

City of Pittsburgh
Gender Equity Commission (GEC)
September 3, 2026 Regular Meeting
Virtual Meeting • 4:00 PM - 5:00 PM

Minutes

I. Roll Call

- Avery Hart
- Devon Taliaferro
- Rachel Shepherd
- Julian McClain
- Nikkole Terney
- Talia O'Brien, Mayor's Office GEC Staff Liaison

II. Approval of June, July, and August 2026 minutes.

- **Motioned:** Avery Hart
- **Second:** Julian McClain
- **June, July, and August 2026 minutes were approved.**

III. Acknowledgement of Public Comment

- No Public Comment.

IV. Report of Special Committees

a. 5-Year Action Plan

- i. Survey: As of the meeting date, 17 out of 18 departments have responded to the survey, with 1 outstanding (Fire). Continued individual outreach is underway and results are expected soon.
 - ☐ The data needs to be reviewed prior to sharing. Talia requests support from commissioners on reviewing the data and determining the patterns that should be identified whether it be by City department or the different categories of community engagement.
 - ☐ Commissioner Rachel Shepherd suggests that the data be used to identify gaps in equity and the resulting harm—if any—throughout City departments.
- ii. Distinction between the data from the HR report and the survey: The survey data illustrates the demographics—reported by City

departments—of the participants in their programs and services offered to the public. The HR report indicates the demographics of the staff of the City departments.

- ☐ Both the hiring practices and demographic makeups of the staff of City departments as well as the survey data indicating the demographics of community participation can occupy sections of the five-year action plan.
- iii. HR Report: Commissioner Devon Taliaferro helped coordinate with HR to complete the demographic report.
 - ☐ The departments that collect demographic data include: Public Safety, Commission on Human Relations, Parks and Recreation, HR and Civil Service, OCHS
- iv. Request from Talia for a team to get together in between commission meetings to dig deeper into the data in order to come up with thoughtful analysis regarding additional information needed and identified themes.
 - ☐ Commissioner Avery Hart indicates interest.

V. Unfinished Business

a. Collaboration with the LGBTQIA+ Commission:

i. Internal Policy: Pregnancy Loss Leave

- ☐ Talia and Corey Buckner (LGBTQIA+ Commission staffer) plan to schedule a meeting with HR in October to review the initial policy draft (previously reviewed by GEC) as well as the outstanding questions before sharing it with the LGBTQIA+ Commission.

ii. Free Hygiene Products and Contraceptives in All City Owned Facilities with Restrooms

- ☐ Talia circulated Hannah's policy memo to commission members that includes research on comparable city legislation, funding models, and is beginning cost modeling.
- ☐ Product dispensing/ distribution: Continued conversations between Corey Buckner, Talia, and the Parks and Recreation department—specifically with the new Deputy Director of Youth and Families—on the survey data of their bathrooms including method of distribution of both hygiene and contraceptive products.

- ☐ Funding: Ongoing conversations between Talia and Corey regarding funding. The City grants office has been looped in and has agreed to research possible funding opportunities. Upcoming meeting with Global Links and the Allegheny County Health Department.
 - ☐ OutFest could be used as an opportunity to promote educational material on this project.
 - iii. OutFest: The LGBTQIA+ commission is hosting OutFest on Sunday, October 11th, 12-4PM at Schenley Plaza.
 - ☐ Commissioner Julian McClain suggests that the GEC commission and/or City occupy a table at OutFest with information regarding commission initiatives, ways to get involved, and public comment.
 - iv. Commissioner Julian McClain suggests adding educational material on commission initiatives to upcoming City events.
 - v. Single Stall Restrooms
 - ☐ Collaboration with the LGBTQIA+ Commission on single stall restrooms will be pursued in parallel with the hygiene and contraceptive products initiative.
 - ☐ No further updates from Talia

b. GEC Website & Bylaws

- i. Website edits that were suggested over the summer have mostly been made.
 - ☐ Talia requests input from commissioners on recommendations: what to add to the reports and policy recommendations page, what to add to the resources page, outdated information to be deleted, and anything else.
- ii. Updated information has been added to the bylaws. Commission input is still needed in various sections.
 - ☐ Commissioner Julian McClain suggests edits to the attendance keeping aspect of the bylaws in order to hold commissioners accountable and have voting power.

VI. Announcements

- Staffer Talia O'Brien
 - Request from Corey Buckner to advertise tabling at the LGBTQIA+ Commission's upcoming events: OutFest and Townhall and to share

with commissioner's networks. He will provide a link to the form soon.

- LGBTQIA+ Commission is partnering with the Hugh Lane foundation to bring SOGIE trainings to the City in mid to late November.
- Commissioner Julian McClain
 - Shared that he will be attending the Civic Leadership Academy and will bring that knowledge back to the commission.
- Commissioner Rachel Shephard
 - Working with the Pittsburgh Equality Center on SOGIE focused discrimination protections and should be available the public by the next meeting.

VII. Adjournment

- **Motion:** Julian
- **Second:** Avery
- **Meeting is adjourned.**