

[NYPD] FY 2025 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

FY 2025 Agency Quarterly Diversity, Equity, Inclusion and EEO Report

Part I: Narrative Summary

Agency Name: NYPD

☐ 1st Quarter (July -September), due November 6, 2024

☒ 2nd Quarter (October – December), due January 30, 2025

☐ 3rd Quarter (January -March), due April 30, 2025

☐ 4th Quarter (April -June), due July 30, 2025

Prepared by:

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Date Submitted: 2/20/2025

FOR DCAS USE ONLY:

Date Received:

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Instructions for Filling out Quarterly Reports FY 2025

[NOTE: These forms are cumulative and designed to retain and preserve information for the entire FY 2025.

For Q1 please copy the goals, programs, and initiatives from your draft of the FY 2025 DEI-EEO plan. Insert these statements in the corresponding sections of the Quarterly Report below, particularly sections IV, V, and VI.

For Q2, Q3 and Q4, use previous quarter's submission to update their status, retaining all information for the prior quarters. You should also add programs and initiatives begun in these quarters even if they were not mentioned in the Annual Plan]

1. Please save this file as **"XXXX Quarter X FY 2025 DEI-EEO Quarterly Report.Part I"**, where 'XXXX' is the commonly used acronym of your agency. You must submit this file in MS Word format. **Please do not convert it to PDF.**
2. Complete the "Diversity, Equity, Inclusion and EEO Training Summary" details in Part II – Training Summary [see the attached Excel file].

Core EEO Training: Copy the information from the Training Completion Report you receive quarterly from DCAS Learning & Development onto grey-shaded cells in rows 26, 30, 34, and 38. Include any of these trainings that were administrated by your agency in the rows immediately below (27, 35, 39).

Other Diversity, Equity, Inclusion and EEO Related Training: Beginning with row 45, include training classes co-organized or co-sponsored by your agency EEO and/or HR that are related to the development of the agency staff in the areas of equal employment, 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 2025 DEI-EEO Report.Part II Training Summary"**, where 'XXXX' is the commonly used acronym of your agency. You must submit this file in MS Excel format. **Please do not convert it to PDF.**

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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 and/or website
☒ Other _ Expected to be disseminated by end of the year _____

II. Recognition and Accomplishments

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

- ☐ Diversity, equity, inclusion and EEO Awards
- ☒ Diversity, equity, inclusion and EEO Appreciation Events
- ☐ Public Notices
- ☒ Positive Comments in Performance Appraisals
- ☐ Other (please specify): _____

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

Path to Mentorship – September 17, 2024 *Description provided on page 11.
Women's Institute Kickoff – October 4, 2024 *Description provided on page 10.

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III. Workforce Review and Analysis

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

Q1 (9/30/2024): 48,574 Q2 (12/31/2024): 48,658 Q3 (3/31/2025): _____ Q4 (6/30/2025): _____

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

☒ Yes On (Date): 11/18/24 ☐ Yes (again) on (Date): _____ ☐ No

☐ NYCAPS Employee Self Service (by email; strongly recommended every year)

☐ Agency's intranet site

☒ On-boarding of new employees

☐ Newsletters and internal Agency Publications

III. The agency conducted a review of the quarterly CEEDS reports and the dashboard sent by DCAS 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: 10/08/24 Q2 Review Date: 01/08/25 Q3 Review date: _____ Q4 Review date: _____

The review was conducted with:

☐ Agency Head

☒ Human Resources

☐ General Counsel

☐ Other _____

☐ Not conducted

☐ Agency Head

☒ Human Resources

☐ General Counsel

☐ Other _____

☐ Not conducted

☐ Agency Head

☐ Human Resources

☐ General Counsel

☐ Other _____

☐ Not conducted

☐ Agency Head

☐ Human Resources

☐ General Counsel

☐ Other _____

☐ Not conducted

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IV. EEO, Diversity, Inclusion and Equity Initiatives for FY 2025

Please describe your progress this quarter in implementing the primary goals in Section IV of your Agency Diversity, Equity, Inclusion and EEO Plan for FY 2025.

A. Workforce:

Please list the **Goals, Planned Programs, Initiatives, and Actions aimed at Workforce** included in *Section IV: Diversity, Equity, Inclusion and EEO Initiatives for FY 2025*, which you set/declared in your FY 2025 Diversity, Equity, Inclusion and EEO Plan (e.g., underutilization, workforce planning, succession planning and diverse applicant pool, among others).

1. [DCEI Equity Plan Initiative]

An initiative developed by the Deputy Commissioner, Equity and Inclusion (DCEI) which aims to implement equity management tools. These tools are designed to chart and further advance DCEI's mission to advance the NYPD's commitment and accountability related to Diversity, Equity and Inclusion (DEI) and Equal Employment Opportunity (EEO). By using a research-driven approach, the initiative seeks to achieve workforce parity, ensuring that the ethnic and gender composition of the NYPD, particularly in leadership and specialized units, reflects both New York City's demographics and the diversity within the NYPD itself. This dual focus promotes external community representation and internal advancement opportunities across all departmental levels.

Please describe the steps that your agency has taken to meet this goal/initiative. Include actions aimed at the composition of your workforce, recruitment, retention, promotion, and professional development to enhance equity, inclusion, and race relations in an integrated agency workforce. Pay attention to age inclusivity, non-traditional minorities, and engagement of traditional and older employees. A well-balanced, integrated workforce should help establish your agency as a leading service provider to the citizens of New York City focused on diversity, equity, and inclusion, while reflecting the variety of communities that are served. How do you evaluate the effectiveness of these actions?

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Q1: DCEI, in partnership with the Chief of Special Operations, planned to host an Emergency Service Unit (ESU) Boot Camp. This event intends to inform members of service from underrepresented groups about the requirements and the application process to join ESU.

Additionally, DCEI led a civilian advancement working group, including the NYPD's Personnel Administrative Managers, to identify best practices for promoting civilian career advancement, recognition and training.

Q2: Hosted ESU Boot Camp on 10/10/2024

Workforce Goal/Initiative #1 Update:

Q1 Update:	<input type="checkbox"/> Planned	<input type="checkbox"/> Not started	<input checked="" type="checkbox"/> Ongoing	<input type="checkbox"/> Delayed	<input type="checkbox"/> Deferred	<input type="checkbox"/> Completed
Q2 Update:	<input type="checkbox"/> Planned	<input type="checkbox"/> Not started	<input checked="" type="checkbox"/> Ongoing	<input type="checkbox"/> Delayed	<input type="checkbox"/> Deferred	<input type="checkbox"/> Completed
Q3 Update:	<input type="checkbox"/> Planned	<input type="checkbox"/> Not started	<input type="checkbox"/> Ongoing	<input type="checkbox"/> Delayed	<input type="checkbox"/> Deferred	<input type="checkbox"/> Completed
Q4 Update:	<input type="checkbox"/> Planned	<input type="checkbox"/> Not started	<input type="checkbox"/> Ongoing	<input type="checkbox"/> Delayed	<input type="checkbox"/> Deferred	<input type="checkbox"/> Completed

2. [ASL Certification program]

DCEI created a first in the nation, pioneering program designed to help better serve the deaf and hard of hearing community. We're offering an American Sign Language (ASL) certification preparatory course to qualified personnel already fluent in ASL. This course will equip participants with the skills and knowledge needed to pass the National Interpreter Certification (NIC) exams. These exams are administered by the Center for the Assessment of Sign Language Interpreting (CASLI) and the Registry for the Deaf, Inc. By investing in our staff, the NYPD gains faster access to a pool of certified ASL interpreters. This will ensure we meet the Americans with Disabilities Act (ADA) requirements and significantly improve the NYPD's ability to communicate effectively with the deaf and hard of hearing community.

Please describe the steps that your agency has taken to meet this goal/initiative. Include actions aimed at the composition of your workforce, recruitment, retention, promotion, and professional development to enhance

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equity, inclusion, and race relations in an integrated agency workforce. Pay attention to age inclusivity, non-traditional minorities, and engagement of traditional and older employees. A well-balanced, integrated workforce should help establish your agency as a leading service provider to the citizens of New York City focused on diversity, equity, and inclusion, while reflecting the variety of communities that are served. How do you evaluate the effectiveness of these actions?

Q1: DCEI coordinated with CASLI to schedule 15 Members of Service to take the certification exams.

Q2: DCEI is accepting new applicants from Members of Service.

Workforce Goal/Initiative #2 Update:

Q1 Update: ☐ Planned ☐ Not started ☒ Ongoing ☐ Delayed ☐ Deferred ☐ Completed

Q2 Update: ☐ Planned ☐ Not started ☒ Ongoing ☐ Delayed ☐ Deferred ☐ Completed

Q3 Update: ☐ Planned ☐ Not started ☐ Ongoing ☐ Delayed ☐ Deferred ☐ Completed

Q4 Update: ☐ Planned ☐ Not started ☐ Ongoing ☐ Delayed ☐ Deferred ☐ Completed

3. [Equity and Inclusion Working Groups]

DCEI will convene and facilitate several working groups with internal stakeholders to discuss significant equity and inclusion initiatives. These groups will include a Pay Parity Working Group, a Childcare Working Group, ADA Working Group and an Anti-Discrimination Working Group.

Please describe the steps that your agency has taken to meet this goal/initiative. Include actions aimed at the composition of your workforce, recruitment, retention, promotion, and professional development to enhance equity, inclusion, and race relations in an integrated agency workforce. Pay attention to age inclusivity, non-traditional minorities, and engagement of traditional and older employees. A well-balanced, integrated workforce

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should help establish your agency as a leading service provider to the citizens of New York City focused on diversity, equity, and inclusion, while reflecting the variety of communities that are served. How do you evaluate the effectiveness of these actions?

Q1: The ADA Working Group will meet quarterly to enhance accessibility in programming and services to the community and members of service. ADA Working Group meeting was held on July 11, 2024.

Additionally, Equal Employment Opportunity Division (EEO) is a member and participant of the Gender Identity Project Working Group. The working group is a combination of stakeholders from across the NYPD that aims to update all NYPD internal and outward facing forms and documents to include Gender X identity markers.

Q2: The most recent ADA Working Group meeting was held on October 30, 2024.

