

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 10, 2018

Start: 3:42 p.m.

Recess: 3:48 p.m.

HELD AT: 250 Broadway - Committee Rm.
14th Fl.

B E F O R E: MATHIEU EUGENE
Chairperson

COUNCIL MEMBERS: Daniel Dromm
Ben Kallos
Brad S. Lander
Bill Perkins
Ydanis A. Rodriguez
Helen K. Rosenthal

A P P E A R A N C E S (CONTINUED)

2 [sound check] [pause [gavel]

3 CHAIRPERSON EUGENE: Thank you very much,
4 and let me take the opportunity to thank all my
5 colleagues because I know we are supposed to vote
6 this morning, and you make the effort to come back.
7 So, we are going to very quick to make sure we vote,
8 and you can go back to your—to your businesses. Good
9 afternoon. My name is Mathieu Eugene, and I'm the
10 Chair of the Civil and Human Rights Committee.
11 Today, the committee will be voting on three bills,
12 Proposed Intro Bill No. 752-A sponsored by my
13 colleague Council Member Laurie Cumbo, which would
14 codify the Office of Diversity and Inclusion within
15 the Department of Citywide Administrative Services,
16 and two bills that I'm proud to have introduced,
17 Proposed Intro bill No. 755-A requiring the Equal
18 Employment Practices Commission to analyze and report
19 annually on citywide racial and ethnic classification
20 underutilization, and Proposed Intro Bill No. 756-A,
21 which would require the Department of Citywide
22 Administrative Services to review and report annually
23 on the city's efforts to collect racial and ethnic
24 demographic information, information, including the
25 review of racial classification categories and

1 employee response rates. As one of the most diverse
2 cities in the country and one of New York City's
3 biggest employers, it is vital that the city's Civil
4 Service refer (sic) the people it serves. This is
5 especially—especially important because according to
6 U.S. Census Bureau historically one root to upward
7 social mobility has been employment in local
8 government. As the most recent data available makes
9 clear, currently there are certain groups whose
10 participation in the city's workforce remains low.
11 City laws and policies require—require agencies to
12 draft specific positions that follow Equal Employment
13 Opportunity Guidelines, but there is concern that
14 these processes are vague, and do not identify our
15 agency or agencies are not compliant, making it
16 difficult to remedy. TO improve on the current
17 processes Intro 752-A would establish and Office of
18 Diversity and Inclusion within the Department of
19 Citywide Administrative Services, DCAS. The office
20 would be responsible for creating specific directives
21 and policies and positions, and measurable goals that
22 endeavor to diversities the city's workforce.
23 Ensuring that the data collected by the
24 administration is clear and accessible, it is vital,
25

2 and that is why I have this Intro 755-A and Intro
3 756-A. 755-A it affects the Councils' concern that
4 they use an underutilization of various groups within
5 the city agencies. Intro 755-A would, therefore,
6 require the Equal Employment Practices Commission
7 EEPC, which is an independent non-mayoral city entity
8 to report annually and where agencies are meeting
9 their Equal Employment Opportunity Commission, Equal
10 Employment Practices goal, and when they are not, the
11 EEPC would be required to specifically identify and
12 provide quality recommendations to address under-
13 utilization. My bill Intro 796-A will-would,
14 therefore, there require that DCAS to review it
15 racial classification categories, and make
16 recommendations for us to improve the use of
17 categories. This bill would also require DCAS to
18 annually report on the city's effort to collect
19 diversity data, and the response rates from employees
20 Before we vote, I would like to thank all of the
21 committee staff: Arbani Lujan, Counselor to the
22 Committee. Louis Quebec (sp?) Policy Analyst and
23 Levin Nadine (sic) the Financial Analyst as well as
24 my staff David Sweis (sp?). I want to thank also
25 Council Member Ben Kallos, Council Member Helen

2 Rosenthal, Council Member Daniel Dromm and Council
3 Member Brad Lander. Now, do we have any statement
4 from any members? No. Would you please call the
5 vote?

6 CLERK: William Martin, Committee Clerk,
7 roll call vote Committee on Civil and Human Rights,
8 Introduction 752-A, 755-A and 756-A, Chair Eugene.

9 CHAIRPERSON EUGENE: I vote aye.

10 CLERK: Dromm.

11 COUNCIL MEMBER DROMM: Aye.

12 CLERK: Kallos.

13 COUNCIL MEMBER KALLOS: Aye.

14 CLERK: Lander.

15 COUNCIL MEMBER LANDER: Aye.

16 CLERK: Rosenthal.

17 COUNCIL MEMBER ROSENTHAL: Aye.

18 CLERK: By a vote of 5 in the
19 affirmative, 0 in the negative and no abstentions,
20 all items have been adopted by the committee.

21 CHAIRPERSON EUGENE: Thank you very much
22 and the meeting is adjourned. [gavel] [background
23 comments/pause]

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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 24, 2018