

[NYPD] FY 2023 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

FY 2023 Agency Quarterly Diversity, Equity, Inclusion and EEO Report

Agency Name: NEW YORK CITY POLICE DEPARTMENT

1st Quarter (July -September), due November 4, 2022 2nd Quarter (October – December), due January 30, 2023
 3rd Quarter (January -March), due May 1, 2023 4th Quarter (April -June), due July 31, 2023

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FOR DCAS USE ONLY:

Date Received:

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Instructions for Filling out Quarterly Reports FY 2023

[Note: These forms are cumulative and intended to retain information for the entire FY 2023.

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 2023 DEI-EO 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 2023 DEI-EO 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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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, 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:**

Q2: EEO Liaison Conference, Path to Mentorship Ceremony, Women's Institute

Q1: Women's Institute, OEI Open House & Lactation Open House, Liaison Orientation

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III. Workforce Review and Analysis

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

Q1 (9/30/2022): 49,598 Q2 (12/31/2022): 49,613 Q3 (3/31/2023): _____ Q4 (6/30/2023): _____

II. 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

III. 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: 10/11/2022 Q2 Review Date: 1/12/2023 Q3 Review date: _____ Q4 Review date: _____

The review was conducted with:

Agency Head

Agency Head

Agency Head

Agency Head

Human Resources

Human Resources

Human Resources

Human Resources

General Counsel

General Counsel

General Counsel

General Counsel

Other _____

Other _____

Other _____

Other _____

Not conducted

Not conducted

Not conducted

Not conducted

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IV. EEO, Diversity, Inclusion and Equity Initiatives for FY 2023

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 2023.

A. Workforce:

Please list the **Workforce Goal(s)** included in *Section IV: Diversity, Equity, Inclusion and EEO Initiatives for FY 2023*, which you set/declared in your FY 2023 Diversity, Equity, Inclusion and EEO Plan (e.g., underutilization, workforce planning, succession planning and diverse applicant pool, among others).

1. [DCEI partners with other NYPD Bureaus to develop integrated strategies for employee development, engagement, retention, and advancement. We facilitate Department-wide outreach and awareness initiatives for NYPD personnel regarding best practices in organizational equity and inclusion. This model has also been used for employee outreach and to provide employees a voice in other areas as well, including police reform touchpoints and organizational practices that may serve as barriers to underrepresented/marginalized communities (race groups, those who identify as women, those who identify as LGBTQIA+).]

❖ **Please describe the steps that your agency has taken to meet this goal. 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. What steps were taken to evaluate effectiveness of these actions?**

Q1: OEI alongside the Police Commissioner's Office Liaison Unit, is working on creating a LGBTQIA+ Resource Map and App. Also planning a gender identity educational video.

Q2: In October, the NYPD launched a new LGBTQIA+ Resource Map App. The app will be available on all NYPD smartphones giving NYPD personnel in the field access to LGBTQIA+ community centers, advocacy organizations, shelters and other critical resources. Additionally, the Police Commissioners Office Liaison Unit released a series of Training videos regarding the LGTQIA+ community on the following topic: LGBTQIA+ Terminology, LGBTQIA+ Gender Identity, LGBTQIA+ Pronouns and LGBTQIA+ Transitioning. These videos were made available to all NYPD Members of Service via the NYPD Portal Page.

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Q1 Update:	<input checked="" 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 checked="" 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. [Mentoring Program]

The nine (9) month program is designed to assist NYPD employees in making the best of their careers early on, and also provides career guidance for those seeking to advance within the Department. The Mentoring Unit serves as an additional resource in the Department's goal to support and develop its employees. The Path to Mentorship nine-month program connects leaders in the NYPD with high-potential employees from underrepresented groups to invest in their personal and professional goals by using their skills, experience, and network to drive their growth. Participants meet monthly to receive resources, training, and engagement with Department leaders to help foster growth, leadership, and a feeling of inclusion in the NYPD. Training and presentations include resume building, leadership in the NYPD, time management and strategic planning, and a strength finder's assessment. The monthly meetings also allow mentors and mentees an opportunity to meet face-to-face to create a plan to work toward the mentee's goals. The mentorship program curriculum has 3 phases: 1) Establishing the Relationship and Setting Direction 2) Facilitating Mentee Growth 3) Reflecting on the Mentorship Experience and Assessing Progress. The mentoring program will be evaluated at fixed intervals. Mentoring pairs will be evaluated at the 3-month and 6-month mark. Program evaluations will be conducted from the start of the program to the end of the program, with a focus on participation, satisfaction, retention, process efficiencies, and efficacy. During the check-in, if a mentor or mentee is found not to be engaged in the program, the mentoring unit will conduct a follow-up to determine feasibility of continuance in the program. The mentoring unit will pair mentors/mentees with an appropriate MOS from the applicants not selected for the program. An annual report is produced at the conclusion of the program to provide information about the program activities, statistical analysis, and effectiveness of the program.

