



ID	Initiative	Status	Progress to Date
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Transparency and Accountability

*	NYPD will ensure that at-risk officers are identified and that swift, appropriate interventions occur.		
1	Build upon the Early Intervention Program and commit to a continuous review to identify at-risk officers.	Complete	NYPD's Early Intervention Committee has been established and convenes monthly to assess officers and implement remedial action for those who have hit enumerated performance thresholds.
2	Design new interventions, including amplified re-training and senior leader mentorship programs, to reduce risk to the public, the officer, and the Department.	Complete	The EIS program is ongoing and enhancements are in-progress. Additional thresholds are being added and the system further developed.
3	Publish annual reports on the Early Intervention Program and accompanying data on the Department's website.	Complete	Posted on NYPD website: https://www1.nyc.gov/site/nypd/stats/reports-analysis/early-intervention-program-reports.page .
4	Hold police officers accountable for misconduct through internal NYPD disciplinary decisions that are transparent, consistent, and fair.	In progress	In January 2021 the Department established the NYPD Disciplinary System Penalty Guidelines ("Discipline Matrix") which formalized presumptive penalties for acts of misconduct. Discipline outcomes are publically posted to the Department's website and any departure from proscribed penalties by the Police Commissioner is explained in writing and posted to the website.
*	Monitor implementation of the Discipline Matrix and enhance transparency regarding its use.		
5	The City commits to a more frequent, semi-annual review in the first year. Any changes that result from the review would require a 30-day public comment period, and all reviews will be made public.	In progress	The revised NYPD Disciplinary System Penalty Guidelines ("Discipline Matrix") is designed to be a living document and as such, the internal review is an ongoing process. Any recommended changes to the Discipline Matrix will include a 30-day public comment period. Any changes will be posted to the NYPD website on or before the date they take effect.
6	The NYPD will provide a minimum 30-day public comment period for future changes to the Discipline Matrix. The revised Matrix will be posted by the NYPD on or before the date at which it takes effect.	Complete	The most recent review was posted for public comment and completed in December 2021 and the revised policy was posted in February 2022 on the NYPD website here: https://www1.nyc.gov/site/nypd/about/about-nypd/public-comment.page
7	Hold police officers accountable for "failure to take police action." An oversight entity will review these cases to better understand the types of misconduct which fall under this category and its consequences, followed by a determination regarding the appropriateness of this penalty range.	Complete	The Commission to Combat Police Corruption completed a review of relevant disciplinary cases and made recommendations for edits to the Discipline Matrix, which were incorporated into the Matrix review process. In accordance with a CCPC recommendation, the Discipline Matrix's aggravated penalty for "failure to take police action" was increased to termination. This initiative is completed.
8	NYPD will make public "deviation letters" that set out the Police Commissioner's specific rationale for exercising his discretion to deviate from guidelines set by the new disciplinary matrix.	Complete	This is an ongoing effort. Deviation letters can be found at: https://nypdonline.org/link/1035
*	The David Dinkins Plan: Expand and Strengthen CCRB.		
9	Facilitate timely and necessary access to Body Worn Camera footage and officers' disciplinary histories for CCRB cases.	Complete	NYPD and CCRB have established a protocol to facilitate the CCRB's access to BWC footage.
10	Give CCRB authority to investigate instances of biased-based policing.	Complete	Int 2212-2021, clarifying CCRB's authority to investigate instances of bias-based policing, became law in April 2021. In October 2022, new CCRB rules went into effect, expanding the CCRB's jurisdiction to include investigating Racial Profiling and Bias-Based Policing, and such investigations have begun.
11	Allow CCRB to initiate investigations on its own.	Complete	Int 2440-2021, enabling CCRB to initiate complaints, was passed by the City Council in December 2021. In October 2022, new CCRB rules went into effect, enabling CCRB to self-initiate complaints, and the CCRB has begun to self-initiate complaints.
12	Establish the Patrol Guide Review Committee.	In progress	The City is exploring options for a Patrol Guide Review Committee chaired by the CCRB.
13	Strengthen NYPD oversight by expanding CCRB's authority to incorporate the powers of NYC's Department of Investigation Office of the Inspector General for the NYPD and the Commission to Combat Police Corruption.	In progress	The City is exploring options for an initial phase of consolidating and strengthening police oversight.
14	Support a State law change that would broaden access to sealed records for specified entities, including CCRB, charged with investigating police misconduct, especially biased-policing investigations.	In progress	Introduced in 2023, both Senate Bill S6267 and Assembly Bill A370 allows the New York City Civilian Complaint Review Board to access sealed records and certain confidential records to aid in the board's duties and functions.
15	CCRB occupies a critical role in the accountability system, which s should be evaluated for potential further expansion to additional NYPD employees.	Complete	Based on an evaluation conducted in 2021, the City is not seeking to expand CCRB's jurisdiction to include investigation of complaints against civilian NYPD employees at this time.



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16	Support a State Law change to increase the 30-day cap in unpaid suspensions for certain egregious cases of misconduct by police officers.	In progress	In 2023, both Senate Bill S2818 and Assembly Bill A6033 were introduced, proposing the indefinite suspension without pay of New York City police officers who are charged with incompetence or misconduct in certain cases.
