

FDNY FY 2025 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

FDNY FY 2025 Agency Quarterly Diversity, Equity, Inclusion and EEO Report

Part I: Narrative Summary

Agency Name: FDNY

☐ 1st Quarter (July -September), due November 6, 2024

☐ 2nd Quarter (October – December), due January 30, 2025

☒ X 3rd Quarter (January -March), due April 30, 2025

☒ 4th Quarter (April -June), due July 30, 2025

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Name	Title	E-mail Address	Telephone No.
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Date Submitted: 8/14/25

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FOR DCAS USE ONLY:

Date Received:

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Instructions for Filling out Quarterly Reports FY 2025

[NOTE: These forms are cumulative and designed to retain and preserve information for the entire FY 2025.

For Q1 please copy the goals, programs, and initiatives from your draft of the FY 2025 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 2025 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 2025 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.**

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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, 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:**

1. Office of Diversity, Equity and Inclusion in partnership with Digital & Media Unit distributed the 4th edition of the WE ARE FDNY campaign posters, published screensavers, interviews in monthly newsletters and social media posts showcasing a diverse representation of the Department's members, in numerous positions, bureaus/units across the organization; posters displayed in all Firehouses, EMS stations and

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other FDNY locations; with QR code links to interviews with all members on the poster as a storytelling initiative, interviews published in monthly newsletters and social media posts highlighting the stories in the campaign.

2. Member of the Office of Diversity, Equity & Inclusion co-hosted a joinFDNY podcast with a Captain from Fire Service highlighting the diverse members of the department as part of the We Are FDNY campaign.

Quarter 3

1. Office of Diversity, Equity and Inclusion held a Meet and Greet with all affiliated organizations and the Fire Commissioner at department headquarters on January 9, 2025.
2. Office of Diversity, Equity & Inclusion worked with FDNY Vulcan Society to have a member of Fire Service be a guest on the joinFDNY podcast segment in February marking Black History Month.
3. Office of Diversity, Equity and Inclusion co-hosted a Ramadan Informational Event with FDNY Islamic Society at department headquarters on March 7, 2025.
4. Office of Diversity, Equity & Inclusion worked with United Women Firefighters to have two members be guests on the joinFDNY podcast segment in March marking Women's History Month.
5. Office of Diversity, Equity and Inclusion partnered with Media Unit to publish a 4-page spread in monthly department newsletter highlighting stories of 7 female members as part of Women's History Month in March 2025 edition.

Quarter 4

1. Office of Diversity, Equity & Inclusion worked with FDNY Phoenix Society host AAPI Heritage Month event at the department headquarters on May 27, 2025.

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III. Workforce Review and Analysis

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

Q1 (9/30/2024): **17,620** Q2 (12/31/2024): **17,178** Q3 (3/31/2025): **17,327** Q4 (6/30/2025): **17,618**

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: **9/30/2024** Q2 Review Date: **12/30/2024** Q3 Review date: **3/31/2025** Q4 Review date: **6/30/2025**

The review was conducted with:

☐ Agency Head

☒ Human Resources

☐ General Counsel

☐ Other _____

☐ Not conducted

☐ Agency Head

☐ Human Resources

☐ General Counsel

☐ Other _____

☐ Not conducted

☐ Agency Head

☐ Human Resources

☐ General Counsel

☐ Other _____

☐ Not conducted

☐ Agency Head

☐ Human Resources

☐ General Counsel

☐ Other _____

☐ Not conducted

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IV. EEO, Diversity, Inclusion and Equity Initiatives for FY 2025

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 2025.

A. Workforce:

Please list the **Goals, Planned Programs, Initiatives, and Actions aimed at Workforce** included in *Section IV: Diversity, Equity, Inclusion and EEO Initiatives for FY 2025*, which you set/declared in your FY 2025 Diversity, Equity, Inclusion and EEO Plan (e.g., underutilization, workforce planning, succession planning and diverse applicant pool, among others).

1. [Copy the planned Workforce Goal/Program/Action from FY 2025 DEI-EEO plan]

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

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

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

FDNY also participates in city youth apprenticeship and summer youth employment programs all aiding to create a diverse applicant pool in the future. For retention efforts, FDNY reviews anonymous exit interview data and provides internal and external professional development courses around soft skills and managerial skills and specific to employees' needs for their occupation.

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We advertise job opportunities allowing and encouraging internal candidates to apply and offer career counseling services within Human Resources and Recruitment and Retention.

Please describe the steps that your agency has taken to meet this goal/initiative. Include actions aimed at the composition of your workforce, recruitment, retention, promotion, and professional development to enhance equity, inclusion, and race relations in an integrated agency workforce. Pay attention to age inclusivity, non-traditional minorities, and engagement of traditional and older employees. A well-balanced, integrated workforce should help 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?

Workforce Goal/Initiative #1 Update:

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

2. [Copy the planned Workforce Goal/Program/Action from FY 2025 DEI-EEO plan]

Please describe the steps that your agency has taken to meet this goal/initiative. Include actions aimed at the composition of your workforce, recruitment, retention, promotion, and professional development to enhance equity, inclusion, and race relations in an integrated agency workforce. Pay attention to age inclusivity, non-

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traditional minorities, and engagement of traditional and older employees. A well-balanced, integrated workforce should help 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?

Workforce Goal/Initiative #2 Update:

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. [Copy the planned Workforce Goal/Program/Action from FY 2025 DEI-EEO plan]

Please describe the steps that your agency has taken to meet this goal/initiative. Include actions aimed at the composition of your workforce, recruitment, retention, promotion, and professional development to enhance equity, inclusion, and race relations in an integrated agency workforce. Pay attention to age inclusivity, non-traditional minorities, and engagement of traditional and older employees. A well-balanced, integrated workforce should help 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?

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Workforce Goal/Initiative #3 Update:

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 the planned Workforce Goal/Program/Action from FY 2025 DEI-EEO plan]

Please describe the steps that your agency has taken to meet this goal/initiative. Include actions aimed at the composition of your workforce, recruitment, retention, promotion, and professional development to enhance equity, inclusion, and race relations in an integrated agency workforce. Pay attention to age inclusivity, non-traditional minorities, and engagement of traditional and older employees. A well-balanced, integrated workforce should help 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?

Workforce Goal/Initiative #4 Update:

Q1 Update: ☐ Planned ☐ Not started ☐ Ongoing ☐ Delayed ☐ Deferred ☐ Completed

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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. 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.

B. Workplace:

Please list the Goals, Planned Programs, Initiatives, and Actions aimed at Workplace included in *Section IV: Diversity, Equity, Inclusion and EEO Initiatives for FY 2025*, which you set/declared in your FY 2025 Diversity, Equity, Inclusion and EEO Plan (e.g., job satisfaction/engagement surveys, exit interviews/surveys, and onboarding surveys).

1. [Copy Workplace Goal/Program/Action from FY 2025 DEI-EEO plan]

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

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the effectiveness of these actions?

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

As a compliance office, the EEO Office's mission is to enforce the EEO laws and Department policies, thereby ensuring a safe, professional and productive work environment to all its employees. The EEO Office seeks to prevent and remedy discrimination in all FDNY workplaces. This is accomplished by promoting a professional workplace in which each employee is treated with dignity and respect and has an equal opportunity to contribute to the mission of the FDNY. This will be accomplished through a multifaceted strategy that includes proactive advice and counsel at all levels of command, training, access to EEO related information and messaging, investigations of EEO violations, and the reasonable accommodation program.

Workplace Goal/Initiative #1 Update:

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

2. [Copy Workplace Goal/Program/Action from FY 2025 DEI-EEO plan]

Please describe the steps that your agency has taken to meet this goal/initiative. 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?

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Workplace Goal/Initiative #2 Update:

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. [Copy Workplace Goal/Program/Action from FY 20254 DEI-EEO plan]

Please describe the steps that your agency has taken to meet this goal/initiative. 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/Initiative #3 Update:

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 Workplace Goal/Program/Action from FY 2025 DEI-EEO plan]

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Please describe the steps that your agency has taken to meet this goal/initiative. 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/Initiative #4 Update:

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.

C. Community and Equity, Inclusion and Race Relations:

Please list the Planned Programs, Initiatives, Actions aimed at Community, Equity, Inclusion and Race Relations included in Section IV: Diversity, Equity, Inclusion and EEO Initiatives for FY 2025, which you set/declared in your

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FY 2025 Diversity, Equity, Inclusion and EEO Plan (e.g., community outreach and engagement, M/WBE participation and customer satisfaction surveys).

1. **[Copy Community/Equity/Inclusion Goal/Program/Action from FY 2025 DEI-EEO plan]**

Quarter 1

Community investment and education is the foremost fire prevention strategy. With this precept in mind, Community Affairs continued to strategize new methods of engagement to ensure a continuity in outreach. In the upcoming fiscal year 2025 fiscal year the FDNY participated in and facilitated the following community events:

Throughout the Summer of 2024, the FDNY conducted the 8th annual Summer Block Party initiative. To assist in outreach efforts and to bolster community relations. Five firehouses were selected throughout New York City and will serve as locations for community-based block party events. Coordinated activities included entertainment and education with the goal of achieving the following,

- Educating New York City communities on careers within Fire Suppression and Emergency Medical Response to support Department efforts in diversifying Firefighter ranks

- Enhance fire safety and emergency preparedness education for youth, senior citizens, disabled and ethnically diverse communities.

- Create a platform for communities to connect and identify local firehouses and members

Fire Prevention Week is scheduled for October 6- October 12. Tabling events were coordinated throughout NYC and promoted via community/elected email blasts and social media. Open House is scheduled for the weekend in which the over 200 firehouses open their doors and residents can learn about the critical life-saving work done by fire operations through apparatus tours and demonstrations of equipment, and fire and life safety information.

Fire Safety Education will continue the digital media team and school aged children to be featured in the FDNY Smart. Fire safety education unit is working with the Department of Education to establish a resource portal for administrators to access existing fire safety

Education curriculum, and formalize opportunities to increase Fire safety presentations in schools. Additionally, the Department is developing animated content to strengthen existing curriculum for Grades K-3.

FDNY in partnership with Administration of Children Services and American Red Cross is coordinating digital fire safety training for frontline child welfare staff. In this partnership workers learned how to examine homes for potential fire hazards and refer families for smoke alarm installations.

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

Community affairs work continuously to amplify lithium-ion battery safety messaging and best practices. Community Affairs worked with FDNY Digital and Social Media team to transition to educational content on a digital platform by creating videos and PSAs on topics relating to residential fire safety. Specifically creating new PSAs for lithium-ion battery safety messaging.

Similar to fire safety education, throughout 2024 CPR trainings were held both in person and virtually. The program equips New Yorkers with the skills to act in the event of cardiac arrest by offering free instruction across the five boroughs. The program, taught by certified FDNY EMS personnel, has successfully trained more than 70,000 New Yorkers in compressions-only CPR. The unit surpassed its CY21 annual goal of training over 2,500 New Yorkers in bystander CPR.

In CY25, the following activities will be carried out in support of the program:

CPR/ AED Awareness week June 1- June 7, Mobile CPR Training Unit will be coordinating a special educational campaign aimed at getting more New Yorkers to learn hands-only CPR. During this week we will facilitate a virtual CPR training for middle school and high-school students throughout the city.

FDNY Community Affairs continued to work with the NYC Department of Education and NYPD to coordinate high school- based outreach.

Throughout summer of 2024, the FDNY conducted the 8th annual Summer Block Party initiative to increase awareness of fire/life safety education and FDNY careers. This year we had record breaking attendance in post pandemic years. This year we had record breaking attendance with over 8,600 New Yorkers in attendance.

Quarter 2

Fire Prevention Week was a tremendous success, highlighted by strong community engagement and valuable educational initiatives. One of the key highlights was our well-attended Open House on October 19 and October 20, where visitors had the opportunity to explore fire safety equipment, meet local firefighters, and participate in interactive demonstrations. Additionally, our partnership with the Police Athletic League played a crucial role in reaching a broader audience, with joint activities focused on fire safety education for local youth. These efforts, alongside other safety workshops and training sessions, helped raise awareness about fire prevention and emergency preparedness. We are grateful for the enthusiastic participation from residents, schools, and businesses, and we look forward to continuing these collaborative efforts to keep our community safe.

On December 29th 2024 the Department held a Community Menorah Lighting Ceremony in the heart of Borough Park. The community

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Menorah lighting ceremony offered a unique and meaningful opportunity to blend cultural celebration with important fire safety education. By gathering members of the community together for this event, we are able to engage attendees in a relaxed, festive atmosphere while reinforcing critical fire safety messages. The lighting of the Menorah itself serves as a reminder to practice safety when using candles and other holiday decorations, reducing the risk of fire hazards during the holiday season.

Quarter 3

Public education continues to be one of the most cost-effective and equitable tools available for preventing fire-related emergencies, enhancing emergency preparedness, and protecting the general public and FDNY personnel before an emergency occurs. The FDNY's Community Affairs Unit (CAU) stands at this intersection of community empowerment and proactive education, ensuring that lifesaving knowledge reaches every borough, block, and neighbor.

As part of the centennial year of Fire Prevention, FDNY launched a focused outreach and resource campaign across 100 blocks identified as high-risk through incident data and vulnerability analysis. The agency continued to expand programs and resources for vulnerable populations and released community risk assessments for all 59 community boards across the five boroughs, offering detailed profiles of each neighborhood's emergency preparedness landscape, highlighting local fire risks, response gaps, and opportunities for resilience-building through community-led initiatives and programming.

Quarter 4

On April 8th, the agency hosted the Pre-Passover meeting. The Pre-Passover Community Roundtable was a key opportunity to strengthen collaboration, enhance public safety, and support community resilience ahead of the holiday. Passover is a time of deep cultural and religious significance, but it also brings unique logistical and safety challenges - especially around fire risk, and large gatherings. This engagement not only protects lives and property, but also reinforces the Fire Department's commitment to inclusion, cultural respect, and public service.

