

FY 2022 AGENCY QUARTERLY DIVERSITY AND EEO REPORT

AGENCY NAME: <u>NYC DEPARTMENT OF RECORDS AND INFORMATION SERVICES</u>			
☐ 1 st Quarter (July -September), due October 29, 2021		☐ 2 nd Quarter (October - December), due January 31, 2022	
☒ 3 rd Quarter (January -March), due April 29, 2022		☒ 4 th Quarter (April -June), due July 29, 2022	
Prepared by:			
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Date Submitted: <u>8/5/2022</u>			
<u>FOR DCAS USE ONLY:</u>		<u>Date Received:</u>	

INSTRUCTIONS FOR FILLING OUT QUARTERLY REPORTS FY 2022

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

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

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

PART I: NARRATIVE SUMMARY**I. COMMITMENT AND ACCOUNTABILITY STATEMENT BY THE AGENCY HEAD**

Distributed to all agency employees? ☒ Yes, On (Date): __12/3/2021__ ☐ No
☒ By e-mail
☐ Posted on agency intranet
☐ Other _____

II. RECOGNITION AND ACCOMPLISHMENTS

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

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

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

III. WORKFORCE REVIEW AND ANALYSIS

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

Q1 (9/30/2021): 62 Q2 (12/31/2021): 60 Q3 (3/31/2022): 61 Q4 (6/30/2022): 61

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

☒ Yes, On (Date): 2/24/2022 ☐ Yes, again on (Date): _____ ☐ No

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

☐ Agency's intranet site

☐ Newsletters and internal Agency Publications

☐ On-boarding of new employees

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

☒ Yes, On (Dates):

Q1 Review Date: 11/10/2021 Q2 Review Date: 1/20/2022 Q3 Review date: 4/13/2022 Q4 Review date: 8/2/2022

The review was conducted with:

☒ Human Resources

☒ Agency Head

☐ General Counsel

☒ Other Agency Attorney

☐ Not conducted

☒ Human Resources

☒ Agency Head

☐ General Counsel

☒ Other Agency Attorney

☐ Not conducted

☒ Human Resources

☒ Agency Head

☐ General Counsel

☒ Other Agency Attorney

☐ Not conducted

☒ Human Resources

☒ Agency Head

☐ General Counsel

☒ Other Agency Attorney

☐ Not conducted

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

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

A. WORKFORCE:

Please list the Workforce Goal(s) included in <i>Section IV: Proactive Strategies to Enhance Diversity, EEO and Inclusion</i> , which you set/declared in your FY 2022 Diversity and EEO Plan (e.g., underutilization, workforce planning, succession planning and diverse applicant pool, among others):	Please describe the steps that your agency has taken to meet the Workforce Goal(s) set/declared in your plan. Include steps that were taken or considered to build an inclusive and sustainable pipeline for your agency across all levels.	Q1 Update	Q2 Update	Q3 Update	Q4 Update
The agency will continue to offer expanded training opportunities aimed at improving staff skills, particularly in ways related to their work functions, coping with stress, managing change, communication, and agency diversity and inclusion goals. In FY 2021 and 2022, the EEO officer identified trainings for senior staff to complete (including disability awareness and managing 5 generations, respectively) to build relevant managerial skills for a diverse and inclusive environment.	During this quarter, the EEO Officer worked with the APO and Citywide Compliance to ensure that all agency staff, including consultants and interns, who had not done so in the previous quarter, completed the DCAS lgbTq: Power of Inclusion (biannual) and Sexual Harassment Prevention (annual) trainings, with particular attention paid to deployment to new employees and summer interns. The agency has 100% compliance with the requirement to take the Sexual Harassment Prevention training. The EEO Officer also mandated the following training for all employees, interns, and consultants, as well as	☐ Planned ☐ Not started ☒ Ongoing ☐ Delayed ☐ Deferred ☐ Completed	☐ ☐ ☒ ☐ ☐ ☐	☐ ☐ ☒ ☐ ☐ ☐	☐ ☐ ☒ ☐ ☐ ☐

