

[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

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

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Instructions for Filling out Quarterly Reports FY 2024

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

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

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

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

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

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I. Commitment and Accountability Statement by the Agency Head

- Distributed to all agency employees? Yes, On (Date): _____ No
- By e-mail
- Posted on agency intranet and/or website
- Other Expected to be disseminated by end of the year

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 – includes recognition of accomplishments of female members of the NYPD

Path to Mentorship Kickoff – includes recognition of accomplishments of NYPD members from underrepresented communities

Annual EEO Liaison Conference – includes recognition of the Office of Equity and Inclusion and their work in diversity, equity and inclusion

Monthly Equity Plan Meetings – includes the recognition and the accomplishments of Bureau heads and their work towards diversity, equity, and inclusion in their respective bureaus

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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): 48,912 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: 04/02/24 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 checked="" 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 |

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Other _____

Not conducted

Other _____

Not conducted

Other _____

Not conducted

Other _____

Not conducted

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

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

A. Workforce:

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

1. **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.

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Q1: DCEI worked with the Policewoman’s Endowment Association (PEA), the National Organization of Black Law Enforcement (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.

Q2: Deputy Commissioner Wendy Garcia moderated a panel to discuss M/WBEs and doing business with the City of New York on September 13th. Partnering with DCEI to sit on the panel was the Citywide Chief Business Diversity Officer, Michael Garner, Small Business Services Commissioner, 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. Following the launch of the first-ever NYPD ASL Initiative, Deputy Commissioner Garcia met with the FDNY DEI Commissioner, Deputy Commissioner Kwame Cooper and Senior Director Wendy Star to discuss ways on how the FDNY can replicate the NYPD’s ASL program.

Q3: DCEI partnered with the Special Victims Division to host the Path to Mentorship program participants on January 10th. Special Victims Division informed participants about opportunities within the Special Victims Division and how day-to-day operations are conducted.

DCEI is coordinating a Women in Highway Interest Workshop (4/19/2024) which aims to increase female representation in the Highway District by engaging female members and offering insights into the Highway District's mission and operations.

DCEI is seeking funding opportunities to provide scholarships for underrepresented communities within Special Operations Bureau to access training and become more competitive in the selection process for NYPD specialized units.

DCEI is working with the Chief of Detectives to standardize the Detective Bureau Selection Process to increase transparency and diversity in the Bureau.

Workforce Goal #1 Updates:

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

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- 2. **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.

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.

Q3: DCEI conducted a working group with all bureaus in order to address disparities in diverse representation. One outcome of the working group was the Women in Highway Interest Workshop in order to address gaps of representation of women in the Highway Patrol units. This Women in Interest Highway workshop provided female uniform members of service an opportunity to engage with these units and encourage them to apply. The workshop was successfully held on April 19, 2024.

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 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 |
| 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. In partnership with the office of the Deputy

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Commissioner of Management and Budget, DCEI has established the NYPD MWBE Institute and will host annual training and vendor workshops to maximize outreach and education to certified NYC M/WBEs. DCEI aims to increase contracting opportunities with M/WBEs. This will entail working with external 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. DCEI held MWBE procurement training, where fiscal analysts heard best practices from Chief Business Diversity Officer Michael Garner, Small Business Commissioner Kevin Kim, and Mayor’s Office of Contracts Director Lisa Flores.

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

Q3: On March 6, 2024, DCEI hosted a MWBE Institute procurement training. Speakers included Deputy Commissioner, Equity and Inclusion Wendy Garcia, Director Lisa Flores from Mayor’s Office of Contract Services, Commissioner Kevin Kim from NYC Department of Small Business, MWBE Officer Claudio Castro from MWBE Enterprise, Chief Diversity Officer Michael Garner from Mayor’s Office of MWBEs, Assistant Commissioner Nick Mendoza from Management and Budget (NYPD), Community Coordinator Fiona Yan from Equity and Inclusion (NYPD) and Assistant Commissioner Miguelina Zorrilla-Aristy from Equity and Inclusion (NYPD). Participants gathered to discuss promoting economic equality and inclusion, stimulating economic development, and ensuring fair and equitable contract practices.

The NYPD will evaluate the program's effectiveness by examining the number of new MWBE-certified vendors 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 checked="" type="checkbox"/> Ongoing	<input type="checkbox"/> Delayed	<input type="checkbox"/> Deferred	<input type="checkbox"/> Completed
Q4 Update:	<input type="checkbox"/> Planned	<input type="checkbox"/> Not started	<input type="checkbox"/> Ongoing	<input type="checkbox"/> Delayed	<input type="checkbox"/> Deferred	<input type="checkbox"/> Completed

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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:

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.

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

EEO Liaison Network Digital Office Hours: DCEI now offers monthly office hours for the department's 400+ EEO Liaisons. These sessions provide training, legal updates, and a space to address questions and promote collaboration.

Reasonable Accommodation (RA) Digital Office Hours: Monthly office hours dedicated to providing information, answering questions, and tracking trends related to RA requests and policy.

Reasonable Accommodation Flyers: Informative flyers have been distributed to all stationhouses. They define RA options, include application details, and feature a QR code for easy access.

Q1 - LL27/LL28: DCEI is working closely with the Personnel Bureau, Training Bureau, and DCAS to ensure full compliance with Local Laws 27 and 28. **LL30:** An informative booklet has been created to comply with LL30. Multilingual versions of this resource is in development.

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

LL27 Data Reporting: In collaboration with DCAS and the Personnel Bureau, DCEI is compiling the necessary data to fulfill the LL27 reporting requirements. Compliance with LL27 is ongoing.

Q3 - LL27 Data Reporting: DCEI, in coordination with DCAS and the Personnel Bureau, is compiling data to answer the LL27 report.

Workplace Goal #1 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

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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: Feedback is actively evaluated to continuously improve the program's effectiveness.

Women's Institute Program Highlights

Q1: Program Launch: The new season of the Women's Institute begins in September/October.

Q2: Hands-On Learning: Members gained exposure to diverse NYPD departments through workshops and tours.

Q3: Professional Development and Networking:

- Members honed their resume-building skills with the Office of Professional Development.
- Members explored career paths in law enforcement through the Police Lab Open House and a career planning workshop.
- Members participated in the final assignment discussion, demonstrating their learning throughout the program.
- **Key Event:** DCEI facilitated a high-profile event at City Hall, providing participants access to inspiring women leaders in government and law enforcement.

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 checked="" type="checkbox"/> Ongoing	<input type="checkbox"/> Delayed	<input type="checkbox"/> Deferred	<input type="checkbox"/> Completed
Q4 Update:	<input type="checkbox"/> Planned	<input type="checkbox"/> Not started	<input 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 to all members of the service. The training unit will also be responsible for keeping EEO liaisons informed of current Equity and Inclusion

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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: Enhanced Training: DCEI partnered with the New York City Commission of Human Rights to deliver specialized training for EEO liaisons.

Q2: Network Expansion: Submitted a proposal to expand the Liaison Network and Conference to include DCEI executive staff. The proposal also envisions department-wide training delivered by the New York City Commission of Human Rights.

Q3: Essential Orientation: Conducted orientation training for new EEO liaisons. Refresher training on Equity and Inclusion initiatives and EEO policies was provided for existing liaisons.

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

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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.

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. Community Engagement Initiatives (FY2024)

The NYPD prioritizes ongoing community interaction and outreach:

- **Gun Buyback Programs:** Multiple events across all boroughs remove dangerous firearms from the streets, improving public safety and fostering community trust.
- **Community Affairs Bureau (CAB):**
 - **Crime Prevention:** CAB proactively shares information with NYC residents to prevent crime before it occurs.
 - **Year-Round Outreach:** CAB hosts toy giveaways and community events throughout the boroughs, building positive relationships.
 - **Youth Development:** CAB's Summer Youth Employment Program (SYEP) connects NYC youth (ages 14-24) with meaningful career development 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.

