

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

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

Part I: Narrative Summary

Agency Name: FDNY

☒ 1st Quarter (July -September), due November 17, 2023

☒ 2nd Quarter (October – December), due January 30, 2024

☒ 3rd Quarter (January -March), due April 30, 2024

☒ 4th Quarter (April -June), due July 30, 2024

Prepared by:

Vishavjit Singh Manager Vishavjit.singh@fdny.nyc.gov

718-999-0812 _____

Name

Title

E-mail Address

Telephone No.

Date Submitted: _____

FOR DCAS USE ONLY:

Date Received:

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Instructions for Filling out Quarterly Reports FY 2024

[NOTE: These forms are cumulative and designed to retain and preserve information for the entire FY 2024. For Q1 please copy the goals, programs, and initiatives from your draft of the FY 2024 DEI-EEO plan. Insert these statements in the corresponding sections of the Quarterly Report below, particularly sections IV, V, and VI. For Q2, Q3 and Q4, use previous quarter's submission to update their status, retaining all information for the prior quarters. You should also add programs and initiatives begun in these quarters even if they were not mentioned in the Annual Plan]

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

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

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

3. Mark progress in check boxes in the column for the current quarter. [Note: **Delayed** = behind schedule; **Deferred** = put off until later when better resources become available.]
4. Please save the Excel file as **"XXXX Quarter X FY 2024 DEI-EEO Report.Part II Training Summary"**, where 'XXXX' is the commonly used acronym of your agency. You must submit this file in MS Excel format. **Please do not convert it to PDF.**

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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, equity, inclusion, and equal employment opportunity through the following:

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

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

- Hosted a Hanukkah Celebration Event at the FDNY Headquarters in partnership with Ner Tamid affiliated organization.
- Organized a Dr. Martin Luther King Jr. Weekend of Service activity encouraging FDNY members to volunteer their time and service serving underserved communities in NYC.

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- Hosted a Ramadan Information Event with FDNY Islamic Society affiliated organization at FDNY Headquarters.
- The 4th edition of the We Are FDNY poster campaign is in progress to create a poster with 20 members of FDNY representing the diversity of the department across boroughs, bureaus/units, titles, gender, heritage and the uniqueness we all bring to work. These posters will be mailed out to every FDNY facility for posting on their office walls in Q4.

III. Workforce Review and Analysis

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

Q1 (9/30/2023): __17,026__ Q2 (12/31/2023): __17,069__ Q3 (3/31/2024): __17,069__ Q4 (6/30/2024): __17,554__

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: _____ Q2 Review Date: _____ Q3 Review date: _____ Q4 Review date: _____

The review was conducted with:

☐ Agency Head

☐ Agency Head

☐ Agency Head

☐ Agency Head

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☐ Human Resources
☐ General Counsel
☐ Other _____
☒ Not conducted

☐ Human Resources
☐ General Counsel
☐ Other _____
☒ Not conducted

☐ Human Resources
☐ General Counsel
☐ Other _____
☒ Not conducted

☐ Human Resources
☐ General Counsel
☐ Other _____
☒ Not conducted

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

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

A. Workforce:

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

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

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

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 the tools they need to succeed and connecting with the diverse communities we serve.

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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 are also work with internal communication on social media postings and recruitment and within HR we have advertisements on LinkedIn and Indeed with job openings.

The Assistant Commissioner of HR 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 provide internal and external professional development courses around soft skills and managerial skills and specific to employees needs for their occupation. We advertise job opportunities allowing and encouraging internal candidates to apply and offer career counseling services within Human Resources.

Workforce Goal #1 Updates:

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

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

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

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Workforce Goal #2 Updates:

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

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

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

Workforce Goal #3 Updates:

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

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

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

Workforce Goal #4 Updates:

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

5. Efforts to reduce Workforce underutilization:

Please describe steps that were taken or planned to address underutilization identified through quarterly workforce reports. Please list Job Groups where underutilization exists in the current quarter.

B. Workplace:

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

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

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

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

The EEO Office seeks to prevent and remedy discrimination in all FDNY workplaces. This will be 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 — regardless of a protected characteristic. 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 #1 Updates:

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

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

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

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Workplace Goal #2 Updates:

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

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

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

Workplace Goal #3 Updates:

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

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

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

Workplace Goal #4 Updates:

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

5. 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.

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C. Community:

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

1. [Copy Community goal from FY 2024 DEI-EEO plan]

FDNY's M/WBE Program will continue to perform its exemplary work to promote its M/WBE Program initiatives.

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

The M/WBE Unit during FY2024 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 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 2024, Quarter 1, the FDNY M/WBE Unit attended networking events, met internally, hosted pre-bid meetings, and met with various oversight agencies:

1. 7/17/2023 - Agency M/WBE Monthly Turnaround Documents – Submitted to the O/M/WBE all our M/WBE related issues and initiatives for the previous month
2. 7/17/2023 - Non-Construction Agency Focus Group - At this meeting we discussed all M/WBE related issues, reviewed the data for all agencies from the previous quarters and share best practices

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3. 7/31/2023 - Citywide M/WBE CompStat Meeting - At this meeting we discussed all M/WBE related issues, reviewed the data for all agencies from the previous quarters and share best practices
4. 8/3/2023 - M/WBE FY24 Utilization Plan – ACCO and M/WBE Program Director met to discuss the FDNY FY24 Utilization Plan. We reviewed all pertinent documents that could aid in the submission
5. 8/10/2023 - Monthly MWBE Meeting – M/WBE Officer, ACCO, 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. 8/14/2023 - Non-Construction Agency Focus Group - At this meeting we discussed all M/WBE related issues, reviewed the data for all agencies from the previous quarters and share best practices
7. 8/15/2023 - Agency M/WBE Monthly Turnaround Documents Due - Submitted to the O/M/WBE all our M/WBE related issues and initiatives for the previous month
8. 8/17/2023 - Pre-Bid Meeting: FDNY Manhole Cover & Roadway Excavation Repair ePIN 057230002 – 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 and the waiver process
9. 8/21&24/2023 - M/WBE Procurement Method Overview; Parts #1 & #2 – FDNY hosted a virtual overview/training session for our procurement staff, Bureau of Technology Development & Systems (BTDS), Procurement/Contract/MWBE Units to discuss how to initiate the M/WBE Procurement process in PASSPort
10. 8/22/2023 - CHR & FDNY Database Demo – FDNY met virtually with the NYC Commission on Human Rights. CHR, was interested in FDNY Internal M/WBE database, how it works and its various applications. FDNY openly shared all that goes into this database
11. 8/25/2023 - Connecting with Precious Gold Maintenance Services Corp. – PGMS, met with our M/WBE Officer, M/WBE Program Director and O/M/WBE Rep, to discuss the state of the cleaning contract. PGMS, wanted to be recognized as an available M/WBE vendor who wants to big cleaning contracts. However, we as an agency are supposed to give right of refusal to NYCID first, before going outside contract parameters
12. 8/28/2023 - Citywide M/WBE CompStat Meeting - At this meeting we discussed all M/WBE related issues, reviewed the data for all agencies from the previous quarters and share best practices
13. 9/1/2023 - FDNY Director's Meeting: FY23-Q3 LL1 Data - At this meeting we discussed all M/WBE related issues, reviewed the data for all agencies from the previous quarters and share best practices
14. 9/7/2023 - Pre-Bid Meeting for Asbestos Abatement at FDNY Facilities in Brooklyn and Staten Island - 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 and the waiver process

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15. 9/7/2023 - Monthly MWBE Meeting – M/WBE Officer, ACCO, 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. 9/13/2023 - 2023 NYC DDC M/WBE Networking Event – FDNY participated at this event by sharing any all-upcoming procurement opportunities. We also met and entered in our M/WBE internal database all the new M/WBE vendors we met
17. 9/13/2023 – Discussion on Asbestos Abatement in Brooklyn and Staten Island EPIN 05723B0009 Project Monitoring and Air Sampling Subcontracting Opportunities
18. 9/15/2023 - Agency M/WBE Monthly Turnaround Documents Due - Submitted to the O/M/WBE all our M/WBE related issues and initiatives for the previous month
19. 9/18/2023 - Non-Construction Agency Focus Group - At this meeting we discussed all M/WBE related issues, reviewed the data for all agencies from the previous quarters and share best practices
20. 9/28/2023 - Ramping Up: 10/2 Citywide Procurement Fair – In preparation of the Citywide Procurement Fair, we attended this virtual meeting to discuss what to expect at the fair

