

FISCAL YEAR 2023

Annual Report

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Annabel Palma, Chair and Commissioner

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Message from Mayor Eric L. Adams

As someone who has personally faced discrimination and witnessed it throughout my career, I believe strongly in the Commission’s mandate. This agency is a valued resource to people who have been denied opportunities, harassed, and treated differently because of who they are. The Commission’s work exemplifies New York City’s values and our efforts to treat each other with dignity and respect.

Housing our neighbors and increasing housing opportunities are two of our administration’s top priorities, which is why we have made significant investments to crack down on housing and source of income discrimination. Through a citywide campaign, testing for discrimination, proactive policy changes, and fast-track interventions, this city has made it clear that voucher discrimination is not tolerated.

In FY23, I signed two pieces of legislation that expanded the city’s Human Rights Law to protect more New Yorkers than ever before. Today, the Law explicitly recognizes that domestic violence includes economic abuse, and beginning in November 2023, height and weight discrimination will be illegal in housing, employment, and public accommodations.

To build a stronger, more equitable New York City, we must embrace the diversity that makes it the greatest city in the world, not just in words, but in actions too. By forging connections across communities throughout the city, the Commission is focused on preventing bias, hate, and harassment. Discrimination often feeds off the fear of what we do not understand, and the Commission’s outreach and

education efforts bridge relationships among New Yorkers from all walks of life.

Recognizing this, the Commission was a valuable partner in my “Breaking Bread, Building Bonds” initiative. This program encourages New Yorkers with different religious, ethnic, and cultural backgrounds to sit down and share a meal together. Dinner by dinner, New Yorkers from across the city share cultures and traditions and break down barriers between communities. The Commission has and will continue to facilitate and co-organize a number of these gatherings with entities such as the Bronx Borough President’s Office, Queens Borough President’s Office, and Central Queens Against Hate.

Since day one of our administration, we have been focused on creating a New York that works for everyone. This report outlines the Commission’s staunch commitment to fostering a city that values our differences and promotes equity.

Eric Adams
Mayor



Message From Commissioner and Chair Annabel Palma

As I reflect on my second year as Commissioner and Chair of the New York City Commission on Human Rights, I am reminded of the strength of our city. Through a coordinated effort that harnessed the power of community outreach, legal enforcement, and multi-media engagement, the Commission made strides towards fostering a city where everyone can live, work, and thrive free from discrimination.

The Commission relies on networks cultivated by our staff and community partners to raise awareness about the rights and responsibilities in the city’s Human Rights Law. Without awareness and engagement, protections are often ineffective. We are an agency that builds collaboration with all stakeholders—employers, housing providers, business owners, and all New Yorkers. In the past year, I walked the streets of Queens and the Bronx engaging directly with business owners, discussed our work rooting out racial injustice in Staten Island, and shared meals with fellow New Yorkers at the inaugural “Breaking Bread, Building Bonds” dinner in Brooklyn.

Throughout the year, the Commission held events and workshops across the five boroughs in multiple languages. This year I had the pleasure of attending the annual LGBTQ Community Iftar—a celebration at the intersection of two identities central to the cultural fabric of New York City and a brilliant example of the Commission’s expansive outreach and collaboration.

We launched two public education campaigns in FY23 and implemented a new digital strategy to expand our reach on social media: the Human Rights Minute. The initiative

distills protections under the city’s Human Right Law into one-minute videos, and it debuted alongside the launch of our campaign, “Display the Pay.” We produced videos about the protections in city’s Human Rights Law for job seekers in New York City, including the recently enacted pay transparency requirements. In April, the Commission launched an education campaign underscoring the impact of illegal voucher discrimination. Our first tri-lingual Human Rights Minute videos—in English, Spanish, and Chinese—were part of this campaign.

I also know that discrimination is still a reality in our city. And when violations of the Law do occur, the Commission acts. We remedy discrimination by embedding policy changes into case settlements with the aim of benefitting as many New Yorkers as possible. Throughout FY23, the agency continued to fashion innovative settlements to address source of income discrimination that included broker incentive programs and set aside units specifically for voucher holders, and the Commission pursued pre-complaint interventions that helped New Yorkers obtain housing and employment.

The protections afforded under our city’s Human Rights Law are not privileges, they are rights afforded to everyone in our great city. As I think back on this year, I am reinvigorated by the work we have accomplished and stand ready to face the challenges to come.

Annabel Palma
Commissioner and Chair



Bias Prevention and Response Across Communities

The Commission participated in 2,172 events in FY23, a 21% increase from FY22. Events included one-on-one outreach, tabling, panel discussions, town halls, cultural celebrations, and presentations on the city's Human Rights Law. Through these outreach efforts, the Commission reached a record 132,507 individuals, a 23% increase from FY22. Nearly 20% of outreaches were in languages other than English.

The Commission works actively to deter discrimination in the workplace by educating business owners, employers, and employees on their rights and responsibilities under the Law. The Commission partnered with the following entities to offer trainings:

- Alliance of Yemeni American Businesses
- Business Improvement District
- Chinese Chamber of Commerce New York
- Chinatown Manpower Project
- Department of Consumer and Worker Protection
- National Gay and Lesbian Chamber of Commerce
- New York Women's Chamber of Commerce
- Renaissance Economic Development Corporation
- Small Business Services
- Staten Island BUCKS Business Network
- Staten Island Chamber of Commerce
- Yemeni American Merchants Association

The heart of the Commission’s outreach and education initiatives, the Community Relations Bureau, expanded the agency’s anti-bias strategy to focus on prevention, solidarity, and community building. The agency developed and refined engagement tools such as multi-lingual bystander intervention training, talking circles, cultural competency training, and community conversations to help people identify and unlearn biases. The Commission’s materials are multi-lingual, and across the five boroughs, workshops were presented in English, Spanish, Mandarin, Bengali, Urdu, Punjabi, Haitian-Creole, French, Arabic, and Russian.

The Commission facilitated bias prevention workshops for staff and leadership at sibling agencies across the city, including:

- **New York City Department of Health and Mental Hygiene**
- **New York City Department of Education**
- **New York City Department of Parks and Recreation**
- **New York Police Department Office of Diversity and Inclusion**
- **New York Police Department School Safety Agents Academy**

Other workshops and panels were coordinated in collaboration with:

- **New York City Department of Consumer and Worker Protection**
- **Mayor’s Office to End Domestic and Gender-Based Violence Family Justice Centers**

Investing in Community-led Bias Prevention

In FY23, the Commission partnered with the Office for the Prevention of Hate Crimes (OPHC) to award Community Project Grants. The grants were awarded to project proposals that promote community respect, prevent hate violence, and seek to address hate crimes, bias-motivated incidents, and discrimination. The Commission reviewed applications and each participant received up to \$5,000 per grant of OPHC funds. All grant recipients were required to participate in the Commission’s New York City Human Rights Law training and 5 of 31 OPHC’s workshop on bias and hate. Participating organizations included The African International Collaborative Center, Liberation Drum Circles, Juneteenth Queens, Malikah, Strands for Trans, Art in the Park Inc., and Angry Asian Womxn among others.