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Q1:

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

DC Garcia attended the Police Executive Research Forum (PERF) Annual Meeting Welcome Reception on July 18th and participated in the PERF Town Hall meeting.

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

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

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

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

DC Garcia participated in the Labor Day Parade.

Q2:

Deputy Commissioner Garcia gave opening remarks at the Women's Institute Kickoff on October 3rd.

DC Garcia met with the National Organization of Black Law Enforcement Executives on December 2nd.

DC Garcia was the guest speaker at the ACES meeting on October 11th.

DC Garcia attended the Women in Government Dinner on October 13th.

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

DC Garcia participated and presented at the NYPD Equity Advisory Board kickoff on October 24th.

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

Q3:

Deputy Commissioner Garcia was an honored guest of The Association of Retired Hispanic Police at its 26th Annual Feast of Three Kings Scholarship dinner on January 6th.

DC Garcia attended the NYPD Haitian American Law Enforcement Organization Anniversary Dinner on January 9th.

DC Garcia attended the Police Communication Technician Graduation on January 9th.

DC Garcia attended the Traffic Enforcement Agent Graduation on January 11th.

DC Garcia participated in the ADA Working Group on January 23rd.

DC Garcia accompanied officers from Brooklyn North Homicide for a Ride-a-long on January 24th.

DC Garcia attended the Latino Victory Welcome Reception on January 24th.

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DC Garcia participated in the Pay Parity Civilian Advancement Workshop on January 31st.

DC Garcia was a speaker at World Hijab Day on February 1st.

DC Garcia accompanied Women's Institute participants to a Police Lab open house on February 7th.

DC Garcia accompanied Women's Institute participants to the Office of Professional Development Career Planning workshop on February 13th.

DC Garcia spoke and participated in the Equity Advisory Board on February 20th.

DC Garcia attended the NYPD Black History Month celebration on February 20th.

DC Garcia attended the New York Dominican Officers Organization Dominican Independence Dinner on February 27th.

DC Garcia spoke at the EEO Liaison Network Orientation on February 28th.

DC Garcia spoke at the ASL Launch on February 29th.

DC Garcia attended the NYPD Guardians Association Annual Scholarship Awards on March 1st.

DC Garcia attended the Guyanese Law Enforcement Breakfast on March 2nd.

DC Garcia accompanied the Hip Hop Unit for a Ride-a-long on March 6th.

DC Garcia attended the Women's Conference on March 8th.

DC was the keynote speaker at the NYC Law Enforcement Department Women's History Month on March 19th.

DC Garcia was the keynote speaker at the Metropolitan Police Department Women's Conference on March 14th.

DC Garcia attended the Asian Jade Society Scholarship Dinner on March 22nd.

DC Garcia attended the Sixteenth Annual NYPD Muslim Officers Society Interfaith Ramadan Iftar Dinner on March 25th.

DC Garcia attended the Women in Business Luncheon hosted by the Hispanic Chamber of Commerce on March 27th.

DC Garcia attended Mayor Eric Adam's Women's History Month celebration on March 28th.

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.

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

1. **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 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.

Q3: The ASL Certification program participants have attended bi-weekly trainings in preparation for taking the ASL interpreter exam in August.

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Community Goal #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

2. [Community CompStat]

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: Planned Not started Ongoing Delayed Deferred Completed

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

3. [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, Diwali, Hanukkah, Kwanzaa, and Christmas.

Q3: Three Kings Day, Martin Luther King Day, National Mentoring Month, Black History Month, World Hijab Day, Rare Disease Day, Women’s History Month, Greek Heritage Month, St. Patrick’s Day, Pakistan Heritage Month, and Easter.

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: Planned Not started Ongoing Delayed Deferred Completed

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

4. [Community Baby Shower]

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

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.

Q3: 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: Planned Not started Ongoing Delayed Deferred Completed
Q2 Update: Planned Not started Ongoing Delayed Deferred Completed

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Q3 Update: Planned Not started Ongoing Delayed Deferred Completed
Q4 Update: Planned Not start Ongoing Delayed Deferred Completed

5. [Equity Advisory Board]

DCEI launched the NYPD's first-ever Law Enforcement Equity Advisory Board. The 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.

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

Q3: The Equity Advisory Board met on February 20, 2024, and discussed the following topics: "Impact of DEI in Law Enforcement," "Utilizing Affinity/Employee Resource Groups," "Integrating Equity in Law Enforcement Practices," "Results from Police Implicit Training," and "Intentional Recruitment and Diversity Elevation."

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

6. 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 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 and those who are wheelchair-bound were also invited.

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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 eligible vehicles with Apple AirTags and Clubs.

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 33rd 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.

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 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.

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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 organized 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 (CAB) 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 and Housing Bureau PSA 2 in the confines of the 75 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 and Rosedale Elite. Youth Community Officer Sgts. and Patrol Officers participated in the 4th Annual Girls Basketball tournament in Cambria Heights.

On September 16, 2023, the Community Affairs Bureau 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.

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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, available to all families at no cost until October 31st.

On October 6, 2023, Faith and Blue, Community Affairs Bureau 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, hoping to further 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 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 attended to launch the program's fall season.

On October 15, 2023, the Community Affairs Bureau celebrated White Cane Safety Day alongside the New York Institute of Special Education to raise awareness and celebrate the achievements of the 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.

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, 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.

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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.

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.

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C. 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.

Q3: On February 20th, DCEI facilitated a tour of the Coca-Cola Company for Mentors and Mentees. A panel from Coca-Cola informed mentoring program members on topics such as security, cyber safety, sustainability, and innovation.

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Mentees were allowed to shadow their mentors throughout the quarter.

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 checked="" type="checkbox"/> Ongoing	<input type="checkbox"/> Delayed	<input type="checkbox"/> Deferred	<input type="checkbox"/> Completed
Q4 Update:	<input type="checkbox"/> Planned	<input type="checkbox"/> Not started	<input 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 Anti-discrimination Working Group.

Q1: The Pay Parity Working Group held several meetings throughout the quarter. Minimal disparity was found. The group has been repurposed to become the Civilian Advancement Group. The Childcare Working Group also held meetings throughout the quarter.

Q2: The Civilian Advancement Working Group and Childcare Working Group held meetings throughout the quarter. An anti-discrimination Working Group has been created.

Q3: On January 31, 2024, DCEI partnered with the Training Bureau to host a Pay Parity Civilian Advancement Workshop to educate Members of Service on the civilian advancement process using training, promotion/upgrade, salary adjustment, and recognition. Revisions to the childcare leave for Uniformed Members of Service and Civilian Members of Service and pregnancy-related guidelines for Uniformed Members of the Service were released on March 7, 2024.

DCEI formed an ADA Working Group to focus on enhancing accessibility in programming and services to the community and members of service. This group will meet quarterly.

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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.

Equity, Inclusion and Race Relations Initiative #2 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 checked="" type="checkbox"/> Ongoing	<input type="checkbox"/> Delayed	<input type="checkbox"/> Deferred	<input type="checkbox"/> Completed
Q4 Update:	<input type="checkbox"/> Planned	<input type="checkbox"/> Not started	<input type="checkbox"/> Ongoing	<input type="checkbox"/> Delayed	<input type="checkbox"/> Deferred	<input type="checkbox"/> Completed

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

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

Equity, Inclusion and Race Relations Initiative #3 Updates:

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

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Q4 Update: Planned Not started Ongoing Delayed Deferred Completed

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

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

Equity, Inclusion and Race Relations Initiative #4 Updates:

Q1 Update: 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

V. Rrecruitment

A. Recruitment Efforts

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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.

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

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

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

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].).

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.

