Committee on Fire and Emergency Management

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**THE COUNCIL**

**COMMITTEE REPORT OF THE GOVERNMENTAL AFFAIRS DIVISION**

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**COMMITTEE ON FIRE AND EMERGENCY MANAGEMENT**

**Joann Ariola, Chair**

November 3, 2022

**PROP. INT. NO. 516-A:** By The Speaker (Council Member Adams) and Council Members Abreu, Ung, Avilés, Restler, Won, Bottcher, Brooks-Powers, Velázquez, Krishnan, Farías, De La Rosa and Sanchez

**TITLE:** A Local Law to amend the administrative code of the city of New York, in relation to establishing a recruitment and retention plan for firefighters

**ADMIN. CODE:** Adds §15-144

**PROP. INT. NO. 519-A:** By Council Members Ariola, Hanif, Brewer, Avilés, Hudson, Velázquez, Brannan, Krishnan, Farías, De La Rosa and Sanchez

**TITLE:** A Local Law to amend the administrative code of the city of New York, in relation to requiring a survey of permanent firehouse upgrades to establish a working environment that facilitates use by a mixed gender workforce

**ADMIN. CODE:** Adds §15-142

**PROP. INT. NO. 552-A:** By Council Members Riley, Cabán, Marte, Hudson, Restler, Won, Brooks-Powers, Abreu, Velázquez, Krishnan, Farías, De La Rosa and Sanchez (by request of the Bronx Borough President)

**TITLE:..Title**  A Local Law to amend the administrative code of the city of New York, in relation to reporting demographic information of members of the fire department at fire companies and special operations units

**ADMIN. CODE:** Adds §15-145

**PROP. INT. NO. 553-A:** By Council Members Riley, Cabán, Abreu, Marte, Avilés, Hudson, Restler, Won, Brooks-Powers, Velázquez, Krishnan, Farías, De La Rosa and Sanchez (by request of the Bronx Borough President)

**TITLE:** A Local Law to amend the administrative code of the city of New York, in relation to requiring the fire department to plan and implement training on diversity, inclusion, anti-discrimination and anti- harassment

**ADMIN. CODE:** Adds §15-143

**PROP. INT. NO. 560-A:** Council Members Williams, Cabán, Abreu, Avilés, Restler, Brooks-Powers, Velázquez, Krishnan, Farías, De La Rosa and Sanchez

**TITLE:** A Local Law to amend the administrative code of the city of New York, in relation to requiring the fire department to annually report on equal employment opportunity complaints

**ADMIN. CODE:** Adds §15-146

..Title

1. **INTRODUCTION**

On November 3, 2022, the Committee on Fire and Emergency Management, Chaired by Joann Ariola, will vote on a package of bills related to diversity in the Fire Department (“FDNY”), including: (i) Proposed Introduction Number 516-A (“Prop. Int. No. 516-A”), in relation to establishing a recruitment and retention plan for firefighters; (ii) Proposed Introduction Number 519-A (“Prop. Int. No. 519-A”), in relation to requiring a survey of permanent firehouse upgrades to establish a working environment that facilitates use by a mixed gender workforce; (iii) Proposed Introduction Number 552-A (“Prop. Int. No. 552-A”), in relation to reporting demographic information of members of the fire department at fire companies and special operations units; (iv) Proposed Introduction Number 553-A (“Prop. Int. No. 553-A”), in relation to requiring the fire department to plan and implement training on diversity, inclusion, anti-discrimination and anti-harassment; and (v) Proposed Introduction Number 560-A (“Prop. Int. No. 560-A”), in relation to requiring the fire department to annually report on equal employment opportunity complaints. The Committee heard prior versions of these bills on September 19, 2022; and received testimony from representatives of the FDNY, fire and emergency service unions, the United Women Firefighters, the Vulcan Society and other interested parties.

