

Gender Equity Grantmaking Strategy for New York City



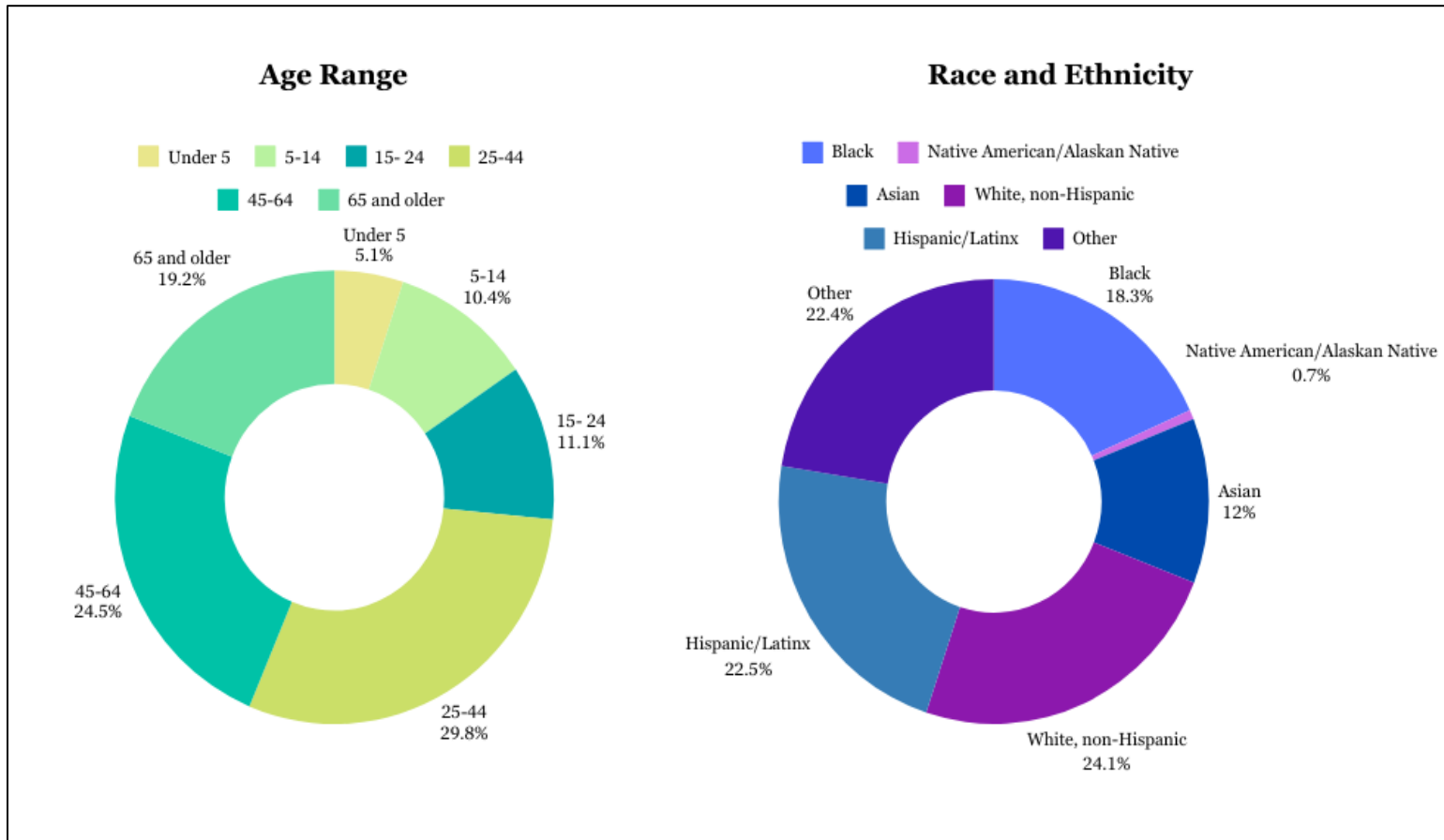
INTRODUCTION

This report was informed by discussions with grantees, researchers, policymakers, and a consultant's analysis of issues and opportunities. It will:

- Describe characteristics and unique needs of New York City's girls, women, and gender-expansive people;
- Discuss gender-based disparities in services and outcomes;
- Describe relevant grantmaking by The Trust and other foundations in New York City;
- Highlight recent developments and opportunities in the field; and
- Recommend a grantmaking strategy for the Gender Equity grants program.

CHARACTERISTICS AND DEMOGRAPHICS OF GIRLS AND WOMEN

4.3 million girls and women live in New York City, comprising 52 percent of the city's total population.



