

FY 2022 AGENCY QUARTERLY DIVERSITY AND EEO REPORT

AGENCY NAME: DEPARTMENT OF DESIGN & CONSTRUCTION☐ 1st Quarter (July -September), due October 29, 2021☐ 2nd Quarter (October - December),
due January 31, 2022☐ 3rd Quarter (January -March), due April 29, 2022☒ 4th Quarter (April -June), due August 5, 2022

Prepared by:

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Date Submitted: 08/05/2022**FOR DCAS USE ONLY:****Date Received:****INSTRUCTIONS FOR FILLING OUT QUARTERLY REPORTS FY 2022**

[NOTE: These forms are cumulative and intended to retain information for the entire FY 2022. For Q2, Q3 and Q4 use previous quarter's submission to update, retaining all information for the prior quarters]

1. Please save this file as '**XXXX Quarter X FY 2022 DEEO Quarterly Report.Part I**' where 'XXXX' is the commonly used acronym of your agency. You must submit this file in MS Word format. Please do not convert it to PDF.
2. Complete the "Diversity and EEO Training Summary" details in Part II - Training Summary [see the attached Excel file]. Under Section 10 ("Other Diversity/EEO Related"), include training classes co-organized or co-sponsored by your agency EEO and/or HR that are related to the development of the agency staff in the areas of equal employment, diversity, inclusion, civil rights, workplace culture and behavior, interpersonal relations, and community relations.
3. Mark progress in check boxes in the column for the current quarter. [NOTE: DELAYED = behind schedule; DEFERRED = put off until later when better resources become available.]
4. Please save the Excel file as '**XXXX Quarter X FY 2022 DEEO Training Summary**', where 'XXXX' is the commonly used acronym of your agency. You must submit this file in MS Excel format. Please do not convert it to PDF.

PART I: NARRATIVE SUMMARY**I. COMMITMENT AND ACCOUNTABILITY STATEMENT BY THE AGENCY HEAD**

Distributed to all agency employees? ☐ Yes, On (Date): _____ ☒ No
☐ By e-mail
☐ Posted on agency intranet
☐ Other _____

II. RECOGNITION AND ACCOMPLISHMENTS

The agency recognized employees, supervisors, managers, and units demonstrating superior accomplishment in diversity and equal employment opportunity through the following:

- ☐ Diversity & EEO Awards
- ☐ Diversity and EEO Appreciation Events
- ☒ Public Notices
- ☐ Positive Comments in Performance Appraisals
- ☐ Other (please specify): _____

* Please describe D&EEO Awards and/or Appreciation Events below:

III. WORKFORCE REVIEW AND ANALYSIS

1. Agency Headcount as of the last day of the quarter was:

Q1 (9/30/2021): 1172 Q2 (12/31/2021): 1151 Q3 (3/31/2022): 1110
 Q4 (6/30/2022): 1126

2. Agency reminded employees to update self-ID information regarding race/ethnicity, gender, and veteran status.

☒ Yes, On (Date): 08/30/2021 ☒ Yes, again on (Date): 06/27/2022 ☐ No

☒ NYCAPS Employee Self Service (by email; strongly recommended every year)

☒ Agency's intranet site

☐ Newsletters and internal Agency Publications

☒ On-boarding of new employees

3. The agency conducted a review of the dashboard sent to the EEO Officer with demographic data and trends, including workforce composition by job title, job group, race/ethnicity, and gender; new hires, promotions and separation data; and utilization analysis.

☒ Yes, On (Dates):

Q1 Review Date: 08/30/2021 Q2 Review Date: (EEO Officer on Leave) Q3 Review date: 2/9/22

Q4 Review date: 6/28/22

The review was conducted with:

☒ Human Resources

☐ Human Resources

☐ Human Resources

☐ Human Resources

☒ Agency Head

☐ Agency Head

☒ Agency Head

☒ Agency Head

☒ General Counsel

☐ General Counsel

☐ General Counsel

☐ General Counsel

☒ Other Chief of Staff

☐ Other _____

☒ Other-Chief of Staff

☐ Other- Chief of Staff

☐ Not conducted

☒ Not conducted

☐ Not conducted

☐ Not conducted

Please list the Workforce Goal(s) included in <i>Section IV: Proactive Strategies to Enhance Diversity, EEO and Inclusion</i> , which you set/declared in your FY 2022 Diversity and EEO Plan (e.g., underutilization, workforce planning, succession planning and diverse applicant pool, among others):	Please describe the steps that your agency has taken to meet the Workforce Goal(s) set/declared in your plan. • Include steps that were taken or considered to build an inclusive and sustainable pipeline for your agency across all levels.	Q1 Update	Q2 Update	Q3 Update	Q4 Update
DDC will focus on addressing underutilization and increasing the number of women and people of color that are licensed Architects and Engineers within our workforce.	DDC has expanded the internal and external applicant pools to address the underutilization through outreach strategies for broader recruitment.	<input type="checkbox"/> Planned <input type="checkbox"/> Not started <input checked="" type="checkbox"/> Ongoing <input type="checkbox"/> Delayed <input type="checkbox"/> Deferred <input type="checkbox"/> Completed	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
We will ensure that DDC staff members continue to be developed and trained as part of our retention efforts and we will begin preparing mid-career and entry level professionals for succession into agency leadership positions.	DDC hired a new Director of Training and Staff Development, Adetutu Akande, this quarter. Adetutu Akande will lead DDC's ongoing efforts to develop and train our workforce and we are excited to have her in this new role. She is a former DDC Project Manager (PM) and helped to facilitate technical development sessions for agency PM's.	<input type="checkbox"/> Planned <input type="checkbox"/> Not started <input checked="" type="checkbox"/> Ongoing <input type="checkbox"/> Delayed <input type="checkbox"/> Deferred <input type="checkbox"/> Completed	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/>
DDC has adopted and conducted surveys to improve the recruitment, hiring, inclusion, retention and advancement of people in underrepresented groups.	DDC's Office of EEO will be using data from the agencies six month new-hire surveys to gather information related to our entire staff but also to look for trends that may impact retention for groups that are historically underrepresented in specific titles, job groups.	<input type="checkbox"/> Planned <input type="checkbox"/> Not started <input checked="" type="checkbox"/> Ongoing <input type="checkbox"/> Delayed <input type="checkbox"/> Deferred <input type="checkbox"/> Completed	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
DDC has adopted initiatives based on the analysis of the results of various surveys	DDC is using survey data to address: <ol style="list-style-type: none"> 1. Training and development priorities 2. Succession Planning 3. Expanding mentoring program 4. Expanding ERNG's 	<input type="checkbox"/> Planned <input type="checkbox"/> Not started <input checked="" type="checkbox"/> Ongoing <input type="checkbox"/> Delayed <input type="checkbox"/> Deferred <input type="checkbox"/> Completed	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
Describe steps that were taken or considered to address underutilization identified through quarterly workforce reports. Please list Job Groups where underutilization exists in the current quarter.					
002-Managers-White 002-Mangers-Female 003-Management Specialist -White 003-Management Specialist-Black					

003-Science Professions-White

006-Social Scientist-Male

010-Technicians-White

010-Technicians-Female

012-Clerical Sups-White

012-Clerical-Male

013-Clerical-White

031-Para Professional occupations-White

IV. EEO, DIVERSITY, INCLUSION, AND EQUITY INITIATIVES FOR FY 2022

Please describe your progress this quarter in implementing the primary goals in Section IV of your Agency Diversity and EEO Plan
for FY 2022 - Proactive Strategies to Enhance Diversity, EEO and Inclusion:

A. WORKFORCE:

B. WORKPLACE:

Please list the Workplace Goal(s) included in <i>Section IV: Proactive Strategies to Enhance Diversity, EEO and Inclusion</i> , which you set/declared in your FY 2022 Diversity and EEO Plan (e.g., job satisfaction/engagement surveys, exit interviews/surveys, and onboarding surveys):	Please describe the steps that your agency has taken to meet the Workplace Goal(s) set/declared in your plan. • Include steps that were taken or considered to create inclusive work environment which values differences that each of your unique employees brings to work, and to maintain focus on retaining talent across all levels.	Q1 Update	Q2 Update	Q3 Update	Q4 Update
Mental Wellness	Workshops facilitated by EAP and hosted by EEO helped employees manage their mental health and relieve work related stress during the pandemic and in our transition to returning to the office. We plan to continue to offer these web-based seminars quarterly as lunchtime sessions. We held one session this quarter.	<input type="checkbox"/> Planned <input type="checkbox"/> Not started <input checked="" type="checkbox"/> Ongoing <input type="checkbox"/> Delayed <input type="checkbox"/> Deferred <input type="checkbox"/> Completed	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
Virtual Cultural Engagement	As an alternative to in-person cultural events, established cultural committees curate hour-long presentations that are shown as part of our lunch & learn series. These presentations may include an entertainment component.	<input type="checkbox"/> Planned <input type="checkbox"/> Not started <input checked="" type="checkbox"/> Ongoing <input type="checkbox"/> Delayed <input type="checkbox"/> Deferred <input type="checkbox"/> Completed	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
Launch of New Mentoring Program	Our Director of Training and Staff Development has developed an agency mentoring program for new employees in an effort to better engage employees.	<input type="checkbox"/> Planned <input type="checkbox"/> Not started <input checked="" type="checkbox"/> Ongoing <input type="checkbox"/> Delayed <input type="checkbox"/> Deferred <input type="checkbox"/> Completed	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
Monthly banners highlighting cultural happenings	To supplement in-person events, EEO works with Creative Services to highlight cultural or national occasions with banners. These banners link to monthly calendars, and include trivia, and the like.	<input type="checkbox"/> Planned <input type="checkbox"/> Not started <input checked="" type="checkbox"/> Ongoing <input type="checkbox"/> Delayed <input type="checkbox"/> Deferred <input type="checkbox"/> Completed	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
Continue Professional Development Sessions/Retirement Information Sessions	Organizations are working in tandem with DDC's EEO office to provide virtual information sessions to employees. We will continue to provide these offerings bi-monthly.	<input type="checkbox"/> Planned <input type="checkbox"/> Not started <input checked="" type="checkbox"/> Ongoing <input type="checkbox"/> Delayed	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/>

		<input type="checkbox"/> Deferred <input type="checkbox"/> Completed	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Please specify any other EEO-related activities designed to improve/enhance the workplace during the quarter (e.g., postings, meetings, cultural programs promoting diversity, newsletters/articles, etc.) and describe briefly the activities, including the dates when the activities occurred.					
<p>In April, DDC hosted its final professional lecture presentation of the fiscal year. Representatives from the New York State Professional Engineering & Land Surveying board provided an hour-long virtual presentation to over 80 attendees, regarding education, exams and experience required to obtain a license. DDC also celebrated Earth Day with a banner and accompanying trivia. The African Heritage committee produced an art laden presentation discussing the different architectural elements on the continent of Africa. May was also Asian American and Pacific Islander Heritage Month. EEO placed a banner commemorating the month, along with a quiz. EAP provided a workshop to help employees identify and navigate a toxic work environment. The session was well-attended, boasting over 75 participants. The month of June commenced with a Pride Month banner placed on the HUB, and an accompanying calendar. The Pride and Allies employee resource networking group provided resources and links on a one-pager that was also placed on the DDC intranet. On June 1st selected employees took part in the JP Morgan Corporate Challenge, walking and running while colleagues cheered on. The Eid committee made a presentation called "Sweet Eid" in celebration of the holiday. To honor Juneteenth, a banner was placed on the DDC intranet with a linked quiz and one-pager. We closed off the month, with stair week, reintroducing weekly yoga sessions and launching various employee resource networking groups.</p>					

C. COMMUNITY:

Please list the Community Goal(s) included in <i>Section IV: Proactive Strategies to Enhance Diversity, EEO and Inclusion</i> , which you set/declared in your FY 2022 Diversity and EEO Plan (e.g., community outreach and engagement, MWBE participation and customer satisfaction surveys):	Please describe the steps that your agency has taken to meet the Community Goal(s) set/declared in your plan. • Include steps that were taken or considered to establish your agency as a leading service provider to the citizens of New York City focused on inclusion and cultural competency, while reflecting the variety of communities that are served.	Q1 Update	Q2 Update	Q3 Update	Q4 Update
Engage minority and women-owned businesses for contract and capacity building opportunities: General Contractor Association (GCA) M/WBE Event	<ul style="list-style-type: none"> - Conducted outreach to communities across the city to share information about the M/WBE Program and related services - Conducted trainings and information sessions for minority and women-owned businesses - Advocated for New York City minority and women-owned businesses through targeted goal setting 	<input type="checkbox"/> Planned <input type="checkbox"/> Not started <input checked="" type="checkbox"/> Ongoing <input type="checkbox"/> Delayed <input type="checkbox"/> Deferred <input type="checkbox"/> Completed	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
Enact workforce development initiatives	East Side Coastal Resiliency (ESCR) Quarterly Information Session>Create and Build Resume Session (Outreach and Professional Development) ESCR MWBE/Section 3/Sandy Hiring Monthly Meetings Staff lines approved for Chief Business and Workforce Development Officer and Community Workforce Development Analyst	<input type="checkbox"/> Planned <input type="checkbox"/> Not started <input checked="" type="checkbox"/> Ongoing <input type="checkbox"/> Delayed <input type="checkbox"/> Deferred <input type="checkbox"/> Completed	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
Develop a Construction Mentorship Program for minority, women, and small businesses	Mentoring Program Cohort 1 selected Mentoring Program Construction Management Consultant onboarded Mentoring Program Technical Assistance Consultants- Curriculum Delivery identified and awaiting contract registration Mentoring Program Participants working as subcontractors on DDC's Emergency Rikers Island Project	<input type="checkbox"/> Planned <input type="checkbox"/> Not started <input checked="" type="checkbox"/> Ongoing <input type="checkbox"/> Delayed <input type="checkbox"/> Deferred <input type="checkbox"/> Completed	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>

