

## DOHMH FY 2026 Quarterly Update Report

# FY 2026 Agency Quarterly Update Report to the FY2026 EEO Annual Plan

### Narrative Summary

**Agency Name:** (ENTER AGENCY NAME)

- ☒ 1<sup>st</sup> Quarter (July -September), due November 14, 2025  
☐ 2<sup>nd</sup> Quarter (October – December), due January 30, 2026  
☐ 3<sup>rd</sup> Quarter (January - March), due April 30, 2026  
☐ 4<sup>th</sup> Quarter (April - June), due July 30, 2026

**Prepared by:**

**Name:** Sye-Eun Ahn

**Position:** Director of EEO Office

**E-mail:** sahn1@health.nyc.gov

**Phone Number:** 347-396-6067

**Date Submitted:** (MM/DD/YY)

**FOR DCAS USE ONLY**

**Date Received:** (MM/DD/YY)

# DOHMH FY 2026 Quarterly Update Report

## Instructions for Filling out Quarterly Reports FY 2026

[NOTE: These forms are cumulative and designed to retain and preserve information for the entire FY 2026.]

- For **Q1**, please copy the goals, programs, and initiatives from your draft of the FY 2026 DEI-EEO plan. Insert these statements in the corresponding sections of the Quarterly Report below, particularly sections **IV**, **V**, and **VI**.
- For **Q2**, **Q3** and **Q4**, use the previous quarter's submission to update your status, retaining all information for the prior quarters. You should also add programs and initiatives begun in these quarters, even if they were not mentioned in your Annual Plan.

1. Please save this file as "**XXXX Quarter X FY 2026 DEI-EEO 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, Equity, Inclusion and EEO Training Summary" details in Part II – Training Summary [see the attached Excel file].

Core EEO Training: Copy the information from the Training Completion Report you receive quarterly from DCAS Learning & Development onto grey-shaded cells in rows 26, 30, 34, and 38. Include any of these trainings that were administrated by your agency in the rows immediately below (27, 35, 39).

Other Diversity, Equity, Inclusion and EEO Related Training: Beginning with row 45, 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 opportunity, 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; **Ongoing** = in progress and on schedule.]
4. Please save the Excel file as "**XXXX Quarter X FY 2026 DEI-EEO Report. Part II 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.**

### I. Commitment and Accountability Statement by the Agency Head

Distributed to all agency employees?

- ☒ Yes, on: 1/21/2025 (FY26 will be released in January 2026)
- ☐ No
- ☒ By e-mail
- ☒ Posted on agency intranet and/or website
- ☐ Other: Enter text here

## DOHMH FY 2026 Quarterly Update Report

### II. Recognition and Accomplishments

**The agency recognized employees, supervisors, managers, and units demonstrating superior accomplishment in fostering principles of equal employment opportunity and inclusivity for all through the following:**

- ☒ Employee Accomplishment Awards
- ☒ Employee Appreciation Events
- ☒ Public Notices
- ☒ Positive Comments in Performance Appraisals
- ☐ Other (please specify): Enter text here

**Please describe Awards and/or Appreciation Events below:** 1. Annual Agency Distinguished Service Awards: Recognizes employees whose exceptional performance makes a substantial impact on the agency's mission to safeguard and enhance the health of all New Yorkers. This is an annual event however we have updated the award categories from previous years. The individual Awards are: Collaboration Champion, Meaningful Mentor, Managerial Leadership Awards and Team Awards. The team awards are Championing Health Equity, Operational Team Award and Service in Action. 2. Spirit Day at DOHMH! Spirit Day is the world's most visible anti-bullying movement inspiring LGBTQ+ youth, to live their lives in their truth and authenticity. The LGBTQ+ ERG will be hosting a photo-op to showcase how we at DOHMH stand united with LGBTQ+ youth against bullying. 3. Staff Appreciation Holiday Party: In December, the agency held its annual holiday celebration to show appreciation for all staff members. This festive gathering provided an opportunity for everyone to come together, celebrate the holiday season, and even take photos with the Commissioner. It's a chance for agency staff to connect beyond the confines of meetings and deadlines and to enjoy the Department's cherished holiday traditions, such as the "Deck the Doors" event. This door-decorating contest encourages collaboration among staff as they come up with creative public health themes for their doors. The winners were recognized in an agency-wide announcement. This is an annual event however there is a different theme every year. 4. Employee Recognition Ceremony: The Ceremony recognizes employees for City Service. Ceremonies are hosted 3x a year with the agency Commissioner. At the beginning of each year, a report is generated to identify employees who have 20 years of service and 5-year intervals thereafter. The Commissioner takes an individual photo with Employees of the Year before the start of the ceremony and presents awards to Top Honorees. Executive Staff presents awards to Employees of the Year. HR Central presents Service Longevity Awards. Prior to the ceremony light lunch is served. There are two Award Categories: •Service Longevity Award (City Service): Employees are recognized for years of service starting: 20 years and 5-year intervals thereafter. •Employee of the Year Award: Each Division may nominate one Employee of the Year (larger divisions may nominate 2 employees of the year) Employees of the Year are recognized for their outstanding contributions to making a positive difference in the lives of the people with whom they work, their contributions to the Agency, and the customers they serve. 5. Women's History Month- is a celebration of women's contributions to history, culture, and society and has been observed annually in the month of March in the United States since 1987. Women's History Month 2025 is celebrated from March 1, 2025, to March 31, 2025. International Women's Day is a global day celebrating the social, economic, cultural, and political achievements of women. International Women's Day (IWD) has occurred for well over a century, with the first IWD gathering in 1911. The National Women's History Alliance designates a yearly theme for Women's History Month. The 2025 theme was "Moving Forward Together! Women Educating & Inspiring Generations." The theme celebrates "the collective strength and influence of women who have dedicated their lives to education, mentorship and leadership. Through their efforts they have served as an inspiration for all generations- both past and present." In recognition of International Women's Day and Women's History Month, staff wore Purple on Friday, March 7, 2025. Four (4) Events were planned during Women's History Month. Staff nominated a woman or women who have inspired and dedicated their lives to education, mentorship, and leadership within the DOHMH Community with a brief description and photo of nominee. 6. Transgender Day of Remembrance: In November, the agency commemorated a Transgender Day of Remembrance with a panel discussion on how to support, center, and elevate our transgender, gender nonconforming, and non-binary (TGNCNB) community while addressing the impact of discrimination, stigma, and violence they face. The event was hosted by the LGBTQ+ Employee Resource Group (ERG) in partnership and collaboration with the LGBTQ Health Projects Team and Race to Justice. 7. Hispanic Heritage Month (September 15 - October 15): In celebration of Hispanic Heritage Month, ERG-SALUD and Worksite Wellness have organized a series of events and diverse festivities that will take place from September through October. These activities have been communicated to all staff through an Agency announcement and displayed on the intranet. Additionally, HR

## DOHMH FY 2026 Quarterly Update Report

Central featured a banner on the main Intranet page to honor Hispanic Heritage Month8.Disability Pride Month, (July): DOHMH acknowledged the commemoration of the signing into law of the Americans with Disabilities Act (ADA). The new Disability Employee Resource Group's – (DREAM-Disability, Resources, Empowerment, Access, Movement) - goal is to create, encourage, build and foster a community of advocacy and allyship at DOHMH.

### III. Workforce Review and Analysis

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

Q1 (09/30/2025): 6,387 Q2 (12/30/2026): Enter number

Q3 (03/30/2026): Enter number Q4 (6/30/2026): Enter number

Agency reminded employees to update self-ID information regarding race/ethnicity, gender, and veteran status (as aligned with objectives of Local Law 14 of 2019)

☐ Yes on (Date): (MM/DD/YY)

☐ Yes (again) on (Date): (MM/DD/YY)

☐ No

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

☒ Agency's intranet site

☒ On-boarding of new employees

☐ Newsletters and internal Agency Publications

## DOHMH FY 2026 Quarterly Update Report

Agency conducted a review of the quarterly CEEDS workforce aggregate reports and the dashboard 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 in order to inform broad recruitment outreach efforts.

