



**FIRE DEPARTMENT OF THE CITY OF NEW YORK**  
**LOCAL LAW 119/2022**

The Fire Department of the City of New York (“FDNY” or “Department”) is committed to upholding and promoting the values of diversity, equity, and inclusion, as well as equal employment opportunity throughout the Department as a whole.

Our biggest strength as an agency is our people, and the Department is dedicated to expanding the opportunities available to our personnel, including education and training, professional development, mentorship and coaching discussions for all those that make up our Department: Fire, EMS, Fire Protection Inspectors, Fire Alarm Dispatchers and Civilian.

From the newest probationary Firefighters and EMTs, to the department’s top leadership the FDNY recognizes the need for diverse voices, unique perspectives, and representation; and is committed to equality and creating moments to hear every voice.

The FDNY is committed to providing comprehensive training in areas of diversity, equity, and inclusion as well as equal employment opportunity to all members.

The FDNY conducts anti-discrimination training on an annual basis via both in-person and e-Learning platforms. All FDNY members (Fire, EMS, Fire Protection Inspectors, Fire Alarm Dispatchers, and Civilians) are required to take the DCAS Everybody Matters e-Learning training, which consists of four distinct modules covering areas such as anti-discrimination, anti-harassment, sexual harassment and diversity and inclusion. At the conclusion of each module, Department members answer a series of questions which tests the member’s mastery of each instructed topic.

In addition, Fire Operations members undergo live instructor led training on anti-discrimination and anti-harassment policies on an annual basis at FDNY headquarters. During these facilitated trainings, members are instructed on the relevant policies and engage in further discussion of the material to explore how policies should practically be applied within the workplace. The FDNY is currently reviewing and updating its training modules in conjunction with the federal Court Monitor appointed as a result of the litigation *United States v. City of New York*, which found that Black and Hispanic firefighter candidates were impermissibly screened out of the hiring process based on race due to issues with the written examination.

The FDNY will additionally provide a webinar-based training to all FDNY members (Fire, EMS, Fire Protection Inspectors, Fire Alarm Dispatchers, and Civilians) through the FDNY’s electronic Learning Management System (LMS). This webinar will explore diversity and inclusion related topics including cultural awareness and sensitivity, recognizing and interrupting conscious and unconscious biases, and the benefits to a diverse and inclusive workforce at the FDNY. This webinar is currently being created and development by the Office of Diversity and Inclusion team with an anticipated roll-out in the first quarter of 2024.

Additionally, a virtual webinar will also be provided on Lesbian, Gay, Bisexual, Transgender and Queer (LGBTQ) related content. This training content, consisting of three modules, has already been created and uploaded to LMS and launched in January 2023. All training webinars have interactive quizzes embedded in the training itself. Additionally, feedback evaluation forms will be utilized to assess areas that need to be followed up on with additional education or training.

With respect to training its supervisory members, the FDNY has established an internal working group to research, design and implement an FDNY Leadership Development Program (LDP). The overall goal of the LDP is to provide annual comprehensive leadership training to all FDNY Supervisors (uniform and non-uniform) at a minimum on topics such as conflict resolution, mediation, effective communication, hostile work environment, implicit bias, and cultural awareness. Providing this training will contribute to improving the work environment for all FDNY personnel with an expectation of respectful behavior in all workplaces within FDNY. The FDNY is working diligently towards implementing such program with the expected roll-out in the first or second quarter of 2024.

Ranking officers in Fire Operations will be provided with live instructor led anti-discrimination and anti-harassment training separate from their subordinates, with particular focus on their supervisory responsibilities to prevent, identify and remedying workplace discrimination and harassment. Supervisors will also be instructed on identifying conflicts which will benefit from mediation or some other type of alternative dispute resolution strategy. Live instructor led training will conclude with hypothetical scenarios that require supervisors to engage in an interactive manner with the facilitator and other class members and apply the concepts learned to timely and relevant workplace scenarios. This live instructor led training is expected to be launched during the first quarter of 2024.

Finally, each new class of newly promoted Fire Officers are provided with live instructor led training on FDNY anti-discrimination and anti-harassment policies by Equal Employment Opportunity executive leadership. Newly promoted EMS Officers are also provided with live instructor led training on FDNY anti-discrimination and anti-harassment policies. A similar training will be provided to all other managers and supervisors, such as, Fire Protection Inspectors, Fire Alarm Dispatchers, and all other Civilian supervisory personnel, during the first quarter of 2024.

The Department continuously reviews EEO complaint data to identify trends amongst units where further action, including EEO training and counseling, may be necessary.

Moreover, the FDNY regularly meets with affiliated organizations representing its under-represented members in the Department. At such meetings concerns are raised by these organizations, action items are identified, next steps and points of contact are established.

These items are then discussed on an ongoing basis thereafter with follow-up meetings and communication. Additionally, members of the CDIO team visit firehouses and EMS stations and meet with members at their workplace. Further, individual members are encouraged to reach out to members of the CDIO team for one-on-one meetings and to discuss any concerns and recommendations to improve or establish Department policy or practices.