

## **[FDNY] FY 2026 Quarterly Update Report**

# **FY 2026 Agency Quarterly Update Report to the FY2026 EEO Annual Plan**

### **Narrative Summary**

#### **Agency Name: FDNY**

- 1<sup>st</sup> Quarter (July -September), due November 14, 2025**
- 2<sup>nd</sup> Quarter (October – December), due January 30, 2026**
- 3<sup>rd</sup> Quarter (January - March), due April 30, 2026**
- 4<sup>th</sup> Quarter (April - June), due July 30, 2026**

#### **Prepared by:**

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**Date Submitted:** 11/14/2025

**FOR DCAS USE ONLY**

**Date Received:** (MM/DD/YY)

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### **Instructions for Filling out Quarterly Reports FY 2026**

**[NOTE: These forms are cumulative and designed to retain and preserve information for the entire FY 2026.]**

- **For Q1**, please copy the goals, programs, and initiatives from your draft of the FY 2026 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 the previous quarter's submission to update your 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 your Annual Plan.

1. Please save this file as "**XXXX Quarter X FY 2026 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 opportunity, 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; **Ongoing** = in progress and on schedule.]*
4. Please save the Excel file as "**XXXX Quarter X FY 2026 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**.

### **I. Commitment and Accountability Statement by the Agency Head**

Distributed to all agency employees?

Yes, on: (MM/DD/YY)  
 No  
 By e-mail  
 Posted on agency intranet and/or website  
 Other: Enter text here

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### **II. Recognition and Accomplishments**

The agency recognized employees, supervisors, managers, and units demonstrating superior accomplishment in fostering principles of equal employment opportunity and inclusivity for all through the following:

#### **Office of Diversity, Equity and Inclusion**

##### **Quarter 1:**

1. Office of Diversity, Equity and Inclusion in partnership with Digital & Media Unit started work in July 2025 on the 5th edition of the WE ARE FDNY campaign to be launched in December 2025. This campaign serves as a platform to highlight the distinctive, diverse stories and experiences of individuals within the FDNY across varied Bureaus/Units. The campaign includes posters, desktop screensavers, interviews and social media posts showcasing a diverse representation of the Department's members, in numerous positions, bureaus/units across the organization. Posters are displayed in all Firehouses, EMS stations and other FDNY locations; with QR code link to interviews with all members on the poster hosted on joinFDNY website, interviews published in monthly newsletters and social media posts highlighting the stories in the campaign.

### **III. Workforce Review and Analysis**

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

Q1 (09/30/2025): 17653 Q2 (12/30/2026): Enter number

Q3 (03/30/2026): Enter number Q4 (6/30/2026): Enter number

Agency reminded employees to update self-ID information regarding race/ethnicity, gender, and veteran status (as aligned with objectives of Local Law 14 of 2019)

- Yes on (Date): (MM/DD/YY)
- Yes (again) on (Date): (MM/DD/YY)
- 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

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Agency conducted a review of the quarterly CEEDS workforce aggregate reports and the dashboard 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 in order to inform broad recruitment outreach efforts.

Yes, on (enter dates below):

Quarter 1 Review	Quarter 2 Review	Quarter 3 Review	Quarter 4 Review
Q1 Review Date: <u>11/14/2025</u>	Q2 Review Date: <u>(MM/DD/YY)</u>	Q3 Review date: <u>(MM/DD/YY)</u>	Q4 Review date: <u>(MM/DD/YY)</u>
<b>Review conducted with:</b>	<b>Review conducted with:</b>	<b>Review conducted with:</b>	<b>Review conducted with:</b>
<input type="checkbox"/> Agency Head	<input type="checkbox"/> Agency Head	<input type="checkbox"/> Agency Head	<input type="checkbox"/> Agency Head
<input checked="" type="checkbox"/> Human Resources	<input type="checkbox"/> Human Resources	<input type="checkbox"/> Human Resources	<input type="checkbox"/> Human Resources
<input type="checkbox"/> General Counsel	<input type="checkbox"/> General Counsel	<input type="checkbox"/> General Counsel	<input type="checkbox"/> General Counsel
<input checked="" type="checkbox"/> Other: EEO	<input type="checkbox"/> Other: <u>Enter text here</u>	<input type="checkbox"/> Other: <u>Enter text here</u>	<input type="checkbox"/> Other: <u>Enter text here</u>
<input type="checkbox"/> N/A - Not Conducted	<input type="checkbox"/> N/A - Not Conducted	<input type="checkbox"/> N/A - Not Conducted	<input type="checkbox"/> N/A - Not Conducted

## **IV. Initiatives for FY 2026**

Please describe your progress this quarter in implementing the primary goals in Section IV of your Agency EEO Plan for FY 2026.

### **A. Workforce:**

Please list the **Goals, Planned Programs, Initiatives, and Actions aimed at Workforce** included in *Section IV: Initiatives for FY 2026*, which you set/declared in your FY 2026 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 2026 EEO plan]**

**Please describe the steps your agency has taken to meet this goal/initiative. Include initiatives related to recruitment, retention, promotion, and professional development that support fair access to opportunity for all and strengthen a respectful, high-performing workplace. Be sure to address efforts that consider age range, individuals from non-traditional backgrounds, and the engagement of long-serving and older employees. A well-balanced, integrated workforce should help establish your agency as a leading service provider to the inhabitants of New York City, reflecting the full spectrum of communities served. What are your metrics or indicators for evaluating the success of these initiatives or strategies?**

#### **Workforce Goal/Initiative #1 Update:**

**Q1 Update:**  Not started  Ongoing  Delayed  Completed

**Q2 Update:**  Not started  Ongoing  Delayed  Completed

**Q3 Update:**  Not started  Ongoing  Delayed  Completed

**Q4 Update:**  Not started  Ongoing  Delayed  Completed

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### **2. [Copy the planned Workforce Goal/Program/Action from FY 2026 EEO plan]**

**Please describe the steps your agency has taken to meet this goal/initiative. Include initiatives related to recruitment, retention, promotion, and professional development that support fair access to opportunity for all and strengthen a respectful, high-performing workplace. Be sure to address efforts that consider age range, individuals from non-traditional backgrounds, and the engagement of long-serving and older employees. A well-balanced, integrated workforce should help establish your agency as a leading service provider to the inhabitants of New York City, reflecting the full spectrum of communities served. What are your metrics or indicators for evaluating the success of these initiatives or strategies?**

#### **Workforce Goal/Initiative #2 Update:**

**Q1 Update:**  Not started  Ongoing  Delayed  Completed

**Q2 Update:**  Not started  Ongoing  Delayed  Completed

**Q3 Update:**  Not started  Ongoing  Delayed  Completed

**Q4 Update:**  Not started  Ongoing  Delayed  Completed

### **3. [Copy the planned Workforce Goal/Program/Action from FY 2026 EEO plan]**

**Please describe the steps your agency has taken to meet this goal/initiative. Include initiatives related to recruitment, retention, promotion, and professional development that support fair access to opportunity for all and strengthen a respectful, high-performing workplace. Be sure to address efforts that consider age range, individuals from non-traditional backgrounds, and the engagement of long-serving and older employees. A well-balanced, integrated workforce should help establish your agency as a leading service provider to the inhabitants of New York City, reflecting the full spectrum of communities served. What are your metrics or indicators for evaluating the success of these initiatives or strategies?**

