

FY 2022 AGENCY QUARTERLY DIVERSITY AND EEO REPORT

AGENCY NAME: <u> NYPD </u>			
<input type="checkbox"/> 1 st Quarter (July -September), due October 29, 2021		<input type="checkbox"/> 2 nd Quarter (October - December), due January 31, 2022	
<input type="checkbox"/> 3 rd Quarter (January -March), due April 29, 2022		<input checked="" type="checkbox"/> 4 th Quarter (April -June), due July 29, 2022	
Prepared by:			
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E-mail Address		Telephone No.	
Date Submitted: <u> 07/29/2022 </u>			
<i>FOR DCAS USE ONLY:</i>		<i>Date Received:</i>	

INSTRUCTIONS FOR FILLING OUT QUARTERLY REPORTS FY 2022

[NOTE: These forms are cumulative and intended to retain information for the entire FY 2022. For Q2, Q3 and Q4 use previous quarter’s submission to update, retaining all information for the prior quarters]

1. Please save this file as ‘**XXXX Quarter X FY 2022 DEEO 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 and EEO Training Summary” details in Part II - Training Summary [see the attached Excel file]. Under Section 10 (“Other Diversity/EEO Related”), 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 2022 DEEO 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.

PART I: NARRATIVE SUMMARY

I. COMMITMENT AND ACCOUNTABILITY STATEMENT BY THE AGENCY HEAD

Distributed to all agency employees? Yes, On (Date): 07/27/2021 No
 By e-mail
 Posted on agency intranet
 Other _____

II. RECOGNITION AND ACCOMPLISHMENTS

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

- Diversity & EEO Awards
- Diversity and EEO Appreciation Events
- Public Notices
- Positive Comments in Performance Appraisals
- Other (please specify): Admin Bulletin on Sexual Harassment Policy distributed agency-wide by e-mail on 08/17/2021.

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

III. WORKFORCE REVIEW AND ANALYSIS

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

Q1 (9/30/2021): 50,948 Q2 (12/31/2021): 50,647 Q3 (3/31/2022): 50,511 Q4 (6/30/2022): 50,545

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

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

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

Agency’s intranet site

Newsletters and internal Agency Publications

On-boarding of new employees

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

Yes , On (Dates): 7/7/2022

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

The review was conducted with:

Human Resources

Human Resources

Human Resources

Human Resources

Agency Head

Agency Head

Agency Head

Agency Head

General Counsel

General Counsel

General Counsel

General Counsel

Other _____

Other _____

Other _____

Other _____

Not conducted

Not conducted

Not conducted

Not conducted

IV. EEO, DIVERSITY, INCLUSION, AND EQUITY INITIATIVES FOR FY 2022

Please describe your progress this quarter in implementing the primary goals in Section IV of your Agency Diversity and EEO Plan for FY 2022 - Proactive Strategies to Enhance Diversity, EEO and Inclusion:

A. WORKFORCE:

Please list the Workforce Goal(s) included in <i>Section IV: Proactive Strategies to Enhance Diversity, EEO and Inclusion</i> , which you set/declared in your FY 2022 Diversity and EEO Plan (e.g., underutilization, workforce planning, succession planning and diverse applicant pool, among others):	Please describe the steps that your agency has taken to meet the Workforce Goal(s) set/declared in your plan. <ul style="list-style-type: none"> • Include steps that were taken or considered to build an inclusive and sustainable pipeline for your agency across all levels. 	Q1 Update	Q2 Update	Q3 Update	Q4 Update
Mentoring Program/Unit assists NYPD employees in making the best of their careers early on, and also provides career guidance for those seeking to advance within the Department. The Mentoring Unit serves as an additional resource in the Department's goal to support and develop its employees.	Staffing for the mentorship program is underway. There have been negotiations for a possible partnership with CUNY-ISLG. Accepting applications for mentors and mentees. All 47 Participants of program are actively engaging. Office of Equity and Inclusion has conducted a check-in with mentor and mentee resulting in positive feedback. Both wish to remain in program.	<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	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
NYPD Civilian History Guidebook	The Office of Equity and Inclusion created a Civilian MOS History of the NYPD booklet.	<input checked="" 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	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>

