



THE CITY OF NEW YORK  
OFFICE OF THE MAYOR  
NEW YORK, N.Y. 10007

EXECUTIVE ORDER NO. 84

October 21, 2021

**CREATION OF THE MAYOR'S OFFICE PAY EQUITY CABINET**

WHEREAS, it is the policy of the City of New York to ensure that the people of the City live with dignity and equity, and are free from discrimination based upon gender identity and race;

WHEREAS, it is further the policy of the City of New York that its workforce be assured of the benefits of equal opportunity and the full utilization of their talents, no matter their gender or race;

WHEREAS, both the workforce and the City of New York benefit from the elimination of racial and gender pay gaps across the City's workforce; and

WHEREAS, to achieve these goals the City of New York must hold itself accountable in sustaining pay equity across the City's workforce.

NOW THEREFORE, by the power vested in me as Mayor of the City of New York, it is hereby ordered:

Section 1. Establishment of the Pay Equity Cabinet. There is hereby established under the direction of the Office of the Mayor a Cabinet on Pay Equity (hereinafter the "Cabinet").

- (a) The Cabinet shall report to the Deputy Mayor for Administration.
- (b) Cabinet membership shall include members from each of the following offices or agencies:
  - Office of the First Deputy Mayor
  - Office of the Deputy Mayor for Administration
  - Office of the Deputy Mayor for Health and Human Services
  - Office of the Deputy Mayor for Housing and Economic Development
  - Office of the Deputy Mayor for Operations
  - Office of the Deputy Mayor for Strategic Policy Initiatives
  - Commission on Gender Equity
  - Department of Citywide Administrative Services

Task Force on Racial Inclusion and Equity  
City Commission on Human Rights  
Law Department  
Office of Data Analytics  
Office of Labor Relations  
Office of Management and Budget

- (c) The Cabinet and all its members shall be appointed by and serve at the pleasure of the Mayor.
- (d) The Executive Director of the Commission on Gender Equity and the Commissioner or Executive Deputy Commissioner of the Department of Citywide Administrative Services shall serve as the Co-chairs of the Cabinet.
- (e) The Mayor shall appoint an Executive Director to lead the Cabinet and assist in carrying out its duties, and any other staff as the Mayor authorizes.

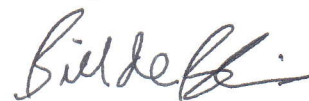
§ 2. Duties of the Cabinet. The Cabinet shall meet no less frequently than every other month to fulfill the following duties using an intersectional lens of gender, race and tenure:

- (a) Consult with, support, and advise the Mayor's Office of Data Analytics as such office conducts an annual analysis of pay and employment equity in public employment;
- (b) Collaborate with and support the Department of Citywide Administrative Services in the development and implementation of pay, employment and retention equity action plans to address any inequitable practices that may be found to exist;
- (c) Develop recommendations for consideration to the Mayor and other collective bargaining parties;
- (d) Undertake any other duties deemed necessary by the Mayor to eliminate racial and gender pay gaps across the City's workforce.

§ 3. Powers of the Cabinet. The Co-chairs may use the services of private researchers and outside experts as they deem necessary to carry out the Cabinet's duties and functions.

§ 4. Cooperation of City agencies. All agencies of the City of New York shall cooperate with the Cabinet in the performance of its duties.

§ 5. Effective Date. This Order shall take effect immediately.



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Bill de Blasio  
Mayor