Source: American Community Survey, United States Census Bureau

BEYOND THE GENDER BINARY

The concept of gender has evolved to encompass a broader range of identities.

Until recently, the term “gender identity” referred to whether someone’s self-image was consistent with the gender they were assigned at birth (**cisgender**) or did not conform to the gender were assigned at birth (**transgender**). Within the last decade, especially as Generation Z came of age, many people began defining their gender more expansively—including people who identify as **nonbinary**, i.e., those who do not identify within the categories of male or female.¹

At a December 7, 2023, meeting, The Trust’s Distribution Committee adopted an interpretation of the terms “girls” and “women” to include cisgender girls and women, transgender girls and women, and nonbinary and gender nonconforming people—all of whom are marginalized based on their gender. In this report, we will use the term **gender expansive** to refer broadly to transgender girls and women and nonbinary and gender nonconforming people.

Limited data are available on transgender and gender-expansive people in and beyond New York City.

- During 2024, the U.S. Census Bureau began testing new questions pertaining to gender identity through the American Community Survey. It aims to begin using the questions in 2027.² Two years prior, the City Department of Education began permitting families to list students’ gender as “X” instead of “M” or “F.” (178 students marked “X” in 2023-2024.)³
- New York State is home to an estimated 116,000 transgender people over age 13.⁴ Transgender people in the United States are younger on average than the population overall, but their racial and ethnic distribution is similar.⁵

¹ Cindy Rizzo, “Expanded Notions of Gender and Gender-Specific Field of Interest Funds: Findings & Recommendations,” prepared for The New York Community Trust in May 2023 pp. 1-3, 4, 16.

² Jacob Ogles, “A nonbinary census?” the *Advocate*, November 13, 2024.

³ Michael Elsen-Rooney, “Shifting NYC school demographics: There are nearly as many Asian American as Black students,” Chalkbeat, August 6, 2024.

⁴ Jody L. Herman et al, *How Many Adults and Youth Identify as Transgender in the United States?* UCLA School of Law / Williams Institute, June 2022, p. 10.

⁵ Jody L. Herman et al, *How Many Adults and Youth Identify as Transgender in the United States?* p. 1.

PROGRESS TOWARD GENDER EQUITY

Girls and gender-expansive youth are thriving academically. Indeed, girls have outpaced boys in educational attainment.

- Girls score far higher on standardized English tests than boys in grades 3-8, while performing similarly to them in math.⁶
- For years, girls in the City have graduated high school at higher rates than boys. As of 2023, 88 percent of both girls and nonbinary young people graduated within four years of starting high school. For boys, the four-year graduation rate is slightly less than 80 percent.⁷
- In 1972, when Congress passed Title IX, men nationwide were 13 percent more likely to get an undergraduate degree than women, but today, women are 15 percent more likely to get a degree.⁸ In New York City, 79 percent of girls enroll in college within six months of graduating high school (compared with 68 percent of boys).⁹

Women and gender-expansive people are making progress toward parity in political participation.

- In 2021, New Yorkers elected 25 women to the City Council, bringing the total to 31 out of 51 seats—the first-ever majority-female City Council. (The Council maintained its female majority in 2023.) At the State level, the Governor, Senate Majority leader, and Attorney General are all women. And women are taking on increasingly visible roles in local policy advocacy and organizing.
- Although New York has yet to elect its first gender-expansive lawmaker, States including Colorado, Iowa, Massachusetts, Michigan, Minnesota, Montana, New Hampshire, and Pennsylvania have transgender and nonbinary legislators.¹⁰

⁶ Michael Elsen Rooney et al, “NYC girls outperform boys in academics. But they’re unhappier in school.” *Chalkbeat*, August 12, 2024.

⁷ Rooney et al, “NYC girls outperform boys in academics. But they’re unhappier in school.”

⁸ Lee Cowan, “How gender disparities are affecting men,” *CBS News*, November 12, 2023.

⁹ Rooney et al, “NYC girls outperform boys in academics. But they’re unhappier in school.”

¹⁰ LGBTQ+ Victory Fund, Our Candidates, accessed November 19, 2024, https://victoryfund.org/our-candidates/?search=&candidate_category=winning-candidates&gender_identity=non-binary%2Ctransgender-man%2Ctransgender-woman®ion=all&office_level=state-legislature.

Americans' attitudes about gender are changing.