Please describe the steps that your agency has taken to meet this goal/initiative. Include actions taken to establish your agency as a leading service provider to the 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?

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

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

2. [Copy Community/Equity/Inclusion Goal/Program/Action from FY 2025 DEI-EEO plan]

Please describe the steps that your agency has taken to meet this goal/initiative. Include actions taken to establish your agency as a leading service provider to the 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?

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

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

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3. [Copy Community/Equity/Inclusion Goal/Program/Action from FY 2025 DEI-EEO plan]

Please describe the steps that your agency has taken to meet this goal/initiative. Include actions taken to establish your agency as a leading service provider to the 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?

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

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 Community/Equity/Inclusion Goal/Program/Action from FY 2025 DEI-EEO plan]

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Please describe the steps that your agency has taken to meet this goal/initiative. Include actions taken to establish your agency as a leading service provider to the 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?

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

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 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.

Youth Workforce & Pipeline Programs

Quarter 1

- The FDNY continues to expand our youth workforce initiatives that provide pipeline opportunities into the Department.
- **FDNY Captain Vernon A. Richard High School (FDNY High School):**

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- In September we officially absorbed another school on the Thomas Jefferson Campus into the FDNY High School. With the addition of the students from the High School for Civil Rights our enrollment increased from 225 students in 2023-24, to 461 in September 2024.
- Students at the FDNY High School can take a **4-year FDNY-specific curriculum track including Firefighter 101 (9th Grade), Fire Science & Emergency Management (10th Grade), EMS 101 (11th Grade), and FDNY Prep (12th Grade)**. FDNY Administrators, Firefighters, Paramedics and EMTs serve as Instructors for these programs and provide both academic and hands-on instruction.
 - Our Current Enrollment in our Curriculum Track is:
 - **Firefighter 101 = 103**
 - **Emergency Management = 85**
 - **EMS 101 = 35 (maximum allowed)**
 - **FDNY Prep = 36 (maximum allowed)**
- In September, the students in the **FDNY Prep Class went through a 3-Session Training Program led by Officers from the Fire Safety Education Unit**. Students were trained on how to present our Fire Safety Curriculum to the community.
- The FDNY also runs an **FDNY Exploring Post and the FDNY Robotics Team** on the Thomas Jefferson Campus, home of the FDNY High School.
- Aligning with the Chancellor's core pillar of prioritizing **wellness and nutrition**, the FDNY also provides students with a Fitness Instructor who focuses on meal planning, food journals and consistent workout schedules. The FDNY has also added **Wellness Curriculum** to our EMS 101 Course and our FDNY Prep Course with a **licensed counselor and PhD Candidate** serving as the Instructor.
- **FDNY Fire and Emergency Medical Services Exploring Program (FDNY Exploring)**: The FDNY Exploring Program, a division of Learning for Life under the leadership of the Boy Scouts of America, currently has 8 active Posts with more than 100 active Explorers. Explorers participate in regular Post Meetings, monthly trainings at the FDNY Fire Academy and the FDNY EMS Academy, represent the FDNY at community events and parades, and participate in extensive community service projects. Between July and September of 2024, in addition to attending their regular Post Meetings our Explorers attended/participated in the following:
 - **Represented the Department in:**
 - Oceanic July 4th Parade
 - Dominican Day Parade
 - West Indian Day Parade

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- African American Parade
- **Participated in Training Days with**
 - Bureau of Fire Investigation
 - Fire Safety Education
 - EMS Academy at Fort Totten
 - PSAC II Call Center
 - Marine 6
 - National 9/11 Memorial & Museum
- **Participated in Community Service Outings including**
 - World War II Veterans Honor Send-Off at JFK International Airport
 - FDNY Block Parties in Manhattan, Brooklyn, Staten Island
 - City Meals on Wheels
 - Tunnel 2 Towers Run
- **FDNY Youth EMS Academy (YEMSA):** YEMSA is a New York State EMT Basic Certification Course. Originally offered only to alumni of the FDNY High School and the FDNY Exploring Program, we have continued to expand this opportunity to young men and women in New York City between the ages of 17 and 28. We currently offer 3 cohorts of YEMSA per year: **Winter Youth EMS Academy (WEMSA)**, Tour 2; and **Summer Youth EMS Academy (SEMSA)**, Tour 2 and Tour 3. **In 2024, 82 Youth have earned their New York State EMT Basic Certification.** Ninety-eight (98) students are currently enrolled in our Pre-Requisite Program for our upcoming Winter Cohort (WEMSA 25).
 - Through the FDNY Youth EMS Academy the Department has achieved the following:
 - **682 FDNY Youth certified as New York State EMTs**
 - **207 Hired by the FDNY**
 - Hired/Promoted to **Firefighter = 30**
 - Promoted to **Paramedic = 17**
 - Hired as **EMTs = 121**
 - Hired as **EMS Trainees = 7**
 - Hired as **EMTs through Youth Alumni Program = 14**

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- Hired as **Fire Cadets = 18**
 - **328** Working as EMTs for Private Ambulance Companies
- **FDNY Fire Cadet Academy (FCA):** The FDNY launched the Fire Cadet Academy in June, 2023, with one hundred Fire Cadets were sworn into the Academy. This two-year apprenticeship program is designed to familiarize them with the operations of the Fire Department and to provide leadership training. Cadets will receive significant classroom, field and fitness training over the course of the two (2) year apprenticeship program. FCA's goal is for Fire Cadets to take the Promotion to Firefighter civil service exam during the program with the goal of having eligible Cadets enter Probationary Firefighter School upon completion of the Fire Cadet Academy. In addition, the Fire Cadet Academy has been evaluated by the National College Credit Recommendation Service (NCCRS) of the University of the State of New York. NCCRS credit recommendation is in the lower division baccalaureate/associate degree category, 35 total semester hours distributed as: 6 semester hours in Physical Education (2 semester hours in Health Science, or Exercise Science; and 4 semester hours in Physical Education, or Health Education); 6 semester hours in Fire Science, or Fire Service Administration; 6 semester hours in Fire Protection Technology; 5 semester hours in Emergency Management; and 12 semester hours in Public Service Administration.
 - Currently, there are 86 Fire Cadets enrolled in the FCA. All 86 Cadets have taken the Promotion to Firefighter Exam and awaiting test results from DCAS.
 - During the 1st year in the Fire Cadet Academy, our Cadets achieved/received the following:
 - **50 hours of Academic Instruction**
 - **20,000 hours of mentoring by their Cadet Advisors**
 - **40+ community service events**
 - **900+ work hours at rotations is more than 50 Bureaus/Units in the FDNY hosting Cadets**
 - Cadets are assessed 2-3 times per Work Rotation by their Work Site Supervisors.
 - As of today:
 - **60% of our Cadets meet the fitness standard to graduate from Probationary Firefighter School (PFS)**
 - **100% meet the Stair Mill with Weighted Vest standard to qualify for PFS**
 - **95% meet the 1.5 Mile Run-Time Standard (13 minutes or less) to qualify for PFS**

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- **FDNY Youth Leadership Academies:** The FDNY runs Youth Leadership Academies throughout the year that focus on classroom Leadership Curriculum and drills and Physical Training. This discipline driven program currently holds 4 cohorts throughout the year: **Summer Leadership Academy** in August, a **Weekend Leadership Intensive** in the Fall, the **Mid-Winter Leadership Academy** in February, and the **Spring Leadership Academy** over the spring break. In addition, the FDNY holds monthly Leadership Luncheons at the FDNY High School where FDNY Drill and Classroom Instructors continue to mentor the participants in our Leadership Academies and provide lunch for the students.
 - In **August 2024**, we held our **largest ever Summer Leadership Academy with 82 Youth completing** this intensive 5-day program.
 - Our **Leadership Luncheon** in September included a presentation on **Basic Banking and Fraud Prevention** by our community partners from the Bank of America.
- **FDNY Youth Scholarships:** Through our partnership with the FDNY Command Tactical Unit who serve as Advisors for the FDNY High School Robotics Club we offer two scholarships with an award of \$1,000 each to graduating Seniors who have participated as members of the club.

Quarter 2

- **FDNY Captain Vernon A. Richard High School (FDNY High School):**
 - In recognition of the 20th Year of the FDNY High School we launched our **20 for 20 Series** on FDNY Social Media Platforms, highlighting the accomplishments of **20 of our Alumni** who have gone on to have careers in the FDNY:
 - 10/30/2024: **Firefighter Swain Thomas**, FDNY High School Class of 2008
 - 11/14/2024: **Paramedic Nicholas Waldrop**, FDNY High School Class of 2009
 - 12/03/2024: **Firefighter Constantino Zepeda**, FDNY High School Class of 2016
 - 12/18/2024: **Paramedic Arallia Heggs Scullark**, FDNY High School Class of 2011
 - **Firefighter for a Day at the FDNY High School**, 10/11/2024: Students were able to don bunker gear, advance a hose line, complete a 'rescue drag', etc.
 - **EMS for a Day at the FDNY High School**, 10/23/2024: Students were able to don PPE, learn and practice CPR Compressions, take vital signs, put a patient on a long-board, then a stretcher, and into the ambulance.
 - **Meet the FDNY Leaders Day**, 12/05/2024: Coordinated by the students in the FDNY Prep Class, the FDNY High School hosted the new leadership team from the FDNY including Fire Commissioner Robert Tucker, Chief of Department John Esposito, Chief of Operations Kevin Woods, Chief of EMS Michael Fields, and Assistant Deputy Commissioner for External Partnerships Jim Harding. The leaders

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participated in a Question & Answer Session and had lunch with the students from the FDNY Prep Class and were then taken on a student-led tour of the school including in-class demonstrations by students in the FF 101 Class, Emergency Management Class, and EMS 101 Class.

- **FDNY Fire and Emergency Medical Services Exploring Program (FDNY Exploring):**

- **Represented the Department in:**
 - **Columbus Day Parade, 10/14/2024**
 - **9/11 Stair Climb at the USTA, 10/20/2024**
 - **9/11 Remembrance and 5K Run at Fort Totten, 10/26/2024**
 - **Veteran's Day Parade, 11/11/2024**
- **Participated in Training Days with**
 - **Fire Hydrant Inspections, 11/02/2024**
 - **Forcible Entry and Firehouse Positions, 11/22/2024**
 - **Firehouse Drills, 11/30/2024**
 - **Firehouse Drills, 12/06/2024**
 - **Firehouse Drills, 12/21/2024**
- **Made Visits to:**
 - **National 9/11 Memorial & Museum, 12/14/2024**
 - **PSAC II, 12/30/2024**
- **Conducted Community Service including**
 - **Wreaths Across America, 12/14/2024**

FDNY Youth Leadership Academies:

- **Leadership Luncheons**
 - **Choices & Consequences, 10/11/2024**
 - **Having an Attitude of Gratitude, 11/15/2024**
 - **Holiday Happiness, 12/20/2024**
- **Recruitment Drive for 2025 Leadership Academies:** Supervised by staff, our student led Recruitment Drive led to the most completed applications ever for our upcoming Leadership Academies. In 2024, our 62 students completed the Mid-Winter Leadership Academy. For 2025, we stand at 107 confirmed and completed applications for MWLA 25 set to begin on 02/18/2025.

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FDNY Youth EMS Academy (YEMSA):

- On 10/12/2024 we held our Completion Ceremony for the 63 Youth who completed the **Summer Youth EMS Academy (SEMSA 24)**:
 - 57 filed for Emergency Medical Specialist – EMT Exam #5067
 - 34 are already working for private ambulance companies throughout New York City
 - Overall number of **Youth Alumni who filed for Emergency Medical Specialist – EMT Exam #5067**

COHORT	TOTAL FILED
SEMSA 23, TOUR 3	2
FEMSA 23, TOUR 3	1
WEMSA 24	14
SEMSA 24, T2	32
SEMSA 24, T3	25
WEMSA 25 PRE-REQ	24
TOTAL	98

FDNY Fire Cadet Academy (FCA):

- **Promotion to Firefighter Exam:** 100% of our Fire Cadets passed the Promo Exam; 74% scored a 90 or better
 - Cadets participated in 8 Tutorial Prep Sessions provided by the Fire Cadet Academy Staff and 6 Tutorial Prep Sessions given by the FDNY Office of Recruitment & Retention
- **Fitness Standards:**
 - **Stairmill with Weighted Vest:** 100% pass rate
 - **1.5 Mile Run Under 13 Minutes:** 100% pass rate
 - **Fitness Standard to GRADUATE from Probationary Firefighter School:** 60%

Quarter 3

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- **FDNY Captain Vernon A. Richard High School (FDNY High School):**
 - In recognition of the 20th Year of the FDNY High School we launched our **20 for 20 Series** on FDNY Social Media Platforms, highlighting the accomplishments of **20 of our Alumni** who have gone on to have careers in the FDNY:
 - 01/09/2025: **Firefighter Anthony Pought**, FDNY High School Class of 2010
 - 02/07/2025: **Sergeant Christopher Parente**, FDNY High School Class of 2012
 - 02/14/2025: **EMT Akeem Gill & EMT Jeani St. Clair**, FDNY High School Class of 2012
 - 03/03/2025: **Firefighter Tristen Echols**, FDNY High School Class of 2008
 - 03/14/2025: **Firefighter Kristal Payne**, FDNY High School Class of 2013
 - 03/25/2025: **Paramedic Malaysia Wheelles**, FDNY High School Class of 2011
 - **WLG Internships:** We hosted 4 Interns from DYCD's WLG Program. The four seniors from the FDNY Captain Vernon A. Richard High School worked in the Office of the Assistant Commissioner for Youth Workforce & Pipeline Programs from December 2024 through March 2025
 - **My Sister's Keeper Women's History Month Panel and Luncheon**, 03/28/2025; Invited by the Student Leaders of MSK, Assistant Commissioner Maglione participated in the Panel Discussion and Luncheon.
- **FDNY Fire and Emergency Medical Services Exploring Program (FDNY Exploring):**
 - **Represented the Department in:**
 - **MLK Day Event @ BAM**, 01/20/2025
 - **Lunar New Year Parade**, 02/09/2025
 - **Lunar New Year Parade**, 02/16/2025
 - **Participated in Training Days with**
 - **Firehouse Drills**, 01/03/2025
 - **Firehouse Drills**, 01/12/2025
 - **Firehouse Drills**, 01/17/2025
 - **Skills Training**, 01/25/2025
 - **Firehouse Drills**, 01/31/2025
 - **Firehouse Drills**, 02/15/2025

