

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

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

Part I: Narrative Summary

Agency Name: FDNY

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

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

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

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

Prepared by:

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Name	Title	E-mail Address	Telephone No.

Date Submitted: November 6, 2024

FOR DCAS USE ONLY:

Date Received:

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

Instructions for Filling out Quarterly Reports FY 2025

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

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

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

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

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

Other Diversity, Equity, Inclusion and EEO Related Training: Beginning with row 45, include training classes co-organized or co-sponsored by your agency EEO and/or HR that are related to the development of the agency staff in the areas of equal employment, diversity, inclusion, civil rights, workplace culture and behavior, interpersonal relations, and community relations.

3. Mark progress in check boxes in the column for the current quarter. [Note: **Delayed** = behind schedule; **Deferred** = put off until later when better resources become available.]
4. Please save the Excel file as **"XXXX Quarter X FY 2025 DEI-EEO Report.Part II Training Summary"**, where 'XXXX' is the commonly used acronym of your agency. You must submit this file in MS Excel format. **Please do not convert it to PDF.**

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

I. Commitment and Accountability Statement by the Agency Head

Distributed to all agency employees? ☐ Yes, On (Date): _____ ☒ No

☐ By e-mail

☐ Posted on agency intranet and/or website

☐ Other _____

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, 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:**

1. Office of Diversity, Equity and Inclusion in partnership with Digital & Media Unit distributed the 4th edition of the WE ARE FDNY campaign posters, published screensavers, interviews in monthly newsletters and social media posts showcasing a diverse representation of the Department's members, in numerous positions, bureaus/units across the organization; posters displayed in all Firehouses, EMS stations and

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

other FDNY locations; with QR code links to interviews with all members on the poster as a storytelling initiative, interviews published in monthly newsletters and social media posts highlighting the stories in the campaign.

2. Member of the Office of Diversity, Equity & Inclusion co-hosted a joinFDNY podcast with a Captain from Fire Service highlighting the diverse members of the department as part of the We Are FDNY campaign.

III. Workforce Review and Analysis

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

Q1 (9/30/2024): **17,620** Q2 (12/31/2024): _____ Q3 (3/31/2025): _____ Q4 (6/30/2025): _____

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

☒ Yes On (Date): _____ ☐ Yes (again) on (Date): _____ ☐ No

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

☒ Agency's intranet site

☒ On-boarding of new employees

☐ Newsletters and internal Agency Publications

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

☒ Yes - on (Dates):

Q1 Review Date: 9/30/2024 Q2 Review Date: _____ Q3 Review date: _____ Q4 Review date: _____

The review was conducted with:

☐ Agency Head

☐ Agency Head

☐ Agency Head

☐ Agency Head

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

☒ Human Resources
☐ General Counsel
☐ Other _____
☐ Not conducted

☐ Human Resources
☐ General Counsel
☐ Other _____
☐ Not conducted

☐ Human Resources
☐ General Counsel
☐ Other _____
☐ Not conducted

☐ Human Resources
☐ General Counsel
☐ Other _____
☐ Not conducted

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

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

A. Workforce:

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

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

The Department remains committed to its vision, mission and goals for diversity, equity and inclusion which include providing candidates with an equal opportunity to join FDNY, creating and sustaining a culture where all employees are provided the tools they need to succeed and connecting with the diverse communities we serve.

We continuously work with the Department of Citywide Administrative Services (DCAS) on civilian recruitment efforts including agency spotlights, inclusion of job postings in Citywide newsletters and job fair participation. We also work with internal communications on social media postings and recruitment and within HR; we have advertisements on LinkedIn and Indeed with job openings.

The Deputy Commissioner of HR is FDNY's Chief Workforce Officer and participates in the Mayor's Office Talent Interagency Cabinet Meetings strategizing to ensure that opportunities are communicated and provided to NYC residents, particularly in underserved

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

communities.

FDNY also participates in city youth apprenticeship and summer youth employment programs all aiding to create a diverse applicant pool in the future. For retention efforts, FDNY reviews anonymous exit interview data and provides internal and external professional development courses around soft skills and managerial skills specific to employees' needs for their occupation. We advertise job opportunities allowing and encouraging internal candidates to apply and offer career counseling services within Human Resources.

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

Workforce Goal/Initiative #1 Update:

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

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

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

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

Workforce Goal/Initiative #2 Update:

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

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

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

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

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

Workforce Goal/Initiative #3 Update:

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

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

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

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

Workforce Goal/Initiative #4 Update:

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

5. Efforts to reduce Workforce underutilization:

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

B. Workplace:

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

1. [Copy Workplace Goal/Program/Action from FY 2025 DEI-EEO plan]

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

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

The Department's goal is to help create and maintain a positive and supportive work environment for all its employees with collaboration from all units/bureaus.

The EEO Office seeks to prevent and remedy discrimination in all FDNY workplaces. This will be accomplished by promoting a professional workplace in which each employee is treated with dignity and respect and has an equal opportunity to contribute to the mission of the FDNY. This will be accomplished through a multifaceted strategy that includes proactive advice and counsel at all levels of command, training, access to EEO related information and messaging, investigations of EEO violations, and the reasonable accommodation program.

Workplace Goal/Initiative #1 Update:

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

2. [Copy Workplace Goal/Program/Action from FY 2025 DEI-EEO plan]

Please describe the steps that your agency has taken to meet this goal/initiative. Include actions taken to create

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

equitable work environment which values differences and maintain focus on retaining talent. How do you evaluate the effectiveness of these actions?

Workplace Goal/Initiative #2 Update:

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

3. [Copy Workplace Goal/Program/Action from FY 20254 DEI-EEO plan]

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

Workplace Goal/Initiative #3 Update:

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

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

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

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

Workplace Goal/Initiative #4 Update:

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

5. Other Workplace Activities:

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

C. Community and Equity, Inclusion and Race Relations:

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

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

1. [Copy Community/Equity/Inclusion Goal/Program/Action from FY 2025 DEI-EEO plan]

Quarter 1

Community investment and education is the foremost fire prevention strategy. With this precept in mind, Community Affairs continued to strategize new methods of engagement to ensure a continuity in outreach. In the upcoming fiscal year 2024 fiscal year the FDNY participated in and facilitated the following community events:

Throughout the Summer of 2024, the FDNY conducted the 8th annual Summer Block Party initiative. To assist in outreach efforts and to bolster community relations. Five firehouses were selected throughout New York City and will serve as locations for community-based block party events. Coordinated activities included entertainment and education with the goal of achieving the following,

- Educating New York City communities on careers within Fire Suppression and Emergency Medical Response to support Department efforts in diversifying Firefighter ranks

- Enhance fire safety and emergency preparedness education for youth, senior citizens, disabled and ethnically diverse communities.

- Create a platform for communities to connect and identify local firehouses and members

Fire Prevention Week is scheduled for October 6- October 12. Tabling events were coordinated throughout NYC and promoted via community/elected email blasts and social media. Open House is scheduled for the weekend in which the over 200 firehouses open their doors and residents can learn about the critical life-saving work done by fire operations through apparatus tours and demonstrations of equipment, and fire and life safety information.

Fire Safety Education will continue the digital media team and school aged children to be featured in the FDNY Smart. Fire safety education unit is working with the Department of Education to establish a resource portal for administrators to access existing fire safety

Education curriculum, and formalize opportunities to increase Fire safety presentations in schools. Additionally, the Department is developing animated content to strengthen existing curriculum for Grades K-3.

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

FDNY in partnership with Administration of Children Services and American Red Cross is coordinating digital fire safety training for frontline child welfare staff. In this partnership workers learned how to examine homes for potential fire hazards and refer families for smoke alarm installations.

