

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

Narrative Summary

Agency Name: NYC DEPARTMENT OF CORRECTION

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

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Date Received: (MM/DD/YY)

[NYC DEPARTMENT OF CORRECTION] 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: **07/12/25**
- No
- By e-mail
- Posted on agency intranet and/or website
- Other: Enter text here

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: [Enter Awards and/or Appreciation Events Here]

- The Department's Facility Maintenance and Repair Division and Director Mui of IT were honored with the 2025 Excellence in Customer Service Award at One Police Plaza.
- The Department hosted a Medal Day Celebration on November 14, 2025. This event celebrated heroic staff and staff achievements.
- The Department hosted an awards ceremony on December 11, 2025, honoring staff achievements.
- The Department of Correction was honored on December 29, 2025 by the Dale Carnegie Institute for an excellence in Leadership Award.

III. Workforce Review and Analysis

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

Q1 (09/30/2025): 7,553 Q2 (12/30/2026): *THIS INFORMATION WILL BE PROVIDED NEXT QUARTER.*

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

[NYC DEPARTMENT OF CORRECTION] 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>07/19/25</u>	Q2 Review Date: <i>This review will be done during the Q3 cycle.</i>	Q3 Review date: <i>(MM/DD/YY)</i>	Q4 Review date: <i>(MM/DD/YY)</i>
Review conducted with: <input checked="" type="checkbox"/> Agency Head <input checked="" type="checkbox"/> Human Resources <input type="checkbox"/> General Counsel <input type="checkbox"/> Other: <i>Enter text here</i> <input type="checkbox"/> N/A - Not Conducted	Review conducted with: <input type="checkbox"/> Agency Head <input type="checkbox"/> Human Resources <input type="checkbox"/> General Counsel <input type="checkbox"/> Other: <i>Enter text here</i> <input type="checkbox"/> N/A - Not Conducted	Review conducted with: <input type="checkbox"/> Agency Head <input type="checkbox"/> Human Resources <input type="checkbox"/> General Counsel <input type="checkbox"/> Other: <i>Enter text here</i> <input type="checkbox"/> N/A - Not Conducted	Review conducted with: <input type="checkbox"/> Agency Head <input type="checkbox"/> Human Resources <input type="checkbox"/> General Counsel <input type="checkbox"/> Other: <i>Enter text here</i> <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. Continue to recruit and retain a diverse uniform and non-uniform workforce.

The Department’s Human Resources Division and the Academy actively work together to recruit both uniform and non-uniform staff. Both divisions partner with the Department’s Public Information Unit on developing innovative recruitment strategies which include creative marketing campaigns, attending various cultural and professional events and career fairs and conducting targeted recruitment for underutilized job categories.

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?

[NYC DEPARTMENT OF CORRECTION] FY 2026 Quarterly Update Report

The Department is actively seeking candidates for both uniform and non-uniform positions. To attract new staff, the Department is leveraging a variety of recruitment channels, including participation in career fairs and cultural events across New York State. The Department's Academy has a dedicated uniformed recruitment team, and together with the Office of Public Information and the Human Resources Department, they collaborate on developing recruitment and advertising strategies. These units monitor how potential job seekers discover the Agency, using data from official online platforms, which provide insights into reach, engagement, and interactions such as shares, saves, clicks, and more. This information helps guide future recruitment efforts. Additionally, feedback from job seekers at cultural and career fairs is also collected and used to refine recruitment strategies. **During Q2, 301 new correction officers joined the Department.**

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. Continue to offer more professional development and leadership training for uniform and non-uniform staff.

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?

In Q2, the Department ran several professional development programs such as a training program for current Wardens, a training program for newly appointed Assistant Deputy Wardens and Captains, and partnership programs with Dale Carnegie. Additionally, on 12/29/25, the Department was honored by the prestigious Dale Carnegie Leadership Award.

