

FY

2022

AGENCY QUARTERLY DIVERSITY AND EEO REPORT

AGENCY NAME: <u>DEPARTMENT OF BUILDINGS</u>			
<input type="checkbox"/> 1 st Quarter (July -September), due October 29, 2021	<input checked="" type="checkbox"/> 2 nd Quarter (October - December), due January 31, 2022		
<input type="checkbox"/> 3 rd Quarter (January -March), due April 29, 2022	<input type="checkbox"/> 4 th Quarter (April -June), due July 29, 2022		
Prepared by:			
Kareem Gabriel	EEO Officer	kgabriel@buildings.nyc.gov	212.393.2718
Name	Title	E-mail Address	Telephone No.
Date Submitted: 1/28/22			
FOR DCAS USE ONLY:		Date Received:	

INSTRUCTIONS FOR FILLING OUT QUARTERLY REPORTS FY 2022

[NOTE: These forms are cumulative and intended to retain information for the entire FY 2022.

For Q2, Q3 and Q4 use previous quarter’s submission to update, retaining all information for the prior quarters]

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

4. Please

save the Excel file as **'XXXX Quarter X FY 2022 DEEO Training Summary'**, where 'XXXX' is the commonly used acronym of your agency. You must submit this file in MS Excel format. Please do not convert it to PDF.

PART
NARRATIVE SUMMARY

!

I. COMMITMENT AND ACCOUNTABILITY STATEMENT BY THE AGENCY HEAD

Distributed to all agency employees? Yes On : 8/5/2021 No
 By e-mail
 Posted on agency intranet
 Other _____

II. RECOGNITION AND ACCOMPLISHMENTS

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

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

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

III. WORKFORCE REVIEW AND ANALYSIS

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

Q1 (9/30/2021): 1634 Q2 (12/31/2021): 1607 Q3 (3/31/2022): _____ Q4 (6/30/2022): _____

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

Yes, On (7/1/21): Yes, again on (Date): _____ No

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

Agency's intranet site

Newsletters and internal Agency Publications

On-boarding of new employees

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

Yes, On (Dates):

Q1 Review Date: July 29th 2021; August 19th, 2021; September 15th 2021

Meetings are held quarterly with the GC Office and monthly with HREX or as needed.

Q2 Review Date: October 18th 2021; November 16th, 2021; December 16th 2021

Meetings are held quarterly with the GC Office and monthly with HREX or as needed.

Q3 Review date: _____

Q4 Review date: _____

Human Resources

Human Resources

Human Resources

Human Resources

Agency Head

Agency Head

Agency Head

Agency Head

General

Counsel

Other _____

Not conducted

General Counsel

Other _____

Not conducted

General Counsel

Other _____

Not conducted

General Counsel

Other _____

Not conducted

IV. EEO, DIVERSITY, INCLUSION, AND EQUITY INITIATIVES FOR FY 2022

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

A. WORKFORCE:

Please list the Workforce Goal(s) included in <i>Section IV: Proactive Strategies to Enhance Diversity, EEO and Inclusion</i> , which you set/declared in your FY 2022 Diversity and EEO Plan (e.g., underutilization, workforce planning, succession planning and diverse applicant pool, among others):	Please describe the steps that your agency has taken to meet the Workforce Goal(s) set/declared in your plan. <ul style="list-style-type: none"> • Include steps that were taken or considered to build an inclusive and sustainable pipeline for your agency across all levels. 	Q1 Update	Q2 Update	Q3 Update	Q4 Update
EEO and HREX collaborate to promote equity, increase diversity, assure equal employment opportunity, and enhance the value of inclusion at DOB	<p>EEO and HREX staff continue to work collaboratively to align diversity recruiting, internal candidate development, and equitable selection practices strategically with current employment needs, underutilization analysis, and budgetary constraints.</p> <p>The EEO Office and HREX meet bimonthly to discuss recruitment strategies designed to attract a diverse workforce and best practices in addressing underutilization in job groups and titles that are underrepresented and not tied to Civil Service requirements. Recruiting efforts were shifted to a virtual format</p>	<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	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>

