

Gender Equity Commission

11/6/25

Staffer: Stephanie Gagne

- Roll Call:
 - ☐ Nikkole Terney
 - ☐ Avery Hart
 - ☐ Devon Taliaferro
 - ☐ Terri Minor Spencer
 - ☐ Crystal Wamalwa
 - ☐ Audra Mitchell
 - ☐ Rachel Shephard
- ☐ Approval of Prior Minutes
 - **Motion:** Terri Minor Spencer
 - **Seconded:** Audra Mitchell
 - **September and October minutes were approved**
- ☐ Public Comment: *No Public Comment*
- ☐ Report of Special Committees:
 - 5 Year Action Plan
 - ☐ Staffer has begun developing the survey for internal departments and has notified Department Leads that this survey will be collecting data on demographics. Staffer plans to share a draft survey ahead of the December 2025 meeting.
 - ☐ Staffer is also working with Chris Belasco (IP) to get government emails for all the commissioners so that they can access the HR hiring data and contact city staff on behalf of the Commission
- ☐ Old Business:
 - **Internal Policy: Pregnancy Loss Leave**
 - ☐ *Summary:* Staffer is working with Human Resources and the Office of Management and Budget to determine next steps for implementation of a Reproductive Leave Policy.
 - **Free Menstrual Products and Contraceptives in All City Owned Facilities with Restrooms**
 - ☐ *Summary:* Staffer will need to do additional research to estimate the annual cost of these products as well as if these can be paid for by grants or another source of funding. Commissioners would like the staffer to do outreach to local organizations and the health

department to get additional support and information on how to provide menstrual hygiene products and contraceptives. Staffer will work with the LGBTQIA+ staffer to collaborate on this legislation.

☐ New Business

☐ **City Budget Items**

- ☐ *Summary:* Terri Minor Spencer mentioned an interest in a budget line for the Black Women's Initiative, but has to think more on the timing for that discussion, possibly for the 2026 budget proposal.

☐ Announcements

- ☐ Terri Minor Spencer discussed the 2050 Comprehensive Plan Event in the West End, which has a great turnout.
- ☐ Audra Mitchell announced PAAR's fundraising event, Champions of Change, for Giving Tuesday on December 2nd. They will be co-hosting with Casa San Jose at Kingfly Spirits and splitting the proceeds. The host committee is still in formation.
- ☐ Terri Minor Spencer announced that the Human Rights City Coalition will be hosting a Symposium on the displacement of the Hill District and East Liberty on November 13th (keynote address) and 14th (panels and discussions). If any committee member is interested in attending, parking passes are available.
- ☐ Nikkole Terney was wondering about possible support for PAAR amidst the State Budget impasse.
 - ☐ Audra Mitchell stated that there are no updates at this time and PAAR has taken out a loan from the PA Treasury to ensure they can keep services available.
 - ☐ Nikkole Terney and Terri Minor Spencer are interested in sending a letter of support to City Council to see if they are able to support PAAR either financially or through advocacy.

☐ Adjourned

- ☐ **Motion:** Terri Minor Spencer
- ☐ **Seconded:** Nikkole Terney
- ☐ **Meeting is Adjourned**