

## AGENCY QUARTERLY DIVERSITY AND EEO REPORT FY 2020

AGENCY NAME: NEW YORK CITY PARKS AND RECREATION

- 1<sup>st</sup> Quarter (July -September), due December 13, 2019  
 2<sup>nd</sup> Quarter (October - December), due January 30, 2020  
 3<sup>rd</sup> Quarter (January -March), due April 30, 2020  
 4<sup>th</sup> Quarter (April -June), due July 30, 2020

**Prepared by:**

Flaveia Henry, Deputy Director for EEO and Iyana Titus, Assistant Commissioner for EEO 212-360-2782  
Name Title Telephone No.

Date Submitted: 05/15/20

**FOR DCAS USE ONLY**

*Date Received:*

### **INSTRUCTIONS FOR FILLING OUT QUARTERLY REPORTS FY 2020**

1. Please save this file as '**XXXX Quarter X FY 2020 DEEO Quarterly Report**' where 'XXXX' is the commonly used acronym of your agency. You must submit this file in MS Word format. Please do not convert it to PDF.
2. Complete the "Diversity and EEO Training Summary" details in the attached Excel file. Under Section 10 ("Other"), include training classes co-organized or co-sponsored by 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. Please save this Excel file as '**XXXX Quarter X FY 2020 DEEO Training Summary**', where 'XXXX' is the commonly used acronym of your agency. You must submit this file in MS Excel format. Please do not convert it to PDF.

**PART I: NARRATIVE SUMMARY**

**I. COMMITMENT AND ACCOUNTABILITY STATEMENT BY THE AGENCY HEAD**

Distributed to all agency employees?  Yes, On (Date): 09/24/19  No

**II. RECOGNITION AND ACCOMPLISHMENTS**

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

Diversity & EEO Awards

Diversity and EEO Appreciation Events

Public Notices

Positive Comments in Performance Appraisals

**Other (please specify):** Recognition is usually given during the Agency's "Employee of the Month" and its annual awards ceremonies. Awards are also given to employees from the agency's employee resource groups which includes the Ebony Society, Latino Society, Emerald Society, Columbia Society and the Whitman Society.

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

The agency will continue to recognize employees, supervisors, managers, and agency units demonstrating superior accomplishment in diversity and equal employment opportunity in FY 2020.

**III. WORKFORCE REVIEW AND ANALYSIS**

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

Yes, On (Date): \_\_\_\_ This information is also posted on the intranet site. \_\_\_\_\_  No

2. The agency conducted a review of the dashboard sent to the EEO Officer with demographic data and trends, including workforce composition by job title, job group, race/ethnicity and gender; new hires, promotions and separation data; and utilization analysis.  Yes, On (Date): 01/17/20 \_\_\_\_\_  No

The review was conducted together with:  Human Resources  General Counsel  
 Agency Head  Other \_\_\_\_\_

**IV. EEO, DIVERSITY, INCLUSION, AND EQUITY INITIATIVES FOR FY 2020**

Please describe your progress this quarter in implementing the primary goals in Section IV of your Agency Diversity and EEO Plan for FY 2020 - Proactive Strategies to Enhance Diversity, EEO and Inclusion:

**A. WORKFORCE:**

| List the <b>Workforce Goal(s)</b> included in <i>Section IV: Proactive Strategies to Enhance Diversity, EEO and Inclusion</i> , which you set/declared in your FY 2020 Diversity and EEO Plan (e.g., underutilization, workforce planning, succession planning and diverse applicant pool, among others):   | Please describe the steps that your agency has taken to meet the <b>Workforce Goal(s)</b> set/declared in your plan.<br>o <b>Include steps that were taken or considered to build an inclusive and sustainable pipeline for your agency across all levels.</b> | Q1 Update   | Q2 Update   | Q3 Update   | Q4 Update  |
|---|--|---|---|---|--|
| After examining gender demographics concerning trade positions within the Agency, DPR discovered that women holding trade titles was lacking. As such, the Agency is planning a program called “Women in Trades” to introduce skilled trades to its seasonal employees and job training participants. The goal of the program is to get women to have an interest in trades and to understand how to pursue a career in the field.                                    | 12/11/19 – Conference call was held with “Women in Trade” committee to discuss next steps for the conference.  | <input checked="" type="checkbox"/> <b>Planned</b><br><input type="checkbox"/> <b>Not started</b><br><input type="checkbox"/> <b>Ongoing</b><br><input type="checkbox"/> <b>Delayed</b><br><input type="checkbox"/> <b>Deferred</b><br><input type="checkbox"/> <b>Ongoing</b><br><input type="checkbox"/> <b>Completed</b> | <input checked="" type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/> | <input checked="" type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/> | <input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/> |
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| Describe steps that were taken or considered to address underutilization identified through quarterly workforce reports. Please list Job Groups where underutilization exists in the current quarter.   |  |   |   |   |  |
| <p><b>The agency has expanded its recruitment efforts to address areas where underutilization exists. During the quarter, underutilization was identified in the following job groups: Clerical Supervisors (Black), Craft (Female and Black), Guards (Female and Black), Laborers (Asian), Management Specialist (Black), Personal Service (Asian), Science Professionals (Black and Asian), Social Scientist (Black) and Social Workers (Female and Black).</b></p> |  |   |   |   |  |

