

AGENCY

QUARTERLY DIVERSITY AND EEO REPORT FY 2019

AGENCY NAME: NEW YORK CITY EMERGENCY MANAGEMENT

- 1st Quarter (July -September) and 2nd Quarter (October - December), due January 30th
- 3rd Quarter (January -March), due April 30th
- 4th Quarter (April -June), due July 30th

Prepared by:

Annette Santiago

EEO Officer

718-422-8917

Name	Title	Telephone No.
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Date Submitted: 7/12/2019

FOR DCAS USE ONLY

Date Received: _____

Name of Reviewer: _____

INSTRUCTIONS FOR FILLING OUT QUARTERLY REPORTS FY 2019

1. Please save this file as '**XXXX Quarter X FY 2019 DEEO Quarterly Report**' where 'XXXX' is the commonly used acronym of your agency. You must submit this file in MS Word format. Please do not convert it to PDF.
2. Complete the "Diversity and EEO Training Summary" details in the attached Excel file. Under Section 10 ("Other"), include training classes co-organized or co-sponsored by EEO and/or HR that are related to the development of the agency staff in the areas of equal employment, diversity, inclusion, civil rights, workplace culture and behavior, interpersonal relations, and community relations.

3. Please save this Excel file as '**XXXX Quarter X FY 2019 DEEO Training Summary**', where '**XXXX**' is the commonly used acronym of your agency. You must submit this file in MS Excel format. Please do not convert it to PDF.

PART I:

NARRATIVE SUMMARY

I. COMMITMENT AND ACCOUNTABILITY STATEMENT BY THE AGENCY HEAD

Distributed to all agency employees? Yes, On (Date): 7/12/2019 No

II. RECOGNITION AND ACCOMPLISHMENTS

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

Diversity & EEO Awards

Public Notices

Diversity and EEO Appreciation Events

Positive Comments in Performance Appraisals

Other (please specify): Quarterly Agency "All Hands" Meetings/Agency representation at the 2019 Pride Parade

III. WORKFORCE REVIEW AND ANALYSIS

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

Yes, On (Date): 2/20/2019 No

The agency informed employees that the revised self-ID form now includes new race categories.

Yes, On (Date): 2/20/2019 No

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

Yes, On (Date): 7/05/2019 No

The review was conducted together with: Human Resources

Agency Head

General Counsel

Other _____

IV. EEO, DIVERSITY, INCLUSION, AND EQUITY INITIATIVES FOR FY 2019

Please describe your progress this quarter in implementing the primary goals in Section IV of your Agency Diversity and EEO Plan for FY 2019 - Proactive Strategies to Enhance Diversity, EEO and Inclusion:

A. WORKFORCE:

Please list the Workforce Goal(s) included in <i>Section IV: Proactive Strategies to Enhance Diversity, EEO and Inclusion</i> , which you set/declared in your FY 2019 Diversity and EEO Plan (e.g., underutilization, workforce planning, succession planning and diverse applicant pool, among others):	Please describe the steps that your agency has taken to meet the Workforce Goal(s) set/declared in your plan. ○ Include steps that were taken or considered to build an inclusive and sustainable pipeline for your agency across all levels.	Status Update
EEO notifications calendar	An notification calendar has been developed by the EEO team to make sure that EEO notifications are sent on a schedule	<input type="checkbox"/> Planned <input type="checkbox"/> Deferred <input type="checkbox"/> Not started <input type="checkbox"/> Delayed <input checked="" type="checkbox"/> Ongoing <input type="checkbox"/> Completed Other - please describe
Reasonable Accommodation Process notification	An agency wide notification is periodically sent to all staff to inform them about the reasonable accommodation process. This notification also includes the Reasonable Accommodation Forms.	<input type="checkbox"/> Planned <input type="checkbox"/> Deferred <input type="checkbox"/> Not started <input type="checkbox"/> Delayed <input checked="" type="checkbox"/> Ongoing <input type="checkbox"/> Completed Other - please describe
Sexual harassment and ltbTq: The Power of Inclusion training notification	Notified agency of sexual harassment training and lgbTq: The Power of Inclusion online DCAS trainings.	<input type="checkbox"/> Planned <input type="checkbox"/> Deferred <input type="checkbox"/> Not started <input type="checkbox"/> Delayed <input checked="" type="checkbox"/> Ongoing <input type="checkbox"/> Completed Other - please describe

Describe steps that were taken or considered to address underutilization identified through quarterly workforce reports. Please list Job Groups where underutilization exists in the current quarter.

