



NEW
YORK
STATE

JUSTICE AGENDA
THE TIME IS NOW

2019 WOMEN'S JUSTICE AGENDA

Foreword

From the birth of the women's rights movement in Seneca Falls, New York has always led the charge for gender equality. After President Trump disbanded the White House Council on Women and Girls in 2017, Governor Cuomo stepped up and launched New York's own council. The first-ever New York State Council on Women and Girls reflects this administration's commitment to equal rights and equal opportunity. Throughout the fall, we met with Steering Committee members, leaders of State agencies, and stakeholders from across the state to develop the best possible women's agenda for the future.

In January, Governor Cuomo launched the 2018 Women's Agenda to advance equality and promote opportunity in women and girls' health, safety, workplace, and family life. Among other accomplishments and as part of the agenda, the Governor instituted the strongest sexual harassment reforms in the nation, expanded equal access to changing tables in public restrooms, provided free menstrual products in public schools and removed firearms from domestic abusers. Thanks to the support of the Council, women have more rights and opportunities in the State of New York today.

While we have made remarkable progress, with increasing threats from Washington, we must continue the fight. With the confirmation of two Supreme Court Justices pre-approved by anti-choice organizations, Brett Kavanaugh and Neil Gorsuch, it is more important than ever before that we work to enshrine access to reproductive health care and other vital services in our state from federal attacks.

With the support of the Council, we are launching a new Women's Justice Agenda for 2019 because the time is now to fight for equality. It is imperative that we incorporate intersectionality into our work and the services we provide.

New York must understand how gender, gender identity, race, ethnicity, nationality, socioeconomic class, sexual orientation, disability, religion, and the many other aspects of our identities interact to shape the social, cultural, economic, and political inequalities, oppressions, and privileges that we all experience. These comprehensive proposals take the next bold steps forward to improve access to reproductive health care, deliver justice to domestic violence survivors, close the pay gap and ensure reproductive, economic and social justice for all New York women. Together, we will continue to make New York a model of equality and opportunity for the nation to follow.



Melissa DeRosa
Secretary to Governor
Chair of the Council on Women and Girls

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2018 Session Accomplishments:

Health

- ✓ Improve Access to IVF and Fertility Preservation Services
- ✓ Add Experts in Women's Health and Health Disparities to the State Board of Medicine
- ✓ Provide Health Insurance Coverage for Donor Breast Milk
- ✓ Protecting Women's Access to Contraception
- ✓ Launch Public Awareness Campaign on Reproductive Health Care Resources

Safety

- ✓ Remove Firearms from Domestic Abusers
- ✓ End Sextortion
- ✓ Extend the Storage Timeline for Forensic Rape Kits at Hospitals from 30 Days to 20 Years
- ✓ Prohibit Sexual Contact Between Police Officers and Individuals Under Their Custody
- ✓ Protect Children from Sex Trafficking

Workplace

- ✓ Combat Sexual Harassment in the Workplace
- ✓ Reauthorize MWBE Program Legislation
- ✓ Support Women Returning to or Advancing in the Workforce
- ✓ Combat Pregnancy Discrimination in the Workplace

Girls

- ✓ Close the Gender Gap by Giving the Youngest Learners Access to Computer Science and Engineering
- ✓ Ensure Access to Menstrual Products in Public Schools

Family

- ✓ Invest \$25 Million to Expand Vital Pre-K and After-School Programs
- ✓ Increase State Funding to Provide Working Families with Affordable Child Care
- ✓ Continue the Enhanced Child Care Tax Credit for Middle Class Families
- ✓ Ensure Equal Access to Diaper Changing Stations in Public Restrooms and Lactation Rooms in Certain State Buildings

Members of the Steering Committee Include:

- Amy Barasch, Executive Director, Her Justice
- Ana Oliveira, President and CEO, The New York Women's Foundation
- Andrea Miller, President, National Institute for Reproductive Health
- Audrey Gelman, CEO and Co-Founder, The Wing
- Beverly Cooper Neufield, Founder and President, POWHer New York
- Beverly Tillery, Executive Director, New York City Anti-Violence Project
- Brenda McDuffie, President and CEO, Buffalo Urban League
- Cathy Engelbert, CEO, Deloitte
- Christine Sadowski, Women's Advocate
- Christene Barberich, Global Editor-in-Chief and Co-Founder, Refinery29
- Connie Neal, Executive Director, New York State Coalition Against Domestic Violence
- Cruz Bueno, Assistant Professor, SUNY New Paltz
- Dina Bakst, Co-Founder and Co-President, A Better Balance
- Donna Lieberman, Executive Director, New York Civil Liberties Union
- Eileen Fisher, Founder and Chairwoman, EILEEN FISHER, Inc.
- Elsie McCabe Thompson, President, NYC Mission Society
- Eve Guillergan, Principal Attorney, Eve Guillergan PLLC
- Farah Tanis, Executive Director, Black Women's BluePrint
- Heather C. Briccetti, President and CEO, The Business Council of New York State, Inc.
- Hilda Rosario Escher, President and CEO, Ibero American Action League
- Jaime Saunders, CEO, United Way of Greater Rochester
- June Jee, Board Member and Immediate Past President, OCA-NY
- Karen Ignagni, President and CEO, EmblemHealth
- Karen King, Executive Director, The Erie County Commission on the Status of Women
- Kathryn Wylde, President and CEO, Partnership for New York City
- Kimberlé Crenshaw, Professor of Law, Columbia Law School
- Dr. Kristina Johnson, Chancellor, The State University of New York (SUNY)
- Kristen Prata Browde, President, LGBT Bar Association
- Dr. Lilliam Barrios-Paoli, Senior Adviser to the President, Hunter College
- Liliana Gil Valletta, CEO and Co-Founder / Creator, CIEN+ / Dreamers Ventures
- Melanie Whelan, CEO, SoulCycle
- Michelle Ebanks, President, Essence Communications Inc.
- Michelle Johnson, Chair, YWCAs of New York State
- Pamela Shifman, Executive Director, NoVo Foundation
- Rebecca Minkoff, Creative Director and Co-Founder, Rebecca Minkoff
- Renee Flagler, Executive Director, Girls, Inc Long Island
- Robin Chappelle Golston, CEO, Planned Parenthood Empire State Acts
- Ruchi Shah, Founder and CEO, Mosquitoes Be Gone
- Sonia Ossorio, President and CEO, National Organization for Women New York
- Stephanie Redish Hofmann, Director of Agency Development, Google
- Sulma Arzu-Brown, Children's book Author and Director of Operations, NYC Hispanic Chamber of Commerce



I: Reproductive Justice

Enshrine Roe v. Wade into the New York State Constitution:

The Trump administration's aggressive assault on women and equality is quickly eroding the power of people to make their own reproductive health decisions. The appointment of Justice Kavanaugh threatens the future of affordable, accessible health care for all—and both abortion care and contraception are under attack. Fighting back Governor Cuomo issued an Executive Order ensuring that New York would not only protect, but also expand full, affordable, and timely access to contraception, including emergency contraception, regardless of the decisions being made in Washington.

