

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

Fiscal Year 2024

NYPD



NYPD
New York City Police Department

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I. Commitment and Accountability Statement by the Agency Head

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

As Police Commissioner of the New York City Police Department (NYPD), I am committed to supporting and enforcing the rights and protections afforded by the New York City Equal Employment Opportunity (EEO) Policy, the City and State Human Rights Laws, and all other relevant laws for all employees, applicants for employment, external contractors, consultants, agency partners, and members of the public served by the Department.

I will continue the NYPD's efforts to achieve the greatest possible diversity among our workforce; to foster a culture of openness, inclusion, and cooperation in our workplaces; to promote equity in all aspects of our organization; and to examine and eliminate the structural obstacles to equal treatment in the recruitment, selection, development, advancement, and retention of a diverse workforce that is reflective of New York City's population.

I will ensure that the NYPD's executive leadership team shares my vision and actively contributes in our efforts to enhance and promote the values of equity, inclusion, and respect for all. All executives, managers, and supervisors in our agency will be responsible for ensuring a safe, equitable, and inclusive work environment for all our employees, and for delivering equitable, fair, and effective services to the public we serve.

I will hold the top leadership of our agency, as well as any other person involved in the hiring process or personnel matters, accountable for ensuring the agency does not discriminate against employees or applicants for employment. We will continue supporting the diversity, equity, and inclusion initiatives by observing EEO mandates, and working diligently to attain our goals in this area. Furthermore, all agency staff must be continuously updated and compliant with the City's EEO Policy and the implementation of this Diversity, Equity, Inclusion and Equal Employment Opportunity (DEI-EEO) Plan.

I will involve Wendy Garcia, the NYPD's Deputy Commissioner, Equity & Inclusion (DCEI), in critical human resources decisions, including recruitment and selection strategies, workforce projections, promotion, training/career development opportunities, and strategic planning.

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

The Deputy Commissioner, Equity & Inclusion (DCEI) and Agency EEO Officer, Wendy Garcia, will serve as the primary resource for managers and supervisors by providing best practices and direction in addressing EEO issues. Her contact information will be prominently available to all employees.

Throughout the fiscal year, I will announce this Commitment Statement to our employees and continue to affirm the principles of diversity, inclusion, and equal employment opportunity, and to communicate our dedication to equity and all values that drive us toward this goal.

This statement is the same as last year.

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

II. Recognition and Accomplishments

[Describe below key initiatives and accomplishments that your agency undertook last fiscal year (2023) to advance DEI and EEO goals, for example, recognizing employee contributions to DEI goals through awards and employee appraisal, introducing new equity programs, training all staff on mandatory training, or launching employee resource groups. Add additional lines as needed.]

In the past year, our agency accomplished the following as part of our commitment to DEI and EEO through the Deputy Commissioner Equity & Inclusion office (DCEI):

1. Hosted NYPD 2023 Women's Conference
2. Women's Institute Graduation
3. Pathway to Mentorship Ceremony (Mentoring program graduation)
4. Improved investigative and reasonable accommodation process.
5. Continued several Department-wide working groups focused on:
 - LGBTQIA+ initiatives
 - Pay parity
 - Civilian advancement
 - Civilian Recognition
 - Customer service
6. Distributed LGBTQIA+ Resources Map to all NYPD Members of Service
7. 2023 EEO Liaison Conference
8. Reasonable Accommodation Meditation Spaces (3 locations)
9. Lactation Spaces: Over 100 locations within various NYPD facilities throughout the City.

III. Workforce Review and Analysis

Please provide the total agency headcount as of 6/30/2023

Total Headcount: 49,522

[This figure is available on the total line for your agency in the FY 2023 Q4 EBEPR210 CEEDS report]

[Pursuant to Local Law 27 (2023), provide an analysis of your agency's compensation data and measures to address pay disparity and occupational segregation in FY 2023. The term "occupational segregation" means a group's under-representation or over-representation in certain jobs or fields of work, when such group is protected by the employment related provisions of the city's human rights law and such group does not benefit from greater pay, responsibility, flexibility, stability, prestige, or other indicators of job desirability. To do this analysis, look at titles where pay disparity exists and salaries vary within the same title when compared by years of service. Also conduct a comparison of women and racial or ethnic minority group members.]

1.] [Look at titles where pay disparity exists and salaries vary within the same title when compared by years of service. Also conduct a comparison of women and racial or ethnic minority group members.]

The NYPD has reviewed its current pay structures, including payroll data, to determine if any employees are being paid outside of the collective bargaining agreements for their respective titles. The NYPD maintains a salary roster and it is updated regularly when collective bargaining increases are implemented. All employees are paid at the appropriate salary. No instances of employees being paid salaries that are inconsistent with those collectively bargained for their titles were identified. Additionally, the NYPD's Deputy Commissioner, Labor Relations, has not received any grievances in regard.

The NYPD reviewed the agency's staff for designations of Deputy Director (29 managers), Director (43 managers), Executive Director (22 managers), Assistant Commissioner (14 managers), and Assistant Deputy Commissioner (7 managers).

As a practice, the Civilian Advancement Board reviews the average salary when reviewing requests for promotions and upgrades into these executive levels. For the pay parity group we reviewed and concluded there were no disparities based on gender and ethnicity. We will continue to review these requests to ensure fairness and equity.

In order to address underutilization of women and minorities in the NYPD, the NYPD began the Fair Ranks Assessment Program, or "Fair Ranks." Fair Ranks is an action-oriented assessment program developed by DCEI to implement equity management tools designed to chart and further OEI's mission, advance NYPD's commitment and accountability related to DEI and EEO, and build a transparent system to further expand strategies to enhance DEI and EEO throughout the NYPD. The central premise underlying the Fair Ranks assessment program is that absent discrimination, over time, an agency's workforce, generally, will reflect the gender, racial, and ethnic profile of the

labor pools from which the agency recruits and selects. The Fair Ranks assessment program contains a diagnostic component that includes several quantitative analyses designed to evaluate the composition of the workforce of the bureaus and compare it to the composition of the Department's labor force. If women and minorities are not being employed, transferred, and/or assigned at a rate to be expected, given their availability in the relevant labor force, OEI's Fair Ranks equity assessment program includes specific practical steps designed to address this underutilization.

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

In FY 2024, the agency will remind and encourage its employees to update self-ID information regarding race/ethnicity, gender, and veteran status through any of the following means:

- NYCAPS Employee Self-Service (by email; strongly recommended every year)
- Agency's intranet site
- On-boarding of new employees
- Employees unable to complete the self-identification form using ESS will be provided an opportunity to submit paper form to the EEO Office.
- In FY 2024, the agency will inform and remind employees of the option to add a preferred name in ESS.

3. [Describe the review process of the quarterly CEEDS reports on workforce composition, utilization, and new hires and promotions data presented in your quarterly agency workforce dashboard and/or internal workforce reporting. Describe how your agency's EEO Officer, Personnel Officer, and Agency Head work together to review demographic trends. These reports must be reviewed regularly with the Agency Head.]

DCEI is working with the Police Commissioner, Chief of Department, First Deputy Commissioner, and Chief of Personnel to plan and develop a workplace diversity plan. The goal is to develop diverse hiring practices and develop a diverse pool of candidates who can compete for roles in the NYPD. The NYPD will create a plan to address Local Law 28 of 2023 - a new law that addresses diverse recruitment and retention by analyzing: police recruitment and training, sergeant development course training, lieutenant development course training, captain development course training, and promotions for Members of Service. DCEI works with Chief of Personnel to develop and establish an internal policy mandating all hiring members of service to develop the following for upcoming vacancies in every bureau: Ensure posting of all vacancies in

appropriate portals in addition to advertising roles to Fraternal Organizations and Professional Organizations. Host open houses as needed so that MOS can learn about opportunities and potential roles. Ensure structured interviewing during the hiring process, with a minimum of 2-3 interviewers that include diverse perspectives and voting sheets. Assign the Integrity Control Officer (ICO) to assess and track the diversity of the MOS pool to identify any underutilization within the Bureau. Lastly, mandate training once per year for hiring executives on “Diversity and Inclusion Hiring Practices.”

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

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

[Select the options that apply to your agency.]

Agency Head

Quarterly Semi-Annually Annually Other _____

Human Resources

Quarterly Semi-Annually Annually Other _____

General Counsel

Quarterly Semi-Annually Annually Other _____

Other (___ specify)

Quarterly Semi-Annually Annually Other _____

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

IV. EEO, Diversity, Inclusion, and Equity Initiatives for FY 2024

[State below the central goals of your strategy for FY 2024 focused on promoting equity, increasing diversity, assuring equal employment opportunity, and enhancing the value of inclusion at your agency. Categorize your goals according to the strategic area targeted.]

1. Goals and strategies to enhance DEI and EEO in areas of Workforce, Workplace, Community, and Race Relations.

❖ Workforce:

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

DCEI will continue to partner with other NYPD Bureaus to develop integrated strategies for employee development, engagement, retention, and advancement. We facilitate Department-wide outreach and awareness initiatives for NYPD personnel regarding best practices in organizational equity and inclusion. DCEI looks to continue to encourage employee outreach and to provide employees a voice in other areas as well, including police reform and organizational practices that may serve as barriers to underrepresented/marginalized communities (race groups, those who identify as women, those who identify as LGBTQIA+). Strategic collaborations with internal stakeholders focused on the employee lifecycle will continue. DCEI, in partnership with NYPD fraternal organizations (ERGs), discuss ideas to address areas of concern of our workforce.

❖ Workplace:

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

Compliance with City, State, and Federal EEO-related laws and policies, including developing a series of EEO bulletins to distribute Department-wide focusing on specific EEO and diversity and inclusion issues. Increase the NYPD's ability to attract and retain highly qualified personnel by monitoring recruitment, employee opportunities, and complaints. Conduct needs assessments to make recommendations to the Police Commissioner and Executive Staff on best practices, quality improvements, and to determine required competencies to support program delivery commensurate with organizational change efforts. Designation of reasonable accommodation meditation spaces. Open another session of the Women's Institute.

❖ **Community:**

- [Community goals should be directed at the external environment of your agency: the public and entities served by the agency.]

Develop projects that will facilitate leadership in organizational equity and inclusion as well as the delivery of equitable and inclusive police services to the residents of New York City. Engage with key stakeholders in police reform processes to advance action-oriented initiatives and outreach to develop and increase mutual respect and trust among diverse communities and the NYPD.

❖ **Equity, Inclusion and Race Relations Initiatives:**

- [Describe special initiatives to enhance equity, inclusion, and race relations in your agency programs and activities. (Age inclusivity, non-traditional minorities inclusion initiatives, engagement of traditional and older employees in inclusion efforts and discussion forums)]

Pay Equity/Parity – analysis of existing salary structures as they relate to underlying civil service titles and executive designations with the goal of identifying and correcting disparities. The analysis discovered there are no issues. The Pay Parity Working Group has been pivoted to analyze civilian: training, recognition and advancement.

Minority- and/or Women-owned Business Enterprise (MWBE) Initiative – DCEI's MWBE Supplier Diversity Unit will partner with Deputy Commissioner, Management & Budget (DCMB) to increase supplier and vendor diversity of the NYPD. This unit will attend conferences associated with MWBE to encourage these businesses to seek NYPD contracts. The MWBE liaison will also guide minority and women owned, businesses on how to get MWBE certification and how to become a New York City Certified vendor in order to do business with the City and the NYPD.

Path to Mentorship - Mentoring Program – The nine-month program is designed to assist employees in making the best of their careers early on and also provides career guidance for those seeking to advance within the NYPD. The Mentoring Program serves as an additional resource for the NYPD's goal of supporting and developing its employees. The Path to Mentorship program connects leaders in the NYPD with high-potential employees from underrepresented groups to invest in their personal and professional goals by using their skills, experience, and network to drive their growth.

2. Planned Programs, Initiatives, Actions

[Describe the ongoing and new programs, actions, and initiatives planned for FY 2024, which are aimed toward enhancement and expansion of the three foundations of Diversity and EEO strategy: Workforce, Workplace, and Community.]

