

**AGENCY QUARTERLY DIVERSITY AND EEO REPORT FY 2020**AGENCY NAME: NYC FIRE DEPARTMENT

- ☐ 1st Quarter (July -September), due December 13, 2019
- ☐ 2nd Quarter (October - December), due January 30, 2020
- ☐ 3rd Quarter (January -March), due April 30, 2020
- ☒ 4th Quarter (April -June), due July 30, 2020

Prepared by:

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Telephone No.Date Submitted: July 31 , 2020**FOR DCAS USE ONLY*****Date Received:*****INSTRUCTIONS FOR FILLING OUT QUARTERLY REPORTS FY 2020**

1. Please save this file as '**XXXX Quarter X FY 2020 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 2020 DEEO Training Summary**', where 'XXXX' is the commonly used acronym of your agency. You must submit this file in MS Excel format. Please do not convert it to PDF.

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

Distributed to all agency employees? ☐ Yes, On (Date): _____ ☒ No

II. RECOGNITION AND ACCOMPLISHMENTS

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

☒ Diversity & EEO Awards

☒ Diversity and EEO Appreciation Events

☒ Public Notices

☒ Positive Comments in Performance Appraisals

☐ Other (please specify): _____

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

- November 2019 Civility Challenge
- December 2019 Civility Challenge
- December 2019 Certificate of Appreciation presented to Friends of Fighters for their contributions and services provided to active and retired FDNY Firefighters and their families
- December 2019 Certificate of Appreciation presented to Humble Heroes of FDNY for their contributions and service to children in need

III. WORKFORCE REVIEW AND ANALYSIS

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

☐ Yes, On (Date): _____ ☒ No -- an FYI was sent and HR communicated through senior leadership to



have staff update their personal information.

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): December 18, 2019 ☐ No

The review was conducted together with: ☒ Human Resources
☐ Agency Head

☐ General Counsel
☒ Other Community Affairs and the Office of Diversity & Inclusion

IV. EEO, DIVERSITY, INCLUSION, AND EQUITY INITIATIVES FOR FY 2020

Please describe your progress this quarter in implementing the primary goals in Section IV of your Agency Diversity and EEO Plan for FY 2020 - Proactive Strategies to Enhance Diversity, EEO and Inclusion:

A. WORKFORCE:

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 2020 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. <input type="checkbox"/> Include steps that were taken or considered to build an inclusive and sustainable pipeline for your agency across all levels.	Q1 Update	Q2 Update	Q3 Update	Q4 Update
Recruitment	The Department remains committed to its vision, mission and goals for diversity, equity and inclusion, which include providing candidates or prospective employees with an equal opportunity to join FDNY, creating and sustaining a culture where all employees are provided with tools to succeed, and connecting with the diverse communities we serve.	<input type="checkbox"/> Planned <input type="checkbox"/> Not started <input checked="" type="checkbox"/> Ongoing <input type="checkbox"/> Delayed <input type="checkbox"/> Deferred <input type="checkbox"/> Ongoing <input type="checkbox"/> Completed	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>



	<p>In a sustained effort to recruit and retain employees from underrepresented groups, the EEO Officer will continue to facilitate biannual reviews of the quarterly workforce dashboard and identifying specific job groups where underutilization exists to guide recruitment efforts. For example, in Q3, the FDNY's Chief Diversity and Inclusion Office ("CDIO") assisted the EEO Office with addressing underutilization by creating job announcement flyers that were distributed to our community partners in an effort to recruit under-represented candidates for a specific job group. The FDNY's CDIO, EEO, HR and Office of Recruitment and Retention ("ORR") will continue to implement measures to address gender and ethnicity-based underutilization.</p> <p>The CDIO, together with ORR, will support the development of mentorship, sponsorship and other professional development initiatives for Fire, EMS, Prevention, and Civilians. For example, the CDIO helped CONNECT (Civilian Organized Network Nurturing Excellence, Community and Trust), FDNY's civilian employee resource group to host several meetings, including one that held a speed meet and greet and an information session. The CDIO also meets with all union representatives in an effort to listen to their concerns and to create more mentoring and networking activities.</p> <p>ORR continues to provide Career Development Information Sessions, in conjunction with the CDIO and its Diversity and Inclusion Advocates, in an effort to inform newer Firefighters about promotional opportunities within fire suppression. These sessions include a panel of uniform officers from the ranks of Lieutenant through Chief that answer questions about the path they each took to study and get promoted. In addition, Firefighters</p>				
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	<p>are also given an opportunity to learn more about other units within the Department that they can transfer to in hopes to hone new skills and increase their knowledge of fire suppression.</p> <p>Both the CDIO and ORR also engages our civilian members by offering sessions to explain the civil service process, and provide opportunities for members to learn more about what programs and support their unions offer. These efforts occurred throughout FY 2020.</p> <p>Due to the COVID-19 pandemic and the citywide hiring freeze, civilian internal recruitment and internal/external job postings have been temporarily suspended.</p>				
Leadership Accountability	<p>The Fire Commissioner's Committee on Diversity and Inclusion (the "Diversity and Inclusion Committee"), which consists of representatives of the executive staff, affiliated organization leaders and underrepresented members of the FDNY, continues to discuss, develop, and initiate proactive ways to enhance diversity, equity and inclusion through messaging, mentoring, mindfulness, innovation, and community engagement. The CDIO additionally continues to confer with Affiliated Organization leadership to assist with enhancing diversity and inclusion through discussion, and collaboration on various events, messaging and cultural celebrations.</p> <p>The CDIO continues to have ongoing visits with firehouses and EMS stations throughout each borough to provide a presence, to support their accomplishments, and to provide diversity and inclusion messaging. Additionally, the CDIO</p>	<input type="checkbox"/> Planned <input type="checkbox"/> Not started <input checked="" type="checkbox"/> Ongoing <input type="checkbox"/> Delayed <input type="checkbox"/> Deferred <input type="checkbox"/> Ongoing <input type="checkbox"/> Completed	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>



	<p>facilitates periodic reporting sessions for Commissioners, Officers and Managers of all units and bureaus to encourage best practices and assist with the implementation of inclusive initiatives. (note that most visits have been suspended upon the inception of the COVID-19 pandemic)</p> <p>In January 2020, the CDIO has also implemented and completed a Collaboration Questionnaire survey to assist our leadership in ensuring the Department continues to create a more inclusive workplace. 86% of our senior leadership (total of 76 responses) completed the questionnaire and provided their input on ideas for collaboration and initiatives by leadership as well as their direct reports. Following the completion of the survey, the CDIO continues to meet with the those who completed the survey on an ongoing basis.</p>				
Employee Retention	<p>The FDNY prioritizes encouraging the professional development of all existing employees, including those of diverse racial, ethnic, gender, age, religious, and other backgrounds. The Department's HR unit will, independently and collaboratively, continue to provide career counseling, employment training and enrichment seminars to current employees.</p>	<input type="checkbox"/> Planned <input type="checkbox"/> Not started <input checked="" type="checkbox"/> Ongoing <input type="checkbox"/> Delayed <input type="checkbox"/> Deferred <input type="checkbox"/> Ongoing <input type="checkbox"/> Completed	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
Describe steps that were taken or considered to address underutilization identified through quarterly workforce reports. Please list Job Groups where underutilization exists in the current quarter.					



The FDNY will continue conducting Citywide onboarding and exit surveys to improve the recruitment, hiring, inclusion, retention and advancement of people in underrepresented groups. Job analyses and skills audits will be regularly conducted and ongoing workforce planning and forecasting will be used to evaluate the best sources for diverse candidates.

The Fire Department's Consolidated Candidate Tracking System ("CCTS") provides analytical tools to track Firefighter and EMS candidates as they progress through the various stages of the recruitment and hiring process.

The FDNY will continue to use the CEEDS data and the applicant/log data generated by E-hire, to identify underutilized job titles and to determine the most effective recruitment sources. In this quarter, the Job Groups where underutilization exists are:

- | | | |
|-------------------------|---------------------------|---------------------------|
| 1. Administrators | 6. Health Professionals | 11. Technicians |
| 2. Clerical | 7. Laborers | 12. Science Professionals |
| 3. Clerical Supervisors | 8. Lawyers | 13. Transportation |
| 4. Craft | 9. Management Specialists | |
| 5. Firefighters | 10. Paraprofessionals | |

B. WORKPLACE:

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 2020 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.	Q1 Update	Q2 Update	Q3 Update	Q4 Update
Messaging Diversity, Inclusion and Anti-Discrimination Throughout the Department	In an ongoing effort to encourage a diverse, equitable and inclusive workplace and inform all FDNY employees of their rights and responsibilities under the Department's EEO policy, the FDNY regularly conducts EEO and Diversity and Inclusion trainings. The Fire Commissioner requires that all employees attend training to comply with the law, such as to	<input type="checkbox"/> Planned <input type="checkbox"/> Not started <input checked="" type="checkbox"/> Ongoing <input type="checkbox"/> Delayed <input type="checkbox"/> Deferred <input type="checkbox"/> Ongoing <input type="checkbox"/> Completed	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>



