Social Indicators Report
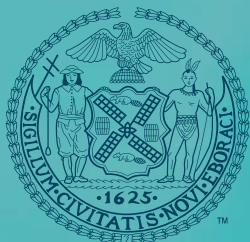
Mayor's Office of Operations
The City of New York
April 2016

Contents

Section 1

Introduction

This Social Indicators Report presents data from 45 indicators, organized within eight different domains, which collectively describe important social conditions in New York City. In addition, the report outlines many City policies and programs that have been put in place in response to challenges reflected in the data.

The purpose of the report is twofold. First, the Social Indicators Report provides an overall statistical portrait of the City, providing a clearer understanding of areas in which there are unmet needs, and areas in which progress is being made. Comprehensive, detailed statistical data of this kind is critical for effective and efficient governance. The de Blasio administration strongly believes in data-driven responses to the City's problems – in developing solutions that are targeted to where the need is greatest, and using the tools that have proven most effective over time.

By documenting current conditions and existing policy, the report can support efforts to formulate and implement additional solutions. In so doing, the report responds to the requirement in the City Charter that the mayor submit a report to the City Council "analyzing the social, economic and environmental health of the City and proposing strategies for addressing the issues raised in such analysis." A standalone report under the Social Indicators Report name was last published in 2005. Since that time, increasing amounts of data have been made available and are accessible via City websites, including the Department of City Planning's Community Portal. Special sections of the Mayor's Management Report have provided thematic reviews of data trends in key areas. A dedicated report as called for by the Charter offers an opportunity to bring together both data and policy summaries. By re-initiating this publication, we aim to highlight a select number of measures that merit consistent and ongoing attention from policymakers and other community actors.

Second, this report is meant to help guide the City's efforts to reduce disparities and advance equity. Presenting data about conditions in disaggregated form can reveal differences that exist among different parts of the City and within specific populations. Where possible, the report provides data organized by community district, race, and gender. Organizing the data in this way reveals when topline trends differ from those of individual groups, making it easier to identify communities in need of special attention.

Notable Data Resources

City Resources

✓ Department of City Planning's "Community Portal"

✓ Department of Health's "Community Profiles"

✓ Center for Economic Opportunity's annual "Poverty Measure Report"

✓ Center for Innovation through Data Intelligence's "Disparity Report"

✓ Open Data Portal

Other Resources

✓ CUNY Institute for State and Local Governance's "Equality Indicators"

✓ "Data2Go.nyc" by Measure of America, with support of The Leona M. and Harry B. Helmsley Charitable Trust

✓ Citizens Committee for Children of New York's "Keeping Track" and "Community Risk Ranking" Reports

✓ The NYU Furman Center's "State of New York City Housing and Neighborhoods"

✓ "Equity Atlas" by PolicyLink and the USC Program for Environmental and Regional Equity

By shining a light on disparities that otherwise might not be readily visible, the report serves as one tool to help the City hold itself accountable for responding to the needs of all New Yorkers.

Ensuring equal treatment and equal opportunity for New Yorkers of all races, ethnic groups, income levels, ages, genders and gender identities, and levels of physical ability – in every part of the City – has never been more important. Today, there is no racial or ethnic group that constitutes a majority of the population, and the percentage of the City population that is foreign born is the highest it's been in a century. For the City's economy to prosper, and for the City as a whole to thrive, it is critical that all groups are able to contribute fully and participate in civic life. The City will rise highest when all of its residents rise together.

The eight domains that frame this report are broad categories that in many cases cut across the responsibilities of individual City agencies:

- Education
- Health & Wellbeing
- Housing
- Empowered Residents & Neighborhoods
- Economic Security & Mobility
- Core Infrastructure & the Environment
- Personal & Community Safety
- Diverse & Inclusive Government

Subjects such as "Health & Wellbeing" and "Economic Security & Mobility" involve policies and programs of multiple departments, underscoring that the City must look beyond bureaucratic silos to develop comprehensive approaches to complex challenges. For each domain, a few leading indicators have been selected for inclusion in this report. Chosen in collaboration between the Mayor's Office of Operations and City agencies, these indicators take into consideration other local and national indicator systems. While the Social Indicators Report will track trends over time, it is also a living report whose content will evolve to reflect additional input as new data is available.