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❖ Please describe the steps that your agency has taken to meet this goal. 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. What steps were taken to evaluate effectiveness of these actions?

Q1: The official kickoff to the mentoring program will occur in October with a kickoff off event for mentors and mentees.

Q2: October 24, 2022 DCEI held the Path to Mentorship kickoff event at the Auditorium in One Police Plaza. Participants were celebrated by NYPD leadership for participating in the program. Mentors were introduced to their mentees for the first time.

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

3. [Fair Ranks Assessment Program]

Fair Ranks is an action-oriented assessment program, developed by OEI to implement equity management tools designed to chart and further OEI's mission to advance the NYPD's commitment and accountability related to DEI and EEO, and build a transparent system to further expand strategies to enhance DEI and EEO throughout the NYPD. Additionally, OEI is updating policies regarding meditation rooms and planning expansion throughout Department facilities.

❖ Please describe the steps that your agency has taken to meet this goal. 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. What steps were taken to evaluate effectiveness of these actions?

Analysis of current demographic breakdowns have been conducted with a focus on identifying gaps where gender or ethnicity is

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underrepresented or severely overrepresented within the Department. Ongoing meetings for the implementation of next steps are ongoing.

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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. [Support Groups]

The Health and Wellness Section clinical team is offering a variety of groups to support our members. The support groups were created to provide proactive dedicated support hours to meet members of service needs. Peer support members were identified in each command to assist in the distribution of information and available resources.

- ❖ Please describe the steps that your agency has taken to meet this goal. 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. What steps were taken to evaluate effectiveness of these actions?

Relationship Support Group, Military Support Group, Parenting and Caregiver Support Group, and Stress Management and Self-Care Support Group are all conducting hour-long weekly meetings and reminders for meetings are posted on agency intranet portal and sent agency-wide via administrative bulletin. Peer support members are continuing their task to distribute information and availability of resources.

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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. [Lactation Rooms]

On August 24, 2022, OEI announced that 98 commands now have lactation rooms or pods. OEI is making sure the lactation rooms and pods are readily available. OEI is ensuring their cleanliness, privacy and comfortability.

- ❖ Please describe the steps that your agency has taken to meet this goal. 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. What steps were taken to evaluate effectiveness of these actions?

On August 24, 2022, OEI held a Lactation Open House coordinated by the Reasonable Accommodation Unit. Members of service who are currently lactating or interested in lactating were invited to OEI for an informational session. Members were informed on how to initiate the reasonable accommodation process for expressing breast milk. OEI also released a video highlighting lactation rooms/pods and discussing the need for the reasonable accommodation in regard, with the goal of ensuring that members of service no longer need to choose between their jobs or their families.

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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6.[Adoption and Child Care Policy]

The Department is examining the feasibility of changing current childcare policies to focus on updating childcare options to include adoption, foster, and non-traditional parenting circumstances.

❖ Please describe the steps that your agency has taken to meet this goal. 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. What steps were taken to evaluate effectiveness of these actions?

The Department is working with internal stakeholders to determine the feasibility of making changes to current policies.

Q1 Update:	<input checked="" 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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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

8.[Insert goal]

❖ Please describe the steps that your agency has taken to meet this goal. 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. What steps were taken to evaluate effectiveness of these actions?

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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

- ❖ Please 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.

HR is recruiting from diverse resources and working with Fraternal Organizations/Employee Resource Groups (ERGs) to find candidates. Underutilization was identified in the following groups:

Blacks-Police Job Group

Asians-Technicians Job Group

Females-Craft Job Group

Blacks-Craft Job Group

Asians-Health Professionals 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 **Workplace Goal(s)** included in *Section IV: Diversity, Equity, Inclusion and EEO Initiatives for FY 2023*, which you set/declared in your FY 2023 Diversity, Equity, Inclusion and EEO Plan (e.g., job satisfaction/engagement surveys, exit interviews/surveys, and onboarding surveys).

1. [Empathy Assessment and DEI Training]

DCEI is exploring expanding training on unconscious bias for new recruits and executives. The trainings will help increase empathy levels by race and gender.

