyc.org/press-releases/the-passage-of-the-reproductive-health-act/>). NOW-NYC has trained hundreds of volunteers to provide a force of pro-choice advocates to support women accessing reproductive healthcare in Queens. Volunteers collect vital documentation on protester activity to advance lasting policy change that will help to protect clinics serving low income women.

National Asian Pacific American Women's Forum: NAPAWF is a key advocacy organization for the Asian Pacific Islander community in New York that focuses on reproductive justice, economic justice, and immigrant rights. NAPAWF advocates for affordable, client-centered, culturally appropriate reproductive health care and the HEAL Act for immigrant families to access healthcare. NAPAWF*NY is advocating to the NYC Council to take a stand against the proposed NYS Assembly so-called "sex- selective abortion ban," also known as "Prenatal Nondiscrimination Acts" (PRENDA) that draws on racist stereotypes to ban access to abortion.

Planned Parenthood Empire State Acts: PPESA works with elected officials, policymakers and state agencies to ensure state-wide access to family planning and sexual and reproductive health care in New York state. PPESA mobilizes its large constituency of clients and activists to impress upon the Governor's Office and state legislatures the critical importance of reproductive health access and other bills to ensure access to quality health care, not only for New Yorkers but women from other states who may need access to abortion care.

Planned Parenthood: PPFA is the nation's largest provider of sex education, reaching 1.2 million people a year. Quality sex education taught by trained educators covers a wide range of topics, including relationships, decision making, condom negotiation, gender identity, body image, birth control, and sexually transmitted infections (STIs). Planned Parenthood offers a full range of sexual and reproductive health service, which includes primary care, prenatal care, gender-affirming hormone therapy, sexual assault counseling, birth control, wellness exams for all genders, screenings for cancers, colposcopy, pregnancy testing, adoption referrals, abortion care, testing and treatment for sexually transmitted infections and HIV, the HPV vaccine, and others.

Sexuality Education Alliance of New York City: SEAYNYC is a broad coalition that advocates for comprehensive, K-12 sexuality education that meets the National Sexuality Education Standards. The National Institute for Reproductive Health chairs the SEAYNYC in NYC. SEAYNYC also runs a youth leadership arm called the Youth Advisory Council that is comprised of NYC students affiliated with Planned Parenthood, the TORCH Program of the NIRH, Children's Aid Society, and NYCLU.

APPENDIX 3 - GENDER-BASED VIOLENCE

CONTRIBUTORS

Name	Title	Organization	Website
Zeinab Eyega	Executive Director	Sauti Yetu	www.sautiyetu.us/
Lorein Castelle	Prevention Coordinator	New York State Domestic Violence Coalition	www.nyscadv.org/
Joan Gerhardt	Director of Public Policy and Advocacy	New York State Domestic Violence Coalition	www.nyscadv.org/
Margarita Guzmán	Executive Director	Violence Prevention Program	www.vip.org
Mary Haviland	Executive Director	New York City Alliance Against Sexual Assault	www.svfreencyc.org
Yasmin Hamza Alena Victor	Co-Manager	I am Womankind	www.iamwomankind.org
Lynne Hyman	Associate	Sanctuary for Families	https://sanctuaryforfamilies.org/
Dorchen Leidholdt	Director, Center for Battered Women's Legal Services	Sanctuary for Families	https://sanctuaryforfamilies.org/
Stephanie Nilva	Executive Director	Day One	www.dayone.org
Eric McGriff	Prevention Coordinator	Crime Prevention Treatment Center	http://www.svfreencyc.org/
Catherine Shugrue dos Santos	Deputy Executive Director for Programs	Anti-Violence Project	https://avp.org
Rolanda Telesford	Director of Outreach and External Relations	YWCA Brooklyn	www.ywcabklyn.org
Anita Teekah	Senior Director, Anti-Trafficking Program	Safe Horizon	www.safehorizon.org

RESOURCE AND ADVOCACY ORGANIZATIONS

To meet the needs of the diverse communities in NYC who have experienced interpersonal violence, sexual assault or trafficking, nonprofit organizations are critically important to complement and extend the programs of the NYC government. These trusted organizations are able to reach out to marginalized communities with culturally and language specific education and services, and also advocate for policies and laws that meet unique community needs.

Anti-Violence Project: NYC AVP was created in 1980 by community activists in response to a series of brutal attacks against gay men. AVP's work includes free, confidential counseling, legal services, and economic empowerment to LGBTQ survivors of all forms of violence including hate, intimate partner, sexual, police, and HIV-related violence. The Community Organizing and Public Advocacy Department works on policy, systemic change, building coalitions, and responding to incidents of anti-LGBTQ violence.

