



City of New York Parks & Recreation



New York City Council
Committee on Civil Rights
Committee on Parks & Recreation

Oversight - Update: Going Forward After Wright vs. Stern

October 20, 2009

**Testimony by
Robert Garafola
Deputy Commissioner for Management and Budget**

INTRODUCTION

This morning, I want to discuss with you how the New York City Department of Parks and Recreation is growing a diverse and qualified workforce and promoting a culture of opportunity, diversity and transparency within the agency. Parks is confident that it is meeting our goals and the obligations set forth in the consent decree and stipulation.

BACKGROUND ON WRIGHT VS. STERN

As many of you know, in the spring of 2008, the Law Department and Parks concluded an employment discrimination case which commenced more than ten years ago against Parks and former Commissioner Henry Stern. In resolving this litigation, Parks has codified a number of employment practices that were initiated under Commissioner Benepe's tenure.

The litigation was resolved in two phases. First, after Parks voluntarily adopted a written posting and interview policy in 2004, the Federal government proposed settling its lawsuit against Parks. Parks and the Federal government subsequently entered into a settlement agreement, known as the Consent Decree, in 2005. Parks successfully met with all the requirements of the Consent Decree. Significant steps taken by Parks under the Consent Decree included submitting bi-annual Compliance Reports to the U.S. Attorneys' Office, tracking in-house titles, offering managerial training courses and designating career counselors in each borough. Parks also launched a campaign to ensure the timely submission of performance evaluations. Further, the EEO office was charged with the responsibility of offering EEO training to thousands of Parks employees and training EEO counselors.

Second, the class action lawsuit was settled in 2008, resulting in a Stipulation entered into on May 15 of that year. Most of the requirements under the Consent Decree were folded into the Stipulation and many new requirements were added. Just as Parks complied with the Consent Decree, we are complying with the Stipulation. While, we will cover many of these items in more detail below, some of the new elements include a post-complaint follow-up by the EEO

office, the establishment of an Advisory Committee, the implementation of a year-long management training program, training of interview panel members and the adoption of a statistically close scoring method in interviews. Moreover, Parks was required to conduct an adverse impact type study. Parks now includes "recreation leadership" as qualifying experience for advancement to the titles of Parks and Recreation Manager, Director of Regional Joint Interest Parks, Deputy Chief of Operations and Chief of Operations. With regard to salaries, Parks increased the salaries of Chiefs and Deputy Chiefs of Recreation as well as Center Managers. Finally, Parks conducts regular salary reviews to ensure pay equity among similarly situated employees and has promoted five of the named plaintiffs.

EEO INFRASTRUCTURE

Parks is the chief steward of the City's parkland. Our agency is charged with caring for nearly 29,000 acres of land — 14 percent of New York City. In addition to the more than 5,000 individual properties ranging from flagship parks to community gardens and Greenstreets, we operate playgrounds, public pools, recreational facilities, nature centers, golf courses, and 14 miles of beaches. We look after 600,000 street trees and 2 million park trees. We are New York City's principal providers of recreational and athletic facilities and programs. We are home to free concerts, world-class special events, and cultural festivals. In short, we play a central role in the quality of life for the citizens of this great city.

In the winter, the Parks Department has about 5,700 employees, while in the summer we grow to more than of 10,000 employees including summer seasonals. This includes up to 3,500 participants from the Parks Opportunity Program (POP), a transitional jobs training program. POP trainees are placed in paid six-month work assignments throughout the Parks Department. In addition to this hands-on work experience, JTPs spend one day of their paid work-week in employment skills counseling, job search, training and education classes. These supportive services help trainees overcome barriers to employment. Since its inception POP has connected over 10,000 trainees to jobs.

Regardless of the season, we are always working to maintain and operate New York City's parks and recreational facilities to serve New Yorkers. A qualified and diverse Parks workforce is pivotal to our success. The agency has made it a priority to maintain a proactive and transparent hiring process and Equal Employment Opportunity (EEO) infrastructure in order to strengthen the framework necessary to promote diversity. This infrastructure consists of a strong and active EEO office, a fair and open recruitment process and widely available opportunities for professional growth. We take developing an open and diverse culture at Parks very seriously and have established hiring and promotion policies to ensure that all of our employees have a fair chance to advance their careers.