Workforce Goal/Initiative #3 Update:

Q1 Update:	<input type="checkbox"/> Planned	<input type="checkbox"/> Not started	<input checked="" type="checkbox"/> Ongoing	<input type="checkbox"/> Delayed	<input type="checkbox"/> Deferred	<input type="checkbox"/> Completed
Q2 Update:	<input type="checkbox"/> Planned	<input type="checkbox"/> Not started	<input checked="" type="checkbox"/> Ongoing	<input type="checkbox"/> Delayed	<input type="checkbox"/> Deferred	<input type="checkbox"/> Completed
Q3 Update:	<input type="checkbox"/> Planned	<input type="checkbox"/> Not started	<input type="checkbox"/> Ongoing	<input type="checkbox"/> Delayed	<input type="checkbox"/> Deferred	<input type="checkbox"/> Completed
Q4 Update:	<input type="checkbox"/> Planned	<input type="checkbox"/> Not started	<input type="checkbox"/> Ongoing	<input type="checkbox"/> Delayed	<input type="checkbox"/> Deferred	<input type="checkbox"/> Completed

4. [Copy the planned Workforce Goal/Program/Action from FY 2025 DEI-EEO plan]

Please describe the steps that your agency has taken to meet this goal/initiative. Include actions aimed at the composition of your workforce, recruitment, retention, promotion, and professional development to enhance equity, inclusion, and race relations in an integrated agency workforce. Pay attention to age inclusivity, non-traditional minorities, and engagement of traditional and older employees. A well-balanced, integrated workforce should help establish your agency as a leading service provider to the citizens of New York City focused on

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diversity, equity, and inclusion, while reflecting the variety of communities that are served. How do you evaluate the effectiveness of these actions?

Workforce Goal/Initiative #4 Update:

Q1 Update:	<input type="checkbox"/> Planned	<input type="checkbox"/> Not started	<input type="checkbox"/> Ongoing	<input type="checkbox"/> Delayed	<input type="checkbox"/> Deferred	<input type="checkbox"/> Completed
Q2 Update:	<input type="checkbox"/> Planned	<input type="checkbox"/> Not started	<input type="checkbox"/> Ongoing	<input type="checkbox"/> Delayed	<input type="checkbox"/> Deferred	<input type="checkbox"/> Completed
Q3 Update:	<input type="checkbox"/> Planned	<input type="checkbox"/> Not started	<input type="checkbox"/> Ongoing	<input type="checkbox"/> Delayed	<input type="checkbox"/> Deferred	<input type="checkbox"/> Completed
Q4 Update:	<input type="checkbox"/> Planned	<input type="checkbox"/> Not started	<input type="checkbox"/> Ongoing	<input type="checkbox"/> Delayed	<input type="checkbox"/> Deferred	<input type="checkbox"/> Completed

5. Efforts to reduce Workforce underutilization:

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

Overview of steps taken: Human Resources recruits from diverse resources and works with fraternal organizations/employee resource groups (ERGs) to find candidates.

Underutilization was identified in the following groups:

Blacks-Police Job Group

Asians- Health Professionals Job Group

Females-Craft Job Group

Blacks-Craft Job Group

Females-Health Professionals Job Group

Blacks-Health Professionals Job Group

Females-Social Workers Job Group

Blacks-Social Worker Job Group

Females-Laborers Job Group

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B. Workplace:

Please list the Goals, Planned Programs, Initiatives, and Actions aimed at Workplace included in *Section IV: Diversity, Equity, Inclusion and EEO Initiatives for FY 2025*, which you set/declared in your FY 2025 Diversity, Equity, Inclusion and EEO Plan (e.g., job satisfaction/engagement surveys, exit interviews/surveys, and onboarding surveys).

1. [Women's Institute]

Women's Institute is a nine-month program that provides female MOS an opportunity to build networks, gain confidence, expand exposure to leadership, and increase transparency around available positions and qualifications needed to join specialized units.

Please describe the steps that your agency has taken to meet this goal/initiative. Include actions taken to create equitable work environment which values differences and maintain focus on retaining talent. How do you evaluate the effectiveness of these actions?

Q1: Selection Committee reviewed applications and selected candidates for cohort.
The new cohort of the Women's Institute launched on October 4, 2024.

Q2: Women's Institute Program Events:

- October 4, 2024, 3rd Cohort Kickoff
- November 19, 2024, Undercover Female Open House
- Career Planning and Resume Building Workshops
 - December 4, 2024
 - December 11, 2024

Women's Institute Participants:

- UMOs: 65
- CMOS: 35
- Total: 100

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Workplace Goal/Initiative #1 Update:

Q1 Update: ☐ Planned ☐ Not started ☒ Ongoing ☐ Delayed ☐ Deferred ☐ Completed
Q2 Update: ☐ Planned ☐ Not started ☒ Ongoing ☐ Delayed ☐ Deferred ☐ Completed
Q3 Update: ☐ Planned ☐ Not started ☐ Ongoing ☐ Delayed ☐ Deferred ☐ Completed
Q4 Update: ☐ Planned ☐ Not started ☐ Ongoing ☐ Delayed ☐ Deferred ☐ Completed

2. [Path to Mentorship]

A nine month program pairs employees from different backgrounds and experiences to foster cross-cultural understanding and support.

Please describe the steps that your agency has taken to meet this goal/initiative. Include actions taken to create equitable work environment which values differences and maintain focus on retaining talent. How do you evaluate the effectiveness of these actions?

Q1: The new cohort of Path to Mentorship launched:

- September 17, 2024 3rd Cohort Kickoff
- September 26, 2024, Mentors Orientation

Q2: Path to Mentorship Program Events:

- October 15, 2024, Sponsorship Day 1
- November 7, 2024, Career Planning and Resume Building Workshops
- December 17, 2024, One Police Plaza Bureaus Open House

Path to Mentorship Participants:

- UMOS: 65
- CMOS: 35

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Workplace Goal/Initiative #2 Update:

Q1 Update: ☐ Planned ☐ Not started ☒ Ongoing ☐ Delayed ☐ Deferred ☐ Completed
Q2 Update: ☐ Planned ☐ Not started ☒ Ongoing ☐ Delayed ☐ Deferred ☐ Completed
Q3 Update: ☐ Planned ☐ Not started ☐ Ongoing ☐ Delayed ☐ Deferred ☐ Completed
Q4 Update: ☐ Planned ☐ Not started ☐ Ongoing ☐ Delayed ☐ Deferred ☐ Completed

3. [EEOD Training and Awareness Unit]

EEOD Training and Awareness Unit will continue to provide training on various DEI and EEO topics to all members of the service. The Training and Awareness Unit will also be responsible for keeping EEO liaisons informed of current DEI and EEO laws and policies.

Please describe the steps that your agency has taken to meet this goal/initiative. Include actions taken to create equitable work environment which values differences and maintain focus on retaining talent. How do you evaluate the effectiveness of these actions?

The EEOD Training and Awareness Unit is consistently and constantly auditing and recruiting new Liaisons for full EEO Liaison Network (EEOLN) coverage across the NYPD. The Training and Awareness Unit, through the EEOLN Coordinator, hosts bi-monthly office hours. Each one covers a different topic of EEO policy, law or training related updates.

Workplace Goal/Initiative #3 Update:

Q1 Update: ☐ Planned ☐ Not started ☒ Ongoing ☐ Delayed ☐ Deferred ☐ Completed
Q2 Update: ☐ Planned ☐ Not started ☒ Ongoing ☐ Delayed ☐ Deferred ☐ Completed
Q3 Update: ☐ Planned ☐ Not started ☐ Ongoing ☐ Delayed ☐ Deferred ☐ Completed
Q4 Update: ☐ Planned ☐ Not started ☐ Ongoing ☐ Delayed ☐ Deferred ☐ Completed

4. [Reasonable Accommodations (RA)]

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The NYPD is committed to providing reasonable accommodations to qualified employees, applicants, interviewees, and independent contractors who may require an accommodation for: a disability; pregnancy, and/or childbirth related request; a religious belief, observance, or practice; or victims of domestic violence, sex offenses, or stalking. These accommodations enable the employee/applicant to perform the essential functions of their job or equally enjoy the benefits and privileges of employment unless providing such accommodation creates an undue hardship to the NYPD's operations.

Please describe the steps that your agency has taken to meet this goal/initiative. Include actions taken to create equitable work environment which values differences and maintain focus on retaining talent. How do you evaluate the effectiveness of these actions?

The RA Unit hosts monthly digital office hours, allowing members of the service to log-in and ask questions related to reasonable accommodations, or learn any new updates to the law or policy.

Workplace Goal/Initiative #4 Update:

Q1 Update:	<input type="checkbox"/> Planned	<input type="checkbox"/> Not started	<input checked="" type="checkbox"/> Ongoing	<input type="checkbox"/> Delayed	<input type="checkbox"/> Deferred	<input type="checkbox"/> Completed
Q2 Update:	<input type="checkbox"/> Planned	<input type="checkbox"/> Not started	<input checked="" type="checkbox"/> Ongoing	<input type="checkbox"/> Delayed	<input type="checkbox"/> Deferred	<input type="checkbox"/> Completed
Q3 Update:	<input type="checkbox"/> Planned	<input type="checkbox"/> Not started	<input type="checkbox"/> Ongoing	<input type="checkbox"/> Delayed	<input type="checkbox"/> Deferred	<input type="checkbox"/> Completed
Q4 Update:	<input type="checkbox"/> Planned	<input type="checkbox"/> Not started	<input type="checkbox"/> Ongoing	<input type="checkbox"/> Delayed	<input type="checkbox"/> Deferred	<input type="checkbox"/> Completed

5. Other Workplace Activities:

Please describe any other EEO-related activities designed to improve/enhance the workplace (e.g., postings, meetings, cultural programs promoting diversity, newsletters/articles, etc.) and describe them, including the dates when the activities occurred.

Cultural Heritage Appreciation on NYPD intranet portal.

Q1: Independence Day, Hispanic Heritage Month, September 11th Roll Call, GOAL Celebration, Rosh Hashanah, Deaf Awareness Month, various cultural parade celebrations (i.e., Dominican Day Parade, West Indian Day Parade, etc.), various fraternal organization events.

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Q2: Italian Heritage Month, Indigenous Peoples Day, Polish Heritage Month, Turkish Heritage Month, National Coming Out Day, German Heritage Month, Eastern European Heritage Month, Diwali, Native American and Alaskan Heritage Month, Thanksgiving, Veterans Day, Albanian Heritage Month, Christmas, Kwanzaa, and Hanukkah.

C. Community and Equity, Inclusion and Race Relations:

Please list the Planned Programs, Initiatives, Actions aimed at Community, Equity, Inclusion and Race Relations included in Section IV: Diversity, Equity, Inclusion and EEO Initiatives for FY 2025, which you set/declared in your FY 2025 Diversity, Equity, Inclusion and EEO Plan (e.g., community outreach and engagement, M/WBE participation and customer satisfaction surveys).

1. [Path to Mentorship]

Path to Mentorship program is a nine-month initiative designed to accelerate the success of program members, whether they are new to the NYPD or seeking to advance their careers. The program offers invaluable support through several key components:

- Early Career Launchpad: Member's gain valuable insights and guidance to navigate their early years in the NYPD, maximizing their potential.
- Advancement Accelerator: Participants connect with experienced NYPD leaders who will share their expertise, network, and career guidance to fuel the member's professional growth.
- Investing in Diversity: High-potential employees from underrepresented groups, will be paired with a dedicated mentor who champions their personal and professional goals.

Please describe the steps that your agency has taken to meet this goal/initiative. Include actions taken to establish your agency as a leading service provider to the citizens of New York City focused on diversity, equity, and

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inclusion, while reflecting the variety of communities that are served. How do you evaluate the effectiveness of these actions?

