

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

### Narrative Summary

**Agency Name:** NYC DEPARTMENT OF CORRECTION

- ☒ 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

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**FOR DCAS USE ONLY**

**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

- 07/16/25: 70 DOC Staff members were honored during DOC's Employee Recognition Breakfast.
- 08/19/25: DOC Staff Appreciation BBQ.

## 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): 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

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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: <b>07/19/25</b>	Q2 Review Date: (MM/DD/YY)	Q3 Review date: (MM/DD/YY)	Q4 Review date: (MM/DD/YY)
Review conducted with: <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	Review conducted with: <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	Review conducted with: <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	Review conducted with: <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. 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?

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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 Q1, 167 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 Q1, 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. 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

**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 Q1, a new class of promoted Assistant Deputy Wardens and Captains were promoted and mentored by Departmental staff.

**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.

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

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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 Q1, OAD relaunched the Morale Committee where members of 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.]**

**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**

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**your metrics or indicators for evaluating the success of these programs and initiatives?**

During Q1, the Department celebrated staff during an employee recognition month 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 Q1, the Department's Academy continued partnering with various vendors to offer leadership and continuing education courses. For example, the Academy worked with 15 staff members to become staff-certified EMTs. Additionally, DOC continued its partnership with Jogn Jay College. 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 support equitable engagement across cultural identities newsletters/articles, etc.) and describe them, including the dates when the activities occurred.**



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**What are your metrics or indicators for evaluating the success of these activities?**

- **07/16/25: DOC celebrated 70 staff members during an Employee Recognition Breakfast at DOC Headquarters.**
- **08/19/25: DOC staff celebrated summer with a staff BBQ on Riker's Island.**
- **09/20/25: DOC staff participated in Men's Health 5k Run/Walk and Sporting Event on Riker's Island.**
- **09/25/25: DOC's Division of Programs and Community Partnerships hosted its annual staff appreciation event in Flushing Meadows Corona Park in Queens.**

### **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. 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.

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

- 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.

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### **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 wait time and the overall visitation experience. The success of these initiatives is tracked by the Department's data teams using various methods.

### **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.

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

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

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**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?**

- **07/11/25: A graduation was held for 63 people in custody who graduated from the East River Academy on Riker's Island.**
- **07/26: DOC staff partnered with local shelters and community organizations to bring books and bikes to young New Yorkers during the Third Annual Christmas in July event.**
- **08/04/25: DOC staff gave out books, bikes and helmets to kids in Queens.**
- **08/17/25: DOC staff walked in the 43<sup>rd</sup> Annual India Day Parade in Manhattan.**
- **09/01/25: DOC staff walked in the West Indian Day Parade in Brooklyn.**
- **09/25/25: DOC staff walked in the African American Day Parade.**

## **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**

- 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.

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### **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?**

The Department attended events and hiring halls during Q1. The recruitment teams monitor the number of applications received from these events. The events attended during Q1 are listed below.

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

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

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

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

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

3. 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.

Quarter #	Event Date	Event Name	Borough
Q1	2-Jul-25	Summer Expo OBT	Brooklyn
Q1	3-Jul-25	Medgar Evers College	Brooklyn
Q1	4-Jul-25	Port Authority Bus terminal	Manhattan
Q1	5-Jul-25	Juniper Valley Park	Queens
Q1	6-Jul-25	Bay Plaza	Bronx
Q1	8-Jul-25	Jackson Heights Train Station tabling	Queens
Q1	8-Jul-25	Brooklyn Public Library	Brooklyn
Q1	9-Jul-25	Monroe University Beyond the Desk Expo	Bronx
Q1	10-Jul-25	Hiring Hall- Queens	Queens
Q1	10-Jul-25	Alive after Five	Long Island
Q1	11-Jul-25	South Bronx Job Fair	Bronx
Q1	12-Jul-25	Back to School Event	Manhattan
Q1	13-Jul-25	Bangale Community Event	Long Island
Q1	14-Jul-25	Jackson Heights Train Station tabling	Queens
Q1	15-Jul-25	NYC Jobs: Brooklyn Job fair	Brooklyn
Q1	15-Jul-25	NYS Dept. of Labor (SUNY) Queens Educational Opportunities	Queens
Q1	15-Jul-25	Monroe University: Virtual Employer Campus Recruitment	Queens
Q1	16-Jul-25	Assembly Woman Nikki Lucas Succeed to Success	Brooklyn
Q1	17-Jul-25	Queens Community Justice Center	Queens
Q1	18-Jul-25	Harlem Community Job Fair	Manhattan