- ❖ Please describe the steps that your agency has taken to meet this goal. Include actions taken to create equitable work environment which values differences and maintain focus on retaining talent. What steps were taken to evaluate effectiveness of these actions?
Q1: DCEI will be meeting with NYPD leadership and stakeholders in the first week of October to discuss options.
Q2: Meetings with stakeholders have been postponed.

Q1 Update:	<input checked="" 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 checked="" 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

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2. [Promote employee involvement in ERGs]

The NYPD has a robust group of officially recognized affinity or “fraternal” organizations, which represent various gender, ethnic, or self-identity groups; as well as sports teams which participate in competitive and non-competitive events. These fraternal organizations include groups belonging to protected classes. Additionally, OEI will be convening a fraternal advisory board to help promote an increase in employee involvement.

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

Q1: New hires are made aware of the over 30 ERGs that they may join at orientation. Affinity groups and sports teams operate individual social media accounts and websites, which are also advertised on the NYPD intranet. Additionally, general membership meeting information is disseminated throughout the Department via mass messaging and email.

Q2: DCEI will be looking to add an ERG liaison to meet with the NYPD’s ERGs members and leadership, and address their questions and concerns to bring to the Deputy Commissioner’s attention. This Liaison will help promote and facilitate the feeling of inclusiveness in the NYPD by ERGs.

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

3. [Insert goal]

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

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. [Insert goal]

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

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
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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

- ❖ 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 the activities, including the dates when the activities occurred.

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C. Community:

Please list the **Community Goal(s)** included in Section IV: Diversity, Equity, Inclusion and EEO Initiatives for FY 2023, which you set/declared in your FY 2023 Diversity, Equity, Inclusion and EEO Plan (e.g., community outreach and engagement, M/WBE participation and customer satisfaction surveys).

1. [American Sign Language Certification]

In addition to existing programs, such as Language Line and Language Access, OEI is exploring an American Sign Language (ASL) national certification preparatory course for members of the service. The course is intended to prepare qualified personnel who are fluent in ASL to successfully complete the National Interpreter Certification (NIC) exams administered by the Center for the Assessment of Sign Language Interpreting (CASLI) and the Registry for the Deaf, Inc. This will give the Department prompt access to certified ASL interpreters, ensuring further compliance with the Americans with Disabilities Act (ADA) and strengthen the ability to effectively communicate with individuals who are deaf and/or hard of hearing.

- ❖ Please describe the steps that your agency has taken to meet this goal. 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. What steps were taken to evaluate effectiveness of these actions?

OEI and its partners are in the process of choosing an instructor to conduct an ASL module in preparation for the national interpretation exam.

Q1 Update:	<input checked="" 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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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. [Community Council Meetings]

Monthly meetings held at the precinct/police service area level to address community council concerns.

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- ❖ Please describe the steps that your agency has taken to meet this goal. 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. What steps were taken to evaluate effectiveness of these actions?

Q1: Throughout the quarter, the NYPD participated in community council meetings across New York City in all precincts and police service areas.

Q2: Throughout the quarter, the NYPD participated in community council meetings across New York City in all precincts and police service areas.

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
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3. [Youth Police Academy Graduation]

The program gives young individuals between the ages of 10 and 15 the opportunity to train with police officers during the summer, leading to positive relationships between the Police Department and the city's youth. Participants attend the Youth Police Academy in the borough of their residence, five days a week for six weeks, from 8:30 a.m. until 2:00 p.m. Police Officers conduct classes that include lectures, role-plays, and demonstrations in the areas of law, behavioral science, drug prevention and gang resistance. The program also provides participants with lunch, uniform shirts, and field trips. Students engage in military drills like those done in the Police Academy and go on field trips to police facilities. Transportation is provided for the field trips although the sites are accessible by public transportation.

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❖ Please describe the steps that your agency has taken to meet this goal. 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. What steps were taken to evaluate effectiveness of these actions?

Participants graduated from program on August 19th, 2022.

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4. [Cultural Heritage Appreciation]

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

Q2: Polish Heritage Month, Indigenous Heritage Month, Italian Heritage Month, Turkish Heritage Month, Hispanic Heritage Month, Native American History Month, Albanian Heritage Month, Happy Halloween, Happy Thanksgiving, Happy Hanukkah, Merry Christmas and Happy Kwanzaa, and various fraternal organization events.

❖ Please describe the steps that your agency has taken to meet this goal. 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. What steps were taken to evaluate effectiveness of these actions?

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The NYPD acknowledged various employee heritages and holidays via NYPD intranet and Department-wide emails and administrative bulletins. Additionally, Department affinity groups operate individual social media accounts which frequently interact with official Department social media.