New York City Regional Bias Council

In recognition of the Commission’s anti-discrimination expertise, the agency was invited to join the New York City Regional Bias Council. This council is working towards expanding education, outreach, and community engagement in response to the increasing number of bias incidents—a trend seen nation-wide. The New York City Regional Bias Council is part of the New York State Division of Human Rights’ Hate and Bias Prevention Unit. Chaired by Lieutenant Governor Antonio Delgado, the Council assists communities in combatting prejudice and discrimination through two key initiatives: a statewide network of regional councils and a Rapid Response Team.

Bystander Intervention Training

The Commission offers trainings to empower community members across the city with intervention and de-escalation strategies. The goal is to disrupt hate non-violently, promote collective safety, and explore the role of identity in interventions. Bystander intervention is built on the idea that everyone has a role in creating safe public spaces for each other when neighbors and community members experience bias, discrimination, or harassment. The Commission continues to offer multi-lingual training to ensure that New Yorkers are all part of the solution to bias and hate. In FY23 staff at Weill Cornell Medical Center, Queens College, and Women for Afghan Women participated in the agency’s bystander intervention training. The Commission also partnered with the Center for Anti-Violence Education to conduct a series of trainings that focused on public transit safety.

Addressing Anti-Asian Hate

The Commission continued outreach to, and strengthened bonds, with Asian American and Pacific Islander (AAPI) communities during FY23. Through collaborations with sibling agencies and partner organizations, the Commission promoted tolerance, dignity, and respect for AAPI New Yorkers. As New Yorkers faced anti-Asian bias, the Commission worked to be highly visible to AAPI communities across the five boroughs and shares information on how to report, prevent, and respond to such incidents. In FY23, the Commission joined events and conducted trainings with faith groups, business communities, and village and family associations.

The Commission worked with the following groups in FY23 to address and prevent anti-Asian hate in New York City:

- Apicha Community Health Center
- American Buddhist Confederation
- Asian American Bar Association
- Asian Americans for Equality
- Buddhist Tzu Chi Foundation
- Chinese Christian Herald Crusades
- Chinese-American Planning Council
- Homecrest Community Services
- International Buddhist Progress Society
- Minkwon Center for Community Action
- Upper Manhattan Asian American Alliance





Combating Anti-Black Racism

The Commission’s history is rooted in the pursuit of racial equity and its mission today remains deeply connected to preventing and addressing anti-Black racism throughout New York City. The Commission utilizes both responsive and proactive approaches in these efforts. The Commission’s enforcement actions during FY23 continued to facilitate tangible change by transforming the policies and practices of landlords, real estate agents, providers of public accommodations, and employers, while also ordering civil penalties and securing individual remedies such as monetary relief for complainants.

Community outreach and partnerships with local organizations enhanced the Commission’s reach and impact. During FY23, the agency partnered with non-profits and sibling agencies to organize events that center and celebrate Black communities in New York City, combat anti-Black racism, and raise awareness of protections under the city’s Human Rights Law. This year, the African Heritage Celebration—held in the Bronx—was the largest ever organized by a city agency, welcoming over 500 attendees. To commemorate Black Heritage Month, the Commission also partnered with Staten Island’s CANVAS institute, a grassroots organization that provides a safe space for youth to express their cultural, artistic, and intellectual potential. Commissioner Palma hosted the event which celebrated leaders from Staten Island’s Black communities.

Frequently conducted throughout the year, the agency’s “Human Rights Law, Anti-Black Racism, and Other Forms of Discrimination Based on Race and Color” training asks participants to confront the country and city’s history with

white supremacy and explores how this history informs the experiences of Black people today. By contextualizing historical race and color-based discrimination, participants identify, analyze, and unlearn biases, which is foundational to advancing racial equity.

In FY23, the Commission conducted the “Human Rights Law, Anti-Black Racism, and Other Forms of Discrimination Based on Race and Color” training with:

- Creative Social Solutions
- New York Police Department School Safety Agents’ new recruits
- New York Police Department Equity Liaisons
- New York City Parks
- York College, CUNY

Empowering Youth

Young people are the vanguard of an equitable future. Recognizing this, the Commission partners with youth in New York City to develop leadership skills that further youth advocacy for human rights and social justice.

The Commission's youth engagement activities for FY23 consisted of workshops in schools, continued collaboration with the Commission's Youth for Equity and Solidarity (YES) Council, and a signature youth storytelling event, "She Speaks," during Women's History Month at the Langston Hughes Library in Queens. "She Speaks," developed in collaboration with the organization My Sister's Keeper, explored inequities experienced by young girls of color through the power of storytelling.

Throughout FY23 the Commission was able to reach over 3,000 young people citywide through partnerships and events including:

- **"Be Loud and Proud" workshop to youth workers at East New York Farms**
- **Career fairs in Harlem, Brooklyn, and Staten Island**
- **Peer mediation training at It Takes a Village Academy, Career in Sports High School, and New World Preparatory Charter School**
- **"Resisting Oppression and Racism" workshop at the South Asian Youth Action**
- **"Understanding the Jewish Experience and Antisemitism" workshop at Robert F. Wagner Middle School**



Outreach to Colleges and Universities in New York City

As a premier destination for education, New York City welcomes university and college students from around the globe. While in New York City, these students have rights and responsibilities under the city's Human Rights Law. The Commission makes this information easily accessible so that students can focus on their studies and enjoy all that the city has to offer. In FY23, The Commission partnered with MetroPlus Health on an outreach campaign called "Welcome to NYC," which informed incoming students of the Human Rights Law during orientation. The Commission participated in resource fairs, conducted workshops, and spoke at events at Queens College, Hostos Community College, Medgar Evers Community College, Cornell Tech, and Staten Island Community College, among other higher education institutions.

Promoting Understanding Across Religions

New York City's diverse religious composition enriches the city's unique and vibrant character. Throughout FY23, the Commission promoted respect for and among religious groups through partnerships with faith-based organizations and sibling agencies, and participation in celebrations, community events, and trainings.

Faith-based organizations are often touchpoints for communities that may be hesitant to reach out to the government for assistance. The Commission's far-reaching network of faith-based partners allows the agency to better understand challenges facing religious communities and to disseminate resources to share, and tools that prevent discrimination.

Observance of Religious and Holy Days

Throughout FY23, the Commission partnered with the Mayor's Office of Faith and Community Partnerships to organize a meeting with over 50 African pastors. Additionally, the agency held collaborative events with the 67th Precinct Clergy God Squad, 79th precinct Clergy Council, African American Clergy and Elected Officials, Brooklyn Clergy Economic Empowerment Group, Racial Reconciliation Roundtable, and United Council of Churches.

The Commission celebrated Diwali, the festival of lights, with an event in the Bronx. Organized in partnership with the Bharati Foundation, Vishnu Mandir, and Bronx Borough President's Office, the event underscored the diverse communities in the

Bronx and reminded New Yorkers that their rights are protected no matter who or how they worship.