	<p>understand their EEO-related responsibilities to the agency and each other, as well as Sexual Harassment Prevention and LGBT Training. In addition, the Department mandates all new employees participate in Implicit Bias Training and Inclusive Leadership Training, which is augmented by a variety of other diversity and inclusion training, including Religious Diversity, Cultural Competency, Allyship, Micro-Affirmations, Mindfulness and Implicit Bias, Emotional Intelligence, and other training. Both the CDIO and the EEO Office have committed to maintaining a diverse, equitable and inclusive workplace that is free of discrimination, harassment and retaliation through a variety of both live and web-based training tools.</p> <p>The FDNY continues to circulate its diversity and inclusion messaging in various employee publications such as posters, infographics, screensavers, videos, newsletters, employee bulletins, kiosks, and other publications, as well as by taking them to the firehouses and EMS stations. The FDNY continues to post information on various interdepartmental electronic platforms to ensure all employees receive this messaging and are notified of cultural events.</p> <p>To emphasize the importance of the FDNY Social Media policy, the Agency's EEO Office facilitated the distribution of posters and FAQs concerning the FDNY EEO and Social Media Policies in November and December 2019. The policies are accessible on the Department's intranet, and members' rights and responsibilities will appear in the monthly employee bulletin.</p> <p>The CDIO created a multi-media messaging campaign, "We Are FDNY," which is available on</p>				
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	<p>the FDNY intranet and external website, and includes posters, the Civility Challenge (explained further below), stress reduction and resilience-based infographics, daily mindfulness activities for all to join, videos, a brochure, an annual report, newsletters, interactive books, cultural awareness postings, and online training resources.</p> <p>The FDNY supports a number of gender equity initiatives, including its work with the NYC Gender Equity Commission, its Women's conferences and events, and policies protecting reasonable accommodations for mothers, such as a nursing mother's right to express breast milk in the work place by providing reasonable break times and a clean, sanitary space where a mother can express milk in private. The CDIO and the EEO Office work with Facilities to make sure there are appropriate spaces and to develop more inclusive policies. For example, the EEO Office's Disability Right's Coordinator manages access to nursing PODs and nursing mother rooms to ensure the Department fosters an inclusive work environment for all members including nursing mothers.</p>				
Impact Studies	<p>In an effort to preclude adverse impact where preventable, the EEO Office reviews FDNY policies and procedures when alerted to potential disparities as a matter of practice.</p> <p>In Q1, the EEO Officer reviewed and recommended that the Probationary Firefighter placement process be updated. The EEO Officer worked with the Bureau of Management Analysis and Planning and the Bureau of Fire Operations to promulgate a formalized procedure for the assignment of Probationary Firefighters to ensure equitable distribution of Probationary Firefighters across</p>	<input type="checkbox"/> Planned <input type="checkbox"/> Not started <input checked="" type="checkbox"/> Ongoing <input type="checkbox"/> Delayed <input type="checkbox"/> Deferred <input type="checkbox"/> Ongoing <input type="checkbox"/> Completed	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>



	<p>diverse types of companies. The updated assignment process, which was implemented in Q2, requires that the distribution of firehouse assignments, for each class of Probationary Firefighters, be comprehensively analyzed. The routine analyses of each class's initial assignments will endeavor to distribute Probationary Firefighters equitably to companies throughout the City.</p> <p>The FDNY has utilized a Diversity Advocate since 2015 to work with Probationary Firefighters to make sure that the procedures in place are equitable and fair and that the input that they provide to the Department about their selections for firehouse assignments are received.</p> <p>In every quarter in which there is a class of Probationary Firefighters, the Diversity Advocate, who has an office at the Fire Academy as well as at headquarters, has an open door policy but primarily meets with the under-represented Probationary Firefighters as a group and individually, to make sure that their requests were heard and that the Diversity Advocate is able to advocate on behalf of their interests. The Diversity Advocate also meets with candidates and firefighters within the Department who indicate that they need additional support.</p>				
Employee Recognition	<p>In August 2019, the Department introduced a monthly Civility Challenge to encourage a more supportive, inclusive and civil work environment. The CDIO leads this challenge each month by getting the input from both uniformed and civilian members regarding how to make the work environment more welcoming and safe for all to be their best selves, which encourages more trust, open communication and better collaboration in every</p>	<input type="checkbox"/> Planned <input type="checkbox"/> Not started <input checked="" type="checkbox"/> Ongoing <input type="checkbox"/> Delayed <input type="checkbox"/> Deferred <input type="checkbox"/> Ongoing <input type="checkbox"/> Completed	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>



	<p>bureau. Each month at least three to four winners are selected and their perspectives are shared in a poster for the entire agency. The CDIO continued the Department's monthly Civility Challenge in Q3 and Q4.</p> <p>In addition, the CDIO continued throughout FY2020 to use 10-TALKS, Restorative Circle Practices, and other storytelling initiatives – such as Courageous Conversations on Racial Inclusion, Bravest Women Talks, Circle Keeping Circles for Keepers Supporting Courageous Conversations, and Mindfulness Meetings – to build a community of safe spaces for sharing, to heal experiences where members need support and to resolves conflict. These activities also uplift the poignant stories and profiles of FDNY members, which is essential to the well-being of the Department.</p>				
FDNY Mentorship	<p>Together with ORR, the CDIO continued to support the development of mentorship and sponsorship initiatives for all employees, cultivating Diversity and Inclusion Champions to be trained as conscious and appreciative leaders and certified as part of an FDNY Inclusive Leadership initiative. In Q3, the CDIO added several new members to its team as Inclusion Advocates, including members from both Fire and EMS Operations.</p> <p>The EEO Office continues to enlist a diverse group of EEO Counselors. Members of the EEO Counselor program, including Fire Operations and Emergency Medical Services employees, have been equipped with specialized training in the areas of federal, state and local equal employment laws, as well as the FDNY EEO Policy. EEO Counselors act as a point of contact between the EEO Office and other employees and are knowledgeable about workplace rights, resources and processes.</p>	<input type="checkbox"/> Planned <input type="checkbox"/> Not started <input checked="" type="checkbox"/> Ongoing <input type="checkbox"/> Delayed <input type="checkbox"/> Deferred <input type="checkbox"/> Ongoing <input type="checkbox"/> Completed	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>



	<p>The FDNY continues to develop its Cadet apprenticeship program that will provide a pathway to the Firefighter title. Cadets will work up to 34 hours weekly, including hands-on training, physical fitness, and academic coursework. Cadets will be assigned a Cadet Advisor and the FDNY Diversity Advocate will provide additional support to the Cadets. Unfortunately, due to the current COVID-19 crisis, the roll-out of the Fire Cadet Academy has been delayed.</p>				
Leadership Accountability	<p>The Fire Commissioner, First Deputy, Chief of Department, and other executive and senior staff will continue to develop their inclusive leadership skills.</p> <p>Department leadership continues to meet with officers in the chain of command to emphasize their roles and responsibilities for enforcing a proper climate within their command. The Department places significant responsibility and accountability standards on agency leaders, managers and supervisors. All supervisors within the chain of command are responsible for active enforcement of the anti-discrimination and harassment policy as part of their day-to-day responsibilities. Discipline may result where a supervisor falls short in this responsibility.</p> <p>In Fire Operations, mixed gender meetings are held on a quarterly basis on the Borough Command level, providing Female Firefighters with the opportunity to meet with high level Department officials and discuss any pressing issues or concerns.</p>	<input type="checkbox"/> Planned <input type="checkbox"/> Not started <input checked="" type="checkbox"/> Ongoing <input type="checkbox"/> Delayed <input type="checkbox"/> Deferred <input type="checkbox"/> Ongoing <input type="checkbox"/> Completed	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>



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.

The FDNY is committed to ensuring that every individual feels their culture, identity and experiences are valued and respected. In Q1, Q2, Q3 and Q4 of FY 2020 our agency accomplished the following as part of our commitment to Equal Employment Opportunity, Diversity and Inclusion:

Newsletters and Electronic Platform

- In July 2019, the Summer edition of the *Diversity and Inclusion Newsletter* was distributed. This newsletter highlighted the FDNY's Third Annual Women to Women Summit, where we co-created a community of compassion, courage, and creativity with women throughout the city; the FDNY's celebrations for LGBTQ Pride Month and Asian Pacific American Heritage Month; and the FDNY's celebration of Holocaust Remembrance Day.
- In July 2019, the Summer edition of the *Mindfulness Newsletter* was distributed. This newsletter featured articles on how to silence one's inner critic, how to transform through radical forgiveness, and tools that can be used to promote supportive listening.
- In September and October 2019, an information slide show featuring notable Hispanic and Latinx individuals, as well as the responses to the Civility Challenge, was displayed in the lobby of the FDNY headquarters for Hispanic and Latinx Heritage Month.
- In October 2019, the fall edition of the *Diversity and Inclusion Newsletter* was distributed. This newsletter featured articles on how group emotional intelligence is essential to a positive work environment; how inclusive nudges can disrupt unconscious bias, how we create belonging through community building, and how we celebrate the cultures of the world.
- In October 2019, the fall edition of the *Mindfulness Newsletter* was distributed. This newsletter featured articles on how "mindful talk" includes others by excluding gossip, how play enhances employee performance, how practicing empathy leads to greater fulfillment and achievement, and how building self-trust improves when we have a mindfulness practice.
- In October 2019, an information slide show featuring notable individuals with disabilities was featured in the lobby of the FDNY headquarters for Disability Awareness Month.



- In November 2019, an information slide show featuring notable Native Americans was featured in the lobby of the FDNY headquarters for Native American Heritage Month.
- In December 2019, an information slide show was featured in the lobby of the FDNY for Chanukah, Christmas, and Kwanzaa.
- In February 2020, the Winter edition of the *Diversity and Inclusion Newsletter* was distributed. This newsletter featured articles on the stories shared of our “Beloved Community” (to quote Rev. Dr. Martin Luther King, Jr.) through “10-TALKS” (our version of TED Talks) at the agency’s MLK event. Both uniformed and civilian members shared ways in which we can create a safe space for courageous conversations through restorative circles, including how we can establish trust through collaboration, and how creative thinking leads to insight, innovation and the best outcome in all professions.
- In February 2020, the Winter edition of the *Mindfulness Newsletter* was distributed. This newsletter featured articles on how to care for your body, mind and soul through mindful eating; how to tap the power of lovingkindness and compassion to create an inclusive work environment; and how to establish connections to enhance positivity.
- In February 2020, an information slide show featuring notable African-American Firefighters was displayed in the lobby of the FDNY headquarters for Black History Month.
- In March 2020, an information slide show featuring notable women in history was featured in the lobby of the FDNY headquarters for Women’s History Month.
- In March 2020, the CDIO in conjunction with the FDNY Mindfulness Group started hosting virtual mindfulness practices for all FDNY members each day to foster better resilience and self-care, and to provide daily support a positive and holistic work environment during COVID-19. Information on how to participate in the mindfulness practice is available on the agency’s intranet page and is circulated to employees each week by FDNY Publications.