During Fiscal Year 2024, 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 FY2024 Qtr. 1 is 84% compared to the Citywide Rate of 23%. The following is a list of FDNY initiatives for the FY24 Qtr. 2:

1. 10/02/2023 – Citywide M/WBE Procurement Fair – FDNY attended this networking event, where we met with several M/WBE vendors and shared upcoming Procurement opportunities
2. 10/03/2023 – Citywide CompStat Meeting - At this meeting we discussed all M/WBE related issues, reviewed the data for all agencies from the previous quarters and share best practices
3. 10/12/2023 - Agency M/WBE Monthly Turnaround Documents Due - Submitted to the O/M/WBE all our M/WBE related issues and initiatives for the previous month
4. 10/16-18/2023 – FDNY hosted Compliance Meetings with several prime vendors: LiRo Program & Construction Management, GenServe, Digitech Computer LLC, Polaris Electrical Construction & Qal-Tek Associates. These compliance meeting occurred to discuss their progress in attaining the M/WBE Goal. During these virtual meetings, FDNY's purpose was to identify any adversity the vendors were having in the pursuit of the M/WBE goal and assist where possible.
5. 10/20/2023 – M/WBE Chief Business Diversity Officer's Meeting – FDNY attended this virtual meeting to discuss all M/WBE related issues, reviewed the data for all agencies from the previous quarters and share best practices

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6. 10/30/2023 – Purvis Negotiated Acquisition Goal Setting – M/WBE Program Director & Contract Analyst met to discuss the M/WBE goal for Maintenance, Repair, Upgrade, and On Call Systems Integration Services for the Fire Departments Communications and IT Systems.
7. 11/03/2023 – Building Bridges for Diversity Government & Business Expo – FDNY attended this networking event, where we met with several M/WBE vendors, shared upcoming procurement opportunities, introduced new vendors to our M/WBE internal database and followed-up to all email inquiries with links on how to do business with the FDNY and NYC in generally.
8. 11/06/2023 – Citywide CompStat Meeting - At this meeting we discussed all M/WBE related issues, reviewed the data for all agencies from the previous quarters and share best practices
9. 11/16/2023 – FDNY’s M/WBE Team met with the Chief Business Diversity Officer of Mayor’s Office of Minority and Women-Owned Business Enterprises, Michael Garner. We discussed the FDNY submitted Full Exclusion Memo in the amount of \$14 million on the soon to be released Firefighter & EMS Protective Gear Cleaning, Inspection and Repair contract. After the deliberation, FDNY’s memo was approved by the Office of the Mayor’s M/WBE. This approval results in the FDNY M/WBE Utilization Rate not being impacted by the \$14 million being included in our overall data.
10. 11/26/2023 - Non-Construction Agency Focus Group - At this meeting we discussed all M/WBE related issues, reviewed the data for all agencies from the previous quarters and share best practices
11. 11/29/2023 - Pre-Bid Meeting for the GC Services CSB-Queens, Bronx, and Manhattan. 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
12. 12/7/2023 - APEX (PTAC) Webinar, FDNY presented at this virtual event, How to do Business with the FDNY. Thirty plus M/WBE vendors were in attendance. FDNY shared on various M/WBE related subject matters and educated all the attendees on the contracting process and how to do business with FDNY and other city agencies.
13. 12/8/2023 - Monthly MWBE Meeting – M/WBE Officer, ACCO, Deputy ACCO, M/WBE Program Director, and M/WBE Program Analyst, met to discuss all M/WBE related issues and plan any new initiatives
14. 12/15/2023 - Agency M/WBE Monthly Turnaround Documents Due - Submitted to the O/M/WBE all our M/WBE related issues and initiatives for the previous month
15. 12/18/2023 - Non-Construction Agency Focus Group - At this meeting we discussed all M/WBE related issues, reviewed the data for all agencies from the previous quarters and share best practices
16. 12/20/2023 – FDNY’s M/WBE Team & Contract Analyst hosted a kickoff meeting with the winner of the five (5) HVAC contracts. During this meeting FDNY shared what the prime should be prepared to accomplish during the life of the contract. Achieving the

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M/WBE goal, responding to our Payment Voucher Request, submission of ALL vendors for FDNY approval, attending all Compliance Meetings and other pertinent M/WBE related task

17. 12/26/2023 – FDNY met with Purvis to discuss their pending negotiated acquisition contract, which will raise their present 10% M/WBE goal to 15%. The discussion included the resubmission of subcontracts for FDNY approval.

During Fiscal Year 2024, 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 FY2024 Qtr. 2 is 73% compared to the Citywide Rate of 28%. The following is a list of FDNY initiatives for the FY24 Qtr. 3:

1. 1/11/2024 - 101: M/WBE Program Overview & 203: M/WBE Program Resources - M/WBE Program Director & M/WBE Program Analyst attended this hosted O/M/WBE & SBS training session.
2. 1/15/2023 - 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. 1/17/2024 - APEX (PTAC) 2ND Webinar, FDNY presented at this virtual event, How to do Business with the FDNY. 10 M/WBE vendors signed up to attend. FDNY shared on various M/WBE related subject matters and educated all the attendees on the contracting process and how to do business with FDNY and other city agencies.
4. 1/23/2024 – M/WBE Program Director facilitated a meeting between M/WBE vendor Abrahams Consulting/Angela Gibson & FDNY's BTDS Unit. The meeting was an opportunity for Abrahams Consulting to review their capability statement with BTDS and find out how they can do business with the FDNY
5. 1/23-31/2024 – Compliance Meetings with ARC, Genserve, QalTek & Franco Belli. These meetings were to discuss each prime contractors M/WBE Utilization Goal. If they were having problems achieving the goal and how FDNY could be of assistance if they were having issues.
6. 1/25/2024 - 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
7. 1/29/2024 - Non-Construction Agency Focus Group - At this meeting we discussed all M/WBE related issues, reviewed the data for all agencies from the previous quarters and share best practices
8. 2/1/2024 - M/WBE Program Director & M/WBE Program Analyst met virtually with M/WBE vendor Dr. Chaka Blackman. We reviewed her capability statements and discussed who best to share within FDNY for possible contract opportunities
9. 2/5/2024 – Citywide CompStat Meeting - At this meeting FDNY's M/WBE Program Unit discussed all M/WBE related issues, reviewed the data for all agencies from the previous quarters and share best practices

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10. 2/6/2024 - SBS / M/WBE Borough Forum in the Bronx – M/WBE Program Analyst and one of our Procurement Analyst attended this networking event. We exhibited and shared various ways to be business with FDNY and increased our M/WBE internal database with the M/WBE vendors we met.
11. 2/15/2023 - Agency M/WBE Monthly Turnaround Documents - Submitted to the O/M/WBE all our M/WBE related issues and initiatives for the previous month
12. 2/19/2024 - 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 share best practices
13. 2/21/2024 - M/WBE Chief Business Diversity Officer's Meeting (FY24 Q2) – M/WBE Program Director and M/WBE Program Analyst, attended this in-person meeting to discuss all M/WBE related issues, reviewed the data for all agencies from the previous quarters and share best practices
14. 2/29/2024 - 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
15. 3/4/2024 - Citywide CompStat Meeting - 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 share best practices
16. 3/13/2024 - Marketing/Advertising Questions Jose Bayona
17. 3/13/2024 - DOF IT M/WBE Event - M/WBE Program Analyst attended this networking event. We exhibited and shared various ways to be business with FDNY and increased our M/WBE internal database with the M/WBE vendors we met.
18. 3/15/2024 - DCAS DEI/EEO Reports Annual Touchbase – M/WBE Program Director, M/WBE Program Analyst and other FDNY Units met with Vishavjit Singh, Manager, Office of Diversity, Equity & Inclusion and the proctor of the DCAS Quarterly Report to discuss best practices toward completing this report.
19. 3/15/2023 - Agency M/WBE Monthly Turnaround Documents - Submitted to the O/M/WBE all our M/WBE related issues and initiatives for the previous month
20. 3/18/2024 - 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 share best practices
21. 3/25/2024 - ESO Consultants -Let's Connect: Introductory Meeting - M/WBE Program Director facilitated a meeting between M/WBE vendor ESO Consultants & FDNY's BTDS Unit. The meeting was an opportunity for to review their capability statement with BTDS and find out how they can do business with the FDNY
22. 3/28/2024 - 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

