

Social Indicators Report

Update to the 2016 Report



**Mayor's Office of Operations
The City of New York
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NYC[®]
**Mayor's Office for
Economic Opportunity**

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Introduction

The Social Indicators Report (SIR) provides a statistical portrait of New York City. It presents a curated set of important social conditions, reporting the relevant administrative data and outlining relevant City initiatives. The SIR is intended to be used by policy and civic leaders to understand current circumstances and trends, assess areas in need of improvement, and develop appropriate solutions.

Released in April 2016, the last SIR presented data from 45 indicators in eight domains, along with policies and programs that have been put in place to address challenges in those areas. This report is an update of the 2016 report, looking at new data and changes in conditions that have occurred between the release of the last report through December 2017. Readers who want a fuller picture of social conditions in the city in recent years should read this supplementary report together with the 2016 SIR.

In addition to providing data on social conditions, the SIR includes data disaggregated by geography and other characteristics of interest that capture variable conditions among different city populations. Over 70 percent of the indicators in this year’s SIR have been disaggregated by race/ethnicity, gender, or income. Nearly all of these indicators are disaggregated by more than one dimension, including many disaggregated by race/ethnicity/gender. This information helps the City identify disparities and develop policies to increase equity.

In the period covered by this update, there have been important developments concerning social conditions in the city. One of these developments concerns the report itself.

In September 2017, the City Council enacted, and Mayor Bill de Blasio signed into law, new legislation supporting the compiling and release of data that can be used to identify and address disparities. Local Law 177, “Measuring and Addressing Equity in Relation to Gender, Race, Income, and Sexual Orientation in NYC,” requires the City to report data disaggregated by race, gender, income, and sexual orientation:

“The report [on social indicators] shall present and analyze data on the social, economic, and environmental conditions, and gender, racial, and income disparities, and, disparities relating to sexual orientation, as available, as well as other disparities as may be identified by the mayor.”

This year’s update meets that requirement wherever feasible with justification provided when data is not available. Currently, data is only disaggregated using a binary definition of gender (male, female). The City acknowledges that this categorization does not capture the full spectrum of gender identities or allow for full disaggregation to understand the needs of New Yorkers identifying outside of a binary definition of gender. The SIR will reflect a broader set of disaggregated data in future reports as agencies collect non-binary gender information.

In addition, data on sexual identity is not currently collected at the individual level for the indicators included in this update. There are efforts underway to remedy this and to help the City better understand potential disparities related to sexual orientation and sexual identity.

In 2018, the City will launch a demographic survey of people applying for selected services from the Departments of Health and Mental Hygiene, Homeless Services, Aging, Education, Youth and Community Development, as well as the Human Resources Administration and the Administration for Children’s Services. The voluntary, anonymous survey asks questions regarding age, race, ancestry, veteran status, primary and secondary languages, English proficiency, sexual orientation, and gender identity. It will be used by agencies to identify demographic groups seeking services to ensure that services are culturally competent, and to identify groups that are under-represented in order to drive culturally competent outreach. Results will appear on the NYC Open Data website beginning one year after survey implementation.

The Social Indicators Report will provide important support for another set of new equity developments in addition to Local Law 177. Mayor de Blasio signed two other laws to examine how government may be contributing to inequity and to develop ways for addressing any disparities. Local Law 174, “Gender, Racial, and other Equity Assessments,” requires City agencies to conduct equity assessments in which they examine their services and programs, employment, contracting, and budgets in relation to any disparities based on race, gender, income, and other population characteristics. Local Law 175, “Training for City Agencies to Promote Gender and Racial Equity,” requires certain agencies to conduct training related to implicit bias based on race and gender.

In meeting the requirements of Local Laws 177 and 174, City agencies are being asked to look to the SIR and other City reports for indicators to use in their equity assessments and action plans.

Other developments have related more directly to underlying social conditions in the city that the SIR measures:

- The New York City Government (NYCgov) poverty rate fell from 20.6 percent in 2010 to 19.5 percent in 2016. The rate is also down from the 2015 rate of 19.9 percent.
- In December 2017, the New York City jail population fell below 9,000 for the first time in 35 years, down 58 percent from its peak of 21,674 in 1991 and down 20 percent since Mayor de Blasio took office. This historic drop is a result of both a reduced crime rate, including a 29 percent reduction in misdemeanor arrests, and expanded use of alternatives to incarceration, including Supervised Release (a citywide alternative to bail programs launched in 2016) and new and expanded diversion programs designed to reduce incarceration and recidivism.
- The 2016 high school graduation rate was at a record high, and a large gain in four-year graduation rates by Black and Hispanic students helped narrow the racial and ethnic gap, although these gaps are still substantial. In 2016, the Black/White graduation gap was 14 percentage points, down from 16.6 percentage points in 2015. The 2016 Hispanic/White graduation gap was 15.2 percentage points, down from 18.1 percentage points in 2015.
- In 2017, the city had the fewest traffic deaths recorded in any year since 1910, and it was the fourth year in a row that traffic deaths declined since the City launched Vision Zero in 2014. Traffic deaths of New Yorkers under the age of 20 have fallen by 30 percent since 2014, with 16 fatalities recorded in 2017.

Since the close of the reporting period for this update (the end of calendar year 2017), there have been several important new developments:

- In the area of Personal and Community Safety, the Department of Correction has announced that starting in fall 2018 it will house inmates consistent with their gender identity, and that it is working with the NYC Commission on Human Rights to maintain the Transgender Housing Unit as an additional safe housing option for transgender inmates.
- In the area of Empowered Residents and Neighborhoods, in February 2018 Mayor de Blasio launched DemocracyNYC as part of his commitment to making New York City the fairest big city in America. DemocracyNYC is working to level the playing field in elections, make voting easier and register all eligible New Yorkers to vote, make sure every New Yorker is counted in the census, and empower young people to make a difference. A chief democracy officer will be appointed with the goal of registering 1.5 million voters over the next four years.
- As part of DemocracyNYC, the mayor appointed a Charter Revision Commission to propose a plan for strengthening New York City’s campaign finance system and empowering New York City government to enhance voter participation and improve the electoral process. As required by law, the commission will also examine the entire charter to identify additional areas for potential revision.
- In the area of Diverse and Inclusive Government, the City is two years ahead of schedule to meet the mayor’s OneNYC goal of awarding \$16 billion to minority- and women-owned business enterprises (M/WBEs) by the end of Fiscal Year (FY) 2025. As of May 30, 2018, the City awarded approximately \$7.8 billion to M/WBEs since the goal was established in 2015: \$1.8 billion more than initial projections. To build on this progress, the mayor has increased that goal to \$20 billion by the end of FY 2025.

The de Blasio administration is committed to using evidence in the development of policies and programs to reduce poverty and increase opportunity. It is also putting an increased emphasis on the use of disaggregated data to govern in ways that promote equity. The Social Indicators Report helps advance both of those commitments, and the larger goal of building a thriving, inclusive, and fairer New York City.

Education

Highlights of Select Indicators

Education Indicators

- Number of Four-Year-Olds Enrolled in Full Day Pre-K
- Academic Achievement: Grades 3 to 8 Proficiency
- Chronic Absenteeism (Less than 90 Percent Attendance)
- Disconnected Youth
- Four-Year High School Graduation Rate
- Four-Year College Readiness
- Number of NYC Public School Students Attaining Associate's or Bachelor's Degrees

Number of Four-Year-Olds Enrolled in Full Day Pre-K

Key findings: This administration's Pre-K for All initiative has more than tripled the number of New York City four-year-olds enrolled in free, full day, high-quality pre-k, bringing total enrollment to over 69,500 in the fall of School Year 2016–2017, up from 19,000 in School Year 2013–2014.

As a result of the expansion, Pre-K for All serves nearly four times the number of families in communities below the median income than it did a few years ago. In 2014 approximately 13,000 families in communities below the median income were being served, and in 2017 over 48,500 families in these communities were being served. Nearly 70 percent of the administration's pre-k expansion has occurred in the city's low-income zip codes.

How the data is disaggregated:

Race/Ethnicity, Gender, Combined Race/Ethnicity/Gender, Family Income Quintile, Borough

Academic Achievement: Grades 3 to 8 Proficiency

Key findings: There were significant gains in School Year 2016–2017, particularly in English Language Arts (ELA) where New York City students continue to outperform the rest of New York State. In 2017, 40.6 percent of students met proficiency standards in English, a 2.6 percentage point increase from 38 percent the previous year. During that same period, 37.8 percent of students met the standards in Math, a 1.4 percentage point increase from 36.4 percent in 2016. Proficiency of New York City students in both subjects improved across all ethnic groups. Since 2013, the percentage of New York City students proficient in English has increased by 54 percent while the percentage of students proficient in Math has increased by 27 percent.

However, the gap between Black and White students in ELA for School Year 2017 was 32.1 percentage points, a decrease of only 0.1 percentage points from 2016. In Math, the Black/White gap was 38.3 percentage

points, an increase of 0.6 percentage points from 2016. The Hispanic/White gap for ELA in School Year 2017 was 31.4 percentage points, a decrease of 0.2 percentage points from 2016. In Math, the Hispanic/White gap was 33.7 percentage points, up 0.2 percentage points from 2016.

How the data is disaggregated:

Race/Ethnicity, Gender, Combined Race/Ethnicity/Gender, Poverty Status, Disability Status, English Language Ability

Chronic Absenteeism (Less than 90 Percent Attendance)

Key findings: There are significant disparities in chronic absenteeism across different populations of students. Of students eligible for Free or Reduced Lunch, 28.4 percent were chronically absent in School Year 2016–2017, a decrease from School Year 2013–2014 when 29.9 percent of eligible students were chronically absent. There were also gaps across racial groups. In School Year 2016–2017, the rate of chronic absenteeism was 32.4 percent for Black students and 30.5 percent for Hispanic students; both groups saw decreases from School Year 2013–2014. For White students the rate was 17.3 percent, slightly down from School Year 2013–2014, while for Asian students the rate was 12.2 percent in School Year 2016–2017, the same as School Year 2013–2014. These numbers reflect percentages of students who were present for less than 90 percent of the school year. This is an improved metric from the percentage of students absent 20 or more days, which was used in the 2016 Social Indicators Report. The improved metric better aligns with other reported numbers.

How the data is disaggregated:

Race/Ethnicity, Gender, Combined Race/Ethnicity/Gender, Poverty Status

Disconnected Youth

Key findings: Disconnected youth are youth between the ages of 16 and 24 who are neither in school nor working. Of the 986,339 youth in the city who were 16 to 24 years old in 2015, 14.2 percent were disconnected—the lowest percentage in a decade. In 2016, disconnected youth comprised 14.8 percent of the city’s total population of 16- to 24-year-olds (953,846). The male disconnection rate in 2016 (15.9 percent) was higher than the female rate by around 2 percentage points. There was a gap of around 10 percentage points between the disconnection rates of Asian/Pacific Islander and White youth compared with Black (19.1 percent) or Hispanic (18.5 percent) youth. The Bronx and Staten Island had the highest disconnection rates, at 18.9 percent and 17.2 percent, respectively.

How the data is disaggregated:

Race/Ethnicity, Gender, Income, Borough

Note: Data cannot be disaggregated by combined race/ethnicity and gender due to standard errors associated with small sample size.

Four-Year High School Graduation Rate

Key findings: The 2016 high school graduation rate is at a record high, and although a large gain in four-year graduation rates by Black and Hispanic students helped narrow the racial and ethnic gap, these gaps are still substantial. In 2016, the Black/White graduation gap was 14 percentage points, down from 16.6 percentage points in 2015. The Hispanic/White graduation gap was 15.2 percentage points, down from 18.1 percentage points in 2015.

How the data is disaggregated:

Race/Ethnicity, Gender, Combined Race/Ethnicity/Gender, Borough, Disability Status

Note: Poverty status is based on school lunch forms, which are less frequently submitted by high school students. Therefore, the Department of Education (DOE) does not provide this disaggregation.

Four-Year College Readiness

Key findings: College readiness is a measure of educational success. The College Readiness Index is calculated by the Department of Education and incorporates multiple measures, such as test scores for high school Regents exams and other nationally recognized tests for college entry. It also takes into account the completion of advanced coursework and aligns to standards set by City University of New York (CUNY) for distributing remedial coursework. In the high school class of 2017 in NYC, all racial and ethnic groups increased their rates of college readiness to record highs. In the cohort of students who entered ninth grade together four years earlier, 76.1 percent of Asian students were college ready compared to 66.5 percent of White students, 38.1 percent of Hispanic students, and 35.4 percent of Black students. This was up from 2016 levels: 68.9 percent of Asian students, 57.2 percent of White students, 27.5 percent of Hispanic students, and 23.4 percent of Black students. The increase was partially driven by changes to CUNY Math remediation requirements and New York State Math Regents exams. In prior years, CUNY college readiness could be demonstrated by a student achieving both a particular score on a Math Regents exam and completing an advanced Math course; as of 2017, students can demonstrate CUNY college readiness and not require remediation based on their Common Core Math Regents score without the additional advanced Math course.

How the data is disaggregated:

Race/Ethnicity, Gender, Combined Race/Ethnicity/Gender, Disability Status, English Language Ability

Note: Poverty status is based on school lunch forms, which are less frequently submitted by high school students. Therefore, DOE does not provide this disaggregation.

Number of NYC Public School Students Attaining Associate's or Bachelor's Degrees

Key findings: No update. DOE does not have metrics on the number of New York City public school students attaining associate's or bachelor's degrees. Unlike other metrics in this report, the college performance metrics rely on data that must be obtained from an outside source.

Key Education Policies Addressing Disparities

Increasing Pre-K to 12 Achievement and College and Career Readiness

- New York City established **Pre-K for All** for every four-year-old.
- As part of a broader effort to create a continuum of early care and education programs for children from birth to age five, **3-K for All** brings free, full day, high-quality education to all 3-year-olds in New York City, regardless of family income, beginning in School Year 2017–2018. New York City started on this path in School District 7 in the South Bronx and School District 23 serving Brownsville, Ocean Hill, and East New York. Like Pre-K for All, 3-K for All is a unified system including seats in DOE district schools, New York City Early Education Centers, Pre-K Centers, and means-tested EarlyLearn programs. The 3-K for All initiative will strengthen the work already being done in these two districts to support students from birth through college.
- The City’s **Universal Literacy** initiative targets educational disparities early in a child’s academic career, with the goal of having all students read at grade level by the end of second grade. In the 2017–2018 school year, 242 Universal Literacy reading coaches are supporting all 305 elementary schools, serving approximately 75,000 kindergarten through second graders across 14 high-need school districts, including all districts in the Bronx.
- **Algebra for All** is an initiative to ensure that every student has access to an algebra course in eighth grade, enabling students to take more advanced Math courses in high school so they are better prepared for college and careers. This initiative, launched in School Year 2016–2017, spans grades 5 through 10 and is designed to improve student readiness for Algebra 1 and high school Math instruction. Research has established that students who successfully pass Algebra by no later than the end of ninth grade are more likely to graduate from high school and go on to and graduate from college, and the Algebra for All Initiative will support teachers to be successful in teaching coursework that is essential for algebra success. Additionally, 139 elementary schools are working to departmentalize fifth grade Math to ensure that a specialized Math teacher is helping students toward the goal of Algebra for All. To date, approximately 900 teachers across 357 elementary, middle, and high schools have received Algebra for All training to strengthen Math instruction and are working to increase the amount of time they devote to Math instruction.
- Through **Computer Science for All**, by 2025, every student will receive computer science education in elementary, middle, and high school. To this end, the DOE will train nearly 5,000 teachers in Computer Science. To date, approximately 940 teachers have received training in Computer Science for All to bring back to their 524 elementary, middle, and high schools.
- The **College Access for All** initiative is geared toward helping students on their path to college. In the 2017–2018 school year, 355 middle schools across 22 school districts will bring approximately 43,000

seventh graders to college campuses during the school year, and engage students and families in a schoolwide college and career culture. Throughout the city, 269 high schools are receiving training and funding to build a schoolwide college and career culture. The initiative has made the SAT exam available to all high school juniors free of charge during the school day, and also eliminated the CUNY college application fee for low-income students. During the 2017–2018 school year, 36,336 students took advantage of the \$65 CUNY fee elimination, representing a total savings of more than \$2 million for New York City families. In previous years, only 6,500 students a year received fee waivers.

There are a record number of New York City students taking and passing Advanced Placement (AP) exams. Through the AP for All initiative, NYC is adding Advanced Placement courses so that by Fall 2021, students at all high schools will have access to at least five AP classes. Now, 152 high schools are offering new AP courses, including 60 that previously did not offer AP courses.

- The New York City Young Men’s Initiative (YMI) launched **NYC Men Teach** to address the lack of representation of men of color in the teaching workforce in New York City, where nearly half of public school students are boys and young men of color (BYMOC) but only 8.3 percent of the entire teacher workforce is made up of Black, Latino, and Asian men. The NYC Men Teach program aims to put an additional 1,000 men of color on course to become NYC public school teachers over three years. In partnership with the NYC Department of Education, CUNY, and Teach for America, the program attracts, places, and retains teachers who reflect the diversity of New York City. NYC Men Teach is designed to increase recruitment from potential populations, including non-teaching professionals working within DOE seeking to transition into a full-time teaching career; career changers seeking to transition into the field of education; and college students seeking to major in education or enhance their current major with education courses. NYC Men Teach also includes academic supports for CUNY students in the program, targeted recruitment, mentoring, and professional development in areas of cultural responsiveness. In 2016, NYC Men Teach reported that approximately 650 men of color were hired as full-time teachers, and that 200 men of color joined the teaching pipeline through the Department of Education while over 300 joined through CUNY. In the following year, the program reported that approximately 750 men of color were hired full time, with over 270 men of color in the teaching pipeline through DOE and over 300 through CUNY.
- In addition to NYC Men Teach, YMI has enhanced and expanded the City’s capacity to meet the needs of BYMOC through strategic investments in other promising interventions:
 - **Reading Rescue**, an early childhood literacy intervention program, was expanded in January 2017 through a \$1.125 million grant from the New York Community Trust. The grant has allowed Reading Rescue to double its reach of services from 30 schools to 60 schools. The inaugural cohort of 30—which includes select elementary schools in the highest need communities across the city—completed their initial cycle of programming in December 2017, and select schools are continuing with support in Fiscal Year 2018.
 - The **NYC Youth Mentoring Initiative** is a collaborative effort between NYC Service, the Department of Education, the Department of Youth and Community Development (DYCD), the

Center for Youth Employment, the Young Men’s Initiative, and community-based mentoring organizations across New York City. The initiative aims to establish mentoring programs in 400 New York City high schools by 2022, annually engaging 14,000 New Yorkers as volunteer mentors to 40,000 high school students. The initiative will support the City’s Equity and Excellence plan to achieve 80 percent high school graduation and two-thirds college readiness rates by 2026.

- **Cornerstone Mentoring** is a DYCD-administered youth mentoring program that targets school-aged youth residing in New York City Housing Authority developments. The program employs a group mentoring model. While the program has been in place for several years, primarily for middle school students, YMI expanded the program in 2017 to include more mentoring services for high school students, bringing the total number of program sites to 47.
- **COMPASS** (Comprehensive After School System of New York City), DYCD’s network of after school programs, comprises over 900 programs serving over 324,600 young people in grades K through 12. COMPASS programs offer a balance of academics, recreation, enrichment, and cultural activities to strengthen the overall development of youth, at no cost to their families. COMPASS programs for elementary-age participants operate five days a week and on school holidays, and programs for high school students include help for incoming ninth graders plus targeted academic and social-emotional supports. Working with community partners and the Department of Education, COMPASS providers can connect participants and their families to other needed resources and holistic services.

One COMPASS component, SONYC (School’s Out NYC), provides afterschool activities for youth in sixth, seventh, and eighth grades. SONYC is a mayoral initiative launched in 2014 that has dramatically expanded opportunities for this critical age group by providing a club-like structure that offers instruction in sports and arts, builds leadership through service, and gives youth choices in how they spend their time. SONYC operates five days a week and includes afterschool programs in public, charter, and private schools, as well as selected homeless shelters and juvenile justice facilities.

- Through a separate portfolio, DYCD providers also operate specialized programs for youth in grades 6 through 8 who are reading below grade level. These programs use a range of educational approaches to help struggling students develop their reading, writing, and oral communication skills in an afterschool setting.

Increasing the Achievement of Students Facing Higher Barriers to Success

- New York City public schools serve a diverse student body: in School Year 2015–2016, close to half a million students spoke a language other than English at home and 150,741 enrolled students were English Language Learners. DOE and the Mayor’s Office have been introducing new initiatives to ensure that every student gets the support they need to succeed in school and later in life.
- The **Community Schools** model, which relies on a partnership among schools, staff, families, youth, and the larger community, promotes student achievement by integrating academics, health, and

social-emotional services for the whole child in the school setting. Community-based organizations (CBOs) are an important part of the model, and schools are engaging select CBOs to provide support and enrichment beyond what is typically offered by afterschool programming. New York City is the largest Community Schools system in the nation. From 2014 to 2017, DOE launched 227 Community Schools to better serve children and families. As of September 2017, more students will be enrolled in NYC Community Schools than the entire student populations of Baltimore or Denver. The Community Schools Initiative recognizes that for students to achieve academic excellence, schools must support the whole child, as well as their family.

