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BY MAIL AND EMAIL

August 31, 2017

Shola Olatoye
Chair & Chief Executive Officer
New York City Housing Authority
250 Broadway, 3rd Floor
New York, NY 10007

Re: Preliminary Determination for Audit: Review, Evaluation and Monitoring of the New York City Housing Authority's Employment Practices and Procedures from January 1, 2014 to December 31, 2016.

Dear Chair Olatoye:

On behalf of the members of the Equal Employment Practices Commission (Commission or EEPC), thank you and your agency for the cooperation extended to our staff during the course of this audit. This letter contains the Commission's findings and preliminary determinations pursuant to our audit and analysis of your agency's Employment Practices and Procedures for the period covering January 1, 2014 to December 31, 2016.

The New York City Charter, Chapter 36, Section 831(d)(5) empowers this Commission to audit and evaluate the employment practices and procedures of city agencies and their efforts to ensure fair and effective equal employment opportunity for women and minority employees and applicants seeking employment. Sections 831(d)(2) and 832(c) authorize this Commission to make a determination that any agency's plan, program, procedure, approach, measure or standard does not provide equal employment opportunity, require appropriate corrective action and monitor the implementation of the corrective action it prescribes.

The New York City Housing Authority, which may herein be referred to as "the agency," falls within the Commission's purview under Chapter 36, Section 831(a) of the New York City Charter, which delineates city agency as any "city, county, borough or other office, administration, board, department, division, commission, bureau, corporation, authority, or other agency of government where the majority of the board members of such agency are appointed by the mayor or serve by virtue of being city officers or the expenses of which are paid in whole or in part from the city treasury..."



The purpose of this audit and analysis is to evaluate the agency's Employment Practices and Procedures, not to issue findings of discrimination pursuant to the New York City Human Rights Law. This Commission has adopted *Uniform Standards for EEPCC Audits*¹ and *Minimum Equal Employment Opportunity Standards for Community Boards* to assess agencies' EEO programs and policies for compliance with federal, state and local laws, regulations, policies and procedures which are designed to increase equality of opportunity for municipal government employees and job applicants. These standards are founded upon and consistent with federal, state and local laws, regulations, procedures and policies including, but not limited to, the Citywide Equal Employment Opportunity Policy - Standards and Procedures to be Utilized by City Agencies; the New York City Human Rights Law (NYC Administrative Code §§8-107(1)(a) and (d), 8-107.13, and 8-107.1); the New York State Civil Service Law §55-a; the Uniform Guidelines on Employee Selection Procedures (29 CFR §§1607.3 - 1607.7); the Americans with Disabilities Act and its Accessibility Guidelines; and the equal employment opportunity requirements of the New York City Charter. Prescribed corrective actions are consistent with the aforementioned parameters.

Since this Commission is empowered to review and recommend actions which each agency should consider including in its annual plan of measures and programs to provide equal employment opportunity (Annual EEO Plan), the audited agency should incorporate required corrective actions in its current EEO Program and prospective Annual EEO Plans.

Scope and Methodology

This Commission's audit methodology includes collection and analysis of the documents, records and data the agency provides in response to the *EEPC Document and Information Request Form*; responses to the *EEPC Interview Questionnaires* for EEO professionals and others involved in EEO program administration; and, if applicable, review of the agency's *Annual EEO Plans* and *Quarterly EEO Reports* and analysis of workforce and utilization data from the *Citywide Equal Employment Database System* (CEEDS). (A description of the EEO Job Groups used for this analysis is attached as Appendix 1.)

This Commission reviews the workforce statistics and utilization analysis information available via CEEDS to understand the concentrations of race and gender groups within an agency's workforce. (CEEDS may be unavailable for certain non-mayoral agencies. In such cases, the EEPCC requests that the agency submit similar statistics and analysis.) EEO Program Analysts examine imbalances between the number of employees in a particular job category and the number that would reasonably be expected when compared to their availability in the relevant labor market. Personnel transactions are reviewed in order to ascertain the agency's employment practices. Where underutilization is revealed within an agency's workforce, EEO Program Analysts assess whether the agency has undertaken reasonable measures to address it.

EEO professionals (including, but not limited to, past or current EEO Officers, Deputy or Co-EEO Officers, EEO Counselors, EEO Trainers, EEO Investigators, Disability Rights Coordinators, Career Counselors, 55-a Program Coordinators) and others involved in EEO program administration such as the Principal Human Resources Professional are given a two-week deadline to complete and

¹ Corresponding audit/analysis standards are numbered throughout the document.



return their individual questionnaires. The Commission's EEO Program Analysts also conduct additional research and follow-up discussions or interviews with EEO professionals, when appropriate.

Description of the Agency

The New York City Housing Authority (NYCHA) is a public benefit corporation, organized and existing pursuant to the Public Housing Law, committed to increasing opportunities for low-and moderate-income New Yorkers by providing decent and affordable housing and facilitating access to social and community services. The NYCHA board is comprised of seven (7) members appointed by the Mayor, three (3) of whom are NYCHA residents. The Mayor designates one of the members as the Chair. The agency's total workforce, at the end of audit period, was 10,935. The agency's workforce composition summary is attached as Appendix 2.

PRELIMINARY DETERMINATIONS AFTER AUDIT AND ANALYSIS

Following are the corresponding audit standards for each subject area along with the EEPC's findings and required corrective actions, where appropriate:

I. ISSUANCE, DISTRIBUTION AND POSTING OF EEO POLICIES:

Determination: The agency is in partial compliance with the standards for this subject area.

1. Issue a general EEO Policy statement or memo reiterating commitment to EEO, declaring the agency's position against discrimination on any protected basis, advising employees of the names and contact information of EEO professionals, and attaching, or providing employees pertinent electronic links to, an EEO Policy/Handbook.

The agency annually issued an EEO policy statement to employees via email. The 2016 EEO policy statement (updated October 27, 2016) was consistent with the previous year's policy which stated, "[i]t is the policy of the New York City Housing Authority ("NYCHA") to provide equal employment opportunities for all qualified applicants and personnel without regard to: race, religion, national origin, age, disability, predisposing genetic characteristics, gender (including Sexual Harassment, Pregnancy and Gender Identity), prior arrest or conviction, unemployment status, color, alienage or citizenship status, marital status, partnership status, military status, sexual orientation, status as a victim of domestic violence, sexual assault, dating violence or stalking, and caregiver status." The EEO policy statement included the names and contact information of EEO professionals, and a link to the agency's EEO policy, entitled, *NYCHA Non-Discrimination Policy Statements*.

Subsequent to the audit period, on May 3, 2017, the agency updated its EEO Policy Statement to include *consumer credit history*.

- The agency's *EEO Policy Statement* did not include *status as a victim of sex offenses* as a class protected against employment discrimination. Corrective Action Required.

Corrective Action #1: Issue a general EEO Policy statement or memo reiterating commitment to EEO, declaring the agency's position against discrimination on any protected basis, advising employees of the names and contact information of EEO professionals, and attaching, or providing employees pertinent electronic links to, an EEO Policy/Handbook.

2. Distribute/Post a paper or electronic copy of the *Equal Employment Opportunity Policy, Standards and Procedures to Be Utilized by City Agencies* – or an agency EEO Policy that conforms to city, state and federal laws – for use by managers, supervisors, and legal, human resources and EEO professionals. Include, or attach as addenda: a policy against sexual harassment; uniform and responsive procedures for investigating discrimination complaints and providing reasonable accommodations; an up-to-date list of protected classes under NYC and NYS Human Rights Laws; and current contact information for the agency's EEO professionals, as well as federal, state and local agencies that enforce laws against discrimination.
- ✓ The agency's EEO policies entitled, *NYCHA Non-Discrimination Policy Statements*, were distributed to employees via email, new hire orientation, the *Human Resources Manual*, and the agency's intranet site. The *EEO Policy Statements* included the policies: *Equal Employment Opportunity Policy Statement* which had a list of protected classes under NYC and NYS Human Rights Laws which included: "race, religion, national origin, age, disability, predisposing genetic characteristics, gender (including Sexual Harassment, Pregnancy and Gender Identity), prior arrest or conviction, unemployment status, color, alienage or citizenship status, marital status, partnership status, military status, sexual orientation, status as a victim of domestic violence, sexual assault, dating violence or stalking, and caregiver status." Additionally, the *EEO Policy Statements* contained the *EEO Non-Discrimination Policy* with current contact information for federal, state and local agencies that enforce laws against discrimination; the *Sexual Harassment Policy Statement, Reasonable Accommodation Policy*, and procedures for investigating discrimination complaints. Contact information for the agency's EEO professionals was included in the agency's policy statement, as well as posted on the agency's intranet page.

Subsequent to the audit period, on May 3, 2017, the agency updated its EEO Policy Statement to include *consumer credit history*.

- The agency's *EEO Policy Statement* did not include *status as a victim of sex offenses* as a class protected against employment discrimination. Corrective Action Required.

Corrective Action #2: Distribute/Post a paper or electronic copy of the *Equal Employment Opportunity Policy, Standards and Procedures to Be Utilized by City Agencies* – or an agency EEO Policy that conforms to city, state and federal laws – for use by managers, supervisors, and legal, human resources and EEO professionals. Include, or attach as addenda: a policy against sexual harassment; uniform and responsive procedures for investigating discrimination complaints and providing reasonable accommodations; an up-to-date list of protected classes under NYC and NYS Human Rights Laws; and current contact information for the agency's EEO professionals, as well as federal, state and local agencies that enforce laws against discrimination.

II. EEO TRAINING FOR AGENCY:

Determination: The agency is in compliance with the standards for this subject area.

3. Establish and implement an EEO training plan for new and existing employees to ensure that all individuals who work within the agency, including managers and supervisors, receive training on unlawful discriminatory practices under local, state and federal EEO laws; EEO rights and/or responsibilities; discrimination complaint and investigation procedures; prevention of sexual harassment; and reasonable accommodation procedures.
- ✓ The agency's Department of Equal Opportunity (DEO) conducted in-house EEO training sessions for new and existing employees. In-house training session topics included: *NYCHA Policy Statement Training, Reasonable Accommodations Refresher, and Sexual Harassment Prevention, EEO Policy, Diversity and Inclusion, Sexual Harassment, Reasonable Accommodations, and EEO complaints procedure*. During the period in review, 3,207 employees attended in-house training; 440 employees received EEO training during *New Employee Orientation*; 1,474 employees completed *EEO* computer based training (CBT), and 792 employees completed *Everybody Matters* provided by Department of Citywide Administrative Services (DCAS).

III. EMPLOYMENT PRACTICES (Recruitment, Hiring & Promotion):

Determination: The agency is in partial compliance with the standards for this subject area.

4. Assess recruitment efforts to determine whether such efforts adversely impact any particular group. To the extent that adverse impact is discovered, at a minimum, identify relevant professional and community organizations serving women, minorities, and other protected groups throughout the City, review and update listings of recruitment outreach sources, and contact these organizations when provisional positions become available or where the agency may otherwise use discretion in hiring.
 - The agency did not demonstrate that it conducted an assessment of recruitment efforts to determine whether such efforts adversely impacted any particular group. Corrective Action Required.

Corrective Action #3: Assess recruitment efforts to determine whether such efforts adversely impact any particular group. To the extent that adverse impact is discovered, at a minimum, identify relevant professional and community organizations serving women, minorities, and other protected groups throughout the City, review and update listings of recruitment outreach sources, and contact these organizations when provisional positions become available or where the agency may otherwise use discretion in hiring.

5. The principal EEO Professional, HR Professional, and General Counsel, review the agency's statistical information (i.e. workforce, hires, promotions, and separations by race/ethnicity and gender), the annual number of EEO complaints, and the agency's employment practices, policies and programs on an annual basis to identify whether there are barriers to equal opportunity within the agency and determine what, if any, corrective actions are required to correct deficiencies.

- ✓ The agency reviewed its statistical workforce information as it was required to submit an *EEO-4 Report* biennially to the United States Equal Employment Opportunity Commission on the gender and race composition of its full time, temporary, and new employees. The *EEO-4 Report* grouped employees into eight federal EEO job categories (*Officials and Administrators, Professionals, Technicians, Protective Service Workers, Paraprofessionals, Administrative Support, Skilled Craft, and Service Maintenance*) by gender, race and salary range.

The agency's Department of Equal Opportunity (DEO) annually produced reports entitled, *Confidential NYCHA Department of Equal Opportunity*. Each *Confidential Report* contained a summary and analysis of the internal and external complaints, including barriers to EEO, and trends for all the departments reporting to specific agency executives. The following reports indicated annual trends and fluctuations in the number and type of EEO complaints between 2014 and 2016: *Executive Vice President & Chief Financial Officer; Executive Vice President & Chief Administrative Officer Departments Analysis; and EVP for Leased Housing Department Analysis*.

In addition, the agency reviewed EEO practices, programs and policies for barriers to EEO, and identified the need to update its EEO policies and trainings to reflect additional compliance requirements.

6. Assess the manner in which candidates are selected for employment, to determine whether there is any adverse impact upon any particular racial, ethnic, disability, or gender group. To the extent that adverse impact is discovered, determine whether the selection criteria being utilized are job-related. Discontinue using criteria that are not job-related, and adopt methods which diminish adverse impact.
 - The agency did not conduct an assessment of the manner in which candidates were selected for employment to determine whether there was any adverse impact upon any particular racial, ethnic, disability, or gender group. Corrective Action Required.

Corrective Action #4: Assess the manner in which candidates are selected for employment, to determine whether there is any adverse impact upon any particular racial, ethnic, disability, or gender group. To the extent that adverse impact is discovered, determine whether the selection criteria being utilized are job-related. Discontinue using criteria that are not job-related, and adopt methods which diminish adverse impact.

7. If women, minorities, or other protected groups are underrepresented in titles where there is discretion in hiring, advertise in minority- or female-oriented publications; contact organizations serving women, minorities, and other protected groups; participate in career fairs/open houses; or use internships to attract interested persons and to develop and hire interested and qualified candidates.

- ✓ Of the agency's efforts to address the underrepresentation identified in the 2015 *EEO-4*² Report, the agency reported, "DEO continues to collaborate with HR in NYCHA's ongoing efforts to expand NYCHA's diversity recruitment strategies for greater inclusion of the underrepresented groups [...] particularly where NYCHA engages in active recruitment and discretionary hiring and promotion. As part of the ongoing NYCHA diversity and inclusion efforts, HR and DEO Directors met with NYCHA Association leadership in July 2015 in an effort to build greater inclusion among the Association's members. HR and DEO will engage these NYCHA employee resource groups for various NYCHA recruitment and strategic initiatives... [including] recruitment efforts specifically targeting areas of underrepresentation." The agency recruitment resources included: *El Diario*, *Hispanic National Bar Association*, *National Asian and Pacific American Bar Association*.

The CEEDS Reports: *Work Force Compared with Internal and External Pools* indicated that underutilization in the *Craft* (Black and Female), *Transportation* (Female) and *Laborers* (Blacks, Hispanics and Females) job groups, that existed at the beginning of the period in review (3rd quarter FY2014), was eliminated by the end of the period in review (2nd quarter FY2017).

- CEEDS Reports: *Work Force Compared with Internal and External Pools* indicated persistent underutilization of females in the *Managers* job group, and Asian/Pacific Islander in two job groups (*Technicians* and *Paraprofessionals*) throughout the period in review. Furthermore, the same CEEDS Report for the most recent quarter available (4th 2017) indicates underutilization of females and minorities in five additional job groups *Social Workers*, *Guards*, *Building Services*, *Farming*, and *Laborers* which may include titles where the agency has discretion in hiring. Corrective Action Required.

NOTE: The EEPCC recognizes the agency's progress in diminishing the previous underutilization. The agency should continue its current efforts.

8. If women, minorities, or other protected groups are underrepresented in *civil service* (list) titles, review the competencies, skills and abilities required (as presented in job vacancy notices and notices of examination) for available positions to ensure that these standards are updated, job-related and required by business necessity. (This includes working with DCAS or the Civil Service Commission if applicable). Then advertise in minority- or female-oriented publications, contact organizations serving women, minorities, and other protected groups; participate in career fairs or open houses; or use internships to attract interested persons and to develop and hire interested and qualified candidates.
 - The agency did not demonstrate that the competencies, skills and abilities required for available positions were reviewed to ensure that these standards were updated, job-related and required by business necessity. In addition, CEEDS Reports: *Work Force Compared with Internal and External Pools* indicated persistent underutilization of females in the *Managers* job group, and Asian/Pacific Islander in two job groups (*Technicians* and

² The *EEO-4 Report* is produced by the agency every two years and composed of eight job categories. CEEDS Reports are produced on a quarterly basis and with 33 job groups provides a more frequent indication of where underutilization existed/ or currently exists.

Paraprofessionals) throughout the period in review. Furthermore, the same CEEDS Report for the most recent quarter available (4th 2017) indicates underutilization of females and minorities in five additional job groups *Social Workers, Guards, Building Services, Farming,* and *Laborers* which may include *civil service* (list) titles. (See Appendices 3-5.) Corrective Action Required.

Corrective Action #5: If women, minorities, or other protected groups are underrepresented in *civil service* (list) titles, review the competencies, skills and abilities required (as presented in job vacancy notices and notices of examination) for available positions to ensure that these standards are updated, job-related and required by business necessity. (This includes working with DCAS or the Civil Service Commission if applicable). Then advertise in minority- or female-oriented publications, contact organizations serving women, minorities, and other protected groups; participate in career fairs or open houses; or use internships to attract interested persons and to develop and hire interested and qualified candidates.

9. Ensure that human resources professionals, managers, supervisors, and other personnel involved in recruiting and hiring are trained to consider EEO laws/policies and use uniform, job-related techniques to identify, interview and select the most capable candidates (e.g. structured interview training or guide).
- ✓ During the period in review, the agency ensured that its hiring personnel were trained in structured interviewing and received a structured interviewing guide. The agency's training log indicated 51 hiring personnel completed the e-learning program for structured interviewing entitled, *What You Need to Know About Interviewing and Hiring*, in October 2014.

NOTE: Subsequent to the audit period, on June 16, 2017 a copy of the structured interviewing "*Guide for Hiring Managers*" was distributed electronically to all hiring personnel by the Human Resources department.

10. Promote employees' awareness of opportunities for advancement and transfer within the agency by: administering incentive programs; publicizing promotions, including promotions into, or changes in, the managerial ranks; and/or using other methods to communicate internal opportunities.
- ✓ The agency promoted employees' awareness of opportunities for advancement and transfer by publicizing job opportunities (permanent and seasonal) on the agency's intranet. Additionally, information on the transfer process was outlined in the agency's *Human Resources Manual* that was provided to all employees who signed to confirm receipt.
11. Ensure that employees are considered internally for career enhancement, development opportunities and transfer by: providing and encouraging training, development or mentorship programs to improve their performance and skills; establishing internal talent pools via cross-training, cross divisional assignments, job transfers, and/or job rotation; and identifying internal successors with applicable knowledge/skills/abilities.