Q1: The new cohort of Path to Mentorship launched:

- September 17, 2024 3rd Cohort Kickoff
- September 26, 2024, Mentors Orientation

Q2: Path to Mentorship Program Events:

- October 15, 2024, Sponsorship Day 1
- November 7, 2024, Career Planning and Resume Building Workshops
- December 17, 2024, One Police Plaza Bureaus Open House

Path to Mentorship Participants:

- UMOS: 65
- CMOS: 35

Community/Equity/Inclusion Goal/Initiative #1 Update:

Q1 Update:	<input type="checkbox"/> Planned	<input type="checkbox"/> Not started	<input checked="" type="checkbox"/> Ongoing	<input type="checkbox"/> Delayed	<input type="checkbox"/> Deferred	<input type="checkbox"/> Completed
Q2 Update:	<input type="checkbox"/> Planned	<input type="checkbox"/> Not started	<input checked="" type="checkbox"/> Ongoing	<input type="checkbox"/> Delayed	<input type="checkbox"/> Deferred	<input type="checkbox"/> Completed
Q3 Update:	<input type="checkbox"/> Planned	<input type="checkbox"/> Not started	<input type="checkbox"/> Ongoing	<input type="checkbox"/> Delayed	<input type="checkbox"/> Deferred	<input type="checkbox"/> Completed
Q4 Update:	<input type="checkbox"/> Planned	<input type="checkbox"/> Not started	<input type="checkbox"/> Ongoing	<input type="checkbox"/> Delayed	<input type="checkbox"/> Deferred	<input type="checkbox"/> Completed

2. [Equity Advisory Board (EAB)]

The EAB comprises law enforcement agencies and academic institutions from across the United States and Canada. By

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working together, the EAB helps advance a shared vision of safety and equality in every community, fostering trust in law enforcement and improving police practices.

Please describe the steps that your agency has taken to meet this goal/initiative. Include actions taken to establish your agency as a leading service provider to the citizens of New York City focused on diversity, equity, and inclusion, while reflecting the variety of communities that are served. How do you evaluate the effectiveness of these actions?

Q1: A volunteer conference committee has been established to organize the upcoming EAB conference.

On September 24, 2024, DCEI led a virtual meeting with EAB members to discuss DEI best practices, new trends and initiatives.

Q2: The EAB established a Conference Planning Committee to work together on planning the EAB Conference.

Conference Planning Committee met on October 8, 2024.

Community/Equity/Inclusion Goal/Initiative #2 Update:

Q1 Update: ☐ Planned ☐ Not started ☒ Ongoing ☐ Delayed ☐ Deferred ☐ Completed

Q2 Update: ☐ Planned ☐ Not started ☒ Ongoing ☐ Delayed ☐ Deferred ☐ Completed

Q3 Update: ☐ Planned ☐ Not started ☐ Ongoing ☐ Delayed ☐ Deferred ☐ Completed

Q4 Update: ☐ Planned ☐ Not started ☐ Ongoing ☐ Delayed ☐ Deferred ☐ Completed

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3. [Minority- and/or Women-owned Business Enterprise (MWBE) Initiative]

The MWBE Supplier Diversity Unit within DCEI will collaborate with the Deputy Commissioner of Management & Budget (DCMB) to enhance supplier and vendor diversity across the NYPD. The unit will actively participate in MWBE conferences to engage and encourage minority and women-owned businesses to pursue NYPD contracts. Additionally, the MWBE liaison will provide guidance to these businesses on securing MWBE certification and navigating the process of becoming a vendor for the City and the NYPD. To further support these efforts, DCEI will organize MWBE Institute trainings aimed at advancing economic equity and inclusion, fostering economic growth, and ensuring fair and transparent practices in the NYPD's procurement system.

Please describe the steps that your agency has taken to meet this goal/initiative. Include actions taken to establish your agency as a leading service provider to the citizens of New York City focused on diversity, equity, and inclusion, while reflecting the variety of communities that are served. How do you evaluate the effectiveness of these actions?

Q1: DCEI and DCMB are now working together to organize the upcoming 2024-2025 vendor workshops and procurement analyst training.

Q2: The MWBE Institute held a standard Services Workshop on December 19, 2024.

Community/Equity/Inclusion Goal/Initiative #3 Update:

Q1 Update:	<input type="checkbox"/> Planned	<input type="checkbox"/> Not started	<input checked="" type="checkbox"/> Ongoing	<input type="checkbox"/> Delayed	<input type="checkbox"/> Deferred	<input type="checkbox"/> Completed
Q2 Update:	<input type="checkbox"/> Planned	<input type="checkbox"/> Not started	<input checked="" type="checkbox"/> Ongoing	<input type="checkbox"/> Delayed	<input type="checkbox"/> Deferred	<input type="checkbox"/> Completed
Q3 Update:	<input type="checkbox"/> Planned	<input type="checkbox"/> Not started	<input type="checkbox"/> Ongoing	<input type="checkbox"/> Delayed	<input type="checkbox"/> Deferred	<input type="checkbox"/> Completed
Q4 Update:	<input type="checkbox"/> Planned	<input type="checkbox"/> Not started	<input type="checkbox"/> Ongoing	<input type="checkbox"/> Delayed	<input type="checkbox"/> Deferred	<input type="checkbox"/> Completed

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4. [Racial Equity Plan]

The Racial Equity Plan aims to eliminate racial disparities within city agencies. The plan will establish clear goals, monitor progress, and implement continuous improvements to address underrepresentation, MWBE participation, unconscious bias, and policing practices.

Please describe the steps that your agency has taken to meet this goal/initiative. Include actions taken to establish your agency as a leading service provider to the citizens of New York City focused on diversity, equity, and inclusion, while reflecting the variety of communities that are served. How do you evaluate the effectiveness of these actions?

DCEI submitted the agency's Racial Equity Plan to the Mayor's Office of Equity and Racial Justice

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

Q1 Update:	<input type="checkbox"/> Planned	<input type="checkbox"/> Not started	<input checked="" type="checkbox"/> Ongoing	<input type="checkbox"/> Delayed	<input type="checkbox"/> Deferred	<input type="checkbox"/> Completed
Q2 Update:	<input type="checkbox"/> Planned	<input type="checkbox"/> Not started	<input checked="" type="checkbox"/> Ongoing	<input type="checkbox"/> Delayed	<input type="checkbox"/> Deferred	<input type="checkbox"/> Completed
Q3 Update:	<input type="checkbox"/> Planned	<input type="checkbox"/> Not started	<input type="checkbox"/> Ongoing	<input type="checkbox"/> Delayed	<input type="checkbox"/> Deferred	<input type="checkbox"/> Completed
Q4 Update:	<input type="checkbox"/> Planned	<input type="checkbox"/> Not started	<input type="checkbox"/> Ongoing	<input type="checkbox"/> Delayed	<input type="checkbox"/> Deferred	<input type="checkbox"/> Completed

5. Other Community programs and activities:

Please describe any other Community-directed programs and activities (e.g., meetings, educational and cultural programs, promotion of agency services, community fairs, etc.) and describe them, including the dates when the activities occurred.

DCAS recognizes the extensive amount of NYPD community events and excuses the Department from listing them individually.

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V. Recruitment

A. Recruitment Efforts

Please list **Recruitment Initiatives and Strategies** which you set/declared in your FY 2025 Diversity, Equity, Inclusion 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).

1. [Candidate Assessment Mentoring Program (CAMP)]

To assist the NYPD in hiring additional qualified members of the service, the Recruitment Section established the Candidate Assessment Mentoring Program (CAMP). This program aids potential recruits in passing the Job Standard Test (JST) and future physical assessments required to complete the Police Academy. The Recruitment Section continues to recruit a diverse pool of applicants. CAMP connects mentors with knowledge and experience with mentees who need guidance in physical fitness, nutrition, and the hiring process. The Recruitment Section hosts a monthly NYPD Informational Session to share the hiring process details, nutrition advice and a 45-minute calisthenics workout sessions.

Please describe the steps that your agency has taken to implement and achieve these initiatives/strategies. How do you evaluate the effectiveness of these actions?

Q1: The Recruitment Section participated in over 150 recruiting events showcasing the NYPD's culture and benefits, highlighting open positions and a commitment to a positive job candidate experience.

Q2: The Recruitment Section participated in over 150 recruiting events showcasing the NYPD's culture and benefits, highlighting open positions and a commitment to a positive job candidate experience.

Recruitment Initiatives/Strategies #1 Update:

Q1 Update: ☐ Planned ☐ Not started ☒ Ongoing ☐ Delayed ☐ Deferred ☐ Completed

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Q2 Update: ☐ Planned ☐ Not started ☒ Ongoing ☐ Delayed ☐ Deferred ☐ Completed
Q3 Update: ☐ Planned ☐ Not started ☐ Ongoing ☐ Delayed ☐ Deferred ☐ Completed
Q4 Update: ☐ Planned ☐ Not started ☐ Ongoing ☐ Delayed ☐ Deferred ☐ Completed

2. [Community Events]

Recruiters attend community events, street fairs, career fairs and conduct presentations in schools. They work with youth groups and set up recruitment opportunities in various locations throughout the City. Recruiters reach potential candidates in their communities, even where some may have had adversarial relationships or interactions with the NYPD. Recruiters are highly visible and seek partnerships with community stakeholders.

Please describe the steps that your agency has taken to implement and achieve these initiatives/strategies. How do you evaluate the effectiveness of these actions?

The NYPD will evaluate the effectiveness of these events through the number of attendees who apply for open positions with the NYPD through the event.

Recruitment Initiatives/Strategies #2 Update:

Q1 Update: ☐ Planned ☐ Not started ☒ Ongoing ☐ Delayed ☐ Deferred ☐ Completed
Q2 Update: ☐ Planned ☐ Not started ☒ Ongoing ☐ Delayed ☐ Deferred ☐ Completed
Q3 Update: ☐ Planned ☐ Not started ☐ Ongoing ☐ Delayed ☐ Deferred ☐ Completed
Q4 Update: ☐ Planned ☐ Not started ☐ Ongoing ☐ Delayed ☐ Deferred ☐ Completed

3. [Copy Recruitment Initiatives/Strategies from FY 2025 DEI-EEO plan]

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Please describe the steps that your agency has taken to implement and achieve these initiatives/strategies. How do you evaluate the effectiveness of these actions?

Recruitment Initiatives/Strategies #3 Update:

Q1 Update:	<input type="checkbox"/> Planned	<input type="checkbox"/> Not started	<input type="checkbox"/> Ongoing	<input type="checkbox"/> Delayed	<input type="checkbox"/> Deferred	<input type="checkbox"/> Completed
Q2 Update:	<input type="checkbox"/> Planned	<input type="checkbox"/> Not started	<input type="checkbox"/> Ongoing	<input type="checkbox"/> Delayed	<input type="checkbox"/> Deferred	<input type="checkbox"/> Completed
Q3 Update:	<input type="checkbox"/> Planned	<input type="checkbox"/> Not started	<input type="checkbox"/> Ongoing	<input type="checkbox"/> Delayed	<input type="checkbox"/> Deferred	<input type="checkbox"/> Completed
Q4 Update:	<input type="checkbox"/> Planned	<input type="checkbox"/> Not started	<input type="checkbox"/> Ongoing	<input type="checkbox"/> Delayed	<input type="checkbox"/> Deferred	<input type="checkbox"/> Completed

4. [Copy Recruitment Initiatives/Strategies from FY 2025 DEI-EEO plan]

Please describe the steps that your agency has taken to implement and achieve these initiatives/strategies. How do you evaluate the effectiveness of these actions?