17	Support a State law change to create a pension reduction or forfeiture remedy for the most egregious misconduct cases.	In progress	The City is working with State legislative partners to advance this legislation.
*	Ensure the Special Victims Division is a model for national best practice.		
18	The Division's policies and procedures for investigating sexual assault cases will be independently reviewed to ensure alignment with best practices, particularly focusing on victim-centered and trauma-informed techniques.	Complete	Report was published on 5/13/22 on NYPD's website. See link: https://www1.nyc.gov/assets/nypd/downloads/pdf/publications/rti-final-report-2022.pdf
19	NYPD will provide annual "trauma-informed interviewing" training for all detectives under the Special Victims Division to ensure respectful and professional communication with victims of trauma and abuse.	In progress	The first session of the initiative SVU seminar was conducted on July 19-21, 2022. The refresher seminar will be hosted based on a rolling calendar approximately every six months. SVU will emphasize updated NYPD and state legislated laws, policy and procedures. As of March 28th to 30th of 2023, the annual 3-day trainings have been completed. Additional rounds of trainings were conducted from April 5th to 12th of 2023. The final group is scheduled for the 1st week of June and we will restart in July.
20	The Administration is committed to siting new locations for Brooklyn and Queens SVD facilities while continuing to ensure our existing facilities meet the needs of those we serve.	In progress	Brooklyn SVD, Transit SVD and Brooklyn Child Abuse Squad will all co-locate at 45 Nevins St. NYPD is currently finalizing the preliminary plans for three floors of office, training, interview and reception space at this location. DCAS expects to execute the lease in April 2023. Queens SVD will relocate to 6920 -6930 Austin Street. NYPD and DCAS received City Planning approval of its 195 Application in June 2022. NYPD finalized preliminary plans and scopes of work for the new facility. DCAS expects to execute the lease at the end of April 2023.
21	End Qualified Immunity at the local level for police officers.	Complete	Int 2220-2021, creating a local right of action for excessive force and search and seizure for which qualified immunity is not a defense, is now in effect as Local Law 48 of 2021.
22	Create a Citywide policy to strengthen transparency and accountability in the use of biometric technology.	In progress	A policy is being drafted and will be available for public comment before implementation.
*	The City will implement public and comprehensive reporting on key police reform metrics		
23	Launch a website providing information about members' discipline history, including charges, penalties, and trial decisions.	Complete	Posted on NYPD website here: https://nypdonline.org/link/1026 .
24	Issue annual reports on the implementation of the discipline matrix.	In progress	The report includes information about the application of discipline across the entire agency, for all members of service, and was released in September 2022. PC's deviation letters will be included in this year's report.
25	NYPD policy changes that are identified as having a potential public impact and that aren't otherwise statutorily mandated will be subjected to public comment.	Complete	This is an ongoing effort. Any future policy changes with a potential public impact will be posed for public comment here; https://www1.nyc.gov/site/nypd/about/about-nypd/public-comment.page .
*	NYPD must improve transparency about personal data that is collected and how it is used, which is critical to earning and maintaining the trust of the community.		
26	The City will ensure the POST Act is working to achieve its stated objectives, including complete and thorough mandatory oversight audits of systems including but not limited to the NYPD criminal group database.	Complete	This is an ongoing effort. Existing technology impact and use policies were posted for public comment on January 2021 and final impact and use policies were published in April 2021 - here: https://www1.nyc.gov/site/nypd/about/about-nypd/public-comment.page .
27	Equip NYC Sheriff's Deputies with Body-Worn Cameras.	Complete	The BWC for Deputy Sheriff have been fully deployed as of March 1, 2022 and there will be ongoing upgrades to the technology.
28	Provide more insight into the NYPD's budget during the FY 2022 Executive Budget by including a more particularized breakdown of the agency's spending.	Complete	The additional budget functions created during the FY22 adopted budget satisfy the commitment to increase transparency within NYPD's FY22 adopted budget.



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Community Representation and Partnership			
29	Work with communities to implement NYC Joint Force to End Gun Violence.	In progress	The NYC Joint Force to End Gun Violence conducted shooting reviews, starting with a focus on incidents in select precincts and then city-wide, with participation by NYPD, other City agencies, District Attorneys, and community groups. Based on the agencies' learnings, the process was concluded and replaced by a Mayor's Office of Criminal Justice initiative to work directly with community leaders to identify and address root causes of violence.
30	Expand community-based interventions - double the size of the Cure Violence workforce (triple by summer 2022).	In progress	Current CMS contracts have been extended, and providers are currently expanding services.
31	Expand the Community Solutions Program.	Complete	The Community Solutions Program was implemented citywide.
32	Pilot the Advance Peace Model, a new approach to helping youth who are at risk for involvement with gun violence.	In progress	MOCJ continues to explore options for implementation of a program to prevent youth violence.
33	Assess and ameliorate the impacts of militarization.	Complete	The NYPD has completed the assessment and review of current policies.
*	Consistently solicit real-time feedback from members of the community and implement programs that enhance precinct-based customer experiences.		
34	Launch a series of tools to collect public feedback.	Complete	Customer service surveys have been launched in the precincts. This is an ongoing effort.
35	Routinely, actively, and systematically survey members of the community.	Complete	This is currently being done and will be an ongoing effort.
*	Elevate the feedback of the community through CompStat and Enhanced Neighborhood Policing.		