**B. WORKPLACE:**

| List the <b>Workplace Goal(s)</b> included in <i>Section IV: Proactive Strategies to Enhance Diversity, EEO and Inclusion</i> , which you set/declared in your FY 2020 Diversity and EEO Plan (e.g., job satisfaction/engagement surveys, exit interviews/surveys, and onboarding surveys):  | Please describe the steps that your agency has taken to meet the <b>Workplace Goal(s)</b> set/declared in your plan.<br>○ <b>Include steps that were taken or considered to create an inclusive work environment that values differences that each of your unique employees brings to work, and to maintain focus on retaining talent across all levels.</b> | Q1 Update  | Q2 Update   | Q3 Update   | Q4 Update  |
|--|--|--|---|---|--|
| Last fiscal year, the Agency conducted a follow up Employee Satisfaction Survey. The results of that survey indicated that additional training was warranted for supervision. As such, DPR will host a supervision summit this fiscal year which will focus on enhancing supervisory skills. | Supervision summit - supervisory skills training<br><br>“Day in the life of...”, this is a series which will feature employees at work   | <input checked="" type="checkbox"/> Planned<br><input type="checkbox"/> Not started<br><input type="checkbox"/> Ongoing<br><input type="checkbox"/> Delayed<br><input type="checkbox"/> Deferred<br><input type="checkbox"/> Ongoing<br><input type="checkbox"/> Completed | <input checked="" type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/> | <input checked="" type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/> | <input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/> |
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Please specify any other EEO-related activities during the quarter (e.g., postings, meetings, cultural programs promoting diversity, newsletters/articles, etc.) and describe briefly the activities, including the dates when the activities occurred.

January 13<sup>th</sup> – AC Iyana Titus attended Gender Equity Interagency Partnership (GEIP)-Communications Workgroup meeting. The workgroup included various agency representatives along with Jacqueline Ebanks (Director of the Gender Equity Commission) and Barbara Prevatt from Hester Street (Consulting firm). The focus of the meeting was to prioritize deliverables which are designed to meet the overall goal of the group. The group’s goal is to develop a compelling message to get buy in from all levels of city agencies and New Yorkers. The next steps for this workgroup include a conference call along with a larger meeting with other workgroups.

January 15<sup>th</sup> – AC Iyana Titus along with Vanessa Valdes (Art Director), LeRoy Temple (Chief of Operations) and Joseph Samalin (Consultant) met with NYPD’s leadership regarding the agency’s anti sexual harassment initiatives. Participants from NYPD included Tanya Meisenholder (Deputy Commissioner for Equity and Inclusion) and other EEO personnel. During the presentation, AC Iyana Titus spoke about the agency, the problem of sexual harassment, why Parks took a holistic approach towards addressing sexual harassment, and what the overall initiatives entailed. NYPD was very impressed with the presentation and has subsequently asked to discuss their EEO liaison program with AC Iyana Titus.

January 27<sup>th</sup> - AC Iyana Titus attended the Equity Data Summit. During the summit, Anisha Gandhi, Director of Racial and Social Justice Initiatives at New York served as the keynote speaker. In addition, a panel discussion concerning data driven equity strategies in practice was presented. Panelist included HPD, DoHMH, and ACS. Finally, break-out sessions were facilitated. The summit was the launch towards implementing Executive Order 45, which examines equity.

January 30<sup>th</sup> - Flaveia Henry (Deputy EEO Officer) attended DCAS’ Best Practices Meeting. During the meeting reminders concerning EEO Plans and Quarterly reports were given. Surveys regarding Executive Order 16 (which addresses gender identity) will be sent to agencies and Local Law 28 regarding venue accessibility was discussed.

January 30<sup>th</sup> and January 31<sup>st</sup> - AC Iyana Titus attended NYSBA Dispute Resolution and Labor and Employment Section meetings. The Dispute Resolution Section touched upon drafting effective and enforceable mediation and arbitration clauses, tactics for negotiating and dealing with difficult people in mediation using EQ and presumptive ADR in New York State courts. The Labor and Employment Section discussed ethical issues in alternative dispute resolution, the gig economy and how it is evolving along with implications for employers and employees and sexual orientation and gender identity discrimination in the workplace among other topics.

February 7<sup>th</sup> – The EEO Office presented its initiatives towards addressing sexual harassment at the first “On Common Ground Quarterly Conversation.” The event was a follow up to the conference which was held in November and all city agencies were invited to attend.