Additionally, resilience training was provided for staff in various commands on Riker's Island. At the end of each training and professional development session, evaluations are collected to assess the effectiveness and value of the programs. These evaluations are then used to guide the planning of future training initiatives, ensuring they provide maximum benefit to our employees.

Workforce Goal/Initiative #2 Update:

Q1 Update: Not started Ongoing Delayed Completed

[NYC DEPARTMENT OF CORRECTION] FY 2026 Quarterly Update Report

Q2 Update: Not started Ongoing Delayed Completed

Q3 Update: Not started Ongoing Delayed Completed

Q4 Update: Not started Ongoing Delayed Completed

3. [Continue to ensure that uniform and non-uniform staff are seeking promotional opportunities within the Department.]

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?

HR staff actively encourage uniform and non-uniform to take civil service exams, offer guidance on available vacancies, and provide study materials for both uniform and non-uniform promotional exams. They track the number of individuals participating in promotional exams and identify areas where additional efforts are needed. Additionally, HR staff promote training opportunities that can help employees advance in their careers and achieve promotions. **During Q2, a promotion ceremony was held for newly appointed Captains and non-uniform staff who were promoted into managerial titles.**

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

4. 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?

The Department currently has underutilization in the following five categories: Administrators, Craft, Food Prep, Health Services, Laborers, and Social Services (we no longer have underutilization in the category of Science Professionals). The Department is proud of reducing underutilization in the Science Professionals category.

[NYC DEPARTMENT OF CORRECTION] FY 2026 Quarterly Update Report

The Department's Office of EEO, Human Resources, and Office of Public Information collaborate to address underutilization by conducting targeted recruitment across various sources. EEO and HR review the DCAS dashboard to identify titles with underutilization and assess potential barriers to hiring in these categories. Additionally, the Department works with current staff to promote professional development opportunities offered by the newly expanded Training and Development unit. The HR Division also focuses on advertising civil service exams and encouraging staff to take them. The EEO Officer meets quarterly with HR leadership to review recruitment efforts for underutilized titles. These meetings focus on evaluating the steps the Department is taking to address underutilization, including the recruitment sources used, job fairs to attend, and effective social media strategies. The outcomes of these discussions are reported to the Agency Head. The Department measures the success of underutilization efforts by monitoring recruitment data and 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. Improve uniform and non-uniform staff morale and wellness at the Department.

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?

In FY 2026, the Department's New Unit: Office of Advancement and Development led by the Agency's New Diversity Officer: Wendy Garcia will develop programs and initiatives to increase staff morale and wellness. OAD also oversees the CARE Unit which offers wellness programs. During Q2, the Morale Committee members met the various fraternal organizations met with DOC Leadership to work on boosting staff morale. The OAD Unit monitors event attendance and feedback from staff in planning future events 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. [The Department will continue to honor staff achievements by conducting various celebrations during the fiscal year. This demonstrates appreciation and increases staff morale.]

[NYC DEPARTMENT OF CORRECTION] FY 2026 Quarterly Update Report

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?

During Q2, the Department celebrated staff during the Medal Day Ceremony. This event aims to inspire and recognize staff for their various accomplishments. Staff feedback will be gathered after the events to help shape preparations for additional events.

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. [The Department's Academy will continue to expand the courses offered to uniform and non-uniform staff for professional development.]**

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?

During Q2, the Department's Academy continued partnering with various vendors to offer leadership and continuing education courses. During this Quarter, members of the Department participated with other correctional professionals in the Warden Exchange Program. The Academy monitors enrollment in professional development programs and uses surveys to gain staff feedback.

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

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

[NYC DEPARTMENT OF CORRECTION] FY 2026 Quarterly Update Report

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?

- **11/3/25: DOC staff gathered on Riker’s Island for an Annual Interfaith Prayer Breakfast.**
- **11/14/25: DOC hosted the Annual Medal Day Ceremony.**
- **12/6/25: DOC staff celebrated a130 Years of DOC at the Ranger’s Game.**
- **12/16/25: DOC staff hosted the 28th Annual Christmas Tree and Hannukah Menorah Lighting Ceremony.**

C. Community and Equity, Inclusion and Anti-Racism¹:

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. The Department’s New ACCO will be expanding the use of MWBE contracting.**

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

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?