#### **Workforce Goal/Initiative #3 Update:**

**Q1 Update:**  Not started  Ongoing  Delayed  Completed

**Q2 Update:**  Not started  Ongoing  Delayed  Completed

**Q3 Update:**  Not started  Ongoing  Delayed  Completed

**Q4 Update:**  Not started  Ongoing  Delayed  Completed

### **4. [Copy the planned Workforce Goal/Program/Action from FY 2026 EEO plan]**

**Please describe the steps your agency has taken to meet this goal/initiative. Include initiatives related to recruitment, retention, promotion, and professional development that support fair access to opportunity for all and strengthen a respectful, high-performing workplace. Be sure to address efforts that consider age range, individuals from non-traditional backgrounds, and the engagement of long-serving and older employees. A well-balanced, integrated workforce should help establish your agency as a leading service provider to the inhabitants of**

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**New York City, reflecting the full spectrum of communities served. What are your metrics or indicators for evaluating the success of these initiatives or strategies?**

### **Workforce Goal/Initiative #4 Update:**

**Q1 Update:**  Not started  Ongoing  Delayed  Completed

**Q2 Update:**  Not started  Ongoing  Delayed  Completed

**Q3 Update:**  Not started  Ongoing  Delayed  Completed

**Q4 Update:**  Not started  Ongoing  Delayed  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. What are your metrics or indicators for evaluating the success of your initiatives?**

## **B. Workplace:**

**Please list the Goals, Planned Programs, Initiatives, and Actions aimed at Workplace included in Section IV: *Initiatives for FY 2026*, which you set/declared in your FY 2026 EEO Plan (e.g., job satisfaction/engagement surveys, exit interviews/surveys, and onboarding surveys).**

### **1. [Copy Workplace Goal/Program/Action from FY 2026 EEO plan]**

**Please describe the steps that your agency has taken to meet this goal/initiative. Include actions taken to create and sustain an equitable work environment which values everyone's differences and maintains focus on retaining talent. What are your metrics or indicators for evaluating the success of these programs and initiatives?**

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

As a compliance office, the EEO Office's mission is to enforce the EEO laws and Department policies, thereby ensuring a safe, equitable, professional and productive work environment to all Department employees. The EEO Office seeks to prevent and remedy discrimination in all FDNY workplaces. This is 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 is accomplished through a multifaceted strategy that includes: proactive advice and counsel at all levels of command, training, EEO related information and messaging Department-wide and/or targeted/tailored to a specific location, investigations of allegations of EEO violations, and the reasonable accommodation program.

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### **Workplace Goal/Initiative #1 Update:**

**Q1 Update:**  Not started  Ongoing  Delayed  Completed

**Q2 Update:**  Not started  Ongoing  Delayed  Completed

**Q3 Update:**  Not started  Ongoing  Delayed  Completed

**Q4 Update:**  Not started  Ongoing  Delayed  Completed

### **2. [Copy Workplace Goal/Program/Action from FY 2026 EEO plan]**

**Please describe the steps that your agency has taken to meet this goal/initiative. Include actions taken to create and sustain an equitable work environment which values everyone's differences and maintains focus on retaining talent. What are your metrics or indicators for evaluating the success of these programs and initiatives?**

### **Workplace Goal/Initiative #2 Update:**

**Q1 Update:**  Not started  Ongoing  Delayed  Completed

**Q2 Update:**  Not started  Ongoing  Delayed  Completed

**Q3 Update:**  Not started  Ongoing  Delayed  Completed

**Q4 Update:**  Not started  Ongoing  Delayed  Completed

### **3. [Copy Workplace Goal/Program/Action from FY 2026 EEO plan]**

**Please describe the steps that your agency has taken to meet this goal/initiative. Include actions taken to create and sustain an equitable work environment which values everyone's differences and maintains focus on retaining talent. What are your metrics or indicators for evaluating the success of these programs and initiatives?**

### **Workplace Goal/Initiative #3 Update:**

**Q1 Update:**  Not started  Ongoing  Delayed  Completed

**Q2 Update:**  Not started  Ongoing  Delayed  Completed

**Q3 Update:**  Not started  Ongoing  Delayed  Completed

**Q4 Update:**  Not started  Ongoing  Delayed  Completed

### **4. [Copy Workplace Goal/Program/Action from FY 2026 EEO plan]**

**Please describe the steps that your agency has taken to meet this goal/initiative. Include actions taken to create and sustain an equitable work environment which values everyone's differences and maintains focus on retaining talent. What are**

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**your metrics or indicators for evaluating the success of these programs and initiatives?**

### **Workplace Goal/Initiative #4 Update:**

**Q1 Update:**  Not started  Ongoing  Delayed  Completed

**Q2 Update:**  Not started  Ongoing  Delayed  Completed

**Q3 Update:**  Not started  Ongoing  Delayed  Completed

**Q4 Update:**  Not started  Ongoing  Delayed  Completed

### **5. Other Workplace Activities:**

**Please describe any other EEO-related activities designed to improve/enhance the workplace (e.g., postings, meetings, programs accessible to all and that support equitable engagement across cultural identities newsletters/articles, etc.) and describe them, including the dates when the activities occurred.**

**What are your metrics or indicators for evaluating the success of these activities?**

## **C. Community and Equity, Inclusion and Anti-Racism<sup>1</sup>:**

**Please list the Planned Programs, Initiatives, Actions aimed at Community, Equity, Inclusion and Anti-Racism included in Section IV: *Initiatives for FY 2026*, which you set/declared in your FY 2026 EEO Plan (e.g., community outreach and engagement, M/WBE participation and customer satisfaction surveys). What are your metrics or indicators for evaluating the success of these programs and initiatives?**

### **1. [Copy Community/Equity/Inclusion Goal/Program/Action from FY 2026 EEO plan]**

**Please describe the steps your agency has taken to meet this goal/initiative. Include initiatives related to recruitment, retention, promotion, and professional development that support fair access to opportunity for all and strengthen a respectful, high-performing workplace. Be sure to address efforts that consider age range, individuals from non-traditional backgrounds, and the engagement of long-serving and older employees. A well-balanced, integrated workforce should help establish your agency as a leading service provider to the inhabitants of New York City, reflecting the full spectrum of communities served. What are your metrics or indicators for evaluating the success of these initiatives or strategies?**

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<sup>1</sup> Included per Local Law 14 (2024).