LGBTQIA+ RESOURCE GUIDES	Office of Equity and Inclusion circulated a resource guide on LGBTQIA Diversity and Inclusion Terminology as well a resource guide on Gender Inclusive Pronouns	<input type="checkbox"/> Planned <input type="checkbox"/> Not started <input type="checkbox"/> Ongoing <input type="checkbox"/> Delayed <input type="checkbox"/> Deferred <input checked="" type="checkbox"/> Completed	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
Fraternization Policy	On 04/04/2022, the Department’s Fraternalization policy has been issued and revised in the Administrative guide under Prohibited Conduct. Distributed via email and agency intranet to all members of service.	<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	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/>
Civilian Workplace Issues Working Group	Civilian Workplace Issues Working Group entails discussions with NYPD Civilian personnel to improve workplace.	<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	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
Structured Interviewing	Examining the impact of unconscious bias on the employee interview and selection process. Online training module created. Training module open to all members of service via NYPDU online portal.	<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	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
Support Groups The Health and Wellness Section clinical team is offering a variety of groups to support our members. The support groups were created to provide proactive dedicated support hours to meet members of service needs.	Relationship Support Group: This hour long group will give space to our MOS to discuss their relationship questions and concerns. This group is open to all, and will run weekly on Thursdays at Noon, with the 1st and 3rd Thursday of the month focusing on general relationship issues, and the 2nd and 4th Thursday of the month focusing on LGBTQIA+ relationship issues.	<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	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input checked="" type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>

	<p>Military Support Group: This weekly hour-long meeting is hosted by both Dr. James Pollock, Psychologist at Health and Wellness, and an Employee Assistance Unit Peer Counselor. They are here to provide support, resources, and space to discuss your unique strengths and experiences as NYPD MOS. Begins 6/27/2022</p> <p>Parenting and Caregiver Support Group: This weekly support group is for MOS looking for support as they navigate being a parent and/or caregiver. Topics include: Resources for mental health services, Balancing the needs of others and yourself, Tips for communication and problem-solving, Life transitions, School safety, Behavioral issues among school age children. Begins weekly every Tuesday starting 6/28/2022</p> <p>Stress Management and Self-Care Support Group: This hour long, weekly group will provide stress support and offer potential solutions for those wanting a more structured direction during their time away from employment. This group is open to all & will run weekly starting June 29th on Wednesdays.</p>				
<p>Women’s Institute</p>	<p>On June 29, 2022, the Office of Equity and Inclusion is excited to reinstate the Women’s Institute. Participants will take part in quarterly training sessions that will focus on career advancement and networking, along with professional and individual growth. The program will run from September through June and reopen every summer to give more women the chance to participate. Meetings will take place at One Police Plaza and at the Police Academy.</p> <p>This cohort is open to ALL members of the service who identify as women, however, seats are limited. Only 100 members will be selected to</p>	<p><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</p>	<p><input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/></p>	<p><input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/></p>	<p><input checked="" type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/></p>

	participate in the 2022-2023 cohort. Meetings will be held quarterly and you must participate in at least three events to receive credit for the program.																			
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Describe steps that were taken or considered to address underutilization identified through quarterly workforce reports. Please list Job Groups where underutilization exists in the current quarter.																				
<p>Recruiting candidates from Diversity Groups utilizing various sources (e.g., web chats, directed online campaign, ad placement in professional and occupation-specific journals, etc.)</p> <table border="0" style="width: 100%;"> <tr> <td style="width: 33%;">Blacks-Police Job Group</td> <td style="width: 33%;">Asians-Technicians Job Group</td> <td style="width: 33%;">Females-Craft Job Group</td> </tr> <tr> <td>Blacks-Craft Job Group</td> <td></td> <td>Females-Health Professionals Job Group</td> </tr> <tr> <td>Blacks-Health Professionals Job Group</td> <td></td> <td>Females-Social Workers Job Group</td> </tr> <tr> <td>Blacks-Social Worker Job Group</td> <td></td> <td>Females-Laborers Job Group</td> </tr> <tr> <td>Blacks-Teachers and Counselors Job Group</td> <td></td> <td></td> </tr> </table>						Blacks-Police Job Group	Asians-Technicians 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	Blacks-Teachers and Counselors Job Group		
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Blacks-Social Worker Job Group		Females-Laborers Job Group																		
Blacks-Teachers and Counselors Job Group																				
(Empty space for additional notes or job groups)																				

