

[NYPD] FY 2024 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

FY 2024 Agency Quarterly Diversity, Equity, Inclusion and EEO Report

Part I: Narrative Summary

Agency Name: <u>NEW YORK CITY POLICE DEPARTMENT</u>				
<input checked="" type="checkbox"/> 1 st Quarter (July -September), due November 17, 2023		<input type="checkbox"/> 2 nd Quarter (October – December), due January 30, 2024		
<input type="checkbox"/> 3 rd Quarter (January -March), due April 30, 2024		<input type="checkbox"/> 4 th Quarter (April -June), due July 30, 2024		
Prepared by:				
Brian Ulysse	Administrative Staff Analyst	Brian.Ulysse@nypd.org	646-610-5912	_____
Name	Title	E-mail Address	Telephone No.	
Date Submitted: <u>11/17/2023</u>				
<i>FOR DCAS USE ONLY:</i>		<i>Date Received:</i>		

[NYPD] FY 2024 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

Instructions for Filling out Quarterly Reports FY 2024

[NOTE: These forms are cumulative and designed to retain and preserve information for the entire FY 2024. For Q1 please copy the goals, programs, and initiatives from your draft of the FY 2024 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 previous quarter’s submission to update their 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 the Annual Plan]

1. Please save this file as **“XXXX Quarter X FY 2024 DEI-EEO Quarterly Report.Part I”**, where ‘XXXX’ is the commonly used acronym of your agency. You must submit this file in MS Word format. **Please do not convert it to PDF.**
2. Complete the “Diversity, Equity, Inclusion and EEO Training Summary” details in Part II – Training Summary [see the attached Excel file].

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

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

3. Mark progress in check boxes in the column for the current quarter. [Note: **Delayed** = behind schedule; **Deferred** = put off until later when better resources become available.]
4. Please save the Excel file as **“XXXX Quarter X FY 2024 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.**

[NYPD] FY 2024 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

I. Commitment and Accountability Statement by the Agency Head

- Distributed to all agency employees? Yes, On (Date): _____ No
- By e-mail
- Posted on agency intranet and/or website
- Other _____

II. Recognition and Accomplishments

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

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

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

Women's Institute Kickoff
Path to Mentorship Kickoff
EEO Liaison Training Event

[NYPD] FY 2024 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

III. Workforce Review and Analysis

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

Q1 (9/30/2023): 49,096 Q2 (12/31/2023): _____ Q3 (3/31/2024): _____ Q4 (6/30/2024): _____

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

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

- NYCAPS Employee Self Service (by email; strongly recommended every year)
- Agency's intranet site
- On-boarding of new employees
- Newsletters and internal Agency Publications

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

Yes - on (Dates): Q1 Review Date: 10/12/23 Q2 Review Date: _____ Q3 Review date: _____ Q4 Review date: _____

The review was conducted with:

- | | | | |
|---|--|--|--|
| <input type="checkbox"/> Agency Head | <input type="checkbox"/> Agency Head | <input type="checkbox"/> Agency Head | <input type="checkbox"/> Agency Head |
| <input checked="" type="checkbox"/> Human Resources | <input type="checkbox"/> Human Resources | <input type="checkbox"/> Human Resources | <input type="checkbox"/> Human Resources |
| <input type="checkbox"/> General Counsel | <input type="checkbox"/> General Counsel | <input type="checkbox"/> General Counsel | <input type="checkbox"/> General Counsel |
| <input type="checkbox"/> Other _____ | <input type="checkbox"/> Other _____ | <input type="checkbox"/> Other _____ | <input type="checkbox"/> Other _____ |

[NYPD] FY 2024 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

Not conducted

Not conducted

Not conducted

Not conducted

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

Please describe your progress this quarter in implementing the primary goals in Section IV of your Agency Diversity, Equity, Inclusion and EEO Plan for FY 2024.

A. Workforce:

Please list the **Workforce Goal(s)** included in *Section IV: Diversity, Equity, Inclusion and EEO Initiatives for FY 2023*, which you set/declared in your FY 2024 Diversity, Equity, Inclusion and EEO Plan (e.g., underutilization, workforce planning, succession planning and diverse applicant pool, among others).

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

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

DCEI will be evaluating the effectiveness of this goal by analyzing the number of successful partnerships towards our initiatives.

[NYPD] FY 2024 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

Workforce Goal #1 Updates:

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

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

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

DCEI will be evaluating the effectiveness of this goal by monitoring the progress of collaboration meetings with stakeholders.

Workforce Goal #2 Updates:

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

[NYPD] FY 2024 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

3. **Fair Ranks Assessment Program:** is an action-oriented assessment program, developed by DCEI to implement equity management tools designed to chart and further DCEI's mission to advance the NYPD's commitment and accountability related to DEI and EEO, and build a transparent system to further expand strategies to enhance DEI and EEO throughout the NYPD. This will include getting supervisor ranks participation in DCEI's Demystifying Becoming a Commanding Officer class.

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

DCEI will be evaluating the effectiveness of this goal by analyzing whether there are gaps in individual departments.

Workforce Goal #3 Updates:

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

4. **[Copy Workforce goal from FY 2024 DEI-EEO plan]**

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

[NYPD] FY 2024 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

Workforce Goal #4 Updates:

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

5. 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.

HR is recruiting from diverse resources and working with Fraternal Organizations/Employee Resource Groups (ERGs) to find candidates.

Underutilization was identified in the following groups:

Blacks-Police Job Group

Asians- Health Professionals Job Group

Females-Craft Job Group

Blacks-Craft Job Group

Females-Health Professionals Job Group

Blacks-Health Professionals Job Group

Females-Social Workers Job Group

Blacks-Social Worker Job Group

Females-Laborers Job Group

B. Workplace:

[NYPD] FY 2024 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

Please list the Workplace Goal(s) included in *Section IV: Diversity, Equity, Inclusion and EEO Initiatives for FY 2024*, which you set/declared in your FY 2024 Diversity, Equity, Inclusion and EEO Plan (e.g., job satisfaction/engagement surveys, exit interviews/surveys, and onboarding surveys).

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

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

Workplace Goal #1 Updates:

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

2. **Empathy Assessment and DEI Training:** This training initiative seeks to combine, DEI focused empathy assessment utilizing leading-edge virtual reality as a method for faster, more true-to-life learning with on-line executive education courses that cover basic Diversity, Equity, and Inclusion (DEI) concepts, change management around DEI, inclusive communication strategies, program evaluation, and DEI metrics for newly promoted Captains and a customized micro course on Diversity, Inclusion, and Belonging in the

[NYPD] FY 2024 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

Workplace to deploy to newly hired recruits and/or organization-wide to all members on NYPD’s training platform. This training merges implicit bias principles with equity and inclusion principles and is meant to supplement existing mandated training that is required as an employee of the NYPD.

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

Workplace Goal #2 Updates:

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

- 3. **Women’s Institute:** Nine-month program that allows individuals to build deeper networks and confidence, gain exposure to leadership, and increase transparency around available positions and the qualifications needed to join specialized units.