Q3: Job seekers were invited to job fairs at the below dates and locations:

1/10/2024 Kingsborough Community College Career Fair

1/24/2024 Kingsborough Community College Career Fair

2/08/2024 John Jay College Career Fair

2/21/2024 St. Francis College Career Fair

3/21/2024 Brooklyn College Fair

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 checked="" type="checkbox"/> Ongoing	<input type="checkbox"/> Delayed	<input type="checkbox"/> Deferred	<input type="checkbox"/> Completed

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Q4 Update: Planned Not started Ongoing Delayed Deferred Completed

4. [Copy Recruitment Initiatives/Strategies from FY 2024 DEI-EEO plan]

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

Recruitment Initiatives/Strategies #4 Updates:

Q1 Update: 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.

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Quarter #	Event Date	Event Name	Borough
1	6/1/2023	Dutchess Community College Caribbean American Heritage Tabling	N/A
1	6/1/2023	Job Fair, Work Force Development & Business Resource Day	Queens
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
1	6/2/2023	Street Pop Up	Queens
1	6/3/2023	Family & Community Resource Fair	Manhattan South
1	6/3/2023	C.A.B. Father's Day Celebration	Brooklyn
1	6/4/2023	Bay Plaza Mall	Bronx
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
1	6/5/2023	Subway Flyer Distribution	Brooklyn
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
1	6/6/2023	Subway Station	Brooklyn
1	6/6/2023	Traffic Safety Fair	Manhattan South
1	6/7/2023	Subway Stations	Queens
1	6/7/2023	Subway Station	Queens
1	6/7/2023	Street Pop Up	Queens

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1	6/7/2023	Street Pop Up	Brooklyn
1	6/7/2023	Street Pop Up	Queens
1	6/7/2023	Street Pop Up	Queens
1	6/8/2023	Skyview Mall	Queens
1	6/8/2023	Consulate General of Bangladesh	Queens
1	6/8/2023	Queens Center Mall	Queens
1	6/9/2023	Eastern Parkway Literacy Zone Tabling	Brooklyn
1	6/9/2023	City Point Complex Shopping Mall	Brooklyn
1	6/9/2023	Subway Flyer Distribution	Brooklyn
1	6/9/2023	Kings Plaza Mall Tabling	Brooklyn
1	6/10/2023	Congressman Espaillat's Career Fair	Manhattan North
1	6/10/2023	A College Mash-Up	Manhattan North
1	6/10/2023	Father's Day Celebration	Staten Island
1	6/11/2023	P.O. Exam Tutorial	Brooklyn
1	6/11/2023	Mount Loretto Food Truck Festival	Staten Island
1	6/12/2023	Queens Family Court Community Resource Fair	Queens
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
1	6/12/2023	Street Pop Up	Brooklyn
1	6/13/2023	Palisades Center	N/A
1	6/13/2023	Street Pop Up	Brooklyn
1	6/13/2023	Street Pop Up	Queens
1	6/13/2023	Street Pop Up	Queens

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1	6/14/2023	Subway Station	Manhattan South
1	6/14/2023	NYPD Community Affairs & Our Lady of the Trust's Flag Day	Brooklyn
1	6/14/2023	NYPD Father's Day Celebration	Queens
1	6/14/2023	P.O. Exam Tutorial	Queens
1	6/14/2023	Subway Flyer Distribution	Brooklyn
1	6/15/2023	Far Rockaway Community Job Fair	Queens
1	6/15/2023	WIN Job Fair	Brooklyn
1	6/15/2023	Bay Plaza Mall	Bronx
1	6/15/2023	Subway Station	Queens
1	6/15/2023	Street Pop Up	Queens
1	6/16/2023	Sach Khand Guro Nanak Darbar	Queens
1	6/16/2023	Eastern Parkway Literacy Zone Tabling	Brooklyn
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
1	6/20/2023	P.O. Exam Tutorial	Manhattan South
1	6/20/2023	Street Pop Up	Brooklyn
1	6/20/2023	Street Pop Up	Queens
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

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1	6/21/2023	Street Pop Up	Queens
1	6/21/2023	P.O. Exam Tutorial	Bronx
1	6/21/2023	Street Pop Up	Brooklyn
1	6/21/2023	Street Pop Up	Brooklyn
1	6/23/2023	Subway Station	Manhattan South
1	6/22/2023	Brooklyn Public Library Tabling	Brooklyn
1	6/22/2023	Queens Center Mall	Queens
1	6/22/2023	City Point Complex Shopping Mall	Brooklyn
1	6/23/2023	Green Acres Mall	N/A
1	6/24/2023	2023 Law Enforcement Recruitment & Outreach Picnic	N/A
1	6/25/2023	P.O. Exam Tutorial	Brooklyn
1	6/26/2023	Bay Plaza Mall	Bronx
1	6/26/2023	Subway Flyer Distribution	Brooklyn
1	6/26/2023	City Point Complex Shopping Mall	Brooklyn
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
1	6/30/2023	Queens Center Mall	Queens
1	6/28/2023	Senator Bailey Community Job Fair	Bronx
1	7/2/2023	P.O. Exam Tutorial	Brooklyn
1	7/3/2023	Street Pop Up	Queens
1	7/5/2023	1 PP Summer Youth Orientation Tabling	Manhattan South
1	7/5/2023	P.O. Exam Tutorial	Queens
1	7/6/2023	Community Resource Fair	Bronx

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1	7/6/2023	PC's Youth Soccer & Cricket League Tabling	Queens
1	7/7/2023	SYEP Presentation	Queens
1	7/8/2023	Law Enforcement & First Responders Career Fair	N/A
1	7/8/2023	Candidate Assessment Mentoring Program	Queens
1	7/9/2023	P.O. Exam Tutorial	Queens
1	7/10/2023	City Point Complex Shopping Mall	Brooklyn
1	7/11/2023	Subway Station	Brooklyn
1	7/11/2023	P.O. Exam Tutorial	Manhattan South
1	7/12/2023	Brooklyn Olympic Games	Brooklyn
1	7/12/2023	PBQS Harmony Picnic	Queens
1	7/12/2023	P.O. Exam Tutorial	Bronx
1	7/13/2023	Camping in the Park	Queens
1	7/14/2023	NLPOA Brooklyn Chapter & The Rock Church Tabling	Queens
1	7/15/2023	Mayor's Office / Neighborhood Safety Initiatives	Queens
1	7/19/2023	120 Precinct Harmony Day	Staten Island
1	7/19/2023	Teacher Ambassador Mini Job Fair	N/A
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	N/A
1	7/20/2023	Brooklyn Olympic Games	Brooklyn
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
1	7/25/2023	Middlesex County In-Person Job Fair	N/A
1	7/25/2023	NYPD Christmas in July	Brooklyn
1	7/26/2023	Gotham Health Morrisania Health & Resource Fair	Bronx

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1	7/26/2023	Yonkers Middle-High School Summer 2023 Career & Jobs Fair	N/A
1	7/26/2023	Graduate Career and Education Resource Fair	Brooklyn
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
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
1	7/31/2023	Subway Station	Queens
1	7/31/2023	City Point Complex Shopping Mall	Brooklyn
1	8/1/2023	30 Precinct National Night Out	Manhattan North
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
1	8/1/2023	103 Precinct National Night Out	Queens
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
1	8/3/2023	Brooklyn North Olympic Games	Brooklyn
1	8/12/2023	Back to School Back in Business Festival	N/A
1	8/4/2023	Manhattan P.O. Palm Card Distribution	Manhattan South

