



FDNY

ROBERT S. TUCKER
Fire Commissioner

Diversity, Equity, Inclusion and Equal Employment Opportunity (DEI-EEO) Plan

Fiscal Year 2025

FDNY



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I. Annual Commitment, Accountability, and EEO Statement (EEO Policy Statement).

[This statement provides the Agency Head with an opportunity to articulate, in their own language, the agency's commitment to the values of diversity, equity, and inclusion (DEI), and equal employment opportunity (EEO). It should proclaim the assurance of a discrimination-free workplace, integration of this plan into the agency's strategic mission, and a declaration that all senior executives, managers, supervisors, and employees are accountable for upholding these values and are charged, within their scope of responsibility, to effectively implement the agency's DEI-EEO Plan. It must include the name and contact information of agency EEO Officer.]

The Fire Department of the City of New York ("FDNY" or "Department") is committed to upholding and promoting the values of diversity, equity, and inclusion, as well equal employment opportunity throughout the Department as a whole. As we move forward under my administration, the cornerstone of my vision is the continual commitment to making progress to foster diversity, and to use our existing talent to innovate and expand upon existing public safety.

Our biggest strength as an agency is our people, and under my leadership, I am dedicated to expanding the opportunities available to our personnel, including professional development mentorship and coaching discussions for all those that make up our Department: Fire, EMS, and Civilian.

Our Chief Diversity and Inclusion Officer (CDIO) and the Assistant Commissioner of Equal Employment Opportunity (EEO) are integral members of my Senior Staff. As such, they are included in critical decision making and strategic planning, supporting me in my effort to identify, understand, and capitalize on opportunities to create positive change within the FDNY. Additionally, the Office of Diversity and Inclusion, and the EEO Office, will continue to serve as resources for all FDNY members. Employees are encouraged to contact both offices with questions, concerns, or recommendations. The Department provides multiple avenues, through the EEO and DEI offices to ensure that the EEO policy and other related legal mandates are observed and practiced. And, through the presence of our Diversity Advocate, our probationary firefighters have an opportunity to get connected with the resources they need to feel supported throughout their journey.

Likewise, I will continue to work closely with the myriad of Bureaus and Units which help to support and expand upon our diversity and inclusion efforts at the Department. This includes not only the Office of Diversity and Inclusion and the EEO Office, but also the Chief of Department, Office of Recruitment and Retention (ORR), the Office of Youth Workforce and Pipeline Programs (Youth Workforce), Minority and Women-Owned Business (MWBE), Human Resources, and the Office of Community Affairs. Each of these units play an integral part of supporting our members and the FDNY mission.

Furthermore, our success within our DEI initiatives is a direct result of the advocacy and input from our affiliated organizations that represent under-represented populations. My strategy moving forward is to continue this successful model.

From the newest probationary Firefighters and EMTs, to the department's top leadership the FDNY recognizes the need for diverse voices, unique perspectives, and representation; and is

committed to equality and creating moments to hear every voice. The trust that first responders have amongst each other, and their bond with the community, is critical. Our success as a department is a result of exemplary teamwork, compassion for each other, and a shared commitment to protect all life and property in NYC.

☒ This statement is the same as last year.

NOTE: If this statement has been in use for more than two years the Agency Head should issue a revised statement.

☒ This statement will be disseminated to all employees in the agency.

II. Recognition and Accomplishments

[Describe below key initiatives and accomplishments that your agency undertook last fiscal year (2024) to advance DEI and EEO goals, for example, recognizing employee contributions to DEI goals through awards and employee appraisal, introducing new equity programs, training all staff on mandatory training, or launching employee resource groups. If some of the accomplishments listed below are a continuation of what was included in previous Annual plans, you will need to provide a statement on how it has changed and/or developed in the past year. Add additional lines as needed.]

In the past year, our agency accomplished the following as part of our commitment to DEI and EEO:

1. Office of Diversity, Equity, and Inclusion in partnership with Digital & Media Unit launched the 4th edition of the WE ARE FDNY campaign 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 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. Office of Diversity, Equity, and Inclusion worked on creating a new interactive training on Implicit Bias Training for all department personnel. The training was recorded live with an audience in FDNY Headquarters auditorium. The edited version of the training will be released as a collection of short modules on the Learning Management System in 4th quarter of the calendar year 2024.
3. Office of Diversity, Equity, and Inclusion co-sponsored Asian American Pacific Islander (AAPI) Heritage month celebration and educational dance performance in collaboration with The Phoenix Society.
4. Office of Diversity, Equity, and Inclusion hosted Pride Celebration and Trivia Night commemorating Pride Month with attendance from multiple city agencies.

5. Office of Diversity, Equity, and Inclusion organized a Juneteenth tour of Plymouth Church in downtown Brooklyn, a church nearby to FDNY Headquarters, which has a rich history of fighting against slavery and where many runaway slaves passed through on the Underground Railroad. On February 10, 1963, the Reverend Dr. Martin Luther King, Jr. spoke at Plymouth and gave a speech called "The American Dream."
6. The FDNY Islamic Society in partnership with the Office of Diversity, Equity, and Inclusion hosted a Ramadan Informational Gathering at FDNY Headquarters. FDNY members hosted a discussion sharing their experiences followed by a Question-and-Answer session with additional written information provided. The main theme of the event was to learn about this important holiday and how you can support your colleagues!
7. The FDNY is honored MLK Jr. Day by hosting its 2nd Annual Weekend of Service. Sponsored by the FDNY Office of Diversity & Inclusion, in partnership with Hunger-Free America, FDNY members, families, and friends were invited to engage in community service and further Dr. King's idea of the beloved community.
8. The FDNY Ner Tamid Society in partnership with Office of Diversity, Equity, and Inclusion hosted a Chanukah celebration in December 2023 with department leadership and members representing various bureaus and units.

