

FDNY FY 2023 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

FY 2023 Agency Quarterly Diversity, Equity, Inclusion and EEO Report

Agency Name: <u>FDNY</u>			
<input checked="" type="checkbox"/> 1 st Quarter (July -September), due November 4, 2022	<input checked="" type="checkbox"/> 2 nd Quarter (October – December), due January 30, 2023		
<input checked="" type="checkbox"/> 3 rd Quarter (January -March), due May 1, 2023	<input checked="" type="checkbox"/> 4 th Quarter (April -June), due July 31, 2023		
Prepared by:			
Click or tap here to enter text. <u>Wendy Star</u>	Click or tap here to enter text. <u>Senior Director</u>	Click or tap here to enter text. <u>wendy.star@fdny.nyc.gov</u>	Click or tap here to enter text. <u>718-999-2037</u>
Name	Title	E-mail Address	Telephone No.
Date Submitted: _____			
<i>FOR DCAS USE ONLY:</i>		<i>Date Received:</i>	

FDNY FY 2023 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

Table of Contents

Instructions for Filling out Quarterly Reports FY 2023	3
Part I: Narrative Summary	4
I. Commitment and Accountability Statement by the Agency Head.....	4
II. Recognition and Accomplishments	4
III. Workforce Review and Analysis	5
IV. EEO, Diversity, Inclusion and Equity Initiatives for FY 2023	7
V. Recruitment.....	31
VI. Training.....	40
VII. Reasonable Accommodation.....	41
VIII. Compliance and Implementation of Requirements Under Executive Orders and Local Laws	42
IX. Audits and Corrective Measures	45
Appendix A: EEO Personnel Details	47

FDNY FY 2023 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

Instructions for Filling out Quarterly Reports FY 2023

[Note: These forms are cumulative and intended to retain information for the entire FY 2023.

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

1. Please save this file as **"XXXX Quarter X FY 2023 DEI-EEO Quarterly Report.Part I"**, where 'XXXX' is the commonly used acronym of your agency. You must submit this file in MS Word format. Please do not convert it to PDF.
2. Complete the "Diversity, Equity, Inclusion and EEO Training Summary" details in Part II – Training Summary [see the attached Excel file].

Core EEO Training: Copy the information from the Training Completion Report you receive quarterly from DCAS Learning & Development onto grey-shaded cells in rows 26, 30, 34, and 38. Include any of these trainings that were administrated by your agency in the rows immediately below (27, 35, 39).

Other Diversity, Equity, Inclusion and EEO Related Training: Beginning with row 45, include training classes co-organized or co-sponsored by your agency EEO and/or HR that are related to the development of the agency staff in the areas of equal employment, diversity, inclusion, civil rights, workplace culture and behavior, interpersonal relations, and community relations.

3. Mark progress in check boxes in the column for the current quarter. [Note: **Delayed** = behind schedule; **Deferred** = put off until later when better resources become available.]
4. Please save the Excel file as **"XXXX Quarter X FY 2023 DEI-EEO Training Summary"**, where 'XXXX' is the commonly used acronym of your agency. You must submit this file in MS Excel format. Please do not convert it to PDF.

FDNY FY 2023 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

Part I: Narrative Summary

I. Commitment and Accountability Statement by the Agency Head

Distributed to all agency employees? Yes, On (Date): _____ No

By e-mail

Posted on agency intranet

Other _____

II. Recognition and Accomplishments

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

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

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

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

FDNY FY 2023 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

1. Held an inaugural Affiliated Organization Leadership Summit at the NYC Fire Museum with representatives from over 20+ affiliated organizations attending to network, share ideas, challenges etc.
2. Launched the 3rd edition of the We Are FDNY campaign showcasing diverse members of the Department in numerous roles in the agency; posters displayed in all Firehouses, EMS stations, and other FDNY work locations with QR code online link to interviews with all members on the posters as a storytelling initiative.
3. Co-sponsored a Teams Giving potluck in collaboration with civilian affiliated organization CONNECT.
4. Held an inaugural MLK Jr. Weekend of Service partnering with Hunger-Free America and including FDNY explorers in the public service activity on streets of downtown Brooklyn.
5. Designed and implemented the first ever Quiet Room at FDNY in headquarters in Brooklyn and Facilities location in Long Island City in response to religious accommodation and mental health needs of FDNY personnel.
6. Co-sponsored Black History Month celebration with educational contest and naming of the Headquarters Auditorium honoring the first African American Fire Commissioner, Robert O. Lowery in collaboration with the Vulcan Society, an affiliated organization representing African American firefighters.
7. Co-sponsored Asian American Pacific Islander Heritage Month celebration with an affiliated organization, the FDNY Phoenix Society highlighting the rich heritage of AAPI members of the department.
8. Hosted a Pride Heritage Month Trivia night celebration with attendance from members of the department and personnel from agencies across the city.

III. Workforce Review and Analysis

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

Q1 (9/30/2022): 17,367 Q2 (12/31/2022): 17,208 Q3 (3/31/2023): 17,221 Q4 (6/30/2023): 17,490

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

Yes On (Date): _____ Yes again on (Date): _____ No

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

Agency's intranet site

Newsletters and internal Agency Publications

On-boarding of new employees

FDNY FY 2023 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

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

Yes On (Dates):

Q1 Review Date: _____ Q2 Review Date: _____ Q3 Review date: _____ Q4 Review date: _____

The review was conducted with:

- Agency Head
- Human Resources
- General Counsel
- Other _____
- Not conducted

- Agency Head
- Human Resources
- General Counsel
- Other _____
- Not conducted

- Agency Head
- Human Resources
- General Counsel
- Other _____
- Not conducted

- Agency Head
- Human Resources
- General Counsel
- Other _____
- Not conducted

FDNY FY 2023 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

IV. EEO, Diversity, Inclusion and Equity Initiatives for FY 2023

Please describe your progress this quarter in implementing the primary goals in Section IV of your Agency Diversity, Equity, Inclusion and EEO Plan for FY 2023.

A. Workforce:

Please list the **Workforce Goal(s)** included in *Section IV: Diversity, Equity, Inclusion and EEO Initiatives for FY 2023*, which you set/declared in your FY 2023 Diversity, Equity, Inclusion and EEO Plan (e.g., underutilization, workforce planning, succession planning and diverse applicant pool, among others).

1. To further the vision and mission of Diversity, Equity and Inclusion

- ❖ **Please describe the steps that your agency has taken to meet this goal. Include actions taken to establish your agency as a leading service provider to the citizens of New York City focused on diversity, equity and inclusion, while reflecting the variety of communities that are served. What steps were taken to evaluate effectiveness of these actions?**

The Department remains committed to its vision, mission and goals for diversity, equity and inclusion which include providing candidates with an equal opportunity to join FDNY, creating and sustaining a culture where all employees are provided the tools they need to succeed and connecting with the diverse communities we serve.

We continuously work with the Department of Citywide Administrative Services (DCAS) on civilian recruitment efforts including agency spotlights, inclusion of job postings in Citywide newsletters and job fair participation. We are also work with internal communication on social media postings and recruitment and within HR we have advertisements on LinkedIn and Indeed with job openings.

The Assistant Commissioner of HR is FDNY's Chief Workforce Officer and participates in the Mayor's Office Talent Interagency Cabinet Meetings strategizing to ensure that opportunities are communicated and provided to NYC residents, particularly in underserved communities.

FDNY also participates in city youth apprenticeship and summer youth employment programs all aiding to create a diverse applicant pool in the future. For retention efforts, FDNY reviews anonymous exit interview data and provide internal and external professional development courses around soft

FDNY FY 2023 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

skills and managerial skills and specific to employees needs for their occupation. We advertise job opportunities allowing and encouraging internal candidates to apply and offer career counseling services within Human Resources.

Q1 Update:	<input type="checkbox"/> Planned	<input type="checkbox"/> Not started	<input type="checkbox"/> Ongoing	<input type="checkbox"/> Delayed	<input type="checkbox"/> Deferred	<input checked="" type="checkbox"/> Completed
Q2 Update:	<input type="checkbox"/> Planned	<input type="checkbox"/> Not started	<input type="checkbox"/> Ongoing	<input type="checkbox"/> Delayed	<input type="checkbox"/> Deferred	<input checked="" type="checkbox"/> Completed
Q3 Update:	<input type="checkbox"/> Planned	<input type="checkbox"/> Not started	<input type="checkbox"/> Ongoing	<input type="checkbox"/> Delayed	<input type="checkbox"/> Deferred	<input checked="" type="checkbox"/> Completed
Q4 Update:	<input type="checkbox"/> Planned	<input type="checkbox"/> Not started	<input type="checkbox"/> Ongoing	<input type="checkbox"/> Delayed	<input type="checkbox"/> Deferred	<input checked="" type="checkbox"/> Completed

2. To strive for equitable practices in hiring and personnel development.

❖ **Please describe the steps that your agency has taken to meet this goal. Include actions taken to establish your agency as a leading service provider to the citizens of New York City focused on diversity, equity and inclusion, while reflecting the variety of communities that are served. What steps were taken to evaluate effectiveness of these actions?**

The EEO Office will review anticipated job postings to ensure that the job requirements are necessary, and job related and do not disproportionately impact potential employees from underrepresented communities.

The EEO Office will assist the CDIO to review and analyze the CEEDs reports, to identify trends and develop strategies to increase diversity in titles where there is underrepresentation.

In addition to the continuation of initiatives set forth in Section II above, the CDIO team will work with the Office of the Fire Commissioner and other stakeholders as professional development opportunities and strategy is developed for the agency.

Q1 Update:	<input type="checkbox"/> Planned	<input type="checkbox"/> Not started	<input type="checkbox"/> Ongoing	<input checked="" type="checkbox"/> Delayed	<input type="checkbox"/> Deferred	<input type="checkbox"/> Completed
Q2 Update:	<input type="checkbox"/> Planned	<input type="checkbox"/> Not started	<input type="checkbox"/> Ongoing	<input checked="" type="checkbox"/> Delayed	<input type="checkbox"/> Deferred	<input type="checkbox"/> Completed
Q3 Update:	<input type="checkbox"/> Planned	<input type="checkbox"/> Not started	<input type="checkbox"/> Ongoing	<input checked="" type="checkbox"/> Delayed	<input type="checkbox"/> Deferred	<input type="checkbox"/> Completed
Q4 Update:	<input type="checkbox"/> Planned	<input type="checkbox"/> Not started	<input type="checkbox"/> Ongoing	<input checked="" type="checkbox"/> Delayed	<input type="checkbox"/> Deferred	<input type="checkbox"/> Completed

FDNY FY 2023 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

3. [Insert goal]

❖ Please describe the steps that your agency has taken to meet this goal. Include actions taken to establish your agency as a leading service provider to the citizens of New York City focused on diversity, equity and inclusion, while reflecting the variety of communities that are served. What steps were taken to evaluate effectiveness of these actions?

