

New York City Equal Employment Practices Commission

Annual Report 2023

March 2024





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Equal Employment Practices Commission

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Commissioners



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Chair



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Message from the Commission Chair, Dr. Aldrin Rafael Bonilla

Established in 1989 through an amendment to the New York City Charter, the Equal Employment Practices Commission (EEPC) is currently celebrating its 35th anniversary in 2024. Throughout these three and a half decades, the EEPC has navigated numerous budgetary and institutional challenges in pursuit of fulfilling its charter mandate. As the City's premier non-mayoral independent oversight entity, tasked with auditing, reviewing, and monitoring the equal employment practices and procedures of City agencies, the EEPC works tirelessly to ensure a diverse, equitable and inclusive workforce that represents all New York City.

Toward this end, the EEPC conducts Equal Employment Opportunity Program audits on nearly 145 mayoral and non-mayoral agencies once every four years. We also produce several data rich annual citywide reports examining critical topics such as occupational segregation, pay disparities, underutilization, and underrepresentation in the municipal workforce. Additionally, we continue to convene informational sessions, interagency task forces, and practitioner conferences, both in-person and remotely, to further our mission through collaboration.



It is essential to acknowledge that while the productive EEPC staff and Commissioners serve with unwavering commitment and expertise in the execution of our mission, the compounded effects of personnel and other-than-personnel budget cuts have led to real and disproportionately adverse impacts for such a tiny agency. Valuable experienced staff members have resigned, leaving remaining staff to take on untenable additional responsibilities. We face unprecedented difficulties filling vacancies due to disproportionately inequitable and nonsensical application of PEG cost savings. The subsequent vacancies have resulted in reduced administrative,

legal, technical, and institutional skill sets and capacity to carry out work that requires hindsight, oversight, and foresight. Currently, the EEPC operates with a staff of only 12, a surprising fact for many New Yorkers, considering the magnitude of our mission and its importance to current and prospective employees seeking fair nondiscriminatory workplaces where their talents and careers can flourish.

In fact, the City spends more resources on removing a one-time 2-inch snowfall event (which may melt on its own anyway) than it invests annually on independently auditing and monitoring employment practices. We know City agency employment practices and procedures are the main drivers to recruit, hire, promote, and retain women, Asian, Black, and Latino prospective and current employees and much variation exists in terms of performance and compliance. The Mayor and City Council must consider funding the EEPC commensurate with its mission and mandate to be consistent with its public pronouncements on achieving a diverse, equitable, and inclusive public sector workforce. Such an investment to increase EEPC's budget by less than a half million within a \$110 billion City budget is both minimalist and feasible. This investment would be more prudent and cost-effective than the approximately \$50-\$85 million paid annually to settle civil service employment discrimination lawsuits.

Despite these challenges and constraints, the EEPC staff and Commissioners remain committed to operational innovation and efficiencies where feasible. We proactively offer legislative remedies and policy recommendations, when appropriate, and convene relevant stakeholders for long-term problem-solving and strategic planning, within our limited resources. This includes numerous commission meetings and robust conversations with relevant agencies. We have recommended efforts to address contemporary issues such as offering equal employment opportunity and sexual harassment training to all community board members, modernizing our audit protocols, creating a pilot program with a City agency willing to take a deeper dive on the removal of barriers for women and people of color, convening agency heads and EEO professionals to be more communicative about the audit process and compliance, improving our website content and functionality making us more public facing, as well as creating and adopting by-laws for the first time in the agency's history.

Yet, there is much more to be done in this, the largest, most diverse municipal workforce in the United States, to realize equal employment opportunities and compliance. We also realize compliance is not commitment, so we remain unsettled and unaccepting of any systemic discrimination, pay disparities, occupational segregation, and underutilization present in city government, and urgently appeal for partners and advocates to help us move forward with the necessary resources to achieve our common goals.

Message from the Executive Director, Jeanne M. Victor



In this, the EEPC's 35th year, it seems appropriate to take stock of where we are as an agency and determine the direction we would like to take the agency in this new year. We started 2023 by looking at our Mission Statement and concluding that a more simplified statement would provide more clarity to our employees and stakeholders. With that in mind, we re-crafted our Mission Statement and created a Values Statement, in order to publicly proclaim our agency's mission and guiding principles.

We also realized that we needed to build stronger relationships with the agencies whose workforces we audit and analyze so we determined that in addition to the information sessions we hold with agency heads and Principal EEO Professionals at the launch of an audit, we will also provide agencies with a periodic newsletter to give them updates and reminders about upcoming audits as well as standards and industry best practices of what a model program of equal employment opportunity (EEO) should contain. The newsletter will launch at the beginning of 2024.