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The FDNY seeks to strengthen the connection with the diverse communities it serves by ensuring that equity, inclusion, and cultural understanding are embedded in all aspects of community engagement and outreach. Through intentional partnerships, culturally responsive programming, and transparent communication, the plan aims to build trust, improve access to fire and life safety resources, and promote shared responsibility for public safety. In fiscal year 2026, the FDNY participated in and facilitated the following community events:

The agency hosted a Muslim roundtable discussion to serve as a bridge between the department and the local Muslim community, fostering mutual understanding, trust, and collaboration. Such a forum provides an inclusive space for dialogue, partnership, and culturally informed public safety initiatives.

Throughout the Summer of 2025, the FDNY conducted the 9th 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 occurred October 5- October 11. Tabling events were coordinated throughout NYC and promoted via community/elected email blasts and social media. Open House took place on the weekend of October 19 and October 20 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.

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

**Q1 Update:**  Not started  Ongoing  Delayed  Completed

**Q2 Update:**  Not started  Ongoing  Delayed  Completed

**Q3 Update:**  Not started  Ongoing  Delayed  Completed

**Q4 Update:**  Not started  Ongoing  Delayed  Completed

### **FDNY Community Affairs Unit (CAU):**

Community Affairs Unit (CAU) is an essential arm of the fire department, serving as the bridge between emergency services and the public. While firefighters respond in times of crisis, CAU works proactively educating, engaging, and empowering communities to prevent emergencies before they happen. By focusing on outreach, education, and relationship-building, the unit helps

reduce risk, increase preparedness, and build trust with the diverse populations the department serves.

Community education is one of the most powerful tools we have in our mission to reduce risk and protect lives. It is the most visible and impactful product of our community risk reduction strategy. Through targeted education efforts, we don't just share information—we change behavior. We empower residents to take

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ownership of their safety by understanding the risks they face and how to prevent them. This work transforms our community members from bystanders into active partners in public safety.

Every educational initiative we lead is grounded in data and tailored to meet the unique needs of the neighborhoods we serve. CAU has spent years sharpening its strategies to connect with the people who need them most. From young students to older adults, from immigrants to local organizations, the unit is dedicated to forming real, lasting relationships across the city. At its core, CAU is about partnership-working hand-in-hand with elected officials, community leaders, and local businesses to make sure everyone has the knowledge and resources they need to keep their communities safe. Whether it's collaborating with New York City's 59 Community Boards, teaming up with nonprofits, or tailoring fire safety programs for older adult centers, CAU's commitment to at-risk populations is as personal as it is practical. Their work isn't just about safety-it's about trust, connection, and ensuring no neighborhood is left behind.

In the upcoming fiscal year 2026 the FDNY participated in the following community events:

### **CAU - Quarter 1:**

On July 21, the agency hosted a Muslim Roundtable. The roundtable served as a platform for open dialogue, collaboration, and relationship-building between the fire department and Muslim residents, leaders, and organizations. It allowed the department to listen directly to the unique concerns and experiences of the community-whether related to emergency response, cultural sensitivity, language access, or public safety education. It also gives community members the chance to ask questions, share feedback, and learn more about available services, career opportunities, and how the department supports diverse neighborhoods.

Throughout the Summer of 2025, the FDNY conducted the 9th 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

### **2. [Copy Community/Equity/Inclusion Goal/Program/Action from FY 2026 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 inhabitants of New York City, committed to cultivating a fair, respectful workplace that reflects the variety of communities served. What are your metrics or indicators for evaluating the success of these programs and initiatives?**

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

**Q1 Update:**  Not started  Ongoing  Delayed  Completed

**Q2 Update:**  Not started  Ongoing  Delayed  Completed

**Q3 Update:**  Not started  Ongoing  Delayed  Completed

**Q4 Update:**  Not started  Ongoing  Delayed  Completed

### **3. [Copy Community/Equity/Inclusion Goal/Program/Action from FY 2026 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 inhabitants of New York City, committed to cultivating a fair, respectful workplace that reflects the variety of communities served. What are your metrics or indicators for evaluating the success of these programs and initiatives?**

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

**Q1 Update:**  Not started  Ongoing  Delayed  Completed

**Q2 Update:**  Not started  Ongoing  Delayed  Completed

**Q3 Update:**  Not started  Ongoing  Delayed  Completed

**Q4 Update:**  Not started  Ongoing  Delayed  Completed

### **4. [Copy Community/Equity/Inclusion Goal/Program/Action from FY 2026 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 inhabitants of New York City, committed to cultivating a fair, respectful workplace that reflects the variety of communities served. What are your metrics or indicators for evaluating the success of these programs and initiatives?**

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

**Q1 Update:**  Not started  Ongoing  Delayed  Completed

**Q2 Update:**  Not started  Ongoing  Delayed  Completed

**Q3 Update:**  Not started  Ongoing  Delayed  Completed

**Q4 Update:**  Not started  Ongoing  Delayed  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. What are your metrics or indicators for evaluating the success of these programs and activities?**

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### **Youth Workforce & Pipeline Programs:**

#### **Quarter 1:**

- **FDNY Captain Vernon A. Richard High School (FDNY High School):**
  - In September of 2024, the school officially absorbed another school on the Thomas Jefferson Campus into the FDNY High School, which has continued to impact enrollment numbers. With the addition of the students from the High School for Civil Rights, enrollment increased from 225 students in 2023-24, to 461 in September 2024 and 402 students in 2025.
  - Students at the FDNY High School can take a **4-year FDNY-specific curriculum track including Firefighter 101 (9<sup>th</sup> Grade), Fire Science & Emergency Management (10<sup>th</sup> Grade), EMS 101 (11<sup>th</sup> Grade), and FDNY Prep (12<sup>th</sup> Grade)**. FDNY Administrators, Firefighters, Paramedics and EMTs serve as Instructors for these programs and provide both academic and hands-on instruction.
    - ♣ Our Q1 enrollment in our Curriculum Track is:
      - **Firefighter 101 = 79**
      - **Emergency Management = 103**
      - **EMS 101 = 45**
      - **FDNY Prep = 33**
  - The FDNY also runs an **FDNY Exploring Post and FDNY Robotics Club** at the FDNY High School. The Robotics Club is in the process of forming its FDNY HS Robotics Club Drone Soccer Team which blends discipline, teamwork and technical skill. During the summer, several students with the FDNY High School Robotics Club assisted the FDNY Command Tactical Unit with demonstrations at four of the five FDNY Block Parties conducted over the summer.
  - 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 order to commemorate the 20<sup>th</sup> Year of the FDNY High School, we launched a series on FDNY Social Media Platforms, highlighting the accomplishments of our alumni who have gone on to have successful careers in the FDNY:
    - ♣ 7/18/25 EMT Ezequiel Rodrigues, Class of 2011
    - ♣ 8/4/25 EMT Derron Bucknor, Class of 2013
    - ♣ 8/11/25 Firefighter Dustin Oyola, Class of 2013
  - **FDNY Youth Leadership Academies:** The FDNY runs Youth Leadership Academies at the high school throughout the year that focuses on classroom Leadership Curriculum and drills and Physical Training. This discipline driven program currently holds three cohorts throughout the year: **Summer Leadership Academy** in August, the **Mid-Winter Leadership Academy** in February, and the **Spring Leadership Academy** over the spring break.
    - ♣ In August 2025, we held our **largest ever Summer Leadership Academy with 82 Youth enrolled** in this intensive 5-day program.
- **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,