- In March 2020, the CDIO shared an infographic to all members with tips on *How to Create a Positive Work Environment* while working in the field or from home during COVID-19. The infographic was announced to the entire Department, featured on the agency's intranet page, and sent to all affiliated organization leadership for distribution.
- In April 2020, to honor the lives of those we lost during the Holocaust, the CDIO created an infographic with links to learn more about the Holocaust, personal experiences during the Holocaust, and information on those who help save people during the Holocaust. Online tools, such as infographics and links to resources, are always available to members on the FDNY's intranet and serve as an alternative to live events during the COVID-19 crisis.
- In April 2020, the CDIO posted an infographic to honor Ramadan with links to learn more about the history of Ramadan, Fasting, Iftar and information on Eid Al-Fitr.
- In April 2020, the CDIO posted an infographic on the six tips for building resilience during COVID-19.
- In May 2020, the CDIO posted an infographic to honor Asian Pacific American Heritage Month with links to learn more about the history of Asian and Pacific Islanders in the United States, information on Asian and Pacific Islander culture, and links to a virtual tour of the Museum of Chinese in America and a virtual tour of the Japanese garden at the Botanical Gardens.
- In May 2020, an online flip book featuring notable Asian Americans and Pacific Islanders was featured on the agency's intranet page for Asian Pacific American Heritage Month.
- In May 2020, the CDIO in conjunction with the FDNY's Counseling Service Unit posted an infographic with resources on how to cope with mental health during COVID-19, information on what mental health is, how to seek support (including how to contact the Counseling Services Unit), and other resources offered at the FDNY such as daily mindfulness practices.
- In June 2020, the CDIO posted an interactive infographic to celebrate LGBTQIA+ Pride Month with resources on NYC landmark history, information about affiliated organization FireFlag/EMS, a link to the virtual heritage of Pride Month celebration on June 28th, and "FDNY Celebrates Pride" video that the CDIO created in collaboration with Community Affairs and FireFlag.



- In June 2020, the CDIO posted an online flip book for employees to learn more about the contributions of members of the LGBTQIA+ community.
- In June 2020, the CDIO posted a Racial Inclusion and Equity infographic with tools and resources that exemplifies the agency's support during these challenging times. The interactive infographic included a message from the Fire Commissioner on the current crisis, information on how to get involved in your community, newsletters and other forms of messaging that celebrate our differences of race, ethnicity and culture, and a link to the Proclamation of Loving Day celebrated on June 12th of each year.
- In June 2020, the spring edition of the *Mindfulness Newsletter* was distributed. This newsletter featured articles on positive practices to support inclusion as well as boost our immune system; mindful tips on how to balance productivity with the demands of working from home; meditation tips to encourage better work performance and team work; mantras to help navigate how we treat ourselves and others; and how finding calm in turmoil will help us excel in our tasks.
- In June 2020, the spring edition of the *Diversity and Inclusion Newsletter* was distributed. This newsletter featured articles on how our response to COVID-19 also shows how we build an inclusive culture; teaches how we can become better allies for our Asian-Pacific Community and others; and highlights what we are doing to celebrate PRIDE.

Meetings and Educational Sessions

- On July 31, 2019, the CDIO team led a mindfulness meeting about how to silence our inner critics and amplify the voices of our inner coaches.
- From July 8-12, 2019, the CDIO team participated in Restorative Circle Training with Planning Change to become certified circle keepers. Circle Keeping is a process used for restorative practices such as community building, addressing harm, and conflict resolutions, which create a safe space for difficult, nuanced conversations.
- On July 22, 2019, Churchill Fellowship Winner Sonja Braidner, who is the Inclusion and Diversity Manager at Fire and Rescue in New South Wales in Sydney, Australia, traveled to the FDNY to take advantage of our expertise in diversity and inclusion for fire and



emergency services. The Churchill Fellowship provides opportunities for talented Australian citizens to travel overseas to investigate inspiring practices that will benefit Australian communities.

- On August 15, 2019, the CDIO organized an Emotional Intelligence and Compassionate Leadership Training for the Fire Commissioner's Committee on Diversity and Inclusion using exercises that integrated play. This pilot training, which was facilitated by an organization called Ludolo, lays the foundation to cultivate the emotional and social intelligence needed of a truly collaborative culture rooted in support, trust, and belonging. The exercises creatively spark new strategies to develop the empathy and vulnerability required to highlight our shared humanity, while developing all three quotients: Intelligence (IQ), Emotional (EQ), and Love (LQ).
- On August 27, 2019, the CDIO team led a mindfulness meeting honoring the life and legacy of American novelist, essayist, editor, teacher, and professor emeritus Toni Morrison.
- On August 29, 2019, the CDIO team and Office of Legislative Affairs hosted a Bravest Women Talk meeting on being your authentic self at work. Bravest Women Talk is a circle where women hold space for each other to offer support, have courageous conversations, listen with compassion, provide resources, and build a community of lasting connection.
- On September 10, 2019, the CDIO met with the United Fire Fighters Association union to educate the union on our upcoming initiatives and on ways to foster collaboration.
- On September 10, 2019, the CDIO team led a mindfulness meeting launching this year's 40-Day Meditation Challenge. Participants were able to meditate through the Journey LIVE! Meditation iOS app during this period. A teacher from Journey Meditation led a mindfulness session.
- On September 12, 2019, the CDIO met with the Hispanic Heritage Society to discuss the details of the Hispanic and Latinx Heritage celebration.
- On September 17 2019, the CDIO met with the Phoenix Society to discuss upcoming cultural events.
- On September 18, 2019, the CDIO team and Office of Legislative Affairs hosted a Bravest Women Talk meeting on how we honor those who are no longer in our lives.



- During September 18-20, 2019, uniform members participated in Restorative Circle Training with Planning Change to become certified circle keepers.
- On October 21, 2019, the CDIO team and the Hispanic Heritage Society hosted a Hispanic and Latinx Heritage celebration. The event featured performances by Chief Joseph Chatoyer Dance Company, cultural festivities and traditional Hispanic foods.
- On October 22, 2019, the CDIO and the Office of Legislative Affairs hosted a Bravest Women Talk meeting on workplace wellness in honor of World Mental Health Day
- On October 24, 2019 the CDIO team led a mindfulness meeting to honor Diwali. Diwali – referred to as the festival of lights – is a five-day festival celebrated by millions of Hindus across the world to celebrate new beginnings and the triumph of good over evil and the light over darkness.
- On November 20, 2019, CONNECT (Civilian Organized Network Nurturing Excellence, Community and Trust) – FDNY’s first civilian employee resource group – hosted their meet and greet event for employees to learn more about the group’s mission and purpose.
- On November 22, 2019, the CDIO team led a mindfulness meeting on self-compassion. For this meeting, we were educated by self-compassion expert Dr. Kristen Neff, one of the world’s leading experts on self-compassion. We also shared self-compassion tips and resources, such as our Mindfulness Newsletter, including an article entitled “Give Yourself a Self-Compassion Break.”
- On November 25, 2019, the CDIO team organized a “Navigating Religious Diversity in the Workplace” Training for the Fire Commissioner’s Committee on Diversity and Inclusion with Tanenbaum – a non-profit organization who designs trainings and educational resources to teach respect for religious diversity.
- On November 26, 2019, the CDIO and the Office of Legislative Affairs hosted a Bravest Women Talk meeting on gratitude journaling. The benefits of gratitude journaling include better sleep, fewer symptoms of illnesses, and increased happiness.



- On December 23, 2019 the CDIO and the Ner Tamid Society hosted Chanukah celebration. The event celebrated the festival of lights with potato pancakes, the lighting of the menorah, donuts, playing the dreidel, and music.
- On January 3, 2020, the CDIO in conjunction with Operations began the process of creating the first “We Are FDNY” Quilt to celebrate our stories about the numerous contributions FDNY has made to the City of New York. Each firehouse, bureau, and station began submitting fabric and stories to represents where they work, the spirit of their team, the neighborhood they serve, and/or their contribution to the FDNY.
- On January 13, 2020, the CDIO provided a half-day FOMI presentation for Fire and EMS Officers entitled “Excellent Leadership is Inclusive Leadership,” covering core values, leadership philosophies, emotional intelligence, awareness of triggers, micro-affirmations and aggressions, and other aspects of the FDNY’s six tenets on building an inclusive culture.
- On January 15, 2020, the CDIO coordinated a storytelling training for individuals who presented at our MLK event. The training was hosted by NARATIV, an organization that provides tools on listening and storytelling to co-create cultural and social change.
- On January 15, 2020, the CDIO in conjunction with the FDNY Mindfulness Group hosted a vision board workshop. Attendees were offered supplies that they used to create a vision board of goals they intend to accomplish for the year. The CDIO also provided training on the positive skills developed through creative visualization to manifest goals both inside and beyond the workplace.
- On January 16, 2020, the CDIO and the Office of Legislative Affairs hosted a Bravest Women Talk meeting on the power of giving and how it contributes to well-being and inclusion. Bravest Women Talk is a circle where women hold space for each other to offer support, have courageous conversations, listen with compassion, provide resources, and build a community of lasting connection.
- On January 17, 2020, the CDIO held Remedial Counseling, Evaluating and Advising session/s.
- On January 21, 2020, the CDIO provided a community-based training on Mindfulness and Wellbeing.
- On January 22, 2020, the CDIO was the keynote speaker on the topic of the Power of Inclusion for the New York Professional Development Consortium Group.