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During Fiscal Year 2024, 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 FY2024 Qtr. 3 is 31% compared to the Citywide Rate of 29%. The following is a list of FDNY initiatives for the FY24 Qtr. 4:

1. 4/4/2024 – SBS 2024 Queens M/WBE Borough Forum - M/WBE Program Analyst attended this networking event. We exhibited and shared various ways to be business with FDNY and increased our M/WBE internal database with the M/WBE vendors we met.
2. 4/11/2024 – Best Practices for M/WBE Goal Setting - M/WBE Program Director & M/WBE Program Analyst attended this hosted O/M/WBE & SBS training session.
3. 4/11/2024 – Compliance Meetings – M/WBE Program Director & M/WBE Program Analyst met with prime vendors 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
4. 4/15/2024 - Agency M/WBE Monthly Turnaround Documents - Submitted to the O/M/WBE all our M/WBE related issues and initiatives for the previous month.
5. 4/15/2024 - 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 share best practices
6. 4/16/2024 - MOCS Business Mixer at Hostos Community College - 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
7. 4/16/2024 – Quarterly Commissioners M/WBE Meeting – FDNY Fire Commissioners, other high ranking FDNY personnel, M/WBE Fire Officer, ACCO, 1st Deputy ACCO, M/WBE Program Director and M/WBE Program Analyst met to brief the Fire Commissioner on all pertinent M/WBE related issues. This included our stats as they relate to the Mayor M/WBE Program and all upcoming initiatives as well as events FDNY has been involved for the past quarter.
8. 4/17/2024 - DCAS DEI & EEO Quarter 3 – M/WBE Program Director submitted its portion to the DCAS DEI & EEO Quarter 3 report. This identifies all our initiatives regarding the M/WBE Program
9. 4/18/2024 – Responsibility Determination: Process & Principles - M/WBE Program Director & M/WBE Program Analyst attended this hosted O/M/WBE & SBS training session.
10. 4/19/2024 - In-Person M/WBE Chief Business Diversity Officer's Meeting (FY24 Q3) – At this meeting the ACCO, FDNY's M/WBE Unit discussed all M/WBE related issues, reviewed the data for all agencies from the previous quarters and share best practices
11. 4/23/2024 - NYC SBS Bond Readiness Program - FDNY presented at this virtual event, How to do Business with the FDNY. FDNY shared on various M/WBE related subject matters and educated all the attendees on the contracting process and how to do business with FDNY and other city agencies.
12. 4/30/2024 - MWBE Virtual Business Workshops - FDNY presented at this virtual event, How to do Business with the FDNY. FDNY

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shared on various M/WBE related subject matters and educated all the attendees on the contracting process and how to do business with FDNY and other city agencies.

13. 5/3/2024 – Compliance Meetings - M/WBE Program Director & M/WBE Program Analyst met with prime vendors 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
14. 5/6/2024 - CBDO Meeting - 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 share best practices
15. 5/10/2024 - Collaboration - MWBE Networking Event – FDNY, DCAS & DOP, met for the first time to discuss the first ever Tri-Agency M/WBE Networking Event. The event is tentatively schedule for 9/25/2024, between the hours of 1-4pm @ DCAS. (1 Centre Street) This events purpose is too aid M/WBE vendors in creating contracts with all NYC agencies. FDNY, DCAS & DOP will continue to meet bi-weekly to discuss the logistics and then weekly as the event date grows closer
1. 5/15/2024 - Pre-Bid Meeting of two GC solicitations (Brooklyn and Staten Island) - 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
16. 5/15/2024 - Agency M/WBE Monthly Turnaround Documents - Submitted to the O/M/WBE all our M/WBE related issues and initiatives for the previous month.
17. 5/16/2024 - Business Resource Fair - M/WBE Program Analyst attended this job fair /networking event. We exhibited, shared various ways to do business with FDNY.
18. 5/20/2024 - 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 share best practices
19. 5/29/2024 – SBS NYC Small Business Month Expo - 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 5/30/2024 - Technology Support Center (Helpdesk) Solicitation Pre-Proposal Meeting
20. 5/30/2024 - Compliance Meeting - M/WBE Program Director & M/WBE Program Analyst met with prime vendors 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
21. 5/30/2024 - 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
22. 6/3/2024 – Citywide M/WBE CompStat Meeting - 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 share best practices
23. 6/5/2024 - CUNY MWBE I SDVOB Procurement Conference 2024 - 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

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vendors we met at the event

24. 6/7/2024 - Breaking Barriers & Creating Pathways - Government Business Expo - 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
25. 6/7/2024 - Collaboration - MWBE Networking Event – FDNY, DCAS & DOP, met for the second time to discuss the first ever Tri-Agency M/WBE Networking Event. The event is tentatively schedule for 9/25/2024, between the hours of 1-4pm @ DCAS. (1 Centre Street) This events purpose is too aid M/WBE vendors in creating contracts with all NYC agencies. FDNY, DCAS & DOP will continue to meet bi-weekly to discuss the logistics and then weekly as the event date grows closer
26. 6/17/2023 - Agency M/WBE Monthly Turnaround Documents - Submitted to the O/M/WBE all our M/WBE related issues and initiatives for the previous month.
27. 6/17/2024 - 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 share best practices
28. 6/20/2024 - Teciz Everything – M/WBE Program Director met with M/WBE Teciz Everything to discuss Best Practices in doing business with FDNY and the city in general. They were very happy with the information shared on this virtual call
29. 6/21/2024 - Collaboration - MWBE Networking Event – FDNY, DCAS & DOP, met for the third time to discuss the first ever Tri-Agency M/WBE Networking Event. The event is tentatively schedule for 9/25/2024, between the hours of 1-4pm @ DCAS. (1 Centre Street) This events purpose is too aid M/WBE vendors in creating contracts with all NYC agencies. FDNY, DCAS & DOP will continue to meet bi-weekly to discuss the logistics and then weekly as the event date grows closer
30. 6/27/2024 - 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

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 expedited procurement processing to M/WBE vendors, meet internally and discuss issues, share initiatives wherever possible, continue to train all personnel on M/WBE processes, communicate with all NYC certified M/WBE vendors to assist them with creating contracts that will aid NYC and promote the M/WBE Program.

Community Goal #1 Updates:

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

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2. [Copy Community goal from FY 2024 DEI-EEO plan]

Community investment and education is the foremost fire prevention strategy.

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

Engagement and building strong relationships with elected office, community-based organizations and diverse faith leaders is a key tool when responding to fire and life safety incidents. Education and outreach focusing on the immigrant community has always been a fabric of the agency's work.

With this in mind, CAU maintains numerous youth and senior, immigrant and minority, school and community outreach platforms and programs. All community initiatives undertaken by the FDNY are aimed at reducing fire, enhancing public safety, and improving the quality of life for NYC residents.

Working in a community reminds us that we need to reach everyone to create truly safe communities. Developing partnerships is essential to community risk reduction. Our goal is to reach all populations of the community and to enhance fire safety and emergency preparedness education for youth, older adults, and ethnically diverse communities.

Quarter 1, 2024:

Throughout the Summer of 2023, the FDNY conducted its 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

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- 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

Quarter 2, 2024:

For Fire safety Education Week October 8- 14, we collaborated with over fifty community-based organizations to facilitate presentations throughout the community.

The week ended with a virtual open house where we premiered our animated fire safety education video.

Mobile CPR Unit reimaged their partnership with the department of education to train adolescents in compressions only CPR and usage of AED machine. Alongside the NYPD, PSAL, and NFL Giants, the team trained over thirty students. We look to expand the training to school athletic teams throughout the five boroughs.

In October, the agency relaunched Sound the Alarm Campaign partnership with American Red Cross. Nationally, the program has made lifesaving differences, through achieving their goal of installing 2.5 million free smoke alarms and helping to make 1 million households safer in at-risk communities.

Educational reach for 2023 on social media platforms was to more than 19.2 million followers, with a total reach of more than 21.1 million.

