

**The Mayor's Commission on the Status of Women
2021 Annual Report**

Chair: Dr. Meg Morgan
Vice Chair: Mary Quinn Cooper

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 August of 2021 to build consensus around the 2021 focus area, using research garnered in 2020 by the Education Committee, Employment Committee, and Health Committee about gaps and inequities women and girls face within our community.

Chair Meg Myers Morgan and Vice-Chair Mary Quinn Cooper facilitated the retreat which was held at the home of Commissioner Cooper. The retreat led the Commission members to the overarching focus area:

***Childcare access and affordability as barriers for women
entering, staying, and advancing in the workforce.***

With this, the commission divided into working research groups to help flesh out the needs within this topic area:

1) Guest Speaker Working Group

This group worked to curate the slate of guest speakers for the year. Thought and consideration should be given to speakers who can speak directly to our childcare focus.

This Working Group will also invite the guest speakers, prep them, and introduce them at meetings.

2) City Comparisons Working Group

This group will research what other cities are doing to address the childcare issue as it relates to women in the workforce. The group should determine what are best practices from a city perspective. Essentially, helps set a blueprint for what the best cities are doing that we could model.

3) Tulsa Childcare Audit Working Group

Before we know where to go, we need to know where we are. This group will seek to gather any data we have on gaps in childcare in Tulsa. Knowing where the biggest gaps are—which communities/industries/etc. will help us build a plan for equity.

From this work, a new committee structure was formed to include the following committees working within our focus area:

Outreach and Education: This committee will work to educate our community on the burden of childcare as an economic issue, not a “women’s issue.” Further, this group will work to modernize the commission’s mode of communication with the public. The committee will also focus on the research needs of other committees.

Workforce: This committee will focus on the labor issues that are caused by childcare concerns. The committee will focus on developing best practices for companies and organizations regarding childcare and their workforce. The City of Tulsa and all the organizations that have signed on to the Mayor’s Pay Equity Pledge will serve as this committee’s starting point for best practices.

Storytelling: This committee will focus on gathering stories within our community regarding childcare as a barrier for entering, staying, and advancing in the workforce. By tapping into our community for stories, we can better understand the obstacles and ensure we are getting the full perspective across different neighborhoods, industries, and family structures.