Through partnerships with the Department of Youth and Community Development, Department for the Aging, Department of Education, and several community-based organizations, FDNY plans to bolster safety trainings and alarm installation efforts throughout communities.

Community affairs works continuously to amplify lithium-ion battery safety messaging and best practices. Community Affairs worked with FDNY Digital and Social Media team to transition to educational content on a digital platform by creating videos and PSAs on topics relating to residential fire safety. Specifically creating new PSAs for lithium-ion battery safety messaging.

Similar to fire safety education, throughout 2023 CPR trainings were held both in person and virtually. The program equips New Yorkers with the skills to act in the event of cardiac arrest by offering free instruction across the five boroughs. The program, taught by certified FDNY EMS personnel, has successfully trained more than 70,000 New Yorkers in compressions-only CPR. The unit surpassed its CY21 annual goal of training over 2,500 New Yorkers in bystander CPR.

In CY25, the following activities will be carried out in support of the program:

CPR/ AED Awareness week June 1- June 7, Mobile CPR Training Unit will be coordinating a special educational campaign aimed at getting more New Yorkers to learn hands-only CPR. During this week we will facilitate a virtual CPR training for middle school and high-school students throughout the city.

FDNY Community Affairs continued to work with the NYC Department of Education and NYPD to coordinate high school- based outreach.

Throughout summer of 2024, the FDNY conducted the 8th annual Summer Block Party initiative to increase awareness of fire/life safety education and FDNY careers. This year we had record breaking attendance in post pandemic years. This year we had record breaking attendance with over 8,600 New Yorkers in attendance.

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

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

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

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

2. [Copy Community/Equity/Inclusion Goal/Program/Action from FY 2025 DEI-EEO plan]

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

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

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

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

3. [Copy Community/Equity/Inclusion Goal/Program/Action from FY 2025 DEI-EEO plan]

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

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

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

4. [Copy Community/Equity/Inclusion Goal/Program/Action from FY 2025 DEI-EEO plan]

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

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

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

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

5. Other Community programs and activities:

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

Youth Workforce & Pipeline Programs

Quarter 1

- The FDNY continues to expand our youth workforce initiatives that provide pipeline opportunities into the Department.
- **FDNY Captain Vernon A. Richard High School (FDNY High School):**
 - In September we officially absorbed another school on the Thomas Jefferson Campus into the FDNY High School. With the addition of the students from the High School for Civil Rights our enrollment increased from 225 students in 2023-24, to 461 in September 2024.

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

- Students at the FDNY High School can take a **4-year FDNY-specific curriculum track including Firefighter 101 (9th Grade), Fire Science & Emergency Management (10th Grade), EMS 101 (11th Grade), and FDNY Prep (12th Grade)**. FDNY Administrators, Firefighters, Paramedics and EMTs serve as Instructors for these programs and provide both academic and hands-on instruction.
 - Our Current Enrollment in our Curriculum Track is:
 - **Firefighter 101 = 103**
 - **Emergency Management = 85**
 - **EMS 101 = 35 (maximum allowed)**
 - **FDNY Prep = 36 (maximum allowed)**
- In September, the students in the **FDNY Prep Class went through a 3-Session Training Program led by Officers from the Fire Safety Education Unit**. Students were trained on how to present our Fire Safety Curriculum to the community.
- The FDNY also runs an **FDNY Exploring Post and the FDNY Robotics Team** on the Thomas Jefferson Campus, home of the FDNY High School.
- Aligning with the Chancellor's core pillar of prioritizing **wellness and nutrition**, the FDNY also provides students with a Fitness Instructor who focuses on meal planning, food journals and consistent workout schedules. The FDNY has also added **Wellness Curriculum** to our EMS 101 Course and our FDNY Prep Course with a **licensed counselor and PhD Candidate** serving as the Instructor.
- **FDNY Fire and Emergency Medical Services Exploring Program (FDNY Exploring)**: The FDNY Exploring Program, a division of Learning for Life under the leadership of the Boy Scouts of America, currently has 8 active Posts with more than 100 active Explorers. Explorers participate in regular Post Meetings, monthly trainings at the FDNY Fire Academy and the FDNY EMS Academy, represent the FDNY at community events and parades, and participate in extensive community service projects. Between July and September of 2024, in addition to attending their regular Post Meetings our Explorers attended/participated in the following:
 - **Represented the Department in:**
 - Oceanic July 4th Parade
 - Dominican Day Parade
 - West Indian Day Parade
 - African American Parade
 - **Participated in Training Days with**

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

- Bureau of Fire Investigation
- Fire Safety Education
- EMS Academy at Fort Totten
- PSAC II Call Center
- Marine 6
- National 9/11 Memorial & Museum
- **Participated in Community Service Outings including**
 - World War II Veterans Honor Send-Off at JFK International Airport
 - FDNY Block Parties in Manhattan, Brooklyn, Staten Island
 - City Meals on Wheels
 - Tunnel 2 Towers Run
- **FDNY Youth EMS Academy (YEMSA):** YEMSA is a New York State EMT Basic Certification Course. Originally offered only to alumni of the FDNY High School and the FDNY Exploring Program, we have continued to expand this opportunity to young men and women in New York City between the ages of 17 and 28. We currently offer 3 cohorts of YEMSA per year: **Winter Youth EMS Academy (WEMSA)**, Tour 2; and **Summer Youth EMS Academy (SEMSA)**, Tour 2 and Tour 3. **In 2024, 82 Youth have earned their New York State EMT Basic Certification.** Ninety-eight (98) students are currently enrolled in our Pre-Requisite Program for our upcoming Winter Cohort (WEMSA 25).
 - Through the FDNY Youth EMS Academy the Department has achieved the following:
 - **682 FDNY Youth certified as New York State EMTs**
 - **207 Hired by the FDNY**
 - Hired/Promoted to **Firefighter = 30**
 - Promoted to **Paramedic = 17**
 - Hired as **EMTs = 121**
 - Hired as **EMS Trainees = 7**
 - Hired as **EMTs through Youth Alumni Program = 14**
 - Hired as **Fire Cadets = 18**
 - **328 Working as EMTs for Private Ambulance Companies**

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

-
- **FDNY Fire Cadet Academy (FCA):** The FDNY launched the Fire Cadet Academy in June, 2023, with one hundred Fire Cadets were sworn into the Academy. This two-year apprenticeship program is designed to familiarize them with the operations of the Fire Department and to provide leadership training. Cadets will receive significant classroom, field and fitness training over the course of the two (2) year apprenticeship program. FCA's goal is for Fire Cadets to take the Promotion to Firefighter civil service exam during the program with the goal of having eligible Cadets enter Probationary Firefighter School upon completion of the Fire Cadet Academy. In addition, the Fire Cadet Academy has been evaluated by the National College Credit Recommendation Service (NCCRS) of the University of the State of New York. NCCRS credit recommendation is in the lower division baccalaureate/associate degree category, 35 total semester hours distributed as: 6 semester hours in Physical Education (2 semester hours in Health Science, or Exercise Science; and 4 semester hours in Physical Education, or Health Education); 6 semester hours in Fire Science, or Fire Service Administration; 6 semester hours in Fire Protection Technology; 5 semester hours in Emergency Management; and 12 semester hours in Public Service Administration.
- - Currently, there are 86 Fire Cadets enrolled in the FCA. All 86 Cadets have taken the Promotion to Firefighter Exam and awaiting test results from DCAS.
 - During the 1st year in the Fire Cadet Academy, our Cadets achieved/received the following:
 - **50 hours of Academic Instruction**
 - **20,000 hours of mentoring by their Cadet Advisors**
 - **40+ community service events**
 - **900+ work hours at rotations is more than 50 Bureaus/Units in the FDNY hosting Cadets**
 - Cadets are assessed 2-3 times per Work Rotation by their Work Site Supervisors.
 - As of today:
 - **60% of our Cadets meet the fitness standard to graduate from Probationary Firefighter School (PFS)**
 - **100% meet the Stair Mill with Weighted Vest standard to qualify for PFS**
 - **95% meet the 1.5 Mile Run-Time Standard (13 minutes or less) to qualify for PFS**
- **FDNY Youth Leadership Academies:** The FDNY runs Youth Leadership Academies throughout the year that focus on classroom Leadership Curriculum and drills and Physical Training. This discipline driven program currently holds 4 cohorts throughout the year: **Summer Leadership Academy** in August, a **Weekend Leadership Intensive** in the Fall, the **Mid-Winter Leadership Academy** in February, and the **Spring**