Parks enforces the Federal, State, and City law and the City's EEO Policy to ensure that all practices regarding recruitment, selection, hiring, work assignments, salary compensation, career development, transfers and discipline are free of discrimination. The EEO Policy protects our staff and job applicants from discrimination based on race, religion, gender, age, disability, sexual orientation and other protected categories.

Today, I want to tell you a bit more about the policies and practices we've put in place to build and maintain a culture of diversity and opportunity within Parks.

PROMOTIONAL OPPORTUNITIES AND RECRUITMENT

More than ever, to grow an excellent workforce, we are relying on promoting qualified people from within the agency. We vigorously publicize our job openings from within. All job openings are posted internally on our Parks intranet, listed in our employee newsletter, the *Daily Plant*, and sent out via email in agency-wide email blasts. For those without internet access, job openings are posted on bulletin boards in Parks buildings and Recreation Centers throughout the five boroughs and are available for review at the Central Personnel office. The Personnel office runs a Job Hotline, which allows employees 24/7 access to information about current openings. As a result of these practices, Parks employees are exposed to new opportunities for career advancement.

When we are unable to fill a job vacancy internally, we cast a wide recruitment net in a variety of local and national markets. These outreach networks include MonsterTrak, Idealist, and the *Historically Black Colleges and Universities* (HBCU), which targets institutions of higher learning. Additionally, we post in publications such as Amsterdam News, the Daily News, El Diario and the New York Times. We're covering all the bases to ensure that we attract a diverse and qualified applicant pool.

EEO TRAINING

At the center of our efforts is the EEO Office. In calendar year 2008, our EEO office trained over 1,920 employees in 57 training sessions that consists of a 90-minute session covering such topics as harassment, discrimination and reasonable accommodation. That's more than one training per week. For calendar year 2009, we've already trained almost 800 employees. In addition to live sessions for staff, our management level employees are able to receive supplemental EEO training online. The EEO office is headed by Ricardo Granderson. He has been with Parks for 5 years, and he reports directly to the Commissioner. The EEO office works to ensure that Parks is an equal opportunity employer, committed to full compliance with federal, state, and local laws prohibiting employment discrimination and sexual harassment, and affording reasonable accommodations while at Parks.

EEO COUNSELORS

Parks has designated and trained 12 EEO Counselors to ensure that Parks employees are able to address any EEO needs and concerns in a safe and confidential environment. The EEO Counselors work in a variety of offices and parks within the Department, including Citywide Operations, the Parks Opportunity Program, Queens Special Events, and the Staten Island Greenbelt. Their responsibilities include documenting complaints, conducting initial investigations, and providing options for the resolution of complaints both in house and with outside agencies. The EEO Counselors meet with Ricardo Granderson quarterly to cover the topics in the DCAS EEO manual as well as any other relevant and topical issues. Those topics

cover ways to identify and prevent sexual harassment, retaliation, hostile work environment, strategies for investigating complaints, review of current cases for perspective and comment.

EEO Counselors refer complaints to Ricardo Granderson at the EEO Office to ensure they are addressed expeditiously. The EEO Office usually completes an investigation within 40 days, which is significantly less than the 90-day standard set by the Consent Decree and the Equal Employment Opportunity Commission (EEOC). Besides investigations into direct discrimination allegations, the EEO Office and its counselors offer support to employees with work related conflicts, and make the appropriate referrals or remedy the complaint at an early stage.

It is interesting to note that while the EEO Office receives large numbers of inquiries, most do not involve race discrimination, or any other forms of discrimination for that matter, but involve workplace related issues remedied by the EEO Office through counseling, dispute resolution, and/or other agency action.

Moreover, it is telling that in the past five years, of the 101 external complaints filed with outside agencies such as the EEOC, State Department of Human Rights or City Commission on Human Rights, only four received probable cause findings, none of which involve race discrimination.