Consistent with 2023's theme of self-reflection, we determined that our website could use some improvement. Although our work is not public facing, we concluded that our website could be more user friendly and should be more of a resource for the agencies and entities we interact with. With that in mind, we began meeting with representatives from DCAS (the Department of Citywide Administrative Services) late last year to go over the EEPC's audit standards and update them to ensure consistency with the policies and procedures put forward by DCAS. In order to assist those agencies and entities we audit, we determined to post the audit standards on our website in early 2024. We believe that this will help the agencies and entities to keep their EEO programs in compliance as well as demonstrate the kinds of things an agency should do to create its own model EEO program.

So, as we start this new year, we look forward to implementing these new initiatives, while continuing to move forward with our current Employment Practices Audit (EPA) with a focus on the underutilization of women and people of color. We will also continue to research the underutilization of women and people of color, in accordance with Local Law 13 of 2019 for both City entities and the CUNY Community Colleges. Later in the year, we plan to hold a symposium on matters of interest to our stakeholders as well as seek out other opportunities to engage with our stakeholders throughout the course of the year. This agency has come a long way in its 35 years of existence. It might still have a way to go, but we look forward to helping the EEPC get there.

About the EEPC

The Equal Employment Practices Commission (EEPC) is an independent, non-mayoral, oversight entity tasked with auditing, reviewing, and monitoring the equal employment practices of the City of New York.

Created by a 1989 amendment to the New York City Charter, the EEPC is empowered to audit and evaluate, at least once every four years, the employment practices and programs of municipal entities and their efforts to ensure equal employment opportunity (EEO) for women and people of color employed by, or seeking a position with, the City. The City Charter authorizes the EEPC to make a determination that any municipal entity's plans, programs, or procedures do not provide equal employment opportunity, require appropriate corrective action, and monitor the implementation of the corrective action prescribed.

The EEPC's mandate is to ensure the City's employment policies and practices comply with Federal, State, and City EEO requirements and industry best practices. Programmatic changes resulting from the EEPC's audits assist City entities in preventing employment discrimination and avoiding costly litigation.

Structure

The EEPC has a Board of Commissioners, Executive Director, Administration Unit, Legal Unit, Audit Unit, and Research Unit. An organizational chart that illustrates EEPC personnel at the end of 2023 can be found on page 6.

Board of Commissioners

The City Charter calls for the appointment of a Board of five per diem Commissioners. The Board is comprised of two appointees each from the Mayor and City Council, and a Chair jointly appointed by the Mayor and Speaker of the City Council. This arrangement ensures balance and insulation from political influence and facilitates exercise of jurisdiction over the employment practices of mayoral and non-mayoral entities, as well as the offices of elected officials and political appointees.

The City Charter requires the Board to meet at least once every eight weeks. In accordance with the New York Open Meetings Law, Board meetings are open to the public. Additionally, pursuant to Local Law 103 of 2013, Board meetings are recorded and made available to the public online.

During meetings, the Board adopts and approves audit-related Final Determination resolutions – which delineate corrective actions – and Determinations of Compliance, Partial Compliance, or Non-Compliance, which reflect entities’ implementation of the prescribed corrective actions. The Board also deliberates on whether issues and trends revealed through entity audits and relevant research are appropriate for further investigation, public hearings or – consistent with its role as monitor of the City’s employment practices – for recommendation to the Mayor, City Council, and the Department of Citywide Administrative Services (DCAS), to improve the City’s equal employment opportunity policies and programs.

Executive Director

The Board appoints an Executive Director to advise and assist in the development and implementation of strategic plans and initiatives and oversee the EEPC’s daily operations to effectuate the powers and duties delegated to it by the City Charter.

Administration Unit

The Administration Unit provides support for computer and technology systems and the development and implementation of human resources initiatives and personnel policies.

Legal Unit

The Legal Unit serves to interpret legal issues related to the administration of the EEPC’s responsibilities and duties, interpret and reinforce the EEPC’s authority, ensure the legal application of the EEPC’s Uniform Standards to audits of municipal entities and the City as an employer, and maintain legal compliance with federal, state, and local EEO laws, regulations, and judicial decisions.

