

**NYC DEPARTMENT OF TRANSPORTATION FY 2026 Quarterly Update Report**

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

**Narrative Summary**

**Agency Name:** NEW YORK CITY DEPARTMENT OF TRANSPORTATION

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

**Prepared by:**

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

**FOR DCAS USE ONLY**

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

# NYC DEPARTMENT OF TRANSPORTATION FY 2026 Quarterly Update Report

## Instructions for Filling out Quarterly Reports FY 2026

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

- For **Q1**, please copy the goals, programs, and initiatives from your draft of the FY 2026 DEI-EEO plan. Insert these statements in the corresponding sections of the Quarterly Report below, particularly sections **IV**, **V**, and **VI**.
- For **Q2**, **Q3** and **Q4**, use the previous quarter's submission to update your status, retaining all information for the prior quarters. You should also add programs and initiatives begun in these quarters, even if they were not mentioned in your Annual Plan.

1. Please save this file as "**XXXX Quarter X FY 2026 DEI-EEO Quarterly Report. Part I**", where 'XXXX' is the commonly used acronym of your agency. You must submit this file in MS Word format. **Please do not convert it to PDF**.
2. Complete the "Diversity, Equity, Inclusion and EEO Training Summary" details in Part II – Training Summary [see the attached Excel file].

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

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

3. Mark progress in check boxes in the column for the current quarter.  
*[Note: **Delayed** = behind schedule; **Ongoing** = in progress and on schedule.]*
4. Please save the Excel file as "**XXXX Quarter X FY 2026 DEI-EEO Report. Part II Training Summary**", where 'XXXX' is the commonly used acronym of your agency. You must submit this file in **MS Excel format**. **Please do not convert it to PDF**.

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

Distributed to all agency employees?

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

# NYC DEPARTMENT OF TRANSPORTATION FY 2026 Quarterly Update Report

## II. Recognition and Accomplishments

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

- Employee Accomplishment Awards
- Employee Appreciation Events
- Public Notices
- Positive Comments in Performance Appraisals
- Other (please specify): Enter text here

### Please describe Awards and/or Appreciation Events below:

In the first quarter, DOT held its Above and Beyond Ceremony and Longevity Awards on September 9, 2025, in Forest Park Queens. The Above and Beyond Ceremony honors employees who have gone “above and beyond” the call of duty—in particular, DOT’s African American Career Advancement Network Employee Resource Group (AACAN ERG) received recognition for their work in developing and spearheading DOT’s Black History Month program and events; The Longevity Awards honors employees who have worked for 25, 30, 35, 40, 45 and 50 years of service.

In the first quarter, DOT’s ERGs held events in recognition of (1) Disability Pride Month, (2) African American Heritage Day, and (3) Latinx American Heritage Month.

DOT employees, led by DOT Commissioner Ydanis Rodriguez, also participated in the Dominican Day Parade and West Indian Day Parade.

In July 2025, Commissioner Ydanis Rodriguez’s monthly “This Month at DOT” email to all DOT employees recognized Women Empowering Women in Non-Traditional Work (We Win) ERG for their highly successful Career Day Event, with 160 students attending, and their continual dedication and efforts in promoting EEO and DEI.

## III. Workforce Review and Analysis

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

Q1 (09/30/2025): 5,921 Q2 (12/30/2026): Enter number

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

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

- Yes on (Date): (MM/DD/YY)
- Yes (again) on (Date): (MM/DD/YY)
- No
- NYCAPS Employee Self Service (by email; strongly recommended every year)
- Agency’s intranet site

## NYC DEPARTMENT OF TRANSPORTATION FY 2026 Quarterly Update Report

- On-boarding of new employees
- Newsletters and internal Agency Publications

**Agency conducted a review of the quarterly CEDS workforce aggregate reports and the dashboard with demographic data and trends, including workforce composition by job title, job group, race/ethnicity and gender; new hires, promotions and separation data; and utilization analysis in order to inform broad recruitment outreach efforts.**

- Yes, on (enter dates below):

Quarter 1 Review	Quarter 2 Review	Quarter 3 Review	Quarter 4 Review
Q1 Review Date: <u>09/30/2025</u>	Q2 Review Date: <u>(MM/DD/YY)</u>	Q3 Review date: <u>(MM/DD/YY)</u>	Q4 Review date: <u>(MM/DD/YY)</u>
<b>Review conducted with:</b> <input type="checkbox"/> Agency Head <input type="checkbox"/> Human Resources <input type="checkbox"/> General Counsel <input checked="" type="checkbox"/> Other: AC of APM <input type="checkbox"/> N/A - Not Conducted	<b>Review conducted with:</b> <input type="checkbox"/> Agency Head <input type="checkbox"/> Human Resources <input type="checkbox"/> General Counsel <input type="checkbox"/> Other: <u>Enter text here</u> <input type="checkbox"/> N/A - Not Conducted	<b>Review conducted with:</b> <input type="checkbox"/> Agency Head <input type="checkbox"/> Human Resources <input type="checkbox"/> General Counsel <input type="checkbox"/> Other: <u>Enter text here</u> <input type="checkbox"/> N/A - Not Conducted	<b>Review conducted with:</b> <input type="checkbox"/> Agency Head <input type="checkbox"/> Human Resources <input type="checkbox"/> General Counsel <input type="checkbox"/> Other: <u>Enter text here</u> <input type="checkbox"/> N/A - Not Conducted

## IV. Initiatives for FY 2026

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

### A. Workforce:

Please list the **Goals, Planned Programs, Initiatives, and Actions** aimed at **Workforce** included in *Section IV: Initiatives for FY 2026*, which you set/declared in your FY 2026 Diversity, Equity, Inclusion and EEO Plan (e.g., underutilization, workforce planning, succession planning and diverse applicant pool, among others).

- 1. Workforce Profile (WFP) Report: In FY 2026, DOT will complete and release the Calendar Year (CY) 2026 WFP Report, DOT's fifth annual release, which tracks DOT's efforts to address underutilization. Once completed, the WFP Report is shared with DOT's Commissioner, executive staff, division heads, the DOT Diversity, Equity, and Inclusion (DE&I) Committee, DOT's ERGs, and then released agency-wide.**

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

# NYC DEPARTMENT OF TRANSPORTATION FY 2026 Quarterly Update Report

In the first quarter, the Analytics, Performance, and Management Unit (APM), responsible for the creation of the WFP Report and related data analytics products, prepared the underlying databases for the upcoming reporting period. The final data will come into the database in late December at which time the CY 2025 report will be run. The major update for this initiative will be given in the third quarter, when the report is finalized and ready for distribution. At that time, we will analyze the trends for the year and share with both the New York City Department of Citywide Administrative Services (DCAS) and our agency stakeholders.

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

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

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

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

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

2. **Structured Hiring Initiative:** In 2020, DOT created a Structured Hiring Guide (SHG) for hiring managers and personnel coordinators which provides guidance on why and how to use structured hiring practices and conduct structured interviews. While structured hiring is encouraged for all interviews, it was initially only mandatory for the hiring of “Titles of Interest.” On September 17, 2024, DOT expanded the requirements of its Structured Hiring Initiative by making it mandatory for Titles to Monitor as well, and by increasing the level of required interview panel diversity from a minimum of two panelists to three (with a recommendation of four panelists) in the SHG. In FY 2026, DOT will continue to work to implement and mandate structured hiring for these two categories with an eye towards requiring it for all interview panels. DOT will also conduct a second interview panel analysis, plans to conduct another round of interview panel analysis, starting from the date that structured hiring became also required for Titles to Monitor (October 1, 2024, to April 1, 2025). The plan is to finalize and present the report to the Commissioner by the end of September 2025.

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

In the first quarter, DOT’s Office of Equal Employment Opportunity, Diversity and Inclusion (EDI), in collaboration with APM and the Office of the Commissioner, initiated another targeted interview panel analysis to track the progress and successes of the expansion of DOT’s structured hiring program. APM provided EDI the spreadsheets of

## NYC DEPARTMENT OF TRANSPORTATION FY 2026 Quarterly Update Report

every division's new hires and promotions during the aforementioned timeframe. EDI then forwarded these spreadsheets to the divisional personnel coordinators, requesting that they complete the information for interviewers. EDI received the completed sheets by September. EDI received and compiled the received data, and is currently working on the report to submit to the Commissioner. EDI anticipates that this report will be completed before the end of CY 2025.

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

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

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

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

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

### **3. Ensure alignment of diversity recruiting, internal candidate development, and equitable selection practices strategically with current employment needs and in conjunction with our "Titles of Interest".**

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

In the first quarter, DOT encouraged employees to participate in civil service exams to promote growth towards advancement by sending monthly e-mails with the DCAS Monthly Exam Schedule, providing the link to specific DCAS exams, and posting schedules and exam announcements on the agency's intranet. DOT's Human Resources Division (HR) emailed civil service exam notices to the division personnel coordinators, who distributed the information to all of their division's staff. Information on exams was also posted on DOT's kiosks, bulletin boards, and intranet. Information was similarly passed on to those employees serving in the lower titles that are promotable. HR reached out to non-traditional sources to generate applicant interest for underutilized titles. For underutilized titles of interest, HR posted external job vacancy notices on multiple recruitment websites which target underrepresented populations. HR also facilitated divisional participation in job fairs which target underrepresented populations and maintained a roster of recruitment sources which target underrepresented populations, and where possible, sent posting notices for titles of interest to those organizations.

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

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

## NYC DEPARTMENT OF TRANSPORTATION FY 2026 Quarterly Update Report

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

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

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

4. **EEO Data Visualization/Dashboard:** APM has worked closely with DCAS' NYCAPS Central Team to facilitate additional data sharing to further inform our monitoring and execution of the programs/initiatives mentioned above. DOT is now working on a dashboard/data visualization platform to assist in understanding the diversity of applicant pools and to allow for measuring interview and candidate selection statistics. Since FY 2023, APM has worked on a Structured Hiring Monitoring System that will allow HR and EDI to monitor and analyze candidate pools, candidates selected for interviews, and candidates chosen for each job posting. This system will be linked to our overall hiring and promotion system so there will be maximum data integration. DOT expects to finish and launch this system in FY 2026.

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

In the first quarter, as mentioned above, DOT began conducting a targeted analysis of the Structured Hiring expansion to determine its impact and successes, and identify areas for improvement. APM, HR, and EDI have collected data on interview panels and selected candidates over the past several fiscal years, and this data collection is helping move us toward the development of this dashboard.

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

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

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

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

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

5. **Marine Oiler Trainee Program:** In FY 2026, to address the shortages and recruitment challenges for the title of Marine Oiler, a Title of Interest, DOT's Ferries Division (Ferries) will continue working to establish a Marine Oiler Trainee Program for the Staten Island Ferry. As it awaited DCAS to create the Marine Oiler Trainee title, DOT received communications from the NYC Mayor's Office of Management and Budget (OMB) and the NYC Mayor's Office of Labor Relations (OLR) on the next steps and information required to approve and create the

## NYC DEPARTMENT OF TRANSPORTATION FY 2026 Quarterly Update Report

**Marine Oiler Trainee title. DOT will have meetings with the Maritime Institute of Technology and Graduate Studies and the State University of New York Maritime College, regarding the use of their labs for this program and proposed costs. DOT will also seek funding sources, such as the New York State's State Operating Assistance, for the training program.**

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

In the first quarter, Ferries met with Maritime Institute of Technology and Graduate Studies and the State University of New York Maritime College on July 21, 2025, and they agreed that Ferries can use their labs for the modules needed. Both schools will provide cost proposals, which will be then forwarded to OMB. We are also looking into the possibility of using New York State's State Operating Assistance to fund the training. In the second quarter, Ferries scheduled a meeting with the Seattle Maritime Academy for consultation on DOT's Marine Oiler Trainee program.

