

**FY 2022 AGENCY QUARTERLY DIVERSITY AND EEO REPORT**

|   |  |                             |               |
|---|--|-----------------------------|---------------|
| <b>AGENCY NAME:</b> <u>FIRE DEPARTMENT OF THE CITY OF NEW YORK</u>                                  |  |                             |               |
| <input checked="" type="checkbox"/> 1 <sup>st</sup> Quarter (July -September), due October 29, 2021 | <input checked="" type="checkbox"/> 2 <sup>nd</sup> Quarter (October - December), due January 31, 2022 |                             |               |
| <input checked="" type="checkbox"/> 3 <sup>rd</sup> Quarter (January -March), due April 29, 2022    | <input checked="" type="checkbox"/> 4 <sup>th</sup> Quarter (April -June), due July 29, 2022           |                             |               |
| <b>Prepared by:</b>   |  |                             |               |
| Wendy Star  | Director/Office of Diversity & Inclusion   | wendy.star@fdny.nyc.gov     | 718-999-2037  |
| Name  | Title  | E-mail Address              | Telephone No. |
| <b>Date Submitted:</b> _____  |  |                             |               |
| <b>FOR DCAS USE ONLY:</b>   |  | <i>Date Received:</i> _____ |               |

**INSTRUCTIONS FOR FILLING OUT QUARTERLY REPORTS FY 2022**

**[NOTE: These forms are cumulative and intended to retain information for the entire FY 2022. For Q2, Q3 and Q4 use previous quarter’s submission to update, retaining all information for the prior quarters]**

1. Please save this file as ‘**XXXX Quarter X FY 2022 DEEO Quarterly Report.Part I**’ where ‘XXXX’ is the commonly used acronym of your agency. You must submit this file in MS Word format. Please do not convert it to PDF.
2. Complete the “Diversity and EEO Training Summary” details in Part II - Training Summary [see the attached Excel file]. Under Section 10 (“Other Diversity/EEO Related”), include training classes co-organized or co-sponsored by your agency EEO and/or HR that are related to the development of the agency staff in the areas of equal employment, diversity, inclusion, civil rights, workplace culture and behavior, interpersonal relations, and community relations.
3. Mark progress in check boxes in the column for the current quarter. [NOTE: DELAYED = behind schedule; DEFERRED = put off until later when better resources become available.]
4. Please save the Excel file as ‘**XXXX Quarter X FY 2022 DEEO Training Summary**’, where ‘XXXX’ is the commonly used acronym of your agency. You must submit this file in MS Excel format. Please do not convert it to PDF.

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

Distributed to all agency employees?  Yes, On (Date): \_\_\_\_\_  No

By e-mail

Posted on agency intranet

Other \_\_\_\_\_

**II. RECOGNITION AND ACCOMPLISHMENTS**

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

- Diversity & EEO Awards
- Diversity and EEO Appreciation Events
- Public Notices
- Positive Comments in Performance Appraisals
- Other (please specify): \_\_\_\_\_

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

A Women's History Month Award and Lunch was held on March 31, 2022 honoring the United Women Firefighters, WBA as well as individual firefighters, EMS members and civilian members for their dedication to FDNY and to their service to NYC. Additionally in March 2022, photographs were taken of women in Fire, EMS and civilians to show appreciation.

**III. WORKFORCE REVIEW AND ANALYSIS**

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

Q1 (9/30/2021): 17,459\_\_ Q2 (12/31/2021): 17,440\_\_ Q3 (3/31/2022): 17,512\_\_ Q4 (6/30/2022): 17,398\_\_

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

Yes , On (Date): \_\_\_\_\_  Yes , again on (Date): \_\_\_\_\_  No

NYCAPS Employee Self Service (by email; strongly recommended every year)  Agency’s intranet site  
 Newsletters and internal Agency Publications  On-boarding of new employees

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

Yes , On (Dates):

Q1 Review Date: \_\_\_\_\_ Q2 Review Date: \_\_\_\_\_ Q3 Review date: \_\_\_\_\_ Q4 Review date: \_\_\_\_\_

The review was conducted with:

|   |   |   |   |
|---|---|---|---|
| <input type="checkbox"/> Human Resources          | <input type="checkbox"/> Human Resources          | <input type="checkbox"/> Human Resources          | <input type="checkbox"/> Human Resources          |
| <input type="checkbox"/> Agency Head              | <input type="checkbox"/> Agency Head              | <input type="checkbox"/> Agency Head              | <input type="checkbox"/> Agency Head              |
| <input type="checkbox"/> General Counsel          | <input type="checkbox"/> General Counsel          | <input type="checkbox"/> General Counsel          | <input type="checkbox"/> General Counsel          |
| <input type="checkbox"/> Other _____              | <input type="checkbox"/> Other _____              | <input type="checkbox"/> Other _____              | <input type="checkbox"/> Other _____              |
| <input checked="" type="checkbox"/> Not conducted | <input checked="" type="checkbox"/> Not conducted | <input checked="" type="checkbox"/> Not conducted | <input checked="" type="checkbox"/> Not conducted |

**EEO, DIVERSITY, INCLUSION, AND EQUITY INITIATIVES FOR FY 2022**

Please describe your progress this quarter in implementing the primary goals in Section IV of your Agency Diversity and EEO Plan for FY 2022 - Proactive Strategies to Enhance Diversity, EEO and Inclusion:

**A. WORKFORCE:**

| Please list the <b>Workforce Goal(s)</b> included in <i>Section IV: Proactive Strategies to Enhance Diversity, EEO and Inclusion</i> , which you set/declared in your FY 2022 Diversity and EEO Plan (e.g., underutilization, workforce planning, succession planning and diverse applicant pool, among others): | Please describe the steps that your agency has taken to meet the <b>Workforce Goal(s)</b> set/declared in your plan.<br><ul style="list-style-type: none"><li>• Include steps that were taken or considered to build an inclusive and sustainable pipeline for your agency across all levels.</li></ul> | Q1 Update  | Q2 Update  | Q3 Update   | Q4 Update   |
|--|---|--|--|---|---|
| <p><b>1. Workforce:</b></p> <p>The development of a framework to document the professional goals of all employees and encourage developmental opportunities to support them.</p>   |   | <input type="checkbox"/> Planned<br><input type="checkbox"/> Not started<br><input type="checkbox"/> Ongoing<br><input checked="" type="checkbox"/> Delayed<br><input type="checkbox"/> Deferred<br><input type="checkbox"/> Completed | <input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input checked="" type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/>            | <input type="checkbox"/><br><input type="checkbox"/><br><input checked="" type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/> | <input type="checkbox"/><br><input type="checkbox"/><br><input checked="" type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/> |
| <p>Continued support and development of mentorship and sponsorship initiatives for Fire, EMS, Prevention, and Civilians.</p>   |   | <input type="checkbox"/> Planned<br><input type="checkbox"/> Not started<br><input checked="" type="checkbox"/> Ongoing<br><input type="checkbox"/> Delayed<br><input type="checkbox"/> Deferred<br><input type="checkbox"/> Completed | <input type="checkbox"/><br><input type="checkbox"/><br><input checked="" type="checkbox"/><br><input type="checkbox"/><br><input checked="" type="checkbox"/><br><input type="checkbox"/> | <input type="checkbox"/><br><input type="checkbox"/><br><input checked="" type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/> | <input type="checkbox"/><br><input type="checkbox"/><br><input checked="" type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/> |

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|--|--|--|---|---|---|
| <p>10-TALKS, courageous conversations, cultural events, and other story-telling initiatives to uplift poignant stories and profiles of FDNY members, as well as support the history and education necessary to support racial inclusion.</p> |  | <input type="checkbox"/> Planned<br><input type="checkbox"/> Not started<br><input type="checkbox"/> Ongoing<br><input type="checkbox"/> Delayed<br><input type="checkbox"/> Deferred<br><input checked="" type="checkbox"/> Completed | <input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input checked="" type="checkbox"/> | <input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input checked="" type="checkbox"/> | <input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input checked="" type="checkbox"/> |
| <p>Continued cultivation of Diversity and Inclusion Champions to be trained as conscious and appreciative leaders and who will work in conjunction with the CDIO Mobile Training Unit to provide messaging and education to members.</p>     |  | <input type="checkbox"/> Planned<br><input type="checkbox"/> Not started<br><input checked="" type="checkbox"/> Ongoing<br><input type="checkbox"/> Delayed<br><input type="checkbox"/> Deferred<br><input type="checkbox"/> Completed | <input type="checkbox"/><br><input type="checkbox"/><br><input checked="" type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/> | <input type="checkbox"/><br><input type="checkbox"/><br><input checked="" type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/> | <input type="checkbox"/><br><input type="checkbox"/><br><input checked="" type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/> |
| <p>Describe steps that were taken or considered to address underutilization identified through quarterly workforce reports. Please list Job Groups where underutilization exists in the current quarter.</p>                                 |  |  |   |   |   |
| Empty space for reporting underutilization steps   |  |  |   |   |   |

**B. WORKPLACE:**

| Please list the <b>Workplace Goal(s)</b> included in <i>Section IV: Proactive Strategies to Enhance Diversity, EEO and Inclusion</i> , which you set/declared in your FY 2022 Diversity and EEO Plan (e.g., job satisfaction/engagement surveys, exit interviews/surveys, and onboarding surveys): | Please describe the steps that your agency has taken to meet the <b>Workplace Goal(s)</b> set/declared in your plan.<br><ul style="list-style-type: none"><li>• <b>Include steps that were taken or considered to create inclusive work environment which values differences that each of your unique employees brings to work, and to maintain focus on retaining talent across all levels.</b></li></ul> | Q1 Update  | Q2 Update   | Q3 Update   | Q4 Update   |
|--|--|--|---|---|---|
| Providing advice / counsel resources from the EEO Office to managers and supervisors in the field.   | The EEO office had regular interactions with managers and supervisors in the field to address workplace conflict and issues.   | <input type="checkbox"/> Planned<br><input type="checkbox"/> Not started<br><input checked="" type="checkbox"/> Ongoing<br><input type="checkbox"/> Delayed<br><input type="checkbox"/> Deferred<br><input type="checkbox"/> Completed | <input type="checkbox"/><br><input type="checkbox"/><br><input checked="" type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/> | <input type="checkbox"/><br><input type="checkbox"/><br><input checked="" type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/> | <input type="checkbox"/><br><input type="checkbox"/><br><input checked="" type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/> |
| Regularly conducting job analysis and skills audits to ensure equitable jobs classification for all FDNY employees.  | Deferred due to staffing / attrition   | <input type="checkbox"/> Planned<br><input type="checkbox"/> Not started<br><input type="checkbox"/> Ongoing<br><input type="checkbox"/> Delayed<br><input checked="" type="checkbox"/> Deferred<br><input type="checkbox"/> Completed | <input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input checked="" type="checkbox"/><br><input type="checkbox"/> | <input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input checked="" type="checkbox"/><br><input type="checkbox"/> | <input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input checked="" type="checkbox"/><br><input type="checkbox"/> |
| Collaborating with firehouses, EMS stations, Fire prevention personnel, officers, and senior firefighters to create innovative opportunities to enhance trust, reduce stress and encourage well-being throughout the Department.   |  | <input type="checkbox"/> Planned<br><input type="checkbox"/> Not started<br><input checked="" type="checkbox"/> Ongoing<br><input type="checkbox"/> Delayed<br><input type="checkbox"/> Deferred<br><input type="checkbox"/> Completed | <input type="checkbox"/><br><input type="checkbox"/><br><input checked="" type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/> | <input type="checkbox"/><br><input type="checkbox"/><br><input checked="" type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/> | <input type="checkbox"/><br><input type="checkbox"/><br><input checked="" type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/> |

