

# [NYPD] FY 2024 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

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

### Part I: Narrative Summary

<b>Agency Name:</b> <u>NEW YORK CITY POLICE DEPARTMENT</u>				
<input type="checkbox"/> 1 <sup>st</sup> Quarter (July -September), due November 17, 2023		<input checked="" type="checkbox"/> 2 <sup>nd</sup> Quarter (October – December), due January 30, 2024		
<input type="checkbox"/> 3 <sup>rd</sup> Quarter (January -March), due April 30, 2024		<input type="checkbox"/> 4 <sup>th</sup> Quarter (April -June), due July 30, 2024		
<b>Prepared by:</b>				
Brian Ulysse	Administrative Staff Analyst	Brian.Ulysse@nypd.org	646-610-5912	_____
Name	Title	E-mail Address	Telephone No.	
<b>Date Submitted:</b> <u>1/30/2024</u>				
<b><i>FOR DCAS USE ONLY:</i></b>		<b><i>Date Received:</i></b>		

# [NYPD] FY 2024 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

## 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.**

# [NYPD] FY 2024 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

## 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:**

Women's Institute Kickoff  
Path to Mentorship Kickoff  
EEO Liaison Training Event

# [NYPD] FY 2024 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

## III. Workforce Review and Analysis

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

Q1 (9/30/2023): 49,096 Q2 (12/31/2023): 49,008 Q3 (3/31/2024): \_\_\_\_\_ Q4 (6/30/2024): \_\_\_\_\_

### 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: 10/12/23 Q2 Review Date: 01/09/24 Q3 Review date: \_\_\_\_\_ Q4 Review date: \_\_\_\_\_

#### The review was conducted with:

- |   |   |  |  |
|---|---|--|--|
| <input type="checkbox"/> Agency Head                | <input type="checkbox"/> Agency Head                | <input type="checkbox"/> Agency Head     | <input type="checkbox"/> Agency Head     |
| <input checked="" type="checkbox"/> Human Resources | <input checked="" type="checkbox"/> Human Resources | <input type="checkbox"/> Human Resources | <input type="checkbox"/> Human Resources |
| <input type="checkbox"/> General Counsel            | <input type="checkbox"/> General Counsel            | <input type="checkbox"/> General Counsel | <input type="checkbox"/> General Counsel |
| <input type="checkbox"/> Other _____                | <input type="checkbox"/> Other _____                | <input type="checkbox"/> Other _____     | <input type="checkbox"/> Other _____     |

# [NYPD] FY 2024 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

Not conducted

Not conducted

Not conducted

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. **DCEI will continue to leverage partnerships** with other NYPD Bureaus to develop integrated strategies for employee development, engagement, retention, and advancement. We facilitate Department-wide outreach and awareness initiatives for NYPD personnel regarding best practices in organizational equity and inclusion. DCEI looks to continue to encourage employee outreach and to provide employees a voice in other areas as well, including police reform and touchpoints and organizational practices that may serve as barriers to underrepresented/marginalized communities (race groups, those who identify as women, those who identify as LGBTQIA+). Strategic collaborations with internal stakeholders focused on the employee lifecycle will continue. DCEI, in partnership with NYPD fraternal organizations (ERGs), discusses ideas to address areas of concern of our workforce.

**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?**

**DCEI will evaluate the effectiveness of this goal by analyzing the number of successful partnerships towards our initiatives.**

Q1: DCEI partnered with the Policewoman's Endowment Association (PEA), the National Organization of Black Law Enforcement

# [NYPD] FY 2024 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

(NOBLE) and internal Bureaus such as Employee Relations, Counterterrorism, Detective Bureau, Community Affairs, and Police Commissioner’s Office to enhance the Mentoring Program and the Women’s Institute.  
 Deputy Commissioner Wendy Garcia met with Deputy Mayor Ana Almanzar and Danish Minister of Health Sofie Lohde.

Q2: Deputy Commissioner Wendy Garcia moderated a panel to discuss M/WBEs and doing business with the City of New York on September 13<sup>th</sup>. Partnering with DCEI to sit on the panel was the Citywide Chief Business Diversity Officer, Michael Garner, the Chief City Procurement Officer, Kevin Kim, and the Diversity & Inclusion Officer at the MTA, Tracey Mitchell. DCEI met with the NYPD Asian Jade Society and the NYPD Guardians Association to discuss issues important to our fraternal organizations and our various programs and initiatives.  
 Deputy Commissioner Garcia met with the FDNY DEI Commissioner, Deputy Commissioner Cooper, and Senior Director Star.

**Workforce Goal #1 Updates:**

- |                   |                                  |                                      |   |                                  |                                   |                                    |
|-------------------|----------------------------------|--------------------------------------|---|----------------------------------|-----------------------------------|------------------------------------|
| <b>Q1 Update:</b> | <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 |
| <b>Q2 Update:</b> | <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 |
| <b>Q3 Update:</b> | <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 |
| <b>Q4 Update:</b> | <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 |

- Equity Plan (formerly known as Fair Ranks Assessment Program):** is an action-oriented assessment program developed by DCEI to implement equity management tools designed to chart and further DCEI’s mission to advance the NYPD’s commitment and accountability related to DEI and EEO, and build a transparent system to expand further strategies to enhance DEI and EEO throughout the NYPD. This will include getting supervisory ranks to participate in DCEI’s Demystifying Becoming a Commanding Officer class.

**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?**

DCEI will evaluate the effectiveness of this goal by analyzing whether there are gaps in individual departments.

# [NYPD] FY 2024 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

Q1: DCEI, in partnership with internal stakeholders, has moved to refocus and rebrand this program. DCEI’s Research and Evaluation Unit will be heavily tasked to assess equity across NYPD bureaus.

Q2: DCEI has moved to address the underrepresentation in the rank of Captain and is looking to have a ‘Demystifying Becoming a Captain’ training to provide potential captains with a view into the role.

DCEI is preparing a proposal for Equitable Decision-making training for PRAAs, Training Sgts., and Admin. Lts. to help civilian supervisors to make equitable decisions.

**Workforce Goal #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 checked="" 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. MWBE and Supplier Diversity**

DCEI has developed a strategy to address supplier diversity within the NYPD. Supplier diversity is incorporating diverse-owned businesses, suppliers, and vendors into an organization’s supply chain and business practices. Diverse-owned businesses are at least 51% owned and operated by members of ethnic minority groups, women, veterans, members of the LGBTQ+ community, and people with disabilities. This will entail working with MWBE programs and internal agency stakeholders.

**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?**

Q1: Internal Working Group meetings, including Deputy Commissioner Management & Budget (DCMB) and those involved in procurement.

Q2: Proposal of a MWBE Procurement training and establishing a MWBE Institute.

# [NYPD] FY 2024 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

The NYPD will evaluate the program's effectiveness by examining how many new MWBE-certified vendors are added to the Department's eligible vendor list.

**Workforce Goal #4 Updates:**

- |            |   |                                      |                                  |                                  |                                   |                                    |
|------------|---|--------------------------------------|----------------------------------|----------------------------------|-----------------------------------|------------------------------------|
| Q1 Update: | <input checked="" 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 checked="" 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. 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.**

HR recruits from diverse resources and works with fraternal organizations/employee resource groups (ERGs) to find candidates.

Underutilization was identified in the following groups:

Blacks-Police Job Group

Asians- Health Professionals Job Group

Females-Craft Job Group

Blacks-Craft Job Group

Females-Health Professionals Job Group

Blacks-Health Professionals Job Group

Females-Social Workers Job Group

Blacks-Social Worker Job Group

Females-Laborers Job Group

**B. Workplace:**

# [NYPD] FY 2024 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

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. **Compliance with City, State, and federal EEO-related laws and policies**, including developing a series of EEO bulletins to distribute Department-wide, focusing on specific EEO and diversity and inclusion issues. Increase the NYPD’s ability to attract and retain highly qualified personnel by monitoring recruitment, employee opportunities, and complaints. Conduct needs assessments to make recommendations to the Police Commissioner and Executive Staff on best practices and quality improvements and to determine required competencies to support program delivery commensurate with organizational change efforts.

**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?**

Q1: DCEI is increasing the frequency of EEO bulletins over the NYPD intranet and agency-wide email.

DCEI is working with the Personnel Bureau, the Training Bureau, and DCAS to comply with LL27 and LL28.

Q2: DCEI, in coordination with the Personnel Bureau and the Training Bureau, completed compliance for LL28.

Compliance with LL27 is ongoing.

DCEI created a booklet to inform and comply with LL30. Multiple language access plans are being made in multiple languages.

### 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 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

## [NYPD] FY 2024 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

2. **Women's Institute:** Nine-month program that allows individuals to build deeper networks and confidence, gain exposure to leadership, and increase transparency around available positions and the qualifications needed to join specialized units.

**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?**

Participant feedback will be evaluated to determine effectiveness.

Q1: New season of Women's Institute begins in September/October

Q2: Members participated in workshops and tours of NYPD departments.

### **Workplace Goal #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 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. **EEOD Training and Awareness Unit**

The EEOD Training and Awareness Unit will continue to provide training on various Diversity, Equity, and Inclusion topics. The training provided will be given to all Members of the Service. The training will also be responsible for keeping EEO liaisons informed of current Equity and Inclusion laws and policies. Training is provided to all new hires within the first week of hire. Training is given at individual commands by request or as needed.

**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?**

Q1: Training event for EEO liaisons in partnership with and by the New York City Commission of Human Rights.

# [NYPD] FY 2024 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

Q2: Proposal for expansion of the Liaison Network and Conference to DCEI executive staff. Proposal for the New York City Commission of Human Rights to provide their training department-wide.

## Workplace Goal #4 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 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.

# [NYPD] FY 2024 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

## 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. **The NYPD will continue to conduct interactive events** with the community in FY2024. For example, numerous Gun Buy Back events are conducted throughout the course of the FY in all boroughs to enhance public safety in the community. These events allow the NYPD to remove dangerous firearms from the community while also serving as an outreach tool. Additional crime prevention outreach is conducted by the Community Affairs Bureau (CAB) to ensure that information is distributed to all NYC residents to combat preventable crimes. CAB also engages in toy giveaways and community outreach events in all boroughs throughout the year. CAB also coordinates the Summer Youth Employment Program (SYEP), which aims to provide NYC youth ages 14-24 with career exploration opportunities.

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?

Deputy Commissioner Wendy Garcia, Deputy Commissioner Equity and Inclusion, attended community events and has joined several panel discussions.

Q1:

DC Garcia accompanied officers for Ride-a-longs in Patrol Borough Midtown South, 44 precinct on August 1<sup>st</sup>.

DC attended the Police Executive Research Forum (PERF) Annual Meeting Welcome Reception and participated at the PERF Townhall meeting on July 18<sup>th</sup>.

DC Garcia attended the Dominican Gala and was presented with a sash on July 26<sup>th</sup>.

DC Garcia conducted meetings with the following NYPD fraternal organizations: Advancement of Civilian Employees Society (ACES) and Asian Jade Society on various dates.

# [NYPD] FY 2024 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

DC Garcia participated in the Latin American & Caribbean International Trade Minorities and Immigrants Business Forum at LaGuardia College on August 30<sup>th</sup>.

DC Garcia was in attendance for a Long Island Workshop with Interfaith on August 31<sup>st</sup>.

DC Garcia participated in the Labor Day Parade.

Q2:

Deputy Commissioner Garcia gave opening remarks at the Women’s Institute Kickoff on October 3<sup>rd</sup>.

DC Garcia met with the National Organization of Black Law Enforcement Executives, on December 2<sup>nd</sup>.

DC Garcia was the guest speaker at the ACES meeting on October 11<sup>th</sup>.

DC Garcia attended the Women in Government Dinner on October 13<sup>th</sup>.

DC Garcia met with the Mexico City Police Department and the Netherlands Police Department on October 17<sup>th</sup>.

DC Garcia participated and presented at the Equity Advisory Board kickoff on October 24<sup>th</sup>.

DC Garcia conducted meetings with the following fraternal organizations: Bangladeshi American Police Association (BAPA) and Police Officers of Christ on various dates.

Please report on the actual implementation of the strategies listed above (i.e., Gun Buy Back events were conducted in [location] on [date].).

During these community events, the NYPD continuously evaluates the public’s feedback.

### Community 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 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

# [NYPD] FY 2024 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

- 2. **ASL Certification:** The Office of the Deputy Commissioner of Equity and Inclusion has proposed an American Sign Language (ASL) national certification preparatory course. The course is intended to prepare qualified personnel fluent in ASL to complete the National Interpreter Certification (NIC) exams administered by the Center for the Assessment of Sign Language Interpreting (CASLI) and the Registry for the Deaf, Inc. This will give the Agency prompt access to certified ASL interpreters, ensuring further compliance with the Americans with Disabilities Act and strengthening the ability to communicate effectively with individuals who are deaf and hard of hearing.

**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?**

Q1: NYPD Members of Service who are fluent in ASL are conducting ASL training at precinct roll calls to help officers better engage with the Deaf and hard-of-hearing community.  
Q2: NYPD Members of Service who are fluent in ASL are conducting ASL trainings at precinct roll calls to help officers better engage with the Deaf and Hard of Hearing community.  
Vendors have been chosen to conduct certifications; the program will launch in February.

### Community Goal #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 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. **[Community CompStat]**

# [NYPD] FY 2024 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

These meetings allow the public to better connect with their police to address crime & neighborhood concerns. The forum encourages increased partnership between police precincts throughout the city and local residents and organizations in building safe communities.

**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?**

NYPD evaluates participant feedback to assess the effectiveness of Community CompStat.

Q1: Throughout the quarter, the NYPD executives met with community leaders at Police Headquarters, One Police Plaza.

Q2: Community CompStat has been ended.

### **Community Goal #3 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 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 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. [Cultural Heritage Appreciation]

Q1: Independence Day, Hispanic Heritage Month, September 11th Roll Call, Rosh Hashanah, Deaf Awareness Month, various cultural parade celebrations (i.e., Dominican Day Parade, West Indian Day Parade, etc.), various fraternal organization events.

Q2: Indigenous Peoples Heritage Month, Italian Heritage Month, Deaf Awareness Month, Polish Heritage Month, Turkish Heritage Month, German Heritage Month, Hispanic Heritage Month, Albanian Heritage Month, Native American and Alaskan Heritage Month,

# [NYPD] FY 2024 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

Diwali, Hanukkah, Kwanzaa, and Christmas.

**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?**

NYPD member of service feedback will be evaluated.

The NYPD acknowledged employee heritages and holidays via the NYPD intranet, Department-wide emails, and administrative bulletins. Additionally, Department affinity groups operate individual social media accounts that frequently interact with official Department social media.

### Community Goal #4 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 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. [Community Baby Shower]

NYPD free community events geared towards expecting mothers. The NYPD provides free food, resources, and essentials for expecting mothers.

# [NYPD] FY 2024 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

**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?**

NYPD evaluates effectiveness through participant feedback.

Q1: Throughout the quarter, the NYPD’s Community Affairs Bureau and Chaplains Unit held baby showers in the five boroughs to provide resources to mothers with infants and expecting mothers.

Q2: Throughout the quarter, the NYPD’s Community Affairs Bureau and Chaplains Unit held baby showers in the five boroughs to provide resources to mothers with infants and expecting mothers.

### **Community Goal #4 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 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 start	<input type="checkbox"/> Ongoing	<input type="checkbox"/> Delayed	<input type="checkbox"/> Deferred	<input type="checkbox"/> Completed

## **6. [Equity Advisory Board]**

DCEI launched the NYPD's first-ever Law Enforcement Equity Advisory Board. The Law Enforcement Equity Advisory Board includes law enforcement agencies and academia from across the United States and Canada. By working together, the Advisory Board helps advance a shared vision of safety and equality in every community, ultimately fostering trust in law enforcement and improving police practices.

**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?**

Q1: The Inaugural Equity Advisory Board was held on October 23, 2023, at One Police Plaza.

# [NYPD] FY 2024 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

Q2: Invitations to the next Equity Advisory Board have been sent out. The next meeting will take place in February.

The NYPD will evaluate the effectiveness of this program through the number of meetings held and the attendance of members.

## 7. 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.**

### Q1:

On July 3, 2023, the Community Affairs Immigrant Bureau (CAB) Immigrant Outreach Unit assisted and met with Brooklyn Friends Society leaders at their first-ever Community Cookout.

On July 5, 2023, the Community Affairs Bureau (CAB) held the 2023 Summer Youth Employment Orientation with over 700 new hires of young people. The NYPD hosted young people who are Deaf and Hard of Hearing, and for the first time, those with Vision Loss or wheelchair-bound were also invited.

On July 7, 2023, the Community Affairs Bureau (CAB) Immigrant Outreach Unit began a new season of the NYPD Police Commissioner's Youth Soccer and Cricket League.

On July 8, 2023, the Community Affairs Bureau (CAB) Crime Prevention Division held an event in Queens to provide Apple AirTags and Clubs to eligible vehicles.

On July 11, 2023, the Community Affairs Bureau (CAB) was joined by its partners at the Police Athletic League (PAL) for the opening of the PAL Play Streets program.

On July 12, 2023, Patrol Borough Queens South held its 33<sup>rd</sup> Annual Harmony Picnic at Baisley Pond Park.

On July 12, 2023, the Community Affairs Bureau (CAB) Clergy and Brooklyn Outreach visited the East Midwood Jewish Center to give older adults of the JCCGCI Midwood Older Adult Center a presentation on how to protect themselves from scams.

On July 13, 2023, Camping in the Park Events returned to Baisley Park. Subsequent events were held on August 10 at Bayswater Park and July 20 at Soundview Park to create positive police interaction with children in the community.

On July 13, 2023, the Community Affairs Bureau (CAB) hosted the Sunshine Kids Organization.

On July 14, 2023, the Community Affairs Bureau (CAB) launched Summer Night Lights in the Bronx. The program creates a safe environment of healthy competition, community engagement, and social responsibility.

On July 14, 2023, Community Affairs Bureau (CAB) Bronx Community Outreach Division officers continued to work closely with older adults at the R.A.I.N. Boston Road Senior Center.

## **[NYPD] FY 2024 Diversity, Equity, Inclusion and Equal Employment Quarterly Report**

On July 16, 2023, Community Affairs Bureau (CAB) Brooklyn Outreach joined CornerStone Seventh Day Adventist Church health fair to distribute women's health and wellness products to the community.

On July 20, 2023, the Community Affairs Bureau (CAB) launched its fourth English as a Second Language on Staten Island.

On July 21, 2023, the Community Affairs Bureau (CAB) hosted a Career Day in partnership with Parkchester Islamic Center here in the Bronx. We exhibited the various units in the department to the Muslim youth in the community.

On July 22, 2023, the NYPD Dragon Boat Team hosted a Summer Youth Clinic in Queens. The day was filled with an intro to rowing, sports, & other activities.

On July 27, 2023, the Community Affairs Bureau (CAB) hosted English as a Second Language tutoring in Sunset Park, Brooklyn.

On July 29, 2023, the Community Affairs Bureau (CAB) and the New York Dominicans Officers Organization for a Dominican Father's Day Fiesta on Saturday, July 29th, in Plaza Las Americas 651 West 175th Street, NY, New York 10033. The community and officers celebrated together for this cultural experience.

On August 1, 2023, the Community Affairs Bureau (CAB) hosted National Day Out at the 127 Penn Community Center.

On August 4, 2023, the Community Affairs Bureau (CAB) Queens Outreach Division hosted a First Responder Day event at the NYC Children's Center.

On August 16, 2023, the Community Affairs Bureau (CAB) hosted NYPD Career Day at the Police Academy. The community learned about positions available in the NYPD at our various units.

On August 17, 2023, the NYPD hosted the Youth Police Academy Graduation.

On August 30, 2023, the NYPD hosted the Explorer's Graduation.

### **Q2:**

On September 1, 2023, the NYPD hosted a Back-to-School Supply Giveaway at the 30 Pct. in Harlem.

On September 2, 2023, the NYPD hosted a Senior Appreciation Month hosted by Patrol Borough Queens South at Baisley Pond Park.

On September 5, 2023, the NYPD conducted a Back-to-School Book Bag Giveaway at the 44 Pct. in the Bronx.

On September 6, 2023, the Community Affairs Bureau and the Grand Slam Foundation Club hosted a 'Cops and Kids' softball game.

On September 6, 2023, the NYPD hosted an Annual Backpack giveaway at 100 Pct. in Queens.

On September 6, 2023, the NYPD held Backpack giveaways at Transit Bureau 33, Housing Bureau PSA 2 at the 73 Pct. in East New York.

On September 8, 2023, the NYPD Crime Prevention Division held an Auto Larceny workshop in the Bronx.

On September 9, 2023, the Community Affairs Bureau (CAB) Queens Outreach Division and Variety Boys & Girls Club hosted a Back-to-School Giveaway at Variety Boys & Girls Club in Long Island City, Queens.

On September 15, 2023, the "Hooping for Peace and Equality" event was hosted by the Community Affairs Bureau (CAB) and Rosedale Elite. Youth Sgts. and Patrol Officers participated in the 4<sup>th</sup> Annual Girls Basketball tournament in Cambria Heights.

## **[NYPD] FY 2024 Diversity, Equity, Inclusion and Equal Employment Quarterly Report**

On September 16, 2023, the Community Affairs Bureau (CAB) held a Back to School Giveaway at Detective Keith Williams Park in Jamaica, Queens.

On September 19, 2023, "Community Conversation" was hosted by the 75 Pct at 127 Penn, NYPD Community Center.

On September 20, 2023, the Community Affairs Bureau (CAB) Immigrant Outreach Unit and the NYPD Crime Prevention Division provided information to the community in Elmhurst Park regarding reporting crimes, phone scams, identity theft, and general safety.

On September 21, 2023, during the 'Strolling for Life' event, the Community Affairs Bureau (CAB) Bronx Outreach Division partnered with Bronx Healthy Start to inform community members about reducing infant mortality and strengthening family resilience by seeking comprehensive services.

On September 21, 2023, the Community Affairs Bureau (CAB) Queens Outreach Division hosted a Self-defense seminar for older adults at Morris Senior Center.

On September 22, 2023, the NYPD Crime Prevention Division held an Auto Larceny workshop in the Bronx.

On September 25, 2023, the 33rd Annual Convention of North American Bangladeshi Islamic Community, Community Affairs Bureau (CAB) Immigrant Outreach Unit, and the 107 Pct. Attended a meet & greet with Islamic Scholars & community leaders.

On October 5, 2023, Terror on Totten, the NYPD opened its annual Halloween Haunted House, which will be available to all families at no cost until October 31<sup>st</sup>.

On October 6, 2023, Faith and Blue, Community Affairs Bureau (CAB) hosted the National Faith and Blue weekend in Manhattan.

On October 6, 2023, the Community Affairs Bureau (CAB) Bronx Outreach Division spoke at the South Bronx Islamic Center to discuss community safety tips and social issues in the hope of furthering the NYPD's ongoing commitment to bridging the gap with the community.

On October 7, 2023, the Community Affairs Bureau (CAB) Immigrant Outreach Unit and the 25 Pct. Visited the Randall's Island migrant camp to promote E-bike & moped laws and safety for migrants.

On October 9, 2023, Girls Empowerment Day was hosted by the Community Affairs Bureau (CAB) and Patrol Borough Bronx at the Kips Bay Boys and Girls Club.

On October 9, 2023, Yemeni Heritage Day was attended by the Community Affairs Bureau (CAB) Immigrant Outreach Unit in Brooklyn.

On October 14, 2023, the NYPD premiered Saturday Night Lights. Mayor Eric Adams and several NYPD executives were in attendance to launch the program's fall season.

On October 15, 2023, the Community Affairs Bureau (CAB) celebrated White Cane Safety Day alongside the New York Institute of Special Education to raise awareness & celebrate the achievements of those who are blind or visually impaired.

On October 17, 2023, during the 'It's My Park' event, the Community Affairs Bureau (CAB) Brooklyn Outreach and community youth participated in cleaning the park together at Dr. Green Playground.

## **[NYPD] FY 2024 Diversity, Equity, Inclusion and Equal Employment Quarterly Report**

On October 19, 2023, during Domestic Violence Awareness Month, lights in One Police Plaza were turned purple to show support visually.

On October 20, 2023, Catalytic Converter Theft Prevention Event, the Community Affairs Bureau (CAB), Patrol Borough Staten Island, and NYPD Auto Crime held a Free Catalytic Converter Theft Prevention workshop on Staten Island.

On October 23, 2023, at the Turkish American Heritage Night, the NYPD Middle East & Turkic Society hosted a cultural showcase at One Police Plaza.

On October 24, 2023, the First Annual Breast Cancer Car Show and Sneaker Ball was hosted by the Community Affairs Bureau (CAB) Queens South Community Affairs Section and the Detective Keith L. Williams Memorial Charitable Fund Inc. at I.S. 59 in Springfield Gardens.

On November 2, 2023, the Community Affairs Bureau (CAB) Queens Outreach Division and Queens Youth Strategies Division partnered for a read-aloud event with 3K & Pre-K students at Mona Prep Day Care Center.

On November 2, 2023, Citizen Police Academy began a new season.

On November 10, 2023, Veterans Arts Day, the Community Affairs Bureau (CAB) Bronx Outreach Division visited the James J. Peters Department of Veterans Affairs Medical Center in the Bronx to thank veterans for their service.

On November 10, 2023, College Tour, the Community Affairs Bureau (CAB) toured the SUNY Fashion Institute of Technology with Maxine Greene High School students to highlight higher educational opportunities.

On November 16, 2023, at the Brooklyn Career Fair, the Community Affairs Bureau (CAB) Brooklyn Outreach Division hosted a career fair at the NYPD Community Center at 127 Pennsylvania Ave., Brooklyn, NY.

On November 17, 2023, at the Youth Explorer Outreach event, the Community Affairs Bureau (CAB) Staten Island Outreach Division hosted information sessions at various Staten Island locations.

On November 17, 2023, the NYPD Crime Prevention Division held a free Catalytic Converter Theft Prevention workshop on Staten Island.

On November 20, 2023, the Annual Turkey Giveaway, Community Affairs Bureau (CAB), and Police Commissioner's Office hosted a turkey giveaway for communities throughout New York City at One Police Plaza.

On December 4, 2023, Officers from the 45 Pct. Played chess with members of the community.

On December 4, 2023, the Community Affairs Bureau (CAB) took students from the Bronx Schuylerville Preparatory High School to Maritime College for a college tour.

On December 9, 2023, the NYPD's Annual Holiday Sleigh Ride began in Queens, as it rode throughout the five boroughs, giving gifts and holiday cheer until Christmas.

On December 17, 2023, the Community Affairs Bureau (CAB) Queens Outreach Division and Gentle Art Studio held a free women's self-defense workshop in Astoria, Queens.

## **[NYPD] FY 2024 Diversity, Equity, Inclusion and Equal Employment Quarterly Report**

Other Events included:

Q1: Coffee with a Cop Events were held at various Starbucks throughout the Quarter.

The NYPD participated in the Fourth of July Parade, the Cuban & Hispanic American Parade, the Colombian Day Parade, the Ecuadorian Heritage Parade, the India Day Parade, and the Pakistan Day Parade.

Q2: Coffee with a Cop Events were held at various Starbucks throughout the Quarter.

The NYPD participated in the West Indian Day Parade, the African American Day Parade, the Mexican Day Parade, the Italian Heritage Day Parade, the Hispanic Day Parade, the Halloween Parade, the Veterans Day Parade, the Thanksgiving Day Parade, the Global Citizen Festival, and conducted Free Turkey Giveaways at various locations across the five boroughs.

# [NYPD] FY 2024 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

## 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?

- Mentoring Program:** The nine-month program connects leaders in the NYPD with high-potential employees from under-represented groups to invest in their personal and professional goals by using their skills, experience, and network to drive their growth. Participants meet monthly to receive resources, training, and engagement with Department leaders to help foster growth, leadership, and a feeling of inclusion in the NYPD. Training and presentations include resume building, leadership in the NYPD, time management, and strategic planning; the monthly meetings also allow mentors and mentees to meet face-to-face to create a plan to work toward the mentee's goals. The mentorship program curriculum has 3 phases: 1) Establishing the Relationship and Setting Direction, 2) Facilitating Mentee Growth, 3) Reflecting on the Mentorship Experience and Assessing Progress.

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

Q1: The new season of Path to Mentorship begins in September/October.

Q2: Mentoring Kickoff held on 10/10/2023 at 1 Police Plaza.

Mentees were allowed to shadow their mentors throughout the quarter.

# [NYPD] FY 2024 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

The mentoring program will be evaluated at fixed intervals. Mentoring pairs will be assessed at the 3-month and 6-month mark. Program evaluations will be conducted from the start to the end of the program, focusing on participation, satisfaction, retention, process efficiencies, and efficacy.

## Equity, Inclusion and Race Relations Initiative #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 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

## 2. **Equity and Inclusion Working Groups**

DCEI will conduct several working groups with internal stakeholders to discuss significant equity and inclusion initiatives. These groups will include an Equity Working Group to address under-representation, a Pay Parity Working Group, a Childcare Working Group, and an Antidiscrimination Working Group.

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

DCEI coordinates with internal stakeholders to determine who should participate in working groups and when to meet.

# [NYPD] FY 2024 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

## Equity, Inclusion and Race Relations Initiative #2 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

### 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:  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 Equity, Inclusion and Race Relations initiative from FY 2024 DEI-EEO plan]

# [NYPD] FY 2024 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

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. Rrecruitment

### A. Recruitment Efforts

Please list the **Recruitment Initiatives and Strategies** which you set/declared in your FY 2024 Diversity, Equity, Inclusion and EEO Plan (e.g., targeted outreach and outreach, diversity recruitment, social media presence, where jobs are posted, EEO and APO collaboration, evaluation of best recruitment sources, structured interview training and unconscious bias training).

1. **Community Events:** Recruiters attend community events, street fairs, and career fairs and conduct presentations in schools. They work with youth groups and set up recruitment opportunities in various locations throughout the City. Recruiters reach potential candidates in their communities, where some may have had adversarial relationships with the NYPD. Recruiters are highly visible and seek partnerships/relationships with community stakeholders.

# [NYPD] FY 2024 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

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?

Please report on the actual implementation of the strategies listed above (i.e., Tabling at community events was conducted in [location] on [date.]).

Community Events are listed on page 17.

The NYPD evaluates the participation numbers for programs such as NYPD Explorers, Police Cadets, and Youth Police Academy.

### 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 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

2. **DOL and the unemployed:** The Recruitment Section has partnered with the Department of Labor to deliver presentations to individuals who are unemployed and seeking new employment.

Please describe the steps that your agency has taken to implement and achieve these initiatives/strategies. How do you evaluate

# [NYPD] FY 2024 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

## the effectiveness of these actions?

Please report on the actual implementation of the strategies listed above (i.e., the presentation was conducted in [location] on [date].).

The presentation was given at the Bronx Job fair on 6/6/2023.

The presentation was given at NYPD Career Day on 8/9/2023.

The presentation was given at the NYPL Career Services Job Fair & Expo on 9/15/2023.

The presentation was given at the Bed-Stuy Job fair on 9/19/2023.

The presentation was given at the NYS DOL Job fair on 10/12/2023.

The presentation was given at the Veteran Career Fair on 11/9/2023.

The NYPD evaluates the number of people hired who attended the presentation.

### 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 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. **Colleges and Universities:** Recruiting at local colleges is one of our primary tools in finding educated, diverse, and high-quality candidates.

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?

Please report on the actual implementation of the strategies listed above (i.e., the NYPD sent recruiters to participate in [event] in [location] on [date].).

# [NYPD] FY 2024 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

Q1: Several CUNY institutions were invited to a career day and job fair at the Police Academy on 8/9/2023. CUNY Institutions and their job seekers were invited to a job fair in the Bronx on 6/6/2023, a NYC Career & Job fair in Manhattan on 8/16/2023, and A NYC Government Hiring Hall in Brooklyn on 8/28/2023.

Q2: Job seekers were invited to job fairs at John Jay College on 09/18/2023, Kingsborough Community College on 09/19/2023, Brooklyn College on 10/12/2023, and St. John’s University on 11/8/2023.

Recruiters attend events at colleges focusing on CUNY institutions that traditionally educate students from a myriad of backgrounds. These events include tabletop displays, college career fairs, networking sessions/workshops, classroom presentations, and other large-scale events. The NYPD will evaluate the number of students hired from recruiting events.

### Recruitment Initiatives/Strategies #3 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 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:

## [NYPD] FY 2024 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

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

5. 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

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

Quarter #	Event Date	Event Name	Borough
1	6/1/2023	Dutchess Community College Caribbean American Heritage Tabling	
1	6/1/2023	Job Fair, Work Force Development & Business Resource Day	Queens South
1	6/1/2023	Staten Island Ferry Terminal	Manhattan South
1	6/2/2023	Hiring Hall	Staten Island
1	6/2/2023	P.S. 184 Career Day	Queens North
1	6/2/2023	Street Pop Up	Queens South
1	6/3/2023	Family & Community Resource Fair	Manhattan South
1	6/3/2023	C.A.B. Father's Day Celebration	Brooklyn North
1	6/4/2023	Bay Plaza Mall	Bronx

## [NYPD] FY 2024 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

1	6/5/2023	Subway Station	Manhattan South
1	6/5/2023	Street Pop Up	Manhattan South
1	6/5/2023	Street Pop Up	Brooklyn North
1	6/5/2023	Subway Flyer Distribution	Brooklyn South
1	6/6/2023	P17X High School Career Expo	Bronx
1	6/6/2023	Bronx Job Fair	Bronx
1	6/6/2023	Subway Station	Brooklyn South
1	6/6/2023	Subway Station	Brooklyn South
1	6/6/2023	Traffic Safety Fair	Manhattan South
1	6/7/2023	Subway Stations	Queens North
1	6/7/2023	Subway Station	Queens North
1	6/7/2023	Street Pop Up	Queens South
1	6/7/2023	Street Pop Up	Brooklyn North
1	6/7/2023	Street Pop Up	Queens North
1	6/7/2023	Street Pop Up	Queens South
1	6/8/2023	Skyview Mall	Queens North
1	6/8/2023	Consulate General of Bangladesh	Queens North
1	6/8/2023	Queens Center Mall	Queens North
1	6/9/2023	Eastern Parkway Literacy Zone Tabling	Brooklyn South
1	6/9/2023	City Point Complex Shopping Mall	Brooklyn North
1	6/9/2023	Subway Flyer Distribution	Brooklyn South
1	6/9/2023	Kings Plaza Mall Tabling	Brooklyn South
1	6/10/2023	Congressman Espaillat's Career Fair	Manhattan North
1	6/10/2023	A College Mash Up	Manhattan North

## [NYPD] FY 2024 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

1	6/10/2023	Father's Day Celebration	Staten Island
1	6/11/2023	P.O. Exam Tutorial	Brooklyn North
1	6/11/2023	Mount Loretto Food Truck Festival	Staten Island
1	6/12/2023	Queens Family Court Community Resource Fair	Queens South
1	6/12/2023	Street Pop Up	Bronx
1	6/12/2023	Street Pop Up	Bronx
1	6/12/2023	Youth Response Team SAFE Summer Presentation	Manhattan North
1	6/12/2023	City Point Complex Shopping Mall	Brooklyn North
1	6/12/2023	Street Pop Up	Brooklyn North
1	6/13/2023	Palisades Center	
1	6/13/2023	Street Pop Up	Brooklyn South
1	6/13/2023	Street Pop Up	Queens North
1	6/13/2023	Street Pop Up	Queens North
1	6/14/2023	Subway Station	Manhattan South
1	6/14/2023	NYPD Community Affairs & Our Lady of the Trust's Flag Day	Brooklyn South
1	6/14/2023	NYPD Father's Day Celebration	Queens South
1	6/14/2023	P.O. Exam Tutorial	Queens South
1	6/14/2023	Subway Flyer Distribution	Brooklyn South
1	6/15/2023	Far Rockaway Community Job Fair	Queens South
1	6/15/2023	WIN Job Fair	Brooklyn South
1	6/15/2023	Bay Plaza Mall	Bronx
1	6/15/2023	Subway Station	Queens North
1	6/15/2023	Street Pop Up	Queens North
1	6/16/2023	Sach Khand Guro Nanak Darbar	Queens South
1	6/16/2023	Eastern Parkway Literacy Zone Tabling	Brooklyn South

## [NYPD] FY 2024 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

1	6/17/2023	Community Health Academy of the Heights Job Fair	Manhattan North
1	6/17/2023	NYPD Father's Day Celebration	Manhattan North
1	6/21/2023	NYPD's 2023 Summer Internship Welcome Breakfast	Manhattan South
1	6/20/2023	Street Pop Up	Brooklyn South
1	6/20/2023	P.O. Exam Tutorial	Manhattan South
1	6/20/2023	Street Pop Up	Brooklyn North
1	6/20/2023	Street Pop Up	Queens North
1	6/20/2023	Staten Island Ferry Terminal	Manhattan South
1	6/13/2023	P.O. Exam Tutorial	Manhattan South
1	6/21/2023	Street Pop Up	Queens North
1	6/21/2023	Street Pop Up	Queens North
1	6/21/2023	P.O. Exam Tutorial	Bronx
1	6/21/2023	Street Pop Up	Brooklyn South
1	6/21/2023	Street Pop Up	Brooklyn South
1	6/23/2023	Subway Station	Manhattan South
1	6/22/2023	Brooklyn Public Library Tabling	Brooklyn South
1	6/22/2023	Queens Center Mall	Queens North
1	6/22/2023	City Point Complex Shopping Mall	Brooklyn North
1	6/23/2023	Green Acres Mall	
1	6/24/2023	2023 Law Enforcement Recruitment & Outreach Picnic	
1	6/25/2023	P.O. Exam Tutorial	Brooklyn North
1	6/26/2023	Bay Plaza Mall	Bronx

## [NYPD] FY 2024 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

1	6/26/2023	Subway Flyer Distribution	Brooklyn South
1	6/26/2023	City Point Complex Shopping Mall	Brooklyn North
1	6/27/0223	Subway Station	Manhattan South
1	6/27/2023	P.O. Exam Tutorial	Manhattan South
1	6/27/2023	Skyview Mall	Queens North
1	6/30/2023	Queens Center Mall	Queens North
1	6/28/2023	Senator Bailey Community Job Fair	Bronx
1	7/2/2023	P.O. Exam Tutorial	Brooklyn North
1	7/3/2023	Street Pop Up	Queens South
1	7/5/2023	1 PP Summer Youth Orientation Tabling	Manhattan South
1	7/5/2023	P.O. Exam Tutorial	Queens South
1	7/6/2023	Community Resource Fair	Bronx
1	7/6/2023	PC's Youth Soccer & Cricket League Tabling	Queens South
1	7/7/2023	SYEP Presentation	Queens North
1	7/8/2023	Law Enforcement & First Responders Career Fair	
1	7/8/2023	Candidate Assessment Mentoring Program	Queens North
1	7/9/2023	P.O. Exam Tutorial	Queens South
1	7/10/2023	City Point Complex Shopping Mall	Brooklyn North
1	7/11/2023	Subway Station	Brooklyn South
1	7/11/2023	P.O. Exam Tutorial	Manhattan South
1	7/12/2023	Brooklyn North Olympic Games	Brooklyn South
1	7/12/2023	PBQS Harmony Picnic	Queens South
1	7/12/2023	P.O. Exam Tutorial	Bronx
1	7/13/2023	Camping in the Park	Queens South
1	7/14/2023	NLPOA Brooklyn Chapter & The Rock Church Tabling	Queens North

## [NYPD] FY 2024 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

1	7/15/2023	Mayor's Office / Neighborhood Safety Initiatives	Queens South
1	7/19/2023	120 Precinct Harmony Day	Staten Island
1	7/19/2023	Teacher Ambassador Mini Job Fair	
1	7/19/2023	U.S. Coast Guard Sector New York Third Annual Job Fair	Staten Island
1	7/20/2023	U.S. Military Service Academy Information Day	
1	7/20/2023	Brooklyn North Olympic Games	Brooklyn North
1	7/21/2023	Parkchester Islamic Center Career Fair	Bronx
1	7/22/2023	Together in Harlem	Manhattan North
1	7/22/2023	Community Health Fair	Queens South
1	7/25/2023	Middlesex County In-Person Job Fair	
1	7/25/2023	NYPD Christmas in July	Brooklyn South
1	7/26/2023	Gotham Health Morrisania Health & Resource Fair	Bronx
1	7/26/2023	Yonkers Middle-High School Summer 2023 Career & Jobs Fair	
1	7/26/2023	Graduate Career and Education Resource Fair	Brooklyn South
1	7/27/2023	Recruitment Section Focus Group	Manhattan South
1	7/27/2023	Bay Plaza Mall	Bronx
1	7/28/2023	'Coney Island Army Fitness Challenge Events	Brooklyn South
1	7/28/2023	2nd Annual Detectives Rivera & Mora Basketball Tournament	Manhattan South
1	7/30/2023	Russian American Officers Association Community Soccer Game	Brooklyn South
1	7/31/2023	Subway Station	Queens South
1	7/31/2023	City Point Complex Shopping Mall	Brooklyn North
1	8/1/2023	30 Precinct National Night Out	Manhattan North

## [NYPD] FY 2024 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

1	8/1/2023	41 Precinct National Night Out	Bronx
1	8/1/2023	PBSI National Night Out	Staten Island
1	8/1/2023	69 Precinct National Night Out	Brooklyn South
1	8/1/2023	103 Precinct National Night Out	Queens South
1	8/2/2023	Manhattan P.O. Palm Card Distribution	Manhattan South
1	8/2/2023	TEA Exam Tutorial	Manhattan South
1	8/2/2023	Recruitment Section Focus Group	Manhattan South
1	8/3/2023	Senior Job Opportunities Presentation	Queens North
1	8/3/2023	Brooklyn North Olympic Games	Brooklyn North
1	8/12/2023	Back to School Back in Business Festival	
1	8/4/2023	Manhattan P.O. Palm Card Distribution	Manhattan South
1	8/4/2023	Staten Island P.O. Palm Card Distribution	Staten Island
1	8/10/2023	Brooklyn P.O. Palm Card Distribution	Brooklyn South
1	8/5/2023	Candidate Assessment Mentoring Program	Queens North
1	8/5/2023	Military & Veteran Family Day	
1	8/6/2023	TEA Exam Tutorial	Brooklyn North
1	8/7/2023	Community Affairs Bureau Career Day	Bronx
1	8/7/2023	Queens P.O. Palm Card Distribution	Queens South
1	8/8/2023	Gotham Health Morrisania Health & Resource Fair	Bronx
1	8/8/2023	Queens P.O. Palm Card Distribution	Queens South
1	8/8/2023	TEA Exam Tutorial	Manhattan South
1	8/9/2023	SYEP Career Day	Queens North
1	8/9/2023	Transit Bureau P.O. Palm Card Distribution	Brooklyn North

## [NYPD] FY 2024 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

1	8/9/2023	Community Affairs Bureau P.O. Palm Card Distribution	Brooklyn North
1	8/10/2023	Bronx P.O. Palm Card Distribution	Bronx
1	8/10/2023	Rise Up NYC	Bronx
1	8/15/2023	Queens P.O. Palm Card Distribution	Queens South
1	8/10/2023	Bronx Boro President Vanessa L. Gibson Annual Back to School Event	Bronx
1	8/11/2023	NYPD Summer Internship Farewell Breakfast	Manhattan South
1	8/11/2023	Gotham Health Morrisania Health & Resource Fair	Brooklyn North
1	8/13/2023	TEA Exam Tutorial	Brooklyn North
1	8/13/2023	Desi Society Family Picnic	Queens South
1	8/14/2023	Subway Stations	Bronx
1	8/14/2023	Bay Plaza Mall	Bronx
1	8/14/2023	New Hope Family Worship Job Fair	Brooklyn North
1	8/15/2023	Subway Stations	Queens South
1	8/15/2023	Bronx P.O. Palm Card Distribution	Bronx
1	8/15/2023	Brooklyn P.O. Palm Card Distribution	Brooklyn North
1	8/15/2023	Subway Station	Brooklyn North
1	8/15/2023	TEA Exam Tutorial	Manhattan South
1	8/16/2023	NYC Job & Career Fair	Manhattan North
1	8/16/2023	Summer Jam 2023	Staten Island
1	8/16/2023	Green Acres Mall	
1	8/17/2023	Brooklyn North Olympic Games	Brooklyn North
1	8/17/2023	Rise Up NYC	Queens South
1	8/17/2023	Harlem Week- Black Health Matters Health Conference	Manhattan North

## [NYPD] FY 2024 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

1	8/17/2023	Harlem Week - Summer Stage	Manhattan North
1	8/18/2023	NYPD Community Affairs Cops & Kids Canoeing	Queens South
1	8/18/2023	City Point Complex Shopping Mall	Brooklyn North
1	8/19/2023	Harlem Week - Summer in the City	Manhattan North
1	8/20/2023	Harlem Week - Harlem Day	Manhattan North
1	8/21/2023	Street Pop Up	Brooklyn South
1	8/21/2023	Subway Station	Brooklyn South
1	8/21/2023	Subway Stations	Brooklyn South
1	8/21/2023	Street Pop Up	Brooklyn North
1	8/21/2023	Street Pop Up	Brooklyn South
1	8/22/2023	Subway Stations	Brooklyn South
1	8/22/2023	Senator Roxanne Persaud Fun Day & Back to School Giveaway	Brooklyn South
1	8/22/2023	Street Pop Up	Queens North
1	8/22/2023	Street Pop Up	Queens South
1	8/23/2023	120th Pct. Community Council & N.Y.S. Senator Back-to-School	Staten Island
1	8/23/2023	Youth Adult Job Fair	
1	8/23/2023	Gotham Health Morrisania Health & Resource Fair	Bronx
1	8/24/2023	PBBN Back to School	Brooklyn North
1	8/24/2023	Harlem Week - Summer Stage	Manhattan North
1	8/24/2023	Back to School Celebration	Manhattan South
1	8/25/2023	Adelphi University Welcome Weekend Job & Internship Fair	
1	8/26/2023	3rd Annual Farmer's Day	

## [NYPD] FY 2024 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

1	8/27/2023	Traffic Enforcement Agent Exam Tutorial	Brooklyn North
1	8/28/2023	NYC Government Hiring Hall	Brooklyn South
2	9/1/2023	Kings Plaza Mall Tabling	Brooklyn South
2	9/2/2023	New York @ Brooklyn 2023	Brooklyn South
2	9/5/2023	Street Pop Up	Queens North
2	9/4/2023	Staten Island Mall	Staten Island
2	9/5/2023	Green Acres Mall	
2	9/5/2023	Street Pop Up	Bronx
2	9/5/2023	Street Pop Up	Bronx
2	9/2/2023	City Point Complex Shopping Mall	Brooklyn North
2	9/5/2023	P.O. Exam Tutorial	Manhattan South
2	9/6/2023	City Point Complex Shopping Mall	Brooklyn North
2	9/6/2023	P.O. Exam Tutorial	Queens South
2	9/6/2023	Bay Plaza Mall	Bronx
2	9/7/2023	Roosevelt Field Mall	
2	9/7/2023	Street Pop Up	Queens South
2	9/7/2023	Street Pop Up	Queens South
2	9/7/2023	Hostos Community College Tabling	Bronx
2	9/8/2023	Palisades Center	
2	9/8/2023	Subway Stations	Brooklyn South
2	9/9/2023	NYPD Flag Day	Queens South
2	9/10/2023	P.O. Exam Tutorial	Brooklyn North
2	9/11/2023	BMCC Street Pop-Up	Manhattan South
2	9/11/2023	John Jay Street Pop Up	Manhattan South
2	9/11/2023	Street Pop Up	Queens North
2	9/11/2023	LaGuardia CC Street Pop-Up	Queens North
2	9/12/2023	Subway Flyer Distribution	Queens North

## [NYPD] FY 2024 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

2	9/12/2023	Subway Flyer Distribution	Queens North
2	9/12/2023	Street Pop Up	Brooklyn North
2	9/12/2023	Subway Flyer Distribution	Brooklyn North
2	9/12/2023	Subway Flyer Distribution	Brooklyn South
2	9/12/2023	P.O. Exam Tutorial	Manhattan South
2	9/13/2023	Street Pop Up	Queens North
2	9/13/2023	Street Pop Up	Queens South
2	9/13/2023	Street Pop Up	Queens South
2	9/13/2023	P.O. Exam Tutorial	Staten Island
2	9/13/2023	City Point Complex Shopping Mall	Brooklyn North
2	9/14/2023	Street Pop Up	Queens North
2	9/14/2023	The University of New Haven's Career Expo	
2	9/15/2023	NYPL Career Services Job Fair & Expo 2023	Bronx
2	9/15/2023	NYS Senator Leroy Comrie Senior & Veterans (Job Fair & Expo)	Queens South
2	9/15/2023	VIP Community Services	Bronx
2	9/16/2023	2023 Toyota HBCU NY Classic Career Expo	
2	9/16/2023	Son's of Italy Italian Feast	
2	9/17/2023	P.O. Exam Tutorial	Brooklyn North
2	9/18/2023	John Jay College	Manhattan South
2	9/18/2023	P.S. 140 Annual Community Fair	Bronx
2	9/19/2023	Hostos Community College Tabling	Bronx
2	9/19/2023	Bed-Stuy Job Fair	Brooklyn North
2	9/19/2023	Kingsborough Community College Tabling	Brooklyn South
2	9/19/2023	P.O. Exam Tutorial	Manhattan South
2	9/20/2023	San Gennaro Feast	Manhattan South

## [NYPD] FY 2024 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

2	9/20/2023	CMP Fall Job Fair	Manhattan South
2	9/20/2023	P.O. Exam Tutorial	Bronx
2	9/21/2023	Street Pop Up	Queens North
2	9/21/2023	San Gennaro Feast	Manhattan South
2	9/22/2023	San Gennaro Feast	Manhattan South
2	9/22/2023	2023 Internship/Externship/Postdoc Fair	Manhattan South
2	9/23/2023	Candidate Assessment Mentoring Program	Queens North
2	9/23/2023	HYSC 2023 Career & Resource Fair	Brooklyn North
2	9/23/2023	Councilmember Aviles Job Fair	Brooklyn South
2	9/24/2023	P.O. Exam Tutorial	Brooklyn North
2	9/25/2023	City Point Complex Shopping Mall	Brooklyn North
2	9/25/2023	Subway Flyer Distribution	Brooklyn North
2	9/25/2023	City Point Complex Shopping Mall	Brooklyn North
2	9/26/2023	Subway Station	Queens South
2	9/26/2023	Subway Flyer Distribution	Brooklyn South
2	9/26/2023	Subway Station	Queens South
2	9/26/2023	P.O. Exam Tutorial	Manhattan South
2	9/26/2023	Queens Center Mall	Queens North
2	9/27/2023	Kingsborough Community College Job Fair	Brooklyn South
2	9/27/2023	Spring Valley Job Fair	
2	9/27/2023	Job & Resource Fair	Brooklyn North
2	9/27/2023	P.O. Exam Tutorial	Queens South
2	9/28/2023	Job & Resource Fair	
2	9/28/2023	John Jay College	Manhattan South

## [NYPD] FY 2024 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

2	9/28/2023	Job & Resource Fair	Brooklyn North
2	10/2/2023	BMCC Street Pop Up	Manhattan South
2	10/2/2023	Hostos Community College Tabling	Bronx
2	9/30/2023	Police Academy's Family Day	Queens North
2	10/1/2023	Kindness Carnival	Queens South
2	10/3/2023	Bay Plaza Mall	Bronx
2	10/3/2023	LaGuardia CC Street Pop-Up	Queens North
2	10/3/2023	Queens Center Mall Street Pop-Up	Queens North
2	10/3/2023	City Point Complex Shopping Mall	Brooklyn North
2	10/4/2023	Street Pop Up	Queens North
2	10/4/2023	John Jay Street Pop-Up	Manhattan South
2	10/4/2023	Queens Center Mall	Queens North
2	10/5/2023	Subway Flyer Distribution	Brooklyn North
2	10/5/2023	Marist College Career and Internship Fair	
2	10/6/2023	Pushing Tomorrow & I Will Graduate	Bronx
2	10/6/2023	Queens College BMI Career & Internship Fair	Queens South
2	10/6/2023	Faith & Blue	Manhattan South
2	10/8/2023	Staten Island RC (Lot Racing)	Staten Island
2	10/9/2023	NYPD Baby Shower	Manhattan North
2	10/10/2023	Bronx Aerospace High School Classroom Presentation	Bronx
2	10/10/2023	Subway Stations	Bronx
2	10/11/2023	Street Pop Up	Queens North
2	10/10/2023	Subway Flyer Distribution	Queens North
2	10/11/2023	Pushing Tomorrow & I Will Graduate	Queens North

## [NYPD] FY 2024 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

2	10/11/2023	Hostos Community College Internship & Career Information Fair	Bronx
2	10/12/2023	UFT College & Career Fair	Bronx
2	10/12/2023	NYPD Baby Shower	Queens North
2	10/12/2023	NYS DOL Job Fair	
2	10/12/2023	Brooklyn College Job Fair	Brooklyn South
2	10/12/2023	St. Markella Career Fair	
2	10/16/2023	City Point Complex Shopping Mall	Brooklyn North
2	10/16/2023	Subway Flyer Distribution	Brooklyn South
2	10/17/2023	Street Pop Up	Queens North
2	10/17/2023	Subway Flyer Distribution	Manhattan North
2	10/17/2023	Subway Flyer Distribution	Queens South
2	10/18/2023	BMCC Fall 2023 College Fair	Manhattan South
2	10/18/2023	Transit Tech CTE H.S. College & Career Fair	Brooklyn North
2	10/18/2023	NYPD Baby Shower	Bronx
2	10/18/2023	Innovation Charter HS College & Career Fair	Manhattan North
2	10/19/2023	First Responders Night at Universoul Circus	Bronx
2	10/19/2023	NYPD Baby Shower	Brooklyn South
2	10/20/2023	City Point Complex Shopping Mall	Brooklyn North
2	10/20/2023	NYPD Say No to Domestic Violence	Bronx
2	10/21/2023	US Army Fighting Battalion Job & Services Fair	Manhattan South
2	10/21/2023	(CUNY/SUNY/H.S.) Southeast Queens College Fair	Queens South
2	10/22/2023	The Village of New Hyde Park Street Fair	
2	10/22/2023	Breast Cancer Event	Queens South
2	10/23/2023	City Point Complex Shopping Mall	Brooklyn North
2	10/23/2023	Subway Flyer Distribution	Brooklyn South

## [NYPD] FY 2024 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

2	10/24/2023	LaGuardia CC	Queens North
2	10/24/2023	2023 LIC HS College Fair	Queens North
2	10/24/2023	Subway Flyer Distribution	Manhattan South
2	10/24/2023	Monroe College Career & Part-time Job Fair	
2	10/25/2023	Central Brooklyn Job Fair	Brooklyn South
2	10/26/2023	Mott Haven Village Preparatory HS College & Career Fair	Bronx
2	10/25/2023	York College Career & Internship Fair	Queens South
2	10/25/2023	Career Fair @ YABC HSAB	Queens North
2	10/26/2023	Bay Plaza Mall	Bronx
2	10/26/2023	NYPD Community Affairs Resource Fair	Manhattan North
2	10/26/2023	Cops & Kids Basketball Game	Queens South
2	10/27/2023	Subway Station	Queens South
2	10/27/2023	Queens Center Mall	Queens North
2	10/28/2023	Candidate Assessment Mentoring Program	Queens North
2	10/28/2023	Congressional Career Fair	Brooklyn North
2	10/29/2023	Noble 5K Race	Brooklyn South
2	10/29/2023	NY Giants vs. NY Jets Game	
2	10/30/2023	Subway Station	Queens North
2	10/30/2023	Skyview Mall	Queens North
2	10/30/2023	Subway Station	Brooklyn South
2	10/31/2023	Subway Station	Queens South
2	10/31/2023	City Point Complex Shopping Mall	Brooklyn North
2	10/31/2023	Queens Center Mall	Queens North
2	11/1/2023	College, Career, Resource & Opportunity Fair - August Martin HS	Queens South
2	11/1/2023	New Dawn Charter High School II College Fair	Queens South
2	11/1/2023	Subway Station	Queens North

## [NYPD] FY 2024 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

2	11/1/2023	Pushing Tomorrow & I Will Graduate	Manhattan North
2	11/1/2023	ALEO Coat Drive	Bronx
2	11/2/2023	Haverstraw Center Job Fair	
2	11/2/2023	Pushing Tomorrow & I Will Graduate	Brooklyn North
2	11/2/2023	Pathways College Fair	Queens South
2	11/2/2023	CACNY's Opportunity Program & Post-Secondary Pathways Fair	Manhattan South
2	11/3/2023	Fraternal / Clergy Breakfast	Manhattan South
2	11/3/2023	Manhattan Comprehensive Night & Day H.S. College & Career Fair	Manhattan South
2	11/3/2023	UFT College & Career Fair	Manhattan South
2	11/3/2023	Lantern's 2nd Annual Job Fair	Manhattan North
2	11/4/2023	Green Acres Mall	
2	11/5/2023	Coptic Orthodox Church Festival	Queens North
2	11/6/2023	Miraj Islamic School Presentation	Staten Island
2	11/6/2023	City Point Complex Shopping Mall	Brooklyn North
2	11/14/2023	Subway Station	Queens South
2	11/8/2023	Bay Plaza Mall	Bronx
2	11/8/2023	St. John's University Career Expo	Queens South
2	11/8/2023	On-Site Hiring Event	
2	11/8/2023	Subway Flyer Distribution	Manhattan South
2	11/9/2023	Veteran Career Fair	Manhattan North
2	11/9/2023	WEOC's Fall 2023 Job Fair	
2	11/9/2023	Sunset Park HS College / Job Fair	Brooklyn South

## [NYPD] FY 2024 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

2	11/10/2023	NCAA Division 1 Cross Country Championship	Bronx
2	11/10/2023	Lantern's 2nd Annual Job Fair	Brooklyn North
2	11/11/2023	5th Annual Strikeout Suicide Tournament	
2	11/12/2023	Arumdaun Presbyterian Church Job Fair	
2	11/13/2023	1 PP Turkey Giveaway	Manhattan South
2	11/13/2023	Subway Station	Brooklyn South
2	11/14/2023	Herbert H. Lehman H.S. College & Career Fair	Bronx
2	11/14/2023	Workforce Training & Career Fair	Manhattan South
2	11/15/2023	High School For Law Enforcement & Public Safety Presentation	Queens South
2	11/15/2023	Friendsgiving Dinner	Queens South
2	11/15/2023	McKinney's First College & Career Fair	Brooklyn North
2	11/15/2023	Kings Plaza Mall	Brooklyn South
2	11/15/2023	William E. Grady High School Tabling	Brooklyn South
2	11/16/2023	NYPD Community Affairs Career Fair	Brooklyn North
2	11/16/2023	NYPD Community Affairs Resource Fair	Manhattan North
2	11/16/2023	Middlesex County's In-Person Job Fair	
2	11/17/2023	Annual Cultural Show	Manhattan North
2	11/17/2023	2nd Annual Career Pathways Expo	Manhattan South
2	11/17/2023	Alfred E. Smith CTE HS College and Career Fair	Bronx
2	11/17/2023	State Senator Joseph P. Addabbo Jr. Job Fair	Queens South
2	11/18/2023	Candidate Assessment Mentoring Program	Queens North
2	11/19/2023	City Point Complex Shopping Mall	Brooklyn North
2	11/20/2023	Subway Flyer Distribution	Manhattan South

## [NYPD] FY 2024 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

2	11/21/2023	Bay Plaza Mall	Bronx
2	11/21/2023	City Point Complex Shopping Mall	Brooklyn North
2	11/22/2023	Subway Station	Brooklyn South
2	11/22/2023	LaGuardia Community College Tabling	Queens North
2	11/24/2023	City Point Complex Shopping Mall	Brooklyn North
2	11/25/2023	Bay Plaza Mall	Bronx
2	11/26/2023	Green Acres Mall	
2	11/27/2023	Subway Station	Queens South
2	11/27/2023	Subway Station	Brooklyn South
2	11/28/2023	Queens Center Mall	Queens North
2	11/28/2023	Subway Station	Manhattan South
2	11/28/2023	Subway Station	Queens North
2	11/28/2023	Traffic Enforcement Agent Exam Tutorial	Manhattan South
2	11/29/2023	Kings Plaza Mall	Brooklyn South
2	11/29/2023	City Point Complex Shopping Mall	Brooklyn North
2	11/29/2023	Subway Station	Queens North
2	11/29/2023	Skyview Mall	Queens North
2	11/30/2023	Subway Station	Brooklyn South
2	11/30/2023	Judith S. Kaye HS Financial Literacy & Career Day	Manhattan North
2	12/1/2023	14th Annual Career Fair at Massapequa HS	
2	12/1/2023	Bay Plaza Mall	Bronx
2	12/1/2023	Green Acres Mall	
2	12/2/2023	NYS Assembly Member John Zaccaro Jr. Community Job Fair	Bronx
2	12/3/2023	Traffic Enforcement Agent Exam Tutorial	Brooklyn North
2	12/4/2023	Queens Center Mall	Queens North
2	12/4/2023	City Point Complex Shopping Mall	Brooklyn North

## [NYPD] FY 2024 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

2	12/5/2023	HS for Construction Trades, Engineering & Architecture Career Day	Queens South
2	12/5/2023	Traffic Enforcement Agent Exam Tutorial	Manhattan South
2	12/6/2023	Paul D. Schreiber HS Choose your future Fair	
2	12/6/2023	Bay Plaza Mall	Bronx
2	12/6/2023	Career Fair - New Dawn Charter High School -	Brooklyn South
2	12/6/2023	Lehman YABC College & Career Fair	Bronx
2	12/7/2023	Bx ALC College & Career Resource Fair	Bronx
2	12/7/2023	Green Acres Mall	
2	12/8/2023	School Safety Graduation	Manhattan South
2	12/8/2023	Staten Island Mall	Staten Island
2	12/9/2023	Candidate Assessment Mentoring Program	Queens North
2	12/10/2023	Traffic Enforcement Agent Exam Tutorial	Brooklyn North
2	12/11/2023	New York Penn Station	Manhattan South
2	12/11/2023	Roosevelt Field Mall	
2	12/12/2023	Queens Center Mall	Queens North
2	12/12/2023	Traffic Enforcement Agent Exam Tutorial	Manhattan South
2	12/13/2023	Progress High School Fair	Brooklyn North
2	12/13/2023	Lincoln Tech High School	Queens North
2	12/14/2023	Fort Hamilton HS Career Day Presentation	Brooklyn South
2	12/14/2023	Bushwick Community High School Job Fair	Brooklyn North
2	12/14/2023	Pan American High School Fair Night	Queens North
2	12/14/2023	NYPD CAB Resource Fair	Manhattan North
2	12/15/2023	Subway Station	Brooklyn South
2	12/17/2023	Traffic Enforcement Agent Exam Tutorial	Brooklyn North

## [NYPD] FY 2024 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

2	12/18/2023	City Point Complex Shopping Mall	Brooklyn North
2	12/19/2023	Senator Robert Jackson Job Fair	Bronx
2	12/19/2023	Traffic Enforcement Agent Exam Tutorial	Manhattan South
2	12/20/2023	Grand Army Plaza B'klyn Public Library Career Fair	Brooklyn South
2	12/20/2023	Roosevelt Field Mall	
2	12/21/2023	Staten Island Mall	Staten Island
2	12/26/2023	Staten Island Mall	Staten Island
2	12/27/2023	Subway Station	Brooklyn South
2	12/28/2023	Staten Island Broadway YMCA	Staten Island
2	12/29/2023	Look Cinemas	Manhattan South

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				
Brooklyn				
Manhattan				
Queens				
Staten Island				

**\*\*NYPD expenditures are allocated citywide, not by borough**

**Citywide Expenditures = \$1,472,511**

# [NYPD] FY 2024 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

## C. Recruitment Sources

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

### Q1:

1. LinkedIn Diversity Groups: Professionals with Disabilities, Disabled American Veterans, NY LGBTQ Professional Network, Hispanic & Latino Professionals, Black Professionals, Asian Diversity Group
2. Diversity Bar Associations – Various NY & NJ
3. Colleges and Universities Alumni Network
4. Fraternal Organizations
5. Community Affairs Officers & Neighborhood Coordination Officers

### Q2:

1. LinkedIn Diversity Groups: Professionals with Disabilities, Disabled American Veterans, NY LGBTQ Professional Network, Hispanic & Latino Professionals, Black Professionals, Asian Diversity Group
2. Diversity Bar Associations – Various NY & NJ
3. Colleges and Universities Alumni Network
4. Fraternal Organizations
5. Community Affairs Officers & Neighborhood Coordination Officers

## D. 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: 0

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

# [NYPD] FY 2024 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

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 \_\_\_

## 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: 53 College Aides

Race/Ethnicity\* [#s]: Black\_13\_ Hispanic\_21\_ Asian/Pacific Islander\_11\_ Native American\_1\_ White\_7\_ Two or more Races \_\_\_  
NA/Alsk \_\_\_

Gender\* [#s]: M\_20\_ F\_33\_ N-B \_\_\_ O \_\_\_ U \_\_\_

## 6. Other (specify) Total: 5 Unpaid Interns

# [NYPD] FY 2024 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

Race/Ethnicity\* [#s]: Black\_1\_ Hispanic\_2\_ Asian/Pacific Islander\_\_\_ Native American\_\_\_ White\_2\_\_\_ Two or more Races\_\_\_

Gender\* [#s]: M\_1\_ F\_4\_ N-B\_\_\_ O\_\_\_ U\_\_\_

**Additional comments:**



# [NYPD] FY 2024 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

## 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 Personnel Bureau regularly distributes all job postings through the Department's Personnel Administrative Managers (one assigned to each Borough/Bureau). In addition, the Personnel Bureau sends out the DCAS annual and monthly civil service examination schedules.

**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.**

NYPD uses a diverse panel of interviewers to conduct interviews. Structured interview training has been provided to all employees.

**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).**

Review and analyze the demographics race/ethnicity and gender for those who received promotions/salary raises to ensure such practices are equitable. Monitor the results of action plans for any changes in the agency workforce, including increases or decreases in applications of qualified applicants and selection rates. Engage in a collaborative effort between EEO, HR, and managers where necessary, and develop action plans to eliminate identified barriers.

# [NYPD] FY 2024 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

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

Review the demographics of employees who separated from the agency on a quarterly basis.

5. Other:

During this Quarter the Agency activities included:	# of Vacancies	# of New Hires	# of New Promotions
Q1	# <u>896</u>	# <u>1117</u>	# <u>871</u>
Q2	# <u>966</u>	# <u>967</u>	# <u>714</u>
Q3	# _____	# _____	# _____
Q4	# _____	# _____	# _____

## VII. Training

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

## 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://mspwwa-dcslnx01.csc.nycnet/Login.aspx>

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

# [NYPD] FY 2024 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

**Database:**

Q1:  Yes  No

Q2:  Yes  No

Q3:  Yes  No

Q4:  Yes  No

# [NYPD] FY 2024 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

## 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://mspwwa-ctwapx02.csc.nycnet/Login.aspx>

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

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

# [NYPD] FY 2024 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

## 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 (EEOC) or another governmental agency specific to our EEO practices.
- The agency is involved in an audit; please specify who is conducting the audit: \_\_\_\_\_.
- Attach the audit recommendations by EEOC 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.**

# [NYPD] FY 2024 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

## Appendix A: EEO Personnel Details

EEO Personnel For 2<sup>nd</sup> Quarter, FY 2024

### Personnel Changes

Personnel Changes this Quarter: <input type="checkbox"/> No Changes		Number of Additions: 6	Number of Deletions: 2
Employee's Name & Title	1. PO Katelynn McGlaughlin	2. Lt. Daniel Weadock	3. PO Shurlind Junious
Nature of change	<input type="checkbox"/> Addition <input checked="" type="checkbox"/> Deletion	<input type="checkbox"/> Addition <input checked="" type="checkbox"/> Deletion	<input checked="" type="checkbox"/> Addition <input type="checkbox"/> Deletion
Date of Change in EEO Role	Start Date or Termination Date: 11/27/23	Start Date or Termination Date: 12/08/23	Start Date or Termination Date: 09/01/2023
Employee's Name & Title	4. Sgt. Gustavo MontesDeOca	5. Sgt. Eddy Joseph	6. Sgt. Christopher Boria
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: 09/30/23	Start Date or Termination Date: 09/30/23	Start Date or Termination Date: 09/30/23
<b>For New EEO Professionals:</b>			
Name & Title	PO Shurlind Junious	Sgt. Gustavo MontesDeOca	Sgt. Eddy Joseph
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 checked="" type="checkbox"/> Other: Women's Institute	<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)	<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:
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	Sgt. Christopher Boria	PO Kenneth Darlington	PO Carolina Martinez
EEO Function	<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)	<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 checked="" type="checkbox"/> Other: (specify) RA	<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 checked="" type="checkbox"/> Other: (specify)

# [NYPD] FY 2024 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

		Specialist	RA Specialist
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 %):
<b>Personnel Changes this Quarter:</b> <input type="checkbox"/> No Changes		<b>Number of Additions: 6</b>	<b>Number of Deletions: 2</b>
Employee's Name & Title	7. PO Kenneth Darlington	8. PO Carolina Martinez	9.
Nature of change	<input checked="" type="checkbox"/> Addition <input type="checkbox"/> Deletion	<input checked="" type="checkbox"/> Addition <input type="checkbox"/> Deletion	<input type="checkbox"/> Addition <input type="checkbox"/> Deletion
Date of Change in EEO Role	Start Date or Termination Date: 09/30/23	Start Date or Termination Date: 08/28/23	Start Date or Termination Date: 08/25/23
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
Date of Change in EEO Role	Start Date or Termination Date:	Start Date or Termination Date:	Start Date or Termination Date:
<b>For New EEO Professionals:</b>			
Name & Title	10.	11.	12.
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)
Percent of Time Devoted to EEO	<input 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 %):
Name & Title			
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)
Percent of Time Devoted to EEO	<input 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 %):

# [NYPD] FY 2024 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

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. Shurlind Junious	2. Gustavo MontesDeOca	3. Eddy Joseph
<b>Completed EEO Trainings:</b>			
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 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
3. IgbTq: The Power of Inclusion	<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
4. Disability Awareness & Etiquette	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
5. Unconscious Bias	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
6. Microaggressions	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
7. EEO Officer Essentials: Complaint/Investigative Processes	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
8. EEO Officer Essentials: Reasonable Accommodation	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
9. Essential Overview Training for New EEO Officers	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
10. Understanding CEEDS Reports	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No

# [NYPD] FY 2024 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

## 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. Kenneth Darlington	5. Carolina Martinez	6. Christopher Boria
<b>Completed EEO Trainings:</b>			
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 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
3. lgbTq: The Power of Inclusion	<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
4. Disability Awareness & Etiquette	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
5. Unconscious Bias	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
6. Microaggressions	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
7. EEO Officer Essentials: Complaint/Investigative Processes	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
8. EEO Officer Essentials: Reasonable Accommodation	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
9. Essential Overview Training for New EEO Officers	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
10. Understanding CEEDS Reports	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No

# [NYPD] FY 2024 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

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

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

**MAILING ADDRESS:** 375 Pearl Street, 15<sup>th</sup> Floor Suite 4, New York, 10038

### Diversity and EEO Staffing as of 2nd Quarter FY 2024\*

<u>EEO\ Diversity Role</u>	<u>Name</u>	<u>Civil Service Title</u>	<u>% of Time Devoted to EEO &amp; Diversity Functions</u>	<u>Office E-mail Address</u>	<u>Telephone #</u>
<b>EEO Officer/Director</b>	Wendy Garcia Deputy Commissioner, Equity and Inclusion	Administrative Staff Analyst	<u>100%</u>	<a href="mailto:Wendy.Garcia@nypd.org">Wendy.Garcia@nypd.org</a>	646-610-8139
<b>Deputy EEO Officer OR Co-EEO Officer</b>	Jordan Farnham, Executive Director, Equal Employment Opportunity Division, Equity, and Inclusion	Exec Agency Counsel	<u>100%</u>	<a href="mailto:Jordan.Farnham@nypd.org">Jordan.Farnham@nypd.org</a>	646-610-5330
<b>Chief Diversity &amp; Inclusion Officer</b>	Wendy Garcia Deputy Commissioner, Equity and Inclusion	Administrative Staff Analyst	<u>100%</u>	<a href="mailto:Wendy.Garcia@nypd.org">Wendy.Garcia@nypd.org</a>	646-610-8139
<b>Diversity &amp; Inclusion Officer</b>					
<b>Chief Diversity Officer/Chief MWBE Officer per E.O. 59</b>	Wendy Garcia Deputy Commissioner, Equity and Inclusion	Administrative Staff Analyst	<u>100%</u>	<a href="mailto:Wendy.Garcia@nypd.org">Wendy.Garcia@nypd.org</a>	646-610-8139

## [NYPD] FY 2024 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

<b>ADA Coordinator</b>	<u>Dinorah Zorilla-Aristy, Assistant Commissioner, Equity and Inclusion</u>	Assistant Commissioner	<u>100%</u>	<u>Dinorah.Aristy@nypd.org</u>	<u>646-610-8139</u>
<b>Disability Rights Coordinator</b>	<u>Dinorah Zorilla-Aristy, Assistant Commissioner, Equity and Inclusion</u>	Assistant Commissioner	<u>100%</u>	<u>Dinorah.Aristy@nypd.org</u>	<u>646-610-8139</u>
<b>Disability Services Facilitator</b>	<u>Dinorah Zorilla-Aristy, Assistant Commissioner, Equity and Inclusion</u>	Assistant Commissioner	<u>100%</u>	<u>Dinorah.Aristy@nypd.org</u>	<u>646-610-8139</u>
<b>55-a Coordinator</b>	<u>M. Alexa Samarotto, Executive Director, Human Resources Division</u>	Administrative Staff Analyst	<u>100%</u>	<u>Margaret.Samarotto@nypd.org</u>	<u>646-610-4057</u>
<b>Career Counselor</b>	<u>Daniel Dooley, Inspector, Office of Professional Development</u>	Inspector	<u>100%</u>	<u>DanielDooley@nypd.org</u>	<u>646-610-7862</u>
<b>EEO Counselor</b>					
<b>EEO Investigator</b>					
<b>EEO Counselor\ Investigator</b>					
<b>Investigator/Trainer</b>					
<b>EEO Training Liaison</b>	<u>John Hubbard, Lieutenant, Equity and Inclusion</u>	Lieutenant	<u>100%</u>	<u>John.Hubbard@nypd.org</u>	<u>646-610-6594</u>
<b>Other (specify)</b>					
<b>Other (specify)</b>					

\* 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

# [NYPD] FY 2024 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

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.

<b><u>AGENCY EEO AND DIVERSITY PERSONNEL</u></b>					
<b>Name of Agency:</b> <u>POLICE DEPARTMENT</u>					
<b><u>2nd Quarter FY 2024</u></b>					
<b><u>Name</u></b>	<b><u>Title</u></b>	<b><u>EEO\Diversity Role</u></b>	<b><u>Percentage of Time (%) Spent in EEO\Diversity Functions</u></b>	<b><u>E-mail Address</u></b>	<b><u>Telephone #</u></b>
-					
<u>GARCIA, WENDY</u>	<u>DEPUTY COMMISSIONER, EQUITY AND INCLUSION</u>	<u>CHIEF EEO OFFICER</u>	<u>100%</u>	<a href="mailto:WENDY.GARCIA@NYPD.ORG"><u>WENDY.GARCIA@NYPD.ORG</u></a>	<u>646-610-8139</u>
<u>CHEN, NANHAO</u>	<u>LIEUTENANT</u>	<u>INVESTIGATOR TEAM LEADER - TEAM 1</u>	<u>100%</u>	<a href="mailto:NANHAO.CHEN@NYPD.ORG"><u>NANHAO.CHEN@NYPD.ORG</u></a>	<u>646-610-5330</u>
<u>SMITH, MARIE</u>	<u>SERGEANT</u>	<u>SUPERVISOR/INVESTIGATOR</u>	<u>100%</u>	<a href="mailto:MARIE.SMITH@NYPD.ORG"><u>MARIE.SMITH@NYPD.ORG</u></a>	<u>646-610-5330</u>
<u>DEJESUS, ELIXANDRA</u>	<u>DETECTIVE</u>	<u>INVESTIGATOR</u>	<u>100%</u>	<a href="mailto:ELIXANDRA.DEJESUS@NYPD.ORG"><u>ELIXANDRA.DEJESUS@NYPD.ORG</u></a>	<u>646-610-5330</u>
<u>WONG, MATTHEW</u>	<u>SERGEANT</u>	<u>SUPERVISOR/INVESTIGATOR</u>	<u>100%</u>	<a href="mailto:MATTHEW.WONG@NYPD.ORG"><u>MATTHEW.WONG@NYPD.ORG</u></a>	<u>646-610-5330</u>
<u>ROLON, RAUL</u>	<u>DETECTIVE</u>	<u>INVESTIGATOR</u>	<u>100%</u>	<a href="mailto:RAUL.ROLON@NYPD.ORG"><u>RAUL.ROLON@NYPD.ORG</u></a>	<u>646-610-</u>

## [NYPD] FY 2024 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

					<u>5330</u>
<u>KOO, BRIAN</u>	<u>SERGEANT</u>	<u>INVESTIGATOR</u>	<u>100%</u>	<a href="mailto:BRIAN.KOO@NYPD.ORG">BRIAN.KOO@NYPD.ORG</a>	<u>646-610-5330</u>
<u>HUBBARD, JOHN</u>	<u>SERGEANT</u>	<u>TRAINING LIAISON</u>	<u>100%</u>	<a href="mailto:JOHN.HUBBARD@NYPD.ORG">JOHN.HUBBARD@NYPD.ORG</a>	<u>646-610-5072</u>
<u>GONZALEZ, DAWN</u>	<u>PRINCIPAL ADMIN. ASSOC.</u>	<u>ADMINISTRATIVE SUPPORT</u>	<u>100%</u>	<a href="mailto:DAWN.GONZALEZ@NYPD.ORG">DAWN.GONZALEZ@NYPD.ORG</a>	<u>646-610-5330</u>
<u>HAWKINS, KIM</u>	<u>POLICE ADMIN. AIDE</u>	<u>ADMINISTRATIVE SUPPORT</u>	<u>100%</u>	<a href="mailto:KIM.HAWKINS@NYPD.ORG">KIM.HAWKINS@NYPD.ORG</a>	<u>646-610-5072</u>
<u>ULYSSE, BRIAN J.</u>	<u>ADMINISTRATIVE STAFF ANALYST II</u>	<u>RESEARCH&amp; EVALUATION</u>	<u>100%</u>	<a href="mailto:BRIAN.ULYSSE@NYPD.ORG">BRIAN.ULYSSE@NYPD.ORG</a>	<u>646-610-5330</u>
<u>PERRY, LEAH</u>	<u>ADMINISTRATIVE MANAGER</u>	<u>ADMINISTRATIVE SUPPORT</u>	<u>100%</u>	<a href="mailto:LEAH.PERRY@NYPD.ORG">LEAH.PERRY@NYPD.ORG</a>	<u>646-610-8139</u>
<u>FELICIANO, JOAN</u>	<u>SR. POLICE ADMIN. AIDE</u>	<u>ADMINISTRATIVE SUPPORT</u>	<u>100%</u>	<a href="mailto:JOAN.FELICIANO@NYPD.ORG">JOAN.FELICIANO@NYPD.ORG</a>	<u>646-610-5330</u>
<u>PEREZ, KATHY</u>	<u>DETECTIVE</u>	<u>REASONABLE ACCOMMODATIONS</u>	<u>100%</u>	<a href="mailto:KATHY.PEREZ@NYPD.ORG">KATHY.PEREZ@NYPD.ORG</a>	<u>646-610-5330</u>
<u>BILLUPS, JUSTINE D.</u>	<u>CITY RESEARCH SCIENTIST</u>	<u>WOMEN'S INSTITUTE/MENTORING UNIT</u>	<u>100%</u>	<a href="mailto:JUSTINE.BILLUPS@NYPD.ORG">JUSTINE.BILLUPS@NYPD.ORG</a>	<u>646-610-8139</u>
<u>CLARKE, KIAH</u>	<u>COMMUNITY ASSISTANT</u>	<u>RESEARCH&amp; EVALUATION</u>	<u>100%</u>	<a href="mailto:KIAH.CLARKE@NYPD.ORG">KIAH.CLARKE@NYPD.ORG</a>	<u>646-610-8139</u>
<u>CORRADO, CRYSTALLEE</u>	<u>SERGEANT</u>	<u>REASONABLE ACCOMMODATIONS SPECIALIST</u>	<u>100%</u>	<a href="mailto:CRYSTALLEE.CORRADO@NYPD.ORG">CRYSTALLEE.CORRADO@NYPD.ORG</a>	<u>646-610-5072</u>
<u>WILLIAMS, SHAWANN</u>	<u>ADMINISTRATIVE MANAGER</u>	<u>ADMINISTRATIVE SUPPORT</u>	<u>100%</u>	<a href="mailto:SHAWANN.WILLIAMS@NYPD.ORG">SHAWANN.WILLIAMS@NYPD.ORG</a>	<u>646-610-8139</u>

## [NYPD] FY 2024 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

<u>FARNHAM, JORDAN</u>	<u>EXECUTIVE DIRECTOR, EXEC AGENCY COUNSEL OFFICE OF EQUITY AND INCLUSION</u>	<u>DEPUTY EEO OFFICER</u>	<u>100%</u>	<u><a href="mailto:JORDAN.FARNHAM@NYPD.ORG">JORDAN.FARNHAM@NYPD.ORG</a></u>	<u>646-610- 5330</u>
<u>MILLER, TYRICE</u>	<u>DEPUTY INSPECTOR</u>	<u>COMMANDING OFFICER, EQUAL EMPLOYMENT OPPORTUNITY DIVISION</u>	<u>100%</u>	<u><a href="mailto:TYRICE.MILLER@NYPD.ORG">TYRICE.MILLER@NYPD.ORG</a></u>	<u>646-610- 5330</u>
<u>LEREBOURS, LUIS</u>	<u>LIEUTENANT</u>	<u>OFFICE OF EQUITY INCLUSION LIEUTENANT</u>	<u>100%</u>	<u><a href="mailto:LUIS.LEREBOURS@NYPD.ORG">LUIS.LEREBOURS@NYPD.ORG</a></u>	<u>646-610- 5072</u>
<u>VEGA, NELLY</u>	<u>SERGEANT</u>	<u>TRAINING</u>	<u>100%</u>	<u><a href="mailto:NELLY.VEGA@NYPD.ORG">NELLY.VEGA@NYPD.ORG</a></u>	<u>646-610- 5072</u>
<u>CASCONE, MICHAEL</u>	<u>SERGEANT</u>	<u>REASONABLE ACCOMMODATION SPECIALIST</u>	<u>100%</u>	<u><a href="mailto:MICHAEL.CASCONE@NYPD.ORG">MICHAEL.CASCONE@NYPD.ORG</a></u>	<u>646-610- 5072</u>
<u>CARVAJAL, JOSUE</u>	<u>SERGEANT</u>	<u>REASONABLE ACCOMMODATION SPECIALIST</u>	<u>100%</u>	<u><a href="mailto:JOSUE.CARVAJAL@NYPD.ORG">JOSUE.CARVAJAL@NYPD.ORG</a></u>	<u>646-610- 5072</u>
<u>PEREZ, STEPHANIE</u>	<u>DETECTIVE</u>	<u>INVESTIGATOR</u>	<u>100%</u>	<u><a href="mailto:STEPHANIE.PEREZ@NYPD.ORG">STEPHANIE.PEREZ@NYPD.ORG</a></u>	<u>646-610- 5330</u>
<u>DORSEY, WAYNE</u>	<u>DETECTIVE</u>	<u>RESEARCH&amp; EVALUATION</u>	<u>100%</u>	<u><a href="mailto:WAYNE.DORSEY@NYPD.ORG">WAYNE.DORSEY@NYPD.ORG</a></u>	<u>646-610- 8139</u>
<u>HAMPTON, DORTHEA</u>	<u>ADMINISTRATIVE MANAGER</u>	<u>EEO LIAISON COORDINATOR/EEO COUNSELOR</u>	<u>100%</u>	<u><a href="mailto:DORTHEA.HAMPTON@NYPD.ORG">DORTHEA.HAMPTON@NYPD.ORG</a></u>	<u>646-610- 5072</u>
<u>HOSSAIN, SHAHADAT</u>	<u>POLICE ADMINISTRATIVE AIDE</u>	<u>ADMINISTRATIVE SUPPORT</u>	<u>100%</u>	<u><a href="mailto:SHAHADAT.HOSSAIN@NYPD.ORG">SHAHADAT.HOSSAIN@NYPD.ORG</a></u>	<u>646-610- 5330</u>
<u>SKRICHAK, HELEN</u>	<u>SERGEANT</u>	<u>TRAINING</u>	<u>100%</u>	<u><a href="mailto:HELEN.SKIRCHAK@NYPD.ORG">HELEN.SKIRCHAK@NYPD.ORG</a></u>	<u>646-610- 5072</u>
<u>CHOUDHURY, MOHAMMED</u>	<u>SERGEANT</u>	<u>WOMEN'S INSTITUTE/MENTORING UNIT</u>	<u>100%</u>	<u><a href="mailto:MOHAMMED.CHOUDHURY@NYPD.ORG">MOHAMMED.CHOUDHURY@NYPD. ORG</a></u>	<u>646-610- 6501</u>

## [NYPD] FY 2024 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

<u>WILSON, RACQUELL</u>	<u>LIEUTENANT</u>	<u>OUTREACH &amp; ENGAGEMENT</u>	<u>100%</u>	<a href="mailto:RACQUELL.WILSON@NYPD.ORG">RACQUELL.WILSON@NYPD.ORG</a>	<u>646-610-8139</u>
<u>FIELDS, MONIQUE</u>	<u>POLICE ADMINISTRATIVE AIDE</u>	<u>ADMINISTRATIVE SUPPORT</u>	<u>100%</u>	<a href="mailto:MONIQUE.FIELDS@NYPD.ORG">MONIQUE.FIELDS@NYPD.ORG</a>	<u>646-610-7359</u>
<u>ELSOKARY, AML</u>	<u>SERGEANT</u>	<u>INVESTIGATOR</u>	<u>100%</u>	<a href="mailto:AML.ELSOKARY@NYPD.ORG">AML.ELSOKARY@NYPD.ORG</a>	<u>646-610-5330</u>
<u>BETHEL, JOVONA</u>	<u>ADMINISTRATIVE STAFF ANALYST</u>	<u>WOMEN'S INSTITUTE</u>	<u>100%</u>	<a href="mailto:JOVONA.BETHEL@NYPD.ORG">JOVONA.BETHEL@NYPD.ORG</a>	<u>646-610-8139</u>
<u>SORIANO, AMAURY</u>	<u>LIEUTENANT</u>	<u>INVESTIGATOR TEAM LEADER - TEAM 2</u>	<u>100%</u>	<a href="mailto:AMAURY.SORIANO@NYPD.ORG">AMAURY.SORIANO@NYPD.ORG</a>	<u>646-610-5330</u>
<u>ALTAHERI, JAMIEL</u>	<u>DEPUTY INSPECTOR</u>	<u>COMMANDING OFFICER, EQUITY &amp; INCLUSION</u>	<u>100%</u>	<a href="mailto:JAMIEL.ALTAHERI@NYPD.ORG">JAMIEL.ALTAHERI@NYPD.ORG</a>	<u>646-610-8139</u>
<u>ZORILLA-ARISTY, DINORAH MIGUELINA</u>	<u>ASSISTANT COMMISSIONER EEO</u>	<u>ASSISTANT COMMISSIONER EEO</u>	<u>100%</u>	<a href="mailto:DINORAH.ARISTY@NYPD.ORG">DINORAH.ARISTY@NYPD.ORG</a>	<u>646-610-8139</u>
<u>GOMEZ, TATIANA</u>	<u>SERGEANT</u>	<u>INVESTIGATOR</u>	<u>100%</u>	<a href="mailto:TATIANA.GOMEZ@NYPD.ORG">TATIANA.GOMEZ@NYPD.ORG</a>	<u>646-610-5330</u>
<u>PARKER, CAILAH</u>	<u>ASSOC PUB INFO SPEC</u>	<u>SOCIAL MEDIA SPECIALIST</u>	<u>100%</u>	<a href="mailto:CAILAH.PARKER@NYPD.ORG">CAILAH.PARKER@NYPD.ORG</a>	<u>646-610-8139</u>
<u>MAGRIZ, RACHEL</u>	<u>POLICE OFFICER</u>	<u>OUTREACH &amp; ENGAGEMENT</u>	<u>100%</u>	<a href="mailto:RACHEL.MAGRIZ@NYPD.ORG">RACHEL.MAGRIZ@NYPD.ORG</a>	<u>646-610-8139</u>
<u>BORIA, CHRISTOPHER</u>	<u>SERGEANT</u>	<u>INVESTIGATOR</u>	<u>100%</u>	<a href="mailto:CHRISTOPHER.BORIA@NYPD.ORG">CHRISTOPHER.BORIA@NYPD.ORG</a>	<u>646-610-5330</u>
<u>JOSEPH. EDDY</u>	<u>SERGEANT</u>	<u>INVESTIGATOR</u>	<u>100%</u>	<a href="mailto:EDDY.JOSEPH@NYPD.ORG">EDDY.JOSEPH@NYPD.ORG</a>	<u>646-610-5330</u>
<u>MONTES DE OCA, GUS</u>	<u>SERGEANT</u>	<u>INVESTIGATOR</u>	<u>100%</u>	<a href="mailto:GUSTAVO.MONTESDEOCA@NYPD.ORG">GUSTAVO.MONTESDEOCA@NYPD.ORG</a>	<u>646-610-5330</u>
<u>MARTINEZ, CAROLINA</u>	<u>POLICE OFFICER</u>	<u>RA SPECIALIST</u>	<u>100%</u>	<a href="mailto:CAROLINA.MARTINEZ@NYPD.ORG">CAROLINA.MARTINEZ@NYPD.ORG</a>	<u>646-610-5072</u>

## [NYPD] FY 2024 Diversity, Equity, Inclusion and Equal Employment Quarterly Report

<u>DARLINGTON, KENNETH</u>	<u>POLICE OFFICER</u>	<u>RA SPECIALIST</u>	<u>100%</u>	<a href="mailto:KENNETH.DARLINGTON@NYPD.ORG">KENNETH.DARLINGTON@NYPD.ORG</a>	<u>646-610-5072</u>
<u>YAN, FIONA</u>	<u>COMMUNITY COORDINATOR</u>	<u>SUPPLIER DIVERSITY</u>	<u>100%</u>	<a href="mailto:FIONA.YAN@NYPD.ORG">FIONA.YAN@NYPD.ORG</a>	<u>646-610-8139</u>
<u>JUNIOUS, SHURLAND</u>	<u>POLICE OFFICER</u>	<u>WOMEN'S INSTITUTE/MENTORING UNIT</u>	<u>100%</u>	<a href="mailto:SHURLAND.JUNIOUS@NYPD.ORG">SHURLAND.JUNIOUS@NYPD.ORG</a>	<u>646-610-8139</u>