CAREER DEVELOPMENT

The Parks Department has a training academy in Flushing Meadows Corona Park, Queens. Courses taught in 2008-2009 include: Supervisory Skills Training, Oral Presentation and Public Speaking Classes, Conflict Resolution, Time Management and Leadership skills training. From October 2008 to September 2009, the Parks Academy trained over 10,000 Parks employees.

This year, the Parks Academy re-introduced a year-long Leadership Training program to employees interested in becoming managers at Parks. This program provides Parks employees with training to hone their skills so they may grow and excel within the agency. Some of the topics covered are writing skills, interpersonal communication skills, leadership skills, interviewing skills, EEO policies, and public speaking, as well as providing an overview of the Agency and its divisions. The class began on January 27, 2009 with 28 participants, at least half of whom are African American and Hispanic. The participants meet approximately once a month. To date, ten classes have been conducted with four remaining classes scheduled before the end of 2009. We are looking forward to continuing and expanding this program and seeing these Parks employees take significant leadership roles in the agency in the years to come.

In addition, Parks sends employees to be trained at the Citywide Training Center run through the Department of Citywide Administrative Services (DCAS). The Citywide Training Center offers professional development courses year-round. Classes taken by Parks Employees at the Center in 2008 and 2009 include: Successful Letter and Memo Writing, Effective Office Management for Today's Workplace, Business Writing Clarity, and Delivering Quality In-Person Customer Service. From October 2008 to September 2009, 197 Parks employees attended classes at the Citywide Training Center.

Furthermore, Parks encourages its employees to pursue professional development through Citywide Organizational & Executive Development Programs. These programs—administered

through the Department of Citywide Administrative Services (DCAS)—provide specialized development opportunities for seasoned executives and emerging leaders in City government. Programs include the Leadership Institute, a training program for middle to high level managers, and the Management Academy, a program that trains technical employees to grow into management roles in the agency. Additionally, for 2009-2010, DCAS has developed a new program—the NEXUS Institute—in which Parks employees will be enrolled.

CAREER COUNSELORS

With a focus on growing the careers of our own workforce, Parks Personnel has designated six trained career counselors—one in each borough and one in our central office. Career counselors meet with employees to discuss their career paths within Parks. Based on the information provided to them by the employee, counselors provide beneficial information on the “civil service career ladders” in Parks, how vacancies are filled, the agency’s policy on transfers, upcoming civil service exams, and training opportunities through the Parks Academy and DCAS. The names and contact information of the six career counselors have been publicized by Personnel and on the Parks Intranet. Counselors are predominantly a district manager, a chief of operations or a chief of administrative services within their respective borough. The designated Counselors are highly knowledgeable of the various opportunities, career ladders, titles and trainings within the agency. Additionally, upon meeting with an employee, Career Counselors are required to record the employee’s name, title, career goals, and any questions asked during the session onto a standardized career consultation form that is collected and maintained by the Director of Personnel.

STRUCTURED INTERVIEW TRAININGS

To further ensure that our hiring process is fair and professional, Industrial Psychologist Cathy Cline was hired to work with Parks Personnel and Training division to develop a “structured interview training” curriculum. The Director of Personnel, the Deputy Director of Personnel and the Director of Training use this curriculum to train prospective interview panelists on objective decision-making skills and the importance of consistent questioning and scoring among panel members. The training is one day long with the second half of the day focused on putting lessons into practice through mock interview exercises. In fiscal year 2009, we conducted 11 trainings for 255 participants. All interview materials and questions, as well as the composition of the hiring panels, are reviewed and signed off by the agency’s EEO Officer, Ricardo Granderson. Those who have completed the training are now better qualified to conduct objective and fair interviews.

CONTENT VALIDITY STUDY

To address an issue regarding one of the requirements under the stipulation, Parks agreed to hire a consultant to perform a content validity study as a demonstration of our good faith and commitment to diversity, even though we felt we were not required to do so under the terms of the stipulation. In the simplest form, a content validity study develops interview questions that are directly related to the knowledge, skills and abilities required for a position. The content

validity study will cover the important position of Parks and Recreation Manager. Parks has received responses to its request for proposals and will begin interviewing proposing firms next month.

