

Gender Equity Commission

12/4/25

Staffer: Stephanie Gagne

- Roll Call:
 - ☐ Nikkole Terney
 - ☐ Avery Hart
 - ☐ Crystal Wamalwa
 - ☐ Rachel Shepherd
- ☐ Approval of Prior Minutes
 - Unable to approve due to lack of quorum.
- ☐ Public Comment: *No Public Comment*
- ☐ Report of Special Committees:
 - 5 Year Action Plan
 - ☐ *Summary:* The draft survey was discussed. After departments fill out the survey, commissioners would like to see a follow-up survey dependent on responses. There is also an interest in getting demographic information for City employees. One requested question to add to the survey is: “What have you already done to be more inclusive and equitable for residents?”
- ☐ Unfinished Business:
 - **Internal Policy: Pregnancy Loss Leave**
 - ☐ *Summary:* This will have budget implications, so we will have to wait until the Mayoral transition to explore budget options.
 - **Free Menstrual Products and Contraceptives in All City Owned Facilities with Restrooms**
 - ☐ *Summary:* This will have budget implications, so we will have to wait until the Mayoral transition to explore budget options.
 - **PAAR Will of Council**
 - ☐ *Summary:* James Murray from Councilwoman Gross’s office has offered to help draft language and determine a date to introduce this. Commissioners Nikkole Terney and Terri Minor Spencer have offered their support on this.
- ☐ New Business: N/A
- ☐ Announcements
 - Nikkole Terney shared that the Autonomous Body Shop is hosting their gala on 12/5/25 to raise funding for abortion care.

- Rachel Shepherd announced a public hearing on 12/10/25 regarding allegations of discrimination based on sexual orientation by a community member against the Department of Public Works.
- Stephanie Gagne acknowledged the Mayoral transition and the fact that the GEC staffer will likely change within that transition, with more information to come in the following weeks.

☐ Adjourned