### **Workforce Goal/Initiative #5 Update:**

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

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

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

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

- 6. Advancement of Black and Brown Women in DOT Working Group (ABBW):** In FY 2025, DOT formally announced the agency-wide launch of ABBW on March 31, 2025. Over 120 DOT employees joined as general members, and the ABBW executive board conducted their first official board meeting on July 2<sup>nd</sup>. In FY 2026, among other things, ABBW will conduct its first general membership meeting and launch an optional anonymous survey of their membership to determine their demographics and professional needs and desires.

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

## NYC DEPARTMENT OF TRANSPORTATION FY 2026 Quarterly Update Report

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

In the first quarter, ABBW held its first official board meeting on July 2<sup>nd</sup>. EDI worked with ABBW to create a homepage on SharePoint and grant them access to reports and databases, such as the Workforce Profile Report and ERG Quarterly Report, that offers data on DOT's workforce demographics to analyze and assist them in creating programs to achieve their mission.

On September 10<sup>th</sup>, ABBW held its first general members meeting. During this meeting, ABBW provided an overview of its background, history, and mission and vision. Over 40 employees from across DOT's divisions attended.

In the first quarter, ABBW also began the development of a survey to determine their demographics and professional needs and desires of their general members. ABBW also plans to create proposals and funding requests for training programs, which will be submitted to the DE&I Committee for review in the second quarter.

### **Workforce Goal/Initiative #6 Update:**

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

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

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

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

### **7. Efforts to reduce Workforce underutilization:**

**Please describe steps that were taken or planned to address underutilization identified through quarterly workforce reports. Please list Job Groups where underutilization exists in the current quarter. What are your metrics or indicators for evaluating the success of your initiatives?**

In the first quarter, DOT's DE&I Committee reviewed updated workforce composition metrics, and will meet with the leaders of the agency's Employee Resource Groups to specifically discuss areas of success and areas in need of improvement in the second quarter. Emphasis was placed on demographics who had seen an increase in their agency wide composition, but were lagging in managerial and supervisory representation. The goal of this scheduled meeting between the committee and the ERG leadership will be to collaboratively identify means for improving these metrics for the identified groups.

Below is the current representation for each demographic group of interest by job group.

# NYC DEPARTMENT OF TRANSPORTATION FY 2026 Quarterly Update Report

DOT Underutilization FY26 Q1

Job Group	HC	Female HC	Female Availability	Female Expected	Female Z-Score	Black HC	Black Availability	Black Expected	Black Z-Score	Hispanic HC	Hispanic Availability	Hispanic Expected	Hispanic Z-Score	Asian HC	Asian Availability	Asian Expected	Asian Z-Score
Administrators	5	3	0.3841	1.9	1.26	1	0.1745	0.9	0.17	1	0.1543	0.8	0.31	1	0.1123	0.6	0.66
Building Service P/T - 8	1	1	0	0.0	0.00	0	0	0.0	0.00	0	0	0.0	0.00	0	0	0.0	0.00
Clerical	366	247	0.6776	248.0	-0.20	176	0.5347	195.7	-3.03	64	0.1509	55.2	1.39	37	0.0716	26.2	2.27
Clerical Supervisors	212	176	0.7769	164.7	3.95	113	0.5619	119.1	-1.28	39	0.1348	28.6	2.25	19	0.0511	10.8	2.61
Craft	2228	139	0.0986	219.7	-6.04	529	0.3209	715.0	-10.24	378	0.1322	294.5	5.60	100	0.0686	152.8	-4.59
Farming	5	0	0.2778	1.4	-1.63	0	0.3166	1.6	-1.84	2	0.2661	1.3	0.79	1	0.0498	0.2	1.58
Laborers	725	107	0.2356	170.8	-6.39	266	0.3027	219.5	4.51	163	0.2268	164.4	-0.14	20	0.0821	59.5	-5.58
Lawyers	14	10	0.4738	6.6	2.48	4	0.131	1.8	1.84	2	0.102	1.4	0.53	1	0.0721	1.0	-0.01
Management Specialists	1126	483	0.4032	454.0	2.28	388	0.2958	333.1	4.27	181	0.1295	145.8	3.35	191	0.1301	146.5	4.23
Managers	234	67	0.4206	98.4	-5.47	47	0.1889	44.2	0.52	20	0.1297	30.3	-2.16	40	0.1017	23.8	3.70
Operators	19	2	0.1213	2.3	-0.23	2	0.174	3.3	-0.87	8	0.1385	2.6	3.84	2	0.0524	1.0	1.06
Para Professional Occupations	325	182	0.5812	188.9	-1.20	58	0.2673	86.9	-4.23	77	0.2449	79.6	-0.38	70	0.0964	31.3	7.65
Personal Services	27	8	0.4047	10.9	-1.49	9	0.2584	7.0	1.03	11	0.2881	7.8	1.62	1	0.0918	2.5	-1.03
Police	11	2	0.2529	2.8	-0.63	2	0.3039	3.3	-1.06	2	0.2189	2.4	-0.34	1	0.0487	0.5	0.67
Public Relations	4	3	0.3401	1.4	2.13	0	0.1549	0.6	-0.93	0	0.117	0.5	-0.77	1	0.0851	0.3	1.24
Sanitation Workers	1	0	0.03	0.0	-0.18	1	0.2271	0.2	2.10	0	0.1676	0.2	-0.49	0	0.0134	0.0	-0.12
Science Professionals	521	114	0.3131	163.1	-5.60	46	0.1762	91.8	-5.80	73	0.1023	53.3	3.01	171	0.2258	117.6	6.35
Social Scientists	159	63	0.493	78.4	-3.43	9	0.1667	26.5	-4.08	19	0.0913	14.5	1.29	15	0.0957	15.2	-0.06
Technicians	22	8	0.3662	8.1	-0.03	8	0.3293	7.2	0.42	1	0.1923	4.2	-1.94	5	0.1005	2.2	2.09

\*\*\*Payroll Data from 09/27/2025

\*\*\*Z-Score Formula:  $\frac{(\text{Focal Group} - \text{Expected})}{\sqrt{(\text{Expected}) * (1 - \text{Availability})}}$

Clerical: Black	Managers: Female, Hispanic	Female: 5 Job Groups
Craft: Female, Black, Asian	Para Professionals: Black	Black: 5 Job Groups
Laborers: Female, Asian	Science Professionals: Female, Black	Hispanic: 1 Job Group
	Social Scientists: Black, Female	Asian: 2 Job Groups

## B. Workplace:

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

1. **Age-Inclusive Initiatives:** Following the New York City Department for Aging's guidance and recognizing the need and opportunity for focused and increased age-inclusive practices and strategies at DOT, in FY 2026, DOT is committed to creating and implementing age-inclusive initiatives and strategies aimed at creating an age-inclusive workplace. As mentioned above, these will include exploring the formation of an Intergenerational ERG and an Intergenerational Mentoring Initiative, surveying DOT job titles to identify those where focused promotion of upskilling across all age groups is needed and providing age-inclusive trainings to all supervisors and agency staff involved in the hiring process.

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

## NYC DEPARTMENT OF TRANSPORTATION FY 2026 Quarterly Update Report

In the first quarter, EDI continued work on the Age-Inclusive Initiatives by exploring the formation of an intergenerational ERG as well as researching and identifying resources for upskilling across all age groups. EDI is planning to launch an agency-wide email to determine employees' interest and recruiting potential members to form an intergenerational ERG by the end of FY 2026.

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

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

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

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

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

2. **Agency-wide Recognition & Commemoration of Diverse Holidays and Heritage Months:** Throughout FY 2026, DOT will agency-wide, via email and postings on DOT's SharePoint homepage, announcements recognizing, explaining, and providing guidance on religious holidays, heritage months, and other significant days of observances. EDI works with the Office of the Commissioner to prepare and send out these agency-wide emails via the Commissioner's email address to send DOT's workforce a clear message that the Commissioner supports an inclusive workplace culture. In an effort to improve the consistent and equal promotion of these announcements, at the start of FY 2026, EDI transferred responsibility for this initiative to DOT's Senior Manager of Internal Communications. This program will continue throughout FY 2026 and beyond.

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

In the first quarter, DOT sent agency-wide emails recognizing and providing guidance on Disability Pride Month, Rosh Hashanah, Yom Kippur, and the Jewish High Holy Days, and Latinx American Heritage Month. DOT began to plan agency-wide emails to recognize Italian American Heritage/Indigenous Peoples' Day, Diwali, and Native American Heritage Month for the second quarter. Success is measured by ensuring that these agency-wide emails are distributed according to schedule.

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

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

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

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

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

## NYC DEPARTMENT OF TRANSPORTATION FY 2026 Quarterly Update Report

3. **Agency-wide Anti-Religious Bias Awareness Training:** In FY 2025, in collaboration with DOT's Arab, Turkic, and Persian (ATP) ERG, EDI developed a proposal for an agency-wide training event on Anti-Arab and Anti-Muslim bias awareness training event. At the suggestion of DOT's DE&I Committee, the proposal was modified to be a more inclusive anti-religious bias awareness training, thus including secular and non-religious bias awareness. EDI vetted the training material with the proposed vendor in order to ensure that the training aligned with the City's EEO Policy. EDI, in coordination with HR's Training and Development Unit (TDU), has begun the procurement process for this proposed training and expects to schedule the training for FY 2026.

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

In the first quarter, EDI worked with TDU and the vendor to finalize the contract for this training. The contracting process is expected to be completed in October, with the workshop scheduled to occur before the end of the year. The workshop will be delivered in a hybrid format, with 50 in-person participants and 50 virtual participants. The vendor will facilitate the in-person portion at DOT's main office at 55 Water St.

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

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

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

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

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

4. **Climate Survey Action Plan:** In FY 2026, EDI will continue to fulfill its goals in DOT's Climate Survey EDI will prepare the fifth annual EDI Talk in September. For EDI Talk, EDI will also continue to implement a new process to track training compliance for temporary employees without DOT employee IDs. The Lead Trainer developed a comprehensive tracker and sent targeted email communications to these employees to confirm their compliance. In FY 2025, EDI, in coordination with TDU, will continue to develop and implement new strategies to meet the citywide training mandates for Everybody Matters: EEO and Diversity and Inclusion for NYC Employees (Everybody Matters) and Sexual Harassment Prevention (SHP). EDI's Lead Trainer facilitates in-person sessions at DOT field operation sites across all five boroughs and lead bi-weekly virtual SHP trainings via Zoom.

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

## NYC DEPARTMENT OF TRANSPORTATION FY 2026 Quarterly Update Report

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

In the first quarter, the Lead Trainer conducted 23 SHP sessions over Zoom. In July, the Lead Trainer led sessions on July 9<sup>th</sup> (152 participants), July 11<sup>th</sup> (120), July 16<sup>th</sup> (112), July 23<sup>rd</sup> (187) July 25<sup>th</sup> (88) and July 30<sup>th</sup> (66). In August, the Lead Trainer led sessions on August 1<sup>st</sup> (33), August 6<sup>th</sup> (41), August 8<sup>th</sup> (16), August 13<sup>th</sup> (34), August 15<sup>th</sup> (15), August 20<sup>th</sup> (21), August 22<sup>nd</sup> (9), August 27<sup>th</sup> (16), and August 29<sup>th</sup> (4). In September, the Lead Trainer led sessions on September 3<sup>rd</sup> (17), September 5<sup>th</sup> (10), September 10<sup>th</sup> (4), September 12<sup>th</sup> (5), September 17<sup>th</sup> (19), September 19<sup>th</sup> (16), September 24<sup>th</sup> (7), and September 26<sup>th</sup> (7). From July through September, 999 employees joined these sessions and completed their required SHP training.

Furthermore, with the new DEI-EEO training cycle schedules, EDI has decided to shift the annual EDI Talk from a calendar-year schedule to a fiscal-year schedule to allow greater flexibility in planning. As a result, this training will be conducted in early 2026.