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Quarter #	Event Date	Event Name	Borough
Q1	19-Jul-25	Love on the Block	Bronx
Q1	20-Jul-25	Bangale Community Event	Long Island
Q1	22-Jul-25	Patchogue Mini job fair	Long Island
Q1	23-Jul-25	Monroe University: Criminal Justice and Human Services Career Expo	Bronx
Q1	24-Jul-25	Community Baby Shower Event in South Queens	Queens
Q1	25-Jul-25	Christmas in July, NYC Care & Disaster Relief	Queens
Q1	26-Jul-25	Benefits on Your Block	Staten Island
Q1	28-Jul-25	Congressman Hakeem Jeffries & Mt. Ararat Church job fair	Brooklyn
Q1	29-Jul-25	NYC Jobs Bronx Hiring Hall	Bronx
Q1	31-Jul-25	Bay Plaza	Bronx
Q1	1-Aug-25	Vannessa Gibson: Veterans career day	Bronx
Q1	4-Aug-25	Explorers Career Day- Fordham University	Bronx
Q1	5-Aug-25	National Night Out (NNO) 26 <sup>th</sup> PCT	Manhattan
Q1	5-Aug-25	National Night Out (NNO) 115 <sup>th</sup> PCT	Queens
Q1	6-Aug-25	Summer Youth Academy Career Day at NYPD	Queens
Q1	7-Aug-25	Career Day at NYPD Academy	Queens
Q1	12-Aug-25	NYSDOL & SUNY Empire Job Fair	Long Island
Q1	12-Aug-25	DOL tabling	Queens
Q1	13-Aug-25	Job Fair Public Safety	Staten Island
Q1	14-Aug-25	CACS back to school and Community Event	Brooklyn
Q1	21-Aug-25	Back To School Community Event	Bronx
Q1	25-Aug-25	GMDC	Rikers Island
Q1	26-Aug-25	Local Veterans' Employment Representatives table	Queens
Q1	27-Aug-25	Back to School & Community Event	Bronx
Q1	28-Aug-25	BCDC 2 <sup>nd</sup> Annual Summer	Brooklyn
Q1	28-Aug-25	Youth Day/Back to School Event I	Bronx
Q1	28-Aug-25	NYS DCAS at Bedford Library	Brooklyn
Q1	2-Sep-25	St Francis College Fall Career Fair	Brooklyn
Q1	3-Sep-25	Jackson Heights train station tabling	Queens
Q1	4-Sep-25	Fordham back to school and community event	Bronx

## [NYC DEPARTMENT OF CORRECTION] FY 2026 Quarterly Update Report

Quarter #	Event Date	Event Name	Borough
Q1	4-Sep-25	Adelphi University Fall Job and Internship Fair	Long Island
Q1	4-Sep-25	D46 Hiring Fair	Brooklyn
Q1	6-Sep-25	2025 Back-to-School & Community Fun Day	Manhattan
Q1	6-Sep-25	Love on the block Harlem	Manhattan
Q1	7-Sep-25	Bay Plaza Mall	Bronx
Q1	8-Sep-25	Jackson Heights train station tabling	Queens
Q1	9-Sep-25	Flatbush Clergy Career Fair	Brooklyn
Q1	9-Sep-25	Hiring Hall by Assembly Member Zimerman	Brooklyn
Q1	10-Sep-25	Pop-Up Diversity Plaza	Queens
Q1	11-Sep-25	Jackson Heights train station tabling	Queens
Q1	13-Sep-25	African Heritage festival	Bronx
Q1	13-Sep-25	Famchella Celebration of Family, Fun & Community	Brooklyn
Q1	15-Sep-25	Pop-Up Diversity Plaza	Queens
Q1	16-Sep-25	Jobs NYC & Bronx Work Hiring Hall	Bronx
Q1	16-Sep-25	Table in front of Motor Vehicle	Brooklyn
Q1	18-Sep-25	Mega Career Fair at the Nassau Veterans' Memorial Coliseum	Long Island
Q1	18-Sep-25	St. John's University	Queens
Q1	19-Sep-25	NYIT Fall 2025 Career Fair	Long Island
Q1	20-Sep-25	Town of Wallkill Community Day Event	Orange County
Q1	21-Sep-25	Flatbush Frolic Street fair	Brooklyn
Q1	22-Sep-25	Eagle Eye Training Career Fair	Yonkers
Q1	23-Sep-25	SUNY OLD Westbury Internship & Volunteer Expo 2025	Long Island
Q1	24-Sep-25	Orange County Fall Job Fair	Orange County
Q1	25-Sep-25	Hispanic Heritage Celebration at NYC H+H South Brooklyn	Brooklyn
Q1	25-Sep-25	Job Fair at Farmingdale Library	Long Island
Q1	27-Sep-25	Yonkers Veteran Resource Fair	Yonkers