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1	8/4/2023	Staten Island P.O. Palm Card Distribution	Staten Island
1	8/10/2023	Brooklyn P.O. Palm Card Distribution	Brooklyn
1	8/5/2023	Candidate Assessment Mentoring Program	Queens
1	8/5/2023	Military & Veteran Family Day	N/A
1	8/6/2023	TEA Exam Tutorial	Brooklyn
1	8/7/2023	Community Affairs Bureau Career Day	Bronx
1	8/7/2023	Queens P.O. Palm Card Distribution	Queens
1	8/8/2023	Gotham Health Morrisania Health & Resource Fair	Bronx
1	8/8/2023	Queens P.O. Palm Card Distribution	Queens
1	8/8/2023	TEA Exam Tutorial	Manhattan South
1	8/9/2023	SYEP Career Day	Queens
1	8/9/2023	Transit Bureau P.O. Palm Card Distribution	Brooklyn
1	8/9/2023	Community Affairs Bureau P.O. Palm Card Distribution	Brooklyn
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
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
1	8/13/2023	TEA Exam Tutorial	Brooklyn
1	8/13/2023	Desi Society Family Picnic	Queens
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
1	8/15/2023	Subway Stations	Queens

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1	8/15/2023	Bronx P.O. Palm Card Distribution	Bronx
1	8/15/2023	Brooklyn P.O. Palm Card Distribution	Brooklyn
1	8/15/2023	Subway Station	Brooklyn
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	N/A
1	8/17/2023	Brooklyn North Olympic Games	Brooklyn
1	8/17/2023	Rise Up NYC	Queens
1	8/17/2023	Harlem Week- Black Health Matters Health Conference	Manhattan North
1	8/17/2023	Harlem Week - Summer Stage	Manhattan North
1	8/18/2023	NYPD Community Affairs Cops & Kids Canoeing	Queens
1	8/18/2023	City Point Complex Shopping Mall	Brooklyn
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
1	8/21/2023	Subway Station	Brooklyn
1	8/21/2023	Subway Stations	Brooklyn
1	8/21/2023	Street Pop Up	Brooklyn
1	8/21/2023	Street Pop Up	Brooklyn
1	8/22/2023	Subway Stations	Brooklyn
1	8/22/2023	Senator Roxanne Persaud Fun Day & Back to School Giveaway	Brooklyn

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1	8/22/2023	Street Pop Up	Queens
1	8/22/2023	Street Pop Up	Queens
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	N/A
1	8/23/2023	Gotham Health Morrisania Health & Resource Fair	Bronx
1	8/24/2023	PBBN Back to School	Brooklyn
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	N/A
1	8/26/2023	3rd Annual Farmer's Day	N/A
1	8/27/2023	Traffic Enforcement Agent Exam Tutorial	Brooklyn
1	8/28/2023	NYC Government Hiring Hall	Brooklyn
2	9/1/2023	Kings Plaza Mall Tabling	Brooklyn
2	9/2/2023	New York @ Brooklyn 2023	Brooklyn
2	9/5/2023	Street Pop Up	Queens
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
2	9/5/2023	P.O. Exam Tutorial	Manhattan South
2	9/6/2023	City Point Complex Shopping Mall	Brooklyn
2	9/6/2023	P.O. Exam Tutorial	Queens
2	9/6/2023	Bay Plaza Mall	Bronx
2	9/7/2023	Roosevelt Field Mall	

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2	9/7/2023	Street Pop Up	Queens
2	9/7/2023	Street Pop Up	Queens
2	9/7/2023	Hostos Community College Tabling	Bronx
2	9/8/2023	Palisades Center	N/A
2	9/8/2023	Subway Stations	Brooklyn
2	9/9/2023	NYPD Flag Day	Queens
2	9/10/2023	P.O. Exam Tutorial	Brooklyn
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
2	9/12/2023	Subway Flyer Distribution	Queens North
2	9/12/2023	Street Pop Up	Brooklyn
2	9/12/2023	Subway Flyer Distribution	Brooklyn
2	9/12/2023	Subway Flyer Distribution	Brooklyn
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
2	9/13/2023	Street Pop Up	Queens
2	9/13/2023	P.O. Exam Tutorial	Staten Island
2	9/13/2023	City Point Complex Shopping Mall	Brooklyn
2	9/14/2023	Street Pop Up	Queens North
2	9/14/2023	The University of New Haven's Career Expo	N/A
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

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2	9/15/2023	VIP Community Services	Bronx
2	9/16/2023	2023 Toyota HBCU NY Classic Career Expo	N/A
2	9/16/2023	Son's of Italy Italian Feast	N/A
2	9/17/2023	P.O. Exam Tutorial	Brooklyn
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
2	9/19/2023	Kingsborough Community College Tabling	Brooklyn
2	9/19/2023	P.O. Exam Tutorial	Manhattan South
2	9/20/2023	San Gennaro Feast	Manhattan South
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
2	9/23/2023	Councilmember Aviles Job Fair	Brooklyn
2	9/24/2023	P.O. Exam Tutorial	Brooklyn
2	9/25/2023	City Point Complex Shopping Mall	Brooklyn
2	9/25/2023	Subway Flyer Distribution	Brooklyn

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2	9/25/2023	City Point Complex Shopping Mall	Brooklyn
2	9/26/2023	Subway Station	Queens
2	9/26/2023	Subway Flyer Distribution	Brooklyn
2	9/26/2023	Subway Station	Queens
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
2	9/27/2023	Spring Valley Job Fair	N/A
2	9/27/2023	Job & Resource Fair	Brooklyn
2	9/27/2023	P.O. Exam Tutorial	Queens
2	9/28/2023	Job & Resource Fair	N/A
2	9/28/2023	John Jay College	Manhattan South
2	9/28/2023	Job & Resource Fair	Brooklyn
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
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
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
2	10/5/2023	Marist College Career and Internship Fair	N/A

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2	10/6/2023	Pushing Tomorrow & I Will Graduate	Bronx
2	10/6/2023	Queens College BMI Career & Internship Fair	Queens
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
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
2	10/12/2023	St. Markella Career Fair	
2	10/16/2023	City Point Complex Shopping Mall	Brooklyn
2	10/16/2023	Subway Flyer Distribution	Brooklyn
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
2	10/18/2023	BMCC Fall 2023 College Fair	Manhattan South
2	10/18/2023	Transit Tech CTE H.S. College & Career Fair	Brooklyn
2	10/18/2023	NYPD Baby Shower	Bronx

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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
2	10/20/2023	City Point Complex Shopping Mall	Brooklyn
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
2	10/22/2023	The Village of New Hyde Park Street Fair	N/A
2	10/22/2023	Breast Cancer Event	Queens
2	10/23/2023	City Point Complex Shopping Mall	Brooklyn
2	10/23/2023	Subway Flyer Distribution	Brooklyn
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	N/A
2	10/25/2023	Central Brooklyn Job Fair	Brooklyn
2	10/26/2023	Mott Haven Village Preparatory HS College & Career Fair	Bronx
2	10/25/2023	York College Career & Internship Fair	Queens
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
2	10/27/2023	Subway Station	Queens
2	10/27/2023	Queens Center Mall	Queens North
2	10/28/2023	Candidate Assessment Mentoring Program	Queens North

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2	10/28/2023	Congressional Career Fair	Brooklyn
2	10/29/2023	Noble 5K Race	Brooklyn
2	10/29/2023	NY Giants vs. NY Jets Game	N/A
2	10/30/2023	Subway Station	Queens North
2	10/30/2023	Skyview Mall	Queens North
2	10/30/2023	Subway Station	Brooklyn
2	10/31/2023	Subway Station	Queens
2	10/31/2023	City Point Complex Shopping Mall	Brooklyn
2	10/31/2023	Queens Center Mall	Queens North
2	11/1/2023	College, Career, Resource & Opportunity Fair - August Martin HS	Queens
2	11/1/2023	New Dawn Charter High School II College Fair	Queens
2	11/1/2023	Subway Station	Queens North
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	N/A
2	11/2/2023	Pushing Tomorrow & I Will Graduate	Brooklyn
2	11/2/2023	Pathways College Fair	Queens
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	N/A