DEPARTMENT OF BUILDINGS FY 2022 Diversity and Equal Employment Quarterly Report

PAGE 7

	<p>during Q3 of FY 2020 and will remain virtual for the foreseeable future.</p> <p>EEO and HREX physically returned to the office in September 2021. In person meetings will return to its initial monthly set up pre pandemic as recruiting and hiring has increased between Q 1 and Q2</p>				
Professional Development	<p>In the first quarter of FY 22, EEO and Buildings University coordinated with DCAS to pilot “Can We Talk, the Power of Words” for DOB supervisors and above. This training will examine the importance of day-to-day communication with frontline staff and the impact it has on the functions within the roles in the office. Pilot trainings will begin in Q2 of FY22.</p>	<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	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
Social Justice Workgroup	<p>During Q4 of FY 20, the Department created a Social Justice Workgroup to begin fostering conversations and initiatives centered around race and equity in the workplace. In Q1, the workgroup met to develop the most effective techniques to present these topics to DOB and began planning a workshop on anti-racism. Training was completed for senior leadership in FY 21 and additional workshops will be held as needed during the Fiscal Year. The social justice workgroup will embark on</p>	<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	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>

DEPARTMENT OF BUILDINGS FY 2022 Diversity and Equal Employment Quarterly Report

PAGE 8

	initiatives established in FY 21 throughout FY 22. In Q3, the focus will be on piloting the Blind Screening Initiative and reviewing internal HR policies with the intent of making recommendations at the end of the quarter.				
Pathway to Licensure Program	The Pathway to Licensure Program, is targeted to staff engaged in pursuing professional licensure. The goal of the program is to provide unlicensed technical staff with the tools and resources needed to prepare for their License Exams. Program components include reimbursements for the cost of exams and study materials, virtual Organized Study Groups, and personalized review of transcripts.	<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	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
DOB Talks- Career in Public Service	In Q2 of FY 21, DOB launched “DOB Talks-Career in Public Service”. An interactive employee engagement series where senior level staff discuss their Public Service Career as it relates to career and professional development. As part of this initiative, Assistant Commissioners within the Department will spearhead our FY 22 catalog. This will begin in Q2 of FY 22 and will be ongoing throughout the fiscal year.	<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	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
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.					

Human Resources and EEO staff members review underutilization data and continue to coordinate to develop ideas for attracting a more diverse talent pool. DOB utilizes several recruiting tools, including advertising in print and online publications, conducting interview days, participating in job fairs and coordinating with professional organizations. Current CEEDS data indicates underutilization among women and Black employees in the following job groups:

- Management Specialists
- Science Professionals

The CEEDS data for Q2 report reflects insignificant changes in the underutilization in the above categories. Buildings' will continue to work to address underutilization identified in the quarterly workforce reports.

B. WORKPLACE:

Please list the Workplace Goal(s) included in <i>Section IV: Proactive Strategies to Enhance Diversity, EEO and Inclusion</i> , which you set/declared in your FY 2022 Diversity and EEO Plan (e.g., job satisfaction/engagement surveys, exit interviews/surveys, and onboarding surveys):	Please describe the steps that your agency has taken to meet the Workplace Goal(s) set/declared in your plan. <ul style="list-style-type: none"> • Include steps that were taken or considered to create inclusive work environment which values differences that each of your unique employees brings to work, and to maintain focus on retaining talent across all levels. 	Q1 Update	Q2 Update	Q3 Update	Q4 Update
DOB Employee Anniversary Program	<p>In Q2 of FY21, the agency launched the DOB Employee Anniversary Program. This program is an opportunity for our Agency to recognize employees on their longevity and tenure with DOB. This initiative is in response to the employee feedback collected in 2019. Employees whose DOB anniversary dates occur in July 2020 and beyond will receive a hard copy certificate and congratulatory email from HREX with a digital certificate of appreciation. DOB will honor employees for their 1-year, 5-year, 10-year anniversary and so on in 5-year increments. We truly believe in recognizing commitment and milestones from early on in a DOB employees' career.</p>	<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	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>