- ✓ The agency's *Learning and Development Unit (L&D)*, a division of Human Resources, ensured that employees were provided with training and development opportunities. L&D created and offered employees over 200 management, professional development and technical training courses including but not limited to, *Management & Professional Development-Clerical Skills, Management Skills and Professional Skills; Heating; Janitorial and Grounds and Maintenance.*

The *Training and Development* section of the agency's intranet provided information on "...*Management and Supervision, Professional Development for Supervisory and Non-Supervisory Staff, Clerical Skills Training, Computer Training, Training for School-Age Child Care Workers, and Public Housing Management Training [and]... technical training in the area of building maintenance: Heating Plant Operation, Janitorial and Grounds, Building Maintenance, [and] Safety and Health.*"

12. At minimum, indicate the agency is an equal opportunity employer in recruitment literature.

- ✓ The agency advertised several job vacancies during the period in review, including: *Vice President for Disaster Recovery, Director of Internal Audit, Executive Vice President for Capital Projects, Director of Emergency Preparedness, Executive,* and *Executive Vice President for Community Programs & Development.* Each job vacancy notice stated "*The City of New York is an Equal Opportunity Employer.*"

13. Use and maintain an applicant/candidate log or tracking system which, at minimum, includes the *position, applicants'/candidates' names, identification number, ethnicity, gender, disability or veteran status, interview date, interviewers' names, result, reason selected/not selected (or disposition)* of each applicant, and *recruitment source.* Ensure that the process avoids the appearance of bias by delegating the responsibility for recording and maintaining this information to an individual other than the hiring manager.

- ✓ The agency used the *New York City Automated Personnel System (NYCAPS) e-Hire*, which captured the *position, applicants/ candidates' names, identification number,* and allowed applicants to voluntarily provide demographic information such as *ethnicity, gender, disability status, veteran status,* and *recruitment source.* In addition, the agency's *Tracking Civil Service Interviews* reports (for candidates invited to participate in civil service hiring pools) captured *interview date, interviewers' names* and *disposition* for each candidate.

- The agency did not demonstrate that *NYCAPS e-Hire* was used to capture *result, reason selected/not selected (or disposition)* and *recruitment source* for each applicant.
Corrective Action Required.

Corrective Action #6: Use and maintain an applicant/candidate log or tracking system which, captures *result, reason selected/not selected (or disposition)* for each applicant and *recruitment source,* in addition to the aforementioned criteria already captured. Ensure that the process avoids the appearance of bias by delegating the responsibility for recording and maintaining this information to an individual other than the hiring manager.

IV. CAREER COUNSELING:

Determination: The agency is in partial compliance with the standards for this subject area.

14. Designate a professional (may be referred to as the Career Counselor) with appropriate training, knowledge and familiarity with career opportunities in City government to provide career counseling to employees upon request. Remind employees of the identity/type of guidance available from the Career Counselor at least once each year.

- The agency did not designate a professional with appropriate training, knowledge and familiarity with career opportunities in City government to provide career counseling to employees upon request. Corrective Action Required.

Corrective Action #7: Designate a professional (may be referred to as the Career Counselor) with appropriate training, knowledge and familiarity with career opportunities in City government to provide career counseling to employees upon request. Remind employees of the identity/type of guidance available from the Career Counselor at least once each year.

15. The Human Resources Professional distributes the identity of the agency Career Counselor and ensures that all employees have access to information regarding job responsibilities, performance evaluation standards, examinations, training opportunities and job postings; ensures that all new employees are advised of the EEO policies, their rights and responsibilities under such policies and the discrimination complaint procedures; informs the principal EEO Professional of the number of 55-a program participants and efforts the agency has made to employ, promote or accommodate qualified individuals with disabilities; involves the principal EEO Professional in EEO-related matters; and promptly consults with the principal EEO Professional if informed of, or suspects that a violation of the EEO Policy has occurred.

- ✓ The Human Resources Professional ensured that all new employees were advised of the EEO policies, their rights and responsibilities under such policies and the discrimination complaint procedures, performance evaluation standards (during new hire orientation), examinations, training opportunities and job postings. The Human Resources Professional and principal EEO Professional regularly met to discuss EEO-related matters including bi-weekly meetings, joint projects, and providing reasonable accommodations to qualified individuals with disabilities. The *Disability Rights Coordinator/ 55-A Coordinator*, who reported to Principal Human Resources Professional, was responsible for tracking and reporting on the number of 55-a Program participants and efforts the agency made to promote or accommodate qualified individuals with disabilities.

V. EEO AND REASONABLE ACCOMMODATIONS FOR EMPLOYEES/
APPLICANTS FOR EMPLOYMENT WITH DISABILITIES:

Determination: The agency is in compliance with the standards for this subject area.

16. Ensure that information regarding employee rights and obligations, and the complaint, investigation and reasonable accommodation procedures is made available in appropriate alternative formats (i.e., large print, audio and/or Braille) upon request to employees and applicants for employment with disabilities.

✓ During the period in review, the agency's EEO policy, *NYCHA Non-Discrimination Policy Statements*, which included complaint investigation procedures and *Reasonable Accommodation Policy Statement*, was available in large print and audio formats.

17. Document reasonable accommodation requests and their outcomes.

Requests for reasonable accommodation were documented via the agency's *Reasonable Accommodation Request* form, which was included in the *Reasonable Accommodation Policy*. The agency reported that requests for reasonable accommodation and their outcomes were documented and maintained by the Human Resources Department.

VI. RESPONSIBILITY FOR EEO PLAN IMPLEMENTATION - EEO PROFESSIONALS:
Determination: The agency is in compliance with the standards for this subject area.

18. Appoint a principal EEO Professional to implement EEO policies and standards within the agency. The principal EEO Professional is trained and knowledgeable regarding city, state, and federal EEO laws; the requirements of the agency's EEO policies, standards and procedures; and the prevention, investigation, and resolution of discrimination complaints.

✓ The EEO Officer/ Assistant Director (the agency's principal EEO Professional) was appointed on January 11, 2016. The principal EEO Professional completed the following continuing legal education (CLE) trainings: *Best Practices in Employment Mediation* on October 15, 2014; *Diversity and Inclusion in Law Practices* on February 19, 2015; and *Dealing With the EEOC: New Way of Doing Business in Handling Charges of Discrimination* on April 18, 2016. The principal EEO Professional also completed the following DCAS' trainings: *Everybody Matters, Diversity and Inclusion* CBT on February 12, 2016; *EEO Complaint Procedural Guidelines* on March 10, 2016; *Conflict Resolution Strategies* on April 6, 2016; and *Equal Employment Opportunity* CBT on May 10, 2016. The name and contact information of the agency's principal EEO Professional were posted on the agency's intranet, the agency's monthly newsletter, and announced in the agency's policy statement.

19. Ensure that EEO professionals are trained in EEO laws and procedures and know how to carry out their responsibilities under the EEO Policy.

✓ The agency's Department of Equal Opportunity (DEO) is responsible to promote and monitor the agency's equal opportunity compliance in employment and public housing. In addition to the principal EEO Professional, DEO staff included *Disability Rights Coordinator/ 55-A*

Coordinator and two Senior Intergroup Relations Officers/ EEO Investigators. Both Senior Intergroup Relations Officers/ EEO Investigators were responsible for EEO complaint intake and compliant investigations. One Senior Intergroup Relations Officer completed DCAS' trainings: Everybody Matters, Diversity and Inclusion CBT on March 9, 2015 and Everybody Matters in June 18, 2015; and Cornell ILR's EEO trainings: The Law of Equal Employment Opportunity in February 2015; Employee Complaints and Investigations in April 2016; Advanced Employee Complaints and Investigations in May 2016; and Internal Investigation Note-taking and Reports in November 2016. The other Senior Intergroup Relations Officer completed the following Cornell ILR trainings: Harassment Prevention in the Workplace in November 2015; The Law of Equal Employment Opportunity in February 2016; Employee Internal Investigations: Part I in April 2016; and Advance Employee Internal Investigations: Part II in December 2016.

20. The principal EEO Professional reports directly to the agency head (or an approved direct report other than the General Counsel) in order to exercise the necessary authority and independent judgment to fulfill EEO responsibilities.

✓ The principal EEO Professional reported directly to the *Director of Equal Employment Opportunity*, a direct report to the agency head, in order to exercise the necessary authority and independent judgment to fulfill EEO responsibilities. The reporting relationship was reflected in the agency's EEO Policy Statement and the DEO organizational chart.

21. To ensure the integrity and continuity of the EEO Program, maintain appropriate documentation of meetings and other communications between the agency head (or a direct report other than the General Counsel) and the principal EEO Professional regarding decisions that impact the administration and operation of the EEO program.

✓ During the audit period, meetings and communication between the agency head and the principal EEO Professional included: the agency's EEO program, EEO complaints and trends, training needs that arose from trends, workforce demographics, and decisions on EEO policies and compliance; and were documented via status updates.

VII. RESPONSIBILITY FOR EEO PLAN IMPLEMENTATION – SUPERVISORS/MANAGERS:

Determination: The agency is in partial compliance with the standards for this subject area.

22. Establish and administer an annual managerial/non-managerial performance evaluation program to be used for probationary periods, promotions, assignments, incentives and training.

➤ The agency did not establish or administer an annual non-managerial performance evaluation. Corrective Action Required.

NOTE: The agency reported that the majority of NYCHA's non-managerial staff consists of union represented titles. Implementing a performance evaluation system for them would affect terms and condition of employment. As such, it is considered a subject of bargaining and could not be implemented without collective bargaining. NYCHA has introduced this

concept at the bargaining table with represented groups such as the Office of Staff Analysts (OSA) for the Administrative Staff Analyst title. Bargaining sessions occurred throughout the audit period; thus far, no agreement has been reached to have represented titles subjected to the evaluation process.

Corrective Action #8: Establish and implement an annual managerial/non-managerial performance evaluation program (with timetable) to be used for probationary periods, promotions, assignments, incentives and training.

23. The managerial performance evaluation form contains a rating for EEO (which covers responsibilities and processes for assuring their ability to make employment decisions based on merit and equal consideration, or treat others in an equitable and impartial manner).
- ✓ The agency's managerial performance evaluation form contained the following rating for EEO: *"Actions support the effective nondiscriminatory recruitment, selection, promotion, and performance management of employees, consistent with NYCHA's EEO and related HR policies and procedure."*

VIII. REPORTING STANDARD FOR AGENCY HEAD:

Determination: The agency is in non-compliance with the standards for this subject area.

24. Submit to the EEPC an Annual Plan of measures and programs to provide equal employment opportunity, and quarterly reports³ (up to 30 days following each quarter) on efforts to implement the plan.
- The agency did not submit to the EEPC its Annual Diversity and EEO Plans or quarterly reports for fiscal years 2015, 2016 and 2017. Corrective Action Required.

Corrective Action #9: Submit to the EEPC an Annual Plan of measures and programs to provide equal employment opportunity, and quarterly reports (up to 30 days following each quarter) on efforts to implement the plan.

After implementation of the EEPC's corrective actions, if any:

1. The agency head distributes a memorandum informing employees of the changes implemented in the EEO program pursuant to the EEPC's audit/analysis and re-emphasizing the agency head's commitment to the EEO program.

Final Action: Distribute a memorandum signed by the agency head informing employees of the changes implemented in the EEO program pursuant to the EEPC's audit/analysis and re-emphasizing the agency head's commitment to the EEO program.

³Submission of *Quarterly Reports on EEO Activity* is optional for non-Mayoral agencies.



Conclusion

The agency has 9 required corrective action(s) at this time.

Pursuant to Chapter 36 of the New York City Charter, your agency has the *option* to respond to this *preliminary determination*, but must respond to our Final Determination if corrective action is required.

Optional Response to preliminary determination: If submitted, your optional response should indicate, with attached documentation, what steps your agency has taken or will take to implement the prescribed corrective actions, and must be received in our office within 14 days from the date of this letter. No extensions will be granted for the *option* to respond to the *preliminary determination*.

(Optional Conference) During the Optional Conference, we will discuss the immediate steps your agency should take and address questions regarding your agency's implementation of the prescribed corrective action(s).

(No Response Option) If your agency does not respond to this preliminary determination within 14 days, it will become the EEPC's Final Determination.

Mandatory Response to Final Determination: Following this preliminary determination, the EEPC will issue a Final Determination where we may modify or eliminate the corrective actions based on verified information; identify remaining action which requires further monitoring in order to ensure implementation; and assign a mandatory compliance-monitoring period of up to 6 months for this purpose. Pursuant to Chapter 36 of the New York City Charter your agency must respond to our Final Determination within 30 days. Your response to the Final Determination will initiate the compliance monitoring period.

In closing, we want to thank you and your staff for the cooperation extended to the Equal Employment Practices Commission's EEO Program Analysts during the course of our audit and analysis.

Respectfully Submitted by,

A handwritten signature in blue ink, appearing to read "Elona Shehu". The signature is written over a horizontal line.

Elona Shehu, EEO Program Analyst

Approved by,

A handwritten signature in black ink, appearing to read "Judith Garcia Quiñonez". The signature is written over a horizontal line.

Judith Garcia Quiñonez, Esq.
Executive Agency Counsel/ Deputy Director

c: Maurice Robinson Esq., Principal EEO Professional
Kenya Salaudeen, Principal Human Resources Professional

Appendix - 1

EEO Job Group Descriptions

**DESCRIPTION OF
CITYWIDE EQUAL EMPLOYMENT OPPORTUNITY DATABASE SYSTEM (CEEDS)
JOB GROUP CATEGORIES**

001 Administrators: Occupations in which employees set broad policies and exercise overall responsibility for the execution of these policies. This category includes: elected officials, commissioners, executive directors, deputy commissioners, chairpersons, general counsels, controllers, chiefs of department, inspector generals and kindred workers.

002 Managers: Occupations in which employees direct individual departments or special phases of the agency's operations, or provide specialized consultation on a regional, district or area basis. This category includes: assistant commissioners, deputy directors, assistant directors, project managers, special assistants, superintendents, deputy counsels and kindred workers.

003 Management Specialists: Occupations which require specialized and theoretical knowledge of management, finance or personnel, which is usually acquired through college training or through work experience and other training which provides comparable knowledge. This category includes: accountants, underwriters, financial analysts, personnel analysts, staff analysts, program analysts, buyers, purchasing specialists, inspectors, research analysts, program officers, project coordinators and kindred workers.

004 Science Professionals: Occupations which require specialized and theoretical knowledge of various scientific or mathematical fields, which is usually acquired through college training or through work experience and other training which provides comparable knowledge. This category includes: architects, engineers (chemical, nuclear, civil, electrical, industrial, mechanical, marine), computer specialists, telecommunications specialists, actuaries, statisticians, physicists, chemists, geologists, biologists, foresters and kindred workers.

005 Health Professionals: Occupations which require specialized and theoretical knowledge of the medical or health fields, which is usually acquired through college training or through work experience and other training which provides comparable knowledge. This category includes: physicians, dentists, veterinarians, optometrists, podiatrists, registered nurses, pharmacists, dieticians, occupational therapists, physical therapists, speech therapists, physician's assistants and kindred workers.

006 Social Scientists: Occupations which require specialized and theoretical knowledge of the social sciences, which is usually acquired through college training or through work experience and other training which provides comparable knowledge. This category includes: librarians, archivists, economists, psychologists, sociologists, urban planners and kindred workers.

007 Social Workers: Occupations which require specialized and theoretical knowledge of social work, youth and family counseling, addiction treatment and casework, which is usually acquired through college or training or through work experience and other training which provides comparable knowledge. This category includes: caseworkers, probation officers, correctional counselors, juvenile counselors, addiction treatment counselors, eligibility specialists, human rights specialists, community liaison workers, clergy and kindred workers.

008 Lawyers: Occupations which require specialized and theoretical knowledge of the law and the judicial process, which is usually acquired through college training. This category includes: attorneys, assistant district attorneys, counsels, assistant counsels, deputy counsels, law judges, and kindred workers.

009 Public Relations: Occupations which require special knowledge or skills in public relations, journalism, modern language or the fine arts, which are usually acquired through college training, specialized post-secondary school education, or work experience or training which provides comparable knowledge. This category includes: technical writers, graphic designers, musicians, actors, directors, announcers, painters, illustrators, photographers, artists, editors, press officers, public relations specialists, public relations advisors, interpreters, customer service specialists and kindred workers.

010 Technicians: Occupations which require a combination of basic scientific or technical knowledge and manual skill which can be obtained through specialized post-secondary school education or through equivalent on-the-job training. This category includes: health technicians (clinical laboratory, dental hygienists, health records, radiologic

and licensed practical nurses), electrical and electronic technicians, engineering technicians (electrical, electronic, industrial, and mechanical), drafting occupations, surveying and mapping technicians, science technicians, airline pilots and navigators, air traffic controllers, broadcast equipment operators, computer programmers, legal assistants, investigators, and kindred workers.

011 Sales: Not applicable.

012 Clerical Supervisors: Occupations in which employees are responsible for overseeing and supervising the duties of clerical staff. This category includes: chief clerks, supervising clerks, principal administrative associates, supervising cashiers, telegraph superintendents, supervising stenographers and kindred workers.

013 Clerical: Occupations in which employees are responsible for internal and external communication, recording and retrieval of data and/or information and other paperwork required in an office. This category includes: cashiers, computer operators, word processors, secretaries, stenographers, typists, ticket agents, receptionists, clerks (information, personnel, file, library, records), bookkeepers, office machine operators, telephone operators, messengers, dispatchers, stock clerks, meter readers, office aides, general office clerks, bank tellers and kindred workers.

014 Household Services: Not applicable.

015 Police Supervisors: Occupations in which uniformed employees with peace officers status set broad policies in the area of public safety and security, exercise overall responsibility for execution of policies, direct individual units or special phases of the agency's operations, or supervise on a regional, district or area basis. This category includes: sergeants, captains, lieutenants, inspectors, captains (correction), wardens and kindred workers.

016 Fire Supervisors: Occupations in which uniformed employees set broad policies in the area of public safety and protection; exercise overall responsibility for execution of policies; direct individual units or special phases of the agency's operations; or supervise on a regional, district or area basis. This category includes: lieutenants, captains, battalion chiefs, deputy chiefs, supervising fire marshals, supervising fire prevention inspectors and kindred workers.

017 Firefighters: Occupations in which uniformed employees are entrusted with public safety, security and protection from destructive forces. This category includes: firefighters, marine engineers (uniformed), fire prevention inspectors, fire protection inspectors and kindred workers.

018 Police and Detectives: Occupations in which uniformed employees with peace officer status are entrusted with public safety, security and protection. This category includes: police officer, detectives, correction officers, bridge and tunnel officers, sheriffs, special officers, enforcement agents (traffic, sanitation) and kindred workers.

019 Guards: Occupations in which employees are entrusted with public safety and security. This category includes: school crossing guards, housing guards, watch persons, lifeguards, park rangers, school guards and kindred workers.

020 Food Preparation: Occupations in which employees are responsible for the preparation and distribution of food, or management of food services, in City facilities (e.g. schools, correctional institutions, and concessions). This category includes: cooks, school lunch helpers, school lunch managers, food service managers, commissary managers and kindred workers.

021 Health Services: Occupations in which employees are responsible for assisting health professionals in maintaining and promoting the health, hygiene and safety of the general public. This category includes: dental assistants, dietary aides, public health assistants, nurse's aides, institutional aides, health aides, orderlies, and kindred workers.

022 Building Services: Occupations in which employees perform duties which result in or contribute to the upkeep and care of buildings and facilities. This category includes: custodians, cleaners, caretakers, maintainers, elevator operators and starters, exterminators, pest control aides and kindred workers.

023 Personal Services: Occupations in which employees perform duties which result in or contribute to the comfort or convenience of the general public. This category includes: housekeepers, barbers, attendants, railroad porters, homemakers, matrons and kindred workers.

024 Farming: Occupations in which employees perform duties which result in or contribute to the upkeep and care of agricultural/botanical/zoological facilities or grounds of public property. This category includes: herbarium aides, aquarium technicians, botanical gardening aides, gardeners, groundskeepers, pruners, hostlers, menagerie keepers, horseshoers and kindred workers.