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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
2	11/14/2023	Subway Station	Queens
2	11/8/2023	Bay Plaza Mall	Bronx
2	11/8/2023	St. John's University Career Expo	Queens
2	11/8/2023	On-Site Hiring Event	N/A
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
2	11/10/2023	NCAA Division 1 Cross Country Championship	Bronx
2	11/10/2023	Lantern's 2nd Annual Job Fair	Brooklyn
2	11/11/2023	5th Annual Strikeout Suicide Tournament	N/A
2	11/12/2023	Arumdaun Presbyterian Church Job Fair	N/A
2	11/13/2023	1 PP Turkey Giveaway	Manhattan South
2	11/13/2023	Subway Station	Brooklyn
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
2	11/15/2023	Friendsgiving Dinner	Queens
2	11/15/2023	McKinney's First College & Career Fair	Brooklyn
2	11/15/2023	Kings Plaza Mall	Brooklyn
2	11/15/2023	William E. Grady High School Tabling	Brooklyn
2	11/16/2023	NYPD Community Affairs Career Fair	Brooklyn

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2	11/16/2023	NYPD Community Affairs Resource Fair	Manhattan North
2	11/16/2023	Middlesex County's In-Person Job Fair	N/A
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
2	11/18/2023	Candidate Assessment Mentoring Program	Queens North
2	11/19/2023	City Point Complex Shopping Mall	Brooklyn
2	11/20/2023	Subway Flyer Distribution	Manhattan South
2	11/21/2023	Bay Plaza Mall	Bronx
2	11/21/2023	City Point Complex Shopping Mall	Brooklyn
2	11/22/2023	Subway Station	Brooklyn
2	11/22/2023	LaGuardia Community College Tabling	Queens North
2	11/24/2023	City Point Complex Shopping Mall	Brooklyn
2	11/25/2023	Bay Plaza Mall	Bronx
2	11/26/2023	Green Acres Mall	N/A
2	11/27/2023	Subway Station	Queens
2	11/27/2023	Subway Station	Brooklyn
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
2	11/29/2023	City Point Complex Shopping Mall	Brooklyn

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2	11/29/2023	Subway Station	Queens North
2	11/29/2023	Skyview Mall	Queens North
2	11/30/2023	Subway Station	Brooklyn
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	N/A
2	12/1/2023	Bay Plaza Mall	Bronx
2	12/1/2023	Green Acres Mall	N/A
2	12/2/2023	NYS Assembly Member John Zaccaro Jr. Community Job Fair	Bronx
2	12/3/2023	Traffic Enforcement Agent Exam Tutorial	Brooklyn
2	12/4/2023	Queens Center Mall	Queens North
2	12/4/2023	City Point Complex Shopping Mall	Brooklyn
2	12/5/2023	HS for Construction Trades, Engineering & Architecture Career Day	Queens
2	12/5/2023	Traffic Enforcement Agent Exam Tutorial	Manhattan South
2	12/6/2023	Paul D. Schreiber HS Choose your future Fair	N/A
2	12/6/2023	Bay Plaza Mall	Bronx
2	12/6/2023	Career Fair - New Dawn Charter High School -	Brooklyn
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
2	12/11/2023	New York Penn Station	Manhattan South

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2	12/11/2023	Roosevelt Field Mall	N/A
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
2	12/13/2023	Lincoln Tech High School	Queens North
2	12/14/2023	Fort Hamilton HS Career Day Presentation	Brooklyn
2	12/14/2023	Bushwick Community High School Job Fair	Brooklyn
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
2	12/17/2023	Traffic Enforcement Agent Exam Tutorial	Brooklyn
2	12/18/2023	City Point Complex Shopping Mall	Brooklyn
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
2	12/20/2023	Roosevelt Field Mall	N/A
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
2	12/28/2023	Staten Island Broadway YMCA	Staten Island
2	12/29/2023	Look Cinemas	Manhattan South
3	1/2/2024	Elmhurst Workforce 1 Tabling	Queens
3	1/2/2024	City Point Complex Shopping Mall	Brooklyn
3	1/4/2024	Staten Island Workforce 1 Tabling	Staten Island
3	1/4/2024	Bay Plaza Mall	Bronx
3	1/4/2024	Brooklyn Workforce 1 Tabling	Brooklyn

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3	1/5/2024	Subway Station	Manhattan
3	1/6/2024	Candidate Assessment Mentoring Program	Queens
3	1/8/2024	New York Penn Station	Manhattan
3	1/8/2024	City Point Complex Shopping Mall	Brooklyn
3	1/9/2024	East Lake's 1st Law Enforcement Appreciation Day	N/A
3	1/9/2024	Subway Station	Brooklyn
3	1/10/2024	Kingsborough Community College	Brooklyn
3	1/10/2024	Bronx Workforce 1 Tabling	Bronx
3	1/10/2024	Union Settlement H.S. College Presentation	Manhattan
3	1/11/2024	Subway Station	Manhattan
3	1/11/2024	Summer Search NYC Career Fair	Manhattan
3	1/12/2024	Bay Plaza Mall	Bronx
3	1/12/2024	Westbury High School Career Fair	N/A
3	1/13/2024	Congressman Espaillat Job Fair	Manhattan
3	1/14/2024	Subway Station	Brooklyn
3	1/16/2024	Elmhurst Workforce 1 Tabling	Queens
3	1/16/2024	Subway Station	Manhattan
3	1/17/2024	Lincoln Tech's Career Fair	Queens
3	1/17/2024	Bronx Workforce 1 Tabling	Bronx
3	1/18/2024	Brooklyn Workforce 1 Tabling	Brooklyn
3	1/18/2024	Queens Center Mall	Queens
3	1/19/2024	Scholar Academy Career Fair	Queens
3	1/19/2024	DSS-DHS/Business Link Career Fair	Manhattan
3	1/21/2024	City Point Complex Shopping Mall	Brooklyn
3	1/22/2024	Bay Plaza Mall	Bronx
3	1/22/2024	Subway Station	Brooklyn
3	1/23/2024	Brooklyn Bridge to Employment Career Fair	Brooklyn
3	1/23/2024	Young Adult Job and Resource Fair	Brooklyn
3	1/24/2024	Kingsborough Community College	Brooklyn
3	1/24/2024	Bronx Workforce 1 Tabling	Bronx

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3	1/24/2024	P.S. 11 Career Day	Bronx
3	1/25/2024	Bronx Community College Info Session	Bronx
3	1/25/2024	Staten Island Workforce 1 Tabling	Staten Island
3	1/26/2024	Andries Hudde Junior H.S. Career Day	Brooklyn
3	1/30/2024	A Conversation Between Cops, Clergy & The Community	Queens
3	1/30/2024	Bronx Community College Info Session	Bronx
3	1/31/2024	Hijabi Day Event	Manhattan
3	2/2/2024	Recruitment PALS Event	Brooklyn
3	2/6/2024	SSA Exam Tutorial	Manhattan
3	2/7/2024	Subway Station	Brooklyn
3	2/7/2024	City Point Complex Shopping Mall	Brooklyn
3	2/7/2024	Kingsborough Community College	Brooklyn
3	2/8/2024	John Jay College	Manhattan
3	2/8/2024	Subway Station	Manhattan
3	2/8/2024	NYC College Of Technology Tabling	Brooklyn
3	2/9/2024	New York Penn Station	Manhattan
3	2/9/2024	PALS Recruitment Event	Queens
3	2/9/2024	Coney Island DMV	Brooklyn
3	2/10/2024	Education Seminar	Manhattan
3	2/11/2024	SSA Exam Tutorial	Brooklyn
3	2/11/2024	127 Penn Tabling	Brooklyn
3	2/11/2024	New Cathedral Church Tabling	Brooklyn
3	2/11/2024	Subway Station	Brooklyn
3	2/12/2024	Springfield Gardens DMV	Queens
3	2/12/2024	Harlem DMV	Manhattan
3	2/13/2024	Bay Plaza Mall	Bronx
3	2/13/2024	SSA Exam Tutorial	Manhattan
3	2/14/2024	Hostos Community College	Bronx
3	2/14/2024	City Point Complex Shopping Mall	Brooklyn
3	2/14/2024	Subway Station	Manhattan