This year, Governor Cuomo signed the Reproductive Health Act within the first 30 days of the 2019 Legislative Session, codifying the principles of Roe v. Wade into State law. This law ensures that people have the ability to access the care they need to protect their health, in addition to their life. With the passage of the Reproductive Health Act, Governor Cuomo will advance a constitutional amendment to enshrine the principles of Roe v. Wade into the New York State Constitution to protect the right to abortion in New York for good. Additionally, Governor Cuomo applauds the passage of the Comprehensive Contraceptive Coverage Act, a longstanding Women's Agenda priority, that will codify affordable access to contraception, including emergency contraception, into New York State law.

Improve Access to In-Vitro Fertilization and Fertility Preservation Coverage:

In 2017, New York State required that all insurers provide fertility services regardless of marital status, sexual orientation, or gender identity. In 2018, through the Women's Agenda, Governor Cuomo directed the Department of Financial Services to examine approaches for incorporating insurance coverage for in-vitro fertilization (IVF) into the existing infertility coverage mandate.

Due to the high cost and lack of insurance coverage, some people are unable to access fertility services. Fertility preservation, the process of saving eggs and sperm, is an important health service for patients who go through treatment that affects fertility, such as chemotherapy or radiation to treat cancer. Many patients are initially interested in fertility preservation, but the high cost can be a barrier to access. Cost is also a barrier to IVF services. Persons with fertility issues, such as same-sex couples and single women, and others rely on IVF services. Because not all insurers cover IVF, it is only available to those with coverage, or those who can afford to pay out of pocket. Requiring coverage of these services would make them available regardless of employment, marital status, sexual orientation, gender identity, or socio-economic status.

This year, Governor Cuomo will advance legislation to expand access to coverage for IVF, as well as medically-necessary fertility preservation services. This legislation will specifically mandate that large group insurance providers cover IVF and will also require large group, small group, and individual insurance providers to cover egg-freezing services for women with certain health conditions, including those undergoing cancer treatment. Additionally, the legislation will include robust non-discrimination language to ensure that New Yorkers have access to these vital services, regardless of marital status, sexual orientation and/or gender identity.

Launch Healthy Relationships Education in Middle and High Schools:

New York is a national leader in combating sexual assault and abuse. In 2015, Governor Cuomo signed the Enough is Enough law to combat sexual assault on college campuses. In addition, the Governor created the New York Council on Women and Girls in 2017, after the federal government called the national Council redundant. Governor Cuomo knows that issues that affect women and girls affect all New Yorkers. However, national events such as the #metoo movement and the Brett Kavanaugh hearings demonstrate that more must be done to combat sexual assault and harassment. Enough is Enough works with college students, and sexual and physical violence can begin much earlier. According to the CDC, New York students report a higher rate of physical dating violence than the national average, and 164 more than one in six female high school students in New York report being forced into sexual activity by a romantic partner. Dating violence is dangerous and pervasive. Domestic violence is cited as the reason for 25 percent of homeless women and children. Research suggests that these patterns of unsafe dating behaviors can begin as young as eleven. Research also suggests that many of these concerns can be addressed with high-quality education. Effective education about the prevention of dating violence has been shown to lower its incidence by 60 percent; students that receive inclusive sex education report less bullying and harassment based on sexual orientation; and highly effective comprehensive sex education has been shown to lower the rates of unprotected sex, sexually transmitted infections, and unintended pregnancy.

This year, Governor Cuomo will champion Healthy Relationships Education in middle and high schools, calling on the State Education Department to convene a taskforce in consultation with the Department of Health and the Office of Children and Family Services, medical experts, teachers, students and families to update the State's health standards to include up-to-date, medically accurate, comprehensive information on healthy relationships for grades 6 through 12. Instruction in grades 6-12 shall include information regarding medically accurate comprehensive sex education, the same definition of consent used in the Enough is Enough Law, dating 165 violence, and health in all public school classrooms with parental permission. The new standards would also apply to all residential treatment centers operated or licensed by the Office of Children and Family Services. All of New York's young people must have access to the tools to lower the incidence of sexual harassment, assault, and teen dating violence, to provide young people the knowledge in order to make safe, empowered, and respectful choices.

Reduce Maternal Mortality and Morbidity and Racial Disparities:

In April of 2018 Governor Cuomo announced a comprehensive effort to target maternal mortality. The multi-pronged initiative included efforts to review and better address maternal death with a focus on racial disparities, expanding community outreach, and taking actions to increase prenatal and perinatal care. Under Governor Cuomo's leadership, New York established a Medicaid coverage pilot for doulas and created the Taskforce on Maternal Mortality and Disparate Racial Outcomes. While New York has made improvements in reducing maternal mortality rates since 2010 – when it was 46th in the nation for the lowest mortality rate – the State still ranks 30th in the nation. Black women are almost four times more likely nationally to die in childbirth than white women and two to three times more likely in New York. The Taskforce undertook a six month-

long examination of the issue and developed a set of short and long-term solutions to address this crisis.