B. WORKPLACE:

Please list the Workplace Goal(s) included in <i>Section IV: Proactive Strategies to Enhance Diversity, EEO and Inclusion</i> , which you set/declared in your FY 2022 Diversity and EEO Plan (e.g., job satisfaction/engagement surveys, exit interviews/surveys, and onboarding surveys):	Please describe the steps that your agency has taken to meet the Workplace Goal(s) set/declared in your plan. <ul style="list-style-type: none">• Include steps that were taken or considered to create inclusive work environment which values differences that each of your unique employees brings to work, and to maintain focus on retaining talent across all levels.	Q1 Update	Q2 Update	Q3 Update	Q4 Update
Sexual Harassment Training, Exec. Ord 16 Training		<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	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
Promoting a diverse and inclusive work environment	Hiring and interviewing candidates from Diversity Group’s job pool via LinkedIn. Hiring and interviewing candidates from recommended Employee Resource Groups.	<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	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
Barriers: Exit Interview and Resignations		<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	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>

<p>Three new Fraternal Organizations (ERGs) were officially recognized by the NYPD: ALEO - African Law Enforcement Organization IOS - INDIAN OFFICERS SOCIETY IOS JAmLEO - Jamaican American Law Enforcement Organization</p> <p>On December 1, 2021, the Fraternal Recognition Review Board convened to review the applications from three organizations who are seeking official recognition by the Department. The Board consisted of representatives from the following bureaus and units: Deputy Commissioner Equity & Inclusion, Legal Bureau, Chief of Personnel, Family Assistance Section and the undersigned as Chair.</p>	<p>ALEO-The African Law Enforcement Organization was created to unify, promote and extol the many virtues and cultural uniqueness of law enforcement officers whose direct lineage is that to the many countries in the African Continent.</p> <p>IOS- Indian Officers first joined the NYPD Asian Jade Society, but there were distinct cultural differences within the group and many Indian Officers chose to join the Desi Society. The Desi Society primarily comprised by officers of South Asian descent including India; the largest country in South Asia. However, many officers felt that these two societies did not specifically represent key Indian values, traditions and heritage, which was demonstrated by the relatively small number of Indian-American members in those fraternal organizations. Much of the cultural values were not being represented or celebrated and we feel the creation of the IOS can fill that deficit.</p> <p>JAmLEO - For the first time in history the department will have an organization that specifically represents the unique Jamaican heritage. The creation of JAmLEO was necessary to accommodate the needs of Jamaican members in the department, and to assist the department in welcoming the rich Jamaican culture. Also, JAmLEO will benefit the department by building bridges with Jamaican members and the Jamaican community in NYC.</p>	<p><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</p>	<p><input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/></p>	<p><input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/></p>	<p><input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/></p>
<p>Organizational Guide</p>	<p>To ensure members of the service are aware of the structure, mission and functions of units within the NYPD, the Organization Guide has been made available electronically via the NYPD's Intranet, as part of the Department Manual. The Organization Guide is a compilation of the latest Interim Orders that have been published concerning the composition of each Bureau within the NYPD.</p>	<p><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</p>	<p><input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/></p>	<p><input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/></p>	<p><input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/></p>

<p>Innovation Steering Committee Focus Groups</p>	<p>Innovation Steering Committee (ISC) will be exploring various topics related to policing and innovation and making recommendations to the Police Commissioner. In order to ensure the Department receives a diverse range of feedback and gains an in-depth understanding on these various topics, focus groups will be convened to discuss the feasibility of the recommendations, gather general opinions and sentiment and will allow all members of the service to participate in a joint effort to move the Department in a positive direction. Survey distributed department-wide on 6/30/2022 via Administrative Bulletin.</p>	<p><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</p>	<p><input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/></p>	<p><input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/></p>	<p><input checked="" type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/></p>
<p>Please specify any other EEO-related activities designed to improve/enhance the workplace during the quarter (e.g., postings, meetings, cultural programs promoting diversity, newsletters/articles, etc.) and describe briefly the activities, including the dates when the activities occurred.</p>					
<p>The Office of Equity and Inclusion (OEI) hosted Open Houses for various Fraternal Groups and Strategic partners. Members of these groups were able to walkthrough office, meet and greet with the staff and ask questions related to staff function. The training staff presentation focused on EEO initiatives aligned with the groups'. During Pride Week, Gay Officer Action League (GOAL) attended Open House with NYPD's OEI Bureau.</p>					