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

Leadership Academy over the spring break. In addition, the FDNY holds monthly Leadership Luncheons at the FDNY High School where FDNY Drill and Classroom Instructors continue to mentor the participants in our Leadership Academies and provide lunch for the students.

- In **August 2024**, we held our **largest ever Summer Leadership Academy with 82 Youth completing** this intensive 5-day program.
- Our **Leadership Luncheon** in September included a presentation on **Basic Banking and Fraud Prevention** by our community partners from the Bank of America.
- **FDNY Youth Scholarships:** Through our partnership with the FDNY Command Tactical Unit who serve as Advisors for the FDNY High School Robotics Club we offer two scholarships with an award of \$1,000 each to graduating Seniors who have participated as members of the club.

M/WBE

Quarter 1

The M/WBE Unit during FY2025, will continue to respond to all M/WBE vendor email inquiries and share important links on how to do business with the FDNY and the city in general. When possible, we will meet virtually with various M/WBE vendors to discuss any possible contracts they could be considered for. FDNY's M/WBE Unit will also attend all the Director's meetings to ensure the FDNY's M/WBE program stays informed of all new M/WBE Program Initiatives. Additionally, whenever possible FDNY will facilitate Pre-Bid meetings with all vendors to ensure they are properly educated on the procurement process and how to submit a bid. Lastly, FDNY's M/WBE Officer, ACCO, Deputy ACCO and the M/WBE Unit meet regularly to discuss all M/WBE related issues. We stay committed to creating opportunities for all M/WBE vendors and ensuring our M/WBE Program becomes better each fiscal year.

In Fiscal Year 2025, FDNY's M/WBE Program will continue to perform its exemplary work to promote its M/WBE Program initiatives, the following list our recent accomplishments and initiatives:

FDNY Vendor Outreach

- FDNY continues to utilize the M/WBE Noncompetitive Small Purchase Method up to \$1.5 mil as well as implementing the Recovery for All Initiative and working closely with the Department of Small Business Services
- FDNY is presently instituting an extra layer of outreach where all contracts up to \$1.5 mil for goods, professional and standard services are being advertised on FDNY contracting page

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

- FDNY has also begun sending out email blasts to MWBE vendors located by searching the SBS Online Directory via relevant NIGP codes. These vendors can submit an Expression of Interest via the FDNY Contracting page. This has increased the competition and ensures all M/WBE vendors have a chance to bid on NYC contracts

FDNY M/WBE Utilization Rate Data (FY24 Q1-Q3)

- FDNY's M/WBE Utilization rate has continued to be above average at 31.5%ⁱ as compared to the Citywide average of 29.8%

FDNY Internal M/WBE Database

- This database is essential to our procurement process. It lists all the M/WBE vendors we have encountered for almost 10 years. The list has grown to over 1,155 M/WBE vendors and is available to all FDNY staff via the intranet to help fulfill their procurement needs

FDNY Training

- The M/WBE Unit is engaged in training and providing guidance to all FDNY bureaus, the new initiatives coming from the Office of M/WBE

FDNY Meetings

- FDNY is committed to attending all CBDO M/WBE CompStat Meetings & Non-Construction Agency Focus Groups. At these meetings we discuss all M/WBE related issues, review the data for all agencies from the previous quarters and share best practices
- Internally, FDNY's M/WBE Unit meets regularly with the M/WBE Officer, Agency Chief Contracting Diversity Officer and our Agency Chief Contracting Officer to discuss all M/WBE related issues
- Additionally, the M/WBE Unit we will be meeting on a regular basis to update the Fire Commissioner on all M/WBE related issues and initiatives

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

FDNY Application of M/WBE Utilization Goals

- We are placing Utilization Goals on all applicable contracts and monitoring contract compliance on a quarterly basis
- Where possible FDNY contract staff has de-bundled large contracts to increase the ability for M/WBE vendors to competitively bid on all service contracts. Additionally, a Disaggregated Goal has and will be applied on relevant contracts, in order to assist with the disparity within the disparity

Networking Events

- FDNY has engaged with DOP & DCAS to co-host the Tri Agency Networking Event – Sept. 25, 2024

In conclusion, FDNY will strive to excel in all areas of the M/WBE Program. We will continue to meet internally and discuss issues and share initiatives wherever possible. We will also continue to train all personnel on M/WBE processes, communicate with all NYC certified M/WBE vendors to assist them in creating contracts that will aid NYC and promote the M/WBE Program.

The M/WBE Unit during FY2025 Q1 continued to respond to all M/WBE vendor email inquiries and shared important links on how to do business with the FDNY and the city in general. When possible, we met virtually with various M/WBE vendors to discuss any possible contracts they could be considered for. FDNY's M/WBE team also attended all the CompStat meetings, Focus Group meetings and Director's meetings to ensure the FDNY M/WBE program stays informed of all new M/WBE Program Initiatives. Additionally, whenever possible FDNY facilitates Pre-Bid meetings with all vendors to ensure they are properly educated on the procurement process and how to submit a bid. Lastly, FDNY's M/WBE Officer, ACCO, Deputy ACCO and the M/WBE Unit meet regularly to discuss all M/WBE related issues. We stay committed to creating opportunities for all M/WBE vendors and ensuring our M/WBE Program becomes better each fiscal year.

During Fiscal Year 2025, Quarter 1, the FDNY M/WBE Unit attended networking events, met internally, hosted pre-bid meetings, and met with various oversight agencies. In addition, FDNY's M/WBE Utilization Rate for FY2024 is 31% which matched the Citywide Rate of 31%. The following is a list of FDNY initiatives for the FY25 Qtr. 1:

1. 7/1/2024 - Non-Construction Agency Focus Group - At this meeting FDNY's M/WBE Unit discussed all M/WBE related issues, reviewed the data for all agencies from the previous quarters and shared best practices
2. 7/15/2024 - Agency M/WBE Monthly Turnaround Documents - Submitted to the O/M/WBE all our M/WBE related issues and initiatives for the previous month

