

GEC – April 2026 Minutes

Gender Equity Commission

4/2/26

Staffer: Talia O'Brien

- Roll Call:
 - ☐ Nikkole Terney
 - ☐ Avery Hart
 - ☐ Devon Taliaferro
 - ☐ Terri Minor Spencer
 - ☐ Julian McClain
 - ☐ Audra Mitchell
- ☐ Approval of March Minutes
 - **Motioned:** Julian
 - **Seconded:** Terri
 - **March minutes were approved.**
- ☐ Public Comment: *No Public Comment*
- ☐ Report of Special Committees:
 - 5 Year Action Plan
 - ☐ **Summary:** The departmental survey was discussed. Changes recommended during the March 2026 GEC meeting were reviewed and discussed. GEC staffer noted that the survey will be shared with HR leadership for review, given that several survey questions pertain to personnel matters. This ensures departments and HR are not caught off guard. Following HR review, the survey will be distributed to departments. Audra Mitchell raised a concern regarding departments potentially not responding to the survey. Staff agreed to ask HR whether they could provide demographic data for departments that do not respond, ensuring some baseline data is available.
 - ☐ **Motion to approve the amended survey:** Terri Minor Spencer
 - ☐ **Seconded:** Julian McClain
 - ☐ **Amended survey is approved.**
- ☐ Unfinished Business:
 - **Internal Policy: Pregnancy Loss Leave**
 - ☐ **Summary:** Staffer presented a first draft policy revision. Key discussion points included the number of days of leave (increase

from the current 3 days), parameters for when the leave can be taken (consecutive or non-contiguous increments), and determining if a separate policy is needed to cover fertility and family building appointments or whether this overlaps with the existing HR Paid Parental Leave of Absence policy. Changes suggested during the meeting will be incorporated and shared with the LGBTQIA+ Commission for collaborative review as well.

- ☐ Staffer will coordinate with OMB and HR on potential budgetary and time off impacts once language is preliminary approved by GEC and LGBTQIA+.

- **Free Menstrual Products and Contraceptives in All City Owned Facilities with Restrooms**

- ☐ *Summary:*
- ☐ Internal working group of GEC & LGBTQIA+ Commission members first meeting is taking place on Monday 4/6 to discuss shared policies, such as this one. The lack of a city facilities inventory will be discussed so we can brainstorm ways to tackle this large undertaking together.
- ☐ Current GEC staffer, Talia, and current LGBTQIA+ Commission staffer, Corey, had a meeting with Tamara Abney on March 10 to discuss previous efforts at the city level. Shared legislation from 2017 that authorized a task force to look into using funds from the market based revenue opportunity program to implement menstrual products and changing tables in city facilities, among other uses. I was not able to locate any deliverables from the task force to see what came of the effort, if anything, however Tamara did share some other helpful information.
 - ☐ Placement of contraceptive products in public facilities where youth may be present, such as pools and rec centers. Advised to generally keep them separate from the menstrual products placement to differentiate between involuntary basic hygiene necessity and voluntary safe sex activity, and to avoid stigmas. Recommended getting in touch with someone from PPS to advise on where to best place the contraceptives so youth could still access them if they needed to.
 - ☐ Recommended looking at the state's budget for this allocation, even though it is mainly focused on schools, to get an idea on how we could possibly implement this in the city.

- While we wait for funding, if needed to wait, we can launch an awareness campaign by storytelling the importance of offering these products and hopefully build momentum through education so when the funding/timing comes to deploy this legislation/funding, we already have some buy in.
- New Business:
 - GEC & LGBTQIA+ Working Group: A working group is being formed with city employees serving on the GEC & LGBTQIA+ Commission to collaborate and tackle policy advancements. The first meeting is scheduled for Monday, April 6, 2026. Agenda for the working group will include: developing a plan to inventory city-owned facility restrooms (a large undertaking due to the unknown number of restrooms in city facilities), identifying pilot sites (e.g., recreation centers and swimming pools, given the approach of swimming season), and coordinating on the reproductive loss leave language. Each commission will share high-level initiative updates. The Gender Equity Commission will brief the LGBTQIA+ Commission on the Department Survey and the Five-Year Action Plan.
- Announcements:
 - Audra Mitchell: Attended the Building Power event held at the University of Pittsburgh and thanked the commission for circulating the invitation.
 - Nikkole Terney: Shared Autonomous Body Shop Happy Hour event on April 9 from 5-9pm to launch new reproductive health program. She also shared an event on April 18, hosted by Black Maternal Health, that will be focused on relaxation and wellness including yoga.
- Adjourned
 - **Motion:** Devon
 - **Seconded:** Terri
 - **Meeting is adjourned.**