- On January 28, 2020, the CDIO trained both uniformed and civilian Circle Keepers, in order to facilitate Bravest Women Talks, Women to Women Summits, Courageous Conversations and other initiatives held in restorative circles.
- On January 30, 2020, the CDIO hosted a Dr. Martin Luther King, Jr. celebration. The event was the agency's third 10-TALK series that exemplified the ways in which we honored the Rev. Dr. Martin Luther King's vision of BRAVEST: Bold, Respectful, Altruistic, Virtuous, Equitable, Safe, and Trained.
- On February 4, 2020, the CDIO hosted a meeting for the Fire Commissioner's Committee on Diversity and Inclusion, which included a presentation on the recruitment details and credentials for the Fire Cadet Academy.
- On February 11, 2020, the CDIO hosted a Black History Month contest. The questions for the contest were posted on the agency's intranet page. The winner and runner up of the contest received a prize.
- On February 11, 2020, the CDIO trained circle keepers at the agency to provide services for the entire Department.
- On February 12, 2020, the CDIO in conjunction with the FDNY Mindfulness Group led a mindfulness meeting practice to share resources on eating mindfully and to kicked off a 40-day mindful eating challenge for the Department.
- On February 13, 2020, the CDIO spoke on the power of lovingkindness as the keynote speaker at Black History Month event at the Friends Seminary.
- On February 21, 2020, the CDIO participated in a virtual networking event hosted by the FDNY Minority and Women-Owned Business Enterprises (M/WBE) Office to discuss potential collaboration opportunities.
- On February 23-26, 2020, the CDIO was represented at the Leadership Under Fire Retreat.
- On February 25, 2020, the CDIO collaborated with the Jewish Heritage Museum to plan the FDNY's Holocaust Remembrance Day event.



- On February 26, 2020, the CDIO hosted a Black History Month event on the Celebration of Black Lives: Stories that Motivates Us All to Authentic and Serve Honorably. The event provided a 40-page booklet, a viewing of *The Black List*, which featured selected empowering stories of black life in the U.S., honoring three affiliated organizations: The Vulcan Society, the African Heritage Society and CONNECT, special prizes of black history-related books, and restorative circles to share key takeaways.
- On February 27, 2020, the CDIO, EEO and ORR presented on the FDNY's initiatives as part of the "Agency Spotlight" at the DCAS Office of Citywide Equity and Inclusion Practices meeting.
- On February 28, 2020, the CDIO and the Office of Legislative Affairs hosted a Bravest Women Talk meeting on honoring inspirational black women.
- On March 2, 2020, the CDIO provided key insights on Mindfulness and Inclusion for the entire Friends Seminary faculty.
- On March 5-6, 2020, the CDIO led four educational sessions on Emotional Intelligence at NYPD's Women Conference.
- On March 9, 2020, the CDIO led a session on the Power of Inclusion at Patterson Belknap Webb & Tyler LLP for attorneys of color.
- On March 10, 2020, the CDIO represented the agency at a training on "Breaking Down Barriers to Disability Hiring Success" hosted by Disability Solutions and the Institute of Career Development.
- Since March 19, 2020, the CDIO has led a daily (weekdays) virtual mindfulness practice via an online video platform to honor social distancing due to the pandemic. The practice is available to all FDNY members and other community members. The daily practice has replaced monthly mindfulness meetings during social distancing.
- On March 25, 2020, the CDIO held a virtual circle keeping training on processing the coronavirus pandemic. This virtual training provided an opportunity for us to heal ourselves, build community and strengthen our resilience,



- On March 27, 2020, the CDIO and the Office of Legislative Affairs hosted a virtual Bravest Women Talk meeting on how we are caring for ourselves and others during this difficult time. Bravest Women Talk is a circle where women hold space for each other to offer support have courageous conversations, listen with compassion, provide resources and build a community of lasting connections.
- From March - April 2020, the CDIO and other members of FDNY participated in a Neuroleadership Institute webinar series featuring topics such as “Find Your Focus,” “Focus Together,” “Life Your Impact.”
- On April 2, 2020, the CDIO led a loving kindness reflection with First Lady Chirlane McCray for the City of New York.
- On April 16, 2020, the CDIO hosted a virtual Bravest Women Talk meeting that honored Diversity Month where we discussed our cultural backgrounds with one another.
- On April 16, 2020, the CDIO attended Affirmity’s webinar on “Advance Your D&I Program Through Data-Driven Insights.”
- On April 23, 2020 the CDIO held a virtual circle keeper training on identifying, tackling, and overcoming challenges during the Coronavirus pandemic. These virtual trainings provide an opportunity for us to heal ourselves, build community and strengthen our resilience.
- From April – June 2020, the CDIO and other members of FDNY participated in a 6-week virtual RISE Mindful Leadership course hosted by Kripalu. The course covered topics such as: The RISE Model for High Performance, Embodying Calm: An Introduction to Stress Resilience; Cultivating Clarity: An Introduction to Mindfulness; Deepening Connection: An Introduction to Positivity; Deepening Connection: Finding Strength in Each Other; Recharging: Staying Centered in the Daily Grind.
- On April 24, 2020, the CDIO attended Tanenbaum’s “Leveraging Cross Cultural Allyship: Lessons from the Workplace During COVID-19” webinar. The discussion included topics such as how workplaces can better practice cross-cultural communication and allyship, and respond to xenophobia and religious discrimination in the wake of COVID-19.
- On May 4, 2020, the CDIO recorded “Healing with the Heart” with Mindfulness Guru Sharon Salzberg, in conjunction with the NYC Bar Association, to record the importance of using mindfulness to improve work relationships.



- On May 13, 2020, the CDIO hosted a virtual Bravest Women Talk meeting where we shared stories of wisdom from Mother and Mother figures.
- On May 15, 2020, the CDIO taught a course on “Ten Tips for Positive and Inclusive Leadership” to the new class of recently promoted EMS captains.
- On May 15, 2020, the CDIO attended the Greater Good Science Center’s “Bridging Differences Virtual Summit.”
- On May 19, 2020, the CDIO held a virtual circle keeper training on the path from harm to healing.
- On May 28, 2020 the CDIO attended “Disability Etiquette Training” hosted by Ability Beyond. This virtual session covered topics such as the array of disabilities, data supporting individuals in the workplace, and best practices.
- From March – June 2020, the CDIO participated in Mindful Leadership Training as part of the Mindful Leaders organization, in order to train FDNY members.
- On June 1, 2020, the CDIO attended UNDOING RACISM for Executive Leadership to support best practices in racial inclusion for the FDNY.
- On June 3, 2020, the CDIO held a virtual meeting with African Heritage Society to discuss outstanding issues, new initiatives and collaboration.
- On June 4, 2020, the CDIO held a virtual Courageous Conversation Circle about the deaths of George Floyd, Tony McDade, Breonna Taylor, Amaud Arbury, and others. We also discussed what we can do to combat racism and build a safe space to share and open minds for compassion.



- On June 10, 2020, the CDIO held its second virtual Courageous Conversation Circle where we continued the conversation on the death of George Floyd, Tony McDade, Breonna Taylor, Amaud Arbury, and others, and discussed what we can do to combat racism and co-create compassion for everyone.
- On June 11, 2020, the CDIO hosted a virtual Bravest Women Talk meeting where we celebrated people of color who have influenced the LGBTQIA+ movement.
- On June 15, 2020, the CDIO attended the Neuroleadership Institute’s “Allyship” webinar which covered strategies on how to be a good ally.
- On June 15, 2020, the CDIO held a virtual meeting with Ner Tamid Society to discuss outstanding issues, new initiatives and collaboration.
- On June 15, 2020, the CDIO recorded a course on “The Inner Work of Racial Justice” with Rhonda Magee for the agency, in conjunction the NYC Bar Association.
- On June 17, 2020, the CDIO held a virtual meeting with FireFlag/EMS to discuss outstanding issues, new initiatives and collaboration.
- On June 19, 2020, the CDIO held its third virtual Courageous Conversation Circle where we had a virtual celebration of Juneteenth, commemorating the end of slavery in the United States. The Fire Commissioner provided an overview of the importance of racial inclusion to the Department.
- On June 24, 2020, the CDIO attending eCornell’s webinar on Anti-Blackness, Racial Equity and Higher Education: A Call for Change.
- On June 24, 2020, the CDIO held a virtual meeting with the Phoenix Society to discuss outstanding issues, new initiatives and collaboration.



- On June 25, 2020, the CDIO spoke on the “Chief Diversity Officers Roundtable | Strategies in the New Normal – Stories from the Corporate Frontline” panel of the “Rogue Media Group 3rd Annual iLeadership Virtual Series | How to Make D&I Essential Now” event.
- On June 30, 2020, the CDIO held virtual meeting with Hispanic Society to discuss issues concerning their membership, which included racial equity and a potential action plan, as well as the establishment of a Taskforce on Racial Inclusion and Equity, which was established by the CDIO with the approval of the Fire Commissioner.

Community Events/ Special Recognitions

- On July 13, 2019, the FDNY Office of Community Affairs hosted its annual community block parties at the Quarters of Engine 257/Ladder 170 in Brooklyn.
- On July 27, 2019, the FDNY Office of Community Affairs hosted its annual community block parties at the Quarters of Engine 91 in East Harlem.
- On August 10, 2019, the FDNY Office of Community Affairs hosted its annual community block parties at the Quarters of Engine 153/Ladder 77 in Staten Island.
- On August 17, 2019, the FDNY Office of Community Affairs hosted its annual community block parties at the Quarters of Engine 48/Ladder 56 in the Bronx.
- On August 24, 2019, the FDNY Office of Community Affairs hosted its annual community block parties at the Quarters of Engine 275/Ladder 133 in Queens.
- In August 2019, the CDIO office introduced a monthly Civility Challenge to enhance a more civil, supportive and inclusive work environment. This month’s challenge examined ways in which we acknowledged others at the FDNY. This is an ongoing monthly initiative.