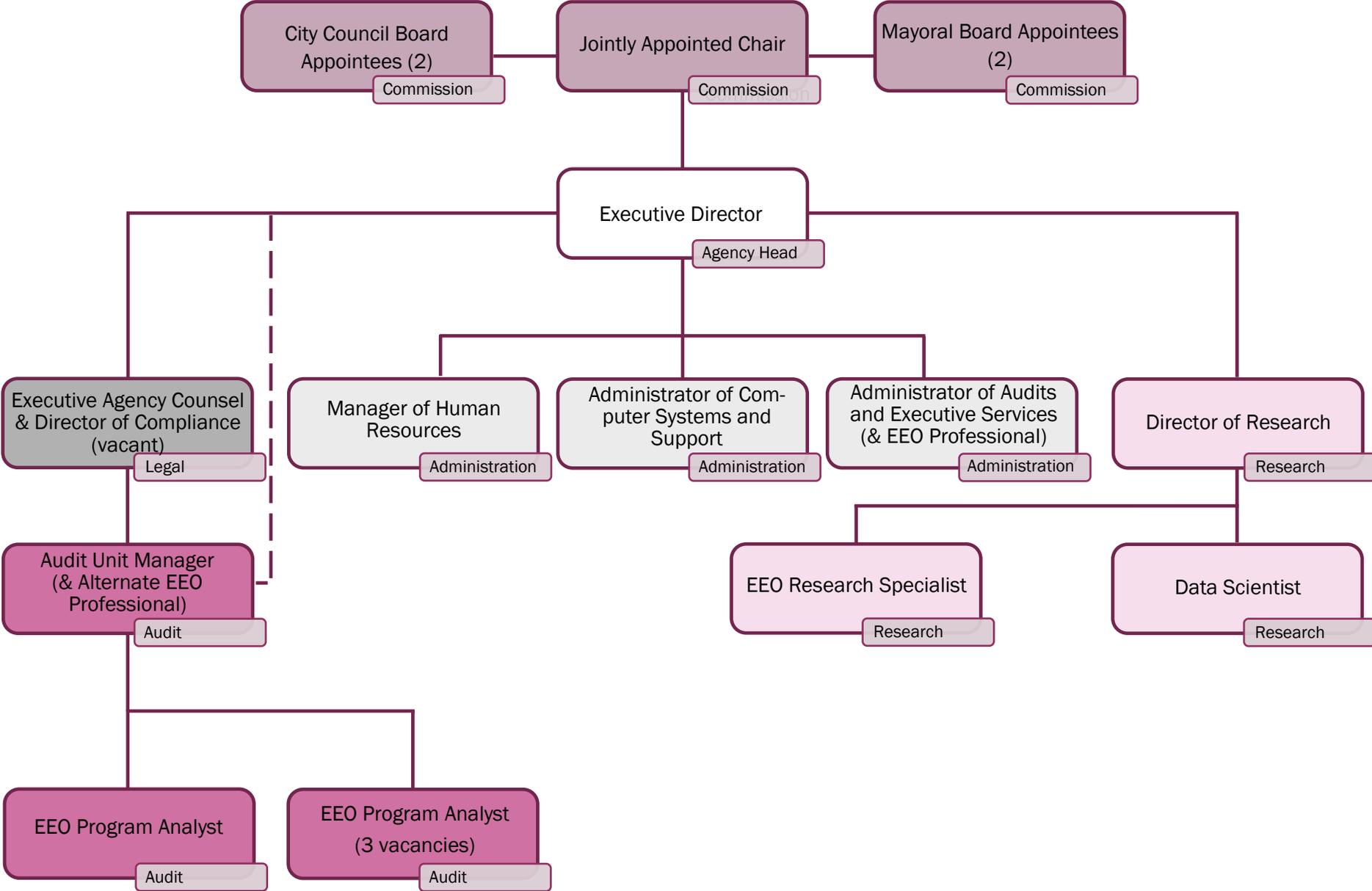
Audit Unit

The Audit Unit reports to the EEPC’s Legal Unit to ensure interpretation of EEO laws and policies in the administration and management of audits. The EEPC’s Audit Unit conducts comprehensive and issue-specific audits of City entities’ employment programs and prescribes corrective action to bring entities into compliance with the EEPC’s Uniform Standards. The Audit Unit also aids agencies in the implementation of EEO program changes.

Research Unit

The Research Unit conducts analyses of City employment data to examine issues in equal opportunity practices and trends in employment patterns of underrepresented demographics. The Research Unit publishes reports to fulfill requirements established by the City Council and supports the Audit and Legal Units.

