

CITY COUNCIL
CITY OF NEW YORK

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TRANSCRIPT OF THE MINUTES

Of the

COMMITTEE ON CIVIL AND HUMAN RIGHTS

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FEBRUARY 2, 2023
Start: 10:36 A.M.
Recess: 10:46 A.M.

HELD AT: COUNCIL CHAMBERS - CITY HALL

B E F O R E: NANTASHA M. WILLIAMS, CHAIRPERSON

COUNCIL MEMBERS: RITA C. JOSEPH
CHRISTOPHER MARTE
KRISTIN RICHARDSON JORDAN
RAFAEL SALAMANCA, JR.
INNA VERNIKOV

A P P E A R A N C E S (CONTINUED)

2 SERGEANT AT ARMS: This is a microphone
3 check for the Committee on Civil and Human Rights,
4 located in Chambers. Recorded on February 2nd,
5 2023 by Nazly Paytuvi (phonetic).

6 SERGEANT AT ARMS: Good morning. Welcome
7 to the Committee on Civil and Human Rights. At this
8 time we ask if you could please place your phones on
9 vibrate or silent mode. Chair, we are ready to
10 begin.

11 CHAIRPERSON NANTASHA WILLIAMS: (gavel
12 pounding) Happy Black History month everybody. I am
13 Council Member Nantasha Williams, Chair of the
14 Committee on Civil and Human Rights. Thank you to
15 everyone joining us today for our vote on proposed
16 Intro 515-A. On September 22nd, last year we held a
17 joint hearing with the Committee on Civil Service and
18 Labor on pay equity in the municipal workforce and
19 the previous version of the Bill at issue today. We
20 received testimony and feedback from the Equal
21 Employment Practice Commission, the Department of
22 Citywide Administrative Services, the Office of Labor
23 Relations and advocates. Today we will be voting on
24 Proposed Intro 515-A in relation to agency diversity
25 plans, salary data and pay equity analysis. As we

2 previously discussed on our hearing this Legislation
3 is a crucial part of the steps we are taking to
4 combat pay and equity, our municipal workforce, one
5 of the largest workforces in the City. We rely on
6 New York City employees to keep this City running but
7 as the Council's Pay Equity Report has repeatedly
8 shown women and people of color across our workforce
9 are compensated inequitably. On average they are
10 earning less than their white male counterparts and
11 this problem is exacerbated by occupational
12 subrogation. Pay inequity is an insidious problem
13 that we need to attach on multiple fronts. Local Law
14 18 of 2019 was a first step toward achieving our
15 ideals of pay equity. The data we received provided
16 us important content to continue our efforts by
17 highlighting the role of occupational segregation and
18 driving pay disparity. Today we are taking another
19 step down that road. Today, we have an opportunity
20 to step forward in our efforts to achieve greater
21 equity for all New Yorkers. Through this vote we can
22 demonstrate how we value our municipal workforce the
23 work of our City's women and people of color.

24 Proposed Intro 515-A would require the Administration
25 to analyze how we value work that is largely done by

2 women and people of color and consider a new approach
3 to achieve a more equitable New York City. I'd like
4 to thank all of the staff working to put this Bill
5 and vote together including Jayasri, Wiam, Tanvir
6 and Malcolm. And also Nicholas. I'd like to also
7 extend my gratitude to the City Council's Data
8 Operations Unit. Their work was vital to producing
9 the two Council Reports and refining this Bill. It
10 will continue to be invaluable going forward. Thank
11 you to Allah (phonetic), Rose, Brooke, and Melissa.
12 I would also like to thank my staff, Nadir, Ayana,
13 Melissa and Whitney. Now we can call a vote.

14 WILLIAM MARTIN, COMMITTEE CLERK: Good
15 morning. William Martin, Committee Clerk. Roll call
16 vote Committee on Civil and Human Rights. Proposed
17 Introduction 515-A. Chair Williams?

18 CHAIRPERSON NANTASHA WILLIAMS: I vote
19 aye.

20 WILLIAM MARTIN, COMMITTEE CLERK: Joseph?

21 RITA JOSEPH: I vote aye.

22 WILLIAM MARTIN, COMMITTEE CLERK: Marte?

23 CHRISTOPHER MARTE: I vote aye.

24 WILLIAM MARTIN, COMMITTEE CLERK:

25 Vernikov?

2 INNA VERNIKOV: Aye.

3 WILLIAM MARTIN, COMMITTEE CLERK: By a
4 vote of four in the affirmative, zero in the
5 negative, and no abstentions, the item is adopted
6 by the Committee. The vote will be held open for
7 10 minutes at request of the Chair. Thank you.

8 Continuation of Roll Call on the Committee on Civil
9 and Human Rights. Council Member Salamanca?

10 RAFAEL SALAMANCA: Aye on all. Thank you
11 Madam Chair.

12 WILLIAM MARTIN, COMMITTEE CLERK: Thank
13 you. Final vote is now five in the affirmative,
14 zero in the negative and no abstentions.

15 CHAIRPERSON NANTASHA WILLIAMS:
16 Wonderful. I hope everyone has a great day. (gavel
17 pounding)

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C E R T I F I C A T E

World Wide Dictation certifies that the foregoing transcript is a true and accurate record of the proceedings. We further certify that there is no relation to any of the parties to this action by blood or marriage, and that there is interest in the outcome of this matter.



Date FEBRUARY 8, 2023