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- **Forcible Entry and Cutting Tools Drills, 02/28/2025**
- **Standpipe Drills, 03/01/2025**
- **Training Day at EMS Academy, 03/22/2025**
- **Fire Hydrant Inspections, 03/29/2025**
- **Conducted Community Service including**
 - **City Meals on Wheels, 01/11/2025**
 - **City Meals on Wheels, 02/07/2025**
- **FDNY Youth Leadership Academies:**
 - **Leadership Luncheons**
 - **Setting Goals, 01/17/2025**
 - **MWLA 25 Orientation Luncheon, 02/07/2025**
 - **Leading with Love, 02/14/2025**
 - **MWLA 25 Completion Ceremony & Luncheon, 03/14/2025**
 - **Mid-Winter Leadership Academy (MWLA 25):** With the theme of Reaching Your Goals Through Consistency & Follow-Through, 102 Youth completed MWLA 25 making it our largest Leadership Academy to date.
- **FDNY Youth EMS Academy (YEMSA):**
 - WEMSA 25: The Winter 2025 Cohort of the Youth EMS Academy (WEMSA 25) started in January 2025. Twenty-two (22) Youth successfully completed WEMSA 25, 21 earned their New York State EMT Basic Certification. **The total number of Youth certified through YEMSA since it began in 2011 now stands at: 703**

FDNY Fire Cadet Academy (FCA):

- **Promotion to Firefighter Exam:** 100% of our Fire Cadets passed the Promo Exam; 74% scored a 90 or better
 - Cadets participated in 8 Tutorial Prep Sessions provided by the Fire Cadet Academy Staff and 6 Tutorial Prep Sessions given by the FDNY Office of Recruitment & Retention
- **Fitness Standards:**
 - **Stairmill with Weighted Vest:** 100% pass rate
 - **1.5 Mile Run Under 13 Minutes:** 100% pass rate
 - **Fitness Standard to GRADUATE from Probationary Firefighter School:** 60

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Quarter 4

- **FDNY Captain Vernon A. Richard High School (FDNY High School):**
 - In recognition of the 20th Year of the FDNY High School we launched our **20 for 20 Series** on FDNY Social Media Platforms, highlighting the accomplishments of **20 of our Alumni** who have gone on to have careers in the FDNY:
 - 04/08/2025: **Paramedic Pancho Bajana**, FDNY High School Class of 2013
 - 05/30/2025: **Firefighter Kevin Bristol**, FDNY High School Class of 2010
 - **Engagement Trips:**
 - 04/30/2025: **Firefighter for a Day at the Fire Academy**
 - 05/28/2025: **Firefighter for a Day at the Fire Academy**
 - 05/28/2025: **Visit to Engine 225/Ladder107 for Firefighter 101 Class(es)**
 - 05/29/2025: **Visit to Engine 331/Ladder 173 for Firefighter 101 Class(es)**
 - 05/30/2025: **Visit to Engine 311/Ladder 158 for Firefighter 101 Class(es)**
 - 05/30/2025: **FDNY High School Color Guard at TCIONY Event at Columbia University**
 - 06/06/2025: **FDNY Job Readiness Final (Seniors engage in mock Job Interviews with members of FDNY Executive Staff)**
 - 06/17/2025: **Students attend FDNY Probationary EMT Graduation at Christian Cultural Center**
 - **Special Events**
 - 04/22/2025: **FDNY Chief Diversity, Equity and Inclusion Officer visits FDNY High School**
 - 06/04/2025: **FDNY Prom Motorcade**
 - 06/09/2025: **Senior Awards Dinner at FDNY Headquarters**
 - 06/27/2025: **Commencement Ceremony at FDNY Fire Academy on Randall's Island**
- **FDNY Fire and Emergency Medical Services Exploring Program (FDNY Exploring):**
 - **Represented the Department in:**
 - 05/26/2025: **Douglastown Memorial Day Parade**
 - 06/08/2025: **National Puerto Rican Day Parade**
 - 06/27/2025: **FDNY Night at Brooklyn Cyclones**

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- 06/30/2025: **United Women Firefighters Annual Memorial Mass**
- **Participated in Training Days with**
 - 04/12/2025: **Training Day at Fire Academy**
 - 04/25/2025: **Firehouse Training**
 - 05/10/2025: **Training Day at EMS Academy**
 - 05/18/2025: **EMS Competition at Fort Totten (EMS Week)**
 - 05/23/2025: **Firehouse Training**
 - 06/07/2025: **Training Day at Fire Academy**
 - 06/14/2025: **Training Day at Fire Academy**
- **Participated in Community Services at**
 - 04/19/2025: **Bake Sale at EMS Station 16**
 - 04/26/2025: **Dress & Tie Prom Giveaway Event, Bronx**
 - 04/29/2025: **Carry the Load Event**
 - 05/24/2025: **American Flag Planting at Cypress Hills National Cemetery**
 - 06/13/2025: **Thrilla in Camilla Event**
 - 06/21/2025: **Fired Up for a Cure Event at Fort Totten**
- **FDNY Youth Leadership Academies:**
 - 04/15/2025 -- 04/17/2025: **Spring Leadership Academy (SPRLA 25):** With the theme of Communication, 83 Youth completed SPRLA
 - **Leadership Luncheons**
 - 04/24/2025: **SPRLA 25 Completion Ceremony and Luncheon**
 - 05/09/2025: **Final Leadership Luncheon for 2024-25 School Year**
- **FDNY Youth EMS Academy (YEMSA):**
 - **WEMSA 25:** The Winter 2025 Cohort of the Youth EMS Academy (WEMSA 25) started in January 2025. Twenty-two (22) Youth successfully completed WEMSA 25, 21 earned their New York State EMT Basic Certification. **The total number of Youth certified through YEMSA since it began in 2011 now stands at: 703**
 - 06/21/2025: **WEMSA 25 Completion Ceremony**

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- **SEMSA 25:**
 - 03/17/2025 -- 04/22/2025: **SEMSA 25 APPLICATION PERIOD**

	TOTALS	RETENTION RATE
APPLICATIONS	1266	
REG VGI	540	42.65%
ATTEND VGI	233	43.15%
REG RCE	220	94.42%
ATTEND RCE	216	98.18%
PASS RCE	198	91.67%
ENROLL IN PRE-REQ	203	102.53%
COMPLETED PRE-REQ	143	70.44%
PASS PRE-REQ	80	55.94%
ENROLL IN YEMSA	72	90.00%
COMPLETE YEMSA*	70	97.22%

- * Youth enrolled in SEMSA 25 are scheduled to take the NYS EMT Basic Certification Exam in late August.
- **FDNY Fire Cadet Academy (FCA):**
 - 05/16/2025: **Fire Cadet Academy Completion Ceremony at FDNY Fire Academy**, 81 Fire Cadets completed the FCA
 - 06/17/2025: **71 Fire Cadets sworn into PES 25-02/PTP 25-02** (Probationary EMT School, Probationary Trainee Program)
- **Youth Alumni Hired by the FDNY**
 - 04/17/2025: **2 Youth Alumni Promoted to Lieutenant**, Promotion Ceremony at Christian Cultural Center
 - 06/15/2025: **90 Youth Alumni Sworn into PES 25-02/PTP 25-02 Class**, Swearing-In Ceremony at Fort Totten
 - 06/17/2025: 10 Youth Alumni Graduate from PES 25-01 Class, Completion Ceremony at Christian Cultural Center

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Breakdown of Youth Alumni Hired by the Department:

TITLE	# ALUMNI
HIRED AS FIREFIGHTERS OFF OF OC LIST	6
PROMOTED TO LIEUTENANT	2
PROMOTED TO SERGEANT	1
PROMOTED TO FIREFIGHTER	24
PROMOTED TO PARAMEDIC	18
HIRED AS EMTs	225
HIRED AS EMS TRAINEES	9
HIRED AS FIRE CADETS	17

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TOTAL HIRED BY DEPARTMENT	302

M/WBE

The M/WBE Unit during FY2025, will continue to respond to all M/WBE vendor email inquiries and share important links on how to do business with the FDNY and the city in general. When possible, we will meet virtually with various M/WBE vendors to discuss any possible contracts they could be considered for. FDNY's M/WBE Unit will also attend all the Director's meetings to ensure the FDNY's M/WBE program stays informed of all new M/WBE Program Initiatives. Additionally, whenever possible FDNY will facilitate Pre-Bid meetings with all vendors to ensure they are properly educated on the procurement process and how to submit a bid. Lastly, FDNY's M/WBE Officer, ACCO, Deputy ACCO and the M/WBE Unit meet regularly to discuss all M/WBE related issues. We stay committed to creating opportunities for all M/WBE vendors and ensuring our M/WBE Program becomes better each fiscal year.

In Fiscal Year 2025, FDNY's M/WBE Program will continue to perform its exemplary work to promote its M/WBE Program initiatives, the following list our recent accomplishments and initiatives:

FDNY Vendor Outreach

- FDNY continues to utilize the M/WBE Small Purchase Method up to \$1.5 mil as well as implementing the Recovery for All Initiative and working closely with the Department of Small Business Services
- FDNY is presently instituting an extra layer of outreach where all contracts up to \$1.5 mil for goods, professional and standard services are being advertised on FDNY contracting page
- FDNY has also begun sending out email blasts to MWBE vendors located by searching the SBS Online Directory via relevant NIGP codes. These vendors can submit an Expression of Interest via the FDNY Contracting page. This has increased the competition and ensures all M/WBE vendors have a chance to bid on NYC contracts

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FDNY M/WBE Utilization Rate Data (FY24 Q1-Q4)

- FDNY's M/WBE Utilization rate has continued to be above average at 31%ⁱ as compared to the Citywide average of 31%

FDNY Internal M/WBE Database

- This database is essential to our procurement process. It lists all the M/WBE vendors we have encountered for almost 10 years. The list has grown to over 1,155 M/WBE vendors and is available to all FDNY staff via the intranet to help fulfill their procurement needs

FDNY Training

- The M/WBE Unit is engaged in training and providing guidance to all FDNY bureaus, the new initiatives coming from the Office of M/WBE

FDNY Meetings

- FDNY is committed to attending all CBDO M/WBE Meetings (formerly CompStat Meetings) & Non-Construction Agency Focus Groups. At these meetings we discuss all M/WBE related issues, review the data for all agencies from the previous quarters and share best practices
- Internally, FDNY's M/WBE Unit meets regularly with the M/WBE Officer, Agency Chief Contracting Diversity Officer and our Agency Chief Contracting Officer to discuss all M/WBE related issues
- Additionally, the M/WBE Unit will be meeting on a regular basis to update the Fire Commissioner on all M/WBE related issues and initiatives

FDNY Application of M/WBE Utilization Goals

- We are placing Utilization Goals on all applicable contracts and monitoring contract compliance on a quarterly basis

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- Where possible FDNY contract staff has de-bundled large contracts to increase the ability for M/WBE vendors to competitively bid on all service contracts. Additionally, a Disaggregated Goal has and will be applied on relevant contracts, in order to assist with the disparity within the disparity

Networking Events

- FDNY has engaged with DOP & DCAS to co-host the Tri Agency Networking Event – Sept. 25, 2024

In conclusion, FDNY will strive to excel in all areas of the M/WBE Program. We will continue to meet internally and discuss issues and share initiatives wherever possible. We will also continue to train all personnel on M/WBE processes, communicate with all NYC certified M/WBE vendors to assist them in creating contracts that will aid NYC and promote the M/WBE Program.

The M/WBE Unit during FY2025 Q1 continued to respond to all M/WBE vendor email inquiries and shared important links on how to do business with the FDNY and the city in general. When possible, we met virtually with various M/WBE vendors to discuss any possible contracts they could be considered for. FDNY's M/WBE team also attended all the CompStat meetings, Focus Group meetings and Director's meetings to ensure the FDNY M/WBE program stays informed of all new M/WBE Program Initiatives. Additionally, whenever possible FDNY facilitates Pre-Bid meetings with all vendors to ensure they are properly educated on the procurement process and how to submit a bid. Lastly, FDNY's M/WBE Officer, ACCO, Deputy ACCO and the M/WBE Unit meet regularly to discuss all M/WBE related issues. We stay committed to creating opportunities for all M/WBE vendors and ensuring our M/WBE Program becomes better each fiscal year.