FDNY relaunched the Sound the Alarm NYC program with the Red Cross. Free smoke alarm installation programs contribute significantly to creating safer communities by proactively addressing fire risks and promoting a culture of preparedness and prevention. This program prioritizes vulnerable populations who may face barriers accessing or affording smoke alarms. It ensures that those most at risk are provided with essential safety measures. This collaborative approach enhances the reach and impact of the initiative. The FDNY and the producers of the new movie and the producers of the new movie "Ghostbusters: Frozen Empire" are partnering on two weeks of fire safety education for the public.

Quarter 3, 2024:

The FDNY and the producers of the new movie Ghostbuster: Frozen Empire partnered with Ladder 8 firehouse to set up a fire safety and mobile CPR installation for the public for two weeks in March. CPR unit on scene teaching bystander CPR, which saves lives. Fire safety education unit on scene talking about how to be fire safe and giving out free smoke alarms, which will double your chance of surviving a fire. Over 2,000 people were trained and educated.

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Quarter 4, 2024:

In preparation for the Passover season FDNY participated in several pre- holiday safety coordination meetings. Fire Safety Education provided safety education resources to observant communities at forty locations throughout the observant communities in all five boroughs. Throughout CPR/ AED Awareness Week (June 1-7), the Mobile CPR Unit continued to amplify the messaging how lives can be saved if more residents know CPR and how to use and AED by facilitating events with community-based organizations.

Community Goal #2 Updates:

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

3. [Copy Community goal from FY 2024 DEI-EEO plan]

The FDNY continues to expand our youth workforce initiatives that provide pipeline opportunities into the Department.

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

- **FDNY CAPTAIN VERNON A. RICHARD HIGH SCHOOL (FDNY HIGH SCHOOL):**
 - Students at the FDNY High School can take a 4-year FDNY-specific curriculum track:
 - **1st Year -- Firefighter 101:** 90% of first year students enrolled
 - **2nd Year – Emergency Management:** 78% of 2nd year students enrolled

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- **3rd Year – EMS 101:** 78% of 3rd year students enrolled
- **4th Year – FDNY Prep:** 80% of 4th year students enrolled
- The FDNY also runs and **FDNY Exploring Post** and the **FDNY Robotics Team** on the Thomas Jefferson Campus, home of the FDNY High School:
 - **Exploring Post #6004:** 35 Explorers active
 - **FDNY Robotics Team:** 35 Members active
- The FDNY runs **Youth Leadership Academies** throughout the year that focus on classroom Leadership Curriculum and drills and Physical Training.

Quarter 1:

- **Summer Leadership Academy, August 2023:** 35 completed

Quarter 2:

- **Weekend Leadership Intensive, October 2023:** 36 completed

Quarter 3:

- **Mid-Winter Leadership Academy, February 2024:** 62 completed

Quarter 4:

- The Panel for Education Policy approved the **merger of the FDNY Captain Vernon A. Richard High School with the High School for Civil Rights**, both schools on the Thomas Jefferson Campus. Merger will be implemented with the beginning of the 2024-25 School Year. In preparation for the students from Civil Rights being absorbed into the FDNY High School, we have held events to introduce the students and their families to the FDNY:
 - **Held Town Hall Meetings with students from the High School for Civil Rights** to introduce them to the FDNY, our Team, our Curriculum Path, and our Enrichment Programs
 - 05/08/2024
 - 05/09/2024
 - **FDNY Information Night for High School for Civil Rights Families**
 - 05/21/2024
- **Spring Leadership Academy, April 2024:** 58 completed

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- **Monthly Leadership Luncheons held:**

- Quarter 2:**

- Friday, 10/27/2023
 - Friday, 12/08/2023

- Quarter 3:**

- Friday, 02/16/2024
 - Friday, 03/15/2024

- Quarter 4:**

- Friday, 04/19/2024
 - Friday, 05/24/2024

- End of Year Paint-n-Lunch with the FDNY**

- Friday, 06/07/2024

- Aligning with the Chancellor's core pillars 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.
 - **Fitness Sessions:** Sessions are offered daily before and after school hours and during lunch, Monday through Friday.
 - **Meal Plans:** Have been distributed to students focusing on 'Good, Better, and Best' choices. Monthly weigh-ins are also conducted to track progress.
 - **Wellness Mondays:** Wellness Curriculum is incorporated into lessons for Mondays in both EMS 101 and FDNY Prep.

Quarter 1:

- **Summer Leadership Academy, August 2023:** 35 completed

Quarter 2:

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- **Weekend Leadership Intensive, October 2023:** 36 completed

Quarter 3:

- **Mid-Winter Leadership Academy, February 2024:** 62 completed

Quarter 4:

- **Spring Leadership Academy, April 2024:** 58 completed
- **End of Year Paint-n-Lunch with the FDNY**
- Friday, 06/07/2024

- **FDNY FIRE AND EMERGENCY MEDICAL SERVICES EXPLORING PROGRAM (FDNY EXPLORING):** The FDNY Exploring Program, currently has 8 active Posts with more than 100 active Explorers. Explorers participate in regular Post Meetings, monthly Training Days 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.

Quarter 1 and 2:

- **TRAINING HIGHLIGHTS, July 2023 – December 2023**
 - PSAC II Tour
 - Applied Fitness and Workout Training
 - PT, Drill & Ceremony
 - Knots, Hose Control & Hydrants Training
 - Donning and Doffing SCBA Gear
 - Engine Operations: Stretching Hose line
 - Drills: Hi-Rise, Standpipe, Check Hydrants

Quarter 4:

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○ TRAINING HIGHLIGHTS, April 2024 – June 2024

- Fire Marshal & K9 Unit Training Event
- SCBA & Hydrant Drills
- Firehouse Drills @ E312

○ COMMUNITY EVENTS, July 2023 – December 2023:

Quarter 1-2:

- African Art Festival
- Captain Vernon A. Richard Basketball Tournament
- Phoenix Society Boat Race
- BRC Back to School Event
- 12th Annual Black College Expo
- Tunnel 2 Towers
- National Fallen Firefighter 9/11 Stair Climb @ Billie Jean King Stadium
- Veteran's Memorial Ceremony @ Cypress Cemetery
- Wreaths Across America
- Oceanic Annual Santa Run Fundraiser

Quarter 4:

- FDNY Foundation Climb the Summit
- FDNY Foundation Climb the Summit
- 'Carry the Load' Veterans Event @ Rescue 5
- MSOC Games
- EMS Week Competition
- Placing Flags at Cypress Hills National Cemetery
- Fire Safety Street Fair

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- Mobile CPR Unit Events

○ PARADES, July 2023 – December 2023

Quarter 1:

- Dominican Day Parade
- Columbus Day Parade

Quarter 4:

- Douglaston Memorial Day Parade

○ COMMUNITY SERVICE HIGHLIGHTS, July 2023 – December 2023

Quarter 1:

- FDNY Block Parties
 - Engine 230 Block Party, 07/08/2023
 - Queens Block Party, 07/15/2023
 - Engine 69 Block Party, 07/22/2023
 - Manhattan Block Party, 07/22/2023
 - Bronx Block Party, Squad 41, 08/19/2023

Quarter 1 and 2:

- Youth Cleaning Beach Area in Astoria Park
- Sanitation Bronx Community Service Clean Up Day
- Engine 234/Ladder 123 Book Bag Drive
- Meals on Wheels

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Quarter 4:

- Bronx Community Service Day @ Soundview Park
- NYPD Prom Dress & Suit Up Event
- Food Distribution with Dream Center Org

- **FDNY YOUTH EMS ACADEMY (YEMSA):** YEMSA is a New York State EMT Certification Basic Certification Course.