- In September 2019, the CDIO office held its second monthly Civility Challenge. For the month of September, employees were asked to share anecdotes of instances when thinking the best of others resulted in the most positive outcome.
- On October 5 and 6, 2019, FDNY hosted its fourth annual Open House events at citywide Firehouses and EMS Stations to launch Fire Prevention Week.
- On October 6, 2019, FDNY and NYPD Community Affairs hosted the 2nd Annual National Coming Out Community Event in the Bronx.
- Throughout October 6-12, 2019, FDNY hosted several community-based fire safety events as part of National Fire Prevention Week
- In November 2019, the CDIO team launched its monthly Civility Challenge. For the month of November, employees were asked to share the methods they use to ensure they were respecting differences in opinions.
- On November 1, 2019, the Chief Diversity and Inclusion Officer presented at the New York Diversity Council Chapter Meeting. This segment focused on #MeToo: Its Moment, Its Movement, and Its Momentum.
- For the December 2019 Civility Challenge, employees were asked to share what motivates them to speak kindly to others.
- On December 4, 2019, the CDIO team participated in the Diversity and Inclusion Leadership meeting with other Diversity and Inclusion Officers at the Bronx District Attorney's Office to discuss its goals and similar collaborative initiatives.
- On December 9, 2019, the CDIO and the Director of Policy and Initiatives recorded a video on Interrupting Implicit Bias in the Workplace Through Mindfulness, which will be placed on the Learning Management System for all members.
- On December 22, 2019, FDNY hosted its 3rd Annual Community Menorah Lighting at the Quarters of Engine 211/ Ladder 119 located at 26 Hooper Street in Brooklyn.
- In January 2020, the CDIO held a Civility Challenge, selecting several winners for the best selections on inclusive themes.



- In February 2020, the CDIO held a Civility Challenge, selecting several winners for the best selections on inclusive themes.
- On February 9, 2020, FDNY with the FDNY Phoenix Society, and the CDIO Office participated in the Annual Lunar New Year Parade in Manhattan.
- In March 2020, the CDIO held a Civility Challenge, selecting several winners for the best selections on inclusive themes.
- On March 1, 2020, FDNY with Fire Flag/EMS participated in the Annual St. Pat's for All Parade.
- From March 1-7, 2020, FDNY Community Affairs coordinated citywide tabling events to to raise awareness on the importance of having and maintaining working smoke alarms.
- From March – June 2020, the CDIO participated in Hidden Water, an organization that provides training for crucial conversations and how to move from harm to healing in sexual abuse matters.
- In April 2020, the CDIO held a Civility Challenge, selecting several winners for the best selections on inclusive themes.
- On April 6, 2020, the CDIO participated in UNDOING RACISM's Executive Council, during which the importance of Courageous Conversations was discussed and best practices were implemented.
- On April 21, 2020, the CDIO presented at the NYC Center for Conflict Resolution.
- In May 2020, the CDIO held a Civility Challenge, selecting several winners for the best selections on inclusive themes.
- In May - June 2020 the CDIO served on the Mayor's Taskforce on Racial Inclusion and Equity's Mental Health Needs Subcommittee. The CDIO worked with EMS, CSU, Community Affairs, Intergovernmental Relations, MAPs, and other FDNY bureaus to help the city assess all services provided by all agencies and to develop new well-being programs for underserved communities in mental health, resilience, mindfulness, and restorative practices.
- In June 2020, the CDIO held a Civility Challenge, selecting several winners for the best selections on inclusive themes.



- With the cancellation of the Heritage of Pride Parade and major events due to COVID-19, both FDNY Community Affairs and Office of Diversity and Inclusion developed a video to celebrate 2020 Pride Month. Video was released the 2nd week of June.

C. COMMUNITY:

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 2020 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.	Q1 Update	Q2 Update	Q3 Update	Q4 Update
MWBE Program	<p>The FDNY continues to implement a purchasing program which increases opportunities for minority-owned and women-owned business enterprises (M/WBE) in New York City, recognizing the need to enhance economic conditions within the City and provide opportunities to local businesses.</p> <p>In Q1 and Q2, The M/WBE Program initiatives include performing vendor outreach by hosting and attending networking events, facilitating meetings between vendors and FDNY staff, maintaining an internal M/WBE vendor database for FDNY employees available on the FDNY intranet, setting</p>	<input type="checkbox"/> Planned <input type="checkbox"/> Not started <input checked="" type="checkbox"/> Ongoing <input type="checkbox"/> Delayed <input type="checkbox"/> Deferred <input type="checkbox"/> Ongoing <input type="checkbox"/> Completed	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>



	<p>M/WBE Utilization goals on all applicable contracts, continuing to utilize the M/WBE Noncompetitive Small Purchase Method and working closely with the Department of Small Business Services and the Mayor's Office of M/WBE to ensure fulfillment of City requirements.</p> <p>In Q3, the M/WBE unit expanded its vendor outreach efforts by facilitating a virtual networking event which connected over 45 M/WBE vendors directly with FDNY Bureau Heads and purchasing agents. Vendors registered for interview slots and had the ability to participate from their office or home. FDNY anticipates hosting a similarly structured event in the future to maintain connections with vendors during the coronavirus pandemic. Additional M/WBE Program initiatives continue to include maintaining an internal M/WBE vendor database for FDNY employees available on the FDNY intranet, setting M/WBE Utilization goals on all applicable contracts, monitoring contract compliance and continuing to utilize the M/WBE Noncompetitive Small Purchase Method wherever feasible. The M/WBE Unit continues to work closely with the Department of Small Business Services and the Mayor's Office of M/WBE to ensure fulfillment of City requirements.</p> <p>In Q4, FDNY adhered to the "M/WBE first" initiative as issued by the Office of M/WBE for procuring COVID-related goods and services. In doing so, FDNY awarded over \$5.4 million in contracts to M/WBE vendors.</p> <p>Additional M/WBE Program initiatives continue to include maintaining an internal M/WBE vendor database for FDNY employees available on the FDNY intranet, setting M/WBE Utilization goals on all applicable contracts, monitoring contract</p>				
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	compliance and continuing to utilize the M/WBE Noncompetitive Small Purchase Method wherever feasible. The M/WBE Unit continues to work closely with the Department of Small Business Services and the Mayor's Office of M/WBE to ensure fulfillment of City requirements.				
Youth Programs	<p>The FDNY continues to work on pipeline programs to attract candidates in underrepresented racial/ethnic groups. In June 2019, the FDNY celebrated the graduation of the twelfth class from the FDNY Captain Vernon A. Richard High School for Fire and Life Safety. The high school, along with the FDNY Exploring Program, strives to introduce students to future careers with the FDNY, as Firefighters, Paramedics, and Emergency Medical Technicians.</p> <p>In Q1 and Q2, ninety-four (94) FDNY Youth Alumni work for the Department: twenty-one (21) Firefighters, three (3) Paramedics and seventy (70) EMTs. To date, the FDNY Youth EMS Academy has graduated two hundred and sixty-four (264) New York State Certified EMTs.</p> <p>Students enrolled in the FDNY Captain Vernon A. Richard High School have the opportunity to enroll in FDNY-specific electives including EMS 101 (Junior Elective) and FDNY Prep (Senior Elective). Currently, the FDNY has thirty-two (32) students enrolled in the FDNY Prep Class and thirty-four (34) students enrolled in EMS 101. FDNY Administrators, Firefighters, Paramedics and EMTs serve as instructors for these programs and provide both academic and hands on instruction. Additionally, the FDNY offers the FDNY Youth EMS Academy (YEMSA), a New York State EMT Basic Certification course, to graduates of the FDNY Captain Vernon A. Richard High School and</p>	<input type="checkbox"/> Planned <input type="checkbox"/> Not started <input checked="" type="checkbox"/> Ongoing <input type="checkbox"/> Delayed <input type="checkbox"/> Deferred <input type="checkbox"/> Ongoing <input type="checkbox"/> Completed	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>



	<p>the FDNY Exploring Program. On January 7th, thirty-six (36) students began our Winter Youth EMS Academy (WEMSA 20) and will take the New York State EMT Certification Exam in June 2020.</p> <p>In Q3 and Q4, the FDNY continued to work on pipeline programs to attract candidates in underrepresented racial/ethnic groups. In June 2020, all thirty-six (36) WEMSA 20 students passed their final exam. Due to the current pandemic, the Department is awaiting an opportunity to bring the students in for State skills testing and the State written exam because both test must be taken in person. Additionally, in June 2020, the FDNY has scheduled a virtual graduation of the thirteenth class from the FDNY Captain Vernon A. Richard High School for Fire and Life Safety.</p> <p>During FY 2020 FDNY continued to operate the FDNY Fire and Emergency Medical Services Exploring Program. The FDNY Exploring Program, a division of Learning for Life organization under the leadership of the Boy Scouts of America, currently has 8 active posts with more than 170 active Explorers. During FY 2020, the Department continued its efforts to maintain a pipeline of diverse candidates with the ongoing buildout of the Fire Cadet Academy, a two-year apprenticeship program which will provide a pathway to the Firefighter Title. In early 2020, the Department hosted a series of Information Sessions attended by more than 1,000 young men and women interested in applying to become FDNY Fire Cadets. Unfortunately, due to the current COVID-19 crisis, the Exploring Program was suspended and the roll-out of the Fire Cadet Academy has been delayed.</p>				
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	<p>Thirty-four (34) youth were offered seats in our Summer Youth EMS Academy class (SEMSA 20). Twenty-seven students will begin their SEMSA 20 Class on August 3rd with a goal of taking the New York State Certification Exam in September 2020.</p>				
Community Engagement	<p>The FDNY will continue to be an active member in the communities we serve. Our goal is to ensure that every individual feels their culture, identity and experiences are valued and respected.</p> <p>In Q1 and Q2, Q3, and Q4 the FDNY participated in the following planned community events:</p> <ul style="list-style-type: none"> September 2, 2019 - West Indian Day Parade (Brooklyn NY) On October 5 and 6, 2019, FDNY hosted its fourth annual Open House events at citywide Firehouses and EMS Stations to launch Fire Prevention Week. On October 6, 2019, FDNY and NYPD Community Affairs hosted the 2nd Annual National Coming Out Community Event in the Bronx. Throughout October 6-12, 2019, FDNY hosted several community-based fire safety events as part of National Fire Prevention Week On December 22, 2019, FDNY hosted its 3rd Annual Community Menorah Lighting at the Quarters of Engine 211/ Ladder 119 located at 26 Hooper Street in Brooklyn. On February 9, 2020, FDNY with the FDNY Phoenix Society participated in the Annual Lunar New Year Parade in Manhattan. On March 1, 2020, FDNY with Fire Flag/EMS participated in the Annual St. Pat's for All Parade. From March 1-7, 2020, FDNY Community 	<input type="checkbox"/> Planned <input type="checkbox"/> Not started <input type="checkbox"/> Ongoing <input type="checkbox"/> Delayed <input type="checkbox"/> Deferred <input type="checkbox"/> Ongoing <input checked="" type="checkbox"/> Completed	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>



