

Chelsea  
Women's  
Commission



# DEPARTMENT OF DIVERSITY, EQUITY & INCLUSION

*Dr. Candace E. Pérez*  
*Diversity, Equity & Inclusion Officer*



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To provide an intersectional, effective voice for women and girls in Chelsea and to ensure that they can achieve full equity in all areas of life.

This includes areas of:

- ✓ Education
- ✓ Childcare
- ✓ Reproductive equity
- ✓ Employment
- ✓ Safe housing
- ✓ Food equity
- ✓ Equal pay

## Mission



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### **Leadership**

We influence women and girls to be change agents.

### **Equity**

We fight to dismantle oppressive systems. Fight for equity and justice using anti-racist framework.

### **Advocacy**

Call out and challenge systems of oppression, especially those that directly impact women and girls.

### **Collaboration**

We partner with stakeholders across Chelsea and the surrounding communities to study and impact policy.

### **Impact**

We advance the women and girls of Chelsea.

### **Transparency**

We lead by example, working with and for the women of Chelsea.

## **Proposed Statement of Values**



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# Addressing Social Disparities Among Women

The CWC endeavors to advocate for women and girls within Chelsea, as well as conduct an ongoing study of all matters concerning women and to study, review and report on the status of women within our community.

Following the height of COVID-19, areas of increased systemic inequities emerged among women in the Commonwealth, such as:

- Mistreatment in the workplace
- Declining mental health and emotional wellness
- Inaccessibility of affordable childcare for middle-class working mothers
- Inaccessibility to flexible work environments
- Food inequity (food deserts)
- Affordable, safe housing (also in proximity to high quality education)

# Interventions in Equity Disparities



## Free Workshops

- Career and executive coaching
- Small business owners' roundtables
- Career fairs
- Mental health support
- Affordable housing workshops



## Mentorship Programs

- Big Sister, Little Sister
- Mental health and emotional wellness coaching
- Domestic violence survivors' roundtable
- Financial counseling



## Girls' Empowerment Initiative

- STEM Initiative
- Leadership and Confidence Building
- Sexual and Reproductive Health Counseling
- Anti-bullying listening sessions
- Positive affirmation youth group

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# Methodology & Operations

## Committee Meetings

Once a month

An agreed day each month may be first Thursday of each month

- Based on members' availability and bandwidth



## Task Force Creation

Childcare

Task Force on Childcare

- Career fair (for remote and flexible jobs)
- Expanded employer accommodations for expectant and new mothers
- Food accessibility
- Parent worker job protection (develop a similar policy to An Act Establishing the Massachusetts Pregnant Workers Fairness Act (H.1038) to provide protections and reasonable accommodations to parents)\*



## Task Force Creation

Violence Against Women

- One of the first actions will be to convene a round table of experts and advocates from throughout the City and surrounding area to discuss the broad topics of violence against women and girls, its many repercussions, and what services are both available and out of reach.
- A study may be needed to effectively analyze the economic costs of violence against women, both when all the service needs are met and when they are unmet.

The Chelsea Women's Commission is an intentional, dedicated space committed to women and girls' equity and access.

- It is the Commission's intention to respond to the needs of women and girls and assess the status of women. The Commission will offer recommendations to the City Manager and City Council and point towards policies that address the critical needs of Chelsea's constituents.



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# Conclusion

## *Equity for Women*

The Chelsea Women's Commission will include at least 7 volunteer Commission members (including 1-2 City Hall staff members). The CWC will be tasked with helping to advance women toward full equity in all areas of life and promoting rights and opportunities for all women. Furthermore, CWC will exist to provide a permanent, effective voice for women across Chelsea.



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# Conclusion

## *Equity for Women*