Building upon existing efforts to reach Sikh communities in New York City, the Commission held its annual Vaisakhi Resource Fair. The event was the inaugural partnership between the Commission and the Ravi Das Gurdwara in Woodside, Queens. Several other city agencies and community-based organizations joined the resource fair, including Chhaya Community Development Center, Desis Rising Up and Moving, Khalsa Aid, the Mayor's Office of Immigrant Affairs, the New York City Civic Engagement Commission, the Office of the Comptroller, the Office for the Prevention of Hate Crimes, United Sikhs, and Womankind.

This year, during the holy month of Ramadan, the Commission resumed in-person Iftar celebrations, including the inter-agency led, "Iftar in the City." The event was hosted in Staten Island at the Albanian Islamic Cultural Center and the theme was "Celebrating the Resiliency of Muslims in NYC." The Iftar highlighted the work of Muslim advocates in Staten Island and spotlighted Muslim government officials that had recently been appointed to senior positions in the Adams administration.

The Commission also partnered with Masbia Soup Kitchen to celebrate Passover with a Human Rights Seder. The Commission worked closely with partners such as the Riverdale YW/MHA, JCC Harlem, JCRC, JCCA Flatbush, Jewish Community House-Bensonhurst, and JCC Staten Island to host this event.



Workshops and Trainings

The Commission offers trainings that address manifestations of bias against specific religious groups. The Commission continued to conduct the “Understanding Jewish Experiences and Antisemitism” and “Understanding Muslim Experiences and Combating Anti-Muslim Bias,” trainings. During FY23, The White House spotlighted “Understanding Jewish Experiences and Antisemitism” as an example of effective training by local governments to prevent acts of hate against Jewish communities. A snapshot of the trainings conducted by the Commission are listed here.

During FY23, the Commission conducted “Understanding Jewish Experiences and Antisemitism” for community groups and the following city agencies including:

- New York City Department of Education
- New York City Department of Health and Mental Hygiene
- National Domestic Workers Alliance

During FY23, Commission conducted “Understanding Muslim Experiences and Combatting Anti-Muslim Bias” workshops for a range of stakeholders, including the following:

- New York City Department of Education’s team of superintendents
- John Jay College of Criminal Justice
- New York Police Department School Safety Agents
- St. John’s University.
- Weil Cornell Medical Center

Restoring Relationships with Indigenous Communities

Following the release of the Commission’s Land Acknowledgement in FY22, which was created in collaboration with the Lenape Center, the agency worked in FY23 to strengthen relationships between Native American and Indigenous communities, city agencies, and non-profits. In partnership with the Mayor’s Office of Equity, the Commission hosted the first ever Native American Heritage Month celebration at City Hall. This landmark event featured a panel of Lenape leaders and was attended by city officials. Discussions centered around key issues facing the Lenape people and establishing relationships for future collaboration.

In FY23, the Commission conducted outreach at powwows, resource fairs, and cultural celebrations including a spring equinox ceremony and a museum event featuring the work of an Indigenous artist. The Commission also conducted workshops with various organizations listed here.

The Commission presented trainings on the city’s Human Rights Law in both English and Spanish that touched on various topics specific to Native American and Indigenous people to the following:

- American Indian Community House
- Mexican, Columbian, and Peruvian Consulates
- Mexican Coalition
- Native American Council at Columbia IndigeHouse
- New York Tlan
- Quechua Collective



Supporting LGBTQIA+ Communities

As relentless attacks against LGBTQIA+ communities spread across the country, New York City stands in staunch opposition to laws and policies that aim to strip LGBTQIA+ individuals of their rights. The city's Human Rights Law protects individuals from discrimination based on their sexuality and gender identity in housing, employment, and public accommodations such as hospitals or restaurants. The city's Human Rights Law also prohibits employment discrimination on the basis of sexual and reproductive rights decisions, including gender-affirming care.

The Commission protects an individual's right to be their authentic self in New York City. To deter discrimination and uplift LGBTQIA+ New Yorkers, the Commission continued to elevate the city Human Rights Law's protections for LGBTQIA+ people. A sampling of FY23 activities and events are noted in these pages.

Events and Partnerships:

- 7th Annual LGBTQIA+ Community Iftar
- Trans Day of Visibility
- Pride Marches
- Trans Day of Remembrance
- Panel with LGBTI Stakeholder Group at the United Nations

Led "Working with Transgender and Gender Nonconforming Communities" workshops with an array of entities, including:

- Ali Forney Center
- Cornerstone NY
- New York City Department of Education Gender Sexuality ALLIANCE Summit
- New York City Department of Health and Mental Hygiene
- Mayor's Office of Equity
- New York Police Department School Safety Agents
- Unity Project



Uplifting Aging New Yorkers

The Commission deeply values aging New Yorkers and works to deter and address age discrimination. During FY23, the Commission partnered with New York City Aging, the Department of Citywide Administrative Services, Weill Cornell Medicine, and various aging adult centers to educate New Yorkers about age discrimination, encourage best practices for employers, and inform aging New Yorkers on how to file a complaint with the Commission. Additionally, the agency serves on the Cabinet for Older Adults. The Commission collaborates with community-based organizations in this work, including Carver Senior Center, Frederick Douglass Senior Center, Gaylord White Senior Center, Goddard Riverside Senior Center, RAIN Inc., Russian Adult Day Care, The Center at Red Oak Senior Center, and Union Settlement.



Legislative Activities and Strategic Partnerships

The Commission regularly engages with City Council, City Hall, the Law Department, and sibling agencies regarding policy, legislation, and regulations. In FY23, a new provision of the Human Rights Law went into effect to strengthen pay transparency, and the Human Rights Law definition of domestic violence was expanded to include economic abuse. Additionally, the Commission participated in eight city council hearings, speaking on a range of topics including the Human Rights Law's existing sexual and reproductive health protections, adding height and weight as protected classes, and proposed legislation to limit the use of criminal background checks by landlords. The full list of hearings can be found [here](#).

City Council Hearings in FY23

- **6/26/2023:** Testified on a package of bills to amend Human Rights Law's employment provisions.
- **5/09/2023:** FY24 Budget Hearing
- **5/03/2023:** Provided Q&A on a bill that would prohibit the use of biometric identification systems in places of public accommodations and housing.
- **2/28/2023:** Testified on the inclusion of height, weight, and tattoos as protected categories under the city's Human Rights Law.
- **12/12/2022:** Testified on the expansion of the definition of domestic violence to include economic abuse.
- **12/8/2022:** Testified on a bill to prohibit housing discrimination based on criminal history.
- **9/22/2022:** Provided Q&A on a package of bill regarding workplace equity.
- **6/30/2022:** Testified on a bill requiring a public information and outreach campaign regarding safe access to reproductive healthcare.



Elevating Job Seeker Protections

The Commission aims to address root causes of discrimination that impact both employees in the workplace and job applicants. Hiring practices that may seem neutral on their face can perpetuate inequity, and lead to the exclusion of qualified candidates. The city's Human Rights Law strives to ensure that businesses focus on the skillset of an applicant, which in turn cultivates dynamic and inclusive workplaces.