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Recruitment Initiatives/Strategies #4 Update:

Q1 Update: ☐ Planned ☐ Not started ☐ Ongoing ☐ Delayed ☐ Deferred ☐ Completed
Q2 Update: ☐ Planned ☐ Not started ☐ Ongoing ☐ Delayed ☐ Deferred ☐ Completed
Q3 Update: ☐ Planned ☐ Not started ☐ Ongoing ☐ Delayed ☐ Deferred ☐ Completed
Q4 Update: ☐ Planned ☐ Not started ☐ Ongoing ☐ Delayed ☐ Deferred ☐ Completed

5. Please describe any recruitment efforts designed to increase the effectiveness and improve the hiring and selection reach of your agency during the quarter and describe the activities, including the dates when the activities occurred.

B. Recruitment Efforts for Civil Service Exams

List all recruitment events that were held by the agency to promote open-competitive civil service examinations.

Quarter #	Event Date	Event Name	Borough
1	Monthly	Candidate Assessment Mentoring Program (CAMP)	Queens
1	Monthly	Information Sessions	All Boroughs
1	7/1/2024	Subway Station	Brooklyn
1	7/1/2024	Street Pop Up	Queens
1	7/2/2024	Street Pop Up	Brooklyn
1	7/2/2024	Subway Station	Brooklyn
1	7/2/2024	P.O. Exam Tutorial	Manhattan
1	7/3/2024	Subway Station	Queens
1	7/3/2024	Subway Station	Brooklyn

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1	7/3/2024	P.O. Exam Tutorial	Staten Island
1	7/5/2024	City Point Complex Shopping Mall	Brooklyn
1	7/6/2024	Caribbean All White Gospel Jerk Fest	N/A
1	7/7/2024	P.O. Exam Tutorial	Brooklyn
1	7/8/2024	Street Pop Up	Manhattan
1	7/8/2024	Street Pop Up	Bronx
1	7/9/2024	Street Pop Up	Brooklyn
1	7/9/2024	P.O. Exam Tutorial	Manhattan
1	7/9/2024	Street Pop Up	Queens
1	7/9/2024	Street Pop Up	Brooklyn
1	7/10/2024	NYPD Highway Patrol #1 & PBBX Traffic Safety Fair	Bronx
1	7/10/2024	P.O. Exam Tutorial	Bronx
1	7/10/2024	Subway Station	Brooklyn
1	7/11/2024	Subway Station	Manhattan
1	7/11/2024	Subway Station	Manhattan
1	7/11/2024	Bay Plaza Mall	Bronx
1	7/12/2024	Welcome Breakfast	Manhattan
1	7/12/2024	Jackson Heights Job Fair	Queens
1	7/13/2024	2nd Battalion 25th Marines Career Day	Brooklyn
1	7/13/2024	Back to School Kickoff	Manhattan
1	7/14/2024	P.O. Exam Tutorial	Brooklyn
1	7/15/2024	Cross County Center	N/A
1	7/16/2024	Medgar Evers College Career Emporium (Panel Discussions)	Brooklyn
1	7/16/2024	P.O. Exam Tutorial	Manhattan
1	7/16/2024	PBSI Harmony Day Picnic	Staten Island
1	7/17/2024	NYPD Youth Cricket League Opening Ceremony	Queens
1	7/17/2024	Queens Hiring Hall	Queens
1	7/17/2024	P.O. Exam Tutorial	Queens

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1	7/18/2024	Staten Island Hiring Hall	Staten Island
1	7/19/2024	Jamaica Spirit Day Community Resources Fair	Queens
1	7/19/2024	2024 Sprinkler Fest Community Health Tabling	Staten Island
1	7/20/2024	Dragon Boat Youth Clinic	Queens
1	7/20/2024	Candidate Assessment Mentoring Program	Queens
1	7/21/2024	Staten Island's Det. Russel Timoshenko Soccer Field	Staten Island
1	7/21/2024	JAMLEO Family Day	Queens
1	7/21/2024	P.O. Exam Tutorial	Brooklyn
1	7/22/2024	City Point Complex Shopping Mall	Brooklyn
1	7/23/2024	Brooklyn Hiring Hall	Brooklyn
1	7/23/2024	P.O. Exam Tutorial	Manhattan
1	7/24/2024	YSD Summer Block Party	Brooklyn
1	7/24/2024	P.O. Exam Tutorial	Bronx
1	7/25/2024	Youth Conference	Queens
1	7/26/2024	3rd Annual Det. Rivera & Mora Basketball Tournament	Manhattan
1	7/27/2024	Seek & Save	Queens
1	7/28/2024	Sikh Officers Association Family Day	Queens
1	7/29/2024	Ocean Bay CDC Job Fair	Queens
1	7/30/2024	Subway Station	Brooklyn
1	7/30/2024	Subway Station	Brooklyn
1	7/31/2024	PBQS Annual Harmony Picnic Day	Queens
1	8/1/2024	Career Connections: Honoring Our Heroes	Bronx
1	8/1/2024	Lower East Side Community Health & Resource Fair	Manhattan
1	8/1/2024	Subway Station	Manhattan
1	8/2/2024	Coast Guard Day	Staten Island
1	8/4/2024	2024 Hong Kong Dragon Boat Festival	Queens
1	8/5/2024	Street Pop Up	Brooklyn

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1	8/5/2024	Subway Station	Brooklyn
1	8/5/2024	Full Effect Gospel Ministries	Brooklyn
1	8/5/2024	Explorers Career Day	Bronx
1	8/6/2024	PBSI NNO	Staten Island
1	8/6/2024	47 Pct. NNO	Bronx
1	8/6/2024	34 Pct. NNO	Manhattan
1	8/6/2024	TD #34 NNO	Brooklyn
1	8/6/2024	107 Pct. NNO	Queens
1	8/7/2024	City Point Complex Shopping Mall	Brooklyn
1	8/7/2024	P.O. Exam Tutorial	Queens
1	8/7/2024	SYEP Career Day	Queens
1	8/8/2024	Queens Center Mall	Queens
1	8/9/2024	Bay Plaza Mall	Bronx
1	8/10/2024	Get to Your Know Your Neighbor Block Party	Brooklyn
1	8/11/2024	SSA Exam Tutorial	Brooklyn
1	8/11/2024	HCDC Community Health Expo	Brooklyn
1	8/11/2024	Cigars & Cars	N/A
1	8/12/2024	Street Pop Up	Brooklyn
1	8/13/2024	Subway Station	Manhattan
1	8/13/2024	P.O. Exam Tutorial	Manhattan
1	8/13/2024	JAMLEO Celebration	Manhattan
1	8/14/2024	NYPD & Medgar Evers College Block Party	Brooklyn
1	8/14/2024	PALS Flag Raising & BBQ	Brooklyn
1	8/14/2024	New York City 2024 Jobs and Career Fair	Manhattan
1	8/14/2024	SSA Exam Tutorial	Staten Island
1	8/15/2024	NYPD Canoeing in the Park	Queens
1	8/16/2024	Resource & Back to School Fair	Manhattan
1	8/16/2024	Back 2 School Giveaway	Queens

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1	8/17/2024	Candidate Assessment Mentoring Program	Queens
1	8/18/2024	Raki Day	Queens
1	8/19/2024	Subway Station	Queens
1	8/20/2024	Back 2 School Giveaway	Brooklyn
1	8/20/2024	Rise Up	Bronx
1	8/21/2024	NYC Health & Hospitals/Gotham Health Broadway Resource Fair	Brooklyn
1	8/21/2024	U.S. Army Safety Stand Down Event (Presentation / Tabling)	Brooklyn
1	8/21/2024	2024 Law Enforcement Explorer Academy Graduation	Manhattan
1	8/22/2024	Newark Emergency Services for families Job Fair	N/A
1	8/23/2024	Brooklyn Job Corps Career & Resource Fair	Brooklyn
1	8/23/2024	Family Fun Day	Brooklyn
1	8/23/2024	NYC Health & Hospital Gotham Roosevelt Resource & Back to School Fair	Queens
1	8/24/2024	125th Street & Lex Block Party	Manhattan
1	8/25/2024	TEA Exam Tutorial	Brooklyn
1	8/25/2024	13th India Day Parade	N/A
1	8/26/2024	City Point Complex Shopping Mall	Brooklyn
1	8/27/2024	Bay Plaza Mall	Bronx
1	8/27/2024	One Police Plaza Back to School Bash	Manhattan
1	8/27/2024	P.O. Exam Tutorial	Manhattan
1	8/27/2024	JC Penney	Bronx
1	8/27/2024	Famous Footwear	Bronx
1	8/27/2024	Footlocker	Bronx
1	8/27/2024	Sweet & Sour Candy Store	Bronx
1	8/27/2024	Royal Med Spa	Bronx
1	8/27/2024	Chip City	Bronx
1	8/27/2024	X Sport Fitness	Bronx

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1	8/27/2024	Billy Bees	Bronx
1	8/28/2024	NYC Council's Legislative Fellows Job Fair	Manhattan
1	8/28/2024	HRA ESSA/Career Services Queen Borough Hall Career Fair	Queens
1	8/29/2024	NYPD Rhythm & Shields Youth Talent Explosion	Manhattan
1	8/29/2024	Bronx NYS Department of Labor Mini Job Fair	Bronx
1	8/30/2024	Promotions Ceremony	Queens
1	8/31/2024	Back to School	Bronx
1	9/3/2024	Subway Station	Brooklyn
1	9/3/2024	Subway Station	Brooklyn
1	9/3/2024	Subway Stations	Bronx
1	9/4/2024	Back To School Event	Bronx
1	9/4/2024	TEA Exam Tutorial	Queens
1	9/4/2024	Flatbush Gardens Day	Brooklyn
1	9/5/2024	Subway Station	Brooklyn
1	9/6/2024	PALS Bookbag Giveaway	Queens
1	9/6/2024	Employer Job Fair	Bronx
1	9/7/2024	Afro Pop Experience	Bronx
1	9/8/2024	TEA Exam Tutorial	Queens
1	9/9/2024	Street Pop Up	Manhattan
1	9/10/2024	Subway Stations	Bronx
1	9/10/2024	Street Pop Up	Queens
1	9/10/2024	TEA Exam Tutorial	Manhattan
1	9/11/2024	BMCC Tabling	Manhattan
1	9/12/2024	KP Holiday Job Fair	Brooklyn
1	9/12/2024	NYC Health & Hospitals/Gotham Health Cumberland Resource Fair	Brooklyn
1	9/13/2024	San Gennaro Feast	Manhattan
1	9/13/2024	City Point Complex Shopping Mall	Brooklyn