The Social Indicators Report is complementary to a number of other data-rich resources that describe local conditions, many of which are produced by the City and others by external organizations making extensive use of the City's administrative data (see sidebar). Community District (CD) demographic information has long been published by the Department of City Planning through its Community Portal. In 2015, several important new resources became available.

The City's Department of Health and Mental Hygiene released [Community Profiles](), the most comprehensive reports of New York City neighborhood health ever produced, which look beyond traditional health measures to include conditions such as housing quality, air pollution, and types of food accessible. Also launched in 2015, the remarkable [Data2Go.nyc]() website brings together for the first time federal, state, and city data on a broad range of issues, all organized by neighborhood in an easy-to-use format.

New resources that focus specifically on inequality within New York City include the [Equality Indicators](), a project of the CUNY Institute for State and Local Governance that measures change, either toward or away from equality, between the most and least advantaged populations in economics, education, health, housing, justice, and local services. Citizens' Committee for Children of New York maintains [Keeping Track Online](), a database of over 400 indicators with evergreen data that is one of the most robust sources on NYC children and families of its kind, as well as a [Community Risk Ranking]() that combines data across multiple dimensions of child wellbeing to identify where the risk levels are highest in the City's 59 community districts. Also in 2015, PolicyLink and the USC Program for Environmental and Regional Equity (PERE) extended their [Equity Atlas]() to analyze localities, including New York City.

As this list suggests, there are a growing number of statistical compilations, many of which are readily accessible online. The Social Indicators Report contributes to this landscape as an explicitly policy-oriented publication – it conveys the measures that are motivating significant policy efforts, as well as the policies themselves.

It is important to note, however, that the report is not a tool to hold specific government departments accountable. That role is performed by the [Mayor's Management Report (MMR)](), a twice-yearly review of the performance of municipal agencies in delivering services. While the MMR focuses specifically on agency activities, the Social Indicators Report tracks over time the conditions that reflect the City's wellbeing. Many factors contribute to the City's social conditions; some are policies, projects, and programs explicitly initiated and implemented by NYC government, while others are larger forces, trends, or influences outside of the City's oversight, such as the national and international economy, federal mandates, court rulings, etc. Included in this report are measures that span the range from those that the City explicitly holds itself fully accountable for managing (such as the graduation rate

of the public schools) to those that the City aims to affect but which we recognize are subject to a broad set of influences, including those beyond the City's direct control.

The de Blasio administration has made equity its central governing value, and it is focused on helping all New Yorkers, in every demographic group and all five boroughs, share in the rich opportunities the City has to offer. This report provides one important tool for assessing progress and identifying ongoing opportunities for continued action.

Building Community Profiles

By making disaggregated data widely available, the City is providing a new tool for policymakers, advocates, and community leaders. For example, by publishing community district disaggregation, community profiles can be created and customized to look at relevant social conditions.

Manhattan Community District 3 Profile

Comprised of 165,715 people, Manhattan Community District (CD) 3 is one of the most diverse NYC districts, which covers the Lower East Side of Manhattan and Chinatown. Manhattan CD 3 has a population that is 34 percent White, 33 percent Asian, 25 percent Hispanic, and 7 percent Black. Members of smaller ethnic groups are also represented in the district's population. According to the CEO Poverty Measure, 20.7 percent of the Manhattan CD 3 population lives below the poverty line. In 2013, 42,834 residents required income support in the form of SNAP benefits. However, over the last three years the number of residents requiring such support has declined to 39,433. Manhattan Community District 3 is located such that residents enjoy a 33-minute average travel time to work.