FY23 saw the implementation of a pay transparency amendment to the Human Rights Law. The new provision, which went into effect in November 2022, levels the playing field for job seekers by requiring employers to include salary ranges in job advertisements. This allows job applicants to assess whether salaries reflect the value of their work. This amendment builds on the Law's existing protections against hiring practices that have disproportionately impacted the wages and opportunities afforded to women and people of color. These provisions include the prohibition on inquiring about an applicant's salary or credit history during the hiring process. Additionally, the Fair Chance Act prohibits questions regarding an applicant's involvement with the criminal justice system until after an employer makes a conditional job offer.

To raise awareness of the pay transparency requirement, the Commission created informational materials and launched a social media campaign. The "Display the Pay" campaign also highlighted the suite of protections for job seekers in the New York City Human Rights Law.

In FY23, the Commission conducted outreach and trainings for small business owners, human resource professionals, and sibling agencies, some of which are listed here.

The Commission conducted outreach to the following stakeholders about the pay transparency amendment to the city's Human Rights Law:

- Asian American Small Business Taskforce
- Business Improvement Districts
- Media Law Resource Center Employment Law Committee
- Mintz
- Panel through Powher NY
- Small Business Services
- Staten Island BUCKS Business Network



Addressing Source of Income Discrimination

Stable housing is essential for communities to thrive, but equitable access to housing remains a challenge for many New Yorkers. One barrier to stable housing is source of income discrimination: when housing providers, landlords, and real estate professionals deny housing to applicants or mistreat tenants because they have housing subsidy. This form of discrimination has been prohibited under the city’s Human Rights Law since 2008.

In an effort to prevent source of income discrimination, during April 2023, Fair Housing Month, the Commission launched the campaign, “Vouchers Pay. Discrimination Doesn’t.” The campaign sought to inform tenants and housing seekers about their protections under the Law, inform housing providers and real estate agents about their obligations under the Law, and encourage anyone who experienced or witnessed source of income discrimination to report it to the Commission.

During the campaign, Commission spokespeople appeared on WNYC’s “The Brian Lehrer Show” and NY1’s “Inside City Hall” to discuss the Law’s protections for renters with housing vouchers. The Commission highlighted case settlements that can include proactive agreements, such as setting aside units specifically for voucher holders and broker incentive programs that encourage brokers to work with and place voucher holders through bonuses paid by the brokerage. The campaign also spotlighted pre-complaint interventions, one of the tools that the Commission can use to help voucher holders obtain housing in a timely fashion. Campaign posters were displayed across the five boroughs on bus shelters, in convenience stores, on LinkNYC kiosks, and in subway stations. Commissioner Palma was featured in a public service announcement for TaxiTV, and campaign ads appeared in multiple languages with community

and ethnic media outlets such as El Diario, Sing Tao, Haiti Liberte, Weekly Bengalee, and Carribean Times.

During National Fair Housing Month, the Commission partnered with the New York State Division of Human Rights to organize “Fair Housing Protects, Knowledge Empowers: Increasing Equity Through Policy, Practice and Education,” a conference about housing discrimination at the National Museum of the American Indian. The conference consisted of workshops and trainings that informed real estate agents and landlords about their obligations under the Law and encouraged best practices that promote equity in New York City.

Enforcement of the City's Human Rights Law by the Numbers

The Commission approaches discrimination from both a preventative framework and via enforcement of the New York City Human Rights Law. While the Community Relations Bureau engages with the public through community outreach, the Commission's Law Enforcement Bureau (LEB) fields reports of discrimination from the public, investigates alleged discrimination, and brings cases against entities who appear to have violated the city's Human Rights Law. LEB addresses discrimination in employment, housing, and public accommodations in New York City, in addition to discriminatory harassment and bias-based profiling by law enforcement.

There are multiple avenues LEB can pursue to obtain relief from or root out discrimination. It is not necessary for a member of the public to come forward with an allegation of discrimination to prompt an investigation from LEB. LEB can bring cases against entities or start investigations on behalf of the city through a Commission-initiated investigation or complaint. LEB also provides the opportunity for the expedient resolution of claims through pre-complaint interventions. Resolutions through pre-complaint intervention have proven to be a useful tool for more immediate relief. Many claims, though, result in filed complaints, investigations, litigation and trial, or resolution through settlement. LEB also refers cases to the Commission's Office of Mediation and Conflict Resolution, when appropriate.

Inquiries

Allegations of discrimination are brought to the Commission's attention in a variety of ways. The most common are when a member of the public contacts the agency by phone, in person, or via webform. The Law Enforcement Bureau staff fielded a record 12,548 inquiries from members of the public in FY23, in the form of phone calls, emails, letters, in-person visits, and attorney-filed complaints. The majority of inquiries concerned allegations of employment (1,620) and housing discrimination (866) followed by discrimination in public accommodations (166). The Commission's trained staff routes issues for pre-complaint intervention, further assessment by a LEB attorney, and/or referral to sibling agencies and community resources.



Inquiries by Protected Class and Jurisdiction

July 1, 2022 – June 30, 2023

PROTECTED CLASS	BIAS-BASED PROFILING	COVID-19	DISCRIMINATORY HARASSMENT	EMPLOYMENT	HOUSING	PUBLIC ACCOMMODATIONS	GRAND TOTAL
AGE	•	•	2	68	17	4	91
AIDING/ABETTING	•	•	1	•	•	•	1
ALIENAGE STATUS (Immigration Status)	•	•	1	3	•	•	4
ARREST RECORD (Employment only)				18			18
CAREGIVER STATUS (Employment only)				10			10
CITIZENSHIP STATUS	•	•	•	15	13	4	32
COLOR	1	•	1	48	26	16	92
COVID-19		7		18		1	25
CONVICTION RECORD (Employment only)				20			20
CREDIT HISTORY	•	•	•	3	•	•	3
CREED	•	•	2	32	13	3	51
DISABILITY	•	•	7	201	288	59	555
DOMESTIC PARTNERSHIP STATUS	•	•	1	1	1	•	3
GENDER ¹	•	•	5	162	23	22	212
HOUSING STATUS	1	•	•	•	•	•	1
INTERFERENCE WITH PROTECTED RIGHTS	•	•	1	4	2	1	8
LAWFUL OCCUPATION (Housing only)					•		•
LAWFUL SOURCE OF INCOME (Housing only)					352		352

¹Includes Gender Identity and Gender Expression.