1. **BACKGROUND**

The lack of both gender and ethnic diversity among staff of the FDNY is longstanding and well publicized. Although the entirety of FDNY staffing has become more diverse over the years, these gains are largely reflective of non-uniform EMS workers; whereas, uniform firefighter and officer positions, those entitled to significantly higher pay and benefits, continue to be almost exclusively male and overwhelmingly white. Currently, the FDNY is comprised of approximately 11,000 uniformed firefighters; of which only 139 are women, a total of roughly one percent.[[1]](#footnote-1) 76% of FDNY firefighters are White (non-Hispanic); whereas 8% are Black, 13% are Hispanic, 2% are Asian, and 0.8% identify as another ethnicity.[[2]](#footnote-2) Nationally, 79% of firefighters are White (non-Hispanic); and women compromise less than four percent of all non-volunteer firefighters.[[3]](#footnote-3) Furthermore, leadership within the FDNY’s Bureau of Fire Protection is almost exclusively White males, therefore any diversity that exists among firefighters is limited to low-ranked civil service titles.[[4]](#footnote-4)

1. **FDNY’S EFFORTS IN FOSTERING INCLUSSION, INCREASING RETENTION, AND COMBATING DISCRIMINATION**

*Recruitment and Retention*

Over the years, the FDNY has made efforts to address their lack of diversity in the Department. In 2005, the FDNY allocated $1.4 million to establish a permanent recruitment unit dedicated to increasing the ranks of minority and women firefighters.[[5]](#footnote-5) In 2006, a series of oversight hearings held by the former Committee on Fire and Criminal Justice Services examining diversity recruitment highlighted, among other things, that the FDNY Office of Recruitment and Diversity (“ORD”) - which according to the Department, is responsible for the recruitment and retention of Firefighters, EMTs, Paramedics and Fire Protection Inspectors - had launched a comprehensive campaign, with an emphasis on diversity recruitment, in preparation for the open competitive exam for firefighters scheduled for January 2007. The campaign included a $1 million multimedia marketing strategy, successive mail and phone outreach, and active recruitment at various sites.

In 2011, the FDNY began another recruitment campaign assisted by the New York University Capstone Team, which helped the Department create messaging to reach potential female recruits.[[6]](#footnote-6) In 2011, the number of women filing to take the exam increased to 4,261.[[7]](#footnote-7)

In 2017, the FDNY launched its latest recruitment campaign, which was budgeted for $10 million during fiscal year 2018.[[8]](#footnote-8) The campaign particularly focused on reaching women and minorities, for example Asian Americans who currently represent less than 2% of the FDNY.[[9]](#footnote-9) The FDNY plans to add an additional $100,000 to its recruitment efforts in Fiscal Year 2019.[[10]](#footnote-10) During Fiscal Year 2021, the FDNY expenditures for candidate recruitment was $5,675,787.[[11]](#footnote-11)

In 2018, the FDNY’s Recruitment and Retention Unit communicated a description of their “Roadmap” for recruiting diverse classes of FDNY firefighters to the City Council.[[12]](#footnote-12) The Roadmap outlined the Department’s toolset for recruitment tactics, which included: (i) expanding recruitment field campaigns to meet with candidates in their neighborhoods; (ii) strengthening data collection and analysis to identify and replicate past successful efforts for future campaigns; (iii) promoting mentorship and youth programs such as *FDNY Exploring*, which gives New Yorkers (aged 14 to 20) the opportunity to gain valuable insight into a career at the Fire Department; (iv) creating and maintaining communication and social media platforms, such as the Department’s Automated Recruitment Communication System (“ARCS”) and JoinFDNY.com website; and (v) establishing attrition mitigation programs that aim to ensure firefighter candidates remain interested throughout the lengthy hiring process, and are informed and prepared to accept the position when offered.[[13]](#footnote-13) Since the City’s initial communication of their Roadmap, the Department has spent over $10 million in recruitment campaigns, which includes the Department’s mobile academies that aim to expose high school and college students to careers in the FDNY.[[14]](#footnote-14) Additionally, the Department has established enhanced training programs for candidates, such as the *Stairmill Training Program*, which focuses on a portion of the CPAT that sees the highest failure rate.[[15]](#footnote-15) The FDNY has partnered with the New York City Parks Department to administer this training program.[[16]](#footnote-16)