Total Population (165,715)

White, non-Hispanic	Black, non-Hispanic	Asian, non-Hispanic	Other, non-Hispanic	Hispanic
53,538	11,464	54,541	5,383	40,789

SNAP Recipients

Sept. 2013	Sept. 2014	Sept. 2015
42,834	41,097	39,433

Premature Mortality Rate
Per 1,000 Live Births

2011	2012	2013
1.9	1.6	1.9

Mean Travel Time to Work

Neighborhood	Mean Travel Time to Work (Minutes)
Chinatown	29.3
Lower East Side	33.3

CEO Poverty Rate Number of New Yorkers in Poverty

| Citywide 2013	CD3 2009-2013 average
21.5%	20.7%

Snapshot of Current City Demographics

New York City is filled with ever changing demographics. The following is provided as important context for reviewing and interpreting data in this report.

Race and Ethnicity

No single racial group dominates the demographic landscape of New York City. The City is one-third non-Hispanic White, which consists largely of persons of European origin. While at one time Hispanic was nearly synonymous with Puerto Rican, this is no longer the case, given the growth of New York City's Dominican, Mexican, and South and Central American population. The approximately 23 percent of New Yorkers who reported themselves as Black in the American Community Survey also have varied origins – some trace their personal or family history to the great migration from the southern U.S., the Caribbean, and, in increasing numbers recently, sub-Saharan Africa. About one in eight New Yorkers is Asian, with persons who trace their origins to China forming the largest subgroup, followed by a panoply of nations, with the greatest number coming from South and East Asia.

Race/Hispanic Origin as Percent of Total Population

New York City, 2009 – 2013
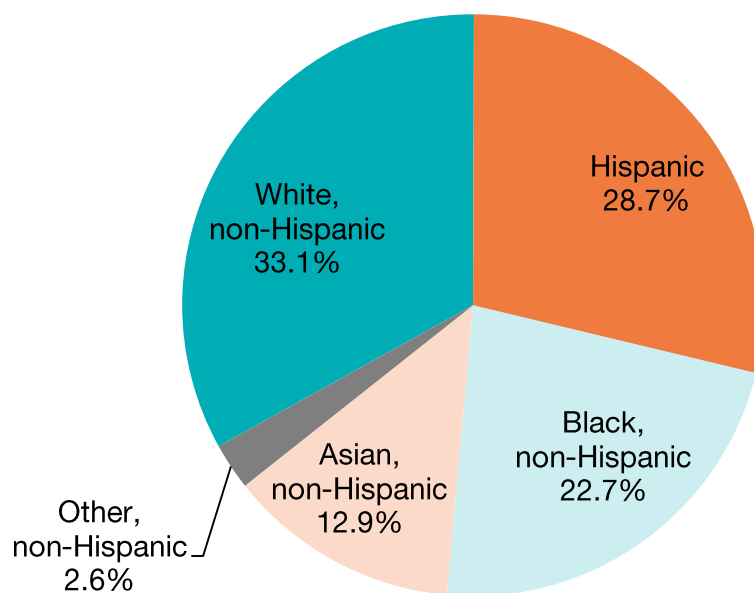
Source: U.S. Census Bureau, 2009-2013 American Community Survey Five Year Estimates.

Age and Gender

The median age of New York City's population is lower than that of the nation. This is a reflection of the young migrants of both domestic and international origins – 25 to 44 – who come to New York City to work. Compared to the rest of the nation, New York City has lower percentages of persons at each end of the age distribution: under 18, and 65 years and over. Although women outnumber men nationally, the percentage of the population that is female is higher in New York City than in the rest of the nation.