Inquiries by Protected Class and Jurisdiction

July 1, 2022 – June 30, 2023

PROTECTED CLASS	BIAS-BASED PROFILING	COVID-19	DISCRIMINATORY HARASSMENT	EMPLOYMENT	HOUSING	PUBLIC ACCOMMODATIONS	GRAND TOTAL
MARIJUANA/THC TESTING	•	•	•	2	•	•	2
MARITAL STATUS	•	•	1	1	1	•	3
NATIONAL ORIGIN	•	•	4	71	27	21	123
PREGNANCY (Housing, Employment, and Public Accommodations only)				43	3	1	47
PRESENCE OF CHILDREN ² (Housing only)			1		13		14
RACE	•	•	1	91	32	22	146
RETALIATION	•	•	2	144	24	3	173
SALARY HISTORY (Employment only)				6			6
SALARY TRANSPARENCY (Employment only)				609			609
SEXUAL AND REPRODUCTIVE HEALTH DECISIONS	•	•	•	1	•	•	1
SEXUAL ORIENTATION	•	•	1	42	26	9	78
UNEMPLOYMENT STATUS	•	•	•	•	•	•	•
UNIFORMED SERVICES MEMBER	•	•	•	2	•	•	2
VICTIMS OF DOMESTIC VIOLENCE (Housing and Employment only)				5	4		9
PROTECTED CLASS NOT STATED	•	•	•	•	•	•	9,856
INQUIRIES BY JURISDICTION							12,548

²Includes children that are, may be, or would be residing there.

Non-English Language Inquiries

The Commission takes pride in maintaining a staff that reflects the diversity of New York City. The Commission’s Infoline staff are fluent in English, Spanish, Hindi, Nepali, and Portuguese, and 26 other languages are spoken across the agency. When there is a need for additional language support, LEB provides interpreters by phone. In FY23, the staff fielded 920 inquiries in 12 languages other than in English. The top three languages in which the agency received inquiries other than English were Spanish, Russian, and Mandarin.



Testing

The Commission uses testing, an effective investigative tool in civil rights litigation, to determine whether there is discrimination in housing, employment, or public accommodations. The Commission receives tips from the public about instances of discrimination and conducts tests of entities based on historic or new allegations of discrimination. Testers conduct telephone, in-person, or online tests of potential employers, employment agencies, landlords, real estate brokers, restaurants, hospitals, gyms, stores, or other public accommodations to assess whether there are instances of discrimination. Tests can determine whether certain protected classes are treated differently or are given different information. In FY23, agency testers successfully completed 1,242 total tests of 1,082 entities, an increase from the 734 tests of entities conducted in FY22. An entity may be tested for potential violations in multiple jurisdictions and/or multiple protected classes.

Tests by Jurisdiction and by Protected Class

July 1, 2022 – June 30, 2023

PROTECTED CLASS	JURISDICTION			
	EMPLOYMENT	HOUSING	PUBLIC ACCOMMODATIONS	TOTAL NUMBER OF TESTS PER PROTECTED CLASS
AGE	•	•	•	•
ARREST RECORD (Employment only)	390			390
CONVICTION RECORD (Employment only)	389			389
CREDIT HISTORY (Employment only)	390			390
DISABILITY	•	57	171	228
GENDER ³	•	•	339	339
INTERFERENCE WITH PROTECTED RIGHTS	•	3	7	10
LAWFUL SOURCE OF INCOME (Housing only)		31		31
MARIJUANA/THC TESTING	387	•	•	387
PREGNANCY	•	•	1	1
PRESENCE OF CHILDREN (Housing only)		61		61
SALARY HISTORY (Employment only)	390			390
SALARY TRANSPARENCY (Employment only)	190			190
TOTAL NUMBER OF TESTS				1,242

³ Includes Gender Identity and Gender Expression.

Pre-Complaint Interventions

When appropriate, the Commission intervenes before, or in lieu of, filing a complaint, which can provide immediate relief from continuing harm and/or provide a quick resolution.

The Early Intervention Process focuses on addressing potential city Human Rights Law violations that may be resolved quickly, without filing a complaint, by contacting an entity directly. For example, matters involving disability-related accommodation requests in housing, employment or public accommodations can often be resolved on an expedited basis, without engaging in lengthy litigation. Pre-complaint interventions can result in a flexible work schedule due to religious observances or a disability, the installation of grab bars, roll-in showers, ramps, or accessible entrances and exits to housing, a store, or a medical office. The Source of Income Unit works with individuals who have been denied housing because of their voucher status, negotiating with housing providers to obtain timely access to housing opportunities.

The Commission might determine a pre-complaint intervention is necessary when alerted to repeated violations of the city’s Human Rights Law. The Commission may also send a cease-and-desist letter or contact an entity to demand that it immediately stop the illegal practice, change its policies, and among other requirements, attend a training on the city’s Human Rights Law. Often, the Commission doesn’t need to file a complaint because it can obtain a resolution through pre-complaint intervention with cooperative entities. However, if early intervention efforts are unsuccessful, the Commission can file a complaint, proceed with an investigation, and seek civil penalties.

In FY23, the Commission resolved 200 matters without filing a complaint. Of these 200 pre-complaint interventions, 11 were the result of Commission-initiated investigations. Some interventions involved claims under more than one jurisdiction and many involved more than one protected class.

Note that the graphic shows only categories with one or more claims.

Pre-Complaint Interventions

July 1, 2022 – June 30, 2023

PROTECTED CLASS	JURISDICTION					
	BIAS-BASED PROFILING	DISCRIMINATORY HARASSMENT	EMPLOYMENT	HOUSING	PUBLIC ACCOMMODATIONS	TOTAL NUMBER OF SUCCESSFUL INTERVENTIONS
CREED	•	•	1	•	•	1
DISABILITY	•	•	1	39	4	44
GENDER ⁴	•	•	•	•	1	1
LAWFUL SOURCE OF INCOME (Housing only)				145		145
MARIJUANA/THC TESTING	•	•	4	•	•	4
PREGNANCY (Housing, Employment, and Public Accommodations only)			2		•	2
RACE	•	•	•	1	•	1
RETALIATION	•	•	•	1	•	1
SEXUAL ORIENTATION	•	•	•	•	1	1
TOTAL NUMBER OF SUCCESSFUL INTERVENTIONS						200

⁴ Includes Gender Identity and Gender Expression.

Commission-Initiated Pre-Complaint Investigations by Jurisdiction and by Protected Class

July 1, 2022 – June 30, 2023

PROTECTED CLASS	JURISDICTION				TOTAL NUMBER OF INVESTIGATIONS
	DISCRIMINATORY HARASSMENT	EMPLOYMENT	HOUSING	PUBLIC ACCOMMODATIONS	
CREED	•	1	•	•	1
DISABILITY	•	•	7	1	8
GENDER ⁵	•	1	•	•	1
LAWFUL SOURCE OF INCOME (Housing only)			3		3
MARIJUANA/THC TESTING	•	4	•	•	4
RACE	•	2	1	2	5
SEXUAL ORIENTATION	•	1	•	•	1
TOTAL NUMBER OF INVESTIGATIONS					23

Commission-Initiated Complaints

Some Commission-initiated investigations lead to the filing of a Commission-initiated complaint alleging pattern and practice violations. In FY23, LEB filed 17 Commission-initiated complaints. The chart below lists the areas of jurisdiction and the protected classes for Commission-initiated complaints. Most complaints claim discrimination based on more than one protected class and each claim is included in the complaint. As the table below shows, Commission-initiated complaints filed in FY23 span nine protected categories in employment, housing, and public accommodations.⁶

Commission-Initiated Filed Complaints by Jurisdiction

July 1, 2022 – June 30, 2023

PROTECTED CLASS	JURISDICTION			
	EMPLOYMENT	HOUSING	PUBLIC ACCOMMODATIONS	GRAND TOTAL
ARREST RECORD (Employment only)	4			4
CITIZENSHIP STATUS	1	•	•	1
CONVICTION RECORD (Employment only)	5			5
CREDIT HISTORY (Employment only)	4			4
DISABILITY	•	4	•	4
GENDER ⁷	•	•	1	1
LAWFUL SOURCE OF INCOME (Housing only)		6		6
NATIONAL ORIGIN	7	4	•	11
RACE	6	4	•	10
GRAND TOTAL				46

⁵ Includes Gender Identity and Gender Expression.