The EEO Officer reviews the CEEDS report and advises the commissioner of the status of the report. When positions become available in a division, underutilization (if any) is addressed at the Commissioner's weekly personnel meeting as well as any new job vacancies.

B. WORKPLACE:

Please list the Workplace Goal(s) included in <i>Section IV: Proactive Strategies to Enhance Diversity, EEO and Inclusion</i> , which you set/declared in your FY 2019 Diversity and EEO Plan (e.g., job satisfaction/engagement surveys, exit interviews/surveys, and onboarding surveys):	Please describe the steps that your agency has taken to meet the Workplace Goal(s) set/declared in your plan. ○ Include steps that were taken or considered to create an inclusive work environment that values differences that each of your unique employees brings to work, and to maintain focus on retaining talent across all levels.	Status Update
<p>NYCEM maintains an inclusive work environment that takes into account the differences of all its employees by offering 30, 60, and 90 evaluations for all new employees and an annual evaluation of all employees. Participants are encouraged to speak candidly with each other. Employee evaluations ask focused questions to measure milestones, both perceived by the Supervisor as well as the employees, and set goals for both supervisor and employees moving forward</p>	<p>In a continued effort to promote inclusion and solid working relationships, NYCEM sponsors employee functions such as monthly All-Hands meetings hosted by the agency’s Commissioner where all of the agency staff is updated on agency projects, including milestones, awards, and promotions. Additional events at the agency inclusionary and cohesive practices include quarterly brown bags which address agency policies and practices, and annual summer potluck picnic, where all employees are encouraged to contribute foods unique to their culture and ethnicity. Other social gatherings from celebratory breakfasts, through going-away receptions, coaching programs and mentor programs may also be seen as elements of cohesion-building strategy within the agency. NYCEM’s Commissioner is centrally involved in all of these examples</p>	<p> <input type="checkbox"/> Planned <input type="checkbox"/> Deferred <input type="checkbox"/> Not started <input type="checkbox"/> Delayed <input checked="" type="checkbox"/> Ongoing <input type="checkbox"/> Completed Other - please describe </p>

<p>The agency conducted a strategic plan initiative. An early component of the effort was an agency wide survey to afford an opportunity to express job satisfaction; put forth concerns and ideas about the ways in which the agency can improve/and or change.</p>	<p>An agency suggestion box was placed on the intranet to allow the employee to continue to put forth concerns and ideas about the way in which the agency can improve/and or change.</p>	<p><input type="checkbox"/> Planned <input type="checkbox"/> Deferred <input type="checkbox"/> Not started <input type="checkbox"/> Delayed <input checked="" type="checkbox"/> Ongoing <input type="checkbox"/> Completed Other - please describe</p>
<p>Enhancement of the agency's intranet</p>	<p>The intranet has been enhanced to include a "Message Board and Announcements" to increase communications, foster team building, and opportunities to engage staff.</p>	<p><input type="checkbox"/> Planned <input type="checkbox"/> Deferred <input type="checkbox"/> Not started <input type="checkbox"/> Delayed <input checked="" type="checkbox"/> Ongoing <input type="checkbox"/> Completed Other - please describe</p>
<p>Please specify any other EEO-related activities during the quarter (e.g., postings, meetings, cultural programs promoting diversity, newsletters/articles, etc.) and describe briefly the activities, including the dates when the activities occurred.</p>		
<p>Agency newsletters are distributed quarterly. Employees and Managers are encouraged to send milestones and/or notifications of awards to the Communications unit to be included in these newsletters.</p> <p>The Assistant Commissioner for Human Resources sends out promotion and/or position change notifications to the agency both of which are included in the newsletter</p>		