- In 1977, less than a quarter of Americans felt that men and women should be equal. By 2016, more than two thirds felt that men and women should have equal roles in both domestic and professional life. Of note, most others felt that women should be equal to men at work but not in the home.¹¹
- Despite the increasing politicization of gender identity and expression, 64 percent of American adults say that they would support policies protecting gender-expansive people from discrimination in jobs, housing, and public spaces.¹² And 62 percent of Americans say that they are more supportive of transgender rights now than they were five years ago.¹³

Nevertheless, girls, women, and gender-expansive people face pervasive gender-based discrimination and violence— affecting their economic mobility, health, and intimate relationships.

¹¹ Barbara J. Risman et al, “Good News! Attitudes Moving Toward Gender Equality,” *Psychology Today*, December 17, 2018 (analysis of data from collected by the University of Chicago for the General Social Survey from 1977-2016).

¹² Carrie Blanzina and Chris Baronavski, “How Americans view policy proposals on transgender and gender identity issues, and where such policies exist,” *Pew Research Center*, September 15, 2022.

¹³ Daniel Greenberg et al, “America’s Growing Support for Transgender Rights,” *Public Religion Research Institute Poll*, June 11, 2019.

ECONOMIC MOBILITY

Women are more likely than men to experience poverty, especially women of color. And as far back as data has been collected, women have been paid less than men.

- Although the City’s girls and young women finish high school and attend college at higher rates than their male counterparts, the gender-based wage gap has remained relatively flat in recent years.
- In 2022, the average New York City woman earned 90 cents for every dollar a man made, which was unchanged from 2007 and is slightly less than the 92 cents she earned in 1997. When the data is disaggregated by race, Asian women earned 72 cents on the dollar, Black women earned 57 cents, and Hispanic women earned 54 cents.¹⁴
- Gender-based wage gaps compound over time, leading to long-term economic consequences for women.

Women are overrepresented in low-wage industries, such as service, caregiving, and domestic work.

- Jobs in fields dominated by women pay less, even accounting for workers’ education and skill. These jobs are also less likely to provide workers with benefits, including health insurance and retirement plans.¹⁵
- Longitudinal data shows that average wages for an occupation tend to decrease when large numbers of women enter the field.¹⁶
- Women are underrepresented in higher-paying, skilled trades including construction management, plumbing, and welding.¹⁷

¹⁴ L.K. Moe, *Closing the Gender Pay Gap Why Pay Equity Has Stalled in New York City and the Urgent Need for Action*, Center for New York City Affairs, November 2023, Executive Summary.

¹⁵ Sara Jane Glynn and Diana Boesch, “Connecting the Dots: ‘Women’s Work’ and the Wage Gap,” *U.S. Department of Labor Blog*, March 14, 2022.

¹⁶ Glynn and Boesch, “Connecting the Dots: ‘Women’s Work’ and the Wage Gap.”

¹⁷ “Women Are Underrepresented in The Trades Industry,” *National Public Radio*, August 8, 2021.

Gender-based wage and wealth gaps peak during women’s childbearing years, and women who are parents face distinct economic challenges.

- Nearly 80 percent of single-parent households in the City are headed by women. In 2023, 80 percent of these households had what is termed ‘inadequate income,’ i.e., income that is not sufficient to meet a family’s basic needs. (Income inadequacy for female-headed households without children is 48 percent, compared to 44 percent for male-headed households.)¹⁸
- More than three quarters of people who seek child support in New York City’s family court are women living in poverty.¹⁹ The process of petitioning for child support in the City’s family court is arduous, contributing to financial instability for single-parent households. It often requires litigants to spend months or even years moving through the system, typically without the assistance of a lawyer.
- Child care is unaffordable for 80 percent of families living within the City’s five boroughs, and women are far more likely than men to leave jobs or reduce working hours due to difficulty accessing affordable child care.²⁰ In 2022, nearly half of mothers in the City’s labor force reported losing or changing jobs, choosing part-time work, declining a promotion, and/or deciding not to look for a job because they could not access affordable, reliable child care.²¹