<p>Employee Engagement Survey</p>	<p>The Office of Human Resources and Employee Experiences deployed an Employee Engagement Survey in Q2 of FY21 to assist in implementing current objectives and future goals for creating a more supportive workplace</p> <p>The results from the survey were analyzed and presented to leadership for review. This will be ongoing throughout FY 21 and will be updated accordingly on future quarterly reports. In Q4, HREX has been communicating bureau specific reports to the respective bureau heads to ensure transparency with the information received from the survey. The implementation of the survey results are still being discussed amongst leadership and will be updated throughout FY22.</p> <p>The Employee Engagement survey is designed to:</p> <ul style="list-style-type: none"> • Assess employees’ satisfaction with their respective positions, including whether they feel valued and respected. • Assess whether employees feel their strengths are being utilized • Assess employees’ understanding of what their jobs entail and what’s expected of them. 	<p><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</p>	<p><input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/></p>	<p><input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/></p>	<p><input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/></p>
-----------------------------------	--	---	--	---	---

	<ul style="list-style-type: none"> • Assess whether employees understand how their role fits into the overall mission of the Agency. • Identify training and/or retraining needs. • Identify professional development needs. • Identify any perceived or actual barriers to employment and/or professional development. • Ascertain whether employees are aware of various available resources. 				
Senior Staff in the Borough Offices	In Q2, as part of the City’s workforce returning to the office, DOB’s Senior Staff visited every borough office and worked a full day at the location to engage staff and welcome them back. This initiative received great feedback as it gave employees and opportunity to engage with senior leadership.	<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	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
Please specify any other EEO-related activities designed to improve/enhance the workplace during the quarter (e.g., postings, meetings, cultural programs promoting diversity, newsletters/articles, etc.) and describe briefly the activities, including the dates when the activities occurred.					
<p>October</p> <p>Italian Heritage Month- the Agency celebrated Italian Heritage month with an Intranet feature and an article in our October issue of our myBuildings newsletter.</p> <p>Breast Cancer Awareness- the Agency celebrated Breast Cancer Awareness with Intranet feature and an agencywide blast to raise awareness during the month</p> <p>November</p> <p>Veterans Day- the Agency celebrated Veterans Day with an Intranet feature and an agencywide blast showing support for our Veterans</p>					

Native American Month- the Agency celebrated Native American month with an Intranet feature and an article in our November issue of our mybuildings newsletter.

Diwali- the Agency celebrated Diwali with an intranet feature and a short article in our November issue of our myBuildings newsletter.

The Hispanic Heritage ERG was spotlighted in our November myBuildings newsletter for their yearly Friendsgiving Celebration. The Hispanic Heritage ERG also hosted its annual Toy Drive with Tots for Kids where it collected more than 500 toys for children in need during the holiday season.

C. COMMUNITY:

Please list the Community Goal(s) included in <i>Section IV: Proactive Strategies to Enhance Diversity, EEO and Inclusion</i> , which you set/declared in your FY 2022 Diversity and EEO Plan (e.g., community outreach and engagement, MWBE participation and customer satisfaction surveys):	Please describe the steps that your agency has taken to meet the Community Goal(s) set/declared in your plan. <ul style="list-style-type: none"> • Include steps that were taken or considered to establish your agency as a leading service provider to the citizens of New York City focused on inclusion and cultural competency, while reflecting the variety of communities that are served. 	Q1 Update	Q2 Update	Q3 Update	Q4 Update
MWBE Participation	In accordance with EO 59, the Department appointed a Chief Diversity Officer/Chief MWBE Officer to help foster a stronger relationship with our MWBE vendor. The Department currently has a strong MWBE connection with our procurement solicitation and will continue to use MWBE vendors for future solicitations in FY 21. The Department is fully aware of the importance of supporting MWBE vendors as we maneuver through this fiscal crisis from the pandemic. As part of its diversity and inclusion efforts, the Agency has taken proactive steps, where practicable, to increase M/WBE participation. This includes setting M/WBE goals above the 30% mandated minimum. The Department has also been evaluating electronic compliance tracking systems to improve goal setting and enhance	<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	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>