C. COMMUNITY:

Please list the Community Goal(s) included in <i>Section IV: Proactive Strategies to Enhance Diversity, EEO and Inclusion</i> , which you set/declared in your FY 2019 Diversity and EEO Plan (e.g., community outreach and engagement, MWBE participation and customer satisfaction surveys):	Please describe the steps that your agency has taken to meet the Community Goal(s) set/declared in your plan. ○ Include steps that were taken or considered to establish your agency as a leading service provider to the citizens of New York City focused on inclusion and cultural competency, while reflecting the vast communities that are served.	Status Update
Cultural Awareness Training	NYC Emergency Management conducts Cultural Awareness training for its staff, volunteers, City agency and community partners. The training was launched in 2016 for emergency management professionals to increase workplace effectiveness by increasing levels of cultural competency.	<input type="checkbox"/> Planned <input type="checkbox"/> Deferred <input type="checkbox"/> Not started <input type="checkbox"/> Delayed <input checked="" type="checkbox"/> Ongoing <input type="checkbox"/> Completed Other - please describe
Ready New York – This campaign encourages New Yorkers to be ready for all types of emergencies through its special presentations and resource materials	<p>The Ready New York materials are periodically reviewed. The resource materials are available in up to 23 different languages and for some guides, in braille and audio tape.</p> <p>The program is structured to provide preparedness materials which speaks to the diverse cultures that reside in our City.</p>	<input type="checkbox"/> Planned <input type="checkbox"/> Deferred <input type="checkbox"/> Not started <input type="checkbox"/> Delayed <input checked="" type="checkbox"/> Ongoing <input type="checkbox"/> Completed Other - please describe

<p>NYC Citizen Corps – manages the agency’s connection with the nonprofit community and promotes community based emergency planning and disaster volunteerism, with outreach initiatives.</p>	<p>The program is reviewed periodically to ensure that we are reaching out to a wide-range community</p>	<p> <input type="checkbox"/> Planned <input type="checkbox"/> Deferred <input type="checkbox"/> Not started <input type="checkbox"/> Delayed <input checked="" type="checkbox"/> Ongoing <input type="checkbox"/> Completed Other - please describe </p>
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V. RECRUITMENT

Please list Recruitment Strategies and Initiatives which you set/declared in your FY 2019 Diversity and EEO Plan (e.g., targeted outreach and outreach, diversity recruitment, social media presence, where jobs are posted, EEO and APO collaboration, evaluation of best recruitment sources, structured interview training and unconscious bias training):	Please describe the steps that your agency has taken to meet the Recruitment Goal(s) set/declared in your plan.	Status Update
Increased career fair attendance	To promote diversity, inclusion and solid working relationships, NYCEM attends public and private career fairs in New York City. Career fairs are organized by universities, public and private institutions. The fairs are attended by the EEO Officer, Assistant Commissioner of Human Resources, the Deputy Director of Human Resources along with other members of Human Resources.	<input type="checkbox"/> Planned <input type="checkbox"/> Deferred <input type="checkbox"/> Not started <input type="checkbox"/> Delayed <input checked="" type="checkbox"/> Ongoing <input type="checkbox"/> Completed Other - please describe
Minority and Women owned Business Enterprises(MWBE) program	<p>The Procurement unit continues to support the Minority and Women owned Business Enterprises (MWBE) program.</p> <p>They attend job fairs to promote the MWBE program.</p>	<input type="checkbox"/> Planned <input type="checkbox"/> Deferred <input type="checkbox"/> Not started <input type="checkbox"/> Delayed <input checked="" type="checkbox"/> Ongoing <input type="checkbox"/> Completed Other - please describe

University Partnership Program	NYCEM's University Partnership Program (UPP) bridges the gap between theory and practice by strengthening students' understanding of how emergency management is actually practiced in NYC, and by advancing the emergency management field through collaborations between researchers and practitioners.	<input type="checkbox"/> Planned <input type="checkbox"/> Deferred <input type="checkbox"/> Not started <input type="checkbox"/> Delayed <input checked="" type="checkbox"/> Ongoing <input type="checkbox"/> Completed Other - please describe
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B. INTERNSHIPS/FELLOWSHIPS

The agency is providing the following internship opportunities in FY 2019:			
Type of Internship\Fellowship	Total	Race/Ethnicity [#s]	Gender [#s]
1. Civic Corp Fellows FY 2019	9	Asian 2, Black 1, White 3, Hispanic 3	Male: _6_ Female: __3_
2. Summer Interns	23	Asian 9, Black 5, White 6, Hispanic 3,	Male: _9_ Female: _14_
3. High school Internship Program	5	Asian 2, Black 1, Hispanic 2	Male: _4_ Female: _1_
4. Spring Interns	5	Asian 3, Black 2	Male: _2_ Female: _3_
5. Urban Fellow	1	White 1	Female 1
<i>Additional Comments:</i>			

C. 55-A PROGRAM

The agency uses the 55-a Program to hire and retain qualified individuals with disabilities. Yes No

Currently, there are 0 [number] 55-a participants. During this Quarter, a total of 0 [number] new applications for the program were received and 0 participants left the program due to [state reasons] n/a .