☒ Yes, on (enter dates below):

Quarter 1 Review	Quarter 2 Review	Quarter 3 Review	Quarter 4 Review
Q1 Review Date: <u>10/21/25</u>	Q2 Review Date: <u>(MM/DD/YY)</u>	Q3 Review date: <u>(MM/DD/YY)</u>	Q4 Review date: <u>(MM/DD/YY)</u>
<b>Review conducted with:</b> <input checked="" type="checkbox"/> Agency Head <input checked="" type="checkbox"/> Human Resources <input type="checkbox"/> General Counsel <input type="checkbox"/> Other: <u>Enter text here</u> <input type="checkbox"/> N/A - Not Conducted	<b>Review conducted with:</b> <input type="checkbox"/> Agency Head <input type="checkbox"/> Human Resources <input type="checkbox"/> General Counsel <input type="checkbox"/> Other: <u>Enter text here</u> <input type="checkbox"/> N/A - Not Conducted	<b>Review conducted with:</b> <input type="checkbox"/> Agency Head <input type="checkbox"/> Human Resources <input type="checkbox"/> General Counsel <input type="checkbox"/> Other: <u>Enter text here</u> <input type="checkbox"/> N/A - Not Conducted	<b>Review conducted with:</b> <input type="checkbox"/> Agency Head <input type="checkbox"/> Human Resources <input type="checkbox"/> General Counsel <input type="checkbox"/> Other: <u>Enter text here</u> <input type="checkbox"/> N/A - Not Conducted

### IV. Initiatives for FY 2026

Please describe your progress this quarter in implementing the primary goals in Section IV of your Agency EEO Plan for FY 2026.

#### A. Workforce:

Please list the **Goals, Planned Programs, Initiatives, and Actions aimed at Workforce** included in *Section IV: Initiatives for FY 2026*, which you set/declared in your FY 2026 Diversity, Equity, Inclusion and EEO Plan (e.g., underutilization, workforce planning, succession planning and diverse applicant pool, among others).

##### 1. [Copy the planned Workforce Goal/Program/Action from FY 2026 EEO plan]

HR Recruitment and Classification is partnering with the Bureau of Workforce Development, Office of Training and Professional Development to provide *Civil Service 101* workshops, teaching employees about the civil service system and how to utilize it to advance their careers. DOHMH's capacity to develop its workforce and promote the cultural mission of creating One DOHMH is a continuous goal and will continue into FY26.

**Please describe the steps your agency has taken to meet this goal/initiative. Include initiatives related to recruitment, retention, promotion, and professional development that support fair access to opportunity for all and strengthen a respectful, high-performing workplace. Be sure to address efforts that consider age range, individuals from non-traditional backgrounds, and the engagement of long-serving and older employees. A well-balanced, integrated workforce should help establish your agency as a leading service provider to the inhabitants of New York City, reflecting the full spectrum of communities served. What are your metrics or indicators for evaluating the success of these initiatives or strategies?**

## DOHMH FY 2026 Quarterly Update Report

The metrics that are being utilized to keep track of the Civil Service 101 Training sessions are:

- How many people are attending the sessions in total?
- How many people with supervisory role are attending the sessions?

In Q1, 82 employees participated in the *Civil Service 101* workshop and 28 participated in the *Resume Writing for Success* workshop facilitated by the Bureau of Workforce Development and Training (BWDT). During this quarter, BWDT expanded career development offerings to meet staff needs and interest; recent additions include *Beyond Words: Understanding Nonverbal Communication*; *Leaning into Leadership*; and *Say This! Tips to ACE the Job Interview*. These opportunities are open to all Health Department staff. Each workshop includes a participant evaluation which is provided at the end of each workshop and also e-mailed to participants after each workshop to increase response rates. The self-evaluation compares pre- and post- content knowledge and feedback regarding usefulness of content for individual career development. It also captures participant feedback for potential improvement of existing workshops and development of new offerings.

BWDT additionally partnered with agency employee resource groups (ERGs), including DREAM (Disability Resource Empowerment Access & Movement), LGBTQ+, and SALUD (Supporting and Advancing Latinos/as Unidos at DOHMH), to present career development workshops and support ERG efforts to provide access and resources to upskill and reskill staff from underrepresented communities. Support has included discussions on disability justice principles, participation in the agency's Trans/Non-Binary/Gender Non-conforming Workplace Inclusion workgroup, and a presentation entitled *Bureau of Workforce Development and Training (BWDT) Spotlight*. This presentation focuses on the services, trainings and programs that BWDT offers, including 1:1 career counseling, career development workshops and interpersonal, supervisory and leadership development for new and experienced staff.

### Workforce Goal/Initiative #1 Update:

**Q1 Update:** ☐ Not started ☒ Ongoing ☐ Delayed ☐ Completed

**Q2 Update:** ☐ Not started ☐ Ongoing ☐ Delayed ☐ Completed

**Q3 Update:** ☐ Not started ☐ Ongoing ☐ Delayed ☐ Completed

**Q4 Update:** ☐ Not started ☐ Ongoing ☐ Delayed ☐ Completed

## 2. [Copy the planned Workforce Goal/Program/Action from FY 2026 EEO plan]

The Bureau of Human Resources and Labor Relations (HRLR) will continue collaborating with all Divisions and Bureaus to advance the agency's One DOHMH/Bolstering the Workforce initiative. HRLR will also continue analyzing exit interviews and surveys to gather essential insights, informing suggested changes to be implemented within the current fiscal year. The HRLR Recruitment team remains dedicated to sourcing talent, staying updated on industry best practices to attract new staff, and developing the next generation of qualified supervisors, managers, and directors. Additionally, the team will work closely with the new Bureau of Workforce Development and Training to provide ongoing support for specific employee development and training needs. Our HRLR staff goal is to ensure that agency mission for inclusion is aligned with the Workforce Roadmap to Bolster the DOHMH workforce and focus on its wellbeing. The agency continues to look at employee benefits, on ways to create a system to formalize advancement and promotion pathways and bolster various trainings offerings to improve staff skills & investment.

## DOHMH FY 2026 Quarterly Update Report

Please describe the steps your agency has taken to meet this goal/initiative. Include initiatives related to recruitment, retention, promotion, and professional development that support fair access to opportunity for all and strengthen a respectful, high-performing workplace. Be sure to address efforts that consider age range, individuals from non-traditional backgrounds, and the engagement of long-serving and older employees. A well-balanced, integrated workforce should help establish your agency as a leading service provider to the inhabitants of New York City, reflecting the full spectrum of communities served. What are your metrics or indicators for evaluating the success of these initiatives or strategies?

Our goal is to strategically design a Human Resources Workforce Roadmap that reflects our Bureau's mission, values, and priorities. HR Central Recruitment Team will focus on strategically utilizing Lean methods to scale inefficient or redundant operations, thereby improving workforce retention, supporting a high-performance culture, and working collaboratively with our HR Workforce Analytics Team to implement a data driven transformation platform that will foster greater efficiency in articulating our Talent Acquisition contributions to the following metrics.

- **Talent Acquisition and Workforce Planning:** Outline a strategic approach to hiring, succession planning, and talent pipeline development to meet business demands.
- **Employee engagement and wellbeing:** Create initiatives that drive job satisfaction, work-life balance, and workplace culture.
- **Learning and development (L&D):** Continuous implementation of NYC Human Rights Commission training programs to upskill employees, enhance leadership capabilities, and support career progression.
- **HR technology and digital transformation:** Use HR systems, automation, and analytics to boost efficiency and data-driven decision-making.
- **Performance management and culture:** Establish frameworks for performance reviews, goal setting, and building a culture of continuous improvement.
- **Compliance and risk management:** Ensure HR policies align with EEO legal and regulatory requirements to minimize employee turnover and grievances, increase our applicant pool, and enhance compliance with DCAS civil service laws.

