

City of Austin – Commission for Women

Purpose

- **Why:** Austin should be the most equitable city in the nation for women and girls
- **How:** Our initiatives are research-based and benchmarked against other cities
- **What:** We engage with the community to understand issues affecting self-identified women and girls, and recommend initiatives to City Council that prioritize women's equity

Vision

- Austin will be the most equitable city in the nation for women and girls

Mission

- **Current:** The Commission for Women serves as an advisory body to the city council and city manager concerning the needs and problems of women in the Austin area and shall recommend programs designed to alleviate any inequities that may confront women in social, economic and vocational pursuits.
- **Proposed:** The Commission for Women advocates and inspires the city council and city manager to prioritize women's quality of life, so that Austin becomes the most equitable city in the nation for women and girls.

Values

- We prioritize **diversity, equity, and inclusion**
- We raise **awareness**, are a **resource**, and take **action** through our **expertise** on women's issues
- We **recognize the achievements** of women who make an impact on equity
- We **collaborate** among the community and city leadership to accomplish **collective goals**
- We are **tenacious** and **drive results**

Women's Quality of Life Issues

- **Economic equity**, including access to opportunity, workplace equity, affordability, homelessness, CEDAW policy (Convention on the Elimination of all forms of Discrimination Against Women)
- **Sexual assault, violence prevention, and survivor experience**
- **Access to quality and affordable healthcare**

These issue areas are a priority for the Commission, and will define our work over the next five years, through 2023. We will measure our success against these issues and use them as benchmarks for women's quality of life. We will collaborate with city departments, community organizations and the other City of Austin quality of life commissions, particularly regarding issues that affect women and girls of color. We will monitor key City of Austin leadership positions to ensure candidates make these issues a priority. We will champion these issues through aligned working groups, build a strategic plan, set goals, and recommend budget for these initiatives.

The Women's Hall of Fame will recognize leaders and organizations who are making an impact on Austin becoming the most equitable city for women and girls.

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Goals

The Commission working groups will define specific goals and benchmarks for each issue area, and update annually. Note that the access to healthcare initiative is new in 2019, and goals will be set once that working group is formed.

Initiatives & Goals	2019	2020	2021-2023
Economic Equity			
CEDAW (Convention on the Elimination of all forms of Discrimination Against Women)	Advocate with Council, draft policy, identify budget requirements	City of Austin ratified as a CEDAW City (policy and budget)	Monitor progress and impact
Equity Assessment	Annual review of Equity Assessment Tool outcomes to address gender equity gaps	Annual review	Annual review
Workplace equity: merit-based compensation and promotion systems for CoA employees	Research and recommend changes to compensation systems; collaborate with HR and Economic Development Commission	City of Austin implements merit-based compensation and promotion systems	
Women and family homelessness	Research and recommend actions to address issues affecting homeless women and families		
Naming of public places	Continue to monitor and recommend changes to street names and public places to represent women, particularly women of color		
Sexual assault, violence prevention, and survivor experience			
Comprehensive study of APD sex crimes	Research and provide evaluator recommendations to council for comprehensive study of APD sex crimes	Continue to monitor and participate in evaluation	
Participate in sexual assault advocacy community collaborations	Research and propose possible recommendations for one coordinated community response team		
Access to quality and affordable healthcare			
Pending issues: menstrual equity, maternal mortality	Form working group; set goals.		

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Strategic Alignment

Austin Strategic Direction 2023 outlines a shared [vision](#) and six priority Strategic Outcomes:

Together we strive to create a complete community where every Austinite has choices at every stage of life that allow us to experience and contribute to all of the following outcomes:

- **Economic Opportunity and Affordability:** Having economic opportunities and resources that enable us to thrive in our community.
- **Mobility:** Getting us where we want to go, when we want to get there, safely and cost-effectively.
- **Safety:** Being safe in our home, at work, and in our community.
- **Health and Environment:** Enjoying a sustainable environment and a healthy life, physically and mentally.
- **Culture and Lifelong Learning:** Being enriched by Austin’s unique civic, cultural, ethnic, and learning opportunities.
- **Government That Works for All:** Believing that city government works effectively and collaboratively for all of us — that it is equitable, ethical and innovative.

The Commission's initiatives are aligned with these strategic priorities as follows:

Strategic Priorities	Economic Opportunity and Affordability	Mobility	Safety	Health and Environment	Culture and Lifelong Learning	Government That Works for All
Commission for Women Initiatives						
Economic equity	X	X	X			X
Sexual assault, violence prevention, and survivor experience		X	X	X		X
Access to quality and affordable healthcare	X	X		X		X
Recognition (Women's Hall of Fame)					X	