C. COMMUNITY:

Please list the Community Goal(s) included in <i>Section IV: Proactive Strategies to Enhance Diversity, EEO and Inclusion</i> , which you set/declared in your FY 2022 Diversity and EEO Plan (e.g., community outreach and engagement, MWBE participation and customer satisfaction surveys):	Please describe the steps that your agency has taken to meet the Community Goal(s) set/declared in your plan. <ul style="list-style-type: none"> • Include steps that were taken or considered to establish your agency as a leading service provider to the citizens of New York City focused on inclusion and cultural competency, while reflecting the variety of communities that are served. 	Q1 Update	Q2 Update	Q3 Update	Q4 Update
Community Council Meetings	Throughout the Quarter, the NYPD participated in community council meetings across New York City by video conference and limited in person attendance.	<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	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
Faith and Blue	On April 6, 2022 NYPD Community Affairs Bureau held a pre-Passover security meeting where Jewish Community leaders were addressed by Police Commissioner Keechant Sewell and Mayor Eric Adams. On April 19, 2022, in partnership with the 43 rd Precinct, Throgs Neck TA Monique Johnson, elected officials and the community participated in a Prayer March against Violence. On April 26, 2022 Deputy Commissioner of Community Affairs Mark Stewart held a meet and greet with Bishop Brennan of the Brooklyn/Queens Diocese.	<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	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>

<p>Citizens Police Academy</p> <p>A 6-week community training program that provides members of the community with a background and deeper understanding of NYPD policies and activities, as well as the structure and limit of police power. The program replicates and condenses the NYPD recruit training regimen, allowing New Yorkers to gain a deeper understanding of skills and abilities that police officers bring to their work in the community.</p>	<p>This year’s participants graduated April 13, 2022</p>	<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	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/>
<p>Women’s Self-Defense Classes</p>	<p>Community Affairs Bureau Queens Outreach Team in collaboration with GentleArt Studio Instructors held a women’s self-defense classes on 1/16/22 and 03/18/22 in Queens.</p>	<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	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
<p>Ramadan Passover</p> <p>Asian Pacific Heritage Month Sikh Heritage Month</p> <p>Arab American Heritage Month Easter</p> <p>Caribbean American Heritage Happy Pride Month</p> <p>Month</p> <p>Juneteenth</p>	<p>The NYPD acknowledged various employee heritages and holidays via NYPD intranet.</p>	<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	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/>
<p>Asian American Pacific Islander Celebration</p>	<p>On 06/06/2022 the NYPD held an AAPI Heritage Celebration at 1 Police Plaza celebrating the culture and contributions of our Asian, South Asian and Pacific Islander members of service. For the first time this event was jointly coordinated by 7 different fraternal organizations.</p>	<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	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/>

<p>Police Officer Exam</p>	<p>The NYPD is hiring. Exam is free of charge. NYPD has advertised for entrance exam, on Facebook, Twitter and Instagram, radio and TV. The NYPD also provided exam tutorials to applicants.</p>	<p><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</p>	<p><input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/></p>	<p><input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/></p>	<p><input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/></p>
<p>The Law Enforcement Explorers program provides young men and women from the city's diverse communities with an introduction to a career in law enforcement or a related field in the criminal justice system. The program, geared for ages 14 to 20, often results in strengthening ties between the community and police. Explorers are taught the importance of higher education, self-discipline, and respect for diversity and human dignity through training, involvement in community service projects, and other Exploring events.</p>	<p>On April 21, 2022 the NYPD Explorers Award Ceremony was held with guest speakers, awardees food and dancing.</p>	<p><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</p>	<p><input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/></p>	<p><input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/></p>	<p><input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/></p>
<p>Please specify any other Community-directed activities during the quarter (e.g., meetings, educational and cultural programs, promotion of agency services, community fairs, etc.) and describe briefly the activities, including the dates when the activities occurred.</p>					
Empty space for additional activities					