Age Distribution

New York City and United States, 2009 – 2013

■ New York City   ■ United States
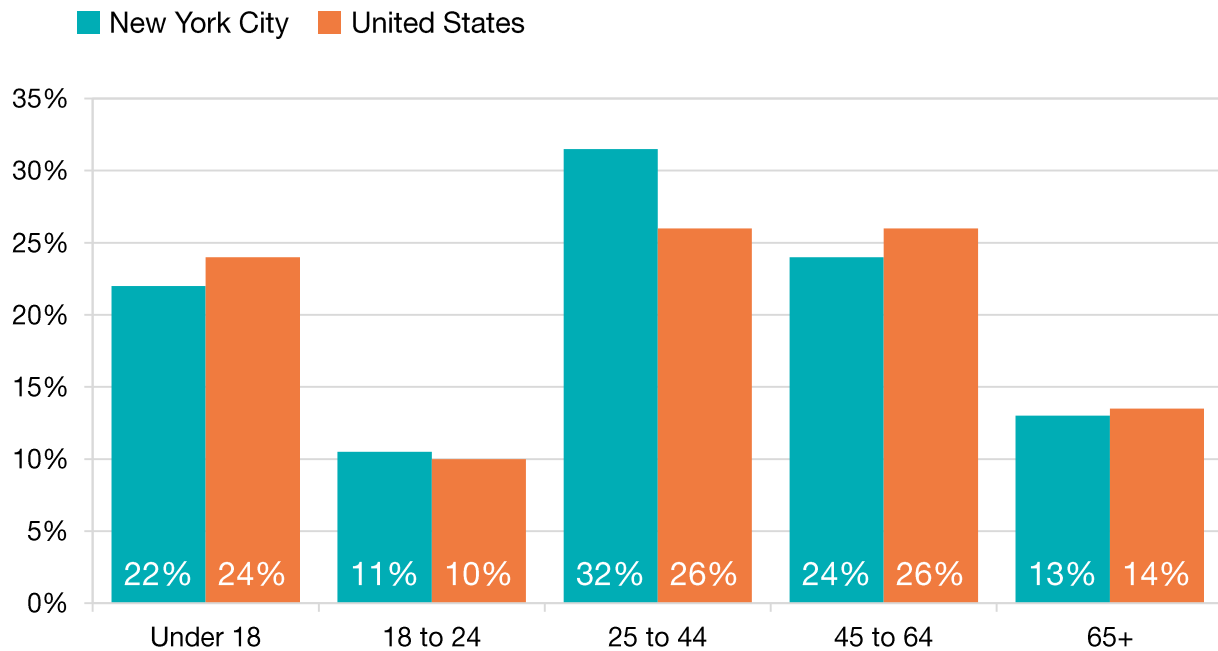
Source: U.S. Census Bureau, 2009-2013 American Community Survey Five Year Estimates.

Gender Distribution

New York City and United States, 2009 – 2013

New York City
Total Population: 8,268,999

Female
52.4%

Male
47.6%

United States
Total Population: 311,536,594
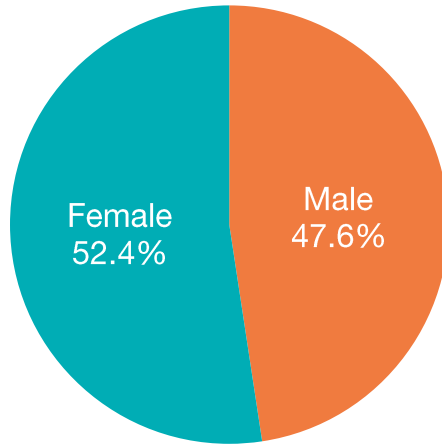

Female
50.8%

Male
49.2%
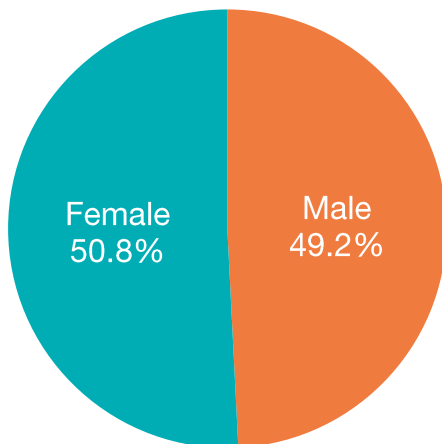
Source: U.S. Census Bureau, 2009-2013 American Community Survey Five Year Estimates.