Organizational Chart



Authority

The City Charter authorizes the EEPC to audit, evaluate, and monitor the employment practices, procedures, and programs of City agencies and other municipal entities, including their efforts to ensure equal employment opportunities. The EEPC recommends practices, procedures, and programs to be utilized by those entities for compliance with federal, state, and local laws, to increase equal opportunity for women, people of color, and other employees and job applicants identified for protection from discrimination. To that end, the City Charter also authorizes the EEPC to review the Annual EEO and Diversity Plans of City agencies, entities, and offices of elected officials, monitor execution of their Plans through review of Quarterly EEO Reports, and provide comments, suggestions, and recommendations for inclusion in future Plans.

In addition to its audit responsibilities, the EEPC is also authorized to make policy, legislative, and budgetary recommendations to ensure equality of employment opportunity; establish advisory committees to support and advance its goals of increasing EEO; request and receive information from City entities, as needed, to effectuate its mandates; and conduct research and hold hearings and symposiums to address EEO matters that affect the municipal workforce.

Jurisdiction

The City Charter and New York City Corporation Counsel opinions accord the EEPC oversight over approximately 145 City entities that include, but are not limited to: mayoral and non-mayoral agencies; the offices of elected officials, such as the Mayor, City Council, Borough Presidents, City Comptroller, District Attorneys, and Public Advocate; non-pedagogical employees of the Department of Education and the community colleges of the City University of New York; the New York City Housing Authority; and the Pension and Retirement Systems.

NYC Open Data

The New York City Open Data Law mandates that public data be freely available on a single web portal. NYC Open Data is the free public data published by New York City entities. It provides an opportunity for New Yorkers to engage with the information that is produced and used by City government. The EEPC is committed to NYC Open Data for all to increase transparency, accountability, and accessibility within City government. For additional information on NYC Open Data, please visit: <https://opendata.cityofnewyork.us/>.

2023 Audits

The purpose of an EEPC audit is to analyze and evaluate a municipal entity's employment practices and EEO program to ensure they provide equal opportunity for women, people of color, and all employees and applicants.

Methodology

The EEPC's audits consist of four phases.

Audit Preparation

The EEPC reviews its four-year audit plan, determines which entities will be audited for the upcoming year, and sends out Audit Initiation Letters. The EEPC also conducts audit information sessions for Agency Heads and Principal EEO Professionals.

Data Collection

The EEPC sends Preliminary Interview Questionnaires (PIQs) to the principal EEO professionals of each audited agency. The PIQs ask the agency to provide information about their EEO programs and submit documentation that illustrates their EEO efforts.

Evaluation

The EEPC reviews the information provided by the audited agencies via the PIQs, analyzes the agencies' EEO practices against the EEPC's Uniform Standards, and issues a *Preliminary Determination* detailing initial findings, after which agencies have the option to respond and provide additional documents and information. After reviewing the agency's response to the *Preliminary Determination*, the EEPC will issue a *Final Determination*, which identifies areas related to the audit standards where the agency's EEO program may be lacking, and includes steps needed to remedy the deficiencies identified (if any).

Compliance Monitoring

The issuance of a *Final Determination* marks the beginning of Compliance Monitoring, which is the last phase of an audit. During this period, the EEPC will work with the audited entity to implement program enhancements. Upon completion of all prescribed corrective actions or the end of the Compliance Monitoring period, whichever is first, the EEPC will issue a *Determination of Compliance, Partial Compliance, or Non-Compliance*, as applicable. The EEPC has the authority to compel the attendance of witnesses and administer oaths for the purpose of ascertaining whether City entities are in compliance with EEO requirements.

Employment Practices Audit with a Focus on Underutilization

2023 was the second year of the EEPC’s Employment Practices Audit with a Focus on Underutilization (EPA (UU)). This audit is projected to last four years. The goal of the EPA (UU) is to evaluate the following components of an agency’s EEO program: distribution of EEO policies and procedures, annual EEO plans, EEO training for employees and EEO professionals, and the EEO resources available for employees and applicants with disabilities. It also includes assessments of an agency’s workforce data and recruitment and selection processes to ensure the entity is taking action to address underutilization of people of color and women in the City’s workforce.

The EPA (UU) contains 20 standards divided into eight sections.