D. EQUITY and RACE RELATIONS INITIATIVES:

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

The Office of Equity & Inclusion posts resources on equity and social justice on its Department portal page. Recommendations in the categories of Books, Films and podcasts are provided. Members of service can email any recommendations to OEI@nypd.org. The list is updated periodically.

Mentoring program is underway. AS of 6/28/2022 new applications for mentors and mentees are being accepted. And is open to all employees.

V. RECRUITMENT

A. RECRUITMENT EFFORTS

Please list Recruitment Strategies and Initiatives which you set/declared in your FY 2022 Diversity 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):	Please describe the steps that your agency has taken to meet the Recruitment Goal(s) set/declared in your plan.	Q1 Update	Q2 Update	Q3 Update	Q4 Update
Review policies, procedures, and practices related to targeted outreach and recruitment.		<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	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
Review underutilization in job groups to inform recruitment efforts.		<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	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>	<input type="checkbox"/> <input type="checkbox"/> <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>
Please specify any Recruitment efforts and initiatives designed to increase the effectiveness and improve the hiring and selection reach of your agency during the quarter and describe briefly the activities, including the dates when the activities occurred.					

B. INTERNSHIPS/FELLOWSHIPS

The agency is providing the following internship opportunities in FY 2022:

[NOTE: Please update this table every quarter]

Type of Internship\Fellowship	Total	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	0		M ___ F ___ N-B ___ O ___ U ___
2. Public Service Corps	0		M ___ F ___ N-B ___ O ___ U ___
3. Summer College Interns	75	B:17 W:26 A:13 H:19	M _37_ F _38_ N-B _____ U ___
4. Summer Graduate Interns	25	B:3 W:11 A:6 H:5	M _9_ F _16_ N-B _____ U ___
5. Other (specify): College Aides	45	B:4 W:12 A:10 H:19	M _15_ F _30_ N-B _____ U ___

Additional Comments:

C. 55-A PROGRAM

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

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

Q1 (9/30/2021): 42 Q2 (12/31/2021): 42 Q3 (3/31/2022): 42 Q4 (6/30/2022): 39

During the 1st Quarter, a total of 0 [number] new applications for the program were received.
During the 1st Quarter 0 participants left the program due to [state reasons] _____.

During the 2nd Quarter, a total of 0 [number] new applications for the program were received.
During the 2nd Quarter 0 participants left the program due to [state reasons] _____.

During the 3rd Quarter, a total of 0 [number] new applications for the program were received.
During the 3rd Quarter 0 participants left the program due to [state reasons] _____.

During the 4th Quarter, a total of 0 [number] new applications for the program were received.
During the 4th Quarter 3 participants left the program due to [state reasons] 1-voluntary retirement and 2-appointed to competitive position.

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
- 2. _____
- 3. _____

VI. SELECTION (HIRING AND PROMOTION)

Please review Section VI of your Annual Plan and describe your activities for this quarter below:

<p>Please list additional Selection Strategies and Initiatives which you set/declared in your FY 2022 Diversity and EEO Plan (<i>include use of structured interview, EEO or APO representatives observing interviews, review of placements, review of e-hire applicant data</i>)</p>	<p>Please describe the steps that your agency has taken to meet the Selection (Hiring and Promotion) Goal(s) set/declared in your plan.</p>
<p>Career Counseling: Advising employees of opportunities for promotion and career development; Notification of promotion/transfer opportunities</p>	<p>Promote employee awareness of opportunities for promotion and transfer within the agency via agency email and agency intranet.</p>
<p>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</p>	<p>Facilitate the use of training to improve skills and access to career opportunities of all employees in its Leadership Program and via referrals to DCAS.</p>
<p>Describe the role of agency EEO Officer and other EEO staff in the selection of candidates for appointment or promotion (pre- and post-appointment)</p>	<p>In collaborative effort between EEO, HR and managers where necessary, develop action plans to eliminate identified barriers.</p> <p>Use a diverse panel of interviewers to conduct the interview.</p> <p>Have the EEO Officer review the interview questions.</p> <p>Have the EEO Officer sit in on interviews, where possible.</p>

