

Gender Equity Commission

9/4/2025

Staffer : Adrianna Branin

- Roll Call:
 - Nikkole Terney
 - Avery Hart
 - Devon Taliaferro
 - Terri Minor Spencer
 - Crystal Wamalwa
 - Audra Mitchell
 - Julian McClain
- Approval of Prior Minutes: *No Prior Minutes*
- Public Comment: *No Public Comment*
- Report of Special Committees: No Reports
- Old Business: No Old Business
- New Business
 - **Internal Policy: Pregnancy Loss Leave**
 - *Summary:* Changing an internal policy called Pregnancy Loss Leave and amending it to become “Reproductive Leave” to preserve privacy of City employees, ensure employees navigating their reproductive health have allotted time off and make this policy more inclusive to people of all gender identities. These amendments would still include the original accommodations for people experiencing pregnancy loss.
 - **Motion to Approve Recommendation:** Devon Taliaferro
 - **Seconded:** Terri Minor Spencer
 - **Recommendation Passed Unanimously**
 - **Free Menstrual Products and Contraceptives in All City Owned Facilities with Restrooms**
 - *Summary:* Menstrual Hygiene products would need to be available in all restrooms regardless of gender. This recommendation would also include providing contraceptives, specifically internal and external condoms, within all city owned facilities. The Commissioners would like there to be resources on these products or alongside them that would direct residents towards STD/HIV testing and other community organization that could provide support.

- **Motion to Approve Recommendation:** Terri Minor Spencer
 - **Seconded:** Audra Mitchell
 - **Recommendation Passed Unanimously**
- **5 Year Action Plan: Survey for Internal Departments**
 - *Summary:* To begin evaluating gender equity and create recommendations to improve equity within the City departments and services the Commission would like to create a survey that is sent to City Departments to gather data on their existing demographics for their efforts and/or services. This would allow the Commissioners to identify disparities and begin developing the 5 year action plan to address those inequities alongside the expertise from the department's personnel. This survey would also ask if the department has already identified disparities or barriers to being more inclusive and equitable for Pittsburgh residents. After the recommendations are drafted, the GEC is planning to have townhalls to ensure the public can have input on the 5 year plan. Commission Staffer will draft survey and share with Commissioners prior to it being sent to the internal departments.
 - **Motion to Approve Recommendation:** Julian McClain
 - **Seconded:** Crystal Walmalwa
 - **Recommendation Passed Unanimously**
- **2026 Budget Presentation**
 - *Summary:* There will be a budget presentation during the next meeting to allow Commissioners to ask questions and potentially create recommendations on how to improve gender equity within the 2026 budget.
- **Announcements**
 - Rachel Shepard (CHR): Presentation on October 30th at the Women's Center and Shelter about Protections for Survivors At Home and At Work
 - Staffer will do outreach to Community Organizations to support and/or uplift diaper drives and possibly place a donation box in the City County Building
 - Commissioners will provide a list of community orgs to do outreach with to support these efforts
- **Adjourned**
 - **Motion:** Julian McClain
 - **Seconded:** Terri Minor Spencer
 - **Meeting is Adjourned**