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3	2/14/2024	Job Corps Job Fair	Brooklyn
3	2/15/2024	St. Raymond 2024 Career Day	Bronx
3	2/15/2024	New York Penn Station	Manhattan
3	2/15/2024	Bronx Borough President Vanessa L. Gibson Career Fair	Bronx
3	2/16/2024	Arab American Law Enforcement Fraternal Association	Brooklyn
3	2/17/2024	Roosevelt Field Mall	N/A
3	2/18/2024	CCC LI Campus	N/A
3	2/18/2024	CCC Brooklyn Campus	Brooklyn
3	2/18/2024	First Corinthian Baptist Church	Manhattan
3	2/18/2024	United House of Prayer	Manhattan
3	2/19/2024	Kings Plaza Mall	Brooklyn
3	2/20/2024	Subway Station	Brooklyn
3	2/20/2024	P.O. Exam Tutorial	Manhattan
3	2/20/2024	NYC College Of Technology Tabling	Brooklyn
3	2/21/2024	Recruitment Event in collaboration with the Pulaski Society	Queens
3	2/21/2024	Subway Station	Queens
3	2/21/2024	St. Francis College Career Fair	Brooklyn
3	2/21/2024	Powerlifting & Basketball Competition	Queens
3	2/21/2024	P.O. Exam Tutorial	Bronx
3	2/22/2024	Mega Job Fair	
3	2/22/2024	Post-Secondary Pathway Fair: Skills Expo	Manhattan
3	2/22/2024	Subway Station	Manhattan
3	2/23/2024	Richmond DMV	Staten Island
3	2/23/2024	Staten Island Mall	Staten Island
3	2/24/2024	Auto Larceny Initiative	Brooklyn
3	2/25/2024	Greater Allen AME	Queens
3	2/25/2024	P.O. Exam Tutorial	Brooklyn
3	2/26/2024	Bay Plaza Mall	Bronx
3	2/26/2024	New York Penn Station	Manhattan

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3	2/27/2024	CAB Job Fair	Brooklyn
3	2/27/2024	P.O. Exam Tutorial	Manhattan
3	2/27/2024	Whitehall Ferry Terminal	Manhattan
3	2/27/2024	Subway Station	Manhattan
3	2/28/2024	Community Boards 6 & 9 Job Fair	Queens
3	2/28/2024	City Point Complex Shopping Mall	Brooklyn
3	2/28/2024	P.O. Exam Tutorial	Queens
3	2/29/2024	Annual Pre-Ramadan Conference	Manhattan
3	2/29/2024	John Jay College Career & Internship Fair	Manhattan
3	3/1/2024	Harlem DMV	Manhattan
3	3/1/2024	Kings Plaza Mall	Brooklyn
3	3/2/2024	The 2024 Law Enforcement Exploring Winter Competition	Queens
3	3/3/2024	P.O. Exam Tutorial	Brooklyn
3	3/4/2024	Springfield Gardens DMV	Queens
3	3/5/2024	Touro College Career Fair	Manhattan
3	3/5/2024	Lehman College & Career Internship Fair 2024	Bronx
3	3/5/2024	P.O. Exam Tutorial	Manhattan
3	3/5/2024	Berkeley College Career Fair	Manhattan
3	3/6/2024	The Central Brooklyn Job Fair	Brooklyn
3	3/6/2024	P.O. Exam Tutorial	Staten Island
3	3/6/2024	2024 Career Discovery Day	Queens
3	3/6/2024	Hillcrest High School	Queens
3	3/7/2024	Monroe College Tabling	Bronx
3	3/7/2024	North of I-287 Job Fair	Brooklyn
3	3/8/2024	2nd Annual Campus College & Career Fair	Manhattan
3	3/8/2024	Westbury High School Career Fair	N/A
3	3/9/2024	Candidate Assessment Mentoring Program	Queens
3	3/10/2024	P.O. Exam Tutorial	Brooklyn
3	3/11/2024	P.S. 297 Job Fair	Brooklyn
3	3/12/2024	P.O. Exam Tutorial	Manhattan

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3	3/13/2024	SUNY Maritime Spring 2024 Career Fair	Bronx
3	3/13/2024	College & Career Fair	Brooklyn
3	3/13/2024	P.O. Exam Tutorial	Queens
3	3/13/2024	Monroe College Job & Internship Fair	Bronx
3	3/13/2024	2024 Annual Law Enforcement Recruitment Fair	N/A
3	3/14/2024	Nassau County Employment Expo 2024	N/A
3	3/14/2024	Archimedes Career Day	Bronx
3	3/14/2024	Trade & Career School Fair	Brooklyn
3	3/15/2024	DSS HRA ESSA Business Link Career Fair	Queens
3	3/15/2024	South Bronx Community HS College & Career Fair	Bronx
3	3/15/2024	AAPI Women's Empowerment Celebration	Manhattan
3	3/16/2024	Young Women's Leadership Conference	Brooklyn
3	3/17/2024	P.O. Exam Tutorial	Brooklyn
3	3/18/2024	Annual Transition Information Session	Queens
3	3/19/2024	Dominican University Job Fair	N/A
3	3/19/2024	CMP 2024 March Job Fair	Queens
3	3/19/2024	P.O. Exam Tutorial	Manhattan
3	3/20/2024	P.O. Exam Tutorial	Bronx
3	3/20/2024	The Eagle Academy for Young Men of Staten Island	Staten Island
3	3/20/2024	DSS-DHS Career Fair	Manhattan
3	3/20/2024	LaGuardia Community Job & Internship Fair	Queens
3	3/21/2024	Our Kids Place Rosedale	Queens
3	3/21/2024	Job Fair	N/A
3	3/21/2024	Brooklyn College Career Fair	Brooklyn
3	3/22/2024	Excelsior Preparatory High School Career Day	Queens
3	3/24/2024	Purim Event	Brooklyn
3	3/25/2024	New Hope Family Job Fair	Brooklyn
3	3/25/2024	Bronx Hiring Hall	Bronx
3	3/26/2024	Kingsborough Community College	Brooklyn
3	3/26/2024	College & Career Fair	Bronx

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3	3/26/2024	Community Affairs Job Fair	N/A
3	3/27/2024	Brownsville Hiring Hall	Brooklyn
3	3/27/2024	York College Spring Career & Internship Fair	Queens
3	3/27/2024	Hostos Community College Career Expo	Bronx
3	3/28/2024	NYPD CAB Resource Fair	Manhattan
3	3/28/2024	Monroe College Tabling	Bronx
3	3/28/2024	Shop Talk	Queens
3	3/29/2024	Manhattan Hiring Hall	Manhattan
3	3/30/2024	Easter Resource Fair	Bronx
3	3/31/2024	Auto Show	Manhattan

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**

C. Recruitment Sources

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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

Q3:

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.]

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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___

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: 42 College Aides

Race/Ethnicity* [#s]: Black 11 Hispanic 15 Asian/Pacific Islander 10 Native American 1 White 5 Two or more Races___
NA/Alsk___

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Gender* [#s]: M 17 F 25 N-B ___ O ___ U ___

6. Other (specify) Total: 12 Unpaid Interns

Race/Ethnicity* [#s]: Black 1 Hispanic 5 Asian/Pacific Islander ___ Native American ___ White 6 Two or more Races ___

Gender* [#s]: M 2 F 10 N-B ___ O ___ U ___

7. Other (specify) Total: 4 CareerWise Apprentice Program (Paid High School Apprentices)

Race/Ethnicity* [#s]: Black 2 Hispanic 2 Asian/Pacific Islander ___ Native American ___ White ___ Two or more Races ___

Gender* [#s]: M 1 F 3 N-B ___ O ___ U ___

Additional comments:

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VI. Selection (Hiring and Promotion)

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

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

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

The 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.