### Workforce Goal/Initiative #2 Update:

**Q1 Update:** ☐ Not started ☒ Ongoing ☐ Delayed ☐ Completed

**Q2 Update:** ☐ Not started ☐ Ongoing ☐ Delayed ☐ Completed

**Q3 Update:** ☐ Not started ☐ Ongoing ☐ Delayed ☐ Completed

**Q4 Update:** ☐ Not started ☐ Ongoing ☐ Delayed ☐ Completed

### 3. [Copy the planned Workforce Goal/Program/Action from FY 2026 EEO plan]

Please describe the steps your agency has taken to meet this goal/initiative. Include initiatives related to recruitment, retention, promotion, and professional development that support fair access to opportunity for all and strengthen a respectful, high-performing workplace. Be sure to address efforts that consider age range, individuals from non-traditional backgrounds, and the engagement of



## DOHMH FY 2026 Quarterly Update Report

long-serving and older employees. A well-balanced, integrated workforce should help establish your agency as a leading service provider to the inhabitants of New York City, reflecting the full spectrum of communities served. What are your metrics or indicators for evaluating the success of these initiatives or strategies?

### Workforce Goal/Initiative #3 Update:

**Q1 Update:** ☐ Not started ☐ Ongoing ☐ Delayed ☐ Completed

**Q2 Update:** ☐ Not started ☐ Ongoing ☐ Delayed ☐ Completed

**Q3 Update:** ☐ Not started ☐ Ongoing ☐ Delayed ☐ Completed

**Q4 Update:** ☐ Not started ☐ Ongoing ☐ Delayed ☐ Completed

#### 4. [Copy the planned Workforce Goal/Program/Action from FY 2026 EEO plan]

Please describe the steps your agency has taken to meet this goal/initiative. Include initiatives related to recruitment, retention, promotion, and professional development that support fair access to opportunity for all and strengthen a respectful, high-performing workplace. Be sure to address efforts that consider age range, individuals from non-traditional backgrounds, and the engagement of long-serving and older employees. A well-balanced, integrated workforce should help establish your agency as a leading service provider to the inhabitants of New York City, reflecting the full spectrum of communities served. What are your metrics or indicators for evaluating the success of these initiatives or strategies?

### Workforce Goal/Initiative #4 Update:

**Q1 Update:** ☐ Not started ☐ Ongoing ☐ Delayed ☐ Completed

**Q2 Update:** ☐ Not started ☐ Ongoing ☐ Delayed ☐ Completed

**Q3 Update:** ☐ Not started ☐ Ongoing ☐ Delayed ☐ Completed

**Q4 Update:** ☐ Not started ☐ Ongoing ☐ Delayed ☐ Completed

#### 5. Efforts to reduce Workforce underutilization:

Please describe steps that were taken or planned to address underutilization identified through quarterly workforce reports. Please list Job Groups where underutilization exists in the current quarter. What are your metrics or indicators for evaluating the success of your initiatives?

## B. Workplace:

Please list the Goals, Planned Programs, Initiatives, and Actions aimed at Workplace included in *Section IV: Initiatives for FY 2026*, which you set/declared in your FY 2026 EEO Plan (e.g., job satisfaction/engagement surveys, exit interviews/surveys, and onboarding surveys).

#### 1. [Copy Workplace Goal/Program/Action from FY 2026 EEO plan]

OADJ facilitates a live training for staff called **Disability is Not a Bad Word: Building Understanding and**



## DOHMH FY 2026 Quarterly Update Report

**Advancing Accessibility.** This training aims to foster a shared understanding of disability, ableism, and anti-ableism. It addresses both the need for and limitations of current disability rights frameworks and provides a high-level overview of the Disability Justice framework and how the Office of Access and Disability Justice is using it to inform the implementation of the Health Departments Five-Year Accessibility Plan.

**Please describe the steps that your agency has taken to meet this goal/initiative. Include actions taken to create and sustain an equitable work environment which values everyone's differences and maintains focus on retaining talent. What are your metrics or indicators for evaluating the success of these programs and initiatives?**

**Workplace Goal/Initiative #1 Update:**

**Q1 Update:** ☐ Not started ☒ Ongoing ☐ Delayed ☐ Completed

**Q2 Update:** ☐ Not started ☐ Ongoing ☐ Delayed ☐ Completed

**Q3 Update:** ☐ Not started ☐ Ongoing ☐ Delayed ☐ Completed

**Q4 Update:** ☐ Not started ☐ Ongoing ☐ Delayed ☐ Completed

**2. [Copy Workplace Goal/Program/Action from FY 2026 EEO plan]**

Additionally, DOHMH Bureau of Human Resources and Labor Relations, Recruitment and Classification Unit Team will keep enhancing our communication strategies to ensure our employees are informed about the agency's events.

**Please describe the steps that your agency has taken to meet this goal/initiative. Include actions taken to create and sustain an equitable work environment which values everyone's differences and maintains focus on retaining talent. What are your metrics or indicators for evaluating the success of these programs and initiatives?**

HR Central Recruitment Team will utilize the Commissioner's Digest, Recruitment MS Outlook inbox, agencywide announcements, social media, and the agency's intranet/Sharepoint pages to keep communication with our employees on agency events and initiatives.

**Workplace Goal/Initiative #2 Update:**

**Q1 Update:** ☐ Not started ☒ Ongoing ☐ Delayed ☐ Completed

**Q2 Update:** ☐ Not started ☐ Ongoing ☐ Delayed ☐ Completed

**Q3 Update:** ☐ Not started ☐ Ongoing ☐ Delayed ☐ Completed

**Q4 Update:** ☐ Not started ☐ Ongoing ☐ Delayed ☐ Completed

**3. [Copy Workplace Goal/Program/Action from FY 2026 EEO plan]**

## DOHMH FY 2026 Quarterly Update Report

In accordance with our agency's Diversity, Equity and Inclusion Talent Acquisition Goals, have also cultivated a strategic workforce development partnership with the NYC Commission on Human Rights to customize trainings for hiring managers on the following:

Trainings for FY26:

- City Human Rights Law and Credit and Criminal History Discrimination in Employment – September 9, 2025.
- City Human Rights Law and Criminal Records Discrimination in Housing – October 7, 2025.
- City Human Rights Law Working with Transgender and Gender Non-Conforming Person – November 18, 2025.

We will continue to work with NYC Commission on Human Rights and other DEI organizations to promote and provide DEI trainings.

**Please describe the steps that your agency has taken to meet this goal/initiative. Include actions taken to create and sustain an equitable work environment which values everyone's differences and maintains focus on retaining talent. What are your metrics or indicators for evaluating the success of these programs and initiatives?**

The Bureau of Human Resources completed the following Training for FY26 Q1:  
HR Central Recruitment Team organized several workshops for employees to improve cultural sensitivity and morale through DEI Trainings with NYC Human Rights Commission. The following were completed:

- On September 9, 2025, the City Human Rights Law will address discrimination related to credit and criminal history in employment.
- Workshop: City Human Rights Law and Bystander Intervention, Oct. 1, 2025; 330 participants. This workshop teaches that we all contribute to safe public spaces by stepping in when others experience bias, discrimination, or harassment.
- City Human Rights Law and Criminal Records Discrimination in Housing due to criminal records. The focus on housing discrimination protections based on criminal history – October 7, 2025; 382 attendees

### Workplace Goal/Initiative #3 Update:

**Q1 Update:** ☐ Not started ☐ Ongoing ☐ Delayed ☒ Completed

**Q2 Update:** ☐ Not started ☐ Ongoing ☐ Delayed ☐ Completed

**Q3 Update:** ☐ Not started ☐ Ongoing ☐ Delayed ☐ Completed

**Q4 Update:** ☐ Not started ☐ Ongoing ☐ Delayed ☐ Completed

### **4. [Copy Workplace Goal/Program/Action from FY 2026 EEO plan]**

Our agency recognizes Employee Resource Groups ("ERGs"), collectively, as an incentive program pursuant to the Agency Guidelines for Incentive Programs, as they incentivize employees to engage, contribute, and advance the agency's DEI and EEO goals. ERGs enhance our agency workplace and cultural environment by hosting many events throughout the year (such as Transgender Day of Remembrance, Hispanic Heritage Month,

## DOHMH FY 2026 Quarterly Update Report

Disability Pride Month), that not only educate, but also promote equity, encourage employee engagement, and fosters an inclusive workplace culture.