*Diversity and Inclusion*

The FDNY indicated at a recent Committee hearing, which was held on September 19, 2022, that they instituted several new programs aimed to create a more inclusive and diverse working environment. Then-acting commissioner Laura Kavanagh testified that the Department implemented *“*Unconscious Bias training; LGBTQ+ training; Structured Interview training to assist hiring managers about unconscious biases in hiring; microaggressions; and Inclusive Leadership Training.”[[17]](#footnote-17) Then-acting Commissioner also testified that the Department “also created a large number of events and celebrations to promote cultural awareness, including Hispanic Heritage Appreciation Month; Black History Month and Martin Luther King events; Women’s History Month and awards; an Annual celebration of Asian American Pacific Islander Celebration; Pride celebrations; and Hanukkah and Holocaust Remembrance commemorations.”[[18]](#footnote-18) The Chief Diversity and Inclusion Officer team along with the Commissioner’s office meets regularly with Affiliated Organization leadership and corresponds to discuss concerns, ongoing initiatives, and to generate new ideas regarding anti-discrimination policies.[[19]](#footnote-19)

1. **LEGISLATIVE ANALYSIS**

*Prop. Int. No. 516-A*

The proposed legislation would require FDNY, in consultation with the Department of Citywide Administrative Services, to develop and implement a plan regarding the recruitment and retention of individuals from populations that are underrepresented within the rank of firefighter. In doing so, the Department must: (i) identify and remediate obstacles faced in recruitment, examination, training, hiring and retention of individuals from populations underrepresented within the rank of firefighter, including consideration of racial and gender equity; (ii) recommend recruitment plans that encourage individuals from populations underrepresented within the rank of firefighter to apply to become a firefighter; and (iii) providing support for the recruitment and retention of individuals from populations that are underrepresented within the rank of firefighter. FDNY would also be required to post an annual report on its website that includes an overview of its recruitment and retention efforts, including reference to all related budgetary expenditures for such efforts, and the projected change in the percentage of firefighters from populations that are underrepresented within the rank of firefighter.

Since introduction, the legislation has been amended as follows*.* To clarify that hiring quotas are not envisioned by this legislation, language has been removed requiring FDNY to develop a plan for ensuring that firefighter demographics reflect the demographic makeup of City as a whole. The amended legislative text instead requires a recruitment and retention plan for employees from groups underrepresented within the ranks of firefighter; and further emphasizes that such efforts be made in consideration of racial and gender equity.

*Prop. Int. No. 519-A*

The proposed legislation would require FDNY to survey each firehouse to determine the permanent facility upgrades necessary to facilitate use by a mixed gender workforce. Upon completion of the survey, the Department would be required to submit to the Mayor and the Speaker of the Council, a report on the findings of the survey detailing permanent facility upgrades necessary at each firehouse, the feasibility of implementing such upgrades and any construction plans to make such upgrades. Additionally, the Department would be required, where practicable, to implement interim measures, including but not limited to the use of physical barriers, to accommodate a mixed gender workforce until permanent upgrades are made.

Since introduction, the bill has been amended as follows. Language has been removed that established a 5-year timeframe for FDNY to implement permanent facility upgrades to all firehouses. Additionally, language was added to require FDNY to implement, and report on, interim measures taken to accommodate a mixed gender workforce until permanent upgrades are made; including the use of physical barriers, such as curtains or shades to provide increased privacy in sensitive locations within the firehouse.

*Prop. Int. No. 552-A*

The proposed legislation would require FDNY to submit to the Mayor and the Speaker of the Council, and post on the Department’s website, an annual report on the number of employees assigned to each fire company and special operations unit, disaggregated by gender and race or ethnicity, as well as the number of individuals who reside within the immediate service area of each fire company, disaggregated by gender and race or ethnicity.