36	Expand customer service pilot to all Public Service Areas and transit Districts.	Complete	Customer service feedback surveys were expanded to all precincts, housing and transit districts in March 2021. As of October 2021, hired 150 Community Guides in public-facing facilities.
37	Require commanding officers to report customer-service and neighborhood-focused metrics through CompStat and the Neighborhood Strategy Meeting.	Complete	Commanding officers are held accountable to review customer service and neighborhood-focused metrics. This will be an ongoing effort.
38	Engage community representatives in reviewing the customer survey and other neighborhood data to inform new metrics agency-wide.	In progress	Reviews are done at the Precinct Commander's Advisory Council meetings and will be an ongoing effort. Commanding officers are held accountable to review customer service and neighborhood focused metrics. Additionally, the Department is exploring ways to bring neighborhood data to the community through a community-based CompStat forum.
*	Invest in enhancing productive partnerships with community members and organizations and increasing officers' cultural competence.		
39	Develop strategies to encourage members of service with satisfactory performance evaluation histories to remain in their commands.	Complete	NYPD developed a strategy to keep NCOs who are performing well in their commands for a select number of years. This is an ongoing effort.
40	Facilitate the immersion of new officers in the neighborhoods they serve through undergoing an intensive course, including field training, to better understand the neighborhood.	Complete	Cultural immersion curriculum and templates have been developed and rolled out to commands. Ongoing evaluation to collect feedback and input.
41	Require executive staff to provide transition plans when leaving a command.	Complete	As part of the Cultural Immersion program, a command briefing book template was developed to provide information during transitions of executive staff to provide a brief of the community leaders and organizations.
42	Incorporate direct community participation through Precinct Councils in the selection of Precinct Commanders.	Complete	NYPD developed a process to pilot for 90 days beginning in April 2021. At least 21 precincts have completed the Commander's Selection process.
43	Engage community-based organizations in partnership with City Council to implement a paid recruitment campaign and strategies to increase the diversity of the NYPD applicant pool, including a specific focus on outreach to African American candidates.	Complete	The City partnered with community-based organizations in paid recruitment campaigns.
44	Facilitate hiring and application workshops in communities most affected by the criminal justice system.	Complete	The city has waived the Police Officer exam filing fee for all future exams. NYPD held workshops for the Summer 2021 PO exam in various communities affected by the criminal justice system. NYPD continued the workshops for the Winter 2021 PO exam and have continued for future recruiting efforts.
45	Establish partnerships with groups most affected by the criminal justice system to broaden the recruitment candidate pool.	Complete	NYPD is partnering with community groups and clergy to spread the word about the PO exam. This is an ongoing effort that will continue for future recruiting efforts.
46	Implement mentoring, leadership, and professional development programs to support officers from underrepresented populations early in their careers.	Complete	Leadership and professional development programs are continuously being offered by NYPD's Office of Professional Development. NYPD launched the mentorship pilot program in January 2022.
47	Expand the People's Police Academy to five precincts.	Complete	NYPD has hosted "three" 90 minute roundtable sessions. Training for the five precincts were completed as of June 2021.



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48	Launch the Neighborhood Policing App and expand training to steady sector officers.	Complete	Roll-out of the app began on 9/20/21. The training will continue citywide by Patrol borough.
49	Expand the Precinct Commander's Advisory Councils.	Complete	Advisory Council was expanded to 43 commands.
50	Expand Pop Up with a Cop.	Complete	Pop-Up Events were expanded to 43 commands.
51	Support and expand the Citizen's Police Academy by doubling participation in the next year.	Complete	The six-week 2021 Citizens Police Academy kicked off on Sept. 13 at the Police Academy. The sessions will be a combination of virtual and in-person training. Graduation was held on October 28. The second session began February 28, 2022; 80 participants graduated. In Sept. 2022, the third class launched; 120 participants graduated in November.
52	Expand the Youth Leadership Councils to 18 precincts and 9 PSAs, bringing the total to 85.	Complete	There are currently 76 precincts with YLCs and 9 PSA YLCs, which totals to 85.
53	Expand the Law Enforcement Explorers Program from 2,200 to 3,000 Explorers with enhanced programming.	In progress	In 2022, the Department increased its Explorer recruitment efforts, and there are approximately 1,550 Explorers. During 2022, the Department hosted its annual Summer Youth Academy for Explorers and 160 Explorers attended the event. The Community Affairs Bureau remains committed to improving the program.
*	Transform public space to improve community safety.		
54	Gather community input for the NYPD Community Center in East New York.	Complete	New vendors started to create a group of service offerings starting July 1, 2021. The work commenced in April 2021 and was completed in November 2021.
55	Rehabilitate NYCHA basketball courts.	Complete	On October 18, 2021 the 15th Basketball Court was completed and the ribbon cutting ceremony was held on 10/21/21.
56	Rehabilitate the basketball courts and soccer pitch at Colonel Charles Young Park in Harlem (Summer 2021).	Complete	Phase I is now complete (soccer pitch, 4 full basketball courts, handball court, jungle gym and painted playground). Phase II was announced on 10/28/21 which will consist of 4 synthetic baseball fields, football field, lights, fence, cameras, water fountain and running track.
57	Expand Saturday Night Lights to 100 gyms.	Complete	DYCD has secured 100 locations for Saturday Night lights. 137 locations are operational as of January 2023.