DEPARTMENT OF BUILDINGS FY 2022 Diversity and Equal Employment Quarterly Report

PAGE 15

	<p>compliance. The Chief Diversity Officer and the Procurement unit continue to meet with City Hall’s MWBE Office on a monthly basis to go over and review any upcoming solicitations or bids.</p>				
<p>MWBE Meetings are held monthly with City Hall and Procurement to ensure compliance with MWBE mandate. The Department drafted its MWBE Plan during Quarter 2 and will be submitting it in Quarter 3.</p>					
<p>Customer Service Week</p>	<p>In October, the agency celebrated Customer Service Week with a weeklong series of virtual events. Customer Service Week is a national event that pays tribute to the dedicated professionals who serve and support our customers. This year the Department of Buildings has had to change the way we interact with our customers. As a team we have embraced our new work arrangements while maintaining our commitment to customer satisfaction and high standards of professionalism.</p>	<p><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</p>	<p><input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/></p>	<p><input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/></p>	<p><input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/></p>
<p>Community Outreach</p>	<p>The Department’s community outreach will be ongoing throughout the fiscal year. During Q2, this was spotlighted in our monthly newsletter as outreach team met with various members of the public to provide guidance and feedback on Department initiatives.</p>	<p><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</p>	<p><input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/></p>	<p><input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/></p>	<p><input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/></p>

D. EQUITY and RACE RELATIONS INITIATIVES:

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

- **Social Justice work groups**
- **Leadership training**
- **HR Policy review**
- **Blind resume implementation**
 - The EEO Office and HREX will be piloting the Blind Screening initiative for discretionary hires in Q2 and Q3 of FY22. The purpose of this initiative will be to help expand on the Department's current Candidate Review and Selection Procedures. Where applicable, HR and EEO will provide resumes for hiring managers to review. These resumes will be scrubbed with all identifying information for the applicant and managers will have to select applicants based on applicable qualifications.

V. RECRUITMENT

A. RECRUITMENT EFFORTS

Please list Recruitment Strategies and Initiatives which you set/declared in your FY 2022 Diversity and EEO Plan (e.g., targeted outreach and outreach, diversity recruitment, social media presence, where jobs are posted, EEO and APO collaboration, evaluation of best recruitment sources, structured interview training and unconscious bias training):	Please describe the steps that your agency has taken to meet the Recruitment Goal(s) set/declared in your plan.	Q1 Update	Q2 Update	Q3 Update	Q4 Update
Recruitment Efforts	<p>In Q2, the Department had 49 new hires: 19 Inspectors, 18 Admin, 7 technical, 1 Clerical and 4 College Aides</p> <p>In Q2 Recruitment hosted 54 List calls, Civil Service canvases and HR Interview days to fill our Inspectorial, Technical Admin, IT, Investigative, Legal and Clerical positions.</p> <p>FY22 Q2 continued to be very active for Recruitment. We received several OMB approvals to hire inspectors, conduct list calls and post for certain positions. We were able to extend offers to inspector candidates who had been interviewed</p>	<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	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>