Quarter 1-2:

The cohorts run between July 2023 and December 2023 are the Summer Youth EMS Academy (SEMSA) and the Fall Youth EMS Academy (FEMSA):

PROGRAM	ENROLLED	COMPLETED	CERTIFIED	PLACED	FILED
SEMSA 23, TOUR 2	25	25	25	14	24
SEMSA 23, TOUR 3	23	23	23	15	23
FEMSA 23, TOUR 2	17	17	17	10	16
FEMSA 23, TOUR3	19	18	18	9	17
TOTALS	84	83	83	48	80

- Number placed indicates the number of YEMSA Graduates who have been hired by private ambulance companies. Number filed indicates the number of YEMSA Graduates who filed for civil service for the EMERGENCY MEDICAL SPECIALIST – EMT Examination.
- Including the 83 Youth who completed SEMSA 23 and FEMSA 23, **the FDNY Youth EMS Academy has certified 599 New York State EMTs.**

Quarter 4:

PROGRAM	ENROLLED	COMPLETED	CERTIFIED	PLACED	FILED

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EMSA 24	26	19	19	TBD	TBD
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Including the 19 Youth who completed WEMSA 24, **the FDNY Youth EMS Academy has certified 618 New York State EMTs.**

- **FDNY FIRE CADET ACADEMY (FCA):** The FCA is a two-year apprenticeship program designed to familiarize Cadets with the operations of the Fire Department and to provide leadership training. Cadets receive significant classroom, field, and fitness training over the course of the program.

Quarter 1-2:

Below is the demographic data is based on the current 87 Fire Cadets as of December 31, 2023 after all the separations and backfills. There is difference in the data to account for separations as well as the transfer to PFS. The current count on deck of 87 is also due to not being granted the backfill in September 2023 due to citywide hiring freeze and budget cuts.

Gender	# of Fire Cadets	%
Male	81	93%
Female	6	7%
Non-binary	0	0%
A gender not listed	0	0%
I choose not to disclose	0	0%
Total	87	

Race and Ethnicity	# of Fire Cadets	%
American Indian or Alaska Native	2	2%
Asian	6	7%
Black or African American	21	24%
Native Hawaiian or Pacific Islander	0	0%

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Two or more races	9	10%
White	35	40%
I choose not to disclose	14	16%
Total	87	

Hispanic/Latino	# of Fire Cadets	%
American Indian or Alaska Native	2	5%
Asian	0	0%
Black or African American	8	22%
Native Hawaiian or Pacific Islander	0	0%
Two or more races	6	16%
White	11	30%
I choose not to disclose	10	27%
Total	37	

Non-Hispanic/Latino	# of Fire Cadets	%
American Indian or Alaska Native	0	0%
Asian	6	13%
Black or African American	12	26%
Native Hawaiian or Pacific Islander	0	0%
Two or more races	3	7%
White	23	50%
I choose not to disclose	2	4%

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Total

46

Fire Cadets completed Work Rotation # 1 and Work Rotation # 2. With their work rotation assignments, Fire Cadets are getting a well-rounded exposure to uniformed and civilian operations of the Department.

All 87 Fire Cadets have filed for the *Promotion to Firefighter* exam. All Fire Cadets are currently participating in Tutorial Sessions to prepare for the computer-based exam to be administered in May 2024.

Work rotations and the designation of the FCA Classroom for Fire Cadet use are just two (2) of the components of FCA that promotes teamwork among the Fire Cadets. Teamwork is universally identified as the cornerstone of fire service.

QUARTER 1-3:

Fire Cadets participated in over 20 FCA, FDNY, inter-agency, and community engagement events.

- Participated in FDNY Memorial Day with the Ceremonial Unit
- Recognized at the FDNY Youth Alumni Dinner
- Roleplayed as victims at Mass Casualty Rescue Taskforce training exercises
- Attended Plaque Dedication ceremonies
- Took on the role of flagbearers at the Tunnel to Towers Foundation 5K Run
- Contributed and distributed items at Food & Toy drives

QUARTER 4:

Below is the demographic data is based on the current 86 Fire Cadets as of June 30, 2024 after all the separations and backfills. There is difference in the data to account for separations as well as the transfer to PFS. The current count on deck of 86 is also due to not being granted the backfill in September 2023 due to citywide hiring freeze and budget cuts.

FCA Demographic Data as of 6/30/2024	
Race/Ethnicity	Percentage
Asian	7%
Black	23%

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White	41%
Two or more races	10%
I choose not to disclose	16%
Hispanic	43%
Women	7%

Fire Cadets have completed 3 Work Rotations. With their work rotation assignments, Fire and civilian operations of the Department.

Cadets are getting a well-rounded exposure to uniformed

Work Rotations At-A-Glance

1000+ work rotation hours completed (per Cadet)

130+ work rotation positions

50+ work units

20 FDNY Bureaus

All 86 Fire Cadets have taken the *Promotion to Firefighter* exam. We are awaiting results.

YOUTH ALUMNI HIRED BY THE FDNY:

TITLE	# OF YOUTH ALUMNI
HIRED AS FIREFIGHTER	4
PROMOTED TO FIREFIGHTER	24
PROMOTED TO PARAMEDIC	16
HIRED AS EMTs	99

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HIRED AS EMT TRAINEES	6
HIRED AS FIRE CADETS	18
TOTAL	163

Community Goal #3 Updates:

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

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

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

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Community Goal #4 Updates:

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

5. 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.

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D. Equity, Inclusion and Race Relations Initiatives:

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

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

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

- Hanukah Celebration in partnership with Ner Tamid affiliated organization at FDNY Headquarters.
- Dr. Martin Luther King Jr. Weekend of Service event hosted encouraging FDNY members to volunteer their time with the communities they live and work in.
- Ramadan Informational Event hosted in partnership with FDNY Islamic Society to increase awareness about FDNY members who are observing Ramadan and how members can be more inclusive and accommodating of their peers' needs.
- Supporting Pheonix Society to host an AAPI Heritage Month event at FDNY headquarters.
- Hosted a Juneteenth holiday tour of Plymouth Church in Downtown Brooklyn for FDNY personnel.
- Launch the 4th Edition of the We Are FDNY multi-media campaign highlighting the diversity within FDNY across Bureaus and Units.

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

We work with respective affiliated organizations (employee groups) to host events in FDNY headquarters and other office locations. We get feedback from members of the department in attendance and members of the affiliated organizations.

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Quarter 2 -

Hanukah Celebration was held on Dec. 12, 2023

Quarter 3 -

Dr. MLK Weekend of Service event was held over the weekend of Jan 13-15, 2024

Ramadan Informational Event was held on March 28, 2024

Quarter 4 –

Supported Phoenix Society (AAPI Affiliated Organization) to host AAPI Heritage Month event on May 29, 2024 at FDNY Headquarters. Launched the 4th edition of the We Are FDNY multi-media campaign showcasing 24 members of the department representing diversity across many Bureaus and Units. Hundreds of campaign posters will be shipped to all firehouses, EMS stations and all FDNY work locations for display in addition to features in monthly newsletters, workstation screensavers and social media handles.

Equity, Inclusion and Race Relations Initiative #1 Updates:

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

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

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

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- EEO assisted with assignment of probationary firefighters to ensure equal opportunity and compliance with legal mandates. Conducted after-analysis confirming equity in assignments.
- The CDIO through its educational initiatives, training opportunities, cultural events and collaboration with affiliated organizations will continue to expand on its racial inclusion and equity initiatives.

Equity, Inclusion and Race Relations Initiative #2 Updates:

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

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

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

Equity, Inclusion and Race Relations Initiative #3 Updates:

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

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

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

Equity, Inclusion and Race Relations Initiative #4 Updates:

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

V. Recruitment

A. Recruitment Efforts

Please list **Recruitment Initiatives and Strategies** which you set/declared in your FY 2024 Diversity, Equity, Inclusion and EEO Plan (e.g.,

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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 2024 DEI-EEO plan]

The FDNY advertises civil service 101 information provided by DCAS and provides its own internal civil service 101 informational we-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 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 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 FY24 Q1 and Q2. ORR completed 5 Information Sessions during FY24 Q3.

Quarter 1 – No Information Sessions.

Quarter 2 – No Information Sessions

Quarter 3 – 5 Information Sessions.

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Quarter 4 – No 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 FY24 Q1 and Q2. During FYQ3, ORR has completed 7 weeks of CPAT Prep Program. The program is still running and will be completed in July 2024.

Quarter 1 and 2 – 1 round of 12 weeks of CPAT Prep Program

Quarter 3 – 7 weeks of CPAT Prep Program

Quarter 4 – Program completed in July

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 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. Sessions were offered at FDNY Headquarters and at the Fire Academy on Randall’s Island during FY 2024.