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currently has 8 active Posts with 41 active Explorers. With so many students aging out of the program, moving on to post high school education or becoming inactive due to school and work obligations, the Exploring Program is actively recruiting the next generation to 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 2025, in addition to attending their regular Post Meetings our Explorers attended/participated in the following:

- o **Represented the Department in:**
  - ♣ Dominican Day Parade
  - ♣ West Indian Day Parade
  - ♣ Brooklyn Wall of Remembrance/Brooklyn Cyclones
- o **Participated in Training or Educational Days with**
  - ♣ EMS Academy at Fort Totten
  - ♣ PSAC II Call Center
  - ♣ Marine 6
  - ♣ National 9/11 Memorial & Museum
  - ♣ Staten Island Museum for Emergency Preparedness Event
- o **Participated in Community Service Outings including**
  - ♣ FDNY Block Parties in Brooklyn, Queens and Staten Island
  - ♣ City Meals on Wheels
  - ♣ Tunnel 2 Towers Run

**FDNY Youth EMS Academy (YEMSA):** Started in 2011, YEMSA is a New York State EMT Basic Certification Course for youth aged 17 – 28 years old. With the need to sustain EMS headcount at an optimal level, and to better streamline youth into FDNY careers, after extensive review, the Department decided to discontinue YEMSA after the Summer 2025 cohort.

The focus will now shift to guiding current applicants to file for EMS Trainee and reevaluate opportunities to strengthen/support the FDNY High School and Exploring programs. This ensures that talent is brought into the FDNY more quickly, strengthening the Department and offering new hires through Youth with generous benefits and pension.

Through the FDNY Youth EMS Academy, the Department has achieved the following:

- ♣ **768 FDNY Youth certified as New York State EMTs since the program's inception**
  - **308 Hired by the FDNY**
  - **367 Working as EMTs for Private Ambulance Companies**
- **FDNY Fire Cadet Academy (FCA):** The FDNY Fire Cadet Academy, a two-year apprenticeship program which began in June 2023 with 100 Cadets, ended in June 2025 with 82 Cadets successfully completing the program. During their time in the FCA, all Cadets took and passed the *Promotion to Firefighter Civil Service Exam*. Upon completion of the FCA, Fire Cadets were instructed to enter the FDNY EMT Trainee Program in June while they wait for their list number to be called. As of September 2025, **70 Fire Cadets were accepted and entered the FDNY EMT Trainee Program.**

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### **M/WBE:**

#### **Quarter 1**

The M/WBE Unit during FY2026 Q1, has 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 CBDO (formerly CompStat) meetings, Non-Construction 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. FDNY also recognizes the disparity within the disparity and has placed disaggregated goals where possible on formal contracts. We also utilize the M/WBE Small Purchase Method wherever possible. 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 2026, Quarter 1, the FDNY M/WBE Unit met internally, hosted pre-bid meetings, and met with various oversight agencies. In addition, FDNY's M/WBE Utilization Rate for FY2025 is 54%. As of November 12<sup>th</sup>, the official M/WBE Utilization Rate for FY2026 Qtr. 1 has not been posted. The following is a list of FDNY initiatives for FY26 Qtr. 1:

1. 07/2025 – M/WBE Program Director and M/WBE Program Analyst meet weekly to discuss ALL M/WBE related issues as well as brainstorm on potential M/WBE initiatives
2. 07/11/2025 – M/WBE Program Director and SBS Representative, Coulibably, met to discuss a submitted list request for FDNY Electrical Services contract. We needed to identify the subcontractor scopes and make sure they were included in the next list request.
3. 07/15/2025 - Agency M/WBE Monthly Turnaround Documents - Submitted to the O/M/WBE all our M/WBE related issues and initiatives for the previous month
4. 07/18/2025 - Quarterly In Person CBDO Meeting - At this meeting, FDNY's, M/WBE Officer, ACCO, 1<sup>st</sup> Deputy ACCO, FDNY's M/WBE Unit, MOC's, SBS & 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
5. 7/18/2025 – M/WBE Program Director met with Marcus, of Lifesavers Inc a M/WBE vendor. At this meeting, the M/WBE Program Director shared how to do business with the FDNY and the city in general. FDNY also shared Lifesavers capability statement with units that could possibly utilize their goods.
6. 07/21/2025 - 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
  - a. 1<sup>st</sup> Deputy ACCO, M/WBE Program Director and DACCO met earlier to discuss how to address the queries of the above Non-Construction Agency Focus Group meeting
7. 07/31/2025 - 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
8. 08/04/2025 - Monthly CBDO Meeting - At this meeting FDNY's, ACCO, FDNY's M/WBE Unit, MOC's, SBS & 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
  - a. 1<sup>st</sup> Deputy ACCO, M/WBE Program Director and DACCO met earlier to discuss how to address the queries of the above Monthly CBDO Meeting

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9. 08/05/2025 – M/WBE Program Analyst met with FDNY prime vendor Gazebo Contracting to discuss the submission of M/WBE vendors on task orders
10. 08/15/2025 - Agency M/WBE Monthly Turnaround Documents - Submitted to the O/M/WBE all our M/WBE related issues and initiatives for the previous month
11. 08/18/2025 - 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
  - a. 1<sup>st</sup> Deputy ACCO, M/WBE Program Director and DACCO met earlier to discuss how to address the queries of the above Non-Construction Agency Focus Group meeting
12. 08/28/2025 - Monthly MWBE Meeting - M/WBE Officer, ACCO, 1<sup>st</sup> Deputy ACCO, M/WBE Program Director, and M/WBE Program Analyst, met to discuss all M/WBE related issues and plan any new initiatives
13. 08/29/2025 – M/WBE Program Director, FDNY Audio/Video Unit, met with Managing Partner, Vinny, of FortyLove, a M/WBE vendor. At this meeting, the M/WBE Program Director & A/V Unit viewed FortyLove video and discussed possibility of working on FDNY projects.
14. 09/02/2025 - Monthly CBDO Meeting - At this meeting FDNY's, ACCO, FDNY's M/WBE Unit, MOC's, SBS & 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
  - a. 1<sup>st</sup> Deputy ACCO, M/WBE Program Director and DACCO met earlier to discuss how to address the queries of the above Monthly CBDO Meeting
15. 09/15/2025 – M/WBE Program Director met with Kourtney, of Venus Media a M/WBE vendor. At this meeting, the M/WBE Program Director shared how to do business with the FDNY and the city in general. FDNY also shared Venus Media capability statement with units that could possibly utilize their advertising services.
16. 09/15/2025 - 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
  - a. 1<sup>st</sup> Deputy ACCO, M/WBE Program Director and DACCO met earlier to discuss how to address the queries of the above Non-Construction Agency Focus Group meeting
17. 09/16/2025 - M/WBE Program Director & M/WBE Program Analyst met to discuss how to complete a M/WBE Goals Worksheet
18. 09/24/2025 - Virtual Pre-Bid Meeting - Health Related and Professional Service Temp Personnel Round 2. - At this meeting the Contract Analyst, M/WBE Program Director & M/WBE Program Analyst virtually presented on the particulars around this contract. The M/WBE Program 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
19. 09/25/2025 - Monthly MWBE Meeting - M/WBE Officer, ACCO, 1<sup>st</sup> Deputy ACCO, M/WBE Program Director, and M/WBE Program Analyst, met to discuss all M/WBE related issues and plan any new initiatives