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

New season of Women’s Institute begins at begins in September/October

Workplace Goal #3 Updates:

- Q1 Update: Planned Not started Ongoing Delayed Deferred Completed
- Q2 Update: Planned Not started Ongoing Delayed Deferred Completed

[NYPD] FY 2024 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

Q3 Update: Planned Not started Ongoing Delayed Deferred Completed

Q4 Update: Planned Not started Ongoing Delayed Deferred Completed

4. [Copy Workplace goal from FY 2024 DEI-EEO plan]

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

Workplace Goal #4 Updates:

Q1 Update: Planned Not started Ongoing Delayed Deferred Completed

Q2 Update: Planned Not started Ongoing Delayed Deferred Completed

Q3 Update: Planned Not started Ongoing Delayed Deferred Completed

Q4 Update: Planned Not started Ongoing Delayed Deferred Completed

5. Other Workplace Activities:

Please describe any other EEO-related activities designed to improve/enhance the workplace (e.g., postings, meetings, cultural programs promoting diversity, newsletters/articles, etc.) and describe them, including the dates when the activities occurred.

[NYPD] FY 2024 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

C. Community:

Please list the Community Goal(s) included in Section IV: Diversity, Equity, Inclusion and EEO Initiatives for FY 2024, which you set/declared in your FY 2024 Diversity, Equity, Inclusion and EEO Plan (e.g., community outreach and engagement, M/WBE participation and customer satisfaction surveys).

1. **The NYPD will continue to conduct interactive events** with the community in FY2024. For example, numerous Gun Buy Back events are conducted throughout the course of the FY in all boroughs. These events are opportunities for the NYPD to both remove dangerous firearms from the community, while also serving as an outreach tool. Additional crime prevention outreach is conducted by the Community Affairs Bureau (CAB) to ensure that information is distributed to all NYC residents in order to combat preventable crimes. CAB also engages in toy giveaways and community outreach events in all boroughs throughout the course of the year. CAB also coordinates the Summer Youth Employment Program (SYEP), which aims to provide NYC youth ages 14-24 with career exploration opportunities.

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

NYPD evaluates customer service feedback.

Community Goal #1 Updates:

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

[NYPD] FY 2024 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

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

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

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

Community Goal #2 Updates:

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

3. **[Community CompStat]**

[NYPD] FY 2024 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

These meetings allow the public to better connect with their police to address crime & neighborhood concerns. The forum encourages increased partnership between police precincts throughout the city with local residents and organizations in building safe communities

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

NYPD evaluates customer service feedback.

Q1: Throughout the quarter, the NYPD executives participated in meetings with community leaders at Police Headquarters, One Police Plaza.

Community Goal #3 Updates:

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

[NYPD] FY 2024 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

4. [Cultural Heritage Appreciation]

Q1: Independence Day, Hispanic Heritage Month, September 11th Roll Call, Rosh Hashanah, Deaf Awareness Month, various cultural parade celebrations (i.e., Dominican Day Parade, West Indian Day Parade, etc.), various fraternal organization events.

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

NYPD member of service feedback is evaluated.

The NYPD acknowledged various employee heritages and holidays via the NYPD intranet, Department-wide emails and administrative bulletins. Additionally, Department affinity groups operate individual social media accounts which frequently interact with official Department social media.

Community Goal #4 Updates:

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

5. [Community Baby Shower]

NYPD free community events geared towards expecting mothers. The NYPD provides free food, resources, and essentials for

[NYPD] FY 2024 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

expecting mothers.

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

NYPD evaluates effectiveness through participant feedback.

Throughout the quarter, the NYPD’s Community Affairs Bureau and Chaplains Unit held baby showers in the five boroughs to provide resources to mothers with infants and expecting mothers.

Community Goal #4 Updates:

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

6. 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.

Q1:

On July 3, 2023, Community Affairs Immigrant Bureau (CAB) Immigrant Outreach Unit assisted and met with Brooklyn Friends Society leaders at their first ever Community Cookout.

[NYPD] FY 2024 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

On July 5, 2023, Community Affairs Immigrant Bureau (CAB) held the 2023 Summer Youth Employment Orientation with over 700 new hires of young people. We are happy to host young people who are Deaf and Hard of Hearing, and for the first time those with Vision Loss or wheelchair bound.

On July 7, 2023, Community Affairs Bureau (CAB) Immigrant Outreach Unit begins another season of the NYPD Police Commissioner's Youth Soccer and Cricket League.

On July 8, 2023, Community Affairs Bureau (CAB) Crime Prevention Division held an event in Queens to provide Apple AirTags and Clubs to eligible vehicles.

On July 11, 2023, the Community Affairs Bureau (CAB) is joined by its partners at Police Athletic League (PAL) for the opening of the PAL Play Streets program. PAL has been providing safe spaces for kids to play for more than a century.

On July 12, 2023, Patrol Borough Queens South held its 33rd Annual Harmony Picnic at Baisley Pond Park.

On July 12, 2023, Community Affairs Bureau (CAB) Clergy and Brooklyn Outreach visited the East Midwood Jewish Center to give our older adults of the JCCGCI Midwood Older Adult Center a presentation on how to protect themselves from Scams.

On July 13, 2023 Camping in the Park Events returned at Baisley Park. August 10 at Bayswater Park and July 20 at Soundview Park. Creating positive police interaction with children in the community.

On July 13, 2023, Community Affairs Bureau (CAB) opened the doors of the NYPD to the Sunshine Kids Organization.

On July 14, 2023, Community Affairs Bureau (CAB) launched Summer Night Lights in the Bronx. The program creates a safe environment of healthy competition, community engagement, and social responsibility.

On July 14, 2023, Community Affairs Bureau (CAB) Bronx Community Outreach Division officers continue to work closely with our Older Adults at the R.A.I.N. Boston Road Senior Center.

On July 16, 2023, Community Affairs Bureau (CAB) Brooklyn Outreach joined CornerStone Seventh Day Adventist Church health fair distributing woman's health and wellness products to the community.

On July 20, 2023, Community Affairs Bureau (CAB) launched its fourth English as a Second Language site, this one on Staten Island.

On July 21, 2023, Community Affairs Bureau (CAB) in partnership with Parkchester Islamic Center here in the Bronx hosted a Career Day. We were able to exhibit the various units in the department to the Muslim youth in the community.

On July 22, 2023, NYPD Dragon Boat Team hosted a Summer Youth Clinic in Queens. The day was filled with an intro to rowing, sports, & other activities.

On July 27, 2023, Community Affairs Bureau (CAB) hosted English as a Second Language tutoring in Sunset Park, Brooklyn.

On July 29, 2023, Community Affairs Bureau (CAB) and the New York Dominicans Officers Organization for a Dominican Father's Day Fiesta on Saturday, July 29th in Plaza Las Americas 651 West 175th Street NY, New York 10033. Community and officers will celebrate together for this cultural experience.

[NYPD] FY 2024 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

On August 1, 2023, Community Affairs Bureau (CAB) hosted National Day Out at the 127 Penn Community Center. A fun day filled with activities, entertainment, games, giveaways, food, and other events for families and kids.

On August 4, 2023, Community Affairs Bureau (CAB) Queens Outreach Division hosted a First Responder Day event at the NYC Children's Center.

On August 16, 2023, Community Affairs Bureau (CAB) hosted NYPD Career Day held at the Police Academy. The community learned about positions available in the NYPD at our various units.

On August 17, 2023, the NYPD hosted the Youth Police Academy Graduation.

On August 30, 2023, the NYPD hosted the Explorer's Graduation.

Other Events included:

Coffee with a Cop Events were held at various Starbucks throughout the Quarter.