025 Craft: Occupations in which employees perform duties which require special manual skill and a thorough and comprehensive knowledge of the processes involved in the work in which is acquired through on-the-job training and experience or through apprenticeship or other formal training programs. This category includes: mechanics, equipment repairers, telephone line installers, small instrument repairers, brick masons, carpenters, electricians, plumbers, mining occupations, tool and die makers, sheet metal workers, tailors, butchers, bakers, machine operators, locksmiths, precision handworking occupations and kindred workers.

026 Operators: Occupations in which employees perform duties which require specialized machine skills which are required through on-the-job training and experience or through apprenticeship or other formal training programs. This category includes: printing press operators, high pressure boiler operators, laundry workers and kindred workers.

027 Transportation: Occupations in which employees perform duties which require motor vehicle, bus, train, or other transportation operation skills which are acquired through on-the-job training and experience or through other formal training programs. This category includes: bus drivers, chauffeurs, motor vehicle operators, trainmasters, ferry terminal supervisors and kindred workers.

028 Laborers: Occupations in which employees perform duties which result in or contribute to the comfort, convenience, hygiene or safety of the general public, or which contribute to the upkeep and care of buildings and facilities. There are no job qualification requirements for titles in this category. This category includes: skilled craft helpers and apprentices, construction laborers, stock handlers, garage and service station related occupations, car cleaners, seasonal park helpers, track workers, assistant highway repairers and kindred workers.

029 Sanitation Workers: Occupations in which employees perform duties which result in or contribute to the cleanliness, hygiene and safety of the public domain. Qualification requirements, which include civil service examinations, exist for titles in this category. This category includes: sanitation workers, debris removers and kindred workers.

030 Teachers: Occupations which require specialized and theoretical knowledge of education and instructional methods, which is usually acquired through college training or through work experience and other training which provides comparable knowledge. This category includes: teachers, instructors, professors, lecturers, fitness instructors, graduate assistants, fellows, adjunct professors, substitute teachers, trade instructors, education/vocational counselors, education analysts, education officers, institutional instructors and kindred workers.

031 Paraprofessionals: Occupations in which employees perform some of the duties of a professional or technician in a supportive role, which usually requires less formal training and/or experience normally required for professional or technical status. Such positions may fall within an identified pattern of staff development and promotion. This category includes: administrative assistants, project associates, coordinators, community associates and assistants, community service aides, research associates, welfare service workers, child care workers and kindred workers.

Appendix - 2

New York City Housing Authority
CEEDS Report: Workforce Composition Summary
2nd Quarter of Fiscal Year 2017
(end of the audit period)

RUN DATE: 01/04/17
 RUN TIME: 13:22:22.9

NEW YORK CITY DEPARTMENT OF CITYWIDE ADMINISTRATIVE SERVICES
 CITYWIDE EQUAL EMPLOYMENT DATABASE SYSTEM (CEEDS)
 WORK FORCE COMPOSITION SUMMARY
 QUARTER 2 YEAR 2017 AGENCY 996 N.Y.C. HOUSING AUTHORITY

PAGE: 276
 REPORT: EBEP210

AGENCY CODE : 996 N.Y.C. HOUSING AUTHORITY
 EEO JOB GROUP : 001 ADMINISTRATORS

TITLE CODE	TITLE DESCRIPTION	MALE					FEMALE					OTHER	TOTAL EMP		
		WHITE	BLACK	HISPN	ASIAN PACIS	AM IND ALASK	UN-KNOWN	WHITE	BLACK	HISPN	ASIAN PACIS			AM IND ALASK	UN-KNOWN
06586	DEPUTY EXECUTIVE DIRECTOR	0	0	0	0	0	0	1	0	0	0	0	0	0	1
10173	EXECUTIVE DIRECTOR	0	1	0	0	0	0	0	0	0	0	0	0	0	1
30136	COUNSEL	1	0	0	0	0	0	0	0	0	0	0	0	0	1
31145	INSPECTOR GENERAL	1	0	0	0	0	0	0	0	0	0	0	0	0	1
40531	DEPUTY CONTROLLER (HOUSING	0	0	0	0	0	0	1	0	0	0	0	0	0	1
40538	CONTROLLER (HOUSING AUTHOR	1	0	0	0	0	0	0	0	0	0	0	0	0	1
94488	CHAIR, NEW YORK CITY HOUSI	0	0	0	0	0	0	0	1	0	0	0	0	0	1
EEO JOB GROUP TOTAL.....:		3	1	0	0	0	0	2	1	0	0	0	0	0	7
		42.85	14.29	0.00	0.00	0.00	0.00	28.57	14.29	0.00	0.00	0.00	0.00	0.00	100.00

AGENCY CODE : 996 N.Y.C. HOUSING AUTHORITY
 EEO JOB GROUP : 002 MANAGERS

TITLE CODE	TITLE DESCRIPTION	MALE					FEMALE					OTHER	TOTAL EMP		
		WHITE	BLACK	HISPN	ASIAN PACIS	AM IND ALASK	UN-KNOWN	WHITE	BLACK	HISPN	ASIAN PACIS			AM IND ALASK	UN-KNOWN
05400	DEPUTY DIRECTOR OF PERSONN	2	0	0	0	0	0	0	0	0	0	0	0	0	2
05401	DIRECTOR OF PERSONNEL AND	0	0	0	0	0	0	0	1	0	0	0	0	0	1
06369	DIRECTOR OF AUDIT AND PROG	0	0	0	0	0	0	0	1	0	0	0	0	0	1
06435	DEPUTY DIRECTOR OF AUDIT A	0	1	0	0	0	0	0	0	0	0	0	0	0	1
06437	DEPUTY DIRECTOR OF EQUAL O	0	0	0	0	0	0	0	0	1	0	0	0	0	1
06442	DEPUTY DIRECTOR OF METHODS	0	0	0	0	0	0	0	1	0	0	0	0	0	1
06445	DEPUTY DIRECTOR OF SOCIAL	0	0	0	0	0	0	0	1	0	0	0	0	0	1
06447	DIRECTOR OF MATERIALS MANA	1	0	0	0	0	0	0	0	0	0	0	0	0	1
06472	SPECIAL ASSISTANT TO THE E	0	0	0	0	0	0	0	1	1	0	0	0	0	2
10001	ADMINISTRATIVE ACCOUNTANT	7	2	2	3	0	0	4	7	3	1	1	0	0	30
10003	ADMINISTRATIVE GRAPHIC ART	1	0	0	0	0	0	0	0	0	0	0	0	0	1
10004	ADMINISTRATIVE ARCHITECT	4	0	0	0	0	0	0	0	1	1	0	0	0	6
10006	*ADMINISTRATIVE ATTORNEY	1	0	0	0	0	0	0	0	0	0	0	0	0	1
10009	ADMINISTRATIVE BUSINESS PR	0	1	2	1	0	0	0	4	0	1	0	1	0	10
10010	ADMINISTRATIVE MANAGEMENT	0	0	0	1	0	0	0	1	0	0	0	0	0	2
10015	ADMINISTRATIVE ENGINEER	3	1	1	3	0	0	0	0	0	0	0	0	0	8
10018	ADMINISTRATIVE HOUSING MAN	4	5	1	3	0	0	2	15	2	0	0	1	0	33
10019	ADMINISTRATIVE HOUSING SUP	20	18	15	0	0	0	0	5	0	0	0	0	0	58
1002F	ADMINISTRATIVE COMMUNITY R	5	2	3	0	0	0	4	9	6	0	0	0	0	29
10022	ADMINISTRATIVE COMMUNITY R	0	2	1	0	0	0	0	1	2	1	0	0	0	7
10023	ADMINISTRATIVE LANDSCAPE A	2	0	0	0	0	0	0	0	0	0	0	0	0	2
10026	ADMINISTRATIVE STAFF ANALY	9	1	0	1	0	0	5	7	3	0	0	0	0	26
10033	ADMINISTRATIVE PUBLIC INFO	1	2	0	2	0	0	4	2	4	0	0	1	0	16
10035	ADMINISTRATIVE SUPERVISOR	5	0	1	0	0	0	1	0	0	0	0	0	0	7
10037	ADMINISTRATIVE SPACE ANALY	1	0	1	0	0	0	2	0	0	0	0	0	0	4
10038	ADMINISTRATIVE STOREKEEPER	1	1	1	1	0	0	0	1	0	0	0	0	0	5
10041	ADMINISTRATIVE PUBLIC RECO	1	0	0	0	0	0	0	0	0	0	0	0	0	1
10044	ADMINISTRATIVE CLAIM EXAMI	1	0	0	0	0	0	1	0	0	0	0	0	0	2
10047	ADMINISTRATIVE REAL PROPER	0	1	0	0	0	0	1	3	0	0	0	0	0	5

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NEW YORK CITY DEPARTMENT OF CITYWIDE ADMINISTRATIVE SERVICES
 CITYWIDE EQUAL EMPLOYMENT DATABASE SYSTEM (CEEDS)
 WORK FORCE COMPOSITION SUMMARY
 AGENCY 996 N.Y.C. HOUSING AUTHORITY

PAGE: 277
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QUARTER 2 YEAR 2017

TITLE	WHITE	BLACK	HISPANIC	ASIAN PACIS	AM IND ALASK	UN-KNOWN	OTHER	TOTAL
10050 COMPUTER SYSTEMS MANAGER	14	2	2	12	0	0	1	34
10053 ADMINISTRATIVE CITY PLANNING	2	0	0	0	0	0	0	4
10069 HEALTH SERVICES MANAGER	0	0	0	0	0	0	1	1
10074 COMPUTER OPERATIONS MANAGER	3	2	0	1	0	0	1	7
10076 SUPERVISOR OF ELEVATOR MAINTENANCE	3	0	0	0	0	0	0	3
10078 ADMINISTRATIVE INSPECTOR (GENERAL)	5	2	2	4	0	0	1	16
10095 ADMINISTRATIVE CONTRACT SPECIALIST	2	0	0	1	0	0	2	8
10096 ADMINISTRATIVE PRINTING SPECIALIST	0	0	1	0	0	0	0	1
10154 DEPUTY EXECUTIVE DIRECTOR	0	0	0	0	0	0	0	1
10174 ASSISTANT EXECUTIVE DIRECTOR	0	1	0	0	0	0	1	2
12854 SECRETARY OF THE AUTHORITY	0	0	0	0	0	0	0	1
13206 ASSISTANT TO THE CHAIRMAN	0	0	0	0	0	0	0	1
13399 EXECUTIVE PROGRAM SPECIALIST	0	0	0	0	0	0	1	1
31144 DEPUTY INSPECTOR GENERAL	3	1	0	0	0	0	1	6
34202 CONSTRUCTION PROJECT MANAGER	40	19	11	25	2	0	3	106
55075 ASSISTANT DIRECTOR OF INTEGRATION	0	0	0	0	0	0	1	4
55091 DIRECTOR OF TENANT AND COMMUNITY	0	0	0	0	0	0	1	1
60580 CHIEF OF HOUSING COMMUNITY DEVELOPMENT	0	0	0	0	0	0	1	3
80283 DIRECTOR OF METHODS AND ANALYSIS	0	0	0	0	0	0	0	1
80289 DIRECTOR OF EQUAL OPPORTUNITIES	0	0	0	0	0	0	1	1
80293 DIRECTOR OF QUALITY AND COMPLIANCE	0	0	0	0	0	0	1	1
80297 DIRECTOR OF HOUSING APPLICATIONS	0	0	0	0	0	0	1	2
80299 DIRECTOR OF LEASED HOUSING	0	0	0	0	0	0	1	1
80301 DIRECTOR OF GENERAL SERVICES	1	0	0	0	0	0	0	1
80305 ASSISTANT RESIDENT BUILDING SUPERVISOR	15	89	59	0	1	1	2	207
80310 RESIDENT BUILDINGS SUPERVISOR	35	66	70	1	0	0	2	206
80390 DIRECTOR OF PLANT OPERATIONS	1	0	0	0	0	0	0	1
82976 ADMINISTRATIVE PROCUREMENT	0	0	1	0	0	0	0	1
82984 TELECOMMUNICATIONS MANAGER	0	0	1	0	0	0	0	1
82991 ADMINISTRATIVE CONSTRUCTION	7	1	2	3	0	0	4	19
82994 ADMINISTRATIVE LABOR RELATIONS	1	1	0	0	0	0	0	3
83006 ADMINISTRATIVE HOUSING DEVELOPMENT	1	4	2	1	0	0	4	15
83008 ADMINISTRATIVE PROJECT MANAGEMENT	4	5	1	2	1	0	3	20
95005 EXECUTIVE AGENCY COUNSEL	15	2	0	0	0	0	10	30
EEO JOB GROUP TOTAL.....:	221	232	180	65	4	1	62	974
	22.69	23.82	18.48	6.67	0.41	0.10	6.37	100.00

AGENCY CODE : 996 N.Y.C. HOUSING AUTHORITY
 EEO JOB GROUP : 003 MANAGEMENT SPECIALISTS

TITLE CODE	TITLE DESCRIPTION	MALE					FEMALE					OTHER	TOTAL EMP		
		WHITE	BLACK	HISPANIC	ASIAN PACIS	AM IND ALASK	UN-KNOWN	WHITE	BLACK	HISPANIC	ASIAN PACIS			AM IND ALASK	UN-KNOWN
1002A	ADMINISTRATIVE STAFF ANALYST	12	2	1	5	0	0	7	17	2	8	0	0	0	54
1002C	ADMINISTRATIVE MANAGER NON	1	0	0	0	0	0	3	39	12	1	1	0	0	57
1002D	ADMINISTRATIVE STAFF ANALYST	15	0	2	3	0	0	3	4	3	0	0	0	0	30
1002E	ADMINISTRATIVE STAFF ANALYST	6	0	1	1	0	0	2	3	1	0	0	0	0	14
1008B	ADMINISTRATIVE QUALITY ASSURANCE	1	0	0	0	0	0	0	0	0	0	0	0	0	1
12158	PROCUREMENT ANALYST	4	1	2	3	0	0	6	14	9	5	0	0	0	44
12626	STAFF ANALYST	5	3	3	5	0	0	4	10	3	6	1	0	0	40
12627	ASSOCIATE STAFF ANALYST	10	5	3	6	0	0	11	9	3	3	0	0	0	50
13368	LABOR RELATIONS ANALYST	0	0	0	0	0	0	2	1	0	0	0	1	0	4

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TITLE CODE	TITLE DESCRIPTION	WHITE	BLACK	HISPN	ASIAN PACIS	AM IND ALASK	UN-KNOWN	WHITE	BLACK	HISPN	ASIAN PACIS	AM IND ALASK	UN-KNOWN	OTHER	TOTAL EMP
21315	LANDSCAPE ARCHITECT	2	0	0	0	0	0	0	0	0	0	0	0	0	2
21744	CITY RESEARCH SCIENTIST (A	0	0	0	0	0	0	1	0	0	1	0	0	0	2
40610	STATISTICIAN	0	0	1	0	0	0	2	0	0	0	0	0	0	3
60910	RESEARCH ASSISTANT	0	1	2	1	0	0	4	0	2	3	0	0	0	13
EEO JOB GROUP TOTAL.....:		39	19	18	48	1	1	17	15	5	12	0	0	0	175
		22.28	10.86	10.29	27.43	0.57	0.57	9.71	8.57	2.86	6.86	0.00	0.00	0.00	100.00

AGENCY CODE : 996 N.Y.C. HOUSING AUTHORITY
 EEO JOB GROUP : 006 SOCIAL SCIENTISTS

MALE							FEMALE						OTHER	TOTAL EMP	
TITLE CODE	TITLE DESCRIPTION	WHITE	BLACK	HISPN	ASIAN PACIS	AM IND ALASK	UN-KNOWN	WHITE	BLACK	HISPN	ASIAN PACIS	AM IND ALASK			UN-KNOWN
22092	ASSISTANT URBAN DESIGNER	0	0	1	0	0	0	0	1	0	1	0	0	0	3
22122	CITY PLANNER	1	0	1	0	0	0	1	1	0	0	0	0	0	4
22506	HOUSING DEVELOPMENT SPECIA	1	0	0	0	0	0	0	0	0	0	0	0	0	1
22507	HOUSING DEVELOPMENT SPECIA	0	0	0	0	0	0	1	0	0	1	0	0	0	2
22508	ASSOCIATE HOUSING DEVELOPM	2	1	0	1	0	0	0	0	0	0	0	1	0	5
40910	ECONOMIST	2	0	1	1	0	0	2	0	2	0	0	1	0	9
8300A	ADMINISTRATIVE HOUSING DVL	0	0	0	0	0	0	1	0	0	0	0	0	0	1
EEO JOB GROUP TOTAL.....:		6	1	3	2	0	0	5	2	2	2	0	2	0	25
		24.00	4.00	12.00	8.00	0.00	0.00	20.00	8.00	8.00	8.00	0.00	8.00	0.00	100.00

AGENCY CODE : 996 N.Y.C. HOUSING AUTHORITY
 EEO JOB GROUP : 007 SOCIAL WORKERS

MALE							FEMALE						OTHER	TOTAL EMP	
TITLE CODE	TITLE DESCRIPTION	WHITE	BLACK	HISPN	ASIAN PACIS	AM IND ALASK	UN-KNOWN	WHITE	BLACK	HISPN	ASIAN PACIS	AM IND ALASK			UN-KNOWN
52613	SOCIAL WORKER	1	0	0	0	0	0	0	5	2	0	0	0	0	8
52632	SUPERVISOR II (SOCIAL WORK	0	2	2	0	0	0	2	0	1	0	0	0	0	7
55014	SENIOR INTERGROUP RELATION	1	1	0	0	0	0	0	1	0	0	0	0	0	3
60430	RECREATION DIRECTOR	0	0	0	0	0	0	0	1	0	0	0	0	0	1
80201	HOUSING ASSISTANT	30	86	18	56	0	0	57	374	106	56	2	1	0	786
80202	HOUSING ASSISTANT (BILINGU	1	0	4	3	0	0	6	0	22	0	0	0	0	36
EEO JOB GROUP TOTAL.....:		33	89	24	59	0	0	65	381	131	56	2	1	0	841
		3.92	10.58	2.85	7.02	0.00	0.00	7.73	45.30	15.58	6.66	0.24	0.12	0.00	100.00

AGENCY CODE : 996 N.Y.C. HOUSING AUTHORITY
 EEO JOB GROUP : 008 LAWYERS

MALE							FEMALE						OTHER	TOTAL EMP	
TITLE CODE	TITLE DESCRIPTION	WHITE	BLACK	HISPN	ASIAN PACIS	AM IND ALASK	UN-KNOWN	WHITE	BLACK	HISPN	ASIAN PACIS	AM IND ALASK			UN-KNOWN
06428	DEPUTY COUNSEL INTERNE (HA	0	0	0	0	0	0	1	0	0	0	0	0	0	1
13353	HEARING EXAMINER (HOUSING	0	0	0	0	0	0	2	1	0	0	0	0	0	3
30085	*ATTORNEY AT LAW	0	0	0	0	0	0	5	1	0	0	0	0	0	6
30087	AGENCY ATTORNEY	13	0	1	1	0	0	20	6	2	4	0	1	0	48

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EEO JOB GROUP TOTAL.....: 13 0 1 1 0 0 28 8 2 4 0 1 0 58
 22.42 0.00 1.72 1.72 0.00 0.00 48.28 13.79 3.45 6.90 0.00 1.72 0.00 100.00