Crime Victims Treatment Center: Founded in 1977, the Center provides victims with trauma-focused-therapy with a psychiatrist and support from a legal team. In 2019, the center hired its first and only Prevention Coordinator to design and implement prevention approaches such as outreach and workshops to change cultural norms. Through its outreach program to schools, colleges, bars and nightlife, the center has reached 15,400 young men and women with programs on healthy relationships, consent, anti-harassment training and awareness of gender identity.

DAY ONE: Day One's mission is to end dating abuse and domestic violence through supportive services, legal advocacy, community education, and leadership development. Day One educates young people on how to identify and maintain healthy relationships, and guides victims through safety planning and legal rights. Day One's Early Relationship Abuse Prevention Program (ERAPP) is an initiative partnering with NYC middle schools to incorporate healthy relationship education, and the "Know Your Rights" programs for college students helps create awareness of their rights under Title IX, informing them that schools have a legal obligation to take immediate action to eliminate and prevent dating abuse.

EMPOWER Clinic (Engage/Motivate/Protect/Organize/self-Worth/Educate/Respect): EMPOWER is a new clinic for survivors of sex trafficking and sexual violence. The clinic, associated with a major hospital, is one of the only clinics in the USA dedicated to providing trauma-sensitive, long-term medical care for women with a history of sexual trauma and abuse. It combines OB/GYN and psychological services and accepts patients irrespective of ability to pay or immigration status.

Girls for Gender Equity: GGE is focused on the physical, psychological, social and economic well-being of girls and women. Based in Brooklyn, NY, GGE works specifically on the needs of cisgender and transgender Black girls and gender nonconforming Black youth who face challenges with policing, interpersonal violence, and violence in their schools and communities. Joanne Smith, Executive Director worked with the former Speaker Melissa Mark Virervito to develop the Young Women's Initiative. GGE Senior Director Tarana Burke has launched an online community for survivors, allies, and advocates to provide resources for healing. GGE's National Agenda includes national policy priorities that includes passing a national Black Girl Bill of Rights; expanding education justice and opportunity; expanding democracy for young people's healing, well-being and reproductive justice; ending sexual and gender-based violence, building cultures of consent; and immigrant and racial justice.

New York City Alliance Against Sexual Assault: The mission of the Alliance is to prevent sexual violence and reduce the harm it causes through education, advocacy and research. The Alliance was founded in 2000 by rape crisis centers in NYC to advocate for the needs of survivors. The NYC Alliance is one of six Sexual Assault Prevention Regional Centers for NYS funded by the New York State Dept of Health. It recently mounted an anti-violence media campaign for youth in diverse communities called DOT project (Dream. Own. Tell.) Project DOT is part of the Alliance's prevention initiative that engages with disenfranchised youths (ages 13-21) from LGBTQ, African-American, Latina, and South Asian communities to educate about healthy relationships, prevention of sexual violence, and sexual education.

New York State Coalition Against Sexual Assault: In 1987, rape crisis advocates formed the New York State Coalition Against Sexual Assault as a mutual support group. The organization's purpose includes consultation, resource development, and policy advocacy for the hundreds of rape crisis programs and sister agencies across the state that work with victims/survivors of sexual violence and their families. The rape crisis programs deliver sexual assault and crisis intervention. Projects include

Campus sexual assault, Primary prevention of sexual violence, Prison Rape Elimination Act (PREA) standards, Sexual Assault (Forensic/Nurse) Examiner (SAFE/SANE/SAE) services and Trauma-informed care.

New York State Lesbian, Gay, Bisexual, Transgender & Queer Intimate Partner Violence Network:

This is a statewide, multidisciplinary group of direct service providers, community-based agencies, advocates, educators, policy makers, and funders who are working on behalf of LGBTQ and gender nonconforming communities affected by intimate partner violence to ensure that intimate partner violence services are LGBTQ inclusive.

New York State Coalition Against Domestic Violence: NYCADV works with NGOs and the NYS Legislature to create social change to prevent and address all forms of domestic violence. The Coalition provides training and technical assistance for domestic violence programs across NYS, working with communities to change the culture into one that doesn't condone violence, and advocating for policies to ensure that survivors across the State receive needed support for safety and healing. The Coalition continues to focus more on prevention of domestic violence through long term strategies, including sex education and working with young men and women to form healthy relationships.