PAY EQUITY REVIEWS

Under the stipulation, Parks' Assistant Commissioner for Budget and Fiscal Management conducts a pay equity study upon the event of a new hire, a promotion, or an individual complaint of salary disparity. In those studies Parks reviews the pay rates of similarly situated employees to ensure pay fairness. From May 2008 to the present, Parks instituted 25 raises for class members and 28 raises for females. Most of these were based on our own proactive reviews of salaries, rather than complaints.

ADVISORY COMMITTEE

To address employment discrimination and retaliation concerns, Parks established an Advisory Committee, which has met four times since September 2008. The Committee is chaired by General Counsel Alessandro Olivieri. Additionally, Parks' EEO Officer Ricardo Granderson is on the committee with 3 class member representatives. At these meetings there has been an exchange of ideas and useful dialogue to ensure that Parks has a culture that embraces and promotes opportunity and diversity. At the request of the committee, Parks further clarified the role of the Parks Advocate's office compared to the EEO office through a variety of presentations, conducted a review of seasonal Crew Chief step-up appointments, evaluated an individual job selection, and explored additional training opportunities. Recently, three members of the committee resigned. While we regret their decision, we have moved quickly to appoint new members based, in part, on the outgoing members' recommendations. We have already held a coordinating meeting with the new members and are scheduling a formal meeting for early November. We look forward to an active and vibrant dialogue through the auspices of the committee.

CONCLUSION

We at Parks are proud of the work we are doing to cultivate and maintain a qualified and diverse workforce. Our agency boasts a comprehensive infrastructure to support and train our employees so that they can best serve New Yorkers in all five boroughs. The Parks Commissioner and the highest levels of leadership at this agency are committed to promoting a culture of opportunity, diversity and fairness. These sound policies and practices have helped us attract and maintain a diverse workforce at all levels and develop an infrastructure that enforces equal employment practices and encourages an atmosphere of opportunity and career development.

Parks is confident that it is meeting our goal of establishing a culture of opportunity and the obligations set forth in the consent decree and stipulation. We believe that fostering a diverse work environment is of critical important for this agency and we remain committed to this mission.

Testimony by ReNika Moore
Assistant Counsel,
NAACP Legal Defense & Educational Fund, Inc.
(Co-counsel for the plaintiffs in *Wright v. Stern*)

Oversight Hearing: “More Than One Year After Wright v. Stern:
Ensuring No Future Discrimination in the Parks Department.”

Before the Committee on Civil Rights and the
Committee on Parks and Recreation

Tuesday, October 20, 2009
1:30 p.m.
City Hall, New York, NY

Good Afternoon Chairman Seabrook and Chairwoman Foster, and members of the Committee on Civil Rights and the Committee on Parks and Recreation. Thank you for the invitation to testify here today. My name is ReNika Moore and I am Assistant Counsel with the NAACP Legal Defense & Educational Fund, Inc.

The Legal Defense Fund is the nation's oldest civil rights legal organization. We were founded by Thurgood Marshall here in New York City, and we have challenged racial discrimination against African Americans and other people of color for over sixty years. Along with our co-counsel, the Legal Defense Fund represents the plaintiffs in the *Wright v. Stern* lawsuit.

The *Wright v. Stern* lawsuit settled a year-and-a-half ago, and I am here to speak about the Parks Department's compliance with the settlement. While we acknowledge that the Parks Department has—with some exceptions—followed the letter of the settlement, we believe the Department has gone no farther than what is required. We question their true commitment to remedying the wrongs of the past and ensuring a workplace free from discrimination and because of this we have serious concerns about continued obstacles faced by workers of color within the Department.

My remarks today will address: (1) our areas of concern regarding the Department's compliance with the settlement; (2) the challenges to EEO enforcement in other City agencies; and (3) what the City can do to address these challenges.

Let me begin with some background on *Wright v. Stern*. This lawsuit was filed by African American and Hispanic Parks workers in 2001 to challenge widespread discrimination in pay, promotion, racially segregated job assignments, and routine retaliation against classmembers who complained of discrimination. After more than six years of divisive litigation and a year of intense mediation, the plaintiffs and the City

reached a settlement in May 2008 that provided for comprehensive changes to the Parks Department's employment practices that were intended to ensure fair and equal job opportunities for all Parks workers regardless of race or ethnicity. The settlement also provided for more than \$12 million in backpay and compensatory damages to workers who had been discriminated against. At this time the settlement proceeds in large part have been distributed to all eligible classmembers who submitted releases within the established submission period. In total, approximately 2,275 classmembers received some monetary relief from the settlement.