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1	9/14/2024	Hudson Valley Career Festival	N/A
1	9/16/2024	Brooklyn College Tabling	Brooklyn
1	9/16/2024	Civil Service / Volunteer Fair	Queens
1	9/17/2024	Central Brooklyn Job Fair	Brooklyn
1	9/17/2024	San Gennaro Feast	Manhattan
1	9/17/2024	NYPD Info Session	Brooklyn
1	9/18/2024	John Jay College Tabling	Manhattan
1	9/18/2024	San Gennaro Feast	Manhattan
1	9/19/2024	College of Staten Island Tabling	Staten Island
1	9/19/2024	Fordham HS for the Arts - College Fair	Bronx
1	9/20/2024	City Point Complex Shopping Mall	Brooklyn
1	9/20/2024	San Gennaro Feast	Manhattan
1	9/21/2024	Candidate Assessment Mentoring Program	Queens
1	9/22/2024	P.O. Exam Tutorial	Brooklyn
1	9/23/2024	Subway Station	Manhattan
1	9/23/2024	New York Penn Station	Manhattan
1	9/24/2024	Roosevelt Field Mall	N/A
1	9/24/2024	Subway Station	Brooklyn
1	9/24/2024	P.O. Exam Tutorial	Manhattan
1	9/25/2024	BMCC Career Fair w/ JAMLEO	Manhattan
1	9/25/2024	Youth Recognition Awards Ceremony	Manhattan
1	9/25/2024	CMP Fall 2024 Job Fair	Manhattan
1	9/25/2024	Kingsborough Community College	Brooklyn
1	9/25/2024	P.O. Exam Tutorial	Bronx
1	9/26/2024	Job Fair at Commonpoint Queens	Queens
1	9/26/2024	Queens JobsNYC Hiring Hall	Queens
1	9/27/2024	City Point Complex Shopping Mall	Brooklyn
1	9/28/2024	Evangelical Festival	Queens

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1	9/29/2024	P.O. Exam Tutorial	Brooklyn
1	9/30/2024	John Jay College CareerCon	Manhattan
2	10/1/2024	John Jay College CareerCon	Manhattan
2	10/1/2024	Harlem Community Job Fair	Manhattan
2	10/1/2024	P.O. Exam Tutorial	Manhattan
2	10/2/2024	Marist College Career & Internship Fair	N/A
2	10/2/2024	John Jay College CareerCon	Manhattan
2	10/3/2024	NYPD Community Affairs Soccer with Purpose	Brooklyn
2	10/3/2024	Subway Station	Brooklyn
2	10/4/2024	NYPD Community Affairs Basketball with Purpose	Brooklyn
2	10/4/2024	Subway Station	Queens
2	10/5/2024	NYPD Family Fun Day	Queens
2	10/6/2024	2nd Annual Noble 5K Run	Brooklyn
2	10/7/2024	Street Pop Up	Queens
2	10/8/2024	City Point Complex Shopping Mall	Brooklyn
2	10/8/2024	Skyview Mall	Queens
2	10/8/2024	P.O. Exam Tutorial	Manhattan
2	10/8/2024	Uniqlo	Queens
2	10/8/2024	GNC	Queens
2	10/8/2024	Nike	Queens
2	10/8/2024	Burlington	Queens
2	10/8/2024	Marshalls	Queens
2	10/8/2024	Target	Queens
2	10/8/2024	Adidas	Queens
2	10/8/2024	Old Navy	Queens
2	10/9/2024	SUNY Maritime Fall 2024 Career Fair	Bronx
2	10/9/2024	Diverse Abilities Job Fair	N/A
2	10/9/2024	TEA Exam Tutorial	Queens

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2	10/10/2024	Mount Saint Vincent-Seton College Career Mixer	Bronx
2	10/10/2024	Opportunity Programs & Post-Secondary Pathways Fair	Manhattan
2	10/11/2024	Faith & Blue Event	Manhattan
2	10/11/2024	SCPD Interns Presentation	N/A
2	10/12/2024	Community Health Bash Event	Brooklyn
2	10/13/2024	P.O. Exam Tutorial	Brooklyn
2	10/14/2024	NYPD Community Baby Shower	Manhattan
2	10/15/2024	Dream Job Fair	Bronx
2	10/15/2024	NYPD Community Baby Shower	Queens
2	10/15/2024	P.O. Exam Tutorial	Manhattan
2	10/16/2024	BMCC Volunteer Fair	Manhattan
2	10/16/2024	P.O. Exam Tutorial	Bronx
2	10/16/2024	Pace University's Fall 2024 Career Fair	N/A
2	10/16/2024	Marist College Criminal Justice & Career Fair	N/A
2	10/17/2024	Mount Vernon Community Job Fair	N/A
2	10/17/2024	NYPD Community Baby Shower	Bronx
2	10/17/2024	Pathways to Success Adult Education Career Fair	N/A
2	10/18/2024	NYPD Community Baby Shower	Brooklyn
2	10/19/2024	Cops & Kids DJ Battle	Brooklyn
2	10/20/2024	P.O. Exam Tutorial	Brooklyn
2	10/21/2024	Subway Station	Queens
2	10/21/2024	HS for Law Enforcement & Public Safety Presentation	Queens
2	10/22/2024	York College Fall 2024 Career/Internship Fair	Queens
2	10/22/2024	Grover Cleveland H.S. College & Career Fair	Queens
2	10/22/2024	P.O. Exam Tutorial	Manhattan
2	10/22/2024	European Heritage Celebration	Manhattan
2	10/23/2024	P.O. Exam Tutorial	Queens

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2	10/26/2024	Candidate Assessment Mentoring Program	Queens
2	10/29/2024	Kingsborough Community College	Brooklyn
2	10/29/2024	Pathways College Prep School	Queens
2	10/29/2024	NYPD Resource Fair w/ Parkchester Islamic Center	Bronx
2	10/29/2024	Talent Connection Job Expo	N/A
2	10/30/2024	LaGuardia CC Job & Internship Fair	Queens
2	10/30/2024	SI JobsNYC Hiring Hall	Staten Island
2	10/30/2024	Early Monroe New Renaissance Basketball School College & Career Day	Bronx
2	10/31/2024	Hostos CC Non-Traditional Careers Day	Bronx
2	10/31/2024	The Heritage School Presentation	Manhattan
2	10/31/2024	Trunk or Treat	Bronx
2	11/1/2024	USAG Fort Hamilton ACS Office Employment Fair	Brooklyn
2	11/4/2024	City Point Complex Shopping Mall	Brooklyn
2	11/4/2024	Subway Station	Brooklyn
2	11/5/2024	Subway Station	Brooklyn
2	11/6/2024	Subway Station	Queens
2	11/6/2024	Adult Education Evening Career Fair	N/A
2	11/6/2024	Stevenson Educational Campus Collaborative College & Career Fair	Bronx
2	11/7/2024	Bay Plaza Mall	Bronx
2	11/7/2024	Monroe University Job & Internship Fair	Bronx
2	11/8/2024	UFT College & Career Fair	Manhattan
2	11/8/2024	Senator Joseph P. Addabbo, Jr.'s FALL JOB FAIR	Queens
2	11/9/2024	City Point Complex Shopping Mall	Brooklyn
2	11/10/2024	Job Fair at Arumdaun Presbyterian Church 2024	N/A
2	11/12/2024	Bronx Adult Learning Center College & Career Fair	Bronx
2	11/12/2024	Goldstein High School Presentation	Brooklyn
2	11/13/2024	Brooklyn Frontiers H.S. Post Secondary Options Expo	Brooklyn

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2	11/13/2024	Adult Education Evening Career Fair	N/A
2	11/13/2024	The Future Pathways Expo	Queens
2	11/14/2024	Green Acres Mall	N/A
2	11/14/2024	Assembly Member Zinerman & Bklyn ALC Job Fair	Brooklyn
2	11/15/2024	NYPD Info Session	Bronx
2	11/15/2024	Bay Plaza Mall	Bronx
2	11/16/2024	MSG - UFC Fight	Manhattan
2	11/18/2024	Bay Plaza Mall	Bronx
2	11/19/2024	Subway Station	Queens
2	11/19/2024	Queens ALC Presentation	Queens
2	11/19/2024	Criminal Justice Career Fair at County College of Morris	N/A
2	11/19/2024	FEC Workforce Training & Career Fair	Manhattan
2	11/20/2024	Queens ALC Presentation	Queens
2	11/20/2024	The Eagle Academy 2024 Career Pathways Expo	Manhattan
2	11/20/2024	Eastern Parkway Library Career Fair	Brooklyn
2	11/22/2024	Alfred E. Smith CTE High School College & Career Fair	Bronx
2	11/23/2024	Guinean Community 1st Annual Career Fair	Bronx
2	11/23/2024	Candidate Assessment Mentoring Program	Queens
2	11/24/2024	Subway Station	Manhattan
2	11/25/2024	Subway Station	Brooklyn
2	11/25/2024	Victoria's Secret	Brooklyn
2	11/25/2024	Bath & Body Works	Brooklyn
2	11/25/2024	Starbucks	Brooklyn
2	11/25/2024	Men's Wearhouse	Brooklyn
2	11/25/2024	Verizon	Brooklyn
2	11/25/2024	Target	Brooklyn
2	11/26/2024	Subway Station	Brooklyn

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2	11/26/2024	Subway Station	Brooklyn
2	11/27/2024	Subway Station	Manhattan
2	11/27/2024	Manhattan Village Academy Visit	Manhattan
2	11/29/2024	City Point Complex Shopping Mall	Brooklyn
2	11/29/2024	Subway Station	Brooklyn
2	11/30/2024	Bay Plaza Mall	Bronx
2	12/1/2024	Green Acres Mall	N/A
2	12/2/2024	Hostos Community College	Bronx
2	12/3/2024	Queens Center Mall	Queens
2	12/3/2024	Subway Station	Manhattan
2	12/3/2024	International High School Visit	Manhattan
2	12/4/2024	Bay Plaza Mall	Bronx
2	12/4/2024	Lehman YABC College Fair	Bronx
2	12/4/2024	High School for CTEA Career Day	Queens
2	12/5/2024	Subway Station	Queens
2	12/5/2024	Subway Station	Manhattan
2	12/7/2024	Grover Cleveland H.S. Health & Community Resource Fair	Queens
2	12/7/2024	Boys to Men of Power Summit	Queens
2	12/10/2024	Job Corps Academy Info Session	Bronx
2	12/10/2024	Kingsborough Community College Tabling	Brooklyn
2	12/10/2024	MTA Jobs Info Event	Manhattan
2	12/10/2024	BMCC Volunteer Fair	Manhattan
2	12/12/2024	LGBTQIA+ Job Fair in the Bronx	Bronx
2	12/12/2024	Learning to Work City Agency Career Fair	Brooklyn
2	12/12/2024	JobsNYC Hiring Hall	Manhattan
2	12/12/2024	Lincoln Tech's Career Fair	Queens
2	12/13/2024	Queens Center Mall	Queens

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2	12/13/2024	City Point Complex Shopping Mall	Brooklyn
2	12/14/2024	TOY DRIVE & PO EXAM SIGN UP	Manhattan
2	12/14/2024	Education Seminar	Manhattan
2	12/17/2024	Roosevelt Field Mall	N/A
2	12/16/2024	Green Acres Mall	N/A
2	12/16/2024	Queens ALC Presentation	Queens
2	12/18/2024	Subway Station	Manhattan
2	12/18/2024	Manh Comprehensive HS	Manhattan
2	12/18/2024	Subway Station	Brooklyn
2	12/18/2024	City Point Complex Shopping Mall	Brooklyn
2	12/19/2024	Subway Station	Manhattan
2	12/19/2024	Rapid Response Unit Toy Giveaway	Bronx
2	12/19/2024	Subway Station	Manhattan
2	12/19/2024	Citizenship Info Session	Manhattan
2	12/20/2024	Bay Plaza Mall	Bronx
2	12/20/2024	Congressional Career Fair	Brooklyn
2	12/21/2024	Candidate Assessment Mentoring Program	Queens
2	12/23/2024	Staten Island Mall	Staten Island
2	12/24/2024	City Point Complex Shopping Mall	Brooklyn
2	12/24/2024	Skyview Mall	Queens
2	12/26/2024	Subway Station	Manhattan
2	12/27/2024	Subway Station	Manhattan
2	12/30/2024	Subway Station	Brooklyn

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List actual expenditures related to recruiting candidates for open-competitive and promotion civil service exams.