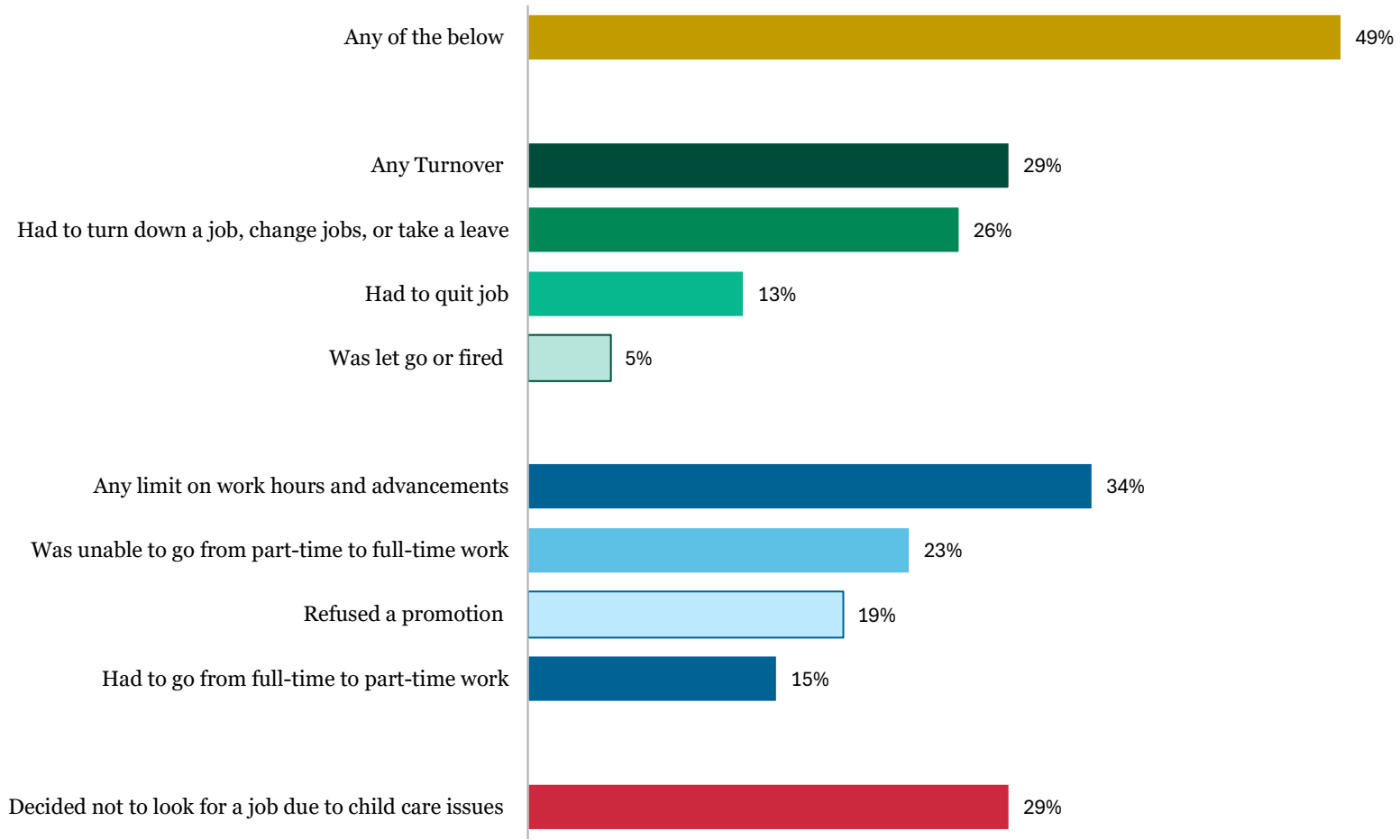
¹⁸ *Overlooked and Undercounted: Struggling to Make Ends Meet in New York City 2023*, Prepared by the Center for Women’s Welfare for the Fund for the City of New York and United Way of New York City, p. 19.

¹⁹ *Toward Justice for Parents in Child Support Courts*, Her Justice, March 2021, Executive Summary.

²⁰ Rimsha Khan, *From Birth to Age 12: The (Un)Affordability of Child Care & Out-of-School Care in New York City*, Citizens Committee for Children, p. 2.

²¹ Eunho Cha et al, *Spotlight on: Child Care-Related Work Disruption in the Early Childhood Poverty Tracker*, Robin Hood Foundation and Columbia University, September 2024, p. 5.

Percentage of working mothers who experienced the following due to childcare issues:



Adapted from the *Early Childhood Poverty Tracker* survey conducted in 2022-2023 by Columbia University and the Robin Hood Foundation.

Gender-expansive people are paid less than the general population, and they face pervasive employment discrimination.

- Almost 32 percent of New York State’s transgender population has an annual household income of less than \$25,000 (compared with 12.9 percent of cisgender New Yorkers).²² Nationally, transgender men earn 70 cents for every dollar the typical worker earns; transgender women earn 60 cents.²³
- In 2024, the State Department of Labor released its first report on the experiences of transgender, gender nonconforming, and nonbinary New Yorkers in the workplace. Among other findings, the report revealed that 15 percent of respondents reported losing a job at some point in their lifetime due to their gender identity or expression, and 26 percent reported being fired, denied a promotion, or denied a job they applied for within the last year because of their gender identity or expression.²⁴

²² *Report on Transgender, Gender Non-conforming, and Non-binary Persons in The Workforce*, New York State Department of Labor, January 2024, p. 26.

