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Women's Right Commission Annual Report

Chair Marina Monsisvais

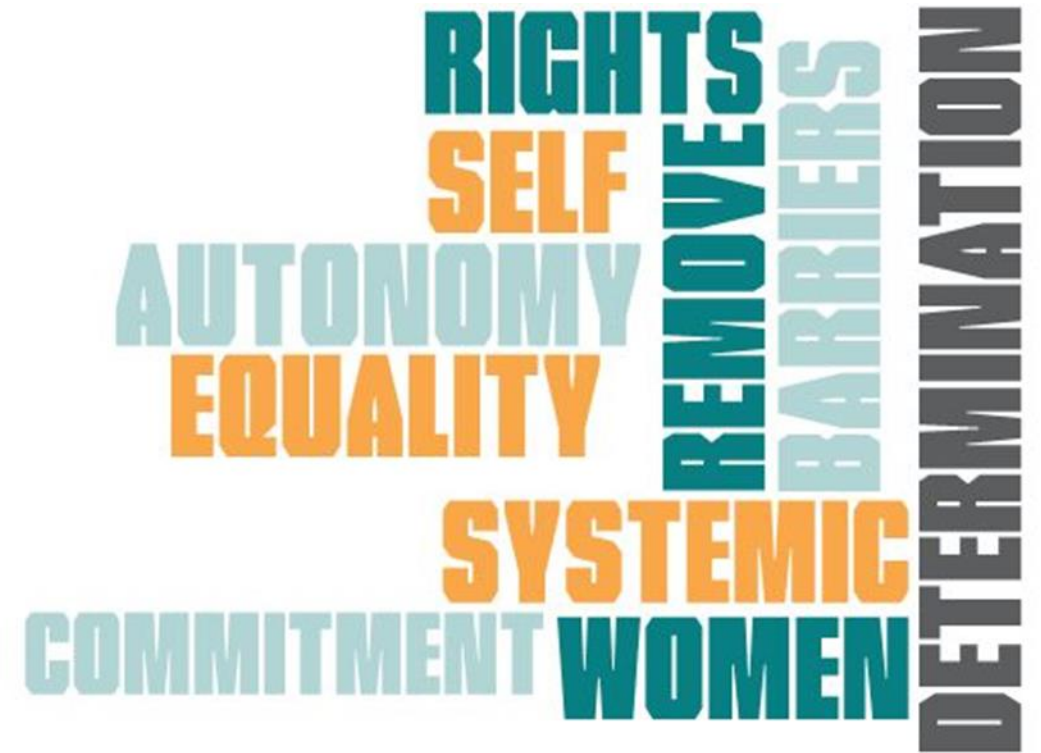


Resolution

The Women's Rights Commission was established to serve as an advisory body to the City Council concerning the needs and issues of women in the El Paso Region

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Members of the Commission

District 1, Maxey Scherr

District 2, Marina Monsisvais, *Chair*

District 3, Elisa Morales

District 4, Paula Warnock

District 5, Isabel Chacon

District 6, Melinda Luevanos

District 7, Kathryn Lucero, *Vice Chair*

District 8, Nydia Correa

Mayor, Lisa Turner

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Trainings Completed

- I. Code of Conduct
- II. Roberts Rules of Order
- III. Texas Open Meetings Act
- IV. Ethics Training

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Completed Strategic Planning Process

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Why this work matters

- I. Strategic planning sets the tone and direction of priorities and policy focus
- II. Requires disciplined approach to align operations + resources
- III. Both reflective and future focused

Developed and Adopted Mission and Vision

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Mission

To advocate for ALL WOMEN with determination to uplift and protect our wellness and workplace success by removing barriers and inequities in every aspect of our lives.

Vision

Setting the standard that creates a supportive environment for ALL WOMEN to thrive by advocating for our equality, autonomy, safety, justice, prosperity and overall well-being.