A. Workforce

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

Adoption and Child Care Policy: DCEI will be working with stakeholders to make changes to existing childcare policies. A major focus will be on updating childcare policies to include adoption, foster, and non-traditional parenting circumstances.

Fair Ranks Assessment Program: An action-oriented assessment program developed by DCEI to implement equity management tools. These tools are designed to chart and further DCEI's mission to advance the NYPD's commitment and accountability related to DEI and EEO

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

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

[Describe how your agency will address underutilization in FY 2024. Please mention here major job groups experiencing underutilization of women and minorities in your agency, and how your agency plans to address the underutilization. This should also include details of how the quarterly reports and dashboards will be used, partnership with the human resources office, initiatives around targeted recruitment, professional development for existing employees, and focus on civil service exams.]

The NYPD will use the dashboard provided by DCAS to identify the job groups where underutilization occurred. The quarterly reports give us an opportunity to see if current recruitment strategies are affectively addressing underutilized areas. Females are being underutilized in several job categories, specifically Craft, Health Professionals, Laborers, and Social Workers. Black employees are being underutilized in several job categories as well, explicitly in Craft, Health Professionals, Social Workers, and Police roles. Asian employees are identified as being underutilized in the Health Professionals job category. Conversely, Hispanic employees are not being underutilized in any job category. DCEI, through its Employee Resource Group (ERG) liaison, will leverage its relationships with ERGs to encourage their membership and their community to apply for open positions with the NYPD. This strategy combined is with the Personnel Bureau using the underutilized data to inform recruitment efforts. The NYPD will review its policies and practices related to targeted outreach and recruitment and then re-align to address underutilization. DCEI will work with the Chief of Department Office to target bureaus with high underutilization and provide recommendations to increase representation in bureaus. These recommendations include:

- reviewing criteria for entrance to identify any disqualifiers with impact, tracking growth by unit
- hosting bi-annual open house days

- participating in "Navigating NYPD" through DCEI
- hosting 1-2 meetings with members of ERGs/Fraternal Organizations.
- providing additional support or training to create a pipeline of interest for MOS in their first five years of service.

B. Workplace

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

Empathy Assessment and DEI Training: This training combines DEI focused empathy assessment and utilizes virtual reality as a method for more true-to-life learning with online executive education courses that covers basic Diversity, Equity, and Inclusion (DEI) concepts. The training focuses on change management around DEI, inclusive communication strategies, program evaluation, and DEI metrics for newly promoted Captains. This training merges implicit bias principles with equity and inclusion principles and is meant to supplement existing mandated training that is required as an employee of the NYPD.

Women's Institute: A nine-month program that allows female MOS to build deeper networks and confidence, gain exposure to leadership, and increase transparency around available positions and the qualifications needed to join specialized units.

[Select the options that apply to your agency.]

- Promote employee involvement by supporting Employee Resource Groups (ERGs).

List below the names of existing ERGs:

1. Advancement of Civilian Employees
2. American Legion NYC Post 460

3. Asian Jade Society
4. Bangladeshi American Police Association
5. Columbia Association
6. Desi Society
7. Emerald Society
8. Gay Officers Action League
9. Guardians Association
10. Guyanese American Law Enforcement Association
11. Haitian American Law Enforcement Fraternal Organization
12. Hispanic Society
13. Holy Name Society Brooklyn/Queens
14. Holy Name Society Manhattan/Bronx/Staten Island
15. Honor Legion
16. Illyrian Society of Law Enforcement Organization
17. International Police Association
18. Korean American Officers Association
19. Middle East Turkic Society
20. Muslim Officers Society
21. NYC Anchor Club
22. NY Dominican Officers Organization
23. Pakistani American Law Enforcement Society
24. Police Officers for Christ
25. Police Self Support Group
26. Police Square Club
27. Policewoman's Endowment Association
28. Pulaski Association
29. Regina Coeli Society
30. Russian American Officers Association
31. Saint George Society
32. Saint Paul Society
33. Shomrim Society
34. Sikh Officers Association
35. Steuben Association, Traffic Squad Benevolent Association, Viking Association
36. JamLEO – Jamaican American Law Enforcement Organization
37. IOS – Indian Officers Society
38. ALEO – African Law Enforcement Organization

Agency will create a Diversity Council to leverage equity and inclusion programs.

Agency Diversity Council is in existence and active

Agency will sponsor focus groups, Town Halls and learning events on race, equity, and inclusion

Agency will inform employees of their rights and protections under the New York City EEO Policy

Agency will ensure that its workplaces post anti-hate or anti-discrimination posters

C. Community

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

The NYPD will continue to conduct interactive events with the community in FY2024. Additional crime prevention outreach is conducted by the Community Affairs Bureau (CAB) to ensure that information is distributed to all NYC residents in order to combat preventable crimes. CAB also engages in toy giveaways and community outreach events in all boroughs throughout the course of the year. CAB also coordinates the Summer Youth Employment Program (SYEP), which aims to provide NYC youth ages 14-24 with career exploration opportunities.

The NYPD use the SMS Public Survey program to provide complainants/victims with a survey via SMS message. This program encourages those who have requested a complaint report to provide customer service related feedback via a text message survey. This information is then aggregated and made available via internal NYPD dashboards to help determine needs to provide increased levels of complainant/victim satisfaction.

The Office of the Deputy Commissioner, Equity and Inclusion has proposed an American Sign Language (ASL) national certification preparatory course. The course is intended to prepare qualified personnel who are fluent in ASL to successfully complete the National Interpreter Certification (NIC) exams administered by the Center for the Assessment of Sign Language Interpreting (CASLI) and the Registry for the Deaf, Inc. This will give the Agency access to certified ASL interpreters, ensuring further compliance with the Americans with Disabilities Act and strengthening the ability to effectively communicate with Individuals who are deaf and hard of hearing.

NYPD Members of Service who are fluent in ASL are conducting ASL trainings at precinct roll calls in order to help officers better engage with the Deaf and Hard of Hearing community.

In FY 2024, the agency will:

- ☒ Continue or plan to promote diversity and EEO community outreach in providing government services.
- ☒ Promote participation with minority and women owned business enterprises (MWBES)
- ☒ Conduct a customer satisfaction survey.
- ☒ Expand language services for the public.

V. Recruitment

A. Recruitment Efforts

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

The NYPD developed a strategic and productive recruitment “Plan of Action,” which promotes and brands the NYPD as a premier employment choice. Diverse police departments are crucial in effectively providing a high level of law enforcement service to the communities they serve. Promoting the NYPD as an employer of choice to attract a wide array of candidates is a top priority of the Recruitment Section. In our continued commitment to recruiting quality candidates that will showcase and support the NYPD’s diversity efforts, the following are some of our initiatives:

- Recruiters are tasked with engaging community residents, clergy, community leaders, elected officials, and community and faith-based organizations. In addition, recruiters collaborate with members of various fraternal organizations, the Community Affairs Bureau, and other units throughout the NYPD in order to assist with recruitment efforts.
- Recruiters make a positive impact on the lives of our City’s youngest by working with the School Safety Division, NYPD Explorers, and Police Cadets.
- Recruiters attend community events, street fairs, and career fairs and conduct presentations in schools. They work with youth groups and set up recruitment opportunities in various locations throughout the City.
- Recruiters reach potential candidates in their communities, where some candidates may have had strained relationships with the NYPD. Recruiters are highly visible and seek to form partnerships/relationships with community stakeholders.
- Recruiting at local colleges is one of our primary tools in finding educated, diverse and high quality candidates.

- Recruiters attend events at colleges with a focus on CUNY institutions that traditionally educate students from diverse backgrounds. These events include tabletop displays, career fairs, networking sessions/workshops, classroom presentations, and other large-scale events.
- A team consisting of civilian MOS and uniform MOS recruit at various locations throughout the City, including, but not limited to, community colleges, resource fairs, public libraries, high schools, adult learning centers, and local events hosted by community organizations.
- The Recruitment Section has partnered with the Department of Labor to deliver presentations to individuals who are unemployed and seeking new employment.
- The 212-RECRUIT automated telephone system was updated to include information for School Safety Agents and Traffic Enforcement Agents. The Recruitment Section added these uniformed civilian titles to NYPDRECRUIT.com. The civilian portion of the website offers insight into these careers within the NYPD. A professional, well-prepared site will attract casual visitors looking for quick information as well as serious applicants seeking detailed information. The site is user-friendly and includes up to date information on exam schedules, candidate requirements, job descriptions, salary information, benefits, and the promotional opportunities that are available for each respective title.

Advertising and Media Initiatives

The current advertising budget for recruitment is \$2 million per year. Walton Isaacson LLC, the NYPD's exclusive advertising vendor, has developed an advertisement campaign designed to target highly qualified and diverse individuals interested in a career in law enforcement. Specifically, for the 2021-2023 police officer campaigns, Walton Isaacson has placed ads on Facebook, Instagram, Radio, Connected TV, and Google paid search.

The Recruitment Section concentrates efforts on enhancing and implementing an effective digital recruiting strategy for Police Officers and civilians to reach our target audience of diverse and qualified individuals residing within and near New York City. The main components include web marketing, social media, Customer Relationship Management (CRM), and Short Message Service (SMS).

We established presence on the popular social networking sites: Facebook, Twitter and Instagram. The NYPD has over 110,000 followers on our Facebook page and approximately 11,200 followers on Twitter. The Recruitment Instagram page has over 32,800 followers. A consistent message is broadcast across all three platforms.

- **Social Media:** Social media offers the opportunity for recruiters to easily reach our target audience on a regular basis. This encourages our millennial and Gen Z audience to connect with the NYPD via our social networking sites.
- **CRM:** Recruitment Section has worked with the Information Technology Bureau (ITB) to develop an electronic database to collect email addresses and contact information via NYPD smartphones and the Recruitment website. This software (commonly referred to

as CRM or Customer Relationship Management) allows a paperless and efficient means for follow-up relationship marketing. Direct emails are sent to prospective candidates via the Recruitment Section's NYPD email address, NYPDRECRUIT@NYPD.ORG. In addition to emailing users in the CRM, the Recruitment Section has begun an initiative to text and call users in the database. We can narrow down a certain time frame, import those users to an Excel file to record their phone numbers, and have recruiters physically call each prospective exam taker/candidate to inquire if they are still interested in obtaining employment with the NYPD. If they wish to continue their hiring process or if they wish to register for an exam if they have not already, we will assist them. Recruitment has also utilized the Community Affairs Bureau's database to disseminate additional email messages to the NYPD's community partners.

- The NYPD places "traditional ads" (non-electronic) and digital in the following venues:
 - College Ads: Our civilian titles are displayed on CUNY college websites.
 - Magazine Ads: The Police Officer exam was advertised in Positive Community Magazine
 - Point of sale displays: "Point of Sale" style cardboard displays have been set up at locations across the city, including shopping malls, Staten Island Ferry stations, NYCHA recreation centers, local businesses, and NYPD facilities.
 - Community publications and newsletters

Customer Friendly Services

- **Career website:** The NYPD's website, www.nyc.gov/nypd, has a dedicated careers tab (NYPDRECRUIT.com), which highlights both uniformed and civilian careers within the NYPD. The website is updated to include the latest exam and hiring information.
- **NYPDRECRUIT.COM:** NYPDRECRUIT.com is the NYPD's official recruitment website. The site includes interactive and fact-driven information. Pages include:
 - Job description, exam, and hiring requirements
 - A downloadable practice exam
 - Enhanced salary and benefits
 - Promotional opportunities and their salaries
 - Military benefits
- **212-RECRUIT:** The NYPD's telephone hotline number is staffed seven days a week. Recruiters assist callers with any questions that they may have. A 24-hour-a-day, menu-driven automated system gives the caller the option to get information about exams and onboarding processes. Cisco Technologies has been contracted to provide these services for the 212-RECRUIT hotline. Real-time registration is a key service provided to applicants as, on a daily basis, via the 212-RECRUIT phone line. Recruiters are able to register callers for any exam available with the caller's consent. Recruiters stay on the phone with the caller and register them from an NYPD computer or walk them through every step of the registration process until the caller successfully registers for the

intended exam. The high volume of web visits and phone calls illustrates that the agency has a positive advertising campaign that is generating a great deal of interest in joining the NYPD.