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. 2 rounds of FAP was completed over the duration of FYQ1, Q2, Q3 and Q4.

Quarter 1 – FAP Ongoing

Quarter 2 – FAP Ongoing

Quarter 3 – FAP Ongoing

Quarter 4 – FAP Ongoing

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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 FY24 Q1, Q2 and Q3 the Fire Academy graduated one Proby Class (Class 1 of 2023: 327 Entered – 304 Graduated / Graduation Date: August 29, 2023. Class 2 of 2023: 304 Entered – 298 Graduated / Graduation Date: March 13, 2024.) Class 1 of 2024 started Proby School on March 25, 2024 (309 Entered) and are scheduled to Graduate on July 26, 2024.

Quarter 1 – Graduated the first Probie class of the fiscal year in September.

Quarter 2 – Started the second Probie class of the fiscal year in November.

Quarter 3 – Graduated the second Probie class of the fiscal year.

Quarter 4 – First Probie class of the 2024 year

Recruitment Initiatives/Strategies #1 Updates:

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

2. [Copy Recruitment Initiatives/Strategies from FY 2024 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?

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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.

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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.

Quarter 1 and 2 – 16 sessions

Quarter 3 – 0 sessions

Quarter 4 – 0 sessions

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.

Quarter 1 and 2 – 108 sessions

Quarter 3 – 0 sessions

Quarter 4 – 0 sessions

EMS Virtual Information Sessions – Candidates are prepared to enter the EMS Academy. They are provided study preparation, information regarding what will be expected as well as other tips to succeed and prepare for the academy.

Quarter 1 – 1 session

Quarter 2 – 1 session

Quarter 3 – 2 sessions

Quarter 4 – 1 session

EMS Physical Ability Test Preparation Program – EMS Candidates prepare to take their PAT. Candidates that are deemed unprepared are encouraged to attend supplemental trainings to help them pass once called.

Quarter 1 and 2 – 3 sessions

Quarter 3 – 0 sessions

Quarter 4 – 16 sessions

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. No sessions were held during FY 24 Q1 and Q2. ORR did not

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conduct any sessions during FY24 Q3.

Quarter 1 – 0 sessions

Quarter 2 – 0 sessions

Quarter 3 – 0 sessions

Quarter 4 – 3 sessions

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. 3 Mobile Academies were held in FY24 Q1 and Q2. ORR did not conduct any sessions during FY24 Q3.

Quarter 1 and 2 – 3 mobile academies held

Quarter 3 – 0 mobile academies held

Quarter 4 – 1 mobile academy held

EMS Academy Classes – During FY24 Q1 and Q2 the EMS Academy graduated 1 EMS class. PES (Probationary EMT School) / 199 Entered / 184 Graduated. During FY Q3 – PTP (Probationary Trainee Program) / 201 Entered on January 29, 2024 / 141 Currently in Academy – Anticipated Graduation Date – May 2024.

Quarter 1 – Started PES (Probationary EMT School) class with 199 candidates

Quarter 2 – Graduated PES (Probationary EMT School) class with 184 candidates

Quarter 3 – Started PTP (Probationary Trainee Program) with 201 candidates on January 29, 2024

Quarter 4 – Graduates 140 PTP candidates

Recruitment Initiatives/Strategies #2 Updates:

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

3. [Copy Recruitment Initiatives/Strategies from FY 2024 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 Updates:

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

4. [Copy Recruitment Initiatives/Strategies from FY 2024 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 Updates:

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

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

FY24 – Quarter 1, Quarter 2, Quarter 3 and Quarter 4

Event Date	Event Name	Borough
July 1 thru June 30	Subway Events	All Boroughs
July 1 thru June 30	Career / Job Fairs	All Boroughs
July 1 thru June 30	Community Events	All Boroughs
July 1 thru June 30	Street Teams	All Boroughs
July 1 thru June 30	DMV / DOL Events	All Boroughs

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July 1 thru June 30	Mall Events	All Boroughs
July 1 thru June 30	Wellness / Health Events	All Boroughs
July 1 thru June 30	Military / Veterans Events	All Boroughs
July 1 thru June 30	College / High School Events	All Boroughs
July 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	\$225.45		\$300	\$28.52
Brooklyn	\$190.07			\$100
Manhattan	\$671.25	\$686.55		\$250
Queens	\$247.48		\$350	\$10.88
Staten Island	\$339.41			

Recruitment Sources

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

FY24 – Quarter 1, Quarter 2, Quarter 3 and Quarter 4

1. NYC High Schools
2. NYC Colleges
3. EMT Certification Programs
4. Veteran Community Partnerships, Recruit Military, Veteran Connect
5. Various Partnerships with Community Organization and Political Officials

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6. Online Recruitment Efforts – JoinFDNY, Social Media Handles @JoinFDNY (Facebook, Instagram, Twitter (X) and YouTube.

The Office of Recruitment and Retention’s target populations includes Black, Hispanic, Asian/Pacific Islander and Women that reside in the NYC area.

C. Internships/Fellowships

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

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

1. Urban Fellows Total: 2

Race/Ethnicity* [#s]: Black_1_ Hispanic___ Asian/Pacific Islander___ Native American___ White_1_ Two or more Races___

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

2. Public Service Corps Total: 0

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

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

3. Summer College Interns Total: 0

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

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

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4. Summer Graduate Interns Total: 0

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

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

5. Other (specify) Total: 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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D. 55-A Program

The agency uses the 55-a Program to hire and retain qualified individuals with disabilities.

☒ Yes

☐ No

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

Q1 (9/30/2023): ____6____ Q2 (12/31/2023): ____6____ Q3 (3/31/2024): ____6____ Q4 (6/30/2024): ____6____

During the 1st Quarter, a total of __0__ [number] new applications for the program were received.

During the 1st Quarter __0__ participants left the program due to [state reasons] _____.

During the 2nd Quarter, a total of __0__ [number] new applications for the program were received.

During the 2nd Quarter __0__ participants left the program due to [state reasons] _____.

During the 3rd Quarter, a total of __0__ [number] new applications for the program were received.

During the 3rd Quarter __0__ participants left the program due to [state reasons] _____.

During the 4th Quarter, a total of __0__ [number] new applications for the program were received.

During the 4th Quarter __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

through an agency newsletter: ☐ Yes ☒ No

Other: _____

2. _____
3. _____

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VI. Selection (Hiring and Promotion)

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

Please list additional **Selection Strategies and Initiatives** which you set/declared in your FY 2024 Diversity, Equity, Inclusion and EEO Plan (*e.g., use of structured interview, EEO or APO representatives observing interviews, review of placements, review of e-hire applicant data*). Please describe the steps that your agency has taken to meet these objectives.

1. Career Counseling: Advising employees of opportunities for promotion and career development; Notification of promotion/transfer opportunities.

The FDNY's Talent and Employee Services team guides personnel on navigating the civil service process, answers questions regarding civil service rules and regulations, career advancement, appointments, promotion, transfers, rights and privileges.

The FDNY is committed to the advancement of its employees and as a result the Department has held a number of career advancement and benefits informational seminars which it continued in FY 2023. The Department's HR unit plans to continue prioritizing and facilitating collaborative initiatives to encourage the development of existing employees. HR and the Office of Recruitment and Retention will continue to facilitate career development and training seminars.

These trainings and seminars provide employees with beneficial employment advancement and enrichment resources and information regarding accessing career counseling, interview and/or testing tips.

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's HR bureau reviews job requirements for vacant positions and assists in conducting job analysis and skills audits to ensure that job classification and requirements are job-related and equitable. HR is also intentional about referencing similar titles within a bureau to ensure fairness and parity when offering promotions or backfills. HR will also utilize the Labor Relations office and the EEO office when fairness concerns arise.

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).

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The EEO Office continues to perform vetting reviews of all candidates selected for prospective promotion to Fire Operations and EMS Operations positions. In addition, the EEO Office is often asked to attend interview panels within Fire Prevention and EMS.