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| <p>Providing affiliated organizations and employee resource groups with opportunities, tools and resources to enhance employee relationships, including the development of cultural events that support everyone, especially women and other under-represented groups (e.g., African, Asian-Pacific and Hispanic Heritage Celebrations, Holocaust Remembrance, PRIDE Parade).</p> |  |  |   |   |   |
| <p>Discouraging negative self-talk by increasing the education necessary to contribute to a positive work environment, including but not limited to Mentorship, Inclusive Leadership, Emotional Intelligence and cultural competency.</p>   |  | <input type="checkbox"/> <b>Planned</b><br><input type="checkbox"/> <b>Not started</b><br><input checked="" type="checkbox"/> <b>Ongoing</b><br><input type="checkbox"/> <b>Delayed</b><br><input type="checkbox"/> <b>Deferred</b><br><input type="checkbox"/> <b>Completed</b> | <input type="checkbox"/><br><input type="checkbox"/><br><input checked="" type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/> | <input type="checkbox"/><br><input type="checkbox"/><br><input checked="" type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/> | <input type="checkbox"/><br><input type="checkbox"/><br><input checked="" type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/> |
| <p>Please specify any other EEO-related activities designed to improve/enhance the workplace during the quarter (e.g., postings, meetings, cultural programs promoting diversity, newsletters/articles, etc.) and describe briefly the activities, including the dates when the activities occurred.</p>  |  |  |   |   |   |
| Empty space for additional activities   |  |  |   |   |   |

**C. COMMUNITY:**

| Please list the <b>Community Goal(s)</b> included in <i>Section IV: Proactive Strategies to Enhance Diversity, EEO and Inclusion</i> , which you set/declared in your FY 2022 Diversity and EEO Plan (e.g., community outreach and engagement, MWBE participation and customer satisfaction surveys): | Please describe the steps that your agency has taken to meet the <b>Community Goal(s)</b> set/declared in your plan.<br><ul style="list-style-type: none"><li>• <b>Include steps that were taken or considered to establish your agency as a leading service provider to the citizens of New York City focused on inclusion and cultural competency, while reflecting the variety of communities that are served.</b></li></ul>  | Q1 Update  | Q2 Update   | Q3 Update   | Q4 Update   |
|---|--|--|---|---|---|
|   | CAU maintains numerous youth and senior, immigrant and minority, school and community outreach platforms and programs. All community initiatives undertaken by the FDNY are aimed at reducing fire, enhancing public safety, and improving the quality of life for NYC residents.  | <input type="checkbox"/> Planned<br><input type="checkbox"/> Not started<br><input checked="" type="checkbox"/> Ongoing<br><input type="checkbox"/> Delayed<br><input type="checkbox"/> Deferred<br><input type="checkbox"/> Completed | <input type="checkbox"/><br><input type="checkbox"/><br><input checked="" type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/> | <input type="checkbox"/><br><input type="checkbox"/><br><input checked="" type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/> | <input type="checkbox"/><br><input type="checkbox"/><br><input checked="" type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/> |
|   | Fire Prevention Week occurred October 9- October 15. Tabling events were coordinated throughout NYC and promoted via community/elected email blasts and social media. As part of Fire Prevention Week, FDNY Fire Safety Education Unit coordinated a virtual event at the Fire Zone for citywide youth on October 11. The week culminated with Open House on October 15 <sup>th</sup> and October 16. Over 200 firehouses open their doors and 4,500 residents learned about the critical life-saving work done by fire operations through apparatus tours and demonstrations of | <input type="checkbox"/> Planned<br><input type="checkbox"/> Not started<br><input type="checkbox"/> Ongoing<br><input type="checkbox"/> Delayed<br><input type="checkbox"/> Deferred<br><input checked="" type="checkbox"/> Completed | <input checked="" type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/> | <input checked="" type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/> | <input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input checked="" type="checkbox"/> |



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|   | equipment, and fire and life safety information   |   |   |  |  |
|   | CPR/ AED Awareness week June 1- June 7, Mobile CPR Training Unit will be coordinating a special educational campaign aimed at getting more New Yorkers to learn hands-only CPR. There more than 10 pop up locations throughout the five boroughs. | <input checked="" type="checkbox"/> <b>Planned</b><br><input type="checkbox"/> <b>Not started</b><br><input type="checkbox"/> <b>Ongoing</b><br><input type="checkbox"/> <b>Delayed</b><br><input type="checkbox"/> <b>Deferred</b><br><input checked="" type="checkbox"/> <b>Completed</b> | <input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input checked="" type="checkbox"/> | <input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/> | <input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/> |
|   |   | <input type="checkbox"/> <b>Planned</b><br><input type="checkbox"/> <b>Not started</b><br><input type="checkbox"/> <b>Ongoing</b><br><input type="checkbox"/> <b>Delayed</b><br><input type="checkbox"/> <b>Deferred</b><br><input type="checkbox"/> <b>Completed</b>                       | <input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/>            | <input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/> | <input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/> |
| Please specify any other Community-directed activities during the quarter (e.g., meetings, educational and cultural programs, promotion of agency services, community fairs, etc.) and describe briefly the activities, including the dates when the activities occurred.   |   |   |   |  |  |
| <p>The Department facilitated 5 block parties throughout Summer to increase awareness of fire/life safety education and FDNY careers. The goal of the block parties were to:</p> <ul style="list-style-type: none"> <li>• Educating New York City communities on careers within Fire Suppression and Emergency Medical Response to support Department efforts in diversifying Firefighter ranks</li> <li>• Enhance fire safety and emergency preparedness education for youth, senior citizens, disabled and ethnically diverse communities.</li> <li>• Create a platform for communities to connect and identify local firehouses and members</li> </ul> |   |   |   |  |  |

**D. EQUITY and RACE RELATIONS INITIATIVES:**

Please specify Equity and Race Relations Initiatives embarked on or continued from previous year(s) the quarter (e.g., meetings, educational and cultural programs, presentations, discussions, books/articles, other suggested readings, etc.) and describe briefly the activities, including the dates when the activities occurred.