Borough	Approximate Dollar Amount (\$) in Q1	Approximate Dollar Amount (\$) in Q2	Approximate Dollar Amount (\$) in Q3	Approximate Dollar Amount (\$) in Q4
Bronx				
Brooklyn				
Manhattan				
Queens				
Staten Island				

The Recruitment Section plans to spend approximately \$2 million dollars on advertising for Police Officer, School Safety Agent, Police Communications Technician and Traffic Enforcement Agent. Media campaigns are a citywide effort. Specific monetary amounts are not selected for individual New York City boroughs.

C. Recruitment Sources

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

Q1:

1. LinkedIn Diversity Groups
2. Colleges and Universities Alumni Network
3. Fraternal Organizations (ERGs)
4. Diversity Bar Associations
5. Community Affairs Officers & Neighborhood Coordination Officers

Q2:

1. LinkedIn Diversity Groups

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2. Colleges and Universities Alumni Network
3. Fraternal Organizations (ERGs)
4. Diversity Bar Associations
5. Community Affairs Officers & Neighborhood Coordination Officers

D. Internships/Fellowships

The agency is providing the following internship opportunities in FY 2025. **[Note:** Please update this information every quarter.]

Race/Ethnicity* [#s] * Use self-ID data obtained from NYCAPS; **Gender* [#s]** [N-B=Non-Binary; O=Other; U=Unknown] * **Use self-ID data**

1. Urban Fellows:

Q1 Total: 1 Q2 Total: 1 Q3 Total: Q4 Total:

Race/Ethnicity* [#s]: Black 1 Hispanic 0 Asian/Pacific Islander 0 Native American 0 White 0 Two or more Races 0

Gender* [#s]: M 0 F 1 N-B 0 U 0

2. Public Service Corps:

Q1 Total: 0 Q2 Total: 0 Q3 Total: Q4 Total:

Race/Ethnicity* [#s]: Black 0 Hispanic 0 Asian/Pacific Islander 0 Native American 0 White 0 Two or more Races 0

Gender* [#s]: M 0 F 0 N-B 0 U 0

3. Summer College Interns:

Q1 Total: 0 Q2 Total: 0 Q3 Total: Q4 Total:

Race/Ethnicity* [#s]: Black 0 Hispanic 0 Asian/Pacific Islander 0 Native American 0 White 0 Two or more Races 0

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Gender* [#s]: M 0 F 0 N-B 0 U 0

4. Summer Graduate Interns:

Q1 Total: 21 Q2 Total: 0 Q3 Total: _____ Q4 Total: _____

Race/Ethnicity* [#s]: Black 0 Hispanic 0 Asian/Pacific Islander 0 Native American 0 White 0 Two or more Races 0

Gender* [#s]: M 0 F 0 M 0 F 0 N-B 0 U 0

5. Other (specify): College Aides

Q1 Total: 18 Q2 Total: 47 Q3 Total: _____ Q4 Total: _____

Race/Ethnicity* [#s]: Black 11 Hispanic 11 Asian/Pacific Islander 14 Native American 0 White 11 Two or more Races 0

Gender* [#s]: M 19 F 28 N-B 0 U 0

6. Other (specify): Unpaid Interns

Q1 Total: 4 Q2 Total: 10 Q3 Total: _____ Q4 Total: _____

Race/Ethnicity* [#s]: Black 3 Hispanic 4 Asian/Pacific Islander 2 Native American 0 White 1 Two or more Races 0

Gender* [#s]: M 1 F 9 N-B 0 U 0

7. Other (specify): High School Aides

Q1 Total: 4 Q2 Total: 4 Q3 Total: _____ Q4 Total: _____

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Race/Ethnicity* [#s]: Black 2 Hispanic 2 Asian/Pacific Islander 0 Native American 0 White 0 Two or more Races 0

Gender* [#s]: M 1 F 2 N-B 1 U 0

Additional comments:

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E. 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 (9/30/2024): 34 Q2 (12/31/2024): 34 Q3 (3/31/2025): _____ Q4 (6/30/2025): _____

During the 1st Quarter, a total of 0 [number] new applications for the program were received.

During the 1st Quarter 1 participants left the program due to [state reasons] disability retirement.

During the 2nd Quarter, a total of 0 [number] new applications for the program were received.

During the 2nd Quarter 1 participants left the program due to [state reasons] voluntary retirement.

During the 3rd Quarter, a total of _____ [number] new applications for the program were received.

During the 3rd Quarter _____ participants left the program due to [state reasons] _____.

During the 4th Quarter, a total of _____ [number] new applications for the program were received.

During the 4th Quarter _____ participants left the program due to [state reasons] _____.

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

in agency newsletter: ☐ Yes ☒ No

Other: _____

2. _____

3. _____

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VI. Selection (Hiring and Promotion)

Please review Section VI of your FY 2025 Diversity, Equity, Inclusion and EEO Plan and describe your activities for this quarter below:

Please list additional **Selection Strategies and Initiatives** which you set/declared in your FY 2025 Diversity, Equity, Inclusion and EEO Plan (*e.g., use of structured interview, EEO or APO representatives observing interviews, review of placements, review of e-hire applicant data*).

Please describe the steps that your agency has taken to meet these objectives.

1. Career Counseling: Advising employees of opportunities for promotion and career development; Notification of promotion/transfer opportunities.

The Personnel Bureau regularly distributes all job postings through the Department's Personnel Administrative Managers (one assigned to each Borough/Bureau). In addition, the Personnel Bureau disseminates the DCAS annual and monthly civil service examination schedules to all Members of Service in the NYPD, by email and posting bulletins.

2. 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.

NYPD uses a diverse panel of interviewers to conduct interviews, with structured interview training provided to all employees.

3. Describe the role of agency EEO Officer and other EEO staff in the selection of candidates for appointment or promotion (pre- and post-appointment).

The agency's EEO Officer and staff review and analyze the demographics, race/ethnicity, and gender of those who received promotions or received salary increases, to ensure equitable practices. They monitor the results of action plans for any changes in the agency workforce, including increases or decreases in applications of qualified applicants and selection rates. They engage in a collaborative effort between EEO, HR, and managers where necessary, and develop action plans to eliminate identified barriers.

4. The NYPD analyzes the impact of layoffs or terminations on racial, gender and age groups.

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They review the demographics of employees who separated from the agency on a quarterly basis.

5. Other:

During this Quarter the Agency activities included:

# of Vacancies		# of New Hires	# of New Promotions
Q1	# <u>1246</u>	# <u>1671</u>	# <u>995</u>
Q2	# <u>1404</u>	# <u>1015</u>	# <u>707</u>
Q3	# _____	# _____	# _____
Q4	# _____	# _____	# _____

VII. Training

Please provide your training information in Part II of the report “DEI-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-ctwapx02.csc.nycnet/Login.aspx>

The agency did input full Reasonable Accommodation activity on the DCAS Citywide Complaint and Reasonable

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Accommodation (CAD) Database:

Q1: ☒ Yes ☐ No

Q2: ☒ Yes ☐ No

Q3: ☐ Yes ☐ No

Q4: ☐ Yes ☐ No

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IX. Compliance and Implementation of Requirements Under Executive Orders and Local Laws

A. Local Law 92: Annual Sexual Harassment Prevention training

Please provide Sexual Harassment Prevention Training Information in Part II of the report “DEI-EEO Training Summary” (in MS Excel).

B. Local Law 97: Annual Sexual Harassment Reporting

☒ The agency has entered the sexual harassment Complaint Data in the DCAS Citywide Complaint Tracking System and updates the information as they occur.

Q1: ☒ Yes ☐ No

Q2: ☒ Yes ☐ No

Q3: ☐ Yes ☐ No

Q4: ☐ Yes ☐ No

☒ The agency has entered **all types of complaints** in the DCAS Citywide Complaint Tracking System and updates the information as they occur.

Q1: ☒ Yes ☐ No

Q2: ☒ Yes ☐ No

Q3: ☐ Yes ☐ No

Q4: ☐ Yes ☐ No

☒ The agency ensures that complaints are closed within 90 days.

Report all complaints and their disposition in the DCAS Citywide Complaint/Reasonable Accommodation Tracking System by logging into your CICS Account at: <https://mspwa-ctwapx02.csc.nycnet/Login.aspx>

C. Executive Order 16: Training on Transgender Diversity and Inclusion

Please provide E.O. 16 Training Information in Part II of the report “DEI-EEO Training Summary” (in MS Excel).

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IX. Audits and Corrective Measures

Please choose the statement that applies to your agency.

- ☒ The agency is NOT involved in an audit conducted by NYC Equal Employment Practice Commission (EEPC) or another governmental agency specific to our EEO practices.
- ☐ The agency is involved in an audit; please specify who is conducting the audit: _____.
- ☐ Attach the audit recommendations by EEPC or the other auditing agency.
- ☐ If needed, the agency has submitted or will submit to DCAS Citywide Equity and Inclusion an amendment letter, which shall amend the agency plan for previous FY(s) as recommended by EEPC.
- ☐ The agency received a Certificate of Compliance from the auditing agency in 2023 or 2024.

Please attach a copy of the Certificate of Compliance from the auditing agency.