STEAM Outreach and community partnerships: Internships and youth programs	Established internship in architecture, engineering, and construction fields providing hands-on opportunities for students, in middle school and continuing through high school, college, graduate school, and professional careers.	<input type="checkbox"/> Planned <input type="checkbox"/> Not started <input checked="" type="checkbox"/> Ongoing <input type="checkbox"/> Delayed <input type="checkbox"/> Deferred <input type="checkbox"/> Completed	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
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Please specify any other Community-directed activities during the quarter (e.g., meetings, educational and cultural programs, promotion of agency services, community fairs, etc.) and describe briefly the activities, including the dates when the activities occurred.

Participated in various citywide events and information sessions to share information on the services offered by DDC and the Office of Diversity

and Industry Relations

- **ODIR Engaged in minority and women-owned businesses for contract and capacity building opportunities**

Name of Event	Event Description	Date
General Contractor Association (GCA) M/WBE Event	The GCA Event is a networking opportunity for M/WBEs to meet with Prime Contractors and City Agencies with projects specializing heavy civil construction.	4/7/2022
LGA 8 th Annual Matching Event	The Government & Business Matchmaker matches M/WBSs with government agencies and prime contractors. At the Matchmaker, businesses will have the opportunity to schedule one-on-one meetings with government agencies and prime contractors about immediate procurement opportunities that match their industry.	6/9/2022

- ODIR performed work related to the Construction Mentoring Program for M/WBEs and small businesses- through DDC's MWBE Program
 - Mentoring Program Cohort 1 selected
 - Mentoring Program Construction Management Consultant onboarded
 - Mentoring Program Technical Assistance Consultants- Curriculum Delivery identified and awaiting contract registration
 - Mentoring Program Participants working as subcontractors on DDC's Emergency Rikers Island Project

STEAM performed the following:

4th Quarter STEAM Outreach April 1st to June 30th, 2022		
Dates	Type of Event	Partner Agency

4/5/2022	Youth Programming	ACE Team 8
4/6/2022	Internship	DYCD Summer Program
4/8/2022	Youth Programming	DOE & DYCD @ PS 108K
4/12/2022	Youth Programming	ACE Team 8
4/19/2022	Youth Programming	ACE Team 8
4/26/2022	Youth Programming	ACE Team 8
4/29/2022	Outreach Program	DOE & DYCD @ Dock Street
5/2/2022	Outreach Program	DOE & DYCD @ Dock Street
5/3/2022	Youth Programming	ACE Team 8
5/29/2022	Internship	DYCD Summer Program
5/10/2022	Youth Programming	ACE Team 8
5/12/2022	Internship	DYCD Summer Program
5/17/2022	Youth Programming	ACE Team 8
5/24/2022	Youth Programming	ACE Team 8
5/25/2022	Internship	DYCD Interviews
5/26/2022	Internship	DYCD Interviews
5/31/2022	Internship	DYCD Interviews
5/31/2022	Youth Programming	ACE Team 8
6/1/2022	Internship	DYCD Interviews
6/3/2022	Internship	DYCD Interviews
6/6/2022	Internship	DYCD Interviews
6/7/2022	Youth Programming	ACE Team 8
6/8/2022	Youth Programming	DOE & DYCD MS 447
6/9/2022	Youth Programming	ACE Scholarship Luncheon
6/14/2022	Youth Programming	ACE Team 8
6/16/2022	Internship	DYCD Interviews
6/17/2022	Internship	DYCD Interviews
6/21/2022	Internship	DYCD Interviews

D. EQUITY and RACE RELATIONS INITIATIVES:

Please specify Equity and Race Relations Initiatives embarked on or continued from previous year(s) the quarter (e.g., meetings, educational and cultural programs, presentations, discussions, books/articles, other suggested readings, etc.) and describe briefly the activities, including the dates when the activities occurred.