AGENCY CODE : 996 N.Y.C. HOUSING AUTHORITY
 EEO JOB GROUP : 009 PUBLIC RELATIONS

TITLE CODE	TITLE DESCRIPTION	MALE						FEMALE						OTHER	TOTAL EMP
		WHITE	BLACK	HISPN	ASIAN PACIS	AM IND ALASK	UN- KNOWN	WHITE	BLACK	HISPN	ASIAN PACIS	AM IND ALASK	UN- KNOWN		
06781	INTERPRETER/TRANSLATOR	1	0	0	0	0	0	0	0	0	0	0	0	0	1
31013	INTERPRETER (SPANISH)	0	0	0	0	0	0	0	0	2	0	0	0	0	2
31017	INTERPRETER, CHINESE (CANT)	0	0	0	0	0	0	0	0	2	0	0	0	0	2
60816	ASSOCIATE PUBLIC INFORMATI	0	0	0	0	0	0	1	0	0	0	0	0	0	1
90635	SENIOR PHOTOGRAPHER	1	0	0	0	0	0	0	0	0	0	0	0	0	1
91415	GRAPHIC ARTIST	1	0	0	0	0	0	1	0	1	0	0	0	0	3
EEO JOB GROUP TOTAL.....:		3	0	0	0	0	0	2	0	3	2	0	0	0	10
		30.00	0.00	0.00	0.00	0.00	0.00	20.00	0.00	30.00	20.00	0.00	0.00	0.00	100.00

AGENCY CODE : 996 N.Y.C. HOUSING AUTHORITY
 EEO JOB GROUP : 010 TECHNICIANS

TITLE CODE	TITLE DESCRIPTION	MALE						FEMALE						OTHER	TOTAL EMP
		WHITE	BLACK	HISPN	ASIAN PACIS	AM IND ALASK	UN- KNOWN	WHITE	BLACK	HISPN	ASIAN PACIS	AM IND ALASK	UN- KNOWN		
13615	COMPUTER SERVICE TECHNICIA	3	0	0	0	0	0	0	0	0	0	0	0	0	3
13616	SUPERVISING COMPUTER SERVI	2	1	1	0	0	0	0	0	0	0	0	0	0	4
13620	COMPUTER AIDE	0	1	0	0	0	0	0	0	0	0	0	0	0	1
20113	ENGINEERING TECHNICIAN	0	0	0	1	0	0	0	0	0	0	0	0	0	1
22121	CITY PLANNING TECHNICIAN	0	0	0	0	0	0	1	0	0	0	0	0	0	1
30726	CLAIM SPECIALIST	1	0	0	0	0	0	1	4	1	0	0	0	0	7
31105	INVESTIGATOR	0	1	1	0	0	0	0	3	0	0	0	0	0	5
31118	ASSOCIATE FRAUD INVESTIGAT	0	0	0	0	0	0	1	0	0	0	0	0	0	1
31121	ASSOCIATE INVESTIGATOR	6	0	0	1	0	0	0	0	1	0	0	0	0	8
31143	CONFIDENTIAL INVESTIGATOR	8	2	3	1	0	0	6	2	6	1	0	0	0	29
31305	INDUSTRIAL HYGIENIST	0	1	0	0	0	1	1	0	0	0	0	0	0	3
40482	WORKERS' COMPENSATION BENE	0	0	0	0	0	0	0	2	0	0	0	0	0	2
90622	MEDIA SERVICES TECHNICIAN	1	0	0	0	0	0	0	0	0	0	0	0	0	1
91619	HEATING PLANT TECHNICIAN (9	117	52	4	0	0	2	66	15	1	0	0	0	266
EEO JOB GROUP TOTAL.....:		30	123	57	7	0	1	12	77	23	2	0	0	0	332
		9.04	37.05	17.17	2.11	0.00	0.30	3.61	23.19	6.93	0.60	0.00	0.00	0.00	100.00

AGENCY CODE : 996 N.Y.C. HOUSING AUTHORITY
 EEO JOB GROUP : 012 CLERICAL SUPERVISORS

TITLE CODE	TITLE DESCRIPTION	MALE						FEMALE						OTHER	TOTAL EMP
		WHITE	BLACK	HISPN	ASIAN PACIS	AM IND ALASK	UN- KNOWN	WHITE	BLACK	HISPN	ASIAN PACIS	AM IND ALASK	UN- KNOWN		
10124	PRINCIPAL ADMINISTRATIVE A	0	1	1	1	0	0	8	43	15	3	1	0	0	73

RUN DATE: 01/04/17
 RUN TIME: 13:22:22.9

NEW YORK CITY DEPARTMENT OF CITYWIDE ADMINISTRATIVE SERVICES
 CITYWIDE EQUAL EMPLOYMENT DATABASE SYSTEM (CEEDS)
 WORK FORCE COMPOSITION SUMMARY
 AGENCY 996 N.Y.C. HOUSING AUTHORITY

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QUARTER 2 YEAR 2017

EEO JOB GROUP TOTAL.....: 0 1 1 1 0 0 8 43 15 3 1 0 0 73
 0.00 1.37 1.37 1.37 0.00 0.00 10.96 58.90 20.55 4.11 1.37 0.00 0.00 100.00

AGENCY CODE : 996 N.Y.C. HOUSING AUTHORITY
 EEO JOB GROUP : 013 CLERICAL

TITLE CODE	TITLE DESCRIPTION	MALE						FEMALE						OTHER	TOTAL EMP
		WHITE	BLACK	HISPN	ASIAN PACIS	AM IND ALASK	UN-KNOWN	WHITE	BLACK	HISPN	ASIAN PACIS	AM IND ALASK	UN-KNOWN		
06183	SECRETARY TO MEMBER (HA)	0	0	0	0	0	0	0	0	1	0	0	0	0	1
06679	SECRETARY TO DEPUTY EXECUT	0	0	0	0	0	0	0	1	3	0	0	0	0	4
10229	LEGAL SECRETARIAL ASSISTAN	0	0	0	0	0	0	0	2	0	0	0	0	0	2
10250	CLERICAL AIDE	1	1	1	0	0	0	1	3	0	0	0	0	0	7
10251	CLERICAL ASSOCIATE	3	7	0	1	0	0	5	65	23	7	2	0	0	113
10252	SECRETARY	0	7	6	2	0	0	39	298	104	16	3	2	0	477
10605	CASHIER	0	0	0	0	0	0	0	0	1	0	0	0	0	1
11702	OFFICE MACHINE AIDE	0	0	0	0	0	0	0	0	1	0	0	0	0	1
11704	SUPERVISOR OF OFFICE MACHI	0	1	0	0	0	0	0	0	1	0	0	0	0	2
12203	HOUSING STOCK WORKER	3	9	4	0	0	0	0	3	0	0	0	0	0	19
12204	SUPERVISOR OF HOUSING STOC	1	9	2	4	0	0	0	2	0	0	0	0	0	18
40526	BOOKKEEPER	4	2	0	5	0	0	3	2	0	9	0	0	0	25
60888	CUSTOMER INFORMATION REPRE	3	13	6	2	0	0	4	40	17	1	1	0	0	87

EEO JOB GROUP TOTAL.....: 15 49 19 14 0 0 52 416 151 33 6 2 0 757
 1.99 6.47 2.51 1.85 0.00 0.00 6.87 54.95 19.95 4.36 0.79 0.26 0.00 100.00

AGENCY CODE : 996 N.Y.C. HOUSING AUTHORITY
 EEO JOB GROUP : 018 POLICE

TITLE CODE	TITLE DESCRIPTION	MALE						FEMALE						OTHER	TOTAL EMP
		WHITE	BLACK	HISPN	ASIAN PACIS	AM IND ALASK	UN-KNOWN	WHITE	BLACK	HISPN	ASIAN PACIS	AM IND ALASK	UN-KNOWN		
70810	SPECIAL OFFICER	0	2	0	1	0	0	0	1	0	0	0	0	0	4
70817	SUPERVISING SPECIAL OFFICE	0	2	0	0	0	0	0	0	0	0	0	0	0	2

EEO JOB GROUP TOTAL.....: 0 4 0 1 0 0 0 1 0 0 0 0 0 0 6
 0.01 66.67 0.00 16.67 0.00 0.00 0.00 16.67 0.00 0.00 0.00 0.00 0.00 0.00 100.00

AGENCY CODE : 996 N.Y.C. HOUSING AUTHORITY
 EEO JOB GROUP : 019 GUARDS

TITLE CODE	TITLE DESCRIPTION	MALE						FEMALE						OTHER	TOTAL EMP
		WHITE	BLACK	HISPN	ASIAN PACIS	AM IND ALASK	UN-KNOWN	WHITE	BLACK	HISPN	ASIAN PACIS	AM IND ALASK	UN-KNOWN		
90650	CITY SECURITY AIDE	1	12	3	0	0	6	0	42	7	0	1	3	0	75

EEO JOB GROUP TOTAL.....: 1 12 3 0 0 6 0 42 7 0 1 3 0 75
 1.34 16.00 4.00 0.00 0.00 8.00 0.00 56.00 9.33 0.00 1.33 4.00 0.00 100.00

AGENCY CODE : 996 N.Y.C. HOUSING AUTHORITY

RUN DATE: 01/04/17
 RUN TIME: 13:22:22.9

NEW YORK CITY DEPARTMENT OF CITYWIDE ADMINISTRATIVE SERVICES
 CITYWIDE EQUAL EMPLOYMENT DATABASE SYSTEM (CEEDS)
 WORK FORCE COMPOSITION SUMMARY
 QUARTER 2 YEAR 2017 AGENCY 996 N.Y.C. HOUSING AUTHORITY

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EEO JOB GROUP : 022 BUILDING SERVICES

TITLE CODE	TITLE DESCRIPTION	MALE						FEMALE						OTHER	TOTAL EMP
		WHITE	BLACK	HISPN	ASIAN PACIS	AM IND ALASK	UN-KNOWN	WHITE	BLACK	HISPN	ASIAN PACIS	AM IND ALASK	UN-KNOWN		
81705	ASSISTANT CARETAKER	0	1	0	0	0	0	0	6	0	0	0	1	0	8
81715	CHIEF CARETAKER	0	12	13	0	0	0	0	2	1	0	0	0	0	28
82009	*HOUSING CARETAKER	2	16	8	0	0	0	0	1	0	0	0	0	0	27
82011	SUPERVISOR OF HOUSING CARE	7	70	40	0	0	0	2	36	9	0	0	0	0	164
90511	HOUSING EXTERMINATOR	7	66	25	2	0	0	1	28	6	0	0	0	0	135
9053A	SUPERVISOR OF HOUSING EXTE	0	0	0	0	0	0	0	0	1	0	0	0	0	1
90536	SUPERVISOR OF HOUSING EXTE	0	3	1	0	0	0	0	0	0	0	0	0	0	4
90645	CARETAKER (HOUSING AUTHORI	48	949	585	16	7	52	20	862	303	8	6	31	0	2887
90648	CITY ELEVATOR OPERATOR	0	3	1	0	0	0	0	3	0	0	0	0	0	7
EEO JOB GROUP TOTAL.....:		64	1120	673	18	7	52	23	938	320	8	6	32	0	3261
		1.97	34.35	20.64	0.55	0.21	1.59	0.71	28.76	9.81	0.25	0.18	0.98	0.00	100.00

AGENCY CODE : 996 N.Y.C. HOUSING AUTHORITY
 EEO JOB GROUP : 023 PERSONAL SERVICES

TITLE CODE	TITLE DESCRIPTION	MALE						FEMALE						OTHER	TOTAL EMP
		WHITE	BLACK	HISPN	ASIAN PACIS	AM IND ALASK	UN-KNOWN	WHITE	BLACK	HISPN	ASIAN PACIS	AM IND ALASK	UN-KNOWN		
90647	CITY ATTENDANT	0	1	0	0	0	1	0	2	2	0	0	0	0	6
EEO JOB GROUP TOTAL.....:		0	1	0	0	0	1	0	2	2	0	0	0	0	6
		0.00	16.67	0.00	0.00	0.00	16.67	0.00	33.33	33.33	0.00	0.00	0.00	0.00	100.00

AGENCY CODE : 996 N.Y.C. HOUSING AUTHORITY
 EEO JOB GROUP : 024 FARMING

TITLE CODE	TITLE DESCRIPTION	MALE						FEMALE						OTHER	TOTAL EMP
		WHITE	BLACK	HISPN	ASIAN PACIS	AM IND ALASK	UN-KNOWN	WHITE	BLACK	HISPN	ASIAN PACIS	AM IND ALASK	UN-KNOWN		
81350	SUPERVISING HOUSING GROUND	7	60	46	0	1	0	0	4	1	0	0	0	0	119
EEO JOB GROUP TOTAL.....:		7	60	46	0	1	0	0	4	1	0	0	0	0	119
		5.88	50.42	38.66	0.00	0.84	0.00	0.00	3.36	0.84	0.00	0.00	0.00	0.00	100.00

AGENCY CODE : 996 N.Y.C. HOUSING AUTHORITY
 EEO JOB GROUP : 025 CRAFT

TITLE CODE	TITLE DESCRIPTION	MALE						FEMALE						OTHER	TOTAL EMP
		WHITE	BLACK	HISPN	ASIAN PACIS	AM IND ALASK	UN-KNOWN	WHITE	BLACK	HISPN	ASIAN PACIS	AM IND ALASK	UN-KNOWN		
31311	LEAD ABATEMENT WORKER	10	15	8	2	0	0	0	0	0	0	0	0	0	35
31313	ASBESTOS HANDLER	8	4	4	0	0	0	0	0	0	0	0	0	0	16
31314	ASBESTOS HANDLER SUPERVISO	4	1	0	0	0	0	0	0	0	0	0	0	0	5
34205	SUPERVISOR OF ELECTRICAL I	1	2	0	0	0	0	0	0	0	0	0	0	0	3
34221	SUPERVISOR OF MECHANICAL I	13	6	1	7	0	0	0	0	1	0	0	0	0	28

RUN DATE: 01/04/17
 RUN TIME: 13:22:22.9

NEW YORK CITY DEPARTMENT OF CITYWIDE ADMINISTRATIVE SERVICES
 CITYWIDE EQUAL EMPLOYMENT DATABASE SYSTEM (CEEDS)
 WORK FORCE COMPOSITION SUMMARY
 AGENCY 996 N.Y.C. HOUSING AUTHORITY

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 REPORT: EBEP210

QUARTER 2 YEAR 2017

EEO JOB GROUP TOTAL.....: 6 8 3 1 0 0 0 0 0 0 0 0 0 0 18
 33.33 44.44 16.67 5.56 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 0.00 100.00

AGENCY CODE : 996 N.Y.C. HOUSING AUTHORITY
 EEO JOB GROUP : 028 LABORERS

TITLE CODE	TITLE DESCRIPTION	MALE						FEMALE						OTHER	TOTAL EMP
		WHITE	BLACK	HISPN	ASIAN PACIS	AM IND ALASK	UN- KNOWN	WHITE	BLACK	HISPN	ASIAN PACIS	AM IND ALASK	UN- KNOWN		
90711	ELEVATOR MECHANIC'S HELPER	81	47	59	11	1	0	0	1	0	0	0	0	0	200
91406	CITY SEASONAL AIDE	4	64	17	1	1	32	3	100	22	1	1	32	278	
91722	ELECTRICIAN'S HELPER	12	15	13	3	0	0	0	1	0	0	0	0	44	
91916	PLUMBER'S HELPER	40	10	10	2	0	1	1	1	0	0	0	0	65	
92225	MASON'S HELPER	35	8	6	1	0	1	0	0	0	0	1	0	52	
EEO JOB GROUP TOTAL.....:		172	144	105	18	2	34	4	103	22	1	2	32	639	
		26.91	22.54	16.43	2.82	0.31	5.32	0.63	16.12	3.44	0.16	0.31	5.01	100.00	

AGENCY CODE : 996 N.Y.C. HOUSING AUTHORITY
 EEO JOB GROUP : 031 PARA PROFESSIONAL OCCUPATIONS

TITLE CODE	TITLE DESCRIPTION	MALE						FEMALE						OTHER	TOTAL EMP
		WHITE	BLACK	HISPN	ASIAN PACIS	AM IND ALASK	UN- KNOWN	WHITE	BLACK	HISPN	ASIAN PACIS	AM IND ALASK	UN- KNOWN		
10209	COLLEGE AIDE	0	0	0	0	0	0	1	1	0	0	0	0	2	
12749	STAFF ANALYST TRAINEE	0	0	0	0	0	0	1	1	0	0	0	0	2	
12752	LABOR RELATIONS ANALYST TR	0	2	0	1	0	1	0	1	0	2	0	1	8	
20272	ASSOCIATE OPERATIONS COMMU	0	0	1	0	0	0	0	0	0	0	0	0	1	
52406	COMMUNITY SERVICE AIDE	0	6	1	0	0	0	1	22	12	0	0	2	44	
56056	COMMUNITY ASSISTANT	0	1	3	0	0	0	0	5	0	0	0	0	9	
56057	COMMUNITY ASSOCIATE	4	8	3	1	0	0	3	34	22	2	0	0	77	
56058	COMMUNITY COORDINATOR	7	30	14	0	0	0	4	43	27	1	1	0	127	
82017	EMERGENCY SERVICE AIDE (HO	2	19	14	1	1	2	0	16	11	0	0	2	68	
EEO JOB GROUP TOTAL.....:		13	66	36	3	1	3	10	123	72	5	1	5	338	
		3.83	19.53	10.65	0.89	0.30	0.89	2.96	36.39	21.30	1.48	0.30	1.48	100.00	

AGENCY TOTAL.....: 1708 2636 1795 387 26 133 355 2692 900 186 25 92 0 10935
 15.60 24.11 16.42 3.54 0.24 1.22 3.25 24.62 8.23 1.70 0.23 0.84 0.00 100.00

Appendix - 3

New York City Housing Authority

CEEDS Report: Workforce Compared with Internal and External Pools

3rd Quarter of Fiscal Year 2014

(beginning of the audit period)

RUN DATE: 04/01/14
 RUN TIME: 10:47:05
 FY2014 Q3

NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 746
 PROGRAM: EBPPP961
 EXTRACT DATE: 03/31/14

AGENCY: 996 N.Y.C. HOUSING AUTHORITY
 JOB GROUP: 002 MANAGERS

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	299	634	933	.5133	478.91	-180	-11.8	<.01	U
ETH	BLACK	342	591	933	.1889	176.24	165.8	13.86	<.01	O
ETH	HISPANIC	214	719	933	.1297	121.01	92.99	9.06	<.01	O
ETH	ASIAN / PAC ISL	73	860	933	.1017	94.89	-21.9	-2.37	<.01	N-05%RUL
ETH	NATIVE AMERICAN	4	929	933	.0018	1.68	2.32	1.79	0.037	
ETH	ETH UNKNOWN	1	932	933	.0402	37.51	-36.5	-6.08	<.01	N-05%RUL
GEN	MALE	694	239	933	.5345	498.69	195.3	12.82	<.01	O
GEN	FEMALE	238	695	933	.4206	392.42	-154	-10.2	<.01	U
GEN	GENDER UNKNOWN	1	932	933	.0197	18.38	-17.4	-4.09	<.01	N-05%RUL

RUN DATE: 04/01/14
 RUN TIME: 10:47:05
 FY2014 Q3

NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 750
 PROGRAM: EBPPP961
 EXTRACT DATE: 03/31/14

AGENCY: 996 N.Y.C. HOUSING AUTHORITY
 JOB GROUP: 007 SOCIAL WORKERS

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	112	775	887	.1580	140.15	-28.1	-2.59	<.01	N-05%RUL
ETH	BLACK	506	381	887	.6260	555.26	-49.3	-3.42	<.01	U
ETH	HISPANIC	156	731	887	.1530	135.71	20.29	1.89	0.029	
ETH	ASIAN / PAC ISL	102	785	887	.0507	44.97	57.03	8.73	<.01	O
ETH	NATIVE AMERICAN	3	884	887	.0023	2.04	0.96	0.67	0.251	
ETH	ETH UNKNOWN	8	879	887	.0061	5.41	2.59	1.12	0.132	
GEN	MALE	224	663	887	.3205	284.28	-60.3	-4.34	<.01	U
GEN	FEMALE	655	232	887	.6712	595.35	59.65	4.26	<.01	O
GEN	GENDER UNKNOWN	8	879	887	.0042	3.73	4.27	2.22	0.013	N-05%RUL