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5. [Stop the Gun Violence Youth Tour]

The NYPD will be touring different communities throughout the five borough with youth from the community to encourage stopping gun violence. These events mimic town halls where the community is able to speak to members of the Department about reducing gun violence in parks throughout the city.

- ❖ Please describe the steps that your agency has taken to meet this goal. 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. What steps were taken to evaluate effectiveness of these actions?

Throughout the quarter, the NYPD's Community Affairs Bureau and Chaplains Unit held "Stop the Gun Violence" events at several different NYC Parks to help reduce youth gun violence in the neighborhood.

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6. [Camping in the Park]

Throughout the quarter, the NYPD's Community Affairs Bureau held camping events with children in the community and their parents from 5pm to midnight at various parks throughout the five boroughs.

- ❖ Please describe the steps that your agency has taken to meet this goal. 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. What steps were taken to evaluate effectiveness of these actions?

Events were held at Rufus King Park on July 1st, Baisley Pond Park July 14^t, Soundview Park July 21st , Bayswater Park July 28th , and Inwood Park.

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[NYPD] FY 2023 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

7. [Community Baby Shower]

NYPD free community events geared towards expecting mothers. The NYPD provides free food, resources, and essentials for expecting mothers.

- ❖ Please describe the steps that your agency has taken to meet this goal. 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. What steps were taken to evaluate effectiveness of these actions?

Throughout the quarter, the NYPD's Community Affairs Bureau and Chaplains Unit held baby showers in the five boroughs to provide resources to mothers with infants and expecting mothers.

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[NYPD] FY 2023 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

8. [Coffee with a Cop]

Throughout the quarter, the NYPD's Community Affairs Bureau has coordinated with internal and external stakeholders to offer community members an opportunity to have an open discussion with an NYPD police officer.

- ❖ Please describe the steps that your agency has taken to meet this goal. 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. What steps were taken to evaluate effectiveness of these actions?

On Oct. 5, 2022 Coffee with a Cop was held at the following locations:

Starbucks located at 221-04 Springfield Boulevard, Flushing, NY 11364 between 10am-1pm.

McDonald's 114 Delancey Street, New York, NY 10002 between 8am-9am

Chik-fil-A 249-23 Rockaway Blvd. Rosedale, NY 11422 between 10:30am-11:30am

Dunkin Donuts 43 Jamaica Ave Brooklyn, NY 11207 between 12:30pm-1:30pm

McDonald's 40 Fordham Rd. Bronx, NY 10468 between 2:30pm-3:30pm

On November 10, 2022, Coffee with a Cop was held at Starbucks 89-00 Sutphin Boulevard Jamaica, NY 11435 between 10am-1pm

On December 15, 2022, Coffee with a Cop was held at Starbucks E. Fordham Rd. Bronx, NY 10458 between 10am-1pm

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[NYPD] FY 2023 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

8. [NYPD Advancing Higher Education]

In a new program from the NYPD, the Community Affairs Bureau in partnership with the Department of Education, CUNY and SUNY will bring NYC high school students, mostly low-income students of color chosen by their principal, for college tours at CUNY and SUNY campuses.

- ❖ Please describe the steps that your agency has taken to meet this goal. 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. What steps were taken to evaluate effectiveness of these actions?

On November 9, 2022, the first tour was given at SUNY – Old Westbury for 40 high school students from Exploration HS in the Bronx.

On November 29, 2022, high school students from Harry S. Truman HS and the Bronx Health Sciences HS were given a tour of SUNY Stony Brook.

On December 7, 2022, students from Brooklyn Academy of Science and the Environmental Maritime College to show them available maritime career opportunities.

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- ❖ 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 the activities, including the dates when the activities occurred.

Q2:

ESL Tutoring Course – beginning October 3, 2022, every Monday from 7pm to 9pm, the NYPD Auxiliary Police program offers course at 1430 Plimpton Ave, Bronx, NY 10452 to those new to the English language who may want to become Auxiliary Officers.

Strike for a Cure Event

On October 1, 2022, the Community Affairs held a Breast Cancer support event at Jibs Lane in Queens, NY

Block Out Cancer Volleyball Tournament

Community Affairs Bureau Youth Strategies and Outreach Division. Different NYC High School teams competed in a volleyball tournament to raise breast cancer awareness.

Faith and Blue

On October 7, 2022, the Community Affairs Outreach Division held a Nibble & Paint at the Central Harlem Senior Citizen's Centers from 2pm-4pm.

National Faith and Blue weekend, NYPD and its partners held its marquee event on Broadway between 47th and 48th Street in Manhattan. Various events (Basketball tournaments, Nip & Paint, Band/Choir) will take place throughout weekend throughout the city.