| List the <b>Community Goal(s)</b> included in <i>Section IV: Proactive Strategies to Enhance Diversity, EEO and Inclusion</i> , which you set/declared in your FY 2020 Diversity and EEO Plan (e.g., community outreach and engagement, MWBE participation and customer satisfaction surveys): | Please describe the steps that your agency has taken to meet the <b>Community Goal(s)</b> set/declared in your plan.<br>○ <b>Include steps that were taken or considered to establish your agency as a leading service provider to the citizens of New York City focused on inclusion and cultural competency, while reflecting the vast communities that are served.</b>  | Q1 Update   | Q2 Update  | Q3 Update  | Q4 Update  |
|--|--|---|--|--|--|
| DPR noticed that a lack of diversity existed within its Capital division which was in part because the professions within the division were not diverse. In order to attract future diverse applicants, DPR will introduce young people in the community to the architecture field.            | The program will be called “Future Builders of Pelham” and it will be held at one of the Agency’s recreation centers.<br><br>11/08/19 - EEO Office sponsored the “Builders of Pelham” program. The purpose of the program was to introduce young people (pre-teens) to careers particularly those in the agency where a lack of diversity exists (i.e. architect). The program was held at Pelham Fritz Recreation center and it featured persons from the National Organization of Minority Architects. Overall, the event had approximately 10 students in attendance. Assistant Commissioner Vincent Cirrito also attended the event.<br>DPR is planning on expanding this program to include other boroughs. | <input checked="" type="checkbox"/> <b>Planned</b><br><input type="checkbox"/> <b>Not started</b><br><input type="checkbox"/> <b>Ongoing</b><br><input type="checkbox"/> <b>Delayed</b><br><input type="checkbox"/> <b>Deferred</b><br><input type="checkbox"/> <b>Ongoing</b><br><input type="checkbox"/> <b>Completed</b> | <input checked="" type="checkbox"/><br><input type="checkbox"/><br><input checked="" type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/> | <input checked="" type="checkbox"/><br><input type="checkbox"/><br><input checked="" type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/> | <input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/> |
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| List <b>Recruitment Strategies and Initiatives</b> which you set/declared in your FY 2020 Diversity and EEO Plan (e.g., targeted outreach and outreach, diversity recruitment, social media presence, where jobs are posted, EEO and APO collaboration, evaluation of best recruitment sources, structured interview training and unconscious bias training): | Please describe the steps that your agency has taken to meet the <b>Recruitment Goal(s)</b> set/declared in your plan.  | Q1 Update   | Q2 Update   | Q3 Update   | Q4 Update  |
|---|---|---|---|---|--|
| Conduct targeted recruitment to address underutilization.   | <p>Personnel attended various veterans’ recruitment sessions</p> <p>The agency will continue to work with MOPD by sharing vacancies with that office.</p> <p>The agency will continue to utilize DCAS’s Office of Citywide Recruitment as a resource.</p> | <input type="checkbox"/> <b>Planned</b><br><input type="checkbox"/> <b>Not started</b><br><input checked="" type="checkbox"/> <b>Ongoing</b><br><input type="checkbox"/> <b>Delayed</b><br><input type="checkbox"/> <b>Deferred</b><br><input type="checkbox"/> <b>Ongoing</b><br><input type="checkbox"/> <b>Completed</b> | <input type="checkbox"/><br><input type="checkbox"/><br><input checked="" type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/> | <input type="checkbox"/><br><input type="checkbox"/><br><input checked="" type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/> | <input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/> |
| Conduct structured interview training and unconscious bias.   | <p>Personnel conducts training on an on-going basis, see training numbers.</p>  | <input type="checkbox"/> <b>Planned</b><br><input type="checkbox"/> <b>Not started</b><br><input checked="" type="checkbox"/> <b>Ongoing</b><br><input type="checkbox"/> <b>Delayed</b><br><input type="checkbox"/> <b>Deferred</b><br><input type="checkbox"/> <b>Ongoing</b><br><input type="checkbox"/> <b>Completed</b> | <input type="checkbox"/><br><input type="checkbox"/><br><input checked="" type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/> | <input type="checkbox"/><br><input type="checkbox"/><br><input checked="" type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/> | <input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/> |
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**C. INTERNSHIPS/FELLOWSHIPS**

agency is providing the following internship opportunities in FY 2020: [Demographic information is based on self-identification data]

| Type of Internship\Fellowship    | Total | Race/Ethnicity [#s] | Gender [#s]<br>[N-B=Non-Binary; O=Other; U=Unknown] |
|----------------------------------|-------|---------------------|---|
| 1. Urban Fellows                 | 1     | unk                 | M ___ F 1 N-B ___ U ___                             |
| 2. Public Service Corps          |       |                     | M ___ F ___ N-B ___ U ___                           |
| 3. College Interns               |       |                     | M ___ F ___ N-B ___ U ___                           |
| 4. Graduate Interns              |       |                     | M ___ F ___ N-B ___ U ___                           |
| 5. Other (specify):              |       |                     | M ___ F ___ N-B ___ U ___                           |
| 6. None <input type="checkbox"/> |       |                     |   |

20 interns total

|          |    |     |
|----------|----|-----|
| M        | 5  | 25% |
| F        | 15 | 75% |
| Asian    | 3  | 15% |
| Black    | 1  | 5%  |
| Hispanic | 3  | 15% |
| Mixed    | 3  | 15% |
| White    | 8  | 40% |
| Unknown  | 2  | 10% |

**C. 55-A PROGRAM**

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

Currently, there are 5 55-a participants.

During this Quarter, a total of 0 new applications for the program were received.

During this Quarter 0 participants left the program due to [state reasons] N/A.

**The 55-a Coordinator has achieved the following goals:**

1. Disseminated 55-a information through:

- e-mail  Yes  No
- training sessions  Yes  No
- agency website  Yes  No
- agency newsletter  Yes  No

2. Participated in career and job fairs and use internship, work-study, co-op, and other programs to attract a pool of diverse 55-a program applicants  Yes  No