NYPD participated in Fourth of July Parade, Cuban & Hispanic American Parade, Colombian Day Parade, Ecuadorian Heritage Parade, India Day Parade, Pakistan Day Parade

[NYPD] FY 2024 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

D. Equity, Inclusion and Race Relations Initiatives:

Please list the Equity, Inclusion and Race Relations initiatives included in Section IV: Diversity, Equity, Inclusion and EEO Initiatives for FY 2024, which you set/declared in your FY 2024 Diversity, Equity, Inclusion and EEO Plan.

Please describe the steps that your agency has taken to establish your agency as a leader in creating equitable and inclusive workplace environment and enhancing cultural competency. Please specify Equity and Race Relations initiatives embarked on, or continued from previous year(s), e.g., meetings, educational and cultural programs, presentations, discussions, books/articles, other suggested readings, etc., and describe the activities, including the dates when the activities occurred. How do you evaluate the impact of these initiatives?

1. **Path to Mentorship:** Nine-month program connects leaders in the NYPD with high-potential employees from under-represented groups to invest in their personal and professional goals by using their skills, experience, and network to drive their growth. Participants meet monthly to receive resources, training, and engagement with Department leaders to help foster growth, leadership, and a feeling of inclusion in the NYPD. Training and presentations include resume building, leadership in the NYPD, time management and strategic planning, and a strength finder's assessment. The monthly meetings also allow mentors and mentees an opportunity to meet face-to-face to create a plan to work toward the mentee's goals. The mentorship program curriculum has 3 phases: 1) Establishing the Relationship and Setting Direction 2) Facilitating Mentee Growth 3) Reflecting on the Mentorship Experience and Assessing Progress.

Please describe the activities, including the dates when the activities occurred. How do you evaluate the impact of these initiatives?

New season of Path to Mentorship begins in September/October.

[NYPD] FY 2024 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

The mentoring program will be evaluated at fixed intervals. Mentoring pairs will be evaluated at the 3-month and 6-month mark. Program evaluations will be conducted from the start of the program to the end of the program, with a focus on participation, satisfaction, retention, process efficiencies, and efficacy.

Equity, Inclusion and Race Relations Initiative #1 Updates:

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

2. [Copy Equity, Inclusion and Race Relations initiative from FY 2024 DEI-EEO plan]

Please describe the activities, including the dates when the activities occurred. How do you evaluate the impact of these initiatives?

Equity, Inclusion and Race Relations Initiative #2 Updates:

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

[NYPD] FY 2024 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

Q3 Update: Planned Not started Ongoing Delayed Deferred Completed

Q4 Update: Planned Not started Ongoing Delayed Deferred Completed

3. [Copy Equity, Inclusion and Race Relations initiative from FY 2024 DEI-EEO plan]

Please describe the activities, including the dates when the activities occurred. How do you evaluate the impact of these initiatives?

Equity, Inclusion and Race Relations Initiative #3 Updates:

Q1 Update: Planned Not started Ongoing Delayed Deferred Completed

Q2 Update: Planned Not started Ongoing Delayed Deferred Completed

Q3 Update: Planned Not started Ongoing Delayed Deferred Completed

Q4 Update: Planned Not started Ongoing Delayed Deferred Completed

4. [Copy Equity, Inclusion and Race Relations initiative from FY 2024 DEI-EEO plan]

Please describe the activities, including the dates when the activities occurred. How do you evaluate the impact of these initiatives?

[NYPD] FY 2024 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

Equity, Inclusion and Race Relations Initiative #4 Updates:

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

V. Recruitment

A. Recruitment Efforts

Please list **Recruitment Initiatives and Strategies** which you set/declared in your FY 2024 Diversity, Equity, Inclusion and EEO Plan (e.g., targeted outreach and outreach, diversity recruitment, social media presence, where jobs are posted, EEO and APO collaboration, evaluation of best recruitment sources, structured interview training and unconscious bias training).

1. **Community Events:** Recruiters attend community events, street fairs, career fairs, and conduct presentations in schools. They work with youth groups and set up recruitment opportunities in various locations throughout the City. Recruiters reach potential candidates in their communities, where some candidates may have had adversarial relationships with the NYPD. Recruiters are highly visible and seek to form partnerships/relationships with community stakeholders.

[NYPD] FY 2024 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

Please describe the steps that your agency has taken to implement and achieve these initiatives/strategies. How do you evaluate the effectiveness of these actions?

The NYPD evaluates the participation numbers for programs such as NYPD Explorers, Police Cadets and Youth Police Academy.

Recruitment Initiatives/Strategies #1 Updates:

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

2. **DOL-the unemployed:** The Recruitment Section has partnered with the Department of Labor to deliver presentations to individuals that are unemployed and seeking new employment

Please describe the steps that your agency has taken to implement and achieve these initiatives/strategies. How do you evaluate the effectiveness of these actions?

The NYPD will evaluate number of people hired who attended presentation.

Recruitment Initiatives/Strategies #2 Updates:

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

[NYPD] FY 2024 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

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

3. **Colleges and Universities:** Recruiting at local colleges is one of our primary tools in finding educated, diverse and high quality candidates.

Please describe the steps that your agency has taken to implement and achieve these initiatives/strategies. How do you evaluate the effectiveness of these actions?

Recruiters attend events at colleges with a focus on CUNY institutions that traditionally educate students from a myriad of backgrounds. These events include table top displays, college career fairs, networking sessions/workshops, classroom presentations and other large scale events. The NYPD will evaluate the number of students hired from recruiting events.

Recruitment Initiatives/Strategies #3 Updates:

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

4. **[Copy Recruitment Initiatives/Strategies from FY 2024 DEI-EEO plan]**

[NYPD] FY 2024 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

Please describe the steps that your agency has taken to implement and achieve these initiatives/strategies. How do you evaluate the effectiveness of these actions?

Recruitment Initiatives/Strategies #4 Updates:

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

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

B. Recruitment Efforts for Civil Service Exams

List all recruitment events that were held by the agency to promote open-competitive civil service examinations.

Quarter #	Event Date	Event Name	Borough
1	6/1/2023	Dutchess Community College Caribbean American Heritage Tabling	
1	6/1/2023	Job Fair, Work Force Development & Business Resource Day	Queens South
1	6/1/2023	Staten Island Ferry Terminal	Manhattan South

[NYPD] FY 2024 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

1	6/2/2023	Hiring Hall	Staten Island
1	6/2/2023	P.S. 184 Career Day	Queens North
1	6/2/2023	Street Pop Up	Queens South
1	6/3/2023	Family & Community Resource Fair	Manhattan South
1	6/3/2023	C.A.B. Father's Day Celebration	Brooklyn North
1	6/4/2023	Bay Plaza Mall	Bronx
1	6/5/2023	Subway Station	Manhattan South
1	6/5/2023	Street Pop Up	Manhattan South
1	6/5/2023	Street Pop Up	Brooklyn North
1	6/5/2023	Subway Flyer Distribution	Brooklyn South
1	6/6/2023	P17X High School Career Expo	Bronx
1	6/6/2023	Bronx Job Fair	Bronx
1	6/6/2023	Subway Station	Brooklyn South
1	6/6/2023	Subway Station	Brooklyn South
1	6/6/2023	Traffic Safety Fair	Manhattan South
1	6/7/2023	Subway Stations	Queens North
1	6/7/2023	Subway Station	Queens North
1	6/7/2023	Street Pop Up	Queens South
1	6/7/2023	Street Pop Up	Brooklyn North
1	6/7/2023	Street Pop Up	Queens North
1	6/7/2023	Street Pop Up	Queens South
1	6/8/2023	Skyview Mall	Queens North
1	6/8/2023	Consulate General of Bangladesh	Queens North
1	6/8/2023	Queens Center Mall	Queens North
1	6/9/2023	Eastern Parkway Literacy Zone Tabling	Brooklyn South