58	Respect the right to protest and improve policing of this essential civic activity.	Complete	See link to Mass Demonstration Response Tracker: https://www.nyc.gov/site/nypd/about/about-nypd/protest-report-responses.page
59	Work with the Mayor's Office for People with Disabilities to expand the reach and scope of services provided by the NYPD Disability Services Facilitator.	Complete	AccessibleNYPD report was revised and published in August 2021. As of January 2022, the NYPD hired all 8 of the Community Ambassadors.
*	Improve relationships with NYC's immigrant communities through increasing language access.		
60	Support those seeking NYPD services regardless of their immigration status.	Complete	The department continues to implement ways to support those seeking NYPD services, such as through the newly-created Hate Crimes Civilian Panel.
61	Continue to better the relationship between NYPD and the Muslim Communities.	Complete	This is an ongoing effort with many initiatives underway. The department met with various Muslim community advocates in April 2021 and is continuing to develop processes to engage with Muslim communities.
62	Codify and strengthen the Mayor's Office to Prevent Gun Violence.	Complete	Int. 66-2021, establishing the Office for Neighborhood Safety and Prevention of Gun Violence, passed the City Council in December 2021.
Recognition and Continual Examination of the Historical and Modern-Day Racialized Policing in New York City			
*	The City will create a dedicated process to acknowledge, address, and repair past and present injustices and trauma caused by the practice of racialized policing.		
63	Devise and execute an authentic, participatory acknowledgment and reconciliation process at the city and precinct levels.	In progress	MOCJ is working with City partners and consultants to design the community engagement process led by input from community representatives. The reconciliation engagements are expected to begin in 2023.
64	Produce a comprehensive report documenting the past and present history of racialized policing in New York City.	In progress	MOCJ is working internally and in collaboration with consultants at John Jay to draft a racialized policing report. The research team has concluded phase 1 of the project and is moving into phase two to conduct interviews and gather data from NYPD.
65	Acknowledge and investigate past harms brought to light during the reconciliation process.	In progress	MOCJ is working with City partners and consultants to design the community engagement process led by input from community representatives. The reconciliation engagements are expected to begin in 2023.
66	Work with relevant stakeholders to explore, develop, and champion a reparative justice policy.	In progress	MOCJ is working with City partners and consultants to design a reparative justice mechanism for addressing ongoing harm. That mechanism will be one of the final deliverables of the acknowledgement and reconciliation process.



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67	Develop and implement educational materials based on the findings of the reconciliation and restorative justice process.	In progress	The timeline for this recommendation is based on the findings of the reconciliation process.
68	Develop and implement training materials to educate new recruit classes of officers on the history, effect, and legacy of racialized policing in New York City based on the findings of the reconciliation and restorative justice process.	In progress	Training materials are now included in the recruit training, and NYPD will continue to develop more training in conjunction with the reconciliation process.
*	Participate in a comprehensive, independent review to identify and assess persistent structures of racism within the Department.		
69	Contract an independent entity to conduct a top to bottom review of: public-facing NYPD policies, and internal NYPD systems to identify areas in which structural racism affects the Department and its employees.	In progress	MOCJ is working internally and in collaboration with consultants at John Jay to draft a racialized policing report. The team is currently conducting literature reviews and gathering publicly available data.
70	The City will require reporting on traffic stops.	Complete	NYPD identified data elements. New reporting form launched in January. First report due to NYC Council on April 2022. Report has been approved by PC and posted. Report is now published and are available at https://www.nyc.gov/site/nypd/stats/reports-analysis/vehicle-stop-reports.page
*	Require supervisors to proactively monitor discretionary officer activity for indications of biased-based policing and take corrective measures immediately.		
71	The NYPD Disciplinary Matrix will be updated to clarify that failure to report biased-motivated or prejudiced policing are subject to applicable progressive discipline.	Complete	NYPD began review of disciplinary matrix along with other recommended changes in July 2021. In the most recent review, changes included failure to report biases-motivated policing as a category of misconduct.
*	Augment racial bias training for NYPD leadership.		
72	Explore providing additional racial bias trainings for all executives in the rank of Captain and above.	In progress	A vendor has been selected to provide Fair and Impartial Policing training to members of the Department in the rank of captain and above. Logistics regarding training, including launch date and community involvement, are currently still under discussion. Currently a curriculum designed specifically for this additional executive training is in development. In addition, all new recruits receive Fair & Impartial implicit bias training in the Police Academy.
73	Eliminate the use of unnecessary force by changing culture through policy, training, accountability, and transparency.	In progress	This is an ongoing effort and also captured in initiatives #1, #5-8, #23-25, and #75. Failure to report biased-motivated or prejudiced policing was incorporated into revisions to the NYPD Discipline Penalty Guidelines (matrix) which went into effect on February 15, 2022. The penalties can be found on page 46.
*	Educate NYPD leadership and NCOs on restorative justice processes, and design processes to repair relationships with communities.		
74	Partner with a community based organization to work with all NCOs, especially those in the most impacted communities, to institutionalize restorative justice and reconciliation practices.	In progress	Leadership and professional development programs are continuously being offered by NYPD's Office of Professional Development. NYPD launched the mentorship pilot program in January 2022.