- Students at the 57 **Renewal Schools** serving elementary and middle school grades made progress that outpaced the remainder of City schools this year. Proficiency on the NY State English exam increased 3.2 percentage points while proficiency on the NY State Math exam increased 1.5 percentage points, compared to the citywide increase of 2.6 percentage points in English and 1.3 percentage points in Math. Overall, proficiency on the English exam increased at 47 of the 57 Renewal Schools while proficiency on the Math exam increased at 34 of them. To support this progress, each Renewal School receives:
 - Five hours of extended learning time for every student, every week.
 - Targeted curriculum and leadership development from their Director of School Renewal and the DOE that includes school-embedded coaching and training to use data to identify and support struggling students.
 - A wide range of Community Schools services, including social-emotional and mental health supports.
 - Each Renewal School receives 100 percent of their Fair Student Funding (FSF) level. FSF is a school budget funding stream in which FSF dollars are used by schools to cover basic instructional needs and are allocated to each school based on the grade level and academic needs of students enrolled. All funds allocated through FSF can be used at the principal's discretion.
- Bilingual programs have been greatly expanded in public elementary, middle, and high schools. These programs provide students whose home language is not English with an instructional program that is half in English and half in their native language. The goal is to help non-native English speakers become bilingual while keeping up with their studies. DOE currently has over 500 bilingual programs across every borough and has added 70 more as of September 2017, including the first-ever bilingual program in Urdu. Bilingual programs in Bengali are expanding at elementary and high schools as well.
- In partnership with the Mayor's Office for Economic Opportunity, DYCD's **Young Adult Literacy Program** serves youth ages 16 to 24 who are not in school and not working, and reading at a fourth to eighth grade level. Participants receive basic skills instruction, complemented by comprehensive support services, with the goal of improving literacy and mathematics skills so they can enroll in high school equivalency test preparation.

- Through the **Single Shepherd** initiative, every middle and high school student in School District 7 and School District 23 is paired with a dedicated guidance counselor or social worker (a Single Shepherd), who supports them on their path to graduation and college enrollment. Approximately 140 Single Shepherds are serving an estimated 15,000 students in grades 6 through 12 at all 49 middle and high schools in Districts 7 and 23, with a ratio of about one counselor to every 100 students. The Shepherds meet with students one-on-one and in groups to identify needs, provide individualized support, and assist in the development of social-emotional and academic skills necessary to excel in their education.
- With an investment of \$77.4 million, the City is significantly expanding **CUNY’s Accelerated Study in Associate Programs (ASAP)** to a total of 25,000 students a year by academic year 2018–2019. ASAP provides students with financial, academic, and social support services, as well as a cohort experience through attending classes with other ASAP students at times that accommodate work schedules. In partnership with YMI, in Fiscal Year 2016 CUNY began a targeted campaign to boost enrollment of young men of color in ASAP to address disparities in degree attainment between this group and the student body as a whole. Analysis has shown that ASAP significantly narrows the racial gap in post-secondary degree attainment.
- In addition to serving more associate’s degree students, CUNY ASAP is beginning to broaden its scope to meet the needs of students seeking bachelor’s degrees. CUNY received funding from the Robin Hood Foundation to adapt the ASAP model to a four-year college setting. John Jay College launched **John Jay ACE** (Accelerate, Complete, and Engage) in fall 2015 with a pilot cohort of 262. Early results indicate that ACE has the same potential to improve success rates at senior colleges as ASAP has already manifested in community colleges. NYC Opportunity began funding an ACE cohort in fall 2017, aiming to significantly increase timely baccalaureate graduation rates by providing students with a range of supports that include intensive academic advisement, career counseling, tuition assistance, and subsidies for textbooks and transportation.

Other Education-Focused Social Indicators Reports and Initiatives

1. Department of Education Data Reports

- a. New York City Graduation Rates Class of 2016 (2012 Cohort): <http://schools.nyc.gov/Accountability/data/GraduationDropoutReports/default.htm>
 - b. New York City Class Size 2016–2017: <http://schools.nyc.gov/NR/rdonlyres/673F345F-A22A-4065-AE61-4E6F5B971485/0/201617FebruaryClassSizeReport.pdf>
 - c. Revitalizing Physical Education in New York City Schools: http://schools.nyc.gov/NR/rdonlyres/5BD34CD6-D413-47A2-8742-9FB42602EFBE/0/DOEPEWorksReportforYear1201516_APPROVED.pdf
 - d. English Language Learner Demographics Report for the 2016-2017 School Year: <http://schools.nyc.gov/NR/rdonlyres/3A4AEC4C-14BD-49C4-B2E6-8EDF5D873BE4/223369/201617DemographicReportFINALSpring20191.pdf>
2. Equity and Excellence for All: Diversity in New York City Public Schools: http://schools.nyc.gov/NR/rdonlyres/D0799D8E-D4CD-45EF-A0D5-8F1DB246C2BA/0/diversity_final.pdf
 3. CUNY ASAP Evaluation Summary and Program Overview: http://www1.cuny.edu/sites/asap/wp-content/uploads/sites/8/2017/03/ASAP_Program_Overview_Web.pdf
 4. Mayor’s Management Report, September 2017: http://www1.nyc.gov/assets/operations/downloads/pdf/mmr2017/2017_mmr.pdf
 5. Preliminary Mayor’s Management Report, February 2017: http://www1.nyc.gov/assets/operations/downloads/pdf/pmmr2017/2017_pmmr.pdf

Health and Well-Being

Highlights of Select Indicators

Health and Well-Being Indicators

- Premature Mortality Rate
- Infant Mortality Rate
- Percent of Adults with Serious Psychological Distress who Received Mental Health Treatment

Premature Mortality

Key findings: Premature mortality rates are more than twice as high in very high poverty neighborhoods, defined as neighborhoods where 30 percent or more of the residents live in poverty, rather than in neighborhoods where less than 10 percent of residents live in poverty. The five leading causes of premature death for all New Yorkers in 2015 were cancer, heart disease, drug use or overdose, accidents other than drug overdose, and diabetes. The first two leading causes—cancer and heart disease—were the same across all groups, but the next three were not. Among non-Hispanic Whites, the third through fifth causes were drug use or overdose, suicide, and accidents other than drug overdose. Among non-Hispanic Blacks, the third through fifth causes were diabetes, HIV, and homicide. Among New Yorkers newly diagnosed with HIV (2015), 70 percent achieved viral suppression within 12 months of diagnosis. People with HIV/AIDS with sustained viral suppression are increasingly likely to achieve the same life span as the general population and to die of non-AIDS-related causes.

How the data is disaggregated:

Race/Ethnicity, Gender, Combined Race/Ethnicity/Gender, Neighborhood Poverty, Borough

Infant Mortality Rate

Key findings: The infant mortality rate (IMR) among non-Hispanic Blacks in 2015 (8 infant deaths per 1,000 live births) was three times higher than among non-Hispanic Whites (2.7 infant deaths per 1,000 live births). These racial disparities persisted even in the face of high levels of maternal education. In 2015, Black non-Hispanic women with a bachelor's degree had a greater infant mortality rate (7.3 infant deaths per 1,000 live births) than White non-Hispanic women who never graduated from high school (4.9 infant deaths per 1,000 live births). Since 2000, the disparity in IMR has consistently been two-and-a-half to three times greater for babies born to Black non-Hispanic mothers than to White non-Hispanic mothers.

How the data is disaggregated:

Maternal Race/Ethnicity, Maternal Neighborhood Poverty, Maternal Borough, Maternal Age, Maternal Nativity

Percent of Adults with Serious Psychological Distress Who Received Mental Health Treatment

Key findings: In both 2009 and 2015, 5 percent of New York City adults had serious psychological distress. In 2009, 33 percent of this group reported receiving treatment while in 2015, 46 percent reported receiving treatment—a 39 percent increase in six years. However, the 2015 Community Health Survey found that in New York City’s poorest neighborhoods, 7 percent of residents experience serious psychological distress compared to 3 percent in the city’s wealthiest neighborhoods.

How the data is disaggregated:

Race/Ethnicity, Gender, Zip Code Neighborhood Poverty, Borough, Age

Note: Disaggregation by combined race/ethnicity gender is not available due to sample size

Key Health and Wellbeing Policies Addressing Disparities

Decreasing the Premature Mortality Rate and Addressing Disparities

The City has adopted a variety of policies to reduce the premature mortality rate, with a focus on reducing disparities among groups. The City launched the **Center for Health Equity** (CHE), which adopted four approaches to advance health equity: investing in neighborhoods that have been historically deprived of resources; partnering with City agencies and community advocates; making injustice visible through data and storytelling; and supporting internal standards to become a racially just organization. CHE advances equity in part through **Neighborhood Health Action Centers**. These neighborhood-based centers provide physical space in Department of Health and Mental Hygiene (DOHMH) district health buildings for co-location of community-based organizations (CBOs), providers of medical services, and other City agencies with the goal of fostering cross-sector work that addresses the root causes of poor health outcomes.

- Tobacco use remains a leading cause of preventable deaths in NYC, contributing to deaths from cancer, heart disease, and many other conditions. DOHMH’s comprehensive tobacco control strategy has helped to reduce tobacco use among New Yorkers. This strategy includes enacting anti-smoking legislation that raised the minimum purchasing age from 18 to 21; increasing prices on tobacco products; constantly evaluating the impact of the department’s tobacco control efforts; and more. Additionally, DOHMH has been instrumental in shaping proposals for a new package of bills to curb the use of tobacco. On August 9, 2017, the City voted to pass legislation that would put New York City at the forefront of smoking and tobacco control nationally by:

- Raising minimum prices for all tobacco products, including cigarettes, and imposing a new 10 percent local tax on other tobacco products
 - Banning the sale of tobacco products at pharmacies
 - Reducing through attrition the number of tobacco retailers citywide
 - Creating a retail license for e-cigarettes and capping the number of e-cigarette retailers
 - Requiring all residential buildings to create a policy on smoking and disclose it to both current and prospective tenants
- In addition to tobacco, high blood pressure (hypertension) is a leading risk factor for heart disease (the number one overall killer in New York City) and stroke. High blood pressure affects more than one in four adult New Yorkers. Blacks have higher premature death rates from heart disease compared with Whites. A key component for controlling high blood pressure is medication adherence. In the last year, DOHMH has launched various medication adherence strategies, including placement of blood pressure kiosks in community pharmacies and citywide Medication Therapy Management training.
- Another important component for lowering high blood pressure is reducing sodium intake, yet two-thirds of NYC adults consume higher than recommended amounts of sodium, with Blacks and Latinos consuming more sodium per day than Whites.
- To further existing sodium reduction efforts, the Board of Health passed a sodium warning rule in 2015 to alert New Yorkers about chain restaurant menu items with more than 2,300mg of sodium—the daily recommended limit. The rule requires New York City chain restaurants with 15 or more locations nationwide to post a sodium warning icon next to menu items, including combo meals, with at least 2,300mg of sodium and an accompanying warning message where orders are placed to educate consumers about the health risks of high sodium consumption.
 - To complement the policy change that went into effect in 2016, that same year DOHMH launched the **Look Before You Eat** media campaign to educate New Yorkers about the sodium warning rule. April 2017 marked the end of a year-and-a-half long legal challenge against the sodium warning rule: the National Restaurant Association v. the New York City Department of Health and Mental Hygiene et al. DOHMH prevailed and the rule remains in chain restaurants, serving as a tool to give New Yorkers more information to make choices as part of a larger strategy to reduce chronic disease and help close health gaps between Whites and people of color in New York City.
- The City launched **HealingNYC**, a comprehensive initiative to reduce opioid overdose deaths by 35 percent over five years. Through HealingNYC, the administration is annually investing \$38 million at full ramp-up to increase naloxone distribution and community-based trainings; expand access to medication-assisted treatment; and promote judicious opioid prescribing. Initiatives under HealingNYC include:
- Preventing opioid overdose deaths: The City will distribute 100,000 naloxone kits citywide. Participating agencies include DOHMH, the New York City Police Department (NYPD), the

Department of Social Services, and Correctional Health Services, and the kits will allow laypeople and first responders to reverse overdoses and save lives. The City will expand the Relay nonfatal overdose program, increasing it from three to ten hospital emergency departments in neighborhoods with high rates of opioid overdose, from 2017 to 2019.

- Preventing opioid misuse and addiction: In Fiscal Year 2018, DOHMH plans to connect up to five communities at highest risk with targeted prevention messages and education. DOHMH will also educate clinicians on best practices for judicious prescribing.
 - Connecting New Yorkers to effective treatment: An additional 20,000 New Yorkers will have access to medication-assisted treatment by 2022. NYC Health + Hospitals will transform its substance use care models, and the City will build on the work of the Mayor’s Task Force on Behavioral Health and Criminal Justice System to target treatment and expand resources in the criminal justice system. DOHMH will expand the number of funded health centers that prescribe buprenorphine from 7 to 14, and establish buprenorphine care in NYC syringe exchange programs.
 - Reducing the supply of dangerous opioids: NYPD will create new **Overdose Response Squads** that will target dealers in high-risk neighborhoods in New York City. The City will also assign 84 detectives and hire 50 lab personnel at NYPD to combat this epidemic and disrupt the supply of opioids before they come into the city.
- **Health Bucks** is a citywide DOHMH program which makes fruits and vegetables more affordable across the over 130 farmers markets across NYC. The coupon program is available to all who receive a Health Bucks coupon from one of the over 450 community-based organizations that distribute them. The one in five New Yorkers participating in the Supplemental Nutrition Assistance Program (SNAP), including 609,881 children in 2016, automatically receive a \$2 Health Bucks coupon for every \$5 spent on fruits and vegetables at one of these markets. Health Bucks fills a critical gap for SNAP participants by giving them 40 percent more to spend on farm fresh produce. By providing an incentive for SNAP participants to shop at farmers markets, Health Bucks also provide an incentive for farmers to operate at markets in low-income neighborhoods. In 2016, the program expanded to make the coupons redeemable at farmers markets year round and surpassed the million dollar mark for distribution to SNAP participants.
- In September 2017, DOHMH released the first comprehensive report on the health of Latinos in New York City. The report outlines health outcomes across 51 indicators for the largest Latino heritage groups in New York City: Puerto Ricans, Dominicans, Mexicans, and Central and South Americans. For the first time, Latinos are disaggregated by place of birth and heritage, enhancing insight into the complexities of health for this important group. This report aims not only to raise awareness of the variations in health outcomes among New York’s largest ethnic group but also to help policymakers and communities better address health priorities for all New Yorkers.

Increased Access to Effective Medical Treatment for All

- The number of New York City residents without health insurance decreased by 30 percent, from 13.4 percent (1,121,972) in 2013 to 9.3 percent (793,058) in 2015. For the fourth year in a row, the City is leading the **GetCoveredNYC** health insurance enrollment campaign, which includes both a multimedia and on-the-ground outreach approach. The campaign puts a special focus on connecting the uninsured to in-person enrollment assistance.
- In 2015, the number of new HIV diagnoses in NYC, especially among men who have sex with men (MSM) and women, declined due to improvements in HIV treatment and prevention efforts. Despite this progress, Blacks and Latinos, women of color, transgender persons, and persons that live in areas of high poverty are disproportionately affected by HIV. For example, while Blacks and Latinos make up just over 50 percent of the NYC population, they represent almost 80 percent of new HIV diagnoses. With these data in mind, it is important that HIV programs maintain a health equity lens in order to address the substantial disparities that persist.
- Pre- and post-exposure prophylaxis (PrEP and PEP) are effective in preventing people exposed to HIV from becoming infected, but they are underutilized. Since 2012, DOHMH and its partners have launched programs to support increased access and utilization. These efforts have included successful campaigns to increase both awareness and use through social media and marketing to potential PrEP and PEP users. With nearly 30 percent of young MSMs reporting use of PrEP, HIV rates will continue to decline. Innovative programs in NYC Sexual Health Clinics and contractors in the PlaySure Network for HIV prevention have made PrEP and PEP increasingly accessible.
- In 2016, DOHMH and its condom distribution partners distributed over 36 million male condoms and over 1 million FC2s (also known as the female condom) at over 3,500 diverse locations across the five boroughs. In 2016, the Public Health Detailing (PHD) program was reinstated to work with primary care providers, dentists, pharmacists, and other clinical and community members to improve patient care relating to key public health challenges. Outreach is primarily in the three neighborhoods served by **Neighborhood Health Action Centers**: East and Central Harlem, North and Central Brooklyn, and the South Bronx. DOHMH representatives promote clinical preventive services and chronic disease management through the delivery of brief, targeted messages to healthcare providers, community stakeholders, and staff at their practice sites. In 2016, the program conducted two smoking cessation campaigns: one targeting primary care provider practices, the other targeting dentists and dental hygienists. In 2017, the program conducted campaigns on diabetes and hypertension, two important risk factors for heart disease which is a leading contributor to premature mortality. The diabetes campaign ran from April through September of 2017 and focused on screening for diabetes in all adults 45 years of age and older, and adults 18 or older who are overweight or obese and have one or more additional risk factors. The campaign included making referrals to diabetes prevention or self-management programs. The hypertension campaign launched in the fall of 2017 and focused on supporting adults in managing high blood pressure. A key element of both campaigns was medication adherence, and both campaign kits contained tools for providers and patients on effectively managing medications. In August 2017, PHD began developing a depression campaign, which will target primary care providers and is slated to launch in spring 2018.

- New York City’s first-ever LGBTQ Health Care Bill of Rights was launched in June 2017, detailing healthcare protections at the local, state, and federal levels to empower LGBTQ New Yorkers to get the healthcare they deserve. It also reiterates that medical providers and their support staff cannot legally provide a lower quality of care to these New Yorkers because of their sexual orientation, gender identity, or gender expression. DOHMH also launched a new citywide sexual health awareness campaign, Bare It All, which emboldens LGBTQ New Yorkers to talk openly with their doctors about all aspects of their health, including their sex lives and drug use. The campaign includes an interactive directory, available online through the NYC Health Map and by calling 311, that lists over 100 LGBTQ-knowledgeable providers who can offer services in primary care, sexual healthcare, gender-affirming care, HIV testing and treatment, and other services. Both the Bare It All campaign and the LGBTQ Health Care Bill of Rights were designed as tools to make healthcare services more accessible and accountable to LGBTQ New Yorkers. These two new efforts are part of the City’s plan to End the Epidemic: a \$23 million investment in Fiscal Year 2017 to increase HIV prevention and healthcare programming that will benefit nearly 200,000 New Yorkers a year when fully implemented. The plan aims to reduce the annual number of new HIV infections in New York City to 600 by 2020 as part of a statewide goal of no more than 750 cases per year by 2020.
- The Department for the Aging (DFTA) aims to increase the number of older adults accessing health and wellness activities, socialization, and good nutrition. DFTA funds 246 senior centers across all five boroughs, which offer free membership to anyone age 60 or older. Senior centers provide meals; transportation; chronic disease self-management classes for people with arthritis, diabetes, and high blood pressure; benefits screening for Medicare, Medicaid, SNAP, and other programs; and recreational trips and workshops, among other services. Language services are available on-site, representing the diversity and culture of the city’s senior residents. In 2017, over 165,000 older adults visited a senior center, where activities are designed to meet the needs of its members. An impact analysis of DFTA senior centers found that the nutritious meals and healthy activities offered improved physical and mental health and wellbeing among participants, and helped to reduce social isolation. Participation at centers saw a 5 percent growth from the previous year.

Health Policies and Programs to Decrease Infant Mortality and Address Disparities

Infant outcomes are strongly linked to the health of the mother, even before she becomes pregnant. The cumulative and dynamic effect of factors in a woman’s physical and social environment across her lifespan, such as access to healthy foods, financial resources, social support networks, neighborhood safety, and exposure to discrimination can all affect health and reproductive outcomes. Additionally, there are likely many contributors to persistent racial disparity, including a woman’s health prior to becoming pregnant, higher rates of obesity and other comorbidities, access to care, and factors associated with poverty such as inadequate housing and residential segregation, limited access to healthy foods, and safe places to do physical activity. Racism and its attendant stresses, too, likely contribute to adverse health outcomes.

- The **Brooklyn Breastfeeding Empowerment Zone** (BFEZ) is a place-based initiative to address racial and ethnic disparities in breastfeeding in the communities of Bedford-Stuyvesant and Brownsville. BFEZ

strengthened its male involvement strategy by recruiting and training an additional cohort of five male peer educators (for a total of 15 since the program started in 2013), increasing the number of males engaged in BFEZ programs and developing a guide to engaging male partners in breastfeeding support. BFEZ also increased the number of Breastfeeding Friendly spaces to 89 with the addition of 33 in 2016.