	deployed it agencywide: DCAS Disability Awareness and Etiquette training and Everybody Matters: EEO and Diversity & Inclusion Modules. The EEO Officer provided DCAS with data needed to manually add non-City employees. The EEO Officer worked with senior staff to make sure that all members of their units were accounted for and given time to take the trainings. The EEO Officer shared information on upcoming Microaggressions to Microaffirmations trainings with all senior staff members and recommended they take it. The EEO Officer also registered to attend the Microaggressions to Microaffirmations training. The Special Assistant to the Commissioner worked with DCAS to deploy the Online Records Management training agencywide. The CIO deployed cyber trainings agencywide.				
In FY 2021, the agency launched a LinkedIn site to aid in expanding, more equitable recruitment. The agency will continue to engage potential employees and partner organizations as part of an outreach effort.	The agency will identify LinkedIn contacts to follow, including existing partners, similar institutions, and work groups/organizations which may provide access to qualified candidates in underutilized areas.	☒ Planned ☐ Not started ☐ Ongoing ☐ Delayed ☐ Deferred ☐ Completed	☒ ☐ ☐ ☐ ☐ ☐	☒ ☐ ☐ ☐ ☐ ☐	☒ ☐ ☐ ☐ ☐ ☐

		☐ Planned ☐ Not started ☐ Ongoing ☐ Delayed ☐ Deferred ☐ Completed	☐ ☐ ☐ ☐ ☐ ☐	☐ ☐ ☐ ☐ ☐ ☐	☐ ☐ ☐ ☐ ☐ ☐
		☐ Planned ☐ Not started ☐ Ongoing ☐ Delayed ☐ Deferred ☐ Completed	☐ ☐ ☐ ☐ ☐ ☐	☐ ☐ ☐ ☐ ☐ ☐	☐ ☐ ☐ ☐ ☐ ☐
Describe steps that were taken or considered to address underutilization identified through quarterly workforce reports. Please list Job Groups where underutilization exists in the current quarter.					
The New York City Department of Records and Information Services placed the following new job postings in this quarter: Motor Vehicle Operator (Job ID # 513359); Summer Legal Intern (Job ID # 524092); Paper Conservator (Job ID # 523053); Public Records Aide (Job ID # 521766); Web Developer (Job ID # 525211); Manager, Digital Programs (Job ID # 525212); Director, NYC Records Management (Job ID # 525214); Public Records Officer (Job ID # 525295); Collections Management Archivist (Job ID # 534047); and Public Programming Officer - 525295 (Job ID # 513362). The agency has an underutilization in the following job categories: clerical and management specialists. All postings are shared with CUNY, the Mayor's Office for People with Disabilities, and other outlets to address underutilization. The EEO Officer also shared internship opportunities with local programs and relevant career fairs with senior staff members to expand their divisions through diverse recruitment resources.					

B. WORKPLACE:

Please list the Workplace Goal(s) included in <i>Section IV: Proactive Strategies to Enhance Diversity, EEO and Inclusion</i> , which you set/declared in your FY 2022 Diversity and EEO Plan (e.g., job satisfaction/engagement surveys, exit interviews/surveys, and onboarding surveys):	Please describe the steps that your agency has taken to meet the Workplace Goal(s) set/declared in your plan. • Include steps that were taken or considered to create inclusive work environment which values differences that each of your unique employees brings to work, and to maintain focus on retaining talent across all levels.	Q1 Update	Q2 Update	Q3 Update	Q4 Update
In FY2021, the agency made a commitment to improving conditions at each of its three worksites, including the renovation of existing workspaces, installation of new workspaces at an existing facility, and the relocation of staff and the collections of the Municipal Archives to a new state-of-the-art, climate-controlled facility. These renovations continue at our Queens warehouse.	In this quarter, the agency installed new equipment and furniture at the Queens warehouse in April 2022. The agency also installed new blinds at its Industry City facility and painted the records management section. The agency contracted to have the windows at 31 Chambers Street, NYC cleaned.	☐ Planned ☐ Not started ☒ Ongoing ☐ Delayed ☐ Deferred ☐ Completed	☐ ☐ ☒ ☐ ☐ ☐	☐ ☐ ☒ ☐ ☐ ☐	☐ ☐ ☒ ☐ ☐ ☐
The QWL Committee continues to plan optional activities for all staff, including a bi-monthly book club.	The QWL Committee met to discuss potential projects they can undertake and developed ideas for the WorkWell NYC wellness grant application. The QWL Committee circulated an agency-wide survey to select a wellness option to seek funding for through the grant. The QWL Committee worked with the EEO Officer (an agency wellness ambassador) to submit application for funding to cover the costs of yoga and meditation classes at the	☐ Planned ☐ Not started ☒ Ongoing ☐ Delayed ☐ Deferred ☐ Completed	☐ ☐ ☒ ☐ ☐ ☐	☐ ☐ ☐ ☐ ☒ ☐	☐ ☐ ☒ ☐ ☐ ☐

