

*The Mayor's Commission on the Status of Women
2020 Annual Report*

As noted in the bylaws, the Mayor's Commission on the Status of Women shall serve as an advisory body to the Mayor concerning the needs and problems of women in the Tulsa area, and it shall recommend programs and policies designed to alleviate inequities confronting women in social, economic and vocational pursuits. It shall develop goals and shall coordinate research, planning and programming relating to opportunities, needs, problems and contributions of women in Tulsa.

In keeping with this mission, the Commission members participated in a retreat in January of 2020 to build consensus around the 2020 focus area, using research garnered in 2019 by the Education Committee, Employment Committee and Health Committee about gaps and inequities women and girls face within our community. Dr. Brenda Lloyd Jones facilitated the retreat which was held at Resonance Center for Women. The retreat led the Commission members to the overarching focus area entitled Earn More, Learn More and Move More. Specific goals and objectives for each committee include the following.

Health Committee:

Goal:

Improve mental health of women in the community

Objective:

Identify mental health resources that are easy to access, readily available, and find ways to create awareness of these resources in the community.

Due to Covid-19 and the increased need for mental health services as indicated by nonprofit studies, the committee opted to educate women and raise awareness about 211 as a referral resource for many of their needs. Committee members partnered with the Education Committee and the Community Service Council (CSC) Communications Director to plan printing and coordination efforts for the 211 flyers. The committee completed the following activities:

- Obtained approved artwork from CSC for the 211 flyers
- Secured private funding and printed 45,000 cards in English and Spanish
- Secured private funding and printed 5,000 smaller, business size cards
- Shared information on social media
- Identified distribution points that would be most effective in creating awareness, focusing on sites that also could address 211 services while distributing the card. Distribution points included:
 - Tulsa Health Department
 - Veteran's Affairs
 - Home health agencies
 - Emergency Infant Services
 - Catholic Charities
 - AAON
 - Temple
 - Meals on Wheels
 - Food Bank
 - Saint Francis Cancer Center/Saint Francis Hospital

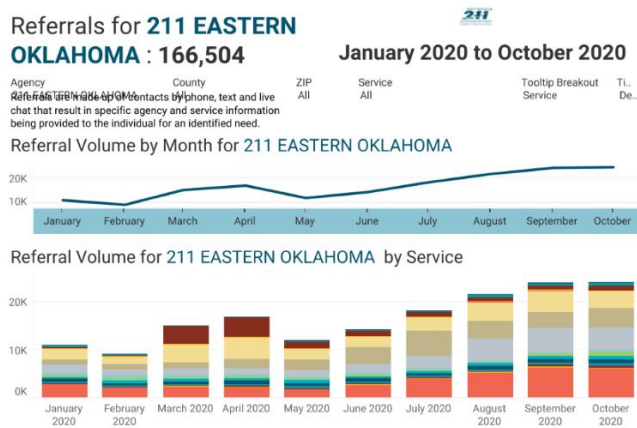
- Laureate Psychiatric Clinic and Hospital
- Hunger Free Oklahoma
- Juvenile Justice Center
- QT
- Xavier Clinic
- Morton Clinic
- Neighbor for Neighbor
- Oklahoma Safety Center
- Fire Department
- To be distributed at the library once they open
- Meals on Wheels
- Hunger Free Oklahoma (food distribution sites),
- Family Safety Center
- Community Food Bank of Eastern Oklahoma
- Tulsa Police Community Engagement Unit- new

Plan of action

The Committee hopes to find ways to obtain data on the utility of the cards in the community and to translate cards into more languages. Currently, they are establishing a timeline for printing more cards and identifying other ways to raise awareness of mental health resources.

Community Impact

As noted below, 211 reports an increase in call volume showing more women are getting the help they need.



Education Committee:

Suspended Goal (on hold during the pandemic):

Increase math scores and school success among young female students

Objectives:

- Increase female student mentorship by engaging with TRSA and helping connect or promote mentors
- Track and advocate for legislation affecting education (with mayor approval)

-Use data to support appropriate education funding

The Committee met with Xan Black with TRSA and secured more information about the mentorship program and mentor curriculum; Dr. Latta briefed members on past and upcoming education-related legislation.

New Goal (during the COVID-19 Pandemic and beyond – more goals may evolve during this time):
Communicate to women and families about assistance during the COVID-19 pandemic

Objectives:

- Communicate to family's about options for seeking assistance (including mental health) during COVID --
- Awareness of City-wide wifi for distance learning

The Education Committee worked with Health Committee to distribute a 4x6 post card and smaller business cards regarding 211; the committee also was in communication with the City of Tulsa to determine how the committee can assist with the city-wide wifi project which is currently being implemented.

Plan of Action:

The committee will continue to distribute 211 cards and to work with the city to find ways in which to communicate the wifi project to mothers with students.

Community Impact:

More women are getting the support and help they need

Employment of Committee:

Goal

Improve the gender wage gap

Objective

Implement a three-phase plan to address pay equity

The committee has been active in working with the Mayor to set standards that employers need to meet to receive the City's Stamp of Approval including the following:

- Removing the salary history question on application portals and within interviews
- An internal audit to assess pay inequities across gender
- Evidence of a good-faith effort on behalf of the company to review

The committee has met with Mayor Bynum and Deputy Mayor Brown both of whom support this initiative fully. Deputy Mayor Brown and Commissioner Susan Bynum are working with the City's Marketing for logo and stamp of approval on the Mayor's Pledge.

Plan of Action

The next step will be to recruit companies who already are focused on pay equity within their companies. Preliminary successful conversations have already taken place with the plan to have the Seal of Approval program up and running by the end of the first quarter.

Community Impact:

Women will be fairly paid

Community Outreach Committee:**Goal:**

To raise public awareness about the Commission's work

Objective:

To communicate information relating to committee work and initiatives and to help spearhead the Pinnacle Awards to showcase

The committee worked with the YWCA in organizing a very successful Pinnacle Awards in March of this year. Held in the filled-to-capacity Mayo ballroom, many deserving women were honored for their achievements in our community. Work has already begun in preparation for the event in 2021 and the committee has solicited nominations from throughout Tulsa. The upcoming event will be held virtually for the safety of all and a press conference will be held in January to announce the event honorees.

Community Impact:

Women are publicly earning the recognition they deserve for their good works; the awards program also serves as inspiration to women throughout the community.

Mayor's Commission on the Status of Women - Moving Forward

Throughout 2020 and into 2021, the Mayor's Commission on the Status of Women will continue to identify gaps and inequities for women to educate the community, advocate for change and reduce barriers with the overarching goal help clear a path so women will achieve greater success. In school. In work. And in maintaining their personal health.