Building off the successes of the past year and the recommendations of the Maternal Mortality Taskforce, Governor Cuomo will advance a series of policies to reduce maternal mortality and racial disparities in New York State:

- Launch a comprehensive education and training program to reduce implicit racial bias in health care institutions statewide. During the Department of Health's recent statewide listening sessions on maternal mortality, women and families of color consistently reported not being listened to by their health care providers and/or experiencing racism in interactions with the healthcare system. Fostering better communication between patients and providers is key to assuring that patients get appropriate and timely care, which can reduce morbidity and mortality rates. Disparate health outcomes based on race indicate that implicit bias can have a negative impact on health outcomes. In collaboration with statewide healthcare associations, New York State will develop and coordinate a comprehensive training program in partnership with key national health equity experts and continue to lead the nation in improving patient care and directly incorporating community feedback into quality improvement programs.
- Expand Community Health Worker (CHW) programs in key communities across the state to provide needed social support, information, and advocacy. Community health workers are a trusted and valued community resource as individuals navigate the healthcare system. This proposal will expand CHW activities to address key disparities, including providing more childbirth education and support, assisting in the development of collaborative child care and social support networks, assisting with the development of a birth plan and supporting increased health literacy among communities around the state.
- Enact legislation to create a statewide Maternal Mortality Review Board. The board will engage with a diverse set of experts to assess the causes of each maternal death and identify both clinical and social strategies to prevent future maternal deaths. In parallel, DOH will establish a Community Stakeholder Advisory Council to work with the Board and ensure its responsiveness.
- Create an innovative data warehouse to provide near real-time information on maternal mortality and morbidity as well as racial disparities to support targeted quality improvement efforts by the State, hospitals, health care providers, and improve maternal outcomes throughout the state. The combination of strong data, a review board, and support for extensive quality improvement efforts is proven to reduce maternal mortality. DOH will seek partners in academic and research institutions and with health care providers to build the data warehouse.
- Governor Cuomo will instruct the Department of Health to convene, in partnership with the American College of Obstetricians and Gynecologists (ACOG), an Expert Workgroup on Postpartum Care to develop recommendations targeting the critical time immediately after birth.

All of these proposals will be coordinated with local community members, and DOH will continue this partnership through ongoing community forums on maternal health and adverse birth outcomes. Direct engagement by community members was critical to the Maternal Mortality Taskforce recommendations, and the Governor will continue to lift the voices of the communities most affected as part of this process.

Moreover, the Governor will direct DOH to explore additional multi-year interventions to address maternal mortality, including the adoption of maternity care value based payment arrangements, examining insurance reimbursement rates for providers, expanding effective community-based services, and promoting diverse workforce development initiatives.

Promote Rural Telehealth Services for Perinatal Care:

Under Governor Cuomo's leadership, New York has made historic gains in ensuring access to health care across the state, including in rural areas. Since 2011, the uninsured rate for rural New Yorkers has declined by almost half—many gaining health insurance for the first time. Despite this great progress, there are still many areas of the state where people lack access to needed services. More than four million New Yorkers live in a primary care Health Professional Shortage Area, mostly covering rural areas of the state. This shortage impacts the ability of individuals to receive specialty services required while pregnant and postpartum. Specialties such as maternal fetal medicine and neonatology that can be required to better ensure healthy birth outcomes are not available statewide. Women are also often unable to travel for specialty care consultation due to lack of transportation or inability to take significant time off from work. One technological solution for the lack of available specialty providers is to use a telehealth model, in which patients connect with healthcare providers via phone or videoconference.

This year, Governor Cuomo will direct DOH to launch a comprehensive telehealth initiative to increase access to appropriate health care services, including specialists for high risk pregnant and post-partum patients in rural New York. DOH will implement the following strategic four-point plan to incentivize the development of regional networks of obstetric providers in rural areas of the state.

- Make \$5 million available to regional perinatal centers and other health care providers to expand their telehealth capabilities in rural communities.
- Form a Perinatal Telehealth Workgroup with national experts, including the founders of the successful Arkansas Antenatal and Neonatal Guidelines, Education, and Learning System (ANGELS) model, to outline key strategies and barriers for obstetric providers to expand telehealth services and consultation and consult with key rural communities around the state on their specific needs.
- Engage hospitals participating in the Rural Health Care Access Development Program to encourage expansion of perinatal telehealth initiative.
- Create a pilot project to establish a Project Echo tele-mentoring initiative to engage and enhance the skills of obstetric providers serving a select rural area.

Ensure Breastfeeding is Respected in the Workplace:

Breastfeeding mothers deserve support, not discrimination or stigma. Yet, too often workplaces do not provide legally required accommodations for lactation, face the costs of burdens of breastfeeding without assistance, or are pushed out of public spaces just for feeding their children. That is why Governor Cuomo signed the Breastfeeding Mothers' Bill of Rights in 2015, guaranteeing breastfeeding parents the right to use break time to express breast milk at work and the right to reasonable efforts by an employer to provide a private space to do so. Last year, the Governor directed the Department of Financial Services to provide a clear reminder to health insurers that they must provide comprehensive lactation support services to new mothers.

However, there is still more to be done to ensure that employers are following the law. Therefore,

Governor Cuomo will introduce legislation to make absolutely clear that lactation is a pregnancy-related condition covered by the New York Human Rights Law, and that breastfeeding and lactation are protected rights that employers must make reasonable accommodations for in the workplace. If an employer fails to do so, it is considered discrimination under New York law and the employer will be liable.

Protect the Educational Rights of Pregnant and Parenting Students:

Under Governor Cuomo's leadership, New York has taken unprecedented efforts to root out, investigate, and end pregnancy discrimination in all industries. Before these actions, women reported being denied reasonable accommodations, or reported being demoted during maternity leave. These actions are illegal, and the Governor has made it a priority that these practices end in New York.

However, while teenage pregnancy rates are at historic lows, the environment for students who become pregnant or who are parenting has not changed. According to research from the National Women's Law Center, pregnant and parenting students are often pushed out of school by teachers or the school administration and face hostile environments and sexual harassment. Students report being barred from class photos, not being allowed to participate in extra-curricular activities, and being discouraged from pursuing further study. According to research, only 53 percent of women who gave birth while teenagers graduate from high school, as opposed to 90 percent of women who did not give birth as teenagers. According to a survey conducted by the Bill and Melinda Gates Foundation, a third of young women who did not finish high school stated that becoming a parent played a major role in their decision to leave.

In order to ensure that the protection against pregnancy discrimination is extended to the school environment, Governor Cuomo proposes to codify and expand on Title IX protections for pregnant and parenting students in State law, and encourage schools to examine board policies regarding school absences, so that pregnant and parenting students can graduate on time.

Continue Know Your Rights, Get the Facts Campaign :

Nationally, there are ever increasing attacks and misinformation campaigns regarding reproductive health services, including via the proliferation of so-called Crisis Pregnancy Centers that provide misleading and inaccurate information to women on abortion and other reproductive health care. In 2018, Governor Cuomo directed DOH to launch the Know Your Options Public Awareness Campaign to connect New Yorkers to accurate reproductive health care, including family planning, pregnancy care, and abortion services. Comprehensive clinical guidelines are the gold standard for family planning services, and it is vital that each woman in New York knows about available services in their geographic area.