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

3. 7/15/2024 - In-Person M/WBE Chief Business Diversity Officer's Meeting (FY24 Q4) – At this meeting FDNY's ACCO, FDNY's M/WBE Unit & OM/WBE met to critically examine city-wide agency M/WBE utilization and reviewed the unique M/WBE pain points, successes and opportunities for growth and innovation
4. 7/23, 7/30/2024 - Tri-Agency MWBE Networking Event – DCAS, DOP & FDNY met to discuss all issues related to hosting the 1st Tri-Agency M/WBE Networking Event scheduled for September 25th, 2024. This event will foster relationships between 20 NYC Agencies and over a hundred M/WBE vendors
5. 7/29/2024 - Monthly MWBE Meeting - M/WBE Officer, ACCO, 1st Deputy ACCO, M/WBE Program Director, and M/WBE Program Analyst, met to discuss all M/WBE related issues and plan any new initiatives
6. 8/5/2024 - SBS/FDNY - FY21 Compliance Audit – During this brief meeting with SBS, we discuss the particulars surrounding the FDNY upcoming audit submission
7. 8/5/2024 - CBDO Monthly Meeting (Formerly Citywide M/WBE CompStat) At this meeting FDNY's ACCO, 1st Deputy ACCO, FDNY's M/WBE Unit & OM/WBE met to critically examine city-wide agency M/WBE utilization and reviewed the unique M/WBE pain points, successes and opportunities for growth and innovation
8. 8/6, 8/13, 8/20 & 8/27/2024 - Tri-Agency MWBE Networking Event – DCAS, DOP & FDNY met to discuss all issues related to hosting the 1st Tri-Agency M/WBE Networking Event scheduled for September 25th, 2024. This event will foster relationships between 20 NYC Agencies and over a hundred M/WBE vendors
9. 8/6/2024 – SBS & FDNY met to discuss how SBS could aid in advertising the Tri-Agency M/WBE Network Event. SBS was instrumental in obtaining a list of M/WBE vendors to invite to the aforementioned event
10. 8/14/2024 - Compliance Meetings – M/WBE Program Director & M/WBE Program Analyst met with prime vendor (LiRo) to discuss their status in obtaining the M/WBE Utilization Goal. We wanted to ensure the prime, that FDNY is on hand to aid with any adversities the prime could be encountering and determine a resolution to the issue
11. 8/14/2024 - DCAS FY 2025 EEO/DEI Annual Report Content - M/WBE Program Director submitted its portion to the DCAS DEI & EEO Annual report. This identifies all our initiatives regarding the M/WBE Program
12. 8/15/2024 - Agency M/WBE Monthly Turnaround Documents - Submitted to the O/M/WBE all our M/WBE related issues and initiatives for the previous month
13. 8/19/2024 - Non-Construction Agency Focus Group - At this focus group meeting OM/WBE, FDNY and other NYC agencies looked into the unique M/WBE pain points, successes and opportunities for growth and innovation
14. 8/26/2024 - Agency PASSPort Training: Subcontractor Approval, Modification & Payment: In this live webinar, the MOCS team covered the following topics:
 - a. What's inside the PASSPort Subcontracting Module?
 - b. Relevant Agency User Roles
 - c. Approving Subcontractors & Subcontractor Modifications
 - d. Validating Subcontractor PaymentAll of these topics are essential components to the M/WBE Unit as well as to FDNY Contracts Unit.

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

15. 8/27/2024 – M/WBE Program Director & M/WBE Program Analyst met to discuss the upcoming submission of FDNY FY25 Utilization Plan. We reviewed essential data that would be utilized for the plan
16. 8/30/2024 - Monthly MWBE Meeting - M/WBE Officer, ACCO, 1st Deputy ACCO, M/WBE Program Director, and M/WBE Program Analyst, met to discuss all M/WBE related issues and plan any new initiatives
17. 9/3, 9/13, 9/17, 9/23 & 9/24/2024 - Tri-Agency MWBE Networking Event – DCAS, DOP & FDNY met to discuss all issues related to hosting the 1st Tri-Agency M/WBE Networking Event scheduled for September 25th, 2024. This event will foster relationships between 20 NYC Agencies and over a hundred M/WBE vendors
18. 9/4/2024 - FDNY FY25 Utilization Plan was submitted to SBS for review and processing.
19. 9/9/2024 - Architectural Engineering Services Virtual Pre-proposal Meeting - At this meeting the Contract Analyst and M/WBE Program Analyst virtually presented on the particulars around this contract. The M/WBE Analyst shared the M/WBE Participation Goal, how to submit the Schedule B, the waiver process (if applicable) and replied to all questions regarding the M/WBE process
20. 9/9/2024 – FDNY’s Program Director & Angela Gibson of Abrahams Consulting LLC a M/WBE vendor jumped on a call to discuss how AC LLC. could partner with FDNY on solicitations in the future
21. 9/9/2024 - CBDO Monthly Meeting (Formerly Citywide M/WBE CompStat) At this meeting FDNY’s ACCO, 1st Deputy ACCO, FDNY’s M/WBE Unit & OM/WBE met to critically examine city-wide agency M/WBE utilization and reviewed the unique M/WBE pain points, successes and opportunities for growth and innovation
22. 9/10/2024 – Construction Management Virtual Pre-Proposal Meeting - At this meeting the Contract Analyst and M/WBE Program Analyst virtually presented on the particulars around this contract. The M/WBE Analyst shared the M/WBE Participation Goal, how to submit the Schedule B, the waiver process (if applicable) and replied to all questions regarding the M/WBE process
23. 9/16/2024 - SBS/FDNY - FY21 Compliance Audit – At this meeting FDNY’s ACCO, 1st Deputy ACCO, FDNY’s M/WBE Unit, SBS and the audit company SAMCO met to discuss the following revolving around FDNY FY21 audit submission:
 - a. Introduction of SAMCO and the Mayor’s Office Representative to all participants from the various Agencies which will led by SBS.
 - b. A brief overview of the recently submitted guidelines to the agencies and questions from the agencies, if any.
 - c. A brief discussion of the status or progress made in their data assembling and uploading onto their respective Box directories.FDNY was told after the meeting our FY21 audit submission was very good, and no follow-up questions were required
24. 9/18/2024 – 1st Deputy ACCO, Contract Analyst and M/WBE Program Analyst met to discuss the MWBE Goals affixed to the Maintenance & Repair of IT and Communications Systems NAE contract. We ultimately raised the goal from 15% to 20%
25. 9/23/2024 - Discussion on the NAE with IMEG Corp. formerly Cameron Engineering & Assoc. – FDNY’s Contract Analysts, Project Manager and the M/WBE Unit met to discuss the waiver process and the M/WBE goal set on this contract
26. 9/23/2024 - Non-Construction Agency Focus Group - At this focus group meeting OM/WBE, FDNY and other NYC agencies looked into the unique M/WBE pain points, successes and opportunities for growth and innovation
27. 9/25/2024 - Tri-Agency M/WBE Networking Event - DCAS, DOP & FDNY hosted this event. In attendance were the following:
 - a. General Attendees/walk-in: 108

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

b. NYC Agency/Guest 66

c. Estimated total at the event: 174

This event fostered relationships between 20 NYC Agencies and over a hundred M/WBE vendors

28. 9/27/2024 - Northern Manhattan MWBE Forum - M/WBE Program Analyst attended this networking event. We exhibited, shared various ways to do business with FDNY and we increased our M/WBE internal database with the M/WBE vendors we met at the event

In conclusion, FDNY will continue to excel in all areas of the M/WBE Program. We will continue to utilize the M/WBE Noncompetitive Small Purchase Method to expedite procurement processing to M/WBE vendors, meet internally and discuss issues, share initiatives wherever possible, continue to train all personnel on M/WBE processes and communicate with all NYC certified M/WBE vendors to assist them with creating contracts that will aid NYC and promote the M/WBE Program.

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

V. Recruitment

A. Recruitment Efforts

Please list **Recruitment Initiatives and Strategies** which you set/declared in your FY 2025 Diversity, Equity, Inclusion and EEO Plan (e.g., targeted outreach and outreach, diversity recruitment, social media presence, where jobs are posted, EEO and APO collaboration, evaluation of best recruitment sources, structured interview training and unconscious bias training).