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 2024. 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	# Civ. 124/Uniform 390	# Civ. 66/EMS 1/Uniform 302	# 100
Q2	# Civ. 0/Uniform 81	#Civ 66/EMS 1/Uniform 302	# 160
Q3	# Civ. 0/Uniform 404	# Civ. 10/EMS 201/Uniform 304	# 105
Q4	# Civ. 0/Uniform 299	# Civ. 17/EMS 119/Uniform 0	# 147

VII. Training

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

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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://mispwva-dcslnx01.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

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During this Quarter, the EEO Office received 160 requests:

Grants: 80

Denials: 0

Withdrawals: 10

Administrative Closures: 7

Pending: 37

IX. Compliance and Implementation of Requirements Under Executive Orders and Local Laws

A. Local Law 92: Annual Sexual Harassment Prevention training

Please provide Sexual Harassment Prevention Training Information in Part II of the report “DEI-EEO Training Summary” (in MS Excel).

B. Local Law 97: Annual Sexual Harassment Reporting

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

Q1 ☒

Q2 ☒

Q3 ☒

Q4 ☒

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

☐ The agency ensures that complaints are closed within 90 days.

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

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

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

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

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

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Appendix A: EEO Personnel Details

EEO Personnel For ____ Quarter, FY 2024

Personnel Changes

Personnel Changes this Quarter: <input type="checkbox"/> No Changes		Number of Additions:	Number of Deletions:
Employee's Name & Title	1. Hilit Tolani Assistant Commissioner EEO	2. Dana Kim, EEO Director	3. Megan Forbes, Agency EEO Attorney
Nature of change	<input checked="" type="checkbox"/> Addition <input type="checkbox"/> Deletion	<input checked="" type="checkbox"/> Addition <input type="checkbox"/> Deletion	<input checked="" type="checkbox"/> Addition <input type="checkbox"/> Deletion
Date of Change in EEO Role	Start Date or Termination Date: 2/20/2024	Start Date or Termination Date: 10/2/2023	Start Date or Termination Date: 11/20/2023
Employee's Name & Title	Nicolette Douglas, EEO Attorney	Roxanne Tabar, EEO Attorney	Sonia Hanson, EEO Attorney
Nature of change	<input type="checkbox"/> Addition <input checked="" type="checkbox"/> Deletion	<input type="checkbox"/> Addition <input checked="" type="checkbox"/> Deletion	<input type="checkbox"/> Addition <input checked="" type="checkbox"/> Deletion
Date of Change in EEO Role	Start Date or Termination Date: 7/21/2023	Start Date or Termination Date: 7/21/2023	Start Date or Termination Date: 9/6/2023
For New EEO Professionals:			
Name & Title	4. Hilit Tolani 5. Assistant Commissioner EEO	6. Dana Kim, EEO Director	7. Megan Forbes, Agency EEO Attorney
EEO Function	<input checked="" type="checkbox"/> EEO Officer <input type="checkbox"/> EEO Counselor <input type="checkbox"/> EEO Trainer <input type="checkbox"/> EEO Investigator <input type="checkbox"/> 55-a Coordinator <input type="checkbox"/> Other: (specify)	<input checked="" type="checkbox"/> EEO Officer <input type="checkbox"/> EEO Counselor <input type="checkbox"/> EEO Trainer <input type="checkbox"/> EEO Investigator <input type="checkbox"/> 55-a Coordinator <input type="checkbox"/> Other: (specify)	<input type="checkbox"/> EEO Officer <input type="checkbox"/> EEO Counselor <input type="checkbox"/> EEO Trainer <input checked="" type="checkbox"/> EEO Investigator <input type="checkbox"/> 55-a Coordinator <input type="checkbox"/> Other: (specify)
Percent of Time Devoted to EEO	<input checked="" type="checkbox"/> 100% <input type="checkbox"/> Other: (specify %):	<input checked="" type="checkbox"/> 100% <input type="checkbox"/> Other: (specify %):	<input checked="" type="checkbox"/> 100% <input type="checkbox"/> Other: (specify %):
Name & Title	Sophie Kravet, EEO Attorney		
EEO Function	<input type="checkbox"/> EEO Officer <input type="checkbox"/> EEO Counselor <input type="checkbox"/> EEO Trainer <input type="checkbox"/> EEO Investigator <input type="checkbox"/> 55-a Coordinator <input type="checkbox"/> Other: (specify)	<input type="checkbox"/> EEO Officer <input type="checkbox"/> EEO Counselor <input type="checkbox"/> EEO Trainer <input type="checkbox"/> EEO Investigator <input type="checkbox"/> 55-a Coordinator <input type="checkbox"/> Other: (specify)	<input type="checkbox"/> EEO Officer <input type="checkbox"/> EEO Counselor <input type="checkbox"/> EEO Trainer <input type="checkbox"/> EEO Investigator <input type="checkbox"/> 55-a Coordinator <input type="checkbox"/> Other: (specify)

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Percent of Time Devoted to EEO	<input checked="" type="checkbox"/> 100% <input type="checkbox"/> Other: (specify %):	<input type="checkbox"/> 100% <input type="checkbox"/> Other: (specify %):	<input type="checkbox"/> 100% <input type="checkbox"/> Other: (specify %):
---------------------------------------	---	--	--

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	1. Don Nguyen, AC	2. Hilil Tolani, AC	3. Dana Kim, Director
Completed EEO Trainings:			
1. Everybody Matters-EEO and D&I	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
2. Sexual Harassment Prevention	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No
3. IgbTq: The Power of Inclusion	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No
4. Disability Awareness & Etiquette	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
5. Unconscious Bias	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No
6. Microaggressions	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No
7. EEO Officer Essentials: Complaint/Investigative Processes	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No
8. EEO Officer Essentials: Reasonable Accommodation	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No
9. Essential Overview Training for New EEO Officers	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
10. Understanding CEEDS Reports	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input type="checkbox"/> No

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EEO Personnel Training Continued:

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

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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 ____ Quarter FY 2024*

<u>EEO\ Diversity Role</u>	<u>Name</u>	<u>Civil Service Title</u>	<u>% of Time Devoted to EEO & Diversity Functions</u>	<u>Office E-mail Address</u>	<u>Telephone #</u>
EEO Officer/Director	Don Nguyen	Deputy Commissioner, Legal Affairs	100%	Don.nguyen@fdny.nyc.org	718-999- 8167
Deputy EEO Officer OR Co-EEO Officer	Hilit Tolani	Assistant Commissioner, EEO	100%	hilit.tolani@fdny.nyc.gov	(718) 999- 0292
Chief Diversity & Inclusion Officer	Dr. Kwame Cooper	Deputy Commissioner	100%	kwame.cooper@fdny.nyc.gov	718-999- 2106
Diversity & Inclusion Officer					
Chief Diversity Officer/Chief MWBE Officer per E.O. 59	David Francis	M/WBE Program Director	100%	David.Francis@fdny.nyc.gov	718-999- 2334

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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
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	Sophie Kravet	Agency Attorney	100%	Sophie.Kravet@fdny.nyc.gov	718-999-2590
EEO Investigator	Kaitlyn McKenna	Agency Attorney	100%	Kaitlyn.McKenna@fdny.nyc.gov	718-999-0411
EEO Investigator	Megan Forbes	Agency Attorney	100%	Megan.Forbes@fdny.nyc.gov	718-999-1916
EEO Investigator	Luis Segura	Agency Attorney	100%	Luis.Segura@fdny.nyc.gov	718-999-5143
EEO Investigator /Intake Attorney	Brian Angelone	Agency Attorney Intern	100%	Brian.Angelone@fdny.nyc.gov	718-999-1727

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EEO Analyst	Evan Fein	Associate Staff Analyst	100%	Evan.Fein@fdny.nyc.gov	718-999-1725
EEO Counselor\ Investigator	Joanne Albanese	EMS Captain	< 5%	joanne.albanese@fdny.nyc.gov	646-770-5856
EEO Counselor\ Investigator	Michael Barvels	Deputy Chief	< 5%	michael.barvels@fdny.nyc.gov	718-999-1003
EEO Counselor\ Investigator	James Blow	Lieutenant	<5%	james.blow@fdny.nyc.gov	917-288-9044
EEO Counselor\ Investigator	Grace Cacciola	EMS Deputy Assistant Chief	<5%	grace.cacciola@fdny.nyc.gov	718-483-2017
EEO Counselor\ Investigator	Benjamin Chou	Firefighter	<5%	benjamin.chou@fdny.nyc.gov	917-656-1346
EEO Counselor\ Investigator	Christopher Conner	Lieutenant	<5%	christopher.connor@fdny.nyc.gov	917-562-2973
EEO Counselor\ Investigator	Krysteena Corbett-Terrell	Firefighter	<5%	krysteena.corbett-terrell@fdny.nyc.gov	917-543-2885
EEO Counselor\ Investigator	Jesus Deinnocentiis	EMS Lieutenant	<5%	jesus.deinnocentiis@fdny.nyc.gov	917-603-1019
EEO Counselor\ Investigator	Ramla Evans	EMT	<5%	ramla.evans@fdny.nyc.gov	347-756-1072
EEO Counselor\ Investigator	Richard Fasulo	SFAD	<5%	richard.fasulo@fdny.nyc.gov	917-655-3534
EEO Counselor\ Investigator	Esther Ford	EMT	<5%	esther.ford@fdny.nyc.gov	347-461-1536

