

Dr. Aldrin Rafael Bonilla 43:23

Thank you so much.

Uh Jane.

Good morning everyone.

I know people are maybe a little bit surprised of how promptly we started at 10:00 AM. Not necessarily giving folks time to make it up the stairs or out of their kitchen or of the elevator.

However, they may be, but we want it to be mindful and respectful of everyone's time.

I can't tell you enough how excited I am to be able to have the EPC host this Symposium.

A conversation among us.

I feel that often in the EO world and many of you were multiple hats, so the EO hat is one of many or of a couple of patchy wearing agency.

But I desperately feel that we don't have enough opportunities to speak to one another, to gather, to discuss topical issues and to be supportive of one another as we take our new roles or have different questions.

And issues around EPC and the EEO roles and responsibilities, we do. Umm, as you know, New York City is the largest municipal workforce in the country.

Everything we do is large and a huge scales right.

Even our district managers who run community boards of 300,000 people, a 300,000 person Community Board is considered a mid sized city in the United States.

So to think of the large, the larger in scope of what we do, we have the cleanest drinking water and the country right?

Why are we not flip Michigan?

Alright, why are we not Flint, MI?

Why aren't we flip Michigan?

And that's the dedication and commitment of our public servants to keep our water, the cleanest.

Why are?

Why are our rivers, the cleaners and getting cleaner by the decade and bringing back marine life?

That's the work of our public servants, our civil servants.

Umm, the school year is concluding.

Right.

And and thank goodness for crossing guards.

Right, all cars should yield to pedestrians as they crossing the street.

We know because of this fatalities of some of our children and adults, that doesn't always happen.

So thank goodness for the safety provided by our crossing guards and the list goes on and on and on.

So the EEPC's mission is to make sure that all the diversity and all the talent that is in New York City as an opportunity and equal opportunity, a fair opportunity to seek employment with the city's largest employer, which is city government, the municipal public sector.

And we wanna.

We wanna make sure that agencies are doing their best to make sure that they not only attract the best talent that New York City has to offer, but that they find the best talent in all corners of the city, right, that all corners, all Burroughs, all neighborhoods, all zip codes, all elementary and public high schools and charter schools and private schools should have kind of equal footing in terms of being able to produce the kind of talent that New York City needs and desires.

And once hired, we wanna make sure that we treat our workforce equitably inclusive, and that we allow for opportunities to retain talent but also promote talent and equitable and equal way, and that people feel notified with their public service civil service career.

Toward that end, the EPC audits over 147 city agencies for its policies, procedures, practices around EO, EEPC compliance, federal, state and city compliance.

But as I've often state in board meetings at our EEPC Board meetings, compliance is not commitment.

A compliance is not commitment.

Everyone in this meeting today in this Teams meeting knows that we can all check boxes and we've done that in the past and sometimes we've just checked boxes for the sake of checking them.

But to make sure that people's experiences in the workforce and the public sector is one

that is beyond checking boxes of compliance but is one that reflects commitment, right, the commitment of the Commissioner, the commitment of the, the, the the supervisors, the directors and the commitment of the human resource department all the way down from the top, all the way down.

So we really try to aim at commitment when we look at commitment in addition to our auditing functions, the EEPD has a RESEARCH function and a lot of people are not aware that the executive director, Jeanne Victor, leads a team that is administrative, auditing, research as well.

In terms of our research, as past Symposiums have highlighted, we're interested in issues of occupational segregation, right?

New York City we know has residential segregation.

That's been well documented.

We equally know that New York City unfortunately has a school system that's among some of the highly segregated school system systems in the country, including school systems in the South and the Deep South.

And we also know that New York City unfortunately has a public sector workforce that's occupationally, segregated and very real and pronounced ways in terms of its pattern of the work titles that different ethnicities and racial groups occupy are racial segregation has an impact on what we've all been speaking about in the last five to 10 years, which is pay disparity and gender pay disparity.

So there's a correlation and and and a a direct relationship between occupational segregation, right?

And then pay disparities.

And then when you couple that with opportunities to continue your career trajectory through promotions, that's also impacted.

So our research makes highlights some of these patterns, tendencies, gaps disparities in our workforce.

For the purposes of collectively finding solutions, right?

So that's really it's a little synopsis.

This work is led by executive director Jeanne Victor, who's charged with reviewing, evaluating and monitoring the Equal Employment Opportunity program, city agencies and conducting the research at the studies I've just mentioned, Jeanne at different times

is how leadership positions, most notably in the New Jersey Transit, which she spent the majority of her career holding various positions and leadership, at the New Jersey State government.

Highlights of her time there include nine years as the New Jersey Deputy Attorney General and the Transportation section of the Division of Law, Executive director of Governor McGreevey McGreevey's.

Disparity Study Commission at the New Jersey Department of State and the Director of the EOA for the state of New Jersey.

70,000 state employees.

So New Jersey 70,000 state employees, you gotta love New Jersey or New York City, 300,000 municipal employees, not even state.

Just to give you a sense of the scale, when we get it right, it affects millions when we get it wrong, it affects equally amount of people as well.

Miss Victor

Holds BS and Civil engineering for polytechnics.

Of New York.

Now, NYU's Tandon School of Engineering and a JD from Rutgers University School of Law.

Jeanne Victor will also introduce our manager of Audit Unit, which is very important.

We at the EEPD take audits again beyond compliance, right.

We wanna go beyond checking boxes to be elevating the commitment that we show in this regard and then and this division is led by Menelik Allsop and Menelik overseas, the EEO program for audits to the agencies and provides guidance to EO officers on implementing strategies to ensure adherence to EO laws and regulations.

Menelik has experience as an EO officer, promoting workplace diversity, conducting investigations and providing guidance on EO policies and procedures.

He's a native of New York City and a graduate of CUNY Baruch School.

Before I turn it over to.

Jeanne and Menelik I wanna thank everyone in attendance.

I think we have over 200 people already logged on or logging on soon enough and I see that we have the Commissioner at the highest levels of many agencies, including Commissioner people carry on from HPD.

I see we're represented by the head of nicer, the New York City Employee Retirement System, as well as others that will be acknowledging.

But it's great to see the top leadership of New York City here.

That shows commitment and it's great to see all the different EO officers here because I really feel it's long overdue for us to break down the silos and create a community of practitioners around this space so that we can all be resources to one another.

Without further ado, I'd like to turn it over to Executive Director of the EEPD Jeanne Victor.