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

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

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

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

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

5. **Initiatives to Improve and Increase Committee Member Involvement in DEI-EEO Initiatives led by DOT's Diversity, Equity, and Inclusion (DE&I) Committee:** DOT's DE&I Committee provides oversight and accountability for the agency's DEI-EEO initiatives. In FY 2025, the committee discussed initiatives and strategies to expand members' involvement with DOT's DEI-EEO initiatives. One such initiative was the introduction of a standardized voting form to ensure the active participation of all members in decision-making. This initiative will continue in FY 2026. In FY 2026, the DE&I Committee will also develop a sub-committee comprised of committee members who are interested in discussing practices to make employment decisions fairer and more transparent.

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

In the first quarter, the DE&I Committee voted on seven event proposals and funding requests submitted by DOT's ERGs and ABBW. All proposals and funding requests must receive at 11 votes (over half the committee) in order to be approved, and a simple majority wins. Assistant Commissioner of Emergency Response and executive sponsor for ABBW was also added to the DE&I Committee, which increased the

## NYC DEPARTMENT OF TRANSPORTATION FY 2026 Quarterly Update Report

diversity of the committee. Committee members' voting records are tracked via spreadsheets.

### Workplace Goal/Initiative #5 Update:

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

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

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

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

6. **EEO Liaisons Program:** In FY 2026, EDI will continue to increase coverage and awareness of the EEO Liaison Program in field operations worksites across the five boroughs by organizing “Meet Your EEO Liaisons” events. These events will introduce EEO Liaisons to their respective work-sites and will increase awareness of EDI, DOT’s EEO-DEI Program, and DOT’s EEO Policy.

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

In the first quarter, EDI hosted monthly check-in meetings on July 2, 2025, July 30, 2025, and September 24, 2025. The check-in meeting in August was cancelled, due to scheduling issues. Throughout the quarter, liaisons were tasked to print and post signage of DEI-EEO-related projects, such as FY 2025 Commissioner’s DEI-EEO Accountability and Commitment Statement and 2025 DOT’s EEO policy statements.

EDI’s Diversity Specialist continued to plan the “Meet Your Liaisons” events, with the goal of launching these events in early 2026, beginning in Staten Island and Queens.

### Workplace Goal/Initiative #6 Update:

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

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

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

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

7. **Employee Resource Group Program:** In FY 2025, ERGs and EDI continued to strategize ways to expand the ERG program and foster inclusivity by ensuring that all DOT employees across the five boroughs can participate. This was achieved by implementing hybrid formats for events, whenever possible, and hosting events at worksites and locations throughout the five boroughs. ERGs also were involved in high-level strategy meetings with DOT’s Strategy Office regarding the DOT Strategic Plan, and their quarterly meetings with the Assistant Commissioner of EDI and the DE&I Committee. In FY 2026, the ERGs plan to conduct outreach events at field operation sites, in an effort to increase

## NYC DEPARTMENT OF TRANSPORTATION FY 2026 Quarterly Update Report

**awareness of the ERG Program and recruit membership from field operations, which has been historically lacking representation in the ERG programs.**

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

In the first quarter, DOT's ERGs held events in recognition of (1) the anniversary of the Americans with Disabilities Act, (2) African American Day, and (3) Latinx American Heritage Month. DOT's Organizacion LatinoAmericana (OLA) ERG began its Latinx American Heritage Month program in September and will conclude with three more events in October.

On August 11, 2025, EDI launched the 2026 ERG Election cycle, by sending out agencywide notices, and planned a pre-election tabling event to raise awareness and draw interest from employees. The tabling event took place on August 27<sup>th</sup>, at a work site in Queens. This tabling event was well-attended, drawing attendees from various DOT worksites in Western and Central Queens. During September, ERGs began to receive nominations for board positions. Once the nomination period closed, EDI began the vetting process. The voting period will take place in October, and the new boards will be elected by November. EDI will conduct an onboarding training session for all new ERG board members.

EDI, in collaboration with APM and the DE&I Committee, began plans to schedule and prepare for the annual meeting with the DE&I Committee and ERGs to review the WFP Report for CY 2024. This meeting will take place in October 2025. The ERGs were encouraged to reach out to APM, for assistance in understanding data points as well as utilizing the ERG Quarterly Data Report, developed by APM for ERGs, to supplement the Workforce Profile by providing more frequently updated data and also touching on three data points not captured in the WFP Reports, such as New Hires, Promotions and Separations.

### **Workplace Goal/Initiative #7 Update:**

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

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

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

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

8. **Future Leaders Program: The Future Leaders Program is designed to identify, nurture, and promote a diverse cohort of employees from all divisions within the agency, with a particular focus on employees of color and women who might not ordinarily get exposure to agency leadership and the full range of agency functions and opportunities. This year-long fellowship provides approximately 30 early to mid-career professionals from across every part of the agency the**

## NYC DEPARTMENT OF TRANSPORTATION FY 2026 Quarterly Update Report

opportunity to develop networking, communication, and presentation skills and connect their work to the big picture. An up to a month-long rotation in another agency division is included in the program and the program culminates with group presentations to pitch an idea to senior staff.

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

In the first quarter, the 31 Future Leaders selected candidates continued to attend regular sessions. From July 1<sup>st</sup> to September 30<sup>th</sup>, they attended six sessions including with some of DOT's senior leadership, preparing for their final presentation later in the year, and a Myers Briggs assessment workshop with Dr. Pat Harmon. Future Leaders were also given the opportunity to attend tours of the Hamilton Asphalt Plant, the Maspeth Sign Shop and the Staten Island Ferry as well as volunteer to work at Summer Streets. Attendance at all sessions is tracked via spreadsheet.

### **Workplace Goal/Initiative #8 Update:**

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

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

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

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

9. **Land Acknowledgement Project:** In FY 2025, DOT's Indigenous Peoples' Collective (IPC) ERG submitted a proposal to the DE&I Committee for the development of an agency-wide land acknowledgement. After the committee approved the training proposal, EDI, in coordination with TDU began the procurement process for this proposed training. DOT expects to conduct this training in time for Native American Heritage Month (November) 2025.

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

In the first quarter, EDI coordinated with TDU to initiate procurement and contracting for the workshop. In September, EDI worked with the IPC ERG and the DE&I Committee to finalize the participant list, which will include Committee members, select Deputy Commissioners, EDI staff, and IPC ERG. Due to scheduling challenges for a large group and the vendor's existing program commitments in Native American Heritage Month 2025, this training will likely be held in January 2026, instead of the initial target date.

## NYC DEPARTMENT OF TRANSPORTATION FY 2026 Quarterly Update Report

### Workplace Goal/Initiative #9 Update:

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

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

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

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

**10. Modeling Inclusive Language:** The Assistant Commissioner of EDI and all EEO staff include their preferred pronouns in all correspondence, and when possible, encourage others to do so, including but not limited to executive staff and all managers and supervisors. In FY 2026, EDI plans to launch an updated agency-wide reminder and memorandum of why and how to include one's preferred pronouns in DOT correspondence.

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

In the first quarter, EDI's Diversity Specialist submitted the agency-wide reminder and memorandum to the Assistant Commissioner for review and approval. The plan is to send it out via email and postings at work-sites in 2026.

### Workplace Goal/Initiative #6 Update:

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

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

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

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

**11. Traffic Operations (TO) Division Mentoring Program:** In FY 2025, TO ran its mentoring program for the sixth cohort. There have been over 70 participants to date for this cohort. This program will be completed by the end of CY 2025. The mentoring program will continue and begin its seventh cohort in early 2026. Selection occurs in January and the program begins in February.

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

In the first quarter, in July, the mentees were invited to tour the Traffic Management Center (TMC), which was led by TMC's Operation Manager. Also in July, the mentees were placed in groups to research various topics, relevant to the work of TO and presented on their topic. This year's presentations were on the following topics: Travel

## NYC DEPARTMENT OF TRANSPORTATION FY 2026 Quarterly Update Report

Time Alert System, Video Analytics for Congestion mitigation and Safety Enhancement, Redlight Camera Expansion Program, Transit Signal Priority Program (TSP), and The EV Program in DOT Municipal Garages. In August, the mentees met with HR to receive career counseling and a presentation on how to navigate the New York City Civil Service System. The mentees also did a roundtable with TO's Deputy Commissioner to learn about his career trajectory at DOT and beyond. In September, the mentees did a full day workshop on *Managing Difficult Conversations*, and then we also did a roundtable with representatives from the Borough Commissioners' Office on what they do and how they connect and work with TO on a daily basis.

### **Workplace Goal/Initiative #11 Update:**

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

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

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

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

### **12. Other Workplace Activities:**

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

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

- Event: We Win ERG Presents Karaoke and Game Night
  - In-Person Networking Event
  - July 18, 2025
  - DOT's We Win ERG hosted a Karaoke and Game Night event for its members and DOT employees. It was a night of karaoke, food, and games.
  - Success was measured by attendance.
- Event: Dominican Day Parade
  - March Event
  - August 10, 2025
  - DOT Commissioner Ydanis Rodriguez, along with DOT employees, marched at the Dominican Day Parade, honoring Dominican heritage in New York City.
  - Success was measured by attendance.
- Event: In celebration of the 35th ADA Anniversary, DiverseAbilities ERG presents - A Virtual Conversation with Council Member Linda Lee
  - Hybrid Speaker and Q&A Event
  - August 20, 2025

## NYC DEPARTMENT OF TRANSPORTATION FY 2026 Quarterly Update Report

- DOT's DiverseAbilities ERG hosted a virtual conversation with New York City Council Member Linda Lee! Council Member Lee represents District 23 and is Chair of the New York City Council Committee on Mental Health, Disabilities, and Addiction.
- Success was measured by attendance.
- Event: Pre-Election Employee Resource Group Tabling Event in Queens
  - ERG Tabling Event
  - August 27, 2025
  - In preparation for the 2025 ERG elections, EDI, in collaboration with DOT's ERGs, organized a tabling event that invited DOT employees to speak with current ERG leaders about the opportunities, successes, and challenges that come from being an ERG leader.
  - Success was measured by attendance.
- Event: West Indian American Day Parade
  - March Event
  - September 1, 2025
  - DOT Commissioner Ydanis Rodriguez, along with DOT employees, marched at the West Indian American Day Parade, honoring West Indian American heritage in New York City.
  - Success was measured by attendance.
- Posting: Rosh Hashanah and Yom Kippur 2025
  - Agency-wide Email
  - September 9, 2025
  - The Office of the Commissioner sent an agency-wide email, informing employees of Rosh Hashanah and Yom Kippur 2025, and the Jewish High Holy Days. The email provided resources to learn more about these holidays.
- Posting: Latinx American Heritage Month 2025
  - Agency-wide Email
  - September 15, 2025
  - The Office of the Commissioner sent an agency-wide email, informing employees of Latinx American Heritage Month 2025. The email explained the history of Latinx American Heritage Month and also provided with ways to celebrate and commemorate this month and raise awareness.
- Event: In recognition of Latinx American Heritage 2025, DOT's OLA ERG presents Latinx American Heritage Fair
  - Heritage Celebration Event
  - September 17, 2025
  - In recognition of Latinx American Heritage 2025, DOT's OLA ERG hosted their first-ever Latinx American Heritage Fair, which celebrated and highlighted the rich traditions, foods, and heritage of our DOT Latinx employees and their respective cultures.

## NYC DEPARTMENT OF TRANSPORTATION FY 2026 Quarterly Update Report

- Success was measured by attendance.
- Event: African American Day Parade
  - March Event
  - September 21, 2025
  - In coordination with DOT's AACAN ERG, DOT Commissioner Ydanis Rodriguez, along with DOT employees, marched at the African American Day Parade, honoring African American heritage in New York City.
  - Success was measured by attendance.

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

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

1. **Accessible Pedestrian Signals (APS) Installation Program: In FY 2026, DOT's goals are to meet the requirements of the court mandate by installing the mandated number of installations per year and holding the required town halls with the low vision/ visually impaired community. DOT will also improve our public engagement with the low vision/visually impaired community.**

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

In the first quarter, APS continued its efforts to meet the requirements of the court order, with the installation of APS equipment at 177 signalized intersections, both new and existing signalized intersections. Over calendar years 2024 and 2025, DOT plans to install APS no fewer than 700 and 900 (respectively) at signalized intersections, both new and existing signalized intersections. In 2024, DOT installed APS equipment at 1,069 locations, far exceeding its annual goal. In 2025, DOT installed equipment at 538 signalized intersections and is on track to exceed its two-year targeted installations by the end of 2025.