3. \_\_\_\_\_

**V. SELECTION (HIRING AND PROMOTION)**

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

| List additional <b>Selection Strategies and Initiatives</b> which you outlined in your FY 2020 Diversity and EEO Plan ( <i>include use of structured interviewing, EEO or APO representatives observing interviews, review of placement demographics, review of e-hire applicant data</i> ). | Please describe the steps that your agency has taken to meet the <b>Selection (Hiring and Promotion) Goal(s)</b> set/declared in your plan.   | Q1 Update  | Q2 Update   | Q3 Update   | Q4 Update  |
|--|---|--|---|---|--|
| Career Counseling: Advising employees of opportunities for promotion and career development;   | <p>Inform employees on promotional and transfer opportunities.</p> <p>Encourage the use of training and development programs to improve skills, performance and career opportunities.</p>   | <input checked="" type="checkbox"/> <b>Planned</b><br><input type="checkbox"/> <b>Not started</b><br><input checked="" type="checkbox"/> <b>Ongoing</b><br><input type="checkbox"/> <b>Delayed</b><br><input type="checkbox"/> <b>Deferred</b><br><input type="checkbox"/> <b>Ongoing</b><br><input type="checkbox"/> <b>Completed</b> | <input type="checkbox"/><br><input type="checkbox"/><br><input checked="" type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/> | <input type="checkbox"/><br><input type="checkbox"/><br><input checked="" type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/> | <input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/> |
| Reviewing the methods by which candidates are selected for promotion or to fill vacancies (new hires), especially for mid- and high-level discretionary positions;   | <p>Assess the criteria for selecting persons for mid-level to high positions preferred and job specs; selecting official interview questions.</p> <p>Actively reach out to underrepresented group as part of outreach.</p> <p>Assess the manner in which candidates are selected for employment, to determine whether there is any adverse impact upon any particular racial, ethnic, disability, or gender group.</p>                    | <input type="checkbox"/> <b>Planned</b><br><input type="checkbox"/> <b>Not started</b><br><input checked="" type="checkbox"/> <b>Ongoing</b><br><input type="checkbox"/> <b>Delayed</b><br><input type="checkbox"/> <b>Deferred</b><br><input type="checkbox"/> <b>Ongoing</b><br><input type="checkbox"/> <b>Completed</b>            | <input type="checkbox"/><br><input type="checkbox"/><br><input checked="" type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/> | <input type="checkbox"/><br><input type="checkbox"/><br><input checked="" type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/> | <input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/> |
| Reviewing the methods by which candidates are selected for promotion or to fill vacancies (new hires) filled through civil service lists;  | <p>Use a diverse panel to conduct interviews.</p> <p>Below is the information for appointments made from civil service lists from January 1<sup>st</sup> – March 31<sup>st</sup>, 2020:</p> <p>2/28/2020 and 3/2/2020 – Admin Proj Mgr (OC) (17)</p> <p>3/23/2020 - Assoc Proj Manager (P) (1)</p> <p>3/16/2020 - Auto Service Worker-L2 (1)</p> <p>2/27/2020 - Clerical Associate (1)</p> <p>3/16/2020 - CERT IT Developer (APP) (1)</p> | <input type="checkbox"/> <b>Planned</b><br><input type="checkbox"/> <b>Not started</b><br><input checked="" type="checkbox"/> <b>Ongoing</b><br><input type="checkbox"/> <b>Delayed</b><br><input type="checkbox"/> <b>Deferred</b><br><input type="checkbox"/> <b>Ongoing</b><br><input type="checkbox"/> <b>Completed</b>            | <input type="checkbox"/><br><input type="checkbox"/><br><input checked="" type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/> | <input type="checkbox"/><br><input type="checkbox"/><br><input checked="" type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/> | <input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/> |

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|--|---|---|---|---|--|
|  | <p>3/23/2020 - Cement Mason (1)<br/>2/17/2020 - Engineering Tech (1)<br/>3/30/2020 – Forester (1)<br/>3/9/2020 - Maintenance Worker (MVO) (6)<br/>3/23/2020 – Plumber (1)<br/>3/23/2020 - Procurement Analyst-L2 (1)</p> <p>Use the NYCAPS eHire applicant tracking system for external and internal applicants.</p>  |   |   |   |  |
| Describe the role of agency EEO Officer and other EEO staff in the selection of candidates for appointment or promotion (pre- and post-appointment); | <p>Actively monitor agency postings</p> <p>Collaborate with Director or Human Resources to ensure that an updated listing of sources for diverse applicants, including school and professional organizations, is maintained.</p> <p>In collaboration with Director or Human Resources, review questions to ensure that they are EEO-compliant, job-related, and required by business necessity.</p> <p>Provide feedback to hiring manager after the EEO Officer’s assessment.</p> | <input type="checkbox"/> <b>Planned</b><br><input type="checkbox"/> <b>Not started</b><br><input checked="" type="checkbox"/> <b>Ongoing</b><br><input type="checkbox"/> <b>Delayed</b><br><input type="checkbox"/> <b>Deferred</b><br><input type="checkbox"/> <b>Ongoing</b><br><input type="checkbox"/> <b>Completed</b> | <input type="checkbox"/><br><input type="checkbox"/><br><input checked="" type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/> | <input type="checkbox"/><br><input type="checkbox"/><br><input checked="" type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/> | <input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/> |
| Analyzing the impact of layoffs or terminations on racial, gender and age groups;  | The agency will utilize the DCAS Layoff Procedure as guidance, should there be any layoffs, termination and demotions due to legitimate business/operational reasons in FY 2020   | <input type="checkbox"/> <b>Planned</b><br><input checked="" type="checkbox"/> <b>Not started</b><br><input type="checkbox"/> <b>Ongoing</b><br><input type="checkbox"/> <b>Delayed</b><br><input type="checkbox"/> <b>Deferred</b><br><input type="checkbox"/> <b>Ongoing</b><br><input type="checkbox"/> <b>Completed</b> | <input type="checkbox"/><br><input checked="" type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/> | <input type="checkbox"/><br><input checked="" type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/> | <input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/> |
| Other <b>Selection Strategies and Initiatives:</b>   |   | <input type="checkbox"/> <b>Planned</b><br><input type="checkbox"/> <b>Not started</b><br><input type="checkbox"/> <b>Ongoing</b><br><input type="checkbox"/> <b>Delayed</b><br><input type="checkbox"/> <b>Deferred</b><br><input type="checkbox"/> <b>Ongoing</b><br><input type="checkbox"/> <b>Completed</b>            | <input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/>            | <input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/>            | <input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/><br><input type="checkbox"/> |

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**VI. TRAINING**

*Provide your training information in the “DIVERSITY AND EEO TRAINING SUMMARY” on the separate Excel template.*

**VII. REASONABLE ACCOMMODATION**

Please report your reasonable accommodation requests for this quarter and their disposition in the DCAS Citywide Complaint/Reasonable Accommodation Tracking System by logging into your CICS Account at:  
<https://mspwwa-dcslnx01.csc.nycnet/Login.aspx>

All R/A requests in the current quarter are up-to-date in the DCAS Citywide Tracking System.  Yes  No

There were no new R/A requests in the current quarter.