In conclusion, FDNY will continue to excel in all areas of the M/WBE Program. We will continue to utilize the M/WBE Small Purchase Method to expedite procurement processing to M/WBE vendors, apply disaggregated goals on formal contract when possible, meet internally and discuss issues, share initiatives wherever possible, meet with oversight hosted meetings (CBDO & Non-Construction Agency Focus Group) 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.

## **[FDNY] FY 2026 Quarterly Update Report**

### **V. Recruitment**

#### **A. Recruitment Efforts**

Please list **Recruitment Initiatives and Strategies** which you set/declared in your FY 2026 Plan (e.g., strategic wide outreach/recruitment to cultivate broadly talented applicant pools, 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 2026 EEO plan]**

The FDNY advertises civil service 101 information provided by DCAS and provides its own internal civil service 101 informational web-based training, 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. What are your metrics or indicators for evaluating the success of these initiatives or strategies?**

**Recruitment of Interests-** The Office of Recruitment and Retention (ORR) facilitate 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.

**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. **During FY26 Q1, ORR did not have any Information Sessions.**

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**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. **During FY26 Q1, ORR did not have any CPAT Prep Programs.**

**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 stair mill 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 stair mill evolution with a weighted vest. **During FY26 Q1, ORR held 18 sessions.**

**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 challenging calisthenics session that provides them with how they should be working out to be ready for the Fire Academy. **During FY26 Q1, ORR held 19 sessions.**

**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** – **During FY26 Q1 the Fire Academy graduated 1 Proby Class (Entered:401/Graduated: 344).**

### **Recruitment Initiatives/Strategies #1 Update:**

**Q1 Update:**  Not started  Ongoing  Delayed  Completed

**Q2 Update:**  Not started  Ongoing  Delayed  Completed

**Q3 Update:**  Not started  Ongoing  Delayed  Completed

**Q4 Update:**  Not started  Ongoing  Delayed  Completed

### **2. [Copy Recruitment Initiatives/Strategies from FY 2026 EEO plan]**

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**Please describe the steps that your agency has taken to implement and achieve these initiatives/strategies. What are your metrics or indicators for evaluating the success of these initiatives or strategies?**

**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.

**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. During FY26 Q1, a total of 12 sessions were held.

**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. **During FY26 Q1, no sessions were held.**

**EMS Virtual Information Sessions** – Candidates are prepared to enter the EMS Academy. They are provided with study preparation, information regarding what will be expected as well as other tips to succeed and prepare for the academy. During FY26 Q1, no virtual information sessions were held.

**EMS Physical Ability Test Preparation Program IFA (Initial Fitness Assessment)** – EMS Candidates prepare to take their PAT. Candidates that are deemed unprepared are encouraged to attend supplemental trainings to help them pass once called. **During FY26, Q1, no sessions were held.**

**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. During FY26, Q1, a total of 17 sessions were held.

**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. During FY26 Q1, no Mobile Academy Events were held.

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**EMS Physical Ability Test** – EMS Candidates take the EMS Physical Ability Test. During FY26 Q1, a total of 4 Physical Ability Tests were conducted.

**EMS Academy Classes** – During FY26 Q1, no EMS Academy classes were initiated.

### **Recruitment Initiatives/Strategies #2 Update:**

**Q1 Update:**  Not started  Ongoing  Delayed  Completed

**Q2 Update:**  Not started  Ongoing  Delayed  Completed

**Q3 Update:**  Not started  Ongoing  Delayed  Completed

**Q4 Update:**  Not started  Ongoing  Delayed  Completed

### **3. [Copy Recruitment Initiatives/Strategies from FY 2026 DEI-EEO plan]**

**Please describe the steps that your agency has taken to implement and achieve these initiatives/strategies. What are your metrics or indicators for evaluating the success of these initiatives or strategies?**

### **Recruitment Initiatives/Strategies #3 Update:**

**Q1 Update:**  Not started  Ongoing  Delayed  Completed

**Q2 Update:**  Not started  Ongoing  Delayed  Completed

**Q3 Update:**  Not started  Ongoing  Delayed  Completed

**Q4 Update:**  Not started  Ongoing  Delayed  Completed

### **4. [Copy Recruitment Initiatives/Strategies from FY 2026 EEO plan]**

**Please describe the steps that your agency has taken to implement and achieve these initiatives/strategies. What are your metrics or indicators for evaluating the success of these initiatives or strategies?**

### **Recruitment Initiatives/Strategies #4 Update:**

**Q1 Update:**  Not started  Ongoing  Delayed  Completed

**Q2 Update:**  Not started  Ongoing  Delayed  Completed

**Q3 Update:**  Not started  Ongoing  Delayed  Completed

**Q4 Update:**  Not started  Ongoing  Delayed  Completed

### **5. Please describe any recruitment efforts designed to increase the effectiveness of wide outreach to cultivate broad applicant pools in order to fill vacancies at your**

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agency during the quarter and describe the activities, including the dates when the activities occurred.

### **B. Recruitment Efforts for Civil Service Exams**

**Pursuant to Local Law 28 (of 2023), list all recruitment events that were held by the agency to promote open-competitive civil service examinations.**

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.

These 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.

#### **FY26 – Q1**

<b>Event Date</b>	<b>Event Name</b>	<b>Borough</b>
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

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**Pursuant to Local Law 28 (of 2023) 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	\$50			
Manhattan				
Queens	\$275			
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 include Black, Hispanic, Asian/Pacific Islander and Women that reside in the NYC area.

### **D. Internships/Fellowships**

The agency is providing the following internship opportunities in FY 2026.

**[Note:** Please update this information every quarter.]

1. Urban Fellows: Q1 Total: (#) Q2 Total: (#) Q3 Total: (#) Q4 Total: (#)
2. Public Service Corps: Q1 Total: (#) Q2 Total: (#) Q3 Total: (#) Q4 Total: (#)
3. Summer College Interns: Q1 Total: (#) Q2 Total: (#) Q3 Total: (#) Q4 Total: (#)
4. Summer Graduate Interns: Q1 Total: (#) Q2 Total: (#) Q3 Total: (#) Q4 Total: (#)
5. Other (specify): Q1 Total: (#) Q2 Total: (#) Q3 Total: (#) Q4 Total: (#)

**Additional comments:**

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Click or tap here to enter text.