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

## NYC DEPARTMENT OF TRANSPORTATION FY 2026 Quarterly Update Report

APS also held the required two town halls per calendar year with the blind and low vision community as required and improving our public engagement with the blind and low vision community.

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

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

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

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

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

**2. Car-Free Earth Day:** Car-Free Earth Day offers free family-friendly, engaging, and educational programming while providing car-free spaces for New Yorkers to enjoy. Over a hundred organizations and partners participate in the DOT's Earth Day celebration across the five-boroughs, including, but not limited to, a variety of organizations promoting activism and education surrounding climate change, sustainability and related topics. The program team is currently planning the 2026 Car-Free Earth Day.

**Please describe the steps that your agency has taken to meet this goal/initiative. Include actions taken to establish your agency as a leading service provider to the inhabitants of New York City, committed to cultivating a fair, respectful workplace that reflects the variety of communities served. What are your metrics or indicators for evaluating the success of these programs and initiatives?**

In the first quarter, DOT continued preparing for the 10th Anniversary of Car-Free Earth Day with expanded partnerships involving educational institutions, museums, and other key organizations. Car-Free Earth Day 2025 was a huge success expanding its network of programming partners and performers to 273 participants citywide. The event took place on April 26, 2025, from 10:00 AM to 4:00 PM, across all five boroughs.

Signature locations included:

- Manhattan: Dyckman Street (Broadway to La Marina), St. Nicholas Avenue (181<sup>st</sup> to 190<sup>th</sup> Street), and Broadway (East 17<sup>th</sup> to West 46<sup>th</sup> Street)
- Brooklyn: 5<sup>th</sup> Avenue (40<sup>th</sup> to 50<sup>th</sup> Street)
- Queens: Woodside Avenue (75<sup>th</sup> to 78<sup>th</sup> Street)
- Bronx: East 188<sup>th</sup> Street (East Fordham Road to Valentine Avenue) and Creston Avenue (East 188<sup>th</sup> Street to East Fordham Road)
- Staten Island: Port Richmond Avenue (Church Street to Castleton Avenue)

This year's event featured 3.5 miles of car-free streets, offering New Yorkers more space than ever to celebrate sustainability and community.

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

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

## NYC DEPARTMENT OF TRANSPORTATION FY 2026 Quarterly Update Report

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

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

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

**3. Clean Trucks Program (CTP):** In FY 2026, CTP will continue to focus its truck replacement projects in certain New York City Industrial Business Zones (IBZs) located near Environmental Justice Areas (EJAs). These are communities that have historically been subject to a disproportionate share of environmental harms, such as vehicle emissions and pollution. This program is a unique environmental initiative to promote sustainable transportation and a cleaner environment for these affected communities in NYC. CTP also started informing our stakeholders that the program plans to implement a Transportation Refrigeration Unit (TRU) Incentive Program in FY 2026. CTP has been conducting pre-qualifying TRU inspections to determine whether TRUs are eligible for the incentives and plans to officially launch the new TRU program beginning next quarter in FY 2026. CTP plans to develop a Fleet Advisory Service that will offer free, personalized technical assistance to fleets considering transitioning to electric vehicles.

**Please describe the steps that your agency has taken to meet this goal/initiative. Include actions taken to establish your agency as a leading service provider to the inhabitants of New York City, committed to cultivating a fair, respectful workplace that reflects the variety of communities served. What are your metrics or indicators for evaluating the success of these programs and initiatives?**

In the first quarter, CTP funded trucks, monitored compliance on funded trucks, conducted outreach for both the Truck and pending TRU replacement programs, fielded calls from interested stakeholders, accepted applications for truck rebates, worked with fleets on completing their applications, conducted pre-inspections and other preparatory work for the upcoming TRU program.

**Tracking Progress:** Progress is tracked using the USEPA Diesel Emission Quantifier. Our consultant inputs truck rebate information into the model to determine the overall emissions reduction benefits of the program. Our data analysis continues to indicate significant emissions reductions occurring with the use of cleaner vehicle technologies.

**Significant Activities:** CTP funded 16 trucks (14 Battery Electric Vehicles (BEVs) and 2 Compressed Natural Gas (CNGs)). The program anticipates the funding of 8 CNGs and 5 BEVs (for Bimbo Bakeries (2), Manhattan Beer (10), and Gabrielli Truck Leasing (1)) in the second quarter. CTP continued to send out promotional material including e-blasts focusing on Class 8 BEVs as that is where we currently have the most available funding. CTP met with Consolidated Edison and CALSTART to discuss the launch of CTP's Fleet Advisory Service, which provides an evaluation of business operations to aid businesses with the transition to an all-electric fleet, from BEV options to utility capacity to charging infrastructure that meet duty cycle needs. CTP continues to inform stakeholders that it will soon be implementing a TRU Incentive Program. The pending

## NYC DEPARTMENT OF TRANSPORTATION FY 2026 Quarterly Update Report

program has been very well received by former participants of the FY17-FY21 TRU program. CTP has conducted 136 pre-qualifying TRU inspections to determine whether TRUs are eligible for the incentives. CTP will roll out the new TRU program next quarter.

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

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

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

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

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

4. **Equity and Inclusion In Planning Working Group (EWG):** The EWG has continued to work towards advancing transportation equity. In FY 2025, EWG's work focused on DOT's efforts to produce the mayoral-mandated Racial Equity Plan (REP) and the Equity & Inclusion in Planning Action Plan will no longer be the guiding document for DOT's equity work. Building on the work of the existing EWG, DOT put together a team of 13 people from across the agency to put together the plan. The team worked all summer on the REP, brainstorming ideas and meeting with stakeholders whose work will be impacted by the plan to discuss appropriate goals and strategies, including 2 virtual agency-wide briefings about the plan and 5 discussion forums. These internal engagement events were designed to present the REP to all DOT employees, answer questions, and get feedback. In September 2025, the final REP was submitted to the Mayor's Office of Equity and Racial Justice (MOERJ). The EWG is currently waiting to receive feedback from MOERJ and hopes to begin implementing the Racial Equity Plan in FY 2026.

**Please describe the steps that your agency has taken to meet this goal/initiative. Include actions taken to establish your agency as a leading service provider to the inhabitant's of New York City, committed to cultivating a fair, respectful workplace that reflects the variety of communities served. What are your metrics or indicators for evaluating the success of these programs and initiatives?**

In the first quarter, the working group was in a slight holding pattern as we wait for the citywide equity plan to be released. The MOERJ no longer has a timeline for the Plan's release. Efforts are on pause until they do.

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

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

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

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

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

5. **Equity in Enforcement Working Group:** In FY 2026, the Equity in Enforcement Working Group will work towards completing the proposal for a training plan for police officers interacting on a regular basis with DOT workers in the field and will

## NYC DEPARTMENT OF TRANSPORTATION FY 2026 Quarterly Update Report

continue its work on a comprehensive asset management assessment to put a value on safety engineering that is blocked or damaged by police vehicles and barricades. Additional recommendations will be made related to traffic enforcement as we move ahead with Vision Zero into FY 2026.

Please describe the steps that your agency has taken to meet this goal/initiative. Include actions taken to establish your agency as a leading service provider to the inhabitant's of New York City, committed to cultivating a fair, respectful workplace that reflects the variety of communities served. What are your metrics or indicators for evaluating the success of these programs and initiatives?

### Community/Equity/Inclusion Goal/Initiative #5 Update:

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

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

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

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

### **6. Equity in Infrastructure/Equity in Asset Management Tool: In FY 2026, the working group will use the following goals to guide its work for the EAM tool:**

- Goal 1: increase tool usage by integrating the EAM tool into regular decision-making processes across the agency and establishing key performance indicators (KPIs) to measure tool and impact; and
- Goal 2: evaluate tool effectiveness by conducting a thorough evaluation of the EAM tool's impact on asset distribution and maintenance decisions, identifying and prioritizing areas for improvement based on evaluation findings, and communicating the tool's successes and lessons learned with DOT's executive staff and divisional partners.

Please describe the steps that your agency has taken to meet this goal/initiative. Include actions taken to establish your agency as a leading service provider to the inhabitant's of New York City, committed to cultivating a fair, respectful workplace that reflects the variety of communities served. What are your metrics or indicators for evaluating the success of these programs and initiatives?

In the first quarter, APM continued planning to add average median income (AMI) as another demographic factor. AMI is less affected by extremely high or low values (outliers), providing a more representative picture of typical income and welfare within a population. AMI provides a better measure for assessing the welfare and income of the middle class, which is a critical aspect of analyzing equity and resource distribution within an NTA framework. The EAM Tool is in full production, located on the APM Analytics webpage. All DOT employees have access to the Tool via <https://dotanalytics.nycdot.nyc/EIAM/EquityMap/>. APM plans to add more datasets as they become available at a later date.

### Community/Equity/Inclusion Goal/Initiative #6 Update:

## NYC DEPARTMENT OF TRANSPORTATION FY 2026 Quarterly Update Report

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

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

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

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

7. **Environmental Justice Interagency Working Group:** In FY 2025, the Interagency Working Group (IWG) released the Environmental Justice Report and Data tool. The next stage of the IWG's work is to develop the Environmental Justice (EJ) Plan to identify possible citywide initiatives for promoting environmental justice and outline a set of discrete recommendations for better imbedding equity and environmental justice into the City's decision-making processes. Throughout the year, DOT staff participated in the monthly IWG meetings, bi-weekly sub-working groups, and meetings with the Mayor's Office of Climate and Environmental Justice (MOCEJ) to provide further clarification on DOT's efforts to advance equity and environmental justice. This program will continue in FY 2026.

**Please describe the steps that your agency has taken to meet this goal/initiative. Include actions taken to establish your agency as a leading service provider to the inhabitant's of New York City, committed to cultivating a fair, respectful workplace that reflects the variety of communities served. What are your metrics or indicators for evaluating the success of these programs and initiatives?**

In the first quarter, DOT staff participated in monthly interagency working group meetings facilitated by MOCEJ. DOT continued to evaluate agency-led and cross-agency recommendations. DOT is now awaiting MOCEJ's draft EJ plan for review in November.

### **Community/Equity/Inclusion Goal/Initiative #7 Update:**

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

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

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

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

8. **Minority and Women-Owned Business Enterprises (MWBE) GROW Program:** After achieving a 31% MWBE utilization for FY 2024, DOT worked to sustain this utilization in FY 2025 by utilizing the MWBE Small Purchase procurement method, establishing MWBE Only Pre-Qualified Lists (PQLs), organizing MWBE networking events, and engaging in the Citywide MWBE mentoring program. DOT also helped launch the Citywide Construction Mentoring Program, in coordination with the City's Chief Business Diversity Officer and the Mayor's Office of Minority and Women-Owned Business Enterprises (OMWBE). DOT was chosen to work with the OMWBE to develop a plan and establish protocols for the implementation of this program, such as the procurement processes. In FY 2026, DOT plans to sustain the aforementioned MWBE utilization and launch several procurements through the Citywide Construction Mentoring Program by September 2025.

## NYC DEPARTMENT OF TRANSPORTATION FY 2026 Quarterly Update Report

**Please describe the steps that your agency has taken to meet this goal/initiative. Include actions taken to establish your agency as a leading service provider to the inhabitant's of New York City, committed to cultivating a fair, respectful workplace that reflects the variety of communities served. What are your metrics or indicators for evaluating the success of these programs and initiatives?**

In the first quarter, DOT worked with Chief Business Diversity Officer Michael Garner and OMBWE to finalize the policies and procedures for the Citywide Construction Mentoring Program. We are actively establishing and vetting the MWBE vendor pool across various industry sectors. Once we complete this process, we will be able to start soliciting from the pre-approved MWBE pool.

### **Community/Equity/Inclusion Goal/Initiative #8 Update:**

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

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

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

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

9. **Mobility Management Program (MMP): In FY 2026, MMP plans to hold the first event in the Access to Independence series, titled *Navigate the City with Confidence: An Info Session on Accessible Transportation* in July. Additionally, the team is planning 5 to 6 mini events and a large citywide Resource Fair for people with disabilities. The mini events will take place throughout 2025 and early 2026, and the Resource Fair is projected to take place in the spring of 2026.**

**Please describe the steps that your agency has taken to meet this goal/initiative. Include actions taken to establish your agency as a leading service provider to the inhabitant's of New York City, committed to cultivating a fair, respectful workplace that reflects the variety of communities served. What are your metrics or indicators for evaluating the success of these programs and initiatives?**

In the first quarter, MMP continued to develop the Access to Independence program. This included continuing to meet with our agencies and disability advocate advisory committees and plan events to connect people with disabilities and older adults with transportation resources.

The first event in the Access to Independence was held in July. Titled *Navigate the City with Confidence: An Info Session on Accessible Transportation*, this event gave an overview of the NYC transportation landscape with a focus on accessibility. It featured presentations from DOT, the Metropolitan Transit Authority (MTA), the Port Authority of NY and NJ (PANYNJ), and the Taxi and Limousine Commission (TLC). It was a virtual info session and more than 600 people attended. This event and the high attendance are evidence of the need for this kind of programming and information curated for people with disabilities and older adults.

## NYC DEPARTMENT OF TRANSPORTATION FY 2026 Quarterly Update Report

The next event in the Access to Independence series is a tour of NYC Ferry with the NYC Economic Development Corporation, which will take place in October 2025.

### Community/Equity/Inclusion Goal/Initiative #9 Update:

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

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

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

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

**10. Parking Permits for People with Disabilities Unit (PPPD):** DOT's goal for FY 2026 is to continue to meet the needs of the people with disabilities and ensure they receive their permits in a timely fashion and to deploy the new Authorized Parking Application (APA) system which will improve the user experience for all DOT permit applicants and holders. The new system will have a new online application/renewal processing interface and an updated website presence.

**Please describe the steps that your agency has taken to meet this goal/initiative. Include actions taken to establish your agency as a leading service provider to the inhabitant's of New York City, committed to cultivating a fair, respectful workplace that reflects the variety of communities served. What are your metrics or indicators for evaluating the success of these programs and initiatives?**

In the first quarter, PPPD continued to review and approve applications for parking permits for people with disabilities. A total of 711 new PPPD permits were issued between July and September.

- July: 304 permits
- August: 174 permits
- September: 233 permits

### Community/Equity/Inclusion Goal/Initiative #10 Update:

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

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

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

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

**11. Public Space Equity Program:** In FY 2026, PSEP will continue and is preparing to support new plazas and other public spaces. The PSEP is navigating budgetary constraints but plans to maintain existing services as much as possible.

**Please describe the steps that your agency has taken to meet this goal/initiative. Include actions taken to establish your agency as a leading service provider to the inhabitant's of New York City, committed to cultivating a fair, respectful workplace that reflects the variety of communities served. What are your metrics or indicators for evaluating the success of these programs and initiatives?**

## NYC DEPARTMENT OF TRANSPORTATION FY 2026 Quarterly Update Report

In the first quarter, PSEP fully supported 80+ sites primarily in DOT Priority Investment Areas. Trick or Streets will be a primary focus for the fall season, supporting high need sites with programming and operational support

Tracking Progress: PSEP conducted check ins with DOT contractors, partners, elected officials, community boards and other stakeholders, as well as feedback surveys and workshops as needed and mapping and fiscal analysis.

Significant Activity: Significant activities this quarter included new plazas supported by the Hort, such as Washington Empire Plaza and Osborn Plaza in Priority Investment Areas (PIAs).

### **Community/Equity/Inclusion Goal/Initiative #11 Update:**

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

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

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

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

**12. Street Ambassadors Program:** In FY 2026, Street Ambassadors will be launching a Deep Dive in Queens. A Deep Dive is an extended, long term, community-based engagement model, designed to understand a community's transportation needs before defined projects have been outlined. The team will engage with the community conducting comprehensive transportation surveys in the area. Although the final boundaries have not been finalized, we've narrowed the outreach scope to focus on Southwest Queens. As with all Deep Dive campaigns, neighborhoods identified as falling within EJAs and PIAs are prioritized. These large-scale efforts are also designed in collaboration with multiple planning units, the relevant Borough Commissioner's Office, Community-Based Organizations, and local partners and stakeholders. The Ambassadors will also be welcoming an AmeriCorps NYC Service member. NYC Service is a division of the Mayor's Office, focused on expanding civic engagement through volunteerism and service, and has administered AmeriCorps programs since its inception in 2009. Over the next 10 months, the new service member will help build capacity for public input in the development of Street Improvement Projects (SIPs) while supporting the explicit goals of Project-Based Outreach and Public Awareness.

**Please describe the steps that your agency has taken to meet this goal/initiative. Include actions taken to establish your agency as a leading service provider to the inhabitant's of New York City, committed to cultivating a fair, respectful workplace that reflects the variety of communities served. What are your metrics or indicators for evaluating the success of these programs and initiatives?**

In the first quarter, projects involved ongoing work with multiple planning units across the division of Transportation Planning & Management (TP&M). Work for TP&M included projects overseen by Transit Development (TD), Research Implementation &

## NYC DEPARTMENT OF TRANSPORTATION FY 2026 Quarterly Update Report

Safety (RIS), the Cycling and Micro-Mobility Unit (CMM), Freight Mobility (FM), Bike Share & Shared Mobility (BSSM) and Ferries.

Highlights this quarter included intercept surveys conducted for RIS along Kissena Boulevard, as well as Roosevelt Avenue and 37<sup>th</sup> Avenue (between Broadway and Junction Boulevard) in Queens; the team also completed a series of Intercept Surveys for TD at static positions along 108<sup>th</sup> Street and at Real Time Passenger Information (RTPI) locations across Flushing, Queens. The Ambassadors also completed Intercept Surveys along Kissena Boulevard for FM in Queens, as well as along Lexington Avenue on the Upper East Side of Manhattan for their Micro Hubs Pilot outreach. The team ended the quarter completing a Merchant Survey for CMM along West 72<sup>nd</sup> Street on the Upper West Side of Manhattan, Intercept Surveys for the 3rd Phase expansion of Citi Bike for BSSM in Brooklyn and Queens and completing Intercept Surveys with Ferries on the Staten Island Ferry and at Whitehall and St. George Terminals.

Metrics related to the participation rate and number of deployments completed are tracked for final project deliverables and a representation of the team's production for the Mayor's Management Report (MMR).

### **Community/Equity/Inclusion Goal/Initiative #12 Update:**

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

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

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

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

**13. Summer Streets:** The program team is currently planning the 2025 Summer Streets Program, with extended programming hours (from 7 AM to 1 PM to 7 AM to 3 PM), increased miles from 20 miles of car-free streets to 22 miles, and a new Staten Island Route. Summer Streets will be held again from July to August in FY 2026. Summer Streets received applications from over 300 programming partners and has been coordinating with them to provide quality activities for the public.

**Please describe the steps that your agency has taken to meet this goal/initiative. Include actions taken to establish your agency as a leading service provider to the inhabitant's of New York City, committed to cultivating a fair, respectful workplace that reflects the variety of communities served. What are your metrics or indicators for evaluating the success of these programs and initiatives?**

In the first quarter, Summer Streets 2025 returned with a citywide rollout beginning on July 26<sup>th</sup> in Queens along Vernon Boulevard (from 44<sup>th</sup> Drive to 30<sup>th</sup> Road) and in Staten Island along Forest Avenue (from Clove Road to Bard Avenue). The program continued in Manhattan on August 2<sup>nd</sup>, 9<sup>th</sup>, and 16<sup>th</sup>, spanning from the Brooklyn Bridge to Dyckman Street and Broadway. The series concluded on August 23<sup>rd</sup> with activations in the Bronx along the Grand Concourse (East Tremont Avenue to Mosholu Parkway) and in Brooklyn along Eastern Parkway (Grand Army Plaza to Buffalo Avenue).

## NYC DEPARTMENT OF TRANSPORTATION FY 2026 Quarterly Update Report

This year's Summer Streets offered over 22 miles of car-free roadways—equivalent to approximately 400 city blocks—across all five boroughs over five consecutive Saturdays, commemorating New York City's 400th anniversary. Event hours were from 7 AM to 3 PM. Looking ahead, we plan to continue the 2025 multi-borough model in 2026.

### Community/Equity/Inclusion Goal/Initiative #13 Update:

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

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

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

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

**14. Women Empowering Women in Nontraditional Work Employee Resource Group's (We Win ERG) Annual Career Day Event: DOT's Women Empowering Women in Non-Traditional Work (We Win) ERG hosts its annual Career Day each summer to showcase women excelling in traditionally male-dominated fields and to introduce teenage students to the wide range of career opportunities available at NYC DOT. The event brings together more than a dozen units from divisions across the agency and nearly one hundred middle and high school students through partnerships with nonprofit organizations and the New York City Department of Youth and Community Development. In FY 2026, Career Day is scheduled for July 2025.**

**Please describe the steps that your agency has taken to meet this goal/initiative. Include actions taken to establish your agency as a leading service provider to the inhabitant's of New York City, committed to cultivating a fair, respectful workplace that reflects the variety of communities served. What are your metrics or indicators for evaluating the success of these programs and initiatives?**

On July 16<sup>th</sup>, DOT's We Win ERG hosted their annual Career Day event for high school students. This year, the Career Day Event had its highest attendance ever, with over 160 middle school and high school students across the city joining this fair to hear from every division at DOT. We Win ERG continued its partnership with non-profits such as I Challenge Myself and Concrete Safaris, as well as Department of New York City Department of Youth and Community Development (DYCD), in order to maximize attendance. Attendance was tracked via spreadsheets. We Win ERG will plan to host their next career fair for July or August 2026.

### Community/Equity/Inclusion Goal/Initiative #14 Update:

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

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

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

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

# NYC DEPARTMENT OF TRANSPORTATION FY 2026 Quarterly Update Report

## 15. Other Community programs and activities:

Please describe any other Community-directed programs and activities (e.g., meetings, educational and cultural programs, promotion of agency services, community fairs, etc.) and describe them, including the dates when the activities occurred. What are your metrics or indicators for evaluating the success of these programs and activities?