[NYPD] FY 2024 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

1	6/9/2023	City Point Complex Shopping Mall	Brooklyn North
1	6/9/2023	Subway Flyer Distribution	Brooklyn South
1	6/9/2023	Kings Plaza Mall Tabling	Brooklyn South
1	6/10/2023	Congressman Espaillat's Career Fair	Manhattan North
1	6/10/2023	A College Mash Up	Manhattan North
1	6/10/2023	Father's Day Celebration	Staten Island
1	6/11/2023	P.O. Exam Tutorial	Brooklyn North
1	6/11/2023	Mount Loretto Food Truck Festival	Staten Island
1	6/12/2023	Queens Family Court Community Resource Fair	Queens South
1	6/12/2023	Street Pop Up	Bronx
1	6/12/2023	Street Pop Up	Bronx
1	6/12/2023	Youth Response Team SAFE Summer Presentation	Manhattan North
1	6/12/2023	City Point Complex Shopping Mall	Brooklyn North
1	6/12/2023	Street Pop Up	Brooklyn North
1	6/13/2023	Palisades Center	
1	6/13/2023	Street Pop Up	Brooklyn South
1	6/13/2023	Street Pop Up	Queens North
1	6/13/2023	Street Pop Up	Queens North
1	6/14/2023	Subway Station	Manhattan South
1	6/14/2023	NYPD Community Affairs & Our Lady of the Trust's Flag Day	Brooklyn South
1	6/14/2023	NYPD Father's Day Celebration	Queens South
1	6/14/2023	P.O. Exam Tutorial	Queens South
1	6/14/2023	Subway Flyer Distribution	Brooklyn South
1	6/15/2023	Far Rockaway Community Job Fair	Queens South

[NYPD] FY 2024 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

1	6/15/2023	WIN Job Fair	Brooklyn South
1	6/15/2023	Bay Plaza Mall	Bronx
1	6/15/2023	Subway Station	Queens North
1	6/15/2023	Street Pop Up	Queens North
1	6/16/2023	Sach Khand Guro Nanak Darbar	Queens South
1	6/16/2023	Eastern Parkway Literacy Zone Tabling	Brooklyn South
1	6/17/2023	Community Health Academy of the Heights Job Fair	Manhattan North
1	6/17/2023	NYPD Father's Day Celebration	Manhattan North
1	6/21/2023	NYPD's 2023 Summer Internship Welcome Breakfast	Manhattan South
1	6/20/2023	Street Pop Up	Brooklyn South
1	6/20/2023	P.O. Exam Tutorial	Manhattan South
1	6/20/2023	Street Pop Up	Brooklyn North
1	6/20/2023	Street Pop Up	Queens North
1	6/20/2023	Staten Island Ferry Terminal	Manhattan South
1	6/13/2023	P.O. Exam Tutorial	Manhattan South
1	6/21/2023	Street Pop Up	Queens North
1	6/21/2023	Street Pop Up	Queens North
1	6/21/2023	P.O. Exam Tutorial	Bronx
1	6/21/2023	Street Pop Up	Brooklyn South
1	6/21/2023	Street Pop Up	Brooklyn South
1	6/23/2023	Subway Station	Manhattan South
1	6/22/2023	Brooklyn Public Library Tabling	Brooklyn South

[NYPD] FY 2024 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

1	6/22/2023	Queens Center Mall	Queens North
1	6/22/2023	City Point Complex Shopping Mall	Brooklyn North
1	6/23/2023	Green Acres Mall	
1	6/24/2023	2023 Law Enforcement Recruitment & Outreach Picnic	
1	6/25/2023	P.O. Exam Tutorial	Brooklyn North
1	6/26/2023	Bay Plaza Mall	Bronx
1	6/26/2023	Subway Flyer Distribution	Brooklyn South
1	6/26/2023	City Point Complex Shopping Mall	Brooklyn North
1	6/27/0223	Subway Station	Manhattan South
1	6/27/2023	P.O. Exam Tutorial	Manhattan South
1	6/27/2023	Skyview Mall	Queens North
1	6/30/2023	Queens Center Mall	Queens North
1	6/28/2023	Senator Bailey Community Job Fair	Bronx
1	7/2/2023	P.O. Exam Tutorial	Brooklyn North
1	7/3/2023	Street Pop Up	Queens South
1	7/5/2023	1 PP Summer Youth Orientation Tabling	Manhattan South
1	7/5/2023	P.O. Exam Tutorial	Queens South
1	7/6/2023	Community Resource Fair	Bronx
1	7/6/2023	PC's Youth Soccer & Cricket League Tabling	Queens South
1	7/7/2023	SYEP Presentation	Queens North
1	7/8/2023	Law Enforcement & First Responders Career Fair	
1	7/8/2023	Candidate Assessment Mentoring Program	Queens North
1	7/9/2023	P.O. Exam Tutorial	Queens South
1	7/10/2023	City Point Complex Shopping Mall	Brooklyn North
1	7/11/2023	Subway Station	Brooklyn South

[NYPD] FY 2024 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

1	7/11/2023	P.O. Exam Tutorial	Manhattan South
1	7/12/2023	Brooklyn North Olympic Games	Brooklyn South
1	7/12/2023	PBQS Harmony Picnic	Queens South
1	7/12/2023	P.O. Exam Tutorial	Bronx
1	7/13/2023	Camping in the Park	Queens South
1	7/14/2023	NLPOA Brooklyn Chapter & The Rock Church Tabling	Queens North
1	7/15/2023	Mayor's Office / Neighborhood Safety Initiatives	Queens South
1	7/19/2023	120 Precinct Harmony Day	Staten Island
1	7/19/2023	Teacher Ambassador Mini Job Fair	
1	7/19/2023	U.S. Coast Guard Sector New York Third Annual Job Fair	Staten Island
1	7/20/2023	U.S. Military Service Academy information Day	
1	7/20/2023	Brooklyn North Olympic Games	Brooklyn North
1	7/21/2023	Parkchester Islamic Center Career Fair	Bronx
1	7/22/2023	Together in Harlem	Manhattan North
1	7/22/2023	Community Health Fair	Queens South
1	7/25/2023	Middlesex County In-Person Job Fair	
1	7/25/2023	NYPD Christmas in July	Brooklyn South
1	7/26/2023	Gotham Health Morrisania Health & Resource Fair	Bronx
1	7/26/2023	Yonkers Middle-High School Summer 2023 Career & Jobs Fair	
1	7/26/2023	Graduate Career and Education Resource Fair	Brooklyn South
1	7/27/2023	Recruitment Section Focus Group	Manhattan South
1	7/27/2023	Bay Plaza Mall	Bronx
1	7/28/2023	'Coney Island Army Fitness Challenge Events	Brooklyn South