Q1 Update:	<input type="checkbox"/> Planned	<input type="checkbox"/> Not started	<input type="checkbox"/> Ongoing	<input type="checkbox"/> Delayed	<input type="checkbox"/> Deferred	<input type="checkbox"/> Completed
Q2 Update:	<input type="checkbox"/> Planned	<input type="checkbox"/> Not started	<input type="checkbox"/> Ongoing	<input type="checkbox"/> Delayed	<input type="checkbox"/> Deferred	<input type="checkbox"/> Completed
Q3 Update:	<input type="checkbox"/> Planned	<input type="checkbox"/> Not started	<input type="checkbox"/> Ongoing	<input type="checkbox"/> Delayed	<input type="checkbox"/> Deferred	<input type="checkbox"/> Completed
Q4 Update:	<input type="checkbox"/> Planned	<input type="checkbox"/> Not started	<input type="checkbox"/> Ongoing	<input type="checkbox"/> Delayed	<input type="checkbox"/> Deferred	<input type="checkbox"/> Completed

4. [Insert goal]

❖ Please describe the steps that your agency has taken to meet this goal. Include actions taken to establish your agency as a leading service provider to the citizens of New York City focused on diversity, equity and inclusion, while reflecting the variety of communities that are served. What steps were taken to evaluate effectiveness of these actions?

FDNY FY 2023 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

Q1 Update: Planned Not started Ongoing Delayed Deferred Completed
Q2 Update: Planned Not started Ongoing Delayed Deferred Completed
Q3 Update: Planned Not started Ongoing Delayed Deferred Completed
Q4 Update: Planned Not started Ongoing Delayed Deferred Completed

❖ Please describe steps that were taken or considered to address underutilization identified through quarterly workforce reports. Please list Job Groups where underutilization exists in the current quarter.

FDNY FY 2023 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

B. Workplace:

Please list the **Workplace Goal(s)** included in *Section IV: Diversity, Equity, Inclusion and EEO Initiatives for FY 2023*, which you set/declared in your FY 2023 Diversity, Equity, Inclusion and EEO Plan (e.g., job satisfaction/engagement surveys, exit interviews/surveys, and onboarding surveys).

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

❖ Please describe the steps that your agency has taken to meet this goal. Include actions taken to create equitable work environment which values differences and maintain focus on retaining talent. What steps were taken to evaluate effectiveness of these actions?

The EEO Office seeks to prevent and remedy discrimination in all FDNY workplaces. This will be accomplished by promoting a professional workplace in which each employee is treated with dignity and respect and has an equal opportunity to contribute to the mission of the FDNY — regardless of a protected characteristic. This will be accomplished through a multifaceted strategy that includes proactive advice and counsel at all levels of command, training, access to EEO related information and messaging, investigations of EEO violations, and the reasonable accommodation program.

Q1 Update:	<input type="checkbox"/> Planned	<input type="checkbox"/> Not started	<input checked="" type="checkbox"/> Ongoing	<input type="checkbox"/> Delayed	<input type="checkbox"/> Deferred	<input type="checkbox"/> Completed
Q2 Update:	<input type="checkbox"/> Planned	<input type="checkbox"/> Not started	<input checked="" type="checkbox"/> Ongoing	<input type="checkbox"/> Delayed	<input type="checkbox"/> Deferred	<input type="checkbox"/> Completed
Q3 Update:	<input type="checkbox"/> Planned	<input type="checkbox"/> Not started	<input checked="" type="checkbox"/> Ongoing	<input type="checkbox"/> Delayed	<input type="checkbox"/> Deferred	<input type="checkbox"/> Completed
Q4 Update:	<input type="checkbox"/> Planned	<input type="checkbox"/> Not started	<input checked="" type="checkbox"/> Ongoing	<input type="checkbox"/> Delayed	<input type="checkbox"/> Deferred	<input type="checkbox"/> Completed

2. Youth workforce initiatives to provide pipeline opportunities into the Department.

❖ Please describe the steps that your agency has taken to meet this goal. Include actions taken to create equitable work environment

FDNY FY 2023 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

which values differences and maintain focus on retaining talent. What steps were taken to evaluate effectiveness of these actions?

- **FDNY Captain Vernon A. Richard High School (FDNY High School):** Students at the FDNY High School can take a 4-year FDNY-specific curriculum track including Firefighter 101 (9th Grade), Emergency Management (10th Grade), EMS 101 (11th Grade), and FDNY Prep (12th Grade). FDNY Administrators, Firefighters, Paramedics and EMTs serve as Instructors for these programs and provide both academic and hands on instruction. The FDNY also runs an FDNY Exploring Post and the FDNY Robotics Team on the Thomas Jefferson Campus, home of the FDNY High School.
- **FDNY Fire and Emergency Medical Services Exploring Program (FDNY Exploring):** The FDNY Exploring Program, a division of Learning for Life under the leadership of the Boy Scouts of America, currently has 8 active posts with more than 170 active Explorers. Explorers participate in Post Meetings, monthly trainings at the FDNY Fire Academy and FDNY EMS Academy, represent the FDNY in community events including parades, and participate in extensive community service projects.
- **FDNY Youth EMS Academy (YEMSA):** YEMSA is a New York State EMT Basic Certification Course. Originally offered to alumni of the FDNY High School and the FDNY Exploring Program, we have been able to expand and now offer this opportunity to young men and women in New York City between the ages of 17 and 27. In 2022, 90 Youth earned their New York State EMT Basic Certification through YEMSA. Thirty-three Youth were enrolled in WEMSA 23, 30 Youth completed WEMSA 23, and, to date, 28 have earned their NYS EMT Basic Certification. Forty-eight Youth are projected to be enrolled in the Summer EMS Academy (SEMSA 23) beginning in July and 35 are projected to be enrolled in the Fall EMS Academy (FEMSA 23) beginning in August.
- **FDNY Fire Cadet Academy:** The FDNY processed candidates to begin the Fire Cadet Academy. This two-year apprenticeship program is designed for our 100 Cadets to become familiar with the operations of the Fire Department and to provide leadership training. Cadets will receive significant classroom, field and fitness education. Cadets will also attend weekend classroom training, field training and fitness conditioning on Saturdays and Sundays. Fire Cadets will take the Promotion to Firefighter civil service exam during the program with the goal of having eligible Cadets enter Probationary Firefighter School upon completion of the Fire Cadet Academy. In October 2022, we held the Filing Period for Fire Cadet. The results of the Filing Period are as follows:
 - **1531 Candidates Applied** and were invited to attend Assessment Appointments
 - **978 attended Assessment Appointment** which included Job Fit Assessment (created by Cangrade) and a Basic Skills Assessment (created by Talogy)
 - **590 Candidates met the 'cut score'** for both portions of the Assessment **and were forwarded to the FDNY Candidate Investigations Division** for processing for hire to fill a class of 100 scheduled to begin in June 2023.
 - **97 Fire Cadets** were sworn in on 06/05/2023, including 18 FDNY Youth Alumni.

Through our FDNY Youth Programs we have achieved the following:

FDNY FY 2023 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

- o 519 FDNY Youth certified as NYS EMTs
 - 142 hired by the FDNY
 - 4 hired off Open Competitive Firefighter Hiring Lists
 - 22 promoted to Firefighter
 - 18 Hired as Fire Cadets
 - 8 promoted to Paramedic
 - 6 hired as EMT Trainees
 - 84 hired as EMTs

Q1 Update:	<input type="checkbox"/> Planned	<input type="checkbox"/> Not started	<input checked="" type="checkbox"/> Ongoing	<input type="checkbox"/> Delayed	<input type="checkbox"/> Deferred	<input type="checkbox"/> Completed
Q2 Update:	<input type="checkbox"/> Planned	<input type="checkbox"/> Not started	<input checked="" type="checkbox"/> Ongoing	<input type="checkbox"/> Delayed	<input type="checkbox"/> Deferred	<input type="checkbox"/> Completed
Q3 Update:	<input type="checkbox"/> Planned	<input type="checkbox"/> Not started	<input checked="" type="checkbox"/> Ongoing	<input type="checkbox"/> Delayed	<input type="checkbox"/> Deferred	<input type="checkbox"/> Completed
Q4 Update:	<input type="checkbox"/> Planned	<input type="checkbox"/> Not started	<input checked="" type="checkbox"/> Ongoing	<input type="checkbox"/> Delayed	<input type="checkbox"/> Deferred	<input type="checkbox"/> Completed

3. Continue to create an equitable workplace.

❖ **Please describe the steps that your agency has taken to meet this goal. Include actions taken to create equitable work environment which values differences and maintain focus on retaining talent. What steps were taken to evaluate effectiveness of these actions?**

- Issue regularly cadenced messages from senior Department leadership on different topics such as EEO Policy, including discrimination, retaliation, and harassment.
- Partner with the chain of command to implement EEO related directives.
- Distribute information to make the EEO inquiry and investigation process more transparent and welcoming.
- Update FDNY training modules to ensure that they effectively engage each segment of the workforce, including EMS, Fire Operations, Fire Prevention, and other civilian bureaus.
- Provide pro-active advice and counsel to officers and supervisors on how to address incidents that implicate the EEO Policy.
- Promote the use of alternative dispute resolution, including mediation, to address conflict and miscommunication in the workplace.
- Effectively capture and analyze data, including workplace related trends and complaints, to proactively identify employment related areas that require remediation.