⁶ In FY23, the Commission did not refer any cases to the Corporation Counsel for the purpose of commencing a civil action pursuant to Chapter 4 of Title 8 of the Administrative Code.

⁷ Includes Gender Identity and Gender Expression.

⁸ Includes children that are, may be, or would be residing there.

Total Claims Filed

The Commission filed 332 complaints of discrimination in FY23. About 63% of those cases were in employment, 25% were in housing, and 7% were in public accommodations. Disability-related claims were the most common across all areas of jurisdiction. Other claims include gender (12%), race (10%), national origin (6%), and age (4%). The types of discrimination claims filed with and by the Commission during FY23 are below. Most complaints allege more than one claim, sometimes under more than one jurisdiction and, more commonly, under more than one protected class. Complaints filed by members of the public and Commission-initiated complaints are included. Therefore, the numbers below overlap with the Commission-initiated complaints in the previous chart. (Note that the graphic shows only categories with one or more claims).

Total Claims by Protected Class and Jurisdiction

July 1, 2022 – June 30, 2023

PROTECTED CLASS	JURISDICTION				TOTAL NUMBER OF CLAIMS
	DISCRIMINATORY HARASSMENT	EMPLOYMENT	HOUSING	PUBLIC ACCOMMODATIONS	
AGE	1	38	9	2	50
AIDING/ABETTING	1	2	•	•	3
ALIENAGE STATUS	1	2	•	•	3
ARREST RECORD (Employment only)		14			14
CAREGIVER STATUS (Employment only)		7			7
CITIZENSHIP STATUS	•	10	4	1	15
COLOR	•	30	5	5	40
CONVICTION RECORD (Employment only)		15			15
CREDIT HISTORY (Employment only)		7			7
CREED	5	19	8	2	34
DISABILITY	3	121	134	30	288
GENDER ⁹	2	103	6	16	127
INTERFERENCE WITH PROTECTED RIGHTS	1	1	1	•	3
LAWFUL SOURCE OF INCOME (Housing only)			72		72
MARIJUANA/THC TESTING	•	3	•	•	3
MARITAL STATUS	1	1	•	•	2
NATIONAL ORIGIN	1	51	13	6	71
PREGNANCY (Housing, Employment, and Public Accommodations only)		22	2	•	24
PRESENCE OF CHILDREN ¹⁰ (Housing only)			5		5
RACE	1	78	17	13	109
RETALIATION	2	109	5	2	118
SALARY HISTORY (Employment only)		2			2
SALARY TRANSPARENCY (Range)	•	11	•	•	11
SEXUAL AND REPRODUCTIVE HEALTH DECISIONS	•	1	•	•	1
SEXUAL ORIENTATION	3	27	13	4	47
UNIFORMED SERVICES MEMBER	•	1	•	•	1
VICTIMS OF DOMESTIC VIOLENCE (Housing and Employment only)		3	1		4
TOTAL NUMBER OF CLAIMS					1,076

⁹ Includes Gender Identity and Gender Expression.

¹⁰ Includes children that are, may be, or would be residing there.

Case Determinations and Resolutions

July 1, 2022 – June 30, 2023

In FY23, LEB resolved 471 filed cases. The possible case outcomes result in a settlement, administrative closure, withdrawal, or a determination of either Probable Cause or No Probable Cause. These are described in further detail below.

Over the past few years, LEB has committed to resolving complaints more efficiently. As part of this commitment, LEB has focused on pre-complaint intervention work and resolving investigations promptly. In FY23, on average, it took approximately 80 days to resolve a public-initiated matter through pre-complaint intervention. These cases do not involve full, longer investigations and possible litigation that are characteristic of filed complaints. The average time that filed complaints were pending while moving to a determination was 917 days. The Commission remains focused on balancing the need to conduct thorough investigations, creating alternative pathways to resolution through pre-complaint interventions to resolve matters more expeditiously where appropriate, and ensuring that LEB’s resources are utilized effectively and efficiently.

Case Determinations and Resolutions

July 1, 2022 – June 30, 2023

Closure	Number	%
No Probable Cause	0	0%
Probable Cause	120	25%
Administrative Closure	196	42%
Settlements	155	33%
Total	471	100%

Probable Cause or No Probable Cause Determinations

After LEB has undertaken an investigation, a case is settled, administratively closed, or a determination of Probable Cause or No Probable Cause is issued. In deciding whether probable cause exists to credit the allegations of a complaint that an unlawful discriminatory practice has been or is being committed by a respondent, LEB considers whether a reasonable person, looking at the evidence, could reach the conclusion that it is more likely than not that an unlawful discriminatory practice occurred.

Settlements

The Commission resolved 33% of cases in FY23 through settlement. In such cases, the parties and the Commission enter into a conciliation agreement, which is an enforceable Commission order. Some cases are also resolved through a private settlement agreement, with a notice of withdrawal filed at the Commission. Finally, cases resolved through the Commission’s Office of Mediation and Conflict Resolution are also included in these totals.

Most conciliations include some form of affirmative relief, which may include policy and practice changes, training on the New York City Human Rights Law, posting “Notices of Rights”, monitoring, and work with affected communities. Additionally, settlements may include damages for complainants, including back pay in applicable cases. This fiscal year, the Commission increased its use of proactive remedies in settlements. This includes negotiating new partnerships between respondents and organizations serving affected protected classes,

mandating implicit bias trainings, having housing providers set aside a certain number of units for voucher holders, and, in Commission-initiated cases, involving smaller businesses with first-time violations, often ordering affirmative relief in lieu of civil penalties where appropriate to have a greater impact.

Administrative Closures

An administrative closure may be issued in several circumstances: at the complainant’s request; when a complaint is deemed non-jurisdictional after investigation; when LEB is unable to locate the complainant after diligent efforts; or when the Law Enforcement Bureau has determined a case is unlikely to lead to probable cause. Notably, an administrative closure preserves a complainant’s right to bring the same claim in court.

Enforcement Action Highlights in Fiscal Year 2023

HAIR DISCRIMINATION

Non-profit, Argus, agreed to pay Complainant \$6,000 in backpay, \$20,000 in emotional distress damages, and \$15,000 in civil penalties in a case alleging hair discrimination. Respondents also agreed to provide training on the New York City Human Rights Law, to create policies that will be reviewed by LEB, and to display the Commission's "Notice of Rights" posters.