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

The FDNY advertises civil service 101 information provided by DCAS and provide its own internal civil service 101 informational web-based trainings, so employees are better informed about upcoming exams and how to take exams. HR notifies provisional employees when notice of examinations are developed for their civil service title and HR and CDIO provide Structured Interviewing and Unconscious Bias training for hiring managers to assist with the recruitment and hiring process.

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

Provide recruitment and retention program efforts to support the hiring efforts for Firefighter.

Recruitment of Interests- The Office of Recruitment and Retention (ORR) facilitates events to generate interest for Fire, EMS Operations, Fire Prevention and Fire Dispatch. ORR continues to utilize diverse recruitment sources to bolster efforts aimed at increasing the effectiveness of diversity recruitment, including targeted recruitment efforts through partnerships with NYC High Schools, NYC Colleges, Community events, Recruiter Street Teams and contacting NYC resident test takers who are now unreachable on previous or existing civil service lists but are still eligible for upcoming exams.

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

Firefighter Candidate Information Sessions – Firefighter Candidates who have passed their DCAS written exam and whose list numbers are reached to take the DCAS CPAT Exam are invited to Information Sessions where they are given information on what to expect on their exam. Candidates are also offered the opportunity to register for the FDNY CPAT Prep and Mentorship programs. ORR did not have any Information Sessions during FY25 Q1.

Quarter 1 – No Information Sessions during FY25 Q1

Firefighter Candidate Physical Agility Test (CPAT) Prep Program – Firefighter Candidates attend a minimum of 12 weeks of training on the eight DCAS CPAT Exam Evolutions (Stair Climb, Hose Drag, Equipment Carry, Ladder Raise & Extension, Forcible Entry, Search, Rescue Drag and Ceiling Breach & Pull). The training provides Candidates with the critical tasks and techniques needed to pass and reduce attrition at their DCAS CPAT exam. ORR completed 1 round of CPAT Prep Program during FY25 Q1.

Quarter 1 - Completed 1 round of CPAT Prep Program

Firefighter Candidate Mentorship Program (FFCMP) – Firefighter Candidates (Mentees) are eligible to partner with veteran Firefighters (Mentors) from the time they begin processing through the completion of Probationary FF School(PFS) and one month into the fire house.

Outreach Coordinators – A team of Black, Hispanic, Asian and women Firefighters engage candidates regularly as they navigate the background and onboarding process. They continue to monitor candidates until they graduate PFS. Virtual information sessions and in-person.

Stairmill Training Program – Specific training on the stairmill is offered to Firefighter Candidates that are preparing for their DCAS CPAT Exam as well as those that have not taken their candidate medical exam. Like the DCAS CPAT Exam, the candidate medical exam includes a timed stairmill evolution with a weighted vest. 18 sessions were offered at FDNY Headquarters and at the Fire Academy on Randall's Island during FY25.

Quarter 1 - 18 sessions were offered at FDNY Headquarters and at the Fire Academy on Randall's Island during FY25 Q1

Fitness Awareness Program (FAP) – Offered to all Firefighter Candidates once they pass the DCAS CPAT Exam. The Candidates participate in two sessions throughout the FAP to maintain fitness levels necessary while in the fire academy. Session 1 – Candidates participate in four baseline evaluations (sit-ups, push-ups, pull-ups, and a timed run) and are then given an assessment of their fitness levels and recommendations for workout routines to get them to their goals. Session 2 – Candidates are put through the paces of a

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

challenging calisthenics session that provides them with how they should be working out to be ready for the Fire Academy. 1 round of FAP was completed during FY25 Q1.

Quarter 1 - 1 round of FAP was completed during FY25 Q1

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

Pre Proby School Prep Program- Firefighter Candidates that have completed their background, medical processing and entrance run are encouraged to participate in a voluntary 4 week academic and fitness prep program to better prepare them for the rigors of the Probationary Firefighter School. FDNY has collaborated with NYC Parks to provide an option for candidates to work out on their own at local centers. FDNY has provided weighted vests to 4 facilities that have stairmill machines.

Probationary Firefighter Classes –

Quarter 1 - During FY25 Q1 the Fire Academy graduated 1 Proby Class (Entered: 318 / Graduated: 284)

Recruitment Initiatives/Strategies #1 Update:

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

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

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

Recruitment of Interests- The Office of Recruitment and Retention (ORR) facilitates events to generate interest for Fire, EMS Operations, Fire Prevention and Fire Dispatch. ORR continues to utilize diverse recruitment sources to bolster efforts aimed at increasing the effectiveness of diversity recruitment, including targeted recruitment efforts through partnerships with NYC High

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

Schools, NYC Colleges, Community events, Recruiter Street Teams and contacting NYC resident test takers who are now unreachable on previous or existing civil service lists but are still eligible for upcoming exams.

Provide Recruitment & Retention program efforts to support the hiring efforts for Emergency Medical Technician.

EMS Applicant Information Sessions – Applicants receive information on the hiring process for EMS titles (FDNY EMT and EMS Trainee). Applicants also receive instructions/assistance in creating their DCAS OASys Accounts.

Quarter 1 - 8 sessions were held during FY25 Q1.

EMS Information Application Filing Sessions – Applicants are offered the opportunity to work with staff and create their profile for the CSF (Civil Service Filing) for EMT or EMS Trainee.

Quarter 1 - No sessions were held during FY25 Q1.

EMS Virtual Information Sessions – Candidates are prepared to enter the EMS Academy. They are provided study preparation, information regarding what will be expected as well as other tips to succeed and prepare for the academy.

Quarter 1 - No sessions were held during FY25 Q1.

EMS Physical Ability Test Preparation Program – EMS Candidates prepare to take their PAT. Candidates that are deemed unprepared are encouraged to attend supplemental trainings to help them pass once called.

Quarter 1 - 7 sessions were held during FY25 Q1.

EMS Candidate Fitness Program – EMS candidates are offered an opportunity to train weekly with Fitness Instructors as they prepare to complete their physical and medical exam and achieve weight standards required for candidacy.

Quarter 1 - 13 sessions were held during FY 25 Q1.

EMS Mobile Academy Event – Applicants and Candidates take part in job related duties of EMTs and Paramedics; Bleeding control, CPR, Airway management, various specialty vehicle tours, Emergency Medical Dispatch demonstrations and the Haz-Tac team.

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

Quarter 1 - 1 Mobile Academy were held in FY25 Q1.

EMS Academy Classes –

Quarter 1 - During FY25 Q1 the EMS Academy graduated EMS class. PES (Entered: 102 / Graduated: 87).

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

Recruitment Initiatives/Strategies #2 Update:

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

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

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

Recruitment Initiatives/Strategies #3 Update:

Q1 Update: ☐ 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

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

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

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

Recruitment Initiatives/Strategies #4 Update:

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

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

B. Recruitment Efforts for Civil Service Exams

The Office of Recruitment & Retention (ORR) facilitates events to generate interest for Fire, EMS Operations, Fire Prevention and Fire Dispatch. ORR continues to utilize diverse recruitment sources to bolster efforts aimed at increasing effectiveness of diversity recruitment,

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

including targeted recruitment efforts through partnership with NYC High Schools, NYC Colleges, Community Events, Recruiter Street Teams, Wellness & Health Events, Military & Veterans Events and Career & Job Fairs.

Those efforts continue with support programming for current Fire and EMS candidates with the goal of mitigating attrition during the extensive life of the civil service list. ORR offers programming to engage, inform, and prepare Fire and EMS candidates to successfully complete their physical exams, background investigation process and to enter the Fire and EMS Academies.