²³ *The Wage Gap Among LGBTQ+ Workers in the United States*, Human Rights Campaign, January 2022

²⁴ *Report on Transgender, Gender Non-conforming, and Non-binary Persons in The Workforce*, p. 26.

PHYSICAL AND MENTAL HEALTH

The data paint a mixed picture of reproductive health care in the City. New Yorkers have access to safe, legal abortions. But racial disparities in teen pregnancy and maternal mortality persist.

- Black women in New York are nine times more likely to die from pregnancy or childbirth than white women (this is significantly higher than the national average—Black women nationwide are three times more likely than white women to die from pregnancy-related complications).²⁵ Hispanic women experience pregnancy-related death at twice the rate of white, non-Hispanic women.²⁶
- From 2020-2024, the top three contributing factors to preventable pregnancy-associated deaths from 2016-2020 were: clinical skill and quality of care (40.4 percent of deaths), lack of continuity of care and care coordination (38.4 percent of deaths), and discrimination (17.9 percent). (Discrimination may be underestimated.²⁷)
- Teen pregnancies have declined overall, but Black and Hispanic girls are still more likely than their white peers to become pregnant during adolescence.²⁸

²⁵ “Maternal Health Action Kit,” NYC Department of Health and Mental Hygiene, accessed November 1, 2024, [²⁶ “Maternal Health Action Kit,” NYC Department of Health and Mental Hygiene](https://www.nyc.gov/site/doh/providers/resources/public-health-action-kits-maternal-health.page#:~:text=There%20is%20an%20ongoing%20maternal,White%20women.%20Latina%20women%20also; Emily Baumgaertner and Farnaz Fasshi, “Bias Imperils Black Women In Pregnancy, U.N. Finds,” <i>New York Times</i>, July 13, 2023, Section A, p. 10</p></div><div data-bbox=)

²⁷ *Pregnancy Associated Mortality in New York City, 2016-2020*, Maternal Mortality Review Committee, New York City Department of Health and Mental Hygiene, September 2024, p. 70.

²⁸ “Fewer Teens in New York City Are Getting Pregnant, but Is It Enough? Breaking Down the Numbers,” Committee for Hispanic Children and Families, accessed November 1, 2024, <https://www.chcfinc.org/fewer-teens-in-new-york-city-are-getting-pregnant-but-is-it-enough-breaking-down-the-numbers/#:~:text=The%20problem%20and%20solutions%20are,adolescent%20health%20and%20CHCF%20blogger>

Mental health issues among girls and young women are on the rise. As with all mental illness, the causes are complex.

- From 2011 to 2021, the percentage of female high school students experiencing persistent feelings of sadness or hopelessness increased from 33 to 48.4 percent. (The percentage of male students reporting similar feelings also saw an increase, from 20.8 to 28.2 percent.)²⁹
- During the same time, the percentage of female students who seriously considered suicide increased from 14.9 to 20.6 percent (as compared with male students, whose rate of serious suicidal ideation increased from 8.1 to 10 percent).³⁰
- Experts believe that a variety of interrelated factors contribute to these disparities, including social media use (which correlates with body image issues, sexual exploitation, and cyberbullying, all of which affect girls more than boys).

Gender-expansive youth are struggling, and many feel unwelcome at school and/or in their homes.

- Young people whose gender attributions are not aligned with their sex, including both transgender and nonbinary youth, are more likely to report depressive symptoms, non-suicidal self-injury, suicidal thoughts, and suicide attempts than students whose gender attribution aligns with their sex.³¹
- Nonbinary students are more likely than other students to report low levels of satisfaction with their school environment.³²
- National studies have found that gender-expansive youth experience familial rejection at disproportionate rates, and therefore are more likely to experience low self-esteem, depression, and suicidal ideation than cisgender peers.³³ Conversely, transgender and gender-nonconforming youth who feel that their gender identity is accepted by at least one adult or peer are far less likely (39 and 34 percent, respectively) to attempt suicide.³⁴

²⁹ NYC Youth Risk Behavior Survey: Public Use Data, trend reports for 2011 and 2021, New York City Department of Health and Mental Hygiene and the federal Centers for Disease Control and Prevention, accessed on November 4, 2024, <https://www.nyc.gov/site/doh/data/data-sets/nyc-youth-risk-behavior-survey-public-use-data.page>.