75	Train all officers on Active Bystandership in Law Enforcement (ABLE).	In progress	As of June 30, 2022, over 33,000 UMOS had been trained and the in-service course was concluded. The curriculum continues to be taught during recruit training. The Training Bureau, with the assistance of the Health & Wellness Section, is currently working with Georgetown University on an NYPDU distance learning refresher that will focus on health and wellness, and the importance of peer intervention and support. In 2023, it will be a required NYPDU online course for all UMOS.
76	Enhance positive reinforcement, formally and informally, to change culture ("Shout Out a Co-Worker").	Complete	NYPD launched program on 4/12/2021.
77	Consistently assess and improve practices and policies through accreditation (CALEA).	In progress	The Department is approximately 75% through its self-assessment phase. Self-assessment involves the internal vetting and collection of proofs of compliance and – when necessary – written directives, to achieve tier 1 accreditation. Following self-assessment, the agency may undergo a “mock-assessment” from members of agencies that have already achieved CALEA accreditation. CALEA auditors will conduct a formal in-person assessment of the NYPD in January 2024. Accreditation will be awarded based on the results of that assessment.
The Decriminalization of Poverty			
*	Systematically examine and end policies that lead to over-policing lower-income and people of color communities, perpetuating the cycle of impoverishment and incarceration.		
78	Assess current summons practices to determine if and how they are disproportionately affecting low-income and/or minority communities and make all data used in this analysis public.	In progress	MOCJ has engaged CUNY John Jay consultants on this workstream. They are in the process of conducting the research.



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79	Assess disparities in the use and impact of different enforcement tools such as warnings, summonses, arrests, and desk appearance tickets, among others, for comparable offenses. This assessment will also include review of the practices of the District Attorneys' Offices.	In progress	MOCJ has engaged CUNY John Jay consultants on this workstream. They are in the process of conducting the research.
80	Systematically examine policies that affect low-income New Yorkers' access to public transportation, and may result in contacts with the criminal justice system.	In progress	MOCJ has engaged CUNY John Jay consultants on this workstream. They are in the process of conducting the research.
81	The City has abolished all fees and mandatory surcharges associated with supervision and diversion programs, and will work with Council to pass legislation that ensures that no such fees are charged.	In progress	MOCJ is conducting a City-wide audit to confirm that no current criminal justice related contracts charge participant fees. MOCJ is exploring potential local legislation to prohibit participant fees in connection with criminal justice related contracts.
82	The City supports legislation to amend the administrative code of the City of New York, in relation to prohibiting housing discrimination on the basis of arrest or criminal record.	In progress	The City Council has introduced legislation (Intro 632-2022) which would prohibit housing discrimination against those with criminal or arrest records with certain exceptions.
83	The City supports the reimagination of State parole supervision via the passage of the Less is More: Community Supervision Revocation Reform Act.	Complete	Less Is More passed the legislature and has been signed into law. MOCJ coordinates with the various agencies involved in the process to ensure effective implementation of the law.
84	Analyze the collateral consequences of drug-related arrests or convictions, including City agency policies regarding findings of drug use or to discovery of drug convictions or arrests.	In progress	MOCJ has engaged CUNY John Jay consultants on this workstream. They are in the process of conducting the research.
85	The City will expand SYEP by adding 5,000 new spots this summer for CUNY Students.	Complete	Department of Youth & Community Development (DYCD) was funded \$12.9M in FY22 for Summer Youth Employment Program (SYEP) slots for CUNY. A total of 4,100 students were enrolled in Summer 2021. Funding continues to be allocated on a yearly basis to CUNY SYEP. \$8.2M was allocated from DYCD to CUNY for FY23.
*	Prioritize principles of budget justice and provide key services to support low-income individuals, families, and communities, and reduce the likelihood of justice involvement.		
86	Create an Ending Poverty to Prison Pipeline initiative to connect low-income and justice-involved clients and their families with streamlined services.	In progress	There are three current workstreams within the "no wrong door" initiatives. 1.) Participatory Program Design focused on including more providers and people with lived experience in the development of program design that is currently ongoing, 2.) Service Navigation Product: exploring what digital tools govern navigation processes across the city which status is to be determined, and 3.) The Community Navigator Institute which ended on November 30, 2022.
87	Issue an Executive Order requiring City agencies to establish service plans to ensure access to health and human services for individuals and families affected by the criminal justice system.	In progress	This initiative is currently on hold.
88	Explore structural opportunities to ensure that health and human services are provided in a supportive, and client centric manner.	In progress	NYC Opportunity is standing up a participatory program review project in partnership with MOCJ. This process will be informative for projects/agencies looking to embed more participatory strategies into program design and policy roll out.
89	Ensure that health and human services Requests for Proposals include score components.	In progress	NYC Opportunity is standing up a participatory program review project in partnership with MOCJ. This process will be informative for projects/agencies looking to embed more participatory strategies into program design and policy roll out.
90	Standardize service entry-points to develop a "no wrong door" approach.	In progress	NYCO is in conversation with Unite Us, a digital service navigation platform that supports referrals and connections to services, about how to advance a "no wrong door approach" that would allow providers to easily share referrals for clients looking for specific services and programs.