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

FY25 – Q1

Event Date	Event Name	Borough
July 1 thru September 30	Subway Events	All Boroughs
July 1 thru September 30	Career / Job Fairs	All Boroughs
July 1 thru September 30	Community Events	All Boroughs
July 1 thru September 30	Street Teams	All Boroughs
July 1 thru September 30	DMV / DOL Events	All Boroughs
July 1 thru September 30	Mall Events	All Boroughs
July 1 thru September 30	Wellness / Health Events	All Boroughs
July 1 thru September 30	Military / Veterans Events	All Boroughs
July 1 thru September 30	College / High School Events	All Boroughs
July 1 thru September 30	Women's Events	All Boroughs

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

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

Borough	Approximate Dollar Amount (\$) in Q1	Approximate Dollar Amount (\$) in Q2	Approximate Dollar Amount (\$) in Q3	Approximate Dollar Amount (\$) in Q4
Bronx				
Brooklyn				
Manhattan	\$76.98			
Queens				
Staten Island				

C. Recruitment Sources

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

1. NYC High Schools
2. NYC Colleges
3. EMT Certification Programs
4. Veteran Community Partnerships, Recruit Military, Veteran Connect
5. Various Partnerships with Community Organizations and Political Officials
6. Online Recruitment Efforts – JoinFDNY, Social Media Handles @JoinFDNY (Facebook, Instagram, X (Twitter) and YouTube.

The Office of Recruitment & Retention’s targeted populations includes Black, Hispanic, Asian/Pacific Islander and Women that reside in the NYC area.

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

D. Internships/Fellowships

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

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

1. Urban Fellows:

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

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

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

Race/Ethnicity* [#s]: Black__ Hispanic__ Asian/Pacific Islander__ Native American__ White__ Two or more Races__

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

4. Summer Graduate Interns:

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

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

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

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

5. Other (specify):

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

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

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

Additional comments:

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

E. 55-A Program

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

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

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

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

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

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

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

The 55-a Coordinator has achieved the following goals:

1. Disseminated 55-a information –

by e-mail: ☒ Yes ☐ No

in training sessions: ☐ Yes ☐ No

on the agency website: ☒ Yes ☐ No

in agency newsletter: ☐ Yes ☐ No

Other: _____

2. _____
3. _____

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

VI. Selection (Hiring and Promotion)

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

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

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

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

FDNY has conducted career advancement sessions where employees can join a live session and answer questions about the civil service process and other career questions. Employees are also encouraged to contact HR employees, Jeff Assisi regarding career counseling needs.

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.

FDNY conducts Structured Interviewing and Unconscious Bias educational training sessions for Hiring Managers.

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

The EEO Office continues to perform vetting reviews of all candidates selected for prospective promotion to Fire Operations and EMS Operations positions. In addition, the EEO Office is often asked to attend interview panels within Fire Prevention, HR and EMS. The EEO Office also reviews interview questions to ensure compliance with the EEO laws.

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

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

The agency will use the DCAS' Layoff Procedure as guidance, should there be any layoffs, terminations and demotions due to legitimate business/operational reasons in FY 2024. The EEO Officer, collectively with HR and the General Counsel, will prioritize involvement in making layoff or termination decisions.

Should the FDNY have any significant periods of layoffs or terminations, the Agency will analyze the impact of such layoffs or terminations on racial, gender and age groups. Where layoffs or terminations would have a disproportionate impact on any racial, gender or age groups, the agency will document that the targeted titles or programs were selected based on objective criteria and justified by business necessity.

5. Other:

During this Quarter the Agency activities included:

# of Vacancies		# of New Hires	# of New Promotions
Q1	# <u>58</u>	# <u>333</u>	# <u>398</u>
Q2	# _____	# _____	# _____
Q3	# _____	# _____	# _____
Q4	# _____	# _____	# _____

VII. Training

Please provide your training information in Part II of the report "DEI-EEO Training Summary" (in MS Excel).

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

Training Topic	Type of Audience (e.g., All Staff, Front-line Employees, Managers, Supervisors, etc.)	Goal Number of Participants	Project ed Dates
1. Everybody Matters: EEO and Diversity & Inclusion Training for NYC Employees (e-learning)	All employees – Biennially (Cycle 2 must be completed by March 31, 2025.)	17,430	March 31, 2025
2. Everybody Matters: EEO and Diversity & Inclusion Training for NYC Employees (classroom/live webinar)	All employees – Biennially (Cycle 2 must be completed by March 31, 2025.)	N/A	N/A
3. Sexual Harassment Prevention (e-learning)	All employees – Annually (Cycle 7 runs between September 1, 2024 – August 31, 2025)	6,803	August 31, 2025
4. Sexual Harassment Prevention (classroom/live webinar)	All employees – Annually (Cycle 7 runs between September 1, 2024 – August 31, 2025)	10,627	August 31, 2025
5. lgbTq – Power of Inclusion (e-learning)	Managers, Supervisors, and Front-line employees (must be completed by March 31, 2026) All other employees		
6. lgbTq – Power of Inclusion (classroom/live webinar)	Managers, Supervisors, and Front-line employees (must be completed by March 31, 2026) All other employees		
7. Disability Awareness and Etiquette		17,430	ongoing
8. Structured Interviewing and Unconscious Bias (classroom/live webinar)			
9. Other (specify)			

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

10. Other (specify)			
---------------------	--	--	--

VIII. Reasonable Accommodation

Please report all reasonable accommodation requests and their disposition in the DCAS Citywide Complaint/Reasonable Accommodation Tracking System by logging into your CICS Account at: <https://mstpwwa-ctwapx02.csc.nycnet/Login.aspx>

The agency did input full Reasonable Accommodation activity on the DCAS Citywide Complaint and Reasonable Accommodation (CAD) Database:

Q1: ☒ Yes ☐ No

Q2: ☐ Yes ☐ No

Q3: ☐ Yes ☐ No

Q4: ☐ Yes ☐ No

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

Total # of cases – 134

- Grants – 79
- Pending – 44
- Admin Closed – 7
- Withdrawals – 4

- Closed during 1st Quarter of FY25
 - FY23
 - 1 withdrawal
 - FY24
 - 13 withdrawals
 - 3 grants
 - 3 denials

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

A. Local Law 92: Annual Sexual Harassment Prevention training

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

B. Local Law 97: Annual Sexual Harassment Reporting

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

Q1: ☒ Yes ☐ No

Q2: ☐ Yes ☐ No

Q3: ☐ Yes ☐ No

Q4: ☐ Yes ☐ No

- ☒ The agency has entered **all types of complaints** in the DCAS Citywide Complaint Tracking System and updates the

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

information as they occur.

Q1: ☒ Yes ☐ No

Q2: ☐ Yes ☐ No

Q3: ☐ Yes ☐ No

Q4: ☐ Yes ☐ No

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

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

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

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

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: EEPC.

☐ Attach the audit recommendations by EEPC or the other auditing agency.

☐ If needed, the agency has submitted or will submit to DCAS Citywide Equity and Inclusion an amendment letter, which shall amend the agency plan for previous FY(s) as recommended by EEPC.

☐ The agency received a Certificate of Compliance from the auditing agency in 2023 or 2024.