³⁰ NYC Youth Risk Behavior Survey: Public Use Data, trend reports for 2011 and 2021.

³¹ *Epi Data Brief: Gender Attribution and MH Disparities Among NYC Public High School Students, 2017*, New York City Department of Health and Mental Hygiene, November 2019, No. 121.

³² Michael Elsen-Rooney, "Shifting NYC school demographics: There are nearly as many Asian American as Black students," *Chalkbeat*, August 6, 2024.

³³ Natalie M. Wittlin et al, Mental Health of Transgender and Gender Diverse Youth, *Annual Review of Clinical Psychology*, Volume 19, 2023.

³⁴ Myeshia N. Price and Amy E. Green, "Association of Gender Identity Acceptance with Fewer Suicide Attempts Among Transgender and Nonbinary Youth," *Transgender Health*, February 8, 2023.

GENDER-BASED VIOLENCE

Although survivors of intimate partner violence and sexual violence can be of any gender, women and gender-expansive people are most at risk.

- Nearly half of all female homicide victims age 16 or older are killed by an intimate partner (as compared to roughly three percent of male homicide victims).³⁵
- More than 75 percent of intimate partner felony assaults reported to the New York City Police Department in 2020 and 2021 involved female-identified victims.³⁶
- In a recent survey of New York City public school students, 10.4 percent of girls reported that they had experienced sexual violence during the previous 12 months (compared with 5.3 percent of boys).³⁷
- Nationally, transgender people are nearly twice as likely to experience intimate partner violence as cisgender people.³⁸

Intimate partner violence and sexual violence are both underreported. False accusations are rare.³⁹

- Law enforcement and hospital personnel often lack the training and expertise needed to recognize signs of physical and sexual abuse and respond to survivors' complex medical and social needs.⁴⁰
- Survivors of domestic violence may fear that they will lose custody of children or abuse will escalate if reported.
- Although often necessary, relocation to domestic violence shelters can disrupt survivors' routines and cause social isolation.
- Gender-expansive people often avoid shelter due to anticipated and past discrimination and mistreatment in shelter settings.⁴¹

³⁵ Olga Khazan, "Nearly Half of All Murdered Women Are Killed by Romantic Partners," *The Atlantic*, July 20, 2017.

³⁶ Julie Wertheimer-Meier & Edward Hill, *Rates of Intimate Partner Violence Across New York City: An Intersectional Analysis*, NYC Mayor's Office to End Domestic and Gender-Based Violence, September 2022 (updated July 2023).

³⁷ NYC Youth Risk Behavior Survey: Public Use Data, trend report for 2021.

³⁸ Sarah M. Peitzmeier, "Intimate Partner Violence in Transgender Populations: Systematic Review and Meta-analysis of Prevalence and Correlates," *American Journal of Public Health*, September 2020.

³⁹ Cameron Kimble and Inimai M. Chettiar, *Sexual Assault Remains Dramatically Underreported*, Brennan Center for Justice, October 4, 2018

⁴⁰ See generally, Rachel Louise Snyder, *No Visible Bruises: What We Don't Know About Domestic Violence Can Kill Us*, Bloomsbury Publishing; 1st edition, May 7, 2019.

⁴¹ Carla M. Smith, *Examining Access Barriers to Emergency Domestic Violence Shelter Services for Transgender Identified Survivors of Intimate in New York State*, St. John Fisher University, August 2014.

Technology is increasingly used by abusers to monitor and harass their victims.

- An abusive partner may use a partner’s mobile device to track their location or activities, threaten to share sensitive texts or images, or use Artificial Intelligence software to create digitally altered images to manipulate identifiable photos of a partner or acquaintance.
- Technology-based abuse is especially prevalent among adolescents and can often be a precursor to physical or sexual violence.⁴²

Incarcerated people are particularly vulnerable to gender-based violence.

- For decades, women in the Rose M. Singer Center (the women’s jail on Riker’s Island) have alleged rampant sexual abuse of detainees by staff at the jail. Complaints about sexual violence at the facility are more than double the national average for correctional facilities.⁴³
- Girls and women living in jails and juvenile detention facilities are more likely than their male counterparts to have experienced domestic violence, including sexual violence, and to be arrested due to related circumstances or events.⁴⁴
- Studies show that as many as half of all incarcerated transgender people nationally are sexually assaulted while in jail or prison.⁴⁵

⁴² Rojan Afrouz and Sevi Vassos, “Adolescents’ Experiences of Cyber-Dating Abuse and the Pattern of Abuse Through Technology, a Scoping Review,” *Trauma, Violence, and Abuse*, Volume 25, Issue 4, February 2024

⁴³ *Sexual Victimization in Prisons and Jails Reported by Inmates, 2011–12*, United States Department of Justice, Bureau of Justice Statistics, page 13.