The Parks Department has taken positive steps toward reducing discrimination but more is needed.

The Parks Department has met its reporting requirements under the settlement and taken a number of constructive steps toward improving equal opportunity, including revamping its process for filling job vacancies and reinstating a managerial training program that former Commissioner Stern had abolished. In July of this year, after we concluded that the Settlement's required adverse impact analysis conducted by Parks showed an impermissible selection rate for minorities, the City agreed to conduct a content validity study for the Parks Recreation Manager ("PRM") position. We were encouraged by the Parks Department's undertaking because of our concerns about ongoing discrimination in the interview and promotion process for managerial-level positions. However three months later, the City has yet to hire an expert to conduct the study, raising concerns about delays in the completion of the study. Such delays have real-life consequences for workers of color seeking these jobs but who are unfairly and unlawfully excluded.

There are other areas for concern. For example, the settlement called for the creation of an Advisory Committee, a five-person committee with representatives of the class, Parks' General Counsel and Parks' EEO officer. The Committee's purpose is to address employment discrimination and retaliation within the Department. In the Committee's first year, which came to a close this month, the class was represented by three of the named plaintiffs from *Wright v. Stern*, who together have more than 50 years of service to the Parks Department and led the effort to improve minority opportunities both from within the Department and through litigation. These three representatives resigned from the Advisory Committee earlier this month out of frustration and disappointment in the Advisory Committee and because they felt they were being subjected to retaliation because of their role on the Committee.

The classmembers on the Committee found that their questions, concerns, and suggestions were ignored or languished with no follow-up. They found that meetings were rushed without enough time to address all topics on the agenda. Class members on the Committee also felt targeted for retaliation because of their outspoken advocacy on behalf of minority workers. During their term on the Committee, two of the three classmembers were called in to the Park's Advocate's Office or the Department of Investigation to respond to baseless accusations for infractions – infractions that, even if true, should not have warranted the full-scale investigations they were subjected to. Classmembers' questions about who made the complaints and their requests to review the evidence supporting the specious allegations went unanswered.

Furthermore, we have observed little progress since we first filed *Wright v. Stern*, in the numbers of African Americans and Hispanics in high level Parks Department positions. We continue to see all-white or nearly all-white pools of candidates

interviewed for Director-level and other high-ranking positions. For example, during the last reporting period, six white applicants and no minority applicants were interviewed for one Chief of Operations position, a historically all-white title, and only three white candidates and no minorities were interviewed for Director of Public Information. In many instances, Parks only posted the job vacancy in question once and did not repost the job nor did they open the position to external applicants despite the small number of applicants, particularly non-white applicants. In light of the history of under-representation of African Americans and Hispanics in these and other high-level positions, we believe Parks should take further steps to ensure at a minimum that a diverse pool of candidates is interviewed. Such steps include reposting of job announcements and training and recruiting qualified minority candidates where the applicant response is low and/or lacks any or very few applicants of color

In the hiring context, we know of at least one instance where the Department hired a white applicant from outside the Department despite Commissioner Benepe's prohibition on external hires.

Taken together, the overarching message conveyed by the Parks Department's actions since the settlement is that the Department is mechanically endeavoring to comply with the terms of the settlement without demonstrating a genuine commitment to improve EEO practices within the Department.

The City Council should act to eliminate discrimination in other City agencies.

Two key areas where the City could take important steps to improve equal access to employment are civil service exams and better maintenance and availability of EEO data.