	agency.				
The agency is holding all-staff events throughout the year, including an all-staff meeting in October 2021 and a training day in December 2021. The all-staff meetings allow staff members from across each division to meet, discuss agency issues, and offer recommendations or observations of existing challenges and strengths. The training day will include the completion of an Intro to Equity and Inclusion course. The agency circulated training opportunities to staff related to their work functions, coping with stress, managing change, and communication, including wellness offerings from WorkWell NYC and the Mayor's Office of Appointments.	During this quarter, the EEO Officer worked with senior staff to ensure completion of required trainings. The EEO Officer also circulated additional training options available through DCAS, Workwell NYC, CCHR, etc. The EEO Officer (an agency wellness ambassador) circulated information on WorkWell events agencywide, including the Meditation Bus Tour on May 19, 2022 and the NYC Mental Wealth Block Party held on June 10, 2022.	☐ Planned ☐ Not started ☒ Ongoing ☐ Delayed ☐ Deferred ☐ Completed	☐ ☐ ☒ ☐ ☐ ☐	☐ ☐ ☒ ☐ ☐ ☐	☐ ☐ ☒ ☐ ☐ ☐
		☐ Planned ☐ Not started ☐ Ongoing ☐ Delayed ☐ Deferred ☐ Completed	☐ ☐ ☐ ☐ ☐ ☐	☐ ☐ ☐ ☐ ☐ ☐	☐ ☐ ☐ ☐ ☐ ☐
Please specify any other EEO-related activities designed to improve/enhance the workplace during the quarter (e.g., postings, meetings, cultural programs promoting diversity, newsletters/articles, etc.) and describe briefly the activities, including the dates when the activities occurred.					

The agency issues weekly blogs and regular newsletters highlighting the work of the agency. On April 12, 2022, the agency held a Lunch and Learn event with author and historian Eric K. Washington. Washington discussed his efforts to preserve the former Colored School No. 4, a 19th-century Black heritage site in Chelsea, sharing details on the history of the building and its famous former students. Between April 22nd and April 23rd, the agency participated in the national celebration of Frederick Law Olmsted's 200th birthday with a two-day exhibit of the original design proposed for Central Park. On May 7, 2022, the agency participated in the annual Jane's Walk citywide festival by providing visitors with a tour of the space in Industry City and sharing information about the agency's Neighborhood Stories project. On June 7, 2022, the agency held a Lunch and Learn event with author and historian Andrea C. Mosterman, who discussed slavery practices in colonial New York, highlighting that the methods of racialized spatial control held much in common with southern plantation societies. Mosterman detailed how Dutch communities engaged in a daily struggle with Black New Yorkers, who found ways to claim freedom and resist oppression throughout the 17th and 18th centuries. Throughout June 2022, the agency also partnered with local event organizers to attend and share information on the agency's oral history project, Neighborhood Stories, including the Weeksville Heritage Center's Juneteenth Celebration and the Art of Brooklyn Film Festival at Sunset Park High School.

