

NYC EQUAL EMPLOYMENT PRACTICES COMMISSION ANNOUNCES APPOINTMENT OF EXECUTIVE DIRECTOR JIMMY PAN

NEW YORK, NY — The New York City Equal Employment Practices Commission (EEOC), an independent City Charter agency charged with auditing, evaluating, and monitoring the City of New York’s employment programs, practices, and procedures to promote equal employment opportunity across City government, today announced the appointment of **Jimmy Pan** as **Executive Director**. Mr. Pan began serving in the role in February following a competitive, months-long search process.

As Executive Director, Mr. Pan serves as the agency head and chief administrator of the EEOC, responsible for leading the Commission’s work plan, including oversight of the Commission’s audit and research functions, interagency coordination, and public engagement.

“Jimmy Pan brings a rare combination of City government experience, legal, policy and research expertise, and demonstrated ability to help institutions translate mission into measurable results,” said **Dr. Aldrin Rafael Bonilla, Chair of the EEOC**. “The Commission conducted a careful, competitive search for a leader who could advance the EEOC’s Charter responsibilities with rigor and integrity, deepen collaboration across government, and strengthen the Commission’s capacity to inform policy and practice. We are pleased to welcome him into this leadership role.”

Mr. Pan joins the EEOC after senior level public service in New York City government, most recently as **Policy Director and Special Counsel** in the **Mayor’s Office of Equity & Racial Justice**, where he helped lead the implementation of Citywide racial justice initiatives and governance reforms. Previously, he served as **Policy Director and Special Counsel** to the **New York City Racial Justice Commission**, supporting the development of Charter measures approved by voters, and held roles in the **Office of the Counsel to the Mayor**, advising City Hall and agencies on municipal governance, transparency, and cross-agency legal and operational matters. Prior to joining the EEOC, he also served as Senior Research Fellow at FPWA.

In these roles, Mr. Pan worked closely with City agencies, senior leadership, and oversight stakeholders—experience that aligns with the EEOC Executive Director’s responsibilities to guide audits across City entities, oversee timely research and reporting, coordinate with relevant departments, and support the Commission’s public meetings and hearings.

Under Mr. Pan’s leadership, the EEOC will continue its work to support City government’s compliance with federal, state, and local equal employment opportunity requirements through independent oversight, evidence-informed auditing and research, and will seek to

expand opportunities for collaboration with sister agencies and public engagement consistent with the Commission's mission and Charter mandate.

"Jimmy Pan has a strong track record of promoting equity and fairness within municipal government through innovation and structural reform," said **Sideya Sherman, Director of the NYC Planning Department**. "I am excited to see Jimmy lead this next chapter of the EEPC and help strengthen the diverse, dedicated workforce New Yorkers count on every day."

"Community members have demanded a NYC leadership that better reflects NYC's population, understands the lived experiences of people facing racial inequities, and makes decisions to advance racial equity and social justice," said **Linda Tigani, Chair and Executive Director of the NYC Commission on Racial Equity**. "We are excited to work with Executive Director Jimmy Pan to bring to ensure equal employment practices across NYC government."

"I am pleased to welcome our new Executive Director Jimmy Pan. I believe he will lead us in following our mission and making certain that the city's workforce is dealt with fairly," said **Elaine Reiss, Vice Chair of the EEPC**. "We will be a model for the city as a whole. I look forward to working with him."

"I am thrilled to welcome Jimmy Pan as our new Executive Director. With his exceptional expertise, established leadership, and clear vision, he is perfectly positioned to lead EEPC into its next chapter," said **Minosca Alcantara, Commissioner of the EEPC**. Under his guidance, I'm confident the organization will continue to grow, innovate, and make a real impact in our community."

About the NYC Equal Employment Practices Commission

The Equal Employment Practices Commission (EEPC) is an independent, non-mayoral agency empowered by the New York City Charter. The EEPC audits, evaluates, and monitors the City of New York's employment programs, practices, policies, and procedures to support firm and effective affirmative employment programs of equal opportunity for minority group members and women employed by, or seeking employment with, City government. The EEPC does not investigate individual complaints of discrimination.