**Public Hearing Talking Points**

In Ordinance 2016-0905 we are asking for a gender analysis to identify areas of gender inequity within the City and how the City might address gender inequities within their departments and through the use of their department programs and budgets within the City

**Talking Points**

The importance of Pittsburgh setting an example, being recognized as a leader in ending discrimination

It pays to invest in women. Economists at the World Bank have concluded that improving gender equality improves the overall economy while increasing school enrollment, improving children’s health, and reducing maternal and infant mortality.

**Economic Development / Education**

The need to engage girls in STEM to get into good paying jobs with benefits, careers

STEM can be introduced in early education

The need to increase viable opportunities for girls to engage in sports. Though Pittsburgh Government does not directly manage the PPS, this is a Title IX issue that the Pittsburgh City Government should speak to. While the gender disparity persists across many schools, girls (mostly White) attending the better resourced, suburban schools have 2-3 times the athletic opportunities as girls attending Pittsburgh Public Schools. Though roughly 24% of Pittsburgh’s population is Black, 53% of the Pittsburgh Public School student body is Black.

The value of sports for girls:

helps build healthy bodies,

can keep them engaged in school

can teach the value of teamwork,

can build self-confidence and leadership skills

can be a vehicle to affordable college

Safe affordable housing near transportation, groceries, school and daycare so that mothers can get their children to school and they can work

71% of families living in poverty are headed by single women

There is a need for 21,000 affordable housing units in Pittsburgh – Mayor’s Affordable Housing Task Force

A shortage of 21,000 homes in Pittsburgh that are affordable enough for families of four whose income is $24,000. This is 30 percent of the area’s median income for that size household. (Attorney Robert Damewood of Regional Housing Legal Services)\*

Then consider that the median income for black people is $22,000\*

throughout Allegheny County, more than 30,000 people live in housing they can’t afford, most paying more than 50 percent of their income on housing. “This makes them very insecure and at risk of eviction.” (Attorney Robert Damewood of Regional Housing Legal Services)\*

60% of PA minimum wage earners are women

65% of people using public transit are women

Cost of infant care in PA is 27% of women’s median annual earnings. Affordable daycare and early education opportunities are needed.

Moving can disrupt children’s education and stability. It can effect a woman’s ability to get to work, etc.

# \* “Pittsburgh needs 21,000 affordable homes, housing alliance study finds” By Diana Nelson Jones / Pittsburgh Post-Gazette May 6, 2016

**Violence against Women**

About 4000 protection from abuse orders are issued annually in Allegheny County

Well over 6000 women sought help in women’s shelters in Greater Pittsburgh last year

Black girls report higher rates of child abuse and family violence than white girls

Domestic violence is present at all socio-economic levels, irrespective of race.

**An example of why we need intersectional gender analysis**

Based on the Healthy Allegheny Teen Survey: Black girls are 50% more likely than White girls to experience teen dating violence, more than twice as likely to be raped, and over 4 times as likely to be threatened or injured with a weapon. They are also over nine times as likely as White girls to have someone close to them murdered.

# Accomplishments from San Francisco Gender Analysis and Action Plans

# Violence Against Women Prevention and Intervention Grants Program

# 44 Months Without Domestic Violence Homicide

# Public Works placed greater street lighting for better safety.

# Department of Juvenile Probation Created a “girls unit” providing gender-specific, trauma-focused services for girls.

# Increase in female employment in professional jobs within the city of San Francisco.

# Gender Equality Principles Initiative to expand gender analysis.

# And/or speak to what you have witnessed.