⁴⁴ Julie Ajinkya, “The Top 5 Facts About Women in Our Criminal Justice System: Many Face Difficulties During and After Incarceration,” Center for American Progress, Mar 7, 2012, accessed on November 1, 2024, <https://www.americanprogress.org/article/the-top-5-facts-about-women-in-our-criminal-justice-system/>

⁴⁵ Kelsie Chesnut and Jennifer Peirce, *Advancing Transgender Justice: Illuminating Trans Lives Behind and Beyond Bars*, Vera Institute of Justice and Black and Pink National, February 20, 2024.

FUNDING FOR GENDER EQUITY

Less than 2 percent of charitable giving in the United States goes to organizations supporting women and girls.⁴⁶ Less funding still goes to nonprofits located in and serving girls and women New York City.

In 2021 and 2022, only three foundations made grants totaling more than \$1 million focused on girls and women in the city’s five boroughs: The New York Community Trust, the New York Women’s Foundation, and the National Philanthropic Trust.⁴⁷

	<u>Amount of Giving, 2021 and 2022</u>
The New York Community Trust	\$5,625,000
New York Women’s Foundation	\$3,600,000
National Philanthropic Trust	\$1,155,025

Like The Trust’s Gender Equity program, the New York Women’s Foundation’s grants support girls, women, and gender-expansive people. Many, but not all, of its grantees are located in the City, and its grants fall within three core program areas: economic and environmental justice; safety, health equity, and bodily autonomy; and civic engagement and leadership. National Philanthropic Trust is a conglomeration of donor-advised funds supporting a wide range of issues.

Other foundations make grants to advance reproductive rights and address gender-based violence nationally and internationally, but relatively few of these grants support work in the City.

In 2022, 4.6 percent of foundation grantmaking in the United States supported gender-expansive communities and issues (a more than 30 percent increase from the prior year).⁴⁸

The increase in funding likely stemmed from the significant policy and legal challenges faced by gender-expansive people in recent years. In 2021 and 2022, foundations made grants totaling \$6.5 million for projects supporting gender-expansive people in New York city.⁴⁹

⁴⁶ Thalia Beaty, “Less than 2% of philanthropic giving goes to women and girls. Can Melinda French Gates change that?” *Associated Press*, May 29, 2024.

⁴⁷ Based on Form 990 data collected by Candid.

⁴⁸ 2022 Resource Tracking Report: LGBTQ Grantmaking by U.S. Foundations, Funders for LGBTQ Issues, June 2024, p. 15

⁴⁹ Based on Form 990 data collected by Candid.

The Trust’s grants for gender equity are primarily drawn from two funds: the Mildred Anna Williams Fund and the Nina Untermyer Fund.

The Mildred Anna Williams Fund was created in 1935 to improve the conditions of and opportunities for poor and disadvantaged girls and young women in New York City. (At The Trust, we define “young people,” and therefore “young women,” to include people ages 24 and younger.) The Nina Untermyer Fund, established in 2010, has the comparatively broad purpose of supporting programs for girls and women of any age.

From 2014 to 2020, The Trust’s competitive grantmaking for girls and women was spread across multiple program areas. While this approach encouraged program officers from across The Trust to recommend gender-focused grants, it limited our ability to pursue a cohesive, focused strategy for reducing gender-based disparities affecting girls and women in New York City. Therefore, in the spring of 2020, we again consolidated grants for girls and women into a dedicated program.

To remain consistent with The Trust’s interpretation of “girls” and “women,” and The Trust’s emphasis on equity and systemic improvement, we recommend referring to it as the Gender Equity program going forward.

Over the past ten years, The Trust made \$21.7 million in grants to projects focused on gender equity.

More than 70 percent of the grants supported projects to improve service delivery. Twenty-two percent supported research, policy, and advocacy. The remaining eight percent was divided between support for fellowships, scholarships, and awards; planning and program development; and projects focused on strengthening organizational capacity.

Recent grants from The Trust have:

- Improved mental health services for women and children living in domestic violence shelters, making it easier for hundreds of families annually to recover from trauma and move forward with their lives.
- Supported a successful campaign to expand income eligibility for child care assistance in New York State to the maximum rate allowable by the federal government (in conjunction with the Early Childhood grants program).
- Provided hundreds of girls and young women between the ages of 12 and 24 with opportunities to get involved in youth-led advocacy and make their voices heard on issues ranging from school discipline reform and domestic workers' rights to violence against transgender youth.
- Trained staff at 10 hospitals on how trauma and implicit bias affect clinical decisions and interactions with patients, to reduce maternal deaths and life-threatening childbirth-related complications among Black women (through the Health and Behavioral Health grants program).



