



COMMISSION FOR WOMEN RECOMMENDATION 20190410-03a

Date: April 10, 2019

Subject: Commission for Women Charter

Motioned By: Sarah Tober

Seconded By: Tanya Athar-Jogee

Recommendation

To update the Commission's mission statement and bylaws to reflect the Commission's vision to make Austin the most equitable city in the nation for women and girls.

Description of Recommendation to Council

The Commission for Women recommends modifications to the Commission's mission statement and bylaws to align with Strategic Direction 2023 and to reflect the Commission's vision.

Rationale:

Letter attached

Charter attached

Presentation attached

Vote

For: 8

Against: 0

Abstain: 0

Absent: District 3

Attest: Vicky Nguyen



Commission for Women

P.O. Box 1088, Austin, TX 78767

www.austintexas.gov/commissionforwomen

COMMISSIONERS

Flannery Bope
Chair

Rebecca Austen
Vice-Chair

Julia Cuba Lewis
Commissioner

Rossana Barrios
Commissioner

Amanda Lewis
Commissioner

Dyana Limon-Mercado
Commissioner

Tanya Athar-Jogee
Commissioner

Sarah Tober
Commissioner

DATE: April 10, 2019
TO: Mayor, City Manager, and Council Members
FROM: Flannery Bope, Chair, Commission for Women
Rebecca Austen, Vice Chair, Commission for Women
SUBJECT: Commission for Women Charter

On behalf of the City of Austin Commission for Women ("Commission"), we would like to inform the Mayor, City Manager, and Council that the Commission has completed a strategic planning phase which resulted in a vision statement, revised mission statement, core values, and goals aligned with the City of Austin Strategic Direction 2023. These are summarized in the attached 2019 Charter and described in more detail in the attached presentation which was shared at the Commission for Women Community Forum on March 25, 2019.

Our vision is that Austin will be the most equitable city in the nation for women and girls. We have recommended modifications to the Commission's mission statement to reflect this vision, and we are working with the Law department and Office of the City Clerk to revise the Commission bylaws. We have defined four priority initiatives, with associated working groups and goals:

- Economic equity
- Sexual assault, violence prevention, and survivor experience
- Access to quality and affordable healthcare
- Women's Hall of Fame

We appreciate your consideration of this Charter and look forward to discussing it further as we meet with you and members of your staff.

Attachments:

Commission for Women 2019 Charter final.pdf
Community Forum Mar 25 2019.pdf

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.

City of Austin – Commission for Women

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. | | |

City of Austin – Commission for Women

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 | |



Commission for Women

Community Forum

March 25, 2019

Agenda

- **Commission for Women Presentation**
- **Budget Office Presentation**
- **Community Discussion**

Commission for Women

| District | Council Member | Commissioner |
|-----------------|------------------------|-----------------------------|
| Mayor | Steve Adler | Julia Cuba Lewis |
| 1 | Natasha Harper-Madison | Juliana Gonzalez |
| 2 | Delia Garza | Rossana Barrios |
| 3 | Pio Renteria | Nancy Cardenas |
| 4 | Greg Casar | Amanda Lewis |
| 5 | Ann Kitchen | Dyana Limon-Mercado |
| 6 | Jimmy Flanagan | Tanya Athar-Jogee |
| 7 | Leslie Pool | Flannery Bope (Chair) |
| 8 | Paige Ellis | Vacant |
| 9 | Kathie Tovo | Sarah Tober (Secretary) |
| 10 | Alison Alter | Rebecca Austen (Vice Chair) |

Vision

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

Mission

The Commission for Women serves as an advisory body that advocates for 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**

Commission for Women Priority Initiatives

- **Economic Equity**
- **Sexual assault, violence prevention, and survivor experience**
- **Access to quality and affordable healthcare**
- **Women's Hall of Fame**

Commission for Women Alignment with Strategic Direction

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

Commission for Women Recommendations 2017-2019

- Truth in Advertising (March 2019)
- Sexual Assault Evaluation Recommendation (January 2019)
- Violence Prevention and Crisis Response Programs (August 2018)
- Renaming of Streets (August 2018)
- Chief of Police Hiring Requirements (February 2018)
- Hiring of 5 FTE Victims Services Counselors (February 2018)
- Equity Resolution (November 2017) – with Human Rights Commission
- Equity in Naming of Public Symbols (October 2017)
- Prohibiting employment inquiries regarding prior salary (October 2017)
- Renaming of Robert E. Lee Road (August 2017)
- Request regarding survivors of sexual assault (August 2017)

Commission for Women Additional Outcomes 2017-2019

- **City-wide Engagement**
 - Joint Inclusion Committee
 - Equity Action Team
 - APD Equity Assessment Community Panel
- **Community Engagement & Research (examples)**
 - Women's Homelessness
 - Menstrual Equity
 - Sexual Assault Response and Resource Team (SARRT)
- **Women's Hall of Fame (annual recognition event)**

Commission for Women Budget Priorities 2019-2020

- **Sexual assault, violence prevention, and survivor experience**
 - Continued funding for victim services counselors and APD training
 - Previously requested 5 FT employee positions (minimum \$27/hour) – received 3 FTE in current budget
 - Requested and received \$50,000 for one time APD training
 - Funding for Violence Prevention and Crisis Response Programs – requested \$706,000 as target benchmark
 - DNA lab ongoing funding / improvements
- **Economic Equity**
 - Austin as a CEDAW city (Convention on the Elimination of all Forms of Discrimination Against Women): target \$.10 to \$.25 per female resident (~469,653) = \$46,965 to \$117,413
- **Women's Hall of Fame**

Discussion

- **What is the City of Austin doing well to achieve the vision that Austin will be the most equitable city in the nation for women and girls?**
- **What can the City of Austin improve to achieve this vision?**

Thank You!