Since introduction, the legislation has been amended as follows. Instead of requiring FDNY to report demographic information by firehouse, the legislation was amended to better reflect the administrative breakdown of the Department, by requiring reporting on demographics for each fire company and special operations unit. Additionally, the bill clarified that such report must include information on employees who are on detail, desk or modified assignment, or medical leave.

*Prop. Int. No. 553-A*

The proposed legislation would require FDNY, in consultation with the Department of Citywide Administrative Services, to develop and implement a plan for providing ongoing training and education to all employees regarding diversity and inclusion; including training on the Department’s anti-harassment and anti-discrimination policies. The Department would also be required to post an annual report on its website regarding efforts taken to implement such training.

Since introduction, the legislation has been amended as follows. The required annual training would not need to be delivered in-person; instead, the FDNY could implement online training on the Department’s anti-discrimination and anti-harassment policies, which include tools to demonstrate employee proficiency on the subject matter provided in such trainings. The legislation has been further amended to require targeted interactive training at certain firehouses, including but not limited to, circumstances where employees assigned to such firehouse are found to have violated the City’s Equal Employment Opportunity policy or Human Rights Law, or the Department’s anti-discrimination and anti-harassment policies.

*Prop. Int. No. 560-A*

The proposed legislation would require FDNY to submit an annual report to the Mayor and the Speaker of the Council, and post such report on the Department’s website, on complaints filed with the Department’s Equal Employment Opportunity Office regarding potential violations of the City’s Equal Employment Opportunity Policy. The report would include information on the number of complaints that resulted in corrective action taken by FDNY, further disaggregated by the form of corrective action, including but not limited to formal reprimand, fine, loss of pay or benefits, transfer, suspension, demotion and termination.

Since introduction, the legislation has been amended as follows. All reporting will be disaggregated by whether the employee subject to such complaint served in the Department’s Bureau of Fire Operations, Bureau of Emergency Medical Services, or in another civilian position; and further disaggregated by type of misconduct alleged; including but not limited to, harassment, bullying and sexual misconduct. Additionally, FDNY will be required to report the average time elapsed between the filing and resolution of EEO complaints, and information regarding staffing of FDNY’s Office of Equal Employment Opportunity.

Proposed Int. No. 516-A

By The Speaker (Council Member Adams) and Council Members Abreu, Ung, Avilés, Restler, Won, Bottcher, Brooks-Powers, Velázquez, Krishnan, Farías, De La Rosa and Sanchez

..Title

A Local Law to amend the administrative code of the city of New York, in relation to establishing a recruitment and retention plan for firefighters

..Body

Be it enacted by the Council as follows:

Section 1. Title 15 of the administrative code of the city of New York is amended by adding a new section 15-144 to read as follows:

§ 15-144 Recruitment and retention of firefighters. a. The department, in consultation with the department of citywide administrative services, shall develop and implement a plan regarding the recruitment and retention of firefighters. Such plan shall address the recruitment and retention of individuals from populations that are underrepresented within the rank of firefighter. Such plan shall include, but need not be limited to:

1. Identifying and remediating obstacles faced in the recruitment, examination, training, hiring and retention of individuals from populations that are underrepresented within the rank of firefighter, including but not limited to considerations of racial and gender equity;

2. Recommending recruitment campaigns, including the use of online, print and billboard advertisements, that encourage individuals from populations that are underrepresented within the rank of firefighter to apply to the open competitive firefighter exam; and

3. Providing, through the office of recruitment and retention, support for the recruitment and retention of individuals from populations that are underrepresented within the rank of firefighter, assistance and support for firefighter candidates and mentorship programs for firefighter candidates and probationary firefighters.

b. Reporting. The department shall post a report on its website by March 1 of each year regarding the department’s efforts to implement the provisions described in subdivision a of this section during the preceding year. Such report shall include but need not be limited to:

1. An overview of the department’s efforts to recruit and retain individuals from populations that are underrepresented within the rank of firefighter, including reference to expenditures for such efforts and staffing of the department’s office of recruitment and retention.