Last year, when the Director-Counsel of the Legal Defense Fund addressed these two Committees, he stressed the need for New York City to reevaluate its civil service hiring process, and stop using poorly-designed written exams that do little to predict success on the job. Since then, we have even more proof of the need to reevaluate the City's civil service exams. As you are no doubt aware, this summer a federal judge in Brooklyn found that the New York City Fire Department's employment tests discriminated against and excluded hundreds of African-American and Hispanic firefighter candidates from the FDNY. The result is that of the City's firefighting force of 11,000, only 7% are African American and Hispanic – an embarrassingly low number for a city that is 50% African American and Hispanic. In another lawsuit that LDF is currently defending on appeal, the City relied on discriminatory civil service exams and recruitment practices in a manner that broadly excluded African Americans, Hispanics, and women from employment as Custodians and Custodian Engineers in the New York City public schools. For New York to make real progress in eradicating employment discrimination from City agencies, it must stop using outdated discriminatory exams that do not select the best people for the job. Moreover, the Supreme Court's recent decision in *Ricci v. DeStefano* preserves, and indeed encourages, employers to be deliberate in creating any selection process and the Court recognized that “employers’ voluntary compliance efforts...are essential to [our civil rights laws].” Therefore, rather than wasting millions of dollars defending discriminatory practices as the City is doing in the firefighter lawsuit, the City should be investing money and resources in developing fair, non-discriminatory, and job-related selection tools for hiring and promotions.

Finally, we cannot impress upon the Council enough, how crucial accuracy and transparency in EEO data are to the effective enforcement of EEO laws. New York

City's agencies come up woefully short on both fronts. For example, in the Parks litigation we found that the Department was using in-house titles to circumvent the civil service system, undermining the purpose of the civil service system to select the best individuals for positions regardless of race, gender, ethnicity or other protected category. The Parks Department is not alone, many other City agencies use "in-house" or "office" titles to manipulate the civil service system and employ antiquated data collection, reporting, and filing systems that make it impossible to identify which agencies are doing well at developing a diverse workforce from top to bottom and which agencies are struggling to offer jobs and promotions on a non-discriminatory basis. The City must collect better data on who seeks and holds what jobs, for how long, at what salaries, and who advances and who seems to be hitting a glass ceiling; and we, civil rights advocates, need to be able to obtain that data.

Thank you for the opportunity to testify before you today. While aggressively implementing the provisions of the *Wright v. Stern* settlement is an important first step in addressing discrimination in the Parks Department, I hope the Council is willing to pursue the additional measures I have suggested to confront race discrimination not only in the Parks Department but across all City agencies. The City owes its workers, at the least, a fair and equal opportunity to perform and advance in their jobs without regard to their race.



NEW YORK CITY
**HUMAN
RIGHTS
INITIATIVE**

AFFIRMING AND ADVANCING RIGHTS FOR ALL

**Testimony of Ejim Dike
New York City Human Rights Initiative (NYCHRI)
Ensuring No Future Discrimination at the Parks Department Hearing
Civil Rights and Parks Committees**

October 20, 2009

Good Afternoon,

My name is Ejim Dike and I am the Director of the Human Rights Project at the Urban Justice Center. I am testifying today on behalf of the New York City Human Rights Initiative, a coalition of over a hundred local human rights groups. Our coalition has been advocating for passage of a bill that will prevent discrimination in city agencies. Our members, including the NAACP LDF have endorsed Intro 731, the Human Rights in Government Operations Audit Law, a proactive antidiscrimination bill that was re-introduced in March 2008 by Council Member Helen Foster, and assigned to the Civil Rights Committee, chaired by Council Member Larry Seabrook, also co sponsor of Intro 731.

This hearing has been called because after several years of litigation it was concluded that the NYC Department of Parks and Recreation engaged in discriminatory practices against African American and Hispanic employees, and that a pattern of retaliation was found against employees who attempted to challenge these practices. As part of the settlement, the City has agreed to review its employment programs and to be more proactive in eliminating discrimination. Specifically, the settlement agreement reached with the Parks Department creates mechanisms for employees to obtain a review of salary differences that they believe are discriminatory, and to obtain adjustments in those salaries disparities are not justified. The City has also agreed to provide training to ensure that employees who apply for promotions are treated in a more fair and objective manner, and to examine the process by which managers are selected to safeguard against discrimination. These are all mechanisms that Intro 731 would institutionalize if passed.