CDIO office uplifted cultural and heritage months by supporting the affiliated organizations, creating educational quizzes for Black History Month in February 2022, uplifting Women’s History Month with an award ceremony and lunch, publicizing an article about religious diversity, celebrating AAPI month with a cultural event, and holding a block party in support of LGBTQ+ Pride month.

V. **RECRUITMENT**

A. **RECRUITMENT EFFORTS**

| Please list <b>Recruitment Strategies and Initiatives</b> which you set/declared in your FY 2022 Diversity and EEO Plan (e.g., targeted outreach and outreach, diversity recruitment, social media presence, where jobs are posted, EEO and APO collaboration, evaluation of best recruitment sources, structured interview training and unconscious bias training): | Please describe the steps that your agency has taken to meet the <b>Recruitment Goal(s)</b> set/declared in your plan.   | Q1 Update   | Q2 Update   | Q3 Update   | Q4 Update   |
|--|--|---|---|---|---|
| Recruitment and Retention Efforts for Firefighter Candidates   | <p><b>Recruitment of Interests-</b> The Office of Recruitment and Retention (ORR) facilitates events to generate interest for Fire, EMS Operations, Fire Prevention and Fire Dispatch. ORR continues to utilize diverse recruitment sources to bolster efforts aimed at increasing the effectiveness of diversity recruitment, including targeted recruitment efforts through partnerships with NYC High Schools, NYC Colleges, Community events, Recruiter Street Teams and contacting NYC resident test takers who are now unreachable on previous or existing civil service lists but are still eligible for upcoming exams.</p> <p><b>Firefighter Candidate Physical Agility Test(CPAT)-</b> Provide information sessions an a minimum of 12 weeks of training to reduce attrition at the CPAT exam.</p> <p><b>Firefighter Candidate Mentorship Program (FFCMP)-</b> Firefighter candidates (Mentees) are eligible to partner with veteran Firefighter (Mentors) from the time they begin processing</p> | <input checked="" type="checkbox"/> <b>Planned</b><br><input type="checkbox"/> <b>Not started</b><br><input checked="" type="checkbox"/> <b>Ongoing</b><br><input type="checkbox"/> <b>Delayed</b><br><input type="checkbox"/> <b>Deferred</b><br><input type="checkbox"/> <b>Completed</b> | <input type="checkbox"/><br><input type="checkbox"/><br><input checked="" type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/> | <input type="checkbox"/><br><input type="checkbox"/><br><input checked="" type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/> | <input type="checkbox"/><br><input type="checkbox"/><br><input checked="" type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/> |

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|  | <p>through the completion of Probationary FF School(PFS) and one month into the fire house.</p> <p><b>Outreach Coordinators-</b> A team of Black, Hispanic, Asian and women Firefighters engage candidates regularly as they navigate the background and onboarding process. They continue to monitor candidates until they graduate PFS. Virtual information sessions and in-person</p> <p><b>Stairmill Training Program-</b> Specific training on the stairmill is offered to candidates that are preparing for their CPAT exam as well as those that have not taken their candidate medical exam. Similar to the CPAT exam, the candidate medical exam includes a timed stairmill evolution with a weighted vest.</p> <p><b>Fitness Awareness Program (FAP)-</b> Offered to all Firefighter candidates once they pass the CPAT exam. These candidates participate in FAP to maintain fitness levels necessary while in the fire academy.</p> <p><b>Pre Proby School Prep Program-</b> Firefighter candidates that have completed their background, medical processing and entrance run are encouraged to participate in a voluntary 4 week academic and fitness prep program to better prepare them for the rigors of the Probationary Firefighter School.</p> <p><b>NYC Parks Dept.-</b> FDNY has collaborated with NYC Parks to provide an option for candidates to work out on their own at local centers. FDNY has provided weighted vests to 4 facilities that have stairmill machines.</p> |  |  |  |  |
|--|---|--|--|--|--|