FDNY FY 2023 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

Q1 Update:	<input type="checkbox"/> Planned	<input type="checkbox"/> Not started	<input checked="" type="checkbox"/> Ongoing	<input type="checkbox"/> Delayed	<input type="checkbox"/> Deferred	<input type="checkbox"/> Completed
Q2 Update:	<input type="checkbox"/> Planned	<input type="checkbox"/> Not started	<input checked="" type="checkbox"/> Ongoing	<input type="checkbox"/> Delayed	<input type="checkbox"/> Deferred	<input type="checkbox"/> Completed
Q3 Update:	<input type="checkbox"/> Planned	<input type="checkbox"/> Not started	<input checked="" type="checkbox"/> Ongoing	<input type="checkbox"/> Delayed	<input type="checkbox"/> Deferred	<input type="checkbox"/> Completed
Q4 Update:	<input type="checkbox"/> Planned	<input type="checkbox"/> Not started	<input checked="" type="checkbox"/> Ongoing	<input type="checkbox"/> Delayed	<input type="checkbox"/> Deferred	<input type="checkbox"/> Completed

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

❖ Please describe the steps that your agency has taken to meet this goal. Include actions taken to create equitable work environment which values differences and maintain focus on retaining talent. What steps were taken to evaluate effectiveness of these actions?

The FDNY has numerous affiliated organizations that serve a similar function as employee resource groups. Office of Diversity and Inclusion supports these groups to host commemorative, heritage and/or cultural events throughout the year. The following is a list of affiliated organizations with active and retired members serving diverse members in the FDNY.

1. Bravest Football Alumni Association
2. Bravest Football Club Inc.
3. Company Officers Association
4. CONNECT (Civilian Resource Group)
5. FDNY African Heritage Society
6. FDNY American Legion Post 930
7. FDNY Barbell Club
8. FDNY Bravest Baseball Team ("Ny Bravest Baseball")
9. FDNY Bravest Boxing Team
10. FDNY Columbia Association
11. FDNY Dragons
12. FDNY Emerald Society
13. FDNY Emerald Society Pipes And Drums
14. FDNY EMS Pipes And Drums
15. FDNY Gaelic Football Club
16. FDNY Grappling

FDNY FY 2023 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

17. FDNY Hellenic Society
18. FDNY Hispanic Society
19. FDNY Holy Name Society
20. FDNY Honor Legion
21. FDNY Islamic Society
22. FDNY Marine Corps Association
23. FDNY Ner Tamid Society
24. FDNY Phoenix Society Association Of NYC
25. FDNY Pulaski Association
26. FDNY Fire Rollin MC
27. FDNY Running Club
28. FDNY St. George Association
29. FDNY Staten Island Retirees
30. FDNY Steuben Association
31. FDNY Triathlon Team
32. FDNY Vikings
33. FDNY Women's Benevolent Association
34. Fire Bell Club Of New York
35. Firefighters For Christ FDNY
36. Fireflag / EMS
37. Honorary Fire Officers Association, FDNY
38. Humble Heroes Of FDNY
39. NYC Fire Riders Motor Cycle Club
40. NYFD Rifle & Revolver Association
41. NYS Honorary Fire Chiefs Association Inc.
42. Retired Members Association Fire Dept. NYC
43. S/Sgt. Christian Engeldrum FDNY Vfw Post #12033
44. United Retired Firefighters Association Of NYC
45. United Women Firefighters Association ("UWF")
46. Vulcan Society
47. FDNY Caribbean Society
48. Firefighter's Cycle Club
49. FDNY Special Needs Group

The first affiliated organization leadership summit was held in July 2022 to bring leadership from affiliated organizations together to share best practices and common challenges. The meeting was really well received from leadership testimonials.

FDNY FY 2023 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

More meetings are planned in the future including an affiliated organization tabling affair.

Q1 Update:	<input type="checkbox"/> Planned	<input type="checkbox"/> Not started	<input checked="" type="checkbox"/> Ongoing	<input type="checkbox"/> Delayed	<input type="checkbox"/> Deferred	<input checked="" type="checkbox"/> Completed
Q2 Update:	<input type="checkbox"/> Planned	<input type="checkbox"/> Not started	<input checked="" type="checkbox"/> Ongoing	<input type="checkbox"/> Delayed	<input type="checkbox"/> Deferred	<input checked="" type="checkbox"/> Completed
Q3 Update:	<input type="checkbox"/> Planned	<input type="checkbox"/> Not started	<input checked="" type="checkbox"/> Ongoing	<input type="checkbox"/> Delayed	<input type="checkbox"/> Deferred	<input type="checkbox"/> Completed
Q4 Update:	<input type="checkbox"/> Planned	<input type="checkbox"/> Not started	<input checked="" type="checkbox"/> Ongoing	<input type="checkbox"/> Delayed	<input type="checkbox"/> Deferred	<input type="checkbox"/> Completed

- ❖ Please specify any other EEO-related activities designed to improve/enhance the workplace during the quarter (e.g., postings, meetings, cultural programs promoting diversity, newsletters/articles, etc.) and describe the activities, including the dates when the activities occurred.
- ❖ Published articles in monthly agency newsletter (from July through March) on a range of themes including Disability Pride Month, introduction to new Diversity Advocate from the ranks of firefighters, first affiliated organization leadership summit, appointment of department’s new Chief Diversity and Inclusion Officer, NYC Mayor Eric Adams signing a package of five bills to improve diversity within the department and Dr. MLK Jr. Weekend of service.
- ❖ The first agency wide Quiet Room was launched in January at Headquarters to accommodate religious diversity in the workplace. This was followed by the launch of the second Quiet Room in February at facilities office in Long Island City.

FDNY FY 2023 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

C. Community:

Please list the **Community Goal(s)** included in Section IV: Diversity, Equity, Inclusion and EEO Initiatives for FY 2023, which you set/declared in your FY 2023 Diversity, Equity, Inclusion and EEO Plan (e.g., community outreach and engagement, M/WBE participation and customer satisfaction surveys).

1. Working with external stakeholders and community organizations to bridge gaps and continue to collaborate on ways to support each other.

❖ **Please describe the steps that your agency has taken to meet this goal. Include actions taken to establish your agency as a leading service provider to the citizens of New York City focused on diversity, equity and inclusion, while reflecting the variety of communities that are served. What steps were taken to evaluate effectiveness of these actions?**

The FDNY's Office of Community Affairs ("OCA") will continue to be an active member in the communities we serve. The FDNY's goal is to ensure that every individual feels their culture, identity and experiences are valued and respected. OCA continues to educate more New Yorkers on how to reduce safety risks. Fire and life safety education is an essential mission of the Department. Daily OCA works to educate the public about safeguarding themselves, their family, homes, property, friends, and neighbors from fire and other hazards. The FDNY has an extremely dedicated Fire Safety Education and Mobile CPR Training Units comprised of active and retired firefighters and EMTs who conduct thousands of community-based outreach programs tailored specifically to each community's needs.

During the 2023 fiscal year the FDNY participated in and facilitated the following community events:

- Throughout the Summer of 2022, the FDNY will be conducting its 6th annual Summer Block Party initiative. To assist in outreach efforts and to bolster community relations. Five firehouses were selected throughout New York City and will serve as locations for community-based block party events. Coordinated activities included entertainment and education with the goal of achieving the following,
 - Educating New York City communities on careers within Fire Suppression and Emergency Medical Response to support Department efforts in diversifying Firefighter ranks
 - Enhance fire safety and emergency preparedness education for youth, senior citizens, disabled and ethnically diverse communities.
 - Create a platform for communities to connect and identify local firehouses and members
- Fire Prevention Week occurred October 9- October 15. Tabling events were coordinated throughout NYC and promoted via community/elected email blasts and social media. As part of Fire Prevention Week, FDNY Fire Safety Education Unit coordinated a virtual event at the Fire Zone for citywide youth on October 11. The week culminated with Open House on October 15th and

FDNY FY 2023 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

October 16. Over 200 firehouses open their doors and 4,500 residents learned about the critical life-saving work done by fire operations through apparatus tours and demonstrations of equipment, and fire and life safety information.

- Fire Safety Education coordinated over 25 public events citywide in target communities for Change Your Clock, Change Your Battery Safety campaign that occurred October 31- November 5 leading up to Daylight Saving Time.
- Fire Safety Education collaborated with digital media team and school aged children to be featured in the FDNY Smart.
- Educational reach for FY2023 on social media platforms was to more than 1.2 million followers, with a total reach of more than 31 million.
- The New York City Department of Housing Preservation and Development (HPD) and FSE launched a citywide fire safety campaign titled “Keeping Homes Fire Safe,” to educate New Yorkers on six key fire safety recommendations for residents and property owners. At various event, FDNY and HPD outreach staff handed out new pamphlets with fire safety tips and spoke with New Yorkers about the importance of self-closing doors and smoke detectors, among other important fire safety tips.
- The Community Affairs Unit worked with Jewish community stakeholders to assure a safe burning of the bread at various sites throughout the five boroughs. Fire safety educators distributed fire safety education tips.
- Community affairs works continuously to amplify lithium-ion battery safety messaging and best practices. Community Affairs worked with FDNY Digital and Social Media team to transition to educational content on a digital platform by creating videos and PSAs on topics relating to residential fire safety. Specifically creating new PSAs for lithium-ion battery safety messaging. Educational Reach FY 2023 social media platforms reached 31.5 million views.

Through partnerships with the Department of Youth and Community Development, Department for the Aging, Department of Education, and several community-based organizations, FDNY plans to bolster safety trainings and alarm installation efforts throughout communities.

Similar to fire safety education, throughout 2022 CPR trainings were held both in person and virtually. The program equips New Yorkers with the skills to act in the event of cardiac arrest by offering free instruction across the five boroughs. The program, taught by certified FDNY EMS personnel, has successfully trained more than 50,000 New Yorkers in compressions-only CPR. The unit surpassed its CY21 annual goal of training over 2,500 New Yorkers in bystander CPR.

FDNY FY 2023 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

In CY23, the following activities were carried out in support of the program:

- CPR/ AED Awareness week June 1- June 7, Mobile CPR Training Unit will be coordinating a special educational campaign aimed at getting more New Yorkers to learn hands-only CPR. There more than 10 pop up locations throughout the five boroughs. During this week we facilitated a virtual CPR training for middle school and high-school students throughout the city.
- Promoted Burn Awareness information on all social media platforms for the month of February.
- FDNY Community Affairs continued to work with the NYC Department of Education ND NYPD to coordinate high school- based outreach.