91	Build a trauma-informed health and human services sector to prevent justice system contact.	In progress	The Community Navigator Institute concluded on November 30, 2022. The Community Navigator Institute offered social service navigators, program staff, and senior staff free training on best practices in service navigation, tools, and engagement models for effective outreach and case management. The Institute was facilitated by the East Harlem Community Navigator Program at the Hunter Silberman School of Social Work. The Institute had four different cohorts. Each cohort consisted of three sessions.
92	Commit \$15 million to allow the Council to fund programs to fund critical anti-violence, social safety net, and hate violence prevention programming.	Complete	This initiative was completed and funding has been allocated towards these programs.
93	Restore funding for vital agencies that are critical to the social and emotional well-being of New Yorkers, including the Department of Parks and Recreation and the Department of Youth and Community Development.	Complete	The Parks department received over \$30M added to their budget as a part of council negotiation and funding was restored for DYCD.
94	Invest at least \$30 million to ensure that every school can effectively support students' social emotional and behavioral needs with a trauma-informed approach.	Complete	In 2021, the expansion of mental health supports for all schools included \$91M to ensure every school has mental health supports through either a DOE social worker or mental health clinic, as well as \$12M to expand Restorative Justice programs to all Middle and High Schools.
95	Redesign the role of school safety agents and prioritize the specific needs of the school community.	In progress	This initiative is currently on hold.
96	Critically review all policies related to school safety officers' use of physical interventions on students.	In progress	This initiative is currently on hold.



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* Develop a health-centered response to mental health crises.			
97	Implement B- HEARD.	Complete	In April 2023, the Administration announced that B-HEARD will expand to 25 police precincts, up from the 3 precincts at launch in 2021.
98	Launch of a new intensive case management program, in underserved communities, called CONNEC2T to provide both mobile and site-based care based on intensive, ongoing engagement.	Complete	Program implementation began in February 2022.
99	Double the investment for the expansion of Intensive Mobile Treatment (IMT) Teams for FY 2022.	Complete	As of Q2 FY22, IMT teams doubled their capacity to provide mobile mental health treatment.
100	Renew the call for New York State to allow the Overdose Prevention Center pilot.	Complete	Two Overdose Prevention Center have opened.
* Pursue new approaches to safety, outreach, and regulation through civilian agencies.			
101	Transition homeless outreach from NYPD to DHS.	Complete	Transition completed in 2020.
102	Transition street vending from NYPD to DCWP.	Complete	Following enactment of Local Law 18 of 2021, the Office of Street Vendor Enforcement was established within the Department of Consumer and Worker Protection. Effective April 1, 2023, the Mayor transferred the Office of Street Vendor Enforcement from the Department of Consumer and Worker Protection to the Department of Sanitation.
103	Transition press credentialing from NYPD to MOME.	Complete	On January 20, 2022, pursuant to Local Law 46 of 2021, press credentialing was transferred from NYPD to MOME, and MOME opened the Press Credentials Office in the Municipal Building at 1 Centre Street, 3rd Floor South. The new regulations for press credentials are codified in the Rules of the City of New York, Title 43, Chapter 16.
* Establish a crash investigation and analysis unit within the Department of Transportation.			
104	Int. No. 2224 (sponsored by Council Members Ydanis Rodriguez and Speaker Corey Johnson) centers DOT as the agency responsible for ensuring street safety in New York City by expanding their role in serious traffic crashes.	Complete	The law establishing the new Crash Investigation and Analysis Unit was passed in 2021. The new law required DOT to establish a new Crash Investigation and Analysis Unit. The Unit must investigate, analyze, and report on all fatal and severe injury crashes, review street design, infrastructure, and driver behavior at each crash location, and make recommendations for safety-maximizing changes to street design or infrastructure. Moving forward, this unit will be called the Serious Injury Investigation & Analysis (SIRTA) program. DOT is still in the process of hiring all the positions needed for this unit, but has been responding to fatal and critical vehicle crashes 24/7 and has been investigating all of NYC's severe injuries and fatalities since the law was passed in 2021. The DOT SIRTA team investigated 683 locations in Q4 of 2022. The program was funded in the April 2021 plan at \$3M in FY22, then \$2.75M per year.
* Consolidate the coordination of all crime victim service programs into one agency to better support crime victims.			
105	Transition management of the Crime Victims Assistance Program from the NYPD to the Office of Crime Victims Services at the Mayor's Office of Criminal Justice.	Complete	MOCJ is currently staffing the new office.
* Improve support for victims of domestic, gender-based and family violence through access to critical resources and customized training for officers.			
106	Invest in community-based resources and supports for addressing family violence.	In progress	ENDGBV is leading on this initiative and planning is underway. Program anticipated to launch in early FY 2024. ENDGBV is awaiting updates from HRA.
107	Review services for survivors with a view to decoupling them from the criminal justice system: Analyze barriers to survivors in accessing services and develop recommended strategies for reducing these barriers.	In progress	The report is in near final form and ENDGBV and ISLG are determining how the report will be distributed. ENDGBV will be meeting with agencies highlighted in the report to discuss the report's findings prior to publication. ENDGBV and ISLG are extending the project to now do some focus groups to understand the barriers faced specifically by criminalized survivors and are finalizing a proposal to start that second part of the project. In October 2022, a contract was approved to implement this proposal. An initial meeting between ISLG and ENDGBV to discuss a timeline and workplan was held in November 2022.