|  |  |   |  |  |  |
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| <p>Recruitment and Retention Efforts for EMS Candidates</p>  | <p><b>Recruitment of Interests-</b> The Office of Recruitment and Retention (ORR) facilitates events to generate interest for Fire, EMS Operations, Fire Prevention and Fire Dispatch. ORR continues to utilize diverse recruitment sources to bolster efforts aimed at increasing the effectiveness of diversity recruitment, including targeted recruitment efforts through partnerships with NYC High Schools, NYC Colleges, Community events, Recruiter Street Teams and contacting NYC resident test takers who are now unreachable on previous or existing civil service lists but are still eligible for upcoming exams.</p> <p><b>EMS Virtual Information Sessions-</b> Candidates are prepared to enter the EMS Academy. They are provided study preparation, information regarding what will be expected as well as other tips to succeed and prepare for the academy.</p> <p><b>EMS Physical Agility Test (PAT) Training-</b> EMS candidates prepare to take their PAT. Candidates that are deemed unprepared are encouraged to supplemental trainings to help them pass once called.</p> <p><b>Workout Wednesdays-</b> EMS candidates are offered an opportunity to train weekly with Fitness Instructors as they prepare to complete their medical exam and achieve BMI standards required for candidacy.</p> | <p><input type="checkbox"/> Planned<br/> <input type="checkbox"/> Not started<br/> <input checked="" type="checkbox"/> Ongoing<br/> <input type="checkbox"/> Delayed<br/> <input type="checkbox"/> Deferred<br/> <input type="checkbox"/> Completed</p> | <p><input type="checkbox"/><br/> <input type="checkbox"/><br/> <input checked="" type="checkbox"/><br/> <input type="checkbox"/><br/> <input type="checkbox"/><br/> <input type="checkbox"/></p> | <p><input type="checkbox"/><br/> <input type="checkbox"/><br/> <input checked="" type="checkbox"/><br/> <input type="checkbox"/><br/> <input type="checkbox"/><br/> <input type="checkbox"/></p> | <p><input type="checkbox"/><br/> <input type="checkbox"/><br/> <input checked="" type="checkbox"/><br/> <input type="checkbox"/><br/> <input type="checkbox"/><br/> <input type="checkbox"/></p> |
| <p>Please specify any Recruitment efforts and initiatives designed to increase the effectiveness and improve the hiring and selection reach of your agency during the quarter and describe briefly the activities, including the dates when the activities occurred.</p> |  |   |  |  |  |

**B. INTERNSHIPS/FELLOWSHIPS**

The agency is providing the following internship opportunities in FY 2022:

**[NOTE:** Please update this table every quarter]

| Type of Internship\Fellowship | Total | Race/Ethnicity* [#s]<br>* Use self-ID data obtained from NYCAPS | Gender* [#s]<br>[N-B=Non-Binary; O=Other; U=Unknown]<br>* Use self-ID data |
|-------------------------------|-------|---|--|
| 1. Urban Fellows              |       |   | M ___ F ___ N-B ___ O ___ U ___  |
| 2. Public Service Corps       |       |   | M ___ F ___ N-B ___ O ___ U ___  |
| 3. Summer College Interns     | 5     | 3 (no race); 1 (other); 1 (Asian)                               | M _3_ F _2_ N-B ___ O ___ U ___  |
| 4. Summer Graduate Interns    | 3     | No race was listed for all 3                                    | M _2_ F _1_ N-B ___ O ___ U ___  |
| 5. Other (specify):           |       |   | M ___ F ___ N-B ___ O ___ U ___  |

*Additional Comments:*

C. 55-A PROGRAM

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

Currently, the agency employs the following number of 55-a participants:

Q1 (9/30/2021):   6   Q2 (12/31/2021):   6   Q3 (3/31/2022):   6   Q4 (6/30/2022):   6  

During the 1st Quarter, a total of   0   [number] new applications for the program were received.  
During the 1st Quarter   0   participants left the program due to [state reasons]   N/A  .

During the 2nd Quarter, a total of   0   [number] new applications for the program were received.  
During the 2nd Quarter   0   participants left the program due to [state reasons]   N/A  .

During the 3rd Quarter, a total of   0   [number] new applications for the program were received.  
During the 3rd Quarter   0   participants left the program due to [state reasons]   N/A  .

During the 4th Quarter, a total of   0   [number] new applications for the program were received.  
During the 4th Quarter   0   participants left the program due to [state reasons]   N/A  .

The 55-a Coordinator has achieved the following goals:

- 1. Disseminated 55-a information – by e-mail:  Yes  No  
     in training sessions:  Yes  No  
     on the agency website:  Yes  No  
     through an agency newsletter:  Yes  No
- 2. \_\_\_\_\_
- 3. \_\_\_\_\_

**VI. SELECTION (HIRING AND PROMOTION)**

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

| Please list additional <b>Selection Strategies and Initiatives</b> which you set/declared in your FY 2022 Diversity and EEO Plan ( <i>include use of structured interview, EEO or APO representatives observing interviews, review of placements, review of e-hire applicant data</i> ) | Please describe the steps that your agency has taken to meet the <b>Selection (Hiring and Promotion) Goal(s)</b> set/declared in your plan.  |
|---|--|
| <p>Career Counseling: Advising employees of opportunities for promotion and career development; Notification of promotion/transfer opportunities</p>  | <p>The FDNY’s Career Counselor guides personnel on navigating the civil service process, answers questions regarding civil service rules and regulations, career advancement, appointments, promotion, transfers, rights and privileges.</p> <p>The FDNY is committed to the advancement of its employees and as a result the Department has held a number of career advancement and benefits informational seminars which it continued in FY 2022. The Department’s HR unit plans to continue prioritizing and facilitating collaborative initiatives to encourage the development of existing employees. HR will continue to facilitate career development and training seminars.</p> <p>These trainings and seminars provide employees with beneficial employment advancement and enrichment resources and information regarding accessing career counseling and interview tips in addition to resume building.</p> |
| <p>Reviewing the methods by which candidates are selected for appointment, promotion, or to fill vacancies (new hires), especially for mid- and high-level discretionary positions</p>  | <p>The FDNY’s HR bureau periodically reviews job requirements for vacant positions and conducts job analysis and skills audits to ensure that job classification and requirements are job-related and equitable. In collaboration with EEO Officer, hiring managers and HR will continue to review interview questions to ensure that questions are objective and job-related.</p>   |