- **Healthy Start Brooklyn** (HSB) provides pregnant women and their families with childbirth education, exercise classes, doula support during labor and delivery, parenting and infant safety classes, and home visits. HSB initiated several new projects, including its first-ever fatherhood group, **In the Circle**, which uses the 24/7 Dad curriculum to teach parenting skills to fathers while giving them a safe space to share their concerns. HSB also created a newborn care class for expectant and new parents, and hosted two community events to promote safe sleep practices. **CenteringPregnancy** was another initiative, launched in partnership with three local prenatal clinics: one a federally qualified health center and the other two hospitals. HSB trained a total of 34 staff members in this model of prenatal care and the sites started ten Centering groups.
- Supporting this work is the **Children’s Cabinet**, created in 2014, a multi-agency initiative to bolster communication among City agencies and develop strategies for a holistic approach to a child’s safety and wellbeing. The Children’s Cabinet’s initiatives include:
 - The **Growing Up NYC** initiative was launched in 2016 to provide guidance to City agencies on how to prioritize and implement policies and programs that advance the wellbeing of children and young adults ages 0 to 24. Growing Up NYC allows parents and caregivers to easily access a vast array of resources for raising children in New York City. The accompanying Growing Up NYC digital platform, which can be accessed online by phone, tablet, or computer, was developed to provide parents and caregivers with access to City resources, programs, and events for children up to age 12, including afterschool programs, parenting classes, and temporary cash assistance programs. A hard-copy resource guidebook containing expanded information for youth up to age 24 is available in libraries across the city.
 - The **Talk to Your Baby, Their Brain Depends On It** initiative, part of the City’s broader commitment to early childhood development, features a major public awareness campaign aimed at closing the “word gap” between different city populations. The City partnered with Scholastic Inc. to provide baby book bundles to hundreds of thousands of new NYC parents. The NYC Baby Showers series, a component of the Talk to Your Baby initiative, aims to acclimate new parents and caretakers to raising a family in the city by providing practical items like diapers, clothing, and other baby supplies. The Baby Showers are direct service opportunities for families to connect to City and community resources such as registering for a library card, an IDNYC, or child care services. In addition, families have an opportunity to learn about the **Safe Sleep for Babies** program and the maternal and child health resources available in local programs. Three of the four Baby Showers in 2017 targeted special populations, including immigrant parents, LGBTQ parents, and parents living in temporary housing.
 - The **Early Years Collaborative** (EYC) is an effort to promote the wellbeing of children from birth through age three in the South Bronx and Brownsville through a community-based improvement

collaborative. EYC brings together approximately 25 CBOs to work toward shared goals of improving the health and wellbeing of the city’s youngest children. While the primary goal is to improve school readiness, promote healthy pregnancies, and secure attachment, the initiative also aims to:

- Bring together CBOs within a neighborhood to be part of a collective, coordinated effort to improve the health and wellbeing of young children.
 - Strengthen the connective tissue between CBOs within neighborhoods, as well as between CBOs, community coalitions, and City agencies.
 - Build improvement science capacity within local CBOs that can be used to support the work of EYC, and more broadly applied within CBOs and communities to strengthen services.
 - Disseminate lessons learned to spread best practices across the city and to align City policies and budgets with lessons learned through EYC.
- In 2016, DOHMH launched a multi-sector initiative to reduce racial and ethnic inequities in infant mortality, maternal mortality, and severe maternal morbidity (life-threatening complications during childbirth). This multi-faceted strategy is aimed at addressing the driving factors that lead to poor birth outcomes: improving women’s health before, during and after pregnancy; addressing the compounding negative effects of toxic stress and trauma on birth outcomes; and promoting safe sleep practices to prevent sleep-related infant injuries and deaths. It prioritizes neighborhoods with the highest rates of infant death and severe maternal morbidity. The initiative includes training grandparents and other trusted community messengers to educate families in their communities about infant safe sleep practices, and holding community forums to discuss toxic stress and trauma throughout the lifespan.
 - In 2017, DOHMH launched a new bilingual campaign for parents of children ages birth to five called **Here for You**, which promotes free services for parents of infants and toddlers, guardians, expectant parents, and those who may become parents. Resources available to pregnant women and mothers of infants, regardless of age or immigration status, include:
 - The **Nurse-Family Partnership**, which delivers the support first-time mothers need to have a healthy pregnancy, for people to become more knowledgeable and nurturing parents, and for parents to provide their babies with the best possible start in life. At no cost to the client, a nurse visits the mother at home throughout the pregnancy and until the baby is two years old. In 2016, the program began expanding to serve an additional 800 clients.
 - The **Newborn Home Visiting Program** offers home visits to families with a new infant that reside in Neighborhood Health Action Center neighborhoods and Department of Homeless Services (DHS) shelters. Home visit families are provided with topic-specific education, and health and social issues that require referral to community-based services are identified. Core topics discussed are infant feeding, breastfeeding, safe sleep, and maternal and community resources. The program is open to any woman, regardless of immigration status, who delivers

her baby in certain hospitals in North and Central Brooklyn, the South Bronx, and East and Central Harlem. The program has embarked on a new initiative to provide services to women in DHS shelters throughout the five boroughs. Eligible women are those who give birth in a DHS shelter or present to a shelter with a baby zero to two months of age.

Health Policies to Increase Access to Mental Health Treatment and Address Disparities

ThriveNYC: A Mental Health Roadmap for All has a wide array of initiatives to address mental health conditions affecting New Yorkers, including depression, anxiety, and alcohol and drug use. It has a particular focus on community partnerships and culturally competent solutions to decreasing disparities by race, economic status, and other demographic indicators. Ninety-six percent (52 out of 54) of the roadmap's initiatives are active, providing services and trainings throughout the five boroughs. Sixty-nine percent of those have become active within the past year. ThriveNYC has reached 200,000 New Yorkers through service provision and training, 250,000 through the 2016 Mental Health Weekend of Faith, and more than 5 million through ThriveNYC public awareness campaigns. ThriveNYC highlights include:

- **Connections to Care (C2C)** is increasing access to and utilization of quality mental health care service through an innovative partnership model that brings together CBOs and clinical mental health providers.
 - With funding from a grant from the Corporation for National and Community Service's Social Innovation Fund, licensed mental health provider partners in C2C are training and coaching staff at CBOs to provide appropriate care and support to individuals with mental health issues.
 - C2C is managed by NYC Opportunity in partnership with the Mayor's Fund to Advance NYC and the NYC Department of Health and Mental Hygiene.
- **Mental Health First Aid (MHFA)** will train 250,000 New Yorkers over five years to better recognize the signs, symptoms, and risk factors of mental illness and addiction. Individuals who receive this training will be better able to provide support to members of their personal network and may be able to help with connections to care, in part by reducing attitudinal barriers to care and support for people with serious psychological distress. MHFA will also train and certify individuals as first aid instructors. From December 2015 to July 2017, 21,837 first aiders were trained, and training continues.
 - **The NYC Mental Health Service Corps** will place close to 400 physicians and recently graduated masters and doctoral-level clinicians in substance abuse programs, mental health clinics, and primary care practices over three years, with a focus on high need communities citywide. These health professionals will provide connections to mental health treatment for people in need, including people with serious psychological distress. To date, the program has served 9,245 patients.
 - **NYC Well** is the City's free, comprehensive, 24/7/365 point of access to mental health and substance misuse services. New Yorkers can connect to NYC Well in English, Spanish, Mandarin, or Cantonese, and

more than 200 other languages via interpretation services available to all callers. NYC Well provides confidential crisis counselling, referral to behavioral health services, mobile crisis services, follow-up services, short-term counseling, and peer support services. From November 2016 to June 2017, NYC Well served 150,843 inbound contacts.

- The Greater New York Hospital Association and DOHMH are leading a quality improvement learning collaborative with 38 NYC hospital sites to screen and treat all pregnant women and new mothers for pregnancy-related depression at participating hospitals and clinics. The participating hospitals are responsible for 80 percent of the live births in New York City. Between September 2016 and April 2017, 15,284 women were screened by hospital sites in the collaborative. In May 2017, the prenatal screening rate was 97 percent and the postpartum screening rate was 92 percent among participating hospital sites submitting data.
- The Department of Education and the Administration for Children’s Services incorporate **Social-Emotional Learning** (SEL) into training programs to help adults build healthy social-emotional development in children. The initiative implements an evidence-based teacher curriculum in Pre-K for All and EarlyLearn programs. Over 10,000 youth have been served.
- The **School Mental Health Consultant Program** has established a network of 100 Mental Health Consultants who will ensure that educators have access to experts who can help meet the needs of students in 927 schools without onsite mental health services. There are currently 95 consultants and 11 supervisors working in the field at 900 schools. At scale, the program will have 103 consultants serving 800 school campuses—close to 970 schools in School Year 2018-2019.
- The **Community School Mental Health Program** offers mental health services at 130 Community Schools. These include 94 schools that are also Renewal Schools—the City’s strategic model for promoting rapid academic improvement in struggling schools. School mental health managers assist schools in implementing a three-tiered mental health work plan, including helping schools obtain licensing and state approvals when creating school-based mental health clinics or partnering community-based mental health providers for universal or selective services. A total of 56 clinics have been established in the 130 Community Schools.
- **Geriatric Mental Health Service** is targeted at reaching 3,750 seniors every year by placing licensed clinical social workers and professionals with similar skills in 25 of the City’s largest senior centers to provide expert on-site clinical services and offer engagement sessions.
- Via a partnership with ThriveNYC, Department of Youth and Community Development-funded **Runaway and Homeless Youth** (RHY) programs are now receiving annual funding of \$1,570,800 to address the mental health needs of youth in their programs. In the last fiscal year, this funding allowed 2,408 youth receiving RHY services to receive mental health interventions.

Other Health and Wellbeing-Focused Social Indicators Reports and Initiatives

1. 2016-2018 Community Health Assessment and Community Health Improvement Plan: Take Care New York 2020: <https://www1.nyc.gov/assets/doh/downloads/pdf/tcny/community-health-assessment-plan.pdf>
2. Health of Latinos in New York City, 2017: <https://www1.nyc.gov/assets/doh/downloads/pdf/episrv/2017-latino-health.pdf>
3. 2015 Child Health Emotional Wellness and Development Survey (CHEWDS): <https://www1.nyc.gov/assets/doh/downloads/pdf/episrv/chewds2015methods.pdf>
4. Drug Use among Youth in New York City Public High Schools, by Sexual Orientation and Gender Identity, 2015: <https://www1.nyc.gov/assets/doh/downloads/pdf/epi/databrief92.pdf>
5. Mortality among Chinese New Yorkers: <https://www1.nyc.gov/assets/doh/downloads/pdf/epi/databrief91.pdf>
6. Unintentional Drug Poisoning (Overdose) Deaths in New York City, 2000 to 2016: <https://www1.nyc.gov/assets/doh/downloads/pdf/epi/databrief89.pdf>
7. LGBTQ Health Care Bill of Rights: <http://www1.nyc.gov/site/doh/health/health-topics/lgbtq.page-bor>
8. Active Design Playbook for Early Childhood Settings: <https://www1.nyc.gov/assets/doh/downloads/pdf/environmental/active-design-playbook.pdf>
9. Childhood Asthma and the Asthma Counselor Program of the East Harlem Asthma Center of Excellence: <https://www1.nyc.gov/assets/doh/downloads/pdf/epi/databrief90.pdf>
10. Changes in Accessibility and Consumption of Fruits and Vegetables in New York City: <https://www1.nyc.gov/assets/doh/downloads/pdf/epi/databrief84.pdf>
11. Hypertension Hospitalizations and Related Morbidity in New York City: <https://www1.nyc.gov/assets/doh/downloads/pdf/epi/databrief83.pdf>
12. Hypertension in New York City: Disparities in Prevalence: <https://www1.nyc.gov/assets/doh/downloads/pdf/epi/databrief82.pdf>
13. Substance Use among HIV-Positive Persons Receiving Medical Care in New York City: The Medical Monitoring Project 2013 and 2014: <https://www1.nyc.gov/assets/doh/downloads/pdf/epi/databrief81.pdf>
14. Access to Healthy and Affordable Food in East New York: <https://www1.nyc.gov/assets/doh/downloads/pdf/epi/databrief80.pdf>
15. Health of Black New Yorkers by Country of Birth: <https://www1.nyc.gov/assets/doh/downloads/pdf/epi/databrief79.pdf>

16. Suicides in New York City, 2000 to 2014: <https://www1.nyc.gov/assets/doh/downloads/pdf/epi/databrief75.pdf>
17. Unintentional Drug Poisoning (Overdose) Deaths Involving Heroin and/or Fentanyl in New York City, 2000-2015: <https://www1.nyc.gov/assets/doh/downloads/pdf/epi/databrief74.pdf>
18. Benzodiazepines in New York City: <https://www1.nyc.gov/assets/doh/downloads/pdf/epi/databrief72.pdf>
19. Adult Psychiatric Hospitalizations in New York City: <https://www1.nyc.gov/assets/doh/downloads/pdf/epi/databrief71.pdf>
20. Psychiatric Hospitalizations among Children and Adolescents in New York City: <https://www1.nyc.gov/assets/doh/downloads/pdf/epi/databrief70.pdf>
21. Tuberculosis among New Yorkers Born in China: <https://www1.nyc.gov/assets/doh/downloads/pdf/epi/databrief55.pdf>
22. Severe Maternal Morbidity, New York City, 2008-2012: <https://www1.nyc.gov/assets/doh/downloads/pdf/data/maternal-morbidity-report-08-12.pdf>

Housing

Highlights of Select Indicators

Housing Indicators

- Notices of Foreclosure Rate
- Serious Housing Code Violations
- NYCHA New Admissions
- Families on Public Housing and NYCHA Section 8 Waiting Lists
- Homeless: Average Daily Census
- Homeless: Average Length of Stay
- Rental Housing Vacancy Rate
- Severely Rent-Burdened Households

Notices of Foreclosure Rate

Key findings: The number of citywide foreclosure filings in 2016 fell to 11,520—a year-over-year decrease of about 5 percent. However, the 2016 level of 13.4 foreclosure notices per 1,000 condo and one- to four-family properties was still much higher than levels prior to the foreclosure crisis between 2000 and 2006, when foreclosure notices averaged 8.2 per 1,000 properties. Repeat foreclosure filings (properties with a prior foreclosure filing within the past six years and no change of ownership during that time), which made up over half of all foreclosure filings in 2016, increased 6.5 percent between 2015 and 2016. The number of foreclosure filings declined by about 10 percent in both the Bronx and Queens between 2015 and 2016, and by about 3 percent in Manhattan over that same period. Despite these declines, in 2016 the number of foreclosure filings was higher in the other boroughs than it was in 2000. In 2016, there were 3,650 foreclosure filings in Brooklyn (four more than in 2015) and 1,559 filings in Staten Island (31 more than in 2015).

How the data is disaggregated:
Borough, Community District

Note: Additional disaggregation is not available as the indicator is measuring notices, not recipients.

Serious Housing Code Violations

Key findings: In 2016, there were 236 housing code violations per 1,000 privately-owned rental units in New York City, up about 3 percent since 2015. The City issued about 49 serious housing code violations per 1,000 privately-owned rental units in 2016, up 2.5 percent since 2015.

How the data is disaggregated:
Borough, Community District

Note: Additional disaggregation is not available as the indicator is measuring violations by address, not by recipient.

NYCHA New Admissions

Key findings: In 2017, the New York City Housing Authority (NYCHA) admitted 4,389 families into the public housing program. About 79 percent of those families were female-headed. NYCHA also admitted 2,158 families into its Section 8 housing program. Just over half of those families were female-headed, and included veterans and formerly homeless families. Families with an elderly head (age 62 and older) comprised about 18 percent of new admissions in public housing and 14 percent of new admissions into the public housing program.

How the data is disaggregated:

Race/Ethnicity, Gender, Household Income, Borough

Note: As a result of the transition to a new system, additional disaggregation by Combined Race/Ethnicity / Gender currently is not available. Data will be made available in future reports.

Families on Public Housing and NYCHA Section 8 Waiting Lists

Key findings: As of July 2017, over 245,000 families are on the NYCHA public housing wait list. As of May 2017, over 147,000 families are on the NYCHA Section 8 wait list. The NYCHA Section 8 wait list, however, has been closed since 2007, except for veterans who receive Section 8 through the Veteran's Affairs Supportive Housing (VASH) program.

How the data is disaggregated:

Race/Ethnicity, Gender, Median Income, Community District, Neighborhood Tabulation, Borough, Age (Elderly Head of Household)

Note: As a result of the transition to a new system, additional disaggregation by Combined Race/Ethnicity / Gender currently is not available. Data will be made available in future reports.

Homeless: Average Daily Census

Key findings: The Department of Homeless Services (DHS) shelter census was 59,567 in Fiscal Year 2017; remaining roughly flat compared to FY 2016 for first time in more than a decade after the implementation of new rental assistance programs beginning in FY 2015.

How the data is disaggregated:

Household Type

Note: Disaggregation by Income, Race/Ethnicity, and Gender is not available. These metrics are based on reports that have been system generated over the years and do not have the requisite client records to allow for disaggregation beyond averages by household type for prior years. Disaggregation by Race/Ethnicity and Gender will be included for FY 2018 and years going forward.

Homeless: Average Length of Stay

Key findings: In FY 2017, the average length of stay (LOS) in shelter was 414 days for families with children, 550 days for adult families, and 383 days for single adults. Due to the availability of rental assistance and NYCHA housing, the average length of stay in shelter for families with children declined by 17 days from FY 2016, after growing dramatically for several years following the termination of the Advantage program in FY 2012.

How the data is disaggregated:

Household Type

Note: Disaggregation by Income, Race/Ethnicity, and Gender is not available. These metrics are based on reports that have been system generated over the years and do not have the requisite client records to allow for disaggregation beyond totals by household type for prior years. Disaggregation by Income, Race/Ethnicity, and Gender will be included for FY 2018 and future years going forward.

Rental Housing Vacancy Rate

Key findings: Vacancy rates are important indicators of supply and demand factors in the housing market. Very low vacancy rates indicate severe housing shortages that exert upward pressure on housing prices. A rental vacancy rate of 5 percent or lower is considered to be a housing shortage. Despite new market-rate and subsidized rental housing construction, the rental vacancy rate has consistently remained below 5 percent, with only Manhattan coming close to this threshold at 4.73 percent. Just 3.63 percent of New York City's rental units were vacant in 2017, with no significant change in the last ten years. The Bronx had the highest shortage of housing units, with a vacancy rate of 2.71 percent, followed by Brooklyn at 3.28 percent. Affordable housing was also adversely affected by the housing shortage, with a vacancy rate of 2.09 percent for units with a monthly rent of \$800 to \$999 and a vacancy rate of 1.15 percent for those units with a monthly rent under \$800. Rent-stabilized units had a vacancy rate of 2.06 percent while private, non-regulated units had a 6.07 percent vacancy rate.

The net rental vacancy rate is calculated by dividing the number of vacant, habitable, and available-for-rent units by the number of renter-occupied units plus vacant, habitable, and available for-rent units. This calculation excludes housing units in group quarters, such as hospitals, jails, mental institutions, and college dormitories, as well as units that are rented but not occupied and vacant units that are in such poor condition that they are not habitable.

How the data is disaggregated:

Borough, Type of Rental Unit, Monthly Rent Level

Note: Disaggregation by Race/Ethnicity and Gender is not available because this metric counts housing units.

Severely Rent-Burdened Households

Key findings: This indicator measures the share of renter-occupied households whose gross rent (rent plus electricity and heating fuel costs) equaled at least 50 percent of their monthly pre-tax income, excluding those living in public housing or renting with the use of a voucher. The 2017 Housing Vacancy Survey reveals that one-third of households in NYC are severely rent burdened or facing housing costs equal to half or more of their income. The share of renters that are severely rent burdened has changed little over the last ten years, despite the fact that the median household income of renters increased by 10.9 percent in 2016 dollars between 2013 and 2016. There were wide differences in the population that was severely rent burdened across the city's neighborhoods.

How the data is disaggregated:

Borough

Note: Disaggregation by Income, Race/Ethnicity, and Gender for Severely Rent-Burdened Households was not available at the time of report preparation due to the timing of the full release of data in the 2018 Housing Vacancy Survey. In future reports, disaggregation by Income, Race/Ethnicity, and Gender will be included.

Key Housing Policies Addressing Disparities

Creating New Affordable Housing

Released in May of 2014, **Housing New York** (HNY) outlines the City's long-term plan to address the affordable housing crisis. This administration has financed a record 87,557 affordable homes since January 2014, with 24,536 affordable homes financed in 2017 alone—breaking an all-time record previously set in 1989. Nearly half of those homes (48 percent) serve individuals making less than \$33,400 per year, or \$43,000 per year as a family of three.

In Fall 2017, Mayor de Blasio demonstrated his commitment to affordable housing by accelerating the plan to achieve 200,000 affordable homes by 2022, two years ahead of schedule, and setting a new goal of 300,000 affordable homes by 2026. Through **Housing New York 2.0**, the City also commits to increasing the number of affordable homes for New Yorkers to 25,000 per year. This goal will be achieved by creating more homes for seniors, working with nonprofits to build a firewall against displacement in fast-changing neighborhoods, protecting affordability in Mitchell-Lama buildings, expanding affordable homeownership programs, unlocking the potential of vacant lots, and capitalizing on advances in technology and innovative design to expand the use of modular building and micro-units.

- On budget and ahead of schedule, the 87,557 affordable homes started under HNY through the end of 2017 include the highest total production in any three-year period in NYC Department of Housing

Preservation and Development (HPD) history. Approximately 33 percent of all affordable housing financed will serve extremely low income (ELI) and very low income (VLI) New Yorkers making less than \$33,400 as an individual or \$42,950 as a family of three.

- Projects providing housing for low- and middle-income populations are also receiving subsidies. To serve a range of households, in 2017 Mayor de Blasio added \$1.9 billion into the budget for the next seven years to increase the number of ELI and VLI households served by HNY. HPD additionally issued new term sheets and is now incorporating units for VLI households into virtually every new construction project.
- In areas rezoned as part of a City neighborhood plan or a private rezoning application and as a condition of residential development, New York City now requires **Mandatory Inclusionary Housing** (MIH), which ensures that at least 25 to 30 percent of new residential floor area be permanently affordable for a variety of income levels. MIH is the most rigorous zoning requirement for affordable housing in any major U.S. city.
- New York City also secured **Zoning for Quality and Affordability** (ZQA), which amends zoning regulations to encourage better buildings and helps meet the need for more mixed income and affordable housing. ZQA makes it easier to build a range of affordable senior housing and care facilities to meet the needs of the city’s seniors. It also encourages better quality buildings through targeted changes to rules in medium and higher density neighborhoods.
- HPD continues to protect tenants and preserve affordable housing across the city. Through a partnership with the City Council, Certification of No Harassment (CONH) legislation was passed. CONH requires covered building owners seeking to demolish or make significant alterations to their building to prove they have not engaged in harassment before they can get the permits they need from the NYC Department of Buildings (DOB). It also includes legislation to combat predatory equity practices. HPD will publish a Speculation Watch List that identifies recently sold rent-regulated buildings where tenants are at risk of displacement due to potentially predatory investors. HPD also joined forces with the NY State Attorney General, NY State Homes and Community Renewal’s Tenant Protection Unit, and City agencies to create a new Tenant Harassment Prevention Task Force to combat tenant harassment.
- In 2017, New York City secured reforms to 421a legislation, which now requires 25 to 30 percent affordability in all rental developments using the exception and eliminates tax breaks for luxury condos. The administration changed the program to provide a stronger incentive to build mixed-income housing, reach deeper income levels, cut cost per affordable unit, and capture affordable housing in changing markets without affecting the opportunity to develop new housing.
- In November 2015, Mayor de Blasio announced plans to provide 15,000 units of affordable housing with supportive services over the next 15 years. Supportive housing is a proven, cost-effective approach to delivering stability while permanently housing New Yorkers in need, including homeless families, young adults formerly in foster care, homeless veterans, survivors of domestic violence, and street homeless individuals.