Income and Poverty

The median household income in New York City for the 2009-2013 period was $787 less than the national median. The official federal poverty rate for New York City, averaged over five years, is 19.1 percent. The Center for Economic Opportunity (CEO), located in the Mayor's Office of Operations, calculates an alternative poverty measure for NYC that includes both the higher cost of living in New York City and the wide range of social benefits the City makes available. This alternative measure results in a poverty rate of 21.0 percent for 2009-2013.

Median Household Income
New York City and United States, 2009 – 2013
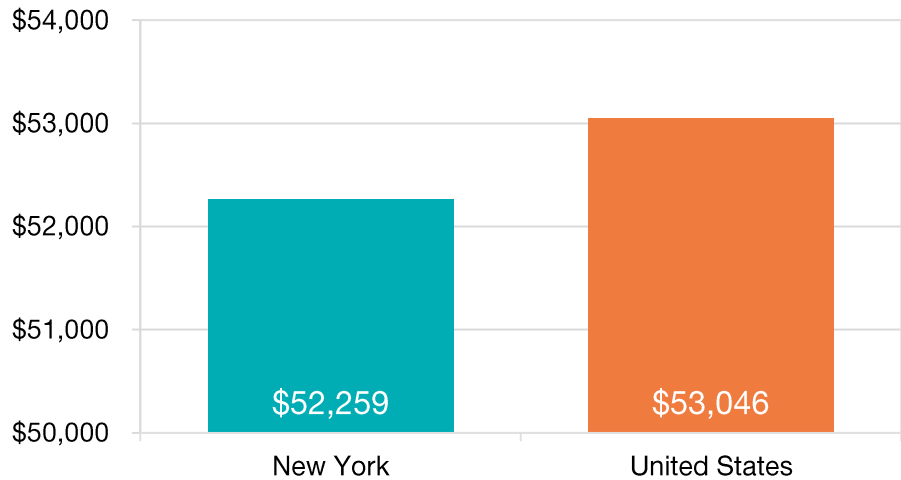
Source: U.S. Census Bureau, 2009-2013 American Community Survey Five Year Estimates

Percent of Population Living Below the Poverty Level
New York City, 2009 – 2013

CEO NYC	Official NYC
21.0	19.1

Source: CEO NYC: CEO Poverty Measure, 2009-2013; Official NYC: 2009-2013 American Community Survey, Summary File as augmented by CEO.

Changing Demographics in New York City: A Growing New York

Components of Population Change

Population change can be divided into two components: natural increase and net migration. Natural increase represents the difference between births and deaths, while net migration represents the balance between persons entering and leaving an area. Together, these components describe how populations change over time. The Census Bureau constructs population estimates for all counties in the United States by separately estimating the components of change, using what is referred to as an Administrative Records or ADREC method. Births and deaths are compiled using data from the national vital statistics system. Net migration is calculated by estimating the rate of net migration for persons coming in from and leaving for other counties in the 50 states (net domestic migration) and the balance of people who immigrate from and emigrate to other nations and Puerto Rico (net international migration). The net domestic migration rate is derived using administrative records on Medicare enrollment from the Social Security Administration (for those 65 years of age and over) and changes of address and exemptions on federal tax returns (for those ages 0 to 64). Immigration is estimated using the American Community Survey, while emigration is estimated using the residual method.