C. COMMUNITY:

Please list the Community Goal(s) included in <i>Section IV: Proactive Strategies to Enhance Diversity, EEO and Inclusion</i> , which you set/declared in your FY 2022 Diversity and EEO Plan (e.g., community outreach and engagement, MWBE participation and customer satisfaction surveys):	Please describe the steps that your agency has taken to meet the Community Goal(s) set/declared in your plan. • Include steps that were taken or considered to establish your agency as a leading service provider to the citizens of New York City focused on inclusion and cultural competency, while reflecting the variety of communities that are served.	Q1 Update	Q2 Update	Q3 Update	Q4 Update
The agency will build on outreach efforts to various communities in the five boroughs, including the continuation of the Womens Activism. NYC and Neighborhood Stories projects – which have transitioned to virtual formats. The agency is also working to expand its collaborations with local K-12 schools by adding curriculum aids to its website for use by educators, partnering with local schools to participate in the #20000by2020 campaign to gather 20,000 stories of inspiring women in the digital archive, and providing virtual tours of our Brooklyn Bridge materials to elementary students. In this effort, the agency has engaged interns for educational and community outreach projects through the following programs: CUNY Service Corp, Futures and Options, and PENCIL. The agency has also engaged a Volunteer Outreach Coordinator and Educational Outreach	In the 4th quarter, the agency held 12 public programs/events, connecting the public with the collections of the Municipal Library and Archives, as well as 1 training session for volunteers working with the agency on its educational outreach efforts, a transcription project, and two community outreach projects – Neighborhood Stories and WomensActivism.NYC. Both community outreach projects utilize volunteers from diverse communities across the city and engage New Yorkers of varying backgrounds to enrich the collections of the Municipal Archives and Library with stories that matter to them. These stories will be permanently preserved, alongside other City government records.	☐ Planned ☐ Not started ☒ Ongoing ☐ Delayed ☐ Deferred ☐ Completed	☐ ☐ ☒ ☐ ☐ ☐	☐ ☐ ☒ ☐ ☐ ☐	☐ ☐ ☒ ☐ ☐ ☐

Coordinator to work on the above projects, through the NYC Service AmeriCorps program. Through the work of the AmeriCorps members and the agency's Members expanding volunteer program, the agency is continuing to recruit people to be interviewed as part of the oral history project or to contribute stories to WomensActivism.NYC digital archive. The agency has also recruited community members for two new volunteer opportunities as volunteers on the agency's educational initiative and September 11th risers transcription project. In addition, one of the agency's advisory boards is developing a curriculum aide on pandemics and content on neighborhoods.					
		☐ Planned ☐ Not started ☐ Ongoing ☐ Delayed ☐ Deferred ☐ Completed	☐ ☐ ☐ ☐ ☐ ☐	☐ ☐ ☐ ☐ ☐ ☐	☐ ☐ ☐ ☐ ☐ ☐
		☐ Planned ☐ Not started ☐ Ongoing ☐ Delayed ☐ Deferred ☐ Completed	☐ ☐ ☐ ☐ ☐ ☐	☐ ☐ ☐ ☐ ☐ ☐	☐ ☐ ☐ ☐ ☐ ☐

		☐ Planned ☐ Not started ☐ Ongoing ☐ Delayed ☐ Deferred ☐ Completed	☐ ☐ ☐ ☐ ☐ ☐	☐ ☐ ☐ ☐ ☐ ☐	☐ ☐ ☐ ☐ ☐ ☐
Please specify any other Community-directed activities during the quarter (e.g., meetings, educational and cultural programs, promotion of agency services, community fairs, etc.) and describe briefly the activities, including the dates when the activities occurred.					
This quarter, the agency hosted the following public programs/events: P.S. 73 School Visit (4/4/22); Art School Visit with Kameron Neal (4/6/22); Lunch & Learn: The Legacy of Colored School No. 4 (4/12/22); Celebrate Olmsted Bicentennial: The Greensward Plan for The Central Park (4/22-23/22); Brooklyn Bridge Informational Session (5/5/22); Brooklyn Bridge Informational Session (5/10/22); Brooklyn Bridge Program Session (5/18/22); Brooklyn Bridge Program Session (5/19/22); DORIS Educational Volunteer Introductory Meeting/Training (5/20/22); Brooklyn Bridge Program Session (5/25/22); Brooklyn Bridge Program Session (6/1/22); Brooklyn Bridge Program Session (6/2/22); and Lunch & Learn: Spaces of Enslavement in Early New York (6/7/22).					