Italian Heritage Celebration

On October 11, 2022, the NYPD Columbia Association fraternal attended celebration of Italian heritage at Gracie Mansion. Also in attendance were NYPD Chaplains Monsignor Cassato and Monsignor Romano.

On October 13, 2022, NYPD Community Affairs Bureau in partnership with the New York Jets and the NY Daily News brought kids from New York City to MetLife Stadium to train with the pros.

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On October 14, 2022, NYPD School Safety agents from Queens South participated in a Breast Cancer walk from Springfield Gardens High School to Montbellier Park. After the walk, agents cheered on the HS staff vs. Students flag football game and double-dutch competition.

On October 15, 2022, the NYPD hosted a Movie Night at Baisley Pond Park.

On October 16, 2022, NYPD attended the Sukkot Carnival on Staten Island.

On October 17, 2022, the NYPD partnered with CNY Drones to teach kids build, fly and program drones. NYC kids get to work with officers who are certified to teach drone piloting.

On October 21, 2022, the NYPD partnered with its fraternal NYPD PALS (Pakistan American Law Enforcement Society), to join the community to gather and pack donations to assist families in Pakistan after a major flood in the country.

On October 26, 2022, the NYPD Community Affairs Bureau participated Cops and Kids Basketball game at Baisley Houses Basketball court in memory of Aamir Griffin.

For Halloween, throughout October the NYPD hosted movie nights, pumpkin picking, pumpkin carving and trick or treating events at various NYC locations.

Terror on Totten – from October 6 – 29, 2022, NYPD Community Affairs Bureau, Technical Assistance Response Team and New York City Police Foundation host a free Haunted House for anyone in the community from 4pm – 11pm.

On November 5 – 7, 2022, participants in the Law Enforcement Explorer program from different posts competed against each other in the 2022.

Law Enforcement Exploring Fall competition.

On November 8, 2022, Citizen Police Academy Graduation.

On November 10, 2022, Latin Experience for Seniors at Dreiser Auditorium, 177 Dreiser Loop, Bronx, NY 10475 from 12pm – 4pm.

On November 11, 2022, the NYPD participated in several Veterans' Day events throughout NYC.

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Throughout November, the NYPD hosted several turkey giveaways, SeniorGivings and FriendsGiving in different NYC communities to help families celebrate Thanksgiving.

The NYPD participated in the Thanksgiving Day Parade.

On December 2, 2022, the NYPD Community Affairs Bureau in conjunction with NYPD Transportation Bureau, hosted a conversation on Traffic Safety for people with vision loss, including members from the New York Institute for Special Education and 4201 Schools, the educational leader for children who are deaf, blind and severely physically disabled.

On December 3, 2022, Music in Harmony the NYPD Band joined the Filomen M. Dagostino Greenberg Music School (FMDG) for a concert from Motown sounds and Latin Big Band. FMDG Music School fosters education, access, and inclusion for people of all ages with vision loss.

On December 6, 2022, the Community Affairs Bureau met with longtime Crown Heights community leader Richard Green to discuss policing and community relations.

On December 6, 2022, officers from Staten Island Youth Strategies Division visited all the kindergarten classes at PS 19 on Staten Island for their annual Community Helper Day.

In December, the NYPD Community Affairs Bureau Outreach Division went out to distribute food and clothes to those in need throughout various NYC communities.

On December 7, 2022, NYPD Clergy and Community Affairs Outreach officers attended the Affordable Housing: Building by Faith event at Trinity Church with the NYC Mayor's Office, Pastor Gill Monroe and various panelists.

On December 14, 2022, the Community Affairs Bureau, Housing Bureau, and Patrol Borough Queens South led a Christmas Tree visit to Rockefeller Center for seniors and kids within the confines of the 107 precinct.

Holiday Sleigh Ride in December for the holiday season, the NYPD held various toy and coat drives for various communities in NYC. These events included toy and coat giveaways.

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On December 29, 2022, the Community Affairs Bureau took a group of North Bronx youth to the Holiday Train Show at New York Botanical Gardens.

Q1:

Crime Prevention Awareness by NYPD Community Affairs Bureau
Senior Jazz Night held on July 15, 2022 at Allen Senior Residence.

Senior Block Party BBQ in conjunction with Alpha Phi Alpha Senior Citizen Center
Held on July 22, 2022, between 220th Street and 116th Ave.

Beach Safety by NYPD Community Affairs Bureau and NYPD Scuba Team conducted a Beach Safety seminar
Held on July 19, 2022, and August 22, 2022, at 97 Beach Street.