- **Live Chat Q&A:** Members of the public that visit the NYPD career pages have the opportunity to chat with a recruiter during business hours seven days-a-week. Any career or exam questions are answered by our recruiters in a one on one environment.
- **Instagram Live:** Every Thursday, recruiters provide live Q & A using the Instagram Live platform. This enables questions to be answered immediately and provides for a more connective and personal approach in an online environment. On average, 100 people view Live Q & A.
- **Short Message Service (SMS):** Recruitment sends out text messaging to subscribers about current exams and recruitment events. This has been a successful and cost effective strategy to keep constant contact with potential applicants.
- **Tutorial Session:** Six weeks prior to each testing period for the Police Officer and the Traffic Enforcement Agent Exam, recruiters host four tutorial sessions per week until the start of the testing.
- **Tips-Email Reminders:** The Recruitment Section develops different flyers that reiterate important information to registered exam takers. These flyers are sent as attachments using the NYPDRECRUIT email. The Recruitment Section utilizes Pre-Tips (useful information sent to those before taking their exam, i.e., what to bring on test day, have you received your test date, etc.) and Post Tips (designed to be sent after a person completes their exam, i.e., promotional chart, ranks and salaries, etc.)
- **Exam Reminders:** Prior to the start of testing, DCAS shares pedigree and exam information for test takers with the NYPD. The Recruitment Section reminds exam takers via phone calls, emails, and text of their upcoming exam date, time, and location, and how to change their exam date if necessary. If exam takers miss their exam, the Recruitment Section conducts phone calls and sends a text message in order to inform them on how they get a make-up date if available.
- **Clergy Monthly Meeting:** The Recruitment Section hosted the monthly NYC Clergy Meeting during the previous Police Officer exam campaign on January 18, 2023. The Recruitment Section conducted an information session where we reviewed our recruitment strategy, job requirements for potential candidates, most effective test taking practices and as well as the actual hiring process. Over one hundred clergy members attended.

- **Police Officer and Traffic Enforcement Agent Follow-up Phone Calls:** The Recruitment Section has begun to contact candidates who, at one point in time, were processing for the titles of Police Officer or Traffic Enforcement Agent. The Candidate Assessment Division has compiled lists of candidates for the position who have put themselves on “hold” or stopped responding to NYPD emails/instructions regarding their hiring process. Recruiters call each candidate and inquire if they are still interested in completing their hiring process to register candidates for their next appointment.

- **Candidate Assessment Mentoring Program (CAMP):** To assist the NYPD in its efforts to hire additional qualified members of the service, the Recruitment Section established the Candidate Assessment Mentoring Program (CAMP) to aid potential recruits in passing the Job Standard Test (JST) and future physical assessments required to complete the Police Academy. The Recruitment Section continues to recruit a diverse pool of applicants. However, hiring challenges exist for underrepresented groups. The goal of establishing CAMP is to connect a mentor who possesses the knowledge and experience with mentees who may need assistance with physical fitness and nutrition and also with pertinent hiring process information. The Recruitment Section hosts NYPD informational sessions to share information about the hiring process and nutrition, as well as a 45-minute calisthenics workout session. Since its commencement, we have hosted six (6) CAMP Sessions with the following number of attendees:
 - February 11, 2023- 79 attendees
 - March 11, 2023 - 68 attendees
 - April 22, 2023 - 43 attendees
 - May 13, 2023 - 57 attendees
 - July 8, 2023 - 110 attendees
 - August 5, 2023 - 40 attendees

- **Educational Assessment Seminar:** The Educational Assessment Seminar was hosted on May 20, 2023, at the Candidate Assessment Center. This Seminar was conducted to give interested Police Officer candidates an opportunity to have a one-on-one interaction with local private, public and alternative colleges that accept FEMA credits. We had 100 candidates and 8 colleges attend this seminar. Fifteen candidates re-opened their Police Officer hiring process.

- **Focus Groups:** The Recruitment Section held two (2) focus groups, on July 27, 2023, and August 2, 2023, in order to develop best recruitment practices. These groups were composed of males/females, 16-25 years old, New York City residents, diverse ethnicities, and current NYPD employees (Police Cadets, Summer Youth workers, College Interns, and College Aids) from various commands. The following are some of the findings:
 - July 27th
 - Participants would like to see recruitment ads on social media, colleges, and transit

- Want more one-on-one interactions with recruiters rather than ads
- Recruiters to participate in community/youth programs
- Transparency regarding life after the academy
- Change in the tattoo policy
- Have officers speak about why they joined in a video

August 2nd

- Participants feel the recruitment uniform is too intimidating
 - Recruiters should attend more community events
 - Would like to see a video of Police Officers portrayed off and on duty (day in the life)
 - Show officers as “regular people”
 - Include the community feedback in recruitment videos
 - Transparency regarding the positive and negative aspects of policing
- Training Video: On August 3, 2023, the Creative Services Section filmed an official training video to instruct all current Members of the Service on the requirements and hiring process to become a Police Officer as well as the salary and benefits.

B. Recruitment for Civil Service Exams

[Summary of recruitment efforts that will be undertaken in FY 2024 to promote open competitive and promotion civil service exams.]

List any planned recruitment events for FY 2024 that will be held by the agency to promote open-competitive civil service examinations. [This list should be updated in your quarterly reports]

Event Date	Event Name	Borough

List planned expenditures for FY 2024 related to recruiting candidates for open-competitive and promotion civil service exams.

Borough	Approximate Dollar Amount (\$)

Bronx	
Brooklyn	
Manhattan	
Queens	
Staten Island	

The Recruitment Section plans to spend approximately 2 million dollars on advertising for Police Officer, School Safety Agent, Police Communications Technician and Traffic Enforcement Agent. Media campaigns are a citywide effort. Specific monetary amounts are not selected for individual New York City borough.

C. Recruitment Sources

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

Target populations: Black males, Asian females, and Women

1. LinkedIn Diversity Groups: Professionals with Disabilities, Disabled American Veterans, NY LGBTQ Professional Network, Hispanic & Latino Professionals, Black Professionals, Asian Diversity Group
2. Diversity Bar Associations – Various NY & NJ
3. Colleges and Universities Alumni Network
4. Fraternal Organizations (ERGs)
5. Community Affairs Officers & Neighborhood Coordination Officers

Additionally, The NYPD uses social media and geo-targeted recruitment sources such as:

Digital media

- Social Targeting - ACUITY
- Google search / YouTube / TikTok - AIMG
- Audio Targeting - Winstar
- CTV - Captify
- Mobile video / Display - AKI
- Digital Adserving Flashtalking / Double Verify

Digital out of home

- Linknyc,
- Subway Liveboard Network,
- Times Square The Express Digital

Community / ethnic print

- Impacto Latino - 1x weekly full page
- Korea Daily - 6x weekly full page
- Sing Tao Daily - 4x weekly full page
- The Positive Community - 10x annually full page
- New York Amsterdam News - 1x weekly full page
- New York Carib News - 1x weekly full page full page
- La Tribuna Hispana - 1x weekly full page
- Caribbean American Weekly - 1x weekly full page
- The Immigrant's Journal - 1x weekly full page
- Harlem Community Newspapers - 1x weekly full page
- Gay City News - 2x monthly full page
- Bronx Free Press - 1x weekly full page
- Manhattan Times - 1x weekly full page

Community / ethnic digital

- Bronx Free - 728X90, 320X50, 300X250)
- La Tribuna Hispana - 106X140, 696X120, 300X150, 728X90)
- Sing Tao Daily - 728X90, 300X250)

D. Internships/Fellowships

[Indicate the type of internship/fellowship opportunities available at your agency. Please provide the number of student interns/fellows employed in FY 2023 and their demographic profiles, based on self-ID data. Indicate your plans to provide internship/fellowship opportunities in FY 2024. What are the sources you plan to draw upon in recruiting and hiring interns? Are you providing opportunities for interns to advance to entry-level positions in your agency? Did the agency hire interns in the past? Explain the reason if your agency does not offer internship /fellowship opportunities.]

The agency provided the following internship opportunities in FY 2023:

Type of Internship/Fellowship	Total	Race/Ethnicity *[#s] * Use self-ID data	Gender * [#s] * Use self-ID data
1. Urban Fellows	0		M __ F__ Non-Binary __ Other __ Unknown __
2. Public Service Corps	0		M __ F__ Non-Binary __ Other __ Unknown __
3. Summer College Interns	82	Asian:17 Black: 23 Hispanic:13 White: 28 Unknown: 1	M _36_ F_46_ Non-Binary __ Other __ Unknown __
4. Summer Graduate Interns	21	Asian: 3 Black: 2 Hispanic: 2 White: 14	M _7_ F_14_ Non-Binary __ Other __ Unknown __
5. Other (specify): College Aides	29	Asian: 7 Black: 4 Hispanic: 13 White: 4 American Indian: 1	M _13_ F_16_ Non-Binary __ Other __ Unknown __

E. 55-a Program

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

- Presently, the agency employs 36 [number] 55-a participants. [Enter '0' if none]
- There are 1 [number] participants who have been in the program less than 2 years.
- In the last fiscal year, a total of 0 [number] new applications for the program were received, and 2 participants left the program due to [state reasons] Retirement, Temporary Change of Title.

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

The NYPD is continuing to collaborate with the Mayor's Office for People with Disabilities (MOPD) to recruit for available vacancies and participate in targeted hiring halls. The NYPD has also highlighted several job postings to enhance recruitment where needed. Our goals are to increase enrollment with MOPD assistance, to encourage participation in civil service exams, and to enhance awareness of the program in our commands. While the NYPD aims for retention in the program, there are two main reasons they attrite, and both are good outcomes: retirement or appointment to permanent titles. In order to educate commands and hiring managers, we have

publicized available DCAS training about the program and have encouraged hiring manager participation when the training is offered.

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

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

VI. Selection (Hiring and Promotion)

[Note: This section must be prepared in consultation with the Agency Personnel Officer.]

A. Career Counselors

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

To promote and advise employees of opportunities for promotion, availability of civil service exams, and resources, the Department routinely disseminates administrative bulletins via email to all employees, leverages its' Personnel Administrative Managers, and posts job vacancies via NYCAPS.

B. New Hires and Promotions

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

The NYPD holds monthly civilian advancement/upgrade meetings to review and assess candidates for civilian promotions and upgrade to discretionary positions. These meetings are comprised of representatives from the Department's Office of Equity and Inclusion, the Personnel Bureau, the Strategic Initiatives Bureau, the Legal Bureau, the Office of Labor Relations, and Employee Relations.

C. EEO Role in Hiring and Selection Process

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

In FY 2024, the agency EEO Officer will do the following:

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

D. Layoffs

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

- The agency will use the DCAS Layoff Procedure as guidance, should there be any layoffs, terminations, and demotions due to legitimate business/operational reasons in FY 2024.