|  |  |                  |                  |                  |                  |
|--|--|------------------|------------------|------------------|------------------|
| <p>Describe the role of agency EEO Officer and other EEO staff in the selection of candidates for appointment or promotion (pre- and post-appointment)</p> | <p>The EEO Office continues to perform vetting reviews of all candidates selected for prospective promotion to Fire Operations and EMS Operations positions.</p>   |                  |                  |                  |                  |
| <p>Analyzing the impact of layoffs or terminations on racial, gender and age groups</p>  | <p>The agency will use the DCAS Layoff Procedure as guidance, should there be any layoffs, terminations and demotions due to legitimate business/operational reasons in FY 2022. The EEO Officer, collectively with HR and the General Counsel, will prioritize involvement in making layoff or termination decisions.</p> <p>Should the FDNY have any significant periods of layoffs or terminations, the Agency will analyze the impact of such layoffs or terminations on racial, gender and age groups. Where layoffs or terminations would have a disproportionate impact on any racial, gender or age groups, the agency will document that the targeted titles or programs were selected based on objective criteria and justified by business necessity.</p> |                  |                  |                  |                  |
| <p>Other:</p>  |  |                  |                  |                  |                  |
| <p>During this Quarter the Agency activities included:</p>   |  | <p><b>Q1</b></p> | <p><b>Q2</b></p> | <p><b>Q3</b></p> | <p><b>Q4</b></p> |
|  | <p># of Vacancies</p>  | <p># 374</p>     | <p># 395</p>     | <p># 662</p>     | <p># 597</p>     |
|  | <p># of New Hires</p>  | <p># 205</p>     | <p># 353</p>     | <p># 456</p>     | <p># 221</p>     |
|  | <p># of New Promotions</p>   | <p># 0</p>       | <p># 0</p>       | <p># 6</p>       | <p># 155</p>     |

**VII. TRAINING**

*Please provide your training information in Part II of the report “DIVERSITY AND EEO TRAINING SUMMARY” (in MS Excel).*

**VIII. REASONABLE ACCOMMODATION**

Please report all reasonable accommodation requests and their disposition in the DCAS Citywide Complaint/Reasonable Accommodation Tracking System by logging into your CICS Account at: <https://mstpwwa-dcslnx01.csc.nycnet/Login.aspx>

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

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

*Please provide E.O. 16 Training Information in Part II of the report “DIVERSITY AND EEO TRAINING SUMMARY” (in MS Excel).*

**B. EXECUTIVE ORDER 59: CHIEF DIVERSITY OFFICER /CHIEF MWBE OFFICER**

The agency appointed new Chief Diversity Officer/ Chief MWBE Officer [different from the one listed in FY 2022 Annual Plan].

Provide the name and title of the new Chief MWBE Officer: \_\_\_\_\_

**C. LOCAL LAW 92: ANNUAL SEXUAL HARASSMENT PREVENTION TRAINING**

*Please provide Sexual Harassment Prevention Training Information in Part II of the report “DIVERSITY AND EEO TRAINING SUMMARY” (in MS Excel).*

**D. LOCAL LAW 97: ANNUAL SEXUAL HARASSMENT REPORTING**

|  |
|--|
| <input checked="" type="checkbox"/> The agency has entered the sexual harassment Complaint Data in the DCAS Citywide Complaint Tracking System and updates the information as they occur.<br><b>Q1</b> <input checked="" type="checkbox"/> <b>Q2</b> <input checked="" type="checkbox"/> <b>Q3</b> <input checked="" type="checkbox"/> <b>Q4</b> <input checked="" type="checkbox"/> |
| <input checked="" type="checkbox"/> The agency has entered <b>all types of complaints</b> in the DCAS Citywide Complaint Tracking System and updates the information as they occur.  |
| <input type="checkbox"/> The agency ensures that complaints are closed within 90 days.   |
| <b>Report all complaints and their disposition in the DCAS Citywide Complaint/Reasonable Accommodation Tracking System by logging into your CICS Account at: <a href="https://mspwwa-dcslnx01.csc.nycnet/Login.aspx">https://mspwwa-dcslnx01.csc.nycnet/Login.aspx</a></b>   |

**E. LOCAL LAW 101: CLIMATE SURVEY**

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

|  |
|--|
| <i>Describe any follow-up measures taken to address the results of the 2018 Climate Survey:</i><br>- Update training<br>- Increased messaging<br>- <u>Continued development and support of EEO counselor program</u> |
| <i>Describe your analysis of the results of the 2020 Climate Survey (when provided by DCAS):</i><br>The top level takeaways are as follows:  |

|  |
|--|
| <ul style="list-style-type: none"><li>- Members do not fully understand the EEO complaint process</li><li>- Members are not fully familiar with the EEO Policy</li><li>- Members would benefit from increased interactions with EEO staff (outside the investigations process)</li><li>- Managers and supervisors require further robust guidance on their responsibilities under the EEO policy</li></ul> |
|  |
|  |

**X. AUDITS AND CORRECTIVE MEASURES**

Please choose the statement that applies to your agency.

- The agency is NOT involved in an audit conducted by NYC EEPC or another governmental agency specific to our EEO practices.
- The agency is involved in an audit; please specify who is conducting the audit: \_\_\_\_\_.
- Attach the audit recommendations by NYC EEPC or the other auditing agency.
- The agency has submitted or will submit to OCEI an amendment letter, which shall amend the agency plan for FY 2022.
- The agency received a Certificate of Compliance from the auditing agency.  
**Please attach a copy of the Certificate of Compliance from the auditing agency.**