NYPD Community Affairs Bureau participated and attended Hong Kong Dragon Boat Festival
Held on July 30, 2022, at Flushing Meadow Park.

On July 30, 2022, Community Affairs Bureau and Chief of Patrol played basketball against Lexington School for the Deaf and Rolling Fury, a wheelchair basketball club for young student athletes in the South Bronx.

August 2, 2022, the 38th Annual National Night Out was held across New York City at every precinct to promote police and community partnership.

On August 7, 2022, NYPD Community Affairs Bureau visited Gurudwara, the Sikh Cultural Society, and addressed our Sikh community about Domestic Violence Awareness & the resources we provide along with SafeHorizon. We also gave words of encouragement to Sikh youth as they competed in the 8th Annual Gatka Tournament.

Latino Music and Art Festival hosted by NYPD Queens/Bronx Youth Strategies & Community Outreach Division
Held on August 10, 2022, community attendees participated in Latin dance instruction and competition at Macombs Dam Park.

In August and September, the NYPD hosted several Back to School events for the youth of New York City. Each event is a day of free food, giveaways, backpack giveaways, games, photo booth, game truck, rock wall, and much more.

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On August 20, 2022, the NYPD Desi Society, the Department of Corrections Desi Society along with Church of the Nazarene in Ozone Park distributed food to the community.

On August 25, 2022, Cops & Kids Canoeing Experience from 11AM-2PM at Baisley Pond Park.

The NYPD participated in and attended the Dominican Day Parade on August 14, 2022.

The NYPD participated in and attended the Western Indian Day Parade on September 3, 2022.

The NYPD participated in and attended the African American Day Parade on September 18, 2022.

On September 19, 2022, NYPD PBQS came out to support the 3rd Annual Girls Basketball Tournament-Hooping for Peace at Cambria Park. It was a wonderful turnout of support by the Community and players as they helped spread the word of PEACE through Hoops.

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D. Equity, Inclusion and Race Relations Initiatives:

Please list the **Equity, Inclusion and Race Relations Goal(s)** included in Section IV: Diversity, Equity, Inclusion and EEO Initiatives for FY 2023, which you set/declared in your FY 2023 Diversity, Equity, Inclusion and EEO Plan.

1. [Pay Equity/Parity]

An analysis of existing salary structures as it relates to underlying civil service titles and executive designations of civilian members of the services with the goal of identifying and correcting disparities.

- ❖ Please describe the steps that your agency has taken to meet this goal. Include steps taken to establish your agency as a leader in creating equitable and inclusive workplace environment and enhancing cultural competency. What steps were taken to evaluate effectiveness of these actions?

Identification of appropriate civil service titles and existing salary compositions are underway. Further analysis and recommendations are currently ongoing.

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2. [Path to Mentorship]

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The Path to Mentorship program is a nine-month voluntary program where a cohort of 100 NYPD employees will be paired as mentors and mentees (50 pairs). The program will connect leaders in the NYPD with high potential employees from underrepresented groups to invest in their personal and professional goals by using their skills, experience, and network to drive their growth. OEI's Mentorship Unit will provide resources, training, and engagement with Department leaders to help foster the growth, leadership, and feeling of inclusion in the NYPD.

- ❖ Please describe the steps that your agency has taken to meet this goal. Include steps taken to establish your agency as a leader in creating equitable and inclusive workplace environment and enhancing cultural competency. What steps were taken to evaluate effectiveness of these actions?

Requests for mentors/mentees have been collected and vetted. Initial pairing of mentors and mentees has been completed. Phases for implementation have been developed and the program began in October 2022. The program is currently ongoing and evaluation phases will begin in upcoming quarters.

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- ❖ Please describe the steps that your agency has taken to meet this goal. Include steps taken to establish your agency as a leader in creating equitable and inclusive workplace environment and enhancing cultural competency. What steps were taken to evaluate effectiveness of these actions?

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3. [Insert goal]

- ❖ Please describe the steps that your agency has taken to meet this goal. Include steps taken to establish your agency as a leader in creating equitable and inclusive workplace environment and enhancing cultural competency. What steps were taken to evaluate effectiveness of these actions?

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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. [Insert goal]

- ❖ Please describe the steps that your agency has taken to meet this goal. Include steps taken to establish your agency as a leader in creating equitable and inclusive workplace environment and enhancing cultural competency. What steps were taken to evaluate effectiveness of these actions?