During Fiscal Year 2025, Quarter 1, the FDNY M/WBE Unit attended networking events, met internally, hosted pre-bid meetings, and met with various oversight agencies. In addition, FDNY's M/WBE Utilization Rate for FY2024 is 31% which matched the Citywide Rate of 31%. The following is a list of FDNY initiatives for the FY25 Qtr. 1:

1. 7/1/2024 - Non-Construction Agency Focus Group - At this meeting FDNY's M/WBE Unit discussed all M/WBE related issues, reviewed the data for all agencies from the previous quarters and shared best practices
2. 7/15/2024 - Agency M/WBE Monthly Turnaround Documents - Submitted to the O/M/WBE all our M/WBE related issues and initiatives for the previous month
3. 7/15/2024 - In-Person M/WBE Chief Business Diversity Officer's Meeting (FY24 Q4) – At this meeting FDNY's ACCO, FDNY's M/WBE Unit & OM/WBE met to critically examine city-wide agency M/WBE utilization and reviewed the unique M/WBE pain points, successes and opportunities for growth and innovation

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4. 7/23, 7/30/2024 - Tri-Agency MWBE Networking Event – DCAS, DOP & FDNY met to discuss all issues related to hosting the 1st Tri-Agency M/WBE Networking Event scheduled for September 25th, 2024. This event will foster relationships between 20 NYC Agencies and over a hundred M/WBE vendors
5. 7/29/2024 - Monthly MWBE Meeting - M/WBE Officer, ACCO, 1st Deputy ACCO, M/WBE Program Director, and M/WBE Program Analyst, met to discuss all M/WBE related issues and plan any new initiatives
6. 8/5/2024 - SBS/FDNY - FY21 Compliance Audit – During this brief meeting with SBS, we discuss the particulars surrounding the FDNY upcoming audit submission
7. 8/5/2024 - CBDO Monthly Meeting (Formerly Citywide M/WBE CompStat) At this meeting FDNY's ACCO, 1st Deputy ACCO, FDNY's M/WBE Unit & OM/WBE met to critically examine city-wide agency M/WBE utilization and reviewed the unique M/WBE pain points, successes and opportunities for growth and innovation
8. 8/6, 8/13, 8/20 & 8/27/2024 - Tri-Agency MWBE Networking Event – DCAS, DOP & FDNY met to discuss all issues related to hosting the 1st Tri-Agency M/WBE Networking Event scheduled for September 25th, 2024. This event will foster relationships between 20 NYC Agencies and over a hundred M/WBE vendors
9. 8/6/2024 – SBS & FDNY met to discuss how SBS could aid in advertising the Tri-Agency M/WBE Network Event. SBS was instrumental in obtaining a list of M/WBE vendors to invite to the aforementioned event
10. 8/14/2024 - Compliance Meetings – M/WBE Program Director & M/WBE Program Analyst met with prime vendor (LiRo) to discuss their status in obtaining the M/WBE Utilization Goal. We wanted to ensure the prime, that FDNY is on hand to aid with any adversities the prime could be encountering and determine a resolution to the issue
11. 8/14/2024 - DCAS FY 2025 EEO/DEI Annual Report Content - M/WBE Program Director submitted its portion to the DCAS DEI & EEO Annual report. This identifies all our initiatives regarding the M/WBE Program
12. 8/15/2024 - Agency M/WBE Monthly Turnaround Documents - Submitted to the O/M/WBE all our M/WBE related issues and initiatives for the previous month
13. 8/19/2024 - Non-Construction Agency Focus Group - At this focus group meeting OM/WBE, FDNY and other NYC agencies looked into the unique M/WBE pain points, successes and opportunities for growth and innovation
14. 8/26/2024 - Agency PASSPort Training: Subcontractor Approval, Modification & Payment: In this live webinar, the MOCS team covered the following topics:
 - a. What's inside the PASSPort Subcontracting Module?
 - b. Relevant Agency User Roles
 - c. Approving Subcontractors & Subcontractor Modifications
 - d. Validating Subcontractor PaymentAll of these topics are essential components to the M/WBE Unit as well as to FDNY Contracts Unit.
15. 8/27/2024 – M/WBE Program Director & M/WBE Program Analyst met to discuss the upcoming submission of FDNY FY25 Utilization Plan. We reviewed essential data that would be utilized for the plan

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16. 8/30/2024 - Monthly MWBE Meeting - M/WBE Officer, ACCO, 1st Deputy ACCO, M/WBE Program Director, and M/WBE Program Analyst, met to discuss all M/WBE related issues and plan any new initiatives
17. 9/3, 9/13, 9/17, 9/23 & 9/24/2024 - Tri-Agency MWBE Networking Event – DCAS, DOP & FDNY met to discuss all issues related to hosting the 1st Tri-Agency M/WBE Networking Event scheduled for September 25th, 2024. This event will foster relationships between 20 NYC Agencies and over a hundred M/WBE vendors
18. 9/4/2024 - FDNY FY25 Utilization Plan was submitted to SBS for review and processing.
19. 9/9/2024 - Architectural Engineering Services Virtual Pre-proposal Meeting - At this meeting the Contract Analyst and M/WBE Program Analyst virtually presented on the particulars around this contract. The M/WBE Analyst shared the M/WBE Participation Goal, how to submit the Schedule B, the waiver process (if applicable) and replied to all questions regarding the M/WBE process
20. 9/9/2024 – FDNY’s Program Director & Angela Gibson of Abrahams Consulting LLC a M/WBE vendor jumped on a call to discuss how AC LLC. could partner with FDNY on solicitations in the future
21. 9/9/2024 - CBDO Monthly Meeting (Formerly Citywide M/WBE CompStat) At this meeting FDNY’s ACCO, 1st Deputy ACCO, FDNY’s M/WBE Unit & OM/WBE met to critically examine city-wide agency M/WBE utilization and reviewed the unique M/WBE pain points, successes and opportunities for growth and innovation
22. 9/10/2024 – Construction Management Virtual Pre-Proposal Meeting - At this meeting the Contract Analyst and M/WBE Program Analyst virtually presented on the particulars around this contract. The M/WBE Analyst shared the M/WBE Participation Goal, how to submit the Schedule B, the waiver process (if applicable) and replied to all questions regarding the M/WBE process
23. 9/16/2024 - SBS/FDNY - FY21 Compliance Audit – At this meeting FDNY’s ACCO, 1st Deputy ACCO, FDNY’s M/WBE Unit, SBS and the audit company SAMCO met to discuss the following revolving around FDNY FY21 audit submission:
 - a. Introduction of SAMCO and the Mayor’s Office Representative to all participants from the various Agencies which will led by SBS.
 - b. A brief overview of the recently submitted guidelines to the agencies and questions from the agencies, if any.
 - c. A brief discussion of the status or progress made in their data assembling and uploading onto their respective Box directories.FDNY was told after the meeting our FY21 audit submission was very good, and no follow-up questions were required
24. 9/18/2024 – 1st Deputy ACCO, Contract Analyst and M/WBE Program Analyst met to discuss the MWBE Goals affixed to the Maintenance & Repair of IT and Communications Systems NAE contract. We ultimately raised the goal from 15% to 20%
25. 9/23/2024 - Discussion on the NAE with IMEG Corp. formerly Cameron Engineering & Assoc. – FDNY’s Contract Analysts, Project Manager and the M/WBE Unit met to discuss the waiver process and the M/WBE goal set on this contract
26. 9/23/2024 - Non-Construction Agency Focus Group - At this focus group meeting OM/WBE, FDNY and other NYC agencies looked into the unique M/WBE pain points, successes and opportunities for growth and innovation
27. 9/25/2024 - Tri-Agency M/WBE Networking Event - DCAS, DOP & FDNY hosted this event. In attendance were the following:
 - a. General Attendees/walk-in: 108
 - b. NYC Agency/Guest 66
 - c. Estimated total at the event: 174

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This event fostered relationships between 20 NYC Agencies and over a hundred M/WBE vendors

28. 9/27/2024 - Northern Manhattan MWBE Forum - M/WBE Program Analyst attended this networking event. We exhibited, shared various ways to do business with FDNY and we increased our M/WBE internal database with the M/WBE vendors we met at the event

In conclusion, FDNY will continue to excel in all areas of the M/WBE Program. We will continue to utilize the M/WBE Noncompetitive Small Purchase Method to expedite procurement processing to M/WBE vendors, meet internally and discuss issues, share initiatives wherever possible, continue to train all personnel on M/WBE processes and communicate with all NYC certified M/WBE vendors to assist them with creating contracts that will aid NYC and promote the M/WBE Program.

Quarter 2

The M/WBE Unit during FY2025 Q1 & Q2 continued to respond to all M/WBE vendor email inquiries and shared important links on how to do business with the FDNY and the city in general. When possible, we met virtually with various M/WBE vendors to discuss any possible contracts they could be considered for. FDNY's M/WBE team also attended all the CBDO (formerly CompStat) meetings, Focus Group meetings and Director's meetings to ensure the FDNY M/WBE program stays informed of all new M/WBE Program Initiatives. Additionally, whenever possible FDNY facilitates Pre-Bid meetings with all vendors to ensure they are properly educated on the procurement process and how to submit a bid. Lastly, FDNY's M/WBE Officer, ACCO, Deputy ACCO and the M/WBE Unit meet regularly to discuss all M/WBE related issues. We stay committed to creating opportunities for all M/WBE vendors and ensuring our M/WBE Program becomes better each fiscal year.

During Fiscal Year 2025, Quarter 2, the FDNY M/WBE Unit attended networking events, met internally, hosted pre-bid meetings, and met with various oversight agencies. In addition, FDNY's M/WBE Utilization Rate for FY2025 is an estimated 85%^{III}. The following is a list of FDNY initiatives for the FY25 Qtr. 2:

1. 10/2024 – M/WBE Program Director and M/WBE Program Analyst meet weekly to discuss ALL M/WBE related issues as well as brainstorm on potential M/WBE initiatives
2. 10/1/2024 - Monthly MWBE Meeting - M/WBE Officer, ACCO, 1st Deputy ACCO, M/WBE Program Director, and M/WBE Program Analyst, met to discuss all M/WBE related issues and plan any new initiatives
3. 10/1/2024 - Health Related and Professional Service Temporary Personnel Virtual Pre-Proposal Meeting - At this meeting the Contract Analyst and M/WBE Program Analyst virtually presented on the particulars around this contract. The M/WBE Analyst shared the M/WBE Participation Goal, how to submit the Schedule B, the waiver process (if applicable) and replied to all questions regarding the M/WBE process
4. 10/7/2024 – FDNY's Program Director & BTDS, Executive Director and M/WBE vendor Compulink Technologies, Inc. met virtually to discuss how Compulink Technologies, Inc. could partner with FDNY on solicitations in the future
5. 10/7/2024 - Non-Construction Agency Focus Group - At this meeting FDNY's M/WBE Unit discussed all M/WBE related issues, reviewed the

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data for all agencies from the previous quarters and shared best practices

6. 10/15/2024 - Agency M/WBE Monthly Turnaround Documents - Submitted to the O/M/WBE all our M/WBE related issues and initiatives for the previous month
7. 10/21/2024 - Quarterly In Person CBDO Meeting – At this meeting FDNY's ACCO, FDNY's M/WBE Unit, MOC's, SBS & OM/WBE met to critically examine city-wide agency M/WBE utilization and reviewed the unique M/WBE pain points, successes and opportunities for growth and innovation
8. 10/31/2024 - Monthly MWBE Meeting - M/WBE Officer, ACCO, 1st Deputy ACCO, M/WBE Program Director, and M/WBE Program Analyst, met to discuss all M/WBE related issues and plan any new initiatives
9. 11/2024 – M/WBE Program Director and M/WBE Program Analyst meet weekly to discuss ALL M/WBE related issues as well as brainstorm on potential M/WBE initiatives
10. 11/4/2024 – M/WBE Program Director, Program Analyst & Procurement Staff attended the 2024 Annual Citywide M/WBE Procurement Fair. We met numerous M/WBE vendors, entered most in our internal M/WBE database and shared tips on how to do business with FDNY and the city in general
11. 11/6/2024 - CBDO Monthly Meeting. At this meeting FDNY's ACCO, 1st Deputy ACCO, FDNY's M/WBE Unit & OM/WBE met to critically examine city-wide agency M/WBE utilization and reviewed the unique M/WBE pain points, successes and opportunities for growth and innovation
12. 11/15/2024 - Agency M/WBE Monthly Turnaround Documents - Submitted to the O/M/WBE all our M/WBE related issues and initiatives for the previous month
13. 11/18/2024 - Non-Construction Agency Focus Group - At this focus group meeting OM/WBE, FDNY and other NYC agencies looked into the unique M/WBE pain points, successes and opportunities for growth and innovation
14. 11/20/2024 – FDNY's Program Director met virtually with M/WBE vendor Up Forty Love to discuss how they could partner with FDNY on solicitations in the future. Up Forty Love is a Video Company, we shared their capability statement with the units that could benefit from this type of service
15. 11/26/2024 - Monthly MWBE Meeting - M/WBE Officer, ACCO, 1st Deputy ACCO, M/WBE Program Director, and M/WBE Program Analyst, met to discuss all M/WBE related issues and plan any new initiatives
16. 12/2024 – M/WBE Program Director and M/WBE Program Analyst meet weekly to discuss ALL M/WBE related issues as well as brainstorm on potential M/WBE initiatives
17. 12/2/2024 - CBDO Monthly Meeting - At this meeting FDNY's ACCO, 1st Deputy ACCO, FDNY's M/WBE Unit & OM/WBE met to critically examine city-wide agency M/WBE utilization and reviewed the unique M/WBE pain points, successes and opportunities for growth and innovation
18. 12/5/2024 - Compliance Meetings – M/WBE Program Director & M/WBE Program Analyst met with prime vendor (Genserve) to discuss their status in obtaining the M/WBE Utilization Goal. We wanted to ensure the prime, that FDNY is on hand to aid with any adversities the prime could be encountering and determine a resolution to the issue
19. 12/10/2024 - FDNY to Present at SBS' Bond Readiness Class Session on "Doing Business with FDNY" – M/WBE Program Analyst & Program Director, presented on the various procurement types, our historical data as it relates to the M/WBE Utilization Rate and Tips/Tricks

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on how to do business with FDNY and the city in general

20. 12/16/2024 - Agency M/WBE Monthly Turnaround Documents - Submitted to the O/M/WBE all our M/WBE related issues and initiatives for the previous month
21. 12/16/2024 - Non-Construction Agency Focus Group - At this meeting FDNY's M/WBE Unit discussed all M/WBE related issues, reviewed the data for all agencies from the previous quarters and shared best practices
22. 12/19/2024 - Monthly MWBE Meeting - M/WBE Officer, ACCO, 1st Deputy ACCO, M/WBE Program Director, and M/WBE Program Analyst, met to discuss all M/WBE related issues and plan any new initiatives
23. 12/20/2024 - M/WBE Program Director, M/WBE Program Analyst & HRA M/WBE Unit met to discuss the benefits of using a QR code at networking events. We discussed its application and how it streamlines the onboarding of interested M/WBE vendors at networking events
24. 12/23/2024 - High Point Construction Group Corp - Kick-Off Meeting - M/WBE Program Director, M/WBE Program Analyst, Contract Analyst and HPCGC, met to discuss the various steps they should be aware of since the GC Staten Island contract has been registered. We informed them of: Subcontractor Submissions, Approvals, the M/WBE goal on the contract and that this is a task order-based contract

In conclusion, FDNY will continue to excel in all areas of the M/WBE Program. We will continue to utilize the M/WBE Small Purchase Method to expedite procurement processing to M/WBE vendors, meet internally and discuss issues, share initiatives wherever possible, meet with oversight hosted meetings (CBDO & Non-Construction Agency Focus Group) continue to train all personnel on M/WBE processes and communicate with all NYC certified M/WBE vendors to assist them with creating contracts that will aid NYC and promote the M/WBE Program.