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

VII. Training

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

Training Topic	Type of Audience (e.g., All Staff, Front-line Employees, Managers, Supervisors, etc.)	Goal Number of Participants	Projected Dates
1. Everybody Matters: EEO and Diversity & Inclusion Training for NYC Employees (e-learning)	All employees – Biennially (Cycle 2 must be completed by March 31, 2025.)	50,000	April 1, 2023 to March 31, 2025
2. Everybody Matters: EEO and Diversity & Inclusion Training for NYC Employees (classroom/live webinar)	All employees – Biennially (Cycle 2 must be completed by March 31, 2025.)		
3. Sexual Harassment Prevention (e-learning)	All employees – Annually (Cycle 6 runs between September 1, 2023 – August 31, 2024)	50,000	September 1, 2023 to August 31, 2023
4. Sexual Harassment Prevention (classroom/live webinar)	All employees – Annually (Cycle 6 runs between September 1, 2023 – August 31, 2024)		
5. IgbTq – Power of Inclusion (e-learning)	Managers, Supervisors, and Front-line employees (must be completed by March 31, 2024)	10,000	November 30, 2023 to March 31, 2023
	All other employees	40,000	
6. IgbTq – Power of Inclusion (classroom/live webinar)	Managers, Supervisors, and Front-line employees (must be completed by March 31, 2024)		
	All other employees		
7. Disability Awareness and Etiquette	All employees	50,000	June 2024 to September 2024
8. Structured Interviewing and Unconscious Bias (classroom/live webinar)	Managers and supervisors	5,000	October 2023 to October 2024

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

VIII. Reasonable Accommodation

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

The NYPD has a Reasonable Accommodation Unit dedicated to reviewing and handling requests for reasonable accommodations. The Reasonable Accommodation Unit performs their duties in accordance with NYC Reasonable Accommodation guidelines and adheres to any changes to the process as directed by DCAS. Members of the reasonable accommodation unit have been sent to DCAS for training in reasonable accommodations. The NYPD will provide reasonable accommodations to qualified employees, applicants, interviewees, and independent contractors who may require an accommodation for: a disability; pregnancy, childbirth, and/or related medical condition; a religious belief, observance, or practice; or victims of domestic violence, sex offenses, or stalking, to enable the employee/applicant to perform the essential functions of their job or equally enjoy the benefits and privileges of employment unless providing such accommodation creates an undue hardship to the conduct of the NYPD's business. The reasonable accommodation process is designed to be flexible and interactive, involving a cooperative dialogue between both the NYPD and the individual requesting the accommodation. Reasonable accommodation requests can be sent in via by mail, e-mail, fax, phone, and in-person.

DCEI's reasonable accommodation unit is conducting digital office hours. Digital office hours currently occur once a month and provides all employees to join a Microsoft Teams/Zoom session and be educated on the reasonable accommodation process and ask questions of the RA specialist hosting.

Describe your agency's practices for analyzing statistics with regard to volume, trends, and speed of disposition of EEO complaints and reasonable accommodation requests and appeals:

Weekly and monthly reports are prepared and disseminated to DCEI and EEO leadership, analyzing reasonable accommodation specialist performance by average days to disposition. Volume change in reasonable accommodations is followed very closely along with the workload of each RA specialist. Any trends in religious or disability accommodations are identified.

- Managers, supervisors, human resources personnel and discipline personnel are required to report to the EEO Office any reasonable accommodation requests and needs that are received, observed, learned about, or suspected, so that the EEO Office may facilitate

discussions, research appropriate accommodations, and assist with the resolution of the matter.

- Absent of any undue hardship, the agency provides reasonable accommodation for disability, religion, victims of domestic violence, sex offense and stalking, pregnancy, childbirth, or a related medical condition.
- The agency follows the City's Reasonable Accommodation Procedure.
- The agency grants or denies request 30 days after submission or as soon as possible.
- The Agency Head or designee must review and grant or deny an appeal fifteen (15) days after submission of appeal.
- If the review and decision on appeal is not done by the Agency Head.
Provide the name and title of the designee¹ : _____
- The designee reports directly to the Agency Head.
- The agency will input the Reasonable Accommodation activity on the DCAS Citywide Complaint and Reasonable Accommodation (CAD) Database and update the information as needed.

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

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

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

- The agency plans to train all new employees on Sexual Harassment Prevention within 30 days of start date.
- The agency will train all current employees on Sexual Harassment Prevention (Cycle 6 – September 1, 2023 – August 31, 2024) as indicated in the Section VII Training above.

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

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

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

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

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

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

[Local Law 27 requires listing a summary of schedule and workplace accommodations that are provided by your agency]. Select the types of accommodations that your agency has provided to your workforce in FY 2023.

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

E. Local Law 27 (2023): Diversity and Inclusion Training for FY 2024

- List of diversity and inclusion training for FY 2024 is included in section VII of this annual plan.

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

Under Executive Order No. 16 of 2016, the agency must provide supervisory and front-line staff training approved by DCAS on transgender diversity and inclusion. Pursuant to Executive Order No. 16, this training must be provided to all newly hired supervisory and managerial employees and line staff whose work tasks involve contact with the public. The current Cycle 4 runs from April 1, 2022, to March 31, 2024.

- The agency plans to train all new employees within 30 days of start date.
- All managers, supervisors, and front-line employees will be re-trained every two years, no later than the third quarter of the Fiscal Year, as indicated in Section VII Training above.
- In addition, all other employees will be trained or re-trained every two years, as indicated in Section VII Training above.
- The agency will ensure that the Transgender Restroom Access notice/poster is posted where required, e.g., on bulletin boards, near restrooms, and in digital form, where other EEO notices and announcements can be found.

X. Audits and Corrective Measures

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

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

XI. Agency Head Signature

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

Edward A. Caban

Print Name of Agency Head

Edward A. Caban

Signature of Agency Head

4/13/24

Date

Appendix A: Contact Information for Agency EEO Personnel

Agency EEO Office mailing address:

Equity and Inclusion, EEOD

375 Pearl Street

15th Floor Suite 4

New York, NY 10038

[Please provide contact information (name, title, e-mail, telephone number, and **full office address** if different from the main address above, for the following EEO roles at your agency. If several roles are performed by the same individual enter only the name in further entries. Insert additional rows as needed.]

	Title/Function	Name	Email	Telephone
1.	Agency EEO Officer [indicate if 'Acting' or 'Interim']	<u>Wendy Garcia</u> <u>Deputy</u> <u>Commissioner,</u> <u>Equity and</u> <u>Inclusion</u>	<u>Wendy.Garcia@nypd.org</u>	<u>646-610-</u> <u>8139</u>
2.	Agency Deputy EEO Officer [if appointed]	<u>Jordan Farnham,</u> <u>Executive Director,</u> <u>Equal Employment</u> <u>Opportunity</u> <u>Division, Equity</u> <u>and Inclusion</u>	<u>Jordan.Farnham@nypd.org</u>	<u>646-610-</u> <u>5330</u>
3.	Agency (Chief) Diversity & Inclusion Officer [if appointed]	<u>Wendy Garcia</u> <u>Deputy</u> <u>Commissioner,</u> <u>Equity and</u> <u>Inclusion</u>	<u>Wendy.Garcia@nypd.org</u>	<u>646-610-</u> <u>8139</u>
4.	Chief Diversity Officer/Chief MWBE Officer per E.O. 59	<u>Wendy Garcia</u> <u>Deputy</u> <u>Commissioner,</u> <u>Equity and</u> <u>Inclusion</u>	<u>Wendy.Garcia@nypd.org</u>	<u>646-610-</u> <u>8139</u>
5.	ADA Coordinator	<u>Dinorah Zorilla-</u> <u>Aristy, Assistant</u> <u>Commissioner</u> <u>Equity and</u> <u>Inclusion</u>	<u>Dinorah.Aristy@nypd.org</u>	<u>646-610-</u> <u>8139</u>
6.	Disability Rights Coordinator	<u>Dinorah Zorilla-</u> <u>Aristy, Assistant</u> <u>Commissioner</u> <u>Equity and</u> <u>Inclusion</u>	<u>Dinorah.Aristy@nypd.org</u>	<u>646-610-</u> <u>5330</u>

7.	Disability Services Facilitator	<u>Dinorah Zorilla-Aristy, Assistant Commissioner Equity and Inclusion</u>	<u>Dinorah.Aristy@nypd.org</u>	<u>646-610-5330</u>
8.	55-a Coordinator	<u>M. Alexa Samarotto, Executive Director, Human Resources Division</u>	<u>Margaret.Samarotto@nypd.org</u>	<u>646-610-4057</u>
9.	EEO Investigator(s)			
10.	Career Counselor(s)	<u>Daniel Dooley, Inspector, Office of Professional Development</u>	<u>DanielDooley@nypd.org</u>	<u>646-610-7862</u>
11.	EEO Training Liaison(s)	<u>John Hubbard, Lieutenant, Equity and Inclusion</u>	<u>John.Hubbard@nypd.org</u>	<u>646-610-6594</u>
12.	EEO Counselor(s)			
13.	Assistant Comm. EEO	<u>Dinorah Zorilla-Aristy, Assistant Commissioner Equity and Inclusion</u>	<u>Dinorah.Aristy@nypd.org</u>	<u>646-610-8139</u>
14.	Other (specify)			

AGENCY EEO AND DIVERSITY PERSONNEL

AGENCY EEO AND DIVERSITY PERSONNEL				
Name of Agency: <u>POLICE DEPARTMENT</u>				
Name	Title	EEO/Diversity Role	E-mail Address	Telephone #
GARCIA, WENDY	DEPUTY COMMISSIONER, EQUITY AND INCLUSION	CHIEF EEO OFFICER	WENDY.GARCIA@NYPD.ORG	646-610-8139
CHEN, NANHAO	LIEUTENANT	INVESTIGATOR TEAM LEADER - TEAM 1	NANHAO.CHEN@NYPD.ORG	646-610-5330
SMITH, MARIE	SERGEANT	SUPERVISOR/INVESTIGATOR	MARIE.SMITH@NYPD.ORG	646-610-5330
DEJESUS, ELIXANDRA	DETECTIVE	INVESTIGATOR	ELIXANDRA.DEJESUS@NYPD.ORG	646-610-5330
WONG, MATTHEW	SERGEANT	SUPERVISOR/INVESTIGATOR	MATTHEW.WONG@NYPD.ORG	646-610-5330
ROLON, RAUL	DETECTIVE	INVESTIGATOR	RAUL.ROLON@NYPD.ORG	646-610-5330
TUNG, KING	SERGEANT	SUPERVISOR/INVESTIGATOR	KING.TUNG@NYPD.ORG	646-610-5330

KOO, BRIAN	SERGEAN T	INVESTIGATOR	BRIAN.KOO@NYPD.ORG	646- 610- 5330
HUBBAR D, JOHN	LIEUTENE T	TRAINING LIAISON	JOHN.HUBBARD@NYPD.ORG	646- 610- 5072
MCLAUG HLIN, KATELY NN	POLICE OFFICER	RESEARCH& EVALUATION	KATELYNN.MCLAUGHLIN@NYPD.ORG	646- 610- 8139
GONZAL EZ, DAWN	PRINCIPAL ADMIN. ASSOC.	ADMINISTRATIVE SUPPORT	DAWN.GONZALEZ@NYPD.ORG	646- 610- 5330
HAWKIN S, KIM	POLICE ADMIN. AIDE	ADMINISTRATIVE SUPPORT	KIM.HAWKINS@NYPD.ORG	646- 610- 5072
ULYSSE, BRIAN J.	ADMINIST RATIVE STAFF ANALYST II	RESEARCH& EVALUATION	BRIAN.ULYSSE@NYPD.ORG	646- 610- 5330
PERRY, LEAH	ADMINIST RATIVE MANAGER	ADMINISTRATIVE SUPPORT	LEAH.PERRY@NYPD.ORG	646- 610- 8139
FELICIA NO, JOAN	SR. POLICE ADMIN. AIDE	ADMINISTRATIVE SUPPORT	JOAN.FELICIANO@NYPD.ORG	646- 610- 5330
PEREZ, KATHY	DETECTIV E	REASONABLE ACCOMMODATION S	KATHY.PEREZ@NYPD.ORG	646- 610- 5330
BILLUPS , JUSTINE D.	CITY RESEARC H SCIENTIST	WOMEN'S INSTITUTE/MENTO RING UNIT	JUSTINE.BILLUPS@NYPD.ORG	646- 610- 8139

CLARKE, KIAH	COMMUNITY ASSISTANT	RESEARCH & EVALUATION	KIAH.CLARKE@NYPD.ORG	646-610-8139
CORRADO, CRYSTALLEE	SERGEANT	REASONABLE ACCOMMODATIONS SPECIALIST	CRYSTALLEE.CORRADO@NYPD.ORG	646-610-5072
WEADOCK, DANIEL	LIEUTENANT	OFFICE OF EQUITY INCLUSION LIEUTENANT	DANIEL.WEADOCK@NYPD.ORG	646-610-8139
WILLIAMS, SHAWANN	ADMINISTRATIVE MANAGER	ADMINISTRATIVE SUPPORT	SHAWANN.WILLIAMS@NYPD.ORG	646-610-8139
FARNHAM, JORDAN	EXECUTIVE DIRECTOR, EXEC AGENCY COUNSEL OFFICE OF EQUITY AND INCLUSION	EEO OFFICER	JORDAN.FARNHAM@NYPD.ORG	646-610-5330
MILLER, TYRICE	DEPUTY INSPECTOR	COMMANDING OFFICER, EQUAL EMPLOYMENT OPPORTUNITY DIVISION	TYRICE.MILLER@NYPD.ORG	646-610-5330
LEREBOURS, LUIS	LIEUTENANT	REASONABLE ACCOMMODATIONS LIEUTENANT	LUIS.LEREBOURS@NYPD.ORG	646-610-5072
VEGA, NELLY	SERGEANT	TRAINING	NELLY.VEGA@NYPD.ORG	646-610-5072