EPA (UU) audit sections

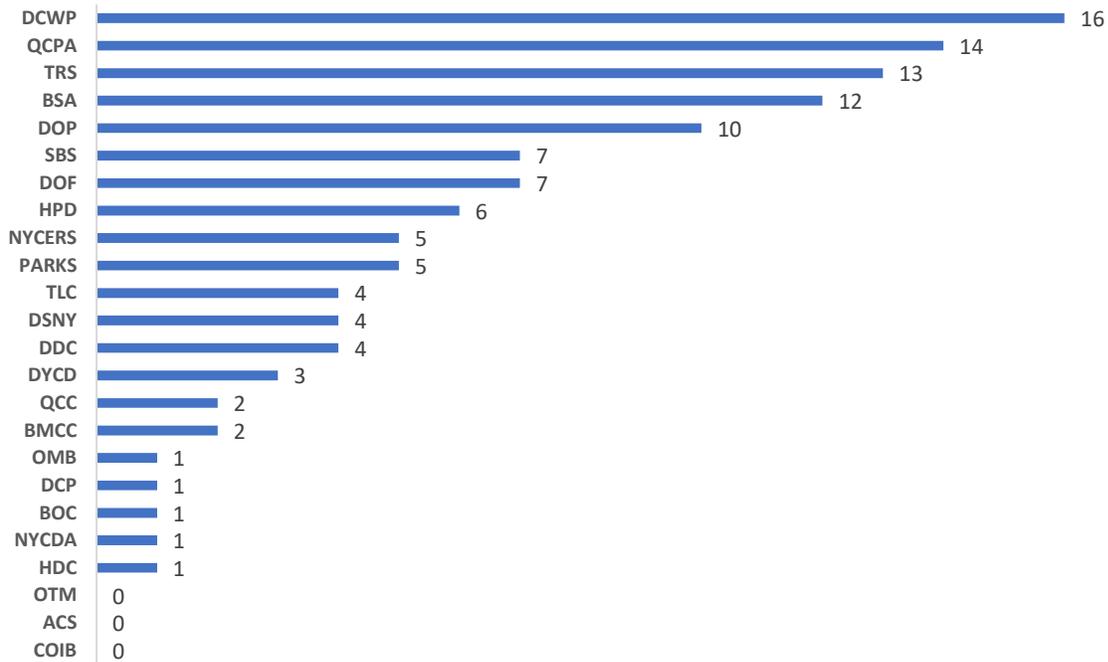
Section	# of Standards
EEO policy issuance, distribution, and posting	2
Complaint investigation procedures	1
Annual EEO plan	1
Entity training	4
Employees and applicants with disabilities	3
Workforce review and analysis	2
Recruitment	3
Selection (hiring and promotion)	4
Total	20

2023 Audits

The EEPC conducted an EPA (UU) of 24 entities in 2023¹ (that does not include community boards, which undergo a different audit and are addressed below). In total, 119 corrective actions were assigned to these entities (an average of 5.0 per agency). The figure below shows the number of corrective actions that remained for compliance monitoring after the Final Determination for each of the agencies audited in 2023.

¹ The EEPC also initiated an audit of the Economic Development Corporation (EDC). In the past it been determined the EEPC does not have jurisdiction over the EDC, but they still participated in previous audits. The EDC was unresponsive during this audit, so we do not include data from it.

Number of Corrective Actions, by Entity²



Three agencies had no corrective actions after the issuance of the Final Determination:

Office of the Mayor | Conflicts of Interest Board | Administration for Children’s Services

Thirteen agencies had 1-5 corrective actions:

New York City Employees’ Retirement System | Office of Management and Budget | Department of City Planning | Board of Correction | Taxi and Limousine Commission | Department of Youth and Community Development | Queensborough Community College | Borough of Manhattan Community College | Department of Sanitation | Department of Parks and Recreation | Department of Design and Construction | Office of the New York County District Attorney | Housing Development Corporation

² **DCWP**: Department of Consumer and Worker Protection; **QCPA**: Office of the Queens County Public Administrator; **TRS**: Teachers' Retirement System of the City of New York; **BSA**: Board of Standards and Appeals; **DOP**: Department of Probation; **SBS**: Department of Small Business Services; **DOF**: Department of Finance; **HPD**: Department of Housing Preservation and Development; **NYCERS**: New York City Employees Retirement System; **PARKS**: Department of Parks and Recreation; **TLC**: Taxi and Limousine Commission; **DSNY**: Department of Sanitation; **DDC**: Department of Design and Construction; **DYCD**: Department of Youth and Community Development; **QCC**: Queensborough Community College; **BMCC**: Borough of Manhattan Community College; **OMB**: Office of Management and Budget; **DCP**: Department of City Planning; **BOC**: Board of Correction; **NYCDA**: Office of the New York County District Attorney; **HDC**: New York City Housing Development Corporation; **OTM**: Office of the Mayor; **ACS**: Administration for Children’s Services; **COIB**: Conflicts of Interest Board.