In 2019, the Governor will extend this multifaceted, strategic awareness campaign across the state. New York refuses to go backwards and jeopardize the rights and healthcare of New Yorkers. This public awareness campaign is designed to combat the insidious spread of misleading, medically inaccurate information about reproductive health and to ensure all New York women know all their options without judgment.

Launch Uterine Fibroids and Endometriosis Research and Public Outreach Campaign :

Governor Cuomo has taken decisive steps to secure women's rights and support women's health including full coverage for breast cancer screenings, and is committed to taking new actions for greater research, treatment, and care options regarding gynecological conditions including uterine fibroids and endometriosis. By increasing awareness of uterine fibroids and endometriosis including their symptoms among women and health care providers, women may achieve earlier diagnosis and access an appropriate treatment that meets their needs and preferences.

Uterine fibroids are non-cancerous tumors that grow in the uterine wall and vary in size and number. African-American women experience a higher incidence and relative risk of uterine fibroids than other racial and ethnic groups including white, Hispanic, and Asian women. Among women who seek treatment for fibroids, African-Americans are more likely to experience severe symptoms from fibroids, including pain severe enough to interfere with work and other daily activities. Many are also concerned about the impact of fibroids on their fertility.

Endometriosis occurs when the tissue that normally lines the uterus grows outside of the uterus and on other areas in the body; most often on the ovaries, fallopian tubes, tissues that hold the uterus in place or outer surface of the uterus as well as other locations. This often results in cramping and chronic pain, chronic vaginal bleeding, digestive issues and infertility. Endometriosis may affect more than 11 percent of American women between 15 and 44 and is especially common among women in their 30s and 40s. However, according to the Endometriosis Foundation of American, there is on average a 10-year delay in diagnosis of this significant women's health issue in African-American women. Traditional thinking was that endometriosis was a condition of white women but that conventional thinking is rapidly changing. Unfortunately, when African-American women have chronic pelvic pain it is presumed to be due to other conditions like pelvic inflammatory disease, a pelvic infection or uterine fibroids. There needs to be increased awareness of endometriosis diagnosis and treatment for all women.

To continue to expand awareness and research around uterine fibroids and endometriosis, the Governor is launching the following initiatives:

First, Governor Cuomo will call on the State University of New York to conduct research on the diagnosis and treatment of uterine fibroids and endometriosis. Extensive research is still needed to understand why endometriosis and fibroids develop, methods to decrease delays in diagnosis, why African-Americans get uterine fibroids more frequently and with more severity than other races, increase awareness in the African-American community about endometriosis and how uterine fibroids and endometriosis affects quality of life including fertility. This data-driven strategy will leverage the strength of New York's world-class academic and research institutions.

Second, Governor Cuomo will direct DOH to convene an expert roundtable and distribute best practices guidelines to ensure high standard of care in the diagnosis and treatment of endometriosis and fibroids and promote equal access to treatment throughout the state.

Third, DOH, in conjunction with the Council on Women and Girls, will convene community listening sessions about the barriers women of color face in accessing gynecological services and the solutions to reduce racial disparities and support gynecological health.

Finally, DOH will support women's health and maternal health programs in promoting access to quality community health services through providing community-based organizations education to help them increase awareness, accessibility, and utilization of comprehensive gynecological and primary care health services in addition to reproductive health services including family planning, pregnancy, fertility, and promote positive provider-patient communication and respect, including information on the right to a second medical opinion.

Launch Statewide Safe Sleep Campaign to Prevent Infant Deaths:

Under Governor Cuomo's leadership, the New York State Office of Children and Family Services and DOH work collaboratively to educate the public about the risks related to unsafe sleeping conditions for infants and young children. DOH works to ensure that expecting parents are provided with comprehensive education related to safe sleep practice during the prenatal period, and in the postpartum period, at both the OB/GYN and the pediatrician's office and encourages medical providers to educate parents on infant safe sleep. In 2017, OCFS and DOH provided over 5,000 safe sleep kits designed to educate parents and caregivers on safe sleeping practices. Close to 1,500 Pack 'n' Plays were distributed to families in need in 2017. Additionally, OCFS and DOH have partnered on statewide media campaigns to bring the issue of safe sleep to the forefront of the public's mind.

As a result of these efforts, New York State has seen a sharp decrease in infant mortality over the past decade; a 26 percent decrease between the years of 2002 and 2016 compared to a 15 percent decrease nationally. Despite the State's efforts and the continued reduction in infant mortality, 47 percent of infant deaths in New York State are attributable to unsafe sleeping practices.

Building on the existing efforts of OCFS and DOH, Governor Cuomo will direct DOH and OCFS to launch a new joint initiative to further reduce preventable infant deaths. Firstly, Governor Cuomo will designate May as Infant Safe Sleep Month to raise awareness about safe sleep and preventable deaths from unsafe sleep environments. OCFS and DOH will launch a new public awareness campaign that will include radio, television, and social media, as well as postings on public transit and in major transportation hubs. The State will also conduct a statewide media campaign to educate parents, grandparents, and caregivers about best practices in safe sleep.

In collaboration with the American Academy of Pediatrics and the American College of Obstetricians and Gynecologists, DOH will also expand outreach to medical providers, including pediatricians and obstetricians. Secondly, OCFS and DOH will expand the distribution of safe sleep kits to reach nearly 10,000 families. Safe sleep kits include a door hanger with safe sleep information, a baby book about safe sleep, and an infant sleep sack, which is a safe alternative to a blanket that can suffocate the baby. This effort will target regions where unsafe sleep practices may be more prevalent and where the incidences of infant mortality due to unsafe sleep practices are high. Kits will be distributed to homeless shelters, domestic violence shelters, runaway and homeless youth shelters, mother/baby programs, home visiting programs, and community-based programs serving pregnant and new parents.



II: Social Justice

Pass the Equal Rights Amendment:

When the U.S. Congress passed the federal Equal Rights Amendment in 1972, New York was one of the first states to vote for its ratification. However, the federal ERA still has not been ratified, and New York State has yet to pass our own amendment to protect against discrimination on the basis of sex in our State constitution nearly a century after it was first proposed.

