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COMMITTEE ON FIRE AND EMERGENCY MANAGEMENT

CITY COUNCIL
CITY OF NEW YORK

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TRANSCRIPT OF THE MINUTES

Of the

COMMITTEE ON FIRE AND EMERGENCY
MANAGEMENT

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November 3, 2022
Start: 10:21 a.m.
Recess: 10:27 a.m.

HELD AT: COMMITTEE ROOM - CITY HALL

B E F O R E: Joann Ariola, Chairperson

COUNCIL MEMBERS:

- David M. Carr
- Oswald Feliz
- Robert F. Holden
- Kevin C. Riley
- Lynn C. Schulman
- Kalman Yeger

2 SERGEANT-AT-ARMS: This is a soundcheck
3 for the Committee on Fire and Emergency Management.
4 Today's date is November 3, 2022. Being recorded by
5 Danny Huang (phonetic) in the Committee Room.

6 SERGEANT-AT-ARMS: At this time, can
7 everyone please silence your cell phones.

8 Thank you for your cooperation. Chair, we
9 are ready to begin.

10 CHAIRPERSON ARIOLA: [GAVEL] Good morning.
11 I'm Council Member Joann Ariola, Chair to the
12 Committee on Fire and Emergency Management. I'm
13 joined by Council Members Holden, Carr, Schulman,
14 Riley, Yeger, and Feliz.

15 Today, we are voting on a package of
16 legislation that aims to improve inclusion in the
17 firefighter ranks at the FDNY. These bills will
18 increase transparency and support continued Council
19 oversight as the Fire Department under the leadership
20 of new Commissioner Laura Kavanaugh continues the
21 important work in improving diversity and inclusion
22 in the Department.

23 We will hear Proposed Introduction 516-a
24 Introduced by Speaker Adrienne Adams that would
25 require the FDNY in consultation with the Department

2 of Citywide Administrative Services to develop and
3 implement a plan regarding the recruitment and
4 retention of individuals from populations that are
5 under-represented within the rank of firefighter.

6 Proposed Introduction 519-A introduced by
7 myself would require FDNY to survey and report on
8 permanent facility upgrades at each firehouse that
9 are necessary to facilitate use by a mixed gender
10 workforce. Additionally, the Department would be
11 required, where practical, to implement interim
12 measures including the use physical barriers to
13 accommodate a mixed gender workforce until permanent
14 upgrades can be made.

15 Proposed Introduction 552-A introduced by
16 Council Member Riley would require the Fire
17 Department to publicly report on demographics of the
18 Department including the number of employees assigned
19 to each Fire Company and Special Operations unit
20 disaggregated by gender and race or ethnicity. The
21 report would also include data on demographics of
22 individuals who reside within the immediate service
23 area of the company.

24 Proposed Introduction 553-A also
25 introduced by Council Member Riley would require FDNY

2 in consultation with the Department of Citywide
3 Administrative Services to develop and implement a
4 plan for providing ongoing training and education to
5 all employees regarding diversity and inclusion,
6 including training on the Department's Anti-
7 Harassment and Anti-Discrimination Policies.

8 Finally, Introduction 560 introduced by
9 Council Member Nantasha Williams would require the
10 FDNY to submit a public report on complaints filed
11 with the Department's Equal Opportunity Employment
12 Office regarding potential violations in the City's
13 Equal Employment Opportunity policy.

14 I want to thank the administration and
15 Council staff for all the work they have done in
16 finalizing this legislation.

17 Before we go to a vote, Council Member
18 Riley, I would like to recognize you to say a few
19 words regarding your bills.

20 COUNCIL MEMBER RILEY: Thank you, Chair
21 Ariola. It is an honor and a privilege to be here
22 with you all today with my Colleagues in government.
23 With the advocacy that predates my tenure on the New
24 York City Council and the BLAC, I partnered to push
25 this legislative package that will improve the lack

2 of diversity and inclusion within the FDNY. Speaking
3 to my bills, Intro 522-A and 553-A, Intro 552-A
4 amendments require the annual reporting of
5 demographic information within the Fire Department
6 which encompasses all Fire Companies and Special
7 Operation Units rather than solely just members of
8 the firehouse. This provides further inclusivity to
9 addressing the under-representation of black and
10 brown communities and gender inclusivity with these
11 fields.

12 Intro 553 amendments will ensure our
13 city's Fire Department has the best ongoing
14 diversity, inclusion, and anti-discrimination/anti-
15 harassment training and education that will be in
16 consultation with the Department of Citywide
17 Administrative Services. These bills will also
18 promote accountability by adding testing and
19 proficiency for all employees providing enhanced and
20 in-person training following the violations of these
21 policies and again require that an annual report be
22 posted on its website.

23 I would like to thank my Colleagues in
24 government for backing this transformative
25 legislation. Thank you to our Bronx Borough

2 President, Vanessa Gibson, for her work and
3 partnership on these bills and, most importantly,
4 thank you to the Vulcan Society, Arca Justice, and
5 all the advocates for their work on this package of
6 legislation, and, most importantly as well, thank you
7 to the FDNY. We truly appreciate your leadership,
8 service, and sacrifice that you have for our
9 communities each and every day.

10 I thank you, Chair Ariola, for allowing
11 me to speak on my bills. Thank you.

12 CHAIRPERSON ARIOLA: Thank you. We'll now
13 yield the mic to our Clerk for a vote.

14 COMMITTEE CLERK WILLIAM MARTIN: Good
15 morning. William Martin, Committee Clerk. Roll call
16 vote, Committee on Fire and Emergency Management. All
17 items are coupled. Chair Ariola.

18 CHAIRPERSON ARIOLA: Aye on all.

19 COMMITTEE CLERK WILLIAM MARTIN: Holden.

20 COUNCIL MEMBER HOLDEN: Aye on all.

21 COMMITTEE CLERK WILLIAM MARTIN: Yeger.

22 COUNCIL MEMBER YEGER: Aye.

23 COMMITTEE CLERK WILLIAM MARTIN: Riley.

24 COUNCIL MEMBER RILEY: Aye on all.

25 COMMITTEE CLERK WILLIAM MARTIN: Feliz.

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2 COUNCIL MEMBER FELIZ: Good morning. Aye
3 on all, and I congratulate all my Colleagues on this
4 well-needed legislation. Thank you.

5 COMMITTEE CLERK WILLIAM MARTIN: Schulman.

6 COUNCIL MEMBER SCHULMAN: Aye on all.
7 Congratulations also to my Colleagues on these great
8 bills.

9 COMMITTEE CLERK WILLIAM MARTIN: Carr.

10 COUNCIL MEMBER CARR: With congratulations
11 to all my Colleagues, aye on all.

12 COMMITTEE CLERK WILLIAM MARTIN: By a vote
13 of 7 in the affirmative, 0 in the negative, and no
14 abstentions, all items have been adopted by the
15 Committee.

16 CHAIRPERSON ARIOLA: At this time, I'd
17 like to thank everyone for all the hard that they put
18 in in developing this legislation, the Council
19 Members for their courage in presenting, and for our
20 Council team for always supporting us. Thank you so
21 much. Billy, great job. [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 November 10, 2022