PROMUNDO: PROMUNDO is a global organization dedicated to teaching young men about healthy masculinity, relationships and sexual decision-making. In NYC, PROMUNDO began working with the Young Men's Clinic in Harlem to implement Manhood 2.0, a curriculum to engage adolescent boys and young men to recognize ways that power and oppression manifest and offers opportunities to practice skills to create healthier relationships through communication and respect.

PROTECT Program: The fast-growing elderly population in NYC is also vulnerable to abuse, as evidenced by statistics that show nearly 1 in 4 individuals assisted by the NYC Justice Centers are seniors. Particularly women, transgender, and gender nonconforming individuals in the elderly population experience violence at high rates. The PROTECT Program (Providing Options to Elderly Clients Together) combines social work and mental health services for elder abuse survivors in both English and Spanish.

Safe Horizon: Safe Horizon is the nation's largest victim services nonprofit organization and directly supports over 250,000 victims annually. In NYC they have over 60 programs spread over 80 work sites throughout the five boroughs. Its mission is to provide counseling and support, prevent violence and promote justice for victims of crime and abuse, their families and communities. Safe Horizon operates three 24-hour Hotlines for domestic violence, rape and sexual assault. Safe Horizon has crime and domestic violence advocates in all NYPD precincts and programs to assist victims of crime in the Family and Criminal Courts, Child Advocacy Centers, and Family Justice Centers. The Street work Project assists runaway and homeless youth, and Anti-Trafficking Programs serve victims of human trafficking.

Sanctuary for Families: SFF works to end GBV through direct services, outreach, training, advocacy and legal services. In 2017-2018, SFF served over 13,200 adults and children and communicated with clients in more than 30 languages. They provide services in 11 locations throughout NYC, including five confidential shelters, and also have an Anti-Sex Trafficking program. Their 75 attorneys and support staff assist survivors of domestic violence, sex trafficking and related GBV. They advocate for improved policies and legislation around issues affecting survivors of domestic violence, sex trafficking, and cyber sexual abuse in NYC as well as the passage of the Protect Child Victims of Sex Trafficking Act which eliminated the requirement that prosecutors in NYC prove "force, fraud, or

coercion” in cases involving a trafficked minor.

Sauti Yetu (Our Voice in Swahili): A community-based organization in the Bronx that works with African immigrants to address GBV, economic empowerment, family communications and an innovative Girls Empowerment and Leadership Initiative. Sauti Yeti provides safe spaces for community dialogue, facilitates mother/daughter communication, runs a fathers’ support group, and works with religious leaders and other community leaders to discuss GBV and its impact on the community. Sauti Yeti provides supportive counseling for circumcised girls and women, and addresses early forced marriage.

Violence Intervention Program: VIP, located in the Bronx, works with a predominantly Spanish-speaking population who seek counseling and services for domestic and intimate partner violence. VIP offers non-residential counseling as well as emergency housing and counseling and transitional housing. They offer legal services for immigrants and skills development for survivors who are interested in developing small businesses. In 2016, VIP reached an agreement with the NYPD that states that people with limited English proficiency have the right to certified interpretation when interacting with the NYPD and orders officers to carry cell phones with direct language access to interpretation thus ending the practice of using children or bystanders as interpreters.

Womankind: A community-based organization bringing deep cultural competency in order to help survivors of all ages to refuge, recovery and renewal from domestic violence, human trafficking and sexual violence. Womankind has client-centered services in 18+ Asian languages and dialects, including a toll-free 24/7 multilingual helpline, safe and confidential emergency housing, culturally-informed counseling, family law and immigration legal in their families and community. Womankind’s anti trafficking program, Project Free, provides assistance, culturally appropriate wellness activities, support groups and economic empowerment workshops. Attacks on Muslims and immigrants in the US adversely affects staff and clients (about 15% of staff are Muslim), and they and clients have fears about deportation and employment, and seeking services. Womankind also has a program to help abused seniors and serves victims of sex and labor trafficking from many Asian countries.

YWCA of Brooklyn: The YWCA has focused on school reforms aimed at ending practices that discourage vulnerable girls from staying in school. They work with a coalition of teachers and community members to support legislation that ensures a safe environment for Black girls in NYC schools. Rolanda Telesford, Director of Outreach and External Relations at YWCA, wants to give girls a more equal footing in terms of education and promote restorative justice practices. “The Judge Judith S. Kaye Solutions Not Suspensions Act: S767B” is a NY Senate proposed bill in the 2019/20 session. This act will formalize alternatives to suspensions that are education-based, age appropriate, and ensures that police officers who work in schools are trained to be part of a healthy and supportive school climate.