The New York City Human Rights Initiative is a broad coalition of local, national, and international groups based in New York City. Coordinating organizations are: Human Rights Project at the Urban Justice Center (HRP-UJC), the Women of Color Policy Network (WOC PN), the New York Civil Liberties Union (NYCLU), and the New York Association for Gender Rights Advocacy (NYAGRA). For information, contact: our coordinator Tatiana Bejar at 646-602-5629 or tbejar@urbanjustice.org.

Intro 731 would help identify and remedy disparities in city employment and service delivery, in particular policies that have disproportionate negative effect on people of color and women as well as other protected classes under the New York City Human Rights law. Passage and implementation of Intro 731 will also prevent the kind of practices that led to the lawsuit against the Parks Department in the first place. Even though litigation is an important tool in achieving social justice, as a practical matter, many of the law suits against the New York City government could have been prevented if city agencies and their leadership had better information about their own programs and how they affect different populations.

Intro 731 was introduced in City Council and assigned to the Civil Rights Committee well over a year ago. To date, it has yet to be scheduled for a hearing. Coincidentally, staff from the City of San Francisco who testified at the first hearing on this bill in 2005 on their experience implementing a bill similar to Intro 731, were recently invited to meet with the Executive Director of White House Council on Women and Girls to provide technical assistance and information based on their experience in addressing gender inequalities.

We call on the members of the Civil Rights Committee, and the Speaker, to demonstrate the political will to eliminate discrimination and schedule an immediate hearing and a vote on Intro 731. Our appeal to you is to ensure passage of Intro 731 before the end of the year. The countless victims of discrimination cannot afford any more delays in action, and failure to vote on the bill this year will require that it be re-introduced again in the next legislative session. Let us not wait for yet another legislative session to see this bill passed. Thank you.

The New York City Human Rights Initiative is a broad coalition of local, national, and international groups based in New York City. Coordinating organizations are: Human Rights Project at the Urban Justice Center (HRP-UJC), the Women of Color Policy Network (WOCN), the New York Civil Liberties Union (NYCLU), and the New York Association for Gender Rights Advocacy (NYAGRA). For information, contact: our coordinator Tatiana Bejar at 646-602-5629 or tbejar@urbanjustice.org.

**THE COUNCIL
THE CITY OF NEW YORK**

Appearance Card

I intend to appear and speak on Int. No. _____ Res. No. _____
 in favor in opposition

Date: _____

(PLEASE PRINT)

Name: Renika Moore, NAACP - CDF

Address: 99 Hudson St, 16th Fl

I represent: Plaintiffs, Wright v. Stern

Address: _____

**THE COUNCIL
THE CITY OF NEW YORK**

Appearance Card

I intend to appear and speak on Int. No. 733 Res. No. _____
 in favor in opposition

Date: Oct 20, 2009

(PLEASE PRINT)

Name: EJIM DIKE

Address: _____

I represent: URBAN Justice Center / NYC Human Rights Initiative

Address: _____

**THE COUNCIL
THE CITY OF NEW YORK**

Appearance Card

I intend to appear and speak on Int. No. _____ Res. No. _____
 in favor in opposition

Date: 10/20/09

(PLEASE PRINT)

Name: Robert Garatola

Address: Deputy Commissioner

I represent: NYC Parks & Recreation

Address: _____

Please complete this card and return to the Sergeant-at-Arms

**THE COUNCIL
THE CITY OF NEW YORK**

Appearance Card

I intend to appear and speak on Int. No. _____ Res. No. _____
 in favor in opposition

Date: 10/20/09

(PLEASE PRINT)

Name: Ricardo Granderson

Address: EEO Officer

I represent: NYC Parks & Recreation

Address: _____

◆ Please complete this card and return to the Sergeant-at-Arms ◆

**THE COUNCIL
THE CITY OF NEW YORK**

Appearance Card

I intend to appear and speak on Int. No. _____ Res. No. _____
 in favor in opposition

Date: 10/20/09

(PLEASE PRINT)

Name: Alessandro Olivieri

Address: General Counsel

I represent: NYC Parks & Recreation

Address: _____

◆ Please complete this card and return to the Sergeant-at-Arms ◆