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Appendix A: EEO Personnel Details

EEO Personnel For 2nd Quarter, FY 2025

Personnel Changes:

Personnel Changes this Quarter: <input type="checkbox"/> No Changes		Number of Additions: 4	Number of Deletions: 1
Employee's Name & Title	1. Cailah Parker	2. PO Cabrini Shaw	3. Sgt Tricia Connolly
Nature of change	<input type="checkbox"/> Addition <input checked="" type="checkbox"/> Deletion	<input checked="" type="checkbox"/> Addition <input type="checkbox"/> Deletion	<input checked="" type="checkbox"/> Addition <input type="checkbox"/> Deletion
Date of Change in EEO Role	Start Date or Termination Date: 12/16/24	Start Date or Termination Date: 12/13/24	Start Date or Termination Date: 12/23/24
Employee's Name & Title	4. Community Coord Atalia Lara	5. SPAA Natalie Piccone	6.
Nature of change	<input checked="" type="checkbox"/> Addition <input type="checkbox"/> Deletion	<input checked="" type="checkbox"/> Addition <input type="checkbox"/> Deletion	<input type="checkbox"/> Addition <input type="checkbox"/> Deletion
Date of Change in EEO Role	Start Date or Termination Date: 12/11/24	Start Date or Termination Date: 11/29/24	Start Date or Termination Date:

For New EEO Professionals:			
Name & Title	1. Sgt Tricia Connolly	2. PO Cabrini Shaw	3. Community Coord Atalia Lara
EEO Function	<input type="checkbox"/> EEO Officer <input type="checkbox"/> EEO Counselor <input type="checkbox"/> EEO Trainer <input checked="" type="checkbox"/> EEO Investigator <input type="checkbox"/> 55-a Coordinator <input type="checkbox"/> Other: (specify):	<input type="checkbox"/> EEO Officer <input type="checkbox"/> EEO Counselor <input checked="" type="checkbox"/> EEO Trainer <input type="checkbox"/> EEO Investigator <input type="checkbox"/> 55-a Coordinator <input type="checkbox"/> Other: (specify):RA Unit	<input type="checkbox"/> EEO Officer <input type="checkbox"/> EEO Counselor <input type="checkbox"/> EEO Trainer <input type="checkbox"/> EEO Investigator <input type="checkbox"/> 55-a Coordinator <input checked="" type="checkbox"/> Other: (specify): Social Media
Percent of Time Devoted to EEO	<input checked="" type="checkbox"/> 100% <input type="checkbox"/> Other: (specify %):	<input checked="" type="checkbox"/> 100% <input type="checkbox"/> Other: (specify %):	<input checked="" type="checkbox"/> 100% <input type="checkbox"/> Other: (specify %):

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Name & Title	4. SPAA Natalie Piccone	5.	6.
EEO Function	<input type="checkbox"/> EEO Officer <input type="checkbox"/> EEO Counselor <input type="checkbox"/> EEO Trainer <input type="checkbox"/> EEO Investigator <input type="checkbox"/> 55-a Coordinator <input type="checkbox"/> Other: (specify)	<input type="checkbox"/> EEO Officer <input type="checkbox"/> EEO Counselor <input type="checkbox"/> EEO Trainer <input type="checkbox"/> EEO Investigator <input type="checkbox"/> 55-a Coordinator <input type="checkbox"/> Other: (specify)	<input type="checkbox"/> EEO Officer <input type="checkbox"/> EEO Counselor <input type="checkbox"/> EEO Trainer <input type="checkbox"/> EEO Investigator <input type="checkbox"/> 55-a Coordinator <input type="checkbox"/> Other: (specify)
Percent of Time Devoted to EEO	<input type="checkbox"/> 100% <input checked="" type="checkbox"/> Other: (specify %): ASL	<input type="checkbox"/> 100% <input type="checkbox"/> Other: (specify %):	<input type="checkbox"/> 100% <input type="checkbox"/> Other: (specify %):

EEO Training Completed within the Last <u>two</u> years, including the current quarter (EEO and D&I Officers, Deputies, and all new EEO Professionals):			
Name & EEO Role	1. PO Cabrini Shaw	2. Sgt Tricia Connolly	3. Community Coord Atalia Lara
Completed EEO Trainings: 1. Everybody Matters-EEO and D&I 2. Sexual Harassment Prevention 3. IgbTq: The Power of Inclusion 4. Disability Awareness & Etiquette 5. Unconscious Bias 6. Microaggressions 7. EEO Officer Essentials: Complaint/Investigative Processes 8. EEO Officer Essentials: Reasonable Accommodation 9. Essential Overview Training for New EEO Officers 10. Understanding CEEDS Reports	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No

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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	4. SPAA Natalie Piccone	5.	6.
Completed EEO Trainings:			
1. Everybody Matters-EEO and D&I	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No
2. Sexual Harassment Prevention	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No
3. IgbTq: The Power of Inclusion	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No
4. Disability Awareness & Etiquette	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No
5. Unconscious Bias	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No
6. Microaggressions	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No
7. EEO Officer Essentials: Complaint/Investigative Processes	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No
8. EEO Officer Essentials: Reasonable Accommodation	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No
9. Essential Overview Training for New EEO Officers	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No
10. Understanding CEEDS Reports	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No

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EEO Personnel Contact Information (Please list all current EEO professionals)

Please provide full mailing address of the principal Agency EEO Office:

MAILING ADDRESS:

Diversity and EEO Staffing as of 2nd Quarter FY 2025*

<u>EEO\ Diversity Role</u>	<u>Name</u>	<u>Civil Service Title</u>	<u>% of Time Devoted to EEO & DEI</u>	<u>Office E-mail Address</u>	<u>Telephone #</u>
EEO Officer/Director	<u>Wendy Garcia</u> <u>Deputy Commissioner, Equity and Inclusion</u>	<u>Administrative Staff Analyst IV</u>	<u>100%</u>	<u>Wendy.Garcia@nypd.org</u>	<u>646-610-8139</u>
Deputy EEO Officer OR Co-EEO Officer	<u>Jordan Farnham, Executive Director, Equal Employment Opportunity Division, Equity and Inclusion</u>	<u>Exec Agency Counsel</u>	<u>100%</u>	<u>Jordan.Farnham@nypd.org</u>	<u>646-610-5330</u>
Chief Diversity & Inclusion Officer	<u>Wendy Garcia</u> <u>Deputy Commissioner, Equity and Inclusion</u>	<u>Administrative Staff Analyst IV</u>	<u>100%</u>	<u>Wendy.Garcia@nypd.org</u>	<u>646-610-5330</u>
Diversity & Inclusion Officer					
Chief Diversity Officer/Chief MWBE Officer per E.O. 59	<u>Wendy Garcia</u> <u>Deputy Commissioner, Equity and Inclusion</u>	<u>Administrative Staff Analyst IV</u>	<u>100%</u>	<u>Wendy.Garcia@nypd.org</u>	<u>646-610-8139</u>
ADA Coordinator	<u>Dinorah Zorilla-Aristy, Assistant Commissioner, Equity and Inclusion</u>	<u>Assistant Commissioner</u>	<u>100%</u>	<u>Dinorah.Aristy@nypd.org</u>	<u>646-610-8139</u>
Disability Rights Coordinator	<u>Dinorah Zorilla-Aristy, Assistant Commissioner, Equity and Inclusion</u>	<u>Assistant Commissioner</u>	<u>100%</u>	<u>Dinorah.Aristy@nypd.org</u>	<u>646-610-8139</u>

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<u>EEO\ Diversity Role</u>	<u>Name</u>	<u>Civil Service Title</u>	<u>% of Time Devoted to EEO & DEI</u>	<u>Office E-mail Address</u>	<u>Telephone #</u>
Disability Services Facilitator	<u>Dinorah Zorilla-Aristy, Assistant Commissioner, Equity and Inclusion</u>	<u>Assistant Commissioner</u>	<u>100%</u>	<u>Dinorah.Aristy@nypd.org</u>	<u>646-610-8139</u>
55-a Coordinator	<u>M. Alexa Samarotto, Executive Director, Human Resources Division</u>	<u>Administrative Staff Analyst III</u>	<u>100%</u>	<u>Margaret.Samarotto@nypd.org</u>	<u>646-610-4057</u>
Career Counselor	<u>Ruth Loomis, Scholarship Coordinator</u>	<u>Administrative Staff Analyst II</u>	<u>100%</u>	<u>Ruth.Loonis@nypd.org</u>	<u>646-610-7862</u>
EEO Counselor					
EEO Investigator					
EEO Counselor\ Investigator					
Investigator/Trainer					
EEO Training Liaison	<u>John Hubbard, Lieutenant, Equity and Inclusion</u>	<u>Lieutenant</u>	<u>100%</u>	<u>John.Hubbard@nypd.org</u>	<u>646-610-6594</u>
Other (specify)					
Other (specify)					

* 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

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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.

<u>AGENCY EEO AND DIVERSITY PERSONNEL</u>					
Name of Agency: POLICE DEPARTMENT					
<u>2ND Quarter FY 2025</u>					
<u>Name</u>	<u>Title</u>	<u>EEO\ Diversity Role</u>	<u>Percentage of Time (%) Spent in EEO\ Diversity Functions</u>	<u>E-mail Address</u>	<u>Telephone #</u>
-					
<u>GARCIA, WENDY</u>	<u>DEPUTY COMMISSIONER, EQUITY AND INCLUSION</u>	<u>CHIEF EEO OFFICER</u>	<u>100%</u>	WENDY.GARCIA@NYPD.ORG	<u>646-610-8139</u>
<u>CHEN, NANHAO</u>	<u>LIEUTENANT</u>	<u>INVESTIGATOR TEAM LEADER - TEAM 1</u>	<u>100%</u>	NANHAO.CHEN@NYPD.ORG	<u>646-610-5330</u>
<u>SMITH, MARIE</u>	<u>SERGEANT</u>	<u>SUPERVISOR/INVESTIGATOR</u>	<u>100%</u>	MARIE.SMITH@NYPD.ORG	<u>646-610-5330</u>
<u>WONG, MATTHEW</u>	<u>SERGEANT</u>	<u>SUPERVISOR/INVESTIGATOR</u>	<u>100%</u>	MATTHEW.WONG@NYPD.ORG	<u>646-610-5330</u>
<u>ROLON, RAUL</u>	<u>DETECTIVE</u>	<u>INVESTIGATOR</u>	<u>100%</u>	RAUL.ROLON@NYPD.ORG	<u>646-610-5330</u>