Q1 Update:	<input type="checkbox"/> Planned	<input type="checkbox"/> Not started	<input checked="" type="checkbox"/> Ongoing	<input type="checkbox"/> Delayed	<input type="checkbox"/> Deferred	<input type="checkbox"/> Completed
Q2 Update:	<input type="checkbox"/> Planned	<input type="checkbox"/> Not started	<input checked="" type="checkbox"/> Ongoing	<input type="checkbox"/> Delayed	<input type="checkbox"/> Deferred	<input type="checkbox"/> Completed
Q3 Update:	<input type="checkbox"/> Planned	<input type="checkbox"/> Not started	<input checked="" type="checkbox"/> Ongoing	<input type="checkbox"/> Delayed	<input type="checkbox"/> Deferred	<input type="checkbox"/> Completed
Q4 Update:	<input type="checkbox"/> Planned	<input type="checkbox"/> Not started	<input checked="" type="checkbox"/> Ongoing	<input type="checkbox"/> Delayed	<input type="checkbox"/> Deferred	<input type="checkbox"/> Completed

2. To perform vendor outreach, connecting M/WBE vendors with key FDNY staff.

❖ **Please describe the steps that your agency has taken to meet this goal. Include actions taken to establish your agency as a leading service provider to the citizens of New York City focused on diversity, equity and inclusion, while reflecting the variety of communities that are served. What steps were taken to evaluate effectiveness of these actions?**

The M/WBE Program initiatives continues to perform vendor outreach, connecting M/WBE vendors with key FDNY staff via e-mail, meeting internally to discuss all M/WBE related issues, attending virtual networking events (See Below), maintaining an internal M/WBE vendor database for FDNY employees available on the FDNY intranet, setting M/WBE Utilization goals on all applicable contracts, monitoring contract compliance, continuing to utilize both M/WBE Noncompetitive Small Purchase Method (“NCSP” Method) & M/WBE Noncompetitive Innovative Procurement (“NCIP” Method),

FDNY FY 2023 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

(\$500K - \$1Mil), implementing the Recovery for All Initiative and working closely with the Department of Small Business Services and the Mayor's Office of M/WBE to ensure fulfillment of City requirements.

During Fiscal Year 2023, Quarter's 1, 2, 3 & 4 the FDNY M/WBE Unit attended several networking events and met with various oversight agencies:

1. On July 27, 2022, the M/WBE Unit virtually attended the annual Meet the Agency Workshop Series: FDNY, hosted by the Small Business Services – SBS. FDNY presented a PowerPoint presentation on How to do Business with the FDNY and answered numerous questions from the approximately 90 registered M/WBE vendors in attendance.
2. September 22, 2022, the M/WBE Unit, Deputy Commissioner of Budget & Finance, ACCO, members of our Bureau of Technology Development and Systems Unit and purchasing agents all attended the 2022 Citywide M/WBE Procurement Fair hosted by Small Business Services. We met with over a hundred M/WBE vendors, collected capability statements, and increased the amount of viable M/WBE vendors in our internal M/WBE Database.
3. November 4, 2022, the M/WBE Unit participated in the LaGuardia Business Services: Fall Government & Business Expo, hosted by LaGuardia PTAC
4. December 1, 2022, the M/WBE Unit participated in the NYC M/WBE Bronx Borough Forum hosted by Small Business Services – SBS
5. January 23, 2023, the M/WBE Program Director and ACCO, in partnership with the Mayor's Office of Efficiency (MOE) and the Mayor's Office for Minority-and Women-Owned Businesses (OM/WBE), met with the Guidehouse team. This meeting was to engage key stakeholders and M/WBE firms (the customer) by conducting interviews to understand their experience, priorities, love, and pain points across the full lifecycle of their journey seeking M/WBE certification and business opportunities in NYC
6. February 28, 2023, the M/WBE Unit, ACCO, MOC's, SBS and Managing Member of SAMCO Financial, LLC met to discuss the pending upload of all documents pertaining to the FY20 M/WBE Compliance Audit
7. March 3, 2023, FDNY's Chief Diversity and Inclusion Officer, M/WBE Officer, ACCO & M/WBE Program Director all joined a virtual meeting via Zoom to introduce the new Chief Business Diversity Officer, Michael Garner. He and his team walked us and all Agency heads through new protocols and processes for the M/WBE program
8. March 17, 2023, the M/WBE Unit participated in the NYC M/WBE Manhattan Borough Forum hosted by Small Business Services – SBS. At this event we met with numerous M/WBE vendors, added them to our M/WBE internal database, which is available to all FDNY personnel, including Procurement Analyst and P-Card Users
9. March 17, 2023, FDNY's Chief Diversity and Inclusion Officer, M/WBE Officer, ACCO & M/WBE Unit all joined the M/WBE Chief Business Diversity Officer's Meeting FY23 Q3. Via this meeting it was discussed all data for LL1 FY23, as well as highlight any and all new M/WBE Program Initiatives
10. March 29, 2023, the M/WBE Unit participated in the Women's History Month Vendor Outreach Event hosted by The New York City Commission on Human Rights. At this event we presented a PowerPoint presentation, that illustrated "How to do Business with the FDNY" and other city agencies. In addition to FDNY presenting the Police Department and Small Business Services also presented on how to contract with their respective agencies.

FDNY FY 2023 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

11. March 29, 2023, the M/WBE Unit participated in DOC's 2023 MWBE Vendor Networking Event hosted by Department of Corrections – DOC. At this event we met with numerous M/WBE vendors, added them to our M/WBE internal database, which is available to all FDNY personnel, including Procurement Analyst and P-Card Users
12. April 3, 2023, Weekly MWBE CompStat Meeting. FDNY's MWBE Unit attends this virtual meeting hosted by the O/M/WBE Chief Business Diversity Officer, Michael Garner. This is a focus group whose purpose is agencies to share best practices to aid another agency regarding the M/WBE program. In addition, during this meeting data from previous quarters are discussed and analyzed
13. April 7, 2023, FDNY/DOF M/WBE Vendor Selection, FDNY's M/WBE Unit, participated in a virtual meeting with DOF contracting staff including their ACCO, Roman Shpolyansky. At this meeting FDNY shared how our M/WBE Internal Database works. DOF is very much interested in mirroring said database for their own agency usage
14. May 4, 2023, follow-up meeting to the April 7th meeting with DOF. At this virtual meeting both technical staffs of FDNY & DOF discuss the technical aspects of FDNY's M/WBE Internal Database
15. April 19, 2023, Pre-Bid Meeting for 05723B0010-Asbestos Abatement Services at FDNY Facilities in Manhattan, Bronx, and Queens. At this virtual meeting FDNY's Contract Analyst, David Holmes and the M/WBE Program Director presented the solicitation. The contents of the presentation included how to submit your bid, how to submit the Schedule B portion of the solicitation and except the M/WBE Participation Goal placed on this solicitation
16. April 20, 2023, Demo - FDNY M/WBE Internal Database!! NYC Commission on Human Rights. At the meeting FDNY's M/WBE Unit, participated in a virtual meeting with NYC Commission on Human Rights contracting staff including their Executive Director of Operations & Chief Diversity Officer, Sheshe Segar. At this meeting FDNY shared how our M/WBE Internal Database works. NYC Commission on Human Rights is very much interested in mirroring said database for their own agency usage
17. April 24, 2023, Non-Construction Agency Focus Group Q1 & Q2, FDNY's MWBE Unit attends this virtual meeting hosted by the O/M/WBE Chief Business Diversity Officer, Michael Garner. This is a focus group whose purpose is agencies to share best practices to aid another agency regarding the M/WBE program. In addition, during this meeting data from previous quarters are discussed and analyzed
18. May 2, 2023, Monthly MWBE Meeting, FDNY's M/WBE Officer, ACCO and the M/WBE Unit met to discuss all M/WBE issues. As well as strategize how better to promote our M/WBE program
19. May 2, 2023, WINGGLEE - MWBE Reach-Out, FDNY's M/WBE Program Director met with Mauricio CHU, Business Development Manager of WINGGLEE an M/WBE vendor to discuss possible contracting opportunities. We shared important links to aid WINGGLEE in doing business with the FDNY and other city agencies
20. May 15, 2023, Citywide M/WBE CompStat Meeting Q1 & Q2 FDNY's MWBE Unit attends this virtual meeting hosted by the O/M/WBE Chief Business Diversity Officer, Michael Garner. This is a focus group whose purpose is agencies to share best practices to aid another agency regarding the M/WBE program. In addition, during this meeting data from previous quarters are discussed and analyzed
21. May 19, 2023, O/M/WBE Eliot Assoudeh and FDNY's M/WBE Program Director met virtually to discuss data presented at a previous CompStat meeting. FDNY felt the data was incorrect and wanted O/M/WBE to explain how they came to such a low percentage
22. June 5, 2023, Non-Construction Agency Focus Group This is a focus group whose purpose is agencies to share best practices to aid another agency regarding the M/WBE program. In addition, during this meeting data from previous quarters are discussed and analyzed

FDNY FY 2023 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

23. June 13, 2023, Pre-Bid Conference for HVAC Services at FDNY. At this virtual meeting FDNY's Contract Analyst, Elizabeth Fleischman and the M/WBE Program Analyst presented the bid solicitation. The contents of the presentation included how to submit your bid, how to submit the Schedule B portion of the solicitation and except the M/WBE Participation Goal placed on this solicitation
24. June 22, 2023, M/WBE Chief Business Diversity Officer's Meeting FY23 Q4, FDNY's MWBE Unit attends this virtual meeting hosted by the O/M/WBE Chief Business Diversity Officer, Michael Garner. Via this meeting it was discussed all data for LL1 FY23, Q4 as well as highlight all new M/WBE Program Initiatives
25. June 24, 2023, Citywide M/WBE CompStat Meeting FDNY's MWBE Unit attends this virtual meeting hosted by the O/M/WBE Chief Business Diversity Officer, Michael Garner. This is a focus group whose purpose is agencies to share best practices to aid another agency regarding the M/WBE program. In addition, during this meeting data from previous quarters are discussed and analyzed
26. June 28, 2023, MOCS - FDNY Biweekly Meeting, FDNY Fiscal Staff, which includes Contracts Unit, M/WBE Unit and Purchasing Unit met virtually to discuss and troubleshoot issues that occur in the PASSPort database
27. June 29, 2023, Monthly MWBE Meeting, FDNY's M/WBE Officer, ACCO and the M/WBE Unit met to discuss all M/WBE issues. As well as strategize how better to promote our M/WBE program

The M/WBE Unit is tentatively scheduled to facilitate networking events in which more NYC agencies will be encouraged to join. We are also going to facilitate an event where FDNY will share with the M/WBE community upcoming IT & Construction formal contracts. In addition, the M/WBE Unit is presently researching how we can best reach out to the M/WBE community via social media sites such as - Facebook and Instagram.