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EEO Counselor\ Investigator	Travis Gallagher	Lieutenant	<5%	travis.gallagher@fdny.nyc.gov	917-562-0510
EEO Counselor\ Investigator	Matthew Gianone	Lieutenant	<5%	matthew.gianone@fdny.nyc.gov	917-601-5034
EEO Counselor\ Investigator	Conrad Graham Jr.	Firefighter	<5%	conrad.graham@fdny.nyc.gov	917-562-2875
EEO Counselor\ Investigator	Kievon Harper	Firefighter	<5%	kievon.harper@fdny.nyc.gov	646-761-9249
EEO Counselor\ Investigator	Samuel Jimenez	EMS Captain	<5%	samuel.jimenez@fdny.nyc.gov	646-891-9649
EEO Counselor\ Investigator	Peter Kearney	Captain	<5%	peter.kearney@fdny.nyc.gov	845-216-2580
EEO Counselor\ Investigator	Christopher Kennedy	Lieutenant	<5%	christopher.kennedy@fdny.nyc.gov	718-755-3652
EEO Counselor\ Investigator	Michael Kinnane	Battalion Chief	<5%	michael.kinnane@fdny.nyc.gov	646-770-5864
EEO Counselor\ Investigator	Yelena Kordova	Senior Director, HR Benefits and Leave Unit	<5%	yelena.kordova@fdny.nyc.gov	917-602-4591
EEO Counselor\ Investigator	Olawale Lawal	Firefighter	<5%	olawale.lawal@fdny.nyc.gov	917-603-6428
EEO Counselor\ Investigator	Telina Lloyd	EMS Deputy Chief	<5%	telina.lloyd@fdny.nyc.gov	917-601-2970
EEO Counselor\ Investigator	James McCue	EMS Captain	<5%	james.mccue@fdny.nyc.gov	917-618-1454

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EEO Counselor\ Investigator	Thomas O’Leary	Captain	<5%	thomas.oleary@fdny.nyc.gov	917-514-1355
EEO Counselor\ Investigator	Raheim Parker	Firefighter	<5%	raheim.parker@fdny.nyc.gov	917-603-3494
EEO Counselor\ Investigator	Joseph Pataky	EMS Deputy Assistant Chief	<5%	joseph.pataky@fdny.nyc.gov	347-768-4605
EEO Counselor\ Investigator	Philip Prisco	Lieutenant	<5%	philip.prisco@fdny.nyc.gov	917-601
EEO Counselor\ Investigator	Marlena Reid	Paramedic	<5%	marlena.reid@fdny.nyc.gov	917-601
EEO Counselor\ Investigator	Nelson Roman	Lieutenant	<5%	nelson.roman@fdny.nyc.gov	347-351-5336
EEO Counselor\ Investigator	James Sangiamo	Deputy Chief	<5%	james.sangiamo@fdny.nyc.gov	347-971-0473
EEO Counselor\ Investigator	Mark Taylor	EMS Deputy Chief	<5%	mark.taylor@fdny.nyc.gov	917-601-3768
EEO Counselor\ Investigator	Dennesa Usher	FPI	<5%	dennesa.usher@fdny.nyc.gov	917-453-1822
EEO Counselor\ Investigator	William Watkins	Firefighter	<5%	williamm.watkins@fdny.nyc.gov	917-603-6900
Investigator/Trainer					
EEO Training Liaison	Sabrina Jiggetts, Esq.	Agency Attorney EEO	<u>100%</u>	Sabrina.jiggetts@fdny.nyc.gov	718-999-0683

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Other (specify)					
Other (specify)					

* Please note changes (new personnel filling the specified role). You may insert additional entries as needed. Title refers to the civil service title. If there is an 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 2024 QUARTERLY REPORT - Part II: DIVERSITY AND EEO TRAINING SUMMARY

AGENCY NAME:

FDNY

Quarter #

FY 2024

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 2024 DEEO TRAINING SUMMARY

SUBMITTED BY (TITLE):

DATE SUBMITTED: E-MAIL: TEL #:

1st Quarter (July-September) DUE October 30, 2023; 2nd Quarter DUE January 30, 2024;
3rd Quarter (January-March) DUE April 30, 2024; 4th Quarter (April-June) DUE July 30, 2024.

ALL EEO-RELATED TRAINING (ALL MODALITIES)	1st Qtr (July - Sept. 2023)	2nd Qtr (Oct. - Dec. 2023)	3rd Qtr (Jan. - Mar. 2024)	4th Qtr (April - June 2024)	FY 2024 YEAR TO DATE
TOTAL DIVERSITY & EEO TRAINING	12425	6442	7860	5324	32051

CORE DIVERSITY AND EEO TRAINING (All Modalities)					
TOTAL CORE EEO TRAINING ALL MODALITIES: E-Learning & Instructor-led training	9056	3833	4214	3049	20152
1. Everybody Matters: EEO and Diversity & Inclusion for NYC Employees	183	292	207	176	858
Administered by DCAS [Copy data from DCAS Learning & Development report in this row. ENTER ALL ZEROS. Do not leave blank.]	183	292	207	176	858
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. 2023)	2nd Qtr (Oct. - Dec. 2023)	3rd Qtr (Jan. - Mar. 2024)	4th Qtr (April - June 2024)	FY 2024 YEAR TO DATE
2. Sexual Harassment Prevention	6524	1017	664	90	8295
Administered by DCAS [Copy data from DCAS Learning & Development report in this row. ENTER ALL ZEROS. Do not leave blank.]	6524	1017	664	90	8295
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. lgbTq: The Power of Inclusion	0	0	0	0	0
Administered by DCAS [Copy data from DCAS Learning & Development report in this row. ENTER ALL ZEROS. Do not leave blank.]					0
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
4. Disability Awareness & Etiquette	2349	2524	3343	2783	10999
Administered by DCAS [Copy data from DCAS Learning & Development report in this row. ENTER ALL ZEROS. Do not leave blank.]	2349	2524	3343	2783	10999
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. 2023)	2nd Qtr (Oct. - Dec. 2023)	3rd Qtr (Jan. - Mar. 2024)	4th Qtr (April - June 2024)	FY 2024 YEAR TO DATE
OTHER DIVERSITY AND EEO RELATED TRAINING (All Modalities)					
ALL OTHER DIVERSITY & EEO RELATED TRAINING	3369	2609	3646	2275	11899
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	189	510	305	89	1093
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	2168	1631	2220	2126	8145
16. Other Diversity/EEO Related	Specify topic >	Unconscious Bias Training (Live)			
TOTAL PARTICIPANTS TRAINED	451	176	438	14	1079
15. Other Diversity/EEO Related	Specify topic >	LGBTQ+ (Live Training)			
TOTAL PARTICIPANTS TRAINED	451	176	438	14	1079
16. Other Diversity/EEO Related	Specify topic >	LGBTQ+ 3 Trainings (Virtual Trainings)			
TOTAL PARTICIPANTS TRAINED	96	110	243	23	472

ALL EEO-RELATED TRAINING (ALL MODALITIES)	1st Qtr (July - Sept. 2023)	2nd Qtr (Oct. - Dec. 2023)	3rd Qtr (Jan. - Mar. 2024)	4th Qtr (April - June 2024)	FY 2024 YEAR TO DATE
17. Other Diversity/EEO Related	Specify topic >	Introduction to Religious Diversity			
TOTAL PARTICIPANTS TRAINED	14	6	2	9	31
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