RUN DATE: 04/01/14
 RUN TIME: 10:47:05
 FY2014 Q3

NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 753
 PROGRAM: EBPPP961
 EXTRACT DATE: 03/31/14

AGENCY: 996 N.Y.C. HOUSING AUTHORITY
 JOB GROUP: 010 TECHNICIANS

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	55	341	396	.3514	139.15	-84.2	-8.86	<.01	U
ETH	BLACK	226	170	396	.3293	130.40	95.60	10.22	<.01	O
ETH	HISPANIC	95	301	396	.1923	76.15	18.85	2.40	<.01	N-05%RUL
ETH	ASIAN / PAC ISL	18	378	396	.1005	39.80	-21.8	-3.64	<.01	U
ETH	NATIVE AMERICAN	1	395	396	.0027	1.07	-0.07	-0.07	0.473	
ETH	ETH UNKNOWN	1	395	396	.0182	7.21	-6.21	-2.33	<.01	N-05%RUL
GEN	MALE	261	135	396	.6181	244.77	16.23	1.68	0.047	
GEN	FEMALE	135	261	396	.3662	145.02	-10.0	-1.04	0.148	
GEN	GENDER UNKNOWN	0	396	396	.0098	3.88	-3.88	-1.98	0.024	N-05%RUL

RUN DATE: 04/01/14
 RUN TIME: 10:47:05
 FY2014 Q3

NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 758
 PROGRAM: EBPPP961
 EXTRACT DATE: 03/31/14

AGENCY: 996 N.Y.C. HOUSING AUTHORITY
 JOB GROUP: 022 BUILD SERV

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	96	3355	3451	.2141	738.86	-643	-26.7	<.01	U
ETH	BLACK	2062	1389	3451	.3208	1107.1	954.9	34.82	<.01	O
ETH	HISPANIC	1125	2326	3451	.3373	1164.0	-39.0	-1.40	0.080	
ETH	ASIAN / PAC ISL	35	3416	3451	.0650	224.32	-189	-13.1	<.01	U
ETH	NATIVE AMERICAN	17	3434	3451	.0027	9.32	7.68	2.52	<.01	N-05%RUL
ETH	ETH UNKNOWN	116	3335	3451	.0284	98.01	17.99	1.84	0.033	
GEN	MALE	2085	1366	3451	.6348	2190.7	-106	-3.74	<.01	N-05%RUL
GEN	FEMALE	1308	2143	3451	.3223	1112.3	195.7	7.13	<.01	O
GEN	GENDER UNKNOWN	58	3393	3451	.0110	37.96	20.04	3.27	<.01	N-05%RUL

RUN DATE: 04/01/14
 RUN TIME: 10:47:05
 FY2014 Q3

NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 760
 PROGRAM: EBPPP961
 EXTRACT DATE: 03/31/14

AGENCY: 996 N.Y.C. HOUSING AUTHORITY
 JOB GROUP: 025 CRAFT

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	982	1353	2335	.3705	865.12	116.9	5.01	<.01	O
ETH	BLACK	632	1703	2335	.3209	749.30	-117	-5.20	<.01	U
ETH	HISPANIC	624	1711	2335	.1322	308.69	315.3	19.27	<.01	O
ETH	ASIAN / PAC ISL	60	2275	2335	.0686	160.18	-100	-8.20	<.01	N-05%RUL
ETH	NATIVE AMERICAN	10	2325	2335	.0030	7.01	3.00	1.13	0.129	
ETH	ETH UNKNOWN	27	2308	2335	.0983	229.53	-203	-14.1	<.01	U
GEN	MALE	2264	71	2335	.8102	1891.8	372.2	19.64	<.01	O
GEN	FEMALE	64	2271	2335	.0986	230.23	-166	-11.5	<.01	U
GEN	GENDER UNKNOWN	7	2328	2335	.0846	197.54	-191	-14.2	<.01	U

RUN DATE: 04/01/14
 RUN TIME: 10:47:05
 FY2014 Q3

NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 762
 PROGRAM: EBP961
 EXTRACT DATE: 03/31/14

AGENCY: 996 N.Y.C. HOUSING AUTHORITY
 JOB GROUP: 027 TRANSPORTATION

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	6	19	25	.1897	4.74	1.26	0.64	0.261	
ETH	BLACK	14	11	25	.4871	12.18	1.82	0.73	0.233	
ETH	HISPANIC	3	22	25	.1720	4.30	-1.30	-0.69	0.245	U-80%RUL
ETH	ASIAN / PAC ISL	2	23	25	.0381	0.95	1.05	1.09	0.137	
ETH	NATIVE AMERICAN	0	25	25	.0037	0.09	-0.09	-0.30	0.380	N-05%RUL
ETH	ETH UNKNOWN	0	25	25	.1083	2.71	-2.71	-1.74	0.041	U-80%RUL
GEN	MALE	25	0	25	.7529	18.82	6.18	2.86	<.01	O
GEN	FEMALE	0	25	25	.1439	3.60	-3.60	-2.05	0.020	U
GEN	GENDER UNKNOWN	0	25	25	.1023	2.56	-2.56	-1.69	0.046	U-80%RUL

RUN DATE: 04/01/14
 RUN TIME: 10:47:05
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NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 763
 PROGRAM: EBPPP961
 EXTRACT DATE: 03/31/14

AGENCY: 996 N.Y.C. HOUSING AUTHORITY
 JOB GROUP: 028 LABORERS

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	207	557	764	.2630	200.93	6.07	0.50	0.309	
ETH	BLACK	156	608	764	.3027	231.26	-75.3	-5.93	<.01	U
ETH	HISPANIC	112	652	764	.2268	173.28	-61.3	-5.29	<.01	U
ETH	ASIAN / PAC ISL	16	748	764	.0821	62.72	-46.7	-6.16	<.01	U
ETH	NATIVE AMERICAN	4	760	764	.0029	2.22	1.78	1.20	0.115	
ETH	ETH UNKNOWN	269	495	764	.0534	40.80	228.2	36.72	<.01	O
GEN	MALE	454	310	764	.6625	506.15	-52.1	-3.99	<.01	U
GEN	FEMALE	52	712	764	.2356	180.00	-128	-10.9	<.01	U
GEN	GENDER UNKNOWN	258	506	764	.0332	25.36	232.6	46.98	<.01	O

RUN DATE: 04/01/14
 RUN TIME: 10:47:05
 FY2014 Q3

NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 764
 PROGRAM: EBPPP961
 EXTRACT DATE: 03/31/14

AGENCY: 996 N.Y.C. HOUSING AUTHORITY
 JOB GROUP: 031 PARA PROFESSION

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	34	437	471	.3243	152.75	-119	-11.7	<.01	U
ETH	BLACK	280	191	471	.2673	125.90	154.1	16.04	<.01	O
ETH	HISPANIC	139	332	471	.2449	115.35	23.65	2.53	<.01	O
ETH	ASIAN / PAC ISL	7	464	471	.0964	45.40	-38.4	-6.00	<.01	U
ETH	NATIVE AMERICAN	2	469	471	.0025	1.18	0.82	0.76	0.224	
ETH	ETH UNKNOWN	9	462	471	.0269	12.67	-3.67	-1.05	0.148	N-05%RUL
GEN	MALE	157	314	471	.3798	178.89	-21.9	-2.08	0.019	N-05%RUL
GEN	FEMALE	310	161	471	.5812	273.75	36.25	3.39	<.01	O
GEN	GENDER UNKNOWN	4	467	471	.0011	0.52	3.48	4.84	<.01	N-05%RUL

RUN DATE: 04/01/14
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NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 766
 PROGRAM: EBPPP961
 EXTRACT DATE: 03/31/14

AGENCY: 998 N.Y.C. TRANSIT AUTHORITY
 JOB GROUP: 002 MANAGERS

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	489	1122	1611	.5133	826.93	-338	-16.8	<.01	U
ETH	BLACK	333	1278	1611	.1889	304.32	28.68	1.83	0.034	
ETH	HISPANIC	108	1503	1611	.1297	208.95	-101	-7.49	<.01	U
ETH	ASIAN / PAC ISL	159	1452	1611	.1017	163.84	-4.84	-0.40	0.345	
ETH	NATIVE AMERICAN	4	1607	1611	.0018	2.90	1.10	0.65	0.259	
ETH	ETH UNKNOWN	518	1093	1611	.0402	64.76	453.2	57.49	<.01	O
GEN	MALE	877	734	1611	.5345	861.08	15.92	0.80	0.213	
GEN	FEMALE	235	1376	1611	.4206	677.59	-443	-22.3	<.01	U
GEN	GENDER UNKNOWN	499	1112	1611	.0197	31.74	467.3	83.77	<.01	O

RUN DATE: 04/01/14
 RUN TIME: 10:47:05
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NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 767
 PROGRAM: EBPPP961
 EXTRACT DATE: 03/31/14

AGENCY: 998 N.Y.C. TRANSIT AUTHORITY
 JOB GROUP: 003 MNGMNT SPECS

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	1514	2264	3778	.4094	1546.7	-32.7	-1.08	0.140	
ETH	BLACK	866	2912	3778	.2958	1117.5	-252	-8.97	<.01	U
ETH	HISPANIC	344	3434	3778	.1295	489.25	-145	-7.04	<.01	N-05%RUL
ETH	ASIAN / PAC ISL	745	3033	3778	.1301	491.52	253.5	12.26	<.01	O
ETH	NATIVE AMERICAN	5	3773	3778	.0022	8.31	-3.31	-1.15	0.125	N-05%RUL
ETH	ETH UNKNOWN	304	3474	3778	.0207	78.20	225.8	25.80	<.01	O
GEN	MALE	3118	660	3778	.5718	2160.3	957.7	31.49	<.01	O
GEN	FEMALE	371	3407	3778	.4032	1523.3	-1152	-38.2	<.01	U
GEN	GENDER UNKNOWN	289	3489	3778	.0126	47.60	241.4	35.21	<.01	O

RUN DATE: 04/01/14
 RUN TIME: 10:47:05
 FY2014 Q3

NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 768
 PROGRAM: EBPPP961
 EXTRACT DATE: 03/31/14

AGENCY: 998 N.Y.C. TRANSIT AUTHORITY
 JOB GROUP: 004 SCIENCE PROFNS

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	230	639	869	.4568	396.96	-167	-11.4	<.01	U
ETH	BLACK	240	629	869	.1762	153.12	86.88	7.74	<.01	O
ETH	HISPANIC	73	796	869	.1023	88.90	-15.9	-1.78	0.038	
ETH	ASIAN / PAC ISL	267	602	869	.2258	196.22	70.78	5.74	<.01	O
ETH	NATIVE AMERICAN	1	868	869	.0024	2.09	-1.09	-0.75	0.226	N-05%RUL
ETH	ETH UNKNOWN	58	811	869	.0315	27.37	30.63	5.95	<.01	N-05%RUL
GEN	MALE	610	259	869	.6586	572.32	37.68	2.70	<.01	N-05%RUL
GEN	FEMALE	206	663	869	.3131	272.08	-66.1	-4.83	<.01	U
GEN	GENDER UNKNOWN	53	816	869	.0201	17.47	35.53	8.59	<.01	N-05%RUL

RUN DATE: 04/01/14
 RUN TIME: 10:47:05
 FY2014 Q3

NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 769
 PROGRAM: EBP961
 EXTRACT DATE: 03/31/14

AGENCY: 998 N.Y.C. TRANSIT AUTHORITY
 JOB GROUP: 005 HEALTH PROFNS

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	10	24	34	.3707	12.60	-2.60	-0.92	0.178	U-80%RUL
ETH	BLACK	8	26	34	.3635	12.36	-4.36	-1.55	0.060	U-80%RUL
ETH	HISPANIC	3	31	34	.0981	3.34	-0.34	-0.19	0.423	
ETH	ASIAN / PAC ISL	6	28	34	.1400	4.76	1.24	0.61	0.270	
ETH	NATIVE AMERICAN	0	34	34	.0031	0.11	-0.11	-0.33	0.373	N-05%RUL
ETH	ETH UNKNOWN	7	27	34	.0159	0.54	6.46	8.86	<.01	O
GEN	MALE	6	28	34	.2250	7.65	-1.65	-0.68	0.249	N-05%RUL
GEN	FEMALE	20	14	34	.7577	25.76	-5.76	-2.31	0.011	U
GEN	GENDER UNKNOWN	8	26	34	.0012	0.04	7.96	39.43	<.01	O

RUN DATE: 04/01/14
 RUN TIME: 10:47:05
 FY2014 Q3

NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 774
 PROGRAM: EBPPP961
 EXTRACT DATE: 03/31/14

AGENCY: 998 N.Y.C. TRANSIT AUTHORITY
 JOB GROUP: 012 CLERICAL SUPS

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	103	482	585	.2238	130.92	-27.9	-2.77	<.01	N-05%RUL
ETH	BLACK	226	359	585	.5619	328.71	-103	-8.56	<.01	U
ETH	HISPANIC	69	516	585	.1348	78.86	-9.86	-1.19	0.116	
ETH	ASIAN / PAC ISL	89	496	585	.0511	29.89	59.11	11.10	<.01	O
ETH	NATIVE AMERICAN	0	585	585	.0038	2.22	-2.22	-1.49	0.068	N-05%RUL
ETH	ETH UNKNOWN	98	487	585	.0245	14.33	83.67	22.38	<.01	O
GEN	MALE	391	194	585	.2093	122.44	268.6	27.29	<.01	O
GEN	FEMALE	108	477	585	.7769	454.49	-346	-34.4	<.01	U
GEN	GENDER UNKNOWN	86	499	585	.0138	8.07	77.93	27.62	<.01	O

RUN DATE: 04/01/14
 RUN TIME: 10:47:05
 FY2014 Q3

NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 775
 PROGRAM: EBPPP961
 EXTRACT DATE: 03/31/14

AGENCY: 998 N.Y.C. TRANSIT AUTHORITY
 JOB GROUP: 013 CLERICAL

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	503	3936	4439	.1867	828.76	-326	-12.5	<.01	U
ETH	BLACK	2281	2158	4439	.5347	2373.5	-92.5	-2.78	<.01	N-05%RUL
ETH	HISPANIC	623	3816	4439	.1509	669.85	-46.8	-1.96	0.025	N-05%RUL
ETH	ASIAN / PAC ISL	472	3967	4439	.0716	317.83	154.2	8.97	<.01	N-05%RUL
ETH	NATIVE AMERICAN	17	4422	4439	.0039	17.31	-0.31	-0.08	0.470	
ETH	ETH UNKNOWN	543	3896	4439	.0478	212.18	330.8	23.27	<.01	O
GEN	MALE	2358	2081	4439	.2820	1251.8	1106	36.90	<.01	O
GEN	FEMALE	1576	2863	4439	.6776	3007.9	-1432	-46.0	<.01	U
GEN	GENDER UNKNOWN	505	3934	4439	.0359	159.36	345.6	27.89	<.01	O

RUN DATE: 04/01/14
 RUN TIME: 10:47:05
 FY2014 Q3

NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 777
 PROGRAM: EBPPP961
 EXTRACT DATE: 03/31/14

AGENCY: 998 N.Y.C. TRANSIT AUTHORITY
 JOB GROUP: 018 POLICE

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	41	240	281	.4164	117.01	-76.0	-9.20	<.01	U
ETH	BLACK	149	132	281	.3039	85.40	63.60	8.25	<.01	O
ETH	HISPANIC	41	240	281	.2189	61.51	-20.5	-2.96	<.01	U
ETH	ASIAN / PAC ISL	21	260	281	.0487	13.68	7.32	2.03	0.021	N-05%RUL
ETH	NATIVE AMERICAN	2	279	281	.0040	1.12	0.88	0.83	0.204	
ETH	ETH UNKNOWN	27	254	281	.0077	2.16	24.84	16.95	<.01	O
GEN	MALE	192	89	281	.7409	208.19	-16.2	-2.20	0.014	U
GEN	FEMALE	66	215	281	.2529	71.06	-5.06	-0.70	0.243	
GEN	GENDER UNKNOWN	23	258	281	.0056	1.57	21.43	17.13	<.01	O

RUN DATE: 04/01/14
 RUN TIME: 10:47:05
 FY2014 Q3

NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 779
 PROGRAM: EBP961
 EXTRACT DATE: 03/31/14

AGENCY: 998 N.Y.C. TRANSIT AUTHORITY
 JOB GROUP: 026 OPERATORS

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	21	14	35	.3876	13.57	7.43	2.58	<.01	O
ETH	BLACK	6	29	35	.1740	6.09	-0.09	-0.04	0.484	
ETH	HISPANIC	1	34	35	.1385	4.85	-3.85	-1.88	0.030	U-80%RUL
ETH	ASIAN / PAC ISL	2	33	35	.0524	1.83	0.17	0.13	0.450	
ETH	NATIVE AMERICAN	0	35	35	.0032	0.11	-0.11	-0.34	0.369	N-05%RUL
ETH	ETH UNKNOWN	5	30	35	.0507	1.77	3.23	2.49	<.01	O
GEN	MALE	31	4	35	.7025	24.59	6.41	2.37	<.01	O
GEN	FEMALE	0	35	35	.1213	4.25	-4.25	-2.20	0.014	U
GEN	GENDER UNKNOWN	4	31	35	.0299	1.05	2.95	2.93	<.01	O

RUN DATE: 04/01/14
 RUN TIME: 10:47:05
 FY2014 Q3

NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 781
 PROGRAM: EBPPP961
 EXTRACT DATE: 03/31/14

AGENCY: 998 N.Y.C. TRANSIT AUTHORITY
 JOB GROUP: 028 LABORERS

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	977	5040	6017	.2630	1582.5	-605	-17.7	<.01	U
ETH	BLACK	3004	3013	6017	.3027	1821.3	1183	33.19	<.01	O
ETH	HISPANIC	986	5031	6017	.2268	1364.7	-379	-11.7	<.01	U
ETH	ASIAN / PAC ISL	423	5594	6017	.0821	494.00	-71.0	-3.33	<.01	N-05%RUL
ETH	NATIVE AMERICAN	11	6006	6017	.0029	17.45	-6.45	-1.55	0.061	N-05%RUL
ETH	ETH UNKNOWN	616	5401	6017	.0534	321.31	294.7	16.90	<.01	N-05%RUL
GEN	MALE	4228	1789	6017	.6625	3986.3	241.7	6.59	<.01	N-05%RUL
GEN	FEMALE	1186	4831	6017	.2356	1417.6	-232	-7.04	<.01	N-05%RUL
GEN	GENDER UNKNOWN	603	5414	6017	.0332	199.76	403.2	29.02	<.01	O

RUN DATE: 04/01/14
 RUN TIME: 10:47:05
 FY2014 Q3

NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 782
 PROGRAM: EBPPP961
 EXTRACT DATE: 03/31/14