III. Workforce Review and Analysis

Please provide the total agency headcount as of 6/30/2024

Total Headcount: 17,544

[This figure is available on the total line for your agency in the FY 2024 Q4 EBEPR210 CEEDS report]

[Pursuant to Local Law 27 (2023), provide an analysis of your agency's compensation data and measures to address pay disparity and occupational segregation in FY 2024.

The term "occupational segregation" means a group's under-representation or over-representation in certain jobs or fields of work, when such group is protected by the employment related provisions of the city's human rights law and such group does not benefit from greater pay, responsibility, flexibility, stability, prestige, or other indicators of job desirability.

1. [While DCAS will engage an external vendor to conduct a pay equity analysis of the city government workforce, agencies must conduct their own analysis of compensation practices and measures to address pay disparity and occupational segregation with regard to the various titles they use.

- Describe your agency's analysis of compensation data, including conformity with collective bargaining agreements and Mayor's Personnel Orders (MPO).
- Also describe possible indicators of occupational segregation such as significant over- or under-utilization of certain ethnic or gender categories in major Job Groups.
- If such analysis was conducted in previous years, describe actions undertaken to reduce occupational segregation.]

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.

The FDNY intends to implement a process for regular salary reviews by relevant stakeholder to identify any racial pay disparities, make recommendations and share those recommendations with oversight agencies in order to ensure that staff salaries align with NYC's True Cost of Living (TCOL) standards. This will also include implementing a review process to identify titles where over/under utilization is significant.

2. [Describe steps taken to encourage all employees at your agency to update self-ID information regarding race/ethnicity, gender, and veteran status through either NYCAPS Employee Self Service (ESS) or other means.]

In FY 2025, the agency will remind and encourage its employees to update self-ID information regarding race/ethnicity, gender, and veteran status through any of the following means:

- ☒ NYCAPS Employee Self Service (by email; strongly recommended every year)
- ☒ Agency's intranet site
- ☒ On-boarding of new employees
- ☐ Employees unable to complete the self-identification form using ESS will be provided an opportunity to submit paper form to the EEO Office.
- ☒ In FY 2025, the agency will inform and remind employees of the option to add preferred name in ESS.

Below please provide the number of employees in your agency whose demographic information is unknown (these numbers are available on the total line of CEEDS report EBEPR210).

Unknown Race/Ethnicity 746 Unknown Gender Unknown Both 746

[Note: If necessary, the agency can reach out to DCAS CEI for guidance on interpreting their underutilization reports. However, it is the agency's responsibility to use that data to inform its recruitment plans and efforts to reduce/eliminate underutilization.]

- ☒ The agency conducts regular reviews of the CEEDS workforce reports, and the summary dashboard sent to the EEO Officer by DCAS' Citywide Equity and Inclusion (CEI) to provide demographic data and trends. The review includes an analysis of workforce composition by job title, job group, race/ethnicity, and gender for all employees; new hires, promotions, and separation data; and utilization analysis.

[Select the options that apply to your agency.]

Agency Head

☐ Quarterly ☐ Semi-Annually ☒ Annually ☐ Other _____

Human Resources

☐ Quarterly ☒ Semi-Annually ☐ Annually ☐ Other _____

General Counsel

☐ Quarterly ☐ Semi-Annually ☐ Annually ☐ Other _____

Other (___specify)

☐ Quarterly ☐ Semi-Annually ☐ Annually ☐ Other _____

- ☒ The agency review entails a discussion concerning perceived workplace barriers for job groups that may surface in underutilization reports and for factors that may be creating these barriers (e.g., hiring patterns in specific job titles).

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

[State below the goals of your strategy for FY 2025 and programs focused on promoting equity, increasing diversity, assuring equal employment opportunity, and enhancing the value of inclusion at your agency. Categorize your goals according to the strategic area targeted.]

A. WORKFORCE

State your Agency's general goals and strategies to enhance DEI and EEO aimed to enhance your agency workforce.

[Workforce goals should be directed at the composition of your workforce, recruitment, retention, promotion, and professional development.]

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
[Moved below – please remove the above two lines]

[In addition to the strategic goals above, please indicate here specific actions and initiatives planned with respect to Workforce.]

Planned Programs, Initiatives, Actions aimed at Workforce:

[Describe how your agency will address underutilization in FY 2025. Please mention here major job groups experiencing underutilization of women and minorities in your agency, and how your agency plans to address the underutilization. This should also include details of how the quarterly reports and dashboards will be used, partnership with the human resources office, initiatives around targeted recruitment, professional development for existing employees, and focus on civil service exams.]

[Also describe special initiatives to enhance equity, inclusion, and race relations in your agency programs and activities. Pay attention to age inclusivity, non-traditional minorities inclusion initiatives, engagement of traditional and older employees in inclusion efforts and discussion forums.]

Your actions listed below require internal agency collaboration and are not limited to the EEO Office.

[Note: Please address the specific recruitment, selection and promotion strategies, sources, and procedures in Sections V and VI, below.]

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 Assistant 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 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 provide internal and external professional development courses around soft skills and managerial skills and 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.

B. WORKPLACE

State your Agency's general goals and strategies to enhance DEI and EEO aimed to enhance your agency workplace and cultural environment.

[Workplace goals have to do with inclusion, workplace culture, and employee activities.]

