

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

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**No. 175**

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

**A LOCAL LAW**

**To amend the administrative code of the city of New York, in relation to training for city agencies to promote gender and racial equity**

*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 section 3-161 to subchapter 6 to read as follows:

*§ 3-161 Gender and racial equity training. a. Definitions. For the purposes of this section, the following terms have the following meanings:*

*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.*

*Cultural competency. The term “cultural competency” means knowledge and skills that enable a person to appreciate, understand and interact with members of diverse populations within the local community.*

*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. Training. Not later than July 15, 2020, the relevant city agencies shall provide all employees with trainings on all of the following: implicit bias, discrimination, cultural competency and structural inequity, including with respect to gender, race and sexual orientation, and on how these factors impact the work of such agencies.*

§ 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. 175 of 2017, Council Int. No. 1512-A 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.