■ MOC's has made an error in not excluding an approved Exclusion Memo. FDNY estimates our Utilization Rate will be approximately 85% once the correction is made in FY2025 Qtr. 2 LL1 data.

Quarter 3

The M/WBE Unit during FY2025 Q1, Q2 & Q3 continued to respond to all M/WBE vendor email inquiries and shared important links on how to do business with the FDNY and the city in general. When possible, we met virtually with various M/WBE vendors to discuss any possible contracts they could be considered for. FDNY's M/WBE team also attended all the CBDO (formerly CompStat) meetings, Focus

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Group meetings and Director's meetings to ensure the FDNY M/WBE program stays informed of all new M/WBE Program Initiatives. Additionally, whenever possible FDNY facilitates Pre-Bid meetings with all vendors to ensure they are properly educated on the procurement process and how to submit a bid. Lastly, FDNY's M/WBE Officer, ACCO, Deputy ACCO and the M/WBE Unit meet regularly to discuss all M/WBE related issues. We stay committed to creating opportunities for all M/WBE vendors and ensuring our M/WBE Program becomes better each fiscal year.

During Fiscal Year 2025, Quarter 3, the FDNY M/WBE Unit attended networking events, met internally, hosted pre-bid meetings, and met with various oversight agencies. In addition, FDNY's M/WBE Utilization Rate for FY2025 is 53% . The following is a list of FDNY initiatives for FY25 Qtr. 3:

1. 1/2025 – M/WBE Program Director and M/WBE Program Analyst meet weekly to discuss ALL M/WBE related issues as well as brainstorm on potential M/WBE initiatives
2. 1/6/2025 - Fireboat Repair, Restoration and Dry-Docking Pre-Bid Meeting - At this meeting the Contract Analyst, M/WBE Program Director & M/WBE Program Analyst virtually presented on the particulars around this contract. The M/WBE Program Analyst shared the M/WBE Participation Goal, how to submit the Schedule B, the waiver process (if applicable) and replied to all questions regarding the M/WBE process
3. 1/13/2025 – M/WBE Program Director & Fatima Coulibaly of SBS met to discuss FDNY's M/WBE List Request for FY24 & FY25. This was a detailed discussion where each of our M/WBE list requests were discussed, such as what was the outcome of the solicitations and was the M/WBE goal placed on the solicitation
4. 1/15/2025 – January 2025 Quarterly Commissioner's MWBE Meeting - FDNY's M/WBE Officer, ACCO, 1st Deputy ACCO, M/WBE Program Director & M/WBE Program Analyst met to brief Fire Commissioner Tucker, on all pertinent M/WBE related issues and initiatives
5. 1/15/2025 - Agency M/WBE Monthly Turnaround Documents - Submitted to the O/M/WBE all our M/WBE related issues and initiatives for the previous month
6. 1/21/2025 - Non-Construction Agency Focus Group - At this meeting FDNY's M/WBE Unit discussed all M/WBE related issues, reviewed the data for all agencies from the previous quarters and shared best practices
 - a. Additionally, in preparation for the above meeting 1st Deputy ACCO, M/WBE Program Director and Assistant Deputy ACCO met to gather data and other M/WBE related details to share at the Focus Group
7. 1/24/2025 – M/WBE Program Director, M/WBE Program Analyst and our HVAC prime contractor met to discuss the current state of their subcontractor approvals as well as other items related to the MWBE Participation Goals placed on their contracts.

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8. 1/27/2025 - Quarterly In Person CBDO Meeting - At this meeting FDNY's Fire Commissioner, ACCO, FDNY's M/WBE Unit, MOC's, SBS & OM/WBE met to critically examine city-wide agency M/WBE utilization and reviewed the unique M/WBE pain points, successes and opportunities for growth and innovation
9. 1/30/2025 - Monthly MWBE Meeting - M/WBE Officer, ACCO, 1st Deputy ACCO, M/WBE Program Director, and M/WBE Program Analyst, met to discuss all M/WBE related issues and plan any new initiatives
10. 1/30/2025 – M/WBE Program Director & SBS's Executive Director, M/WBE Capacity Building & Corporate Partnerships met to discuss the details regarding SBS "Meet NYC Agencies, Their Prime Vendors & M/WBE Mentors" event in which FDNY will present How to do Business with the FDNY
11. 2/2025 – M/WBE Program Director and M/WBE Program Analyst meet weekly to discuss ALL M/WBE related issues as well as brainstorm on potential M/WBE initiatives
12. 2/3/2025 - CBDO Monthly Meeting/B2G Demo. At this meeting OM/WBE hosted the demonstration of a new database geared to streamlining the agency's interface with M/WBE components. The database when operational will assist the agency with many M/WBE functions.
 - a. Additionally, in preparation for the above meeting 1st Deputy ACCO, M/WBE Program Director and Assistant Deputy ACCO met to gather data and other M/WBE details to share at the CBDO Meeting
13. 2/4 & 2/7/2025 – M/WBE Program Director & Contract Analyst met to discuss the M/WBE Participation Goals Worksheet and what details would be required to obtain the M/WBE goals for 3 separate contracts. FDNY ultimately placed a twenty-five percent goal on each of the 3 contracts
14. 2/10/2025 – M/WBE Program Director & prime contractor Purvis representative, Ms. Flynn, discussed on a phone call Purvis availability for a networking event. We asked if Purvis would consider sitting on a panel, fielding questions from attending M/WBE vendors regarding any and all upcoming solicitations. Purvis ultimately declined the offer to attend, SBS "Meet NYC Agencies, Their Prime Vendors & M/WBE Mentors"
15. 2/14/2025 - Agency M/WBE Monthly Turnaround Documents - Submitted to the O/M/WBE all our M/WBE related issues and initiatives for the previous month
16. 2/18/2025 - Non-Construction Agency Focus Group - At this focus group meeting OM/WBE, FDNY and other NYC agencies looked into the unique M/WBE pain points, successes and opportunities for growth and innovation
17. 2/19/2025 – ACCO, Assistant Deputy ACCO & M/WBE Program Director met to discuss the Snow & Ice Removal small purchase solicitation. It was determined that the M/WBE Program Director will be responsible for acquiring a list of viable M/WBE vendors via the Expression of Interest process
18. 2/25/2025 - "Meet NYC Agencies, Their Prime Vendors & M/WBE Mentors" organized by SBS, this event was engineered to foster relationships between attending M/WBE vendors and the agency's involved: DCAS, FDNY and OTI. FDNY's M/WBE Program

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Director hosted a virtual setting for 1.5 hours, during this time he presented a PowerPoint presentation on How to do Business with the FDNY every 30 minutes and fielded all inquiries from the attendees

19. 2/27/2025 - Monthly MWBE Meeting - M/WBE Officer, ACCO, 1st Deputy ACCO, M/WBE Program Director, and M/WBE Program Analyst, met to discuss all M/WBE related issues and plan any new initiatives
20. 2/28/2025 – SBS 2025 M/WBE Borough Forum Series – Brooklyn, M/WBE Program Director & M/WBE Program Analyst exhibited at this event. We spoke with numerous M/WBE vendors, entered them into our M/WBE database and shared their capability statements for consideration with applicable FDNY units and prime vendors
21. 3/2025 – M/WBE Program Director and M/WBE Program Analyst meet weekly to discuss ALL M/WBE related issues as well as brainstorm on potential M/WBE initiatives
22. 3/3/2025 - CBDO Monthly Meeting. At this meeting FDNY's ACCO, 1st Deputy ACCO, FDNY's M/WBE Unit & OM/WBE met to critically examine city-wide agency M/WBE utilization and reviewed the unique M/WBE pain points, successes and opportunities for growth and innovation
 - a. Additionally, in preparation for the above meeting 1st Deputy ACCO, M/WBE Program Director and Assistant Deputy ACCO met to gather data and other M/WBE details to share at the CBDO Meeting
23. 3/12/2025 – SBS 2025 M/WBE Borough Forum Series – Queens, M/WBE Program Director & M/WBE Program Analyst exhibited at this event. We spoke with numerous M/WBE vendors, entered them into our M/WBE database and shared their capability statements for consideration with applicable FDNY units and prime vendors
24. 3/13/2025 - Pre-Bid Meeting for Preventative Maintenance Repair FDNY Communications & IT Systems - At this meeting the Contract Analyst, M/WBE Program Director & M/WBE Program Analyst virtually presented on the particulars around this contract. The M/WBE Program Analyst shared the M/WBE Participation Goal, how to submit the Schedule B, the waiver process (if applicable) and replied to all questions regarding the M/WBE process
25. 3/17/2025 - Agency M/WBE Monthly Turnaround Documents - Submitted to the O/M/WBE all our M/WBE related issues and initiatives for the previous month
26. 3/17/2025 - Non-Construction Agency Focus Group - At this focus group meeting OM/WBE, FDNY and other NYC agencies looked into the unique M/WBE pain points, successes and opportunities for growth and innovation

In conclusion, FDNY will continue to excel in all areas of the M/WBE Program. We will continue to utilize the M/WBE Small Purchase Method to expedite procurement processing to M/WBE vendors, meet internally and discuss issues, share initiatives wherever possible, meet with oversight hosted meetings (CBDO & Non-Construction Agency Focus Group) continue to train all personnel on M/WBE processes and communicate with all NYC certified M/WBE vendors to assist them with creating contracts that will aid NYC and promote the M/WBE Program.

Quarter 4

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The M/WBE Unit during FY2025 Q1, Q2, Q3 & Q4 continued to respond to all M/WBE vendor email inquiries and shared important links on how to do business with the FDNY and the city in general. When possible, we met virtually with various M/WBE vendors to discuss any possible contracts they could be considered for. FDNY's M/WBE team also attended all the CBDO (formerly CompStat) meetings, Focus Group meetings and Director's meetings to ensure the FDNY M/WBE program stays informed of all new M/WBE Program Initiatives. Additionally, whenever possible FDNY facilitates Pre-Bid meetings with all vendors to ensure they are properly educated on the procurement process and how to submit a bid. Lastly, FDNY's M/WBE Officer, ACCO, Deputy ACCO and the M/WBE Unit meet regularly to discuss all M/WBE related issues. We stay committed to creating opportunities for all M/WBE vendors and ensuring our M/WBE Program becomes better each fiscal year.

During Fiscal Year 2025, Quarter 4, the FDNY M/WBE Unit attended networking events, met internally, hosted pre-bid meetings, and met with various oversight agencies. In addition, FDNY's M/WBE Utilization Rate for FY2025 is 53% . The following is a list of FDNY initiatives for FY25 Qtr. 4:

1. 04/2025 – M/WBE Program Director and M/WBE Program Analyst meet weekly to discuss ALL M/WBE related issues as well as brainstorm on potential M/WBE initiatives
2. 4/08/2025 - Monthly MWBE Meeting - M/WBE Officer, ACCO, 1st Deputy ACCO, M/WBE Program Director, and M/WBE Program Analyst, met to discuss all M/WBE related issues and plan any new initiatives
3. 04/08/2025 – M/WBE Program Analyst met with IMEG Consultants Corp. to discuss subcontractors and progress towards M/WBE goal.
4. 04/11/2025 – FDNY Contracts Team met with Phoebe Downes from the Mayor's Office of Talent and Workforce Development regarding Community Hiring requirements.
5. 04/15/2025 - Agency M/WBE Monthly Turnaround Documents - Submitted to the O/M/WBE all our M/WBE related issues and initiatives for the previous month
6. 04/21/2025 - Non-Construction Agency Focus Group - At this meeting FDNY's M/WBE Unit discussed all M/WBE related issues, reviewed the data for all agencies from the previous quarters and shared best practices
7. 04/25/2025 – M/WBE Program Director and M/WBE Program Analyst attended the SBS Staten Island M/WBE Forum.
8. 04/28/2025 - Quarterly In Person CBDO Meeting - At this meeting FDNY's, ACCO, FDNY's M/WBE Unit, MOC's, SBS & OM/WBE met to critically examine city-wide agency M/WBE utilization and reviewed the unique M/WBE pain points, successes and opportunities for growth and innovation
9. 05/2025 - M/WBE Program Director and M/WBE Program Analyst meet weekly to discuss ALL M/WBE related issues as well as brainstorm on potential M/WBE initiatives