The M/WBE Unit during Q3 also met with various M/WBE vendors to discuss any possible contracts they could be considered for. In addition, the M/WBE Unit aided an M/WBE vendor with how to navigate the PASSPort portal and how to find not just FDNY solicitations but other agencies solicitations as well. Lastly, we continued to update our internal M/WBE vendors who seek to do business with the FDNY. We instruct them all where to find all FDNY solicitations and the best practice to doing business with other city agencies

The M/WBE Unit during Q4 continued to meet with various M/WBE vendors to discuss any possible contracts they could be considered for. We responded to all M/WBE vendor email inquiries and shared important links on how to do business with the FDNY and the city in general. We are always represented at all the CompStat meetings, Focus Group meetings and Director's meetings to ensure the FDNY M/WBE program stays informed of all new M/WBE Program Initiatives. Additionally, whenever possible FDNY facilitates Pre-Bid meetings with all vendors to ensure they are properly educated on the procurement process and how to submit a bid. Lastly, FDNY's M/WBE Officer, ACCO and the M/WBE Unit stay committed to creating opportunities for the all M/WBE vendor and ensuring our M/WBE Program becomes better each fiscal year

Q1 Update: Planned Not started Ongoing Delayed Deferred Completed

FDNY FY 2023 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

Q2 Update: Planned Not started Ongoing Delayed Deferred Completed
Q3 Update: Planned Not started Ongoing Delayed Deferred Completed
Q4 Update: Planned Not started Ongoing Delayed Deferred Completed

3. Work actively with the Alumni of our programs to recruit new members for our programs.

❖ Please describe the steps that your agency has taken to meet this goal. Include actions taken to establish your agency as a leading service provider to the citizens of New York City focused on diversity, equity and inclusion, while reflecting the variety of communities that are served. What steps were taken to evaluate effectiveness of these actions?

- Alumni of the FDNY Captain Vernon A. Richard High School (FDNY High School) attend Citywide and Borough-Specific High School fairs to recruit for incoming freshmen. In addition, this past year we also attended High School Recruitment Fairs at the following schools/programs:

MIDDLE SCHOOLS
EAST NEW YORK MIDDLE SCHOOL OF EXCELLENCE, 605 SHEPARD AVENUE
FT. GREENE PREPARATORY ACADEMY
STEPHEN DECATUR MIDDLE SCHOOL, 272 MCDONOUGH STREET
MS 61, 400 Empire Boulevard Brooklyn, 11225
THE LINDEN RENAISSANCE
BCMS A&T High School, 85 Watkins Street (Gymnasium), Brooklyn, NY 11212
HARRY VAN ARSDALE CAMPUS in D14, 257 N. 6th St
MS 582 THE UPPER ACADEMY
ROLAND HAYES - JHS 291, 231 Palmetto Street, Brooklyn, NY, 11221

FDNY FY 2023 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

- Alumni of the FDNY Youth EMS Academy (YEMSA) participate in recruiting for future YEMSA cohorts by attending recruitment events and giving presentation at New York City High Schools. This past year, those schools included:

HIGH SCHOOLS
Academy for Health Careers
Benjamin Cardozo High School
Boys Club Of New York
Bronx Health Sciences High School
Clara Barton High School
East New York Family Academy
Excelsior Prep
Francis Lewis High School
H.E.R.O. (Health, Education, and Research Occupations High School)
Health Opportunities High School
High School for Health Careers and Science
High School for Health Professions and Human Service
Hillcrest High School
Holy Cross High School
Institute for Health Professions at Cambria Heights
International High School for Health Sciences
John Bowne High School
Martin Van Buren High School
Maxwell High School
Midwood High School

FDNY FY 2023 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

Mott Haven Community High School
Newtown High School
Queens Gateway to Health Sciences Secondary School
Queens High School of Teaching, Liberal Arts and the Sciences
Richmond Hill High School
Spring Creek Educational Campus (Academy for Young Writers)
Springfield Educational Campus
The Urban Assembly School for Emergency Management
Townsend Harris High School
W.A.T.C.H (World Academy for Total Community Health)
Youth Community Development at EHall

- In addition, our alumni continue to recommend potential students for our program. More than 30% of the Applicants for WEMSA 23 were referred by Alumni of the Youth EMS Academy. Thirty-four percent (34%) of our Applicants for SEMSA 23 were Alumni Referrals. Our Alumni Referral Program has led to many successful candidates matriculating into YEMSA and also has the added benefit of keeping our alumni engaged with our programs after they have graduated.

Q1 Update: **Planned** **Not started** **Ongoing** **Delayed** **Deferred** **Completed**
Q2 Update: **Planned** **Not started** **Ongoing** **Delayed** **Deferred** **Completed**
Q3 Update: **Planned** **Not started** **Ongoing** **Delayed** **Deferred** **Completed**
Q4 Update: **Planned** **Not started** **Ongoing** **Delayed** **Deferred** **Completed**

FDNY FY 2023 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

4. [Insert goal]

❖ Please describe the steps that your agency has taken to meet this goal. Include actions taken to establish your agency as a leading service provider to the citizens of New York City focused on diversity, equity and inclusion, while reflecting the variety of communities that are served. What steps were taken to evaluate effectiveness of these actions?

Q1 Update:	<input type="checkbox"/> Planned	<input type="checkbox"/> Not started	<input type="checkbox"/> Ongoing	<input type="checkbox"/> Delayed	<input type="checkbox"/> Deferred	<input type="checkbox"/> Completed
Q2 Update:	<input type="checkbox"/> Planned	<input type="checkbox"/> Not started	<input type="checkbox"/> Ongoing	<input type="checkbox"/> Delayed	<input type="checkbox"/> Deferred	<input type="checkbox"/> Completed
Q3 Update:	<input type="checkbox"/> Planned	<input type="checkbox"/> Not started	<input type="checkbox"/> Ongoing	<input type="checkbox"/> Delayed	<input type="checkbox"/> Deferred	<input type="checkbox"/> Completed
Q4 Update:	<input type="checkbox"/> Planned	<input type="checkbox"/> Not started	<input type="checkbox"/> Ongoing	<input type="checkbox"/> Delayed	<input type="checkbox"/> Deferred	<input type="checkbox"/> Completed

❖ Please specify any other Community-directed activities during the quarter (e.g., meetings, educational and cultural programs, promotion of agency services, community fairs, etc.) and describe the activities, including the dates when the activities occurred.

FDNY FY 2023 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

D. Equity, Inclusion and Race Relations Initiatives:

Please list the **Equity, Inclusion and Race Relations Goal(s)** included in Section IV: Diversity, Equity, Inclusion and EEO Initiatives for FY 2023, which you set/declared in your FY 2023 Diversity, Equity, Inclusion and EEO Plan.

1. To enhance equity, inclusion, and race relations in agency programs and activities.

❖ Please describe the steps that your agency has taken to meet this goal. Include steps taken to establish your agency as a leader in creating equitable and inclusive workplace environment and enhancing cultural competency. What steps were taken to evaluate effectiveness of these actions?

- EEO assisted with assignment of probationary firefighters to ensure equal opportunity and compliance with legal mandates. Conducted after-analysis confirming equity in assignments.
- The CDIO through its educational initiatives, training opportunities, cultural events and collaboration with affiliated organizations will continue to expand on its racial inclusion and equity initiatives.

Q1 Update:	<input type="checkbox"/> Planned	<input type="checkbox"/> Not started	<input checked="" type="checkbox"/> Ongoing	<input type="checkbox"/> Delayed	<input type="checkbox"/> Deferred	<input type="checkbox"/> Completed
Q2 Update:	<input type="checkbox"/> Planned	<input type="checkbox"/> Not started	<input checked="" type="checkbox"/> Ongoing	<input type="checkbox"/> Delayed	<input type="checkbox"/> Deferred	<input type="checkbox"/> Completed
Q3 Update:	<input type="checkbox"/> Planned	<input type="checkbox"/> Not started	<input checked="" type="checkbox"/> Ongoing	<input type="checkbox"/> Delayed	<input type="checkbox"/> Deferred	<input type="checkbox"/> X Completed
Q4 Update:	<input type="checkbox"/> Planned	<input type="checkbox"/> Not started	<input checked="" type="checkbox"/> Ongoing	<input type="checkbox"/> Delayed	<input type="checkbox"/> Deferred	<input type="checkbox"/> Completed

2. Create trainings and campaigns to enhance inclusive leadership, build bridges across diverse employee groups and amplify a culture of respect

FDNY FY 2023 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

and excellence.

❖ **Please describe the steps that your agency has taken to meet this goal. Include steps taken to establish your agency as a leader in creating equitable and inclusive workplace environment and enhancing cultural competency. What steps were taken to evaluate effectiveness of these actions?**

- The CDIO team continues to implement and facilitate training on numerous topics related to racial inclusion such as unconscious bias, microaggressions, religious diversity, and inclusive leadership.
- Additionally, CDIO trainers continue to provide live unconscious bias training to each probationary Fire & EMS class. CDIO staff meet with instructors at Fire Academy delivering inclusive leadership training.
- The CDIO works closely with the affiliated organizations of the under-represented groups on educational and cultural initiatives.
- Likewise, the CDIO team will continue to expand on its WE ARE FDNY messaging campaign; a campaign including posters and screen savers showcasing the diverse members throughout the Department with a storytelling component.

Q1 Update:	<input type="checkbox"/> Planned	<input type="checkbox"/> Not started	<input checked="" type="checkbox"/> Ongoing	<input type="checkbox"/> Delayed	<input type="checkbox"/> Deferred	<input type="checkbox"/> Completed
Q2 Update:	<input type="checkbox"/> Planned	<input type="checkbox"/> Not started	<input checked="" type="checkbox"/> Ongoing	<input type="checkbox"/> Delayed	<input type="checkbox"/> Deferred	<input type="checkbox"/> Completed
Q3 Update:	<input type="checkbox"/> Planned	<input type="checkbox"/> Not started	<input checked="" type="checkbox"/> Ongoing	<input type="checkbox"/> Delayed	<input type="checkbox"/> Deferred	<input type="checkbox"/> Completed
Q4 Update:	<input type="checkbox"/> Planned	<input type="checkbox"/> Not started	<input checked="" type="checkbox"/> Ongoing	<input type="checkbox"/> Delayed	<input type="checkbox"/> Deferred	<input type="checkbox"/> Completed

❖ **Please describe the steps that your agency has taken to meet this goal. Include steps taken to establish your agency as a leader in creating equitable and inclusive workplace environment and enhancing cultural competency. What steps were taken to evaluate effectiveness of these actions?**

3. [Insert goal]

FDNY FY 2023 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

❖ Please describe the steps that your agency has taken to meet this goal. Include steps taken to establish your agency as a leader in creating equitable and inclusive workplace environment and enhancing cultural competency. What steps were taken to evaluate effectiveness of these actions?