The Department’s Procurement Unit will work to analyze data on how many MWBE vendors the department is using and when meeting with units seeking goods and services – use all efforts to fill these needs with the use of MWBE vendors. The Procurement Unit will track this data.

¹ Included per Local Law 14 (2024).

[NYC DEPARTMENT OF CORRECTION] FY 2026 Quarterly Update Report

- 2. In FY 26, the Department's Programs and Community Partnerships Division will be contracting with external programming providers to provide additional programs to people in custody.**

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?

The Department's Programs and Community Partnerships Division gathers feedback from individuals in custody regarding their programming needs and uses this information to determine which vendors to continue collaborating with to best meet those needs. **During Q2, the Department's programming unit held various events centered around the holiday season for people in custody.**

[NYC DEPARTMENT OF CORRECTION] 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. **[The Department is continuing to work on improving the community visitation processes for individuals visiting Riker’s Island.]**

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?

Various divisions at the Department (Strategic Affairs, Programs and Community Partnerships and Inter-Governmental Affairs) are working together to improve visitation time and the overall visitation experience. The success of these initiatives is tracked by the Department’s data teams using various methods. **During Q2, the Department’s FMRD Unit along with community partners completed a newly refurbished child-friendly visitor center on Riker’s Island. New Lockers were also installed for visitors in the Ward Center.**

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. **The Department is enhancing jail operations with various advancements such as body cameras, electronic logbooks and ID cards for people in custody.**

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?

The Department’s IT Division, Security and Strategic Operations Unit work together to ensure staff are trained in the programs noted above and these efforts are implemented throughout the Department. These units work with the data analytics team to measure the success of these ventures. During Q2, the Department continued in it’s efforts to roll out the above mentioned initiatives.

[NYC DEPARTMENT OF CORRECTION] FY 2026 Quarterly Update Report

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?

- **10/26/25:** DOC participated in a community breast cancer walk.
- **10/28/25:** People in Custody received the opportunity to compete with some semi-pro basketball players in a special visit by Floyd Mayweather.
- **10/27/25:** Members of the DOC Desi Society hosted a Diwali Celebration in Fresh Meadows, Queens.
- **10/31/25:** DOC participated in a Trunk or Treat in Queens.
- **12/26/25:** A celebration was had for the Department's new redeveloped nursery at the Rose M. Singer Center.
- **12/29/25:** Religious holiday programming was had for people in custody on Riker's Island featuring familial celebrations, faith-based leaders and community volunteers.

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. To continue enhancing the diversity and inclusivity of our Correction Officer candidate pool, the Department will employ the following strategies in FY 2026:

Uniformed Staff

[NYC DEPARTMENT OF CORRECTION] FY 2026 Quarterly Update Report

- The Recruitment Unit will maintain active engagement in various recruitment activities, including career fairs, DCAS hiring halls, community and military events, and tabling at various locations throughout NYC and surrounding areas (such as malls, gyms, and schools).
- Social media campaigns will continue across platforms including X (formerly Twitter), Instagram, Facebook, with additional outreach through radio advertisements and billboards.
- Personalized outreach will be emphasized, with direct messaging to potential candidates via email, text messages, and phone calls to encourage application and participation in the recruitment process.

Non-Uniformed Staff

- In FY 2026, the Department will continue its participation in DCAS hiring halls, focusing on recruiting for non-uniformed positions and encouraging prospective employees to take civil-service examinations.
- Discretionary positions will be advertised on the Department's intranet page and recruitment website (via NYCAPS), ensuring visibility across the organization.
- Monthly department-wide emails will be sent to all staff, highlighting the filing periods for upcoming civil service exams to ensure awareness and encourage participation.
- The Department will utilize a broad range of recruitment sources, including social media platforms (X, Instagram, Facebook, LinkedIn) and job boards (Greystone, NY Times, Monster, Idealist, Indeed, and Glassdoor), to attract a diverse candidate pool.