- HPD has added homeless set-asides to nearly all term sheets and is building homeless housing at a faster rate than ever, creating almost 7,200 homes since 2014. In 2017, HPD built 2,020 new homes, up from 923 in 2014. HPD has also launched new initiatives, such as **Our Space**, that provide additional capital subsidy to create a reserve fund for the construction of units affordable to homeless households without relying on rental assistance. Homeless referrals to Our Space must come from HPD, and rents will be underwritten based on public assistance shelter allowance.
- Through Housing New York 2.0, the administration doubled its commitment to senior housing, raising the bar from building or preserving 15,000 homes by 2026 to building or preserving 30,000 homes by that year. HPD launched **Seniors First**, a three-pronged strategy to make more homes accessible to seniors and people with disabilities; to build new 100 percent affordable senior developments on NYCHA land, as well as other public and private sites; and to preserve existing senior housing developments such as those created through HUD’s 202 program. Through the end of 2017, HPD built or preserved 5,557 affordable senior homes.

Public Housing in New York City

NYCHA currently serves 400,000 New Yorkers with 2,500 buildings and almost 180,000 units located across all five boroughs. In May 2015, Mayor de Blasio and NYCHA Chair and CEO Shola Olatoye announced **NextGeneration NYCHA** (NextGen). NextGen is a comprehensive ten-year plan to stabilize the financial crisis NYCHA is facing while at the same time delivering long-needed quality of life improvements for residents. This is being done by changing how NYCHA is funded and operated, and how it serves its residents. The plan includes:

- **The 100 Percent Affordable Housing program**, which will create new senior and multi-family buildings on underused NYCHA property
- The **NextGen Neighborhoods** program, which will leverage a 50/50 split of market-rate and affordable housing units built on NYCHA land
- Targeting housing quality with new efforts to overhaul maintenance and repair operations that contribute to decreased response times and to increase customer satisfaction and unit inspections

NextGen NYCHA – 100 Percent Affordable Housing

Centered on resident and community stakeholder engagement, the NextGen Neighborhoods program enables NYCHA to generate revenue to reinvest back into development sites and across NYCHA by leveraging a 50/50 split of market-rate and affordable housing units. To provide additional amenities, NYCHA will provide underutilized land for the creation of 10,000 affordable housing units that include a mix of uses.

- In May 2016, NYCHA and HPD announced the selection of three development teams to expand affordable housing opportunities at three NYCHA developments: Ingersoll Houses in Fort Greene, Brooklyn; the Van Dyke Houses in Brownsville, Brooklyn; and the Mill Brook Houses in Mott Haven, the Bronx. The plan to create 100 percent affordable senior and multifamily housing on available NYCHA property was developed in response to resident and advocate calls for more affordable housing options in their communities.
- NYCHA intends to issue a ground lease for two sites located at Betances V and Betances VI in the Bronx. The new Betances V site will be a 149-unit senior housing development that features onsite supportive services and is affordable to ELI and VLI senior citizens 62 and older. The 101-unit Betances VI multi-family affordable housing development will be affordable to ELI and VLI households. Both buildings will include a set-aside for formerly homeless households and a preference for NYCHA residents. Construction is scheduled to begin in 2019.
- On June 1, 2017, NYCHA and HPD released a request for proposals (RFP) for the development of 100 Percent Affordable Housing apartments for seniors and families on the grounds of Harborview Terrace in Midtown Manhattan; Sumner Houses in Bedford-Stuyvesant, Brooklyn; and Morrisania Air Rights and Twin Parks West, located in Morrisania and Fordham Heights, the Bronx. Construction is anticipated to begin in 2018 or 2019. All nine 100 Percent Affordable Housing developments will advance the goals of Mayor de Blasio's HNY plan to build or preserve 200,000 affordable housing units over ten years. It also helps achieve NYCHA's commitment to contribute 10,000 of those affordable units within the next decade as part of its NextGeneration NYCHA ten-year strategic plan.

NextGen NYCHA – NextGen Neighborhoods

- NYCHA has been actively seeking resident input. Between September 2015 and May 2016, over 1,300 residents participated in meetings and visioning sessions at Holmes Towers in Manhattan and Wyckoff Gardens in Brooklyn. NYCHA will continue to engage its residents through Stakeholder Committees, which will work directly with selected developers by representing the interests and concerns of NYCHA residents, neighbors, and the community.
- An additional NextGen Neighborhoods site was announced at La Guardia Houses in spring of 2017. Resident engagement began that same year and included the launch of a new digital platform, CoUrbanize, which allows residents to ask questions, provide their thoughts, and receive the most up-to-date information.

NextGen NYCHA – HUD Preservation Programs

- NYCHA will use every tool available to protect the affordability of New York City's housing stock and strengthen public housing for this and future generations. Leveraging the **Rental Assistance**

Demonstration program (RAD) through the **Permanent Affordability Commitment Together** (PACT) initiative in NYC, NYCHA will help improve quality of life for residents, and ensure that apartments and buildings receive much-needed repairs and upgrades while preserving affordability and tenant protections. PACT is a component of NextGen NYCHA’s ten-year strategic plan to preserve public housing and become a more effective, efficient landlord. Under PACT, NYCHA seeks to convert funding sources for developments from public housing funds to project-based Section 8 to address their capital repair needs.

- As funding that supports a development transitions from public housing to Section 8, NYCHA will retain ownership and continue to play a key role in decision making and property oversight. Under PACT rules, all units in a converted development must remain permanently affordable (rent cannot exceed 30 percent of resident income), which NYCHA will enforce through agreements with the developer and ownership of the land. Residents will continue to have the same succession opportunities and grievance procedures under PACT as those that currently exist for NYCHA public housing residents. Residents will also retain the right to establish and operate a resident organization. Finally, developers will be required to propose a plan to train and hire NYCHA residents and proactively engage residents on a regular basis as the project moves forward.
- In December 2016, NYCHA closed its first PACT project at Ocean Bay (Bayside), where 1,395 units across 24 buildings in Far Rockaway, Queens, were converted from public housing to Section 8 through HUD’s **Rental Assistance Demonstration** program. Bayside received \$325 million for extensive capital improvements at the site, including resiliency measures in anticipation of future natural disasters like Hurricane Sandy, better heating systems, new roofs, and interior unit upgrades (updated kitchens and bathrooms). Solar panels are to be installed on the roofs of many buildings, which will generate a total of over 500 kw of energy and will be one of the largest installations at an affordable housing development in New York State.
- In June 2016, NYCHA submitted PACT applications to HUD for 40 additional developments with approximately 5,200 units. Developments initially selected for PACT applications are scattered sites and high need developments, and selection considered a PACT conversion’s ability to improve maintenance, management, and physical condition of a development. In January 2017, HUD gave NYCHA approval to convert approximately 1,700 units in the Bronx and Brooklyn. On March 17, 2017, NYCHA released a significant amendment to the FY 2017 **Annual PHA Plan** for public review as part of the process to convert units at these developments from public housing subsidies to project-based vouchers (PBV). In June 2017, NYCHA issued an RFP to identify development partners to facilitate the conversion of funding, perform required capital rehabilitation, undertake property management, and deliver social services at the 17 approved developments.

Decreasing Homelessness

New York City has a strong “prevention first” approach to homelessness through a broad array of services to keep households in their homes and help those in shelter return to the community. In 2016, housing

supports lowered the city’s poverty rate by 6.1 percentage points. While many cities and jurisdictions turn homeless people away when shelters are full, New York City meets City and New York State legal requirements to shelter and serve all who meet the criteria of homelessness. The City has the largest and most service-rich shelter system in the nation.

Prevention

The City has expanded homelessness prevention services, including anti-eviction and anti-harassment legal services and emergency rental assistance to keep families and individuals housed, which contributed to a 24 percent drop in evictions between 2014 and 2016. The **Homebase** program helps individuals at risk of homelessness to remain in their communities and to avoid entering shelter. In FY 2017, Homebase served over 26,600 households in locations across the five boroughs.

Improved Outreach and Services

- In 2017, Mayor Bill de Blasio released **Turning the Tide on Homelessness** in New York City, his borough-by-borough plan for addressing the challenge of homelessness, which affects every community across the five boroughs. To address and transform a shelter system that haphazardly expanded over the past four decades, the mayor’s plan will completely end use of all 360 cluster sites and hotel facilities citywide, while opening a smaller number (90) of traditional new shelters that are borough-based and more effective. The number of DHS facilities will be reduced by 45 percent across New York City. The City will then be able to maintain a vacancy rate that ensures the flexibility needed to implement a more equitable, borough-based system that considers the individual needs of those children and adults in shelter. The plan’s guiding principle is community and people first: giving homeless New Yorkers, who come from every community across the five boroughs, the opportunity to be sheltered in their home boroughs, close to their support networks and anchors of life, including schools, jobs, health care, family, houses of worship, and the communities they called home, in order to more quickly stabilize their lives.
- **HOME-STAT – Homeless Outreach and Mobile Engagement Street Action Teams**
HOME-STAT has increased the City’s ability to reach homeless people on the streets and provide them with the help they need. The program partners existing homeless response and prevention programs with new innovations designed to better identify, engage, and transition homeless New Yorkers to appropriate services and, ultimately, permanent housing.
- The City has already doubled the number of low-demand “safe haven” beds for individuals coming in directly from the streets and plans to triple that number of beds. These new resources will help provide an alternative to the street for individuals who do not wish to enter traditional shelter.
- The City has also committed to increasing domestic violence beds at **Domestic Violence** shelters by 50 percent to serve a total of 13,300 individuals, as well as tripling the number of beds (to 750) for runaway homeless youth by 2019.

- The City has been working with provider-run single adult and adult family shelters to enhance daytime programming, including vocational, educational, and wellness programming. In FY 2017, shelters engaged more than 12,600 clients.
- A **Shelter Repair Squad** was launched in May 2015 to expedite correction of violations at over 500 City shelters. In January 2016, Shelter Repair Squad 2.0 was launched to systematically identify and address shelter condition violations that had been left unaddressed for decades. As a result, the City has reduced violations across traditional shelters by 84 percent citywide since January 2016, conducting more than 34,000 inspections in 2016 and 2017.
- The administration has enhanced services to address LGBTQI homelessness, including opening a 24-hour drop-in center in Harlem that specializes in the LGBTQI community and the first-ever City-funded transitional independent living homes with specialized services for transgender youth. In 2017, Marsha's House— named for the noted LGBTQI activist Marsha P. Johnson— opened in the Bronx. The first-ever shelter for LGBTQI young people 30 years and under in the NYC adult shelter system offers nearly 90 homeless individuals the opportunity to be sheltered in a welcoming, supportive space that provides targeted resources. The administration also funded 500 additional beds for runaway and homeless youth, all of which are available to LGBTQI youth. During FY 2018, the total number of beds brought online will expand to 653, then to a total of 753 by the end of FY 2019.
- NYC Department of Youth and Community Development (DYCD)-funded street outreach services for runaway and homeless youth (RHY) engage youth at locations where homeless and at-risk youth under age 25 are known to congregate. Outreach workers distribute information about RHY services; provide food, clothing, and other resources; make referrals to other service providers; and transport youth to their homes, crisis shelters, and other safe locations. Drop-in centers serve to prevent or minimize the duration of youth homelessness by providing a range of services to help youth regain stability. The centers are located in all five boroughs and services are provided seven days a week.

Move to Permanent Housing

- The City is increasing its investment in finding housing for veterans and other populations especially at risk of unstable housing. By the end of 2015, HUD announced that New York City had ended chronic veteran homelessness.
- Beginning in 2014, the City created and implemented a variety of rental assistance programs to move homeless families and individuals into permanent housing and to avert entry into shelter. Section 8 and New York City Housing Authority priorities that had been eliminated prior to 2014 were also restored for homeless households. As a result of these rental assistance and rehousing programs, over 81,000 children and adults have moved out of, or averted entry into, shelter through December of 2017.
- The City has helped increase housing stability among seniors by working with the state to increase income eligibility limits for the **Senior Citizen Rent Increase Exemption (SCRIE)** program. The program was designed to provide qualifying low-income seniors who reside in rent-regulated

apartments with an exemption from future rent increases. The **Disability Rent Increase Exemption** (DRIE) was similarly expanded by the City and New York State. As of 2017, over 65,500 households were enrolled in SCRIE and DRIE programs, which “freeze” the rent of eligible senior citizens and renters with disabilities at the time of enrollment and provide financial assistance to these vulnerable populations.

- New Yorkers participating in SCRIE save an average of \$235 per month in rent; for DRIE they save an average of \$135 per month over the lifetime of the benefit. The **Senior Citizen Homeowners Exemption** (SCHE) and **Disabled Homeowners Exemption** (DHE) also provide property tax reductions for senior and disabled homeowners.
- In 2014, the City enacted Local Laws 19 and 39, which extended SCRIE and DRIE income eligibility to individuals who earn up to \$50,000 per year from the previous \$29,000 cap. The extension was authorized by 2014 state budget but was repealed after two years. The 2016 state budget authorized the City to continue offering SCRIE/DRIE benefits to eligible individuals earning up to \$50,000 per year through 2020.
- In 2016, the state legislature passed a new law that allows SCRIE and DRIE recipients who had been removed from the program due to income ineligibility to come back into the program at their prior benefit level in the next calendar year if they are income-eligible.
- In 2017, customer service assistance expanded into the outer boroughs and is currently available in the Bronx, Brooklyn, and Staten Island.
- Efforts to enroll the remaining 77,000 qualifying renters has been ramped up to include expanded outreach, train-the-trainer engagement with community based organizations, and door knocking in vulnerable neighborhoods. In 2017, Mayor de Blasio created a dedicated team of ten specialists within the Public Engagement Unit (PEU) to proactively support **NYC Rent Freeze** and **Homeowner Tax Exemption** programs across the five boroughs. PEU’s new Rent Freeze Team conducts door-to-door outreach and makes phone calls to eligible New Yorkers, using case management techniques to help them navigate the application process. The Mayor’s Community Affairs Unit and PEU work together to host “Day of Action” events and enrollment events. HPD continue outreach efforts to Mitchell-Lama developments. The City has identified the top five under-enrolled and potentially eligible neighborhoods and accordingly will focus efforts on Stuyvesant Town/Turtle Bay, Coney Island/Brighton Beach, Kingsbridge/Mosholu Heights, the Upper West Side, and the Upper East Side.

Other Housing Social Indicators Reports and Initiatives

1. Housing New York: By the Numbers: <http://www1.nyc.gov/site/housing/action/by-the-numbers.page>
2. Turning the Tide on Homelessness in New York City: <http://www1.nyc.gov/assets/dhs/downloads/pdf/turning-the-tide-on-homelessness.pdf>
3. Press release: <http://www1.nyc.gov/office-of-the-mayor/news/799-16/mayor-de-blasio-more-help-tenants-20-000-more-seniors-new-yorkers-with#/0>

Empowered Residents and Neighborhoods

Highlights of Select Indicators

Empowered Residents and Neighborhoods Indicators

- Voter Registration and Turnout
- New York City Households with Internet Access
- Number of Public Cultural and Civic Events Attended

Voter Registration and Turnout

Eligible Voters Registered

Turnout Among Registered Voters

Turnout Among Voting Age Population

Key findings: New York City has 4,927,362 registered voters, with 503,609 new registrations processed in 2016. In that same year, 73 percent of eligible voters in NYC were registered, with Staten Island having the highest eligible voter registration rate at 81 percent and Queens having the lowest registration rate at 64 percent. While voter turnout among registered voters was 56 percent citywide in the 2016 general election, turnout among the voting age population was only 41 percent citywide and 37 percent in both Queens and the Bronx.

How the data is disaggregated:

Borough

Note: The Board of Elections does not collect additional demographics and data cannot be further disaggregated.

New York City Households with Internet Access

Key findings: Of the city's households, 83.3 percent had internet access by 2016. The burden of limited internet access falls unequally on the city and its residents, with low-income households most affected. In 2016, 97.7 percent of households in the highest income quintile had access compared to 61.1 percent of those in the lowest income quintile. There were also significant disparities by borough, with people in the Bronx least likely to have internet access (78.7 percent) and Manhattan residents most likely to have access (87 percent).

How the data is disaggregated:

Race/Ethnicity, Gender, Combined Race/Ethnicity/Gender, Household Income, Borough

Number of Public Cultural and Civic Events Attended

Key findings: The citywide rate of cultural participation for 2014–2015 was 40,914 participants per 1,000 households, or just over 40 cultural experiences per household per year, while the rate of cultural participation in the highest-poverty neighborhoods was 2,692 cultural participants per 1,000 households, or about 2.7 cultural experiences per household per year. This data was from a one-time study conducted by the University of Pennsylvania’s Social Impact of the Arts Project (SIAP). The metric will be eliminated in future reports as it is not regularly collected.

How the data is disaggregated:

Citywide per 1,000 Households, High Poverty Neighborhoods per 1,000 households

Note: Gender, Race/Ethnicity and Income are not available, as the only identifying information captured was the location of the event and the total number of attendees.

Key Empowered Residents and Neighborhoods Policies Addressing Disparities

Increasing Voter Registration

- In 2017, Mayor de Blasio signed legislation allowing for the creation of an online system to make voter registration easier and more accessible for New York City voting-age citizens, over 750,000 of whom have yet to claim their place on the voting rolls. Online registration is an important step in removing barriers to voting, especially for young people and people of color. Under this new legislation, the City will create an online portal and mobile application where voters can submit registration information or update their registration. In addition to requiring online and mobile apps so voters can submit their information, the new law requires the NYC Campaign Finance Board (CFB) to provide voters with a mechanism for an electronic signature on the voter registration form. The law would also allow CFB to use signatures already provided to other City agencies, including IDNYC, if appropriate. After a voter submits information online, CFB would print the information onto a voter registration form with an electronically affixed signature and deliver the printed voter registration form to the New York City Board of Elections. The bill takes effect in mid-2019 and will help increase democratic participation.
- As of fall 2016, as part of the City’s efforts to expand voting participation and access, the Mayor’s Office of Immigrant Affairs (MOIA) and CFB tripled the number of languages available on voter registration forms. The City launched voter registration forms in new languages, including Russian, Urdu, Haitian Creole, French, Arabic, Albanian, Greek, Italian, Polish, Tagalog, and Yiddish, alongside voter registration forms already available in English, Spanish, Chinese, Korean, and Bengali. This raises to 16 the total number of languages for the voter registration process in New York City. Now over 90 percent of Limited English Proficient New Yorkers have access to these forms in the language they speak at home. Translated voter registration forms are easily accessible online, at public libraries, and at elected officials’ offices. In addition, with a click of a mouse, visitors to the NYC Board of Education website can easily translate the site into Spanish, Chinese, Russian, Korean, or Bengali. They can also enlarge the text or share the entire site.

Increasing Access to High-Speed Internet

- The City launched **LinkNYC** in 2016, a first-of-its-kind program that is replacing payphones in all five boroughs. More than 1,400 LinkNYC kiosks have been installed across all five boroughs as of March 2018, providing free superfast Wi-Fi, USB charging, maps, direct access to City and emergency services (911, 411, and 311), and free domestic phone calls. International calls can also be made from the kiosks using calling cards. As of early 2017, over 1,040,000 people have signed up to use its gigabit Wi-Fi service, with approximately 40,000 new users joining the network each week. The service hosts 4 million Wi-Fi sessions per week, and 555,710 gigabytes of data have been downloaded by LinkNYC users since its launch. At least 7,500 LinkNYC kiosks will be installed across all five boroughs by 2026.
 - Each LinkNYC gigabit kiosk is powered by an all-new, purpose-built fiber optic network that delivers speeds up to 100 times faster than average public Wi-Fi. Each kiosk can simultaneously support hundreds of Wi-Fi users.
 - LinkNYC kiosks include opt-in location services with Bluetooth beacon technology. Like GPS, beacons send one-way signals from kiosks to mobile devices of users who have chosen to receive them. The improved accuracy of beacons could allow for a new array of opt-in, useful applications for users, like improved navigation services for people with disabilities or location-specific content.