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- 10.05/05/2025 - Non-Construction Agency Focus Group - At this meeting FDNY's M/WBE Unit discussed all M/WBE related issues, reviewed the data for all agencies from the previous quarters and shared best practices
- 11.05/09/2025 – M/WBE Director & M/WBE Program Analyst attended the SBA International B2B and Small Business Resource Forum at 26 Federal Plaza.
- 12.05/13/2025 – M/WBE Program Director & M/WBE Program Analyst met with Poise NYC to discuss the possibility of being an Exhibitor for an event they are conducting with Small Business Services (SBS)
- 13.05/15/2025 - Agency M/WBE Monthly Turnaround Documents - Submitted to the O/M/WBE all our M/WBE related issues and initiatives for the previous month
- 14.05/16/2025 – M/WBE Program Director met with 3A's Renovation LLC to discuss how to do business with the FDNY.
- 15.05/19/2025 – On-Call Plumbing Pre-Bid Meeting - At this meeting the Contract Analyst, M/WBE Program Director & M/WBE Program Analyst virtually presented on the particulars around this contract. The M/WBE Program Analyst shared the M/WBE Participation Goal, how to submit the Schedule B, the waiver process (if applicable) and replied to all questions regarding the M/WBE process
- 16.05/19/2025 – Monthly CBDO Meeting - At this meeting FDNY's ACCO, FDNY's M/WBE Unit, MOC's, SBS & OM/WBE met to critically examine city-wide agency M/WBE utilization and reviewed the unique M/WBE pain points, successes and opportunities for growth and innovation
- 17.05/20/2025 – M/WBE Program Director met with MWBE Support unit to discuss the possibility of implementing a QR code for use at networking events
- 18.05/22/2025 – M/WBE Program Analyst attended a training that was held by SBS regarding how to maximize your presence and impact at the Small Business Month Expo on 05/29/2025
- 19.05/23/2025 – M/WBE Program Director & M/WBE Program Analyst met to discuss pending Task Orders & Subcontractor Approvals as well as other M/WBE related tasks
- 20.05/27/2025 - M/WBE Program Director & M/WBE Program Analyst met to discuss preparations for the SBS Small Business Month Expo
- 21.05/28/2025 - M/WBE Program Director & M/WBE Program Analyst met with ARC Document Solutions to discuss their progress towards their M/WBE Goal
- 22.05/29/2025 - M/WBE Program Director & M/WBE Program attended the NYC Small Business Month Expo at 415 Fifth Avenue, Manhattan, NY
- 23.05/30/2025 - Monthly MWBE Meeting - M/WBE Officer, ACCO, 1st Deputy ACCO, M/WBE Program Director, and M/WBE Program Analyst, met to discuss all M/WBE related issues and plan any new initiatives
- 24.06/2025 - M/WBE Program Director and M/WBE Program Analyst meet weekly to discuss ALL M/WBE related issues as well as brainstorm on potential M/WBE initiatives

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- 25.06/02/2025 - Monthly CBDO Meeting - At this meeting FDNY's ACCO, FDNY's M/WBE Unit, MOC's, SBS & OM/WBE met to critically examine city-wide agency M/WBE utilization and reviewed the unique M/WBE pain points, successes and opportunities for growth and innovation
- 26.06/09/2025 – M/WBE Analyst met with Purvis Systems Inc. to address questions they had regarding Subcontracting
- 27.06/10/2025 – M/WBE Program Director & M/WBE Program Analyst attended the SBS M/WBE Borough Forum at the Bronx County Courthouse
- 28.06/13/2025 - M/WBE Program Director & M/WBE Program Analyst attended the 2025 ContractHer Procurement Matchmaking event at The City University of New York School of Law
- 29.06/13/2025 – M/WBE Program Director & M/WBE Program Analyst attended SBS x Poise NYC's "The Entrepreneur's Blueprint: An M/WBE Opportunity Hub" at Elite Williamsburg
- 30.06/15/2025 - Agency M/WBE Monthly Turnaround Documents - Submitted to the O/M/WBE all our M/WBE related issues and initiatives for the previous month
- 31.06/16/2025 - Non-Construction Agency Focus Group - At this meeting FDNY's M/WBE Unit discussed all M/WBE related issues, reviewed the data for all agencies from the previous quarters and shared best practices
- 32.06/18/2025 – M/WBE Program Director, M/WBE Program Analyst, and Contract Analyst met with GMD Shipyard Corp. to discuss the M/WBE requirements as well as items on their recently awarded contract
- 33.06/26/2025 – M/WBE Program Director & Program Analyst met with Felicia Golero from our Quality of Work Life committee to discuss utilizing M/WBE Vendors
- 34.06/26/2025 - Monthly MWBE Meeting - M/WBE Officer, ACCO, 1st Deputy ACCO, M/WBE Program Director, and M/WBE Program Analyst, met to discuss all M/WBE related issues and plan any new initiatives
- 35.06/27/2025 – M/WBE Program Director & Analyst attended the 25th Anniversary LaGuardia Business Expo at LaGuardia Community College
- 36.06/30/2025 – M/WBE Program Analyst met with PruTech Solutions Inc. to discuss payments made to their Subcontractors

In conclusion, FDNY will continue to excel in all areas of the M/WBE Program. We will continue to utilize the M/WBE Small Purchase Method to expedite procurement processing to M/WBE vendors, meet internally and discuss issues, share initiatives wherever possible, meet with oversight hosted meetings (CBDO & Non-Construction Agency Focus Group) continue to train all personnel on M/WBE processes and communicate with all NYC certified M/WBE vendors to assist them with creating contracts that will aid NYC and promote the M/WBE Program.

FDNY FY 2025 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

I.
II.

V. Recruitment

A. Recruitment Efforts

Please list **Recruitment Initiatives and Strategies** which you set/declared in your FY 2025 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. [Copy Recruitment Initiatives/Strategies from FY 2025 DEI-EEO plan]

The FDNY advertises civil service 101 information provided by DCAS and provide its own internal civil service 101 informational web-based trainings, so employees are better informed about upcoming exams and how to take exams. HR notifies provisional employees when notice of examinations are developed for their civil service title and HR and CDIO provide Structured Interviewing and Unconscious Bias training for hiring managers to assist with the recruitment and hiring process.

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?

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

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

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Schools, NYC Colleges, Community events, Recruiter Street Teams and contacting NYC resident test takers who are now unreachable on previous or existing civil service lists but are still eligible for upcoming exams.

Firefighter Exam CBT Tutorial Sessions – Applicants who filed for the Open Competitive Firefighter Exam #4044 were invited to attend virtual and in-person Tutorial sessions for the CBT (written) portion of the exam. The sessions applicants were given information on what to expect during the CBT portion. They were also given information on how to reschedule their CBT dates (if needed) and sample questions for the Math, Reading Comprehension and Memorization sections of the exam. Sessions were held at FDNY headquarters and throughout the city. During FY25 Q4, ORR held 27 virtual sessions.

Firefighter Candidate Information Sessions – Firefighter Candidates who have passed their DCAS written exam and whose list numbers are reached to take the DCAS CPAT Exam are invited to Information Sessions where they are given information on what to expect on their exam. Candidates are also offered the opportunity to register for the FDNY CPAT Prep and Mentorship programs. ORR did not have any Information Sessions during FY25 Q1. During FY25 Q2, the ORR held 8 Information Sessions for Firefighter Candidates on Exam 4528 (Promotion to Firefighter). During FY25 Q3, ORR did not have any Information Sessions. During FY25 Q4, ORR did not have any Information Sessions.

Firefighter Candidate Physical Agility Test (CPAT) Prep Program – Firefighter Candidates attend a minimum of 12 weeks of training on the eight DCAS CPAT Exam Evolutions (Stair Climb, Hose Drag, Equipment Carry, Ladder Raise & Extension, Forcible Entry, Search, Rescue Drag and Ceiling Breach & Pull). The training provides Candidates with the critical tasks and techniques needed to pass and reduce attrition at their DCAS CPAT exam. ORR completed 1 round of CPAT Prep Program during FY25 Q1. During FY25 Q2, ORR began CPAT Prep Round 1 for Firefighter Candidates on Exam 4528 (Promotion to Firefighter). During FY25 Q3, ORR held 73 CPAT Training sessions for Firefighter Candidates on Exam 4528 (Promotion to Firefighter). During FY25 Q4, ORR held 18 sessions for Firefighter Candidates on Exam 4528 (Promotion to Firefighter).

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

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

Stairmill Training Program – Specific training on the stairmill is offered to Firefighter Candidates that are preparing for their DCAS

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CPAT Exam as well as those that have not taken their candidate medical exam. Like the DCAS CPAT Exam, the candidate medical exam includes a timed stairmill evolution with a weighted vest. 18 sessions were offered at FDNY Headquarters and at the Fire Academy on Randall's Island during FY25. During FY25 Q2, ORR held 18 sessions. During FY25 Q3, ORR held 18 sessions at FDNY Headquarters and at the Fire Academy on Randall's Island. During FY25 Q4, ORR held 18 sessions at FDNY Headquarters and at the Fire Academy on Randall's Island.

Fitness Awareness Program (FAP) – Offered to all Firefighter Candidates once they pass the DCAS CPAT Exam. The Candidates participate in two sessions throughout the FAP to maintain fitness levels necessary while in the fire academy. Session 1 – Candidates participate in four baseline evaluations (sit-ups, push-ups, pull-ups, and a timed run) and are then given an assessment of their fitness levels and recommendations for workout routines to get them to their goals. Session 2 – Candidates are put through the paces of a challenging calisthenics session that provides them with how they should be working out to be ready for the Fire Academy. 1 round of FAP was completed during FY25 Q1. During FY25 Q2, ORR held 22 sessions. During FY25 Q3, ORR held 20 sessions. During FY25 Q4, ORR held 18 sessions.

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

Probationary Firefighter Classes – During FY25 Q1 the Fire Academy graduated 1 Proby Class (Entered: 318 / Graduated: 284). During FY25 Q2 graduated 1 Prob Class – (Entered 318 / Graduated 288). During FY25 Q3, 341 Probies entered the Fire Academy. During FY25 Q4, 380 Probies entered the Fire Academy.

Recruitment Initiatives/Strategies #1 Update:

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

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2. [Copy Recruitment Initiatives/Strategies from FY 2025 DEI-EEO plan]

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

Provide Recruitment & Retention program efforts to support the hiring efforts for Emergency Medical Technician.

EMS Applicant Information Sessions – Applicants receive information on the hiring process for EMS titles (FDNY EMT and EMS Trainee). Applicants also receive instructions/assistance in creating their DCAS OASys Accounts. 8 sessions were held during FY25 Q1. During FY25 Q2, ORR held 8 sessions. During FY25 Q3, no sessions were held. During FY25 Q4, 8 sessions were held.

EMS Information Application Filing Sessions – Applicants are offered the opportunity to work with staff and create their profile for the CSF (Civil Service Filing) for EMT or EMS Trainee. No sessions were held during FY25 Q1. During FY25 Q2, ORR held 120 sessions. During FY25 Q3, no sessions were held. During FY25 Q4, no sessions were held.

EMS Virtual Information Sessions – Candidates are prepared to enter the EMS Academy. They are provided with study preparation, information regarding what will be expected as well as other tips to succeed and prepare for the academy. No sessions were held during FY25 Q1. During FY25 Q2, ORR held 2 sessions. During FY25 Q3, ORR held 2 sessions. During FY25 Q4, no sessions were held.

EMS Physical Ability Test Preparation Program IFA (Initial Fitness Assessment) – EMS Candidates prepare to take their PAT. Candidates that are deemed unprepared are encouraged to attend supplemental trainings to help them pass once called. 7 sessions were held during FY25 Q1. During FY25 Q2, ORR held 5 sessions. During FY25 Q3, ORR held 18 sessions. During FY25 Q4, 8 sessions

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were held.

EMS Candidate Fitness Program – EMS candidates are offered an opportunity to train weekly with Fitness Instructors as they prepare to complete their physical and medical exam and achieve weight standards required for candidacy. 13 sessions were held during FY 25 Q1. During FY25 Q2, ORR did not host any sessions. During FY 25 Q3, ORR held 25 sessions. During FY25 Q4, 19 sessions were held.

EMS Mobile Academy Event – Applicants and Candidates take part in job related duties of EMTs and Paramedics; Bleeding control, CPR, Airway management, various specialty vehicle tours, Emergency Medical Dispatch demonstrations and the Haz-Tac team. 1 Mobile Academy was held in FY25 Q1. During FY25 Q2, ORR did not host any sessions. During FY25 Q3, no sessions were held. During FY25 Q4, no sessions were held.

EMS Physical Ability Test – EMS Candidates take the EMS Physical Ability Test. During FY25 Q2, 2 sessions were held. During FY25 Q2, 2 sessions were held. During FY25 Q3, ORR held 18 sessions. During FY25 Q4, 10 sessions were held.

EMS Academy Classes – During FY25 Q1 the EMS Academy graduated EMS class. PES (Entered: 148/ Graduated: 147). During FY25 Q2, there were no EMS Academy Classes. During FY25 Q3, the EMS Academy graduate 119 EMTs. During FY25 Q4, 253 EMS candidates entered the EMS Academy. During FY25 Q4, 1 EMTs graduated from the EMS Academy. Also, a new class of 246 EMS candidates entered the EMS Academy on June10, 2025.

Recruitment Initiatives/Strategies #2 Update:

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. [Copy Recruitment Initiatives/Strategies from FY 2025 DEI-EEO plan]

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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 #3 Update:

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

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[Copy Recruitment Initiatives/Strategies from FY 2025 DEI-EEO plan]

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 Update:

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. 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

The Office of Recruitment & Retention (ORR) facilitates events to generate interest for Fire, EMS Operations, Fire Prevention and Fire Dispatch. ORR continues to utilize diverse recruitment sources to bolster efforts aimed at increasing effectiveness of diversity recruitment, including targeted recruitment efforts through partnership with NYC High Schools, NYC Colleges, Community Events, Recruiter Street Teams, Wellness & Health Events, Military & Veterans Events and Career & Job Fairs.

Those efforts continue with support programming for current Fire and EMS candidates with the goal of mitigating attrition during the extensive life of the civil service list. ORR offers programming to engage, inform, and prepare Fire and EMS candidates to successfully complete their physical exams, background investigation process and to enter the Fire and EMS Academies.