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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	# <u>371</u>	# <u>1031</u>	# <u>811</u>
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)

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Database:

Q1: Yes No

Q2: Yes No

Q3: Yes No

Q4: Yes No

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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).

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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.

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Appendix A: EEO Personnel Details

EEO Personnel For 3rd Quarter, FY 2024

Personnel Changes

Personnel Changes this Quarter: <input type="checkbox"/> No Changes		Number of Additions: 3	Number of Deletions: 4
Employee's Name & Title	1. Comm Assoc Kiah Clarke	2. Sgt. Brian Koo	3. Sgt. Michael Cascone
Nature of change	<input type="checkbox"/> Addition <input checked="" type="checkbox"/> Deletion	<input type="checkbox"/> Addition <input checked="" type="checkbox"/> Deletion	<input type="checkbox"/> Addition <input checked="" type="checkbox"/> Deletion
Date of Change in EEO Role	Start Date or Termination Date: 03/30/24	Start Date or Termination Date: 02/12/24	Start Date or Termination Date: 03/11/2024
Employee's Name & Title	4. PAA Shahadat Hossain	5. PO Crystal Flores	6. Lt. Danielle PodluckyStJacques
Nature of change	<input type="checkbox"/> Addition <input checked="" 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: 03/04/24	Start Date or Termination Date: 03/26/24	Start Date or Termination Date: 03/07/24
For New EEO Professionals:			
Name & Title	PO Crystal Flores	Sgt. Arnaldo Simo	Lt. Danielle PodluckyJacques
EEO Function	<input type="checkbox"/> EEO Officer <input type="checkbox"/> EEO Counselor <input checked="" type="checkbox"/> EEO Trainer <input type="checkbox"/> EEO Investigator <input type="checkbox"/> 55-a Coordinator <input type="checkbox"/> Other: Women's Institute	<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: Research & Eval.	<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 Instit/Mentoring
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			
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 checked="" type="checkbox"/> Other: (specify)

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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 %):
Personnel Changes this Quarter: <input type="checkbox"/> No Changes		Number of Additions: 3	Number of Deletions: 4
Employee's Name & Title	7. Sgt. Arnaldo Simo	8.	9.
Nature of change	<input checked="" 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: 03/13/24	Start Date or Termination Date:	Start Date or Termination Date:
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:
For New EEO Professionals:			
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 %):

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EEO Training Completed within the Last two years, including the current quarter (EEO and D&I Officers, Deputies, and all new EEO Professionals):

Name & EEO Role	1. Crystal Flores	2. Arnaldo Simo	3. Danielle Podlucky
Completed EEO Trainings:			
1. Everybody Matters-EEO and D&I	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
2. Sexual Harassment Prevention	<input 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 checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
6. Microaggressions	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No
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

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EEO Personnel Training Continued:

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

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

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

MAILING ADDRESS: 375 Pearl Street, 15th Floor Suite 4, New York, 10038

Diversity and EEO Staffing as of 3rd Quarter FY 2024*

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

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ADA Coordinator	<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>
Disability Rights Coordinator	<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>
Disability Services Facilitator	<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>
55-a Coordinator	<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>
Career Counselor	<u>Daniel Dooley, Inspector, Office of Professional Development</u>	Inspector	<u>100%</u>	<u>DanielDooley@nypd.org</u>	<u>646-610-7862</u>
EEO Counselor					
EEO Investigator					
EEO Counselor\ Investigator					
Investigator/Trainer					
EEO Training Liaison	<u>John Hubbard, Lieutenant, Equity and Inclusion</u>	Lieutenant	<u>100%</u>	<u>John.Hubbard@nypd.org</u>	<u>646-610-6594</u>
Other (specify)					
Other (specify)					

* Please note changes (new personnel filling the specified role). You may insert additional entries as needed. Title refers to the civil service title. If there is an

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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.

<u>AGENCY EEO AND DIVERSITY PERSONNEL</u>					
Name of Agency: <u>POLICE DEPARTMENT</u>					
<u>3rd Quarter FY 2024</u>					
<u>Name</u>	<u>Title</u>	<u>EEO\Diversity Role</u>	<u>Percentage of Time (%) Spent in EEO\Diversity Functions</u>	<u>E-mail Address</u>	<u>Telephone #</u>
-					
<u>GARCIA, WENDY</u>	<u>DEPUTY COMMISSIONER, EQUITY AND INCLUSION</u>	<u>CHIEF EEO OFFICER</u>	<u>100%</u>	WENDY.GARCIA@NYPD.ORG	<u>646-610-8139</u>
<u>CHEN, NANHAO</u>	<u>LIEUTENANT</u>	<u>INVESTIGATOR TEAM LEADER - TEAM 1</u>	<u>100%</u>	NANHAO.CHEN@NYPD.ORG	<u>646-610-5330</u>
<u>SMITH, MARIE</u>	<u>SERGEANT</u>	<u>SUPERVISOR/INVESTIGATOR</u>	<u>100%</u>	MARIE.SMITH@NYPD.ORG	<u>646-610-5330</u>
<u>DEJESUS, ELIXANDRA</u>	<u>DETECTIVE</u>	<u>INVESTIGATOR</u>	<u>100%</u>	ELIXANDRA.DEJESUS@NYPD.ORG	<u>646-610-5330</u>
<u>WONG, MATTHEW</u>	<u>SERGEANT</u>	<u>SUPERVISOR/INVESTIGATOR</u>	<u>100%</u>	MATTHEW.WONG@NYPD.ORG	<u>646-610-5330</u>
<u>ROLON, RAUL</u>	<u>DETECTIVE</u>	<u>INVESTIGATOR</u>	<u>100%</u>	RAUL.ROLON@NYPD.ORG	<u>646-610-</u>

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					<u>5330</u>
<u>HUBBARD, JOHN</u>	<u>SERGEANT</u>	<u>TRAINING LIAISON</u>	<u>100%</u>	<u>JOHN.HUBBARD@NYPD.ORG</u>	<u>646-610-5072</u>
<u>GONZALEZ, DAWN</u>	<u>PRINCIPAL ADMIN. ASSOC.</u>	<u>ADMINISTRATIVE SUPPORT</u>	<u>100%</u>	<u>DAWN.GONZALEZ@NYPD.ORG</u>	<u>646-610-5330</u>
<u>HAWKINS, KIM</u>	<u>POLICE ADMIN. AIDE</u>	<u>ADMINISTRATIVE SUPPORT</u>	<u>100%</u>	<u>KIM.HAWKINS@NYPD.ORG</u>	<u>646-610-5072</u>
<u>ULYSSE, BRIAN J.</u>	<u>ADMINISTRATIVE STAFF ANALYST II</u>	<u>RESEARCH& EVALUATION</u>	<u>100%</u>	<u>BRIAN.ULYSSE@NYPD.ORG</u>	<u>646-610-5330</u>
<u>PERRY, LEAH</u>	<u>ADMINISTRATIVE MANAGER</u>	<u>ADMINISTRATIVE SUPPORT</u>	<u>100%</u>	<u>LEAH.PERRY@NYPD.ORG</u>	<u>646-610-8139</u>
<u>FELICIANO, JOAN</u>	<u>SR. POLICE ADMIN. AIDE</u>	<u>ADMINISTRATIVE SUPPORT</u>	<u>100%</u>	<u>JOAN.FELICIANO@NYPD.ORG</u>	<u>646-610-5330</u>
<u>PEREZ, KATHY</u>	<u>DETECTIVE</u>	<u>REASONABLE ACCOMMODATIONS</u>	<u>100%</u>	<u>KATHY.PEREZ@NYPD.ORG</u>	<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>	<u>JUSTINE.BILLUPS@NYPD.ORG</u>	<u>646-610-8139</u>
<u>CORRADO, CRYSTALLEE</u>	<u>SERGEANT</u>	<u>REASONABLE ACCOMMODATIONS SPECIALIST</u>	<u>100%</u>	<u>CRYSTALLEE.CORRADO@NYPD.ORG</u>	<u>646-610-5072</u>
<u>WILLIAMS, SHAWANN</u>	<u>ADMINISTRATIVE MANAGER</u>	<u>ADMINISTRATIVE SUPPORT</u>	<u>100%</u>	<u>SHAWANN.WILLIAMS@NYPD.ORG</u>	<u>646-610-8139</u>
<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>JORDAN.FARNHAM@NYPD.ORG</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>TYRICE.MILLER@NYPD.ORG</u>	<u>646-610-5330</u>