### Language Access Initiatives

In the first quarter, DOT's Customer Service, Language Access and Correspondence Unit (CSLACU) achieved the following:

### **Compliance & Reporting**

- 4 **New York State Language Access Law and Federal Executive Order (EO) 14224**
  - During March 2025, the Federal Executive Order 14224 designated English as the Official Language of the United States of America
  - In July 2025, the Office of the Attorney General released guidance to implement EO 14224, which suspended language access operations within the Federal government
  - According to New York State, EO 14224 does not affect the requirements under the New York State Language Access Law
  - Language Access Unit (LAU) continues to ensure equitable access to services, allowing LEP New Yorkers to receive information about programs and benefits in their preferred language
- 4 **Language Access Annual Report**

As mandated by Local Law 30 of 2017 ([City Charter, Section 15, Subdivision c](#)), LAU submitted the following report to the Mayor's Office of Immigrant Affairs (MOIA) and the Mayor's Office of Operations (OPS):

  - FY2025 Language Access Annual Report (July 1, 2024 – June 30, 2025)
    - Included interpretation and translation services provided in multiple languages to LEP constituents, Vendor Expenditure Form, Accomplishments and Chart
- 4 **Voter Registration Report**

In compliance with Local Law 29 of 2000, LAU submitted the following report to the Mayor's Office of Operations (OPS):

  - Voter Registration (VR) Report (January 1, 2025 through June 30, 2025)
    - Included VRs sent to LEP constituents in Spanish, Russian, Korean, Haitian Creole and Chinese
- 4 **Language Service Vendor Contract**

Pursuant to Local Law 6 of 2023, NYC DOT ensures its capacity to provide Language Access through contracts with third-party vendors. To ensure continuation of language services to the LEP constituents for FY2026, LAU signed contracts with the following vendors:

  - Words Warriors (Telephonic Interpretation)
  - Accurate Communications Inc. (Interpretation Multilingual, ASL and CART)
  - CQ Fluency (Translations)

## NYC DOT Signature Events

### July is Disability Pride Month!

During July, the NYC DOT hosted "Navigate NYC with Confidence: An Info Session on Accessible Transportation for Older Adults and People with Disabilities." It featured topics on accessible transportation by the following entities: NYC DOT, MTA, NYC TLC, and Port Authority of NY and NJ. LAU provided the following language services during this virtual info session:

- 1 CART reporter, and 2 ASL interpreters assisted Transportation Planning and Management (TPM) with presentations and questions from the audience

### Summer Streets: NYC DOT Open Streets Program

Summer Streets is an annual celebration that allows New Yorkers to walk, bike, and run over 400 blocks of car-free streets. During July and August, people of all ages can enjoy free cultural programs, performances, and giveaways. LAU provided the following language services for these events:

#### Queens

- 2 Spanish interpreters assisted the Truck's Eye View program to help LEP constituents understand safety lessons provided by the truck drivers, support conversations with DOT staff at the information tables, and help participants fill out an exit survey

#### Manhattan

- 4 Spanish interpreters assisted the Bike Unit to speak with LEP constituents about upcoming bicycle network projects
- 2 Spanish interpreters assisted the Truck's Eye View program to help LEP constituents receive safety lessons from the truck drivers about large vehicle blind spots, ask questions to the truck drivers about vehicle safety features, support participants in filling out an exit survey, and engage with DOT staff at the information tables
- 2 Spanish interpreters assisted the Mobility Management Team to communicate with LEP constituents about Transportation Jeopardy, transportation knowledge to gain prizes, and promote the Mobility Management Resource Guide

#### The Bronx

- 2 Spanish interpreters assisted the Truck's Eye View program to help LEP constituents receive safety lessons from the truck drivers about large vehicle blind spots and ask questions to the truck drivers about vehicle safety features, support participants in filling out an exit survey, and engage with DOT staff at the information tables

## Interpretation Requests: Telephonic

As mandated by Local Law 30 of 2017, during FY2026 Q1, telephonic interpretation requests were made on behalf of the LEP customers by the NYC DOT Traffic Operations Call Center and other Operational Units.

Telephonic interpretations were requested in the 10 designated Citywide languages, and the top 5 requested languages were: Spanish, Russian, Mandarin, Cantonese, and French. Additional languages beyond the 10 designated Citywide languages included:

- Albanian, Gujarati, Hebrew, Italian, Khmer, Romanian, and Yoruba

The following chart represents the total number of calls from July 1, 2025 to September 30, 2025:

FY2026 Q1  
Telephonic Interpretation (Call Volume)

Languages	Number of Calls
Albanian	2
Arabic	1
Bangla/Bengali	2
Cantonese	18
French	24
Gujarati	1
Haitian Creole	1
Hebrew	1
Italian	2
Khmer	1
Korean	7
Mandarin	51
Polish	1
Romanian	1
Russian	69
Spanish	81
Urdu	1
Yoruba	1
<b>Total Number of Calls for Telephonic/Over-the-Phone Interpretation Requests</b>	<b>265</b>

## Interpretation: ASL & CART: In-Person/Virtual

LAU provided meaningful access by delivering a full range of language services to LEP constituents. LAU also supported those who are deaf or hard of hearing by providing American Sign Language (ASL) interpretation and Communication Access Realtime Translation (CART).

The following chart represents the ASL and CART requests during this reporting:

FY2026 Q1  
ASL & CART Interpretation Requests (In-Person/Virtual)

ASL Requests	<ul style="list-style-type: none"><li>• 7</li></ul>
CART Requests	<ul style="list-style-type: none"><li>• 2</li></ul>
ASL Interpreters Deployed	<ul style="list-style-type: none"><li>• 12</li></ul>
NYC DOT Units Served	<ul style="list-style-type: none"><li>• Transportation Planning and Management (TPM)</li><li>• Executive/Commissioner's Office</li><li>• Grants &amp; Fiscal Management</li><li>• Franchises, Concessions and Consents</li></ul>
Total ASL and CART Interpretation Requests (In-Person/Virtual)	<ul style="list-style-type: none"><li>• 9</li></ul>

During FY2026 Q1, LAU processed ASL interpretation and CART requests in person and virtual (via Zoom) for the following events:

<ul style="list-style-type: none"><li>• Disability Unite Festival at Central Park Bandshell</li></ul>	<ul style="list-style-type: none"><li>• EDI Celebrate the ADA: A Virtual Conversation with Council Member Linda Lee</li></ul>
<ul style="list-style-type: none"><li>• FCRC public hearing on proposed rules</li></ul>	<ul style="list-style-type: none"><li>• Access to Independence: Disability Advocate Committee Meeting</li></ul>

## Interpretation: Multilingual: In-Person/Virtual

As mandated by Local Law 30 of 2017, LAU provides interpretation services in the 10 designated Citywide languages. The following chart represents the interpretation requests (Simultaneous/Consecutive) processed by LAU for Operational Units that interact with Limited English Proficiency (LEP) constituents:

### FY2026 Q1

#### Multilingual Interpretation Requests (In-Person/Virtual)

<b>Multilingual Interpreters Deployed</b>	<ul style="list-style-type: none"><li>• 196</li></ul>
<b>Languages Requested</b>	<ul style="list-style-type: none"><li>• Russian, Spanish, Cantonese, Mandarin, French, Haitian Creole, Urdu, and Bengali</li></ul>
<b>Additional Languages Beyond 10 Designated Citywide Languages</b>	<ul style="list-style-type: none"><li>• Japanese and Hindi</li></ul>
<b>NYC DOT Units Served</b>	<ul style="list-style-type: none"><li>• Transportation Planning and Management (TPM)</li><li>• CSLACU</li><li>• Franchises, Concessions and Consents</li></ul>
<b>Total Multilingual Interpretation Requests (In-person/Virtual)</b>	<ul style="list-style-type: none"><li>• 70</li></ul>

Multilingual interpretation requests (Simultaneous/Consecutive) were processed for the following events:

#### Virtual Meeting (NYC Outdoor Dining Program)

- 1 Japanese-speaking interpreter assisted Franchises / Concessions & Consents staff to communicate with the LEP restaurant owner about the Sidewalk Application

#### In-Person Workshop (Reimagining Canal Street)

- 6 Mandarin and 6 Cantonese-speaking interpreters assisted Transportation Planning and Management (TPM) in communicating with LEP constituents on a proposal for the Canal Street corridor (Hudson River to Manhattan Bridge)

## Community Outreach: E-BIKE Trade-In Program for Food Delivery Workers

NYC DOT manages the E-Bike Trade-In Program for the City of New York. Over 400 delivery workers were selected to exchange their uncertified e-bikes and batteries, including illegal mopeds. The participants received one certified e-bike and two certified batteries at no cost.

During this reporting, LAU continued to provide language services for the E-Bike Trade-In Program on behalf of the Safety Education and Outreach Unit:

### Manhattan

- 7 Mandarin and 3 French-speaking interpreters assisted NYC DOT staff during 7 events at Safety City to inform selected LEP participants on the steps to completion and protocol

In addition to interpretation services, LAU also translated the following documents for the E-Bike Trade-In Program (Bengali, French, Spanish, and Chinese Traditional):

- **Business Card**
  - APPLY NOW! My old e-bike got me a free new e-bike. Yours might too
- **Postcard**
  - Requirements to submit an application for a new e-bike
- **Poster**
  - Apply by July 31 to join the next waitlist for the program
  - Eligible food delivery workers will be selected until spots are filled. Remaining eligible applicants will be placed on the program's waitlist
- **Survey**
  - Collect feedback from selected participants on the program's application, booking system, trade-in process, performance on new bikes, and batteries

## Community Outreach: TPM Older Adults Travel Survey

The main purpose of the Transportation Planning and Management (TPM) Older Adults Travel Survey was to better understand traveling patterns of older adults and how their disabilities impact their travel in New York City. During this reporting period, LAU provided the following language services for the TPM Older Adults Travel Survey:

### Brooklyn

- 9 Russian, 8 Spanish, and 2 Cantonese-speaking interpreters provided language services during 8 events at JASA Trumps United, JASA Warbasse Cares for Seniors, JASA Coney Island Active Aging NORC, AMICO Senior Center, St. Nick's Alliance Older Adults Center, Southside Los Sures David Santiago Older Adult Center, and Cypress Hills Fulton Street Senior Citizen Center

### The Bronx

- 6 Spanish interpreters provided language services during 3 events at R.A.I.N. Parkchester Older Adult Center, E. Roberts Moore Older Adults Center, and Moshulu Library

### Staten Island

- 4 Spanish interpreters provided language services during 2 events at New Lane Senior Center and Cassidy Coles Neighborhood Senior Center

### Manhattan

- 4 Mandarin and 4 Spanish interpreters provided language services during 3 events at Fieldwork NYC and Center for Adults Living Well, YM and YWHA of Washington Heights and Inwood

### Queens

- 2 Mandarin and 4 Spanish interpreters provided language services during 2 events at Sunnyside Community Services OAC and CCNS Sheridan Older Adult Center

In addition to interpretation services, LAU also translated the following documents for the older adults travel survey (Russian, Spanish, and Chinese Simplified):

- **Focus Group Screener (12 pages)**
  - Survey to identify what would improve older adults' ability to get around and overall quality of life
- **Focus Group Discussion Guide (7-page Word document and 6-page PowerPoint presentation)**
  - Word notes for facilitators and PPT displaying information on Bike Infrastructure
- **Sweepstakes Winner Notification (5 pages)**
  - Notification email, phone call, and text message on how the respondent answered in the reward survey

## Community Outreach: Street Ambassadors

LAU provided and continues to provide multilingual interpreters for the Street Ambassador community outreach efforts. During FY2026 Q1, there were a total of 21 Street Ambassador deployments in the following boroughs:

### Brooklyn

- 2 Mandarin and 6 Spanish-speaking interpreters assisted Street Ambassadors conducting outreach to LEP constituents and seniors for safety improvements

### Queens

- 21 Mandarin, 6 Russian, 17 Bengali, and 34 Spanish-speaking interpreters assisted Street Ambassadors conducting outreach to LEP residents in Roosevelt Ave/37th Ave and Kissena Boulevard for potential traffic safety improvements and changes at bus stations

### Manhattan

- 4 Mandarin and 2 Spanish-speaking interpreters assisted Street Ambassadors in speaking with LEP business owners and the general public

During this reporting period, the most requested language for Street Ambassadors was Spanish.

## Language Access Database (LAD) System

- Language Access Database (LAD) is an internal system or application created for LAU. LAD is used by NYC DOT staff to submit requests for Language Access services (interpretation and translation requests).
- Interpretation and translation requests are submitted, processed, and tracked through LAD. All interpretation services, including Multilingual, ASL, and CART (In-Person/Virtual), as well as document translation, are maintained in LAD. This data informs NYC DOT on language services provided to LEP constituents, decision-making processes, and strategies.

LAD Developers continuously work to improve the technology, functionality, and layout. Plans are underway to upgrade the use and technology of LAD.