## **[NYC DEPARTMENT OF CORRECTION] FY 2026 Quarterly Update Report**

<b>Quarter #</b>	<b>Event Date</b>	<b>Event Name</b>	<b>Borough</b>
Q1	28-Sep-25	Jack and Ronnie McGreevey Hispanic celebration at Hudson	New Jersey
Q1	29-Sep-25	Jackson Heights train station tabling	Queens
Q1	30-Sep-25	CMP Job Fair 2025	Manhattan

## **[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 Q1 FY 2025, 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:**

- Digital Media (including display banner, OTT, streaming video, streaming audio, social media)- \$339,423.62
- TV (Broadcast Cable and ECM Television)- \$273,762.77
- Radio (Radio and ECM Radio)- \$266,557.77

## **C. Recruitment Sources**

List recruitment sources used to fill vacancies in the current Quarter (include Q1)

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**

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: 20 Q2 Total: (#) Q3 Total: (#) Q4 Total: (#)
4. Summer Graduate Interns: Q1 Total: 5 Q2 Total: (#) Q3 Total: (#) Q4 Total: (#)

## **[NYC DEPARTMENT OF CORRECTION] FY 2026 Quarterly Update Report**

5. Other (specify): **Civil Service Pathways** Q1 Total: 1 Q2 Total: (#) 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): (#)

**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 (#) 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:**

**Disseminated 55-a information:**

by e-mail:	<input type="checkbox"/> <b>Yes</b>	<input type="checkbox"/> <b>No</b>
in training sessions:	<input 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):**

## 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>	<b>299</b>	<b>47</b>	<b>70</b>
<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.

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.**



## Appendix A. EEO Personnel Details

### EEO Personnel For 1st Quarter, FY 2026

Personnel Changes this Quarter: 0		Number of Additions:0	Number of Deletions:0
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

# [NYC DEPARTMENT OF CORRECTION] FY 2026 Quarterly Update Report

## 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.	3.
Completed EEO Trainings:			
1. Everybody Matters-EEO and D&I	<input checked="" 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 checked="" 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 checked="" 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 checked="" 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 checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input 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 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 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 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 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 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 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

## [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
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

## [NYC DEPARTMENT OF CORRECTION] FY 2026 Quarterly Update Report

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>	<u>Telephone #</u>
<b>EEO Officer</b>	Florina Getman	Executive Agency Counsel	Florina.Getman@doc.nyc.gov	718-546-0865
<b>Chief Diversity &amp; Inclusion Officer</b>	Wendy Garcia	Deputy Commissioner- Development & Advancement	Wendy.Garcia@doc.nyc.gov	718-546-0871
<b>Diversity &amp; Inclusion Officer</b>	Wendy Garcia	Deputy Commissioner- Development & Advancement	Wendy.Garcia@doc.nyc.gov	718-546-0871
<b>Chief Diversity Officer/Chief MWBE Officer per E.O. 59</b>	Wendy Garcia	Deputy Commissioner- Development & Advancement	Wendy.Garcia@doc.nyc.gov	718-546-0871
<b>ADA Coordinator</b>	Nancy Bleakley	Agency Attorney IV	Nancy.bleakley@doc.nyc.gov	718-546-0943
<b>Disability Rights Coordinator</b>	Nancy Bleakley	Agency Attorney IV	Nancy.bleakley@doc.nyc.gov	718-546-0943

