



## Legislation Text

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Int. No. 1512-A

By Council Members Dromm, The Speaker (Council Member Mark-Viverito), Levin, Salamanca, Cumbo, Menchaca, Rosenthal, Rose, Koslowitz, Kallos, Rodriguez and Constantinides

A Local Law to amend the administrative code of the city of New York, in relation to training for city agencies to promote gender and racial equity

Be it enacted by the Council as follows:

Section 1. Chapter 1 of title 3 of the administrative code of the city of New York is amended by adding a new section 3-161 to subchapter 6 to read as follows:

§ 3-161 Gender and racial equity training. a. Definitions. For the purposes of this section, the following terms have the following meanings:

Gender. The term “gender” includes actual or perceived sex and shall also include a person’s gender identity, self-image, appearance, behavior, or expression, whether or not that gender identity, self-image, appearance, behavior or expression is different from that traditionally associated with the legal sex assigned to that person at birth.

Cultural competency. The term “cultural competency” means knowledge and skills that enable a person to appreciate, understand and interact with members of diverse populations within the local community.

Relevant city agencies. The term “relevant city agencies” means the department of health and mental hygiene, the administration for children’s services, the department of social services and any other agencies designated by the mayor.

b. Training. Not later than July 15, 2020, the relevant city agencies shall provide all employees with trainings on all of the following: implicit bias, discrimination, cultural competency and structural inequity,

including with respect to gender, race and sexual orientation, and on how these factors impact the work of such agencies.

§ 2. This local law takes effect immediately.

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