[In addition to the strategic goals above, please indicate here specific actions and initiatives planned with respect to Workplace.]

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.

Planned Programs, Initiatives, Actions aimed at Workplace:

[Describe specific actions designed to create inclusive workplace culture, enhance equity, and initiatives undertaken to address race relations in the agency. (e.g., modeling inclusive language such as preferred pronouns and age-inclusive language on job postings, celebrating heritage months, ensuring worksite and meetings are accessible, creating agency specific surveys or implementing initiatives based on previous agency specific surveys, etc.).]

[Also describe special initiatives to enhance equity, inclusion, and race relations in your agency programs and activities. Pay attention to age inclusivity, non-traditional minorities inclusion initiatives, engagement of traditional and older employees in inclusion efforts and discussion forums.]

The agency conducts 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.

Human Resources continues to meet monthly with all bureaus to discuss vacancies, new needs, parity concerns amongst similar titles and strategies to rectify potential issues. In addition, HR discusses fair hiring practices by reviewing both the interview panel and questions to ensure fairness and uniformity.

[Please select below the options that apply to your agency.]

- ☐ Promote employee involvement by supporting Employee Resource Groups (ERGs).
List below the names of existing ERGs:

1. Bravest Football Alumni Association
2. Bravest Football Club Inc.
3. Company Officers Association
4. CONNECT (Civilian Resource Group)
5. FDNY African Heritage Society
6. FDNY American Legion Post 930
7. FDNY Barbell Club
8. FDNY Bravest Baseball Team ("NY Bravest Baseball")
9. FDNY Bravest Boxing Team
10. FDNY Columbia Association
11. FDNY Dragons
12. FDNY Emerald Society
13. FDNY Emerald Society Pipes And Drums
14. FDNY EMS Pipes And Drums
15. FDNY Gaelic Football Club
16. FDNY Grappling
17. FDNY Hellenic Society
18. FDNY Hispanic Society
19. FDNY Holy Name Society
20. FDNY Honor Legion
21. FDNY Islamic Society
22. FDNY Marine Corps Association
23. FDNY Ner Tamid Society
24. FDNY Phoenix Society Association Of NYC
25. FDNY Pulaski Association
26. FDNY Fire Rollin MC
27. FDNY Running Club
28. FDNY St. George Association
29. FDNY Staten Island Retirees
30. FDNY Steuben Association
31. FDNY Triathlon Team

32. FDNY Vikings
33. FDNY Women's Benevolent Association
34. Fire Bell Club Of New York
35. Firefighters For Christ FDNY
36. Fireflag / EMS
37. Honorary Fire Officers Association, FDNY
38. Humble Heroes Of FDNY
39. NYC Fire Riders Motor Cycle Club
40. NYFD Rifle & Revolver Association
41. NYS Honorary Fire Chiefs Association Inc.
42. Retired Members Association Fire Dept. NYC
43. S/Sgt. Christian Engeldrum FDNY Vfw Post #12033
44. United Retired Firefighters Association Of NYC
45. United Women Firefighters Association ("UWF")
46. Vulcan Society
47. FDNY Caribbean Society
48. Firefighter's Cycle Club
49. FDNY Special Needs Group

- ☐ Agency does not presently have any ERGs.
- ☒ Agency will create a Diversity Council to leverage equity and inclusion programs
- ☐ Agency Diversity Council is in existence and active
- ☐ Agency will sponsor focus groups, Town Halls and learning events on race, equity, and inclusion
- ☒ Agency will inform employees of their rights and protections under the New York City EEO Policy
- ☒ Agency will ensure that its workplaces post anti-hate or anti-discrimination posters

C. COMMUNITY and EQUITY, INCLUSION and RACE RELATIONS

State your Agency's general goals and strategies to enhance DEI and EEO in areas of Community and Race Relations.

[Community goals should be directed at the external environment of your agency, that is the public, communities, organizations, and other entities served by your agency.]

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:

Community Affairs Unit plays a crucial role in building and maintaining strong relationships between the FDNY and the communities it serves. This involves a variety of goals and strategies that ensure public safety, promote education, and foster community engagement. Below are key goals and strategies that the FDNY Community Affairs Unit pursues to achieve these objectives:

Strategies for Achieving FDNY Community Affairs Goals:

1. Fire Safety Education Programs

- **School Outreach:** Partner with schools and community centers to teach children and families about fire prevention and safety through interactive programs, workshops, and demonstrations.
- **Fire Safety Campaigns:** Run citywide campaigns with media and social media efforts to raise awareness of seasonal fire risks (e.g., holiday fire safety, space heater safety, etc.).

2. Building Strong Community Partnerships

- **Partnership with Local Organizations:** Collaborate with local nonprofits, religious organizations, and community groups to deliver fire prevention workshops and events.
- **Engagement with Local Leaders:** Work closely with community leaders, including elected officials, civic groups, and neighborhood associations, to align FDNY's initiatives with local priorities.

3. Public Relations and Awareness Campaigns

- **Media Outreach:** Use social media platforms, radio, and public service announcements to communicate fire safety tips, raise awareness of new FDNY programs, and promote upcoming community events.
- **Open Houses and Public Events:** Host open houses at fire stations, fire safety fairs, and interactive demonstrations where residents can meet firefighters, ask questions, and learn about the FDNY's services.
- **Annual Reports and Updates:** Create and distribute reports to the public showcasing the FDNY's community engagement efforts, accomplishments, and future goals.