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

FY25 – Q1

Event Date	Event Name	Borough
July 1 thru September 30	Subway Events	All Boroughs
July 1 thru September 30	Career / Job Fairs	All Boroughs
July 1 thru September 30	Community Events	All Boroughs
July 1 thru September 30	Street Teams	All Boroughs
July 1 thru September 30	DMV / DOL Events	All Boroughs
July 1 thru September 30	Mall Events	All Boroughs
July 1 thru September 30	Wellness / Health Events	All Boroughs
July 1 thru September 30	Military / Veterans Events	All Boroughs
July 1 thru September 30	College / High School Events	All Boroughs
July 1 thru September 30	Women's Events	All Boroughs

FY25 – Q2

Event Date	Event Name	Borough
October 1 thru December 31	Subway Events	All Boroughs
October 1 thru December 31	Career / Job Fairs	All Boroughs
October 1 thru December 31	Community Events	All Boroughs
October 1 thru December 31	Street Teams	All Boroughs
October 1 thru December 31	DMV / DOL Events	All Boroughs
October 1 thru December 31	Mall Events	All Boroughs
October 1 thru December 31	Wellness / Health Events	All Boroughs
October 1 thru December 31	Military / Veterans Events	All Boroughs
October 1 thru December 31	College / High School Events	All Boroughs
October 1 thru December 31	Women's Events	All Boroughs

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FY25 – Q3

Event Date	Event Name	Borough
January 1 thru March 31	Subway Events	All Boroughs
January 1 thru March 31	Career / Job Fairs	All Boroughs
January 1 thru March 31	Community Events	All Boroughs
January 1 thru March 31	Street Teams	All Boroughs
January 1 thru March 31	DMV / DOL Events	All Boroughs
January 1 thru March 31	Mall Events	All Boroughs
January 1 thru March 31	Wellness / Health Events	All Boroughs
January 1 thru March 31	Military / Veterans Events	All Boroughs
January 1 thru March 31	College / High School Events	All Boroughs
January 1 thru March 31	Women's Events	All Boroughs

FY25 – Q4

Event Date	Event Name	Borough
April 1 thru June 30	Subway Events	All Boroughs
April 1 thru June 30	Career / Job Fairs	All Boroughs
April 1 thru June 30	Community Events	All Boroughs
April 1 thru June 30	Street Teams	All Boroughs
April 1 thru June 30	DMV / DOL Events	All Boroughs
April 1 thru June 30	Mall Events	All Boroughs
April 1 thru June 30	Wellness / Health Events	All Boroughs
April 1 thru June 30	Military / Veterans Events	All Boroughs
April 1 thru June 30	College / High School Events	All Boroughs
April 1 thru June 30	Women's Events	All Boroughs

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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		\$0	\$150	\$0
Brooklyn	\$76.98	\$0	\$50	\$0
Manhattan		\$0	\$300	\$0
Queens		\$0	\$300	\$0
Staten Island		\$0	\$153.75	\$0

C. Recruitment Sources

List recruitment sources used to fill vacancies in the current Quarter (include Q4)

1. NYC High Schools
2. NYC Colleges
3. EMT Certification Programs
4. Veteran Community Partnerships, Recruit Military, Veteran Connect
5. Various Partnerships with Community Organizations and Political Officials
6. Online Recruitment Efforts – JoinFDNY, Social Media Handles @JoinFDNY (Facebook, Instagram, X (Twitter) and YouTube.

The Office of Recruitment & Retention's targeted populations include Black, Hispanic, Asian/Pacific Islander and Women that reside in the NYC area.

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D. Internships/Fellowships

The agency is providing the following internship opportunities in FY 2025. **[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:

Q1 Total: 0 Q2 Total: 1 Q3 Total: 0 Q4 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:

Q1 Total: 0 Q2 Total: 0 Q3 Total: 0 Q4 Total: 0

Race/Ethnicity* [#s]: Black Hispanic Asian/Pacific Islander Native American White Two or more Races

Gender* [#s]: M F N-B 0 U

3. Summer College Interns:

Q1 Total: 0 Q2 Total: 0 Q3 Total: 0 Q4 Total: 1

Race/Ethnicity* [#s]: Black Hispanic Asian/Pacific Islander Native American White 1 Two or more Races

Gender* [#s]: M 1 F N-B O U

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4. Summer Graduate Interns:

Q1 Total: __0__ Q2 Total: __0__ Q3 Total: __0__ Q4 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):

Q1 Total: __0__ Q2 Total: __0__ Q3 Total: __0__ Q4 Total: __0__

Race/Ethnicity* [#s]: Black__ Hispanic__ Asian/Pacific Islander__ Native American__ White__ Two or more Races__

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

Additional comments:

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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 (9/30/2024): 6 Q2 (12/31/2024): 6 Q3 (3/31/2025): 6 Q4 (6/30/2025): 4

During the 1st Quarter, a total of 0 [number] new applications for the program were received. During the 1st Quarter 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 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 0 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 |
| in agency newsletter: | ☐ Yes | ☐ No |
| Other: | | |

2. _____
3. _____

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VI. Selection (Hiring and Promotion)

Please review Section VI of your FY 2025 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 2025 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.

FDNY has conducted career advancement sessions where employees can join a live session and answer questions about the civil service process and other career questions. Employees are also encouraged to contact the HR Talent Team, overseen by Director, Jeffrey Assisi regarding career counseling needs.

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

FDNY conducts Structured Interviewing and Unconscious Bias educational training sessions for Hiring Managers. All mid and high-level hires and promotions are reviewed by executive HR, Budget and other senior level staff.

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

The EEO Office continues to perform vetting reviews of all candidates selected for prospective promotion to Fire Operations and EMS Operations positions. The EEO Office also reviews interview questions to ensure compliance with the EEO laws.

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

The agency will use the DCAS' Layoff Procedure as guidance, should there be any layoffs, terminations and demotions due to legitimate business/operational reasons in FY 2026. The EEO Officer, collectively with HR and the General Counsel, will prioritize involvement in making layoff or termination decisions.

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

5. Other:

During this Quarter the Agency activities included:

# of Vacancies		# of New Hires	# of New Promotions
Q1	# <u>58</u>	# <u>333</u>	# <u>398</u>
Q2	# <u>92</u>	# <u>175</u>	# <u>199</u>
Q3	# <u>164</u>	# <u>429</u>	# <u>308</u>
Q4	# <u>91</u>	# <u>653</u>	# <u>555</u>

VII. Training

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

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Training Topic	Type of Audience (e.g., All Staff, Front-line Employees, Managers, Supervisors, etc.)	Goal Number of Participants	Project ed Dates
1. Everybody Matters: EEO and Diversity & Inclusion Training for NYC Employees (e-learning)	All employees – Biennially (Cycle 2 must be completed by March 31, 2025.)	17,430	March 31, 2025
2. Everybody Matters: EEO and Diversity & Inclusion Training for NYC Employees (classroom/live webinar)	All employees – Biennially (Cycle 2 must be completed by March 31, 2025.)	N/A	N/A
3. Sexual Harassment Prevention (e-learning)	All employees – Annually (Cycle 7 runs between September 1, 2024 – August 31, 2025)	6,803	August 31, 2025
4. Sexual Harassment Prevention (classroom/live webinar)	All employees – Annually (Cycle 7 runs between September 1, 2024 – August 31, 2025)	10,627	August 31, 2025
5. lgbTq – Power of Inclusion (e-learning)	Managers, Supervisors, and Front-line employees (must be completed by March 31, 2026) All other employees	17,430	September 30, 2025
6. lgbTq – Power of Inclusion (classroom/live webinar)	Managers, Supervisors, and Front-line employees (must be completed by March 31, 2026) All other employees	N/A	N/A
7. Disability Awareness and Etiquette		17,430	ongoing
8. Structured Interviewing and Unconscious Bias (classroom/live webinar)			
9. Other (specify)			

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10. Other (specify)			
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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://mstpwwa-ctwapx02.csc.nycnet/Login.aspx>

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

Q1: ☒ Yes ☐ No

Q2: ☒ Yes ☐ No

Q3: ☒ Yes ☐ No

Q4: ☒ Yes ☐ No

FY 2025 – 3rd Quarter:

- # of cases – 127
 - Grants – 60
 - Admin Closed – 10
 - Withdrawals – 4
 - Denials – 0
 - Pending – 53

Closed during FY25 - 3rd Quarter

- FY 2024
 - Withdrawals – 4
 - Grants – 1
- FY 2022
 - Withdrawals - 2

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For 4th Qtr FY25:

- 139 total cases
 - Grants: 88
 - Pending: 37
 - Withdrawals: 6
 - Admin Closed: 6
 - Denials: 2

For FY25 totals:

- 502 total cases:
 - Grants: 323
 - Pending: 85
 - Withdrawals: 50
 - Admin Closed: 40
 - Denials: 4

Closed in FY25:

- FY22:
 - Grants: 2
- FY23:
 - Grants: 4
 - Withdrawals: 2
- FY24:
 - Grants: 4
 - Withdrawals: 21
 - Admin Closed: 2
 - Denials: 3

All case information has been updated in DCAS.

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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: ☒ Yes ☐ No

Q2: ☒ Yes ☐ No

Q3: ☒ Yes ☐ No

Q4: ☒ Yes ☐ No

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

Q1: ☒ Yes ☐ No

Q2: ☒ Yes ☐ No

Q3: ☒ Yes ☐ No

Q4: ☒ Yes ☐ No

☐ 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

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Excel).

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 (EEPC) or another governmental agency specific to our EEO practices.
- ☒ The agency is involved in an audit; please specify who is conducting the audit: EEPC.
- ☐ Attach the audit recommendations by EEPC or the other auditing agency.
- ☐ If needed, the agency has submitted or will submit to DCAS Citywide Equity and Inclusion an amendment letter, which shall amend the agency plan for previous FY(s) as recommended by EEPC.
- ☒ The agency received a Certificate of Compliance from the auditing agency in 2023 or 2024.

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

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Appendix A: EEO Personnel Details

EEO Personnel For FDNY Quarter 4, FY 2025

Personnel Changes:

Personnel Changes this Quarter: ☐ No Changes		Number of Additions:	Number of Deletions:
Employee's Name & Title	1. Cesar Irigoyen, Agency Attorney	2.	
Nature of change	☒ Addition ☐ Deletion	☐ Addition ☐ Deletion	☐ Addition ☐ Deletion
Date of Change in EEO Role	Start Date: June16, 2025	Start Date or Termination Date:	Start Date or Termination Date:
Employee's Name & Title	4.	5.	6.
Nature of change	☐ Addition ☐ Deletion	☐ Addition ☐ Deletion	☐ Addition ☐ Deletion
Date of Change in EEO Role	Start Date or Termination Date:	Start Date or Termination Date:	Start Date or Termination Date:

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For New EEO Professionals:			
Name & Title	1.	2.	3.
EEO Function	☐ EEO Officer ☐ EEO Counselor ☐ EEO Trainer ☐ EEO Investigator ☐ 55-a Coordinator ☐ Other: (specify)	☐ EEO Officer ☐ EEO Counselor ☐ EEO Trainer ☐ EEO Investigator ☐ 55-a Coordinator ☐ Other: (specify)	☐ EEO Officer ☐ EEO Counselor ☐ EEO Trainer ☐ EEO Investigator ☐ 55-a Coordinator ☐ Other: (specify)
Percent of Time Devoted to EEO	☐ 100% ☐ Other: (specify %):	☐ 100% ☐ Other: (specify %):	☐ 100% ☐ Other: (specify %):
Name & Title	4.	5.	6.
EEO Function	☐ EEO Officer ☐ EEO Counselor ☐ EEO Trainer ☐ EEO Investigator ☐ 55-a Coordinator ☐ Other: (specify)	☐ EEO Officer ☐ EEO Counselor ☐ EEO Trainer ☐ EEO Investigator ☐ 55-a Coordinator ☐ Other: (specify)	☐ EEO Officer ☐ EEO Counselor ☐ EEO Trainer ☐ EEO Investigator ☐ 55-a Coordinator ☐ Other: (specify)
Percent of Time Devoted to EEO	☐ 100% ☐ Other: (specify %):	☐ 100% ☐ Other: (specify %):	☐ 100% ☐ Other: (specify %):

EEO Training Completed within the Last <u>two</u> years, including the current quarter (EEO and D&I Officers, Deputies, and all new EEO Professionals):			
Name & EEO Role			3.
Completed EEO Trainings:			
1. Everybody Matters-EEO and D&I	☐ Yes ☐ No	☐ Yes ☐ No	☐ Yes ☐ No
2. Sexual Harassment Prevention	☐ Yes ☐ No	☐ Yes ☐ No	☐ Yes ☐ No
3. IgbTq: The Power of Inclusion	☐ Yes ☐ No	☐ Yes ☐ No	☐ Yes ☐ No
4. Disability Awareness & Etiquette	☒ Yes ☐ No	☒ Yes ☐ No	☐ Yes ☐ No
5. Unconscious Bias	☐ Yes ☒ No	☐ Yes ☒ No	☐ Yes ☐ No
6. Microaggressions			

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7. EEO Officer Essentials: Complaint/Investigative Processes	☐ Yes ☒ No	☐ Yes ☒ No	☐ Yes ☐ No
8. EEO Officer Essentials: Reasonable Accommodation	☒ Yes ☐ No	☒ Yes ☐ No	☐ Yes ☐ No
9. Essential Overview Training for New EEO Officers	☐ Yes ☒ No	☐ Yes ☒ No	☐ Yes ☐ No
10. Understanding CEEDS Reports	☐ Yes ☒ No	☐ Yes ☒ No	☐ Yes ☐ No

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:							
1. Everybody Matters-EEO and D&I	☐ Yes ☐ No		☐ Yes ☐ No		☐ Yes ☐ No		
2. Sexual Harassment Prevention	☐ Yes ☐ No		☐ Yes ☐ No		☐ Yes ☐ No		
3. IgbTq: The Power of Inclusion	☐ Yes ☐ No		☐ Yes ☐ No		☐ Yes ☐ No		
4. Disability Awareness & Etiquette	☐ Yes ☐ No		☐ Yes ☐ No		☐ Yes ☐ No		
5. Unconscious Bias	☐ Yes ☐ No		☐ Yes ☐ No		☐ Yes ☐ No		
6. Microaggressions	☐ Yes ☐ No		☐ Yes ☐ No		☐ Yes ☐ No		
7. EEO Officer Essentials: Complaint/Investigative Processes	☐ Yes ☐ No		☐ Yes ☐ No		☐ Yes ☐ No		
8. EEO Officer Essentials: Reasonable Accommodation	☐ Yes ☐ No		☐ Yes ☐ No		☐ Yes ☐ No		
9. Essential Overview Training for New EEO Officers	☐ Yes ☐ No		☐ Yes ☐ No		☐ Yes ☐ No		
10. Understanding CEEDS Reports	☐ Yes ☐ No		☐ Yes ☐ No		☐ Yes ☐ No		