The assignment of a corrective action does not mean an agency is lacking all components of an audit standard. In most cases, entities are missing some aspect of the standard, and the corrective action is issued for the agency to correct only the specific portion of the audit standard that is deficient.

Compliance Monitoring

The 119 corrective actions assigned for monitoring are illustrated in the table below. Nineteen audit standards had one or more CAs issued.

Audit Standard	CAs
1 Annual distribution of an EEO policy statement	5
2 Annual distribution of an EEO Policy	4
3 Establish and utilize a complaint tracking system	3
4 Submit annual EEO plans and quarterly reports	5
5 Establish and implement an EEO training plan	8
6 Appoint a principal EEO Professional	3
7 Appoint support EEO professionals	8
8 Training for personnel involved in recruiting/hiring	14
9 Designate a Disability Rights or ADA Coordinator	7
10 Distribute reasonable accommodation process	5
11 Utilize the Section 55-a Program	0
12 Annual workforce data review	11
13 Use and maintain an applicant/candidate log	8
14 Diversity in entity-produced content	1
15 Designate staff to assess recruitment efforts for discretionary titles	2
16 Assess recruitment efforts for discretionary titles	3
17 Designate Career Counselor	13
18 Designate a principal HR professional to provide agency-wide job information	6
19 Assess selection methods for discretionary titles	5
20 Assess selection methods for civil service titles	8

Community Board and Follow-up Audits

In addition to the EPA (UU) audit, the EEPC conducted 18 Community Board Employment Practices Audits (CB EPA) of the Brooklyn Community Boards. The Community Boards are comprised of unsalaried members appointed by the respective Borough Presidents, a full-time, salaried District Manager, and between one and five salaried support staff to manage the District office. Unlike entities audited under the EPA (UU), Community Boards do not have dedicated EEO professionals and do not administer their own EEO programs. Community Boards utilize the respective Borough President's EEO office and their EEO programs are intended to align with that of the Borough President.

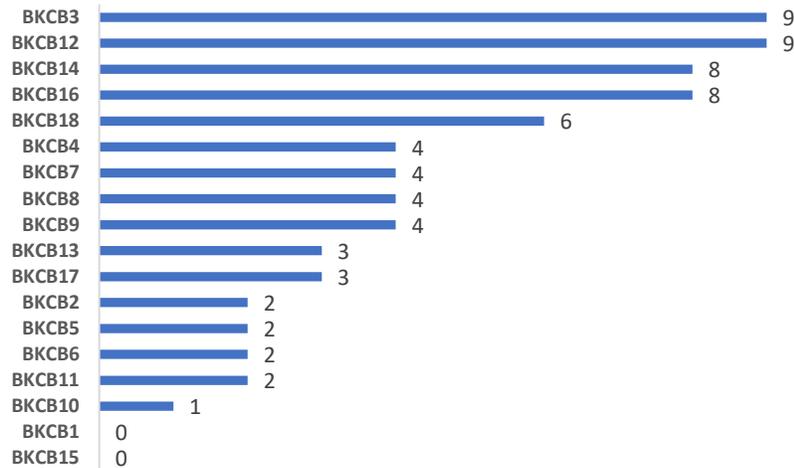
The goal of the CB EPA is to evaluate a Community Board's employment practices with consideration of its size and the structure of its EEO program. Under the EEPC's protocol for audits of Community Boards, the expectation is that each Community Board adopts and distributes the respective Borough President's EEO policy, complaint investigation procedures, and reasonable accommodation process; disseminates the contact information for the Borough President's EEO Officer and Disability Rights Coordinator; cooperates and consults with the Borough President's EEO office to address complaints and reasonable accommodations; ensures all employees complete various EEO training; and ensures that all personnel involved in recruiting and hiring are trained.

The CB EPA contains nine standards, divided into six sections.

Section	# of Standards
EEO policy issuance, distribution, and posting	2
Entity training	1
Complaint investigation procedures	2
Employees and applicants with disabilities	2
Recruitment	1
Selection (hiring and promotion)	1
Total	9

Seventy-one corrective actions in total were assigned (an average of 3.9 per community board). The figure below shows the number of corrective actions that remained for compliance monitoring after the Final Determination for each of the community boards.

Number of Corrective Actions, by Entity



Two had no corrective actions after the issuance of the Final Determination.