AGENCY: 998 N.Y.C. TRANSIT AUTHORITY
 JOB GROUP: 031 PARA PROFESSION

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	5	45	50	.3243	16.21	-11.2	-3.39	<.01	U
ETH	BLACK	5	45	50	.2673	13.37	-8.37	-2.67	<.01	U
ETH	HISPANIC	5	45	50	.2449	12.25	-7.25	-2.38	<.01	U
ETH	ASIAN / PAC ISL	2	48	50	.0964	4.82	-2.82	-1.35	0.088	U-80%RUL
ETH	NATIVE AMERICAN	0	50	50	.0025	0.13	-0.13	-0.35	0.362	N-05%RUL
ETH	ETH UNKNOWN	33	17	50	.0269	1.34	31.66	27.67	<.01	O
GEN	MALE	13	37	50	.3798	18.99	-5.99	-1.75	0.040	U-80%RUL
GEN	FEMALE	5	45	50	.5812	29.06	-24.1	-6.90	<.01	U
GEN	GENDER UNKNOWN	32	18	50	.0011	0.06	31.94	136.3	<.01	O

Appendix - 4

New York City Housing Authority
CEEDS Report: Workforce Compared with Internal and External Pools
2nd Quarter of Fiscal Year 2017
(end of the audit period)

RUN DATE: 01/04/17
 RUN TIME: 13:18:37
 FY2017 Q2

NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 751
 PROGRAM: EBPPP961
 EXTRACT DATE: 12/31/16

AGENCY: 996 N.Y.C. HOUSING AUTHORITY
 JOB GROUP: 002 MANAGERS

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	283	691	974	.5133	499.95	-217	-13.9	<.01	U
ETH	BLACK	371	603	974	.1889	183.99	187.0	15.31	<.01	O
ETH	HISPANIC	228	746	974	.1297	126.33	101.7	9.70	<.01	O
ETH	ASIAN / PAC ISL	80	894	974	.1017	99.06	-19.1	-2.02	0.022	N-05%RUL
ETH	NATIVE AMERICAN	5	969	974	.0018	1.75	3.25	2.45	<.01	N-05%RUL
ETH	ETH UNKNOWN	7	967	974	.0402	39.15	-32.2	-5.25	<.01	N-05%RUL
GEN	MALE	703	271	974	.5345	520.60	182.4	11.72	<.01	O
GEN	FEMALE	271	703	974	.4206	409.66	-139	-9.00	<.01	U
GEN	GENDER UNKNOWN	0	974	974	.0197	19.19	-19.2	-4.42	<.01	N-05%RUL

RUN DATE: 01/04/17
 RUN TIME: 13:18:37
 FY2017 Q2

NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 755
 PROGRAM: EBPPP961
 EXTRACT DATE: 12/31/16

AGENCY: 996 N.Y.C. HOUSING AUTHORITY
 JOB GROUP: 007 SOCIAL WORKERS

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	98	743	841	.1580	132.88	-34.9	-3.30	<.01	N-05%RUL
ETH	BLACK	470	371	841	.6260	526.47	-56.5	-4.02	<.01	U
ETH	HISPANIC	155	686	841	.1530	128.67	26.33	2.52	<.01	N-05%RUL
ETH	ASIAN / PAC ISL	115	726	841	.0507	42.64	72.36	11.37	<.01	O
ETH	NATIVE AMERICAN	2	839	841	.0023	1.93	0.07	0.05	0.481	
ETH	ETH UNKNOWN	1	840	841	.0061	5.13	-4.13	-1.83	0.034	N-05%RUL
GEN	MALE	205	636	841	.3205	269.54	-64.5	-4.77	<.01	U
GEN	FEMALE	636	205	841	.6712	564.48	71.52	5.25	<.01	O
GEN	GENDER UNKNOWN	0	841	841	.0042	3.53	-3.53	-1.88	0.030	N-05%RUL

RUN DATE: 01/04/17
 RUN TIME: 13:18:37
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NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 758
 PROGRAM: EBPPP961
 EXTRACT DATE: 12/31/16

AGENCY: 996 N.Y.C. HOUSING AUTHORITY
 JOB GROUP: 010 TECHNICIANS

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	42	290	332	.3514	116.66	-74.7	-8.58	<.01	U
ETH	BLACK	200	132	332	.3293	109.33	90.67	10.59	<.01	O
ETH	HISPANIC	80	252	332	.1923	63.84	16.16	-2.25	0.012	N-05%RUL
ETH	ASIAN / PAC ISL	9	323	332	.1005	33.37	-24.4	-4.45	<.01	U
ETH	NATIVE AMERICAN	0	332	332	.0027	0.90	-0.90	-0.95	0.172	N-05%RUL
ETH	ETH UNKNOWN	1	331	332	.0182	6.04	-5.04	-2.07	0.019	N-05%RUL
GEN	MALE	218	114	332	.6181	205.21	12.79	1.44	0.074	
GEN	FEMALE	114	218	332	.3662	121.58	-7.58	-0.86	0.194	
GEN	GENDER UNKNOWN	0	332	332	.0098	3.25	-3.25	-1.81	0.035	N-05%RUL

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NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

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 PROGRAM: EBPPP961
 EXTRACT DATE: 12/31/16

AGENCY: 996 N.Y.C. HOUSING AUTHORITY
 JOB GROUP: 022 BUILD SERV

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	87	3174	3261	.2141	698.18	-611	-26.1	<.01	U
ETH	BLACK	2058	1203	3261	.3208	1046.1	1012	37.96	<.01	O
ETH	HISPANIC	993	2268	3261	.3373	1099.9	-107	-3.96	<.01	N-05%RUL
ETH	ASIAN / PAC ISL	26	3235	3261	.0650	211.97	-186	-13.2	<.01	U
ETH	NATIVE AMERICAN	13	3248	3261	.0027	8.80	4.20	1.42	0.078	
ETH	ETH UNKNOWN	84	3177	3261	.0284	92.61	-8.61	-0.91	0.182	
GEN	MALE	1934	1327	3261	.6348	2070.1	-136	-4.95	<.01	N-05%RUL
GEN	FEMALE	1327	1934	3261	.3223	1051.0	276.0	10.34	<.01	O
GEN	GENDER UNKNOWN	0	3261	3261	.0110	35.87	-35.9	-6.02	<.01	N-05%RUL

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NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 765
 PROGRAM: EBPPP961
 EXTRACT DATE: 12/31/16

AGENCY: 996 N.Y.C. HOUSING AUTHORITY
 JOB GROUP: 024 FARMING

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	7	112	119	.3221	38.33	-31.3	-6.15	<.01	U
ETH	BLACK	64	55	119	.3166	37.68	26.32	5.19	<.01	O
ETH	HISPANIC	47	72	119	.2661	31.67	15.33	3.18	<.01	O
ETH	ASIAN / PAC ISL	0	119	119	.0498	5.93	-5.93	-2.50	<.01	N-05%RUL
ETH	NATIVE AMERICAN	1	118	119	.0032	0.38	0.62	1.01	0.157	
ETH	ETH UNKNOWN	0	119	119	.0193	2.30	-2.30	-1.53	0.063	N-05%RUL
GEN	MALE	114	5	119	.6967	82.91	31.09	-6.20	<.01	O
GEN	FEMALE	5	114	119	.2778	33.06	-28.1	-5.74	<.01	U
GEN	GENDER UNKNOWN	0	119	119	.0019	0.23	-0.23	-0.48	0.317	N-05%RUL

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NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 769
 PROGRAM: EBPPP961
 EXTRACT DATE: 12/31/16

AGENCY: 996 N.Y.C. HOUSING AUTHORITY
 JOB GROUP: 028 LABORERS

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	176	463	639	.2630	168.06	7.94	0.71	0.238	
ETH	BLACK	247	392	639	.3027	193.43	53.57	4.61	<.01	O
ETH	HISPANIC	127	512	639	.2268	144.93	-17.9	-1.69	0.045	
ETH	ASIAN / PAC ISL	19	620	639	.0821	52.46	-33.5	-4.82	<.01	U
ETH	NATIVE AMERICAN	4	635	639	.0029	1.85	2.15	1.58	0.057	
ETH	ETH UNKNOWN	66	573	639	.0534	34.12	31.88	5.61	<.01	N-05%RUL
GEN	MALE	475	164	639	.6625	423.34	51.66	4.32	<.01	O
GEN	FEMALE	164	475	639	.2356	150.55	13.45	1.25	0.105	
GEN	GENDER UNKNOWN	0	639	639	.0332	21.21	-21.2	-4.68	<.01	N-05%RUL

RUN DATE: 01/04/17
 RUN TIME: 13:18:37
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NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 770
 PROGRAM: EBPPP961
 EXTRACT DATE: 12/31/16

AGENCY: 996 N.Y.C. HOUSING AUTHORITY
 JOB GROUP: 031 PARA PROFESSION

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	23	315	338	.3243	109.61	-86.6	-10.1	<.01	U
ETH	BLACK	189	149	338	.2673	90.35	98.65	12.13	<.01	O
ETH	HISPANIC	108	230	338	.2449	82.78	25.22	3.19	<.01	O
ETH	ASIAN / PAC ISL	8	330	338	.0964	32.58	-24.6	-4.53	<.01	U
ETH	NATIVE AMERICAN	2	336	338	.0025	0.85	1.15	1.26	0.104	
ETH	ETH UNKNOWN	8	330	338	.0269	9.09	-1.09	-0.37	0.357	
GEN	MALE	122	216	338	.3798	128.37	-6.37	-0.71	0.238	
GEN	FEMALE	216	122	338	.5812	196.45	19.55	2.16	0.016	O
GEN	GENDER UNKNOWN	0	338	338	.0011	0.37	-0.37	-0.61	0.271	N-05%RUL

Appendix - 5

New York City Housing Authority

CEEDS Report: Workforce Compared with Internal and External Pools

4TH Quarter of Fiscal Year 2017

(most recent quarter available)

RUN DATE: 07/06/17
 RUN TIME: 11:37:54
 FY2017 Q4

NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 749
 PROGRAM: EBPPP961
 EXTRACT DATE: 06/30/17

AGENCY: 996 N.Y.C. HOUSING AUTHORITY
 JOB GROUP: 002 MANAGERS

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	277	677	954	.5133	489.69	-213	-13.8	<.01	U
ETH	BLACK	363	591	954	.1889	180.21	182.8	15.12	<.01	O
ETH	HISPANIC	229	725	954	.1297	123.73	105.3	10.14	<.01	O
ETH	ASIAN / PAC ISL	74	880	954	.1017	97.02	-23.0	-2.47	<.01	N-05%RUL
ETH	NATIVE AMERICAN	4	950	954	.0018	1.72	2.28	1.74	0.041	
ETH	ETH UNKNOWN	7	947	954	.0402	38.35	-31.4	-5.17	<.01	N-05%RUL
GEN	MALE	678	276	954	.5345	509.91	168.1	10.91	<.01	O
GEN	FEMALE	275	679	954	.4206	401.25	-126	-8.28	<.01	U
GEN	GENDER UNKNOWN	1	953	954	.0197	18.79	-17.8	-4.15	<.01	N-05%RUL

RUN DATE: 07/06/17
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NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 753
 PROGRAM: EBPPP961
 EXTRACT DATE: 06/30/17

AGENCY: 996 N.Y.C. HOUSING AUTHORITY
 JOB GROUP: 007 SOCIAL WORKERS

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	91	734	825	.1580	130.35	-39.3	-3.76	<.01	N-05%RUL
ETH	BLACK	458	367	825	.6260	516.45	-58.4	-4.21	<.01	U
ETH	HISPANIC	155	670	825	.1530	126.23	28.78	2.78	<.01	N-05%RUL
ETH	ASIAN / PAC ISL	116	709	825	.0507	41.83	74.17	11.77	<.01	O
ETH	NATIVE AMERICAN	3	822	825	.0023	1.90	1.10	0.80	0.211	
ETH	ETH UNKNOWN	2	823	825	.0061	5.03	-3.03	-1.36	0.088	N-05%RUL
GEN	MALE	201	624	825	.3205	264.41	-63.4	-4.73	<.01	U
GEN	FEMALE	624	201	825	.6712	553.74	70.26	5.21	<.01	O
GEN	GENDER UNKNOWN	0	825	825	.0042	3.47	-3.47	-1.87	0.031	N-05%RUL

RUN DATE: 07/06/17
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NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 756
 PROGRAM: EBPPP961
 EXTRACT DATE: 06/30/17

AGENCY: 996 N.Y.C. HOUSING AUTHORITY
 JOB GROUP: 010 TECHNICIANS

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	41	314	355	.3514	124.75	-83.7	-9.31	<.01	U
ETH	BLACK	213	142	355	.3293	116.90	96.10	10.85	<.01	O
ETH	HISPANIC	87	268	355	.1923	68.27	18.73	2.52	<.01	O
ETH	ASIAN / PAC ISL	12	343	355	.1005	35.68	-23.7	-4.18	<.01	U
ETH	NATIVE AMERICAN	0	355	355	.0027	0.96	-0.96	-0.98	0.163	N-05%RUL
ETH	ETH UNKNOWN	2	353	355	.0182	6.46	-4.46	-1.77	0.038	N-05%RUL
GEN	MALE	236	119	355	.6181	219.43	16.57	1.81	0.035	
GEN	FEMALE	119	236	355	.3662	130.00	-11.0	-1.21	0.113	
GEN	GENDER UNKNOWN	0	355	355	.0098	3.48	-3.48	-1.87	0.030	N-05%RUL

RUN DATE: 07/06/17
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NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 760
 PROGRAM: EBPPP961
 EXTRACT DATE: 06/30/17

AGENCY: 996 N.Y.C. HOUSING AUTHORITY
 JOB GROUP: 019 GUARDS

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	1	70	71	.1990	14.13	-13.1	-3.90	<.01	U
ETH	BLACK	51	20	71	.4846	34.41	16.59	3.94	<.01	O
ETH	HISPANIC	7	64	71	.2232	15.85	-8.85	-2.52	<.01	U
ETH	ASIAN / PAC ISL	1	70	71	.0470	3.34	-2.34	-1.31	0.095	N-05%RUL
ETH	NATIVE AMERICAN	0	71	71	.0019	0.13	-0.13	-0.37	0.357	N-05%RUL
ETH	ETH UNKNOWN	11	60	71	.0191	1.36	9.64	8.36	<.01	O
GEN	MALE	24	47	71	.4476	31.78	-7.78	-1.86	0.032	U-80%RUL
GEN	FEMALE	47	24	71	.5186	36.82	10.18	2.42	<.01	O
GEN	GENDER UNKNOWN	0	71	71	.0087	0.62	-0.62	-0.79	0.215	N-05%RUL

RUN DATE: 07/06/17
 RUN TIME: 11:37:54
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NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

PAGE: 761
 PROGRAM: EBPPP961
 EXTRACT DATE: 06/30/17

AGENCY: 996 N.Y.C. HOUSING AUTHORITY
 JOB GROUP: 022 BUILD SERV

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	89	3436	3525	.2141	754.70	-666	-27.3	<.01	U
ETH	BLACK	2215	1310	3525	.3208	1130.8	1084	39.12	<.01	O
ETH	HISPANIC	995	2530	3525	.3373	1189.0	-194	-6.91	<.01	U
ETH	ASIAN / PAC ISL	24	3501	3525	.0650	229.13	-205	-14.0	<.01	U
ETH	NATIVE AMERICAN	18	3507	3525	.0027	9.52	8.48	2.75	<.01	N-05%RUL
ETH	ETH UNKNOWN	184	3341	3525	.0284	100.11	83.89	8.51	<.01	N-05%RUL
GEN	MALE	2018	1507	3525	.6348	2237.7	-220	-7.68	<.01	U
GEN	FEMALE	1507	2018	3525	.3223	1136.1	370.9	13.37	<.01	O
GEN	GENDER UNKNOWN	0	3525	3525	.0110	38.78	-38.8	-6.26	<.01	N-05%RUL

RUN DATE: 07/06/17
 RUN TIME: 11:37:54
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NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
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AGENCY: 996 N.Y.C. HOUSING AUTHORITY
 JOB GROUP: 024 FARMING

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	7	111	118	.3221	38.01	-31.0	-6.11	<.01	U
ETH	BLACK	63	55	118	.3166	37.36	25.64	5.07	<.01	O
ETH	HISPANIC	46	72	118	.2661	31.40	14.60	3.04	<.01	O
ETH	ASIAN / PAC ISL	1	117	118	.0498	5.88	-4.88	-2.06	0.020	N-05%RUL
ETH	NATIVE AMERICAN	1	117	118	.0032	0.38	0.62	1.01	0.155	
ETH	ETH UNKNOWN	0	118	118	.0193	2.28	-2.28	-1.52	0.064	N-05%RUL
GEN	MALE	111	7	118	.6967	82.21	28.79	5.77	<.01	O
GEN	FEMALE	7	111	118	.2778	32.78	-25.8	-5.30	<.01	U
GEN	GENDER UNKNOWN	0	118	118	.0019	0.22	-0.22	-0.47	0.318	N-05%RUL

RUN DATE: 07/06/17
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NEW YORK CITY DEPARTMENT OF PERSONNEL
 C E E D S S Y S T E M
 WORK FORCE COMPARED WITH INTERNAL & EXTERNAL POOLS
 AT THE AGENCY/JOBGROUP LEVEL

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AGENCY: 996 N.Y.C. HOUSING AUTHORITY
 JOB GROUP: 028 LABORERS

PERSONS WITH MISSING EEO DATA INCLUDED IN CNTS
 PROBABILITY CUT-OFF FOR IMBALANCE: 0.05

USING BINOMIAL TEST

EEO VAR	EEO VAL	FOCAL GROUP	OTHER THAN FOCAL GROUP	TOTAL	AVAIL %	EXPECTED #	DIFFERENCE	Z-SCORE	PROBABILITY	IMBAL
ETH	WHITE	168	192	360	.2630	94.68	73.32	8.78	<.01	O
ETH	BLACK	90	270	360	.3027	108.97	-19.0	-2.18	0.015	U
ETH	HISPANIC	83	277	360	.2268	81.65	1.35	0.17	0.432	
ETH	ASIAN / PAC ISL	16	344	360	.0821	29.56	-13.6	-2.60	<.01	N-05%RUL
ETH	NATIVE AMERICAN	3	357	360	.0029	1.04	1.96	1.92	0.028	
ETH	ETH UNKNOWN	0	360	360	.0534	19.22	-19.2	-4.51	<.01	U
GEN	MALE	342	18	360	.6625	238.50	103.5	11.54	<.01	O
GEN	FEMALE	18	342	360	.2356	84.82	-66.8	-8.30	<.01	U
GEN	GENDER UNKNOWN	0	360	360	.0332	11.95	-12.0	-3.52	<.01	N-05%RUL



NEW YORK CITY HOUSING AUTHORITY
250 BROADWAY • NEW YORK, NY 10007
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SHOLA OLATOYE
CHAIR & CHIEF EXECUTIVE OFFICER

September 18, 2017

Mrs. Charise L. Terry,
Executive Director
Equal Employment Practices Commission
253 Broadway, Suite 602
New York, NY 10007

Dear Mrs. Terry:

This letter represents the New York City Housing Authority's ("NYCHA") response to your letter dated August 31, 2017 which provided the New York City Equal Employment Practices Commission's (EEPC) Preliminary Determination for Audit: Review, Evaluation and Monitoring of the New York City Housing Authority's ("NYCHA") Employment Practices and Procedures from January 1, 2014 to December 31, 2016.

We have attached the NYCHA Response on the following pages, which provides our responses, the implementation status on the EEPC's proposed corrective actions with which we agree, and the reasons for the disagreement where applicable. We have also referenced and or attached the supporting documentation for NYCHA's position to the corrective actions with which we disagree.

We have attached the supporting documentation to reflect the current practices.

If you have any questions, please contact me directly at 212-306-4633 or Tricia L. Roberts, Audit Director, at 212-306-3441.

Sincerely,

A handwritten signature in blue ink that reads "Celeste T. Segure".