## [NYC DEPARTMENT OF CORRECTION] FY 2026 Quarterly Update Report

<b><u>EEO\ Diversity Role</u></b>	<b><u>Name</u></b>	<b><u>Civil Service Title</u></b>	<b><u>Office E-mail Address</u></b>	<b><u>Telephone #</u></b>
<b>Disability Services Facilitator</b>	Nancy Bleakley	Agency Attorney IV	Nancy.bleakley@doc.nyc.gov	718-546-0943
<b>55-a Coordinator</b>	Darlene Oxendine	Program Specialist	Darlene.oxendine@doc.nyc.gov	718-546-3204
<b>Career Counselor</b>	Fabian Gomez	Program Specialist	Fabian.gomez@doc.nyc.gov	718-546-3121
<b>EEO Investigator</b>	Greg Cheung	Agency Attorney III	Greg.cheung@doc.nyc.gov	718-546-0860
<b>EEO Investigator</b>	Anastasia Chin	Agency Attorney IV	Anastasia.chin@doc.nyc.gov	718-546-0873
<b>EEO Investigator</b>	Charisse Bourne	Agency Attorney III	Charisse.Bourne@doc.nyc.gov	718-546-0877
<b>EEO Investigator</b>	Michael Melmer	Agency Attorney III	<a href="mailto:Michael.melmer@doc.nyc.gov">Michael.melmer@doc.nyc.gov</a>	718-546-0874
<b>EEO Counselor</b>	Akeri Commack	Correction Officer- BKCTS	n/a	718-797-8341
<b>EEO RA Legal Coordinator</b>	Ruthie Campbell	Agency Attorney III	RCampbell@doc.nyc.gov	(718) 546-0870
<b>EEO RA Legal Coordinator</b>	Graciela Triana	Agency Attorney III	Graciela.Triana@doc.nyc.gov	(718) 546-0868
<b>EEO RA Legal Coordinator</b>	Andrew Sonpon Jr.	Agency Attorney III	Andrew.SonponJr@doc.nyc.gov	(718) 546-3373
<b>EEO Counselor</b>	Ebony Fort	Correction Officer- BXCTS	n/a	718-410-6907
<b>EEO Counselor</b>	Patrina Hall-Madry	Correction Officer- Correction Academy	n/a	718-707-2310
<b>EEO Counselor</b>	Philip Green	Correction Officer- Correction Academy/Range	n/a	718-579-4300

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<b><u>EEO\ Diversity Role</u></b>	<b><u>Name</u></b>	<b><u>Civil Service Title</u></b>	<b><u>Office E-mail Address</u></b>	<b><u>Telephone #</u></b>
<b>EEO Counselor</b>	Artheisa Willis	Correction Officer- GRVC	n/a	718-546-2020
<b>EEO Counselor</b>	Cherelle Butler	Correction Officer-NIC/WF	n/a	718-546-4120
<b>EEO Counselor</b>	Kay Fraser	Baker- NSD	n/a	718-546-7350
<b>EEO Counselor</b>	Crystal Coston	Correction Officer- OBCC	n/a	718-546-3588
<b>EEO Counselor</b>	Ayanna Campbell	Correction Officer- OBCC	n/a	718-546-6420
<b>EEO Counselor</b>	Ron Als	Correction Officer- RMSC	n/a	718-546-0861
<b>EEO Counselor</b>	Karen Smith	Correction Officer- RMSC	n/a	718-546-7420
<b>EEO Counselor</b>	Jacqueline Franklin	Correction Officer- RNDC	n/a	718-546-6923
<b>EEO Counselor</b>	Wanda Roldan	Correction Officer- Transportation	n/a	718-546-1665
<b>EEO Training Liaison</b>	Allan Straker	Community Coordinator	Allan.Straker@doc.nyc.gov	718-707-2367
<b>Other (specify)</b>	Melanie Barnes	EEO Specialist	Melanie.barnes@doc.nyc.gov	718-546-3372
<b>Other (specify)</b>	Willard Hunt	EEO Specialist	Willard.hunt@doc.nyc.gov	718-546-3388

**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.