The Bureau of Human Resources and Labor Relations and the Agency is committed to creating an inclusive workplace culture for all our staff. The agency is committed to improve internal processes, teams, and collaboration to embed equity and improve ability to affect public health outcomes in NYC. Our agency has created and led a systematic review and, in some cases, upgrade of agency civil service titles to ensure consistency with job duties in collaboration with DCAS. We have also recommended changes to City minimum job qualifications to improve equity and broaden talent pool. We continue to address several structural changes to support the achievement of our DEI goals. The following are a list of celebrations for various activities including on Heritage months, and initiatives -for all employees in the agency that are accessible to participate:

- Employee Recognition Ceremonies
- Women's History Month Kick Off
- Women's History Month Closing Celebration
- International Women's Day -Wear Purple
- Wear Denim Day
- February National Wear Red Day "Heart Health Month"
- Promoting Excellence in Workplace Wellness (PEWW) activities for HR
- Gratitude Month
- HR Afternoon Events Celebrating Staff
- Administrative Professionals Day
- Distinguished Service Awards Ceremony
- Agency Holiday Party Festivities
- Deck-the-Door Competition

**Please describe the steps that your agency has taken to meet this goal/initiative. Include actions taken to create and sustain an equitable work environment which values everyone's differences and maintains focus on retaining talent. What are your metrics or indicators for evaluating the success of these programs and initiatives?**

HR Central Employee Recognition Award Ceremony- HR Central Employee Relations Unit relaunched this initiative in 2025 to honor employees for their milestone years of City Service along with their contributions to the Agency. Our last event took place in FY26 Q1 October. A total of 107 employees were honored. In summary HR Central hosted three ceremonies honoring 314 employees including 17 Employees nominated for Employee of the Year Awards from all 15 divisions. We look forward to the 2026 Season.

### **Workplace Goal/Initiative #4 Update:**

**Q1 Update:** ☐ Not started ☒ Ongoing ☐ Delayed ☒ Completed

**Q2 Update:** ☐ Not started ☐ Ongoing ☐ Delayed ☐ Completed

**Q3 Update:** ☐ Not started ☐ Ongoing ☐ Delayed ☐ Completed

**Q4 Update:** ☐ Not started ☐ Ongoing ☐ Delayed ☐ Completed

## DOHMH FY 2026 Quarterly Update Report

### 5. Other Workplace Activities:

Please describe any other EEO-related activities designed to improve/enhance the workplace (e.g., postings, meetings, programs accessible to all and that support equitable engagement across cultural identities newsletters/articles, etc.) and describe them, including the dates when the activities occurred. What are your metrics or indicators for evaluating the success of these activities?

In our agency's bi-weekly Agency Digest, we uplift important internal equity and ERG-related events and/or trainings and equity-related wins/highlights in the "*Equity Rising*" section.

### C. Community and Equity, Inclusion and Anti-Racism<sup>1</sup>:

Please list the Planned Programs, Initiatives, Actions aimed at Community, Equity, Inclusion and Anti-Racism included in Section IV: *Initiatives for FY 2026*, which you set/declared in your FY 2026 EEO Plan (e.g., community outreach and engagement, M/WBE participation and customer satisfaction surveys). What are your metrics or indicators for evaluating the success of these programs and initiatives?

#### 1. [Copy Community/Equity/Inclusion Goal/Program/Action from FY 2026 EEO plan]

The Bureau of Hepatitis, HIV, and Sexually Transmitted Infections (BHHS) offers trainings through its' Training & Technical Assistance Program (T-TAP) to the public. While T-TAP's focus is on educating/training front-line health workers and caregivers, its courses are open to anyone who is interested. Sample of courses that are offered monthly:

- **U=U**

This one-day course is designed to train front-line staff (e.g., medical providers, patient navigators/coordinators, HIV test counselors, and other prevention/care counselors) to recognize the impact of promoting an empowering message of U=U in a way that is exciting and meaningful, that clarifies the science of U=U making it accessible in sharing with colleagues and clients. The training focuses on understanding U=U as a powerful tool in the larger context of HIV stigma, particularly in the interaction with other "isms" and structural inequality; using U=U as a tool for empowering, encouraging, and supporting HIV+ persons to take ownership over their health, tackle internalized shame, become fully adherent, and thrive as full members of their communities. Attendees gain understanding and will practice integrating U=U into agency role and current interventions in a culturally informed and respectful way, that's effective in preventing new infections, specifically building capacity around adherence assessment and support for all providers.

- **HIV Stigma**

Stigma and discrimination are major barriers to the health and happiness for many people living with and/or affected by HIV. This one-day training will increase providers' capacity to recognize the impact of HIV/AIDS-related stigma to, support individuals within their communities to access prevention and care services. This training allows providers to explore both societal and personal biases that drive HIV/AIDS-related discrimination.

---

<sup>1</sup> Included per Local Law 14 (2024).

## DOHMH FY 2026 Quarterly Update Report

The course provides an opportunity for healthcare providers to learn from one another and work together as partners in the response to reduce HIV/AIDS-related stigma and discrimination.

- **LGBTQIA+ 101**

This one-day in-person training will explore the nuances that exist among gender, gender identity, gender expression, sexual orientation, and sexual behavior to promote cultural sensitivity in working with the members of LGBTQI communities. Participants will gain a greater understanding and sensitivity to the needs of individuals from the LGBTQI communities, as well as confidence in their ability to welcome and retain LGBTQI clients in the services being provided.

- **Intimate Partner Violence**

This one-day course provides an overview of Intimate Partner Violence (IPV) and explores the intersection of IPV and HIV. Participants will learn about the prevalence of IPV, the impact on care and treatment for HIV, and how to engage priority populations using a Trauma-Informed perspective. Strategies will be identified to address barriers in discussing IPV with clients, and participants will gain skills to practice universal intervention and safety planning.

- **MI 101**

This course is a two-day training which covers the Transtheoretical Behavior Change model, Albert Mehrabian's Model of Spoken Communication, elements of a client-centered approach, and basic Motivational Interviewing techniques such as OARS and active listening. Registrants must be on camera and have a microphone for this training.

**Please describe the steps your agency has taken to meet this goal/initiative. Include initiatives related to recruitment, retention, promotion, and professional development that support fair access to opportunity for all and strengthen a respectful, high-performing workplace. Be sure to address efforts that consider age range, individuals from non-traditional backgrounds, and the engagement of long-serving and older employees. A well-balanced, integrated workforce should help establish your agency as a leading service provider to the inhabitants of New York City, reflecting the full spectrum of communities served. What are your metrics or indicators for evaluating the success of these initiatives or strategies?**

**Community/Equity/Inclusion Goal/Initiative #1 Update:**

**Q1 Update:** ☐ Not started ☒ Ongoing ☐ Delayed ☐ Completed

**Q2 Update:** ☐ Not started ☐ Ongoing ☐ Delayed ☐ Completed

**Q3 Update:** ☐ Not started ☐ Ongoing ☐ Delayed ☐ Completed

**Q4 Update:** ☐ Not started ☐ Ongoing ☐ Delayed ☐ Completed

**2. [Copy Community/Equity/Inclusion Goal/Program/Action from FY 2026 EEO plan]**

**Please describe the steps that your agency has taken to meet this goal/initiative. Include actions taken to establish your agency as a leading service provider to the inhabitants of New York City, committed to cultivating a fair, respectful**

## **DOHMH FY 2026 Quarterly Update Report**

**workplace that reflects the variety of communities served. What are your metrics or indicators for evaluating the success of these programs and initiatives?**

## DOHMH FY 2026 Quarterly Update Report

### Community/Equity/Inclusion Goal/Initiative #2 Update:

**Q1 Update:** ☐ Not started ☐ Ongoing ☐ Delayed ☐ Completed

**Q2 Update:** ☐ Not started ☐ Ongoing ☐ Delayed ☐ Completed

**Q3 Update:** ☐ Not started ☐ Ongoing ☐ Delayed ☐ Completed

**Q4 Update:** ☐ Not started ☐ Ongoing ☐ Delayed ☐ Completed

### 3. [Copy Community/Equity/Inclusion Goal/Program/Action from FY 2026 EEO plan]

Please describe the steps that your agency has taken to meet this goal/initiative. Include actions taken to establish your agency as a leading service provider to the inhabitants of New York City, committed to cultivating a fair, respectful workplace that reflects the variety of communities served. What are your metrics or indicators for evaluating the success of these programs and initiatives?