Complainant was subjected to a hostile work environment when she began wearing her natural hair in a mohawk. Respondent agreed to pay Complainant \$6,000 in backpay and \$20,000 for emotional distress damages. Respondent further agreed to pay a civil penalty of \$15,000, to provide training on the New York City Human Rights Law, to create policies that will be reviewed by the Commission, and to display the Commission's "Notice of Rights" posters.

SOURCE OF INCOME

Benenson Funding Corporation settled source of income discrimination case and agreed to 18 months of unlimited set asides, policy revisions, trainings, postings, and to pay Complainant \$10,000 in damages.

After viewing an apartment, Complainant was informed that Respondent did not take vouchers. Respondent agreed to attend anti-discrimination training, to revise their policies and applicant materials, to display Fair Housing and "Notice of Rights" posters, to pay Complainant \$10,000, as well as set aside all apartments that become vacant in the next 18 months for households with housing subsidies.

Bond New York Properties Brokerage LLC agreed to pay \$25,000 each to two Complainants, to pay \$30,000 total in civil penalties, to change its policies, to attend trainings, to implement a broker incentive program, and to conduct outreach to community organizations.

Bond New York Properties Brokerage LLC agreed to pay \$25,000 each to two Complainants and \$30,000 total in civil penalties for refusing to accept HRA broker fees in violation of the source of income protections of the New York City Human Rights Law. The Brokerage firm agreed to change policies, to receive training on the New York City Human Rights Law, to provide individualized assistance for the Complainants to find housing, to implement a broker incentive program to encourage brokers to work with voucher holders, and to conduct outreach to community-based organizations that help individuals with housing subsidies find housing.

Enforcement Action Highlights in Fiscal Year 2023 Cont.

SEXUAL HARASSMENT

Wavecrest Management agreed to pay \$40,000 in damages, to pay \$30,000 in civil penalties, to adopt a new anti-discrimination policy, and to train its employees on their obligations under the Law.

A tenant filed a sexual assault and harassment claim against Wavecrest Management Group based on the actions of a porter employed by Respondent. The Complainant also alleged that a building manager employed by Wavecrest Management failed to conduct a reasonable investigation into the complaints of mistreatment and that they refused to take disciplinary actions against the porter.

FAIR CHANCE

Walgreens paid \$15,000 in emotional distress damages, and \$50,000 in civil penalties to settle criminal history discrimination case. Walgreens also agreed to work with reentry orgs, train New York City managers and supervisors, post the Commission's "Notice of Rights" posters, and undergo monitoring for two years.

Complainant alleged that Walgreens violated State Law Article 23A and New York City Fair Chance Act by revoking a job offer after discovering his criminal conviction history through a background check. Respondents failed to engage in the process required under Article 23-A.

The Chefs' Warehouse settled claims of discrimination based on criminal conviction history for \$120,000 in civil penalties, and agree to trainings, policy creation and to posting Commission's "Notice of Rights."

After testing, the Law Enforcement Bureau filed a Commission-initiated action against The Chefs' Warehouse for posting and maintaining employment advertisements and employment applications stating that applicants were subject to criminal background checks, in violation of the New York City Fair Chance Act.

Enforcement Action Highlights in Fiscal Year 2023 Cont.

DISABILITY

Lyft, Inc. paid \$45,000 in damages to settle service animal discrimination complaint.

Complainant, who utilizes a service animal, filed a complaint alleging that she was denied almost 20 Lyft rides because of the presence of her service animal. After the Law Enforcement Bureau's investigation, Lyft agreed to pay \$30,000 in emotional distress damages and \$15,000 in civil penalties, to revise its service animal policy, to conduct anti-discrimination driver education, to post Commission's "Notice of Rights," posters, to provide training for its independent contractors, and to monitor service animal discrimination complaints for two years.

Damages Awards and Civil Penalties

In FY23, through conciliations, mediated settlements, and withdrawals with benefits, the Commission obtained \$5,553,707 in compensatory damages to complainants and civil penalties. The Commission obtained \$4,679,207 in compensatory damages for complainants and \$887,500 in civil penalties.



Office of Mediation and Conflict Resolution

The Commission's Office of Mediation and Conflict Resolution (OMCR) is a voluntary mediation program that provides a neutral and empowering process for all parties to facilitate a quick, efficient, and mutually acceptable resolution of claims. The OMCR assists in facilitating resolutions at various stages of the process, including pre-investigation, mid-investigation, conciliation and/or after a finding of probable cause. OMCR provides these mediation services at no cost.

In FY23, the Commission successfully mediated 28 cases to resolution accounting for an aggregate recovery of over \$1.6 million, excluding non-economic terms and affirmative relief, the fourth highest amount on record. For the fifth consecutive year, the average time from the acceptance of a case in mediation to its closure declined: 117 days in FY23 compared to 124 days in FY22.

A woman with dark hair pulled back, wearing a bright yellow sweater and gold hoop earrings, is speaking at a white podium. She has a small black lapel microphone clipped to her sweater. Her right hand is raised in a gesture while she speaks. On the podium in front of her are several clear plastic water bottles and a black mobile phone. The background is a light-colored wall with a window on the left and a green wall on the right.

Decisions and Orders

Cases brought to the Commission may be resolved through Decisions and Orders. If a complaint results in a probable cause finding and cannot be settled by the Law Enforcement Bureau (LEB), LEB can refer the case to the Office of Administrative Trials and Hearings (OATH). Once the case is heard in front of OATH, an Administrative Law Judge will issue a Report and Recommendation which is then reviewed by the Commission's Office of the Chair, along with other materials from the trial. The resulting Decision and Order may mandate monetary damages, civil penalties, and trainings, along with affirmative measures.

During FY23, the Commission released a Decision and Order in a case involving egregious gender-based harassment. In Commission on Human Rights ex rel. Fernandez v. Gil's Collision Services Inc., the Commission ordered Respondents to pay the maximum civil penalty of \$250,000 in addition to approximately \$300,000 in damages for engaging in gender-based harassment in the workplace. On an almost daily basis for the duration of her employment, the Complainant was subject to vulgar comments about her body, appearance, and clothing, often in front of co-workers. Respondent's behavior turned overtly physical at least twice. When the Complainant admonished her boss for groping her, he retaliated by laughing at her, substantially reducing her hours, and then effectively discharged her. As part of the Decision, the Commission mandated anti-sexual harassment trainings for the Respondents and their staff, and the development of a sexual harassment training consistent with the city Human Rights Law.



Reaching New Yorkers Through Media

The Commission has increased its efforts to reach as many New Yorkers as possible through social media and press. Multi-platform engagement assists the Commission in fulfilling its mandate to educate the public about their rights and responsibilities under the Law. During FY23, the Commission was mentioned in nearly 1,000 articles and the agency launched the “Human Rights Minute”, a social media initiative that distills the city’s Human Rights Law into digestible content. Posted weekly on Twitter, Facebook, Instagram, and YouTube, the “Human Rights Minute” is a series of concise one-minute videos dedicated to certain protections or jurisdictions under the Law.