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<u>HUBBARD, JOHN</u>	<u>SERGEANT</u>	<u>TRAINING LIAISON</u>	<u>100%</u>	JOHN.HUBBARD@NYPD.ORG	<u>646-610-5072</u>
<u>GONZALEZ, DAWN</u>	<u>PRINCIPAL ADMIN. ASSOC.</u>	<u>ADMINISTRATIVE SUPPORT</u>	<u>100%</u>	DAWN.GONZALEZ@NYPD.ORG	<u>646-610-5330</u>
<u>HAWKINS, KIM</u>	<u>SENIOR POLICE ADMIN. AIDE</u>	<u>ADMINISTRATIVE SUPPORT</u>	<u>100%</u>	KIM.HAWKINS@NYPD.ORG	<u>646-610-5072</u>
<u>ULYSSE, BRIAN J.</u>	<u>ADMINISTRATIVE STAFF ANALYST II</u>	<u>RESEARCH & EVALUATION</u>	<u>100%</u>	BRIAN.ULYSSE@NYPD.ORG	<u>646-610-5330</u>
<u>PERRY, LEAH</u>	<u>ADMINISTRATIVE MANAGER</u>	<u>ADMINISTRATIVE SUPPORT</u>	<u>100%</u>	LEAH.PERRY@NYPD.ORG	<u>646-610-8139</u>
<u>FELICIANO, JOAN</u>	<u>SR. POLICE ADMIN. AIDE</u>	<u>ADMINISTRATIVE SUPPORT</u>	<u>100%</u>	JOAN.FELICIANO@NYPD.ORG	<u>646-610-5330</u>
<u>PEREZ, KATHY</u>	<u>DETECTIVE</u>	<u>REASONABLE ACCOMMODATIONS</u>	<u>100%</u>	KATHY.PEREZ@NYPD.ORG	<u>646-610-5330</u>
<u>CORRADO, CRYSTALLEE</u>	<u>SERGEANT</u>	<u>REASONABLE ACCOMMODATIONS SPECIALIST</u>	<u>100%</u>	CRYSTALLEE.CORRADO@NYPD.ORG	<u>646-610-5072</u>
<u>WILLIAMS, SHAWANN</u>	<u>ADMINISTRATIVE MANAGER</u>	<u>ADMINISTRATIVE SUPPORT</u>	<u>100%</u>	SHAWANN.WILLIAMS@NYPD.ORG	<u>646-610-8139</u>
<u>FARNHAM, JORDAN</u>	<u>EXECUTIVE DIRECTOR, EXEC AGENCY COUNSEL OFFICE OF EQUITY AND INCLUSION</u>	<u>DEPUTY EEO OFFICER</u>	<u>100%</u>	JORDAN.FARNHAM@NYPD.ORG	<u>646-610-5330</u>
<u>MILLER, TYRICE</u>	<u>DEPUTY INSPECTOR</u>	<u>COMMANDING OFFICER, EQUAL EMPLOYMENT OPPORTUNITY DIVISION</u>	<u>100%</u>	TYRICE.MILLER@NYPD.ORG	<u>646-610-5330</u>
<u>LEREBOURS, LUIS</u>	<u>LIEUTENANT</u>	<u>OFFICE OF EQUITY INCLUSION LIEUTENANT</u>	<u>100%</u>	LUIS.LEREBOURS@NYPD.ORG	<u>646-610-5072</u>
<u>VEGA, NELLY</u>	<u>SERGEANT</u>	<u>TRAINING</u>	<u>100%</u>	NELLY.VEGA@NYPD.ORG	<u>646-610-</u>

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<u>CARVAJAL, JOSUE</u>	<u>SERGEANT</u>	<u>REASONABLE ACCOMMODATION SPECIALIST</u>	<u>100%</u>	<u>JOSUE.CARVAJAL@NYPD.ORG</u>	<u>646-610- 5072</u>
<u>PEREZ, STEPHANIE</u>	<u>DETECTIVE</u>	<u>INVESTIGATOR</u>	<u>100%</u>	<u>STEPHANIE.PEREZ@NYPD.ORG</u>	<u>646-610- 5330</u>
<u>DORSEY, WAYNE</u>	<u>DETECTIVE</u>	<u>RESEARCH& EVALUATION</u>	<u>100%</u>	<u>WAYNE.DORSEY@NYPD.ORG</u>	<u>646-610- 8139</u>
<u>HAMPTON, DORTHEA</u>	<u>ADMINISTRATIVE MANAGER</u>	<u>EEO LIAISON COORDINATOR/EEO COUNSELOR</u>	<u>100%</u>	<u>DORTHEA.HAMPTON@NYPD.ORG</u>	<u>646-610- 5072</u>
<u>AJELLO, JOHN</u>	<u>SERGEANT</u>	<u>TRAINING</u>	<u>100%</u>	<u>JONATHAN.AJELLO@NYPD.ORG</u>	<u>646-610- 5072</u>
<u>BEARY, RICHARD</u>	<u>SERGEANT</u>	<u>TRAINING</u>	<u>100%</u>	<u>RICHARD.BEARY@NYPD.ORG</u>	<u>646-610- 5072</u>
<u>CHOUDHURY, MOHAMMED</u>	<u>SERGEANT</u>	<u>INVESTIGATOR</u>	<u>100%</u>	<u>MOHAMMED.CHOUDHURY@NYPD.ORG</u>	<u>646-610- 5330</u>
<u>FIELDS, MONIQUE</u>	<u>POLICE ADMINISTRATIVE AIDE</u>	<u>ADMINISTRATIVE SUPPORT</u>	<u>100%</u>	<u>MONIQUE.FIELDS@NYPD.ORG</u>	<u>646-610- 7359</u>
<u>ELSOKARY, AML</u>	<u>SERGEANT</u>	<u>INVESTIGATOR</u>	<u>100%</u>	<u>AML.ELSOKARY@NYPD.ORG</u>	<u>646-610- 5330</u>
<u>BETHEL, JOVONA</u>	<u>ADMINISTRATIVE STAFF ANALYST</u>	<u>WOMEN'S INSTITUTE</u>	<u>100%</u>	<u>JOVONA.BETHEL@NYPD.ORG</u>	<u>646-610- 8139</u>
<u>SORIANO, AMAURY</u>	<u>LIEUTENANT</u>	<u>INVESTIGATOR TEAM LEADER - TEAM 2</u>	<u>100%</u>	<u>AMAURY.SORIANO@NYPD.ORG</u>	<u>646-610- 5330</u>
<u>ZORILLA-ARISTY, DINORAH MIGUELINA</u>	<u>ASSISTANT COMMISSIONER EQUITY & INCLUSION</u>	<u>ASSISTANT COMMISSIONER EEO</u>	<u>100%</u>	<u>DINORAH.ARISTY@NYPD.ORG</u>	<u>646-610- 8139</u>

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<u>GOMEZ, TATIANA</u>	<u>SERGEANT</u>	<u>INVESTIGATOR</u>	<u>100%</u>	TATIANA.GOMEZ@NYPD.ORG	<u>646-610-5330</u>
<u>PARKER, CAILAH</u>	<u>ASSOC PUB INFO SPEC</u>	<u>SOCIAL MEDIA SPECIALIST</u>	<u>100%</u>	CAILAH.PARKER@NYPD.ORG	<u>646-610-8139</u>
<u>MAGRIZ, RACHEL</u>	<u>POLICE OFFICER</u>	<u>ASL OUTREACH & ENGAGEMENT</u>	<u>100%</u>	RACHEL.MAGRIZ@NYPD.ORG	<u>646-610-8139</u>
<u>BORIA, CHRISTOPHER</u>	<u>SERGEANT</u>	<u>INVESTIGATOR</u>	<u>100%</u>	CHRISTOPHER.BORIA@NYPD.ORG	<u>646-610-5330</u>
<u>MARTINEZ, JAMMIE</u>	<u>SERGEANT</u>	<u>INVESTIGATOR</u>	<u>100%</u>	JAMMIE.MARTINEZ@NYPD.ORG	<u>646-610-5330</u>
<u>MONTES DE OCA, GUS</u>	<u>SERGEANT</u>	<u>INVESTIGATOR</u>	<u>100%</u>	GUSTAVO.MONTESDEOCA@NYPD.ORG	<u>646-610-5330</u>
<u>BURGESS, RANDY</u>	<u>POLICE OFFICER</u>	<u>RA SPECIALIST</u>	<u>100%</u>	RANDY.BURGESS@NYPD.ORG	<u>646-610-5072</u>
<u>YAN, FIONA</u>	<u>COMMUNITY COORDINATOR</u>	<u>SUPPLIER DIVERSITY</u>	<u>100%</u>	FIONA.YAN@NYPD.ORG	<u>646-610-8139</u>
<u>JUNIOUS, SHURLAND</u>	<u>POLICE OFFICER</u>	<u>WOMEN'S INSTITUTE/MENTORING UNIT</u>	<u>100%</u>	SHURLAND.JUNIOUS@NYPD.ORG	<u>646-610-8139</u>
<u>FLORES, CRYSTAL</u>	<u>POLICE OFFICER</u>	<u>OUTREACH & ENGAGEMENT</u>	<u>100%</u>	CRYSTAL.FLORES@NYPD.ORG	<u>646-610-5072</u>
<u>PODLUCKYSTJACQUES, DANIELLE</u>	<u>LIEUTENANT</u>	<u>WOMEN'S INSTITUTE/MENTORING UNIT</u>	<u>100%</u>	DANIELLE.PODLUCKYSTJACQUES@NYPD.ORG	<u>646-610-8139</u>
<u>SIMO, ARNALDO</u>	<u>SERGEANT</u>	<u>RESEARCH& EVALUATION</u>	<u>100%</u>	ARNALDO.SIMO@NYPD.ORG	<u>646-610-8139</u>
<u>HENAO, EYDRIN</u>	<u>SERGEANT</u>	<u>RA SPECIALIST</u>	<u>100%</u>	EYDRIN.HENAO@NYPD.ORG	<u>646-610-5072</u>
<u>CORCUCHIA, VIRGEAN</u>	<u>SERGEANT</u>	<u>RESEARCH& EVALUATION</u>	<u>100%</u>	VIRGEAN.CORCUCHIA@NYPD.ORG	<u>646-610-</u>

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<u>JONES, JULIA</u>	<u>PRINCIPAL ADMIN. ASSOC.</u>	<u>RA SPECIALIST</u>	<u>100%</u>	JULIA.JONES@NYPD.ORG	<u>646-610-5072</u>
<u>GUZMANCLEMENTE, TOMAS</u>	<u>COMMUNITY ASSOCISATE</u>	<u>RESEARCH& EVALUATION</u>	<u>100%</u>	TOMAS.GUZMANCLEMENTE@NYPD.ORG	<u>646-610-8139</u>
<u>CONNOLLY, TRICIA</u>	<u>SERGEANT</u>	<u>INVESTIGATOR</u>	<u>100%</u>	TRICIA.CONNOLLY@NYPD.ORG	<u>646-610-5330</u>
<u>LARA, ATALIA</u>	<u>COMMUNITY COORDINATOR</u>	<u>SOCIAL MEDIA SPECIALIST</u>	<u>100%</u>	ATALIA.LARA@NYPD.ORG	<u>646-610-8139</u>
<u>SHAW,CABRINI</u>	<u>POLICE OFFICER</u>	<u>TRAINING</u>	<u>100%</u>	CABRINI.SHAW@NYPD.ORG	<u>646-610-5072</u>
<u>PICCONE, NATALIE</u>	<u>SENIOR POLICE ADMIN. AIDE</u>	<u>ASL OUTREACH & ENGAGEMENT</u>	<u>100%</u>	NATALIE.PICCONE@NYPD.ORG	<u>646-610-8139</u>