Brooklyn Community Board No. 1 | Brooklyn Community Board No. 15

Seven community boards had 1-3 corrective actions:

Brooklyn Community Board No. 2 | Brooklyn Community Board No. 5 | Brooklyn Community Board No. 6 | Brooklyn Community Board No. 10 | Brooklyn Community Board No. 11 | Brooklyn Community Board No. 13 | Brooklyn Community Board No. 17

Compliance Monitoring

There were 71 corrective actions assigned for monitoring, illustrated below.

Audit Standard		CA's
1	Distribute and/or Post EEO Policy Statement	6
2	Distribute and/or Post EEO Policy	4
3	EEO and Sexual Harassment training	16
4	Distribute principal EEO Professional contact information/Inform how to file complaints	9
5	Distribute complaint investigation procedures	4
6	Distribute Disability Rights/ADA Coordinator contact information	5
7	Distribute reasonable accommodation process/Inform how to request reasonable accommodations	10

Audit Standard	CAs
8 EEO Tagline	3
9 Training for personnel involved in recruiting/hiring	14

2024 Audits

The EEPC plans to conduct EPA (UU) audits for the following 33 entities in 2024:

1. New York City Office of the Actuary
2. Office of the Queens Borough President
3. New York City Office of Administrative Tax Appeals
4. New York City Law Department
5. Department of Investigation
6. Civilian Complaint Review Board
7. New York City Fire Department
8. Department of Correction
9. Office of the Public Advocate for the City of New York
10. Department for the Aging
11. Independent Budget Office of the City of New York
12. New York City Civil Service Commission
13. New York City Office of Labor Relations
14. New York City Commission on Human Rights
15. New York City Police Pension Fund
16. Stella and Charles Guttman Community College
17. Bronx Community College
18. Kingsborough Community College
19. Eugenio Maria De Hostos Community College
20. Fiorello H. LaGuardia Community College
21. Board of Education Retirement System
22. Department of Education
23. Office of Administrative Trials and Hearings
24. Department of Environmental Protection
25. New York City Office of Technology and Innovation
26. Civic Engagement Commission*
27. Department of Citywide Administrative Services
28. Office of the Bronx County District Attorney
29. Office of the Richmond County District Attorney
30. Office of the Special Narcotics Prosecutor for the City of New York
31. Office of the New York County Public Administrator
32. Office of the Kings County Public Administrator
33. New York City Housing Authority

*The Civic Engagement Commission (CEC) is included in the OTI audit.

EEPC Research

Local Law 13

Reporting on Underutilization in the City's Workforce

In 2019, the New York City Council enacted Local Law 13. It requires the EEPC to report annually for ten years on underutilization of racial and ethnic groups in the City's municipal workforce and the non-faculty personnel at the City University of New York's (CUNY) community colleges. The law also mandates the EEPC to offer recommendations on how to address underutilization.

In 2023, the EEPC published its third edition in the series (available at <https://www.nyc.gov/site/eepc/reports/reportsllr2023.page>), analyzing the City's workforce representation by race, ethnicity, and gender at the end of Fiscal Year (FY) 2022. Several key findings and recommendations were highlighted in that report.

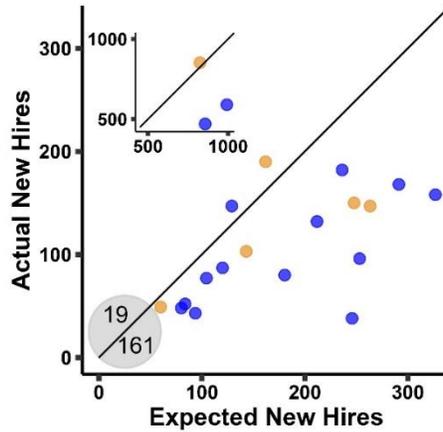
Underutilization in 2022 was largely unchanged from 2021, with slight improvements for Asians, Blacks, and Hispanics.

Underutilization was mostly unchanged, with 85% of the job groups with underutilization in 2021 having the same underutilization in 2022. There were small decreases in the percentages of job groups with underutilization of Asians, Blacks, and Hispanics, and no change in the number of job groups with underutilization of women.

In a large majority of job groups with underutilization, people of color and women were hired at rates below the City's labor market availability estimates.

Combating underutilization requires, in part, hiring individuals from underrepresented groups at a rate that is greater than or equal to their labor market availability (LMA). In most job groups with underutilization in 2021, individuals from the underutilized groups were hired at a rate lower than their LMA.