	<p>and were pending from several months prior. We continued outreach to filers Inspector (Construction) Civil Service Exam 1164. In addition, DCAS provided us with the filers for Inspector (Construction) Civil Service Exam 2024. We contacted candidates from the filing and yielded about 38 qualified candidates to be interviewed between Level 1 and Level 2. Interviews were set up and will continue in Q3. We also discussed making offers to candidates who were previously recommended and did not file for the exams. We will be moving forward on these candidates in Q3.</p> <p>In addition, we conducted several list calls ranging for positions from technical to administrative job functions. These positions included Associate Staff Analyst, Computer Specialist (Software), Staff Analyst, Certified IT LAN/WAN, Civil Engineer and Assistant Civil Engineer. We also conducted List Call Canvasses of Assistant Plan Examiner 1132.</p>				
<p>Structured Interviewing Training</p>	<p>All employees who participate in the interview process are required to complete structured interviewing and unconscious bias training before they can</p>	<p><input type="checkbox"/> Planned <input type="checkbox"/> Not started <input checked="" type="checkbox"/> Ongoing <input type="checkbox"/> Delayed <input type="checkbox"/> Deferred</p>	<p><input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/></p>	<p><input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/></p>	<p><input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/></p>

	participate in interviews. The facilitator provides training to Department employees quarterly.	<input type="checkbox"/> Completed	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
--	---	------------------------------------	--------------------------	--------------------------	--------------------------

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

B. INTERNSHIPS/FELLOWSHIPS

The agency is providing the following internship opportunities in FY 2022:
 [NOTE: Please update this table every quarter]

Type of Internship\Fellowship	Total	Race/Ethnicity* [#s] * Use self-ID data obtained from NYCAPS	Gender* [#s] [N-B=Non-Binary; O=Other; U=Unknown] * Use self-ID data
1. Urban Fellows	TBD	TBD	M ___ F ___ N-B ___ O ___ U ___
2. Public Service Corps	TBD	TBD	M ___ F ___ N-B ___ O ___ U ___
3. Summer College Interns	TBD	TBD	M ___ F ___ N-B ___ O ___ U ___
4. Summer Graduate Interns	TBD	TBD	M ___ F ___ N-B ___ O ___ U ___
5. Other (specify):	TBD	TBD	M ___ F ___ N-B ___ O ___ U ___

Additional Comments:
 Summary of Q2:
Youth Leadership Council for Sustainability & Construction Safety
 Throughout Q2, the Youth and Industry Team partnered with Career & Technical Education High schools to recruit students for this

opportunity. The Youth Leadership Councils Program is coordinated by NYC Service, Office of the Mayor. Through NYC Service's online youth application, the DOB received 68 youth applications.

In total, by end of Q2, the Youth and Industry Engagement team confirmed 25 students to be part of the upcoming programming. This Youth Leadership Council cohorts has students from: Staten Island Tech, Stuyvesant, Forest Hills, Brooklyn Tech, Thomas Edison, Urban Assembly, Midwood, Art & Design.

The DOB Scholars Program, is in its fourth DOB Scholars cohort beginning in Q3 February 2022. DOB Scholars is 11- week curriculum, in which DOB subject matter experts deliver cutting edge practices and policy to CUNY undergraduates and graduate students with similarly aligned education and career paths.

In Q2, recruitment was conducted via emails, social media and info sessions across CUNY schools. The Youth and Industry Engagement Team received 55 applications and accepted 30 students from these 6 participating schools (City Tech, City College, John Jay, La Guardia, Staten Island, Queens).

In Q2, **CUNY Fall Internships** within the Investigative Engineering Services Unit began in October 2021 for 11 students. The internship will end in Q4 of this city fiscal year.

In Q2, recruitment began through **Energy Tech High Schools** for interns in DOB units: Office of Sustainability, HUB, Electrical Plan Exam and Construction Safety Engineering. 16 interns began in Q3.

In Q2, the **Public Service Corps**, which is a program which provides undergraduate and graduate students with paid opportunities to serve communities, placed one student within our agency's Asset Management Division.

In Q2, preparation for the **DOB CUNY Jan- June Internship program** was in progress with 88 internship lines available until Q4 of the fiscal year. Applications closed in mid-December with over one thousand qualified student applicants. In Q3, new systems of organization were brought in by the new Youth and Industry Engagement Manager to support this large-scale project.