	<p>Affairs coordinated citywide tabling events to provide batteries and educational resources to raise awareness on the importance of having and maintaining working smoke alarms.</p> <ul style="list-style-type: none"> From June 26-July 2, FDNY Community Affairs worked with both FDNY Vulcan Society and FDNY Phoenix Society to coordinate various tabling events citywide to highlight the dangers of fireworks. 				
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V. RECRUITMENT

List Recruitment Strategies and Initiatives which you set/declared in your FY 2020 Diversity and EEO Plan (e.g., targeted outreach and outreach, diversity recruitment, social media presence, where jobs are posted, EEO and APO collaboration, evaluation of best recruitment sources, structured interview training and unconscious bias training):	Please describe the steps that your agency has taken to meet the Recruitment Goal(s) set/declared in your plan.	Q1 Update	Q2 Update	Q3 Update	Q4 Update
Internal Recruitment	<p>ORR continues to conduct Career Development Information Sessions in effort to inform newer Firefighters about promotional opportunities within fire suppression. These sessions include a panel of uniform officers from the ranks of Lieutenant through Chief that answer questions about the path they each took to study and get promoted.</p> <p>As set forth above, the CDIO, together with ORR, supports the development of mentorship and sponsorship initiatives for Fire, EMS, Prevention, and Civilians. For example, the CDIO helped CONNECT, which is for FDNY members only, to listen to civilian concerns and to create more mentoring and networking activities. The CDIO</p>	<input type="checkbox"/> Planned <input type="checkbox"/> Not started <input checked="" type="checkbox"/> Ongoing <input type="checkbox"/> Delayed <input type="checkbox"/> Deferred <input type="checkbox"/> Ongoing <input type="checkbox"/> Completed	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>



	<p>also works with the EEO Office to provide messaging around new jobs and opportunities.</p> <p>ORR also actively engage civilian members who are already employed with the FDNY by offering sessions to explain the civil service process, and providing opportunities for members to learn more about what programs and support their unions offer.</p> <p>Due to the COVID-19 pandemic and the citywide hiring freeze, civilian internal recruitment and internal/external job postings have been temporarily suspended.</p>				
Diversity & Targeted Recruitment	<p>The FDNY plans to continue conducting periodic reviews of the CEEDS workforce composition, utilization, new hires and promotions data. Together with the Department's Community Affairs and ORR units, the CDIO and EEO Office will facilitate quarterly appraisals to not only ascertain perceived barriers to employment for specific job groups but to develop targeted recruitment and workplace initiatives to address them. The Department is committed to combatting any perceived workplace barriers through a sustained collective effort to identify and integrate organized systems and procedures for improvement.</p> <p>ORR facilitates recruitment events for Fire, EMS Operations, Fire Prevention and Fire Dispatch. ORR continues to utilize diverse recruitment sources to bolster efforts aimed at increasing the effectiveness of diversity recruitment, including targeted recruitment efforts through partnerships with NYC High Schools, NYC Colleges, Community events, Recruiter Street Teams and contacting NYC resident test takers who are now unreachable on previous or existing civil service</p>	<input type="checkbox"/> Planned <input type="checkbox"/> Not started <input checked="" type="checkbox"/> Ongoing <input type="checkbox"/> Delayed <input type="checkbox"/> Deferred <input type="checkbox"/> Ongoing <input type="checkbox"/> Completed	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>



	<p>lists but are still age eligible for upcoming exams.</p> <ul style="list-style-type: none"> February–April 2020 - Fire Protection Inspector Application Period. Information sessions had been scheduled during this time but were cancelled due to COVID-19 (224 interests were scheduled to attend). Information and assistance were provided by phone. March 15, 2020- Women’s History Month Event at the Fire Academy was cancelled due to COVID-19 (120 recruits were scheduled to attend) April 2020 - Fire Protection Inspector Exam No 0804 has 687 applicants. <p>In effort to mitigate attrition during the extensive life of a civil service list, ORR offers programming to engage, inform and prepare Fire and EMS candidates to successfully complete their physical exams and background investigation process and enter the Fire and EMS academies.</p> <ul style="list-style-type: none"> Fitness Awareness Program- January – March 2020- Conducted FAP Series (187 Firefighter candidates participated) Firefighter Candidate Mentorship Program Q4 totals: 31 Senior Mentors, 624 Mentors and 2,145 Mentees EMS Trainee- June 19, 2020- EMS Trainee Virtual Information Session for the 177 Trainee candidates scheduled to enter the EMS Academy on June 22, 2020 <p>ORR spearheaded the Candidate Portal, the agency’s first public facing portal available to Firefighters candidates whose list numbers have been reached. The Candidate Portal provides transparency as a candidate navigates through the various phases of processing. Some of the</p>				
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	<p>resources Firefighter candidates are able to access include the following: Scheduled appointments for CPAT and FAP training, Intake and Medical appointments; ability to apply for the Mentorship Program and to access Mentor information, access notices from CID and BHS that advise candidates which documents/information they need to submit to complete processing; access to various resources that prepare a candidate for all stages in the hiring process; and the ability to track their individual progress. We are working on expanding the Candidate Portal to support EMS candidates as well.</p> <ul style="list-style-type: none"> 3,181 Firefighter candidates have utilized the Candidate Portal as of June 30th, 2020 				
Job Postings	<p>The Department continues to advertise job postings through NYC Careers, FDNY website, employee bulletins, JoinFDNY social media channels, employment periodicals, LISTSERVs and directly with professional associations.</p> <p>Due to the COVID-19 pandemic and the citywide hiring freeze, most civilian internal recruitment and internal/external job postings have been temporarily suspended.</p>	<input type="checkbox"/> Planned <input type="checkbox"/> Not started <input checked="" type="checkbox"/> Ongoing <input type="checkbox"/> Delayed <input type="checkbox"/> Deferred <input type="checkbox"/> Ongoing <input type="checkbox"/> Completed	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>

B. INTERNSHIPS/FELLOWSHIPS

The agency is providing the following internship opportunities in FY 2020: [Demographic information is based on self-identification data]

Type of Internship\Fellowship	Total	Race/Ethnicity [#s]	Gender [#s] [N=B=Non-Binary; O=Other; U=Unknown]
1. Urban Fellows	2	2 Not disclosed	1 Male 1 Female
2. Public Service Corps	0	0	0



3. Summer College Interns (Paid)	0	0	0
4. Summer College Interns (Unpaid)	0	0	0
5. Summer Graduate Interns (Paid)	0	0	0
6. Summer Graduate Interns (Unpaid)	0	0	0
7. Other (specify):			
8. None <input type="checkbox"/>			

Additional Comments:

The FDNY provides more pathway opportunities for students through the FDNY High School and the Fire Cadet Program. The Fire Cadet Program is currently being developed to coincide with the Firefighter promotional exam in 2021. Cadets will receive fire operations training while performing non-firefighting routine tasks in fire prevention and first response. Participants will be eligible to take a promotional exam for appointment into the Firefighter title.

Further, the Department will continue to make efforts to extend opportunities for Medical Fellowships.

For Q3, due to the COVID-19 pandemic, the summer internship program as well as the Public Service Corps will be suspended.

For Q4, due to the ongoing pandemic situation, the FDNY did not take part in the Summer Internship Program this year, nor is it hosting Public Service Corps students.

C. 55-A PROGRAM

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

☒ Yes

☐ No

Currently, there are 6 55-a participants.



During this Quarter, a total of 0 new applications for the program were received.

During this Quarter 0 participants left the program due to [state reasons] _____.

The 55-a Coordinator has achieved the following goals:

1. Disseminated 55-a information through:

e-mail ☐ Yes ☒ No

training sessions ☐ Yes ☒ No

agency website ☒ Yes ☐ No

agency newsletter ☒ Yes ☐ No

2. Participated in career and job fairs and use internship, work-study, co-op, and other programs to attract a pool of diverse 55-a program applicants ☒ Yes ☐ No