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

V. Recruitment

A. Recruitment Efforts

Please list **Recruitment Initiatives and Strategies** which you set/declared in your FY 2023 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. [The NYPD is using the underutilization report to identify the job groups where underutilization has been indicated. In coordination with HR, OEI will implement the Fair Ranks Program throughout the agency. Assess agency job postings to ensure new diversity, inclusion, and equal opportunity employer messaging is included. Put in place an operating, up-to-date, accessible website, mobile application and social media presence related to EEO

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protection and rights]

❖ Please describe the steps that your agency has taken to meet these initiatives/strategies. What steps were taken to evaluate effectiveness of these actions? Underutilization was identified in the following job groups Craft (Female and Black), Health Professionals (Female, Black and Asian), Laborers (Female), Police (Black), Social Workers (Black and Female) and Technicians (Asian). The NYPD is using various diverse recruitment sources to address underutilization and continue building a diverse workforce.

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2. [Recruitment Sources]

The NYPD is using a variety of diverse recruitment sources in hopes of reaching our target population. The NYPD uses the following sources:

1. LinkedIn Diversity Groups: Professionals with Disabilities, Disabled American Veterans, NY LGBTQ Professional Network, Hispanic & Latino Professionals, Black Professionals, Asian Diversity Group
2. Diversity Bar Associations – Various NY & NJ
3. Colleges and Universities Alumni Network
4. Fraternal Organizations
5. Community Affairs Officers & Neighborhood Coordination Officers
6. Geo-targeted media & social media advertising
7. Special recruitment strategy focused on diverse communities

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❖ Please describe the steps that your agency has taken to meet these initiatives/strategies. What steps were taken to evaluate effectiveness of these actions?

The NYPD is using Handshake: a platform we post on for entry level positions. It feeds to all the colleges and universes across the country.

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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

3. [Insert initiatives/strategies]

❖ Please describe the steps that your agency has taken to meet these initiatives/strategies. What steps were taken to evaluate effectiveness of these actions?

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4. [Insert initiatives/strategies]

- ❖ Please describe the steps that your agency has taken to meet these initiatives/strategies. What steps were taken to evaluate effectiveness of these actions?

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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- ❖ Please specify 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. Internships/Fellowships

The agency is providing the following internship opportunities in FY 2023. [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 Total:

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

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

2. Public Service Corps Total:

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

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

3. Summer College Interns Total: 75

Race/Ethnicity* [#s]: Black_17_ Hispanic_19_ Asian/Pacific Islander_13_ Native American White_26_ Two or more Races

Gender* [#s]: M_37_ F_38_ N-B O U

4. Summer Graduate Interns Total: 25

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Race/Ethnicity* [#s]: Black_3_ Hispanic_5_ Asian/Pacific Islander_6_ Native American____ White_11_ Two or more Races____

Gender* [#s]: M_9_ F_16_ N-B____ O____ U____

5. Other (specify) Total: 56 College Aides

Race/Ethnicity* [#s]: Black_10_ Hispanic_23_ Asian/Pacific Islander_14_ Native American_1_ White_8_ Two or more Races____

Gender* [#s]: M_22_ F_34_ N-B____ O____ U____

Additional comments: Totals provided are indicative of total current employees in those positions on 12/31/2022, as reported by the Personnel Bureau.

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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 (9/30/2022): 39 Q2 (12/31/2022): 38 Q3 (3/31/2023): _____ Q4 (6/30/2023): _____

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

During the 1st Quarter 0 participants left the program due to [state reasons] _____.

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

During the 2nd Quarter 2 participants left the program due to [state reasons] 1 Worker's comp termination and 1 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

through an agency newsletter: Yes No

Other: _____

2. _____

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3. _____

V. Selection (Hiring and Promotion)

Please review Section VI of your FY 2023 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 2023 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*).

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

❖ **Please describe the steps that your agency has taken to meet this goal. What steps were taken to evaluate effectiveness of these actions?**

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 sends out the DCAS annual and monthly civil service examination schedules.

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.

In conducting job interviews, ensure nondiscriminatory treatment by conducting a structured interview, where the same questions are asked of all applicants for a particular job or category of job, and inquiring about matters directly related to the position in question.

❖ **Please describe the steps that your agency has taken to meet this goal. What steps were taken to evaluate effectiveness of these actions?**

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NYPD uses a diverse panel of interviewers to conduct interviews. Structured interview training has been 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).

Review and analyze the demographics race/ethnicity and gender for those who received promotions/salary raises to ensure such practices are equitable. 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. Engage in a collaborative effort between EEO, HR and managers where necessary, develop action plans to eliminate identified barriers

4. Analyzing the impact of layoffs or terminations on racial, gender and age groups.

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

5. Other:

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During this Quarter the Agency activities included:	# of Vacancies	# of New Hires	# of New Promotions
Q1	# 802	# 1043	# 770
Q2	# 393	# 1289	# 871
Q3	# _____	# _____	# _____
Q4	# _____	# _____	# _____

VI. Training

Please provide your training information in Part II of the report “Diversity, Equity, Inclusion and EEO Training Summary” (in MS Excel).