## Translation of Document Requests

As mandated by Local Law 30 of 2017, LAU provides translation services in the 10 designated Citywide languages. LAU provided and will continue to provide translation services to several NYC DOT units. The following chart represents the translation of document requests to better serve the LEP constituents:

FY2026 Q1  
Translation of Document Requests

Pages Translated	<ul style="list-style-type: none"><li>145</li></ul>
Languages Requested	<ul style="list-style-type: none"><li>10 designated Citywide languages</li></ul>
Additional Languages Beyond 10 Designated Citywide Languages	<ul style="list-style-type: none"><li>Thai, Hebrew, Yiddish, and Hindi</li></ul>
NYC DOT Units Served	<ul style="list-style-type: none"><li>Transportation Planning and Management (TPM)</li><li>CSLACU</li><li>Creative Services</li><li>External Affairs</li><li>Legal</li><li>Executive / Commissioner's Office</li><li>Safety Education &amp; Outreach</li></ul>
Total Translation of Document Requests	<ul style="list-style-type: none"><li>43</li></ul>

During FY2026 Q1, LAU processed the translation requests for the following documents:

- Flyers, survey, online content, postcards, PowerPoint Presentation, and Excel spreadsheet

<ul style="list-style-type: none"><li><b>Bicycle Wayfinding Maps Pilot Survey</b></li></ul>	<ul style="list-style-type: none"><li><b>Glossaries on NYC DOT Terminologies</b></li></ul>
<ul style="list-style-type: none"><li><b>Licenses, Permits &amp; Registrations (LPRs):</b><ul style="list-style-type: none"><li>Application for Roadway/Sidewalk Permit(s)</li><li>Report a damaged NYC or State PPPD (Online content)</li></ul></li></ul>	<ul style="list-style-type: none"><li><b>Reimagining Canal Street</b><ul style="list-style-type: none"><li>Project Outreach Boards</li><li>Flyer</li><li>Survey</li></ul></li></ul>

## Language Bank Volunteer (LBV) Program

Language Bank Volunteers (LBVs) are NYC DOT employees. There are currently 39 employees who speak the following 23 languages besides English:

- Albanian, Arabic, Bengali, Burmese, Brazilian Portuguese, Chinese Traditional, Chinese Simplified, Dari, Farsi, French, Greek, Hebrew, Yiddish, Hindi, Punjabi, Italian, Korean, Portuguese, Russian, Spanish, Tamil, Ukrainian, and Urdu

LAU relies on LBVs to review translated documents for quality assurance and to identify any discrepancies or preferred terminology. From July 1, 2025 to September 30, 2025, the requests sent to LBVs to review translated documents were in the following languages:

- Russian, Bengali, Simplified Chinese, and Traditional Chinese

During this reporting, LBVs were utilized 10 times for review of translated materials and 9 times for direct translation. LBVs were not utilized for interpretation or direct communication in their language.

## Public Service Centers (PSCs) Signage & ADA-AA Compliant

As mandated by Local Law 30 of 2017, LAU posts, updates, and maintains multilingual signage at NYC DOT Public Service Centers (PSCs). There are currently 10 PSCs open to the public with signage on display to inform LEP New Yorkers about their right to Language Access services.

During this reporting period, LAU accomplished the following:

- Updated the chart containing the Signage Status & Contact List for the 10 PSCs
- Downloaded all applications for Licenses, Permits & Registrations (LPRs) for review and ensured they are current
- Included NYC Logo (excluding Mayor's name) on LAU Contact Information for Telephonic Interpretation Card

## V.Recruitment

### A. Recruitment Efforts

Please list **Recruitment Initiatives and Strategies** which you set/declared in your FY 2026 Plan (e.g., strategic wide outreach/recruitment to cultivate broadly talented applicant pools, social media presence, where jobs are posted, EEO and APO collaboration, evaluation of best recruitment sources, structured interview training and unconscious bias training).

- 1. Review policies, procedures, and practices related to targeted outreach and recruitment and utilize Inclusive Recruitment Guide issued by the Office of Citywide Equity and Inclusion to develop strategic recruitment plans.**

In the first quarter, the Director of Workforce Development focused on creating meaningful partnerships with key stakeholders and building pathways for job seekers. She collaborated with executive staff and hiring managers in the development of recruiting strategies to attract and retain a diverse workforce. The Director conducted outreach to organizations which represent populations who are underrepresented in various agency titles. She has built partnerships with community-based, non-profit organizations, such as New York City Housing Authority (NYCHA) Cornerstone programs, the Renaissance Technical Institute, the Consortium for Worker Education, the New York City Pathways to Industrial & Construction Careers, and the Hispanic Federation. She pursued opportunities to partner with other City agencies, including the Mayor's Office for Talent and Workforce Development, the Mayor's Office of Immigrant Affairs, the Mayor's Office for People with Disabilities (MOPD), New York City Human Resources Administration (HRA), and the City University of New York (CUNY). She has also worked on expanding social media campaigns, which highlight the work of the agency, describe the types of DOT jobs and positions, and promote civil service exams.

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

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

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

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

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

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

- 2. Put in place an operating, up-to-date, accessible website, mobile application and social media presence related to EEO protection and rights.**

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

## NYC DEPARTMENT OF TRANSPORTATION FY 2026 Quarterly Update Report

DOT IT&T Division and EDI continued working with Microsoft to provide EDI with an EEO application to modernize EDI's office processes (RA requests, inquiries, complaints), including data collection and trend analysis. This application is expected to launch in 2026.

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

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

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

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

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

- 3. Assess agency job postings to ensure new diversity, inclusion, and equal opportunity employer messaging is included. Assess recruitment efforts to determine whether such efforts adversely impact any particular group.**

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

In the first quarter, HR reviewed all DOT job postings to confirm that the new messaging is included, to ensure that the job descriptions are satisfactory and that other posting elements are relative to the position and unlikely to have an adverse impact on any group.

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

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

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

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

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

- 4. Ensure that agency personnel involved in both the discretionary and the civil service hiring process have received (1) Structured Interviewing training, (2) Unconscious Bias training, and (3) Everybody Matters EEO and Diversity and Inclusion Training, and assess recruitment efforts to determine whether such efforts adversely impact any particular group.**

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

In the first quarter, HR regularly offered these trainings to all agency personnel identified as involved in both the discretionary and the civil service hiring process.

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

## NYC DEPARTMENT OF TRANSPORTATION FY 2026 Quarterly Update Report

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

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

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

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

**5. Please describe any recruitment efforts designed to increase the effectiveness of wide outreach to cultivate broad applicant pools in order to fill vacancies at your agency during the quarter and describe the activities, including the dates when the activities occurred.**

In July 2025, in order to expand where all agency job openings are posted, DOT contracted with the vendor, Circa, which provides automated job distribution of all our openings to their job board network of 600 local and national employment and diversity sites. Additionally, Circa provides automatic outreach to more than 1,500 diversity organizations via their outreach management system. These organizations include underrepresented groups such as veterans, people with disabilities, minorities, women, and LGBT groups.

In the first quarter, DOT shared various job postings and vacancy notices with a number of CUNY schools including Baruch College, Bronx Community College, Brooklyn College, City College, City Tech College, College of Staten Island, Hostos Community College, Hunter College, Kingsborough, LaGuardia Community College, Lehman College, Manhattan Borough Community College, Medgar Evers College, Queens College, Queensborough Community College, and York College. The agency posted jobs with Historically Black Colleges and Universities (HBCUs) and Hispanic-Serving Institutions (HSIs). Postings and vacancies were also sent to community-based, non-profit organizations, including the Renaissance Technical Institute, the Charles B. Rangel Center for Public Service, the West Side Work Coalition, and the Hudson Guild.

In the first quarter, DOT shared various job postings and vacancy notices with MOPD and HRA's NYC Pathways to Industrial and Construction Careers Program (PINCC).

### B. Recruitment Efforts for Civil Service Exams

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

Quarter #	Event Date	Event Name	Borough
			[Select Borough]

# NYC DEPARTMENT OF TRANSPORTATION FY 2026 Quarterly Update Report

Quarter #	Event Date	Event Name	Borough
			[Select Borough]
			[Select Borough]
			[Select Borough]

**Pursuant to Local Law 28 (of 2023) list actual expenditures related to recruiting candidates for open-competitive and promotion civil service exams.**

Borough	Approximate Dollar Amount (\$) in Q1	Approximate Dollar Amount (\$) in Q2	Approximate Dollar Amount (\$) in Q3	Approximate Dollar Amount (\$) in Q4
Bronx	n/a			
Brooklyn	n/a			
Manhattan	n/a			
Queens	n/a			
Staten Island	n/a			

## C. Recruitment Sources

**List recruitment sources used to fill vacancies in the current Quarter (include Q#)**

### Q1

1. Circa Diversity Recruitment networks
2. CUNY, HBCU, and HSI Schools
3. LinkedIn
4. MOPD job board, PINCC
5. Various community-based non-profit organizations

## D. Internships/Fellowships

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

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

1. Urban Fellows: Q1 Total: 6 Q2 Total: (#) Q3 Total: (#) Q4 Total: (#)
2. College Aides: Q1 Total: 160 Q2 Total: (#) Q3 Total: (#) Q4 Total: (#)
3. Civil Service Pathway Fellows: Q1 Total: 22 Q2 Total: (#) Q3 Total: (#) Q4 Total: (#)
4. Department of Youth and Community Development (DYCD): Q1 Total: 27 Q2 Total: (#) Q3 Total: (#) Q4 Total: (#)
5. Other (specify): Q1 Total: (#) Q2 Total: (#) Q3 Total: (#) Q4 Total: (#)

**Additional comments:**

## **NYC DEPARTMENT OF TRANSPORTATION FY 2026 Quarterly Update Report**

In the first quarter, six Urban Fellows were placed with our agency.

In FY 2026, DOT will continue to recruit both College Aides and Summer Interns from local and regional schools and via posting on the City's website. In addition to participating in career fairs, DOT will also hold agency-specific info sessions at CUNY schools in order to attract a diverse intern candidate pool.

In the first quarter, the agency participated in DYCD Summer Youth Employment Program (SYEP), the Ladders for Leaders Program, and the Transportation Career Mentoring Program. DOT will continue to participate in DYCD internship programs in the summer of 2026.

In the first quarter the agency continued to participate in the CUNY Pathways Fellowship Program.

In the first quarter, the agency continued to participate in the Career Readiness and Modern Youth Apprenticeship (CRMYA) Pathway program. This apprenticeship program offers a three-year applied-learning environment for high school students.

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# NYC DEPARTMENT OF TRANSPORTATION FY 2026 Quarterly Update Report

## E. 55-A Program

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

The agency uses the 55-a Program to hire and retain qualified individuals with disabilities:

Yes  No

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

**Q1** (09/30/2025): 17 **Q2** (12/30/2026): (#)  
**Q3** (03/30/2026): (#) **Q4** (06/30/2026): (#)

During the 1st Quarter, a total of 2 new applications for the program were received.

During the 1st Quarter, 0 participants left the program due to *[State reason]*.

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

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

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

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

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

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

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

**Disseminated 55-a information:**

by e-mail:	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
in training sessions:	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
on the agency website:	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
in agency newsletter:	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No
Other: Ensured that all competitive job postings included the 55-a language		

**Other Goals (if applicable):**

# NYC DEPARTMENT OF TRANSPORTATION FY 2026 Quarterly Update Report

## VI. Hiring and Promotion

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

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

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

	# of Vacancies	# of New Hires	# of New Promotions
<b>Q1</b>	257	61	106
<b>Q2</b>	(#)	(#)	(#)
<b>Q3</b>	(#)	(#)	(#)
<b>Q4</b>	(#)	(#)	(#)

Please describe the steps that your agency has taken to meet these objectives.

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

In the first quarter, DOT posted information on the agency's intranet site regarding job openings, civil service exams, DCAS resources, agency training and professional development, and online learning and training. HR emailed all employees updates to this site, including all new job postings. The divisional personnel coordinators ensured that employees without email receive the same information. The Career Counselor and TDU continued to advise employees regarding promotional opportunities and career development, both through individual meetings and by conducting group info sessions.

2. Reviewing the methods by which candidates are selected for a promotions, or to fill vacancies (new hires), especially for mid- and high-level discretionary positions. (Discretionary positions are those that are not filled via civil service examination lists.)