PROGRAM

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

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

Q1 (9/30/2021): 18 Q2 (12/31/2021): 17 Q3 (3/31/2022): _____ Q4 (6/30/2022): _____

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

During the 1st Quarter 0 participants left the program.

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

During the 2nd Quarter 1 participants left the program due to 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

2. _____

3. _____

VI. SELECTION (HIRING AND PROMOTION)

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

Please list additional Selection Strategies and Initiatives which you set/declared in your FY 2022 Diversity and EEO Plan (<i>include use of structured interview, EEO or APO representatives observing interviews, review of placements, review of e-hire applicant data</i>)	Please describe the steps that your agency has taken to meet the Selection (Hiring and Promotion) Goal(s) set/declared in your plan.
Career Counseling: Advising employees of opportunities for promotion and career development; Notification of promotion/transfer opportunities	Buildings University Career Counselors will continue to explore professional development training opportunities for the Departments workforce throughout the fiscal year.
Reviewing the methods by which candidates are selected for appointment, promotion, or to fill vacancies (new hires), especially for mid- and high-level discretionary positions	<p>All vacancies are posted on ESS as well as the Department’s website. All internal candidates who meet minimum qualifications are interviewed.</p> <p>For external candidates, the Department will also post using a variety of external sources, including organizations comprised of underrepresented groups. Additionally, as appropriate, the Department seeks the assistance of the Mayor’s Office of Appointments. Interviews are conducted using the Structured Interviewing process, for which managers and supervisors have received training. An interview log is also required to be completed. When selecting a candidate for hire, the Hiring Manager must submit the completed interview log in conjunction with the Personnel Action Request (PAR) form.</p> <p>All questions and interview panels must be reviewed and approved by the EEO Office when hiring for mid- and high-level discretionary positions.</p>

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

The Department utilizes its internal Hiring Guide as a resource for supervisors and managers involved in the hiring and selection process. This guide is periodically updated to include best practices which include a requirement for all managers, or anyone involved in the interview process to receive mandatory Structured Interviewing Training through the EEO Office. This guide also informs managers of the compliance required under Executive Order 21 advising them that pre-offer salary inquiries are not permitted. Inquiries regarding salary can only be made subsequent to a conditional offer of employment that includes a salary.

In order to ensure that the selection process is fair and impartial, there are multiple levels of review during the selection process. Hiring Managers are responsible for preparing the PAR, including compiling and reviewing all required supporting documentation. The PAR package is then submitted to the Bureau Manager for review and approval. If approved by the Bureau Manager, the package is then forwarded to Human Resources, which also reviews the documents submitted, including the interview logs. Human Resources will coordinate with the EEO Office and the General Counsel's Office, as necessary, based upon its review of the documentation submitted.

All title promotions and salary increases must be submitted with justification for the proposed increase and responsibilities that align with the position. In determining whether a salary increase/promotion is appropriate, Human Resources will review the justification to determine whether the proposed responsibilities align with the employee's civil service title and level. This review also includes a parity analysis of the unit's reporting structure and compensation of employees within the unit and includes a review of similar titles across the Agency. As appropriate, Human Resources coordinates with EEO and/or the General Counsel's Office to address any potential disparate impact or civil service concerns.

As stated above, all questions and interview panels must be reviewed and approved by the EEO Office when hiring for mid- and high-level discretionary positions.