These efforts are part of the Department's ongoing commitment to fostering a workplace that values diversity, equity, and inclusion at all levels.

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?

The recruitment team continued participating in events and using social media to attract job seekers. The Department gathers feedback from applicants on how they discovered the Department and uses this information to allocate recruitment resources more effectively.

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. The Department will continue to actively participate in career fairs, college recruitment fairs, and cultural and neighborhood events, as well as attending DCAS hiring halls throughout FY 2026. These efforts are aimed at promoting open-competitive and promotional civil service examinations, as part of our broader strategy to attract a diverse and talented workforce.

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?

[NYC DEPARTMENT OF CORRECTION] FY 2026 Quarterly Update Report

The Department attended events and hiring halls during Q2. The recruitment teams monitor the number of applications received from these events. The events attended during Q2 are listed below.

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

- 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.**

*Please see the recruitment efforts below additionally, the Department utilizes various online sites to recruit staff (See Sections B and C).

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.

Q2	1-Oct-25	IONA University: Fall 2025 Career & Internship Fair	New Rocher NY
Q2	2-Oct-25	2nd Annual Student Veterans & Employer Career Conference and Networking	New York,
Q2	3-Oct-25	The Mayor's Office of Criminal Justice will host Justice in Motion	New York,
Q2	4-Oct-25	Grand Baldwin Festival	Baldwin, N
Q2	4-Oct-25	Latin Resource Festival: Roots & Culture	Queens, NY
Q2	5-Oct-25	Bay Plaza mall	Bronx, NY
Q2	7-Oct-25	Sacred heart University Career & Internship Fair	Fairfield, C
Q2	8-Oct-25	College and career fair @ MMCC	Bronx, NY
Q2	8-Oct-25	Women In Need Job Fair	Brooklyn, N
Q2	9-Oct-25	UFT Career fair: Brooklyn College	Brooklyn, N
Q2	9-Oct-25	Senator Jamaal Bailey job fair	Bronx, NY
Q2	10-Oct-25	Vaughn College Fall 2025 Career & Internship Fair	Queens, NY
Q2	11-Oct-25	CM Nantasha Willimas Fall Family Fun Day	Queens, NY
Q2	14-Oct-25	Hiring Hall-Staten Island	Staten Islan NY
Q2	14-Oct-25	Berkely College Veteran Event	New York,