With Guidance from DDC's Office of EEO, DDC staff launched its Black Employee ERNG.

The Purpose of the Black DDC Employee Resource Group is to amplify the voices of the black employees at DDC. Their overarching goal is to create a work environment that is inclusive, safe and supportive of black employees. To fulfill their mission they will foster networking, professional development and mentoring opportunities for black employees with a focus on the recruitment, retention and advancement of Black people within DDC.

DDC's EEO Office will be working with the AAPI cultural heritage group to form a similar ERNG to help address some of the Asian hate concerns plaguing the city

V. RECRUITMENT**A. RECRUITMENT EFFORTS**

Please list Recruitment Strategies and Initiatives which you set/declared in your FY 2022 Diversity and EEO Plan (e.g., targeted outreach and outreach, diversity recruitment, social media presence, where jobs are posted, EEO and APO collaboration, evaluation of best recruitment sources, structured interview training and unconscious bias training):	Please describe the steps that your agency has taken to meet the Recruitment Goal(s) set/declared in your plan.	Q1 Update	Q2 Update	Q3 Update	Q4 Update
DDC Recruitment plans to attend Job Fairs to enhance our recruitment efforts.	We have been looking for virtual Job fair opportunities from colleges/Universities – but have facilitated our own hiring pools with guidance from DCAS	<input type="checkbox"/> Planned <input type="checkbox"/> Not started <input checked="" type="checkbox"/> Ongoing <input type="checkbox"/> Delayed <input type="checkbox"/> Deferred <input type="checkbox"/> Completed	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
		<input type="checkbox"/> Planned <input type="checkbox"/> Not started <input type="checkbox"/> Ongoing <input type="checkbox"/> Delayed <input type="checkbox"/> Deferred <input type="checkbox"/> Completed	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
Please specify any Recruitment efforts and initiatives designed to increase the effectiveness and improve the hiring and selection reach of your agency during the quarter and describe briefly the activities, including the dates when the activities occurred.					

B. INTERNSHIPS/FELLOWSHIPS

The agency is providing the following internship opportunities in FY 2022:
 [NOTE: Please update this table every quarter]

Type of Internship\Fellowship	Total	Race/Ethnicity* [#s] * Use self-ID data obtained from NYCAPS	Gender* [#s] [N-B=Non-Binary; O=Other; U=Unknown] * Use self-ID data
1. Urban Fellows			M ___ F ___ N-B ___ O ___ U ___

2. Public Service Corps			M ___ F ___ N-B ___ O ___ U ___
3. Summer College Technical Interns	32		M <u>22</u> F <u>10</u> N-B ___ O ___ U ___
4. Summer Graduate Interns			M ___ F ___ N-B ___ O ___ U ___
5. Other (specify): Civil Service Pathways Fellow	1 34	2 or more races	M ___ F <u>1</u> N-B ___ O ___ U ___ M <u>18</u> F <u>15</u> N-B ___ O ___ U ___
6. Other: Summer Youth Employment Program			
Additional Comments:			

C. 55-A PROGRAM

The agency uses the 55-a Program to hire and retain qualified individuals with disabilities.

☒ Yes ☐ No

Currently, the agency employs the following number of 55-a participants:

Q1 (9/30/2021): 0 Q2 (12/31/2021): 1 Q3 (3/31/2022): 0 Q4 (6/30/2022): 5

During the 1st Quarter, a total of 0 [number] new applications for the program were received.

During the 1st Quarter participants left the program due to [state reasons] .

During the 2nd Quarter, a total of 1 [number] new applications for the program were received.

During the 2nd Quarter participants left the program due to [state reasons] .

During the 3rd Quarter, a total of 0 [number] new applications for the program were received.

During the 3rd Quarter participants left the program due to [state reasons] .

During the 4th Quarter, a total of 0 [number] new applications for the program were received.

During the 4th Quarter participants left the program due to [state reasons] .