Percent Growth

2010 – 2014

Population Growth of 3.5% or more

Population Growth of 0.1 to 3.4%

Population Loss

Inner County Boundary
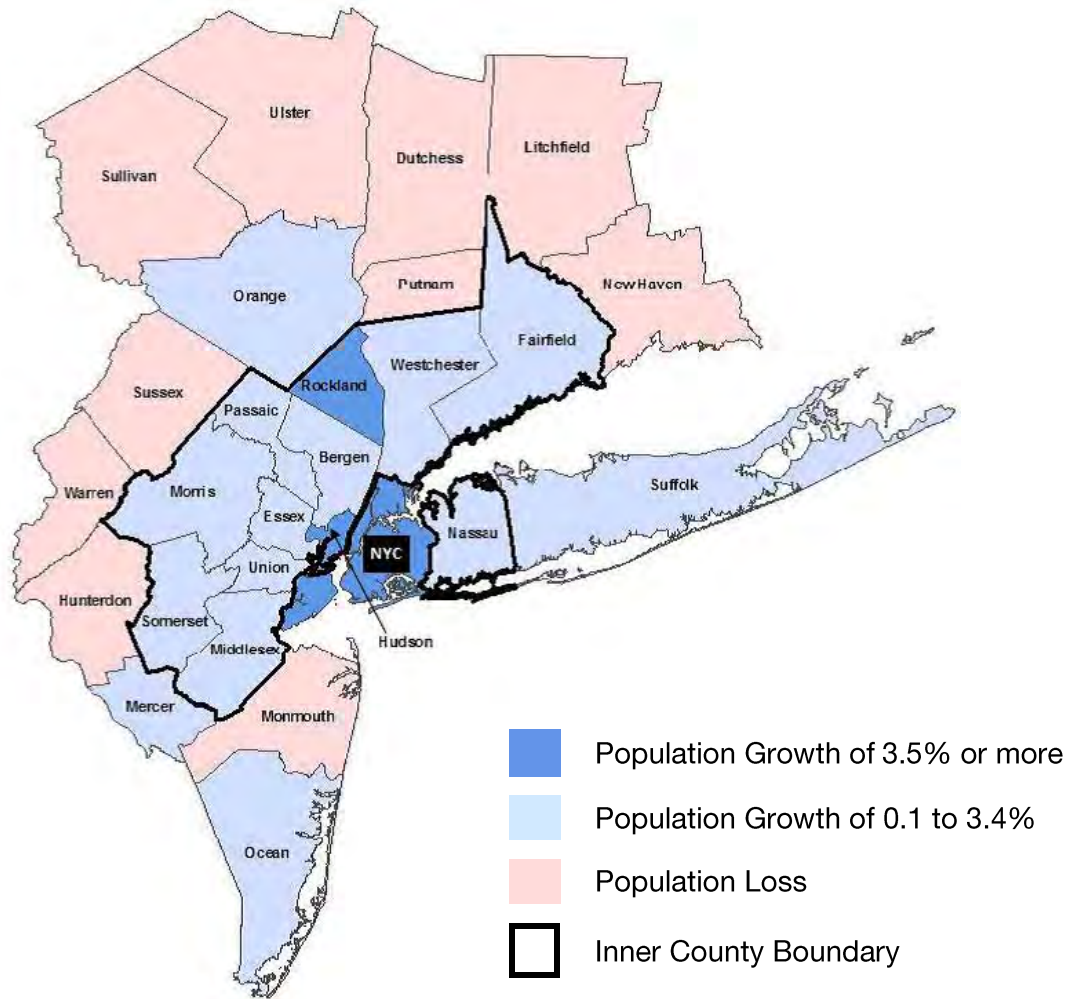
County	2014 Total Population		2010 Total Population		Population Change 2010 – 2014	
	Number	%	Number	%	Number	%
New York Metro Region	22,763,242	100.0	22,214,519	100.0	548,723	2.5
New York City	8,491,079	37.3	36.8	36.8	315,946	3.9
Inner Counties	8,729,3628	38.3	38.3	38.3	255,547	2.7
Outer Counties	5,542,801	24.3	24.9	24.9	7,230	0.1