Increasing Cultural Participation

- In the OneNYC plan, the administration announced the goal of increasing cultural and civic events in high-poverty communities that were determined to need this investment most, with the intention of tracking this indicator going forward. **CreateNYC**, the first comprehensive cultural plan for New York City, was publicly announced by the Department of Cultural Affairs (DCLA) in July 2017. CreateNYC is a roadmap to a more inclusive, diverse, equitable, and resilient cultural ecosystem, laying out a blueprint for expanding on the unparalleled strengths of the city’s cultural sector with investments to address historically underserved communities across all five boroughs. Based on research and public input from close to 200,000 New Yorkers, the City announced a number of immediate steps toward addressing pressing needs identified in the roadmap, coupled with one-time funding from the Mayor’s Office and the City Council to be allocated as follows:
 - Increase support for the cultural life of low-income communities and underrepresented groups (\$5.45 million)
 - Promote greater diversity, equity, and inclusion in the cultural workforce (\$740 thousand)
 - Increase support for members of the Cultural Institutions Group (CIG) in low-income communities and continue to support CIG as a whole (\$4.5 million)
 - Support increased language access for communications and cultural programming to reach a broader, more inclusive audience (\$100 thousand)

- Provide support to individual artists (\$1 million)
 - Expand cultural access for people with disabilities and for disability arts (\$25 thousand)
 - Work with cultural organizations to achieve the City’s sustainability goals
 - Establish a Culture Cabinet of agencies to coordinate and promote engagement between City agencies offering culture programming
 - Launch a fund to support partnerships between cultural organizations and City agencies that collaborate to use arts and culture to reach underserved and vulnerable New Yorkers (\$350 thousand)
- In addition, DCLA’s new **Building Community Capacity** (BCC) initiative takes a collaborative and comprehensive approach to building cultural capacity in targeted low-income neighborhoods. The multi-year program strives to ensure that culture is included as part of the City’s interagency efforts around neighborhood planning. Cultural stakeholders, including individuals, organizations, businesses, and City agencies create a shared cultural vision that identifies and addresses community-level issues. The 2016–2017 BCC neighborhoods are: Northern Manhattan, including Inwood and Washington Heights; the South Bronx, including Melrose, Mott Haven, and Hunts Point; East Brooklyn, including East New York, Brownsville and Cypress Hills; and Southeast Queens, including the greater Jamaica area. Extending through December 2017, BCC was supported by \$370,000 in City funds, a \$150,000 grant from the New York Community Trust, and \$175,000 from the U.S. Department of Housing and Urban Development’s Community Development Block Grant program. With the funding already allocated since the program started in 2015, nearly \$900,000 supported the full run of the program. All communities have developed a strategic infrastructure of volunteers that cultivate resources and cross-sector relationships for goal implementation.
- In Southeast Queens, the “Jamaica Is” collective of local cultural stakeholders conducted focus groups, interviews, and surveys throughout its diverse community to better understand the needs that exist in the local cultural landscape. This information helped initiate a larger reflection and dialogue on community needs at a Southeast Queens cultural summit. Subsequently, the collective followed through with proposed actionable solutions.
 - In East Brooklyn, the East Brooklyn Arts and Culture Alliance participated in the NYC Department of Housing Preservation and Development’s visioning workshops for the Dinsmore-Chestnut site. The workshops allowed residents to explore possible building design and uses, including affordable housing, community space, and other amenities for the 80,000 square-foot City-owned site.
 - In Northern Manhattan, Northern Manhattan Arts and Culture convened cross-sector stakeholders to develop a common agenda particular to collaboration and space for the arts. Actions taken from this event include organizing a monthly meetup series as well a new website.
 - In the South Bronx, the Bronx Culture Collective developed a monthly newsletter to elevate public awareness about local cultural events and opportunities. It also initiated projects, conversations, and exhibits designed “to preserve and amplify the cultural DNA of the South Bronx.”

- The **Percent for Art** program, which requires that one percent of the budgets for eligible City-funded construction projects be spent on public art, will have increased funding. A new bill signed in 2017 provided that one percent of the first \$50 million appropriated for public-facing capital projects must be allocated for public art, replacing the existing rule that limited the one percent mandate only to the first \$20 million. In addition, DCLA will publish demographic information in aggregate on its website about the artists, diversify the advisory panel, and conduct citywide outreach for art submissions. The goal is to increase the opportunities for all New Yorkers to learn about and participate in the creation of art in public spaces. These efforts seek to create more equal access to opportunities to be informed about and involved in New York City’s cultural life.
- In 2016, the City’s Theater Subdistrict Council (TSC) announced over \$2 million in funding for 11 local nonprofit theater organizations with the aim of establishing a more diverse pipeline of paid training and mentorship opportunities in the Theater Subdistrict and throughout New York City. The organizations receiving funding through TSC’s Round 5 grant initiative will help New York City’s theater community cultivate a more inclusive and dynamic workforce, connect with new audiences, and promote a theater sector that is open and accessible to all New Yorkers. In January 2016, a survey of nonprofit cultural organizations that receive funding from DCLA found that the city’s cultural sector as a whole fails to reflect the diversity of its population. For instance, the survey found that 70 percent of people employed in nonprofit theater identify as White/non-Hispanic compared to 33 percent of all city residents, and only 35 percent of theater sector technical and production staff identify as female. Addressing this disparity by promoting more diversity behind the scenes will ensure that a broader range of voices is heard throughout the development of theater productions in New York City. This, in turn, will help generate productions that attract new audiences to theater both on Broadway and throughout the five boroughs— positively impacting the long-term viability of the Broadway theater industry.

Related City Initiatives

- New Yorkers who lack a government-issued ID have difficulty accessing government services, entering government buildings, setting up banking accounts, and many other everyday activities. The **IDNYC** program is, for the first time, making government-issued IDs available to all New Yorkers regardless of immigration status, gender identity, or housing situation. New York City’s municipal ID program has quickly become the largest in the country. The program is of particular help to many vulnerable populations who may not have any other official photo ID, including undocumented immigrants, seniors, youth, individuals who identify as transgender or gender nonconforming, and individuals experiencing homelessness. IDNYC has been a great success, having enrolled more than one million New Yorkers by March 2017. The program continues to add new benefits for cardholders, including new discounts at cultural, recreational, and other institutions. By helping New Yorkers with no other U.S. government-issued ID to access government services and open bank accounts, IDNYC provides low-income New Yorkers with a valuable tool to improve their lives.
- MOIA, in partnership with the City University of New York (CUNY) runs the **We Are New York** (WANY) Program, which helps English language learners learn English and serves as a supplement to English as

a Second Language (ESL) classes. MOIA partners with community- and faith-based organizations and libraries to host English conversation classes using the Emmy Award-winning We Are New York TV series and companion educational materials. WANY is centered on the principle that New Yorkers can work together across ethnic lines to access City resources and solve common problems. In doing so, the program fosters and empowers communities and enhances public capacity for civic engagement.

- The administration continues its commitment to make all public datasets available through NYC Open Data. Since 2015, the Mayor’s Office of Data Analytics and the Department of Information Technology and Telecommunications have partnered to implement **Open Data for All**, the vision that City data should be accessible to all New Yorkers, not just the tech savvy. The Open Data team is putting more data into the hands of more New Yorkers than ever— including land use advocates, small businesses, community boards, CUNY students, researchers, and faith-based leaders—to enable them to affect policy and improve life in the city.
- Almost one million New Yorkers, or roughly 11.2 percent of the population, live with a disability. The City is taking an array of steps to provide more support to this community. The Mayor’s Office for People with Disabilities (MOPD) launched **NYC:ATWORK**—an initiative to build partnerships and expand coalitions— in 2017, connecting people with disabilities to meaningful, living-wage jobs across the five boroughs, focusing on transitioning youth, college students and graduates, recipients of state vocational rehabilitation services and those who are unemployed or underemployed.
- MOPD is working with a set of strategic partners to create and manage two coalitions. On the supply side, it is building a talent coalition comprised of high schools, public and private colleges, workforce development agencies, state-funded vocational rehabilitation agencies, and community-based organizations. This talent coalition will provide a centralized pool of candidates with disabilities.
- On the demand side, MOPD is creating a business coalition by drawing on existing relationships with the 60+ members of its newly formed Business Development Council to target efforts toward employers with the greatest commitment to and capacity for inclusive hiring. Over time, MOPD will build out the coalition to include clusters of companies in each of the city’s high-growth industries. The program will create targeted sector-based training and internship models to serve these companies.
 - By the end of three years, NYC at Work will become a sustainable initiative housed within Small Business Services, ensuring that the project will have a home and a dedicated staff to provide an ongoing support system. Over the coming three years, NYC at Work will engage 2,100 individuals with disabilities and connect 1,500 to jobs and careers.
- The Department of Youth and Community Development (DYCD) introduced a Community Needs Assessment (CNA) to hear directly from New Yorkers regarding service needs and gaps in their communities. Program integration efforts across DYCD’s program areas, coupled with systems upgrades and new analytics platforms, now allow DYCD to use community feedback to inform program design and assess success as part of a continuous quality improvement process.

- DYCD expanded on prior needs assessments with questions tailored to specific stakeholder groups: adults, employers, faith-based leaders, public school principals, program directors, anti-poverty program participants, elected officials, and Community Board leaders. Surveys for adults were translated into several languages and the assessment utilized newly released publications and studies to identify the causes and conditions of poverty.
 - CNA findings demonstrate that programs and services in the categories of education, employment/career advancement, and basic needs (such as food and housing) are top priorities, which also reflect the needs of low-income New Yorkers. The administration has invested considerable resources to begin to address these priorities, including expanding DYCD services and programs. Given the results of the 2016 CNA survey, DYCD will broaden its efforts to partner with other NYC agencies and community organizations to reduce barriers and better connect participants to existing resources, particularly in high-need communities.
- The City’s Fiscal Year 2018 budget includes a \$22.89 million baseline increase for Department for the Aging senior service offerings, representing a substantial interest in serving over one million older New Yorkers. The budget includes permanent funding so senior centers can hire staff for programs, allow low-income older adults to take home an additional meal for the weekend, provide caregivers with support, and make sure seniors have access to case management and home care services.

Other Empowered Residents and Neighborhoods-Focused Social Indicators Reports and Initiatives

1. IDNYC: http://www1.nyc.gov/assets/idnyc/downloads/pdf/idnyc_report_full.pdf
2. New York City Mobility Report, October 2016: <http://www.nyc.gov/html/dot/downloads/pdf/mobility-report-2016-print.pdf>
3. Internet Inequality Update, September 2015: https://comptroller.nyc.gov/wp-content/uploads/documents/Internet_Inequality_UPDATE_September_2015.pdf
4. Accessible NYC: Report on the State of People with Disabilities Living in New York City: https://www1.nyc.gov/assets/mopd/downloads/pdf/accessiblenyc_2017.pdf
5. Barriers to the Ballot: Voting Reform in New York City: https://comptroller.nyc.gov/wp-content/uploads/documents/reform_the_vote_report.pdf
6. The City of New York Board of Elections Annual Report 2016: <http://vote.nyc.ny.us/downloads/pdf/documents/boe/AnnualReports/BOEAnnualReport16.pdf>
7. CreateNYC: A Cultural Plan for All New Yorkers: http://createnyc.org/wp-content/uploads/2017/07/CreateNYC_Report_FIN.pdf

Economic Security and Mobility

Highlights of Select Indicators

Economic Security and Mobility Indicators

- Number of Jobs in the City
- Unemployment Rate
- Labor Force Participation Rate
- Employment at Firms Less than One Year Old
- Income Distribution (50:10 and 90:50 Ratios) and the Gini Index
- New York City Government Poverty Rate: Number of New Yorkers in Poverty
- NYCgov Near Poverty Rate: Number of New Yorkers with Income Up to 150 Percent of the NYCgov Poverty Threshold
- Total Supplemental Nutrition Assistance Program (SNAP) Recipients

Number of Jobs in the City

Key findings: The number of jobs in New York City increased by 589,253 from 2011(3,663,121 jobs) to 2017 (4,252,374 jobs), with 70 percent of those jobs having been created since 2013. Between 2011 and 2016, the highest job growth was seen in Brooklyn, at 40.5 percent, while jobs in Manhattan only grew by 5.6 percent.

How the data is disaggregated:
Borough, Industry

Note: Disaggregation is not available by Race/Ethnicity, Gender, and Income, as the indicator is measuring jobs—not the people in the jobs.

Unemployment Rate

Key findings: The unemployment rate has declined to 4.5 percent in 2017—a level that is below the city’s pre-recession peak and is less than half its post-recession high of 9.5 percent (2010). Unemployment rates across the five boroughs have also declined to below their pre-recession peaks. On average, the unemployment rate has been lower for women than for men, with non-Hispanic White women New Yorkers having the lowest unemployment rate (2.3 percent) in 2016 and non-Hispanic Black male New Yorkers having the highest unemployment rate (8 percent).

How the data is disaggregated:
Race/Ethnicity, Gender, Combined Race/Ethnicity/Gender, Borough

Labor Force Participation Rate

Key findings: The citywide labor force participation rate rose to 61.2 percent in 2017, after remaining steady at 60.1 percent between 2012 and 2016. While the unemployment situation is improving for those already in the job market, too many New Yorkers are still on the sidelines. In 2016, the male labor force participation rate (70 percent) is higher than female participation by around 11 percentage points. Among women, Hispanic and Asian females had the lowest labor force participation rates, at 55.4

percent and 57.5 percent, respectively. At 64.5 percent, Black males had a lower labor force participation rate than Hispanic, Asian, or White males—69.7 percent, 70.8 percent, and 73.1 percent, respectively.

How the data is disaggregated:

Race/Ethnicity, Gender, Borough

Note: Disaggregation by Income is not available, as the Labor Department does not provide demographic breakdown of labor force participation rates.

Employment at Firms Less than One Year Old

Key findings: Employment at firms less than a year old increased by 12,403 (8.1 percent) between 2014 and 2015, representing 10.1 percent of total employment growth in NYC over this period. Employment in these firms, however, fell by 15.2 percent between 2015 and 2016 while average employment in all industries grew in the same period by 2.1 percent. Employment changes by race/ethnicity were largely even, except for the Asian (non-Hispanic) group, which fell at a slower rate than others (-4.1 percent vs. -7.7 percent overall).

How the data is disaggregated:

Race/Ethnicity, Gender, Employee Age

Note: Disaggregation is not available by combined Race/Ethnicity and Gender for this dataset (U.S. Census Bureau, Quarterly Workforce Indicators [QWI]). QWI uses payroll and unemployment insurance records, and that underlying data are confidential; only higher-level tabulations are publicly available.

Income Distribution (50:10 and 90:50 Ratios) and the Gini Index

Key findings: Between 2010 and 2015, income at the 10th percentile declined by 3.4 percent; income at the 50th percentile rose 6.8 percent; and income at the 90th percentile grew 16.2 percent (all adjusted for inflation). The data show that income disparities grew slightly between the lowest and median earners and median and top earners. The Gini Index, a statistical measure of inequality where a higher value is indicative of greater inequality, declined slightly between 2015 and 2016.

How the data is disaggregated:

Income

Note: This analysis is only available by Income and additional disaggregation cannot be added.

New York City Government Poverty Rate: Number of New Yorkers in Poverty (formerly known as the CEO Poverty Rate)

Key findings: The New York City Government (NYCgov) poverty rate decreased between 2010 (20.6 percent) and 2016 (19.5 percent). As of 2016, the poverty rate among New Yorkers who lacked a high school diploma—31.5 percent—was nearly four times that of the poverty rate among the city’s college graduates, of whom only 8.0 percent were in poverty. Poverty rates are higher for women than men in all ethnic groups.

How the data is disaggregated:

Race/Ethnicity, Gender, Combined Race/Ethnicity/Gender, Age, Children (Under 18) by Presence of Parent, Nativity/Citizenship, Working Age Adults by Educational Attainment

NYCgov Near Poverty Rate: Number of New Yorkers with Income Up to 150 Percent of the NYCgov Poverty Threshold

Key findings: The NYCgov near poverty rate decreased between 2014 (45.1 percent) and 2016 (43.5 percent). As of 2016, nearly half of New Yorkers living in near poverty (45.3 percent) were men. Hispanic, Black, and Asian New Yorkers all had near poverty rates of over 40 percent, with Hispanics at 55.8 percent. White New Yorkers had a near poverty rate of 27.8 percent. The greatest disparity here existed between Hispanic females at 58.6 percent, as compared with non-Hispanic White males at 26.2 percent. For New Yorkers who had some work experience within the past 12 months, the near poverty rate remained high, at 49.8 percent.

How the data is disaggregated:

Race/Ethnicity, Gender, Combined Race/Ethnicity/Gender, Age, Children (Under 18) by Presence of Parent, Nativity/Citizenship, Working Age Adults by Educational Attainment

Total Supplemental Nutrition Assistance Program (SNAP) Recipients

Key findings: As of 2017, 1.66 million New York residents received SNAP, a 10.8 percent decrease since 2013. This decline mirrors national trends as the economy has improved since the last recession. More seniors are receiving SNAP benefits even as the overall number of recipients has fallen. New Yorkers aged 65 and older now account for 19.9 percent of SNAP recipients, up from 14.5 percent in 2011.

How the data is disaggregated:

Race/Ethnicity, Gender, Age, Borough, Community District

Key Economic Security and Mobility Policies Addressing Disparities

New Strategies to Increase Employment: Job Creation

- In the 2017 State of the City, Mayor de Blasio set a goal of using direct City actions to spur 100,000 new, good-paying jobs over the next ten years. While the City will continue to encourage overall economic and job growth, it will specifically catalyze 100,000 quality jobs through City investments and direct actions. These jobs will pay at least \$50,000 a year or put people on a clear pathway toward achieving that level of wages. This plan has three objectives: invest in the creation of middle-class jobs, ensure

those jobs are accessible to New Yorkers, and prepare for the jobs of the future. The City will create jobs across five strategies:

- 30,000 tech jobs
 - 15,000 life sciences and healthcare jobs
 - 20,000 industrial and manufacturing jobs
 - 10,000 creative and cultural sector jobs
 - 25,000 jobs of the future, through supporting growth in office districts in Manhattan and the emerging commercial centers across the five boroughs
- In addition to 100,000 quality direct permanent jobs, the City’s investments will support 240,000 construction jobs that will provide middle-class incomes for thousands of New Yorkers. The City is working to make those jobs accessible to New Yorkers of all backgrounds through **HireNYC** and capacity building programs for minority and women owned business enterprises (M/WBEs). These investments will also help to achieve the City’s ambitious resiliency and sustainability goals through initiatives like the Green Jobs Corps.
 - New York City Economic Development Corporation’s (NYCEDC) \$7.5 million **LifeSci NYC Internship Program** connects students with opportunities at life sciences companies and institutions such as Roche, Eli Lilly, the New York Genome Center, and Deerfield Management. It also provides funding to support the development of new curricula for local colleges and universities, based on input from real employers, to prepare the next generation of life sciences talent.
 - 17 Workforce1 Career Centers in all five boroughs prepare and connect qualified candidates to job opportunities in the City. In 2017 these centers offered special services designed for veterans, young adults, immigrants, and residents affected by Hurricane Sandy—and helped 28,170 New Yorkers connect to employment.

New Strategies to Increase Employment: Training

- The City’s **Career Pathways** strategy aims to create a more inclusive workforce by providing New Yorkers with opportunities to develop new skills, enter the workforce, and earn wages that allow them to achieve economic stability, regardless of their starting skill level or educational attainment. The Mayor’s Office of Workforce Development (WKDEV) drives this work, targeting three key policy areas: building skills employers seek, improving job quality, and increasing system policy coordination. WKDEV is continuing its work of shifting the workforce system to a menu of services that emphasize education, employment skills, and advancement and wage growth potential.
- The **New York Alliance for Careers in Healthcare** (NYACH), a healthcare industry partnership supported by SBS, launched three bridge training programs—English for Speakers of Other Languages

(ESOL)/Home Health Aide in partnership with the Queens Library, ESOL/Medical Assistant in partnership with LaGuardia Community College, and Youth High School Equivalency (HSE)/Front Desk Customer Service in partnership with Department of Education District 79. NYACH is also developing an ESOL/Patient Care Technician bridge program.

- **The NYC Tech Talent Pipeline (TTP)**, the City’s Technology industry partnership, has begun to work with NYC colleges to align tech education and training with employer demand, expand the City’s tech training, and increase education opportunities by expanding TTP’s training offerings. It also aims to mobilize more New Yorkers to enter tech careers via wide-ranging outreach and by offering pre-training preparation to those interested in tech careers.
- In partnership with City University of New York (CUNY), TTP launched the Tech Jobs Academy, the TTP Residency at Queens College, and the Mobile Development Corps. It also launched a new cohort of the Brooklyn Tech Triangle Internship Program, tripled investment in CUNY Tech Prep, released a request for proposals (RFP) to expand the NYC Web Development Fellowship, and developed curricular alignment road maps for the 14 colleges in the TTP Academic Council.
- In April 2017, the Human Resources Administration (HRA) launched three new employment service models—**Career Advance**, **Career Compass**, and **Youth Pathways**— which will provide education, training opportunities, and wraparound supports to assist low-income New Yorkers receiving Cash Assistance to find sustainable jobs.
- In its first full year, NYCEDC’s **HireNYC** program connected 2,180 low-income New Yorkers to opportunities including Human Services contracts and projects led by NYCEDC. HireNYC expanded to include NYC Housing Preservation and Development subsidies projects, connecting job seekers to opportunities in everything from construction to case management to administration. HireNYC Human Services also expanded to include the Department of Youth and Community Development (DYCD), SBS, the Department of Health and Mental Hygiene, and the Department for the Aging.
- DYCD’s **Young Adult Literacy Bridge** pilot program is working with young adults with very limited educational attainment, a large, high-need population in New York for which there are few programmatic resources geared toward workforce exploration and education. The program, which is currently being evaluated, will run through mid-2018.
- DYCD contracted with the Literacy Assistance Center to develop a field-building document, *Investing in Quality: A Blueprint for Adult Literacy Programs and Funders*. The Blueprint, developed in partnership with WKDEV, outlines the components and costs of strong adult literacy programs that form the foundation of a solid career pathway for youth and adults with barriers to employment.
- DYCD’s **Summer Youth Employment Program (SYEP)** continues to expand, with approximately 65,000 youth engaged in SYEP in the summer of 2017. SYEP provides New York City youth age 14 to 24 with paid summer employment and work experiences for up to six weeks in July and August. Participants

work in a variety of entry-level jobs in the nonprofit and private sectors and attend workshops on job readiness, career exploration, and financial literacy. In 2016, SYEP expanded to a record 10,850 worksites, with private sector worksites now comprising 40 percent of the total. Efforts are underway to improve SYEP by adjusting the timeline to better support the job development and matching process for youth participants, help providers adopt sector-focused approaches, and expand access to underserved populations and vulnerable youth.