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

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

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

Appendix A: EEO Personnel Details

EEO Personnel For ____ Quarter, FY 2025

Personnel Changes:

Personnel Changes this Quarter: <input type="checkbox"/> No Changes		Number of Additions:	Number of Deletions:
Employee's Name & Title	1. Sahira Asia, Agency Attorney	2. Mirna Youssef, Agency Attorney	3. Nicole Benitez
Nature of change	<input checked="" type="checkbox"/> X Addition <input type="checkbox"/> Deletion	<input checked="" type="checkbox"/> X Addition <input type="checkbox"/> Deletion	<input type="checkbox"/> Addition <input checked="" type="checkbox"/> X Deletion
Date of Change in EEO Role	Start Date: July 15, 2024	Start Date: July 29, 2024	Termination Date: 7/29/2024
Employee's Name & Title	4.	5.	6.
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:

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

For New EEO Professionals:			
Name & Title	1.	2.	3.
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	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 %):

EEO Training Completed within the Last <u>two</u> years, including the current quarter (EEO and D&I Officers, Deputies, and all new EEO Professionals):			
Name & EEO Role	1. Mirna Youssef, Esq./EEO Attorney/ (#1712724)	2. Sahira Asia, Esq./EEO Attorney/ (#1792023)	3.
Completed EEO Trainings:			
1. Everybody Matters-EEO and D&I	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> X Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No
2. Sexual Harassment Prevention	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> X Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No
3. IgbTq: The Power of Inclusion	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No
4. Disability Awareness & Etiquette	<input type="checkbox"/> X Yes <input type="checkbox"/> No	<input type="checkbox"/> X Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No
5. Unconscious Bias	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No

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

6. Microaggressions	<input type="checkbox"/> Yes <input type="checkbox"/> X No	<input type="checkbox"/> Yes <input type="checkbox"/> X No	<input type="checkbox"/> Yes <input type="checkbox"/> No
7. EEO Officer Essentials: Complaint/Investigative Processes	<input checked="" type="checkbox"/> X Yes <input type="checkbox"/> No	<input checked="" type="checkbox"/> X Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No
8. EEO Officer Essentials: Reasonable Accommodation	<input type="checkbox"/> Yes <input type="checkbox"/> X No	<input type="checkbox"/> Yes <input type="checkbox"/> X No	<input type="checkbox"/> Yes <input type="checkbox"/> No
9. Essential Overview Training for New EEO Officers	<input type="checkbox"/> Yes <input type="checkbox"/> X No	<input type="checkbox"/> Yes <input type="checkbox"/> X No	<input type="checkbox"/> Yes <input type="checkbox"/> No
10. Understanding CEEDS Reports	<input type="checkbox"/> Yes <input type="checkbox"/> X No	<input type="checkbox"/> Yes <input type="checkbox"/> X No	

EEO Training completed within the last two years, including the current quarter (EEO and D&I Officers, Deputies, and all new EEO Professionals):

Name & EEO Role	4.	5.	6.
Completed EEO Trainings:			
1. Everybody Matters-EEO and 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. 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
3. 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
4. Disability Awareness & 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
5. 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
6. Microaggressions	<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. 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
8. 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
9. Essential Overview Training for New EEO Officers	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No
10. Understanding CEEDS Reports	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No

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

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

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

MAILING ADDRESS:

Diversity and EEO Staffing as of ____Quarter FY 2025*

<u>EEO\ Diversity Role</u>	<u>Name</u>	<u>Civil Service Title</u>	<u>% of Time Devoted to EEO & DEI</u>	<u>Office E-mail Address</u>	<u>Telephone #</u>
EEO Officer/Director	Don Nguyen	Deputy Commissioner, Legal Affairs	100%	Don.nguyen@fdny.nyc.org	718-999- 8167
Deputy EEO Officer OR Co-EEO Officer	Hilit Tolani	Assistant Commissioner, EEO	100%	hilit.tolani@fdny.nyc.gov	(718) 999-0292
Chief Diversity & Inclusion Officer	Dr. Kwame Cooper	Deputy Commissioner	<u>100%</u>	kwame.cooper@fdny.nyc.gov	718-999- 2106
Diversity & Inclusion Officer					
Chief Diversity Officer/Chief MWBE Officer per E.O. 59	David Francis	M/WBE Program Director	100%	David.Francis@fdny.nyc.gov	718-999- 2334
ADA Coordinator	Valerie Loubriel, Esq	Agency Attorney III EEO	100%	Valerie.loubriel@fdny.nyc.gov	718-999- 5189
Disability Rights Coordinator	Valerie Loubriel, Esq	Agency Attorney III EEO	100%	Valerie.loubriel@fdny.nyc.gov	718-999- 5189

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

<u>EEO\ Diversity Role</u>	<u>Name</u>	<u>Civil Service Title</u>	<u>% of Time Devoted to EEO & DEI</u>	<u>Office E-mail Address</u>	<u>Telephone #</u>
Disability Services Facilitator	Valerie Loubriel, Esq	Agency Attorney III EEO	100%	Valerie.loubriel@fdny.nyc.gov	718-999- 5189
55-a Coordinator	Jeffrey Assisi	Director, Employee and Staffing Services HR / Processing		Jeffrey.Assisi@fdny.nyc.gov	718-999- 1915
Career Counselor					
EEO Counselor					
EEO Investigator					
EEO Counselor\ Investigator					
Investigator/Trainer					
EEO Training Liaison	Sabrina Jiggetts, Esq.	Agency Attorney EEO	100%	Sabrina.jiggetts@fdny.nyc.gov	718-999- 0683
Other (specify)					
Other (specify)					

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

<u>EEO\ Diversity Role</u>	<u>Name</u>	<u>Civil Service Title</u>	<u>% of Time Devoted to EEO & DEI</u>	<u>Office E-mail Address</u>	<u>Telephone #</u>
EEO Investigator(s)	Megan Forbes	Megan.forbes@fdny.nyc.gov			
EEO Investigator(s)	Brian Angelone	Brian.angelone@fdny.nyc.gov			
EEO Investigator(s)	Kaitlyn McKenna	Kaitlyn.mckenna@fdny.nyc.gov			
EEO Investigator(s)	Luis Segura	Luis.segura@fdny.nyc.gov			
EEO Investigator(s)	Sophie Kravet	Sophie.kravet@fdny.nyc.gov			
EEO Investigator	Sahira Asia	Sharia.asia@fdny.nyc.gov			
EEO Investigator(s)	Mirna Youssef	Mirna.Youssef@fdny.nyc.gov			
EEO Counselors	Joanne Albanese	joanne.albanese@fdny.nyc.gov			
EEO Counselor	Michael Barvels				

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

<u>EEO\ Diversity Role</u>	<u>Name</u>	<u>Civil Service Title</u>	<u>% of Time Devoted to EEO & DEI</u>	<u>Office E-mail Address</u>	<u>Telephone #</u>
EEO Counselor	James Blow				
EEO Counselor	Grace Cacciola				
EEO Counselor	Benjamin Chou				
EEO Counselor	Christopher Connor				
EEO Counselor	Krysteena Corbett- Terrell				
EEO Counselor	Jesus Delnnocentiis				
EEO Counselor	Ramla Evans				
EEO Counselor	Richard Fasulo				
EEO Counselor	Esther Ford				
EEO Counselor	Travis Gallagher				

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

<u>EEO\ Diversity Role</u>	<u>Name</u>	<u>Civil Service Title</u>	<u>% of Time Devoted to EEO & DEI</u>	<u>Office E-mail Address</u>	<u>Telephone #</u>
EEO Counselor	Matthew Gianone				
EEO Counselor	Conrad Graham Jr.				
EEO Counselor	Kievon Harper				
EEO Counselor	Samuel Jimenez				
EEO Counselor	Peter Kearney				
EEO Counselor	Christopher Kennedy				
EEO Counselor	Michael Kinnane				
EEO Counselor	Yelena Kordova				
EEO Counselor	Olawale Lawal				
EEO Counselor	Telina Lloyd				

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

<u>EEO\ Diversity Role</u>	<u>Name</u>	<u>Civil Service Title</u>	<u>% of Time Devoted to EEO & DEI</u>	<u>Office E-mail Address</u>	<u>Telephone #</u>
EEO Counselor	James McCue				

* 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.