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<u>LEREBOURS, LUIS</u>	<u>LIEUTENANT</u>	<u>OFFICE OF EQUITY INCLUSION LIEUTENANT</u>	<u>100%</u>	LUIS.LEREBOURS@NYPD.ORG	<u>646-610-5072</u>
<u>VEGA, NELLY</u>	<u>SERGEANT</u>	<u>TRAINING</u>	<u>100%</u>	NELLY.VEGA@NYPD.ORG	<u>646-610-5072</u>
<u>CARVAJAL, JOSUE</u>	<u>SERGEANT</u>	<u>REASONABLE ACCOMMODATION SPECIALIST</u>	<u>100%</u>	JOSUE.CARVAJAL@NYPD.ORG	<u>646-610-5072</u>
<u>PEREZ, STEPHANIE</u>	<u>DETECTIVE</u>	<u>INVESTIGATOR</u>	<u>100%</u>	STEPHANIE.PEREZ@NYPD.ORG	<u>646-610-5330</u>
<u>DORSEY, WAYNE</u>	<u>DETECTIVE</u>	<u>RESEARCH & EVALUATION</u>	<u>100%</u>	WAYNE.DORSEY@NYPD.ORG	<u>646-610-8139</u>
<u>HAMPTON, DORTHEA</u>	<u>ADMINISTRATIVE MANAGER</u>	<u>EEO LIAISON COORDINATOR/EEO COUNSELOR</u>	<u>100%</u>	DORTHEA.HAMPTON@NYPD.ORG	<u>646-610-5072</u>
<u>SKRICHAK, HELEN</u>	<u>SERGEANT</u>	<u>TRAINING</u>	<u>100%</u>	HELEN.SKIRCHAK@NYPD.ORG	<u>646-610-5072</u>
<u>CHOUDHURY, MOHAMMED</u>	<u>SERGEANT</u>	<u>WOMEN'S INSTITUTE/MENTORING UNIT</u>	<u>100%</u>	MOHAMMED.CHOUDHURY@NYPD.ORG	<u>646-610-6501</u>
<u>WILSON, RACQUELL</u>	<u>LIEUTENANT</u>	<u>OUTREACH & ENGAGEMENT</u>	<u>100%</u>	RACQUELL.WILSON@NYPD.ORG	<u>646-610-8139</u>
<u>FIELDS, MONIQUE</u>	<u>POLICE ADMINISTRATIVE AIDE</u>	<u>ADMINISTRATIVE SUPPORT</u>	<u>100%</u>	MONIQUE.FIELDS@NYPD.ORG	<u>646-610-7359</u>
<u>ELSOKARY, AML</u>	<u>SERGEANT</u>	<u>INVESTIGATOR</u>	<u>100%</u>	AML.ELSOKARY@NYPD.ORG	<u>646-610-5330</u>
<u>BETHEL, JOVONA</u>	<u>ADMINISTRATIVE STAFF ANALYST</u>	<u>WOMEN'S INSTITUTE</u>	<u>100%</u>	JOVONA.BETHEL@NYPD.ORG	<u>646-610-8139</u>
<u>SORIANO, AMAURY</u>	<u>LIEUTENANT</u>	<u>INVESTIGATOR TEAM LEADER - TEAM 2</u>	<u>100%</u>	AMAURY.SORIANO@NYPD.ORG	<u>646-610-5330</u>

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<u>ALTAHERI, JAMIEL</u>	<u>DEPUTY INSPECTOR</u>	<u>COMMANDING OFFICER, EQUITY & INCLUSION</u>	<u>100%</u>	JAMIEL.ALTAHERI@NYPD.ORG	<u>646-610-8139</u>
<u>ZORILLA-ARISTY, DINORAH MIGUELINA</u>	<u>ASSISTANT COMMISSIONER EEO</u>	<u>ASSISTANT COMMISSIONER EEO</u>	<u>100%</u>	DINORAH.ARISTY@NYPD.ORG	<u>646-610-8139</u>
<u>GOMEZ, TATIANA</u>	<u>SERGEANT</u>	<u>INVESTIGATOR</u>	<u>100%</u>	TATIANA.GOMEZ@NYPD.ORG	<u>646-610-5330</u>
<u>PARKER, CAILAH</u>	<u>ASSOC PUB INFO SPEC</u>	<u>SOCIAL MEDIA SPECIALIST</u>	<u>100%</u>	CAILAH.PARKER@NYPD.ORG	<u>646-610-8139</u>
<u>MAGRIZ, RACHEL</u>	<u>POLICE OFFICER</u>	<u>OUTREACH & ENGAGEMENT</u>	<u>100%</u>	RACHEL.MAGRIZ@NYPD.ORG	<u>646-610-8139</u>
<u>BORIA, CHRISTOPHER</u>	<u>SERGEANT</u>	<u>INVESTIGATOR</u>	<u>100%</u>	CHRISTOPHER.BORIA@NYPD.ORG	<u>646-610-5330</u>
<u>JOSEPH. EDDY</u>	<u>SERGEANT</u>	<u>INVESTIGATOR</u>	<u>100%</u>	EDDY.JOSEPH@NYPD.ORG	<u>646-610-5330</u>
<u>MONTES DE OCA, GUS</u>	<u>SERGEANT</u>	<u>INVESTIGATOR</u>	<u>100%</u>	GUSTAVO.MONTESDEOCA@NYPD.ORG	<u>646-610-5330</u>
<u>MARTINEZ, CAROLINA</u>	<u>POLICE OFFICER</u>	<u>RA SPECIALIST</u>	<u>100%</u>	CAROLINA.MARTINEZ@NYPD.ORG	<u>646-610-5072</u>
<u>DARLINGTON, KENNETH</u>	<u>POLICE OFFICER</u>	<u>RA SPECIALIST</u>	<u>100%</u>	KENNETH.DARLINGTON@NYPD.ORG	<u>646-610-5072</u>
<u>YAN, FIONA</u>	<u>COMMUNITY COORDINATOR</u>	<u>SUPPLIER DIVERSITY</u>	<u>100%</u>	FIONA.YAN@NYPD.ORG	<u>646-610-8139</u>
<u>JUNIOUS, SHURLAND</u>	<u>POLICE OFFICER</u>	<u>WOMEN'S INSTITUTE/MENTORING UNIT</u>	<u>100%</u>	SHURLAND.JUNIOUS@NYPD.ORG	<u>646-610-8139</u>
<u>FLORES, CRYSTAL</u>	<u>POLICE OFFICER</u>	<u>TRAINING</u>	<u>100%</u>	CRYSTAL.FLORES@NYPD.ORG	<u>646-610-5072</u>
<u>PODLUCKYSTJACQUES, DANIELLE</u>	<u>LIEUTENANT</u>	<u>WOMEN'S INSTITUTE/MENTORING UNIT</u>	<u>100%</u>	DANIELLE.PODLUCKYSTJACQUES	<u>646-610-8139</u>

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<u>SIMO, ARNALDO</u>	<u>SERGEANT</u>	<u>RESEARCH& EVALUATION</u>	<u>100%</u>	ARNALDO.SIMO@NYPD.ORG	<u>646-610-8139</u>
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