

City of New York  
**THE SPECIAL COMMISSIONER OF INVESTIGATION  
FOR THE NEW YORK CITY SCHOOL DISTRICT**  
80 Maiden Lane, 20th Floor  
New York, New York 10038

Anastasia Coleman  
Special Commissioner

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July 2, 2025

*Via Electronic Mail  
and Team Central  
JVVictor@eepc.nyc.gov*

Jeanne M. Victor  
Executive Director  
NYC Equal Employment  
Practices Commission  
253 Broadway  
Suite 602  
New York, NY 1007

Re: Final Determination Response

Dear Executive Director Victor:

I serve as Special Commissioner of Investigation for the New York City School District (SCI). Our EEO Officer, Catherine Murphy Garcia and I have reviewed EEPC's Final Determination Letter, dated, June 18, 2025, regarding the audit, review, and evaluation of SCI's Employment Practices with a Focus on Underutilization for the period, July 1, 2022, to December 31, 2024. By this letter, we are submitting SCI's Final Determination Response.

As an initial matter, SCI appreciates this further opportunity to respond to the EEPC's findings in connection with two (2) corrective actions that were recommended for Audit Standard VI (Workforce Review and Analysis), and Audit Standard VIII Section (Hiring and Promotion). While no corrective actions remain, SCI is committed to continuing to adhere to all stated equal employment opportunity compliance standards.

In our Optional Response, dated, June 5, 2025, SCI demonstrated that while it initially provided redacted applicant data *summary* in response to EEPC Audit Standard VI (Workforce Review and Analysis), as part of its optional response, SCI provided a copy of *all* redacted demographic datasets that were collected by SCI in 2023 and 2024. Again, SCI is committed to complying

with all required EEO workforce metrics and we appreciated the opportunity through our Optional Response to provide supplemental data to demonstrate our data collection efforts, which continue to date.

In connection with EEPC's request for application-to-hiring lifecycle tracking data, SCI was able to provide supplemental hiring data in our Optional Response which I believe demonstrates our adherence to the Hiring and Promotion Audit Standards, and to our commitment to ensure that all corrective actions have been resolved.

In closing, thank you for this opportunity to work with your EEPC Audit Team, whom were extremely helpful, knowledgeable and professional.

Sincerely,  
ANASTASIA COLEMAN  
Special Commissioner of Investigation  
for the New York City School District

By: /s/ Catherine Murphy Garcia  
Special Counsel and EEO Officer

cc: Logan Pace  
EEO Program Analyst

Menelik Alsop  
Director of Audits

Nneka De Caul  
Manager, EEO Analysis and Audit Unit