CASCON E, MICHAEL	SERGEAN T	REASONABLE ACCOMMODATION SPECIALIST	MICHAEL.CASCONE@NYPD.ORG	646- 610- 5072
CARVAJAL, JOSUE	SERGEAN T	REASONABLE ACCOMMODATION SPECIALIST	JOSUE.CARVAJAL@NYPD.ORG	646- 610- 5072
PEREZ, STEPHANIE	DETECTIVE	INVESTIGATOR	STEPHANIE.PEREZ@NYPD.ORG	646- 610- 5330
DORSEY, WAYNE	DETECTIVE	RESEARCH & EVALUATION	WAYNE.DORSEY@NYPD.ORG	646- 610- 8139
HAMPTON, DORTHEA	ADMINISTRATIVE MANAGER	EEO LIAISON COORDINATOR/EE O COUNSELOR	DORTHEA.HAMPTON@NYPD.ORG	646- 610- 5072
HOSSAIN, SHAHADAT	POLICE ADMINISTRATIVE AIDE	ADMINISTRATIVE SUPPORT	SHAHADAT.HOSSAIN@NYPD.ORG	646- 610- 5330
SKRICHAK, HELEN	DETECTIVE	TRAINING	HELEN.SKRCHAK@NYPD.ORG	646- 610- 5072
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Appendix B: Local Law 28 (2023) – Diverse Recruitment and Retention

Agency Name: NYPD

Local Law 28 of (2023) is a Local Law to amend the New York City charter and the administrative code of the City of New York in relation to the evaluation and expansion of diverse recruitment and retention within the municipal government.

Pursuant to Local Law 28 (2023), each agency shall collect and submit the following information for the prior fiscal year to the Department of Citywide Administrative Services by **August 31, 2023**, and annually thereafter.

For each agency-specific training program your agency has that is required for, or relevant to, an applicant's appointment to a position based on an open-competitive civil service examination or a promotion civil service examination, list the following [Include this information for each individual training program within your agency that was completed in FY2023. The table below can be duplicated. If your agency does not have a training program, write "N/A"]:

[Police Recruit Training Program] / FY 2023	Totals
# of applicants enrolled in such program	2651
# of applicants who completed the program	2309
# of applicants who passed and graduated from the program	2309
# of applicants who passed but did not graduate from the program	0
# of applicants who did not pass or graduate from the program	342
# of applicants who accepted any appointment offered base on graduation from the program	0

[Sergeant Development Course Training Program] / FY 2023	Totals
# of applicants enrolled in such program	197
# of applicants who completed the program	197
# of applicants who passed and graduated from the program	197
# of applicants who passed but did not graduate from the program	0
# of applicants who did not pass or graduate from the program	0
# of applicants who accepted any appointment offered base on graduation from the program	0

[Lieutenant Development Course Training Program] / FY 2023	Totals
# of applicants enrolled in such program	65
# of applicants who completed the program	65
# of applicants who passed and graduated from the program	65
# of applicants who passed but did not graduate from the program	0
# of applicants who did not pass or graduate from the program	0
# of applicants who accepted any appointment offered base on graduation from the program	0

[Captain Development Course Training Program] / FY 2023	Totals
# of applicants enrolled in such program	82
# of applicants who completed the program	82
# of applicants who passed and graduated from the program	82
# of applicants who passed but did not graduate from the program	0
# of applicants who did not pass or graduate from the program	0
# of applicants who accepted any appointment offered base on graduation from the program	0

List all expenditures related to recruiting candidates for open-competitive civil service examinations and promotion civil service examinations in FY 2023.

Borough	Approximate Dollar Amount Spent (\$)
Bronx	
Brooklyn	
Manhattan	
Queens	
Staten Island	

The Recruitment Section spent approximately 2 million dollars on advertising for the Police Officer Exams, the School Safety Agent Exams, the Police Communications Technician Exams, and the Traffic Enforcement Agent Exams. Media campaigns are covered citywide.

Provide a list of recruiting events, including location, held or attended by your agency to promote open-competitive civil service examination in FY2023.

Event Date	Event Name	Borough
7/1/2022	Subway Station Flyer Distribution	Manhattan South
7/2/2022	Journey of the Faith Ministries Community Day	Brooklyn North
7/2/2022	4 the Kids, 4 their Future, Youth Against Gun Violence	Brooklyn North
7/5/2022	Summer Youth Employment Program Orientation	Manhattan South
7/6/2022	Subway Station Flyer Distribution	Brooklyn North
7/6/2022	103rd Precinct Community Affairs Roller Skating Academy	Queens South
7/7/2022	Skyview Mall	Queens North

7/7/2022	Street Pop Up	Queens South
7/8/2022	Palisades Center	
7/8/2022	Street Pop Up	Queens South
7/9/2022	FDNY Block Party	Brooklyn North
7/9/2022	11th Annual "God is Love" Stop the Violence Basketball Tournament	Manhattan North
7/10/2022	Street Pop Up	Brooklyn South
7/10/2022	American Dream Mall	
7/11/2022	Street Pop Up	Queens North
7/11/2022	Subway Station Flyer Distribution	Brooklyn South
7/11/2022	Street Pop Up	Brooklyn South
7/11/2022	Street Pop Up	Brooklyn South
7/11/2022	Subway Station Flyer Distribution	Brooklyn North
7/11/2022	Subway Station Flyer Distribution	Queens North
7/12/2022	NYPD Hope Week	Queens North
7/12/2022	Subway Station Flyer Distribution	Manhattan South
7/12/2022	Subway Station Flyer Distribution	Bronx
7/12/2022	Street Pop Up	Manhattan South
7/12/2022	Street Pop Up	Bronx
7/12/2022	P.O. Exam Tutorial	Manhattan South
7/13/2022	P.O. Exam Tutorial	Bronx
7/14/2022	Subway Station Flyer Distribution	Manhattan South
7/14/2022	Subway Station Flyer Distribution	Brooklyn North
7/14/2022	Baychester Mall	Bronx
7/14/2022	P.O. Exam Tutorial	Manhattan South
7/15/2022	Kings Plaza Mall	Brooklyn South

7/15/2022	Queens Center Mall	Queens North
7/17/2022	P.O. Exam Tutorial	Brooklyn North
7/18/2022	Street Pop Up	Queens North
7/18/2022	Street Pop Up	Queens North
7/19/2022	Street Pop Up	Queens North
7/19/2022	Street Pop Up	Brooklyn North
7/19/2022	P.O. Exam Tutorial	Manhattan South
7/20/2022	PBSI Harmony Day	Staten Island
7/20/2022	P.O. Exam Tutorial	Queens South
7/20/2022	PBQS Harmony Day	Queens South
7/21/2022	Street Pop Up	Manhattan North
7/21/2022	Skyview Mall	Queens North
7/21/2022	P.O. Exam Tutorial	Manhattan South
7/22/2022	Subway Station Flyer Distribution	Queens North
7/24/2022	P.O. Exam Tutorial	Brooklyn North
7/25/2022	Subway Station Flyer Distribution	Brooklyn South
7/26/2022	P.O. Exam Tutorial	Manhattan South
7/27/2022	Community Affairs Bureau Christmas in July	Queens South
7/27/2022	P.O. Exam Tutorial	Staten Island
7/28/2022	Staten Island Mall Engagement Day	Staten Island
7/28/2022	P.O. Exam Tutorial	Manhattan South
8/1/2022	Skyview Mall	Queens North
8/2/2022	National Night Out	Queens South

8/2/2022	National Night Out	Brooklyn North
8/2/2022	National Night Out	Manhattan North
8/2/2022	National Night Out	Staten Island
8/2/2022	National Night Out	Bronx
8/3/2022	Subway Station Flyer Distribution	Queens South
8/3/2022	P.O. Exam Tutorial	Bronx
8/4/2022	Coast Guard Day	Staten Island
8/4/2022	P.O. Exam Tutorial	Manhattan South
8/5/2022	Subway Station Flyer Distribution	Bronx
8/5/2022	Subway Station Flyer Distribution	Queens North
8/7/2022	P.O. Exam Tutorial	Brooklyn North
8/8/2022	Annual 2022 Law Enforcement Explorer Academy	Bronx
8/9/2022	PBMN Harmony Day	Manhattan North
8/9/2022	Street Pop Up	Bronx
8/9/2022	NYPD Community Center Street Fair	Brooklyn North
8/9/2022	P.O. Exam Tutorial	Manhattan South
8/10/2022	Career Day for SYEP	Queens North
8/10/2022	P.O. Exam Tutorial	Queens South
8/11/2022	Street Pop Up	Bronx
8/11/2022	Baychester Mall	Bronx
8/11/2022	P.O. Exam Tutorial	Manhattan South
8/12/2022	Farewell Breakfast for College Interns	Manhattan South
8/13/2022	FDNY Block Party	Staten Island
8/14/2022	P.O. Exam Tutorial	Brooklyn North
8/16/2022	Subway Station Flyer Distribution	Brooklyn South

8/16/2022	Street Pop Up	Brooklyn North
8/16/2022	Street Pop Up	Brooklyn North
8/16/2022	P.O. Exam Tutorial	Manhattan South
8/17/2022	NYC Jobs & Career Fair	Manhattan North
8/18/2022	Subway Station Flyer Distribution	Bronx
8/18/2022	P.O. Exam Tutorial	Manhattan South
8/19/2022	Street Pop Up	Queens South
8/19/2022	Skyview Mall	Queens North
8/20/2022	HealthJox Festival - 5th Year Anniversary	Brooklyn North
8/21/2022	40th India Parade	Manhattan South
8/22/2022	Street Pop Up	Queens North
8/22/2022	Street Pop Up	Queens South
8/23/2022	Street Pop Up	Manhattan South
8/23/2022	Back 2 School	Bronx
8/23/2022	Fun Day with Ghouls & Goblins	Queens North
8/25/2022	Transit Bureau Recruitment Event	Manhattan South
8/25/2022	Senator Roxanne J. Persaud Family Fun Day	Brooklyn South
8/25/2022	NYPD Recruitment Info Session	Queens South
8/26/2022	Street Pop Up	Manhattan South
8/29/2022	New Hope Family Worship Center Job Fair	Brooklyn North
8/29/2022	US Open	Queens North
8/30/2022	LA Fitness	Staten Island
8/30/2022	NYPD Back 2 School Traffic Safety Event	Brooklyn South
8/30/2022	Subway Station Flyer Distribution	Bronx

8/30/2022	Staten Island Mall	Staten Island
8/31/2022	St. Nick's Alliance Workforce Job Fair	Brooklyn North
8/31/2022	NYPD Community Center Street Fair	Brooklyn North
8/31/2022	Transit Bureau District 20 Recruitment Event	Queens North
8/31/2022	NYPD Recruitment Info Session	Brooklyn North
9/1/2022	US Open	Queens North
9/1/2022	Rise Up NYC Concert	Staten Island
9/2/2022	CommUNITY Resource Fair	Brooklyn North
9/6/2022	Skyview Mall	Queens North
9/6/2022	Subway Station Flyer Distribution	Brooklyn North
9/6/2022	Subway Station Flyer Distribution	Brooklyn South
9/6/2022	NYPD Community Affairs Bureau Back to School Bash	Staten Island
9/7/2022	Flyer Distribution - Sanitation Exam DCAS Testing Site	Staten Island
9/7/2022	Flyer Distribution - Sanitation Exam DCAS Testing Site	Manhattan South
9/7/2022	Flyer Distribution - Sanitation Exam DCAS Testing Site	Brooklyn North
9/7/2022	Flyer Distribution - Sanitation Exam DCAS Testing Site	Queens North
9/7/2022	Rise Up NYC Concert	Bronx
9/8/2022	Flyer Distribution - Sanitation Exam DCAS Testing Site	Staten Island
9/8/2022	Flyer Distribution - Sanitation Exam DCAS Testing Site	Manhattan South
9/8/2022	Flyer Distribution - Sanitation Exam DCAS Testing Site	Brooklyn North
9/8/2022	Flyer Distribution - Sanitation Exam DCAS Testing Site	Queens North
9/8/2022	NYPD Recruitment Info Session	Brooklyn North
9/9/2022	LaGuardia College Street Pop Up	Queens North