2. The projected changes in the percentage of firefighters from populations that are underrepresented within the rank of firefighter following each of the upcoming three testing cycles, disaggregated by gender, race and ethnicity, or other such factors indicative of the department’s efforts to recruit and retain individuals from populations that are underrepresented within the rank of firefighter;

3. The number of recruitment events that department employees attended or held on behalf of the department;

4. The number of recruitment contacts made with prospective firefighters at any such recruitment events described in paragraph 3 of this subdivision;

5. The number of individuals who participated in department programming offered to support individuals in preparing for the fire academy and the candidate physical ability test, disaggregated by program offered and by the percentage of individuals who self-identify as members of populations that are underrepresented within the rank of firefighter; and

6. The percentage of probationary firefighters within the fire academy who participated in mentorship programming, disaggregated by the percentage of individuals who self-identify as members of populations that are underrepresented within the rank of firefighter.

§ 2. This local law takes effect immediately.

Proposed Int. No. 519-A

By Council Members Ariola, Hanif, Brewer, Avilés, Hudson, Velázquez, Brannan, Krishnan, Farías, De La Rosa and Sanchez

A Local Law to amend the administrative code of the city of New York, in relation to requiring a survey of permanent firehouse upgrades to establish a working environment that facilitates use by a mixed gender workforce

Be it enacted by the Council as follows:

Section 1. Chapter 1 of title 15 of the administrative code of the city of New York is amended by adding a new section 15-142 to read as follows:

§ 15-142 Permanent firehouse upgrades. a. No later than June 30, 2024, the department shall complete a survey of each firehouse to determine the permanent upgrades that would facilitate use by a mixed gender workforce. In conducting such survey, the department shall consider the privacy provided by the layout and location of bathrooms, bunkrooms, locker rooms, changing areas and any other relevant areas of the firehouse.

b. For each firehouse surveyed pursuant to subdivision a of this section, the department shall implement interim measures, such as, but not limited to, physical barriers, as practicable, to accommodate a mixed gender workforce.

c. Upon completion of the survey required by subdivision a of this section, the department shall submit to the mayor and the speaker of the council a report on the findings of the survey detailing the permanent facility upgrades that would facilitate use by a mixed gender workforce, as well as the feasibility of implementing such permanent upgrades at each firehouse. The report shall provide information related to any construction plans to make such upgrades and what, if any, interim measures have been taken at any such firehouses.

§ 2. This local law takes effect immediately.

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Proposed Int. No. 552-A

By Council Members Riley, Cabán, Marte, Hudson, Restler, Won, Brooks-Powers, Abreu, Velázquez, Krishnan, Farías, De La Rosa and Sanchez (by request of the Bronx Borough President)

..Title

A Local Law to amend the administrative code of the city of New York, in relation to reporting demographic information of members of the fire department at fire companies and special operations units

..Body

Be it enacted by the Council as follows:

Section 1. Chapter 1 of title 15 of the administrative code of the city of New York is amended by adding a new section 15-145 to read as follows:

§ 15-145 Annual report on demographic information of employees of the department assigned to fire companies and special operations units. a. No later than January 15, 2023, and annually thereafter, the department shall submit to the mayor and the speaker of the council, and post on its website, a report containing the following information:

1. The number of employees assigned to each fire company and special operations unit, disaggregated by: (i) gender and (ii) race or ethnicity. Such reporting shall include information on employees on detail, desk or modified assignment, or medical leave.

2. The number of individuals who reside within the immediate service area of each fire company, disaggregated by gender and race or ethnicity.

b. For purposes of the public report required pursuant to subdivision a of this section, if a category contains between one and five members of the uniformed force, the number shall be replaced with a symbol. A category that contains zero shall be reported as zero.