### Community/Equity/Inclusion Goal/Initiative #3 Update:

**Q1 Update:** ☐ Not started ☐ Ongoing ☐ Delayed ☐ Completed

**Q2 Update:** ☐ Not started ☐ Ongoing ☐ Delayed ☐ Completed

**Q3 Update:** ☐ Not started ☐ Ongoing ☐ Delayed ☐ Completed

**Q4 Update:** ☐ Not started ☐ Ongoing ☐ Delayed ☐ Completed

### 4. [Copy Community/Equity/Inclusion Goal/Program/Action from FY 2026 EEO plan]

Please describe the steps that your agency has taken to meet this goal/initiative. Include actions taken to establish your agency as a leading service provider to the inhabitants of New York City, committed to cultivating a fair, respectful workplace that reflects the variety of communities served. What are your metrics or indicators for evaluating the success of these programs and initiatives?

### Community/Equity/Inclusion Goal/Initiative #4 Update:

**Q1 Update:** ☐ Not started ☐ Ongoing ☐ Delayed ☐ Completed

**Q2 Update:** ☐ Not started ☐ Ongoing ☐ Delayed ☐ Completed

**Q3 Update:** ☐ Not started ☐ Ongoing ☐ Delayed ☐ Completed

**Q4 Update:** ☐ Not started ☐ Ongoing ☐ Delayed ☐ Completed

### 5. Other Community programs and activities:

Please describe any other Community-directed programs and activities (e.g., meetings, educational and cultural programs, promotion of agency services, community fairs, etc.) and describe them, including the dates when the activities occurred. What are your metrics or indicators for evaluating the success of these programs and activities?



# DOHMH FY 2026 Quarterly Update Report

## V. Recruitment

### A. Recruitment Efforts

Please list **Recruitment Initiatives and Strategies** which you set/declared in your FY 2026 Plan (e.g., strategic wide outreach/recruitment to cultivate broadly talented applicant pools, social media presence, where jobs are posted, EEO and APO collaboration, evaluation of best recruitment sources, structured interview training and unconscious bias training).

#### 1. [Copy Recruitment Initiatives/Strategies from FY 2026 EEO plan]

Our FY26 goal is a target population which includes: A diverse and lucrative pool of applicants in possession of an academic and professional skillset across multiple academic disciplines, irrespective of race, gender, sexual orientation, religion, age, LGBTQIA+ status, veteran status, disability.

The Department of Health and Mental Hygiene (DOHMH), The Bureau of Human Relations and Labor Relations (HRLR) is dedicated to fostering diversity in recruitment and inclusion throughout our Talent Acquisition Process.

**Please describe the steps that your agency has taken to implement and achieve these initiatives/strategies. What are your metrics or indicators for evaluating the success of these initiatives or strategies?**

HR Central Recruitment Team participates and hosts career events, partner with DOHMH Office of Training and Professional Development to provide Civil Service 101 sessions, and we host career information sessions with our academic partners. We also continue to partner with NYC Commission on Human Rights to host employment law workshops/training.

#### Recruitment Initiatives/Strategies #1 Update:

**Q1 Update:** ☐ Not started ☐ Ongoing ☐ Delayed ☒ Completed

**Q2 Update:** ☐ Not started ☐ Ongoing ☐ Delayed ☐ Completed

**Q3 Update:** ☐ Not started ☐ Ongoing ☐ Delayed ☐ Completed

**Q4 Update:** ☐ Not started ☐ Ongoing ☐ Delayed ☐ Completed

#### 2. [Copy Recruitment Initiatives/Strategies from FY 2026 EEO plan]

For this upcoming FY we intend to strengthen our collaborative recruitment partnerships with New York State Department of Labor; NYC Small Business Services/Workforce 1 Career Center; America Works, a nonprofit organization that helps people find and keep jobs in New York, including NYC Human Resource Administration (HRA) and NYC Homeless Services (DHS) clients. To enhance this partnership, we will be conducting virtual career information sessions and resume workshops on a quarterly basis.

**Please describe the steps that your agency has taken to implement and achieve these initiatives/strategies. What are your metrics or indicators for evaluating the success of these initiatives or strategies?**

HR Central will conduct virtual career information sessions and resume workshops on a quarterly basis.

## DOHMH FY 2026 Quarterly Update Report

### **Recruitment Initiatives/Strategies #2 Update:**

**Q1 Update:** ☐ Not started ☒ Ongoing ☐ Delayed ☐ Completed

**Q2 Update:** ☐ Not started ☐ Ongoing ☐ Delayed ☐ Completed

**Q3 Update:** ☐ Not started ☐ Ongoing ☐ Delayed ☐ Completed

**Q4 Update:** ☐ Not started ☐ Ongoing ☐ Delayed ☐ Completed

### **3. [Copy Recruitment Initiatives/Strategies from FY 2026 DEI-EEO plan]**

Additionally, in partnership with our Office of External Affairs/Institutional Government Affairs Unit, we continue to routinely promote vacancies and civil service exams by liaising with all elected officials (city, state, federal) citywide, all the community boards and business improvement districts (BIDS), local chambers of commerce, merchants' associations, health advocates of all backgrounds, social services non-profits and lobbying groups.

**Please describe the steps that your agency has taken to implement and achieve these initiatives/strategies. What are your metrics or indicators for evaluating the success of these initiatives or strategies?**

To measure the effectiveness of our community outreach and engagement, HR Central Recruitment Team will track the increase of the digital footprint of jobseekers who apply to our related vacancies and track the increase in attendance rate of job seekers who attend our career information sessions, resume workshops, and our in person and virtual career fairs.

### **Recruitment Initiatives/Strategies #3 Update:**

**Q1 Update:** ☐ Not started ☒ Ongoing ☐ Delayed ☐ Completed

**Q2 Update:** ☐ Not started ☐ Ongoing ☐ Delayed ☐ Completed

**Q3 Update:** ☐ Not started ☐ Ongoing ☐ Delayed ☐ Completed

**Q4 Update:** ☐ Not started ☐ Ongoing ☐ Delayed ☐ Completed

### **4. [Copy Recruitment Initiatives/Strategies from FY 2026 EEO plan]**

Recruitment Efforts: In FY26, we will maintain our collaboration with all Employee Resource Groups (ERGs) within the agency to promote career opportunities to strengthen our diversity recruitment objectives, enhance our recruitment capabilities, cultivate a diverse workplace and optimize talent acquisition. ERGs include LGBTQIA+ ERG, SALUD ERG (Latino/a Resource Group), ACHIEVE (African American/Black Resource Group), AANHPI ERG (Asian American, Native Hawaiian and Pacific Islander Resource Group), and DREAM ERG (People with Disability Resource Group).

**Please describe the steps that your agency has taken to implement and achieve these initiatives/strategies. What are your metrics or indicators for evaluating the success of these initiatives or strategies?**

## DOHMH FY 2026 Quarterly Update Report

Bureau of Human Resources & Labor Relations has partnered with various ERGs and will continue to support efforts to hire within demographics that have been identified as underrepresented at DOHMH. In partnership with our Office of External Affairs/Publications Unit, we routinely create customized recruitment flyers for hard-to-recruit vacancies such as Nurses, Pharmacists and Physicians into the top 13 languages utilized across the five boroughs of New York City, including Arabic, Bengali, French, Haitian Creole, Italian, Korean, Polish, Russian, Simplified Chinese, Spanish, Traditional Chinese, Urdu, and Yiddish. These flyers are then disseminated to our agency's academic partners, CBOs, faith-based organizations, elected officials, their constituents, and the Commissioners Bi-weekly Digest.