DEPARTMENT OF BUILDINGS FY 2022 Diversity and Equal Employment Quarterly Report

PAGE 25

	<p>In July 2020, Deputy EEO Officer Elizabeth Lundi served as a panelist for interviews for the Executive Director and General Counsel position for the Loft Board.</p>				
<p>Analyzing the impact of layoffs or terminations on racial, gender and age groups</p>	<p>During Q1, agencies were in the process of preparing plans to reduce headcounts in response to fiscal burdens imposed on the City by the COVID-19 pandemic. The EEO Office worked with HREX, the Office of the General Counsel and other senior leadership to ensure layoff decisions were equitable. Layoff plans have since been halted.</p>				
<p>Return to Work</p>	<p>During this quarter, the agency implemented and executed its return to work plan in accordance with the Mayor’s return to work orders in the beginning of May. EEO, HREX and Facilities worked with respective units to ensure proper seating arrangements and all necessary PPE was available to staff as they returned. EEO; Facilities and Labor participated in walkthroughs with various unions to show transparency with our union counterparts as we welcome back staff to the office. This plan will be ongoing into FY 22 and will be updated accordingly.</p>				
<p>During this Quarter the Agency activities included:</p>		<p>Q1</p>	<p>Q2</p>	<p>Q3</p>	<p>Q4</p>
	<p># of Vacancies</p>	<p>370</p>	<p>#15</p>	<p># _____</p>	<p># _____</p>
	<p># of New Hires</p>	<p>19</p>	<p>#49</p>	<p># _____</p>	<p># _____</p>
	<p># of New Promotions</p>	<p>12</p>	<p>#39</p>	<p># _____</p>	<p># _____</p>

VII. TRAINING

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

VIII. REASONABLE ACCOMMODATION

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

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

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

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

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

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

Provide the name and title of the new Chief MWBE Officer: Kareem Gabriel

LAW 92: ANNUAL SEXUAL HARASSMENT PREVENTION TRAINING

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

D. LOCAL LAW 97: ANNUAL SEXUAL HARASSMENT REPORTING

<input type="checkbox"/> The agency has entered the sexual harassment Complaint Data in the DCAS Citywide Complaint Tracking System and updates the information as they occur. Q1 <input checked="" type="checkbox"/> Q2 <input checked="" type="checkbox"/> Q3 <input type="checkbox"/> Q4 <input type="checkbox"/>
<input checked="" type="checkbox"/> The agency has entered all types of complaints in the DCAS Citywide Complaint Tracking System and updates the information as they occur.
<input checked="" type="checkbox"/> 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://mspwwa-dcslnx01.csc.nycnet/Login.aspx

E. LOCAL LAW 101: CLIMATE SURVEY

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

<p><i>Describe any follow-up measures taken to address the results of the 2018 Climate Survey:</i></p> <hr/> <p>The EEO Office reviewed the results of the 2019 climate survey with Human Resources and will be adopting the recommendations from DCAS listed below:</p> <ul style="list-style-type: none"> • Increase EEO awareness of EEO Policies, laws and processes to decrease the risk of employees experiencing any form of EEO discrimination. <ul style="list-style-type: none"> ➤ Increase employee familiarity with the EEO compliant process at the start of their employment (i.e. onboarding) and throughout their tenure as this will reduce the risk of experiencing any form of discrimination and sexual harassment.
--

Describe your analysis of the results of the 2020 Climate Survey (when provided by DCAS):

X. AUDITS AND CORRECTIVE MEASURES

Please choose the statement that applies to your agency.

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

[AGENCY NAME] EEO PERSONNEL DETAILS
EEO PERSONNEL FOR QUARTER 2, FISCAL YEAR 2022

A. PERSONNEL CHANGES

Personnel Changes this Quarter:		<input type="checkbox"/> No Changes	Number of Additions: 1	Number of Deletions:
Employee's Name & Title	1. Lisa Atkinson		2.	3.
Nature of change	<input checked="" type="checkbox"/> Addition <input type="checkbox"/> Deletion		<input type="checkbox"/> Addition <input type="checkbox"/> Deletion	<input type="checkbox"/> Addition <input type="checkbox"/> Deletion
Date of Change in EEO Role	Start Date: 12/20/21		Start Date or Termination Date:	Start Date or Termination Date:
Employee's Name & Title				
Nature of change	<input type="checkbox"/> Addition <input type="checkbox"/> Deletion		<input 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:		Start Date or Termination Date:	Start Date or Termination Date:
For New EEO Professionals:				
Name & Title	4.		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 type="checkbox"/> Other: (specify %):		<input type="checkbox"/> 100% <input type="checkbox"/> Other: (specify %):	<input type="checkbox"/> 100% <input type="checkbox"/> Other: (specify %):
Name & Title				
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 type="checkbox"/> Other: (specify %):		<input type="checkbox"/> 100% <input type="checkbox"/> Other: (specify %):	<input type="checkbox"/> 100% <input type="checkbox"/> Other: (specify %):