Women's Rights Commission Strategic Plan

Priority Areas

I. Wellness/Health Focus

- Mental Health
- Access to competent and comprehensive care

II. Workplace

- Actionable policy to address gender wage disparity in El Paso
- Advocate for Key Policies

III. Supportive Environment to Thrive

- Overall well-being
- Equality
- Safety and Justice

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Priority Area 1: Wellness/Health Focus

Mental Health

- Providing low-cost services
- Access to providers and ways to learn more about managing mental health
- Body Positivity
- Empowerment education for young women on body literacy and sexual health education
- Focus on Veterans

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Priority Area 1: Wellness/Health Focus

Access to competent and comprehensive care

- Right to make our own health care choices
- Right to insurance
- Free/cost-efficient programs
- To see locally that medical school develops program covering needs of trans community
- Full prenatal and post medical care for CoEP employees along with free childcare
- Opportunities for paid maternity leave (including FMLA considerations)

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Priority Area 2: Workplace

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Actionable policy to address gender wage disparity in El Paso

- Pay equity, career readiness and opportunity
- Existing policy review to understand and identify barriers for a woman to not have to choose between raising their children and career advancement/retirement

Advocate for key policy

- Standards of conduct and fair treatment within the workplace
- City employment policies, standards and other items (i.e. employment statistics provided to WRC in February, public safety---including police workforce/women in law enforcement)
- Menstrual leave policies

Priority Area 2: Workplace

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Access and key information resources

- Recognizing many working women are also mothers, finding a way that makes it easier for them to do both (i.e. allowing them to attend performances, awards, and participate in schools while also providing for their families); advocate lactation and drop- in childcare services for working mothers
- Coaching/workshops for all women and daughters work alongside external partners (as early as eight years old)
- Assistance in resume writing, interviews and negotiating salary
- Elevating profiles of local women into key roles in our community
- Reviewing the system, policies, required training. *Making sure there's a way women can feel safe to come forward when there's sexual harassment*

Priority Area 3: Supportive Environment to Thrive

Overall well-being

- Educating women about burnout and how to prevent it
- Awareness at the elementary level to improve bodily autonomy
- Diverse women represented in program delivery
- Body literacy education---natural rhythms, overall health, more in-tune with body signals and looking at what is being shared about body image (i.e. navigating social media)
- Mentorships in **helping young women** with depression, anxiety, stress
- Connecting young women with successful women.
- Being equipped with tools, for families, and contributing to normalizing getting help in the mental health realm
- Mental support for women suffering through different mental challenges due to life experiences

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Priority Area 3: Supportive Environment to Thrive

Equality

Promoting equity instead of equality; custom tools needed to succeed.

Safety and Justice

- Feeling safe at existing facilities and programs
- Promoting safe gun storage and providing low-cost self defense classes/ training to all women
- Publicly available database of those convicted of domestic violence and those with protection order
- Justice: Protecting women who are victims of crimes and providing survivors with ways to share their story

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Commission Actions Taken

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I. Advisory letter sent to Council regarding Reproductive Rights

- i. "The City of El Paso Women's Rights Commission is in support of the legislative agenda item that supports all efforts to protect women's reproductive rights and file the city's opposition to any bills or efforts to ban abortion in Texas."*

II. Advisory letter sent to Council and the State Delegation regarding House Bill 300/Pink Tax

- i. "The City of El Paso Women's Rights Commission is in support of the legislative agenda item that supports efforts relating to an exemption from sales and use taxes for certain family care items and any other pink tax-related legislation."*

III. Letter to be sent to council regarding Parental Leave

- i. In review with Chair*

IV. Letter to be sent to council regarding the WRC's participation in the recruitment process for the new City Manager

- i. In review with Chair*



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Questions





Mission

Deliver exceptional services to support a high quality of life and place for our community



Vision

Develop a vibrant regional economy, safe and beautiful neighborhoods and exceptional recreational, cultural and educational opportunities powered by a high performing government



Values

Integrity, Respect, Excellence, Accountability, People

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