Q1 Update:	<input type="checkbox"/> Planned	<input type="checkbox"/> Not started	<input type="checkbox"/> Ongoing	<input type="checkbox"/> Delayed	<input type="checkbox"/> Deferred	<input type="checkbox"/> Completed
Q2 Update:	<input type="checkbox"/> Planned	<input type="checkbox"/> Not started	<input type="checkbox"/> Ongoing	<input type="checkbox"/> Delayed	<input type="checkbox"/> Deferred	<input type="checkbox"/> Completed
Q3 Update:	<input type="checkbox"/> Planned	<input type="checkbox"/> Not started	<input type="checkbox"/> Ongoing	<input type="checkbox"/> Delayed	<input type="checkbox"/> Deferred	<input type="checkbox"/> Completed
Q4 Update:	<input type="checkbox"/> Planned	<input type="checkbox"/> Not started	<input type="checkbox"/> Ongoing	<input type="checkbox"/> Delayed	<input type="checkbox"/> Deferred	<input type="checkbox"/> Completed

4. [Insert goal]

❖ Please describe the steps that your agency has taken to meet this goal. Include steps taken to establish your agency as a leader in creating equitable and inclusive workplace environment and enhancing cultural competency. What steps were taken to evaluate effectiveness of these actions?

Q1 Update:	<input type="checkbox"/> Planned	<input type="checkbox"/> Not started	<input type="checkbox"/> Ongoing	<input type="checkbox"/> Delayed	<input type="checkbox"/> Deferred	<input type="checkbox"/> Completed
Q2 Update:	<input type="checkbox"/> Planned	<input type="checkbox"/> Not started	<input type="checkbox"/> Ongoing	<input type="checkbox"/> Delayed	<input type="checkbox"/> Deferred	<input type="checkbox"/> Completed
Q3 Update:	<input type="checkbox"/> Planned	<input type="checkbox"/> Not started	<input type="checkbox"/> Ongoing	<input type="checkbox"/> Delayed	<input type="checkbox"/> Deferred	<input type="checkbox"/> Completed

FDNY FY 2023 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

Q4 Update: Planned Not started Ongoing Delayed Deferred Completed

- ❖ Please specify Equity and Race Relations initiatives embarked on or continued from previous year(s) (e.g., meetings, educational and cultural programs, presentations, discussions, books/articles, other suggested readings, etc.) and describe the activities, including the dates when the activities occurred.

FDNY FY 2023 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

V. Recruitment

A. Recruitment Efforts

Please list **Recruitment Initiatives and Strategies** which you set/declared in your FY 2023 Diversity, Equity, Inclusion and EEO Plan (e.g., targeted outreach and outreach, diversity recruitment, social media presence, where jobs are posted, EEO and APO collaboration, evaluation of best recruitment sources, structured interview training and unconscious bias training).

1. Provide recruitment and retention program efforts to support the hiring efforts for Firefighter

Recruitment of Interests- The Office of Recruitment and Retention (ORR) facilitates events to generate interest for Fire, EMS Operations, Fire Prevention and Fire Dispatch. ORR continues to utilize diverse recruitment sources to bolster efforts aimed at increasing the effectiveness of diversity recruitment, including targeted recruitment efforts through partnerships with NYC High Schools, NYC Colleges, Community events, Recruiter Street Teams and contacting NYC resident test takers who are now unreachable on previous or existing civil service lists but are still eligible for upcoming exams.

Firefighter Candidate Information Sessions – Firefighter Candidates who have passed their DCAS written exam and whose list numbers are reached to take the DCAS CPAT Exam are invited to Information Sessions where they are given information on what to expect on their exam. Candidates are also offered the opportunity to register for the FDNY CPAT Prep and Mentorship programs. 8 Sessions were held during FY 2023.

Firefighter Candidate Physical Agility Test (CPAT) Prep Program – Firefighter Candidates attend a minimum of 12 weeks of training on the eight DCAS CPAT Exam Evolutions (Stair Climb, Hose Drag, Equipment Carry, Ladder Raise & Extension, Forcible Entry, Search, Rescue Drag and Ceiling Breach & Pull). The training provides Candidates with the critical tasks and techniques needed to pass and reduce attrition at their DCAS CPAT exam. 2 rounds of CPAT Prep program were offered during FY 2023.

Firefighter Candidate Mentorship Program (FFCMP) – Firefighter Candidates (Mentees) are eligible to partner with veteran Firefighters (Mentors) from the time they begin processing through the completion of Probationary FF School(PFS) and one month into the fire house.

FDNY FY 2023 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

Outreach Coordinators – A team of Black, Hispanic, Asian and women Firefighters engage candidates regularly as they navigate the background and onboarding process. They continue to monitor candidates until they graduate PFS. Virtual information sessions and in-person

Stairmill Training Program – Specific training on the stairmill is offered to Firefighter Candidates that are preparing for their DCAS CPAT Exam as well as those that have not taken their candidate medical exam. Like the DCAS CPAT Exam, the candidate medical exam includes a timed stairmill evolution with a weighted vest. Sessions were offered at FDNY Headquarters and at the Fire Academy on Randall’s Island during FY 2023.

Fitness Awareness Program (FAP) – Offered to all Firefighter Candidates once they pass the DCAS CPAT Exam. The Candidates participate in two sessions throughout the FAP to maintain fitness levels necessary while in the fire academy. Session 1 – Candidates participate in four baseline evaluations (sit-ups, push-ups, pull-ups, and a timed run) and are then given an assessment of their fitness levels and recommendations for workout routines to get them to their goals. Session 2 – Candidates are put through the paces of a challenging calisthenics session that provides them with how they should be working out to be ready for the Fire Academy. 2 Rounds were offered during FY 2023.

Pre Proby School Prep Program- Firefighter Candidates that have completed their background, medical processing and entrance run are encouraged to participate in a voluntary 4 week academic and fitness prep program to better prepare them for the rigors of the Probationary Firefighter School. FDNY has collaborated with NYC Parks to provide an option for candidates to work out on their own at local centers. FDNY has provided weighted vests to 4 facilities that have stairmill machines.

Probationary Firefighter Classes – During FY 2023 the Fire Academy graduated to two Proby classes (Class 2 of 2022 – 336 Entered and 288 Graduated / Class 1 of 2023 – 327 Entered / 305 Currently in Proby School – Anticipated Graduation Date August 29, 2023).

Q1 Update:	<input type="checkbox"/> Planned	<input type="checkbox"/> Not started	<input checked="" type="checkbox"/> Ongoing	<input type="checkbox"/> Delayed	<input type="checkbox"/> Deferred	<input type="checkbox"/> Completed
Q2 Update:	<input type="checkbox"/> Planned	<input type="checkbox"/> Not started	<input checked="" type="checkbox"/> Ongoing	<input type="checkbox"/> Delayed	<input type="checkbox"/> Deferred	<input type="checkbox"/> Completed
Q3 Update:	<input type="checkbox"/> Planned	<input type="checkbox"/> Not started	<input checked="" type="checkbox"/> Ongoing	<input type="checkbox"/> Delayed	<input type="checkbox"/> Deferred	<input type="checkbox"/> Completed
Q4 Update:	<input type="checkbox"/> Planned	<input type="checkbox"/> Not started	<input checked="" type="checkbox"/> Ongoing	<input type="checkbox"/> Delayed	<input type="checkbox"/> Deferred	<input type="checkbox"/> Completed

2. Provide recruitment and retention program efforts to support the hiring efforts for Emergency Medical Technician

Recruitment of Interests- The Office of Recruitment and Retention (ORR) facilitates events to generate interest for Fire, EMS Operations, Fire Prevention and Fire Dispatch. ORR continues to utilize diverse recruitment sources to bolster efforts aimed at increasing the effectiveness of diversity recruitment, including targeted recruitment efforts through partnerships with NYC High Schools, NYC Colleges, Community events, Recruiter Street

FDNY FY 2023 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

Teams and contacting NYC resident test takers who are now unreachable on previous or existing civil service lists but are still eligible for upcoming exams.

EMS Applicant Information Sessions – Applicants receive information on the hiring process for EMS titles (FDNY EMT and EMS Trainee). Applicants also receive instructions/assistance in creating their DCAS OASys Accounts. 25 Information Sessions will be held during FY 2024.

EMS Information Application Filing Sessions – Applicants are offered the opportunity to work with staff and create their profile for the CSF (Civil Service Filing) for EMT or EMS Trainee. 85 sessions were held during FY 2023.

EMS Virtual Information Sessions – Candidates are prepared to enter the EMS Academy. They are provided study preparation, information regarding what will be expected as well as other tips to succeed and prepare for the academy. 6 sessions were held during FY 2023.

EMS Physical Ability Test Preparation Program – EMS Candidates prepare to take their PAT. Candidates that are deemed unprepared are encouraged to attend supplemental trainings to help them pass once called. 32 sessions were held during FY 2023.

EMS Candidate Fitness Program – EMS candidates are offered an opportunity to train weekly with Fitness Instructors as they prepare to complete their physical and medical exam and achieve weight standards required for candidacy. 24 sessions were held during FY 2023.

EMS Mobile Academy Event – Applicants and Candidates take part in job related duties of EMTs and Paramedics; Bleeding control, CPR, Airway management, various specialty vehicle tours, Emergency Medical Dispatch demonstrations and the Haz-Tac team. 2 Mobile Academies were held in FY 2023 (Fall 2022 and Summer 2023).

EMS Academy Classes – During FY 2023 the EMS Academy graduated 3 EMS classes. PES (Probationary EMT School) 22-01 (140 Entered / 134 Graduated), PTP (Probationary Trainee Program) 23-01 (190 Entered / 153 Graduated) and PTP (Probationary Trainee Program) 23-02 (173 Entered / 163 Currently in EMS Academy – Anticipated Graduation Date Fall 2023).