The 55-a Coordinator has achieved the following goals:

1. Disseminated 55-a information – by e-mail: ☒ Yes ☐ No
in training sessions: ☐ Yes ☐ No
on the agency website: ☐ Yes ☐ No
through an agency newsletter: ☐ Yes ☐ No

2.

3.

VI. SELECTION (HIRING AND PROMOTION)

Please review Section VI of your Annual Plan and describe your activities for this quarter below:

Please list additional Selection Strategies and Initiatives which you set/declared in your FY 2022 Diversity and EEO Plan (<i>include use of structured interview, EEO or APO representatives observing interviews, review of placements, review of e-hire applicant data</i>)	Please describe the steps that your agency has taken to meet the Selection (Hiring and Promotion) Goal(s) set/declared in your plan.				
Career Counseling: Advising employees of opportunities for promotion and career development; Notification of promotion/transfer opportunities	The Assistant commissioner of Personnel, Sue Wuest, is DDC's Career counselor. This quarter she conducted several sessions with staff regarding Civil service lists and addressed requests for interdivisional and agency lateral transfers.				
Reviewing the methods by which candidates are selected for appointment, promotion, or to fill vacancies (new hires), especially for mid- and high-level discretionary positions	This is an ongoing effort spearheaded by our Agency EEO Officer, Dalela Harrison and our New Senior EEO Investigator Malina Jaume, along with our EEO analyst, Nneka DeCaul. We look at Recruitment forms and packets and assess whether or not the hiring panel, as well as the applicant pool was diverse but also that it meets our internal scrutiny based on Underutilization and structured interviewing protocols.				
Describe the role of agency EEO Officer and other EEO staff in the selection of candidates for appointment or promotion (pre- and post-appointment)	Our Director of EEO Craig Greene audits interviews for discretionary hiring to ensure that the process remains equitable and consistent with our longstanding structured Interviewing practices. He audited several interviews this quarter.				
Analyzing the impact of layoffs or terminations on racial, gender and age groups	No activities this quarter				
Other:					
During this Quarter the Agency activities included:		Q1 # _____	Q2 # _____	Q3 # _____	Q4 # <u>212</u> # <u>58- (w/32 interns)</u> # <u>64</u>
	# of Vacancies	# _____	# _____	# _____	# <u>212</u>
	# of New Hires	# <u>18</u>	# _____	# _____	# <u>58- (w/32 interns)</u>
	# of New Promotions	# <u>24</u>	# _____	# _____	# <u>64</u>

	# of Separated	# _____	# _____	# _____	#48
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VII. TRAINING

Please provide your training information in Part II of the report "DIVERSITY AND EEO TRAINING SUMMARY" (in MS Excel).

VIII. REASONABLE ACCOMMODATION

Please report all reasonable accommodation requests and their disposition in the DCAS Citywide Complaint/Reasonable Accommodation Tracking System by logging into your CICS Account at:
<https://mspwwa-dcslnx01.csc.nycnet/Login.aspx>

IX. COMPLIANCE AND IMPLEMENTATION OF REQUIREMENTS UNDER EXECUTIVE ORDERS AND LOCAL LAWS

A. EXECUTIVE ORDER 16: TRAINING ON TRANSGENDER DIVERSITY AND INCLUSION

Please provide E.O. 16 Training Information in Part II of the report "DIVERSITY AND EEO TRAINING SUMMARY" (in MS Excel).

B. EXECUTIVE ORDER 59: CHIEF DIVERSITY OFFICER /CHIEF MWBE OFFICER

☐ The agency appointed new Chief Diversity Officer/ Chief MWBE Officer [different from the one listed in FY 2022 Annual Plan].

Provide the name and title of the new Chief MWBE Officer

C. LOCAL LAW 92: ANNUAL SEXUAL HARASSMENT PREVENTION TRAINING

*Please provide Sexual Harassment Prevention Training Information in Part II of the report
"DIVERSITY AND EEO TRAINING SUMMARY" (in MS Excel).*

D. LOCAL LAW 97: ANNUAL SEXUAL HARASSMENT REPORTING

- ☒ The agency has entered the sexual harassment Complaint Data in the DCAS Citywide Complaint Tracking System and updates the information as they occur.
- Q1 ☐ Q2 ☐ Q3 ☐ Q4 ☒
- ☒ The agency has entered **all types of complaints** in the DCAS Citywide Complaint Tracking System and updates the information as they occur.
- ☒ The agency ensures that complaints are closed within 90 days.