§ 2. This law takes effect immediately.

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Proposed Int. No. 553-A

By Council Members Riley, Cabán, Abreu, Marte, Avilés, Hudson, Restler, Won, Brooks-Powers, Velázquez, Krishnan, Farías, De La Rosa and Sanchez (by request of the Bronx Borough President)

A Local Law to amend the administrative code of the city of New York, in relation to requiring the fire department to plan and implement training on diversity, inclusion, anti-discrimination and anti-harassment

Be it enacted by the Council as follows:

Section 1. Title 15 of the administrative code of the city of New York is amended by adding a new section 15-143 to read as follows:

§ 15-143 Diversity, inclusion, anti-discrimination and anti-harassment training.  a. The department, in consultation with the department of citywide administrative services, shall develop and implement a plan for providing ongoing training and education to all employees regarding diversity and inclusion. Such plan shall include, but not be limited to:

1. Providing annual training for employees regarding the department’s anti-discrimination and anti-harassment policies;

2. Providing annual training for employees regarding diversity and inclusion, which shall include, but not be limited to, instruction on: (a) cultural sensitivity, (b) conscious and unconscious biases in relation to race, ethnicity, gender and sexual identity, and (c) positive attitudes regarding departmental diversity and inclusion;

3. Providing employees in supervisory roles with training on promoting inclusion within the workplace, and identifying and remedying workplace discrimination and harassment, including through mediation and restorative practices;

4. Providing assessments to demonstrate the successful proficiency of all trained employees on the subject matters contained in the trainings;

5. Providing additional and targeted interactive training to firehouses, as the department deems necessary, including but not limited to firehouses where one or more employee was found in violation of the city’s equal employment opportunity policy or human rights law, or the department’s anti-discrimination and anti-harassment policies on two or more occasions during the prior year; and

6. Engaging with employees from populations that are underrepresented within the rank of firefighter regarding efforts the department should take to improve workplace culture.

b. Reporting. The department shall post a report on its website by June 1 of each year, regarding efforts taken to implement the diversity, inclusion, anti-discrimination and anti-harassment training plan as required by subdivision a of this section. Such report shall include, but need not be limited to, specific actions and commitments made to implement such plan.

§ 2. This local law takes effect immediately, except that subdivision b of section 15-143 of the administrative code of the city of New York, as added by section one of this local law, shall be deemed repealed on and after June 30, 2027.

Proposed Int. No. 560-A

Council Members Williams, Cabán, Abreu, Avilés, Restler, Brooks-Powers, Velázquez, Krishnan, Farías, De La Rosa and Sanchez

..Title

A Local Law to amend the administrative code of the city of New York, in relation to requiring the fire department to annually report on equal employment opportunity complaints

..Body

Be it enacted by the Council as follows:

Section 1. Chapter 1 of title 15 of the administrative code of the city of New York is amended by adding a new section 15-146 to read as follows:

§ 15-146 Annual report on equal employment opportunity complaints. a. Definitions. For purposes of this section, the following term has the following meaning:

EEO complaint. The term “EEO complaint” means a complaint filed with the equal employment opportunity office of the department regarding a potential violation of the city’s equal employment opportunity policy.

b. No later than 30 days after the end of each fiscal year, the department shall submit to the mayor and the speaker of the council, and post on the department’s website, a report regarding EEO complaints.

c. Such report shall contain the following information:

1. The number of EEO complaints filed during the previous fiscal year;

2. The number of EEO complaints resolved during the previous fiscal year;

3. Of the EEO complaints provided pursuant to paragraph 2 of this subdivision, the average time elapsed between the filing and resolution of such complaints;

4. Of the EEO complaints provided pursuant to paragraph 2 of this subdivision, the number of EEO complaints withdrawn prior to a final determination;

5. Of the EEO complaints provided pursuant to paragraph 2 of this subdivision, the number of EEO complaints resolved through mediation;