Q1 Update:	<input type="checkbox"/> Planned	<input type="checkbox"/> Not started	<input checked="" type="checkbox"/> Ongoing	<input type="checkbox"/> Delayed	<input type="checkbox"/> Deferred	<input type="checkbox"/> Completed
Q2 Update:	<input type="checkbox"/> Planned	<input type="checkbox"/> Not started	<input checked="" type="checkbox"/> Ongoing	<input type="checkbox"/> Delayed	<input type="checkbox"/> Deferred	<input type="checkbox"/> Completed
Q3 Update:	<input type="checkbox"/> Planned	<input type="checkbox"/> Not started	<input checked="" type="checkbox"/> Ongoing	<input type="checkbox"/> Delayed	<input type="checkbox"/> Deferred	<input type="checkbox"/> Completed

FDNY FY 2023 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

Q4 Update: Planned Not started Ongoing Delayed Deferred Completed

3. [Insert initiatives/strategies]

❖ Please describe the steps that your agency has taken to meet these initiatives/strategies. What steps were taken to evaluate effectiveness of these actions?

Q1 Update: Planned Not started Ongoing Delayed Deferred Completed
Q2 Update: Planned Not started Ongoing Delayed Deferred Completed
Q3 Update: Planned Not started Ongoing Delayed Deferred Completed
Q4 Update: Planned Not started Ongoing Delayed Deferred Completed

4. [Insert initiatives/strategies]

FDNY FY 2023 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

❖ Please describe the steps that your agency has taken to meet these initiatives/strategies. What steps were taken to evaluate effectiveness of these actions?

Q1 Update: Planned Not started Ongoing Delayed Deferred Completed
Q2 Update: Planned Not started Ongoing Delayed Deferred Completed
Q3 Update: Planned Not started Ongoing Delayed Deferred Completed
Q4 Update: Planned Not started Ongoing Delayed Deferred Completed

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

B. Internships/Fellowships

The agency is providing the following internship opportunities in FY 2023. [Note: Please update this information every quarter.]

Race/Ethnicity* [#s] * Use self-ID data obtained from NYCAPS; **Gender* [#s]** [N-B=Non-Binary; O=Other; U=Unknown] * Use self-ID data

1. Urban Fellows Total: 1

Race/Ethnicity* [#s]: Black___ Hispanic___ Asian/Pacific Islander___ Native American___ White___ Two or more Races___

Gender* [#s]: M ___ F ___ N-B ___ O ___ U ___

FDNY FY 2023 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

2. Public Service Corps Total: 0

Race/Ethnicity* [#s]: Black___ Hispanic___ Asian/Pacific Islander___ Native American___ White___ Two or more Races___

Gender* [#s]: M ___ F ___ N-B ___ O ___ U ___

3. Summer College Interns Total: 9

Race/Ethnicity* [#s]: Black___ Hispanic___ Asian/Pacific Islander___ Native American___ White___ Two or more Races___

Gender* [#s]: M ___ F ___ N-B ___ O ___ U ___

4. Summer Graduate Interns Total: 2

Race/Ethnicity* [#s]: Black___ Hispanic___ Asian/Pacific Islander___ Native American___ White___ Two or more Races___

Gender* [#s]: M ___ F ___ N-B ___ O ___ U ___

5. Other (specify) Total: 0

Race/Ethnicity* [#s]: Black___ Hispanic___ Asian/Pacific Islander___ Native American___ White___ Two or more Races___

Gender* [#s]: M ___ F ___ N-B ___ O ___ U ___

Additional comments:

FDNY FY 2023 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

C. 55-A Program

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

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

Q1 (9/30/2022): 6 Q2 (12/31/2022): 6 Q3 (3/31/2023): 6 Q4 (6/30/2023): 6

During the 1st Quarter, a total of 0 [number] new applications for the program were received.

During the 1st Quarter 0 participants left the program due to [state reasons] N/A .

During the 2nd Quarter, a total of 0 [number] new applications for the program were received.

During the 2nd Quarter 0 participants left the program due to [state reasons] N/A .

During the 3rd Quarter, a total of 0 [number] new applications for the program were received.

During the 3rd Quarter 0 participants left the program due to [state reasons] N/A .

During the 4th Quarter, a total of 0 [number] new applications for the program were received.

During the 4th Quarter 0 participants left the program due to [state reasons] N/A .

The 55-a Coordinator has achieved the following goals:

- Disseminated 55-a information –
by e-mail: Yes No
in training sessions: Yes No
on the agency website: Yes No
through an agency newsletter: Yes No
Other: _____

2. _____

3. _____

FDNY FY 2023 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

V. Selection (Hiring and Promotion)

Please review Section VI of your FY 2023 Diversity, Equity, Inclusion and EEO Plan and describe your activities for this quarter below:

Please list additional **Selection Strategies and Initiatives** which you set/declared in your FY 2023 Diversity, Equity, Inclusion and EEO Plan (*e.g., use of structured interview, EEO or APO representatives observing interviews, review of placements, review of e-hire applicant data*).

1. Career Counseling: Advising employees of opportunities for promotion and career development; Notification of promotion/transfer opportunities.

❖ **Please describe the steps that your agency has taken to meet this goal. What steps were taken to evaluate effectiveness of these actions?**

The FDNY's Career Counselor guides personnel on navigating the civil service process, answers questions regarding civil service rules and regulations, career advancement, appointments, promotion, transfers, rights and privileges.

The FDNY is committed to the advancement of its employees and as a result the Department has held a number of career advancement and benefits informational seminars which it continued in FY 2022. The Department's HR unit plans to continue prioritizing and facilitating collaborative initiatives to encourage the development of existing employees. HR will continue to facilitate career development and training seminars.

These trainings and seminars provide employees with beneficial employment advancement and enrichment resources and information regarding accessing career counseling and interview tips in addition to resume building.

2. Reviewing the methods by which candidates are selected for appointment, promotion, or to fill vacancies (new hires), especially for mid- and high-level discretionary positions.

FDNY FY 2023 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

❖ **Please describe the steps that your agency has taken to meet this goal. What steps were taken to evaluate effectiveness of these actions?**

The FDNY's HR bureau periodically reviews job requirements for vacant positions and conducts job analysis and skills audits to ensure that job classification and requirements are job-related and equitable. In collaboration with EEO Officer, hiring managers and HR will continue to review interview questions to ensure that questions are objective and job-related.

3. Describe the role of agency EEO Officer and other EEO staff in the selection of candidates for appointment or promotion (pre- and post-appointment).

The EEO Office continues to perform vetting reviews of all candidates selected for prospective promotion to Fire Operations and EMS Operations positions.

4. Analyzing the impact of layoffs or terminations on racial, gender and age groups.

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 2022. The EEO Officer, collectively with HR and the General Counsel, will prioritize involvement in making layoff or termination decisions.

Should the FDNY have any significant periods of layoffs or terminations, the Agency will analyze the impact of such layoffs or terminations on racial, gender and age groups. Where layoffs or terminations would have a disproportionate impact on any racial, gender or age groups, the agency will document that the targeted titles or programs were selected based on objective criteria and justified by business necessity.

5. Other:

FDNY FY 2023 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

During this Quarter the Agency activities included: # of Vacancies # of New Hires # of New Promotions

Q1

of Vacancies - 433 (Civ. 153/EMS 144/Uniform 136)

of New Hires - 339 (Civ. 44/Uniform 295)

of New Promotions - 311

Q2

of Vacancies - 558 (Civ. 139/EMS 114/Uniform 305)

of New Hires - 186 (186 Civ. & EMS)

of New Promotions - 111 without maturations & 264 with maturations.

Q3

of Vacancies – 567 (Civ. 106/EMS 32/Uniformed 429)

of New Hires – 261 (All civilian)

of New Promotions - 179

Q4

of Vacancies – 347 (Civ. 64/ Uniformed 283)

of New Hires – 650 (Civ. 162 / EMS 177/ Uniformed 311)

of New Promotions - 104 without maturations & 259 with maturations

vi. Training

Please provide your training information in Part II of the report “Diversity, Equity, Inclusion and EEO Training Summary” (in MS Excel).

FDNY FY 2023 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

VII. Reasonable Accommodation

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

For FY 2023, (1st Qtr. - 7/1/22 - 10/31/22), total RA requests: 150

- 133 non-vaccine related RA requests, of which there were
 - 71 grants;
 - 6 denials;
 - 4 withdrawals;
 - 12 administrative closures; and
 - 40 pending.

- 17 vaccine-related RAs, of which
 - 12 were granted and
 - 5 were denied.

For FY 2023, (2nd Qtr. - 11/1/22 - 12/31/2022), total RA requests: 125

- 120 non-vaccine related RA requests, of which there were
 - 59 grants;
 - 4 denials;
 - 16 withdrawals;
 - 14 administrative closures; and
 - 27 pending,
- 5 vaccine-related RAs, of which
 - 5 denials.

FDNY FY 2023 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

For FY2023, (3rd Qtr. 1/1/2023 - 3/31/2023), total RA requests: 124

- 65 grants;
- 1 denial;
- 16 withdrawals;
- 12 administrative closures; and
- 30 pending

For FY 2023, (4th Qtr. 4/1/2023 - 6/30/2023), total RA Requests: 142

- 83 grants;
- 1 denial;
- 7 withdrawals;
- 20 administrative closures; and
- 30 pending.

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

A. Local Law 92: Annual Sexual Harassment Prevention training

Please provide Sexual Harassment Prevention Training Information in Part II of the report “Diversity, Equity, Inclusion and EEO Training Summary” (in MS Excel).

B. Local Law 97: Annual Sexual Harassment Reporting

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

Q1

Q2

Q3

Q4

FDNY FY 2023 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

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

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

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

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

Please provide E.O. 16 Training Information in Part II of the report “Diversity, Equity, Inclusion and EEO Training Summary” (in MS Excel).

D. Local Law 101: Climate Survey

Please describe your progress this quarter in implementing the primary goals in Appendix B of your Agency Diversity, Equity, Inclusion and EEO Plan for FY 2023.

Please list the actions, initiatives, programs, or policies included in *Appendix B: 2020 Climate Survey Action Plan*, which you set/declared in your FY 2023 Diversity, Equity, Inclusion and EEO Plan.

1. Increase employees’ familiarity with the EEO Policy.

❖ Please describe the steps that your agency has taken to meet these goals. What steps were taken to evaluate effectiveness of these actions?

FDNY FY 2023 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

The FDNY has updated its internal training modules to better articulate how the Citywide EEO Policy applies to the specific culture of the FDNY.

2. Improve the EEO Office's visibility to the workforce.

❖ Please describe the steps that your agency has taken to meet this goal. What steps were taken to evaluate effectiveness of these actions?