### **Recruitment Initiatives/Strategies #4 Update:**

**Q1 Update:** ☐ Not started ☒ Ongoing ☐ Delayed ☐ Completed

**Q2 Update:** ☐ Not started ☐ Ongoing ☐ Delayed ☐ Completed

**Q3 Update:** ☐ Not started ☐ Ongoing ☐ Delayed ☐ Completed

**Q4 Update:** ☐ Not started ☐ Ongoing ☐ Delayed ☐ Completed

- 5. Please describe any recruitment efforts designed to increase the effectiveness of wide outreach to cultivate broad applicant pools in order to fill vacancies at your agency during the quarter and describe the activities, including the dates when the activities occurred.**

In accordance with our agency's Diversity, Equity and Inclusion Talent Acquisition Goals, we have also cultivated a strategic workforce development partnership with the NYC Commission on Human Rights in order to customize trainings for hiring managers on the following:

- City Human Rights Law and Credit and Criminal History Discrimination in Employment – September 9, 2025.
- City Human Rights Law and Criminal Records Discrimination in Housing – October 7, 2025.
- City Human Rights Law Working with Transgender and Gender Non-Conforming Person – November 18, 2025.

We will continue to participate in annual recruitment events such as the following:

The 25th Annual Community & Diversity Employment Day Career Fair for New York.

In participation with NYS Department of Labor and Governor Kathy Hochul's administration, we attended the Public Service Career Fair, at New York City College of Technology.

In honor of Disability Pride Month and the 35th anniversary of the Americans with Disabilities Act (ADA), we will attend the upcoming 55-a Diversity Career Fair in partnership with DCAS' Office of Citywide Recruitment, Mayor's Office of Talent and Workforce Development, Mayor's Office of People With Disabilities.

The event aligns with our agency's Race-To-Justice public health initiative by diversifying the talent pipeline within our workforce utilizing an equity lens to expand access to career opportunities for people with disabilities within our workforce. This career fair steers us along the path to reducing the structural challenges many people with disabilities face when pursuing a career. There are numerous benefits to hiring people with disabilities: Promotes accessible hiring practices, improves DOHMH's commitment to cultural sensitivity for people with disabilities, discover untapped potential and talent, boost employee morale. Historically our agency has been committed to hiring individuals via DCAS' 55-a program which allows individuals with certified disabilities to be hired into competitive civil service positions in New York City without taking a competitive exam.

## DOHMH FY 2026 Quarterly Update Report

Aligns with Mayor Adams 7/26/23 initiative to expand Workplace Accessibility and Inclusion for people with disabilities. Mayor Adams Announces New Investment to Support Career Advancement for People With Disabilities | City of New York

It will also increase the city's investment in direct employment services that help people with disabilities prepare for and connect to jobs and careers, and expand access to internships, training seminars, jobs, future careers, and financial counseling.

Our recruitment team participated in the Disability Etiquette and Awareness Training (DEAT) Lunch and Learn session, which was a part of our logistics preparation for the Citywide 55-a Diversity Career Fair. During this session, we were equipped you with valuable knowledge and skills to foster an inclusive environment for individuals with disabilities.

### DEAT Training Lunch and Learn

Rethink & Build: Talent Strategies for a New Time, Interactive Recruitment Program designed for employers and partners who are reimagining how to attract, retain, and support talent. This Recruitment Networking Forum will address the barriers immigrant women face when entering the workforce range from limited English proficiency, unfamiliarity with the U.S job market, and lack of professional networks to credential transfer difficulties and the responsibilities as primary caregivers. In addition, systemic barriers such as employer norms and practices often put immigrant women job seekers at a disadvantage due to their lack of US education, work experience, and connections. Participation in this event is via a collaborative partnership with DCAS' Office of Citywide Recruitment.

### Program Dates & Times:

Session 1: Thursday, October 9, 9:30 AM – 12:30 PM

Session 2: Thursday, October 23, 9:30 AM – 12:30 PM

Location: NWN's offices near Washington Square Park (exact address will be shared upon confirmation)

For FY26, we are also committed to the creation of a new Veterans ERG Group for the agency to foster greater inclusiveness and cultural sensitivity for our veterans within the agency. The goal is to create a safe space for veterans to gain greater recognition and acknowledgement within the agency by creating mentorship programs that will create a dynamic internal resource platform to leverage academic advancement, career growth, professional development, and greater employee engagement.

## B. Recruitment Efforts for Civil Service Exams

Pursuant to Local Law 28 (of 2023), list all recruitment events that were held by the agency to promote open-competitive civil service examinations.

Quarter #	Event Date	Event Name	Borough
Q1	October 8th 12PM-4PM ET	The Tandon Career Hub is partnering with the Wasserman Center for Career Development to host a Careers in STEM Fair on Wednesday	Manhattan

## DOHMH FY 2026 Quarterly Update Report

Quarter #	Event Date	Event Name	Borough
Q1	October 24 <sup>th</sup> from 11:30 am to 1:00 pm EST	The Hospitals, Nonprofits & Government Virtual Career Mixer	Manhattan
			<a href="#">[Select Borough]</a>
			<a href="#">[Select Borough]</a>
			<a href="#">[Select Borough]</a>
			<a href="#">[Select Borough]</a>
			<a href="#">[Select Borough]</a>
			<a href="#">[Select Borough]</a>
			<a href="#">[Select Borough]</a>
			<a href="#">[Select Borough]</a>
			<a href="#">[Select Borough]</a>

## DOHMH FY 2026 Quarterly Update Report

Pursuant to Local Law 28 (of 2023) list actual expenditures related to recruiting candidates for open-competitive and promotion civil service exams.

Borough	Approximate Dollar Amount (\$) in Q1	Approximate Dollar Amount (\$) in Q2	Approximate Dollar Amount (\$) in Q3	Approximate Dollar Amount (\$) in Q4
Bronx	0			
Brooklyn	0			
Manhattan	0			
Queens	0			
Staten Island	0			

### C. Recruitment Sources

#### List recruitment sources used to fill vacancies in the current Quarter (include Q#)

1. Strengthening recruitment partnership and networking relationship with DCAS' Office of Citywide Recruitment to create dynamic opportunities for us to continuously promote high priority and hard to recruit vacancies in their monthly email blast that is disseminated to their Community Partner organizations (including schools, workforce development programs), as well as their monthly NYC Jobs newsletter.
2. We will continue to collaborate with New York State Department of Education/Office of Professions to source NYS Licensed Professionals across a wide array of academic disciplines including Social Workers (LMSW and LCSW and Limited Permit Holders), Physicians, Psychologists, Clinical Laboratory Technologists, Architects, Pharmacists, Nurse Practitioners, Midwives, Engineers to fill many of our in-house vacancies that are tied to Mental Health, Maternal, Infant, and Reproductive Health, Substance and Opioid Addiction, Homelessness, Food Safety & Community Sanitation, Veterinary and Pest Control Services, Environmental Disease and Injury Prevention, Health Equity and Community Wellness.
3. Partnership with CUNY/Office of Careers and Industry Partnerships to attend career fairs, promote job vacancies and civil service exams, and host career information sessions and resumes workshops.
4. We continue to proactively partner with the Mayors' Office of People With Disabilities in sourcing 55-a candidates for many of our hard to recruit vacancies.
5. Amplify our recruitment and networking initiatives with the Justice Impacted Population including but not limited to the Bard Prison Institute, John Jay Prison Re-Entry Initiative, Brooklyn Justice Initiatives, Brooklyn Justice Corps, and Council of State Governments Justice Center.
6. Forging recruitment partnerships with Apprenticeship Programs in NYC such as Lincoln Tech which offers hands-on training for careers in electrical and electronic systems technology; Apex Technical school which offers hands-on training programs in Air Conditioning and Refrigeration, Construction and Building Skills, Electrical and Advanced Electrical Skills, Plumbing and Pipefitting, and Combination Welding Technology.