Source: U.S. Census Bureau, 2010 Decennial Census and Census Bureau Current Estimates Program

Population Change
New York State, New York City, and Boroughs, 2010 – 2014

Geography	Total Population		Population Change	
	2010	2014	Number	%
New York State	19,378,10	19,746,22	368,125	1.9%
New York City	8,175,133	8,491,079	315,946	3.9%
Bronx	1,385,108	1,438,159	53,051	3.8%
Brooklyn	2,504,700	2,621,793	117,093	4.7%
Manhattan	1,585,873	1,636,268	50,395	3.2%
Queens	2,230,722	2,321,580	90,858	4.1%
Staten Island	468,730	473,279	4,549	1.0%

Source: U.S. Census Bureau, 2010 Decennial Census and Census Bureau Current Estimates Program

A Note on the Organization of This Report

The Social Indicators Report is organized into eight chapters — each focusing on a domain of issues affecting social conditions in NYC. The report is designed to allow the reader to access the disaggregated data where available, review the data analysis, and learn how the City is addressing the social conditions reflected in the data. Each chapter includes the following:

1. Introduction

The introduction provides an overview of why the domain is important to public wellbeing.

2. Key Indicators

Key indicators provide insight into each domain. These indicators include Key Findings (an analysis of disparities in and important context to the data), as well as data tables with key disaggregation and up to five years of data. Data included in this report reflects what was available at the time the report was being written. In the appendices, data is disaggregated to the fullest possible extent; indicators vary in which breakdowns are available for public release.

Data will also be made available through the City's Open Data platform. As additional data becomes available, it will be released through Open Data.

Some chapters include indicators not currently collected (as indicated *in future reports*). These indicators are not currently collected, but will be in the future as the City acknowledges a need for additional data to better understand these social conditions.

3. Policies to Address Disparities

The policies included are meant to serve as highlights of how the City is tackling the issues facing New Yorkers today, as reflected by the data. The policy section is not an exhaustive list of all efforts taking place to address the observed inequalities. The City acknowledges that not all social conditions reflected in the data are within the purview of the City, and therefore not something that City-level policy can address.

4. Other Reports and Initiatives

This is a collection of links to other City and non-City related reports, serving interested readers with further resources into the subject matter of each chapter.

5. Endnotes

Each chapter has endnotes for all citations in the text.

Section 2

Education

Public education holds the promise of giving all students the tools to fulfill their full potential. New York City's public school system reflects the City's rich diversity by almost every measure, including race, national origin, and income level. The New York City Department of Education is the largest school district in the U.S., serving 1.1 million students in over 1,800 schools. The free education the public school system provides is especially important to children from low-income families, for whom it can be a ladder out of poverty.

New York City's public university system, the City University of New York (CUNY), also plays a critical role. It offers affordable, high quality postsecondary education and certificates to New Yorkers of all backgrounds, with special attention to the needs of the City's diverse population of students, including many from disadvantaged backgrounds. At CUNY, 58 percent of undergraduate students receive Pell Grants, which provide tuition assistance to low-income families, and 42 percent are first-generation college students.[1]

The indicators selected reflect the social conditions of education in Pre-K through 12th grade and are drawn exclusively from the system charged with delivering it: the NYC Department of Education (DOE). Data about the City's public schools are available in much greater depth on the DOE website. The following indicators focus on participation and academic performance of students across the age and grade continuum, and are disaggregated by ethnicity and poverty (generally defined as students with families who have qualified for free or reduced price lunch, or are eligible for Human Resources Administration (HRA) benefits). In some cases, indicators are also broken out by English language status and disability status, which reflect additional barriers that some students face.