With Washington's recent attacks on gender equality, the failure to remedy this decades-old wrong and to ensure that New York's constitution represents New York's values is more troubling than ever. Therefore, this year Governor Cuomo will again push to pass the Equal Rights Amendment to add sex as a protected class to Section 11 of Article 1 of the New York State Constitution. With this change, Section 11 of Article 1 of the New York State Constitution will read: No person shall be denied the equal protection of the laws of this State or any subdivision thereof. No person shall, because of race, color, sex, creed or religion, be subjected to any discrimination in his or her civil rights by any other person or by any firm, corporation or institution, or by the State or any agency or subdivision of the state.

Pass the Domestic Violence Survivors Justice Act:

Governor Cuomo has been a staunch advocate for protecting the rights of victims of domestic violence. In 2018, the Governor signed legislation prohibiting domestic abusers from possessing firearms and extending the sexual offense evidence collection kit retention period at hospitals from 30 days to 20 years. He also provided additional funding to distribute personal care items and victim services information to survivors, referring them to the resources needed to recover.

Despite these initiatives, there is still work to be done to assist survivors of domestic abuse, especially those who are involved in the criminal justice system. Domestic violence and the incarceration of women are inextricably linked: one study found that 94 percent of incarcerated women have experienced physical or sexual violence in their lifetime. Many survivors are incarcerated for committing criminal activity to protect themselves from further violence or because they are coerced into criminal activity by their batterers. Incarceration not only further traumatizes these victims, but it also has severe impacts on children by further straining familial relationships, and communities as a whole, by utilizing expensive incarceration programs instead of more cost-effective alternatives to incarceration. While Jenna's Law currently permits judges to administer indeterminate sentences to survivors in some circumstances, it does not go far enough. Jenna's Law requires that the offense was committed against an abuser, that the abuse was a factor in causing the offense, and that the abuser was a member of the offender's family or household. This fails to account for offenses committed due to coercion by an abuser and offenses committed against or at the behest of an abuser who does not share a household or family with the survivor.

To address these concerns, Governor Cuomo will advance the Domestic Violence Survivors Justice Act, which will build on Jenna's Law to include more meaningful sentence reductions and encompass crimes committed not only against, but also at the behest of, abusers. The Act will also permit a small population of eligible incarcerated survivors to apply for re-sentencing and earlier release due to their prior victimization. The Domestic Violence Survivors Justice Act will allow New York to take critical steps toward addressing the years of injustice faced by survivors whose lives have been shattered by abuse and make it less likely that survivors will be re-victimized or re-incarcerated.

Establish a New Model for Domestic Violence Prevention:

The State currently has several offices focused on various aspects of victimization with some offices responsible for prevention and other offices responsible for response with numerous funding streams serving many of the same agencies and stakeholders in disparate ways. This separation limits the State's ability to address crime victimization in a holistic fashion since prevention, response, outreach, and funding responsibilities are spread across different organizations. New Yorkers deserve a new and integrated approach.

First, Governor Cuomo will advance legislation to abolish the out of date policy which requires some victims of domestic violence to shoulder a portion of the cost of domestic violence shelter, and eliminates the requirement that victims of domestic violence must apply for public assistance when seeking shelter. There should be no strings attached to receipt of emergency services, like a safe place to shelter. The Governor will also direct state agencies to conduct a full review of domestic violence funding with the goal of making the State's efforts to eliminate the scourge of domestic violence the most responsive, efficient, and effective in the nation.

Second, Governor Cuomo will direct the consolidation of the Office for the Prevention of Domestic Violence, the Office of Victim Services, and the Office of Campus Safety. This consolidation will remove statutory barriers that needlessly restrict the operations and funding streams of each agency, provide a permanent structure for initiatives that currently do not reside within an agency, and allow the State to fully leverage federal funding opportunities to facilitate outreach efforts to raise awareness of victimization and provide greater services for victims. This approach will also advance the prevention and response capabilities of the State and address emerging trends in victimization, such as cyber bullying, teen dating violence, and sextortion. This consolidation will also build on the Governor's history of restructuring agencies to maximize efficiency and improve outcomes.

Third, to ensure the continuation of reforms in upcoming years, the Governor will appoint a task force made up of State agency representatives and local stakeholders to review the domestic violence service delivery system in New York State and make recommendations for improvement. This task force will be charged with streamlining State funding for domestic violence wherever possible in order to allow domestic violence service providers to more adequately address both the causes and effects of domestic violence, meet the needs of victims, and realize efficiencies. This restructuring will reduce reporting burdens on providers and State agencies, allow the State to create an overall funding strategy based on best practices, grant providers the flexibility to meet the individual needs of domestic violence victims, and enable more effective program evaluation.

Through these actions, Governor Cuomo will continue his commitment to promote healthy relationships, meet the needs of domestic violence victims, and provide a robust array of services to stop the cycle of victimization. These reforms have the added benefit of allocating taxpayer resources in the most effective manner possible.

Eliminate the Statute of Limitations for Rape:

In 2015, the passage of New York's "Enough is Enough" law created the strongest law in the nation to combat sexual assault on college campuses. In 2016, Governor Cuomo signed legislation to require timely testing of sexual offense evidence collection kits, and this year, he signed legislation

to extend the sexual offense evidence collection kit retention period from 30 days to 20 years, providing victims with the time and space to heal before deciding to contact authorities.

However, statutes of limitations on rape cases still imposes a ticking clock on how long victims are able to come forward if they want to seek charges. For crimes of sexual violence in particular, the clock ticks against the trauma and culture of silence that prevents victims from speaking out. Over the last year, victims who have suffered in silence for decades have bravely spoken about their abuse, and also have laid bare the state's limited ability to prosecute their abusers due to the passage of time.

In recognition of this fact, states across the country are lengthening or eliminating the statutes of limitations on crimes of sexual violence. While New York removed the statute of limitations for Rape in the First Degree, a five-year statute of limitations remains for Rape in the Second Degree and Rape in the Third Degree. Therefore, in 2019 Governor Cuomo will advance legislation to remove the statute of limitations for Rape in the Second Degree and Third Degree. Eliminating the statute of limitations for these crimes will allow victims the full opportunity to obtain justice.

Outlaw Revenge Pornography:

Throughout his time in office, Governor Cuomo has championed the rights of victims of sexual assault and fiercely advocated for policies to bring about the end of sexual violence. Last year, he successfully advanced and signed into law a pillar of the Women's Agenda to end sextortion. This law ensured perpetrators who coerce a victim to engage in sexual conduct by threatening their health, safety, business, career, financial condition, reputation, or personal relationships can be brought to justice. This measure followed the Governor's landmark "Enough is Enough" legislation to combat sexual assault on college campuses in 2015, as well as his creation of a dedicated investigative unit within the State Police to help prevent and solve cases of sexual assault at higher education institutions.