The Commission launched two campaigns this year, “Display the Pay” and “Vouchers Pay. Discrimination Doesn’t.” Across Facebook, Instagram, Twitter, and LinkedIn, “Display the Pay” garnered almost 6.8 million impressions, 59 thousand engagements, and 54 thousand profile visits. The Commission regularly contributed to press coverage about pay transparency in outlets like the Associated Press, Bloomberg, and The New York Times. In conjunction with city-wide efforts to increase access to safe, affordable housing for voucher holders, the Commission launched “Vouchers Pay. Discrimination Doesn’t.” Physical and digital posters in multiple languages with a QR code linking to information about source of income discrimination were displayed on bus shelters, in convenience stores, on LinkNYC kiosks, in subway stations, and in TaxiTV ads, all of which gathered an estimated 35 million impressions. Outlets like the Brooklyn Eagle, WNYC’s “The Brian Lehrer Show”, and NY1’s “Inside City Hall” also covered the campaign. Campaign advertisements were featured in Impacto Latino, Weekly Awaz, and DruZhaba. Across Facebook, Twitter, and Instagram “Vouchers Pay. Discrimination Doesn’t” amassed a social media reach of nearly 250 thousand impressions, over 240 thousand engagements, and 144 thousand visits to the Commission’s website.

Below is a snapshot of the Commission's social media activity and growth for FY23:

	FOLLOWER COUNT	ENGAGEMENTS	IMPRESSIONS
Facebook	31,021	49,340	0
"X" formerly known as Twitter	15,830	3,079	1,334,892
Instagram	11,796	4,210	2,205,973
LinkedIn	2,100	0	18,768

	WEBSITE
FY23 VISITS	2,330,417
FY23 PAGE VIEWS	4,300,510
FY23 NEW VISITORS	1,138,595
FY23 RESOURCES DOWNLOADED	112,552



NYC Human Rights
@NYCCHR

Are you a New Yorker aged 14+ working to raise awareness about hate violence and promote community well-being? @stophatenyc and @NYCCHR invite you to apply for a \$5,000 grant to launch a community project to help combat hate. For more info, visit: nyc.gov/communityproje...

Kajori Chaudhuri
NYC Commission on Human Rights

Hassan Naveed
Office for the Prevention of Hate Crimes

5:42 PM · May 1, 2023 · 774 Views

KOUPON PEYE. DISKRIMINASYON PA PEYE.

Li ilegal pou pwopriyete, koutye, ak ajan imobilye refize lokate paske se yon koupou yo genyen.

Loiman ki Estab se yon fondasyon ki pou fe feni yo avanse. Koupou yo se kle pou apati moun Nasyonal yo. Rapòle diskriminasyon bay Komisyon Dwa Moun Yè Nasyonal la (NYC Commission on Human Rights) la lè w rele 212-416-0197 oswa sou Entènèt nan NYC.gov/VouchersPayNYC.

NYC Commission on Human Rights
NYC.gov/HumanRights

TALLER SOBRE VIVIENDA

ESCANEA AQUÍ

TENANTS RIGHTS WORKSHOP

SCAN TO RSVP

VOUCHERS PAY. DISCRIMINATION DOESN'T.

It's illegal for landlords, brokers, and realtors to refuse renters because they have a voucher.

Stable housing is a foundation for families to thrive. Vouchers are the key for many New Yorkers. Report discrimination to the NYC Commission on Human Rights by calling 212-416-0197 or online at NYC.gov/VouchersPayNYC.

HAITI
UN to consider deploying force to Haiti
JUL 15, 2023

SPORTS
Haiti gives football teams 140K ahead of Women's World Cup
JUL 14, 2023

1 - Gangs in Haiti

Special Report - Haitians in Tapachula

HOUSE IS A FEELING
SAT. JUN. 24
SANKOFA NAUS

Don't Bring Lead Home

VOUCHERS PAY. DISCRIMINATION DOESN'T.

It's illegal for landlords, brokers, and realtors to refuse renters because they have a voucher.

Stable housing is a foundation for families to thrive. Vouchers are the key for many New Yorkers. Report discrimination to the NYC Commission on Human Rights by calling 212-416-0197 or online at NYC.gov/VouchersPayNYC.

Haiti News Today
Ongoing protests, "dechoukaj" and a cholera outbreak grip Haiti

CARICOM BACK IN HAITI TO PUSH FOR MORE DIALOGUE — A Caricom delegation arrived in Haiti Wednesday to continue talks about commitments initiated at the last meeting held in Jamaica with Haitian leaders, the Haitian Prime Minister's office announced.

Fiscal Year 2023 Budget

The Commission’s funding comes primarily from city tax-levy monies. Additional funding has been provided through a contract with the Equal Employment Opportunity Commission (EEOC) for the cases the Commission resolves that also could have been filed under federal law at the EEOC.

City Tax Levy	\$11,675,906.00
Additional Program/Grant Funding	\$0
EEOC Contract (Workshare Agreement)	\$116,380.00
Total	\$11,792,286.00

Investing in Minority and Women-Owned Business Enterprises

The Commission is committed to supporting Minority and Women-Owned Business Enterprises (M/WBE). Diversity, equity, and inclusion when contracting with minority and women vendors is necessary for the success of the city. The Commission’s Chief Diversity Officer, with the Commissioner’s support, created and implemented strategies to increase M/WBE utilization through the development of goals, initiatives, and actions. The agency worked to create economic opportunities for vendors, and to ensure that our staff is trained on the procurement process and policy changes.

In FY23, the Commission spent 35% of its eligible Local Law 1 funding with M/WBEs. The Commission continues to invest in its overall human rights mission to promote racial and gender equity in government contracting, including the areas of professional services, standard services, and goods.

M/WBE Investments	
FY '22	52.2%
FY '21	50.2%
FY '20	47.9%
FY '19	57.4%
FY '18	34.5%
FY '17	23.4%



Office Locations and Contact Information

To file a complaint or learn more about the Commission, dial (212) 416-0197.

MAIN OFFICE

22 Reade Street
New York, NY 10007
Dial 311 and say “human rights” or (212) 306-7450

NY RELAY SERVICES

Dial 711 or
(800) 421-1220 (English)
(877) 662-4886 (Spanish)

WEBSITE

[NYC.gov/HumanRights](https://www.nyc.gov/HumanRights)

Community Service Centers

MANHATTAN

22 Reade Street
New York, NY 10007
(212) 416-0197

QUEENS

153-01 Jamaica Avenue, 2nd Floor
Jamaica, NY 11432
(718) 657-2465

BRONX

1932 Arthur Avenue, Room 203A
Bronx, NY 10457
(718) 579-6900

STATEN ISLAND

60 Bay Street, 7th Floor
Staten Island, NY 10301
(718) 390-8506

BROOKLYN

25 Chapel Street, Suite 1001
Brooklyn, NY 11201
(718) 722-3130



[NYC.gov/HumanRights](https://nyc.gov/HumanRights)