Analyzing the impact of layoffs or terminations on racial, gender and age groups	The agency will use the DCAS Layoff procedure as guidance, should there be any layoffs, terminations and demotions due to legitimate business/operational reasons in FY 2022.				
Other:					
During this Quarter the Agency activities included:		Q1	Q2	Q3	Q4
	# of Vacancies	# <u>692</u>	# <u>650</u>	# <u>813</u>	# <u>830</u>
	# of New Hires	# <u>1100</u>	# <u>1309</u>	# <u>1207</u>	# <u>1570</u>
	# of New Promotions	# <u>1147</u>	# <u>702</u>	# <u>1048</u>	# <u>733</u>

VII. TRAINING

Please provide your training information in Part II of the report “DIVERSITY AND 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>

IX. COMPLIANCE AND IMPLEMENTATION OF REQUIREMENTS UNDER EXECUTIVE ORDERS AND LOCAL LAWS

A. EXECUTIVE ORDER 16: TRAINING ON TRANSGENDER DIVERSITY AND INCLUSION

Please provide E.O. 16 Training Information in Part II of the report “DIVERSITY AND EEO TRAINING SUMMARY” (in MS Excel).

B. EXECUTIVE ORDER 59: CHIEF DIVERSITY OFFICER /CHIEF MWBE OFFICER

The agency appointed new Chief Diversity Officer/ Chief MWBE Officer [different from the one listed in FY 2022 Annual Plan].

Provide the name and title of the new Chief MWBE Officer: _____

C. LOCAL LAW 92: ANNUAL SEXUAL HARASSMENT PREVENTION TRAINING

Please provide Sexual Harassment Prevention Training Information in Part II of the report “DIVERSITY AND EEO TRAINING SUMMARY” (in MS Excel).

D. 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-dcslnx01.csc.nycnet/Login.aspx>

E. LOCAL LAW 101: CLIMATE SURVEY

Please provide a short description of your efforts to analyze the results of climate survey in your agency.

Describe any follow-up measures taken to address the results of the 2018 Climate Survey:

The survey identified increasing awareness of EEO policies, laws and processes. To address these issues additional public information and resources including Administrative messages (to all employees), electronic boards, and NYPD intranet portal have been used to increase awareness of EEO related messages. The EEO Liaison Network has been launched with the goal of developing more and better trained EEO Liaisons who can promote EEO awareness and promote and provide EEO policies to all Department personnel.

Describe your analysis of the results of the 2020 Climate Survey (when provided by DCAS): The 2020 survey spotlighted that NYPD employees are aware of EEO policy and how to file a complaint. However, employees lacked knowledge on

what occurs after filing a complaint. NYPD employees are aware of reasonable accommodations; however, they are not knowledgeable on what occurs once it is processed. Survey results suggested that when employees were asked if they personally experienced the types of employment discrimination they a majority said yes in the following types: Race (18.1%), Color (14.8%), National/Origin/Ethnicity (12.4%), and Gender/Sexual Harassment (11%). The survey noted that NYPD employees who personally experienced discrimination 56.8% did not report and an additional 32.8% did not report but did discuss with coworker, friend or family. Slightly above 55% of NYPD employees believe their workplace is safe and free of violations of NYC EEO policy, believe their agency protects them, that they are treated equally & fairly. A majority of NYPD employees believe that agency takes actions to prevent violations of EEO policy including sexual harassment (64.4%). A majority of employees believe discrimination or sexual harassment is taken seriously and investigated (65.9%).

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 EEPD 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 NYC EEPD or the other auditing agency.
- The agency has submitted or will submit to OCEI an amendment letter, which shall amend the agency plan for FY 2022.
- The agency received a Certificate of Compliance from the auditing agency.
Please attach a copy of the Certificate of Compliance from the auditing agency.