



**The City of New York**  
**BUSINESS INTEGRITY COMMISSION**  
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Elizabeth Crotty  
*Commissioner and Chair*

***Business Integrity Commission***  
***FY 23 Commitment and Accountability Statement***

On behalf of the New York City Business Integrity Commission, I hereby declare my commitment as the Agency Head to support and enforce the rights and protections afforded by the New York City EEO Policy, the City and State Human Rights Law, and all other relevant laws, for all employees, applicants for employment, external contractors, consultants, and agency partners, and members of the public served by our Agency.

The Business Integrity Commission will continue to strive to achieve the greatest possible diversity among our workforce, to create an inclusive culture of openness, tolerance, and cooperation in our workplaces, to promote equity in all its aspects, and to examine and eliminate the structural obstacles to equal treatment in the recruitment, selection, development, advancement, and retention of our diverse workforce reflective of our City's population.

As Commissioner will involve my entire leadership team in our efforts to enhance and promote the values of equity, inclusion, and respect for all. All executives, managers and supervisors in our agency will be responsible for ensuring a safe, equitable and inclusive work environment for all our employees, and for delivering equitable, fair, and effective services to the public we serve.

The top leadership of our agency, as well as the EEO Officer, all EEO professionals, human resources professionals, legal professionals, managers, and supervisors accountable for ensuring that the agency does not discriminate against employees or applicants for employment. We shall support the diversity, equity, and inclusion initiatives at the agency by observing EEO mandates and working with dedication to attain agency goals in this area. All agency staff must be compliant with the City's EEO Policy and the implementation of this Diversity and EEO Plan.

Under my leadership the EEO Officer will be involved in critical human resources decisions, including recruitment and selection strategies, workforce projections, succession planning, promotion of training/career development opportunities, and strategic planning.

We will report to DCAS on the steps undertaken to comply with all legal mandates and the provisions of the various Executive Orders and laws prohibiting employment discrimination in New York City, and on the progress in implementing this Plan.

Johnnie Davis the Agency's EEO Officer and Chief Diversity Officer will serve as the primary resource for managers and supervisors by providing best practices and direction in addressing EEO issues. If you should have any EEO-related questions or concerns, or if you want to file a complaint, please contact him at (212) 437-0542. You can learn more via BIC's Intranet (<http://bicweb.bic.nycnet/web/eeo/>).

During this Fiscal Year 2023, As Commissioner of the Business Integrity Commission we will continue this Commitment Statement to our employees, to affirm the principles of diversity, inclusion, and equal employment opportunity, and to communicate our dedication to equity and all values that drive us toward this goal.

Sincerely,

Elizabeth Crotty  
Commissioner and Chair