



## Legislation Text

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**File #:** Int 0756-2018, **Version:** A

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Int. No. 756-A

By Council Members Eugene, Kallos, Rosenthal, Chin, Cumbo and Levin

A Local Law to amend the New York city charter, in relation to requiring the department of citywide administrative services to review and report annually on the city's efforts to collect racial and ethnic demographic information, including a review of racial classification categories and employee response rates

Be it enacted by the Council as follows:

Section 1. Paragraph 9 of subdivision c of section 814.1 of the New York city charter is amended to read as follows:

(9) No later than September 30, 2020, and no later than September 30 annually thereafter, publish and submit to the mayor, council and the commission on equal employment practices a report on the activities of the department of citywide administrative services and city agencies to provide fair and effective affirmative employment practices to ensure equal employment opportunity for minority group members and women who are employed by, or who seek employment with, city agencies. Such report shall include, but not be limited to, an analysis of the city government workforce and applicants for such employment by agency, title and classification except where a civil service exam was the basis of appointment; statistics relating to hiring, salary and promotion for all city agencies disaggregated by race, gender, and civil service classification and other categories as appropriate; a description of each agency's employment practices, policies and programs; an analysis of the effectiveness of the city's efforts to provide fair and effective affirmative employment practices to ensure equal employment opportunity for minority group members and women who are employed by, or who seek employment with, city agencies; an analysis of employee response rates to efforts to collect demographic information over time, and whether changes in the racial and ethnic classification categories used

to collect demographic information have had an impact on employee response rates; a review of racial and ethnic classification categories used to collect demographic information and recommendations for how to improve the use of such categories to reflect the city government workforce; and such legislative, programmatic and budgetary recommendations for the development, implementation or improvement of such activities as the commissioner deems appropriate.

§ 2. This local law takes effect on the same date as a local law amending the New York city charter, relating to creating an office of diversity and inclusion within the department of citywide administrative services, as proposed in introduction number 752-A for the year 2018, takes effect.

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