- DYCD’s **Young Adult Internship Program** is a workforce development program for youth age 16 to 24 who are not working and not in school. Through paid internships and professional development workshops, youth engage in work preparation and career awareness with the goal of post-internship employment or enrollment in secondary or post-secondary education, an HSE program, or an occupational skills training program.
- The Mayor’s Office for People with Disabilities (MOPD) announced **NYC: ATWORK**, an initiative to build partnerships and expand coalitions, connecting people with disabilities to meaningful living wage jobs across the five boroughs. NYC: ATWORK focuses on transitioning youth, college students and graduates, recipients of state vocational rehabilitation services, and those who are unemployed or underemployed. MOPD is working with a set of strategic partners to create and manage two coalitions, one on the supply side and one on the demand side of New York City’s labor market:
 - On the supply side, MOPD is building a talent coalition comprised of high schools, public and private colleges, workforce development agencies, state-funded vocational rehabilitation agencies, and community-based organizations (CBOs). A centralized talent pool of candidates with disabilities is being created that businesses can recruit from and use to build successful-based training and internship models to serve a range of companies.
 - On the demand side, MOPD is creating a business coalition by drawing on existing relationships with its newly formed, 60+ member Business Development Council. The goal is to target efforts toward employers with the greatest commitment and capacity for inclusive hiring. Over time, the coalition will be built out to include clusters of companies in each of the city’s high-growth industries.

After three years, NYC: ATWORK will become a sustainable initiative housed within SBS, ensuring that the project has a home and a dedicated staff to provide an ongoing support system. Over those three years, the program will engage 2,100 individuals with disabilities and connect 1,500 to careers and jobs.

- **Tech 51**, a pilot program that is providing NYC Housing Authority (NYCHA) residents with training in IT infrastructure, cybersecurity, and software development, was launched in 2017. The program was developed to help address demographic discrepancies among the city’s technology workforce, where 62 percent of the sector’s employees are white, 16 percent are Asian, 11 percent are Hispanic, and 9 percent are African American.
 - Through two successful IT training workforce organizations, Per Scholas and Coalition for Queens, Tech 51 will recruit and support NYCHA residents interested in tech careers who’ve

previously been unable to access critical training and placement support. In collaboration with NYCHA's Office of Resident Economic Empowerment and Sustainability, the program will help deepen workforce development opportunities for residents of NYCHA.

- Tech 51's 11 founding employer partners, which include technology firms, start-ups, and enterprise organizations, have pledged to consider a candidate's training completion in lieu of a Bachelor's degree. They have also committed to re-evaluating minimum requirements for technical roles, investing corporate time to support the program's curriculum through volunteerism, and evaluating practices around retention of diverse talent in technical roles.

Extending and Safeguarding Workers' Rights, Compensation, and Benefits

- The City successfully fought for New York State to increase the city's minimum wage to \$15 an hour, a milestone that will be reached by the end of 2018 for large employers and 2019 for small employers. On its own, the City has put all City government employees on the path to receive a \$15 minimum wage by the end of 2018. On December 31, 2017, the minimum wage in NYC increased to \$12 for businesses with 10 or fewer employees and \$13 for those that employ 11 or more.
- In November 2015, Mayor de Blasio signed new legislation establishing the Office of Labor Policy & Standards (OLPS), which launched within the Department of Consumer Affairs (DCA) the following September. OLPS serves as a central resource for workers by developing innovative policies to raise job standards, enforce key municipal workplace laws, conduct original research, educate the public about workplace rights, and provide coordinated referrals to ensure workers get the assistance they need even when their claims fall outside OLPS jurisdiction. In all of its work, OLPS strives to protect and promote fair workplaces, ensuring equity for people of color, women, immigrants, and other workers who may be vulnerable.
- In 2016, Mayor de Blasio signed an Executive Order to provide approximately 20,000 City government employees with up to six weeks of paid parental leave at no cost to taxpayers. The six weeks of paid leave at 100 percent of salary can be combined with existing leave – accrued sick leave and/or accrued vacation – so that employees can take up to 12 weeks maternity, paternity, adoption, or foster care leave without losing pay. In addition, starting in January 2018, most workers in New York State became eligible to take paid family leave to bond with a new child, care for a close relative with a serious health condition, or address certain military family needs. The amount of leave and pay will phase in over four years, starting at eight weeks paid at 50 percent of the worker's salary in 2018.
- Mayor de Blasio and the City Council expanded the Earned Sick Time Act (also known as the **NYC Paid Sick Leave Law**) to include new categories of workers and relatives for whose care an employee may use sick leave. These changes extended the law's coverage to approximately 500,000 additional workers, 200,000 of whom did not previously have paid sick leave. The initial law went into effect in April 2014, giving 3.4 million employees the legal right to care for themselves and their families without losing pay.

Of the 1.2 million who were getting sick leave for the first time, 62 percent were low income. The law has had an especially large impact on some communities in the city, including Latino workers, 76 percent of whom lacked paid sick leave prior. Another group that benefited considerably has been part-time workers, who were more than twice as likely as full-time workers not to have paid sick leave (83 percent compared to 40 percent). Less than half of food service workers and one-third of construction workers had paid sick leave. But overall, even for those who had the benefit, it was limited. For example, just 35 percent of full-time employees with paid sick leave were able to use it to care for a child who was ill. The expanded law, which covers most employees who work more than 80 hours a calendar year in New York City:

- Added grandparents, grandchildren, and siblings to the definition of family members that a worker can legally care for using sick leave, bringing legal definitions in line with the daily reality of working New Yorkers.
 - Extended the right to paid sick leave to workers at businesses with five or more employees, an expansion from the original law that only applied to businesses with 15 or more employees.
 - Removed exemptions for the manufacturing sector, extending paid sick leave to an additional 76,000 workers—half of whom previously did not have access to paid sick leave.
- Since assuming responsibility for enforcement of the Paid Sick Leave Law, OLPS has significantly retooled investigations to focus on industries known for high rates of workplace violations. In its first-ever industry sweep in July 2017, OLPS launched 40 investigations into home healthcare agencies that collectively employ upwards of 33,000 workers. Since the law took effect, the City has recovered nearly \$7.3 million in penalties and restitution for more than 23,000 employees. In November 2017, Mayor de Blasio signed into law new Safe Leave legislation, which expands paid sick leave coverage to domestic violence, sexual assault, stalking, and trafficking survivors. It also expanded the definition of “family member” beyond legal and blood relatives by including relationships that are just as strong and important as those traditional categories. This includes any individual whose close association with the worker is the equivalent of a family relationship.
 - In August 2016, Mayor de Blasio signed new legislation establishing a Paid Care Division within OLPS. This office, officially launched in March 2017, has established a policy working group and conducted a series of convenings for the purpose of bringing together workers, City agencies, and stakeholder organizations to raise standards for home care aides, nannies, and house cleaners.
 - In November 2016, Mayor de Blasio signed the “Freelance Isn’t Free” Act, which took effect in May 2017. The first-of-its-kind law gives freelance workers the legal right to written contracts, timely payment, and freedom from retaliation. Under the law, freelance workers can now file a complaint with OLPS, which also provides court navigation services to freelance workers pursuing their claims in court. The new law covers the 300,000 New Yorkers who mainly work as freelancers, as well as many others who freelance in addition to other employment.
 - In May 2017, Mayor de Blasio signed the Fair Workweek package of bills. Effective as of November 2017, the new laws combat on-call scheduling and other abusive scheduling practices in two of the largest

low-wage industries in the city: fast food and retailing. The laws also establish a new mechanism that allows fast food workers to make contributions to non-profit organizations by payroll deduction.

- In 2017, DCA began enforcing new licensing laws in the car wash and industrial laundry industries that for the first time explicitly tie an owner's ability to operate to compliance with workplace laws. Wage theft is common in both industries and the new laws will help ensure that workers receive what they are owed.
- In October 2014, Mayor de Blasio signed the **Commuter Benefits Law**, which took effect January 2016. This law requires employers with 20 or more employees to offer employees the opportunity to use pre-tax income to pay for commuting.
- DCA administers the City's **Annual Tax Season Initiative**, assisting low- to moderate-income New Yorkers with free tax filing and helping them claim important tax credits, including the Earned Income Tax Credit (EITC). In tax year 2014, the latest year for which federal data are available, 965,000 taxpayers in New York City claimed roughly \$2.9 billion through combined federal, state, and city EITC, with an estimated average benefit of \$3,032. There are 109,399 eligible taxpayers in the city who are not yet receiving this credit. In addition, in 2016 more than 1,800 NYC taxpayers claimed a total of almost \$1 million through the Noncustodial Parent EITC, a credit that encourages low-income noncustodial parents to work and stay current with their child support payments.

Supporting Diverse Communities, Industries, and Businesses

- NYCEDC's \$150 million expansion plan of the Hunts Point Food Distribution Center will modernize existing space and activate underutilized space to increase job growth and economic development.
- NYCEDC's **Futureworks NYC Advanced Manufacturing Initiative** offers traditional manufacturers affordable advanced manufacturing space, a tailored curriculum and mentorship in digital manufacturing, robotics, and advanced materials to help them learn about, access, and adopt new advanced manufacturing technologies, thereby increasing their competitiveness.
- NYCEDC partnered with New York University's Tandon School of Engineering, CUNY, and Columbia University to create a hub for virtual reality and augmented reality (VR/AR) companies at the Brooklyn Navy Yard. To equip more New Yorkers with the skills that VR/AR companies need, the partnership includes a workforce development center at CUNY's Lehman College in the Bronx.
- SBS is working with community partners to support businesses in Business Improvement Districts (BIDs) across the city. SBS helps oversee NYC BIDs—the largest BID network in the country—with 74 BIDs delivering more than \$134 million in services in Fiscal Year 2016. These BIDs support more than 85,000 small businesses every day, helping them to thrive and grow.
- Foreign-born New Yorkers make up one-third of the city's population but own nearly half (48 percent) of its 148,000 small businesses. Through the **Immigrant Business Initiative** launched in 2014, SBS has assisted more than 12,000 foreign-born entrepreneurs—an all-time high. To support these entrepreneurs,

the City has partnered with libraries, collaborated with trusted community groups, and vastly expanded business services provided in Spanish, Chinese, Haitian Creole, Russian, Korean, and Bengali.

- In 2017, SBS awarded 11 CBOs nearly \$9 million in grants to revitalize commercial corridors in six city neighborhoods: East Harlem, downtown Staten Island, East New York, downtown Flushing, Inwood, and Jerome Avenue in the Bronx. The grants will be used to address unique needs in each neighborhood. Local needs were identified through a first-ever formal needs assessment process via a series of surveys, observations, and stakeholder interviews. Results from the assessments are publicly available.
- DCA, the Mayor’s Office of Immigrant Affairs (MOIA), and other partners have worked to persuade a dozen banks and credit unions to accept IDNYC as a primary form of identification for opening a checking or savings account. MOIA and HRA have also launched **NYCitizenship** and **ActionNYC**, two immigration legal services programs that provide New Yorkers with critical application assistance. These programs are a crucial step towards creating a more equitable city for immigrant communities—a city where every immigrant has access to justice:
 - ActionNYC is a citywide initiative rooted in immigrant CBOs, schools, and hospitals that provides free and safe immigration legal help to immigrant New Yorkers where they live and in the languages they speak. In spring 2017, ActionNYC opened new sites at NYC Health + Hospitals facilities, including Elmhurst Hospital in Queens, Gouverneur Health in Lower Manhattan, and Lincoln Hospital in the Bronx. The ActionNYC Immigrant Outreach and Immigration Legal Services Capacity-Building Fellowship program also launched in 2017 to provide legal and outreach training and technical assistance to CBOs across the city. These organizations are deeply rooted in immigrant neighborhoods and communities, have well-established cultural and linguistic competencies, and have obtained the trust of community members, making them uniquely suited to meet community-specific needs.
 - NYCitizenship offers free citizenship services in 12 library branches across the city and provides targeted outreach and citizenship application assistance to some of the most vulnerable HRA clients. Data show that for immigrants who naturalize, annual earnings increase by an average of 8.9 percent or \$3,200, employment rates rise 2.2 percent, and homeownership increases by 6.3 percent. If all naturalization-eligible immigrants in New York City became U.S. citizens, annual city, state, and federal tax revenue would rise by \$789 million and public benefits costs would decrease by \$34 million, for a net benefit of \$823 million. Naturalization also allows immigrants to vote, which promotes greater civic engagement among the city’s immigrant community.

Other Economic Opportunity and Mobility-Focused Social Indicators Reports and Initiatives

1. New York Works: <https://newyorkworks.cityofnewyork.us/>
2. The New York City Government Poverty Measure, 2005-2016: https://www1.nyc.gov/assets/opportunity/pdf/18_poverty_measure_report.pdf

Core Infrastructure and the Environment

Highlights of Select Indicators

Core Infrastructure and the Environment Indicators

- Mean Travel Time to Work
- New Yorkers Living Within Walking Distance of a Park
- Outdoor Air Pollution / Fine Particulate Matter (PM2.5) Levels
- Curbside and Containerized Diversion Rate (DSNY)

Mean Travel Time to Work

Key findings: The shortest mean commute times are in areas closest to the Manhattan business core, such as Midtown-Midtown South, Williamsburg, the West Village, Gramercy Park, and Battery Park City/Lower Manhattan, where mean commute ranges from 22.2 to 24.6 minutes. Neighborhoods with the longest mean commutes are farther from the Manhattan business core. Average travel time to work for residents citywide was 41.4 minutes in 2016, up from 40.9 minutes the previous year. With an average travel time of 32.4 minutes, Manhattan residents traveled 10-12 minutes less to reach their jobs than residents of other boroughs, whose travel time ranged from 42.7 to 44.5 minutes. In 2016, non-Hispanic Black females had the longest commute of all New York City demographic groups (47.1 minutes), while at 36.8 minutes, non-Hispanic White females had the shortest commute.

How the data is disaggregated:

Race/Ethnicity, Gender, Combined Race/Ethnicity/Gender, Age, Household Income Quintile, Borough

New Yorkers Living Within Walking Distance of a Park

Key findings: The percentage of New Yorkers living within walking distance of a public park—a quarter mile to a small park (under six acres) and a half mile to a larger park (over six acres)—has continuously increased since 2007. As of 2017, approximately 81.5 percent of New Yorkers live within walking distance of a park, against a target of 85 percent by 2030. In Manhattan, 97.8 percent of residents live within walking distance of park, while only 62.6 percent of Staten Island residents and 69.5 percent of Queens residents do. The highest proportions of New Yorkers living within walking distance of a park are Hispanic and American Indian New Yorkers, at 85.6 percent and 84.8 percent, respectively, while Asian New Yorkers make up the lowest proportion at 77.5 percent.

How the data is disaggregated: Race/Ethnicity, Borough

Note: Data cannot be disaggregated by gender and income as census block data is used rather than tract data, which would result in more generalization and less accuracy of results.

Outdoor Air Pollution/Fine Particulate Matter (PM2.5) Levels

Key findings: New York City’s air quality has reached the cleanest levels in more than 50 years as federal, state, and local measures have reduced emissions from important local and regional sources. Neighborhood-level monitoring conducted since 2009 shows declining levels of fine particulate matter (PM2.5) and nitrogen dioxide (NO2), with the largest declines occurring in what were previously the most polluted neighborhoods. Over the same time period, levels of sulfur dioxide (SO2) have declined by 84 percent. In 2015, levels of PM2.5 and NO2 varied across city neighborhoods almost twofold and threefold, respectively. The city’s low-income neighborhoods continue to bear a larger share of the health burden from air pollution. For example, 60 percent of the city’s PM2.5-attributable asthma emergency department visits occur in the third of city neighborhoods with the highest poverty.

How the data is disaggregated:

Borough, Community District

Note: Data on the Department of Health and Mental Hygiene (DOHMH) open data portal is disaggregated solely by geography. It is shown by neighborhood to provide some meaningful geography to users and offer comparisons to other health and environmental data also collected at these geographies.

Curbside and Containerized Diversion Rate (DSNY)

Key findings: The citywide diversion rate—the percentage of waste materials diverted from landfills and incineration to be recycled, composted, or reused— has steadily increased from 15.1 percent in 2013 to 17.4 percent in 2017.

How the data is disaggregated:

Borough, Community District

Note: Data from the New York City Department of Sanitation (DSNY) on the curbside and containerized diversion rate is disaggregated solely by geography.

Key Core Infrastructure and the Environment Policies Addressing Disparities

Transportation Initiatives

- Through the **2015–2019 Capital Program**, which received an historic \$2.5 billion contribution from the City in 2015, the Metropolitan Transportation Authority (MTA) will maintain its commitment to providing safe and reliable service by continuously improving capital assets, funding projects based on the following priorities:
 - **Renew:** Protecting the safety, reliability, and quality of existing service by replacing trains, buses, and subway cars, and renewing track, signals, yards, depots, bridges, and stations.

- Enhance: Making service improvements like increasing Americans with Disabilities Act (ADA) accessibility; upgrading next train arrival information; and introducing Help Points, a communications system that puts riders in touch with MTA personnel.
 - Expand: Extending the MTA's reach through projects like the Second Avenue Subway, Long Island Rail Road Expansion, and access to Penn Station for Metro-North. These projects will ease crowding, accommodate and create growth, and deliver better and more resilient service.
- The approved Amendment to the 2015–2019 MTA Capital Program will renew, enhance, and expand the transportation network with a \$32.5 billion investment. The largest changes in the amendment are the additions of priority projects, increased funding for mega projects, and cashless open road tolling. The 2015–2019 Capital Program includes \$22.7 billion worth of safety and reliability projects to renew the MTA's mass transit network. The Capital Program also invests \$2.6 billion in new technology, communications systems, and railroad infrastructure, and \$7.1 billion to expand the MTA network through major investments.
 - Almost 89 miles of **Select Bus Service** (SBS) routes have been installed, reducing travel times by 15 to 25 percent through improved fare collection and dedicated bus lanes. SBS, which is New York City's version of bus rapid transit, launched for the B46 (Utica Avenue) in July 2016; LaGuardia Link (Q70) in September 2016; M23 (23rd Street) in November 2016; M79 (79th Street) in May 2017; Bx6 (South Bronx) in September 2017; and Q52/53 (Woodhaven Boulevard) in November 2017. There are now a total of 15 SBS routes in operation.
 - The City is making significant improvements in ferry service, particularly important for waterfront neighborhoods that are not well served by subways and buses. These efforts include the new **Citywide Ferry Service**, which will build on the existing East River Ferry service to more than double the number of landings from nine to 21 and increase the number of routes to six by the end of 2018. In addition, NYC Ferry's first four routes—the Rockaways, East River, South Brooklyn, and Astoria—went into service in 2017. Its final routes—the Lower East Side and Soundview—launch in 2018. NYC Ferry routes offer direct transit connections between Southern Queens, Brooklyn, and Manhattan, and shorten commutes for thousands of New Yorkers. When the NYC Ferry system is fully operational in 2018 its combined routes will cover more than 60 miles of waterway—and at \$2.75 per ride it will cost the same as the subway. A 30-day unlimited ferry pass will also cost the same as a 30-day MetroCard. Construction is currently underway on a homeport at the Brooklyn Navy Yard, which, when fully outfitted in early 2018, will enable passenger service to an additional stop on the East River route between South Williamsburg and Brooklyn Bridge Park.
 - In 2016, the New York City Department of Transportation (NYCDOT) launched a program to upgrade pedestrian ramps on corners using its in-house construction crews. These crews upgrade pedestrian ramps along recently resurfaced street segments and respond to complaints of defective or non-ADA-compliant pedestrian ramps. Starting in Lower Manhattan in the summer of 2017, Department of Design and Construction-managed contractors began performing upgrades as well. Since the program's inception, NYCDOT and contractors have completed upgrades at over 1,100 corners across the city.

- In the first eight months of 2017, NYCDOT installed accessible pedestrian signals (APS) at 63 intersections—on track to surpass the target of 75 intersections per year. There are now APS units that send audible and vibrotactile indications when pedestrians push a button at 273 intersections citywide.
- **Real-Time Passenger Information (RTPI)** signs display the number of minutes until a bus arrives, helping riders to plan their trips. NYCDOT achieved its target of 350 RTPI signs on November 28, 2017, installing 164 Bus Time pole signs and 186 wayfinding totems with real-time information.
- In 2016, the Citi Bike bike share program expanded into Carroll Gardens, Boerum Hill, Cobble Hill, Park Slope, Gowanus, and Red Hook in Brooklyn, as well as up to 110th Street on the Upper West Side and Upper East Side of Manhattan. The expansion added 140 new bike stations to the Citi Bike network. By the end of 2017, NYCDOT completed phase two expansion, increasing the system size to approximately 750 stations and 12,000 bikes by adding service to Astoria, Queens; Prospect Heights and Crown Heights, Brooklyn; and up to 130th Street in Manhattan.
- In Fiscal Year 2017, NYCDOT installed a record 82.9 lane miles of bike paths, including 16 miles of protected paths, to surpass its 50 lane-mile target by 66 percent. Completed bike projects include improving access to the Jamaica Bay Greenway along Van Siclen and Pennsylvania Avenues in Brooklyn; expanding the South Bronx Greenway along Bruckner Boulevard; and creating an 11-mile east-west bike route along 31st and 32nd Avenues in Astoria, Queens, with conventional lanes in both directions and connections across the Brooklyn-Queens Expressway.
- The **NYC Plaza Program** continues to thrive, helping to ensure that all New Yorkers live within a ten-minute walk of a high-quality open space. In 2017, NYCDOT opened the Avenue C Plaza in Kensington, Brooklyn, and the Myrtle-Cooper Plaza in Glendale, Queens. NYCDOT also completed four additional plazas in 2017, including the 185th Street Plaza in Washington Heights, Manhattan, and the Myrtle Avenue Plaza in Clinton Hill, Brooklyn. As of early 2018, 74 plazas citywide have either been completed or are in some phase of planning, design, or construction. Of these, 60 plazas are open to the public.