Celeste T. Segure
Director, Department of Equal Opportunity

Attachments

cc: Shola Olatoye, Chair & Chief Executive Officer
David Farber, EVP for Legal Affairs & General Counsel
Kerri Jew, EVP & Chief Administrative Officer
Kelly MacNeal, First Deputy General Counsel, Law Department
Maurice Q. Robinson, EEO Officer | Assistant Director
Tricia L. Roberts, Director Internal Audit & Assessment
Nicole van Gendt, Interim Director of Human Resources



Angela Cabrera
Malini Cadambi Daniel
Elaine S. Reiss, Esq.
Arva R. Rice
Commissioners

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Executive Director

Judith Garcia Quiñonez, Esq.
Executive Agency Counsel/
Deputy Director

253 Broadway
Suite 602
New York, NY 10007

212. 615. 8939 tel.
212. 676.2724 fax

BY MAIL AND EMAIL

October 10, 2017

Shola Olatoye
Chair & Chief Executive Officer
New York City Housing Authority
250 Broadway, 3rd Floor
New York, NY 10007

RE: Audit Resolution #2017/214-996: Final Determination Pursuant to the Review, Evaluation and Monitoring of the New York City Housing Authority's Employment Practices and Procedures from January 1, 2014 to December 31, 2016.

Dear Chair Olatoye:

On behalf of the members of the Equal Employment Practices Commission (Commission or EEPC), thank you for the Department of Equal Opportunity Director's September 18, 2017 response to our August 31, 2017 Preliminary Determination and for the cooperation extended to our staff during the course of this audit.

As indicated in our Preliminary Determination, this Commission has adopted uniform standards¹ to assess agencies' employment practices and programs for compliance with federal, state and local laws, regulations, policies and procedures which are designed to increase equality of opportunity for municipal government employees and job applicants. The attached Determination contains the Commission's findings and required corrective actions pertaining to the referenced review, evaluation and monitoring of your agency's employment practices and procedures.

Chapter 36, Section 832.c of the New York City Charter requires that: 1) the EEPC assign a 6-month compliance period to monitor your agency's efforts to eliminate remaining required corrective actions; and 2) the agency provide a written response within 30 days from the date of this letter indicating corrective action taken.

¹ Founded upon and consistent with federal, state and local laws, regulations, procedures and policies including, but not limited to, the Citywide Equal Employment Opportunity Policy - Standards and Procedures to be Utilized by City Agencies; New York City Human Rights Law (NYC Administrative Code, §§8-107.1(a) and 8-107.13(d)); New York State Civil Service Law §55-a; Uniform Guidelines on Employee Selection Procedures (29 CFR §§1607.3 - 1607.7) and the equal employment opportunity requirements of the New York City Charter.



The assigned compliance-monitoring period is: **NOVEMBER 2017 TO APRIL 2018.**

If corrective actions remain: Your agency's response should indicate what steps your agency has taken, or will take, to implement the corrective actions during the designated period. Documentation which supports the implementation of each corrective action shall be uploaded to TeamCentral, the EEPC's Automated Compliance-Monitoring System. Your agency will be monitored monthly until all corrective actions have been implemented. Instruction on how to access and navigate TeamCentral is attached. Upon your agency's completion of the final corrective action, this Commission requires that your agency upload a final memorandum signed by the agency head which informs employees of the changes implemented pursuant to our audit and re-emphasizes commitment to the EEO program. Upon receipt of the final memorandum, the EEPC will issue a *Determination of Compliance*.

If no corrective actions remain: Your agency is exempt from the aforementioned monitoring period. However, this Commission requires a final memorandum signed by the agency head which informs employees of the changes implemented pursuant to our audit and re-emphasizes commitment to the EEO program. This will be considered your agency's final action. Upon receipt of the memo, a *Determination of Compliance* will be issued.

If there are further questions regarding this Final Determination or the compliance-monitoring process, please have the Principal EEO Professional contact Janet P. Ford, Esq., Agency Counsel/ Director of Compliance Monitoring at janford@eepc.nyc.gov or 212-615-8942.

Thank you and your staff for your continued cooperation.

Sincerely,

A handwritten signature in blue ink that reads "Judith G. Quinonez, Esq.".

Judith G. Quinonez, Esq.
Executive Agency Counsel/ Deputy Director

C: Maurice Robinson Esq., Principal EEO Professional, New York City Housing Authority

Enclosed: TeamCentral Agency Manual

FINAL DETERMINATION

Agency response indicating corrective action taken with documentation is due within 30 days.

The Equal Employment Practices Commission's findings and required corrective actions are based on the audit methodology which includes collection and analysis of the documents, records and data the agency provided in response to the *EEPC Document and Information Request Form*; the *EEPC Interview Questionnaires* for EEO professionals and others involved in EEO program administration; and, if applicable, the *EEPC Employee Survey*; the *EEPC Supervisor/Manager Survey*; the agency's *Annual EEO Plans and Quarterly EEO Reports*; and workforce and utilization data from the *Citywide Equal Employment Database System*. Additional research and follow-up discussions or interviews were conducted as appropriate.

After reviewing the agency's optional response² (if applicable) to the EEPC's preliminary Determination, our Final Determination is as follows:

Monitoring Required

The agency's implementation of the following required corrective actions will be monitored during the assigned compliance monitoring period.

Corrective Action #1:

Issue a general EEO Policy statement or memo reiterating commitment to EEO, declaring the agency's position against discrimination on any protected basis, advising employees of the names and contact information of EEO professionals, and attaching, or providing employees pertinent electronic links to, an EEO Policy/Handbook.

Agency Response: "...NYCHA Equal Employment Opportunity Policy Statements have consistently listed "Status as a Victim of Domestic Violence, Sexual Assault, Dating Violence or Stalking" as a protected class. This class has been included in each iteration of the policy [and EEO Policy statement]... released during the audit period...

...NYCHA annually updates and recently disseminated its 2017 EEO Policy Statement; as well as its Sexual Harassment Prevention Policy Statement; Fair Housing Policy Statement; EEO Non-Discrimination Policy Poster; and NYCHA Reasonable Accommodations Policy to all employees via e-mail acknowledgement portal with a cover notice on June 14, 2017." (Response, Pg. 2.)

EEPC Response: The EEPC recognizes the agency's commitment to implement corrective action **#1**. Please note that under NYC Human Rights law, the protected class is identified as "Status as a Victim of Sex Offenses." The agency's updated EEO Policy Statement correctly identifying all protected classes under NYC and NYS Human Rights Laws and documentation of redistribution to all employees will be required during the compliance-monitoring period.

² Excerpts are italicized.

Corrective Action #2:

Distribute/Post a paper or electronic copy of the Equal Employment Opportunity Policy, Standards and Procedures to Be Utilized by City Agencies – or an agency EEO Policy that conforms to city, state and federal laws – for use by managers, supervisors, and legal, human resources and EEO professionals. Include, or attach as addenda: a policy against sexual harassment; uniform and responsive procedures for investigating discrimination complaints and providing reasonable accommodations; an up-to-date list of protected classes under NYC and NYS Human Rights Laws; and current contact information for the agency’s EEO professionals, as well as federal, state and local agencies that enforce laws against discrimination.

Agency Response: “...NYCHA annually updates and recently disseminated its 2017 EEO Policy Statement; as well as its Sexual Harassment Prevention Policy Statement; Fair Housing Policy Statement; EEO Non-Discrimination Policy Poster; and NYCHA Reasonable Accommodations Policy to all employees via e-mail acknowledgement portal with a cover notice on June 14, 2017...”

As described in response to Corrective Action #1 above, NYCHA has already taken the actions described here, and will continue to do so.” (Response, Pg. 2 - 3.)

EEPC Response: The EEPC recognizes the agency's commitment to implement corrective action #2. Please note that under NYC Human Rights law, the protected class is identified as “*Status as a Victim of Sex Offenses.*” The agency’s updated EEO Policy correctly identifying all protected classes under NYC and NYS Human Rights Laws and documentation of redistribution to all employees will be required during the compliance-monitoring period.

Corrective Action #3:

Assess recruitment efforts to determine whether such efforts adversely impact any particular group. To the extent that adverse impact is discovered, at a minimum, identify relevant professional and community organizations serving women, minorities, and other protected groups throughout the City, review and update listings of recruitment outreach sources, and contact these organizations when provisional positions become available or where the agency may otherwise use discretion in hiring.

Agency Response: “...[Department of Equal Opportunity (DEO)] *has actively engaged with Human Resources to conduct agency underutilization reports to assist in removing possible barriers to recruitment for minorities and women. DEO has conducted underutilization reports for departments in anticipation of new significant hiring opportunities, and analyzes department specific complaints to determine if any groups may be adversely impacted by hiring and promotion opportunities. DEO looks at historical trends in these departments and suggests focus areas to address underutilization or barriers to selection, promotion, and general sustainability within the department.*” (Response, Pg. 4.)

EEPC Response: The EEPC recognizes the agency's commitment to implement corrective action #3. An assessment of the agency’s recruitment efforts, for each job title in the job groups with

underutilization, will be required during the compliance-monitoring period. The EEPC will provide further guidance during the compliance-monitoring period.

Corrective Action #4:

Assess the manner in which candidates are selected for employment, to determine whether there is any adverse impact upon any particular racial, ethnic, disability, or gender group. To the extent that adverse impact is discovered, determine whether the selection criteria being utilized are job-related. Discontinue using criteria that are not job-related, and adopt methods which diminish adverse impact.

Agency Response: *“Human Resources works with hiring managers to ensure that the job requirements for a position do not exceed the civil service specifications for that job and that preferred qualifications correspond to the responsibilities for the job. NYCHA hiring managers are required to complete a candidate disposition list that provides the reason for the non-selection of internal candidates for a position. DEO and HR will continue to meet on a quarterly basis to assess this process for any underutilization.”* (Response, Pg. 5.)

EEPC Response: The EEPC recognizes the agency's commitment to implement corrective action #4. An assessment of the manner in which candidates are selected for employment, for each job title in the job groups with underutilization, will be required during the compliance-monitoring period. The EEPC will provide further guidance during the compliance-monitoring period.

Corrective Action #5:

If women, minorities, or other protected groups are underrepresented in *civil service* (list) titles, review the competencies, skills and abilities required (as presented in job vacancy notices and notices of examination) for available positions to ensure that these standards are updated, job-related and required by business necessity. (This includes working with DCAS or the Civil Service Commission if applicable). Then advertise in minority- or female-oriented publications, contact organizations serving women, minorities, and other protected groups; participate in career fairs or open houses; or use internships to attract interested persons and to develop and hire interested and qualified candidates.

Agency Response: *“...Upon requesting delivery of the CEEDS reports, NYCHA discovered inaccuracies in the categorical make-up of the workforce [as reported in CEEDS]...NYCHA has been actively working with the New York City DCAS to correct these errors and re-organize the NYCHA work force to accurately reflect its makeup and therefore accurately evaluate its underutilization.*

...NYCHA performs its own underutilization analysis of its staff at various intervals... to provide useful information to department leaders in order to address corrective needs. NYCHA's own analysis contradicts information provided by the CEEDS report. For example, CEEDS suggests that women are underutilized in senior leadership whereas NYCHA's analysis shows that women occupy approximately 58.14% of leadership positions [defined as Level M4 or above at NYCHA...[sic]

NYCHA actively participates in and cooperates with DCAS in the civil service exam development process. NYCHA provides DCAS with demographic information and mandates participation of its subject matter experts in job analysis interviews, focus groups linking panels, test question review panels and the test validation board to ensure that tests correspond with NYCHA's Operational needs...

Further, prior to posting, HR engages in discussion with the hiring manager to ensure that Knowledge Skills and Abilities ("KSA") closely reflect the business needs of the unit." (Response, Pg. 4 - 6.)

EEPC Response: The EEPC recognizes the agency's underutilization analysis of managerial levels in the Capital Project Department; and the agency's efforts to increase the pass rate of the Provisional Plasterer Practical Exam by providing a six-month Plastering Advanced Training program to candidates that marginally failed the examination. For each job title in the job groups with underutilization, the agency must identify if the title is discretionary or a competitive civil service list title. The EEPC will provide further guidance during the compliance-monitoring period.

Corrective Action #6:

Use and maintain an applicant/candidate log or tracking system which, captures *result, reason selected/not selected (or disposition)* for each applicant and *recruitment source*, in addition to the aforementioned criteria already captured. Ensure that the process avoids the appearance of bias by delegating the responsibility for recording and maintaining this information to an individual other than the hiring manager.

Agency Response: *"NYCHA downloads certified civil service lists from DCAS to the NYCAPS Applicant log to generate an internal interview tracking log. The internal interview tracking log is used to record the hiring pool interview dispositions. For hiring not from civil service lists, though full use of NYCAPS showing interviewer/panel data may be possible, it is impractical for large applicant pools, e.g., where several hundred applicants have submitted resumes.*

For positions that are not subject to a civil service list selection, NYCHA will more fully use eHire capabilities to capture dispositions and recruitment sources." (Response, Pg. 6 - 7.)

EEPC Response: The EEPC recognizes the agency's commitment to implement corrective action #6. Documentation which demonstrates that candidate information is being recorded via the agency's applicant/candidate tracking system, *NYCAPS eHire*, will be required during the compliance-monitoring period. Implementation of this corrective action will be monitored during the compliance-monitoring period.

Corrective Action #7:

Designate a professional (may be referred to as the Career Counselor) with appropriate training, knowledge and familiarity with career opportunities in City government to provide career counseling to employees upon request. Remind employees of the identity/type of guidance available from the Career Counselor at least once each year.

Agency Response: “NYCHA will designate the existing Civil Service Examination Development Coordinator to fulfill the role at NYCHA of Career Counselor. In addition, it will periodically advise employees of the services available and the means of contact/access, via outreach from its HR Customer Service Unit.” (Response, Pg. 7.)

EEPC Response: The EEPC recognizes the agency's commitment to implement corrective action #7. Documentation that demonstrates employees were notified of the identity and type of guidance available from the Career Counselor will be required during the compliance-monitoring period.

Corrective Action #8:

Establish and implement an annual managerial/non-managerial performance evaluation program (with timetable) to be used for probationary periods, promotions, assignments, incentives and training.

Agency Response: “With the exception of a first-year probationary report upon entrance or promotion into a title, non-managerial performance evaluations are not performed through a formal annual means such as a paper or e-form, but assessments of non-managerial performance are nonetheless continually performed by supervisors as good practice, documented through instructional counseling or commendation memoranda as appropriate. The procedures in regard to implementation of formal non-managerial performance evaluations, and the obligations that will be imposed on employees who will be evaluated, are mandatory subjects of collective bargaining. Since bargaining a procedure for performance evaluations requires the union's agreement, we cannot commit to a definitive timetable for this.” (Response, Pg. 7 - 8.)

EEPC Response: EEPC acknowledges the agency's determination that introduction of a new procedure such as implementation of a formal non-managerial performance evaluation program should be shared with relevant unions in an interactive process. Corrective Action #8 applies to non-managerial performance evaluations as the agency has an established managerial performance evaluation program.

EEPC requires documentation as to when the agency has started this process, and documentation of the agency's communication to the unions of its commitment to establish and implement an annual managerial/non-managerial performance evaluation program, to be used for probationary periods, promotions, assignments, incentives and training, to labor and management representatives involved. EEPC will also require progress reports on this endeavor until the end of the six-month monitoring period or implementation of all other corrective actions, whichever comes first.

In its Final Determination Response, NYCHA should also provide documentation of the agency policy or guidelines for the assessment of non-managerial performance by supervisors along with an example of instructional, counseling or commendation memoranda as described in its above-quoted Preliminary Determination Response to Corrective Action #8.

Please note that this Audit Standard is premised upon both state and city laws and regulations designed to increase equality of opportunity for municipal employees. New York State Public Housing Law § 33 provides that NYCHA is subject to the rules of the municipality from which it hires employees. Similarly, 9 NYCRR § 1625-7.1 et seq., generally provides that housing authorities must conform to the personnel standards of their municipalities in determining various conditions of employment. See also N.Y. Public Housing Law § 32 [1] (NYCHA “may employ, subject to the provisions of the civil service law applicable to the municipality in which it is established, ... such ... officers, agents and employees as it may require, and determine their qualifications, and duties ...”) The City’s Law Department has also opined that “housing authorities must conform to the personnel standards of their municipalities in determining salaries, hours of work and terms and conditions of employment.” Op. Law Department to Hon. David N. Dinkins, 1990 WL 709125, at *23 (Dec 1990).

With respect to employee evaluations, the New York City Charter provides that city agency heads have the power to “establish and administer performance evaluation programs to be used during the probationary period and for promotions, assignments, incentives and training ...” N.Y.C. Charter § 815(13). Section 816(b)(8) provides, “[p]erformance evaluations for members of the [managerial] service to be used for assignments, incentive awards, probationary period review, and disciplinary action”.

The New York City Personnel Rules and Regulations further provide: “Sub-managerial employees shall receive at least one performance evaluation a year and shall be informed in writing at the beginning of the evaluation period of the performance standards that are to be used as the basis for evaluation. All such employees shall be shown their evaluation reports.” N.Y.C. Rules And Regulations, Tit. 55, Appendix A. *Personnel Rules And Regulations Of The City Of New York: Section V–Performance Evaluation For Sub-Managerial Employees, Section 7.5.4.(e)*.

Corrective Action #9:

Submit to the EEPC an Annual Plan of measures and programs to provide equal employment opportunity, and quarterly reports (up to 30 days following each quarter) on efforts to implement the plan.

Agency Response: “NYCHA is not a city agency and therefore is not required to prepare or submit annual plans under § 815 of the New York City Charter ... By its terms, this Charter provision is not applicable to NYCHA, which, as a corporate governmental agency established under state law is legally separate and independent from the city ...

...NYCHA is fully committed to providing equal employment opportunities. To further these goals and to monitor its own progress, NYCHA DEO [Department of Equal Opportunity] prepares an annual EEO Plan, containing goals for training, policy dissemination, and department EEO reviews. The plan contains many of the equal opportunity nondiscrimination metrics and implementation requirements required in city agencies' annual reports. Specifically, NYCHA’s Annual DEO Program Standards and Assessment tool sets forth compliance indicators and appropriate measures in the areas of Agency Leadership Commitment, Integration of EEO into

Agency Strategic Mission... NYCHA will share its FY 2016-17 report with EEPC. (Response, Pg. 8.)

EEPC Response: A copy of the agency's FY 2016/17 *NYCHA Annual DEO Program Standards and Assessment* was provided. The NYC Charter, § 815[a](19), provides that city agency heads have the power and duty "to adopt and implement an annual plan to accomplish" "equal employment opportunity for minority group members and women who are employed by, or who seek employment with, the agency." Documentation of the agency's current annual plan, of measures and programs to provide equal employment opportunity, will be required during the compliance-monitoring period.

As to NYCHA's position that it is not a city agency, the EEPC disagrees for reasons addressed in its response to Corrective Action #8, and for further reasons discussed below.

The Charter's definition of "city agency" has been amply addressed by the Law Department in Opinion No. 11-90 to Mayor Dinkins. See Op. Law Department to Hon. David N. Dinkins, 1990 WL 709125, at *1 (Dec 1990) ("Opinion No. 11-90"). In reviewing the 1988 and 1989 Charter Revision Commission reports and minutes, the Law Department opined that the definition of a city agency should be "as broad as is lawfully possible." Opinion No. 11-90 at *1 (*quoting* Charter Revision Commission, *Report*, November 1988, Vol. II at page 85). In its Opinion, the Law Department explicitly addressed whether the Charter provisions were applicable to NYCHA, and concluded that, for purposes of personnel and EEO provisions, NYCHA was a city agency. See Opinion No. 11-90, at *22-23.