With a grant from The Trust, Flanbwayan Hatian Literacy Project helped engage Haitian immigrant girls in advocacy to increase access to higher education. Photo by Todd Heisler for the *New York Times*.

RECENT DEVELOPMENTS AND CURRENT OPPORTUNITIES

- **Policymakers at both the local and State levels are taking steps to reduce maternal mortality.** In 2023, Governor Hochul expanded doula coverage for all Medicaid beneficiaries statewide, substantially increased doula reimbursement rates, and extended New York Medicaid’s postpartum health coverage from 60 days to a full year following pregnancy. In 2022, Mayor Adams started a citywide effort to provide doulas to income-eligible people living in specified zip codes, shelters, or foster care. In 2024, the City Council passed legislation to increase transparency of maternal mortality data.
- **Advocacy for affordable child care is gaining traction.** Families—particularly low- and middle-income mothers—have been galvanized by pandemic-related child care challenges to advocate for a more affordable, accessible child care system. Consequently, lawmakers are paying increased attention. States around the country, including New York, have significantly increased eligibility for child care subsidies.
- **Advocates have helped legislators propose substantial reforms to the child support system.** If the legislation passes, comparatively straightforward child support cases would be resolved through an administrative process, as is done in states including Colorado, Illinois, and Massachusetts. The administrative process will reduce the backlog of child support cases in the family court and free up resources so that judges can focus on more complex cases. So far, the State Office of Court Administration, which oversees the family courts, has declined to support the plan, but advocacy is ongoing.
- **A growing body of research shows that early, sustained access to high-quality sexual health education helps young people learn to recognize the characteristics of, and develop, healthy intimate relationships.** Children who get this kind of education are more likely to tell trusted adults if they are being sexually abused, and as they get older, are less likely to perpetrate both sexual and physical violence.
- **There is still plenty of progress to be made in political representation.** The recent surge in gender-focused advocacy, particularly among youth, is inspiring. But the City has yet to elect its first female mayor, the State legislature is disproportionately male, and there are few gender-expansive people in political leadership.
- **Researchers, service providers, and clinicians are exploring new approaches to preventing intimate partner violence.** Historically, the field has focused on screening people to identify those who may have been abused (for example, at a doctor’s appointment) before connecting them with services and support. But increasingly, experts are calling for broad-based prevention education, normalized public conversation about intimate partner violence, and making it easier for survivors to access resources and support without explicit disclosure of their abuse.

RECOMMENDED GUIDELINES FOR THE GENDER EQUITY PROGRAM

1. Develop the leadership of girls and gender-expansive youth, including through youth-led activism and civic engagement. Priority will be given to projects that:

- Have demonstrated expertise in mobilizing girls and gender-expansive youth to pursue social change, influence policies that directly affect them, and get involved in civic life.
- Have a well-articulated rationale for offering gender-specific programming.
- Are serving at least three public schools or working with young people outside school settings.

2. Promote economic mobility among women and gender-expansive people. The Trust will support projects that:

- Take a systemic approach to reducing gender-based wage gaps, including advocating to increase access to affordable child care and reform the child support system.
- Seek to improve working conditions in industries dominated by women and gender-expansive people, and reduce gender-based discrimination in the workplace.
- Provide workforce training, placement, and post-placement services to women and gender-expansive people, especially in high-paying fields where women and gender-expansive people are underrepresented.

3. Improve programs and services for survivors of gender-based violence, including intimate partner violence, sexual assault, and commercial sexual exploitation. Priority will be given to projects that:

- Research and test new approaches to identifying and serving survivors of gender-based violence and their families.
- Make discussions about gender-based violence more common and encourage survivors to seek help.
- Advocate for increased protections and resources for survivors of gender-based violence.

4. Improve reproductive, maternal, and mental health care for girls, women, and gender-expansive people, and increase the quality and availability of sexual health education. We will support projects that:

- Train the health care workforce to identify and address disparities in health outcomes affecting girls, women, and gender-expansive people.
- Offer gender-specific services aimed at improving the health and mental health of girls, women, and gender-expansive people.
- Advocate for mandatory, comprehensive sexual health education in public schools.
- Provide young people, including boys, with age-appropriate instruction on healthy relationships and sexual consent.