Indicators in Education

Number of Four-year-olds Enrolled in Full Day Pre-K

Key Findings: This administration's Pre-K for All initiative has more than tripled the number of NYC four-year-olds enrolled in full day Pre-K, bringing total enrollment to over 68,500 in the fall of School Year 2015-2016 (up from 19,000 in School Year 2013-2014). The City has worked to ensure that the expansion reaches all New York families — low-income, working class, middle class, and above. The data show that the greatest participation rates are in the lowest income zip codes, measured by quintile. In the first year of expansion, 65 percent of the Pre-K seats went to the children of families residing in zip codes that are below the City's median income of $52,000.

Data Source: NYC Department of Education

Definition: Enrollment in full day Pre-Kindergarten.

About the Indicator: Studies show that high-quality Pre-K provides children with stronger math, reading, language and social-emotional skills going into elementary school, and children who have it are more likely that those who do not to graduate from college, get good jobs, and have other positive life outcomes.

Number of Four-Year-Olds Enrolled in Full Day Pre-K
by school year

	Total Enrollment
School Year 2015-2016	68,500
School Year 2014-2015	53,000
School Year 2013-2014	19,000

Enrolled Pre-K Students' Family Income Quintile
by zip code of residence

	First $39,849	Second $51,733	Third $63,484	Fourth $84,592	Fifth $233,409
School Year 2014-2015	40%	25%	17%	12%	5%

Academic Achievement: Grades 3 to 8 Proficiency

Key Findings: In 2013, New York State moved to rigorous new state tests aligned with the Common Core Learning Standards, establishing a new baseline. In the last three years, New York City public school students in grades 3 to 8 have made substantial gains.

Overall Gains from 2014 to 2015, Including for Black and Hispanic Youth

From 2014 to 2015, New York City public school students in grades 3 to 8 made gains on the state's annual Math and English Language Arts (ELA) exams. The percentage of students meeting the State's bar for proficiency increased from 28.4 percent to 30.4 percent in ELA and from 34.2 percent to 35.2 percent in Math. In Math, the percentage of proficient Black students increased less than a point to 19.1 percent in 2015, and the percentage of proficient Hispanic students increased less than a point to 23.7 percent. Both groups grew between one and two percentage points in ELA: the percentage of proficient Black students increased to 19.0 percent, and the percentage of proficient Hispanic students increased to 19.8 percent.

White and Asian Youth Outperformed Black and Hispanic Youth in ELA and Math

Despite gains by all groups, the proficiency gaps between White students and Black and Hispanic students persisted and grew for both Math and ELA in 2015. The Black-White gap for ELA in 2015 was 32.3 percentage points, an increase of one percentage point over 2014. In Math, the gap was 37.6 percentage points, up from 37.2 in 2014. The Hispanic-White gap for ELA in 2015 was 31.5 percentage points, an increase of 0.4 percentage points over 2014. In Math, the gap was 33.0 percentage points, up from 32.7 in 2014.

Current and Former English Language Learners

Students who were English Language Learners (ELLs) when taking the State exam had low rates of proficiency in 2015: 4.4 percent in ELA and 14.6 percent in Math. However, former ELL students performed far better. On the ELA exam, 34.2 percent of students who were ever ELLs were proficient compared to 33.8 percent for students who were never ELLs. Similarly, in Math, students who were ever ELLs were 44.3 percent proficient, compared to 37.3 percent for students who were never ELLs.

Academic Achievement: Grades 3 to 8 Proficiency (continued)

Students with Disabilities in New York State Context

Students with disabilities (SWD) have proficiency rates below the Citywide average and their performance has remained relatively steady. Proficiency rates for SWDs declined by a margin in Math from 11.4 percent to 11.3 percent and increased 0.2 percentage points in ELA from 6.7 percent to 6.9 percent. SWDs in New York City outperformed SWDs in the "Big 4" districts of New York State in both Math and ELA by significant margins. They exceeded the proficiency rate in all four cities in Math [Buffalo (6.3%), Rochester (2.5%), