



Annual Internal Review

This report covers the time period of 7/1/2018 to 6/30/2019

Commission for Women **(Official Name of Board or Commission)**

The Board/Commission mission statement (per the City Code) **is:** to serve as an advisory body to the City Council and the City Manager concerning the needs and problems of women in the Austin area and shall recommend programs designed to alleviate any inequalities that may confront women in social, economic and vocational pursuits. The Commission shall develop goals and coordinate research for planning, programming, and action relating to opportunities, needs, problems, and contributions of women in the city.

1. **Describe the board's actions supporting their mission during the previous calendar year. Address all elements of the board's mission statement as provided in the relevant sections of the City Code.**
(Reference all reports, recommendations, letters or resolutions presented to the City Council on mission-specific issues. If some of the elements of the mission statement were not acted on by the board in the past year, the report should explain why no action was taken.)
 - a. **Commission for Women Vision, Mission and Strategic Goals**
 - i. Developed a new strategic vision for the Commission: *Austin will be the most equitable city in the nation for women and girls.*
 - ii. Approved a new mission statement for the Commission in January 2019: *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.*
 - iii. Worked with CoA HR and legal personnel to update the mission statement in the Commission by-laws (pending as of July 2019).

- iv. Developed a charter for the Commission, incorporating the new vision and mission statements, values, strategic issues and goals, working groups aligned with these goals, and alignment with the CoA strategic outcomes. This was submitted to Council in April 2019 via [Recommendation 20190410-03a](#).
- b. Commission for Women Budget
 - i. Assessed FY19 budget in fall 2018 related to Commission's recommendations; continued to address items that remained as gaps in the current budget year.
 - ii. Held a community forum for the Commission on March 25, 2019; presented the Commission charter, goals and alignment with City strategic priorities and outcomes; facilitated an open dialogue with community members to collect feedback on issues affecting women and girls; incorporated community feedback into the FY20 budget submissions and priorities.
 - iii. Passed [Recommendation 20190410-04c](#) in coordination with the Joint Inclusion Committee regarding how City departments capture, analyze and use demographic data and report outcomes.
 - iv. In coordination with the Joint Inclusion Committee and its members, with support from the Budget Office and Equity Office, the Commission conducted a comprehensive assessment of needs that affect equity and quality of life for women and girls, and approved and submitted the following FY20 budget recommendations in April 2019:
 - 5 Full-Time Employee Victim Services Counselors
 - Violence Prevention and Crisis Response Programs (in conjunction with the Public Safety Commission)
 - Convention on the Elimination of Discrimination Against Women (CEDAW)
 - Women's Hall of Fame
 - Menstrual Equity Pilot Program
 - Sickle Cell Anemia Association of Texas
 - Community Health Resources for Immigrants
 - Training to help Homeless and Mental Health Victims
- c. Working Group: Economic Equity
 - i. Discussed Equity Assessment Tool with Brion Oaks, Chief Equity Officer in August 2018; reinforced need for the tool to address gender as well as race equity; gender gaps persist in the tool.
 - ii. Passed [Recommendation 20180824-03b](#) regarding naming of streets and public places.
 - iii. Discussed issues affecting women and families related to homelessness.
 - iv. Commissioners Austen and Lewis represented the Commission in the Equity Office's community assessment of the Austin Police Department as they complete the Equity Tool.