[NYPD] FY 2024 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

1	7/28/2023	2nd Annual Detectives Rivera & Mora Basketball Tournament	Manhattan South
1	7/30/2023	Russian American Officers Association Community Soccer Game	Brooklyn South
1	7/31/2023	Subway Station	Queens South
1	7/31/2023	City Point Complex Shopping Mall	Brooklyn North
1	8/1/2023	30 Precinct National Night Out	Manhattan North
1	8/1/2023	41 Precinct National Night Out	Bronx
1	8/1/2023	PBSI National Night Out	Staten Island
1	8/1/2023	69 Precinct National Night Out	Brooklyn South
1	8/1/2023	103 Precinct National Night Out	Queens South
1	8/2/2023	Manhattan P.O. Palm Card Distribution	Manhattan South
1	8/2/2023	TEA Exam Tutorial	Manhattan South
1	8/2/2023	Recruitment Section Focus Group	Manhattan South
1	8/3/2023	Senior Job Opportunities Presentation	Queens North
1	8/3/2023	Brooklyn North Olympic Games	Brooklyn North
1	8/12/2023	Back to School Back in Business Festival	
1	8/4/2023	Manhattan P.O. Palm Card Distribution	Manhattan South
1	8/4/2023	Staten Island P.O. Palm Card Distribution	Staten Island
1	8/10/2023	Brooklyn P.O. Palm Card Distribution	Brooklyn South
1	8/5/2023	Candidate Assessment Mentoring Program	Queens North
1	8/5/2023	Military & Veteran Family Day	
1	8/6/2023	TEA Exam Tutorial	Brooklyn North
1	8/7/2023	Community Affairs Bureau Career Day	Bronx

[NYPD] FY 2024 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

1	8/7/2023	Queens P.O. Palm Card Distribution	Queens South
1	8/8/2023	Gotham Health Morrisania Health & Resource Fair	Bronx
1	8/8/2023	Queens P.O. Palm Card Distribution	Queens South
1	8/8/2023	TEA Exam Tutorial	Manhattan South
1	8/9/2023	SYEP Career Day	Queens North
1	8/9/2023	Transit Bureau P.O. Palm Card Distribution	Brooklyn North
1	8/9/2023	Community Affairs Bureau P.O. Palm Card Distribution	Brooklyn North
1	8/10/2023	Bronx P.O. Palm Card Distribution	Bronx
1	8/10/2023	Rise Up NYC	Bronx
1	8/15/2023	Queens P.O. Palm Card Distribution	Queens South
1	8/10/2023	Bronx Boro President Vanessa L. Gibson Annual Back to School Event	Bronx
1	8/11/2023	NYPD Summer Internship Farewell Breakfast	Manhattan South
1	8/11/2023	Gotham Health Morrisania Health & Resource Fair	Brooklyn North
1	8/13/2023	TEA Exam Tutorial	Brooklyn North
1	8/13/2023	Desi Society Family Picnic	Queens South
1	8/14/2023	Subway Stations	Bronx
1	8/14/2023	Bay Plaza Mall	Bronx
1	8/14/2023	New Hope Family Worship Job Fair	Brooklyn North
1	8/15/2023	Subway Stations	Queens South
1	8/15/2023	Bronx P.O. Palm Card Distribution	Bronx
1	8/15/2023	Brooklyn P.O. Palm Card Distribution	Brooklyn North
1	8/15/2023	Subway Station	Brooklyn North
1	8/15/2023	TEA Exam Tutorial	Manhattan South

[NYPD] FY 2024 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

1	8/16/2023	NYC Job & Career Fair	Manhattan North
1	8/16/2023	Summer Jam 2023	Staten Island
1	8/16/2023	Green Acres Mall	
1	8/17/2023	Brooklyn North Olympic Games	Brooklyn North
1	8/17/2023	Rise Up NYC	Queens South
1	8/17/2023	Harlem Week- Black Health Matters Health Conference	Manhattan North
1	8/17/2023	Harlem Week - Summer Stage	Manhattan North
1	8/18/2023	NYPD Community Affairs Cops & Kids Canoeing	Queens South
1	8/18/2023	City Point Complex Shopping Mall	Brooklyn North
1	8/19/2023	Harlem Week - Summer in the City	Manhattan North
1	8/20/2023	Harlem Week - Harlem Day	Manhattan North
1	8/21/2023	Street Pop Up	Brooklyn South
1	8/21/2023	Subway Station	Brooklyn South
1	8/21/2023	Subway Stations	Brooklyn South
1	8/21/2023	Street Pop Up	Brooklyn North
1	8/21/2023	Street Pop Up	Brooklyn South
1	8/22/2023	Subway Stations	Brooklyn South
1	8/22/2023	Senator Roxanne Persaud Fun Day & Back to School Giveaway	Brooklyn South
1	8/22/2023	Street Pop Up	Queens North
1	8/22/2023	Street Pop Up	Queens South
1	8/23/2023	120th Pct. Community Council & N.Y.S. Senator Back-to-School	Staten Island
1	8/23/2023	Youth Adult Job Fair	

[NYPD] FY 2024 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

1	8/23/2023	Gotham Health Morrisania Health & Resource Fair	Bronx
1	8/24/2023	PBBN Back to School	Brooklyn North
1	8/24/2023	Harlem Week - Summer Stage	Manhattan North
1	8/24/2023	Back to School Celebration	Manhattan South
1	8/25/2023	Adelphi University Welcome Weekend Job & Internship Fair	
1	8/26/2023	3rd Annual Farmer's Day	
1	8/27/2023	Traffic Enforcement Agent Exam Tutorial	Brooklyn North
1	8/28/2023	NYC Government Hiring Hall	Brooklyn South

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				
Brooklyn				
Manhattan				
Queens				
Staten Island				

****NYPD expenditures are allocated citywide, not by borough
Citywide Expenditures = \$1,472,511**

[NYPD] FY 2024 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

C. Recruitment Sources

List recruitment sources used for filling vacancies in the current Quarter (include Q#)

Q1:

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

D. Internships/Fellowships

The agency is providing the following internship opportunities in FY 2024. [Note: Please update this information every quarter.]

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

1. Urban Fellows Total: 0

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

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

2. Public Service Corps Total: 0

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

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

[NYPD] FY 2024 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

3. Summer College Interns Total: 0

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

Gender* [#s]: M___ F___ N-B___ O___ U___

4. Summer Graduate Interns Total: 0

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

Gender* [#s]: M___ F___ N-B___ O___ U___

5. Other (specify) Total: 52 College Aides

Race/Ethnicity* [#s]: Black_11_ Hispanic_21_ Asian/Pacific Islander_11_ Native American_1_ White_8_ Two or more Races___

Gender* [#s]: M_21_ F_31_ N-B___ O___ U___

6. Other (specify) Total: 5 Unpaid Interns

Race/Ethnicity* [#s]: Black___ Hispanic_3_ Asian/Pacific Islander___ Native American___ White_2_ Two or more Races___

Gender* [#s]: M_1_ F_4_ N-B___ O___ U___

Additional comments:

[NYPD] FY 2024 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

[NYPD] FY 2024 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

E. 55-A Program

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

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

Q1 (9/30/2023): 34 Q2 (12/31/2023): _____ Q3 (3/31/2024): _____ Q4 (6/30/2024): _____

During the 1st Quarter, a total of 4 [number] new applications for the program were received.

During the 1st Quarter 4 participants left the program due to [state reasons] 2 voluntary retirement 1 competitive appointment and 1 title change.

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

During the 2nd Quarter _____ participants left the program due to [state reasons] _____.

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

During the 3rd Quarter _____ participants left the program due to [state reasons] _____.

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

During the 4th Quarter _____ participants left the program due to [state reasons] _____.