## DOHMH FY 2026 Quarterly Update Report

7. Establishing networking relationships with Local Unions Apprenticeship Programs, including NYC Building & Construction Trade Council, Ua Local 1 Plumbers Training Center, Local 580 Apprentice Training Facility.
8. In partnership with James Whitman, Director of Classification and Compensation at DCAS, we are still currently engaged in the process of amending the minimum qualification requirements (MQRs) for the respective civil service titles of Public Health Nurse and City Medical Specialist in order to widen the recruitment net and diverse pool of applicants for consideration. With respect to the Public Health Nurse civil service title, we are trying to promote consistency with the NYS Department of Education Office of Professions, by including Associate's Degree prepared nurses, instead of restricting the minimum qualification requirements exclusively to BSN and MSN and/or MPH prepared nurses. Likewise for the City Medical Specialist, we are widening the recruitment net by considering clinical experience such as the successful completion of a residency and/or fellowship.
9. We recently worked with DCAS to create a new civil service title for City Health Pharmacist title that has been deemed extremely hard to recruit and is a high recruitment priority per the operational need of our Article 28 Clinics that provides clinical care and services for patients diagnosed with sexually transmitted infections, Hepatitis and HIV, and Tuberculosis. This title will be called City Health System Pharmacist title, and per DCAS, effective June 7, 2024, this title has been under review by the Mayor's Office of Labor Relations and the Office of Management & Budget.
10. For the underutilization of women in certain professions including Health Police and Facilities Management, we intend to forge recruitment partnerships with nonprofit organizations providing medical access for people of color and underserved communities, including but not limited to the:
  - 10.1. AAPC (African American Planning Commission) which is a multi-service housing, social service, community development and economic development nonprofit based in New York City, and seeks to address the root causes of homelessness, domestic violence, HIV/AIDS, poverty, and economic dependency. Programs include the development of transitional and affordable housing integrated with social services and a supportive community.
  - 10.2. Make the Road New York (MRNY) which builds the power of Latino and working
11. class communities to achieve dignity and justice through organizing, policy innovation, transformative education and survival services.
  - 11.1. Mixteca, which serves to empower and enrich the Mexican and Latin-American immigrants of the New York area by providing them access to services that enhance their quality of life and will allow them to reach sustainable social and economic development. They offer a variety of programs and services that respond to the specific needs of immigrant families and aim to build a supportive environment for the growing Mexican and Latin-American immigrant community.



## DOHMH FY 2026 Quarterly Update Report

11.2.Korean Community Services (KCS) of Metropolitan New York, Inc. KCS serves low-income immigrant individuals and families by helping them address critical needs, solve complex problems and adapt to a new cultural, economic and social environment.

### D. Internships/Fellowships

The agency is providing the following internship opportunities in FY 2026.

[**Note:** Please update this information every quarter.]

1. Urban Fellows: Q1 Total: 0 Q2 Total: (#) Q3 Total: (#) Q4 Total: (#)
2. Public Service Corps: Q1 Total: 0 Q2 Total: (#) Q3 Total: (#) Q4 Total: (#)
3. Summer College Interns: Q1 Total: 2 Q2 Total: (#) Q3 Total: (#) Q4 Total: (#)
4. Summer Graduate Interns: Q1 Total: 8 Q2 Total: (#) Q3 Total: (#) Q4 Total: (#)
5. Other (specify) College Aides: Q1 Total: 139 Q2 Total: (#) Q3 Total: (#) Q4 Total: (#)
6. Other (specify) Youth Apprentice: Q1 Total: 9 Q2 Total: (#) Q3 Total: (#) Q4 Total: (#)

#### **Additional comments:**

Click or tap here to enter text.

### E. 55-A Program

This is established under Section 55-a of the New York State Civil Service Law. It aims to provide employment opportunities for individuals with certified mental or physical disabilities, allowing them to be hired into competitive civil service positions without the requirement of passing a civil service exam.

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** (09/30/2025): 27 **Q2** (12/30/2026): (#)

**Q3** (03/30/2026): (#) **Q4** (06/30/2026): (#)

During the 1st Quarter, a total of 3 new applications for the program were received.

During the 1st Quarter 1 participants left the program due to [State reason].

During the 2nd Quarter, a total of (#) new applications for the program were received.

During the 2nd Quarter (#) participants left the program due to [State reason].

During the 3rd Quarter, a total of (#) new applications for the program were received.

During the 3rd Quarter (#) participants left the program due to [State reason].

During the 4th Quarter, a total of (#) new applications for the program were received.

During the 4th Quarter (#) participants left the program due to [State reason].

**The 55-a Coordinator has achieved the following goals:**

## DOHMH FY 2026 Quarterly Update Report

### Disseminated 55-a information:

by e-mail:	<input checked="" type="checkbox"/> <b>Yes</b>	<input type="checkbox"/> <b>No</b>
in training sessions:	<input checked="" type="checkbox"/> <b>Yes</b>	<input type="checkbox"/> <b>No</b>
on the agency website:	<input checked="" type="checkbox"/> <b>Yes</b>	<input type="checkbox"/> <b>No</b>
in agency newsletter:	<input type="checkbox"/> <b>Yes</b>	<input type="checkbox"/> <b>No</b>
Other:		

### Other Goals *(if applicable)*:

## DOHMH FY 2026 Quarterly Update Report

### VI. Hiring and Promotion

Please review Section VI of your FY 2026 EEO Plan and describe your activities for this quarter below:

Please list additional **Hiring and Promotion Strategies and Initiatives** which you set/declared in your FY 2026 EEO Plan (*e.g., use of the objective structured interview practices, EEO Office approval of interview questions, review of e-hire applicant data to ensure there was broad outreach that yielded a diverse applicant pool*).

**During this Quarter the Agency activities included:**

	# of Vacancies	# of New Hires	# of New Promotions
<b>Q1</b>	1154	108	58
<b>Q2</b>	(#)	(#)	(#)
<b>Q3</b>	(#)	(#)	(#)
<b>Q4</b>	(#)	(#)	(#)

Please describe the steps that your agency has taken to meet these objectives.

1. Career Counseling: Advising employees of opportunities for promotion and career development; Notification of promotion/transfer opportunities.

HR Central Recruitment Unit and Office of Professional Workforce Development continuously host 101 Civil Service Information Session for agency and target Divisions.

2. Reviewing the methods by which candidates are selected for a promotions, or to fill vacancies (new hires), especially for mid- and high-level discretionary positions. (Discretionary positions are those that are not filled via civil service examination lists.)

For hires, all interview panels must be made up of three diverse interviewers, the panel must interview a minimum of three applicants, and the interviewers must report on reasons individuals were not selected and demographics.

3. Describe your agency's procedures for selection, especially for mid- and high-level discretionary positions. vacancy posting protocols, training of hiring managers, procedures for interviewing applicants, the use of the NYCAPS Applicant Interview Log Report, and efforts to identify and eliminate structural barriers to employment.

For vacancy posting, Hiring Managers meet with assigned Human Resource Liaison to review posting and budget. The vacancy posting request is then submitted for review by Central HR to ensure duties and civil service title specs align with each other. For selections, Hiring Managers review resumes and submit preferred applicants for qualification. To

## DOHMH FY 2026 Quarterly Update Report

interview, panels must be made up of three diverse individuals. For selection a minimum of three applicants must be interviewed, the interview is based on structured interviewing. To remove structural barriers to employment, the Recruitment Unit has partnered with NYC Commission on Human Rights to host employment law workshops/training, and we continuously meet with DCAS to negotiate MQRs.

4. Analyzing the impact of layoffs or terminations on racial, gender and age groups. (This analysis is done pursuant to guidance from agency General Counsel and Law Department guidance.)
5. Other:

### VII. Training

***Please provide your training information in the FY 2026 Part II template (in MS Excel). For Q2, Q3 and Q4, retain all data from previous quarters in your Part II report.***

### VIII. Reasonable Accommodations

Please report all reasonable accommodation requests and their disposition in the DCAS Citywide Complaint and Accommodation Database (CAD) : <https://a856-ceeds.nyc.gov>

The agency has entered all Reasonable Accommodation requests and dispositions in the DCAS Citywide Complaint and Accommodation Database (CAD) and updates the information contemporaneously:

Q1: ☒ Yes ☐ No Q2: ☐ Yes ☐ No

Q3: ☐ Yes ☐ No Q4: ☐ Yes ☐ No

### IX. Compliance and Implementation of Requirements Under Executive Orders and Local Laws

#### A. Local Law 92: Annual Sexual Harassment Prevention training

**Please provide Sexual Harassment Prevention Training Information in Part II of the report "DEI-EEO Training Summary" (in MS Excel).**

#### B. Local Law 97: Annual Sexual Harassment Complaint Reporting

- ☐ The agency has entered the sexual harassment complaints in the DCAS Citywide Complaint and Accommodation Database (CAD) and updates the information contemporaneously.