Park Access

- Through the **Community Parks Initiative (CPI)**, NYC Parks is investing over \$300 million to redesign and reconstruct 67 historically underinvested neighborhood parks in densely populated, growing neighborhoods with above average levels of poverty. As of early 2018, 15 CPI parks have reopened to the public while the remaining parks will be completed at a staggered rate through 2021. In addition to capital reconstructions, CPI has utilized expense funds to enhance public programs, improve park maintenance, and support a dedicated outreach staff to cultivate New Yorkers as community stewards and advocates of their public spaces.
- **Parks Without Borders**, introduced in OneNYC, aims to make parks more accessible through better design. The initiative, which is backed by \$50 million in capital funds, is making the City's parks more

inviting by removing gates and other barriers; making entrances easier to find and more welcoming; making park boundaries greener; making parks safer through improved sight lines; and making underused areas near parks available as centers of community activity. In winter 2015–2016, NYC Parks asked park goers to help choose the eight parks that would benefit most from the Parks Without Borders approach to design. New Yorkers across the city commented on parks in every borough, sharing more than 6,100 suggestions for improving 692 parks, which is more than a third of the parks and playgrounds in the city. NYC Parks will use \$40 million of the Parks Without Borders budget to improve eight sites: two each in the Bronx (Van Cortlandt Park and Hugh Grant Circle/Virginia Park and Playground), Brooklyn (Fort Greene Park and Prospect Park) and Manhattan (Jackie Robinson Park and Seward Park), and one each in Queens (Flushing Meadows Corona Park) and Staten Island (Faber Park).

- **Anchor Parks** is a mayoral initiative to invest \$150 million into five destination parks throughout the city: Saint Mary’s Park in the South Bronx, Highbridge Park in Manhattan, Betsy Head Park in Brooklyn, Astoria Park in Queens, and Freshkills Park on Staten Island. Each park was chosen based on historical underinvestment, broad open space, neighborhood impact, and its potential for new park improvements. Improvements including soccer fields, comfort stations, running tracks, and hiking trails will benefit the over 750,000 New Yorkers who live within walking distance of the five parks.

Air Quality Improvements

- In 2016, DOHMH continued to provide data to New Yorkers about environmental health issues and conditions in their neighborhoods. In addition to making improvements to its interactive online Environment and Health Data Portal, DOHMH released a new infographic describing the impact of traffic-related pollution on public health and published an annual report on neighborhood air quality. These resources are part of the City’s commitment to neighborhood-specific monitoring information and the use of published scientific studies to inform research and advocacy.
- DOHMH continues to conduct influential research on the environmental threat and health impact of air pollution, and to create tools that enable New Yorkers to engage in environmental health issues at the neighborhood level. DOHMH, in partnership with Queens College, will begin a short-term “citizen science” pilot study to inform development of toolkits and guidance for community participation in air quality assessments.
- In partnership with the Mayor’s Office of Sustainability and the New York State Research and Development Authority (NYSERDA), DOHMH is conducting neighborhood-level air quality health impact analyses of the City’s “80 x 50” policies (reduce greenhouse gas [GHG] emissions 80 percent below 2005 levels by 2050) to better assess the public health benefits of GHG mitigation strategies and to help inform prioritization of efforts. The City adopted the One City: Built to Last ten-year plan to retrofit public and private buildings to reduce energy use, create green jobs, and generate cost savings. The City is targeting a 35 percent reduction in GHG emissions from City government buildings by 2025.

- In 2014, the City’s 80 x 50 policies had an interim target of reducing emissions 40 percent by 2030 (40 x 30). **New York City’s Roadmap to 80 x 50**, released in 2016, is a comprehensive report that assesses what will be necessary to reach that goal. These efforts will have important co-benefits, including reducing emissions from harmful air pollutants. Fossil fuels burned in buildings in NYC for heat and hot water are the number-one source of GHG emissions, accounting for 42 percent of the citywide total. The new initiatives will compel owners to meet fossil fuel caps—requiring deeper upgrades to boilers, water heaters, roofs, and windows on an accelerated 2030 timeframe—with sharp penalties for failure to comply. Initiatives that have been implemented to meet the 80 x 50 goal include:
 - Replacing many fossil fuel-based heating and hot water systems in buildings with renewable or high efficiency electric systems. A key factor in improving air quality has been the phaseout of use of the heaviest heating oils in buildings, including fuel oils No. 6 and No. 4. The phaseout of No. 6 was completed in early 2016 while the deadline for phaseout of No. 4 is January 1, 2030. In 2016, through NYC Retrofit Accelerator, the City assisted 272 buildings in initiating or completing conversions off No. 4 and continues to assist an additional 315 buildings in the process of conversion. Nearly 6,000 buildings have already converted to cleaner fuels. By January 2030, when the phaseout is complete, the City will have prevented nearly 1,500 tons of fine particulate matter (PM2.5) from entering NYC air.
 - Reducing emissions from commercial char broilers. The NYC Department of Environmental Protection has amended its rules to require the use of control devices to reduce emissions from new commercial under-fired char broilers, or from any existing or new chain-driven commercial char broilers used to cook more than 875 pounds of meat per week. Commercial char broilers throughout the five boroughs emit an estimated 1,400 tons of particulate matter per year. DOHMH estimates that those emissions contributed to more than 12 percent of PM2.5-attributable premature deaths annually in 2005–2007, or 400 deaths per year in that period. If all commercial char broilers had had control technology installed, the reduction in ambient PM2.5 concentrations could have prevented nearly 350 of those premature deaths each year.
 - Replacing vehicles with zero- and low-emissions vehicles. The City’s municipal vehicle fleet is ahead of schedule to meet its target of adding 2,000 electric vehicles (EVs) by 2025. The fleet currently boasts more than 650 EV sedans and more than 75 Stealth ambulances, which run on battery power rather than idle their engines to support on-board services. Halfway toward the Clean Fleet goal and with eight years still to go, the municipal fleet will have 1,000 EV sedans by the end of July 2017. This commitment includes an initial \$10 million capital investment to support fast charging infrastructure that will extend access to electric mobility across the city.
 - The **Hunts Point Clean Trucks Program** (CTP) is an NYCDOT environmental initiative to promote sustainable transportation and a cleaner environment in the South Bronx communities of Hunts Point and Port Morris. It was created to replace up to 500 older diesel trucks with newer and more environmentally friendly vehicles and to improve emissions. The CTP offers truck owners attractive rebate incentives for the purchase of new diesel, hybrid electric, compressed natural gas, and battery electric trucks. Rebate incentives are also available for the installation of exhaust retrofit technologies. The overall goal is to reduce diesel pollution and improve air quality and public health.

- Launching a new workplace charging program. Funded by NYSERDA with support from NYCDOT, a new EV workplace charging program was launched in early 2017. The **Charge to Work** program is a partnership between NYSERDA, NYCDOT, CALSTART, Empire Clean Cities Coalition, ChargePoint, ABM, and North East States for Coordinated Air Use Management. Recognizing that the presence of vehicle charging stations at the workplace is a strong predictor of EV adoption by commuters, Charge to Work will engage employers in and around NYC and provide incentives for the installation of more than 100 vehicle charging stations at workplaces in the hopes of stimulating adoption of more than 450 EVs in the greater metropolitan area by 2020.

Waste Management and Diversion

- DSNY has focused outreach on neighborhoods with historically low recycling rates, with the goal of doubling rates in those communities over the next five years.
- The New York City Housing Authority (NYCHA) and DSNY partnered to make recycling bins and regular collection available in every NYCHA development, achieving this goal in December 2016. Today, more than 400,000 residents of NYCHA developments are able to foster a healthier, cleaner, and greener planet by recycling.
- DSNY has collaborated with **GrowNYC** to develop the Environmental Ambassador program. NYC residents who become ambassadors are volunteer community experts on recycling that help their neighbors learn about the City's recycling program.
- The City launched the first 100 **Zero Waste Schools**, developing and implementing comprehensive training and educational programs to help these schools divert all recyclable waste within five years.

Improving Resiliency

- In the February 2017 State of the City address, Mayor de Blasio announced the **NYC Green Jobs Corps**, which will train 3,000 workers over the next three years in new skills needed for the emerging green economy. The program is developing the workforce necessary to meet the Mayor's 80 x 50 commitment. Among the most important job skills for meeting this goal are retrofitting skills that can be used to improve the energy efficiency of the city's one million buildings. In 2015, buildings (including municipal buildings) contributed approximately two-thirds of citywide GHG emissions through the use of natural gas, electricity, heating oil, steam, and biofuel. The transportation sector accounted for 30 percent, and the remaining GHG emissions stemmed largely from fugitive emissions released from landfills and wastewater treatment plants.

- In April 2017, the Mayor’s Office of Recovery and Resiliency, the City Council, and NYC Emergency Management released a report from the Hurricane Sandy Houses of Worship and Charitable Organizations Recovery Task Force. The report included recommendations for strengthening the capacity of communities to enhance resiliency planning, community-level emergency response, and long-term recovery.
- The Mayor’s Office of Recovery and Resiliency launched the **Cool Neighborhoods NYC** program to mitigate the impact of the urban heat island effect across the city, which is created principally by man-made surfaces (dark roofs, asphalt lots and roads, etc.) that absorb sunlight and reradiate that energy as heat. The program promotes targeted cool roofs, tree planting, and green infrastructure. It also helps communities adapt to the increasing health risks from heat spurred by climate change through enhanced emergency response, risk communication, and access to cooling.

Other Core Infrastructure & the Environment-Focused Social Indicator Reports and Initiatives

1. The New York City Community Air Survey: Neighborhood Air Quality 2008–2015: <https://www1.nyc.gov/assets/doh/downloads/pdf/environmental/comm-air-survey-08-15.pdf>
2. Report: The Contribution of Motor Vehicle Emissions to Ambient Fine Particulate Matter Public Health Impacts in New York City: A Health Burden Assessment: <https://ehjournal.biomedcentral.com/articles/10.1186/s12940-016-0172-6>; Infographic: The Public Health Impacts of PM2.5 from Traffic Air Pollution: <http://a816-dohbesp.nyc.gov/IndicatorPublic/traffic/>

Personal and Community Safety

Highlights of Select Indicators

Personal and Community Safety Indicators

- Violent Crime
- Violent Victimization of Youth
- Admissions to Department of Correction
- Department of Correction Average Daily Population and Average Length of Stay in Days
- Department of Probation Population
- Traffic Fatalities

Violent Crime

Key findings: Violent crime in New York City declined significantly from 2012 to 2016, as reflected in three key indicators: overall violent crime index offenses decreased 7.9 percent, from 41,389 to 38,071; murders decreased 20 percent, from 419 to 335; and shootings decreased 27.3 percent, from 1,373 to 998. The disparities in gun and violent crimes by neighborhood also decreased, with some of the sharpest declines occurring where crime rates were the highest. The number of shootings by borough declined from 402 to 246 in the Bronx (down by 38.8 percent), from 543 to 415 in Brooklyn (down by 23.6 percent), from 151 to 144 in Manhattan (down by 4.6 percent), from 236 to 157 in Queens (down by 33.5 percent), and from 41 to 36 in Staten Island (down by 12.2 percent).

The demographics of violent crime suspects and victims differed from the demographics of the city as a whole in 2016. For violent crimes, in the 80 percent of cases where the race of the suspect is known, Blacks accounted for 59.7 percent of suspects, Hispanics 29.9 percent, Whites 6.6 percent, and Asian/Pacific Islanders 3.5 percent. For shootings, in the 92 percent of cases where the race of the suspect is known, 70.7 percent of the suspects were Black, 26.9 percent were Hispanic, 1.9 percent of were White, and 0.6 percent were Asian/Pacific Islander.

Among victims in 2016, 57.4 percent of murder victims and 37.3 percent of violent crime victims were Black. While the overall rates of murder and violent crime have decreased, all groups have not equally benefited from these declines. The proportion of female murder victims increased from 16.2 percent in 2012 to 18.8 percent in 2016.

How the data is disaggregated:

Borough (totals and per 1,000), Suspect Race/Ethnicity, Suspect Gender, Victim Race/Ethnicity, Victim Gender

Note: No reliable Income data was available.

Violent Victimization of Youth

Key findings: The violent victimization of youth measures violent crime against young adults ages 16 to 24. From 2012 to 2016, the rate of violent

victimization of youth decreased by 21 percent, from 10.5 to 8.3 violent crimes per 1,000 young adults. By comparison, there were 4.46 violent crimes per 1,000 NYC residents of all ages in 2016.

Youth who are victims of reported violent crimes are most frequently Black (41.2 percent) or Hispanic (35.1 percent). Whites made up 15.5 percent of juvenile victims and Asian/Pacific Islanders 7.8 percent.

Queens and Brooklyn saw the largest drops in the rate of violent victimization of youth, while the rate in the Bronx increased.

How the data is disaggregated:

Borough, Race/Ethnicity, Gender

Note: No reliable Income data was available.

Admissions to Department of Correction

Key findings: From 2012 to 2016, the Department of Correction's (DOC) average daily population (ADP) decreased 19 percent from 12,082 to 9,758. At the same time, the total number of admissions to DOC in NYC decreased 27 percent to 60,822. The New York City jail population has fallen by 18 percent from an average of 11,478 in December 2013 to an average of 8,980 in December 2017, outpacing any other three-year decline since 2001. There are disparities by neighborhood, with residents of neighborhoods with higher median incomes incarcerated at a lower rate than those in lower-income neighborhoods.

In 2016, 90 percent of those admitted to DOC custody were male. By race and ethnicity, 55 percent were Black, 28 percent Hispanic, 14 percent White, and 2 percent Asian/Pacific Islander.

These ongoing declines in admission and ADP occur in the context of historically low crime rates. The trends are supported by the implementation of multiple new targeted initiatives, discussed later in this report, that are designed to divert individuals from incarceration, reduce recidivism, and advance New York City toward the closure of Rikers Island and the establishment of a smaller, safer, and fairer borough-based jail system.

How the data is disaggregated:

Borough, Race/Ethnicity, Gender

Note: No reliable Income data was available.

Department of Correction Average Daily Population and Average Length of Stay in Days

Key findings: In 2016, DOC had an average daily inmate population of 9,758 individuals, 94 percent of which were male. By race and ethnicity, 54 percent were Black, 34 percent Hispanic, 7 percent White, 2 percent Asian/Pacific Islander, and 3 percent Other and Unknown.

The system-wide average length of stay (ALOS) in 2016 was 59 days, with an average of 42 days for females and 63 days for males. By race and ethnicity, there was an ALOS of 92 days for Blacks, 62 days for Hispanics, 61 days for Whites, 45 days for Asians, and 58 days for Other and Unknown.

Since the launch of Justice Reboot, a city initiative to reduce pretrial detention by reducing delays in resolving cases without compromising justice, discussed in more detail below, the number of cases with a detained defendant pending for 3+ years citywide has decreased by 62% (from 126 to 48 cases), the average pending caseload with detained defendants citywide is down 16% (from 5,105 to 4,270 cases), and the number of inmates who have been on Rikers for more than 600 days has decreased by 29.5% (613 to 432).

How the data is disaggregated:

Borough, Race/Ethnicity, Gender

Note: Income data is not collected.

Department of Probation Population

Key findings: In 2016, the Department of Probation (DOP) population under supervision was 82.7 percent male. By race and ethnicity, the population was 51.3 percent Black, 28 percent Hispanic, 13.5 percent White, 3.6 percent Asian/Pacific Islander, and 3.5 percent Unknown/Unreported and Other.

The average DOP ALOS is three years and two months, which is on the lower end of the national average of three to five years.

The lower ALOS is driven in part by an increasing number of early discharges (EDs). DOP promotes early discharge for successful completion of probation conditions and programmatic objectives. In 2016, just over a quarter of the population of all EDs (26.9 percent) identified as female. By race and ethnicity, 46.3 percent of EDs were Black, 30.3 percent Hispanic, 15.7 percent White, 3.4 percent Asian/Pacific Islander, and 4.2 percent Unknown/Unreported and Other.

How the data is disaggregated:

Borough, Race/Ethnicity, Gender

Note: No reliable Income data was available.

Traffic Fatalities

Key findings: In 2017, 217 New Yorkers lost their lives as a result of a traffic crash. This is the fewest traffic deaths recorded in any year since 1910, decreasing for the fourth year in a row since the City launched Vision Zero in 2014. Traffic deaths of young people under the age of 20 have gone down by 30 percent since 2014, with 16 fatalities recorded in 2017.

How the data is disaggregated:

Borough, Gender, Age

Note: DOT does not track race/ethnicity. Race/ethnicity information is determined by New York Police Department (NYPD) police officers on the scene. Not all fatality cases have this information available. Income information is not collected.

Key Personal and Community Safety Policies Addressing Disparities

Reducing Crime

- New York City is nationally at the forefront in the fight to end gun violence. The City has the lowest incidence of gun violence of any major U.S. city. It has some of the strongest gun laws in the country, and has pioneered a data-driven policing model that helped drive an 82.8 percent decline in homicides between 1993 and 2016. Since 2014, gun arrests are up 21.8 percent, while the number of stop,-question,-and-frisks has fallen 73.3 percent.
- Launched in early 2017, the Office to Prevent Gun Violence is expanding violence interruption strategies developed by Crisis Management System, which have already proven effective. For the last three years, the City has deployed teams of credible messengers who use the Cure Violence model to mediate conflicts on the street and connect high-risk individuals to services that can reduce the long-term risk of violence. This approach is focused on the 17 precincts accounting for 51 percent of shootings citywide, and may be a contributing factor in a 15 percent decline in shootings in these precincts from 2016 to 2017. The Office will add the following new services to the Crisis Management System:
 - Intervention workshops in juvenile justice facilities
 - Help for neighborhoods in rebuilding after gang takedowns or mass arrests
- The **Mayor's Action Plan for Neighborhood Safety** (MAP), implemented in 2014, targets 15 housing developments that accounted for 17.7 percent of all violent crime in the City's public housing in 2014. MAP promotes neighborhood safety and stability by improving collaboration between police and the community, expanding youth employment and community programs, and improving public safety infrastructure. The 15 targeted housing developments have seen declines in shootings (down 10 percent), major crime (down 8 percent), and violent crime (down 9.9 percent) between July 2014 and August 2015. Strategies used by MAP include:
 - Strengthening police/resident joint problem solving in high crime neighborhoods
 - Expanding access to youth employment and community centers
 - Improving security infrastructure in New York City Housing Authority developments
 - Creating a permanent, routine way for residents and City officials to jointly monitor and improve public safety
- The City is committed to more comprehensive prosecution of illegal gun use and greater penalties for certain firearm offenses through a variety of strategies. It is increasing interagency cooperation, which has proven effective in other jurisdictions. It is also employing evidence-driven mechanisms to identify chronic gun offenders, enhance sentencing, improve bail decisions, and develop stronger outreach using targeted advertising of stricter penalties and zero tolerance for gun-related crimes.

- **Neighborhood Policing** is a comprehensive crime-fighting strategy built on improved communication that promotes safety and respect. Additionally, local police officers collaborate with community residents to solve problematic issues. Neighborhood Policing greatly increases connectivity and engagement with the community without diminishing NYPD’s crime-fighting capabilities, and, in fact, improves them. NYPD has long encouraged officers to strengthen bonds with the communities they patrol but past practice in precincts left little time or opportunity for true community engagement. In recent years, the Patrol Services Bureau has systematically reorganized its patrol methods to achieve the goal of establishing Neighborhood Policing in every precinct citywide by the end of 2018.
 - The **Neighborhood Coordination Officers** (NCO) model is designed to unite police and community as trusted partners in keeping neighborhoods safe. Key features of this neighborhood policing program include the division of precincts into four or five fully staffed sectors that correspond, as much as possible, to the boundaries of neighborhoods; designation of two NCOs per sector; and the allocation of steady sector autos and additional response autos for precinct-wide rapid response.
 - NCOs work closely with communities to identify and manage local concerns and establish close local relationships. NCOs identify and respond to community concerns and spend dedicated time each day establishing and building relationships with the local community. The plan includes “true sector integrity,” whereby radio dispatchers, supervisors, and the same two officers are assigned to the same sector each day and given the training and resources to work closely with the community on local issues. They receive advanced investigation training and mediation training to improve conflict resolution skills. Sector officers devote 33 percent of each eight-hour tour, or about two hours and 20 minutes each day, to community-based, proactive, and problem-solving activities. The NCO program has expanded to 60 out of NYPD’s 77 precincts citywide (78 percent) and includes 100 percent of the nine housing commands as of November 2016.
- In May 2017, Police Commissioner O’Neill launched a program that for the first time allows rank-and-file officers to hold community meetings in the sectors they patrol, in a move to build trust and allow local residents to give regular feedback to NYPD.
- **Illuminate NYPD**, a new Police Academy initiative, keeps the community informed on the Training Bureau’s programs and curricula for recruitment and in-service training. The initiative also gathers input from the community to help shape NYPD training. As part of this effort, Illuminate NYPD hosts small community feedback discussions about the training objectives of selected Police Academy curricula. These discussions have expanded and community members are now being integrated into the learning environment through the curriculum development process. Illuminate NYPD aims to produce community-informed curricula, build community trust through training, make police officer training as transparent as possible, and educate police officers on how better to serve the community.

Improving the Justice System

- New York City has the lowest incarceration rate of all large U.S. cities, with an average daily jail population of 8,980 in December 2017. This is the first time in 35 years that the jail population has gone below 9,000.