Despite these policies and resources, new technology applications and social media are being used more extensively to target and harm New Yorkers through the dissemination of intimate images or videos without consent—also known as “revenge porn.” According to a recent survey, one out of every eight social media users have been a target of non-consensual pornography with women being nearly twice as likely to be targeted. Unfortunately, current state law only holds perpetrators accountable when sexual images are taken and shared without a victim's knowledge, but does little to protect individuals who willingly share images with another person who then distributes them without permission in order to humiliate and harm. Also, state law fails to hold abusers fully accountable when they harass a victim through digital communications, such as text messages and e-mails, instead of phone conversations. This flawed provision of law has prevented law enforcement from charging perpetrators with aggravated harassment, enabling abusers to face less severe punishment for their menacing behavior.

To send the message that this type of behavior has no place in New York and to empower victims of this crime to take action, Governor Cuomo proposes to build upon his previous legislative efforts to criminalize the disclosure, or threat to disclose, sexual images or videos with the intent to cause harm to an individual's well-being or reputation. First, this new legislation will prohibit the unlawful publication of sexual materials consensually shared when the person had a reasonable expectation that such material would not be disclosed. Specifically, the crime will be a class A misdemeanor punishable by up to one year in jail or three years of supervision for any person who

disseminates images or videos of intimate sexual nature. Second, the new legislation will provide victims with a new ability to seek a court order requiring the private images to be removed from a website along with money damages for the unlawful publication. In sum, the Governor's actions will further protect vulnerable New Yorkers from unacceptable forms of abuse and bring perpetrators who violate the intimacy and privacy of others to justice.

Extend Human Rights Law Protections to All Public School Students Statewide:

New York was the first state in the nation to enshrine its values of equality and fairness into statute as a Human Rights Law, affording every New Yorker “an equal opportunity to enjoy a full and productive life” over seventy years ago. Today, this law prohibits discrimination in employment, housing, public accommodations, credit, and other jurisdictions including some education institutions, based on age, race, national origin, sex, sexual orientation, marital status, disability, military status, and other specified classes, and is enforced by the New York State Division of Human Rights.

However, in a 2012 decision, the New York State Court of Appeals found that public schools were not covered education institutions under the Human Rights Law, and the State Division of Human Rights lost its ability to investigate reports of bullying, harassment, or other forms of discrimination by public school students. This decision was made even though the Division had asserted jurisdiction over public schools for nearly three decades and was forced to dismiss over 70 open complaints filed against public schools at the time. And now the federal government has begun renegeing on its commitment to fully enforce federal civil rights protections for students, such as Title IX and Title VI of the Civil Rights Act, leaving our children with even fewer protections and fewer places to turn if they face harassment or discrimination in public school.

This year, Governor Cuomo will again advance legislation to amend the Human Rights Law to protect all public school students and institutions from discrimination. All students in the State of New York must have the right to pursue an education free from discrimination.

Remove Gaps in Rape Shield Law:

All people deserve to be free from sexual violence, and trafficking victims and sex workers are no exception. This past year, Governor Cuomo signed legislation to allow prosecutors to seek justice for victims of child sex trafficking without the need to put victims through the trauma of appearing in court, and legislation to move cases to specialized human trafficking courts to connect victims to crucial services.

Rape shield laws provide crucial protection to victims of sexual violence from having their own sexual histories used against them when they seek justice in a court of law. However, New York's current rape shield law suffers gaps that leave many out of its protections, particularly those who are too often at high risk of victimization. The current law does not apply to victims of sex trafficking crimes and it does not shield victims from having their own convictions for prostitution used against them. To ensure that all people are given the protection they deserve from sexual violence, Governor Cuomo will propose legislation to close these gaps in 2019.

Increase Protections Against Harassment in the Workplace:

There must be no tolerance for sexual harassment in any workplace. New York is a national leader in the fight against sexual harassment and last year Governor Cuomo signed into law the nation's most comprehensive sexual harassment package as part of the FY 2019 budget. The package prohibits employers from using mandatory arbitration provisions in employment contracts in relation to sexual harassment; ensures that nondisclosure agreements can only be used when the condition of confidentiality is the explicit preference of the victim; amends the Human Rights Law to protect contractors, subcontractors, vendors, consultants, or others providing services in the workplace from sexual harassment in the workplace; and requires that all employers operating in New York have a sexual harassment prevention policy and train all of their employees.

But there is still more to be done to protect workers and hold abusers accountable. Therefore, Governor Cuomo will build on the progress made in New York by advancing legislation to do the following:

- Lower the high bar set for employees to hold employers accountable under the New York Human Rights Law for sexual harassment by amending the requirement that conduct be "severe or pervasive" to constitute actionable conduct;
- Protect employees' rights to pursue complaints by mandating that all non-disclosure agreements in employment contracts include language stating that employees may still file a complaint of harassment or discrimination with a state or local agency and testify or participate in a government investigation; and
- Ensure workers know their rights, by requiring all employers to conspicuously post a sexual harassment educational poster in their workplace.



III: Economic Justice

Modernize New York's Pay Equity Law:

Since taking office, Governor Cuomo has fought aggressively to close the gender pay gap in New York by enacting legislation to close loopholes in the State's equal pay laws, signing executive orders to prohibit state entities from evaluating candidates based on wage history, and requiring state contractors to disclose data on the gender, race, and ethnicity of employees. As part of that effort, in 2017 the Governor directed the Department of Labor to issue a report on the gender pay gap in New York and provide recommendations to break the cycle of unfair, unequal compensation. After holding pay equity hearings across the state, the Department of Labor released its report last Spring.

Acting immediately upon its recommendations, Governor Cuomo advanced a program bill to expand on his executive orders by instituting a salary history ban that prohibits all employers, public and private, who do business in New York from asking prospective employees about their salary history and compensation.

This year, Governor Cuomo will build upon that effort by championing the passage of a salary history ban. In addition, the Governor will advance legislation to expand the definition of "equal pay for equal work" to require equal pay on the basis of race, ethnicity, and gender, and expand the requirement that equal pay be provided for all substantially similar work, adding flexibility in recognition of the complexity of the issue.