The 55-a Coordinator has achieved the following goals:

1. Disseminated 55-a information –

by e-mail: Yes No

in training sessions: Yes No

on the agency website: Yes No

through an agency newsletter: Yes No

Other: _____

2. _____

3. _____

[NYPD] FY 2024 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

VI. Selection (Hiring and Promotion)

Please review Section VI of your FY 2024 Diversity, Equity, Inclusion and EEO Plan and describe your activities for this quarter below:

Please list additional **Selection Strategies and Initiatives** which you set/declared in your FY 2024 Diversity, Equity, Inclusion and EEO Plan (*e.g., use of structured interview, EEO or APO representatives observing interviews, review of placements, review of e-hire applicant data*). 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.

The Personnel Bureau regularly distributes all job postings through the Department's Personnel Administrative Managers (one assigned to each Borough/Bureau). In addition, the Personnel Bureau sends out the DCAS annual and monthly civil service examination schedules.

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

NYPD uses a diverse panel of interviewers to conduct interviews. Structured interview training has been provided to all employees.

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

Review and analyze the demographics race/ethnicity and gender for those who received promotions/salary raises to ensure such practices are equitable. Monitor the results of action plans for any changes in the agency workforce including increases or decreases in applications of qualified applicants and selection rates. Engage in a collaborative effort between EEO, HR and managers where necessary, develop action plans to eliminate identified barriers

[NYPD] FY 2024 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

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

Review the demographics of employees who separated from agency on a quarterly basis.

5. Other:

During this Quarter the Agency activities included:	# of Vacancies	# of New Hires	# of New Promotions
Q1	# <u>896</u>	# <u>1117</u>	# <u>871</u>
Q2	# _____	# _____	# _____
Q3	# _____	# _____	# _____
Q4	# _____	# _____	# _____

VII. Training

Please provide your training information in Part II of the report “DEI-EEO Training Summary” (in MS Excel).

VIII. Reasonable Accommodation

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

The agency did input full Reasonable Accommodation activity on the DCAS Citywide Complaint and Reasonable Accommodation (CAD)

[NYPD] FY 2024 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

Database:

Q1: Yes No

Q2: Yes No

Q3: Yes No

Q4: Yes No

[NYPD] FY 2024 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

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 Reporting

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

Q1

Q2

Q3

Q4

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

The agency ensures that complaints are closed within 90 days.

Report all complaints and their disposition in the DCAS Citywide Complaint/Reasonable Accommodation Tracking System by logging into your CICS Account at: <https://mspwwa-ctwapx02.csc.nycnet/Login.aspx>

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

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

[NYPD] FY 2024 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

IX. 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 (EEOC) 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 EEOC or the other auditing agency.
- The agency has submitted or will submit to DCAS Citywide Equity and Inclusion an amendment letter, which shall amend the agency plan for FY 2023.
- The agency received a Certificate of Compliance from the auditing agency in 2022 or 2023.

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

[NYPD] FY 2024 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

Appendix A: EEO Personnel Details

EEO Personnel For 1st Quarter, FY 2024

Personnel Changes

Personnel Changes this Quarter: <input type="checkbox"/> No Changes		Number of Additions: 3		Number of Deletions: 6	
Employee's Name & Title	1. Sgt. King Tung	2. Det. Crystal Pineda	3. Lt. Nelson Ayala		
Nature of change	<input type="checkbox"/> Addition <input checked="" type="checkbox"/> Deletion	<input type="checkbox"/> Addition <input checked="" type="checkbox"/> Deletion	<input type="checkbox"/> Addition <input checked="" type="checkbox"/> Deletion		
Date of Change in EEO Role	Start Date or Termination Date: 09/30/23	Start Date or Termination Date: 08/28/23	Start Date or Termination Date: 07/14/23		
Employee's Name & Title	4. PO Rachel Magriz	5. Sgt. Tatiana Gomez	6. Comm Coord Fiona Yan		
Nature of change	<input checked="" type="checkbox"/> Addition <input type="checkbox"/> Deletion	<input checked="" type="checkbox"/> Addition <input type="checkbox"/> Deletion	<input checked="" type="checkbox"/> Addition <input type="checkbox"/> Deletion		
Date of Change in EEO Role	Start Date or Termination Date: 09/30/23	Start Date or Termination Date: 09/30/23	Start Date or Termination Date: 09/30/23		
For New EEO Professionals:					
Name & Title	Rachel Magriz	Tatiana Gomez	Fiona Yan		
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 checked="" type="checkbox"/> Other: ASL Sp.	<input type="checkbox"/> EEO Officer <input type="checkbox"/> EEO Counselor <input type="checkbox"/> EEO Trainer <input checked="" 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 checked="" type="checkbox"/> Other: MWBE sp.		
Percent of Time Devoted to EEO	<input checked="" type="checkbox"/> 100% <input type="checkbox"/> Other: (specify %):	<input checked="" type="checkbox"/> 100% <input type="checkbox"/> Other: (specify %):	<input checked="" type="checkbox"/> 100% <input type="checkbox"/> Other: (specify %):		
Name & Title					
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 %):		

[NYPD] FY 2024 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

Personnel Changes this Quarter: <input type="checkbox"/> No Changes		Number of Additions: 3	Number of Deletions: 6
Employee's Name & Title	4. Sgt. Marilyn Sosa	5. Sgt. Edwige Anatsui	6. ASA Michelle Robles
Nature of change	<input type="checkbox"/> Addition <input checked="" type="checkbox"/> Deletion	<input type="checkbox"/> Addition <input checked="" type="checkbox"/> Deletion	<input type="checkbox"/> Addition <input checked="" type="checkbox"/> Deletion
Date of Change in EEO Role	Start Date or Termination Date: 09/30/23	Start Date or Termination Date: 08/28/23	Start Date or Termination Date: 08/25/23
Personnel Changes this Quarter:			
Employee's Name & Title			
Nature of change	<input type="checkbox"/> Addition <input type="checkbox"/> Deletion	<input type="checkbox"/> Addition <input type="checkbox"/> Deletion	<input type="checkbox"/> Addition <input type="checkbox"/> Deletion
Date of Change in EEO Role	Start Date or Termination Date:	Start Date or Termination Date:	Start Date or Termination Date:
For New EEO Professionals:			
Name & Title	7.	8.	9.
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 %):
For New EEO Professionals:			
Name & Title			
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 %):

[NYPD] FY 2024 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

EEO Training Completed within the Last two years, including the current quarter (EEO and D&I Officers, Deputies, and all new EEO Professionals):

Name & EEO Role	1. Rachel Magriz	2. Tatiana Gomez	3. Fiona Yan
Completed EEO Trainings:			
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 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
4. Disability Awareness & Etiquette	<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
5. Unconscious Bias	<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
6. Microaggressions	<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
7. EEO Officer Essentials: Complaint/Investigative Processes	<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
8. EEO Officer Essentials: Reasonable Accommodation	<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
9. Essential 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 type="checkbox"/> Yes <input checked="" type="checkbox"/> No
10. Understanding CEEDS Reports	<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

[NYPD] FY 2024 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

EEO Personnel Training Continued:

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

[NYPD] FY 2024 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

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

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

MAILING ADDRESS: 375 Pearl Street, 15th Floor Suite 4, New York, 10038

Diversity and EEO Staffing as of 1st Quarter FY 2024*

<u>EEO\ Diversity Role</u>	<u>Name</u>	<u>Civil Service Title</u>	<u>% of Time Devoted to EEO & Diversity Functions</u>	<u>Office E-mail Address</u>	<u>Telephone #</u>
EEO Officer/Director	Wendy Garcia Deputy Commissioner, Equity and Inclusion	Administrative Staff Analyst	<u>100%</u>	Wendy.Garcia@nypd.org	646-610-8139
Deputy EEO Officer OR Co-EEO Officer	Jordan Farnham, Executive Director, Equal Employment Opportunity Division, Equity and Inclusion	Exec Agency Counsel	<u>100%</u>	Jordan.Farnham@nypd.org	646-610-5330
Chief Diversity & Inclusion Officer	Wendy Garcia Deputy Commissioner, Equity and Inclusion	Administrative Staff Analyst	<u>100%</u>	Wendy.Garcia@nypd.org	646-610-8139
Diversity & Inclusion Officer					
Chief Diversity Officer/Chief MWBE Officer per E.O. 59	Wendy Garcia Deputy Commissioner, Equity and Inclusion	Administrative Staff Analyst	<u>100%</u>	Wendy.Garcia@nypd.org	646-610-8139

[NYPD] FY 2024 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

ADA Coordinator	<u>Dinorah Zorilla-Aristy, Assistant Commissioner, Equity and Inclusion</u>	Assistant Commissioner	<u>100%</u>	<u>Dinorah.Aristy@nypd.org</u>	<u>646-610-8139</u>
Disability Rights Coordinator	<u>Dinorah Zorilla-Aristy, Assistant Commissioner, Equity and Inclusion</u>	Assistant Commissioner	<u>100%</u>	<u>Dinorah.Aristy@nypd.org</u>	<u>646-610-8139</u>
Disability Services Facilitator	<u>Dinorah Zorilla-Aristy, Assistant Commissioner, Equity and Inclusion</u>	Assistant Commissioner	<u>100%</u>	<u>Dinorah.Aristy@nypd.org</u>	<u>646-610-8139</u>
55-a Coordinator	<u>M. Alexa Samarotto, Executive Director, Human Resources Division</u>	Administrative Staff Analyst	<u>100%</u>	<u>Margaret.Samarotto@nypd.org</u>	<u>646-610-4057</u>
Career Counselor	<u>Daniel Dooley, Inspector, Office of Professional Development</u>	Inspector	<u>100%</u>	<u>DanielDooley@nypd.org</u>	<u>646-610-7862</u>
EEO Counselor					
EEO Investigator					
EEO Counselor\ Investigator					
Investigator/Trainer					
EEO Training Liaison	<u>John Hubbard, Lieutenant, Equity and Inclusion</u>	Lieutenant	<u>100%</u>	<u>John.Hubbard@nypd.org</u>	<u>646-610-6594</u>
Other (specify)					
Other (specify)					

* Please note changes (new personnel filling the specified role). You may insert additional entries as needed. Title refers to the civil service title. If there is an

[NYPD] FY 2024 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

EEO\Diversity role that your staff performs that is not on the list above, you may indicate it on the chart. You may provide full contact information once if several roles are performed by the same person.

<u>AGENCY EEO AND DIVERSITY PERSONNEL</u>					
Name of Agency: <u>POLICE DEPARTMENT</u>					
<u>1st Quarter FY 2024</u>					
<u>Name</u>	<u>Title</u>	<u>EEO\Diversity Role</u>	<u>Percentage of Time (%) Spent in EEO\Diversity Functions</u>	<u>E-mail Address</u>	<u>Telephone #</u>
-					
<u>GARCIA, WENDY</u>	<u>DEPUTY COMMISSIONER, EQUITY AND INCLUSION</u>	<u>CHIEF EEO OFFICER</u>	<u>100%</u>	WENDY.GARCIA@NYPD.ORG	<u>646-610-8139</u>
<u>CHEN, NANHAO</u>	<u>LIEUTENANT</u>	<u>INVESTIGATOR TEAM LEADER - TEAM 1</u>	<u>100%</u>	NANHAO.CHEN@NYPD.ORG	<u>646-610-5330</u>
<u>SMITH, MARIE</u>	<u>SERGEANT</u>	<u>SUPERVISOR/INVESTIGATOR</u>	<u>100%</u>	MARIE.SMITH@NYPD.ORG	<u>646-610-5330</u>
<u>DEJESUS, ELIXANDRA</u>	<u>DETECTIVE</u>	<u>INVESTIGATOR</u>	<u>100%</u>	ELIXANDRA.DEJESUS@NYPD.ORG	<u>646-610-5330</u>
<u>WONG, MATTHEW</u>	<u>SERGEANT</u>	<u>SUPERVISOR/INVESTIGATOR</u>	<u>100%</u>	MATTHEW.WONG@NYPD.ORG	<u>646-610-5330</u>
<u>ROLON, RAUL</u>	<u>DETECTIVE</u>	<u>INVESTIGATOR</u>	<u>100%</u>	RAUL.ROLON@NYPD.ORG	<u>646-610-</u>

[NYPD] FY 2024 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

					<u>5330</u>
<u>KOO, BRIAN</u>	<u>SERGEANT</u>	<u>INVESTIGATOR</u>	<u>100%</u>	BRIAN.KOO@NYPD.ORG	<u>646-610-5330</u>
<u>HUBBARD, JOHN</u>	<u>SERGEANT</u>	<u>TRAINING LIAISON</u>	<u>100%</u>	JOHN.HUBBARD@NYPD.ORG	<u>646-610-5072</u>
<u>MCLAUGHLIN, KATELYNN</u>	<u>POLICE OFFICER</u>	<u>RESEARCH& EVALUATION</u>	<u>100%</u>	KATELYNN.MCLAUGHLIN@NYPD.ORG	<u>646-610-8139</u>
<u>GONZALEZ, DAWN</u>	<u>PRINCIPAL ADMIN. ASSOC.</u>	<u>ADMINISTRATIVE SUPPORT</u>	<u>100%</u>	DAWN.GONZALEZ@NYPD.ORG	<u>646-610-5330</u>
<u>HAWKINS, KIM</u>	<u>POLICE ADMIN. AIDE</u>	<u>ADMINISTRATIVE SUPPORT</u>	<u>100%</u>	KIM.HAWKINS@NYPD.ORG	<u>646-610-5072</u>
<u>ULYSSE, BRIAN J.</u>	<u>ADMINISTRATIVE STAFF ANALYST II</u>	<u>RESEARCH& EVALUATION</u>	<u>100%</u>	BRIAN.ULYSSE@NYPD.ORG	<u>646-610-5330</u>
<u>PERRY, LEAH</u>	<u>ADMINISTRATIVE MANAGER</u>	<u>ADMINISTRATIVE SUPPORT</u>	<u>100%</u>	LEAH.PERRY@NYPD.ORG	<u>646-610-8139</u>
<u>FELICIANO, JOAN</u>	<u>SR. POLICE ADMIN. AIDE</u>	<u>ADMINISTRATIVE SUPPORT</u>	<u>100%</u>	JOAN.FELICIANO@NYPD.ORG	<u>646-610-5330</u>
<u>PEREZ, KATHY</u>	<u>DETECTIVE</u>	<u>REASONABLE ACCOMMODATIONS</u>	<u>100%</u>	KATHY.PEREZ@NYPD.ORG	<u>646-610-5330</u>
<u>BILLUPS, JUSTINE D.</u>	<u>CITY RESEARCH SCIENTIST</u>	<u>WOMEN'S INSTITUTE/MENTORING UNIT</u>	<u>100%</u>	JUSTINE.BILLUPS@NYPD.ORG	<u>646-610-8139</u>
<u>CLARKE, KIAH</u>	<u>COMMUNITY ASSISTANT</u>	<u>RESEARCH& EVALUATION</u>	<u>100%</u>	KIAH.CLARKE@NYPD.ORG	<u>646-610-8139</u>
<u>CORRADO, CRYSTALLEE</u>	<u>SERGEANT</u>	<u>REASONABLE ACCOMMODATIONS SPECIALIST</u>	<u>100%</u>	CRYSTALLEE.CORRADO@NYPD.ORG	<u>646-610-5072</u>
<u>WEADOCK, DANIEL</u>	<u>LIEUTENANT</u>	<u>OFFICE OF EQUITY INCLUSION LIEUTENANT</u>	<u>100%</u>	DANIEL.WEADOCK@NYPD.ORG	<u>646-610-8139</u>