9/10/2022	FDNY Family Day	Brooklyn South
9/11/2022	Fall Festival	Queens South
9/12/2022	Hostos College Street Pop Up	Bronx
9/13/2022	Medgar Evers College Street Pop Up	Brooklyn South
9/14/2022	Clara Barton H.S. Presentation	Brooklyn South
9/14/2022	NYPD Recruitment Info Session	Bronx
9/15/2022	New York Public Library Career Services Job Fair	Bronx
9/15/2022	University of New Haven Career Expo	
9/16/2022	Queensborough Community College	Queens North
9/16/2022	Borough of Manhattan Community College Street Pop Up	Manhattan South
9/17/2022	Rep. Jeffries, Clarke & Velazquez Career Fair	Brooklyn North
9/17/2022	South Jamaica Health & Wellness Expo	Queens South
9/17/2022	Grandparents Community Event	Queens South
9/18/2022	United Sikhs Job Fair	Queens South
9/18/2022	African American Parade	Manhattan North
9/19/2022	York College Street Pop Up	Queens South
9/19/2022	Rise Up NYC Concert	Manhattan South
9/20/2022	Dinowitz Job Fair	Bronx
9/20/2022	Kingsborough College Tabling	Brooklyn South
9/20/2022	Queens College Street Pop Up	Queens South
9/21/2022	Flyer Distribution - Sanitation Exam DCAS Testing Site	Staten Island
9/21/2022	Flyer Distribution - Sanitation Exam DCAS Testing Site	Manhattan South
9/21/2022	Flyer Distribution - Sanitation Exam DCAS Testing Site	Brooklyn North
9/21/2022	Flyer Distribution - Sanitation Exam DCAS Testing Site	Queens North
9/21/2022	NYC College of Technology Street Pop Up	Brooklyn North

9/21/2022	LaGuardia College Street Pop Up	Queens North
9/22/2022	Flyer Distribution - Sanitation Exam DCAS Testing Site	Brooklyn North
9/22/2022	City College Tabling	Manhattan North
9/22/2022	NYPD Recruitment Info Session	Manhattan South
9/23/2022	Flyer Distribution - Sanitation Exam DCAS Testing Site	Queens North
9/23/2022	Flyer Distribution - Sanitation Exam DCAS Testing Site	Manhattan South
9/23/2022	San Gennaro Feast	Manhattan South
9/23/2022	Fall Career Expo	Queens North
9/24/2022	Community Health Fair	Queens North
9/24/2022	Safety Resource Fair	Manhattan North
9/24/2022	Harlem Youth Resources Fair	Manhattan North
9/25/2022	Sikh Temple	Queens South
9/25/2022	San Gennaro Feast	Manhattan South
9/26/2022	Skyview Mall	Queens North
9/27/2022	P.O. Exam Tutorial	Manhattan South
9/27/2022	Street Pop Up	Queens North
9/27/2022	Subway Flyer Distribution	Brooklyn South
9/27/2022	Street Pop Up	Brooklyn South
9/27/2022	Subway Flyer Distribution	Brooklyn North
9/27/2022	Subway Station Flyer Distribution	Queens North
9/27/2022	Street Pop Up	Brooklyn South
9/28/2022	John Jay College Tabling	Manhattan South
9/28/2022	Baruch College Street Pop Up	Manhattan South

9/28/2022	P.O. Exam Tutorial	Bronx
9/29/2022	York College Tabling	Queens South
9/29/2022	St. John's University Fall Career & Internship Expo 2022	Queens South
9/29/2022	U.S. Army & John Jay College Latinx Military Heritage	Manhattan South
9/29/2022	P.O. Exam Tutorial	Manhattan South
9/30/2022	Flyer Distribution - Sanitation Exam DCAS Testing Site	Staten Island
9/30/2022	Flyer Distribution - Sanitation Exam DCAS Testing Site	Manhattan South
9/30/2022	Flyer Distribution - Sanitation Exam DCAS Testing Site	Brooklyn North
9/30/2022	Flyer Distribution - Sanitation Exam DCAS Testing Site	Queens North
9/30/2022	Walton Education Campus Annual College Fair	Bronx
9/30/2022	Lantern Community Employment Services Job Fair	Manhattan North
9/30/2022	Boys & Girls High School	Brooklyn North
10/2/2022	P.O. Exam Tutorial	Brooklyn North
10/2/2022	Atlantic Antic	Brooklyn South
10/3/2022	BMCC Street Pop Up	Manhattan South
10/3/2022	Brooklyn College Street Pop Up	Brooklyn South
10/4/2022	P.O. Exam Tutorial	Manhattan South
10/4/2022	Subway Flyer Distribution	Manhattan South
10/4/2022	Subway Flyer Distribution	Queens North
10/4/2022	Maritime College Career Fair	Bronx
10/5/2022	Subway Flyer Distribution	Brooklyn North
10/5/2022	Subway Flyer Distribution	Queens North
10/5/2022	P.O. Exam Tutorial	Staten Island
10/6/2022	John Jay Career & Internship Fair	Manhattan South

10/6/2022	Marist College Career & Internship Fair	
10/6/2022	PSA 8 Unity in Our Community	Bronx
10/6/2022	TLC in Your Borough	Queens North
10/6/2022	P.O. Exam Tutorial	Manhattan South
10/7/2022	Flyer Distribution - Sanitation Exam DCAS Testing Site	Manhattan South
10/7/2022	Flyer Distribution - Sanitation Exam DCAS Testing Site	Queens North
10/8/2022	Flyer Distribution - Sanitation Exam DCAS Testing Site	Brooklyn North
10/9/2022	P.O. Exam Tutorial	Brooklyn North
10/9/2022	75 Precinct YCO Wellness Fair	Brooklyn North
10/10/2022	Kings Plaza Holiday Job Fair	Brooklyn South
10/11/2022	Flyer Distribution - Sanitation Exam DCAS Testing Site	Manhattan South
10/11/2022	P.O. Exam Tutorial	Manhattan South
10/11/2022	Flyer Distribution - Sanitation Exam DCAS Testing Site	Queens North
10/12/2022	Chelsea CTE High School Fall 2022 College & Career Fair	Manhattan South
10/12/2022	Nassau Boces Presentation	
10/12/2022	P.O. Exam Tutorial	Queens South
10/12/2022	Bronx Leadership Academy Career Day	Bronx
10/13/2022	Fort Hamilton's Fall College and Career Fair	Brooklyn South
10/13/2022	Flyer Distribution - Sanitation Exam DCAS Testing Site	Brooklyn North
10/13/2022	Flyer Distribution - Sanitation Exam DCAS Testing Site	Staten Island
10/13/2022	P.O. Exam Tutorial	Manhattan South
10/14/2022	Opportunities for a Better Tomorrow Recruitment Event	Brooklyn South
10/14/2022	Flyer Distribution - TEA Flyers	Brooklyn North
10/14/2022	Flyer Distribution - TEA Flyers	Brooklyn South

10/14/2022	SSD Queens South Pink out Friday	Queens South
10/14/2022	Flyer Distribution - TEA Flyers	Queens North
10/14/2022	Flyer Distribution - TEA Flyers	Queens North
10/14/2022	Flyer Distribution - TEA Flyers	Queens North
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10/14/2022	Flyer Distribution - TEA Flyers	Queens North
10/14/2022	Flyer Distribution - TEA Flyers	Queens North
10/14/2022	Flyer Distribution - TEA Flyers	Queens North
10/15/2022	Assembly Fernandez & NYSDOL Job Fair	Bronx
10/15/2022	Marine Corps Annual Family Day	Brooklyn South
10/15/2022	Flyer Distribution - TEA Flyers	Brooklyn North
10/15/2022	Flyer Distribution - TEA Flyers	Brooklyn North
10/15/2022	Flyer Distribution - TEA Flyers	Brooklyn North
10/15/2022	Flyer Distribution - TEA Flyers	Brooklyn North
10/15/2022	Flyer Distribution - TEA Flyers	Brooklyn North
10/15/2022	Flyer Distribution - TEA Flyers	Brooklyn North
10/16/2022	P.O. Exam Tutorial	Brooklyn North
10/17/2022	Flyer Distribution - TEA Flyers	Bronx
10/17/2022	Flyer Distribution - TEA Flyers	Bronx
10/17/2022	Flyer Distribution - TEA Flyers	Bronx
10/17/2022	Flyer Distribution - TEA Flyers	Bronx
10/17/2022	Flyer Distribution - TEA Flyers	Bronx

10/17/2022	Flyer Distribution - TEA Flyers	Bronx
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10/17/2022	Flyer Distribution - TEA Flyers	Bronx
10/17/2022	Flyer Distribution - TEA Flyers	Brooklyn South
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10/17/2022	Flyer Distribution - TEA Flyers	Brooklyn North
10/17/2022	Flyer Distribution - TEA Flyers	Queens North
10/17/2022	Flyer Distribution - TEA Flyers	Queens North
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10/17/2022	Flyer Distribution - TEA Flyers	Queens North
10/17/2022	Flyer Distribution - TEA Flyers	Queens North
10/17/2022	Flyer Distribution - TEA Flyers	Queens North
10/17/2022	Flyer Distribution - TEA Flyers	Queens North
10/18/2022	Flyer Distribution - Sanitation Exam DCAS Testing Site	Brooklyn North
10/18/2022	P.O. Exam Tutorial	Manhattan South

10/18/2022	Flyer Distribution - Sanitation Exam DCAS Testing Site	Queens North
10/18/2022	Flyer Distribution - TEA Flyers	Brooklyn North
10/18/2022	Flyer Distribution - TEA Flyers	Brooklyn North
10/18/2022	Flyer Distribution - TEA Flyers	Brooklyn North
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10/18/2022	Flyer Distribution - TEA Flyers	Brooklyn South
10/18/2022	Flyer Distribution - TEA Flyers	Queens North
10/18/2022	Flyer Distribution - TEA Flyers	Queens North
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10/18/2022	Flyer Distribution - TEA Flyers	Queens North
10/18/2022	Flyer Distribution - TEA Flyers	Queens North
10/18/2022	Flyer Distribution - TEA Flyers	Queens South
10/18/2022	P.S. 11 Unity Day	Bronx
10/19/2022	P.O. Exam Tutorial	Bronx
10/20/2022	Bronx Community College Tabling	Bronx
10/20/2022	Flyer Distribution - Sanitation Exam DCAS Testing Site	Manhattan South
10/20/2022	Flyer Distribution - Sanitation Exam DCAS Testing Site	Staten Island
10/20/2022	P.O. Exam Tutorial	Manhattan South