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

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

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A. Local Law 92: Annual Sexual Harassment Prevention training

Please provide Sexual Harassment Prevention Training Information in Part II of the report "Diversity, Equity, Inclusion and 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

Q2

Q3

Q4

- The agency has entered **all types of complaints** in the DCAS Citywide Complaint Tracking System and updates the information as they occur.
- 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-dcslnx01.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 "Diversity, Equity, Inclusion and EEO Training Summary" (in MS Excel).

D. Local Law 101: Climate Survey

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Please describe your progress this quarter in implementing the primary goals in Appendix B of your Agency Diversity, Equity, Inclusion and EEO Plan for FY 2023.

Please list the actions, initiatives, programs, or policies included in *Appendix B: 2020 Climate Survey Action Plan*, which you set/declared in your FY 2023 Diversity, Equity, Inclusion and EEO Plan.

1. Increase employees' familiarity with the EEO Policy.

DCEI will increase the frequency of administrative bulletin emails to all NYPD employees regarding the NYC and NYPD EEO policies, as well as the availability of resources available for EEO related issues. These emails will be sent out quarterly. Additionally, social media and video media will be created/amended to ensure that all employees are made aware of current EEO policies.

❖ Please describe the steps that your agency has taken to meet these goals. What steps were taken to evaluate effectiveness of these actions?

Administrative bulletins regarding updates and changes to EEO policy are sent to all members of service. EEO Policy is available on DCEI intranet portal page.

2. Improve the EEO Office's visibility to the workforce.

All NYPD commands/offices are required to have information regarding EEO posted and available. Audits will be conducted to ensure that this information is present and made available to those who may be non-compliant. Follow-up visits will be made to ensure ongoing compliance.

Additionally, the role of the EEO Liaison, a mandated non-supervisory employee in each command, will be accentuated and reinforced. Additional roll-call training will be conducted to ensure that the information and the identity of the EEO Liaison is more visible.

❖ Please describe the steps that your agency has taken to meet this goal. What steps were taken to evaluate effectiveness of these

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actions?

Members DCEI teams have visited commands ensuring EEO posters are displayed and that commands are in compliance with current policies. EEO training is given to identified commands.

DCEI posts daily on its Instagram page.

3. Improve employees' knowledge of the EEO complaint process, including where and how to file a formal complaint, and what happens after a complaint is filed.

Current DCEI Training and Awareness materials will be augmented to include information on the EEO complaint process, including where and how to file a formal complaint, and what happens when a complaint is filed.

❖ Please describe the steps that your agency has taken to meet these initiatives/strategies. What steps were taken to evaluate effectiveness of these actions?

Video media and social media content will be created to include additional information on the EEO complaint process. DCEI member updates social media content daily. New videos are produced quarterly.

4. Increase employees' understanding of protected rights and prohibition of discrimination, including sexual harassment, in the workplace.

Additional communications via email and Finest messages will be transmitted quarterly containing information on protected rights and prohibition of discrimination, including sexual harassment.

❖ Please describe the steps that your agency has taken to meet this goal. What steps were taken to evaluate effectiveness of these actions? Reminders of sexual harassment policy are sent to all employees via email, administrative bulletins and finest messages.

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5. **Improve managers' and supervisors' awareness of measures that an employee may take to report any violations under the EEO Policy, including discrimination and sexual harassment.**

Specialized communications tailored to supervisory staff will be included in existing EEO training that is conducted during supervisor trainings and orientations.

❖ **Please describe the steps that your agency has taken to meet this goal. What steps were taken to evaluate effectiveness of these actions?**

Planning on creating EEO training material targeted to managers and supervisors regarding their rights and responsibilities.

6. **Improve managers' and supervisors' knowledge of whom and where to direct employees who may want to discuss a complaint (s) under the EEO Policy.**

Specialized communications tailored to supervisory staff will be included in existing EEO training that is conducted during supervisor trainings and orientations.

❖ **Please describe the steps that your agency has taken to meet this goal. What steps were taken to evaluate effectiveness of these actions?**

DCEI Training Unit will develop material specifically for managers and supervisors.

7. **Other:**

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- ❖ Please describe the steps that your agency has taken to meet this goal. What steps were taken to evaluate effectiveness of these actions?

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.
- The agency has submitted or will submit to DCAS Citywide Equity and Inclusion 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.