



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

EXECUTIVE ORDER No. 67  
DIVERSIFYING NYPD SENIOR LEADERSHIP  
MARCH 31, 2021

WHEREAS, the City of New York is committed to developing and retaining a diverse and inclusive workforce that reflects the tapestry of New York City;

WHEREAS, the City of New York is committed to promoting equal employment opportunity to all qualified applicants of every background and ensuring a diverse and resilient police department that is representative of this City; and

WHEREAS, the New York City Police Department has worked to address unconscious bias in hiring practices, but there are additional actions that the agency must take to increase the diversity of the workforce to reflect the richness of New York City;

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

Section 1. The Department of Citywide Administrative Services shall, within 5 business days of this Order, promulgate a Personnel Services Bulletin requiring that before the New York City Police Department ("NYPD") makes any discretionary designation to fill any senior position, the NYPD must conduct a meaningful interview of at least one qualified applicant for each open position who is of a race that is underrepresented in senior positions at the NYPD.

§ 2. The NYPD shall further be required to conduct a meaningful interview of at least one qualified applicant for each open position of Precinct Commander who is of a race that is underrepresented in senior positions at the NYPD.

§ 3. A senior position at the NYPD is defined as any designation above the rank of Captain.

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

§ 5. This Order shall take effect immediately.

A handwritten signature in blue ink, reading "Bill de Blasio".

Bill de Blasio,  
MAYOR