

# THE BALTIMORE CITY WOMEN'S COMMISSION





# WHO WE ARE

The Baltimore Commission for Women believes in a high quality of life and in equal rights, opportunities, and access to services for all women-identifying, non-binary, and/or assigned-female-at-birth individuals.

The Commission:

- develops information systems,
- provides advice and counsel,
- conducts research,
- hosts educational programming,
- analyzes policy, and
- advocates for women's issues

to improve the lives of and opportunities for all women-identifying, non-binary, and/or assigned-female-at-birth individuals in Baltimore.

# SUBCOMMITTEES AND MANDATES

## FORUM FOR AMELIORATION

- serve as the focus and forum for the identification and amelioration of the unique problems faced by women in our society and on any practice of discrimination or prejudice that exists because of gender

## ADVICE AND COUNSEL

- advise and counsel the residents of Baltimore City, the City Council, the Mayor, and the various departments and agencies of the City, state and federal governments on all matters involving women's lives;
- recommend programs and legislation it considers necessary and proper to promote and ensure equal rights, equal opportunities and equal access to services for all persons regardless of gender





# SUBCOMMITTEES AND MANDATES

## MONITORING BOARDS AND COMMISSIONS

- Monitor City government so as to ensure the equitable representation of women on all City Boards and Commissions.

## EVALUATING POLICIES AND PROGRAMS

- review and evaluate the impact of existing and proposed policies, programs and legislation effecting women

## REFERRALS

- develop an information and referral system for all services in the City related to women;
- recommend other services when a need for them is determined;

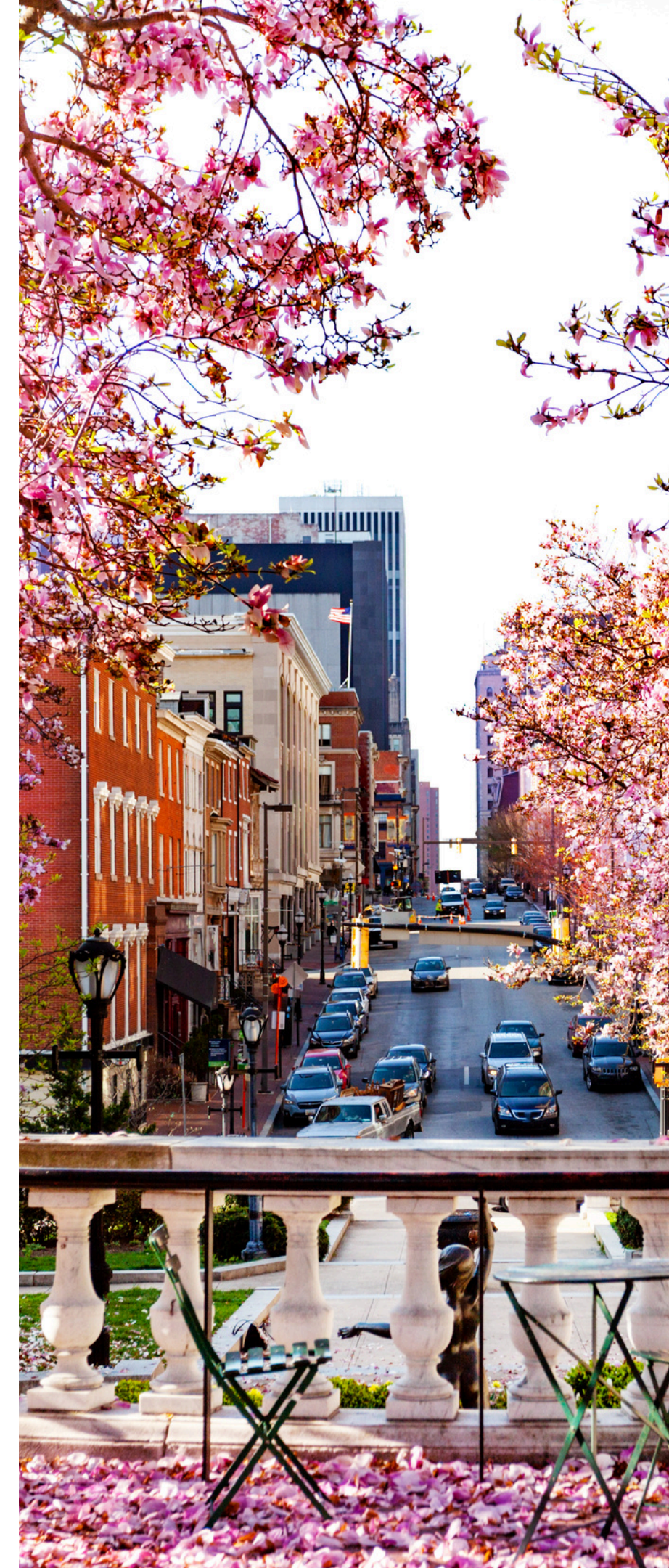
# SUBCOMMITTEES AND MANDATES

## RESEARCH AND EDUCATION

- conduct research, policy analysis and public information and education programs in activities to assist in addressing the needs of women;
- institute and conduct other programs, meetings, and conferences to promote equal rights and opportunities for all women;
- ensure programs and activities address the special needs of women related to race, age, national origin, religious preference, disability, sexual preference, physical characteristics, marital status, reproductive health and economic status;

## WORKFORCE MONITORING

- review and monitor the conditions of women in the workforce of Baltimore City;
- make recommendations promoting equal pay for work of equal value and equitable representation by women in all job levels;
- direct attention to the problems facing women in the workforce.





## HERE'S WHAT WE'VE ACCOMPLISHED SINCE OUR RELAUNCH:

1. Swore in 19 Commissioners.
2. Appointed Chair, Vice Chair, and Secretary.
3. Approved Bylaws.
4. Established 7 subcommittees.
5. Formulated a budget proposal for the inaugural year.
6. Compiled a resource bank of data and publications.
7. Secured a \$50k grant from the Carter Center, making Baltimore part of a global cohort of 30 cities in the Inform Women, Transform Lives Campaign and working with the Health Dept. to highlight Family Caregiver Resources.
8. Currently participating in the Baltimore Corps Civic Innovators Program to develop a resource and referral network for Baltimore City.

# HERE'S WHAT WE'VE ACCOMPLISHED SINCE OUR RELAUNCH

9. Established performance measures for transparency, accountability, and full participation in the budget process.
10. Successfully executed the Inaugural Mayoral Luncheon with 100 attendees, featuring a leadership panel of prominent Baltimore women.
11. Collaborated with the Community Relations Commission to host an educational panel on the Pregnant Worker's Fairness Act.
12. Engaged with multiple City agency partners, including the Office of the Mayor, the MD Human Trafficking Collaborative, the Law Department, the Health Department, the Office of LGBTQ Affairs, the Community Relations Commission, and the Equity Division.





## HERE'S WHAT WE'VE ACCOMPLISHED SINCE OUR RELAUNCH

13. Currently collaborating with the UNC Chapel Hill Morehead Cain Scholars program to develop programming geared towards increasing access to preventative healthcare for women in Baltimore City.

14. Held a strategic planning retreat for Women's Commissioners to develop goals for calendar year 2024.

15. Actively drafting SOP's for the functions of the Commission.

16. Participated in the Statewide Women's Legislative Briefing and Annual MD Women's Commissions Roundtable.

17. Holding regularly monthly meetings open to the public.



# PLANS FOR 2024

A Listening Tour to survey Baltimore City residents and collect data about their needs, programs and services

Operationalizing the 21 SMART goals developed by our 7 subcommittees

A Citywide Women's Services Resource Fair

Development of a streamlined resource and referral network for Baltimore City



# THE BALTIMORE CITY WOMEN'S COMMISSION

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STEPHANY SULBARAN

KIONNE ABDUL-MALIK, CHAIR  
MIRIAM CARRION DE MOORE, VICE CHAIR  
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# QUESTIONS?

<https://civilrights.baltimorecity.gov/womens-commission-0>  
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# CONTACTS

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