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### **E. 55-A Program**

The **55-a Program** is established under Section 55-a of the New York State Civil Service Law. It aims to provide employment opportunities for individuals with certified mental or physical disabilities, allowing them to be hired into competitive civil service positions without the requirement of passing a civil service exam.

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** (09/30/2025): 4 **Q2** (12/30/2026): (#)  
**Q3** (03/30/2026): (#) **Q4** (06/30/2026): (#)

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

During the 1st Quarter (#) participants left the program due to *[State reason]*.

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

During the 2nd Quarter (#) participants left the program due to *[State reason]*.

During the 3rd Quarter, a total of (#) new applications for the program were received.

During the 3rd Quarter (#) participants left the program due to *[State reason]*.

During the 4th Quarter, a total of (#) new applications for the program were received.

During the 4th Quarter (#) participants left the program due to *[State reason]*.

**The 55-a Coordinator has achieved the following goals:**

#### **Disseminated 55-a information:**

by e-mail:	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
in training sessions:	<input type="checkbox"/> Yes	<input type="checkbox"/> No
on the agency website:	<input type="checkbox"/> Yes	<input type="checkbox"/> No
in agency newsletter:	<input type="checkbox"/> Yes	<input type="checkbox"/> No
Other: Referenced on Job Postings		

**Other Goals (if applicable):**

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### **VI. Hiring and Promotion**

**Please review Section VI of your FY 2026 EEO Plan and describe your activities for this quarter below:**

Please list additional **Hiring and Promotion Strategies and Initiatives** which you set/declared in your FY 2026 EEO Plan (e.g., *use of the objective structured interview practices, EEO Office approval of interview questions, review of e-hire applicant data to ensure there was broad outreach that yielded a diverse applicant pool*).

**During this Quarter the Agency activities included:**

	<b># of Vacancies</b>	<b># of New Hires</b>	<b># of New Promotions</b>
<b>Q1</b>	288	72	327
			(#)
<b>Q2</b>	(#)	(#)	(#)
<b>Q3</b>	(#)	(#)	(#)
<b>Q4</b>	(#)	(#)	(#)

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.
1. Reviewing the methods by which candidates are selected for a promotions, or to fill vacancies (new hires), especially for mid- and high-level discretionary positions. (Discretionary positions are those that are not filled via civil service examination lists.)
2. Describe your agency's procedures for selection, especially for mid- and high-level discretionary positions. vacancy posting protocols, training of hiring managers, procedures for interviewing applicants, the use of the NYCAPS Applicant Interview Log Report, and efforts to identify and eliminate structural barriers to employment.
3. Analyzing the impact of layoffs or terminations on racial, gender and age groups. (This analysis is done pursuant to guidance from agency General Counsel and Law Department guidance.)

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 2026. The EEO Officer, collaboratively 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 Department will document that the targeted titles or programs were selected based on objective criteria and justified by business necessity.

4. Other:

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The EEO Office continues to perform vetting reviews of all candidates that are selected for either a prospective promotion or a sensitive position in Fire Operations and EMS Operations. The EEO Office also reviews interview questions to ensure compliance with the EEO laws.

## **VII. Training**

***Please provide your training information in the FY 2026 Part II template (in MS Excel). For Q2, Q3 and Q4, retain all data from previous quarters in your Part II report.***

Training Topic	Type of Audience (e.g., All Staff, Front-line Employees, Managers, Supervisors, etc.)	Goal Number of Participant s	Project ed Dates
1. Everybody Matters: EEO and Diversity & Inclusion Training for NYC Employees (e-learning)	All employees – (Cycle 3 must be completed by June 30, 2026)	17,077	June 30, 2026
2. Everybody Matters: EEO and Diversity & Inclusion Training for NYC Employees (classroom/live webinar)	All employees – (Cycle 3 must be completed by June 30, 2026)	N/A	NA
3. Sexual Harassment Prevention (e-learning)	All employees – Annually (Cycle 8 runs between September 1, 2025 – August 31, 2026)	17,077	August 31, 2026
4. Sexual Harassment Prevention (classroom/live webinar)	All employees – Annually (Cycle 8 runs between September 1, 2025 – August 31, 2026)	17,077	August 31, 2026
5. IgbTq – Power of Inclusion (e-learning)	All employees – Annually	17,077	August 31, 2026
6. IgbTq – Power of Inclusion (classroom/live webinar)	All employees – Annually	17,077	August 31, 2026
7. Disability Awareness and Etiquette			Ongoing
8. Structured Interviewing and Unconscious Bias (classroom/live webinar)	All employees – Annually	17,077	August 31, 2026

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9. Other (specify)			
10. Other (specify)			

## **VIII. Reasonable Accommodations**

**Please report all reasonable accommodation requests and their disposition in the DCAS Citywide Complaint and Accommodation Database (CAD) : <https://a856-ceeds.nyc.gov>**

**Total number of requests received: 125**

- Grants – 79
- Denials – 3
- Withdrawals – 2
- Admin Closures – 9
- Pending - 32

**The agency has entered all Reasonable Accommodation requests and dispositions in the DCAS Citywide Complaint and Accommodation Database (CAD) and updates the information contemporaneously:**

**Q1:  Yes  No Q2:  Yes  No**

**Q3:  Yes  No Q4:  Yes  No**

## **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 Complaint Reporting**

**The agency has entered the sexual harassment complaints in the DCAS Citywide Complaint and Accommodation Database (CAD) and updates the information contemporaneously.**

**Q1:  Yes  No Q2:  Yes  No**

**Q3:  Yes  No Q4:  Yes  No**

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- The agency has entered **all other EEO complaints** in the DCAS Citywide Complaint and Accommodation Database (CAD) and updates the information contemporaneously.  
Q1:  Yes  No Q2:  Yes  No  
Q3:  Yes  No Q4:  Yes  No
- The agency ensures that complaint investigations are closed within 150 days (i.e., 90 days to conduct the investigation, 30 days to draft the report, and 30 days for the agency head to make a determination).