6. Of the EEO complaints provided pursuant to paragraph 2 of this subdivision, the number of EEO complaints not substantiated, further disaggregated by reason the complaint was not substantiated, including but not limited to:

(a) a determination that there was insufficient evidence to establish that the alleged conduct occurred;

(b) a determination that the conduct subject to the complaint occurred but did not violate the city’s equal employment opportunity policy; or

(c) a determination that conduct subject to complaint occurred and violated the city’s equal employment opportunity policy but the identity of the offending party was unable to be ascertained;

7. Of the EEO complaints provided pursuant to paragraph 2 of this subdivision, the number of EEO complaints substantiated;

8. Of the EEO complaints provided pursuant to paragraph 7 of this subdivision, the number of EEO complaints that resulted in corrective action taken by the department, further disaggregated by the form of corrective action, including but not limited to: formal reprimand, fine, loss of pay or benefits, transfer, suspension, demotion, and termination; and

9. Staffing information of the department’s equal employment opportunity office, disaggregated by job title, further disaggregated by budgeted and actual headcount.

d. All information on EEO complaints reported pursuant to subdivision c of this section shall be disaggregated by whether an employee subject to such complaint served in the department’s bureau of fire operations, bureau of emergency medical services, or in another civilian position; further disaggregated by the type of misconduct alleged to have occurred, including but not limited to, harassment, bullying, or sexual misconduct.

e. No report required pursuant to this section shall contain personally identifiable information or other information that is required by law to be kept confidential.

§ 2. This law takes effect immediately.

1. New York City Council FDNY Preliminary Budget Briefing FY 2023; available at: <https://council.nyc.gov/budget/wp-content/uploads/sites/54/2022/03/FDNY.pdf>. [↑](#footnote-ref-1)
2. *Id.* [↑](#footnote-ref-2)
3. U.S. Bureau of Labor Statistics; available at: <https://www.bls.gov/cps/cpsaat11.htm>. [↑](#footnote-ref-3)
4. See NYC Council Report: Pay Equity in NYC; available at: <http://council.nyc.gov/data/wp-content/uploads/sites/73/2021/08/080221.OC03.PAY-EQUITY-IN-NYC_v8.pdf>. [↑](#footnote-ref-4)
5. Frank Lombardi, *Fire Dept. Devotes $1.4M to Diversity,* N.Y. Daily News, Mar. 12, 2005. [↑](#footnote-ref-5)
6. Email correspondence between New York City Council and FDNY. On file with Committee Staff. [↑](#footnote-ref-6)
7. *Id.* [↑](#footnote-ref-7)
8. On record with NYCC Finance [↑](#footnote-ref-8)
9. FDNY Recruiting Campaign at abc7.ny.com/news/fdny-recruiting-campaign-to-focus-on-asian-american-minorities/1740419/ [↑](#footnote-ref-9)
10. On record with NYCC Finance [↑](#footnote-ref-10)
11. FDNY Recruitment Annual Report at https://a860-gpp.nyc.gov/concern/nyc\_government\_publications/6t053j62c?locale=en [↑](#footnote-ref-11)
12. Roadmap for recruiting diverse classes of FDNY firefighters, 2018. On file with committee staff. [↑](#footnote-ref-12)
13. *Id.* [↑](#footnote-ref-13)
14. FDNY Testimony, Committee on Fire and Emergency Management, September 19, 2022 at https://legistar.council.nyc.gov/LegislationDetail.aspx?ID=5761701&GUID=EC7CE7EA-B2D2-4056-AA44-25B79EBDE180&Options=&Search= [↑](#footnote-ref-14)
15. *Id* [↑](#footnote-ref-15)
16. *Id* [↑](#footnote-ref-16)
17. *Id* [↑](#footnote-ref-17)
18. *Id* [↑](#footnote-ref-18)
19. *Id* [↑](#footnote-ref-19)