[NYC DEPARTMENT OF CORRECTION] FY 2026 Quarterly Update Report

Q2	15-Oct-25	Kingsborough Community College Fall 2025 Fair	Brooklyn, N
Q2	15-Oct-25	John Jay College Career Fair	New York,
Q2	16-Oct-25	John Jay College Career Fair	New York,
Q2	16-Oct-25	Westchester County job fair	White Plain NY
Q2	16-Oct-25	Veterans Resource Fair	Manville, N
Q2	17-Oct-25	Salvation Army Career Fair	New York,
Q2	18-Oct-25	CB17 2nd ANNUAL COMMUNITY FAIR	Brooklyn, N
Q2	19-Oct-25	Making Strides Against Breast Cancer Walk	Queens, NY
Q2	20-Oct-25	Criminal Justice & Public Service Career & Internship Fair	New Haven
Q2	21-Oct-25	Diverse Abilities job fair	White Plain NY
Q2	21-Oct-25	Central Brooklyn Job Fair	Brooklyn, N
Q2	22-Oct-25	New Paltz: Fall 2025 Career Fair for Jobs and Internships	New Paltz,
Q2	22-Oct-25	Philip Randolph Campus High School Fall College Fair	New York,
Q2	23-Oct-25	2025 Mega Job Fair	Bethpage, N
Q2	23-Oct-25	HSTAT's College, Career, and Transition Services Fall Fair	Brooklyn, N
Q2	23-Oct-25	Borough Hall On Your Block Job Fair	Queens, NY
Q2	24-Oct-25	Fall 2025 WSA Career Day	Bronx, NY
Q2	25-Oct-25	Buffalo Soldiers Day Parade & Resource Fair	Brooklyn, N
Q2	26-Oct-25	Bay Plaza mall	Bronx, NY
Q2	27-Oct-25	Queens Defenders Domestic Violence Resource & Support Day in Fair Rockaway	Queens, NY
Q2	28-Oct-25	New York City Career Fair	Bronx, NY
Q2	29-Oct-25	La Guardia College Job and Internship Fair	Queens, NY
Q2	30-Oct-25	St. Johns University Career In Public Service Expo Fall 2025	Queens, NY
Q2	5-Nov-25	CRIMINAL JUSTICE CAREER FAIR Suffolk College	Selden, NY
Q2	6-Nov-25	Queens College Social Services and Non-Profit Fair	Queens, NY
Q2	12-Nov-25	Hiring Hall - Jobs NYC construction Job Fair	Bronx, NY
Q2	13-Nov-25	Co-Sponsored Veterans Job Fair, Freeport Recreation Center	Freeport, N
Q2	14-Nov-25	Veterans Health Fair & Career Expo	Woodbridge
Q2	18-Nov-25	Assemblymember Stefani Zinerman Career Fair	Brooklyn, N
Q2	19-Nov-25	Kings Highway Literacy Zone job fair	Brooklyn, N
Q2	21-Nov-25	College Fair-Common point Opportunity	Queens, NY
Q2	25-Nov-25	Jackson Heights train station tabling	Queens, NY

[NYC DEPARTMENT OF CORRECTION] FY 2026 Quarterly Update Report

Q2	26-Nov-25	Port Authority Terminal	New York,
Q2	27-Nov-25	Thanksgiving - Academy Closed	Queens, NY
Q2	2-Dec-25	Boldest In Your Neighborhood event - Recruitment Tabling	Bronx, NY
Q2	2-Dec-25	College and Career Event at Dewitt Clinton HS YABC	Bronx, NY
Q2	3-Dec-25	Lehman YABC College and Career Fair	Bronx, NY
Q2	5-Dec-25	Henry Street Settlement Job Fair	New York,
Q2	9-Dec-25	International High School at Union Square CAREER FAIR	New York,
Q2	10-Dec-25	NYS Assemblyman Jordan Wright's Career Fair	34 W 134th
Q2	11-Dec-25	Hicksville Career Center event	Hicksville, N
Q2	16-Dec-25	Patchogue Career Center	Patchogue, N
Q2	18-Dec-25	NYPD RESOURCE FAIR	New York,
Q2	30-Dec-25	Bay Plaza Mall	Bronx, NY

[NYC DEPARTMENT OF CORRECTION] 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				
Brooklyn				
Manhattan				
Queens				
Staten Island				

During Q2 FY 2026, DOC spent the following funds for open-competitive and promotion civil service exams:

*The way media is purchased through a third-party vendor- we are unable to track the media streams noted below by borough.

Breakdown of media spending (this spending was for the correction officer exam):

Channel	Spend
OTT	\$93,580.45
Display	\$14,709.09
Audio	\$15,061.27
Social	\$6,911.00
Job Postings	\$1,393.44
Search	\$56,900.00
TV Prod.	\$1,470.00
TV	\$124,673.75
Radio	\$130,249.75
OOH	\$0 (billed in September)
Total	\$444,948.75

C. Recruitment Sources

List recruitment sources used to fill vacancies in the current Quarter (include Q2)

1. Indeed
2. College Internship Program
3. Idealist
4. Social Media Sites
5. The Department of Correction continues to participate in various career fairs and DCAS hiring halls during FY 2026. These events are a useful tool to reach various applicants including those in underutilized groups within the Department.

D. Internships/Fellowships

[NYC DEPARTMENT OF CORRECTION] FY 2026 Quarterly Update Report

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: 0 Q3 Total: (#) Q4 Total: (#)
2. Public Service Corps: Q1 Total: 0 Q2 Total: 0 Q3 Total: (#) Q4 Total: (#)
3. Summer College Interns: Q1 Total: 20 Q2 Total: 0 Q3 Total: (#) Q4 Total: (#)
4. Summer Graduate Interns: Q1 Total: 5 Q2 Total: 0 Q3 Total: (#) Q4 Total: (#)
5. Other (specify): **Civil Service Pathways** Q1 Total: 1 Q2 Total: 0 Q3 Total: (#) Q4 Total: (#)

Additional comments: The Department utilizes the various internship programs as a pathway to recruiting new staff.

Click or tap here to enter text.

[NYC DEPARTMENT OF CORRECTION] FY 2026 Quarterly Update Report

E. 55-A Program

The **55-a Program** 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): **21** **Q2** (12/30/2026): **24**

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

During the 1st Quarter, a total of **2** new applications for the program were received.

During the 1st Quarter **1** participants left the program due to *[becoming permanent in the title of Admin Procurement Analyst]*.

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

During the 2nd Quarter **0** 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:

Disseminated 55-a information:

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

Other Goals (if applicable):

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
Q1	299	47	70
Q2	297	138	148
Q3	(#)	(#)	(#)
Q4	(#)	(#)	(#)

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.

Career Counseling housed in HR, monitors which employees are promoted and afforded different opportunities. They can identify promotional trends and see if career development efforts are successful in preparing staff for greater leadership. The career counselors will assist in the following manner:

- Career Development Resources: Agency staff will receive citywide vacancy announcements, civil service exam notices, and other career development information. Additionally, resources and support will be provided in the following areas:
- Targeted Job Searches: Guidance on how to conduct targeted job searches within the citywide employment system.
- Job Search Strategies: Development of effective job search strategies to help employees find opportunities that align with their career goals.
- Resume Preparation: Assistance in preparing resumes that highlight employees' skills and experiences effectively.
- Interview Techniques: Review and coaching on effective interview techniques to improve success in job interviews.
- Career Growth and Change Management: Support and strategies to help employees promote career growth and navigate changes in their professional lives.
- Internship Exploration: Opportunities for employees to explore internships that can provide additional experience and career development.

[NYC DEPARTMENT OF CORRECTION] FY 2026 Quarterly Update Report

2. Reviewing the methods by which candidates are selected for a promotion, 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.)

- To review and assess the current new hire and promotional procedures for selection, especially for mid- and high-level discretionary positions, a series of actions are planned to ensure representativeness, fairness, and inclusivity throughout the process. First, there will be a focused effort on monitoring the representativeness and fairness of the selection and appointment process by regularly analyzing the demographic composition of applicants, interviewees, and selected candidates. Periodic audits will also be conducted to ensure compliance with fairness and equal opportunity standards, helping to identify and address any potential biases or disparities.

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.

- Vacancy posting protocols will be standardized across the department to clearly outline the qualifications, competencies, and experience required for each role. Efforts will also be made to broaden outreach to ensure vacancies are advertised widely, particularly on platforms that target diverse and underrepresented communities. This approach aims to attract a broader pool of qualified candidates.
- Hiring managers will receive training on inclusive hiring practices, unconscious bias, and fair interviewing techniques, with their adherence to these practices incorporated into their performance evaluations to ensure accountability. Structured interview protocols will be implemented, including standardized questions and scoring rubrics, to ensure all candidates are evaluated consistently based on merit and qualifications. Additionally, diverse interview panels will be assembled to minimize biases and bring a range of perspectives to the selection process.
- The NYCAPS Applicant Interview Log Report will be regularly monitored to track the progress of applicants through the hiring process, ensuring transparency and accountability. Insights from this report will inform decisions on improving recruitment strategies, interview procedures, and candidate evaluations. Finally, a thorough analysis will be conducted to identify and eliminate any structural barriers to employment, with policies and procedures revised as needed to ensure that opportunities for employment and promotion are accessible to a diverse range of candidates. Continuous feedback from employees, candidates, and external partners will be sought to maintain an ongoing commitment to improving the hiring and promotional procedures.

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.)

[NYC DEPARTMENT OF CORRECTION] FY 2026 Quarterly Update Report

- The agency will use the DCAS Layoff Procedure as guidance, should there be any layoffs, terminations, and demotions due to legitimate business/operational reasons in FY 2023. The agency will analyze the impact of layoffs or terminations on racial, gender, age groups, and people with disabilities. Where layoffs or terminations would have a disproportionate impact on any of these groups, the agency will document that the targeted titles or programs were selected based on objective criteria and justified by business necessity. The Agency Personnel Officer, EEO Officer and General Counsel will be involved in making layoff or termination decisions. It should be noted that layoffs must be conducted by seniority in compliance with civil service law (for competitive titles) and union contract (for non-competitive and labor class titles).

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.

[NYC DEPARTMENT OF CORRECTION] FY 2026 Quarterly Update Report

Q1: Yes No **Q2:** Yes No

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.**

[NYC DEPARTMENT OF CORRECTION] FY 2026 Quarterly Update Report

Appendix A. EEO Personnel Details

EEO Personnel For 2nd Quarter, FY 2026

Personnel Changes this Quarter: 0		Number of Additions:1	Number of Deletions:0
Employee's Name & Title	1. Aladekemi Omoregie	2.	3.
Nature of change	<input checked="" 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: December 1, 2025	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:
For New EEO Professionals:			
Name & Title	1. Aladekemi Omoregie- EEO Attorney Investigator	2.	3.
EEO Function	<input type="checkbox"/> EEO Officer <input type="checkbox"/> EEO Counselor <input type="checkbox"/> EEO Trainer <input checked="" 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 checked="" 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 checked="" type="checkbox"/> 100% <input type="checkbox"/> Other: (specify %):	<input type="checkbox"/> 100% <input type="checkbox"/> Other: (specify %):

[NYC DEPARTMENT OF CORRECTION] FY 2026 Quarterly Update Report

Personnel Changes: Yes No

EEO Training Completed within the last two years, including the current quarter (EEO Officer and D&I Officer, respective Deputies, and all new EEO Professionals):			
Name & EEO Role	1. Florina Getman- EEO Officer	2. Aladekemi Omoregie- EEO Attorney Investigator	3.
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 type="checkbox"/> Yes <input checked="" type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No
5. Structured Interviewing and Unconscious Bias	<input checked="" type="checkbox"/> Yes <input 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 type="checkbox"/> Yes <input checked="" 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 type="checkbox"/> Yes <input checked="" type="checkbox"/> No	<input 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 type="checkbox"/> Yes <input type="checkbox"/> No
9. Overview Training for New EEO Officers	<input checked="" type="checkbox"/> Yes <input 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 checked="" type="checkbox"/> Yes <input 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 type="checkbox"/> Yes <input checked="" type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No
12. Trauma-Informed Interviewing Techniques	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No

[Continued] EEO Training completed within the last two years, including the current quarter (EEO Officers and D&I Officers, Deputies, and all new EEO Professionals):			
Name & EEO Role:	4.	5.	6.
Completed EEO Trainings:			
1. Everybody Matters-EEO and 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. 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
3. IgbTq: 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
4. Disability Awareness & 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
5. Structured Interviewing and 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

[NYC DEPARTMENT OF CORRECTION] FY 2026 Quarterly Update Report

6. Microaggressions	<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. 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
8. Reasonable Accommodation Procedural Guidelines	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input 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 type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No
10. 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
11. Intersectionality and EEO Investigations	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No
12. Trauma-Informed Interviewing Techniques	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input 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: 75-20 Astoria Blvd, Suite 390, East Elmhurst, NY 11370