FY 2025 QUARTERLY REPORT - Part II: DIVERSITY AND EEO TRAINING SUMMARY

AGENCY NAME:

FDNY

Quarter #

FY 2025

RETAIN ALL PRIOR QUARTERS' DATA IN THE CURRENT QUARTER REPORT

DO NOT ATTEMPT TO MAKE ANY ENTRIES IN PINK-SHADED CELLS

SAVE THIS FILE AS:

[AGENCY ACRONYM] Quarter # FY 2025 DEEO TRAINING SUMMARY

SUBMITTED BY (TITLE):

Manager

DATE SUBMITTED:

November 6th, 2024

 E-MAIL:

vishavjit.singh@fdny

 TEL #:

718-999-0812

1st Quarter (July-September) DUE November 6, 2024; 2nd Quarter DUE January 30, 2025;
3rd Quarter (January-March) DUE April 30, 2025; 4th Quarter (April-June) DUE July 30, 2025.

ALL EEO-RELATED TRAINING (ALL MODALITIES)	1st Qtr (July - Sept. 2024)	2nd Qtr (Oct. - Dec. 2024)	3rd Qtr (Jan. - Mar. 2025)	4th Qtr (April - June 2025)	FY 2025 YEAR TO DATE
TOTAL DIVERSITY & EEO TRAINING	12003	0	0	0	12003

CORE DIVERSITY AND EEO TRAINING (All Modalities)					
TOTAL CORE EEO TRAINING ALL MODALITIES: E-Learning & Instructor-led training	8966	0	0	0	8966
1. Everybody Matters: EEO and Diversity & Inclusion for NYC Employees	2088	0	0	0	2088
Administered by DCAS [Copy data from DCAS Learning & Development report in this row. ENTER ALL ZEROS. Do not leave blank.]	2088				2088
Administered by Agency [Enter data from internal training in this row] NOTE: Completions from DCAS-provided training count towards agency compliance for these mandated trainings.	0				0

ALL EEO-RELATED TRAINING (ALL MODALITIES)	1st Qtr (July - Sept. 2024)	2nd Qtr (Oct. - Dec. 2024)	3rd Qtr (Jan. - Mar. 2025)	4th Qtr (April - June 2025)	FY 2025 YEAR TO DATE
2. Sexual Harassment Prevention	5194	0	0	0	5194
Administered by DCAS [Copy data from DCAS Learning & Development report in this row. ENTER ALL ZEROS. Do not leave blank.]	5194				5194
Administered by Agency [Data Entry BLOCKED]	NOTE: SHP training that is administered by an agency (A-ILT/EL) must utilize curriculum that is approved annually by DCAS and the completion data must be provided to DCAS. The number reported in "Administered by DCAS" includes all SHP training that is administered by an agency.				0
3. lgbTq: The Power of Inclusion	0	0	0	0	0
Administered by DCAS [Copy data from DCAS Learning & Development report in this row. ENTER ALL ZEROS. Do not leave blank.]					0
Administered by Agency [Enter data from internal training in this row] NOTE: Completions from DCAS-provided training count towards compliance for these mandated trainings.					0
4. Disability Awareness & Etiquette	1684	0	0	0	1684
Administered by DCAS [Copy data from DCAS Learning & Development report in this row. ENTER ALL ZEROS. Do not leave blank.]	1684				1684
Administered by Agency [Enter data from internal training in this row]	0				0

ALL EEO-RELATED TRAINING (ALL MODALITIES)	1st Qtr (July - Sept. 2024)	2nd Qtr (Oct. - Dec. 2024)	3rd Qtr (Jan. - Mar. 2025)	4th Qtr (April - June 2025)	FY 2025 YEAR TO DATE
OTHER DIVERSITY AND EEO RELATED TRAINING (All Modalities)					
ALL OTHER DIVERSITY & EEO RELATED TRAINING	3037	0	0	0	3037
5. New Employee Orientation (Only if it includes EEO Component)	NOTE: Do not make entries here if new employees received CORE EEO training as part of their onboarding				
TOTAL PARTICIPANTS TRAINED	318				318
6. Structured Interviewing and Unconscious Bias	FULL TITLE: Structured Interviewing and Unconscious Bias				
TOTAL PARTICIPANTS TRAINED					0
7. Structured Interviewing and Unconscious Bias (Follow up)	FULL TITLE: Structured Interviewing: Utilizing Follow-Up and Probing Questions				
TOTAL PARTICIPANTS TRAINED					0
8. Building an Inclusive Culture: Understanding Unconscious Bias	FULL TITLE: Building an Inclusive Culture: Understanding Unconscious Bias				
TOTAL PARTICIPANTS TRAINED					0
9. From Microaggressions to Microaffirmations	FULL TITLE: Creating a Culture of Inclusion, From Microaggressions to Microaffirmations				
TOTAL PARTICIPANTS TRAINED					0
10. Managing the Multi-Generational Workforce	FULL TITLE: Managing the Multi-Generational Workforce: Leveraging the Talents of 5 Generations				
TOTAL PARTICIPANTS TRAINED					0
11. Bystander Training	FULL TITLE: Moving from Bystander to Upstander, What Would You Do?				
TOTAL PARTICIPANTS TRAINED					0
12. Reasonable Accommodation	FULL TITLE: Reasonable Accommodation Procedural Guidelines				
TOTAL PARTICIPANTS TRAINED					0
13. The Power of Words	FULL TITLE: The Power of Words, Can We Talk?				
TOTAL PARTICIPANTS TRAINED					0
14. Other Diversity/EEO Related	Specify topic >	EEO Training Overview			
TOTAL PARTICIPANTS TRAINED	1917				1917
16. Other Diversity/EEO Related	Specify topic >	Unconscious Bias Training (Live)			
TOTAL PARTICIPANTS TRAINED	401				401
15. Other Diversity/EEO Related	Specify topic >	LGBTQ+ (Live Training)			
TOTAL PARTICIPANTS TRAINED	401				401
16. Other Diversity/EEO Related	Specify topic >				
TOTAL PARTICIPANTS TRAINED					0

ALL EEO-RELATED TRAINING (ALL MODALITIES)	1st Qtr (July - Sept. 2024)	2nd Qtr (Oct. - Dec. 2024)	3rd Qtr (Jan. - Mar. 2025)	4th Qtr (April - June 2025)	FY 2025 YEAR TO DATE
17. Other Diversity/EEO Related	Specify topic >				
TOTAL PARTICIPANTS TRAINED					0
18. Other Diversity/EEO Related	Specify topic >				
TOTAL PARTICIPANTS TRAINED					0
ADDITIONAL TRAINING	COPY AND PASTE ROWS 93-94 BELOW IF YOU NEED MORE SPACE TO REPORT ADDITIONAL TRAINING. DCAS/OCEI WILL RECALCULATE THE TOTALS IN ROW 48 AND RETURN THE REPORT TO THE AGENCY.				
... Other Diversity/EEO Related	Specify topic >				
TOTAL PARTICIPANTS TRAINED					0
... Other Diversity/EEO Related	Specify topic >				
TOTAL PARTICIPANTS TRAINED					0