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

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

MAILING ADDRESS:

Diversity and EEO Staffing as of 4 Quarter FY 2025*

<u>EEO\ Diversity Role</u>	<u>Name</u>	<u>Civil Service Title</u>	<u>% of Time Devoted to EEO & DEI</u>	<u>Office E-mail Address</u>	<u>Telephone #</u>
EEO Officer/Director	Hilit Tolani	Assistant Commissioner, EEO	100%	hilit.tolani@fdny.nyc.gov	718-999- 0292
Deputy EEO Officer OR Co-EEO Officer	Dana Kim	Director, EEO	100%	Dana.kim@fdny.nyc.gov	(718) 999-2048
Chief Diversity & Inclusion Officer	Dr. Kwame Cooper	Deputy Commissioner	<u>100%</u>	kwame.cooper@fdny.nyc.gov	718-999- 2106
MWBE Officer per E.O. 59	David Francis	M/WBE Program Director	100%	David.Francis@fdny.nyc.gov	718-999- 2334
ADA Coordinator	Valerie Loubriel, Esq	Agency Attorney III EEO	100%	Valerie.loubriel@fdny.nyc.gov	718-999- 5189
Disability Rights Coordinator	Valerie Loubriel, Esq	Agency Attorney III EEO	100%	Valerie.loubriel@fdny.nyc.gov	718-999- 5189
Disability Services Facilitator	Valerie Loubriel, Esq	Agency Attorney III EEO	100%	Valerie.loubriel@fdny.nyc.gov	718-999- 5189

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<u>EEO\ Diversity Role</u>	<u>Name</u>	<u>Civil Service Title</u>	<u>% of Time Devoted to EEO & DEI</u>	<u>Office E-mail Address</u>	<u>Telephone #</u>
55-a Coordinator	Jeffrey Assisi	Director, Employee and Staffing Services HR / Processing		Jeffrey.Assisi@fdny.nyc.gov	718-999- 1915
Career Counselor					
EEO Counselor					
EEO Investigator					
EEO Counselor\ Investigator					
Investigator/Trainer					
EEO Training Liaison	Sabrina Jiggetts, Esq.	Agency Attorney EEO	100%	Sabrina.jiggetts@fdny.nyc.gov	718-999- 0683
Other (specify)					
Other (specify)					
EEO Investigator(s)					
EEO Investigator(s)	Brian Angelone	Brian.angelone@fdny.nyc.gov			
EEO Investigator(s)	Kaitlyn McKenna	Kaitlyn.mckenna@fdny.nyc.gov			
EEO Investigator(s)	Luis Segura	Luis.segura@fdny.nyc.gov			
EEO Investigator(s)	Cesar Irigoyen	Cesar.Irigoyen@fdny.nyc.gov			

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<u>EEO\ Diversity Role</u>	<u>Name</u>	<u>Civil Service Title</u>	<u>% of Time Devoted to EEO & DEI</u>	<u>Office E-mail Address</u>	<u>Telephone #</u>
EEO Investigator	Sahira Asia	Sharia.asia@fdny.nyc.gov			
EEO Investigator(s)	Mirna Youssef	Mirna.Youssef@fdny.nyc.gov			
EEO Counselors	Joanne Albanese	joanne.albanese@fdny.nyc.gov			
EEO Counselor	Michael Barvels				
EEO Counselor	James Blow				
EEO Counselor	Grace Cacciola				
EEO Counselor					

Adams	Brandon	Lieutenant
Albanese	Joanne	EMS Captain
Archer	Peter	Battalion Chief
Ashby	Rohan	EMT
Baftjari	Edis	Lieutenant
Barvels	Michael	Deputy Chief
Borukhov	Yan	Lieutenant
Boston	Gary	Firefighter

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Brady	Vanessa	Captain
Cacciola	Grace	EMS Deputy Assistant Chief
Carter	Dustin	Lieutenant
Castro	Nancy	Paramedic
Cezard	Brendan	EMT
Chou	Benjamin	Firefighter
Corbett-Terrell	Krysteena	Firefighter
Crawford	Malik	Fire Marshal
Dalbarry	Shizam	PARAMEDIC
DeInnocentiis	Jesus	EMS Lieutenant
Derrick	April	Clerical Associate
Duque	Susanne	Lieutenant
Evans	Ramla	EMT
Fasulo	Richard	SFAD
Fitch	Charles	Lieutenant
Ford	Esther	EMT
Gallagher	Travis	Captain
Gardner	Daniel	Captain
Girgenti	Annemarie	EMS Captain
Graham, Jr.	Conrad B.	Lieutenant
Gutierrez	Bryant	Lieutenant
Harmon	Patrick	Captain
Harper	Kievon	Firefighter
Ismail	Mohammed Pervez	Computer Systems Manager/Dynamics 365 CRM
Frumer	Joshua	Captain
Kennedy	Christopher	Captain

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Kinnane	Michael	Battalion Chief
Kinnear	Leonard	Lieutenant
Kordova	Yelena	Senior Director
Krebs	Brian	Supervising Fire Marshal
Lawal	Olawale	Firefighter
Lewis	Brittany	Workers' Compensation Claims Examiner
Li	Paul	Firefighter
Lloyd	Telina	EMS Deputy Chief
McCue	James	EMS Captain
McDaniels	Caroline	Fire Safety Education Administrator
McDerman	Michael	Manager - Talent Acquisition
McDermott	Jaime	Deputy Director
Mejia	Jonathan	Firefighter
Montalbano	John	Firefighter
Musacchio	Vincent	Lieutenant
Naseem	Kanwal	Lieutenant
O'Leary	Thomas	Captain
Parker	Raheim	Firefighter
Pataky	Joseph	EMS Deputy Assistant Chief
Porter	Samaia	EMT
Ramirez	Vanessa	Lieutenant
Reid	Marlena	Paramedic
Roach	Akelia	Principal Administrative Associate
Rodriguez	Michael	Captain
Roman	Nelson	Lieutenant

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Romero	Alberto	AFPI
Sham	Stephen	Lieutenant
Taylor	Mark	EMS Deputy Chief
Thom	Jaysun	Lieutenant
Trought	Rasheed	EMT
Usher	Dennesa	FPI
Vega	Adam	Community Coordinator
Watkins	William	Firefighter
Weintraub	Craig	Lieutenant
Williams	Horace	EMS Deputy Chief
Willock	Matthew	Fire Lieutenant

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



FY 2025 QUARTERLY REPORT - Part II: DIVERSITY AND EEO TRAINING SUMMARY

AGENCY NAME:	FDNY	Quarter # 4	FY 2025
RETAIN ALL PRIOR QUARTERS' DATA IN THE CURRENT QUARTER REPORT			
DO NOT ATTEMPT TO MAKE ANY ENTRIES IN PINK-SHADED CELLS			
SAVE THIS FILE AS:	[AGENCY ACRONYM] Quarter # FY 2025 DEEO TRAINING SUMMARY		
SUBMITTED BY (TITLE):	CHANDA CLEMENT, PROGRAM MANAGER, OFFICE OF DIVERSITY, EQUITY AND INCLUSION		
DATE SUBMITTED:	8/14/2025	E-MAIL:	chanda.clement@fd
		TEL #:	718-999-0306
1st Quarter (July-September) <u>DUE November 6, 2024</u> ; 2nd Quarter <u>DUE January 30, 2025</u> ; 3rd Quarter (January-March) <u>DUE April 30, 2025</u> ; 4th Quarter (April-June) <u>DUE July 30, 2025</u> .			

ALL EEO-RELATED TRAINING (ALL MODALITIES)	1st Qtr (July - Sept. 2024)	2nd Qtr (Oct. - Dec. 2024)	3rd Qtr (Jan. - Mar. 2025)	4th Qtr (April - June 2025)	FY 2025 YEAR TO DATE
TOTAL DIVERSITY & EEO TRAINING	11202	2887	7230	4961	26280

CORE DIVERSITY AND EEO TRAINING (All Modalities)					
TOTAL CORE EEO TRAINING ALL MODALITIES: E-Learning & Instructor-led training	8967	1050	4633	2549	17199
1. Everybody Matters: EEO and Diversity & Inclusion for NYC Employees	2088	288	3906	114	6396
Administered by DCAS [Copy data from DCAS Learning & Development report in this row. ENTER ALL ZEROS. Do not leave blank.]	2088	288	3906	114	6396
Administered by Agency [Enter data from internal training in this row] NOTE: Completions from DCAS-provided training count towards agency compliance for these mandated trainings.	0	0	0	0	0

ALL EEO-RELATED TRAINING (ALL MODALITIES)	1st Qtr (July - Sept. 2024)	2nd Qtr (Oct. - Dec. 2024)	3rd Qtr (Jan. - Mar. 2025)	4th Qtr (April - June 2025)	FY 2025 YEAR TO DATE
2. Sexual Harassment Prevention	5194	143	637	1080	7054
Administered by DCAS [Copy data from DCAS Learning & Development report in this row. ENTER ALL ZEROS. Do not leave blank.]	5194	143	637	1080	7054
Administered by Agency [Data Entry BLOCKED]	NOTE: SHP training that is administered by an agency (A-ILT/EL) must utilize curriculum that is approved annually by DCAS and the completion data must be provided to DCAS. The number reported in "Administered by DCAS" includes all SHP training that is administered by an agency.				0
3. IgbTq: The Power of Inclusion	1	7	25	1342	1375
Administered by DCAS [Copy data from DCAS Learning & Development report in this row. ENTER ALL ZEROS. Do not leave blank.]	1	7	25	1342	1375
Administered by Agency [Enter data from internal training in this row] NOTE: Completions from DCAS-provided training count towards compliance for these mandated trainings.	0	0	0	0	0
4. Disability Awareness & Etiquette	1684	612	65	13	2374
Administered by DCAS [Copy data from DCAS Learning & Development report in this row. ENTER ALL ZEROS. Do not leave blank.]	1684	612	65	13	2374
Administered by Agency [Enter data from internal training in this row]	0	0	0	0	0

ALL EEO-RELATED TRAINING (ALL MODALITIES)	1st Qtr (July - Sept. 2024)	2nd Qtr (Oct. - Dec. 2024)	3rd Qtr (Jan. - Mar. 2025)	4th Qtr (April - June 2025)	FY 2025 YEAR TO DATE
OTHER DIVERSITY AND EEO RELATED TRAINING (All Modalities)					
ALL OTHER DIVERSITY & EEO RELATED TRAINING	2235	1837	2597	2412	9081
5. New Employee Orientation (Only if it includes EEO Component)	NOTE: Do not make entries here if new employees received CORE EEO training as part of their onboarding				
TOTAL PARTICIPANTS TRAINED	318	150	513	482	1463
6. Structured Interviewing and Unconscious Bias	FULL TITLE: Structured Interviewing and Unconscious Bias				
TOTAL PARTICIPANTS TRAINED					0
7. Structured Interviewing and Unconscious Bias (Follow up)	FULL TITLE: Structured Interviewing: Utilizing Follow-Up and Probing Questions				
TOTAL PARTICIPANTS TRAINED					0
8. Building an Inclusive Culture: Understanding Unconscious Bias	FULL TITLE: Building an Inclusive Culture: Understanding Unconscious Bias				
TOTAL PARTICIPANTS TRAINED					0
9. From Microaggressions to Microaffirmations	FULL TITLE: Creating a Culture of Inclusion, From Microaggressions to Microaffirmations				
TOTAL PARTICIPANTS TRAINED					0
10. Managing the Multi-Generational Workforce	FULL TITLE: Managing the Multi-Generational Workforce: Leveraging the Talents of 5 Generations				
TOTAL PARTICIPANTS TRAINED					0
11. Bystander Training	FULL TITLE: Moving from Bystander to Upstander, What Would You Do?				
TOTAL PARTICIPANTS TRAINED					0
12. Reasonable Accommodation	FULL TITLE: Reasonable Accommodation Procedural Guidelines				
TOTAL PARTICIPANTS TRAINED					0
13. The Power of Words	FULL TITLE: The Power of Words, Can We Talk?				
TOTAL PARTICIPANTS TRAINED					0
14. Other Diversity/EEO Related	Specify topic >	EEO Training Overview			
TOTAL PARTICIPANTS TRAINED	1917	1687	2084	1930	7618
16. Other Diversity/EEO Related	Specify topic >				
TOTAL PARTICIPANTS TRAINED					0
15. Other Diversity/EEO Related	Specify topic >				
TOTAL PARTICIPANTS TRAINED					0
16. Other Diversity/EEO Related	Specify topic >				
TOTAL PARTICIPANTS TRAINED					0

ALL EEO-RELATED TRAINING (ALL MODALITIES)	1st Qtr (July - Sept. 2024)	2nd Qtr (Oct. - Dec. 2024)	3rd Qtr (Jan. - Mar. 2025)	4th Qtr (April - June 2025)	FY 2025 YEAR TO DATE
17. Other Diversity/EEO Related	Specify topic >				
TOTAL PARTICIPANTS TRAINED					0
18. Other Diversity/EEO Related	Specify topic >				
TOTAL PARTICIPANTS TRAINED					0
ADDITIONAL TRAINING	COPY AND PASTE ROWS 93-94 BELOW IF YOU NEED MORE SPACE TO REPORT ADDITIONAL TRAINING. DCAS/OCEI WILL RECALCULATE THE TOTALS IN ROW 48 AND RETURN THE REPORT TO THE AGENCY.				
... Other Diversity/EEO Related	Specify topic >				
TOTAL PARTICIPANTS TRAINED					0
... Other Diversity/EEO Related	Specify topic >				
TOTAL PARTICIPANTS TRAINED					0