Report all complaints and their disposition in the DCAS Citywide Complaint/Reasonable Accommodation Tracking System by logging into your CICS Account at: <https://mstpwwa-dcslnx01.csc.nycnet/Login.aspx>

E. LOCAL LAW 101: CLIMATE SURVEY

Please provide a short description of your efforts to analyze the results of climate survey in your agency.

Describe any follow-up measures taken to address the results of the 2018 Climate Survey:

Describe your analysis of the results of the 2020 Climate Survey (when provided by DCAS):

X. AUDITS AND CORRECTIVE MEASURES

Please choose the statement that applies to your agency.

- ☒ The agency is NOT involved in an audit conducted by NYC EEPC or another governmental agency specific to our EEO practices.

- ☐ The agency is involved in an audit; please specify who is conducting the audit:

_____.

- ☐ Attach the audit recommendations by NYC EEPC or the other auditing agency.

- ☐ The agency has submitted or will submit to OCEI an amendment letter, which shall amend the agency plan for FY 2022.

- ☐ The agency received a Certificate of Compliance from the auditing agency.

Please attach a copy of the Certificate of Compliance from the auditing agency.

APPENDIX: [AGENCY NAME] EEO PERSONNEL DETAILS
EEO PERSONNEL FOR 4th QUARTER, FISCAL YEAR 2022

A. PERSONNEL CHANGES

Personnel Changes this Quarter: <input type="checkbox"/> No Changes		Number of Additions:	Number of Deletions: 1
Employee's Name & Title	1. Simone Campbell ADA Coordinator	2.	3.
Nature of change	<input type="checkbox"/> Addition <input checked="" type="checkbox"/> Deletion	<input type="checkbox"/> Addition <input type="checkbox"/> Deletion	<input type="checkbox"/> Addition <input type="checkbox"/> Deletion
Date of Change in EEO Role	Start Date or Termination Date: 06/2022	Start Date or Termination Date:	Start Date or Termination Date:
Employee's Name & Title			
Nature of change	<input type="checkbox"/> Addition <input type="checkbox"/> Deletion	<input type="checkbox"/> Addition <input type="checkbox"/> Deletion	<input type="checkbox"/> Addition <input type="checkbox"/> Deletion
Date of Change in EEO Role	Start Date or Termination Date:	Start Date or Termination Date:	Start Date or Termination Date:
For New EEO Professionals:			
Name & Title	4.	5.	6.
EEO Function	<input type="checkbox"/> EEO Officer <input type="checkbox"/> EEO Counselor <input type="checkbox"/> EEO Trainer <input type="checkbox"/> EEO Investigator <input type="checkbox"/> 55-a Coordinator <input type="checkbox"/> Other: (specify)	<input type="checkbox"/> EEO Officer <input type="checkbox"/> EEO Counselor <input type="checkbox"/> EEO Trainer <input type="checkbox"/> EEO Investigator <input type="checkbox"/> 55-a Coordinator <input type="checkbox"/> Other: (specify)	<input type="checkbox"/> EEO Officer <input type="checkbox"/> EEO Counselor <input type="checkbox"/> EEO Trainer <input type="checkbox"/> EEO Investigator <input type="checkbox"/> 55-a Coordinator <input type="checkbox"/> Other: (specify)
Percent of Time Devoted to EEO	<input type="checkbox"/> 100% <input type="checkbox"/> Other: (specify %):	<input type="checkbox"/> 100% <input type="checkbox"/> Other: (specify %):	<input type="checkbox"/> 100% <input type="checkbox"/> Other: (specify %):
Name & Title			
EEO Function	<input type="checkbox"/> EEO Officer <input type="checkbox"/> EEO Counselor <input type="checkbox"/> EEO Trainer <input type="checkbox"/> EEO Investigator <input type="checkbox"/> 55-a Coordinator <input type="checkbox"/> Other: (specify)	<input type="checkbox"/> EEO Officer <input type="checkbox"/> EEO Counselor <input type="checkbox"/> EEO Trainer <input type="checkbox"/> EEO Investigator <input type="checkbox"/> 55-a Coordinator <input type="checkbox"/> Other: (specify)	<input type="checkbox"/> EEO Officer <input type="checkbox"/> EEO Counselor <input type="checkbox"/> EEO Trainer <input type="checkbox"/> EEO Investigator <input type="checkbox"/> 55-a Coordinator <input type="checkbox"/> Other: (specify)
Percent of Time Devoted to EEO	<input type="checkbox"/> 100% <input type="checkbox"/> Other: (specify %):	<input type="checkbox"/> 100% <input type="checkbox"/> Other: (specify %):	<input type="checkbox"/> 100% <input type="checkbox"/> Other: (specify %):