**Report all EEO complaints and their disposition in the DCAS Citywide Complaint and Accommodation Database (CAD): <https://a856-ceeds.nyc.gov>**

### **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).***

## **X. Audits and Corrective Measures**

**Please choose the statement that applies to your agency.**

- The agency is NOT involved in an audit conducted by NYC Equal Employment Practice Commission (EEPC) or another governmental agency specific to our EEO practices.
- The agency is involved in an audit; please specify who is conducting the audit:
- Attach the audit recommendations by EEPC or the other auditing agency.
- 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 2024 or 2025.  
→ **Please attach a copy of the Certificate of Compliance from the auditing agency.**

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### Appendix A. EEO Personnel Details

#### EEO Personnel For 1 Quarter, FY 2026

Personnel Changes this Quarter:		Number of Additions:	Number of Deletions:
Employee's Name & Title	1. Muminur Rahman	2.	3.
Nature of change	<input checked="" type="checkbox"/> Addition <input type="checkbox"/> Deletion	<input type="checkbox"/> Addition <input type="checkbox"/> Deletion	<input type="checkbox"/> Addition <input type="checkbox"/> Deletion
Date of Change in EEO Role	Start Date: 9/8/2025	Start or Termination Date:	Start or Termination Date:
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 or Termination Date:	Start or Termination Date:	Start or Termination Date:
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 %):

**Personnel Changes:**  X Yes  No

## [FDNY] FY 2026 Quarterly Update Report

**EEO Training Completed within the last two years, including the current quarter (EEO Officer and D&I Officer, respective Deputies, and all new EEO Professionals):**

Name & EEO Role	1. Hilit Tolani EEO Officer	2. Dana Kim EEO Director	3. Muminur Rahman, EEO Attorney
<b>Completed EEO Trainings:</b>			
1. Everybody Matters-EEO and D&I	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No
2. Sexual Harassment Prevention	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
3. IgbTq: The Power of Inclusion	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No
4. Disability Awareness & Etiquette	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
5. Structured Interviewing and 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 checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No
7. EEO Officer Essentials: Complaint/Investigative Processes	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
8. Reasonable Accommodation Procedural Guidelines	<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. 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 CEDDS 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
11. Intersectionality and EEO Investigations	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No
12. Trauma-Informed Interviewing Techniques	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No

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

Name & EEO Role:	4.	5.	6.
<b>Completed EEO Trainings:</b>			
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. Structured Interviewing and 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

## [FDNY] FY 2026 Quarterly Update Report

<b>8. Reasonable Accommodation Procedural Guidelines</b>	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No
<b>9. Overview Training for New EEO Officers</b>	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No
<b>10. Understanding CEEDS Reports</b>	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No
<b>11. Intersectionality and EEO Investigations</b>	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No
<b>12. Trauma-Informed Interviewing Techniques</b>	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No

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

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

**MAILING ADDRESS:** (*Enter Address*)

### **EEO and D&I Staffing as of 1 Quarter FY 2026**

The City EEO Policy requires there be only one leader of the EEO Office serving in the “EEO Officer” capacity and that there be only one Deputy EEO Officer.

<b><u>Roles/Functions</u></b>	<b><u>Name</u></b>	<b><u>Civil Service (c.s.) Title</u></b>	<b><u>Office E-mail Address</u></b>	<b><u>Telephone #</u></b>
<b>EEO Officer (may have a separate active c.s. title (e.g., AC, DC, Exec Agency Counsel, etc.)</b>	Hilit Tolani	Executive Agency Counsel	hilit.tolani@fdny.nyc.gov	718-999-0292
<b>Deputy EEO Officer</b>	Dana Kim	Executive Agency Counsel	Dana.kim@fdny.nyc.gov	(718) 999-2048
<b>Diversity &amp; Inclusion Officer (or a similar business title)</b>	Dr. Kwame Cooper	Deputy Commissioner	kwame.cooper@fdny.nyc.gov	718-999-2106
<b>Executive Order 59 Chief Diversity Officer/Chief MWBE Officer</b>				
<b>ADA Coordinator</b>	Valerie Loubriel, Esq	Agency Attorney III EEO	Valerie.loubriel@fdny.ny.gov	718-999-5189
<b>Disability Rights Coordinator</b>	Valerie Loubriel, Esq	Agency Attorney III EEO	Valerie.loubriel@fdny.ny.gov	718-999-5189
<b>Disability Services Facilitator</b>	Valerie Loubriel, Esq	Agency Attorney III EEO	Valerie.loubriel@fdny.ny.gov	718-999-5189
<b>55-a Coordinator</b>				
<b>EEO Counselor</b>				
<b>EEO Investigator</b>	Brian Angelone	Agency Attorney III EEO	Brian.angelone@fdny.ny.gov	718-999-5143
<b>EEO Investigator</b>	Luis Segura	Agency Attorney III EEO	Luis.segura@fdny.nyc.gov	718-999-5144

## [FDNY] FY 2026 Quarterly Update Report

<u>Roles/Functions</u>	<u>Name</u>	<u>Civil Service (c.s.) Title</u>	<u>Office E-mail Address</u>	<u>Telephone #</u>
<b>EEO Investigator</b>	Kaitlyn McKenna	Agency Attorney III EEO	Kaitlyn.mckenna@fdny.ny.gov	718-999-0411
<b>EEO Investigator</b>	Cesar Irigoyen	Agency Attorney II EEO	Cesar.Irigoyen@fdny.nyc.gov	718-999-2590
<b>EEO Investigator</b>	Sahira Asia	Agency Attorney III EEO	Sharia.asia@fdny.nyc.gov	718-999-2032
<b>EEO Investigator</b>	Mirna Youssef	Agency Attorney III EEO	Mirna.Youssef@fdny.nyc.gov	718-999-1726
<b>EEO Investigator</b>	Muminur Rahman	Agency Attorney III EEO	Muminur.Rahman@fdny.nyc.gov	718-999-1430
<b>EEO Counselor/Investigator</b>				
<b>Investigator/Trainer</b>				
<b>EEO Training Liaison</b>	Sabrina Jiggetts, Esq.	Agency Attorney III	Sabrina.jiggetts@fdny.ny.gov	718-999-0683
<b>Other (specify)</b>				
<b>Other (specify)</b>				

**Note:** Changes (new personnel filling the specified role). You may insert additional entries as needed. If there is an EEO Office or D & I Office role that your staff performs that is not on the list above, you may indicate it on the chart.

### EEO Counselors

Adams	Brandon	Lieutenant
Albanese	Joanne	EMS Captain
Archer	Peter	Battalion Chief
Ashby	Rohan	EMT
Baftjari	Edis	Lieutenant
Barvels	Michael	Deputy Chief
Borukhov	Yan	Lieutenant
Boston	Gary	Firefighter
Brady	Vanessa	Captain
Cacciola	Grace	EMS Deputy Assistant Chief
Carter	Dustin	Lieutenant

## **[FDNY] FY 2026 Quarterly Update Report**

Castro	Nancy	Paramedic
Cezard	Brendan	EMT
Chou	Benjamin	Firefighter
Corbett-Terrell	Krysteena	Firefighter
Crawford	Malik	Fire Marshal
Dalbarry	Shizam	PARAMEDIC
Delnnocentiis	Jesus	EMS Lieutenant
Derrick	April	Clerical Associate
Duque	Susanne	Lieutenant
Evans	Ramla	EMT
Fasulo	Richard	SFAD
Fitch	Charles	Lieutenant
Ford	Esther	EMT
Gallagher	Travis	Captain
Gardner	Daniel	Captain
Girgenti	Annemarie	EMS Captain
Graham, Jr.	Conrad B.	Lieutenant
Gutierrez	Bryant	Lieutenant
Harmon	Patrick	Captain
Harper	Kievon	Firefighter
Ismail	Mohammed Pervez	Computer Systems Manager/Dynamics 365 CRM
Frumer	Joshua	Captain
Kennedy	Christopher	Captain