Q1: ☒ Yes ☐ No Q2: ☐ Yes ☐ No

## DOHMH FY 2026 Quarterly Update Report

**Q3:** ☐ Yes ☐ No **Q4:** ☐ Yes ☐ No

- ☐ The agency has entered **all other EEO complaints** in the DCAS Citywide Complaint and Accommodation Database (CAD) and updates the information contemporaneously.

**Q1:** ☒ Yes ☐ No **Q2:** ☐ Yes ☐ No

**Q3:** ☐ Yes ☐ No **Q4:** ☐ Yes ☐ No

- ☐ The agency ensures that complaint investigations are closed within 150 days (i.e., 90 days to conduct the investigation, 30 days to draft the report, and 30 days for the agency head to make a determination).

Report all EEO complaints and their disposition in the DCAS Citywide Complaint and Accommodation Database (CAD): <https://a856-ceeds.nyc.gov>

### C. Executive Order 16: Training on Transgender Diversity and Inclusion

**Please provide E.O. 16 Training Information in Part II of the report "DEI-EEO Training Summary" (in MS Excel).**

## 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 Equal Employment Practice Commission (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 EEPC or the other auditing agency.
- ☐ If needed, the agency has submitted or will submit to DCAS Citywide Equity and Inclusion an amendment letter, which shall amend the agency plan for previous FY(s) as recommended by EEPC.
- ☐ The agency received a Certificate of Compliance from the auditing agency in 2024 or 2025.
- **Please attach a copy of the Certificate of Compliance from the auditing agency.**

# DOHMH FY 2026 Quarterly Update Report

## Appendix A. EEO Personnel Details

### EEO Personnel For 1 Quarter, FY 2026

Personnel Changes this Quarter:		Number of Additions:	Number of Deletions:
Employee's Name & Title	1.	2.	3.
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 or Termination Date:	Start or Termination Date:	Start or Termination Date:
Employee's Name & Title	4.	5.	6.
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 or Termination Date:	Start or Termination Date:	Start or Termination Date:
<b>For New EEO Professionals:</b>			
Name & Title	1.	2.	3.
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	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 %):

Personnel Changes: ☐ Yes ☒ No

## DOHMH FY 2026 Quarterly Update Report

EEO Training Completed within the last <u>two</u> years, including the current quarter (EEO Officer and D&I Officer, respective Deputies, and all new EEO Professionals):			
Name & EEO Role	1. Sye-Eun Ahn	2. June Bridgemohan	3. George Poubouridis
Completed EEO Trainings:			
1. Everybody Matters-EEO and D&I	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
2. Sexual Harassment Prevention	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
3. IgbTq: The Power of Inclusion	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
4. Disability Awareness & Etiquette	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
5. Structured Interviewing and Unconscious Bias	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
6. Microaggressions	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
7. EEO Officer Essentials: Complaint/Investigative Processes	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
8. Reasonable Accommodation Procedural Guidelines	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
9. Overview Training for New EEO Officers	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
10. Understanding CEEDS Reports	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
11. Intersectionality and EEO Investigations	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
12. Trauma-Informed Interviewing Techniques	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

[Continued] EEO Training completed within the last <u>two</u> years, including the current quarter (EEO Officers and D&I Officers, Deputies, and all new EEO Professionals):			
Name & EEO Role:	4. Jay Brodska	5. Terry Ravenel	6.
Completed EEO Trainings:			
1. Everybody Matters-EEO and D&I	<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
2. 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
3. IgbTq: 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
4. Disability Awareness & Etiquette	<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. Structured Interviewing and 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
6. Microaggressions	<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
7. EEO Officer Essentials: Complaint/Investigative Processes	<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



## DOHMH FY 2026 Quarterly Update Report

8. Reasonable Accommodation Procedural Guidelines	<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
9. Overview Training for New EEO Officers	<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
10. Understanding CEEDS Reports	<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
11. Intersectionality and EEO Investigations	<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
12. Trauma-Informed Interviewing Techniques	<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

### EEO Personnel Contact Information (Please list all current EEO professionals)

*Please provide the full mailing address of the principal Agency EEO Office:*

**MAILING ADDRESS:** 42-09 28th Street, Queens, NY 11101

### EEO and D&I Staffing as of 5 Quarter FY 2026

The City EEO Policy requires there be only one leader of the EEO Office serving in the "EEO Officer" capacity and that there be only one Deputy EEO Officer.

<u>Roles/Functions</u>	<u>Name</u>	<u>Civil Service (c.s.) Title</u>	<u>Office E-mail Address</u>	<u>Telephone #</u>
EEO Officer (may have a separate active c.s. title (e.g., AC, DC, Exec Agency Counsel, etc.))	Sye-Eun Ahn	<u>Exec. Agency Counsel</u>	<a href="mailto:sahn1@health.nyc.gov">sahn1@health.nyc.gov</a>	347-396-6067
Deputy EEO Officer	June Bridgemohan		<a href="mailto:jbridgemohan@health.nyc.gov">jbridgemohan@health.nyc.gov</a>	347-396-6508
Diversity & Inclusion Officer (or a similar business title)				
Executive Order 59 Chief Diversity Officer/Chief MWBE Officer	Aaron Anderson		<a href="mailto:aanderson5@health.nyc.gov">aanderson5@health.nyc.gov</a>	347-396-6242
ADA Coordinator	Amanda Alvarado		<a href="mailto:aalvaradofrantz@health.nyc.gov">aalvaradofrantz@health.nyc.gov</a>	917-957-2433
Disability Rights Coordinator				
Disability Services Facilitator	Amanda Alvarado		<a href="mailto:aalvaradofrantz@health.nyc.gov">aalvaradofrantz@health.nyc.gov</a>	917-957-2433
55-a Coordinator	<u>Heather Badger</u>	<u>Admin. Labor Relations</u>	<a href="mailto:hbadger@health.nyc.gov">hbadger@health.nyc.gov</a>	646-483-0572
EEO Counselor				
EEO Investigator	George Poubouridis		<a href="mailto:gpoubouridis@health.nyc.gov">gpoubouridis@health.nyc.gov</a> <a href="mailto:jbrodska@health.nyc.gov">jbrodska@health.nyc.gov</a>	347-396-6491 347-396-6449

## DOHMH FY 2026 Quarterly Update Report

<u>Roles/Functions</u>	<u>Name</u>	<u>Civil Service (c.s.) Title</u>	<u>Office E-mail Address</u>	<u>Telephone #</u>
	Jay Brodsky Terry Ravenel		<a href="mailto:travenel1@health.ny.gov">travenel1@health.ny.gov</a>	347-396-6558
<b>EEO Counselor/Investigator</b>				
<b>Investigator/Trainer</b>	George Poubouridis Jay Brodsky Terry Ravenel		<a href="mailto:gpoubouridis@health.nyc.gov">gpoubouridis@health.nyc.gov</a> <a href="mailto:jbrodsky@health.ny.gov">jbrodsky@health.ny.gov</a> <a href="mailto:travenel1@health.ny.gov">travenel1@health.ny.gov</a>	347-396-6491 347-396-6449 347-396-6558
<b>EEO Training Liaison</b>				
<b>Other (specify)</b>				
<b>Other (specify)</b>				

**Note:** Changes (new personnel filling the specified role). You may insert additional entries as needed. If there is an EEO Office or D & I Office role that your staff performs that is not on the list above, you may indicate it on the chart.