**APPENDIX: FDNY EEO PERSONNEL DETAILS**  
**EEO PERSONNEL FOR 4THQUARTER, FISCAL YEAR 2022**

**A. PERSONNEL CHANGES**

| <b>Personnel Changes this Quarter:</b> <input type="checkbox"/> No Changes |   | <b>Number of Additions:</b>  | <b>Number of Deletions: (1)</b>  |
|--|---|--|--|
| <b>Employee's Name &amp; Title</b>   | <b>1. Hilit Tolani, Deputy Director</b>   | <b>2. Adam Harris</b>  | <b>3. Dustin Johnson</b>   |
| <b>Nature of change</b>  | <input type="checkbox"/> Addition <input checked="" type="checkbox"/> Deletion  | <input type="checkbox"/> Addition <input checked="" type="checkbox"/> Deletion   | <input type="checkbox"/> Addition <input checked="" type="checkbox"/> Deletion   |
| <b>Date of Change in EEO Role</b>  | Termination Date: 03/04/2022  | Start Date or Termination Date: 7/21/2022  | Start Date or Termination Date: 2/20/22  |
| <b>Employee's Name &amp; Title</b>   | <b>4. Lauren Suss</b>   | <b>5. Michelle Lau</b>   | <b>6. Christina Nowak</b>  |
| <b>Nature of change</b>  | <input type="checkbox"/> Addition <input checked="" type="checkbox"/> Deletion  | <input type="checkbox"/> Addition <input checked="" type="checkbox"/> Deletion   | <input type="checkbox"/> Addition <input type="checkbox"/> Deletion  |
| <b>Date of Change in EEO Role</b>  | Start Date or Termination Date: 4/12/22   | Start Date or Termination Date: 8/5/22   | Start Date or Termination Date: 4/30/21  |
| <b>For New EEO Professionals:</b>  |   |  |  |
| <b>Name &amp; Title</b>  | <b>7. Sonia Hanson</b>  | <b>8.</b>  | <b>9.</b>  |
| <b>EEO Function</b>  | <input type="checkbox"/> EEO Officer <input type="checkbox"/> EEO Counselor<br><input type="checkbox"/> EEO Trainer <input checked="" type="checkbox"/> EEO Investigator<br><input type="checkbox"/> 55-a Coordinator <input type="checkbox"/> Other: (specify) | <input type="checkbox"/> EEO Officer <input type="checkbox"/> EEO Counselor<br><input type="checkbox"/> EEO Trainer <input type="checkbox"/> EEO Investigator<br><input type="checkbox"/> 55-a Coordinator <input type="checkbox"/> Other: (specify) | <input type="checkbox"/> EEO Officer <input type="checkbox"/> EEO Counselor<br><input type="checkbox"/> EEO Trainer <input type="checkbox"/> EEO Investigator<br><input type="checkbox"/> 55-a Coordinator <input type="checkbox"/> Other: (specify) |
| <b>Percent of Time Devoted to EEO</b>                                      | <input checked="" type="checkbox"/> 100% <input type="checkbox"/> Other: (specify %):   | <input type="checkbox"/> 100% <input type="checkbox"/> Other: (specify %):   | <input type="checkbox"/> 100% <input type="checkbox"/> Other: (specify %):   |
| <b>Name &amp; Title</b>  |   |  |  |
| <b>EEO Function</b>  | <input type="checkbox"/> EEO Officer <input type="checkbox"/> EEO Counselor<br><input type="checkbox"/> EEO Trainer <input type="checkbox"/> EEO Investigator<br><input type="checkbox"/> 55-a Coordinator <input type="checkbox"/> Other: (specify)            | <input type="checkbox"/> EEO Officer <input type="checkbox"/> EEO Counselor<br><input type="checkbox"/> EEO Trainer <input type="checkbox"/> EEO Investigator<br><input type="checkbox"/> 55-a Coordinator <input type="checkbox"/> Other: (specify) | <input type="checkbox"/> EEO Officer <input type="checkbox"/> EEO Counselor<br><input type="checkbox"/> EEO Trainer <input type="checkbox"/> EEO Investigator<br><input type="checkbox"/> 55-a Coordinator <input type="checkbox"/> Other: (specify) |
| <b>Percent of Time Devoted to EEO</b>                                      | <input type="checkbox"/> 100% <input type="checkbox"/> Other: (specify %):  | <input type="checkbox"/> 100% <input type="checkbox"/> Other: (specify %):   | <input type="checkbox"/> 100% <input type="checkbox"/> Other: (specify %):   |

**EEO Training Completed within the Last TWO Years, including the Current Quarter (EEO and D&I Officers, Deputies, AND ALL NEW EEO Professionals):**