[NYPD] FY 2024 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

<u>WILLIAMS, SHAWANN</u>	<u>ADMINISTRATIVE MANAGER</u>	<u>ADMINISTRATIVE SUPPORT</u>	<u>100%</u>	<u>SHAWANN.WILLIAMS@NYPD.ORG</u>	<u>646-610- 8139</u>
<u>FARNHAM, JORDAN</u>	<u>EXECUTIVE DIRECTOR, EXEC AGENCY COUNSEL OFFICE OF EQUITY AND INCLUSION</u>	<u>EEO OFFICER</u>	<u>100%</u>	<u>JORDAN.FARNHAM@NYPD.ORG</u>	<u>646-610- 5330</u>
<u>MILLER, TYRICE</u>	<u>DEPUTY INSPECTOR</u>	<u>COMMANDING OFFICER, EQUAL EMPLOYMENT OPPORTUNITY DIVISION</u>	<u>100%</u>	<u>TYRICE.MILLER@NYPD.ORG</u>	<u>646-610- 5330</u>
<u>LEREBOURS, LUIS</u>	<u>LIEUTENANT</u>	<u>REASONABLE ACCOMMODATIONS LIEUTENANT</u>	<u>100%</u>	<u>LUIS.LEREBOURS@NYPD.ORG</u>	<u>646-610- 5072</u>
<u>VEGA, NELLY</u>	<u>SERGEANT</u>	<u>TRAINING</u>	<u>100%</u>	<u>NELLY.VEGA@NYPD.ORG</u>	<u>646-610- 5072</u>
<u>CASCONE, MICHAEL</u>	<u>SERGEANT</u>	<u>REASONABLE ACCOMMODATION SPECIALIST</u>	<u>100%</u>	<u>MICHAEL.CASCONE@NYPD.ORG</u>	<u>646-610- 5072</u>
<u>CARVAJAL, JOSUE</u>	<u>SERGEANT</u>	<u>REASONABLE ACCOMMODATION SPECIALIST</u>	<u>100%</u>	<u>JOSUE.CARVAJAL@NYPD.ORG</u>	<u>646-610- 5072</u>
<u>PEREZ, STEPHANIE</u>	<u>DETECTIVE</u>	<u>INVESTIGATOR</u>	<u>100%</u>	<u>STEPHANIE.PEREZ@NYPD.ORG</u>	<u>646-610- 5330</u>
<u>DORSEY, WAYNE</u>	<u>DETECTIVE</u>	<u>RESEARCH& EVALUATION</u>	<u>100%</u>	<u>WAYNE.DORSEY@NYPD.ORG</u>	<u>646-610- 8139</u>
<u>HAMPTON, DORTHEA</u>	<u>ADMINISTRATIVE MANAGER</u>	<u>EEO LIAISON COORDINATOR/EEO COUNSELOR</u>	<u>100%</u>	<u>DORTHEA.HAMPTON@NYPD.ORG</u>	<u>646-610- 5072</u>
<u>HOSSAIN, SHAHADAT</u>	<u>POLICE ADMINISTRATIVE AIDE</u>	<u>ADMINISTRATIVE SUPPORT</u>	<u>100%</u>	<u>SHAHADAT.HOSSAIN@NYPD.ORG</u>	<u>646-610- 5330</u>
<u>SKRICHAK, HELEN</u>	<u>SERGEANT</u>	<u>TRAINING</u>	<u>100%</u>	<u>HELEN.SKRCHAK@NYPD.ORG</u>	<u>646-610- 5072</u>

[NYPD] FY 2024 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

<u>CHOUDHURY, MOHAMMED</u>	<u>SERGEANT</u>	<u>WOMEN'S INSTITUTE/MENTORING UNIT</u>	<u>100%</u>	MOHAMMED.CHOUDHURY@NYPD.ORG	<u>646-610-6501</u>
<u>WILSON, RACQUELL</u>	<u>LIEUTENANT</u>	<u>ERG LIAISON</u>	<u>100%</u>	RACQUELL.WILSON@NYPD.ORG	<u>646-610-8139</u>
<u>FIELDS, MONIQUE</u>	<u>POLICE ADMINISTRATIVE AIDE</u>	<u>ADMINISTRATIVE SUPPORT</u>	<u>100%</u>	MONIQUE.FIELDS@NYPD.ORG	<u>646-610-7359</u>
<u>ELSOKARY, AML</u>	<u>SERGEANT</u>	<u>INVESTIGATOR</u>	<u>100%</u>	AML.ELSOKARY@NYPD.ORG	<u>646-610-5330</u>
<u>BETHEL, JOVONA</u>	<u>ADMINISTRATIVE STAFF ANALYST</u>	<u>WOMEN'S INSTITUTE</u>	<u>100%</u>	JOVONA.BETHEL@NYPD.ORG	<u>646-610-8139</u>
<u>SORIANO, AMAURY</u>	<u>LIEUTENANT</u>	<u>INVESTIGATOR TEAM LEADER - TEAM 2</u>	<u>100%</u>	AMAURY.SORIANO@NYPD.ORG	<u>646-610-5330</u>
<u>ALTAHERI, JAMIEL</u>	<u>DEPUTY INSPECTOR</u>	<u>COMMANDING OFFICER, EQUITY & INCLUSION</u>	<u>100%</u>	JAMIEL.ALTAHERI@NYPD.ORG	<u>646-610-8139</u>
<u>ZORILLA-ARISTY, DINORAH MIGUELINA</u>	<u>ASSISTANT COMMISSIONER EEO</u>	<u>ASSISTANT COMMISSIONER EEO</u>	<u>100%</u>	DINORAH.ARISTY@NYPD.ORG	<u>646-610-8139</u>
<u>GOMEZ, TATIANA</u>	<u>SERGEANT</u>	<u>INVESTIGATOR</u>	<u>100%</u>	TATIANA.GOMEZ@NYPD.ORG	<u>646-610-5330</u>
<u>PARKER, CAILAH</u>	<u>ASSOC PUB INFO SPEC</u>	<u>SOCIAL MEDIA SPECIALIST</u>	<u>100%</u>	CAILAH.PARKER@NYPD.ORG	<u>646-610-8139</u>
<u>MAGRIZ, RACHEL</u>	<u>POLICE OFFICER</u>	<u>ASL FACILIATOR</u>	<u>100%</u>	RACHEL.MAGRIZ@NYPD.ORG	<u>646-610-8139</u>