## FY 2026 QUARTERLY REPORT - Part II: DIVERSITY AND EEO TRAINING SUMMARY

AGENCY NAME:	FDNY	QUARTER:	1	FY 2026
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RETAIN ALL PRIOR QUARTERS' DATA IN THE CURRENT REPORT

SAVE THIS FILE AS: [AGENCY ACRONYM] Quarter # FY 2026 DEEO TRAINING SUMMARY

SUBMITTED BY (NAME & TITLE):	Chanda Clement - Program Manager, Office of Diversity, Equity, and Inclusion		
DATE SUBMITTED:	11/14/2025	E-MAIL:	<a href="mailto:chanda.clement@fdny.nyc.gov">chanda.clement@fdny.nyc.gov</a>

1st Quarter (July-September) DUE November 14, 2025; 2nd Quarter DUE January 30, 2026;  
 3rd Quarter (January-March) DUE April 30, 2026; 4th Quarter (April-June) DUE July 30, 2026.

ALL EEO TRAINING (All Modalities)	1st Qtr (July - Sept. 2025)	2nd Qtr (Oct. - Dec. 2025)	3rd Qtr (Jan. - Mar. 2026)	4th Qtr (April - June 2026)	FY 2026 YEAR TO DATE
TOTAL DIVERSITY & EEO TRAINING	12952	0	0	0	12952

CORE DIVERSITY AND EEO TRAINING (All Modalities)					
TOTAL CORE EEO TRAINING	11048	0	0	0	11048
1. EVERYBODY MATTERS: Number of trainings in DCAS L&D report <span style="color: red;">[Copy data from DCAS Learning &amp; Development report in this row. ENTER ALL ZEROS. Do not leave blank.]</span>	0				0
Additional trainings-include only those trainings NOT yet uploaded to NYCiLearn*	0				
2. SEXUAL HARASSMENT PREVENTION: Number of trainings in DCAS L&D report <span style="color: red;">[Copy data from DCAS Learning &amp; Development report in this row. ENTER ALL ZEROS. Do not leave blank.]</span>	10687				10687
Administered by Agency- include only those trainings that have NOT yet been uploaded to NYCiLearn.* SHP training that is administered by an agency (A-ILT/EL) must utilize curriculum that is approved annually by DCAS.	0				
3. LGBTQ:THE POWER OF INCLUSION: Number of trainings in DCAS L&D report <span style="color: red;">[Copy data from DCAS Learning &amp; Development report in this row. ENTER ALL ZEROS. Do not leave blank.]</span>	348				348
Additional trainings-include only those trainings NOT yet uploaded to NYCiLearn*					
4. DISABILITY AWARENESS AND ETIQUETTE: Number of trainings in DCAS L&D report <span style="color: red;">[Copy data from DCAS Learning &amp; Development report in this row. ENTER ALL ZEROS. Do not leave blank.]</span>	13				13

ALL EEO TRAINING (All Modalities)	1st Qtr (July - Sept. 2025)	2nd Qtr (Oct. - Dec. 2025)	3rd Qtr (Jan. - Mar. 2026)	4th Qtr (April - June 2026)	FY 2026 YEAR TO DATE
Additional trainings-include only those trainings NOT yet uploaded to NYCiLearn*	0				

ALL EEO TRAINING (All Modalities)	1st Qtr (July - Sept. 2025)	2nd Qtr (Oct. - Dec. 2025)	3rd Qtr (Jan. - Mar. 2026)	4th Qtr (April - June 2026)	FY 2026 YEAR TO DATE
<b>OTHER DIVERSITY AND EEO RELATED TRAINING (All Modalities)</b>					
ALL OTHER DIVERSITY & EEO RELATED TRAINING	1904	0	0	0	0
5. New Employee Orientation (Only if it includes EEO Component)	NOTE: Do NOT make entries here if new employees only received Core EEO trainings as part of their onboarding				
TOTAL PARTICIPANTS TRAINED	0				0
6. Structured Interviewing and Unconscious Bias	<b>FULL TITLE: Structured Interviewing and Unconscious Bias</b>				
TOTAL PARTICIPANTS TRAINED					0
7. Structured Interviewing and Unconscious Bias (Follow up)	<b>FULL TITLE: Structured Interviewing: Utilizing Follow-Up and Probing Questions</b>				
TOTAL PARTICIPANTS TRAINED					0
8. Building an Inclusive Culture: Understanding Unconscious Bias	<b>FULL TITLE: Building an Inclusive Culture: Understanding Unconscious Bias</b>				
TOTAL PARTICIPANTS TRAINED					0
9. From Microaggressions to Microaffirmations	<b>FULL TITLE: Creating a Culture of Inclusion, From Microaggressions to Microaffirmations</b>				
TOTAL PARTICIPANTS TRAINED					0
10. Managing the Multi-Generational Workforce	<b>FULL TITLE: Managing the Multi-Generational Workforce: Leveraging the Talents of 5 Generations</b>				
TOTAL PARTICIPANTS TRAINED					0
11. Bystander Training	<b>FULL TITLE: Moving from Bystander to Upstander, What Would You Do?</b>				
TOTAL PARTICIPANTS TRAINED					0
12. Reasonable Accommodation	<b>FULL TITLE: Reasonable Accommodation Procedural Guidelines</b>				
TOTAL PARTICIPANTS TRAINED					0
13. The Power of Words	<b>FULL TITLE: The Power of Words, Communicating with Intention and Impact</b>				
TOTAL PARTICIPANTS TRAINED					0
14. Digital Accessibility Tools	<b>FULL TITLE: How to Use Existing Digital Accessibility Tools and Features</b>				
TOTAL PARTICIPANTS TRAINED					0
15. Neurodiversity: Leveraging Strengths	<b>FULL TITLE: Neurodiversity: Leveraging Strengths</b>				
TOTAL PARTICIPANTS TRAINED					0
16. Other Diversity/EEO Related	Specify topic >	<b>EEO Refresher Training</b>			
TOTAL PARTICIPANTS TRAINED	1904				1904
17. Other Diversity/EEO Related	Specify topic >				
TOTAL PARTICIPANTS TRAINED					0
18. Other Diversity/EEO Related	Specify topic >				
TOTAL PARTICIPANTS TRAINED					0
19. Other Diversity/EEO Related	Specify topic >				
TOTAL PARTICIPANTS TRAINED					0
ADDITIONAL TRAINING	COPY AND PASTE ROWS 91-92 BELOW IF YOU NEED MORE SPACE TO REPORT ADDITIONAL TRAINING. DCAS/CEI WILL RECALCULATE THE TOTALS IN ROW 19 and 38 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