| Name & EEO Role  | 1. Sonia Hanson, Esq.<br>EEO Agency Attorney  | 2. Don Nguyen, AC  | 3. Val Loubriel, DRC  |
|--|---|--|---|
| <b>Completed EEO Trainings:</b><br>1. Everybody Matters-EEO/D&I<br>2. EEO Awareness<br>3. Diversity & Inclusion<br>4. Sexual Harassment Prevention<br>5. IgbTq: The Power of Inclusion<br>6. Unconscious Bias<br>7. Disability Etiquette | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No<br><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No<br><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No<br><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No<br><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No<br><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No<br><input type="checkbox"/> Yes <input checked="" type="checkbox"/> No | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No<br><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No<br><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No<br><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No<br><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No<br><input type="checkbox"/> Yes <input checked="" type="checkbox"/> No<br><input type="checkbox"/> Yes <input checked="" type="checkbox"/> No<br><input type="checkbox"/> Yes <input checked="" type="checkbox"/> No | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No<br><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No<br><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No<br><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No<br><input type="checkbox"/> Yes <input checked="" type="checkbox"/> No<br><input type="checkbox"/> Yes <input checked="" type="checkbox"/> No<br><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No |
| <b>Completed OCEI Trainings:</b><br>A. EEO Officer Essentials: Complaint/Investigative Processes<br>B. EEO Officer Essentials: Reasonable Accommodation<br>C. Understanding CEEDS Reports  | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No<br><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No<br><input type="checkbox"/> Yes <input checked="" type="checkbox"/> No   | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No<br><input type="checkbox"/> Yes <input checked="" type="checkbox"/> No<br><input type="checkbox"/> Yes <input checked="" type="checkbox"/> No  | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No<br><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No<br><input type="checkbox"/> Yes <input checked="" type="checkbox"/> No   |
| Name & EEO Role  | 4. Sabrina Jiggetts, Agency Attorney  | 5. Nicolette Douglas, Agency Attorney  | 6. Roxanne Tabar, Agency Attorney   |
| <b>Completed EEO Trainings:</b><br>1. Everybody Matters-EEO/D&I<br>2. EEO Awareness<br>3. Diversity & Inclusion<br>4. Sexual Harassment Prevention<br>5. IgbTq: The Power of Inclusion<br>6. Unconscious Bias<br>7. Disability Etiquette | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No<br><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No<br><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No<br><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No<br><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No<br><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No<br><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No<br><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No<br><input type="checkbox"/> Yes <input checked="" type="checkbox"/> No<br><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No<br><input type="checkbox"/> Yes <input checked="" type="checkbox"/> No<br><input type="checkbox"/> Yes <input checked="" type="checkbox"/> No<br><input type="checkbox"/> Yes <input checked="" type="checkbox"/> No  | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No<br><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No<br><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No<br><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No<br><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No<br><input type="checkbox"/> Yes <input checked="" type="checkbox"/> No<br><input type="checkbox"/> Yes <input checked="" type="checkbox"/> No |
| <b>Completed OCEI Trainings:</b><br>A. EEO Officer Essentials: Complaint/Investigative Processes<br>B. EEO Officer Essentials: Reasonable Accommodation<br>C. Understanding CEEDS Reports  | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No<br><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No<br><input type="checkbox"/> Yes <input checked="" type="checkbox"/> No   | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No<br><input type="checkbox"/> Yes <input checked="" type="checkbox"/> No<br><input type="checkbox"/> Yes <input checked="" type="checkbox"/> No  | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No<br><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No<br><input type="checkbox"/> Yes <input checked="" type="checkbox"/> No   |

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

**DIVERSITY AND EEO STAFFING IN FDNY AS OF 4th QUARTER FY 2022 \***

| <u>EEO\ Diversity Role</u>                             | <u>Name</u>                   | <u>Civil Service Title</u>    | <u>% of Time Devoted to EEO &amp; Diversity Functions</u> | <u>Office E-mail Address</u>   | <u>Telephone #</u>      |
|--|-------------------------------|-------------------------------|---|--|-------------------------|
| <u>EEO Officer/Director</u>                            | <u>Don Nguyen, Esq</u>        | <u>Assistant Commissioner</u> | <u>100%</u>   | <a href="mailto:Don.nguyen@fdny.nyc.gov">Don.nguyen@fdny.nyc.gov</a>             | <u>(718) 999-5189</u>   |
| <u>Deputy EEO Officer OR Co-EEO Officer</u>            | <u>Vacant</u>                 |                               |   |  |                         |
| <u>Chief Diversity &amp; Inclusion Officer</u>         | <u>Vacant</u>                 |                               |   |  |                         |
| <u>Diversity &amp; Inclusion Officer</u>               |                               |                               |   |  |                         |
| Chief Diversity Officer/Chief MWBE Officer per E.O. 59 |                               |                               |   |  |                         |
| ADA Coordinator  | <u>Valerie Loubriel, Esq</u>  | <u>Agency Attorney III</u>    | <u>100%</u>   | <a href="mailto:Valerie.loubriel@fdny.nyc.gov">Valerie.loubriel@fdny.nyc.gov</a> | <u>(718) 999 - 5189</u> |
| Disability Rights Coordinator                          | <u>Valerie Loubriel, Esq.</u> | <u>Agency Attorney III</u>    | <u>100%</u>   | <a href="mailto:Valerie.loubriel@fdny.nyc.gov">Valerie.loubriel@fdny.nyc.gov</a> | <u>(718) 999- 5189</u>  |
| Disability Services Facilitator                        | <u>Valerie Loubriel, Esq.</u> | <u>Agency Attorney III</u>    | <u>100%</u>   | <a href="mailto:Valerie.loubriel@fdny.nyc.gov">Valerie.loubriel@fdny.nyc.gov</a> | <u>(718) 999- 5189</u>  |



|                      |  |   |             |  |                       |
|----------------------|--|---|-------------|--|-----------------------|
| 55-a Coordinator     | <u>Tricia Singh</u>                                  | <u>Assistant Commissioner Human Resources</u> |             | <a href="mailto:Tricia.singh@fdny.nyc.gov">Tricia.singh@fdny.nyc.gov</a>         | <u>(718) 999-1180</u> |
| Career Counselor     | <u>Christian Gomez</u>                               | <u>Associate Staff Analyst</u>                |             | <a href="mailto:Christian.gomez@fdny.nyc.gov">Christian.gomez@fdny.nyc.gov</a>   | <u>(718) 999-5149</u> |
| EEO Training Liaison | <u>Sabrina Jiggetts, Esq</u>                         | <u>Agency Attorney III</u>                    | <u>100%</u> | <a href="mailto:Sabrina.jiggetts@fdny.nyc.gov">Sabrina.jiggetts@fdny.nyc.gov</a> | <u>(718) 999-0683</u> |
| EEO Counselor(s)     | <u>Enclosed please find a list of EEO Counselors</u> |   |             |  |                       |

\* Please note changes (new personnel filling the specified role). You may insert additional entries as needed. Title refers to the civil service title. If there is an EEO\ Diversity role that your staff performs that is not on the list above, you may indicate it on the chart. You may provide full contact information once if several roles are performed by the same person.