For interview panels of titles where underutilization exists, panels are strongly encouraged to consist of four interviewers but must be comprised of at least three people. The panel must also, except in very unusual circumstances, be significantly diverse (that is, the interviewers must be represented by more than one gender and ethnicity). The panels must utilize a standardized rating scale and candidate scorecard for all interviews, and each interviewer must complete ratings sheets for every candidate interviewed.

## NYC DEPARTMENT OF TRANSPORTATION FY 2026 Quarterly Update Report

EDI analyzes previous fiscal year promotions by ethnicity and gender for each division and the agency as a whole, as a means of determining whether or not DOT's Promotions Review Committee is meeting its goal of ensuring promotions are distributed among staff with comparable job titles and functions across divisions without bias towards any one demographic or combination of.

3. Describe your agency's procedures for selection, especially for mid- and high-level discretionary positions. vacancy posting protocols, training of hiring managers, procedures for interviewing applicants, the use of the NYCAPS Applicant Interview Log Report, and efforts to identify and eliminate structural barriers to employment.

EDI, HR and DOT's executive staff developed a comprehensive guide for Hiring Managers and Personnel Coordinators to follow when seeking to fill a position. This includes:

- The Basics of Structured Interviewing
- Pre-Interview Hiring Requirements
- Post-Interview Hiring Requirements
- Unconscious Bias
- Governing EEO Laws

Oversight at resume selection stage:

- Review by HR and EDI of resumes selected.
- HR will hold the hiring process if upon review there are candidates who are not qualified but are selected for interviews or if diverse and qualified candidates are not selected for an interview but, based on a review of their resume, they are determined to be otherwise qualified for the position sought. Will also confirm interview panels are compliant with the Structured Hiring Guidelines.
- EDI or HR will approve interview questions.
- EDI or HR will perform advisory roles and will conduct post-audit review.

Oversight at Interviews and Candidate Selection:

- Review by HR and EDI after first (and subsequent) round interviews.
- HR will hold hiring process if upon review rating sheets from each round of interviews are not satisfactory and if applicants advancing are not otherwise qualified for the position sought.
- EDI will perform advisory role and will conduct post-audit review.
- Review by HR and EDI for final selection.
- HR will hold hiring process if rating sheets are not satisfactory and if final selection process did not follow Structured Hiring Guidelines.
- EDI will perform advisory role and will conduct post-audit review.

4. Analyzing the impact of layoffs or terminations on racial, gender and age groups. (This analysis is done pursuant to guidance from agency General Counsel and Law Department guidance.)

In the first quarter, there were no layoffs or terminations due to fiscal/operational reasons.

# NYC DEPARTMENT OF TRANSPORTATION FY 2026 Quarterly Update Report

5. Other:

## VII. Training

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

## VIII. Reasonable Accommodations

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

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

Q1:  Yes  No Q2:  Yes  No  
Q3:  Yes  No Q4:  Yes  No

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

### A. Local Law 92: Annual Sexual Harassment Prevention training

***Please provide Sexual Harassment Prevention Training Information in Part II of the report "DEI-EEO Training Summary" (in MS Excel).***

### B. Local Law 97: Annual Sexual Harassment Complaint Reporting

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

Q1:  Yes  No Q2:  Yes  No  
Q3:  Yes  No Q4:  Yes  No

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

Q1:  Yes  No Q2:  Yes  No  
Q3:  Yes  No Q4:  Yes  No

# NYC DEPARTMENT OF TRANSPORTATION FY 2026 Quarterly Update Report

- The agency ensures that complaint investigations are closed within 150 days (i.e., 90 days to conduct the investigation, 30 days to draft the report, and 30 days for the agency head to make a determination).

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

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

*Please provide E.O. 16 Training Information in Part II of the report “DEI-EEO Training Summary” (in MS Excel).*

## X. Audits and Corrective Measures

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

- The agency is NOT involved in an audit conducted by NYC Equal Employment Practice Commission (EEPC) or another governmental agency specific to our EEO practices.
- The agency is involved in an audit; please specify who is conducting the audit:
- Attach the audit recommendations by EEPC or the other auditing agency.
- If needed, the agency has submitted or will submit to DCAS Citywide Equity and Inclusion an amendment letter, which shall amend the agency plan for previous FY(s) as recommended by EEPC.
- The agency received a Certificate of Compliance from the auditing agency in 2024 or 2025.  
→ *Please attach a copy of the Certificate of Compliance from the auditing agency.*

# NYC DEPARTMENT OF TRANSPORTATION FY 2026 Quarterly Update Report

## Appendix A. EEO Personnel Details

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

Personnel Changes this Quarter:0		Number of Additions:0	Number of Deletions:0
Employee's Name & Title	1.	2.	3.
Nature of change	<input type="checkbox"/> Addition <input type="checkbox"/> Deletion	<input type="checkbox"/> Addition <input type="checkbox"/> Deletion	<input type="checkbox"/> Addition <input type="checkbox"/> Deletion
Date of Change in EEO Role	Start or Termination Date:	Start or Termination Date:	Start or Termination Date:
Employee's Name & Title	4.	5.	6.
Nature of change	<input type="checkbox"/> Addition <input type="checkbox"/> Deletion	<input type="checkbox"/> Addition <input type="checkbox"/> Deletion	<input type="checkbox"/> Addition <input type="checkbox"/> Deletion
Date of Change in EEO Role	Start or Termination Date:	Start or Termination Date:	Start or Termination Date:
<b>For New EEO Professionals:</b>			
Name & Title	1.	2.	3.
EEO Function	<input type="checkbox"/> EEO Officer <input type="checkbox"/> EEO Counselor <input type="checkbox"/> EEO Trainer <input type="checkbox"/> EEO Investigator <input type="checkbox"/> 55-a Coordinator <input type="checkbox"/> Other: (specify)	<input type="checkbox"/> EEO Officer <input type="checkbox"/> EEO Counselor <input type="checkbox"/> EEO Trainer <input type="checkbox"/> EEO Investigator <input type="checkbox"/> 55-a Coordinator <input type="checkbox"/> Other: (specify)	<input type="checkbox"/> EEO Officer <input type="checkbox"/> EEO Counselor <input type="checkbox"/> EEO Trainer <input type="checkbox"/> EEO Investigator <input type="checkbox"/> 55-a Coordinator <input type="checkbox"/> Other: (specify)
Percent of Time Devoted to EEO	<input type="checkbox"/> 100% <input type="checkbox"/> Other: (specify %):	<input type="checkbox"/> 100% <input type="checkbox"/> Other: (specify %):	<input type="checkbox"/> 100% <input type="checkbox"/> Other: (specify %):
Name & Title	4.	5.	6.
EEO Function	<input type="checkbox"/> EEO Officer <input type="checkbox"/> EEO Counselor <input type="checkbox"/> EEO Trainer <input type="checkbox"/> EEO Investigator <input type="checkbox"/> 55-a Coordinator <input type="checkbox"/> Other: (specify)	<input type="checkbox"/> EEO Officer <input type="checkbox"/> EEO Counselor <input type="checkbox"/> EEO Trainer <input type="checkbox"/> EEO Investigator <input type="checkbox"/> 55-a Coordinator <input type="checkbox"/> Other: (specify)	<input type="checkbox"/> EEO Officer <input type="checkbox"/> EEO Counselor <input type="checkbox"/> EEO Trainer <input type="checkbox"/> EEO Investigator <input type="checkbox"/> 55-a Coordinator <input type="checkbox"/> Other: (specify)
Percent of Time Devoted to EEO	<input type="checkbox"/> 100% <input type="checkbox"/> Other: (specify %):	<input type="checkbox"/> 100% <input type="checkbox"/> Other: (specify %):	<input type="checkbox"/> 100% <input type="checkbox"/> Other: (specify %):

**Personnel Changes:**  Yes  No

# NYC DEPARTMENT OF TRANSPORTATION FY 2026 Quarterly Update Report

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

Name & EEO Role	1. Benjamin Graham, EEO Officer	2. Angela Ball, Deputy EEO Officer	3. Saba Maher, EEO Investigator
<b>Completed EEO Trainings:</b>			
1. Everybody Matters-EEO and D&I	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input 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 checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
4. Disability Awareness & Etiquette	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
5. Structured Interviewing and Unconscious Bias	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
6. Microaggressions	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
7. EEO Officer Essentials: Complaint/Investigative Processes	<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
8. Reasonable Accommodation Procedural Guidelines	<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
9. Overview Training for New EEO Officers	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
10. Understanding CEDDS Reports	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
11. Intersectionality and EEO Investigations	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
12. Trauma-Informed Interviewing Techniques	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No

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

Name & EEO Role:	4. Christopher Lee, Diversity Specialist	5.	6.
<b>Completed EEO Trainings:</b>			
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 type="checkbox"/> Yes <input type="checkbox"/> No
2. Sexual Harassment Prevention	<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
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 checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No
5. Structured Interviewing and Unconscious Bias	<input 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 checked="" type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No

## NYC DEPARTMENT OF TRANSPORTATION FY 2026 Quarterly Update Report

7. EEO Officer Essentials: Complaint/Investigative Processes	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No
8. Reasonable Accommodation Procedural Guidelines	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No
9. Overview Training for New EEO Officers	<input type="checkbox"/> Yes <input checked="" 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 checked="" type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No
11. Intersectionality and EEO Investigations	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No
12. Trauma-Informed Interviewing Techniques	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No

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

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

**MAILING ADDRESS:** 59 Maiden Lane, 37th Floor, New York, NY 10038

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

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

<u>Roles/Functions</u>	<u>Name</u>	<u>Civil Service (c.s.) Title</u>	<u>Office E-mail Address</u>	<u>Telephone #</u>
EEO Officer (may have a separate active c.s. title (e.g., AC, DC, Exec Agency Counsel, etc.)	Benjamin Graham	Executive Agency Counsel	bgraham1@dot.nyc.gov	212-839-6600
Deputy EEO Officer	Angela Ball	Agency Attorney	aball@dot.nyc.gov	212-839-6603
Diversity & Inclusion Officer (or a similar business title)				
Executive Order 59 Chief Diversity Officer/Chief MWBE Officer	Carlos Bannister	Administrative Procurement Analyst	cbannister@dot.nyc.gov	212-839-9241
ADA Coordinator	Edmund Asiedu	Administrative Staff Analyst	easiedu@dot.nyc.gov	212-839-7751
Disability Rights Coordinator	Benjamin Graham			
Disability Services Facilitator	Edmund Asiedu			
55-a Coordinator	Lianne Palacios	Administrative Staff Analyst	lpalacios@dot.nyc.gov	212-839-9516
EEO Counselor				
EEO Investigator	Saba Maher	Agency Attorney	smaher@dot.nyc.gov	212-839-6602
EEO Counselor/Investigator				

## NYC DEPARTMENT OF TRANSPORTATION FY 2026 Quarterly Update Report

<u>Roles/Functions</u>	<u>Name</u>	<u>Civil Service (c.s.) Title</u>	<u>Office E-mail Address</u>	<u>Telephone #</u>
Trainer	Vincent DiGennaro	Community Coordinator	vdigennaro@dot.nyc.gov	212-839-4151
EEO Training Liaison	Carol Adamson	Administrative Manager	cadamson@dot.nyc.gov	
Career Counselor(s)*	<ul style="list-style-type: none"> <li>• April Hill-Cummings</li> <li>• Tenzing Ukyab</li> </ul>	<ul style="list-style-type: none"> <li>• Administrative Manager</li> <li>• Associate Labor Relations Specialist</li> </ul>	<ul style="list-style-type: none"> <li>• Ahill-cummings@dot.nyc.gov</li> <li>• TUkyab@dot.nyc.gov</li> </ul>	<ul style="list-style-type: none"> <li>• 212-839-9544</li> <li>• 212-839-9524</li> </ul>
Diversity Specialist	Christopher Lee	Community Coordinator	clee4@dot.nyc.gov	212-839-7151

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