

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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December 6, 2023
Start: 9:37 a.m.
Recess: 10:10 a.m.

HELD AT: COMMITTEE ROOM - CITY HALL

B E F O R E: Nantasha M. Williams, Chairperson

COUNCIL MEMBERS:

Rita C. Joseph
Christopher Marte
Rafael Salamanca, Jr.

OTHER COUNCIL MEMBERS ATTENDING:

Amanda Farías

2 SERGEANT-AT-ARMS: This is a microphone
3 check for the Committee on Civil and Human Rights,
4 recorded in the Committee Room on December 6, 2023,
5 recorded by Layla Lynch.

6 SERGEANT-AT-ARMS: Good morning and
7 welcome to the New York City Council vote of the
8 Committee on Civil and Human Rights.

9 At this time, can everybody please
10 silence your cell phones?

11 Thank you for your cooperation.

12 Chair, we are ready to begin.

13 CHAIRPERSON WILLIAMS: [GAVEL] Good
14 morning, everyone. My name is Nantasha Williams, and
15 I serve as Chair to the Committee on Civil and Human
16 Rights.

17 I'd like to thank my Colleagues for
18 joining me for today's vote on Proposed Intro. 1101-A
19 sponsored by Council Member Amanda Fariás and
20 Proposed Intro. 1118-A sponsored by myself.

21 Intro. 1101-A would require the Chief
22 Equity Office in consultation with key stakeholders
23 to create an anti-racism training for employees of
24 human service contractors who deliver essential

2 services to various communities on behalf of the
3 City.

4 Intro. 1118-A would require the
5 Department of Citywide Administrative Services in
6 consultation with the Office of Racial Equity and the
7 Commission on Human Rights to create an anti-racism
8 and anti-racial discrimination training for City
9 agency employees including agency interns,
10 independent contractors, and volunteers.

11 Dismantling the longstanding systems of
12 oppression that perpetuate discrimination and racial
13 inequity is a long-term battle, and one of the best
14 tools we have at our disposal is education. As Chair
15 of this Committee and a prime sponsor of one of the
16 bills we are voting on today, I am proud that these
17 bills aimed at educating and training the City's
18 workforce will be able to aid in our ongoing work
19 toward creating a safer and more equitable
20 environment for all New Yorkers.

21 As always, I'd like to thank my wonderful
22 Committee Staff, my personal Staff in my District
23 Office for their work leading up to this vote.

24 I will now turn over to Council Member
25 Fariás for some remarks on her bill.

2 COUNCIL MEMBER FARÍAS: Thank you, Chair
3 Williams.

4 Anti-racism training is of paramount
5 importance for human service contractors as it
6 addresses systematic inequities and ensures a more
7 just and inclusive provision of services. Human
8 service professionals frequently engage with
9 individuals from various racial and ethnic
10 backgrounds, making it imperative to dismantle
11 ingrained biases that may perpetuate discrimination,
12 especially here in New York City. Anti-racism
13 training equips contractors with the knowledge and
14 tools to recognize, challenge, and actively combat
15 racism within their organizations and service
16 delivery. By fostering a deep understanding of the
17 historical and structural aspects of racism,
18 professionals can work towards dismantling
19 discriminatory practices, advocating for equitable
20 policies, and promoting culturally competent care.
21 This is the much-needed approach we need for our
22 community members day in and day out. The work we're
23 trying to accomplish with my bill, Intro. 1101-A, and
24 Chair Williams' bill, Intro. 1118-A, is to ensure the
25 essential part of creating environments that are

2 welcoming and supportive for all clients, regardless
3 of their racial or ethnic backgrounds. It goes beyond
4 individual awareness to instigate systematic change.
5 Ensuring that services are not only free from
6 prejudice but actively contribute to dismantling
7 racial disparities. Anti-racism training is a crucial
8 step for human service contractors and their
9 commitment to promoting social justice, eliminating
10 racial inequalities, and fostering a more inclusive
11 and equitable society.

12 I would be remiss to end with a thank you
13 to all the hard work from our advocates who wanted
14 their work around anti-racism and bias training to be
15 expanded throughout a sector. We in this Council
16 appreciate the example that has been previously set.

17 Thank you to my bill drafter, Jessica
18 Boulet; my Deputy Chief-of-Staff, Rebecca Nieves; and
19 Chair Nantasha Williams for working on this with me
20 and our Juneteenth bill package, and I urge my
21 Colleagues to vote yes. Thank you.

22 CHAIRPERSON WILLIAMS: Thank you. Yes, and
23 about the Juneteenth package, super excited that two
24 of the bills of the Juneteenth package are being vote
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2 out today, and so I'll now have the Clerk call the
3 roll.

4 COMMITTEE CLERK WILLIAM MARTIN: Thank
5 you. Good morning. William Martin, Committee Clerk.
6 Roll call vote Committee on Civil and Human Rights.
7 Both items are coupled. Chair Williams.

8 CHAIRPERSON WILLIAMS: I proudly vote aye.

9 COMMITTEE CLERK WILLIAM MARTIN:
10 Salamanca.

11 COUNCIL MEMBER SALAMANCA: I want to
12 congratulate the sponsors on these bills, and I'm
13 going to ask if you can please add me on to both
14 bills, and I will aye on all. Thank you.

15 COMMITTEE CLERK WILLIAM MARTIN: Thank
16 you. Joseph.

17 COUNCIL MEMBER JOSEPH: Aye on all.
18 Congratulations.

19 COMMITTEE CLERK WILLIAM MARTIN: Marte.

20 COUNCIL MEMBER MARTE: Aye on all.
21 Congratulations.

22 COMMITTEE CLERK WILLIAM MARTIN:
23 Richardson Jordan.

24 With a vote of four in the affirmative,
25 zero in the negative, and no abstentions, both items

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2 have been adopted by the Committee, and the roll will
3 be held open at request of the Chair.

4 Final vote Committee on Civil and Human
5 Rights is now four in the affirmative, zero in the
6 negative, and no abstentions. Council Member
7 Williams.

8 CHAIRPERSON WILLIAMS: Thank you.

9 Committee meeting closed. [GAVEL]

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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 December 11, 2023