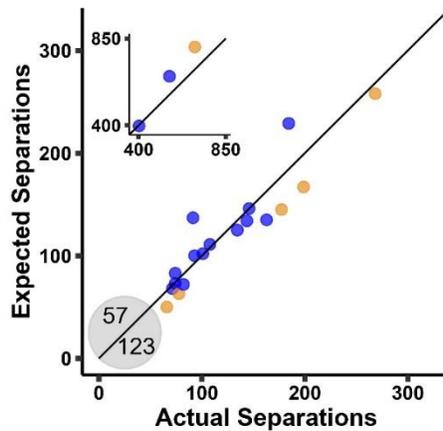
The figure below illustrates the pattern of new hires in those job groups with underutilization. The orange dots correspond to underutilization of women and the blue dots correspond to underutilization by race/ethnicity (Asian, Black, and/or Hispanic).



Points above the diagonal line indicate new hires in the underutilized group(s) exceeded their availability, helping to remediate underutilization. Points below indicate new hires in the underutilized group(s) were below their availability, perpetuating underutilization. The overwhelming majority of points are below the diagonal line.³

Separations had a minimal impact on underutilization of racial/ethnic groups, but a considerable impact on underutilization of women.

Combating underutilization requires, in part, retaining individuals from underrepresented groups at a rate that is higher than or equal to their existing presence. Most job groups with underutilization in 2021 saw individuals from the underutilized groups leave at rates higher than or equal to their presence in that job group. This was especially an issue for women.



Points above the diagonal line indicate separations in the underutilized group(s) were less than their presence in the incumbent workforce, helping to remediate underutilization. Points below indicate separations in the underutilized group(s) were

³ The “19” inside the circle and above the line indicates there are 19 additional points above the line but are not individually illustrated. Similarly, the “161” indicates there are 161 additional points below the line but not illustrated. These points are not in the plot because their proximity to each other would make the figure less legible.

greater than their presence in the incumbent workforce, exacerbating underutilization.

Many of the EEPs recommendations from prior reports were still pertinent.

Explore why hiring perpetuates underutilization and do more to diversify candidate pools.

Hiring of underutilized groups in job groups underutilizing them was often considerably below their labor market availability. More should be done to diversify candidates in competitive titles. For discretionary vacancies, many entities review their recruitment efforts to better reach and develop diverse applicant pools. More can be done to focus recruitment efforts on key job titles and demographic groups.

Improve retention of underutilized demographic groups.

In the EEO world, recruitment is often seen as the primary way to address underutilization, improve opportunities for groups that have faced discrimination, and promote greater equity. Recruitment is certainly important, but it is only part of the story. It is also important to assess opportunities for personnel and determine why some choose to leave. If women and people of color feel they do not have the same opportunities for growth and advancement provided to white men, they are probably more likely to leave.

Update the availability estimates used to calculate underutilization.

The City's availability estimates were last updated in 2013 and do not include more current and readily available availability estimate data. Between July 1, 2013, and June 30, 2022, almost 747,000 persons passed 1,319 civil service exams. In March 2021, the US Census EEO Tabulation of labor market availability data was updated for use in analyses by 2022. In December 2023, DCAS informed the EEP that updates to the City's availability estimates were forthcoming.

Research the drivers of occupational segregation in the City's workforce.

Occupational segregation is defined as the concentration of individuals from certain groups into certain occupations. Historically, this often manifested with whites and men disproportionately employed in higher-paying jobs, and people of color and women employed in lower paying jobs. This phenomenon shows up in New York City's workforce and it must be researched to be adequately addressed. Failing to do so may result in the perpetuation of the status quo.

The EEP will continue publishing reports on underutilization in the City's workforce, and the CUNY community colleges (as mandated by Local Law 13) annually. These reports will be available on our website and distributed to relevant stakeholders.

Meetings of the Board of Commissioners

The Commission met 8 times in 2023, on:

Thursday, January 26

Thursday, March 9

Thursday, April 20

Thursday, June 1

Thursday, July 20

Thursday, September 14

Thursday, November 2

Tuesday, December 19

Links for the video recording of each meeting can be found at <https://www.nyc.gov/site/eepc/meetings/meetings2023.page>.

Seven meetings are scheduled for 2024:

Thursday, February 8, 10:15 AM

Thursday, April 4, 10:15 AM

Thursday, May 30, 10:15 AM

Thursday, July 11, 10:15: AM

Thursday, September 5, 10:15 AM

Thursday, October 31, 10:15 AM

Tuesday, December 17, 10:15 AM

These dates are subject to change. Public notice of the Board's meetings is published in the City Record for five successive days prior to the date of the meeting. Meetings are live streamed.



Equal Employment Practices Commission

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www.nyc.gov/site/eepc/index.page