Create the Task Force on Representation and Corporate Transparency to Shine Light on New York Values:

Throughout his administration, Governor Cuomo has been committed to improving corporate responsibility standards, ensuring that corporations doing business in New York embrace New York values. He is lifting up the working class with the nation's first statewide \$15 minimum wage, empowering families with the nation's strongest Paid Family Leave program, and rooting out workplace harassment with the nation's strongest sexual harassment laws. At the same time, Governor Cuomo is committed to making sure that New York's economic progress is done responsibly and sustainably for the benefit of all communities in the state as well as future generations.

New Yorkers deserve to know who leads the companies they work for and buy from and whether those companies share these key New York values. That is why in 2017 Governor Cuomo directed the Department of Labor to hold hearings across the state and issue a report on the gender pay gap in New York, as well as sign Executive Order #162 requiring state contractors to disclose the gender, race, ethnicity, and salary of all employees on all state contracts, agreements, and procurements issued and executed on or after June 1, 2017. This transparency shines light on the performance of contractors in areas such as pay equity. However, this measure only applies to those doing business with the State rather than all companies doing business in the State, and only requires high level reporting on their workforce, rather than information on the diversity of a company's leadership.

To ensure that all companies that do business in the state embrace New York values, in 2019 Governor Cuomo will empanel a Task Force on Representation and Corporate Transparency. The Task Force will consist of business and community leaders who will convene to determine

the most effective state intervention to ensure corporate transparency on key issues such as workforce diversity, pay equity, and diversity in corporate leadership. To inform the Task Force's recommendations and future state action to encourage diverse leadership in the private sector, Governor Cuomo will direct the Department of State and Department of Labor in consultation with the Division of Human Rights to conduct a study to systematically examine the current gender and racial inequity on the boards of companies doing business in New York State. The Task Force will provide their recommendations by the end of 2019 so that any necessary legislation can be considered in 2020.

Ensure State Boards Are Representative of New York State:

Diversity in leadership correlates clearly with changes in how organizations operate: Research by McKinsey & Company found that companies with racially and ethnically diverse leadership are 35 percent more likely to have financial returns above their respective national industry medians; and companies with high gender diversity in leadership 15 percent more likely. Several rating agencies and investment funds, such as CalPERS and PAX World, use the extent of gender diversity as one of their investment criteria. Yet, while women make up nearly half of the corporate workforce, they make up only 21 percent of corporate boards in the United States, and women of color only 6 percent. Women and people of color are not only underrepresented in leadership positions in the private sector: despite record gains in the 2018 elections, less than 25 percent of the U.S. Congress is female and less than 20 percent is nonwhite. Here in New York, despite significant advances, women make up around 33 percent of our legislature and only 35 percent of the seats on our Governor-appointed major state boards and college councils.

In recognition that diverse leaders strengthen our State, in 2017 Governor Cuomo announced actions, at the recommendation of the Governor's Advisory Council on Diversity and Inclusion, to increase the number of minorities in the State government workforce, including advancing legislation to accelerate the hiring of highly-qualified diverse candidates and expanding access to Civil Service exam preparation and tests. This year Governor Cuomo build on that progress by setting a goal to ensure that his appointees to major state boards and college councils reach 50 percent female and represent the racial and ethnic diversity of New York State. To increase the representation of women and people of color, and ensure sustainability of diverse leadership into the future, the Governor will direct his Chief Diversity Officer and Appointments Office to develop best practices and a strategic plan for recruitment of board members.

Invest in New York's Child Care Infrastructure:

The FY 2019 Budget provided an historic amount of funding for child care with over \$800 million dedicated to help low-income New Yorkers access high quality, affordable child care. Additionally, Governor Cuomo signed a bill to establish the Child Care Availability Task Force, charged with examining and exploring innovative approaches to affordability and access to child care.

Despite record investments in child care, many New Yorkers still struggle to access high quality child care. This issue forces families to choose between quality child care and employment, or places families in the position to use unlicensed child care providers. Employers lose close to \$3 billion annually in the United States due to employees' child care related issues. This year, Governor Cuomo will take a series of actions to increase access to reliable, affordable child care for all New Yorkers. Together, these proposals will stimulate local economies and help increase

labor force participation, while simultaneously guaranteeing high quality care and education for the youngest New Yorkers.

- **Ensure Access to High Quality Child Care:** In an effort to ensure that households in receipt of a child care subsidy are afforded continued access to high quality child care, Governor Cuomo will invest an additional \$26 million to increase the value of the subsidy. This increase will help low-income families access affordable, regulated child care.
- **Invest in Regional Strategies:** As the drivers of New York State's economic strategic planning, Governor Cuomo tasks the Regional Economic Development Councils (REDCs) to include child care as a priority in their 2019 Strategic Plans. The 2019 REDC Guidebook will require each region to consider the child care needs of the region and the important impact access to affordable child care can have on the region's economy and to develop a regionally-specific strategy to increase access to quality, affordable child care.
- **Launch Child Care Worker Scholarship:** Recruitment and retention of child care employees is essential to maintaining access to reliable child care. There are over 84,000 members of the early childhood workforce in New York. However, retention of staff can be challenging due to relatively low wages and opportunities in other child care settings. An estimated 65 percent of child care workers' families participate in one or more public income support programs. To ensure that New York State attracts and retains qualified employees to work in child care center state-licensed child care facilities, Governor Cuomo will launch a child care worker scholarship to cover tuition at SUNY or CUNY schools for part-time students who work at least 20 hours a week in state-licensed child care facility. The ability to achieve higher education while working part-time serves as a win for families and teachers, and helps to create a stable workforce.
- **Establish Common Application for Child Care:** In order to make arrangements for child care, families across New York are expected to call individual providers to inquire about rates and availability. This tedious process relies on parents to take time out of their busy work day to call around to share the same information. To improve this process, Governor Cuomo will direct the Office of Children and Family Services to work with the Child Care Resource and Referral Agencies to develop the first common application for child care in the country, easing the burden of filing multiple applications as families seek child care for their children. OCFS will work to ensure that this application is used across the state.

Launch Family Empowerment Community College Pilot Program:

Under Governor Cuomo's leadership, New York has succeeded in achieving the smallest wage gap in the nation—state has the narrowest wage gap in the nation with women earning the equivalent of 89 cents to each man's dollar. Nationally, women earn just 80 percent of what men do overall. In addition, in 2016, Governor Cuomo signed into law the increase in the minimum wage to \$15 an hour for covered workers, of which more than half are women.

However, women in the State of New York continue to be impacted by the gender wage gap, especially women of color and single mothers. Public policy efforts have often focused on breaking through the "glass ceiling"—but the majority of working women are "stuck to the floor" in low wage jobs with little opportunity for advancement. According to research from the Institute for Women's Policy Research, access to higher education is a tested anti-poverty strategy for single mothers. Research found that just 13 percent of single mothers who hold a bachelor's degree live

in poverty compared with 41 percent with only a high school diploma. However, single mothers face unique challenges in college or workforce credential completion, and access to childcare is a major factor. A study of single mothers at Monroe Community College found that student parents who used the campus childcare center had an on-time graduation rate that was more than three times higher than those who did not use campus child care.

To close the gender wage gap and neutralize the “sticky floor,” Governor Cuomo will launch a pilot program providing customized supports for single parents attending participating SUNY and CUNY community college campuses. This innovative program will support up to 400 parents a year for three years. Participants will receive on-campus childcare, intensive personalized advisement, educational supports including tutoring, career counseling and assistance in transitioning to a 4-year school. These comprehensive systems of support will ensure that single parents are able to access higher education opportunities, and help to move themselves and their children out of poverty.

Expand Empire State After-School Program:

Governor Cuomo has expanded the number of safe and supportive locations for kids to go after school through the Empire State After School Program. Over the past two years, Governor Cuomo has provided \$45 million to create 28,125 high quality after-school slots in high-need communities. These funds have created safe places for kids to go in areas with high rates of gang violence, have provided opportunities in STEM and robotics, tutoring, and physical activities like swimming. Research suggests that every dollar spent on after-school has a three dollar return on investment. There is now over \$100 million in direct state support for after-school programs.

However, there is still a significant need for additional after-school slots, especially in high-need communities. Despite the substantial increase in funding that the Governor has provided, the most recent grant funds were over-subscribed by \$20 million— meaning that with additional funds even more students would have been served. Research following over 25,000 students in after-school programs found that participation in high quality after-school programming lowered the drop-out risk for students. In addition, research has found that for low-income students, the higher the levels of participation in after-school, the smaller the math achievement gap is between them and their high-income peers.

In order to ensure that every child who needs a safe place to go is provided one, the Governor proposes an additional \$10 million to create an additional 6,250 slots in high-need communities across the state. This year's grant funds will prioritize funds for areas with high levels of gang involvement, and will focus on serving homeless students and other students who may not have a safe place to go after school.

Continue Investment in Computer Science Education Through Smart Start:

In 2018, Governor Cuomo made the largest state investment in computer science, by launching the Smart Start Program. Smart Start works to expand high-quality computer science education by offering teacher support and resources in computer science and technology, especially for the

youngest learners, starting as early as kindergarten and creating a continuum through 8th grade. In addition, the Governor also directed the State Education Department to create a taskforce to develop model computer science standards to revitalize the computer science and technology standards for the twenty-first century.

While the Governor, state leaders, and university partners are developing the State's computer science and engineering workforce every day, the gender gap remains quite stark. According to data from the College Board, although more girls than boys take Advanced Placement exams (over 55 percent of New York test takers are female), girls comprised only 27 percent of the test takers for AP Computer Science. In addition, data suggests that in schools that offer computer science, the gender gap is largest in average and low need school districts, suggesting there is a gender as well as a course access problem.

In order to continue to close the gender gap in accessing computer science, Governor Cuomo will provide \$6 million for FY20 to allow more schools to participate in the Smart Start program. This funding, along with the new computer science standards, and other course access achievements will help ensure that the next generation of girls is ready to succeed in computer science and technology.

Create the State's First Ever Youth Council:

Governor Cuomo has placed significant focus on improving conditions for young New Yorkers. In 2017, Governor Cuomo successfully raised the age of criminal responsibility to eighteen, established the New Youth Justice Institute, and invested \$30 million in the Urban Youth Jobs program. The youth smoking rate is the lowest it has ever been. This is on-top of the record setting investment in education of over \$26 billion in K-12 funding, and the launch of the Excelsior scholarship.

However, there are still certain problems plaguing New York's young people. New York State has a higher rate of young people that have been victims of cyberbullying and dating violence than the national averages, the opioid crisis has affected youth in every region of the state, and the teen suicide rate is increasing, especially among girls. The majority of young people agree with the statement "Government doesn't care about what I think." When Scotland gave 16- and 17-year-olds the ability to vote in the independence referendum, there was an 80 percent turn-out for that age group. Young people want to participate, but are not always given the opportunity. In addition, Article 12 on the United Nations Convention on the Right of the Child states that children have a right to be heard on policy matters that affect them.

In order to increase participatory democracy with young people, the Governor will create the State's first Youth Council. The Council will be made up of 62 young people ages 13-21, one representing each county. They will serve for a period of two years, and will advise the Governor and policymakers on key issues facing young people, including outreach and communication strategies. The Council will meet at least three times a year and will provide policy recommendations on education, juvenile justice, the environment, and civic engagement. In addition, in order to address issues specific to young women and girls, especially cyberbullying, sexual assault and harassment, and female empowerment, there will be sub-committees that specifically addresses these issues.

If You Can See It, You Can Be It 2019—Girls in Government:

The voices of women and girls are needed in our Democracy now more than ever as women's rights and access to health care are repeatedly at the center of debate. Women and girls make outstanding contributions to New York State. Today, all three women on the U.S. Supreme Court are from New York State, the leader of New York's highest court is a woman, the chancellor of SUNY is a woman, two borough presidents are women and several major Upstate city mayors are women. Women make up 27.2 percent of the New York State Legislature, which is higher than the national average. It has been proven time and again that diverse groups make better decisions. In 2018, in order to recruit more women to serve at high levels of Government, Governor Cuomo created the NY Women LEAD fellowship, which placed ten highly qualified recent graduates alongside senior officials within the Executive Branch.

Governor Cuomo will create an opportunity for girls to learn about the impact they can have through politics through the new Girls in Government initiative, a non-partisan program to encourage girls in grades 8 through 12 to get involved in government and public policy. The program will introduce girls to the machinery of advocacy and public policy and teach young girls about public affairs and issues that matter to them personally and in their community. They will witness first-hand the inner workings of state government and meet with elected officials and senior staff. It is important that youth have an opportunity to develop a world view and to understand the principles that underpin civic engagement and help them become global citizens. The program will not only empower young girls to think outside the box, but also will foster youth voices in the decision making process.



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2019 Women's Justice Agenda