

**LOCAL LAWS
OF
THE CITY OF NEW YORK
FOR THE YEAR 2017**

No. 174

Introduced by The Speaker (Council Member Mark-Viverito) and Council Members Cumbo, Johnson, Levin, Menchaca, Rosenthal, Rose, Koslowitz, Kallos, Constantinides, Rodriguez, Dromm and Miller.

A LOCAL LAW

To amend the administrative code of the city of New York, in relation to gender, racial and other equity assessments

Be it enacted by the Council as follows:

Section 1. Chapter 1 of title 3 of the administrative code of the city of New York is amended by adding a new subchapter 6 to read as follows:

SUBCHAPTER 6

GENDER, RACIAL AND INCOME EQUITY

§ 3-160 Equity assessments. a. Definitions. For the purposes of this section, the following terms have the following meanings:

Equity assessment. The term “equity assessment” means a systematic process of identifying policies and practices that may be implemented to address disparate outcomes on the basis of, at a minimum, gender, race, income, and sexual orientation, and any other relevant population characteristics that may be identified by the mayor.

Gender. The term “gender” includes actual or perceived sex and shall also include a person’s gender identity, self-image, appearance, behavior, or expression, whether or not that gender

identity, self-image, appearance, behavior or expression is different from that traditionally associated with the legal sex assigned to that person at birth.

Relevant city agencies. The term “relevant city agencies” means the department of health and mental hygiene, the administration for children’s services, the department of social services and any other agencies designated by the mayor.

b. Equity assessment. Not later than July 1, 2018, relevant city agencies shall complete gender, racial, and income equity assessments, and sexual orientation where relevant data is available, equity assessments, of their actions, procedures, services and programs, employment, contracting practices, rulemaking and budgeting. Such assessments shall be submitted to the mayor, in a format and manner determined by the mayor’s office of operations or other city office that the mayor may designate.

c. Equity action plan. Not later than January 1, 2019, the relevant city agencies shall:

1. Identify, and create a plan to address, any disparate outcomes based on gender, race, and income, and sexual orientation to the extent that relevant data is available, and any other population characteristics examined as part of equity assessments conducted by such agencies; and

2. Submit to the mayor a plan to address any disparate outcomes identified.

d. Reporting requirement. Not later than July 1, 2019, and no later than July 1 every two years thereafter, the relevant city agencies shall report to the speaker and the mayor on efforts they have undertaken to implement their equity action plans. Such reports shall be made publicly available online.

e. Equity committee.

1. There shall be an equity committee created to:

(a) make recommendations to the relevant city agencies, after seeking input from other employees and officials of the city having the necessary expertise, with respect to the nature and scope of equity assessments, and the development and implementation of equity action plans;

(b) review publicly available reports required pursuant to subdivision d of this section; and

(c) make recommendations to the mayor and speaker based on such reports.

2. The committee shall consist of at least five members. The mayor shall appoint four members, including the chair of the committee, and the speaker shall appoint one member. Appointments to the committee shall occur within 90 days of the effective date of this section. Any vacancy in membership shall be filled in the same manner as the original appointment. The mayor shall have the discretion to appoint agency officials and outside experts to the committee, including, but not limited to, members of the commission on human rights and the commission on gender equity. Prior to the completion of the action plans, the committee shall meet as often as needed, as determined by the committee in consultation with the mayor, but not less than twice annually. The committee shall cease to exist following its submission to the mayor and the speaker of any recommendations it may make following its review of the third report required pursuant to subdivision d of this section.

§ 2. This local law takes effect immediately.

THE CITY OF NEW YORK, OFFICE OF THE CITY CLERK, s.s.:

I hereby certify that the foregoing is a true copy of a local law of The City of New York, passed by the Council on August 24, 2017 and approved by the Mayor on September 8, 2017.

MICHAEL M. McSWEENEY, City Clerk, Clerk of the Council.

CERTIFICATION OF CORPORATION COUNSEL

I hereby certify that the form of the enclosed local law (Local Law No. 174 of 2017, Council Int. No. 1500-B of 2017) to be filed with the Secretary of State contains the correct text of the local law passed by the New York City Council and approved by the Mayor.

STEPHEN LOUIS, Acting Corporation Counsel.