The 55-a Coordinator has achieved the following goals:

1. Disseminated 55-a information through e-mail, training sessions, agency website and agency newsletter. Yes No
2. Included 55-a program contacts in the distribution list for vacancies via MOPD contacts
3. Attended the 55-a and Disability Etiquette Awareness Training on 5/09/2019
4. Attended the DCAS Diversity Career fair with the EEO Officer on 5/20/2019

VI. SELECTION (HIRING AND PROMOTION)

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

Please list additional Selection Strategies and Initiatives which you set/declared in your FY 2019 Diversity and EEO Plan (<i>include use of structured interview, EEO or APO representatives observing interviews, review of placements, review of e-hire applicant data</i>)	Please describe the steps that your agency has taken to meet the Selection (Hiring and Promotion) Goal(s) set/declared in your plan.	Status Update
Advising employees of opportunities for promotion and career development	When positions become available, the job vacancies are presented to the Commissioner for approval to post. Upon approval, the vacancy is submitted to the Office of Management and Budget (OMB) via the e-hire system. When approval is obtained from OMB, the posting is sent via email to all NYCEM employees from the HR unit advising them of the job opportunity.	<input type="checkbox"/> Planned <input type="checkbox"/> Deferred <input type="checkbox"/> Not started <input type="checkbox"/> Delayed <input checked="" type="checkbox"/> Ongoing <input type="checkbox"/> Completed Other - please describe

Reviewing the methods by which candidates are selected for new hiring and promotion	As a smaller agency, it is formal practice at NYCEM that all new hires, whether low, mid-level or high-level discretionary positions go through a three-level panel interview process. The direct supervisor conducts the first interview and selects the top three candidates. The second level of interviews are conducted by the deputy commissioner of the division, the EEO Officer/Assistant Commissioner for Human Resources, and a member from the executive panel. Finally, the Commissioner, a panel of agency executives and the EEO Officer, conduct the third interview and a final decision is made.	<input type="checkbox"/> Planned <input type="checkbox"/> Deferred <input type="checkbox"/> Not started <input type="checkbox"/> Delayed <input checked="" type="checkbox"/> Ongoing <input type="checkbox"/> Completed Other - please describe
Increasing the positions filled through civil service lists	NYCEM does not currently fill any positions through a civil service list, as to date, the civil service exam for our title is not finalized. The recruitment and hiring procedures described in this document are strictly adhered to.	<input type="checkbox"/> Planned <input checked="" type="checkbox"/> Deferred <input type="checkbox"/> Not started <input type="checkbox"/> Delayed <input type="checkbox"/> Ongoing <input type="checkbox"/> Completed Other - please describe
Analyzing the impact of layoffs or terminations on racial, gender and age groups	If future periods of layoffs, terminations and demotions come to fruition for legitimate business/operational reasons, NYCEM will analyze the impact upon gender, race and age before making any final decisions. NYCEM will take all steps to protect the integrity of the diversity and inclusionary practices of the agency. The Commissioner will include the agency's EEO Officer and General Counsel in any decisions that impact gender, race and age.	<input type="checkbox"/> Planned <input type="checkbox"/> Deferred <input type="checkbox"/> Not started <input type="checkbox"/> Delayed <input checked="" type="checkbox"/> Ongoing <input type="checkbox"/> Completed Other - please describe

Other:	The EEO Officer has access to the NYCEM e-hire database and the ability to review the applicants. The Assistant Commissioner, Human Resources is also the NYCEM EEO Officer. The NYCEM intranet has the structured interview guide which includes advice on how to conduct an interview and questions.	<input type="checkbox"/> Planned <input type="checkbox"/> Deferred <input type="checkbox"/> Not started <input type="checkbox"/> Delayed <input checked="" type="checkbox"/> Ongoing <input type="checkbox"/> Completed Other - please describe

VII. TRAINING

Please provide your training information in the “DIVERSITY AND EEO TRAINING SUMMARY” attached.

VIII. REASONABLE ACCOMMODATION

Please report your reasonable accommodation requests for this quarter and their disposition in the DCAS Citywide Complaint/Reasonable Accommodation Tracking System by logging into your CICS Account at:

<https://mspwwa-dcslnx01.csc.nycnet/Login.aspx>

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

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

Please provide E.O. 16 Training Information in the “DIVERSITY AND EEO TRAINING SUMMARY” attached.