EEO and D&I Staffing as of 1st 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>EEO\ Diversity Role</u>	<u>Name</u>	<u>Civil Service Title</u>	<u>Office E-mail Address</u>
EEO Officer	Florina Getman	Executive Agency Counsel	Florina.Getman@doc.nyc.gov
Chief Diversity & Inclusion Officer	Wendy Garcia	Deputy Commissioner-Development & Advancement	Wendy.Garcia@doc.nyc.gov
Diversity & Inclusion Officer	Wendy Garcia	Deputy Commissioner-Development & Advancement	Wendy.Garcia@doc.nyc.gov
Chief Diversity Officer/Chief MWBE Officer per E.O. 59	Wendy Garcia	Deputy Commissioner-Development & Advancement	Wendy.Garcia@doc.nyc.gov
ADA Coordinator	Nancy Bleakley	Agency Attorney IV	Nancy.bleakley@doc.nyc.gov
Disability Rights Coordinator	Nancy Bleakley	Agency Attorney IV	Nancy.bleakley@doc.nyc.gov
Disability Services Facilitator	Nancy Bleakley	Agency Attorney IV	Nancy.bleakley@doc.nyc.gov

[NYC DEPARTMENT OF CORRECTION] FY 2026 Quarterly Update Report

<u>EEO\ Diversity Role</u>	<u>Name</u>	<u>Civil Service Title</u>	<u>Office E-mail Address</u>
55-a Coordinator	Darlene Oxendine	Program Specialist	Darlene.oxendine@doc.nyc.gov
Career Counselor	Fabian Gomez	Program Specialist	Fabian.gomez@doc.nyc.gov
EEO Investigator	Greg Cheung	Agency Attorney III	Greg.cheung@doc.nyc.gov
EEO Investigator	Anastasia Chin	Agency Attorney IV	Anastasia.chin@doc.nyc.gov
EEO Investigator	Charisse Bourne	Agency Attorney III	Charisse.Bourne@doc.nyc.gov
EEO Investigator	Michael Melmer	Agency Attorney III	<u>Michael.melmer@doc.nyc.gov</u>
EEO Counselor	Akeri Commack	Correction Officer- BKCTS	n/a
EEO RA Legal Coordinator	Ruthie Campbell	Agency Attorney III	RCampbell@doc.nyc.gov
EEO RA Legal Coordinator	Graciela Triana	Agency Attorney III	Graciela.Triana@doc.nyc.gov
EEO RA Legal Coordinator	Andrew Sonpon Jr.	Agency Attorney III	Andrew.SonponJr@doc.nyc.gov
EEO Counselor	Ebony Fort	Correction Officer- BXCTS	n/a
EEO Counselor	Patrina Hall-Madry	Correction Officer- Correction Academy	n/a
EEO Counselor	Philip Green	Correction Officer- Correction Academy/Range	n/a
EEO Counselor	Artheisa Willis	Correction Officer- GRVC	n/a
EEO Counselor	Cherelle Butler	Correction Officer- NIC/WF	n/a
EEO Counselor	Kay Fraser	Baker- NSD	n/a

[NYC DEPARTMENT OF CORRECTION] FY 2026 Quarterly Update Report

<u>EEO\ Diversity Role</u>	<u>Name</u>	<u>Civil Service Title</u>	<u>Office E-mail Address</u>
EEO Counselor	Crystal Coston	Correction Officer-OBCC	n/a
EEO Counselor	Ayanna Campbell	Correction Officer-OBCC	n/a
EEO Counselor	Ron Als	Correction Officer-RMSC	n/a
EEO Counselor	Karen Smith	Correction Officer-RMSC	n/a
EEO Counselor	Jacqueline Franklin	Correction Officer-RNDC	n/a
EEO Counselor	Wanda Roldan	Correction Officer-Transportation	n/a
EEO Training Liaison	Allan Straker	Community Coordinator	Allan.Straker@doc.nyc.gov
Other (specify)	Melanie Barnes	EEO Specialist	Melanie.barnes@doc.nyc.gov
Other (specify)	Willard Hunt	EEO Specialist	Willard.hunt@doc.nyc.gov

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.