VI. SELECTION (HIRING AND PROMOTION)

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

List additional Selection Strategies and Initiatives which you outlined in your FY 2020 Diversity and EEO Plan (<i>include use of structured interviewing, EEO or APO representatives observing interviews, review of placement demographics, and 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.	Q1 Update	Q2 Update	Q3 Update	Q4 Update
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Career Counseling: Advising employees of opportunities for promotion and career development;	<p>The FDNY's Career Counselor guides personnel on navigating the civil service process, answers questions regarding civil service rules and regulations, career advancement, appointments, promotion, transfers, rights and privileges.</p> <p>The FDNY is committed to the advancement of its employees and as a result the Department has held a number of career advancement and benefits informational seminars which it continued in FY 2020. The Department's HR unit plans to continue prioritizing and facilitating collaborative initiatives to encourage the development of existing employees. In FY 2019, HR facilitated career development and training seminars in conjunction with the FDNY's First Deputy Commissioner's office and continued these efforts in FY 2020.</p> <p>These trainings and seminars provide employees with beneficial employment advancement and enrichment resources and information regarding accessing career counseling and interview tips in addition to resume building.</p>	<input type="checkbox"/> Planned <input type="checkbox"/> Not started <input checked="" type="checkbox"/> Ongoing <input type="checkbox"/> Delayed <input type="checkbox"/> Deferred <input type="checkbox"/> Ongoing <input type="checkbox"/> Completed	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
Reviewing the methods by which candidates are selected for promotion or to fill vacancies (new hires), especially for mid- and high-level discretionary positions	<p>The FDNY's HR bureau periodically reviews job requirements for vacant positions and conducts job analysis and skills audits to ensure that job classification and requirements are job-related and equitable. In collaboration with EEO Officer, hiring managers and HR will continue to review interview questions to ensure that questions are objective and job-related.</p>	<input type="checkbox"/> Planned <input type="checkbox"/> Not started <input checked="" type="checkbox"/> Ongoing <input type="checkbox"/> Delayed <input type="checkbox"/> Deferred <input type="checkbox"/> Ongoing <input type="checkbox"/> Completed	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
Reviewing the methods by which candidates are selected for promotion or to fill vacancies (new hires) filled through civil service lists;	<p>FDNY continues to function as an eHire agency and all vacancies are posted on NYC Careers and the NYCAPS eHire applicant tracking system is utilized for both external and internal applicants.</p>	<input type="checkbox"/> Planned <input type="checkbox"/> Not started <input checked="" type="checkbox"/> Ongoing	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/>



	<p>When selecting new hire candidates to fill job vacancies through civil service lists, the Agency establishes written objective criteria for evaluating candidates which is applied consistently to all prospective applicants. The Agency's Personnel Officer reviews policies, procedures, and practices related to hiring (including vacancy announcements, use of certification lists, and the selection process for mission critical occupations) for possible barriers that have a negative impact on minority employees and applicants. Where applicable, the Agency Personnel Officer, EEO Officer and hiring supervisors will develop action plans to eliminate any identified adverse impact.</p> <p>Pre-Selection, the EEO Office observes interviews when practicable, especially for underutilized job titles and/or mid- and high-level discretionary positions.</p>	<input type="checkbox"/> Delayed <input checked="" type="checkbox"/> Deferred <input type="checkbox"/> Ongoing <input type="checkbox"/> Completed	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
Describe the role of agency EEO Officer and other EEO staff in the selection of candidates for appointment or promotion (pre- and post-appointment);	The EEO Office continues to perform vetting reviews of all candidates selected for prospective promotion to Fire Operations and EMS Operations positions.	<input type="checkbox"/> Planned <input type="checkbox"/> Not started <input checked="" type="checkbox"/> Ongoing <input type="checkbox"/> Delayed <input type="checkbox"/> Deferred <input type="checkbox"/> Ongoing <input type="checkbox"/> Completed	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
Analyzing the impact of layoffs or terminations on racial, gender and age groups;	<p>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 2020. The EEO Officer, collectively with HR and General Counsel, will prioritize involvement in making layoff or termination decisions.</p> <p>Should the FDNY have any significant periods of</p>	<input type="checkbox"/> Planned <input type="checkbox"/> Not started <input checked="" type="checkbox"/> Ongoing <input type="checkbox"/> Delayed <input type="checkbox"/> Deferred <input type="checkbox"/> Ongoing <input type="checkbox"/> Completed	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>



	layoffs or terminations, the Agency will analyze the impact of such layoffs or terminations on racial, gender and age groups. Where layoffs or terminations would have a disproportionate impact on any racial, gender or age groups, the agency will document that the targeted titles or programs were selected based on objective criteria and justified by business necessity.				
Other Selection Strategies and Initiatives:	n/a	<input type="checkbox"/> Planned <input type="checkbox"/> Not started <input type="checkbox"/> Ongoing <input type="checkbox"/> Delayed <input type="checkbox"/> Deferred <input type="checkbox"/> Ongoing <input type="checkbox"/> Completed	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>

VII. TRAINING

Provide your training information in the “DIVERSITY AND EEO TRAINING SUMMARY” on the separate Excel template.

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://mspwa-dcslnx01.csc.nycnet/Login.aspx>

All R/A requests in the current quarter are up-to-date in the DCAS Citywide Tracking System.

☒ Yes

☐ No

☐ There were no new R/A requests in the current quarter.



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

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

Provide E.O. 16 Training Information in the “DIVERSITY AND EEO TRAINING SUMMARY” on the separate Excel template.

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

☒ The agency has reviewed its practices (including application and interview forms) regarding prohibition on inquiry about pay history.

☐ All personnel involved in job interviews are required to go through structured interview training.

C. LOCAL LAW 92: ANNUAL SEXUAL HARASSMENT PREVENTION TRAINING

Provide Sexual Harassment Prevention Training Information in the “DIVERSITY AND EEO TRAINING SUMMARY” on the separate Excel template.

D. LOCAL LAW 93: RISK ASSESSMENT SURVEY

Please provide a short description of planning and progress in 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:



The Department has identified three job groups with a homogenous workforce. Firefighter, Craft and Laborer Job groups. Due to the recruitment and diversity efforts of the Department, the disparity in the Firefighter job group continues to decrease each year.

Risk 2: Cultural and Language Differences in the Workplace:

The Department continues to diversify its ranks in regards to race, color, and gender. There is no evidence that cultural differences or those attributable to national origin have increased the risk of sexual harassment at the Department. The Department recently implemented a robust anti-hazing and anti-bullying policy in 2017. Department leadership met with Officers in the chain of command to emphasize their roles and responsibilities for enforcing a proper climate within their command. All members receive anti-hazing and bullying training during the course of their annual EEO training. Anti-hazing and anti-bullying posters are prominently displayed in all FDNY facilities, firehouses and EMS stations.

Risk 3: Workplaces with Significant Power Disparities:

The majority (approximately 11,000) of employees at the Department are within front line employee titles: Firefighter, Paramedic and EMT. Females do not make up the predominant gender within these titles. Employees are encouraged, and supervisors are mandated, to report all allegations of sexual harassment and assault. All levels of the chain of command are held responsible under the Department's EEO Policy for the strict enforcement of the anti-discrimination and harassment policies. Managers and supervisors are responsible for reporting all incidents of sexual harassment. Robust training and reporting mechanisms will continue to be utilized and prevent, address and investigate complaints of sexual harassment.

Risk 4: Isolated Workplaces:

There are very few jobs within the Department in which members work alone or in workspaces that are isolated from other co-workers and supervisors. EMTs and Paramedics commonly work in tandem on ambulances and other first



responder vehicles.

Risk 5: Decentralized Workplaces:

While the Fire Department is comprised of numerous firehouses, EMS stations, administrative bureaus and satellite offices located throughout the city of New York as well as adjacent counties, the Department utilizes a centralized organizational structure. Discrete units are overseen by plainly defined hierarchically arranged chains-of-command. As noted above, the managers, supervisors and Officers included in the chain of command are responsible for enforcing sexual harassment policies and procedures and are mandated to report any violations under the department's EEO Policy. In addition, employees have the option to contact the FDNY's EEO Office directly, in lieu of reporting any sexual harassment claims to supervisors and/or mandated reporters.

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 updates as they occur.
- ☒ The agency has entered **all types of complaints** in the DCAS Citywide Complaint Tracking System and updates 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://mispwva-dcslnx01.csc.nycnet/Login.aspx>



F. LOCAL LAW 101: CLIMATE SURVEY

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:

In Q2 of FY 2020, the FDNY conducted the Fire Operations Workplace Climate Survey for Firefighters. The FDNY is collaborating with DCAS and the Mayor's Office of Data Analytics ("MODA"). DCAS programmed the survey and collected the data. The Department will use the survey results to further develop a positive and professional work environment.

In Q3 and Q4, the FDNY reviewed the results of the LL101 climate survey administered in 2018 and proposed the following actions to address the concerns and issues raised by FDNY employee responses:

1. First, the FDNY further developed and increased the ranks of EEO Counselors from the Bureaus of Emergency Medical Services (EMS) and Fire Operations. The EEO Counselors program deploys EMS and Fire Operations members in the field who have received intensive training in EEO policies and procedures, Sexual Harassment Prevention, and principles of Diversity and Inclusion. They act as liaisons to other members in the field who seek information concerning the FDNY's EEO and SH Policies, and may feel more comfortable seeking such information from others with whom they share a point of affinity. These members can also inform others about the EEO complaint process, which according to the survey results, was an area in which members clearly required more education. In Q3, the EEO Office hired and trained 41 more EEO Counselors and plans to distribute new posters to every firehouse and EMS station informing members of their availability, roles and contact information.
2. Second, the FDNY will publish and distribute to employees' information specific to the EEO complaint process, starting at the onboard phase, continuing periodically, and permanently placed on the EEO Office's FDNY webpage. This virtual pamphlet/informational will include: (1) how to file a complaint (2) the complaint investigation procedure, (3) the EEO Office's role in investigating the complaint, (4) possible outcomes from a complaint, including how a complaint may be substantiated, unsubstantiated, or administratively closed, and (5) possible remedial measures, which include retraining, discipline, and counseling. Lending transparency to the EEO complaint process will increase trust in the process and encourage victims and witnesses of sexual harassment to come forward and seek the assistance of the EEO



Office.

3. Third, the FDNY continues to further utilize data analytics and pro-active review of Department-wide trends to address potential "hot spots" before SH (and other) cases escalate. The FDNY maintains an extensive EEO complaint database that allows the EEO Officer to filter cases by protected category, location, and bureau on a real time basis. As such, the EEO Office reviews its database on no less than a bi-weekly basis to target potential stations, battalions and divisions in which SH cases appear to be increasing or clustered. Any "hot spots" are be targeted for managerial support, employee training, and heightened EEO Office awareness.

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: EEPC.
- ☐ 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 2020.