10/20/2022	Flyer Distribution - TEA Flyers	Staten Island
10/20/2022	Flyer Distribution - TEA Flyers	Staten Island
10/20/2022	Flyer Distribution - TEA Flyers	Staten Island
10/20/2022	Flyer Distribution - TEA Flyers	Bronx
10/20/2022	Flyer Distribution - TEA Flyers	Bronx
10/20/2022	Flyer Distribution - TEA Flyers	Bronx
10/20/2022	Flyer Distribution - TEA Flyers	Bronx
10/21/2022	The United Federation of Teachers College & Career Fair	Bronx
10/21/2022	Flyer Distribution - TEA Flyers	Brooklyn North
10/21/2022	Flyer Distribution - TEA Flyers	Brooklyn South
10/21/2022	Flyer Distribution - TEA Flyers	Brooklyn South
10/21/2022	Flyer Distribution - TEA Flyers	Brooklyn North
10/21/2022	Flyer Distribution - Sanitation Exam DCAS Testing Site	Brooklyn North
10/22/2022	FDNY vs. NYPD Basketball Game	Queens South
10/23/2022	P.O. Exam Tutorial	Brooklyn North
10/23/2022	U.S. Marine Corps Job Fair	
10/24/2022	Flyer Distribution - TEA Flyers in Queens	Queens North
10/24/2022	Flyer Distribution - TEA Flyers in Queens	Queens North
10/24/2022	Flyer Distribution - TEA Flyers in Queens	Queens North
10/24/2022	Flyer Distribution - TEA Flyers in Queens	Queens North
10/24/2022	Flyer Distribution - TEA Flyers in Queens	Queens North
10/24/2022	Flyer Distribution - TEA Flyers in Queens	Queens North
10/24/2022	Flyer Distribution - TEA Flyers in Queens	Queens North
10/24/2022	Flyer Distribution - TEA Flyers in Queens	Queens North

10/24/2022	Flyer Distribution - TEA Flyers in Queens	Queens North
10/24/2022	Flyer Distribution - TEA Flyers in Queens	Queens North
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10/24/2022	Flyer Distribution - TEA Flyers in Queens	Queens North
10/24/2022	Flyer Distribution - TEA Flyers in Queens	Queens North
10/24/2022	Flyer Distribution - TEA Flyers in Queens	Queens North
10/24/2022	Flyer Distribution - TEA Flyers in Queens	Queens North
10/24/2022	Flyer Distribution - TEA Flyers in Queens	Queens North
10/24/2022	Flyer Distribution - TEA Flyers in Queens	Queens North
10/24/2022	Flyer Distribution - TEA Flyers in Queens	Queens North
10/24/2022	Flyer Distribution - TEA Flyers in Queens	Queens North
10/24/2022	Flyer Distribution - TEA Flyers in Queens	Queens North
10/24/2022	I Will Graduate Day NYC 2022 College & Career Fair	Brooklyn South
10/25/2022	York College Internship & Career Fair	Queens South
10/25/2022	Brooklyn H.S. for Law & Technology College & Career Fair	Brooklyn North
10/25/2022	Flyer Distribution - Sanitation Exam DCAS Testing Site	Brooklyn North
10/25/2022	P.O. Exam Tutorial	Manhattan South
10/26/2022	The High School of Sports Management College/Career Fair	Brooklyn South
10/26/2022	NYPD Community Resource & Career Fair	Brooklyn North
10/26/2022	Marist College Career & Internship Fair	

10/26/2022	Tremont Library Job Fair	Bronx
10/26/2022	P.O. Exam Tutorial	Queens South
10/27/2022	Kingsborough College Tabling	Brooklyn South
10/27/2022	P.O. Exam Tutorial	Manhattan South
10/29/2022	Flyer Distribution - Sanitation Exam DCAS Testing Site	Brooklyn North
10/29/2022	Flyer Distribution - Sanitation Exam DCAS Testing Site	Queens North
10/30/2022	NYPD Recruitment Info Session	Brooklyn North
10/30/2022	Patrol Borough Brooklyn N. Block Party	Brooklyn North
10/31/2022	City of NY Citywide Diversity Career Fair	Manhattan South
10/31/2022	NYPD Community Center Block Party	Brooklyn North
10/31/2022	52 Pct. Trunk or Treat	Bronx
11/1/2022	Kingsborough College Tabling	Brooklyn South
11/1/2022	Olympus Academy Presentation / Career Day	Brooklyn South
11/1/2022	P.O. Exam Tutorial	Manhattan South
11/2/2022	NYPD Community Baby Shower	Brooklyn South
11/3/2022	Roy C. Ketcham H.S. College & Career Fair	
11/3/2022	Challenge Charter School - Far Rockaway Community Job Fair	Queens South
11/3/2022	P.O. Exam Tutorial	Manhattan South
11/3/2022	Harry S. Truman H.S. College Fair	Bronx
11/4/2022	Honors of Veterans Week	Manhattan South
11/4/2022	Manhattan Comprehensive Night & Day H.S. College & Career Fair	Manhattan South
11/5/2022	Mayor's Office in Your Communities	Brooklyn South
11/5/2022	U.S. Army Recruitment Fair(National Guard & Reserve Service)	Brooklyn South
11/5/2022	Law Enforcement Explorer Fall Competition	Queens North

11/6/2022	NYPD Recruitment Info Session	Brooklyn North
11/6/2022	NYPD Community Baby Shower	Queens South
11/7/2022	U.S. Army Career Fair & Pep Rally-A recruitment efforts	Bronx
11/7/2022	Hostos College Tabling	Bronx
11/8/2022	Health Insurance 101 Workshop	Queens North
11/8/2022	P.O. Exam Tutorial	Manhattan South
11/9/2022	Meet & Greet Resource Fair	Brooklyn South
11/9/2022	Brooklyn Pathways to Graduation College & Career Fair	Brooklyn North
11/9/2022	The Millenium Tour Tabling	Manhattan South
11/10/2022	103rd Pct. Community Resource Day	Queens South
11/10/2022	Coffee with a Cop	Queens South
11/10/2022	Health + Hospitals / Elmhurst - Veteran's Day Event	Queens North
11/10/2022	P.O. Exam Tutorial	Manhattan South
11/15/2022	NYPD Community Baby Shower	Bronx
11/11/2022	U.S. Army Celebrates Military Service Season & Veterans Day	Manhattan South
11/11/2022	NYPD Veterans Day Parade	Queens South
11/12/2022	NYPD Community Baby Shower	Staten Island
11/14/2022	CACNY's 11th Annual Opportunity Program and Post-Secondary Pathway Fair	Manhattan North
11/14/2022	Health Insurance 101 Workshop	Manhattan North
11/14/2022	John Jay Guest Speaker	Manhattan South
11/15/2022	Newburg Free Academy (NFA North) Presentation	
11/15/2022	Kompa Tuesdays	Manhattan South
11/16/2022	Chelsea Career & Technical Education HS	Manhattan South
11/16/2022	NYPD Community Baby Shower	Manhattan North

11/16/2022	Second Annual Job Fair at United States Coast Guard, Sector New York	Staten Island
11/16/2022	Fall College Fair and Spring College Fair	Queens North
11/16/2022	NYPD Girl Talk Friendsgiving	Manhattan South
11/16/2022	James Madison H.S. Vocation & Career Fair	Brooklyn South
11/17/2022	Southeast Queens Friendsgiving Dinner	Queens South
11/18/2022	Nassau County Employment Expo	
11/18/2022	"College to Corporate" Job Fair	Queens North
11/18/2022	Herbert H. Lehman H.S. College Fair	Bronx
11/18/2022	Senator Roxanne J. Persaud (Annual Turkey Giveaway)	Brooklyn South
11/19/2022	Lavo Nightclub Tabling	Manhattan South
11/19/2022	Army Service Month Career Fair	Queens North
11/19/2022	Manhattan Borough President's Office Citywide Job Fair	Manhattan North
11/21/2022	Barry Tech H.S. Military & Law Enforcement Day	
11/22/2022	Erasmus Hall H.S. Career Fair	Brooklyn South
11/22/2022	John Jay College Presentation	Manhattan South
11/22/2022	Clara Barton H.S. Career Fair	Brooklyn South
11/23/2022	John Jay College Presentation	Manhattan South
12/6/2022	H.S. for Law Enforcement & Public Safety (Q & A)	Queens South
11/30/2022	Pathways To Graduation Queens College, Career, Resource and Opportunity Fair	Queens South
11/30/2022	Chelsea Career & Technical Education HS	Manhattan South
12/1/2022	P.O. Flyer Distribution	Manhattan North
12/1/2022	P.O. Flyer Distribution	Manhattan South
12/2/2022	P.O. Flyer Distribution	Brooklyn South
12/2/2022	P.O. Flyer Distribution	Staten Island

12/2/2022	13th Annual Career Fair at Massapequa High School	
12/3/2022	P.O. Flyer Distribution	Queens North
12/4/2022	P.O. Flyer Distribution	Brooklyn North
12/5/2022	John Jay College Tabling	Manhattan South
12/5/2022	P.O. Flyer Distribution	Bronx
12/5/2022	P.O. Flyer Distribution	Queens South
12/6/2022	Bronx Community College Tabling	Bronx
12/6/2022	Paul D. Schreiber H.S. (Choose your future fair)	
12/6/2022	Manhattan Bridges High School Career Day (Youth)	Manhattan South
12/6/2022	Skyview Mall	Queens North
12/6/2022	P.O. Flyer Distribution	Brooklyn South
12/7/2022	JCCRP In association with COGCA Job Fair	Queens South
12/7/2022	John Jay College Tabling	Manhattan South
12/7/2022	Workforce Training Fair	Manhattan South
12/7/2022	New Dawn Charter High School Career Fair	Brooklyn South
12/7/2022	Youth Town Hall	Manhattan South
12/7/2022	Office of Council Member Althea Stevens Community Job Fair	Bronx
12/8/2022	Pan American International High School College & Career Night	Queens North
12/8/2022	City College Tabling	Manhattan North
12/8/2022	Kings Plaza Mall Tabling	Brooklyn South
12/8/2022	P.O. Exam mobile sign ups	Brooklyn North
12/9/2022	Career Pathways Career Expo	Manhattan North
12/9/2022	Rockefeller Center Christmas Tree	Manhattan North
12/9/2022	Roosevelt Field Mall	
12/10/2022	Staten Island Mall	Staten Island

12/10/2022	NYPD Youth Holiday Party (Blue Chips / Girl Talk	Queens North
12/11/2022	Palisades Center	
12/11/2022	P.O. Exam mobile sign ups	Queens North
12/12/2022	Staten Island Mall	Staten Island
12/12/2022	John Jay College Tabling	Manhattan South
12/12/2022	Bay Plaza Mall	Bronx
12/12/2022	P.O. Exam mobile sign ups	Bronx
12/13/2022	Green Acres Mall	
12/13/2022	P.O. Exam mobile sign ups	Manhattan South
12/13/2022	John Jay College Tabling	Manhattan South
12/14/2022	Hostos College Tabling	Bronx
12/13/2022	Kings Plaza Mall Tabling	Brooklyn South
12/13/2022	P.O. Exam mobile sign ups	Queens South
12/14/2022	Brownsville Community Justice Center Job Fair	Brooklyn North
12/14/2022	P.O. Exam mobile sign ups	Brooklyn South
12/14/2022	P.O. Exam mobile sign ups	Manhattan South
12/14/2022	NYPD Winter Wonderland	Bronx
12/15/2022	DeWitt Clinton HS Career Fair	Bronx
12/15/2022	Coffee with a Cop	Bronx
12/15/2022	Queens Center Mall	Queens North
12/15/2022	Bay Plaza Mall	Bronx
12/15/2022	City College Tabling	Manhattan North
12/15/2022	P.O. Exam mobile sign ups	Manhattan South
12/16/2022	NYPD Toys & Hot Chocolate Holiday Event	Queens South
12/16/2022	P.O. Exam mobile sign ups	Queens North
12/16/2022	Skyview Mall	Queens North

12/16/2022	Gurdwara Sikh Cultural Society	Queens South
12/16/2022	City Point Complex Shopping Mall	Brooklyn North
12/17/2022	NYPD Housing/PAL/NOBLE Holiday Experience	Manhattan North
12/17/2022	The Central Family Life Center Holiday Event	Staten Island
12/18/2022	P.O. Exam mobile sign ups	Queens South
12/18/2022	Gurdwara Sikh Cultural Society	Queens South
12/19/2022	P.O. Exam mobile sign ups	Bronx
12/19/2022	P.O. Exam mobile sign ups	Queens North
12/20/2022	NYPD Sleigh Ride	Brooklyn North
12/20/2022	NYPD Sleigh Ride	Brooklyn North
12/20/2022	NYPD Sleigh Ride	Brooklyn North
12/20/2022	NYPD Sleigh Ride	Manhattan South
12/20/2022	NYPD Sleigh Ride	Brooklyn North
12/20/2022	NYPD Sleigh Ride	Manhattan South
12/20/2022	NYPD Toy Giveaway	Manhattan North
12/20/2022	NYPD Sleigh Ride	Manhattan North
12/21/2022	NYPD Sleigh Ride	Queens South
12/21/2022	NYPD Sleigh Ride	Brooklyn South
12/21/2022	NYPD Sleigh Ride	Queens South
12/21/2022	NYPD Sleigh Ride	Staten Island
12/21/2022	NYPD Sleigh Ride	Brooklyn South
12/21/2022	NYPD Sleigh Ride	Staten Island
12/22/2022	NYPD Sleigh Ride	Queens North

