City of Austin Commission for Women
2022 Charter

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.

Definition

- The Commission for Women defines "women and girls" as individuals who identify as female, including those who are transgender and non-binary.

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**

Quality of Life Issues and Priorities for Women and Girls

- **Economic equity,** including access to opportunity, workplace equity, affordability, housing and homelessness, childcare, and non-discrimination (e.g., CEDAW)
- **Safety,** including sexual assault, domestic violence, trafficking, violence prevention, public safety and policing reform, victim services, and survivor experience
- **Health,** including mental and physical well-being, access to quality and affordable healthcare, menstrual equity, maternal mortality, reproductive and sexual health, and impacts of the COVID-19 pandemic
- **Gender and race equity,** including the intersection of disparities across race, ethnicity, gender, gender identity and sexual orientation

These issues are a priority for the Commission for Women, and they define our work through 2023. We will measure our success on these issues and use them as benchmarks for the quality of life of women and girls. We will collaborate with city departments, community organizations, the Equity Office, and other Commissions (via the Joint Inclusion Committee), 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 recommendations, aligned working groups, budget planning, and recognition of those who advance equity for women and girls.

2022 Working Groups & Goals

Working Groups	2022 Goals
Homelessness	Research and recommend actions to address women and children with housing vulnerabilities or experiencing homelessness.
	Analyze the intersection of homelessness with safety and mental health, including shelter and housing for women and girls experiencing sexual abuse, domestic violence, and sex trafficking.
Health	Research and recommend actions to address mental health for women and girls.
	Recommend actions to address the ongoing impact of COVID-19 on women and girls, including equitable access to treatment and vaccines.
Safety	Represent the needs of women and girls with the Reimagining Public Safety task force. Ensure that Public Safety leadership, resources, budgets, policies, and practices address the needs of women and girls, are trauma informed, culturally competent, and support healing and justice for survivors.
	Monitor progress and impact of APD's evaluation of sex crimes and Austin's implementation of new state laws related to sexual assault systems response.
	Monitor the timely processing of rape kits and DNA evidence. Request updates from past recommendations and council resolutions related to systems improvement, with coordinated community response.
	Monitor staffing needs for APD Victim Services; ensure a victim services counselor is dispatched to every emergency call involving sexual assault.
Recognition of Equity for Women and Girls	Recognize leaders and organizations who are making an impact on Austin becoming the most equitable city for women and girls.
	Redesign the nomination process, selection criteria, program name, recognition event, and promotion to align with the Commission's vision and mission.

These working groups were approved by the Commission for Women in February, 2022. The first three were formed to address recommendations for the City of Austin FY2022-2023 budget, to include research, budget submissions, endorsement of recommendations with the Joint Inclusion Committee (JIC), and follow up with the JIC, Budget Office, Equity Office and City departments responsible for setting budget priorities and implementing solutions. The working groups will remain in place until there is a closed loop with City departments and the JIC on how the recommendations were implemented, to inform the next fiscal year budget. The fourth working group will conclude when the recognition process is complete, including a closed loop for lessons learned from the redesigned program.

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 priorities are aligned with these strategic priorities as follows:

Strategic Priorities **Commission for Women Priorities**	**Economic Opportunity and Affordability**	**Mobility**	**Safety**	**Health and Environment**	**Culture and Lifelong Learning**	**Government That Works for All**
Economic Equity	X	X	X			X
Safety		X	X	X		X
Health	X	X		X		X
Gender & Race Equity	X	X	X	X	X	X