D. EQUITY and RACE RELATIONS INITIATIVES:

Please specify Equity and Race Relations Initiatives embarked on or continued from previous year(s) the quarter (e.g., meetings, educational and cultural programs, presentations, discussions, books/articles, other suggested readings, etc.) and describe briefly the activities, including the dates when the activities occurred.
The agency regularly shares available trainings and or discussions related to equity and race relations with staff and encourages all to participate. Moreover, in the 4th quarter, the agency EEO Officer worked with the APO and DCAS to deploy the following trainings to all agency staff: DCAS Disability Awareness and Etiquette training and Everybody Matters: EEO and Diversity & Inclusion Modules.

V. RECRUITMENT

A. RECRUITMENT EFFORTS

Please list Recruitment Strategies and Initiatives which you set/declared in your FY 2022 Diversity and EEO Plan (e.g., targeted outreach and outreach, diversity recruitment, social media presence, where jobs are posted, EEO and APO collaboration, evaluation of best recruitment sources, structured interview training and unconscious bias training):	Please describe the steps that your agency has taken to meet the Recruitment Goal(s) set/declared in your plan.	Q1 Update	Q2 Update	Q3 Update	Q4 Update
Review underutilization in job groups to inform recruitment efforts.	The agency EEO Officer reviews and distributes quarterly workforce statistics to agency head, agency attorney, and the HR Administrator.	☐ Planned ☐ Not started ☒ Ongoing ☐ Delayed ☐ Deferred ☐ Completed	☐ ☐ ☒ ☐ ☐ ☐	☐ ☐ ☒ ☐ ☐ ☐	☐ ☐ ☒ ☐ ☐ ☐
Review policies, procedures, and practices related to targeted outreach and recruitment.	The EEO Officer, HR Administrator, and Agency Attorney meet monthly to review concerns relevant to HR, EEO, and legal work at the agency, including addressing existing under-utilization and reviewing existing practices or policies.	☐ Planned ☐ Not started ☒ Ongoing ☐ Delayed ☐ Deferred ☐ Completed	☐ ☐ ☒ ☐ ☐ ☐	☐ ☐ ☒ ☐ ☐ ☐	☐ ☐ ☒ ☐ ☐ ☐

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

During this quarter, the agency trained summer interns for work throughout the agency and recruited other interns and AmeriCorps members for fall openings.

B. INTERNSHIPS/FELLOWSHIPS

The agency is providing the following internship opportunities in FY 2022:

[NOTE: Please update this table every quarter]

Type of Internship\Fellowship	Total	Race/Ethnicity* [#s] * Use self-ID data obtained from NYCAPS	Gender* [#s] [N-B=Non-Binary; O=Other; U=Unknown] * Use self-ID data
1. Urban Fellows			M ___ F ___ N-B ___ O ___ U ___
2. Public Service Corps	1	1 Asian	M ___ F _1_ N-B ___ O ___ U ___
3. Summer College Interns			M ___ F ___ N-B ___ O ___ U ___
4. Summer Graduate Interns			M ___ F ___ N-B ___ O ___ U ___
5. Other (specify): AmeriCorps Futures and Options	2	2 Black 1 White 5 Unknown	M _1_ F _5_ N-B ___ O ___ U ___

Additional Comments:

C. 55-A PROGRAM

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

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

Q1 (9/30/2021): ____0____ Q2 (12/31/2021): ____0____ Q3 (3/31/2022): ____0____ Q4 (6/30/2022): ____0____

During the 1st Quarter, a total of __0__ [number] new applications for the program were received.

During the 1st Quarter __0__ participants left the program due to [state reasons] _____.

During the 2nd Quarter, a total of __0__ [number] new applications for the program were received.

During the 2nd Quarter _0__ participants left the program due to [state reasons] _____.

During the 3rd Quarter, a total of __0__ [number] new applications for the program were received.

During the 3rd Quarter _0__ participants left the program due to [state reasons] _____.