ID	Initiative	Status	Progress to Date
108	Mandate training for officers to provide advanced skills to support survivors of and communities affected by domestic- and gender-based violence.	In progress	ENDGBV, ISLG, and NYPD are meeting regularly to discuss strategies and best practices to ensure trainings are reflective of survivors' needs and experiences. NYPD is reviewing current trainings to find areas where there may be gaps, or existing content to leverage and expand. Video production consultant identified but on hold until training content finalized. Project is on hold pending the launch of an NYPD Training Committee established by Local Law 49/2022. The committee will inform the development of ENDGBV's training modules. Appointees to the committee were recently approved.
*	Develop more responsive and consistent approaches to helping survivors of domestic, family and gender-based violence.		
109	Work with ENDGBV to create a formalized structure to receive community feedback, enhance transparency and support accountability to survivors and their communities.	In progress	<p>ENDGBV is working with consultant ISLG and consultant Voices of Women (VOW) to develop a formalized structure for local precincts to receive ongoing feedback from survivor advocates. Regular meeting schedule and structure (including community agreements agreed up on by ENDGBV, NYPD, VOW and ISLG) has been set. First working meeting occurred on June 1, 2022.</p> <p>Monthly working meetings with all partners continues. Regular meeting schedule and structure, including community agreements adopted by ENDGBV, NYPD, VOW and ISLG, has been finalized. A formalized structure for local precincts to receive ongoing feedback from survivor advocates is still in development.</p> <p>VOW has been conducting listening sessions with DV/GBV survivors and recently presented a powerpoint regarding listening sessions to NYPD. Listening sessions are ongoing.</p>
110	Work with partners to examine interactions with survivors and change the protocols for reporting to minimize the number of times that a survivor has to tell their story throughout the course of an investigation.	In progress	<p>ENDGBV is facilitating regular meetings between DV/GBV survivor advocates and NYPD. The first meeting was held in December 2022. A second meeting was held in February 2023 and a third meeting is scheduled for April 2023.</p> <p>ENDGBV is working on creating plain language materials to explain the role of the DVPO's in the precincts, and to help train the desk sgts on best practices for responding to dv survivors coming into the precincts.</p>
111	The Department will develop these training modules in collaboration with the ENDGBV Training Team and community partners, including survivors, who have engaged with NYPD and domestic and gender-based violence service providers and advocates. ENDGBV and the NYPD Counseling Unit will collaborate to provide training and capacity building to the NYPD staff to support both survivors of domestic and gender-based violence, and people who have caused harmed in their intimate partner relationships.	In progress	<p>ENDGBV, ISLG, and NYPD are meeting regularly to discuss strategies and best practices to ensure trainings are reflective of survivors' needs and experiences. NYPD is reviewing current trainings to find areas where there may be gaps, or existing content to leverage and expand. Video production consultant identified but on hold until training content finalized. Project is on hold pending the launch of an NYPD Training Committee established by Local Law 49/2022. The committee will inform the development of ENDGBV's training modules.</p> <p>The NYPD Training Committee convened its first meeting in March 2023. ENDGBV is working with NYPD to divide committee members into three subcommittees: domestic violence, sexual violence, and human trafficking. A second committee meeting is scheduled for May 2023.</p>
*	The City will develop new policies and approaches to combatting sex trafficking which focus on the traffickers and do not entangle victims or those selling sex in the criminal justice system.		
112	Support changes in State Law that would expand the number of crimes that will cause a victim of sex or labor trafficking to have their conviction vacated.	Complete	Governor signed this bill on 11/16/21.
113	Launch Task Force on Health and Safety Needs of Sex Workers to develop recommendations to expand supportive community-based services for sex workers.	Complete	<p>Task Force hosted a launch meeting and onboarded a consultant in June 2021. Since then, the Task Force has hosted a session with law enforcement partners, finalized the implementation plan, and identified interviewees and focus group participants. Interviews were hosted in October.</p> <p>The Task Force has concluded its focus groups and has created a presentation re: findings and recommendations.</p> <p>On 12/5/2022, the Task Force presented findings and recommendations to ENDGBV Commissioner Noel, Mayor's Office of Equity Commissioner Sherman, and the Deputy Mayor of Health and Human Services and the Deputy Mayor of Strategic Initiatives.</p> <p>In February 2023, ENDGBV presented to DM HHS on sex work, including the biggest issues sex workers face, government agencies they interact with, and any other information that highlights the prevalence of sex work in different NYC communities.</p>



ID	Initiative	Status	Progress to Date
114	Task Force on Health and Safety Needs will issue recommendations.	In progress	See 113 notes above.
115	The Task Force will explore and refine proposals related to sex work programs and services, especially sex worker led health, employment, and safety programs.	In progress	See 113 notes above.
116	The Task Force will identify and support new partnerships outside of law enforcement that focus on labor exploitation and trafficking as well as supporting affected communities.	In progress	See 113 notes above.
117	The Task Force will create strategies to address racialized policing of sex work.	In progress	See 113 notes above.
118	The Task Force will review what efforts are being made to identify where labor exploitation may be contributing to or co-occurring in trafficking cases and will establish procedures including referrals to labor rights and immigration services.	In progress	See 113 notes above.
119	The Task Force will evaluate ongoing reforms to the Vice Enforcement Division, which has shifted focus from policing sex work to policing trafficking and create proposals to address allegations of past misconduct and abuse, coercion and exploitation of sex workers.	In progress	See 113 notes above.
