

GEC – March 2026 Minutes

Gender Equity Commission

3/5/26

Staffer: Talia O'Brien

- Roll Call:
 - ☐ Councilperson Deborah Gross
 - ☐ Nikkole Terney
 - ☐ Avery Hart
 - ☐ Devon Taliaferro
 - ☐ Terri Minor Spencer
 - ☐ Julian McClain
 - ☐ Rachel Shepherd
 - ☐ Audra Mitchell
- ☐ Approval of Prior Minutes
 - **Motioned:** Terri
 - **Seconded:** Nikkole
 - **February minutes were approved.**
- ☐ Public Comment: *No Public Comment*
- ☐ Report of Special Committees:
 - 5 Year Action Plan
 - ☐ *Summary:* The [survey](#) was discussed. While the content was approved at February meeting, GEC staffer, Talia, recommended revising some of the questions to clarify the specific information requested, including adding demographic indicators to questions #3, 5, and 6. Terri Minor-Spencer, Rachel Shephard and Avery Hart agreed with adding the suggested indicators and confirmed the indicators were reflective of the information the Commission would like to collect. Audra Mitchell and Nikkole Terney agreed with the additions as well. Question #5 was revised to clarify that the information requested from departments is supposed to be the demographic breakdown of the individuals served through the departments services/programming, not the entire demographic breakdown of the city as a whole. For Question #6, Talia suggested adjusting the language to identify organizations that departments *routinely* collaborate with in an effort to identify organizations that may receive more of the city's resources. Nikkole suggested keeping the wording

the same so that the Commission can get a comprehensive understanding of every community-based organization that the city collaborates with. Rachel suggested striking the language regarding the demographic breakdown for the organizations and proposed that the GEC take on the responsibility of following up with organizations separately to gather the demographic information afterwards. Terri, Nikkole and Avery agreed. Councilperson Gross suggested formatting the questions in a check box format instead of a text box format so that results are standardized and can be easily and accurately compared, as well as adding baseline questions to understand the total numbers of the demographic breakdowns. Members agreed with the suggestion and agreed to vote on the amended survey at the April meeting. In the meantime, members asked Talia to brief department heads by sending out an introduction email to let them know that the survey is coming. In addition to the notification email, a deadline of May 15, 2026 was agreed upon. Talia asked if members had received any email notification regarding City of Pittsburgh email addresses access. The only commission member to receive correspondence from the city regarding this was Nikkole. Talia agreed to follow up with the city tech department to figure out if commission members can gain access to City of Pittsburgh email addresses.

☐ Unfinished Business:

○ **Internal Policy: Pregnancy Loss Leave**

- ☐ *Summary:* Staffer is working on drafting language changes to the policy and is coordinating with OMB and HR on potential budgetary and time off impacts.

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

- ☐ *Summary:* Current GEC staffer, Talia reached out to past GEC staffer, Adrianna, to get more information on the analyses that was completed. No restroom inventory exists currently, which may make price modeling this effort challenging. To help coordinate, Talia also met with the LGBTQIA+ Commission's past staffer, Laura, and current staffer, Corey, to discuss policy alignment and resource sharing. Talia outlined a proposed process for advancing this initiative, which included continued connections with partners to understand how to

build a price model that can then be shared with OMB and HR, and used to pursue potential grant opportunities. Talia also asked for recommendations of agencies around the city to reach out to that could help with this effort. Audra Mitchell shared that a former client works in the commercial restroom space that may know of a grant program that offers funding for menstrual products. Audra agreed to reach out to the former client and inquire if the grant is still available and will then follow up with the GEC. Julian added that the LGBTQIA+ Commission is working on legislation that will include making single stall restrooms required for new construction; and adding inclusive signage for existing bathrooms.

□ 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 will be scheduled soon.

□ Announcements:

- Terri Minor-Spencer: On March 21st, there is a Building Power for Gender & Racial Justice event at Pitt. Terri asked the organizers to get in touch with Devon to sit on panel to represent GEC.
- Nikkole Terney: Shared that AHN has mobile van that offers OBGYN appointments in communities. Nikkole suggested that the GEC offer to support this effort through marketing via the City's social media channels. Nikkole agreed to share contact information for the appropriate AHN contacts so a formal email can be sent from the GEC email address.
- Audra Mitchell: Suggested that the GEC make a statement or sending a letter to UPMC regarding their stopping of healthcare for transgender youth from a gender equity lens. Julian agreed and noted that the LGBTQIA+ Commission previously released a statement regarding this, and that it is available on the City's website.

□ Adjourned

- **Motion:** Terri
- **Seconded:** Nikkole
- **Meeting is adjourned.**

