



Legislation Text

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Int. No. 2115

By Council Members Dromm, Kallos and Chin

A Local Law to amend the New York city charter in relation to requiring training for city agencies to promote gender, racial and sexual orientation equity, and to repeal section 3-161 of the administrative code of the city of New York relating to gender and racial equity training

Be it enacted by the Council as follows:

Section 1. Section 3-161 of the administrative code of the city of New York is REPEALED.

§ 2. The New York city charter is amended by adding a new section 815.2 to read as follows:

§ 815.2. Gender, racial and sexual orientation equity training. a. Definitions. For the purposes of this section, the following terms have the following meanings:

Agency. The term “agency” has the same meaning as such term is defined in section 1150 of the charter and includes the offices of the borough presidents, the comptroller and the public advocate, but does not include the department of education or the New York city health and hospitals corporation.

Gender. The term “gender” includes actual or perceived sex and shall also include a person’s gender identity, self-image, appearance, behavior, or expression, whether or not that gender identity, self-image, appearance, behavior or expression is different from that traditionally associated with the legal sex assigned to that person at birth.

Cultural competency. The term “cultural competency” means knowledge and skills that enable a person to appreciate, understand and interact with members of diverse populations within the local community.

Sexual orientation. The term “sexual orientation” means an individual's actual or perceived romantic, physical or sexual attraction to other persons, or lack thereof, on the basis of gender. A continuum of sexual

orientation exists and includes, but is not limited to, heterosexuality, homosexuality, bisexuality, asexuality and pansexuality.

b. Training. In consultation with the department, the head of each agency shall provide all employees of the agency with trainings on all of the following: implicit bias, discrimination, cultural competency and structural inequity, including with respect to gender, race and sexual orientation, and on how these factors impact the work of such agency.

§ 3. This local law takes effect 90 days after becoming law.

JB
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