During the 4th Quarter, a total of _0__ [number] new applications for the program were received.

During the 4th Quarter _0__ participants left the program due to [state reasons] _____.

The 55-a Coordinator has achieved the following goals:

1. Disseminated 55-a information – by e-mail: ☐ Yes ☒ No
in training sessions: ☐ Yes ☒ No
on the agency website: ☐ Yes ☒ No
through an agency newsletter: ☐ Yes ☒ No

2. _____

3. _____

VI. SELECTION (HIRING AND PROMOTION)

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

Please list additional Selection Strategies and Initiatives which you set/declared in your FY 2022 Diversity and EEO Plan (<i>include use of structured interview, EEO or APO representatives observing interviews, review of placements, review of e-hire applicant data</i>)	Please describe the steps that your agency has taken to meet the Selection (Hiring and Promotion) Goal(s) set/declared in your plan.
Career Counseling: Advising employees of opportunities for promotion and career development; Notification of promotion/transfer opportunities	The HR Administrator holds weekly office hours to offer career counseling among other HR-related services to staff, in addition to offering appointments. The Administrative Unit also distributes information on open postings,
Reviewing the methods by which candidates are selected for appointment, promotion, or to fill vacancies (new hires), especially for mid- and high-level discretionary positions	The EEO Officer will work with the HR Administrator to assess promotions post-appointment on an annual basis. The EEO Officer or other EEO staff serve as observers on hiring panels, whether they are filled through the eHire platform. The EEO Officer and HR Administrator review and approve all interview questions as part of a structured interview process.
Describe the role of agency EEO Officer and other EEO staff in the selection of candidates for appointment or promotion (pre- and post-appointment)	The EEO Officer and other EEO staff are part of the interview process but do not weigh in on the selection of candidates for appointment or promotion, pre-appointment. The EEO Officer will work with the HR Administrator to assess promotions post-appointment on an annual basis.
Analyzing the impact of layoffs or terminations on racial, gender and age groups	The agency has not laid off staff in recent years. However, when layoffs were being considered by the City in FY 2021, the EEO Officer completed an analysis of the impact of potential layoffs at the agency in Quarter 1. In the end, no layoffs were implemented due to City negotiations.

Other:					
During this Quarter the Agency activities included:		Q1	Q2	Q3	Q4
	# of Vacancies	# __1__	# __4__	# __4__	# __3__
	# of New Hires	# __3__	# __1__	# __3__	# __3__
	# of New Promotions	# __0__	# __0__	# __0__	# __0__

VII. TRAINING

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

VIII. REASONABLE ACCOMMODATION

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

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

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

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

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

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

Provide the name and title of the new Chief MWBE Officer: _____

C. LOCAL LAW 92: ANNUAL SEXUAL HARASSMENT PREVENTION TRAINING

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

D. LOCAL LAW 97: ANNUAL SEXUAL HARASSMENT REPORTING

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

Q1 ☒

Q2 ☒

Q3 ☒

Q4 ☒

☒ The agency has entered **all types of complaints** in the DCAS Citywide Complaint Tracking System and updates the information as they occur.

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

Report all complaints and their disposition in the DCAS Citywide Complaint/Reasonable Accommodation Tracking System by logging into your CICS Account at: <https://mspwwa-dcslnx01.csc.nycnet/Login.aspx>

E. LOCAL LAW 101: CLIMATE SURVEY

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

Describe any follow-up measures taken to address the results of the 2018 Climate Survey:

In the 2018 climate survey, it was recommended that we continue to increase EEO awareness at the agency, ensure employees are aware of the process for making a complaint, and compare our agency-specific results to the city-wide results to determine gaps. The agency has required annual EEO awareness training, which is completed by all staff, consultants, and interns. This – along with the annual agency head commitment to EEO – which was issued in December 2021 – inform staff about the process. This will be followed by meetings between the directors and their teams to further clarify EEO at the agency. The Climate Survey results were evaluated at a senior staff meeting and it was noted that the agency fared well overall. Also, steps taken to address risk (previously identified) may address issues identified in the Climate Survey.