4. Targeted Programs for Vulnerable Populations

- **Seniors & Disabled Outreach:** Provide specialized fire safety education and assistance (e.g., free installation of smoke alarms and CO detectors) for senior citizens, individuals with disabilities, and other vulnerable groups.
- **Disaster Preparedness:** Partner with other city agencies to conduct workshops on disaster preparedness and response in the face of emergencies, such as hurricanes, floods, or large-scale fires.
- **Emergency Medical Assistance:** Promote the FDNY's medical emergency services, CPR training, and first-aid programs to ensure vulnerable groups know how to respond in medical emergencies.

5. Leveraging Technology for Engagement

- **Digital Platforms:** Develop user-friendly websites and mobile apps for disseminating fire safety information, scheduling fire safety education events, and accessing resources like CPR classes and smoke alarm distribution programs.
- **Virtual Events:** Utilize webinars, virtual workshops, and live-streamed demonstrations to reach communities that may have difficulty attending in-person events.

By setting these goals and implementing these strategies, the FDNY Community Affairs Unit can build safer, more informed, and more engaged communities, improving both fire safety and the overall relationship between the FDNY and New Yorkers.

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.

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 2024 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.

Planned Programs, Initiatives, Actions aimed at Community, Equity and Race Relations:

[In addition to the strategic goals above, please describe in details specific initiatives, programs and policies planned with respect to your agency's services to the community. This should include initiatives to enhance equity, improve community relations and increase awareness about services offered by your agency.]

[Also describe special initiatives to enhance equity, inclusion, and race relations in your agency programs and activities. Pay attention to age inclusivity, non-traditional minorities inclusion initiatives, engagement of traditional and older employees in inclusion efforts and discussion forums.]

Youth Workforce & Pipeline Programs

The FDNY continues our youth workforce initiatives that provide pipeline opportunities into the Department.

- **FDNY Captain Vernon A. Richard High School (FDNY High School):** The 2024-25 school year marks the 20th year of the FDNY Captain Vernon A. Richard High School. This year we absorbed the High School for Civil Rights, another school on the Thomas Jefferson Campus. As a result, our enrollment has increased 105% from 225 in 2023-24 to 461 students for the current school year. Students at the FDNY High School can take a 4-year FDNY-specific curriculum track including Firefighter 101 -- 9th Grade (Current Enrollment = 103), Emergency Management -- 10th Grade

(Current Enrollment = 86), EMS 101 -- 11th Grade (Current Enrollment = 35), and FDNY Prep -- 12th Grade (Current Enrollment = 35). FDNY Administrators, Firefighters, Paramedics and EMTs serve as Instructors for these programs and provide both academic and hands on instruction. The FDNY also runs an FDNY Exploring Post and the FDNY Robotics Team on the Thomas Jefferson Campus, home of the FDNY High School.

TITLE	# OF FDNY HS ALUMNI
Promoted to Firefighter	13
Promoted to Paramedic	15
Hired as EMTs	67
Hired through Youth Alumni Program	4
Hired as EMT Trainees	2
Hired as Fire Cadets	4
Hired by Private Ambulance Companies	127
TOTAL	232

- **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 170 active Explorers. Explorers participate in Post Meetings, monthly trainings at the FDNY Fire Academy and FDNY EMS Academy, represent the FDNY in community events including parades, and conduct extensive community service projects.
- **FDNY Youth EMS Academy (YEMSA):** YEMSA is a New York State EMT Basic Certification Course. Originally offered to alumni of the FDNY High School and the FDNY Exploring Program, we have been able to expand our program and now offer this opportunity to young men and women in New York City between the ages of 17 and 27. In 2023, 111 Youth earned their New York State EMT Basic Certification through YEMSA. We currently have 93 youth enrolled in our Pre-Requisite Program for our Winter EMS Academy (WEMSA 25). We have 34 seats available

for WEMSA 25 and are projected to have 80 youth enrolled in our Summer EMS Academy (SEMSA 25) beginning in July. Through YEMSA, the FDNY has achieved the following:

- **619 FDNY Youth certified as NYS EMTs**
 - **183 hired by the FDNY**
 - 30 hired as or promoted to Firefighter
 - 17 promoted to Paramedic
 - 118 hired as EMTs through Probationary EMS School, EMT Trainee Program, or FDNY Youth Alumni Program
 - 18 hired as Fire Cadets
- **FDNY Fire Cadet Academy:** The Fire Cadet Academy (FCA) launched on June 5, 2023. This two-year apprenticeship program is designed for our Cadets to become familiar with the operations of the Fire Department and to provide leadership training. Cadets receive significant classroom, field and fitness training and work at 6 rotations at Bureaus/Units within the FDNY during their 2-years in the Academy. The goal is for eligible Cadets to enter Probationary Firefighter School upon completion of the Fire Cadet Academy. Upon completion of both the Fire Cadet Academy and Probationary Firefighter School, Fire Cadets will be awarded 35 college credits.
 - 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 in 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 also hosts Youth Leadership Academies 3 times per year to further develop the leadership skills and character of FDNY High School students and FDNY Explorers. At the Mid-Winter (MWLA), Spring (SPRLA) and Summer Leadership (SLA) Academies, youth participate in physical training, drill and ceremony training, character development training, and classroom leadership curriculum. In August 2024, we held our largest Summer Leadership Academy with 83

Youth completing the 5-day program. Our goal for the upcoming year is to have 260 Youth participate in our Academies with a goal of 75 Youth participants for MWLA 25, 85 Youth participants for SPRLA 25, and 100 Youth participants for SLA 25.

- **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

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
- 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 will be meeting on a regular basis to update the Fire Commissioner on all M/WBE related issues and initiatives

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.

[1] This is preliminary data not yet finalized

[Please select below the options that apply to your agency.]

