



THE CITY OF NEW YORK  
OFFICE OF THE MAYOR  
NEW YORK, N.Y. 10007

EXECUTIVE ORDER 45

May 8, 2019

ONE NYC EQUITY REVIEW

WHEREAS, it is the policy of the City of New York to ensure fairness and equitable access to services, resources, and opportunities so that New Yorkers can reach their full potential; and

WHEREAS, it is further the policy of the City of New York that regardless of background or circumstances, all residents must be able to fully engage in the economic, civic, and social life of the region; and

WHEREAS, City planning, policymaking, and governing should continue to be informed by accurate information about equity and disparities, toward the end that the City of New York may assess who will benefit, the extent to which any individual or group is disparately impacted, and whether the actions New York City has taken and will undertake broadens the participation of underrepresented groups, reduces any disparities, and expands opportunities for all New Yorkers; and

WHEREAS, disaggregated data about conditions in New York City may reveal differences that may exist among different parts of the City and within specific populations, including on the basis of race/ethnicity, gender identity/expression, or income, among other factors; and

WHEREAS, structural, historic, multigenerational, intersectional and complex actions and inactions that produce disparities should be addressed, and equitable outcomes should be pursued, in part by expanding upon and further undertaking analysis and broadening the City's collection and disaggregation of appropriate data; and

WHEREAS, the City wishes to build upon existing efforts and proactively ensure that equity is an integral consideration in all City policymaking, programs, and initiatives; and

WHEREAS, it is necessary and desirable that the City of New York establish a program for the enactment and implementation of these efforts;

WHEREAS, the Mayor's Office of Operations, which serves as the City's locus for performance management and accountability, uses data to help the City make informed policy decisions, and houses the Mayor's Office for Economic Opportunity (NYC Opportunity) which produces the Social Indicators Report annually; and

NOW THEREFORE, by the power vested in me as Mayor of the City of New York, it is hereby ordered:

Section 1. The Social Indicators Report. As mandated by City Charter, the Office of the Mayor, through the Mayor's Office for Economic Opportunity, shall produce an annual Social Indicators Report which measures the social, economic, and environmental health of New York City.

- (a) The Mayor's Office for Economic Opportunity will identify important areas of city-wide data collection which are not, but could, to the extent permitted by law, be collected and analyzed in disaggregated form by, at a minimum, race/ethnicity, gender identity/expression, income, and, where available, sexual orientation, in order to better measure equity.
- (b) The Mayor's Office for Economic Opportunity shall consider, to the extent permitted by law, available data from New York City agencies, and, in doing so, determine whether particular data collection practices are effective for measuring equity, and recommend any best practices with possible application to other agencies or programs.
- (c) The Social Indicators Report shall analyze equity in eight domains: education; health and wellbeing; housing; empowered residents and neighborhoods; economic security and mobility; core infrastructure and the environment; personal and community safety; and diverse and inclusive government.

§ 2. Standard equity metrics. In 2020 and in each of its publications thereafter, the Social Indicator Report shall include both city-wide equity metrics and data for each agency in the following areas, disaggregated by race/ethnicity, gender identity/expression, and income where available and/or applicable:

- (a) Residents served - whom City programs are reaching
- (b) Service locations, including the available demographic characteristics of the areas served by the location points of service delivery
- (c) Diversity in employment and hiring by the agency
- (d) Contract utilization by domain and agency, including Minority and Women-Owned Business Enterprises (M/WBE) distribution

- (c) A description of key internal agency practices designed to ensure equitable service delivery, including any specialized positions, committees, or programs.

§ 3. Agency equity assessments and recommendations. The Mayor's Office of Operations shall immediately work with agencies to consider the equity metrics above, findings of the Social Indicators Report and the Mayor's Management Report, and agency by agency reviews, to develop and pursue efforts and plans that will address key areas of disparity and advance equity.

- (a) The Mayor's Office for Economic Opportunity shall provide guidance to all City agencies, in order for agencies to:
- i. determine additional opportunities to measure equity, especially in relation to relevant indicators tracked in the Social Indicators Report and other reports;
  - ii. assess key service-related practices, procedures and policies for opportunities to advance greater equity; and,
  - iii. develop and implement recommended actions that are intended to produce greater equity in areas relevant to the agency's mission and scope of work, particularly targeted towards the areas of disparity identified in its equity assessment; and,
  - iv. determine ways to better track progress in reducing disparities through the recommended efforts or opportunities.
- (b) Any recommendations concerning further data collection, including equity-related metrics from agency equity assessments and their plans to address, shall be included in the appropriate Social Indicators Report.

§ 4. The Mayor's Office for Economic Opportunity may convene cross-agency collaborations to address data collection and to share information regarding equity measurements drawing on expertise across City government

§ 5. Nothing in this Order shall be construed to prevent any Agency from complying with existing federal or state law or regulation.

§ 6. This Order shall not be construed to create any substantive rights.

§ 7. Effective Date. This Order shall take effect immediately.



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Bill de Blasio  
Mayor