Describe your analysis of the results of the 2020 Climate Survey (when provided by DCAS):
The EEO Officer will review results with other senior staff members.

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 EEPD or another governmental agency specific to our EEO practices.
- ☒ The agency is involved in an audit; please specify who is conducting the audit: _____ EEPD _____.
- ☐ Attach the audit recommendations by NYC EEPD or the other auditing agency.
- ☐ The agency has submitted or will submit to OCEI an amendment letter, which shall amend the agency plan for FY 2022.
- ☐ The agency received a Certificate of Compliance from the auditing agency.
Please attach a copy of the Certificate of Compliance from the auditing agency.

APPENDIX: [AGENCY NAME] EEO PERSONNEL DETAILS
EEO PERSONNEL FOR ____ QUARTER, FISCAL YEAR 2022

A. PERSONNEL CHANGES

Personnel Changes this Quarter: ☒ No Changes		Number of Additions:	Number of Deletions:
Employee's Name & Title	1.	2.	3.
Nature of change	☐ Addition ☐ Deletion	☐ Addition ☐ Deletion	☐ Addition ☐ Deletion
Date of Change in EEO Role	Start Date or Termination Date:	Start Date or Termination Date:	Start Date or Termination Date:
Employee's Name & Title			
Nature of change	☐ Addition ☐ Deletion	☐ Addition ☐ Deletion	☐ Addition ☐ Deletion
Date of Change in EEO Role	Start Date or Termination Date:	Start Date or Termination Date:	Start Date or Termination Date:
For New EEO Professionals:			
Name & Title	4.	5.	6.
EEO Function	☐ EEO Officer ☐ EEO Counselor ☐ EEO Trainer ☐ EEO Investigator ☐ 55-a Coordinator ☐ Other: (specify)	☐ EEO Officer ☐ EEO Counselor ☐ EEO Trainer ☐ EEO Investigator ☐ 55-a Coordinator ☐ Other: (specify)	☐ EEO Officer ☐ EEO Counselor ☐ EEO Trainer ☐ EEO Investigator ☐ 55-a Coordinator ☐ Other: (specify)
Percent of Time Devoted to EEO	☐ 100% ☐ Other: (specify %):	☐ 100% ☐ Other: (specify %):	☐ 100% ☐ Other: (specify %):
Name & Title			
EEO Function	☐ EEO Officer ☐ EEO Counselor ☐ EEO Trainer ☐ EEO Investigator ☐ 55-a Coordinator ☐ Other: (specify)	☐ EEO Officer ☐ EEO Counselor ☐ EEO Trainer ☐ EEO Investigator ☐ 55-a Coordinator ☐ Other: (specify)	☐ EEO Officer ☐ EEO Counselor ☐ EEO Trainer ☐ EEO Investigator ☐ 55-a Coordinator ☐ Other: (specify)
Percent of Time Devoted to EEO	☐ 100% ☐ Other: (specify %):	☐ 100% ☐ Other: (specify %):	☐ 100% ☐ Other: (specify %):