In FY 2025, the agency will:

- ☒ Continue or plan to promote diversity and EEO community outreach in providing government services
- ☒ Promote participation with minority and women owned business enterprises (MWBEs)
- ☐ Expand language services for the public

V. Recruitment

A. Recruitment Efforts

[Summary of Recruitment Efforts – Include proactive strategies and practices your agency will use to build and retain a diverse and inclusive workforce. Strategies should include steps that will be taken to promote discretionary positions, use of underutilization reports to inform recruitment efforts, and review of current policies procedures and practices related to recruitment and training hiring managers and recruiters on DEI courses.

NOTE: This section must be prepared jointly by Agency DEI-EEO and HR.

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.

B. Recruitment for Civil Service Exams

[Summary of recruitment efforts that will be undertaken in FY 2025 to promote open competitive and promotion 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, 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 any planned recruitment events for FY 2025 that will be held by the agency to promote open-competitive civil service examinations. [This list should be updated in your quarterly reports]

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

List planned expenditures for FY 2025 related to recruiting candidates for open-competitive and promotion civil service exams.

Borough	Approximate Dollar Amount (\$)
Bronx	\$0
Brooklyn	\$76.98
Manhattan	\$0
Queens	\$0
Staten Island	\$0
Other (include online)	

C. Recruitment Sources

[List diverse recruitment sources, the target population your agency hopes to reach through these resources and whether the use of these sources resulted in previous hires. Recruitment sources should reflect your agency's effort to reduce underutilization in specific job groups and to otherwise diversify your workforce.]

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.

D. Internships/Fellowships

[Indicate the type of internship/fellowship opportunities available at your agency. Please provide the number of student interns/fellows employed in FY 2024 and their demographic profiles, based on self-ID data. Indicate your plans to provide internship/fellowship opportunities in FY 2025. What are the sources you plan to draw upon in recruiting and hiring interns? Are you providing

opportunities for interns to advance to entry-level positions in your agency? Did the agency hire interns in the past? Explain the reason if your agency does not offer internship /fellowship opportunities.]

The agency provided the following internship opportunities in FY 2024:

Type of Internship/Fellowship	Total	Race/Ethnicity *[#s] * Use self-ID data	Gender * [#s] * Use self-ID data
1. Urban Fellows	2		M __ F__ Non-Binary __ Other __ Unknown __
2. Public Service Corps 0			M __ F__ Non-Binary __ Other __ Unknown __
3. Summer College Interns 0			M __ F__ Non-Binary __ Other __ Unknown __
4. Summer Graduate Interns 0			M __ F__ Non-Binary __ Other __ Unknown __
5. Civil Service Pathways Fellows 0			M __ F__ Non-Binary __ Other __ Unknown
6. Other (specify): 0 SYEP	24	Unknown	M 10 F 12 Non-Binary __ Other __ Unknown 2

E. 55-a Program

Section 55-a of the New York State Civil Service Law allows a qualified person with a certified mental or physical disability to be hired into a competitive civil service position without having to take and pass a civil service examination. The City encourages agencies to use the 55-a program as a tool to build a diverse workforce and create greater access to City employment for qualified candidates with disabilities.

- Presently, the agency employs 6 [number] 55-a participants. [Enter '0' if none]
- There are 0 [number] participants who have been in the program less than 2 years.
- In the last fiscal year, a total of 0 [number] new applications for the program were received and 0 participants left the program due to [state reasons] 0.

[Describe your agency's plans to utilize the 55-a Program to hire and retain qualified individuals with disabilities. This should include the goals for the Program, strategies your agency will use to educate hiring managers and those involved in the recruitment process, any challenges your agency has or foresee in recruiting and hiring 55-a candidates. If your agency hires for competitive titles and does not use the program, please explain why.]

☐ Agency uses mostly non-competitive titles which are not eligible for the 55-a Program.

☐ Agency does not use the 55-a Program and has no participating employees.

VI. Selection (Hiring and Promotion)

NOTE: This section must be prepared jointly by Agency HR and DEI-EEO. HR must describe the activities and plans of Agency Career Counselors in A) below. EEO must respond to questions in C) below.

A. Career Counselors

[Describe the plans of the agency Career Counselor(s) to promote advancement and transfers within the agency, advise employees of opportunities for promotion, availability of civil service exams, and provide resources to help employees grow and develop future careers.]

FDNY conducts 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 the HR Talent team regarding career counseling needs. In FY25, approximately 900 employees have either reached out to an HR Career Counselor participated in an information session offered by the Office of Recruitment and Retention.

B. New Hires and Promotions

[Describe planned actions to review and assess the current new hire and promotional procedures for selection, especially for mid- and high-level discretionary positions. Actions may include monitoring the representativeness and fairness of the selection and appointment process, vacancy posting protocols, training of hiring managers, procedures for interviewing applicants, the role of the EEO Officer in the selection and promotion actions, the use of the NYCAPS Applicant Interview Log Report, and efforts to identify and eliminate structural barriers to employment.]

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

New Hires are scheduled for onboarding and administrative processing where they are provided with information on health benefits and pension enrollment. New Hires are also provide additional information regarding other City benefits and programs.

C. EEO Role in Hiring and Selection Process

[Briefly detail which stages of selection involve your EEO Officer (pre- and post-selection).]