- Jail is increasingly reserved for serious crime and for those who pose a risk. Arrests for low-level crimes continue to fall, with misdemeanor arrests down 29 percent in the last four years. The number of jail admissions for misdemeanor detainees have dropped by 25 percent since 2014.
- The City is taking steps toward eventually closing Rikers Island and replacing it with a smaller network of modern, safe, and humane facilities. **Smaller, Safer, Fairer: A Roadmap to Closing Rikers Island** lays out a strategy for doing this. The goal is a correctional system that is:
 - Smaller: The City aims to reduce the ADP by 25 percent to 7,000 in the next five years.
 - Safer: The City will ensure that those who work and those who are incarcerated in city jails have safe and humane facilities as quickly as possible.
 - Fairer: The City will improve the culture of city jails by increasing support and opportunity for corrections officers and those in custody. The City has already invested \$90 million in professional development for correction officers and educational, vocation, and recreational programming for incarcerated people to increase post-release opportunity and reduce recidivism.
- The **Justice Reboot** initiative identified the 1,427 oldest cases in the City’s criminal justice system. By the end of 2016, 94 percent had been disposed and more than 1,250 inmates were out of jail. The City is developing systemic reforms to shorten case processing times through a centralized coordinating body and borough-specific data analytics. One of the key elements of this reform is the development of a case tracking tool to evaluate case delays and to centralize scheduling functions across the justice system. Between Justice Reboot’s launch in early 2015 and December 2017, there was a 49 percent reduction in the number of cases pending for three years or longer, from 307 cases to 156 cases citywide. There was also a 22 percent reduction in the number of cases pending for two years or longer, from 923 cases to 717 cases citywide.
- The City is committed to reducing pre-trial detention for lower-risk individuals and decreasing reliance on money bail. In March 2016, Mayor de Blasio announced a citywide expansion of the **Supervised Release (SR)** program to allow eligible defendants in every borough the option of release under supervision. SR, which diverted over 6,000 people from jail between its launch and December 2017, allows judges to release defendants at low to moderate risk of pretrial felony re-arrest to a community-based program that allows them to remain at home and continue working while awaiting trial. SR clients check in with a social worker anywhere from once a month to twice a week, depending on their risk and need levels. SR may also benefit some of the more than 40 percent of NYC defendants who are unable to meet bail and remain incarcerated for the entire time it takes to resolve their case. The expansion of SR adds over 2,000 program slots to existing pilot programs for a total of 3,000 slots citywide. From its launch in March through December 2016, 2,402 clients entered the SR program. More than half the clients enrolled citywide were in Brooklyn (30 percent) and Queens (25 percent). Defendants in Manhattan and the Bronx each constituted about one-fifth of the City’s SR caseload, and Staten Island accounted for about 7 percent.

- Expanded diversion programs and strategies that make it easier to pay bail have already reduced the number of people detained in City jails on bail of \$2,000 or less by 36 percent between 2014 and 2017. To further reduce that number, the City is investing \$490,000 annually to add 50 percent more capacity to the “bail expeditors” program. Bail expeditors contact family members before a relative enters jail to let them know that bail has been set, and ensures that the defendant is held at the courthouse long enough for the family to have an opportunity to post bail. The City will continue efforts to make it easier to pay bail, including rolling out online bail payment. It also recently launched a citywide charitable bail fund in partnership with the City Council.

Reducing Recidivism

- The City is working to reduce recidivism through an initiative that targets individuals at high risk of recidivism and homelessness for expanded access to supportive housing, employment, education, and other social services. Many of those receiving support have behavioral health needs or a history of cycling through the criminal justice and homeless systems. This initiative has created over 120 permanent housing slots with supportive services, including mental health and substance use services.
- Starting on their first day, every person who enters a City jail will meet with a counselor who will do an individualized assessment of their needs. Everyone in City custody will receive five hours a day of individualized vocational, educational, and therapeutic programming to help lay a foundation for long-term stability after release. Everyone who leaves jail after serving a City sentence will be offered placement in Jails to Jobs. This program pairs people leaving jail with peer navigators who assist with the transition back into the community, including paid transitional employment to help secure a permanent job and career advancement support.
- Through the **Thrive NYC** initiative, the City intends to annually invest more than \$15 million to expand mental health supports in high-need schools that lead the City in school-based arrests, summonses, suspensions, and calls to Emergency Medical Services (EMS). In addition, to more effectively meet the needs of these students and to reduce unnecessary EMS calls, the City will pilot a comprehensive mental health service continuum in 20 high-need schools in the South Bronx and Central Brooklyn with the highest numbers of EMS calls, suspensions, arrests, and summonses.

Fair Chance Act

- To help the formerly incarcerated integrate into society, including entering the permanent workforce, the City is implementing the Fair Chance Act. The act is an amendment to the Human Rights Law’s prohibition on discrimination on the basis of criminal history against job applicants, employees, and applicants for licenses, registrations, and permits that makes it illegal for most employers in New York City to ask about the criminal record of job applicants before making a job offer.

Reducing Traffic Fatalities

- In February 2014, the City launched the **Vision Zero Action Plan** with the goal of reducing citywide traffic fatalities and severe injuries to zero. The program gives special attention to groups that are

disproportionately at risk from traffic fatalities, such as pedestrians and the elderly. The City has implemented a wide array of measures under the program to make the streets safer and reduce fatalities, including:

- Lowering the default citywide speed limit from 30 to 25 MPH
 - Increasing enforcement and penalties for moving violations, including speeding and failing to yield to pedestrians
 - Redesigning streets and intersections to improve safety
 - Expanding public education about precautions that can save lives
- In May 2017, DCAS finalized a **Safe Fleet Transition Plan** to ensure that new City vehicles and trucks are designed to be as safe as possible. In addition to including new safety technologies such as automatic braking, the plan includes safe driving practices such as barring the use of hands-free phones by drivers to safeguard against distraction. The plan was created in partnership with the John A. Volpe National Transportation Systems Center.
 - The City is in the process of equipping all City-owned trucks, as well as some commercial waste collection vehicles, with side guards. These panels, which are installed between the front and rear wheels of a truck, can help protect pedestrians, bicyclists, and motorcyclists from being caught under the vehicle in a side-impact collision. The Department of Citywide Administrative Services (DCAS) has installed nearly 1,500 units so far, making this the largest such program in the nation.
 - DCAS is training all City drivers in defensive driving, with over 40,000 staff going through the one-day program since January 2014.
 - The Taxi & Limousine Commission (TLC) developed and adopted rules to decrease the risk of fatigued driving across the industry segments it regulates. TLC developed the rules after reviewing the research on fatigued driving, seeking out best practices in other transportation and safety-sensitive industries, and analyzing the data on TLC's own driver licensees. The rules seek to reduce safety risks by instituting daily and weekly limits on hours of service.
 - NYPD continues to focus on violations that, according to data, are highly associated with serious traffic crashes. These Vision Zero violations include speeding, failure to yield to pedestrians, failure to stop at traffic signals, improper turns, cell phone/texting, and disobeying signs. By targeting behaviors that are known to contribute to traffic fatalities, NYPD is working to change the city's driving culture to make it safer for pedestrians, drivers, and others.
 - The **Vision Zero Borough Pedestrian Safety Plans** directed the Department of Transportation (DOT) to adjust traffic signal timing on Priority Corridors throughout the city to encourage drivers to follow the 25 MPH speed limit. DOT retimed 65 Priority Corridors (165 miles) in 2016 and the program was ongoing for 2017. In 2017, DOT retimed 92 miles of Priority Corridors and 162 miles in total.

- DOT, in collaboration with NYPD and other agencies, participated in the first-ever seasonal education and enforcement initiative, the **Dusk and Darkness Safety Initiative**. During the fall and winter of 2016, this multi-agency traffic safety campaign helped to reduce the seasonal surge in evening crashes involving pedestrians, especially weeknight evening hours between 5 p.m. and 7 p.m. The initiative included safety education via radio and television advertisements, bus signs, and billboards. The campaign resumed again in October 2017 and led to the creation of a similar data-driven initiative for 2018, **Warm Weather Weekends**, to reduce the surge in serious crashes involving motorcyclists and motor vehicle occupants seen on spring and summer weekends with warmer temperatures. Directed by the action plan in the Don't Cut Corners: Left Turn Pedestrian and Bicycle Crash Study released in 2016, DOT developed a 100-intersection pilot initiative to test left turn traffic calming treatments. The treatments include flexible delineators, temporary curbing, plastic bollards, and road markings. Locations are identified via left turn crash and injury data. DOT installed treatments at seven locations in June 2016, then completed an additional 100 treatments by the fall of 2016. In 2017, DOT installed treatments at 110 locations. The Left Turn Traffic Calming program is ongoing, adding at least 100 new locations each year. Completed locations include: Gleason Avenue at White Plains Road in the Bronx; 178th Street at Hillside Avenue in Queens; Court Street at Atlantic Avenue in Brooklyn; First Avenue at 40th Street in Manhattan; Morani Street and Richmond Avenue in Staten Island; and Park Lane South at Metropolitan Avenue in Queens.
- **Leading Pedestrian Intervals** (LPIs) are signal timing treatments that give pedestrians a 7- to 12-second head start, allowing them to walk before vehicles can move. DOT's evaluation of past LPI installations in the City showed that pedestrian and bike severe injuries declined by nearly 40 percent at LPI locations. The Vision Zero Borough Pedestrian Safety Plans directed DOT to install LPIs at Priority Intersections and Priority Corridors throughout the city. DOT installed 776 LPIs in 2016 and another 832 in 2017. (Priority Intersections, Priority Corridors, and Priority Areas are locations in the City where pedestrians are killed or severely injured most frequently.)
- In 2016, DOT installed 76 street improvement projects (SIPs) at Vision Zero priority locations. In 2017, DOT completed 114 SIPs, with 76 at Vision Zero Priority Locations. Completed projects include intersection improvements at Flatbush and Church Avenues in Brooklyn, corridor safety improvements on Hillside Avenue in Queens, and pedestrian safety improvements on Martin Luther King Boulevard and Hall of Fame Terrace in the Bronx.

Diverse and Inclusive Government

Highlights of Select Indicators

Diverse and Inclusive Government Indicators

- Diversity of Public Employees: Total Workforce
- Diversity of Public Employees: Officials and Administrators
- Diversity of Public Employees: New Hires

Diversity of Public Employees: Total Workforce

Key findings: Between 2007 and 2017, the share of minority employees (race/ethnicity) in the City's workforce has increased by approximately two percentage points, from 60 percent to 62 percent. In the same period, the share of female workers decreased from approximately 40 percent to 38 percent.

How the data is disaggregated:

Race/Ethnicity, Gender, Combined Race/Ethnicity/ Gender

Note: The demographics of Public Employees are drawn from the NYC 2017 EEO-4 report. Salaries must be aggregated by gender, race, and salary band in the EEO-4 Report.

Diversity of Public Employees: Officials and Administrators

Key findings: The share of minority (race/ethnicity) and women officials and administrators increased from approximately 45 percent in 2007 to 55 percent in 2017, while the share of white male officials and administrators decreased by approximately 10 percentage points to 45 percent over the same period.

How the data is disaggregated:

Race/Ethnicity, Gender, Combined Race/Ethnicity/ Gender

Note: The demographics of Public Employees are drawn from the NYC 2017 EEO-4 report. Salaries must be aggregated by gender, race, and salary band in the EEO-4 Report.

Diversity of Public Employees: New Hires

Key findings: Between 2007 and 2017, the minority (race/ethnicity) share of new hires in New York City government did not drop below 70 percent. In 2017, the minority share of new hires was 73 percent. Women represented approximately 50 percent of new hires in 2017, a slight increase over 2015.

How the data is disaggregated:

Race/Ethnicity, Gender, Combined Race/Ethnicity/ Gender

Note: The demographics of Public Employees are drawn from the NYC 2017 EEO-4 report. Salaries must be aggregated by gender, race, and salary band in the EEO-4 Report.

Key Diverse and Inclusive Government Policies Addressing Disparities

Promote the Diversity of City Employees

- The mayor has appointed a senior leadership team that is 53 percent women and 41 percent people of color as of 2017.
- In a milestone achievement in the fight for pay equity, the mayor signed Local Law 67 in May 2017, prohibiting all employers from inquiring about a prospective employee's salary history. Sponsored by Public Advocate Letitia James, this bill expands upon the mayor's Executive Order 21, signed in November 2016, to include both private and public employers. By restricting questions regarding an applicant's previous compensation – which is often used as a benchmark from which to determine starting pay in a new position – employers take a vital step to stop perpetuating a cycle of suppressed wages for women and people of color within their workforce. Local Law 67 dictates that it is an unlawful, discriminatory practice for an employer to inquire about or rely upon the salary history of a job applicant to determine their salary amount during the hiring process, including the negotiation of a contract. An applicant's salary history includes current or prior wage, salary, benefits or other compensation. Individuals can file a complaint with the NYC Commission on Human Rights, which has the ability to fine employers with civil penalties of up to \$250,000 for willful and malicious violations of the law, and can award compensatory damages to victims, including emotional distress damages and other benefits. The Commission is also creating educational materials on this protection and conducting community outreach to ensure that workers know their rights.
- Five years ago, in May 2013, the Citywide Diversity and Equal Employment Opportunity (CDEEO) launched the **Managing Diversity Leadership Initiative** (MDLI) to promote measures to broaden, develop, engage, and retain City employees. CDEEO measures each agency's progress in implementing MDLI best practices through quarterly reports submitted by the mayoral agencies regarding the execution of their diversity and EEO plans. Agencies are implementing up to 15 best practices, including the development of a recruitment strategy to find and retain a diverse workforce. For Fiscal Year (FY) 2017, there were an average of 11 MDLI initiatives among mayoral agencies.
- Consistent with the City's commitment to diversity and inclusion and in accordance with Executive Order 16, CDEEO launched the City's transgender inclusion and awareness eLearning course, **lgbTq: The Power of Inclusion**, in June, 2017. CDEEO also launched the City's Workplace Gender Transition Guidelines in June 2017.
- Since 2014, CDEEO has provided EEO and diversity and inclusion training to over 70,000 City employees in areas such as unconscious bias, workplace inclusion, conflict resolution, disability etiquette, and structured interviewing.

- In a move to ensure diversity and inclusion leadership best practices across the city, five gender equity liaisons have been appointed to the following NYC agencies: the Human Resources Administration/ Department of Social Services (HRA-DSS), the Department of Youth and Community Development (DYCD), Housing Preservation and Development (HPD), the Department of Health and Mental Hygiene (DOHMH), and the Department of Education (DOE). Additionally, HRA-DSS, DOHMH, DYCD, DOE, Health + Hospitals, and the Administration for Children’s Services (ACS) have appointed LGBTQ coordinators.
- In 2016, under the leadership of Commissioner Daniel Nigro, the Fire Department of New York (FDNY) took several steps toward prioritizing diversity and inclusion as part of its overall strategic plan. FDNY saw the highest number of women enter the Probationary Fire Academy and graduated the most diverse classes of Probationary Firefighters in its history.
 - FDNY’s Office of Diversity and Inclusion (D&I) was expanded and improved with the hiring of a new chief D&I officer and a new diversity advocate, as well as the addition of D&I directors of policy initiatives and workforce utilization. Deputy chiefs for both fire and EMS operations have been designated to assist with D&I initiatives. A D&I training unit was created, which assisted in providing over 13,000 members of the FDNY last year with training in unconscious bias and equal employment opportunity (EEO) basics. FDNY also developed LGBTQ training for leadership. The fire commissioner’s Committee on Diversity and Inclusion was expanded to include more stakeholders and more programs to help foster the implementation of positive and holistic ways of establishing and maintaining an inclusive workforce. New conflict resolution training and tools have been developed, including D&I newsletters and an electronic platform devoted to D&I messaging.
 - The FDNY also hired a new deputy director of EEO and expanded its EEO office to include more investigators, an updated database, performance evaluation metrics, and improved training for leadership. A new EEO Policy and Investigation Manual has been developed, and EEO counselors have been designated to help implement FDNY’s diversity goals.
- After a wide range of measures were put in place to promote diversity in recruitment and within the New York City Police Department (NYPD), NYPD Police Academy class of July 2017 graduates included the highest percentage of Hispanic recruits ever (33.9 percent); previously, the April 2016 class had the highest percentage of women (26.6 percent) of any class in the past 19 years. Over half the recruits who joined between July 2013 and July 2017 come from racial or ethnic minority groups.

Talent Recruitment and Retention

- The Office of Citywide Recruitment (OCR) provides extensive outreach and communication to underserved and underrepresented communities that could benefit from greater knowledge of the multitude of opportunities in City government. OCR’s mission is to create a workforce pipeline of

individuals with the requisite education and experience needed to sustain operations across New York City. OCR participated in a total of 228 events (113 civil service information sessions and 115 career fairs) in FY 2017. Of the 228 events, 51 were geared toward diverse communities, including LGBTQ, veterans, individuals with disabilities, Hispanics, and Asians. In addition, OCR participated in events targeting youth and individuals with a criminal history.

- Two flagship programs, the **NYC Public Service Corps** (PSC) and the **Urban Fellows Program**, help introduce public service careers to undergraduates, graduate students, and recent college graduates. PSC work-study paid internships benefit an estimated 700 college students annually and, as such, are an important part of the City's recruitment outreach. PSC continues to collaborate with OCR and other Department of Citywide Administrative Services (DCAS) units to promote civil service examinations, with a particular focus on potential new and diverse City hires. The Urban Fellows Program is a highly selective, nine-month fellowship that combines work in mayoral offices and City agencies with volunteer service opportunities and a seminar series that explores current urban issues impacting public policy. Program participants are diverse and come from all over the country to work at an array of agencies across the City, where they learn about public policy through a hands-on approach. DCAS will issue an updated Workforce Profile Report, conduct annual Employee Engagement surveys, and identify workforce trends to facilitate a precise depiction of diversity in the City's workforce.
- DCAS launched the course, **Everybody Matters**, which is designed to help participants hone skills required for successful leadership of diverse teams.
- FDNY launched its largest and most successful firefighter recruitment campaign targeting underrepresented groups, and successfully lobbied New York State for the creation of a Cadet Program aimed at increasing racial and gender diversity in the department. FDNY also formed an EMS Recruitment Unit, which focuses on educating NYC residents about career opportunities in emergency first response.

Minority and Women-Owned Business Enterprises

- In September 2016, Mayor de Blasio established the Mayor's Office of Minority and Women-owned Business Enterprises (M/WBE) to increase contracting opportunities and participation among ethnic and gender groups who are underrepresented in City contracting. The mayor appointed Deputy Mayor for Strategic Policy Initiatives, originally Richard Buery and now J. Phillip Thompson, as Citywide M/WBE Director, and Jonnel Doris as Senior Advisor and Director of the Mayor's Office of M/WBEs.
- The M/WBE office is responsible for oversight, policy, interagency coordination, and accountability of the City's M/WBE program, and serves as a one-stop shop for M/WBEs interested in doing business with the City and its agencies. Achievements of the office include:

- As of FY 2018 and since FY 2015, the City has awarded a total of \$6 billion to M/WBEs – toward the OneNYC goal of awarding \$16 billion to M/WBEs by the end of 2025. This includes mayoral and non-mayoral agencies.
 - For the first time in a single fiscal year (FY 2017), the City awarded over \$1 billion to M/WBEs under Local Law 1, which encourages meaningful participation of M/WBEs in construction work and excludes non-mayoral agencies. This is double the value of contracts awarded in FY 2015.
 - The number of City-certified M/WBEs has grown to a record number of over 5,000. The administration’s goal is to reach 9,000 by the end of FY 2019.
 - In June 2017, the NY State legislature passed S6513/A8508, a bill sponsored by State Senator Marisol Alcantara and Assembly Member Alicia Hyndman. The bill passed unanimously in the Senate and overwhelmingly in the Assembly. One of the legislation’s key provisions allows the City up to \$150,000 in discretionary spending on goods over \$100,000 and service contracts with M/WBEs, without having to go through a time-consuming formal bidding process on small projects. This is an increase over current rules, which set a discretionary limit of \$20,000 for goods and services. The increase to \$150,000 closely matches the state’s \$200,000 limit for goods and services.
 - In 2017, the administration launched a \$10 million Bond Collateral Assistance Fund for M/WBEs and small businesses. This fund allows eligible businesses to apply for collateral assistance of up to \$500,000, or 50 percent of the contract amount (whichever is less), to meet cash collateral bond requirements.
 - The administration also launched the Contract Financing Loan Fund for M/WBEs and small contractors, which allows eligible businesses to apply for loans of up to \$500,000 at a low 3 percent interest rate. To date, \$2.5 million in loans have either been dispersed or are in the approval process, allowing firms to work on over \$19 million worth of contracting opportunities.
 - In July 2017, the de Blasio administration announced that Strategic Steps for Growth, an executive business education program designed for M/WBEs, has helped over 100 M/WBEs win \$93.5 million in City contracts – with a record high of \$28.6 million in contracts over the last year alone. Participants have also reported adding nearly 800 new jobs after completing the program. Strategic Steps for Growth features eight months of intensive business education taught by faculty of New York University’s Stern School of Business. Business owners receive support in developing individualized, three-year growth plans and participate in sessions on how best to compete for City contracts.
- In FY 17, the NYC Economic Development Corporation (NYCEDC) announced that, as part of its **ConstructNYC** initiative, nearly \$80 million in projects were already in the pipeline to be awarded to three minority- or women-owned construction management firms. NYCEDC is rolling out the first cohort of prequalified M/WBE ConstructNYC contractors who will have exclusive access to bid on certain

NYCEDC projects. The ConstructNYC initiative connects small to mid-sized M/WBEs to exclusive opportunities to work on NYCEDC projects with contracts of up to \$1 million.

- In 2017, NYC Housing Preservation and Development launched its **M/WBE Build Up** program, which requires developers and borrowers to spend at least a quarter of HPD/Housing Development Corporation (HDC)-supported costs on certified M/WBEs over the course of design and construction of certain HPD/HDC-subsidized projects. There are now 20 projects subject to the Build Up program. HPD estimates that over \$51 million will be awarded to M/WBEs through these projects.