DEPARTMENT OF BUILDINGS FY 2022 Diversity and Equal Employment Quarterly Report

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

Name & EEO Role	1. Kareem Gabriel/EEO Officer	2. Lisa Atkinson/Deputy EEO Officer	3.
Completed EEO Trainings:			
1. Everybody Matters-EEO/D&I	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No
2. EEO Awareness	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No
3. Diversity & Inclusion	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No
4. Sexual Harassment Prevention	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No
5. IgbTq: The Power of Inclusion	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No
6. Unconscious Bias	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No
7. Disability Etiquette	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No
Completed OCEI Trainings:			
A. EEO Officer Essentials: Complaint/Investigative Processes	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No
B. EEO Officer Essentials: Reasonable Accommodation	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No
C. Understanding CEEDS Reports	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No
Name & EEO Role	4.	5.	6.
Completed EEO Trainings:			
1. Everybody Matters-EEO/D&I	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No
2. EEO Awareness	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No
3. Diversity & Inclusion	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No
4. Sexual Harassment Prevention	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No
5. IgbTq: The Power of Inclusion	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No
6. Unconscious Bias	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No
7. Disability Etiquette	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No
Completed OCEI Trainings:			
A. EEO Officer Essentials: Complaint/Investigative Processes	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No
B. EEO Officer Essentials: Reasonable Accommodation	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No
C. Understanding CEEDS Reports	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No

DEPARTMENT OF BUILDINGS FY 2022 Diversity and Equal Employment Quarterly Report
PAGE 33

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

DIVERSITY AND EEO STAFFING IN [AGENCY NAME] AS OF _____ QUARTER FY 2022 *

<u>EEO\ Diversity Role</u>	<u>Name</u>	<u>Civil Service Title</u>	<u>% of Time Devoted to EEO & Diversity Functions</u>	<u>Office E-mail Address</u>	<u>Telephone #</u>
<u>EEO Officer/Director</u>	Kareem Gabriel	<u>DOB EEO</u>	<u>100</u>	<u>kgabriel@buildings.nyc.gov</u>	<u>212.393.2718</u>
<u>Deputy EEO Officer OR Co-EEO Officer</u>	<u>Lisa Atkinson</u>	<u>Associate Labor Relations Analyst</u>	<u>100</u>	<u>latkinson@buildings.nyc.gov</u>	<u>212.393.2970</u>
<u>Chief Diversity & Inclusion Officer</u>					
<u>Diversity & Inclusion Officer</u>	<u>Kareem Gabriel</u>				
Chief Diversity Officer/Chief MWBE Officer per E.O. 59	<u>Kareem Gabriel</u>				
ADA Coordinator	<u>Lisa Atkinson</u>				
Disability Rights Coordinator	<u>Lisa Atkinson</u>				
Disability Services Facilitator	<u>Kareem Gabriel</u>				

DEPARTMENT OF BUILDINGS FY 2022 Diversity and Equal Employment Quarterly Report

PAGE 34

55-a Coordinator	<u>Kareem Gabriel</u>				
Career Counselor	<u>Allison Ginsburg</u>				
EEO Counselor	<u>Rachel Alba</u>				
EEO Investigator	<u>Vacant- posting</u>				
EEO Training Liaison	<u>Debra Palmieri Russo</u>				
<u>EEO College Aide</u>	<u>Cindy Contreras</u>				
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 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.