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

Name & EEO Role	1. LaTonya Jones	2. Michael Lorenzini	3. Urmi Udeshi
Completed EEO Trainings:			
1. Everybody Matters-EEO/D&I	☒ Yes ☐ No	☒ Yes ☐ No	☒ Yes ☐ No
2. EEO Awareness	☒ Yes ☐ No	☒ Yes ☐ No	☒ Yes ☐ No
3. Diversity & Inclusion	☐ Yes ☐ No	☐ Yes ☐ No	☐ Yes ☐ No
4. Sexual Harassment Prevention	☒ Yes ☐ No	☒ Yes ☐ No	☒ Yes ☐ No
5. IgbTq: The Power of Inclusion	☒ Yes ☐ No	☒ Yes ☐ No	☒ Yes ☐ No
6. Unconscious Bias	☐ Yes ☐ No	☐ Yes ☐ No	☐ Yes ☐ No
7. Disability Etiquette	☒ Yes ☐ No	☒ Yes ☐ No	☒ Yes ☐ No
Completed OCEI Trainings:			
A. EEO Officer Essentials: Complaint/Investigative Processes	☒ Yes ☐ No	☐ Yes ☐ No	☐ Yes ☐ No
B. EEO Officer Essentials: Reasonable Accommodation	☒ Yes ☐ No	☐ Yes ☐ No	☐ Yes ☐ No
C. Understanding CEEDS Reports	☐ Yes ☐ No	☐ Yes ☐ No	☐ Yes ☐ No
Name & EEO Role	4. Wai Yu Chau	5.	6.
Completed EEO Trainings:			
1. Everybody Matters-EEO/D&I	☒ Yes ☐ No	☐ Yes ☐ No	☐ Yes ☐ No
2. EEO Awareness	☒ Yes ☐ No	☐ Yes ☐ No	☐ Yes ☐ No
3. Diversity & Inclusion	☐ Yes ☐ No	☐ Yes ☐ No	☐ Yes ☐ No
4. Sexual Harassment Prevention	☒ Yes ☐ No	☐ Yes ☐ No	☐ Yes ☐ No
5. IgbTq: The Power of Inclusion	☒ Yes ☐ No	☐ Yes ☐ No	☐ Yes ☐ No
6. Unconscious Bias	☐ Yes ☐ No	☐ Yes ☐ No	☐ Yes ☐ No
7. Disability Etiquette	☒ Yes ☐ No	☐ Yes ☐ No	☐ Yes ☐ No
Completed OCEI Trainings:			
A. EEO Officer Essentials: Complaint/Investigative Processes	☐ Yes ☐ No	☐ Yes ☐ No	☐ Yes ☐ No
B. EEO Officer Essentials: Reasonable Accommodation	☐ Yes ☐ No	☐ Yes ☐ No	☐ Yes ☐ No
C. Understanding CEEDS Reports	☐ Yes ☐ No	☐ Yes ☐ No	☐ Yes ☐ No

B. CONTACT INFORMATION (Please list ALL current EEO professionals)DIVERSITY AND EEO STAFFING IN [AGENCY NAME] AS OF QUARTER FY 2022 *

<u>EEO\ Diversity Role</u>	<u>Name</u>	<u>Civil Service Title</u>	<u>% of Time Devoted to EEO & Diversity Functions</u>	<u>Office E-mail Address</u>	<u>Telephone #</u>
<u>EEO Officer/Director</u>	LaTonya Jones	Community Coordinator	30%	LCJones@records.nyc.gov	212.341.6022
Chief Diversity Officer/Chief MWBE Officer per E.O. 59	Lisa Velasquez	Agency Attorney III	5%	lvelasquez@records.nyc.gov	212-341-6036
ADA Coordinator	Naomi Pacheco	Administrative Manager M1/M2	2%	napacheco@records.nyc.gov	212-788-8622
Disability Rights Coordinator	Naomi Pacheco	Administrative Manager M1/M2	5%	napacheco@records.nyc.gov	212-788-8622
Disability Services Facilitator	Gerald Rosero	Administrative Manager M1/M2	2%	grosero@records.nyc.gov	212.788.8610
55-a Coordinator	Naomi Pacheco	Administrative Manager M1/M2	1%	napacheco@records.nyc.gov	212-788-8622
Career Counselor	Naomi Pacheco	Administrative Manager M1/M2	5%	napacheco@records.nyc.gov	212-788-8622
EEO Counselor	Urmi Udeshi	Public Records Aide	8%	uudeshi@records.nyc.gov	212-788-8634

EEO Counselor	Michael Lorenzini	Associate Staff Analyst	4%	mlorenzini@records.nyc.gov	212-788-8576
EEO Counselor	Wai Yu (Julie) Chau	Clerical Associate	3%	wchau@records.nyc.gov	212-788-8619
Training Liaison	Naomi Pacheco	Administrative Manager M1/M2	5%	napacheco@records.nyc.gov	212-788-8622

* Please note changes (new personnel filling the specified role). You may insert additional entries as needed. Title refers to the civil service title. If there is an EEO/Diversity role that your staff performs that is not on the list above, you may indicate it on the chart. You may provide full contact information once if several roles are performed by the same person.