B. EXECUTIVE ORDER 21: PROHIBITION ON INQUIRY REGARDING JOB APPLICANT’S PAY HISTORY

The agency has reviewed its practices (including application and interview forms) with regards to prohibition on inquiry regarding pay history. All personnel involved in job interviews is required to go through structured interview training.

C. LOCAL LAW 92: ANNUAL SEXUAL HARASSMENT PREVENTION TRAINING

Please provide Sexual Harassment Prevention Training Information in the “DIVERSITY AND EEO TRAINING SUMMARY” attached.

D. LOCAL LAW 93: RISK ASSESSMENT SURVEY

Please provide a short description of planning and implementation of strategies aimed to reduce/minimize the risk of sexual harassment in your agency.

Within the timeframe provided in your Annual Plan, provide any progress on the following, and if none write N/A:

Risk 1: Homogenous Workplace: We provide mandatory training to supervisors so that they are aware of what sexual harassment is; how to handle a sexual harassment matter and how to report instances of sexual harassment.

Risk 2: Cultural and Language Differences in the Workplace: Employees are also encouraged to attend diversity and inclusion courses through DCAS such as “Building an Inclusive Culture: Understanding Unconscious Bias” and “Conflict Resolution Strategies for the Culturally Diverse Workplace.”

Risk 3: Workplaces with Significant Power Disparities: Throughout the year, EEO and sexual harassment training are emphasized and offered to all personnel. New employees are provided with the agency handbook and referred to our intranet

page where all of the agency's policies are outlined in plain language.

We have a procedure in place for sexual harassment instances to be reported. Managers in the agency are well aware of rules, have had the training and know the procedure.

Risk 4: Isolated Workplaces: There are no strategies to be identified or undertaken as there are no isolated workplaces in our agency, nor isolated workers.

Risk 5: Decentralized Workplaces: There are no strategies or actions that may be undertaken to reduce risk factors for sexual harassment as there are no decentralized workplaces in our agency.

E. LOCAL LAW 97: ANNUAL SEXUAL HARASSMENT REPORTING

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

Report all complaints and reasonable accommodation requests through DCAS/CDEEO Complaint Tracking System by logging into your CICS account at: <https://mspwwa-dcslnx01.csc.nycnet/Login.aspx>

F. LOCAL LAW 101: CLIMATE SURVEY

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

Describe any follow-up measures taken to address the results of the climate survey: The EEO Officer meets with the Commissioner to discuss strategies to address climate related issues and collaborates with the agency counsel to implement any corrective actions.

X. AUDITS AND CORRECTIVE MEASURES

Please choose the statement that applies to your agency.

- The agency is NOT involved in an audit conducted by NYC EEPC or another governmental agency specific to our EEO practices.
- The agency is involved in an audit; please specify who is conducting the audit: _____.
- Attach or list below audit recommendations.
- The agency has submitted or will submit to OCEI an amendment letter, which shall amend the agency plan for FY 2019.

*During the 3rd Quarter, the agency was involved in an audit conducted by the NYC Equal Employment Practices Commission. On May 21, 2019, the agency received the determination of compliance which stated that the agency complied with the requested corrective actions.

X1. AGENCY COMMENTS ON FY 2019 ANNUAL D&EEO PLAN TEMPLATE [OPTIONAL]

Please provide your comments and suggestions for improvement of the Annual D&EEO Plan template for FY 2020. You may also send your comments and suggestions directly to ocei@dcas.nyc.gov. Thank you for your thoughts!

Describe sections of the plan that you believe should be modified. Please include reasons why you think changes are needed. Are there sections or issues that should be added? Are there sections or questions that may be omitted altogether? Why? Did you find preparing your agency's annual plan easier with the new template used for FY 2019 than before?