In FY 2025, the agency EEO Officer will do the following:

- ☒ Ensure that all vacancy announcements include the revised NYC EEO Anti-Discrimination Statement.
- ☒ Review vacancy postings to ensure elimination of language that has the potential for gender and age stereotyping and other unlawful discrimination. (It is recommended to use gender-neutral terms and pronouns and language that is age-inclusive).
- ☐ Actively monitor agency job postings and ensure recruitment strategy aligns with the diversity goals of the agency.
- ☒ Provide consultation regarding creation/review of objective criteria for evaluating candidates for hire or promotion and applying those criteria consistently to all candidates.
- ☒ In collaboration with the Director of Human Resources, review interview questions to ensure that they are EEO-compliant, job-related, and required by business necessity.
- ☒ Assist the hiring manager if a reasonable accommodation is requested for an interview.
- ☐ Advise Human Resources to use candidate evaluation form for uniform assessment and equity.
- ☐ Periodically review candidate evaluation forms and conduct a job applicant analysis via the NYCAPS eHire Applicant Interview Log and/or SmartRecruiter reports to advise Human Resources of any demographic trends and/or EEO concerns based on available self-ID data.
- ☐ Review hiring package to evaluate that the selection process was conducted in accordance with EEO best practices.
- ☒ Other: Observe interviews, when necessary.

D. Layoffs

During periods of layoffs, terminations, and demotions due to legitimate business/operational reasons, what is your protocol for analyzing the impact of such actions based upon gender, race, and age? *[It is most useful to conduct this analysis prior to finalizing the list of titles that will be impacted. Ensure that the Agency General Counsel and the Law Department are involved in the review.]*

- ☒ 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 2025.
- ☒ The agency will analyze the impact of layoffs or terminations on racial, ethnic, gender, age groups, and people with disabilities.
- ☒ Where layoffs or terminations would have a disproportionate impact on any of these groups, the agency will document that the targeted titles or programs were selected based on objective criteria and justified by business necessity.
- ☒ The Agency Personnel Officer, EEO Officer and General Counsel will be involved in making layoff or termination decisions. It should be noted that layoffs must be conducted by seniority in compliance with civil service law (for competitive titles) and union contract (for non-competitive and labor class titles).

VII. Training

[Please refer to **Section IX** to ensure the agency complies with training requirements under local laws and Executive Orders.]

Training Topic	Type of Audience (e.g., All Staff, Front-line Employees, Managers, Supervisors, etc.)	Goal Number of Participants	Projected 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.)	16,500	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)	9,205	August 31, 2025
4. Sexual Harassment Prevention (classroom/live webinar)	All employees – Annually (Cycle 7 runs between September 1, 2024 – August 31, 2025)	N/A	August 31, 2025

5. IgbTq – Power of Inclusion (e-learning)	Managers, Supervisors, and Front-line employees (must be completed by March 31, 2026) All other employees		
6. IgbTq – 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		6,501	ngoing
8. Structured Interviewing and Unconscious Bias (classroom/live webinar)			
9. Other (specify)			
10. Other (specify)			

VIII. Reasonable Accommodation

[Please indicate the actions your agency will take to ensure that the process of reviewing reasonable accommodation requests is compliant with the EEO Policy as well as the applicable federal, state, and local laws. Additionally, please detail any best practices currently implemented in this area. Lastly, please describe your current appeal protocol.]

It is the policy of the FDNY to provide reasonable accommodations to persons with disabilities in order to enable them to enjoy equal employment opportunities, consistent with applicable laws and regulations. Any Department employee wishing to request a reasonable accommodation shall complete an application and forward it to the Department's EEO Office. Applications are available at the EEO Office and are downloadable through the Department's intranet. Members can submit their applications to the EEO Office in person, by mail, by email, or by fax. All forms of contact for the EEO Office are presented to all employees on the application, on the Department intranet, and are documented on a number of prominently displayed postings that are visible in all FDNY facilities, firehouses, EMS stations and satellite offices. Additionally, if an FDNY employee informs a supervisor or commanding officer through the chain of command that they are in need of a reasonable accommodation, the supervisor or officer is mandated to inform the EEO Office by submitting a Reasonable Accommodation referral on behalf of the employee. Each reasonable accommodation request is examined by the Reasonable Accommodation Unit ("RA unit") in the EEO Office, who sends written acknowledgement to the employee indicating the date of receipt of the request or referral and gathers information relevant to the request. To ensure that the reasonable accommodation process is compliant with the law and satisfactory, the RA unit contacts the employee to begin the cooperative dialogue and to request additional information, clarification or relevant medical and other supporting documentation as would assist the FDNY in giving appropriate consideration to the employee's request. Lastly, the RA unit reviews the completed request in its entirety and issues a determination that is reviewed and approved by the EEO Officer or his/her deputy. Once a determination is made, the employee is notified in writing by the EEO Office as to the determination. Any determination to deny a reasonable accommodation request will include a statement of the reasons for the denial and inform the employee of their right to appeal the determination. The EEO Office will also include an appeal form. If the employee objects to the determination of their reasonable accommodation request, the employee may submit an appeal to the Agency Head's Designee. As a matter of practice, the Agency Head's Designee assigns an impartial senior attorney, not designated as general counsel, to review the complete reasonable accommodation request as well as the employee's appeal request. The senior attorney is charged with tendering a written determination that shall serve as the final action on the reasonable accommodation request.

- ☒ Managers, supervisors, human resources personnel and discipline personnel are required to report to the EEO Office any reasonable accommodation requests and needs that are received, observed, learned about, or suspected, so that the EEO Office may facilitate discussions, research appropriate accommodations, and assist with the resolution of the matter.