As indicated in the EEPC's Preliminary Determination, the NYC Charter, § 831[a], defines the scope of its jurisdiction to include "each city, ... authority, or other agency of government, where the majority of the board members of such agency are appointed by the mayor or serve by virtue of being city officers or the expenses of which are paid in whole or in part from the city treasury, *including ... the city housing authority.*" (emphasis added); cf. N.Y. Pub. Off. Law § 73 (adopting the same language as § 831[a] and defining "[t]he term 'city agency' ... [t]o mean ... the New York city housing authority").

Furthermore, NYCHA's employment practices are explicitly bound by the City's Personnel Rules and Regulations. Rule 2.5 states: "These rules shall apply to all offices and positions in the classified service of the city including offices and positions in the New York City housing authority ..." N.Y.C. Rules and Regulations, Tit. 55, App. A, Rule 2.5.

NYCHA is bound by Corrective Action #9, requiring that it submit an annual plan of measures and programs to provide equal employment opportunity to the EEPC.

**EQUAL EMPLOYMENT PRACTICES COMMISSION
CITY OF NEW YORK**

RESOLUTION #2017/214-996: Final Determination pursuant to the Audit: Review, Evaluation and Monitoring of the New York City Housing Authority's Employment Practices and Procedures from January 1, 2014 through December 31, 2017.

Whereas, pursuant to Chapter 36, Section 831(d)(2) and (5) of the New York City Charter, the Equal Employment Practices Commission is authorized to audit and evaluate the employment practices, programs, policies, and procedures of city agencies and their efforts to ensure fair and effective equal employment opportunity for minority group members and women, and to make recommendations to city agencies to insure equal employment opportunity for minority group members and women; and

Whereas, pursuant to Chapter 36, Section 831(d)(2), this Commission has adopted *Uniform Standards for EEPD Audits* and *Minimum Equal Employment Opportunity Standards for Community Boards* to assess agencies' EEO programs and policies for compliance with federal, state and local laws, regulations, policies and procedures which are designed to increase equality of opportunity for women, minorities, and other employees and job applicants identified for protection from discrimination in employment within municipal government; and

Whereas, pursuant to its audit of the New York City Housing Authority (NYCHA) Employment Practices and Procedures, the Equal Employment Practices Commission (EEPC) issued a Preliminary Determination letter, dated August 31, 2017, setting forth findings and the following required corrective actions:

1. Issue a general EEO Policy statement or memo reiterating commitment to EEO, declaring the agency's position against discrimination on any protected basis, advising employees of the names and contact information of EEO professionals, and attaching, or providing employees pertinent electronic links to, an EEO Policy/Handbook.
2. Distribute/Post a paper or electronic copy of the Equal Employment Opportunity Policy, Standards and Procedures to Be Utilized by City Agencies – or an agency EEO Policy that conforms to city, state and federal laws – for use by managers, supervisors, and legal, human resources and EEO professionals. Include, or attach as addenda: a policy against sexual harassment; uniform and responsive procedures for investigating discrimination complaints and providing reasonable accommodations; an up-to-date list of protected classes under NYC and NYS Human Rights Laws; and current contact information for the agency's EEO professionals, as well as federal, state and local agencies that enforce laws against discrimination.
3. Assess recruitment efforts to determine whether such efforts adversely impact any particular group. To the extent that adverse impact is discovered, at a minimum, identify relevant professional and community organizations serving women, minorities, and other protected groups throughout the City, review and update listings of recruitment outreach sources, and contact these organizations when provisional positions become available or where the agency may otherwise use discretion in hiring.
4. Assess the manner in which candidates are selected for employment, to determine

whether there is any adverse impact upon any particular racial, ethnic, disability, or gender group. To the extent that adverse impact is discovered, determine whether the selection criteria being utilized are job-related. Discontinue using criteria that are not job-related, and adopt methods which diminish adverse impact.

5. If women, minorities, or other protected groups are underrepresented in *civil service* (list titles, review the competencies, skills and abilities required (as presented in job vacancy notices and notices of examination) for available positions to ensure that these standards are updated, job-related and required by business necessity. (This includes working with DCAS or the Civil Service Commission if applicable). Then advertise in minority- or female-oriented publications, contact organizations serving women, minorities, and other protected groups; participate in career fairs or open houses; or use internships to attract interested persons and to develop and hire interested and qualified candidates.
6. Use and maintain an applicant/candidate log or tracking system which, captures *result, reason selected/not selected* (or *disposition*) for each applicant and *recruitment source*, in addition to the aforementioned criteria already captured. Ensure that the process avoids the appearance of bias by delegating the responsibility for recording and maintaining this information to an individual other than the hiring manager.
7. Designate a professional (may be referred to as the Career Counselor) with appropriate training, knowledge and familiarity with career opportunities in City government to provide career counseling to employees upon request. Remind employees of the identity/type of guidance available from the Career Counselor at least once each year.
8. Establish and implement an annual managerial/non-managerial performance evaluation program (with timetable) to be used for probationary periods, promotions, assignments, incentives and training.
9. Submit to the EEPC an Annual Plan of measures and programs to provide equal employment opportunity, and quarterly reports (up to 30 days following each quarter) on efforts to implement the plan.

Whereas, the agency submitted its response to the EEPC's Preliminary Determination letter, on September 18, 2017 with documentation of its actions to rectify required corrective actions no. 9; and

Whereas, in accordance with Chapter 36, Section 832(c) of the New York City Charter, the EEPC considered the agency's response and issued a Final Determination on October 10, 2017 which agreed and accepted documentation for implementation of the aforementioned corrective actions, and indicated that corrective action(s) nos., 1, 2, 3, 4, 5, 6, 7 and 8 require compliance monitoring; and

Whereas, in accordance with Chapter 36, Section 832(c) of the City Charter, the EEPC is required to monitor the agency for a period not to exceed six months, from November 1, 2017 through April 30, 2018, to determine whether it implemented remaining

required corrective actions; and

Whereas, in accordance with Chapter 36, Section 832(c) of the City Charter, the agency is required to respond in 30 days and make monthly reports thereafter to the Commission on the progress of implementation of such corrective actions; and

Whereas, all of the EEPCC's corrective actions are required by, or are consistent with, federal, state and local laws, regulations, policies and procedures which are designed to increase equality of opportunity for women, minorities, and other employees and job applicants identified for protection from discrimination in employment within municipal government; Now Therefore,

Be It Resolved, that the Commission approves issuance of this Final Determination to Chair & Chief Executive Officer Shola Olatoye of the New York City Housing Authority.

Approved unanimously on October 26, 2017.



Angela Cabrera
Commissioner

Absent

Arva Rice
Commissioner



Malini Cadambi Daniel
Commissioner



Elaine S. Reiss, Esq.
Commissioner



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SHOLA OLATOYE
CHAIR & CHIEF EXECUTIVE OFFICER

November 6, 2017

BY EMAIL AND REGULAR MAIL

Ms. Judith Quinonez
Executive Agency Counsel | Deputy Director
NYC Equal Employment Practices Commission
253 Broadway, Suite 602
New York, NY 10007

Re: Audit Resolution #2017/214-996: Final Determination Pursuant to the Review, Evaluation and Monitoring of the New York Housing Authority's Employment Practices and Procedures from January 1, 2014 to December 31, 2016

Dear Ms. Quinonez:

This letter represents the New York City Housing Authority's ("NYCHA") response to the NYC Equal Employment Practices Commission's Letter of Final Determination and corrective actions referenced above and dated October 10, 2017.¹

We have attached the NYCHA DEO formal response on the following pages, which provides the reasons for the disagreement to your proposed corrective actions, and our current action plan where applicable. We have also attached documentation to support our position for the findings with which we disagree.

We believe these findings and corrective actions are not required because the proposed corrective actions are consistent with our current practice and erroneously apply city agency standard to NYCHA. We have attached the supporting documentation to reflect the current practices.

¹ NYCHA DEO submitted a prior response by letter dated September 18, 2017 to the EEPC's Preliminary Determination letter dated August 31, 2017. In summary, the EEPC's Preliminary Determination found NYCHA to be non-compliant for failure to submit an Annual Diversity and EEO Plan and quarterly reports to the EEPC. The EEPC also found NYCHA partially compliant in the following four (4) areas: Issuance, Distribution and Posting of EEO Policies; Employment Practices (Recruitment, Hiring & Promotion); Career Counseling; and EEO Plan Implementation for Supervisors/Managers.

If you have any questions, please call feel free to contact me at 212-306-4633 or NYCHA EEO Officer Maurice Robinson at 212-306-4467.

Sincerely,



Celeste T. Segure,
Director EEO

Attachments

cc: Shola Olatoye, Chair & Chief Executive Officer
David Farber, EVP for Legal Affairs & General Counsel
Kelly MacNeal, First Deputy General Counsel, Law Department
Kerri Jew, EVP & Chief Administrative Officer
Maurice Q. Robinson, EEO Officer | Assistant Director
Tricia L. Roberts, Director Internal Audit & Assessment
Nicole van Gendt, Interim Director, NYCHA Human Resources

From: [Mustaciuolo, Vito](#)
To: [DL_Entire_NYCHA *G*](#)
Subject: EEPC Audit
Date: Wednesday, May 16, 2018 7:02:26 PM

Dear Colleagues:

The New York Equal Employment Practices Commission has completed an audit of NYCHA's equal employment opportunity practices and procedures for the period covering July 1, 2014 through December 31, 2016.

I am pleased to announce that NYCHA's equal employment policies, training, complaint & investigation procedures, and case management comply with the Uniform Standards for the New York City Equal Employment Practices Commission ("EEPC") Audits.

We know that equal employment opportunities are vital to attracting, developing and retaining a diverse and inclusive workforce to accomplish our NextGeneration NYCHA vision of safe, clean and connected communities. Therefore, consistent with recommendations in the EEPC Audit, NYCHA, through its Departments of Human Resources and Equal Opportunity have implemented the following changes to its equal employment opportunity program so that every candidate is assessed accurately and consistently throughout the recruitment and selection processes:

- NYCHA will expand its use of New York City's Automated Personnel (NYCAPS) E-hire system to facilitate easier examination of applicant data and information. Coupled with periodic workforce data provided to NYCHA Human Resources, NYCHA will endeavor to expand its recruitment and outreach to source and select potential candidates from a larger and more diverse pool of applicants, especially in areas where agency underutilization has been identified by the Department of Equal Opportunity;
- NYCHA supervisors and managers involved in the hiring process will be provided additional training and guidance on our structured interviewing process, which is designed to foster the fair comparison of interview candidates who seek employment or promotion within the Authority;
- NYCHA will continue to provide equal employment opportunity based training and resources to employees through both our Human Resources Department and our Department of Equal Opportunity;
- Commencing January 2, 2018, NYCHA Human Resources initiated career counseling services to support any NYCHA employee seeking appointments, promotions, and/or transfers within NYCHA; and
- NYCHA Department of Equal Opportunity will continue to provide biennial analysis, reports and recommendations for improved workforce utilization for NYCHA EEO program compliance.

As NYCHA General Manager and Chief Operating Officer, I strongly affirm NYCHA's strong commitment to maintain equal employment opportunity practices for all employees and

job applicants. NYCHA is an equal opportunity employer and provider of fair housing. Any employee or job applicant may file a complaint or seek assistance with an EEO matter between the hours of 8:30am to 5:00pm Monday through Friday by contacting NYCHA's Department of Equal Opportunity at 212-306-4468, or by visiting the DEO's offices at 250 Broadway, 3rd Floor, New York, NY.

Thank you.

Vito Mustaciuolo

General Manager

Office of the General Manager

250 Broadway, New York, NY 10007

Tel. +1 (212) 306-3416

[New York City Housing Authority | nyc.gov/nycha](http://nyc.gov/nycha)

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EQUAL EMPLOYMENT PRACTICES COMMISSION CITY OF NEW YORK

RESOLUTION #2017AP/221-996-(2018)C11: Determination of **Compliance** (Monitoring Period Required) by the New York City Housing Authority with the Equal Employment Practices Commission's required corrective actions pursuant to the Review, Evaluation and Monitoring of the Employment Practices and Procedures from July 1, 2014 to December 31, 2016.

Whereas, pursuant to Chapter 36, Section 831(d)(2) and (5) of the New York City Charter, the Equal Employment Practices Commission is authorized to audit and evaluate the employment practices, programs, policies, and procedures of city agencies and their efforts to ensure fair and effective equal employment opportunity for minority group members and women, and to make recommendations to city agencies to insure equal employment opportunity for minority group members and women; and

Whereas, pursuant to Chapter 36, Section 831(d)(2), this Commission has adopted *Uniform Standards for EEPD Audits* and *Minimum Equal Employment Opportunity Standards for Community Boards* to assess agencies' EEO programs and policies for compliance with federal, state and local laws, regulations, policies and procedures which are designed to increase equality of opportunity for women, minorities, and other employees and job applicants identified for protection from discrimination in employment within municipal government; and

Whereas, pursuant to its audit and analysis of the New York City Housing Authority's (NYCHA) Employment Practices and Procedures, the Equal Employment Practices Commission (EEOC) issued a Preliminary Determination letter, dated August 31, 2017, setting forth findings and the following required corrective actions:

1. Issue a general EEO Policy statement or memo reiterating commitment to EEO, declaring the agency's position against discrimination on any protected basis, advising employees of the names and contact information of EEO professionals, and attaching, or providing employees pertinent electronic links to, an EEO Policy/Handbook.
2. Distribute/Post a paper or electronic copy of the Equal Employment Opportunity Policy, Standards and Procedures to Be Utilized by City Agencies – or an agency EEO Policy that conforms to city, state and federal laws – for use by managers, supervisors, and legal, human resources and EEO professionals. Include, or attach as addenda: a policy against sexual harassment; uniform and responsive procedures for investigating discrimination complaints and providing reasonable accommodations; an up-to-date list of protected classes under NYC and NYS Human Rights Laws; and current contact information for the agency's EEO professionals, as well as federal, state and local agencies that enforce laws against discrimination.
3. Assess recruitment efforts to determine whether such efforts adversely impact any particular group. To the extent that adverse impact is discovered, at a minimum, identify relevant professional and community organizations serving women, minorities, and other protected groups throughout the City, review and update listings of recruitment outreach sources, and contact these organizations when provisional positions become available or where the agency may otherwise use discretion in hiring.
4. Assess the manner in which candidates are selected for employment, to determine whether there is any adverse impact upon any particular racial, ethnic, disability, or gender group. To the extent that adverse impact is discovered, determine whether the selection criteria being utilized are job-related. Discontinue using criteria that are not job-related, and adopt methods which diminish adverse impact.
5. If women, minorities, or other protected groups are underrepresented in *civil service* (list) titles, review the competencies, skills and abilities required (as presented in job vacancy notices and notices of examination) for available positions to ensure that these standards are updated, job-related and required by business necessity. (This includes working with DCAS or the Civil Service Commission if

applicable). Then advertise in minority- or female-oriented publications, contact organizations serving women, minorities, and other protected groups; participate in career fairs or open houses; or use internships to attract interested persons and to develop and hire interested and qualified candidates.

6. Use and maintain an applicant/candidate log or tracking system, which captures *result, reason selected/not selected (or disposition)* for each applicant and *recruitment source*, in addition to the aforementioned criteria already captured. Ensure that the process avoids the appearance of bias by delegating the responsibility for recording and maintaining this information to an individual other than the hiring manager.
7. Designate a professional (may be referred to as the Career Counselor) with appropriate training, knowledge and familiarity with career opportunities in City government to provide career counseling to employees upon request. Remind employees of the identity/type of guidance available from the Career Counselor at least once each year.
8. Establish and implement an annual managerial/non-managerial performance evaluation program (with timetable) to be used for probationary periods, promotions, assignments, incentives and training.
9. Submit to the EEPC an Annual Plan of measures and programs to provide equal employment opportunity, and quarterly reports (up to 30 days following each quarter) on efforts to implement the plan.

Whereas, the NYCHA submitted its response to the EEPC's Preliminary Determination letter, on September 18, 2017; and

Whereas, in accordance with Chapter 36, Section 832(c) of the New York City Charter, the EEPC considered the agency's response and issued a Final Determination on October 10, 2017 which indicated that corrective action nos. 1 - 9 required compliance monitoring; and

Whereas, the NYCHA submitted its response to the EEPC's Final Determination letter, on November 6, 2017; and

Whereas, in accordance with Chapter 36, Section 832(c) of the New York City Charter, the EEPC monitored the agency's implementation of the corrective actions from November 2017 - April 2018, with no extension of the monitoring period; and

Whereas, at the EEPC's request pursuant to Section 815.a.(15) of the New York City Charter, the NYCHA submitted a copy of the General Manager and Chief Operation Officer's memorandum to staff dated May 16, 2018, which outlined the corrective actions implemented in response to the EEPC's audit and reiterated commitment to the agency's EEO Program; and

Whereas, all of the EEPC's corrective actions are required by, or are consistent with, federal, state and local laws, regulations, policies and procedures which are designed to increase equality of opportunity for women, minorities, and other employees and job applicants identified for protection from discrimination in employment within municipal government; Now Therefore,

Be It Resolved, that the New York City Housing Authority has implemented the required corrective actions deemed necessary to ensure compliance with the equal employment opportunity standards of this Commission and requirements of Chapters 35 and 36 of the City Charter.

Be It Resolved, that the Commission approves issuance of this Determination of Compliance to Interim Chair and Chief Executive Officer Stanley Brezenoff of the New York City Housing Authority.

Approved unanimously on June 4, 2018.



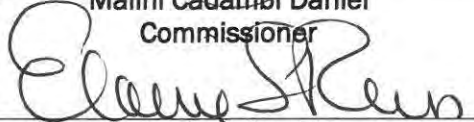
Angela Cabrera
Commissioner



Arva Rice
Commissioner



Malini Cadambi Daniel
Commissioner



Elaine S. Reiss, Esq.
Commissioner



**Equal Employment
Practices Commission**

Angela Cabrera
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BY MAIL AND EMAIL

June 4, 2018

Stanley Brezenoff
Interim Chair, Chief Executive Officer
New York City Housing Authority
250 Broadway, 3rd Floor
New York, NY 10007

Re: Resolution #2017AP/221-996-(2018)C11: Determination of
Agency Compliance

Dear Interim Chair Brezenoff:

On behalf of the members of the Equal Employment Practices Commission (EEOC or Commission), I want to inform you that the Commission has issued the attached Determination of Compliance to the New York City Housing Authority. This Commission has determined that the New York City Housing Authority has implemented the required corrective actions deemed necessary by this Commission for ensuring a fair and effective affirmative employment program of equal opportunity as required by the equal employment opportunity standards of this Commission and Chapters 35 and 36 of the New York City Charter.

On behalf of this Commission, I want to thank you and principal EEO Professional Maurice Q. Robinson for the cooperation extended to the EEOC during the compliance-monitoring period.

Sincerely,

Angela Cabrera
Commissioner

c: Maurice Q. Robinson, Principal EEO Professional, New York City
Housing Authority

EEPC

EQUAL EMPLOYMENT PRACTICES COMMISSION



This
Determination of Compliance

is issued to

New York City Housing Authority

*for successfully implementing 9 of 9 required corrective actions pursuant to the Equal Employment Practices Commission's
Employment Practices and Procedures Audit From July 1, 2014 to this date.*

On this 4th day of June in the year 2018,

A handwritten signature in black ink, appearing to read "Angela Cabrera".

Angela Cabrera, Commissioner

A handwritten signature in black ink, appearing to read "Charise L. Terry".

Charise L. Terry, PHR, Executive Director

*In care of Interim Chair Stanley Brezenoff, and
Principal EEO Professional Maurice Q. Robinson.*