EEO Training Completed within the Last TWO Years, including the Current Quarter (EEO and D&I Officers, Deputies, AND ALL NEW EEO Professionals):

Name & EEO Role	1. EEO and D&I Officer/Associate Commissioner Dalela Harrison	2. Director of EEO Craig Greene	3. Chief MWBE Officer per E.O. 59
Completed EEO Trainings:			
1. Everybody Matters-EEO/D&I	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input checked="" type="checkbox"/> Yes <input checked="" type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No
2. EEO Awareness	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No
3. Diversity & Inclusion	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No
4. Sexual Harassment Prevention	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No
5. lgbTq: The Power of Inclusion	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No
6. Unconscious Bias	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No
7. Disability Etiquette	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No
Completed OCEI Trainings:			
A. EEO Officer Essentials: Complaint/Investigative Processes	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No
B. EEO Officer Essentials: Reasonable Accommodation	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No
C. Understanding CEEDS Reports	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No
Name & EEO Role	4.	5.	6.
Completed EEO Trainings:			
1. Everybody Matters-EEO/D&I	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No
2. EEO Awareness	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No
3. Diversity & Inclusion	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No
4. Sexual Harassment Prevention	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No
5. lgbTq: The Power of Inclusion	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No
6. Unconscious Bias	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No
7. Disability Etiquette	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No
Completed OCEI Trainings:			
A. EEO Officer Essentials: Complaint/Investigative Processes	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No
B. EEO Officer Essentials: Reasonable Accommodation	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No
C. Understanding CEEDS Reports	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No

B. CONTACT INFORMATION (Please list ALL current EEO professionals)

DIVERSITY AND EEO STAFFING IN DDC AS OF 4th QUARTER FY 2022 *

<u>EEO\ Diversity Role</u>	<u>Name</u>	<u>Civil Service Title</u>	<u>% of Time Devoted to EEO & Diversity Functions</u>	<u>Office E-mail Address</u>	<u>Telephone #</u>
<u>EEO Officer/Associate Commissioner</u>	Dalela Harrison		100%	Harrisoda@ddc.nyc.gov	<u>718-391-1776</u>
<u>Director</u>	Craig Greene		100%	GreeneCr@ddc.nyc.gov	<u>718-391-3131</u>
<u>Chief Equity & Inclusion Officer</u>	Dalela Harrison		80%	Harrisoda@ddc.nyc.gov	<u>718-391-1776</u>
<u>Diversity & Inclusion Officer</u>					
Chief Diversity Officer/Chief MWBE Officer per E.O. 59					
ADA Coordinator	Malina Jaume		100%	jaumema@ddc.nyc.gov	<u>718-391-1833</u>
Disability Rights Coordinator	Craig Greene			GreeneCr@ddc.nyc.gov	<u>718-391-3131</u>
Disability Services Facilitator					
55-a Coordinator	Craig Greene			GreeneCr@ddc.nyc.gov	<u>718-391-2815</u>
Career Counselor	Sue Wuest Keshawna McDonald		25% 25%	WuestS@ddc.nyc.gov McDonaldKe@ddc.nyc.gov	<u>718-391-1603</u> <u>718-391-1558</u>
EEO Counselor	Vilma Seemungal		75%	SeemungalVi@ddc.nyc.gov	<u>718-391-1393</u>
EEO Counselor/ Investigator	Malina Jaume		50%	jaumema@ddc.nyc.gov	<u>718-391-1833</u>
EEO Counselor/ Investigator	Jamol Wilkins		25%	Wilkinsja@ddc.nyc.gov	<u>718-391-1077</u>
Investigator/Trainer	Dalela Harrison/Craig Greene		20%	Harrisoda@ddc.nyc.gov / GreeneCr@ddc.nyc.gov	<u>718-391-1776/</u> <u>718-391-3131</u>
EEO Training Liaison	Nneka De Caul		100%	Decaulnn@ddc.nyc.gov	<u>718-391-1090</u>

Other (specify)					
Other (specify)					

* Please note changes (new personnel filling the specified role). You may insert additional entries as needed. Title refers to the civil service title. If there is an EEO\ Diversity role that your staff performs that is not on the list above, you may indicate it on the chart. You may provide full contact information once if several roles are performed by the same person.