- ☒ Absent of any undue hardship, the agency provides reasonable accommodation for disability, religion, victims of domestic violence, sex offense and stalking, pregnancy, childbirth, or a related medical condition.
- ☒ The agency follows the City's Reasonable Accommodation Procedure.
- ☒ The agency implemented the modifications of Reasonable Accommodation Procedure announced in May 2024.
- ☒ The agency initiates the cooperative dialogue within 10 days from the request for Reasonable Accommodation.
- ☒ The agency grants or denies request within 15 days after from the conclusion of cooperative dialogue.
- ☒ When necessary, in certain time-sensitive circumstances the agency conducts and expedited review and grants or denies request in less than 15 days.
- ☒ The Agency Head or designee must review and grant or deny an appeal fifteen (15) days after submission of appeal.
- ☒ If the review and decision on appeal is not done by the Agency Head.
Provide the name and title of the designee¹: __Matthew Talty, Director of Health Law
- ☐ The designee reports directly to the Agency Head.
- ☒ The agency will input the Reasonable Accommodation activity on the DCAS Citywide Complaint and Reasonable Accommodation (CAD) Database and update the information as needed.

¹ EEO Officer and General Counsel should **NOT** be appointed as agency head designee for review of appeals to reasonable accommodation decisions. Refer to the revised guidelines below. Note the conflict of interest; in the event of an external challenge to the denial of a reasonable accommodation, the agency's General Counsel would be tasked with defending the agency against a decision in which that office was a decision maker on appeal.

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

A. Local Law 92 (2018): Annual Sexual Harassment Prevention training

- ☒ The agency plans to train all new employees on Sexual Harassment Prevention within 30 days of start date.
- ☒ The agency will train all current employees on Sexual Harassment Prevention (Cycle 7 – September 1, 2024 – August 31, 2025) as indicated in the Section VII Training above.

B. Local Law 97 (2018): Annual Sexual Harassment and Complaint Reporting

- ☒ The agency will ensure that sexual harassment complaints, and all other EEO complaints, are investigated and closed within 90 days.
- ☒ The agency will input sexual harassment complaint data, as well as all other types of complaints, on the DCAS Citywide Complaint and Reasonable Accommodation (CAD) Database, contemporaneously update the information, and affirm the data in a timely manner when requested by DCAS.

C. Local Law 121 (2020): Age Discrimination Training

- ☐ The agency plans to train all new employees on Everybody Matters: EEO and Diversity & Inclusion Training for NYC Employees within 30 days of start date.
- ☒ The agency will train all current employees on Everybody Matters: EEO and Diversity & Inclusion Training for NYC Employees (Cycle 2: April 1, 2023 – March 31, 2025) as indicated in the Section VII Training above.

D. Local Law 27 (2023): Access to Workplace Facilities

- ☒ Employees have access to gender appropriate bathrooms and lactation rooms.
- ☒ Employees are provided with information on how to request workplace accommodations and has access to respective facilities, including access for individuals with disabilities.

[Local Law 27 requires listing a summary of schedule and workplace accommodations that are provided by your agency]. Select the types of accommodations that your agency has provided to your workforce in FY 2024.

- ☒ Reassignment
- ☒ Modification of Work Schedule
- ☒ Flexible leave
- ☒ Modification or Purchase of Furniture and Equipment
- ☒ Modification of Workplace Practice, Policy and/or Procedure
- ☒ Grooming/Attire

E. Local Law 27 (2023): Diversity and Inclusion Training for FY 2025

- ☒ List of diversity and inclusion training for FY 2025 is included in section VII of this annual plan.

F. Local Law 27 (2023): Workforce Information Report for FY 2024

- ☒ The agency will submit the mandated annual report with workforce information to the Mayor, the Speaker of the Council, the Department of Citywide Administrative Services, and the Equal Employment Practices Commission by September 30, 2024.

G. Local Law 28 of (2023): Diverse Recruitment and Retention in City Government

Under LL 28 (2023), agencies must provide information about agency-specific training programs that are required for, or relevant to, an applicant's appointment to a position based on an open-competitive or promotional civil service examination. Additionally, agencies must provide information on expenditures related to recruiting candidates for open competitive and promotional civil service examinations, a list of recruiting events to promote open-competitive civil service examination and a list of any preparatory materials developed for applicants or potential applicants for open-competitive and promotional civil service examinations.

- ☐ The agency submitted all information required by LL 28 for FY 2024 using the form and templates provided.

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

Under Executive Order No. 16 of 2016, the agency must provide supervisory and front-line staff training approved by DCAS on transgender diversity and inclusion. Pursuant to Executive Order No. 16, this training must be provided to all newly hired supervisory and managerial employees and line staff whose work tasks involve contact with the public. The current Cycle 5 runs from April 1, 2024, to March 31, 2026.

- ☐ The agency plans to train all new employees within 30 days of start date.

- ☒ All managers, supervisors, and front-line employees will be re-trained every two years, no later than the third quarter of the Fiscal Year, as indicated in Section VII Training above.
- ☐ In addition, all other employees will be trained or re-trained every two years, as indicated in Section VII Training above.
- ☒ The agency will ensure that the Transgender Restroom Access notice/poster is posted where required, e.g., on bulletin boards, near restrooms and, in digital form, where other EEO notices and announcements can be found.

X. Audits and Corrective Measures

[Please check the statement(s) that apply to your agency].