APPENDIX: FDNY EEO PERSONNEL DETAILS

EEO PERSONNEL FOR FDNY 4th QUARTER, FISCAL YEAR 2020

A. PERSONNEL CHANGES

Personnel Changes this Quarter: <input type="checkbox"/> No Changes		Number of Additions:	Number of Deletions:
Employee's Name & Title	Michael McDerman, Assistant Diversity and Inclusion Coordinator	1	0
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 type="checkbox"/> Deletion
Date of Change in EEO Role	Start Date or Termination Date: 08/09/2019	Start Date or Termination Date: 08/28/2019	Start Date or Termination Date:
NOTE: Please attach CV/Resume of new staff to this report			
For Current EEO Professionals:			
Name & Title	EEO Assistant Commissioner	EEO Deputy Director	EEO Attorney
EEO Function	<input checked="" 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 checked="" 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 checked="" type="checkbox"/> EEO Investigator <input type="checkbox"/> 55-a Coordinator <input type="checkbox"/> Other: (specify)
Proportion of Time Spent on EEO Duties	<input checked="" type="checkbox"/> 100% <input type="checkbox"/> Other: (specify %):	<input checked="" type="checkbox"/> 100% <input type="checkbox"/> Other: (specify %):	<input checked="" type="checkbox"/> 100% <input type="checkbox"/> Other: (specify %):
Attended EEO Professional On-Boarding at DCAS	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No
Completed Trainings:	<input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Yes <input type="checkbox"/> No <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 <input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Yes <input type="checkbox"/> No <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 <input type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No



Training Source(s):	<input checked="" type="checkbox"/> DCAS <input type="checkbox"/> Agency <input type="checkbox"/> Other	<input checked="" type="checkbox"/> DCAS <input type="checkbox"/> Agency <input type="checkbox"/> Other	<input checked="" type="checkbox"/> DCAS <input type="checkbox"/> Agency <input type="checkbox"/> Other
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B. CONTACT INFORMATION (Please list ALL current EEO professionals)

<u>DIVERSITY AND EEO STAFFING IN FDNY AS OF QUARTER 1 FY 2020 *</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>
Cecilia B. Loving, Esq.	Deputy Commissioner	Deputy Commissioner for Diversity & Inclusion Office	100%	cecilia.loving@fdny.nyc.gov	(718) 999-2106
Gina Leow	City Research Scientist II	Diversity & Inclusion Manager	100%	weijin.leow@fdny.nyc.gov	(718) 999-8151
Wendy Star, Esq.	Executive Agency Counsel	Director of Policy Initiatives for Diversity & Inclusion Office	100%	Wendy.star@fdny.nyc.gov	(718) 999-2037
Tameka Lowe	City Research Scientist II	Diversity & Inclusion Coordinator	100%	Tameka.lowe@fdny.nyc.gov	(718) 999-0496
Michael McDerman	Principal Administrative Associate III	Assistant Diversity and Inclusion Coordinator	100%	Michael.McDerman@fdny.nyc.gov	(718) 999-2106
Lt. Prentis Jackson	Lieutenant	Diversity Advocate	100%	Prentis.jackson@fdny.nyc.gov	(718) 999-1489
Don H. Nguyen, Esq.	Assistant Commissioner	EEO Officer/Assistant Commissioner for EEO Office	100%	Don.Nguyen@fdny.nyc.gov	(718) 999-1450
Hilit Tolani, Esq.	Executive Agency Counsel	Deputy Director for EEO Office	100%	Hilit.Tolani@fdny.nyc.gov	(718) 999-2048
Christina Nowak, Esq.	Executive Agency Counsel	Deputy Director for EEO Office	100%	Christina.Nowak@fdny.nyc.gov	(718) 999-0829
Valerie Loubriel, Esq.	Agency Attorney III	Disability Rights Coordinator, Disability	100%	Valerie.Loubriel@fdny.nyc.gov	(718) 999-5189



		Services Coordinator and 55-A Coordinator			
Ishakia Andrews, Esq.	Agency Attorney II	Assistant Disability Rights Coordinator	100%	Ishakia.Andrews@fdny.nyc.gov	(718) 999-5156
Adam Harris, Esq.	Agency Attorney III	EEO Attorney	100%	Adam.Harris@fdny.nyc.gov	(718) 999-0337
Roxanne Tabar, Esq.	Agency Attorney III	EEO Attorney	100%	Roxanne.Tabar@fdny.nyc.gov	(718) 999-1449
Sabrina Jiggetts, Esq.	Agency Attorney III	EEO Attorney/Training Liaison	100%	Sabrina.Jiggetts@fdny.nyc.gov	(718) 999-0683
Nicolette Douglas, Esq.	Agency Attorney III	EEO Attorney	100%	Nicolette.Douglas@fdny.nyc.gov	(718) 999-1916
Lauren Suss, Esq.	Agency Attorney III	EEO Attorney	100%	Lauren.Suss@fdny.nyc.gov	(718) 999-2432
Kaitlyn McKenna, Esq.	Agency Attorney III	EEO Attorney	100%	Kaitlyn.McKenna@fdny.nyc.gov	(718) 999-0411
Michelle Lau, Esq.	Agency Attorney II	EEO Attorney	100%	Michelle.lau@fdny.nyc.gov	(718) 999-5144
Brian Angelone, Esq.	Agency Attorney Intern	EEO Attorney	100%	Brian.angelone@fdny.nyc.gov	(718) 999-5143
Evan Fein	Staff Analyst I	EEO Analyst	100%	Evan.Fein@fdny.nyc.gov	(718) 999-1725
Aisha Emanuel	Administrative Manger (Non-Mgr)	Executive Assistant	100%	Aisha.Emanuel@fdny.nyc.gov	(718) 999-7014

* Please indicate changes (i.e. if new personnel are filling a specified role.) You may insert additional entries as needed. "Title" refers to the civil service title. If there is an EEO/Diversity role that your staff performs that is not on the list above, please indicate it on the chart.



DIVERSITY AND EEO TRAINING SUMMARY

 AGENCY NAME: **FDNY** **__** Qtr **FY 2020**
NOTE: FILL OUT YOUR TRAINING TARGETS IN GREEN FIELDS!**INCLUDE PRIOR QUARTERS' DATA IN THE CURRENT QUARTER REPORT.****DO NOT ATTEMPT TO MAKE ANY ENTRIES IN PINK-SHADED CELLS****SAVE THIS FILE UNDER THE NAME: [AGENCY ACRONYM] Quarter X FY 2019 DEEO TRAINING SUMMARY**

SUBMITTED BY [TITLE]:

DATE SUBMITTED: E-MAIL: TEL #:

 1st Quarter (July-September) **DUE December 13**; 2nd Quarter **DUE January 30th**;
 3rd Quarter (January-March) **DUE April 30th**; 4th Quarter (April-June) **DUE July 30th**.

ALL EEO-RELATED TRAINING (ALL MODALITIES)	ANNUAL TARGET from FY 2020 Agency Plan	1st Qtr (July - Sept. 2019)	2nd Qtr (Oct. - Dec. 2019)	3rd Qtr (Jan. - March 2020)	4th Qtr (April - June 2020)	YEAR TO DATE
TOTAL DIVERSITY & EEO TRAINING	0	0	5460	2982	9518	17960

CORE DIVERSITY AND EEO TRAINING (All Modalities)						
TOTAL CORE EEO TRAINING (ALL MODALITIES)	0	0	5078	2802	9342	17222
1. EEO Awareness	0	0	2394	2273	11	4678
Administered by DCAS [NOTE: DCAS will provide this information]			2	3	4	9
Administered by Agency			2392	2270	7	4669
2. D&I "Everybody Matters"	0	0	0	0	0	0
Administered by DCAS [NOTE: DCAS will provide this information]						0
Administered by Agency						0
3. lgbTq: The Power of Inclusion	0	0	0	0	0	0
Administered by DCAS [NOTE: DCAS will provide this information]						0
Administered by Agency						0
4. Sexual Harassment Prevention	0	0	2684	529	9331	12544
Administered by DCAS [NOTE: DCAS will provide this information]			2539	267	2162	4968
Administered by Agency			145	262	7,169	7576
5. Disability Etiquette	0	0	0	0	0	0
Administered by DCAS [NOTE: DCAS will provide this information]						0
Administered by Agency						0

ALL EEO-RELATED TRAINING (ALL MODALITIES)	ANNUAL TARGET from FY 2020 Agency Plan	1st Qtr (July - Sept. 2019)	2nd Qtr (Oct. - Dec. 2019)	3rd Qtr (Jan. - March 2020)	4th Qtr (April - June 2020)	YEAR TO DATE
OTHER DIVERSITY AND EEO TRAINING (All Modalities)						
ALL OTHER DIVERSITY & EEO TRAINING	0	0	382	180	176	738
6. New Employee Orientation (Only with EEO Component)	NOTE: Do not make entries here if new employees received CORE EEO training as part of their onboarding					
TOTAL PARTICIPANTS TRAINED			382	180	176	738
7. Structured Interviewing	NOTE: Including combined Structured Interviewing & Unconscious Bias training					
TOTAL PARTICIPANTS TRAINED						0
8. Unconscious Bias	NOTE: Do not make entries here if Unconscious Bias was included in Structured Interviewing training reported above					
TOTAL PARTICIPANTS TRAINED						0
9. Other Diversity/EEO Related	Specify topic:					
TOTAL PARTICIPANTS TRAINED						0
10. Other Diversity/EEO Related	Specify topic:					
TOTAL PARTICIPANTS TRAINED						0
11. Other Diversity/EEO Related	Specify topic:					
TOTAL PARTICIPANTS TRAINED						0
12. Other Diversity/EEO Related	Specify topic:					
TOTAL PARTICIPANTS TRAINED						0
13. Other Diversity/EEO Related	Specify topic:					
TOTAL PARTICIPANTS TRAINED						0
14. Other Diversity/EEO Related	Specify topic:					
TOTAL PARTICIPANTS TRAINED						0
15. Other Diversity/EEO Related	Specify topic:					
TOTAL PARTICIPANTS TRAINED						0