- d. Working Group: Sexual Assault, Violence Prevention and Survivor Experience
 - i. Had presentation and discussion with The SAFE Alliance in August 2018 on violence prevention and crisis response programs. Passed [Recommendation 20180824-03a](#) to support funding for programs, in support of Recommendation 20180806-008 from the Public Safety Commission; submitted budget request for FY20 to fund the programs.
 - ii. Upon completing her term, Commissioner DeFrates was appointed as a liaison between the Commission and the DNA Lab advisory group, to provide periodic reports to the Commission.
 - iii. Passed [Recommendation 20190109-04f](#) for a comprehensive evaluation of how reported sexual assaults are investigated and processed, including why reported cases do not proceed to prosecution, and that this evaluation be used by the SARRT to guide implementation of efforts to improve system responses to sexual assault survivors.
 - iv. Had presentation in March 2019 by Joe Silva, Assistant to Assistant City Manager Arellano, and Erin D'Vincent, Procurement Supervisor, regarding development of a contract to evaluate how reported sexual assaults are investigated and processed, per Council Resolution 20190131-077.
 - v. Commissioner Lewis was appointed in April 2019 to represent the Commission on the panel regarding the vendor selection for the sexual assault evaluation.
- e. Working Group: Access to affordable and quality health care
 - i. Discussed menstrual equity and need for free menstrual products in public places and schools; submitted budget request for FY20 pilot in at least two locations.
 - ii. Discussed issues which disproportionately impact African-American women related to maternal mortality.
 - iii. Had briefing in April 2019 from the Sickle Cell Association of Texas Marc Thomas Foundation; submitted budget request for FY20 to continue City funding of the program.
- f. Working Group: Women's Hall of Fame
 - i. Recommended changes to the Women's Hall of Fame to align with the new Commission vision and mission.
 - ii. Deferred the next event to spring 2020 in order to achieve the revised goals for the program; submitted budget request for FY20 to fund the program.
- g. General Business
 - i. Discussed hiring of key City leadership related to Commission's priorities for women and girls.
 - ii. Discussed safety for women travelling in the City.

- iii. Had briefing from the City's Equal Employment/Fair Housing Office in October 2018 regarding the Fair Chance Hiring Ordinance that became effective on April 4, 2016.
- iv. Had briefing from Brie Franco, Intergovernmental Relations Officer, in November 2018 regarding the 86th Texas Legislative Session in 2019.
- v. Had briefing from Brita Hansen and Jacquie Fuller in January 2019 regarding adult entertainment club promotional wording. Passed [Recommendation 20190313-03a](#) to support efforts to shift language emphasizing the human body as a commodity to language emphasizing services, and to remove references to "boys" and "girls" on signs and advertisements.
- vi. Had briefing from Angela Sommers from Neighborhood Housing and Community Development and Leslie Boyd from Austin Public Health in February 2019 regarding the City's 5-year strategic plan.
- vii. Had briefing from Farah Muscadin of the Office of Police Oversight in March 2019.
- viii. Had presentation from the Central Texas Coalition Against Human Trafficking by John Nehme, President and CEO of Allies Against Slavery in June 2019. Discussed need for recommendation as a follow up to Resolution 20151015-033, to address actions regarding human trafficking.
- ix. Discussed possible action regarding alternatives to a boycott by the City of Austin against the State of Alabama regarding the state's further restriction of access to abortion, in June 2019.
- x. Discussed actions to address Citizens Communications which are derogatory and disparaging.

2. Determine if the board's actions throughout the year comply with the mission statement.

(If any of the board's actions were outside the scope of the mission statement, the report should explain the non-compliance issues.)

The Commission for Women remains in compliance with the mission statement, and maintains the agenda of focusing on matters that are in compliance with the mission statement.

3. List the board's goals and objectives for the new calendar year.

(Make sure the goals and objectives fall within the mission statement of the board/commission.)

The following goals were set per the charter that was established by the Commission in 2019:

- a. Economic equity
 - i. Austin as a CEDAW city
 - ii. Equity Assessment – annual review to address gender equity gaps
 - iii. Workplace equity including merit-based compensation and promotion
 - iv. Women and family homelessness
 - v. Naming of public places
- b. Sexual assault, violence prevention and survivor experience
 - i. Comprehensive evaluation of sexual assault crimes
 - ii. Participate in sexual assault advocacy community collaborations
- c. Access to quality and affordable health care
 - i. Menstrual equity
 - ii. Maternal mortality
- d. Women's Hall of Fame
 - i. Recognition of leaders and organizations in alignment with Commission's vision and mission