The FDNY is in the process of updating its posters, which are posted in every FDNY facility. In addition, the FDNY EEO Office has increased the number of inspections and site visits, using these opportunities to not only confirm compliance with the EEO Policy, but increase visibility of staff members (including the Assistant Commissioner) to rank and file employees.

3. Improve employees' knowledge of the EEO complaint process, including where and how to file a formal complaint, and what happens after a complaint is filed.

❖ Please describe the steps that your agency has taken to meet these initiatives/strategies. What steps were taken to evaluate effectiveness of these actions?

The FDNY has required that all employees take the DCAS Everybody Matters EEO training, which includes a discussion of the Citywide EEO complaint process. The FDNY is also updating its internal training module to provide greater transparency to the process.

4. Increase employees' understanding of protected rights and prohibition of discrimination, including sexual harassment, in the workplace.

In addition to updating poster and training content, the Fire Commissioner and Chief of Department have issued statements to all members concerning employee rights and the prohibition on different types of EEO violations, including the prohibition against sexual harassment.

❖ Please describe the steps that your agency has taken to meet this goal. What steps were taken to evaluate effectiveness of these actions?

FDNY FY 2023 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

5. Improve managers' and supervisors' awareness of measures that an employee may take to report any violations under the EEO Policy, including discrimination and sexual harassment.

❖ Please describe the steps that your agency has taken to meet this goal. What steps were taken to evaluate effectiveness of these actions?

See answers in 1-4 above.

6. Improve managers' and supervisors' knowledge of whom and where to direct employees who may want to discuss a complaint (s) under the EEO Policy.

❖ Please describe the steps that your agency has taken to meet this goal. What steps were taken to evaluate effectiveness of these actions?

See answers in 1-4 above.

7. Other:

❖ Please describe the steps that your agency has taken to meet this goal. What steps were taken to evaluate effectiveness of these actions?

IX. Audits and Corrective Measures

FDNY FY 2023 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

Please choose the statement that applies to your agency.

- The agency is NOT involved in an audit conducted by NYC Equal Employment Practice Commission (EEPC) or another governmental agency specific to our EEO practices.
- The agency is involved in an audit; please specify who is conducting the audit: _____.
- Attach the audit recommendations by EEPC or the other auditing agency.
- The agency has submitted or will submit to DCAS Citywide Equity and Inclusion an amendment letter, which shall amend the agency plan for FY 2022.
- The agency received a Certificate of Compliance from the auditing agency.

Please attach a copy of the Certificate of Compliance from the auditing agency.

FDNY FY 2023 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

Appendix A: EEO Personnel Details

EEO Personnel For 4th Quarter, FY 2023

Personnel Changes

Personnel Changes this Quarter: <input type="checkbox"/> No Changes		Number of Additions: ()		Number of Deletions: (1)	
Employee's Name & Title					
Nature of change	<input type="checkbox"/> Addition <input type="checkbox"/> Deletion	<input type="checkbox"/> Addition <input type="checkbox"/> Deletion	<input type="checkbox"/> Addition <input type="checkbox"/> Deletion	<input type="checkbox"/> Addition <input type="checkbox"/> Deletion	<input type="checkbox"/> Addition <input type="checkbox"/> Deletion
Date of Change in EEO Role	Start Date : 4/3/2023	Start Date : 4/23/2023		Start Date or Termination Date:	
Employee's Name & Title					
Nature of change	<input type="checkbox"/> Addition <input type="checkbox"/> Deletion	<input type="checkbox"/> Addition <input type="checkbox"/> Deletion	<input type="checkbox"/> Addition <input type="checkbox"/> Deletion	<input type="checkbox"/> Addition <input type="checkbox"/> Deletion	<input type="checkbox"/> Addition <input type="checkbox"/> Deletion
Date of Change in EEO Role	Start Date or Termination Date:	Start Date or Termination Date:	Start Date or Termination Date:	Start Date or Termination Date:	
For New EEO Professionals:					
Name & Title	Luis Segura, Esq	Nicole Benitez, Esq	1.		
EEO Function	<input type="checkbox"/> EEO Officer <input type="checkbox"/> EEO Counselor <input type="checkbox"/> EEO Trainer <input type="checkbox"/> EEO InvestigatorX <input type="checkbox"/> 55-a Coordinator <input type="checkbox"/> Other: (specify)	<input type="checkbox"/> EEO Officer <input type="checkbox"/> EEO Counselor <input type="checkbox"/> EEO Trainer <input type="checkbox"/> EEO InvestigatorX <input type="checkbox"/> 55-a Coordinator <input type="checkbox"/> Other: (specify)	<input type="checkbox"/> EEO Officer <input type="checkbox"/> EEO Counselor <input type="checkbox"/> EEO Trainer <input type="checkbox"/> EEO Investigator <input type="checkbox"/> 55-a Coordinator <input type="checkbox"/> Other: (specify)		
Percent of Time Devoted to EEO	<input type="checkbox"/> 100%X <input type="checkbox"/> Other: (specify %):	<input type="checkbox"/> 100%X <input type="checkbox"/> Other: (specify %):	<input type="checkbox"/> 100% <input type="checkbox"/> Other: (specify %):		
Name & Title					

FDNY FY 2023 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

EEO Function	<input type="checkbox"/> EEO Officer <input type="checkbox"/> EEO Trainer Investigator <input type="checkbox"/> 55-a Coordinator (specify)	<input type="checkbox"/> EEO Counselor <input type="checkbox"/> EEO <input type="checkbox"/> Other: (specify)	<input type="checkbox"/> EEO Officer <input type="checkbox"/> EEO Trainer <input type="checkbox"/> 55-a Coordinator	<input type="checkbox"/> EEO Counselor <input type="checkbox"/> EEO Investigator <input type="checkbox"/> Other: (specify)	<input type="checkbox"/> EEO Officer <input type="checkbox"/> EEO Trainer <input type="checkbox"/> 55-a Coordinator	<input type="checkbox"/> EEO Counselor <input type="checkbox"/> EEO Investigator <input type="checkbox"/> Other: (specify)
Percent of Time Devoted to EEO	<input type="checkbox"/> 100% <input type="checkbox"/> Other: (specify %):		<input type="checkbox"/> 100% <input type="checkbox"/> Other: (specify %):		<input type="checkbox"/> 100% <input type="checkbox"/> Other: (specify %):	

EEO Training Completed within the Last <u>Two</u> Years, including the Current Quarter (EEO and D&I Officers, Deputies, and All New EEO Professionals):			
Name & EEO Role	1. Don Nguyen, AC	2. Dr. Kwame Cooper, DC	3. Wendy Star, Senior Director
Completed EEO Trainings:			
1. Everybody Matters-EEO and D&I	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
2. Sexual Harassment Prevention	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
3. IgbTq: The Power of Inclusion	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No
4. Disability Awareness & Etiquette	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No
5. Unconscious Bias	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No
6. Microaggressions	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
7. EEO Officer Essentials: Complaint/Investigative Processes	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No
8. EEO Officer Essentials: Reasonable Accommodation	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No
9. Essential Overview Training for New EEO Officers	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No
10. Understanding CEEDS Reports	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No

FDNY FY 2023 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

EEO Personnel Training Continued:

EEO Training completed within the last <u>two</u> years, including the Current Quarter (EEO and D&I Officers, Deputies, and all new EEO Professionals):						
Name & EEO Role					0.	
Completed EEO Trainings:	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> Yes	<input type="checkbox"/> No
1. Everybody Matters-EEO and D&I	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> Yes	<input type="checkbox"/> No
2. Sexual Harassment Prevention	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> Yes	<input type="checkbox"/> No
3. lgbTq: The Power of Inclusion	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> Yes	<input type="checkbox"/> No
4. Disability Awareness & Etiquette	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> Yes	<input type="checkbox"/> No
5. Unconscious Bias	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> Yes	<input type="checkbox"/> No
6. Microaggressions	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> Yes	<input type="checkbox"/> No
7. EEO Officer Essentials: Complaint/Investigative Processes	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> Yes	<input type="checkbox"/> No
8. EEO Officer Essentials: Reasonable Accommodation	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> Yes	<input type="checkbox"/> No
9. Essential Overview Training for New EEO Officers	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> Yes	<input type="checkbox"/> No
10. Understanding CEEDS Reports	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> Yes	<input type="checkbox"/> No

FDNY FY 2023 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

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

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

Diversity and EEO Staffing as of 3rd Quarter FY 2023*

<u>EEO\ Diversity Role</u>	<u>Name</u>	<u>Civil Service Title</u>	<u>% of Time Devoted to EEO & Diversity Functions</u>	<u>Office E-mail Address</u>	<u>Telephone #</u>
EEO Officer/Director	Don Nguyen, Esq	<u>Assistant Commissioner</u>	<u>100%</u>	<u>Don.Nguyen@fdny.ny.gov</u>	<u>(718) 999-5189</u>
Deputy EEO Officer OR Co-EEO Officer	Vacant				
Chief Diversity & Inclusion Officer	Dr. Kwame Cooper	<u>Deputy Commissioner</u>	<u>100%</u>	<u>Kwame.Cooper@fdny.nyc.gov</u>	<u>(718) 999-2106</u>
Diversity & Inclusion Officer					
Chief Diversity Officer/Chief MWBE Officer per E.O. 59					
ADA Coordinator	Valerie Loubriel, Esq	<u>Agency Attorney III</u>	<u>5%</u>	<u>Valerie.loubriel@fdny.nyc.gov</u>	<u>(718) 999-5189</u>

FDNY FY 2023 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

Disability Rights Coordinator	Valerie Loubriel, Esq	<u>Agency Attorney III</u>	<u>90%</u>	<u>Valerie.loubriel@fdny.nyc.gov.</u>	<u>(718) 999-5189</u>
Disability Services Facilitator	Valerie Loubriel, Esq	<u>Agency Attorney III</u>	<u>5%</u>	<u>Valerie.loubriel@fdny.nyc.gov</u>	<u>(718) 999-5189</u>
55-a Coordinator	Jeffrey Assisi	<u>HR Senior Director</u>	<u>100%</u>	<u>jeffrey.assisi@fdny.nyc.gov</u>	<u>(718) 999-1915</u>
Career Counselor	Christian Gomez	<u>Associate Staff Analyst</u>		<u>Christian.gomez@fdny.nyc.gov</u>	<u>(718) 999-5149</u>
EEO Counselor					
EEO Investigator					
EEO Counselor\ Investigator					
Investigator/Trainer					
EEO Training Liaison					
Other (specify)					
Other (specify)					

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