



Legislation Details (With Text)

File #: Int 0553-2022 **Version:** A **Name:** Requiring the fire department to plan and implement training on diversity, inclusion, anti-discrimination and anti-harassment.

Type: Introduction **Status:** Enacted
In control: Committee on Fire and Emergency Management

On agenda: 6/16/2022

Enactment date: 11/28/2022 **Enactment #:** 2022/119

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

Sponsors: Kevin C. Riley, Tiffany Cabán, Shaun Abreu, Christopher Marte, Alexa Avilés, Crystal Hudson, Lincoln Restler, Julie Won, Selvena N. Brooks-Powers, Marjorie Velázquez, Shekar Krishnan, Amanda Farías, Carmen N. De La Rosa, Pierina Ana Sanchez, Mercedes Narcisse, Julie Menin, Althea V. Stevens, Eric Dinowitz, Shahana K. Hanif, Kristin Richardson Jordan, Darlene Mealy, (by request of the Bronx Borough President)

Indexes: Report Required

Attachments: 1. Summary of Int. No. 553-A, 2. Summary of Int. No. 553, 3. Int. No. 553, 4. June 16, 2022 - Stated Meeting Agenda, 5. Hearing Transcript - Stated Meeting 6-16-22, 6. Minutes of the Stated Meeting - June 16, 2022, 7. Committee Report 9/19/22, 8. Hearing Testimony 9/19/22, 9. Hearing Transcript 9/19/22, 10. Proposed Int. No. 553-A - 10/27/22, 11. Committee Report 11/3/22, 12. Hearing Transcript 11/3/22, 13. November 3, 2022 - Stated Meeting Agenda, 14. Hearing Transcript - Stated Meeting 11-3-22, 15. Minutes of the Stated Meeting - November 3, 2022, 16. Int. No. 553-A (FINAL), 17. Fiscal Impact Statement, 18. Mayor's Letter, 19. Local Law 119

Date	Ver.	Action By	Action	Result
6/16/2022	*	City Council	Introduced by Council	
6/16/2022	*	City Council	Referred to Comm by Council	
9/19/2022	*	Committee on Fire and Emergency Management	Hearing Held by Committee	
9/19/2022	*	Committee on Fire and Emergency Management	Laid Over by Committee	
11/3/2022	*	Committee on Fire and Emergency Management	Hearing Held by Committee	
11/3/2022	*	Committee on Fire and Emergency Management	Amendment Proposed by Comm	
11/3/2022	*	Committee on Fire and Emergency Management	Amended by Committee	
11/3/2022	A	Committee on Fire and Emergency Management	Approved by Committee	Pass
11/3/2022	A	City Council	Approved by Council	Pass
11/3/2022	A	City Council	Sent to Mayor by Council	
11/16/2022	A	Mayor	Hearing Held by Mayor	
11/28/2022	A	Mayor	Bill Signing Scheduled by Mayor	
11/28/2022	A	Mayor	Signed Into Law by Mayor	

11/29/2022 A City Council

Recved from Mayor by Council

Int. No. 553-A

By Council Members Riley, Cabán, Abreu, Marte, Avilés, Hudson, Restler, Won, Brooks-Powers, Velázquez, Krishnan, Farías, De La Rosa, Sanchez, Narcisse, Menin, Stevens, Dinowitz, Hanif, Richardson Jordan and Mealy (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.