120	Develop new strategies to combat trafficking while working to eliminate arrests for selling sex.	In progress	See 113 notes above.
121	Review policies and procedures for identifying and investigating human trafficking to develop alternative methods that focus on arresting traffickers without further criminalizing and harming those directly involved in the sex trade.	In progress	See 113 notes above.
*	The City will enhance community-based approaches to combatting bias and hate crimes.		
122	Report data on "Crimes with Bias Elements" that do not otherwise constitute Hate Crimes.	In progress	Office of Management Analysis and Planning, Hate Crime Task Force & The Legal Bureau created a working group and have identified "bias crimes" that would fall into this category. HCTF will identify these crimes and OMAP will prepare report. Legal to review and approve before submission. Hate Crime Task Force has identified "Crimes with Bias Elements." They are currently working through the data and will be compiling the data for CY 2022. These "Crimes with Bias Elements" include crimes that were investigated by Hate Crime Task Force but did not rise to the level of a hate crime.
*	Create a pilot program to assist families with children at risk of homelessness earlier in the housing instability spectrum before their housing situation reaches a crisis point.		



ID	Initiative	Status	Progress to Date
123	Fund \$1.28 million for the Department of Social Services Homebase budget for a two-year pilot to expand prevention services.	In progress	HRA continues to coordinate with the DOE and ACS and is conducting additional outreach to engage Department of Youth and Community Development (DYCD), and other potential partners, as well. Ongoing meetings are being planned through June 2023. Homebase providers are partnering with the community and city agencies, and the program has successfully enrolled over 571 families (thru 3/31/2023).
A Diverse, Resilient, and Supported NYPD			
124	Make residence in NYC a more significant factor in hiring police officers.	Complete	Residency credit changed from 5 point to 10 points on Civil Service exam to any candidate who maintains a continuous period of residency in New York City.
*	Examine barriers to recruitment.		
125	Recruit officers who reflect the communities they serve by examining the impact of the qualification process on the diversity of recruits (including minor criminal convictions or violations and the college credit requirement).	Complete	Analyzed the candidate assessment data to examine the qualification process and shared results with City Hall. Currently in the process of implementing recommendations and drafting scope of work for a researcher to have a better understanding of why candidates do not complete the entire hiring process. Targeted outreach campaigns were launched to engage diverse applicants.
*	Reform the discretionary promotions process to center on transparency and fairness.		
126	Issue an executive order to ensure that a diverse candidate pool is considered for top NYPD promotions.	Complete	Mayor signed executive order to expand diversity in the NYPD hiring process on 3/31/2021. NYPD will be required to interview at least one underrepresented candidate for each available senior position.
127	Commit to overhauling the discretionary promotion system, in accordance with best practices across law enforcement and in partnership with experts.	Complete	NYPD has launched a redesigned process for executive promotions as of May 2021; the NYPD is working on redesigning the process for all other ranks.
128	Systematically incorporate accountability into the decision-making process before a member of service is entrusted with additional responsibility.	In progress	NYPD has launched a redesigned process for executive promotions as of Feb 2022; the NYPD is working on redesigning the process for all other ranks. The NYPD is currently working on enhancements for the 2023 executive promotions; the NYPD is working on developing enhanced processes for all other ranks.
129	Implement systemic checks within the discretionary and civil service promotion processes to identify disparities.	In progress	The NYPD has completed its redesign of the promotion process for all ranks as of 2023. Nonetheless, the Civil Service promotion process falls outside of the NYPD's jurisdiction and is instead governed by civil service law. This process is ongoing, and while Equity and Inclusion may provide feedback on discretionary promotions, the application itself is strictly for internal use by members.
130	Build a culture that encourages use of coping tools through the Critical Incident Stress Management Program.	In progress	To date 3,500 members of service have participated in the Critical Incident Stress Management program from 79 commands including Patrol Bureau, Transit Bureau, Housing Bureau, and specialized citywide units. A survey has been created and distributed that examines the impact of the program on member's perception of support, mental health stigma reduction, impact on help-seeking, and on increasing mental health literacy. This program among other mental health initiatives under the Health and Wellness Section is staffed by 5 Licensed Level II Psychologists and 1 Licensed Mental Health Counselor. Recruitment is ongoing to fill 4 additional Psychologist Level II positions.
131	Support professional development through the Commander's Course and leadership development programs.	In progress	Office of Professional Development is up to the 4th cohort with another 6 planned for 2023. The reviews from the class have been overwhelmingly positive so much so that OPD has scaled down the workshop and offers it as a 1-day course to frontline uniform and civilian supervisors. The OPD Executive and Leadership Development Workshop is 9 days. So far 162 frontline supervisors have completed the 1-Day course.
132	Commit to an updated Patrol Guide that is more user friendly, less complex for officers, and transparent to the public.	In progress	The most recent Interim Orders continuing the efforts of this project were released in May 2022. A third of the Department Manual has been reviewed, revised, and published. A third of Department Manual is under the review process – with the remaining third yet to be reviewed. The Department continues to review and revise the Department Manual. Additionally, the Department recently launched a new members-only platform that centralizes and streamlines all Manual-related documents, providing members with enhanced search capabilities and timely notification of policy changes.