12/22/2022	NYPD Sleigh Ride	Manhattan North
12/22/2022	NYPD Sleigh Ride	Queens North
12/22/2022	NYPD Sleigh Ride	Manhattan North
12/22/2022	NYPD Sleigh Ride	Bronx
12/22/2022	NYPD Sleigh Ride	Bronx
12/22/2022	NYPD Sleigh Ride	Bronx
12/22/2022	First Responders Night	
12/26/2022	Skyview Mall	Queens North
12/23/2022	Queens Center Mall	Queens North
12/28/2022	P.O. Exam mobile sign ups	Queens North
12/27/2022	P.O. Exam mobile sign ups	Brooklyn North
12/27/2022	Queens Center Mall	Queens North
12/28/2022	P.O. Exam mobile sign ups	Manhattan North
12/28/2022	Holiday Toy Giveaway	Manhattan North
12/28/2022	Kings Plaza Mall Tabling	Brooklyn South
12/29/2022	City Point Complex Shopping Mall	Brooklyn North
12/29/2022	P.O. Exam mobile sign ups	Brooklyn South
12/29/2022	P.O. Exam mobile sign ups	Manhattan South
12/29/2022	Bay Plaza Mall	Bronx
12/30/2022	P.O. Exam mobile sign ups	Brooklyn North
12/30/2022	City Point Complex Shopping Mall	Brooklyn North
1/2/2023	P.O. Exam Mobile Sign Ups	Bronx
1/3/2023	Hostos Community College Tabling	Bronx
1/3/2023	P.O. Exam Mobile Sign Ups	Brooklyn South
1/3/2023	P.O. Exam Mobile Sign Ups	Manhattan South

1/3/2023	Skyview Mall	Queens North
1/4/2023	Dunkin' / 7 Eleven P.O. / SSA Flyer Distribution	Bronx
1/4/2023	Bay Plaza Mall	Bronx
1/4/2023	City Point Complex Shopping Mall	Brooklyn North
1/10/2023	Kingsborough Community College	Brooklyn South
1/5/2023	P.O. Exam Mobile Sign Ups	Queens North
1/5/2023	Queens Center Mall	Queens North
1/6/2023	P.O. Exam Mobile Sign Ups	Queens North
1/6/2023	Staten Island Mall	Staten Island
1/6/2023	School Safety Graduation	Manhattan South
1/7/2023	Bay Plaza Mall	Bronx
1/8/2023	Palisades Center	
1/8/2023	Roosevelt Field Mall	
1/11/2023	P.O. Exam Mobile Sign Ups	Queens North
1/9/2023	Green Acres Mall	
1/9/2023	P.O. Exam Mobile Sign Ups	Brooklyn South
1/9/2023	Kings Plaza Mall Tabling	Brooklyn South
1/9/2023	P.O. Exam Mobile Sign Ups	Queens North
1/9/2023	Skyview Mall	Queens North
1/10/2023	P.O. Exam Mobile Sign Ups	Manhattan North
1/10/2023	Hostos Community College Tabling	Bronx
1/10/2023	City Point Complex Shopping Mall	Brooklyn North
1/11/2023	P.O. Exam Mobile Sign Ups	Brooklyn North
1/11/2023	Bronx Borough President Vanessa L. Gibson Job Fair	Bronx
1/11/2023	Bay Plaza Mall	Bronx
1/12/2023	P.O. Exam Mobile Sign Ups	Brooklyn North

1/12/2023	P.O. Exam Mobile Sign Ups	Manhattan South
1/12/2023	P.O. Exam Mobile Sign Ups	Manhattan South
1/12/2023	Staten Island Mall	Staten Island
1/12/2023	Palisades Center	
1/13/2023	Roosevelt Field Mall	
1/13/2023	City Point Complex Shopping Mall	Brooklyn North
1/13/2023	P.O. Exam Mobile Sign Ups	Brooklyn South
1/13/2023	Skyview Mall	Queens North
1/14/2023	Green Acres Mall	
1/15/2023	City Point Complex Shopping Mall	Brooklyn North
1/17/2023	P.O. Exam Mobile Sign Ups	Queens South
1/17/2023	P.O. Exam Mobile Sign Ups	Queens North
1/17/2023	P.O. Exam Mobile Sign Ups	Brooklyn North
1/17/2023	P.O. Exam Mobile Sign Ups	Brooklyn North
1/17/2023	P.O. Exam Mobile Sign Ups	Brooklyn South
1/19/2023	Bay Plaza Mall	Bronx
1/19/2023	P.O. Exam Mobile Sign Ups	Manhattan South
1/19/2023	Hostos Community College Tabling	Bronx
1/19/2023	P.O. Exam Mobile Sign Ups	Brooklyn South
1/19/2023	Kingsborough Community College	Brooklyn South
1/20/2023	P.O. Exam Mobile Sign Ups	Queens South
1/20/2023	Gurdwara Sikh Cultural Society	Queens South
1/20/2023	P.O. Exam Mobile Sign Ups	Brooklyn North
1/20/2023	City Point Complex Shopping Mall	Brooklyn North
1/20/2023	Bay Plaza Mall	Bronx

1/21/2023	Palisades Center	
1/22/2023	P.O. Exam Tutorial	Brooklyn North
1/22/2023	P.O. Exam Mobile Sign Ups	Queens North
1/22/2023	Bellerose Gurdwara Sahib	Queens South
1/23/2023	P.O. Exam Mobile Sign Ups	Brooklyn South
1/23/2023	Kings Plaza Mall Tabling	Brooklyn South
1/23/2023	P.O. Exam Mobile sign ups	Queens North
1/23/2023	Skyview Mall	Queens North
1/24/2023	P.O. Exam Tutorial	Manhattan South
1/24/2023	P.O. Exam Mobile Sign Ups	Brooklyn North
1/24/2023	P.O. Exam Mobile Sign Ups	Bronx
1/24/2023	P.O. Exam Mobile Sign Ups	Manhattan South
1/24/2023	P.O. Exam Mobile Sign Ups	Queens North
1/24/2023	P.O. Exam Mobile Sign Ups	Queens North
1/24/2023	P.O. Exam Mobile Sign Ups	Manhattan South
1/25/2023	P.O. Exam Mobile Sign Ups	Staten Island
1/25/2023	Community Resource Fair	Staten Island
1/25/2023	NYPD Basketball Tournaments	Queens South
1/25/2023	Bay Plaza Mall	Bronx
1/26/2023	P.O. Exam Mobile Sign Ups	Brooklyn North
1/26/2023	Boat Show	Manhattan South
1/26/2023	P.O. Exam Mobile Sign Ups	Brooklyn North
1/26/2023	Brooklyn College Tabling	Brooklyn South
1/26/2023	P.O. Exam Mobile Sign Ups	Manhattan South

1/27/2023	P.O. Exam Mobile Sign Ups	Manhattan South
2/2/2023	Pop Up	Brooklyn South
2/2/2023	Bay Plaza Mall	Bronx
1/27/2023	Kings Bay Library	Brooklyn South
1/30/2023	Lehman College Tabling	Bronx
1/30/2023	City Point Complex Shopping Mall	Brooklyn North
1/30/2023	Staten Island Justice Center (MLKJ) Improving Quality of Life	Staten Island
1/30/2023	Staten Island Mall	Staten Island
1/31/2023	Bay Plaza Mall	Bronx
1/31/2023	LA Fitness Tabling	Bronx
1/31/2023	P.O. Exam Tutorial	Manhattan South
1/31/2023	City Point Complex Shopping Mall	Brooklyn North
2/1/2023	HBCU & Career Panel Event	Queens South
2/1/2023	P.O. Exam Tutorial	Bronx
2/1/2023	Lehman College Tabling	Bronx
2/1/2023	Skyview Mall	Queens North
2/2/2023	Green Acres Mall	
2/2/2023	Pop Up	Manhattan South
2/3/2023	Gurdwara Sikh Cultural Society	Queens South
2/3/2023	Career Panel	Brooklyn North
2/5/2023	P.O. Exam Tutorial	Brooklyn North
2/6/2023	Skyview Mall	Queens North
2/6/2023	Pop Up	Brooklyn South
2/7/2023	Pop Up	Queens South
2/7/2023	Pop Up	Manhattan South

2/7/2023	Future Leaders Elementary Career Day	Staten Island
2/7/2023	P.O. Exam Tutorial	Manhattan South
2/8/2023	Pop Up	Brooklyn South
2/8/2023	Queens Center Mall	Queens North
2/8/2023	Yonkers Department of Labor	
2/8/2023	Police Academy Presentation	Queens North
2/8/2023	P.O. Exam Tutorial	Queens South
2/9/2023	CTE Showcase Career Fair	Queens South
2/9/2023	Forest Hills High School Career Fair	Queens North
2/9/2023	City College Tabling	Manhattan North
2/9/2023	City Point Complex Shopping Mall	Brooklyn North
2/10/2023	Bay Plaza Mall	Bronx
2/10/2023	Pop Up	Brooklyn South
2/10/2023	Pop Up	Brooklyn North
2/11/2023	Candidate Assessment Mentoring Program	Manhattan South
2/12/2023	P.O. Exam Tutorial	Brooklyn North
2/13/2023	Pop Up	Brooklyn North
2/14/2023	Pop Up	Manhattan South
2/14/2023	Skyview Mall	Queens North
2/14/2023	P.O. Exam Tutorial	Manhattan South
2/15/2023	City Point Complex Shopping Mall	Brooklyn North
2/15/2023	Bronx Department of Labor	Bronx
2/15/2023	P.O. Exam Tutorial	Staten Island
2/16/2023	Queens College Tabling	Queens South

2/16/2023	New Lots Library Job & Resource Fair	Brooklyn North
2/16/2023	TEA Recruitment	Brooklyn South
2/17/2023	Queens Center Mall	Queens North
2/17/2023	Brooklyn Public Library & Workforce One Job Fair	Brooklyn South
2/17/2023	TEA Recruitment	Brooklyn South
2/18/2023	Career / Trade Resource Fair	Queens South
2/18/2023	CAMBA Beacon 361 Job Fair	Brooklyn South
2/19/2023	P.O. Exam Tutorial	Brooklyn North
2/21/2023	P.O. Exam Tutorial	Manhattan South
2/21/2023	Bronx Dunkin' TEA Flyer Distribution	Bronx
2/21/2023	Queens Dunkin' TEA Flyer Distribution	Queens North
2/22/2023	Yonkers Department of Labor	
2/22/2023	Brooklyn Dunkin' TEA Flyer Distribution	Brooklyn North
2/22/2023	P.O. Exam Tutorial	Bronx
2/23/2023	University of New Haven's STEM Career Fair	
2/24/2023	Nassau County Youth Job & Internship Fair	
2/25/2023	Bay Plaza Mall	Bronx
2/26/2023	P.O. Exam Tutorial	Brooklyn North
2/27/2023	City Polytechnic H.S.Career Day	Brooklyn South
2/27/2023	7 Eleven TEA Flyer Distribution	Brooklyn North
2/27/2023	Brooklyn TEA Flyer Distribution	Brooklyn South
2/28/2023	Excelsior Preparatory High School	Queens South
2/28/2023	The Harlem Renaissance High School Career Expo	Manhattan North
2/28/2023	P.O. Exam Tutorial	Manhattan South
2/23/2023	Queens TEA Flyer Distribution	Queens North

3/1/2023

Bronx Wood Preparatory Academy College Fair

Bronx