APPENDIX: NEW YORK CITY EMERGENCY MANAGEMENT EEO PERSONNEL DETAILS

EEO PERSONNEL FOR 3rd QUARTER, FISCAL YEAR 2019

A. PERSONNEL CHANGES

Personnel Changes this Quarter: <input type="checkbox"/> No Changes		Number of Additions:	Number of Deletions:
Employee's Name	Anthony Marzuillo	Karen Thomas	Jeffrey Aler
Nature of change	<input checked="" type="checkbox"/> Addition <input type="checkbox"/> Deletion	<input checked="" type="checkbox"/> Addition <input type="checkbox"/> Deletion	<input type="checkbox"/> Addition <input checked="" type="checkbox"/> Deletion
Start/Termination date of EEO Function	Start Date: 3/14/2019 OR Termination Date:	Start Date: 3/14/2019 OR Termination Date:	Start Date: OR Termination Date: 4/26/2019
NOTE: Please attach CV/Resume of new staff to this report			
For Current EEO Professionals:			
Title	Assistant Commissioner, HR	Deputy Director, HR	
EEO Function	<input checked="" 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 checked="" 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)
Proportion of Time Spent on EEO Duties	<input type="checkbox"/> 100% <input checked="" type="checkbox"/> Other (50%)	<input type="checkbox"/> 100% <input checked="" type="checkbox"/> Other: (50%):	<input type="checkbox"/> 100% <input type="checkbox"/> Other: (specify %):

Attended EEO Professional On-Boarding at DCAS	<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
Completed Trainings:	<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	<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
Diversity & Inclusion	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No
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
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 type="checkbox"/> No
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
Training Source(s):	<input checked="" type="checkbox"/> DCAS <input checked="" type="checkbox"/> Agency <input type="checkbox"/> Other	<input checked="" type="checkbox"/> DCAS <input checked="" type="checkbox"/> Agency <input type="checkbox"/> Other	<input type="checkbox"/> DCAS <input type="checkbox"/> Agency <input type="checkbox"/> Other

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

<u>DIVERSITY AND EEO STAFFING IN NYC EM AS OF QUARTER (X) FY 2019 *</u>					
<u>Name</u>	<u>Civil Service Title</u>	<u>EEO\ Diversity Role</u>	<u>% of Time Devoted to EEO & Diversity Functions</u>	<u>Office E-mail Address</u>	<u>Telephone #</u>
<u>Annette Santiago</u>	<u>Emergency Preparedness Manager</u>	<u>EEO Officer/Director</u>	<u>100%</u>	<u>asantiago@oem.nyc.gov</u> <u>v</u>	<u>718-422-8917</u>
<u>N/A</u>	<u>N/A</u>	<u>Deputy EEO Officer</u>	<u>100%</u>	<u>N/A</u>	
<u>Dennis Boyd</u>	<u>Emergency Preparedness Manager</u>	<u>ADA Coordinator</u>	<u>100%</u>	<u>dboyd@oem.nyc.gov</u>	<u>718-422-8595</u>
<u>Dennis Boyd</u>	<u>Emergency Preparedness Manager</u>	<u>Disability Rights Coordinator</u>	<u>100%</u>	<u>dboyd@oem.nyc.gov</u>	<u>718-422-8595</u>
<u>Brandon Hill</u>	<u>Emergency Preparedness Manager</u>	<u>Disability Services Facilitator</u>	<u>100%</u>	<u>bhill@oem.nyc.gov</u>	<u>718-422-4669</u>
<u>Annette Santiago</u>	<u>Emergency Preparedness Manager</u>	<u>Career Counselor</u>	<u>50%</u>	<u>asantiago@oem.nyc.gov</u> <u>v</u>	<u>718-422-8917</u>

<u>Karen Thomas</u>	<u>Emergency Preparedness Specialist</u>	<u>EEO Counselor</u>	<u>10%</u>	<u>kthomas@oem.nyc.gov</u>	<u>718-422-8930</u>
<u>Anthony Marzuillo</u>	<u>Emergency Preparedness Manager</u>	<u>EEO Counselor</u>	<u>10%</u>	<u>amarzuillo@oem.nyc.gov</u>	<u>718-422-8479</u>
<u>Annette Santiago</u>	<u>Emergency Preparedness Manager</u>	<u>Investigator/Trainer</u>	<u>25%</u>	<u>asantiago@oem.nyc.gov</u>	<u>718-422-8917</u>
		<u>EEO Training Liaison</u>			
<u>Veronica Geager</u>	<u>Emergency Preparedness Manager</u>	<u>55a Coordinator</u>	<u>25%</u>	<u>vgeager@oem.nyc.gov</u>	<u>718-422- 4843</u>

* Please insert additional entries as needed. Title refers to the civil service title. If there is an EEO/Diversity role that your staff performs that is not on the list above Just indicate it on the chart.