



FIRE DEPARTMENT OF THE CITY OF NEW YORK

LOCAL LAW 119/2022

The Fire Department of the City of New York (“FDNY” or “Department”) is committed to upholding and promoting the values of diversity, equity, and inclusion, as well as equal employment opportunity throughout the Department as a whole.

Our biggest strength as an agency is our people, and the Department is dedicated to expanding the opportunities available to our personnel, including education and training, professional development, mentorship and coaching for all those that make up our Department: Fire, EMS, Fire Protection Inspectors, Fire Alarm Dispatchers and Civilian.

From the newest probationary Firefighters and EMTs to the Department’s top leadership, the FDNY recognizes the need for diverse voices, unique perspectives, and representation; and is committed to equality and creating moments to hear every voice.

The FDNY is committed to providing comprehensive training in areas of diversity, equity, and inclusion as well as equal employment opportunity to all members.

The FDNY conducts anti-discrimination training on an annual basis via both in-person and e-Learning platforms. All FDNY members (Fire, EMS, Fire Protection Inspectors, Fire Alarm Dispatchers, and Civilians) are required to take the DCAS Everybody Matters e-Learning training, which consists of four distinct modules covering areas such as anti-discrimination, anti-harassment, sexual harassment and diversity and inclusion. At the conclusion of each module, Department members answer a series of questions to test the member’s mastery of each instructed topic.

In addition, Fire Operations members undergo live instructor led training on anti-discrimination and anti-harassment policies on an annual basis at FDNY headquarters. During these facilitated trainings, members are instructed on the relevant policies and engage in further discussion of the material to explore how policies should practically be applied within the workplace. The FDNY continually reviews and updates its training modules in conjunction with the federal Court Monitor appointed as a result of the decisions made by the federal court in United States v. City of New York, which found that Black and Hispanic firefighter candidates were disparately impacted by the City’s written examination process.

The FDNY provides a webinar-based training to all FDNY members (Fire, EMS, Fire Protection Inspectors, Fire Alarm Dispatchers, and Civilians) through the FDNY’s electronic Learning Management System (LMS). This webinar explores diversity and inclusion related topics including cultural awareness and sensitivity, recognizing and interrupting conscious and unconscious biases, and the benefits to a diverse and inclusive workforce at the FDNY.

The Office of Diversity, Equity, & Inclusion recorded its current Implicit Bias training July 2024 and coordinated a launch in collaboration with the Bureau of Training in January 2025. The training consists of 5 modules—7 episodes in total—which were released biweekly, starting January 27, 2025. Each episode is 10-15 minutes long and discusses various elements of Implicit Bias and how it relates to our work at the FDNY. Learning objectives include, but aren't limited to: exploring how everyone's brains are wired for bias; identifying & dissecting various types of implicit bias; and unpacking situations where bias has gone unchecked.

In April 2025, The Office of Diversity, Equity, & Inclusion—in collaboration with Legal—agreed to substitute the previous 3-module LGBTQ+ training with "LgbTq: The Power of Inclusion," DCAS' iteration on LGBTQ+ education. FDNY members were enrolled for the training on Friday, April 25 and could access the training no later than Tuesday, April 29. All training webinars necessitate a feedback evaluation form to ensure sections are complete, and are monitored via Department of Citywide Administrative Services (DCAS) training platform & Equal Employment Opportunity (EEO).

In January 2025, the Department officially launched the FDNY Leadership Development Program (LDP) for all supervisors and managers in both uniform and non-uniform ranks. Topics in the LDP include adaptive leadership, managing conflict resolution, effective communication and cultural awareness. The goal of the LDP is to provide comprehensive methods to ensure that all workplaces within the FDNY are operating as respectful, inclusive and professional environments.

Ranking officers in Fire Operations are provided with live instructor led anti-discrimination and anti-harassment training separate from their subordinates, with particular focus on their supervisory responsibilities to prevent, identify and remedying workplace discrimination and harassment. Officers are also instructed on identifying conflicts which will benefit from mediation or some other type of alternative dispute resolution strategy. Live instructor led training for Fire Operations Officers includes hypothetical scenarios that require officers to engage in an interactive manner with the facilitator and other class members and apply the concepts learned to timely and relevant workplace scenarios. Finally, each new class of newly promoted Fire Officers are provided with live instructor led training on FDNY anti-discrimination and anti-harassment policies by Equal Employment Opportunity Office's executive leadership. Newly promoted Emergency Medical Services (EMS) Officers are also provided with live instructor led training on FDNY anti-discrimination and anti-harassment policies.

The Department continuously reviews EEO complaint data to identify trends amongst units where further action, including EEO training and counseling, may be necessary.

Moreover, the FDNY regularly meets with affiliated organizations representing its under-represented members in the Department. At such meetings, concerns are raised by these organizations, action items are identified, next steps and points of contact are established. These items are then discussed on an ongoing basis thereafter with follow-up meetings and communication. Additionally, members of the Chief Diversity and Inclusion Officer's (CDIO) team visit firehouses and EMS stations and meet with members at their workplace. Further, individual members are encouraged to reach out to members of the CDIO team for one-on-one meetings and to discuss any concerns and recommendations to improve or establish Department policy or practices.