- ☐ The agency is NOT involved in an audit conducted by NYC EEPC or another governmental agency specific to our EEO practices.
- ☒ The agency is currently being audited or preparing responses to an audit conducted by the EEPC or _____ [another governmental agency – please specify] specific to our EEO practices. Upon forwarding our responses to the recommendations issued by the EEPC, the agency will submit to OCEI an amendment letter, which shall amend the agency plan for FY 2024 to include and implement EEPC recommendations that will be implemented during the fiscal year.
- ☒ The agency is subject to any other oversight or review by a federal, state or city civil rights agency [please specify] _Federal Monistorship. [Please attach a copy of the document setting out the oversight parameters and the agency's most recent report to the oversight agency.]
- ☐ Within the last two years the agency was involved in an audit conducted by the EEPC or _____ [another governmental agency – please specify] specific to our EEO practices.
- ☐ The agency will continue/be required to implement corrective actions during the year that this plan is in effect [please attach a copy of the audit findings.]
- ☐ The agency received a Certificate of Compliance from the auditing agency. [Please attach a copy of the Certificate of Compliance from the auditing agency.]

XI. Agency Head Signature

[Note: Agency Head's signature and date should be provided for final submission only after the agency receives approval of the plan by DCAS.]

Robert S. Turner

Print Name of Agency Head

Robert S. Turner

Signature of Agency Head

12/2/24

Date

Appendix A: Contact Information for Agency EEO Personnel and Career Counselors *

Agency EEO Office mailing address:

EEO Office
FDNY
9 MetroTech Center
Brooklyn, NY 11202

[Please provide contact information (name, title, e-mail, telephone number and **full office address** if different from the main address above, for the following EEO and HR roles at your agency. If several roles are performed by the same individual enter only the name in further entries. Insert additional rows as needed. **NOTE:** Include staff performing any of EEO or HR-related roles in this listing even if they work in another part of the agency and not in the Office of DEI-EEO.

*To prevent potential conflicts, the Career Counselor should not be within the EEO Office]

	Title/Function	Name	Email	Telephone	
1.	Agency EEO Officer [indicate if 'Acting' or 'Interim']	Hilit Tolani	Hilit.tolani@fdny.nyc.gov	718-999-0292	
2.	Agency Deputy EEO Officer [if appointed]	Dana Kim	Dana.kim@fdny.nyc.gov	718-999-2048	
3.	Agency (Chief) Diversity & Inclusion Officer [if appointed]	Dr. Kwame Cooper	Kwame.cooper@fdny.nyc.gov	718-999-2106	
4.	Chief Diversity Officer/Chief MWBE Officer per E.O. 59	Lizette Christoff	Lizette.Christoff@fdny.nyc.gov	718-999-1183	
5.	ADA Coordinator	Valerie Loubriel	Valerie.loubriel@fdny.nyc.gov	718-999-5189	
6.	Disability Rights Coordinator	Valerie Loubriel	Valerie.loubriel@fdny.nyc.gov	718-999-5189	

7.	Disability Services Facilitator	Valerie Loubriel	Valerie.loubriel@fdny.nyc.gov	718-999-5189	
8.	55-a Coordinator	Jeffrey Assisi	Jeffrey.Assisi@fdny.nyc.gov	718-999-1915	
9.	EEO Training Liaison(s)	Sabrina Jiggetts, Esq.	Sabrina.jiggetts@fdny.nyc.gov	718-999-0683	
10.	EEO Investigator(s)	Megan Forbes	Megan.forbes@fdny.nyc.gov		
11.	EEO Investigator(s)	Brian Angelone	Brian.angelone@fdny.nyc.gov		
12.	EEO Investigator(s)	Kaitlyn McKenna	Kaitlyn.mckenna@fdny.nyc.gov		
	EEO Investigator(s)	Luis Segura	Luis.segura@fdny.nyc.gov		
13.	EEO Investigator(s)	Sophie Kravet	Sophie.kravet@fdny.nyc.gov		
14.	EEO Investigator	Sahira Asia	Sharia.asia@fdny.nyc.gov		
15.	EEO Investigator(s)	Mirna Youssef	Mirna.Youssef@fdny.nyc.gov		
16.	EEO Counselors	Joanne Albanese	joanne.albanese@fdny.nyc.gov		
16.	EEO Counselor	Michael Barvels			
17.	EEO Counselor	James Blow			
18.	EEO Counselor	Grace Cacciola			
19.	EEO Counselor	Benjamin Chou			

20.	EEO Counselor	Christopher Connor		
21.	EEO Counselor	Krysteena Corbett-Terrell		
22.	EEO Counselor	Jesus DelInnocentiis		
23.	EEO Counselor	Ramla Evans		
24.	EEO Counselor	Richard Fasulo		
25.	EEO Counselor	Esther Ford		
26.	EEO Counselor	Travis Gallagher		
27.	EEO Counselor	Matthew Gianone		
28.	EEO Counselor	Conrad Graham Jr.		
29.	EEO Counselor	Kievon Harper		
30.	EEO Counselor	Samuel Jimenez		
31.	EEO Counselor	Peter Kearney		
32.	EEO Counselor	Christopher Kennedy		
33.	EEO Counselor	Michael Kinnane		
34.	EEO Counselor	Yelena Kordova		
35.	EEO Counselor	Olawale Lawal		
36.	EEO Counselor	Telina Lloyd		

37.	EEO Counselor	James McCue		
38.	EEO Counselor	Thomas O'Leary		
39.	EEO Counselor	Raheim Parker		
40.	EEO Counselor	Joseph Pataky		
41.	EEO Counselor	Philip Prisco		
42.	EEO Counselor	Marlena Reid		
43.	EEO Counselor	Nelson Roman		
44.	EEO Counselor	James Sangiamo		
45.	EEO Counselor	Mark Taylor		
46.	EEO Counselor	Dennesa Usher		
47.	EEO Counselor	William Watkins		