



Legislation Text

File #: Int 0553-2022, **Version:** *

Int. No. 553

By Council Members Riley, Cabán, Abreu, Marte, Avilés, Hudson, Restler, Won, Brooks-Powers, Velázquez, Krishnan, Farías, De La Rosa, Sanchez, Narcisse and Menin (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 implement training on diversity, inclusion, and 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 15-141 to read as follows:

15-141 Diversity, inclusion, and harassment training. a. The department, in consultation with the department of citywide administrative services and commission on human rights, shall develop and implement a plan for providing ongoing training and education to all members and staff regarding harassment, diversity and inclusion. Such plan shall include, but not be limited to:

1. Providing annual in-person training for all department staff and members regarding the department's harassment policies;

2. Providing annual in-person training for all department staff and members 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) fostering positive attitudes regarding departmental diversity and inclusion;

3. Providing members and staff 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 advanced training on diversity, inclusion and the department's harassment policies to dedicated staff and members responsible for visiting firehouses on a rotating basis to provide counseling, training and mediation sessions on issues related to diversity, inclusion and harassment; and

5. Engaging with department staff and members, including affinity group leaders, on a quarterly basis regarding efforts the department should take to improve workplace culture for firefighters of diverse backgrounds.

b. Reporting. The department shall post a report on its website by March 1st of each year regarding efforts taken to implement the diversity, inclusion and harassment training plan as required by subdivision a of this section. Such report shall include but not be limited to details on specific department actions and budgetary commitments made to implementing each provision contained within subdivision a of this section.

§ 2. This local law takes effect immediately after it becomes law.

Session 12:

LS 9331

JDK

5/24/2022

Session 11:

Int. 1768-2019

LS #10589; 10592; 11091