**VIII. COMPLIANCE AND IMPLEMENTATION OF REQUIREMENTS UNDER EXECUTIVE ORDERS AND LOCAL LAWS**

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

*Provide E.O. 16 Training Information in the “DIVERSITY AND EEO TRAINING SUMMARY” on the separate Excel*

**B. EXECUTIVE ORDER 21: PROHIBITION ON INQUIRY REGARDING JOB APPLICANT’S PAY HISTORY**

- The agency has reviewed its practices (including application and interview forms) regarding prohibition on inquiry about pay history.
- All personnel involved in job interviews is required to go through structured interview training.

**C. LOCAL LAW 92: ANNUAL SEXUAL HARASSMENT PREVENTION TRAINING**

*Provide Sexual Harassment Prevention Training Information in the “DIVERSITY AND EEO TRAINING SUMMARY” on the separate Excel template.*

**D. LOCAL LAW 93: RISK ASSESSMENT SURVEY**

**Please provide a short description of planning and progress in implementation of strategies aimed to reduce/minimize the risk of sexual harassment in your agency.**

*Within the timeframe provided in your Annual Plan, provide any progress on the following, and if none write N/A:*

*Risk 1: Homogenous Workplace: Homogenous Workplace:* In October 2019, EEO shared Parks’ Workforce Diversity Dashboard with the Agency’s Central Personnel Office who used it as the basis for the Agency’s recruitment strategies, this is ongoing. The Agency continues to utilize LinkedIn to support an increase in its visibility as an employer. In 2019, EEO conducted a Year End Review where the Agency’s EEO Officer met with the Agency’s Personnel Officer, General Counsel, and the Commissioner to discuss case trends and underutilization in specific boroughs or divisions, this is ongoing. Additionally, EEO created report cards for some divisions, i.e., Capital, Brooklyn, Bronx, Manhattan, Forestry, Horticulture, and Natural Resources, Queens Borough Office and is in the process of presenting report cards to Public Programs, Urban Park Rangers, Urban Park Services and Citywide Services. The Agency has also conducted job site inspections using staff from the Advocate’s Office, EEO Office, and Compliance Office to combat the risk of sexual

harassment. A peer to peer accountability program (PARC) was created to address the issues of sexual harassment within the Agency. PARC members shared talking points with employees throughout the agency. During this timeframe, an anti-sexual harassment marketing campaign was launched.

*Risk 2: Cultural and Language Differences in the Workplace:* The Agency has continued to ensure that Parks' anti-discrimination policy is posted in prominent places such as the intranet and site specific bulletin boards. A large print version of the posting is also available on the intranet to ease the communication of the Agency's policy. The Agency has also maintained its presence in the boroughs through EEO counselors, some of who are bilingual. Finally, Parks is planning to translate anti-sexual harassment marketing materials in Spanish, available in print and on the intranet. This will ensure that all employees have an awareness of what sexual harassment is and where to go for help and that language is not a barrier to understanding. Update-N/A

*Risk 3: Workplaces with Significant Power Disparities:* Parks continues to use its centralized POP orientation. The orientation informs workers of their rights, educates participants concerning the various forms of sexual harassment to ensure that a consistent message is presented to POP workers and provides resources for assistance. The Agency also enforces its non-fraternization policy that allows for discipline, up to and including termination, where supervisors are involved in sexual/romantic relationships with those employees they supervise. Parks also continues to mandate that supervisors report instances of sexual harassment. Supervisors are notified of this responsibility through the intranet and training. Supervisors are regularly reminded that it is their responsibility to address and if possible prevent sexual harassment. Parks has also put in place the PARC program which focuses on engaging employees as allies in speaking out against sexual harassment. Participants have been educated about sexual harassment so that they can identify what it looks like at Parks, and understand ways to address the problem. Update N/A

*Risk 4: Isolated Workplaces:* Parks conducts site visits through the Advocate's Office, staff from the EEO Office, and Compliance Division inspectors. Work locations where there have been previous complaints or allegations regarding sexual harassment and/or other misconduct, or other indicia of potential risk for workplace misconduct, are subject to more frequent inspections and observations as needed. In addition, these work units are also subject to specific additional training sessions conducted by approved trainers as determined by the Assistant Commissioner for EEO. The Agency has endeavored to ensure that employees who work in isolated areas are made aware of the Agency's policies and norms with respect to sexual harassment through posters and training. Parks has also put in place the PARC program which focuses on engaging employees as allies in speaking out against sexual harassment. Participants have been educated about sexual harassment so that they can identify what it looks like at Parks, and understand ways to address the problem. In turn, they

share this information through formal/informal group discussions whenever possible. Participants come from all five boroughs and serve in various departments and positions in the Agency. Additionally, an internal sexual harassment campaign was created. The campaign includes posters which have been placed throughout the Agency, stickers which have been placed in vehicles, and buttons which can be worn by employees and serves as a reminder of supervisor's duties and employee's rights. The Agency is currently working on new marketing materials geared towards awareness of its EEO counselors.

*Risk 5: Decentralized Workplaces:* Parks ensures that all employees, regardless of level and work location receive Basic EEO and Sexual Harassment Prevention training. Both trainings are geared towards helping employees understand the law, identifying problematic behavior, and informing staff about where to go for assistance. Supervisors have also been advised that they are mandated reporters and therefore responsible for employees and sites. An FAQ about reporting has been posted on the Agency's intranet site. Managers are informed that their failure to report will result in disciplinary action. Staff who work in the field and other decentralized workplaces are provided with Agency phones in order to ease communication regarding issues or concerns. The Agency also has a Central Communications unit which is operated by the Parks Enforcement Patrol (PEP). The command is 24 hours and seven days a week and provides direction and information concerning any sexual harassment complaints. Parks conducts site visits through the Advocate's Office, staff from the EEO Office, and Compliance Division inspectors. Work locations where there have been previous complaints or allegations regarding sexual harassment and/or other misconduct, or other indicia of potential risk for workplace misconduct, are subject to more frequent inspections and observations as needed. In addition, these work units are also subject to specific additional training sessions conducted by approved trainers as determined by the Assistant Commissioner for EEO. Update-N/A

**E. 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 as they occur.
- The agency has entered **all types of complaints** in the DCAS Citywide Complaint Tracking System and updates as they occur.
- The agency ensures that complaints are closed within 90 days.

Report all complaints and reasonable accommodation requests through DCAS/CDEEO Complaint Tracking System by logging into your CICS account at: <https://mspwwa-dcslnx01.csc.nycnet/Login.aspx>

## F. LOCAL LAW 101: CLIMATE SURVEY

**Provide a short description of your efforts to analyze the results of climate survey in your agency.**

*Describe any follow-up measures taken to address the results of the climate survey:*

*\_ The EEO Office and Central Personnel reviewed the results of the climate survey and realized that the employee's knowledge concerning how a complaint is processed after filing was an area of weakness. Furthermore, employees now expressed experiencing sexual harassment and racial discrimination more compared to other protected categories. To address these concerns, the EEO Office will have open EEO staff meetings which any employee can attend. The Office is also conducting site inspections and talking to more employees.*

*The agency is also utilizing PARC participants to discuss sexual harassment with employees.*

## 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 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 or list below audit recommendations.

Below are the EEPC's recommendations.

#### Monitoring Required

The agency's implementation of the following required corrective actions will be monitored during the assigned compliance-monitoring period.

Corrective Action #1: Issue a conclusive report within 90 days of the date the complaint was filed. Commence an investigation immediately if allegations raised sufficiently warrant an investigation.

Corrective Action #2: In rare circumstances where a complaint investigation cannot commence immediately, or where a conclusive report cannot be issued within 90 days, specify in the complaint file the reason for the delay and project a time frame for completion of the report. Notify the complainant and respondent of the delay.

Corrective Action #3: Where the agency's organizational structure necessitates multiple EEO professionals, select such individuals from different office locations and, where possible, from a variety of levels within the organizational structure. Appoint EEO professionals who are trained in EEO laws and procedures, and their responsibilities under the EEO Policy.

Corrective Action #4: Ensure that managers and supervisors are held accountable for enforcing the agency's sexual harassment prevention policies and complaint procedures. Document this expectation and its implementation.

Corrective Action #5: Ensure the managerial performance evaluation form contains a rating for EEO (which covers responsibilities and processes for assuring their ability to make employment decisions based on merit and equal consideration, or treat others in an equitable and impartial manner).

Corrective Action #6: Submit to the EEPC an Annual Plan of measures and programs to provide equal employment opportunity, and quarterly reports on efforts to implement the Plan within 30 days following each quarter. Include a breakout of sexual harassment complaint activity in each quarterly report.

FINAL ACTION: Upon the EEPC's determination that the entity does not require further review or monitoring: Distribute a memorandum signed by the agency head that re-emphasizes the commitment of agency administrators to the EEO program, including the prevention of sexual harassment, and informs employees of any changes to the agency's employment practices as a result of the EEPC's audit/monitoring. This final action is required to conclude the audit and monitoring process.

x The agency has submitted or will submit to OCEI an amendment letter, which shall amend the agency plan for FY 2020.

**APPENDIX: [DPR] EEO PERSONNEL DETAILS**

**EEO PERSONNEL FOR \_3\_ QUARTER, FISCAL YEAR 2020**

**A. PERSONNEL CHANGES**

|  |   |   |   |   |
|--|---|---|---|---|
| <b>Personnel Changes this Quarter:</b>   |   | <input checked="" type="checkbox"/> No Changes  | <b>Number of Additions:</b>   | <b>Number of Deletions:</b>   |
| Employee's Name & Title  |   |   |   |   |
| Nature of change   | <input type="checkbox"/> Addition <input type="checkbox"/> Deletion   | <input type="checkbox"/> Addition <input type="checkbox"/> Deletion   | <input type="checkbox"/> Addition <input type="checkbox"/> Deletion   | <input type="checkbox"/> Addition <input type="checkbox"/> Deletion   |
| Date of Change in EEO Role   | Start Date:   | Start Date or Termination Date:   | Start Date or Termination Date:   | Start Date or Termination Date:   |
| NOTE: Please attach CV/Resume of new staff to this report  |   |   |   |   |
| <b>For Current EEO Professionals:</b>  |   |   |   |   |
| Name & Title   |   |   |   |   |
| EEO Function   | <input checked="" type="checkbox"/> EEO Officer <input type="checkbox"/> EEO Counselor<br><input type="checkbox"/> EEO Trainer <input checked="" type="checkbox"/> EEO Investigator<br><input checked="" type="checkbox"/> 55-a Coordinator <input type="checkbox"/> Other: (specify)   | <input type="checkbox"/> EEO Officer <input type="checkbox"/> EEO Counselor<br><input checked="" type="checkbox"/> EEO Trainer <input type="checkbox"/> EEO Investigator<br><input type="checkbox"/> 55-a Coordinator <input type="checkbox"/> Other: (specify)   | <input type="checkbox"/> EEO Officer <input checked="" type="checkbox"/> EEO Counselor<br><input type="checkbox"/> EEO Trainer <input type="checkbox"/> EEO Investigator<br><input type="checkbox"/> 55-a Coordinator <input type="checkbox"/> Other: (specify)   | <input type="checkbox"/> EEO Officer <input checked="" type="checkbox"/> EEO Counselor<br><input type="checkbox"/> EEO Trainer <input type="checkbox"/> EEO Investigator<br><input type="checkbox"/> 55-a Coordinator <input type="checkbox"/> Other: (specify)   |
| Proportion of Time Spent on EEO Duties   | <input checked="" type="checkbox"/> 100% <input type="checkbox"/> Other: (specify %):   | <input type="checkbox"/> 100% <input checked="" type="checkbox"/> Other: (specify 20%):   | <input type="checkbox"/> 100% <input checked="" type="checkbox"/> Other: (specify 20%):   | <input type="checkbox"/> 100% <input type="checkbox"/> Other: (specify 20%):  |
| Attended EEO Professional On-Boarding at DCAS  | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No   | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No   | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No   | <input checked="" type="checkbox"/> Yes (Not all) <input type="checkbox"/> No   |
| Completed Trainings:<br>EEO<br>Diversity & Inclusion<br>lgbTq: The Power of Inclusion<br>Structured Interviewing and<br>Unconscious Bias<br>Sexual Harassment Prevention | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No<br><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No<br><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No<br><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No<br><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No<br><input type="checkbox"/> Yes <input checked="" type="checkbox"/> No<br><input type="checkbox"/> Yes <input checked="" type="checkbox"/> No<br><input type="checkbox"/> Yes <input checked="" type="checkbox"/> No<br><input type="checkbox"/> Yes <input checked="" type="checkbox"/> No | <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No<br><input type="checkbox"/> Yes <input checked="" type="checkbox"/> No<br><input type="checkbox"/> Yes <input checked="" type="checkbox"/> No<br><input type="checkbox"/> Yes <input checked="" type="checkbox"/> No<br><input type="checkbox"/> Yes <input checked="" type="checkbox"/> No | <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No<br><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No<br><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No<br><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No<br><input checked="" type="checkbox"/> Yes <input type="checkbox"/> No |
| Training Source(s):  | <input checked="" type="checkbox"/> DCAS <input checked="" type="checkbox"/> Agency <input type="checkbox"/> Other  | <input checked="" type="checkbox"/> DCAS <input checked="" type="checkbox"/> Agency <input type="checkbox"/> Other  | <input checked="" type="checkbox"/> DCAS <input checked="" type="checkbox"/> Agency <input type="checkbox"/> Other  | <input checked="" type="checkbox"/> DCAS <input checked="" type="checkbox"/> Agency <input type="checkbox"/> Other  |

**B. CONTACT INFORMATION (Please list ALL current EEO professionals)**

**DIVERSITY AND EEO STAFFING IN [AGENCY NAME] AS OF QUARTER (X) FY 2019 \***

| <u>Name</u>            | <u>Civil Service Title</u> | <u>EEO Diversity Role</u>                | <u>% of Time Devoted to EEO &amp; Diversity Functions</u> | <u>Office E-mail Address</u>   | <u>Telephone #</u>   |
|------------------------|----------------------------|--|---|--|----------------------|
|                        |                            | <b>Diversity &amp; Inclusion Officer</b> |   |  |                      |
| <u>Iyana Titus</u>     |                            | <b>EEO Officer/Director</b>              | <b>100%</b>   | <a href="mailto:Iyana.titus@parks.nyc.gov">Iyana.titus@parks.nyc.gov</a>         | <u>212-360-27707</u> |
| <u>Flaveia Henry</u>   |                            | Deputy EEO Officer                       | 100%  | <a href="mailto:Flaveia.henry@parks.nyc.gov">Flaveia.henry@parks.nyc.gov</a>     | <u>212-360-2796</u>  |
| <u>Chris Noel</u>      |                            | ADA Coordinator                          | 20  | <a href="mailto:Chris.noel@parks.nyc.gov">Chris.noel@parks.nyc.gov</a>           | <u>718-760-6831</u>  |
| <u>Iyana Titus</u>     |                            | Disability Rights Coordinator            | 100   | <a href="mailto:Iyana.titus@parks.nyc.gov">Iyana.titus@parks.nyc.gov</a>         | <u>212-360-27707</u> |
| <u>Chris Noel</u>      |                            | Disability Services Facilitator          | 20  | <a href="mailto:Chris.noel@parks.nyc.gov">Chris.noel@parks.nyc.gov</a>           | <u>718-760-6831</u>  |
| <u>Iyana Titus</u>     |                            | 55-a Coordinator                         | 100   | <a href="mailto:Iyana.titus@parks.nyc.gov">Iyana.titus@parks.nyc.gov</a>         | <u>212-360-27707</u> |
| <u>Nicole Pizarro</u>  |                            | EEO Policy Analyst                       | 100   | <a href="mailto:Nicole.Pizarro@parks.nyc.gov">Nicole.Pizarro@parks.nyc.gov</a>   | <u>212-360-2793</u>  |
| <u>Robin Talley</u>    |                            | EEO Policy Analyst                       | 100   | <a href="mailto:Robin.Talley@parks.nyc.gov">Robin.Talley@parks.nyc.gov</a>       | <u>212-360-2715</u>  |
| <u>Matthew Long</u>    |                            | EEO Investigator                         | 100   | <a href="mailto:Matthew.long@parks.nyc.gov">Matthew.long@parks.nyc.gov</a>       | <u>212-360-2729</u>  |
| <u>Daniel Dajani</u>   |                            | EEO Investigator                         | 100   | <a href="mailto:Daniel.dajani@parks.nyc.gov">Daniel.dajani@parks.nyc.gov</a>     | <u>212-360-2732</u>  |
| <u>Eric Hagans Jr.</u> |                            | EEO Investigator                         | 100   | <a href="mailto:Eric.Hagans@parks.nyc.gov">Eric.Hagans@parks.nyc.gov</a>         | <u>212-360-2730</u>  |
| <u>Anthony Bromell</u> | <u>PRM</u>                 | Career Counselor                         | 20  | <a href="mailto:Anthony.Bromell@parks.nyc.gov">Anthony.Bromell@parks.nyc.gov</a> | <u>718-430-1882</u>  |
| <u>Ed Feldman</u>      |                            | Career Counselor                         | 20  | <a href="mailto:Ed.Feldman@parks.nyc.gov">Ed.Feldman@parks.nyc.gov</a>           | <u>212-360-8261</u>  |
| <u>Gregg Gordon</u>    |                            | Career Counselor                         | 20  | <a href="mailto:Gregg.Gordon@parks.nyc.gov">Gregg.Gordon@parks.nyc.gov</a>       | <u>718-722-3217</u>  |
| <u>Pamela Hamilton</u> |                            | Career Counselor                         | 20  | <a href="mailto:Pamela.Hamilton@parks.nyc.gov">Pamela.Hamilton@parks.nyc.gov</a> | <u>212-830-7740</u>  |
| <u>Diana Johnson</u>   |                            | Career Counselor                         | 20  | <a href="mailto:Diana.Johnson@parks.nyc.gov">Diana.Johnson@parks.nyc.gov</a>     | <u>718-402-5566</u>  |

|                             |                         |            |   |                       |
|-----------------------------|-------------------------|------------|---|-----------------------|
| <u>David Stark</u>          | <u>Career Counselor</u> | <u>20</u>  | <u><a href="mailto:David.Stark@parks.nyc.gov">David.Stark@parks.nyc.gov</a></u>                   | <u>212-360-8265</u>   |
| <u>Tanya Thompson</u>       | <u>Career Counselor</u> | <u>20</u>  | <u><a href="mailto:Tanya.Thompson@parks.nyc.gov">Tanya.Thompson@parks.nyc.gov</a></u>             | <u>718-430-4639</u>   |
| <u>Lilya Kane</u>           | <u>EEO Counselor</u>    | <u>20</u>  | <u><a href="mailto:Lilya.Kane@parks.nyc.gov">Lilya.Kane@parks.nyc.gov</a></u>                     | <u>(212) 830-7876</u> |
| <u>Gina Berdecia</u>        | <u>EEO Counselor</u>    | <u>20</u>  | <u><a href="mailto:Gina.berdecia@parks.nyc.gov">Gina.berdecia@parks.nyc.gov</a></u>               | <u>(718) 760-6595</u> |
| <u>Michele Lignore-Diaz</u> | <u>EEO Counselor</u>    | <u>20</u>  | <u><a href="mailto:Michele.lignore-diaz@parks.nyc.gov">Michele.lignore-diaz@parks.nyc.gov</a></u> | <u>(212) 410-8364</u> |
| <u>Karen Dugan</u>          | <u>EEO Counselor</u>    | <u>20</u>  | <u><a href="mailto:Karen.dugan@parks.nyc.gov">Karen.dugan@parks.nyc.gov</a></u>                   | <u>(212) 360-8206</u> |
| <u>Mae Frazier</u>          | <u>EEO Counselor</u>    | <u>20</u>  | <u><a href="mailto:Mae.frazier@parks.nyc.gov">Mae.frazier@parks.nyc.gov</a></u>                   | <u>(718) 667-3545</u> |
| <u>William LaCurtis</u>     | <u>EEO Counselor</u>    | <u>20</u>  | <u><a href="mailto:Bill.LaCurtis@parks.nyc.gov">Bill.LaCurtis@parks.nyc.gov</a></u>               | <u>(718) 984-8266</u> |
| <u>Nicole Brooks</u>        | <u>EEO Counselor</u>    | <u>20</u>  | <u><a href="mailto:Nicole.Brooks@parks.nyc.gov">Nicole.Brooks@parks.nyc.gov</a></u>               | <u>718 390 8005</u>   |
| <u>Charles Krugler</u>      | <u>EEO Counselor</u>    | <u>20</u>  | <u><a href="mailto:Charles.Krugler@parks.nyc.gov">Charles.Krugler@parks.nyc.gov</a></u>           | <u>718-430</u>        |
| <u>Eileen Egan</u>          | <u>EEO Counselor</u>    | <u>20</u>  | <u><a href="mailto:Eileen.Egan@parks.nyc.gov">Eileen.Egan@parks.nyc.gov</a></u>                   | <u>(718) 760-6685</u> |
| <u>Desiree Paulin</u>       | <u>EEO Counselor</u>    | <u>20</u>  | <u><a href="mailto:Desiree.Paulin@parks.nyc.gov">Desiree.Paulin@parks.nyc.gov</a></u>             | <u>(718)9658906</u>   |
| <u>Barbara Nickels</u>      | <u>EEO Counselor</u>    | <u>20</u>  | <u><a href="mailto:Barbara.Nickels@parks.nyc.gov">Barbara.Nickels@parks.nyc.gov</a></u>           | <u>(718)760-6842</u>  |
| <u>Hanice Tavares</u>       | <u>EEO Counselor</u>    | <u>20</u>  | <u><a href="mailto:Hanice.Tavares@parks.nyc.gov">Hanice.Tavares@parks.nyc.gov</a></u>             | <u>(212)360-2717</u>  |
| <u>Roy Tellason</u>         | <u>EEO Counselor</u>    | <u>20</u>  | <u><a href="mailto:Roy.Tellason@parks.nyc.gov">Roy.Tellason@parks.nyc.gov</a></u>                 | <u>(212) 360-8103</u> |
| <u>Matt Long</u>            | <u>EEO Investigator</u> | <u>100</u> | <u><a href="mailto:Matthew.Long@parks.nyc.gov">Matthew.Long@parks.nyc.gov</a></u>                 | <u>212-360-2729</u>   |
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|                          |  |                             |            |  |              |
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\* Please indicate changes (i.e. if new personnel is filling a 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 please indicate it on the chart.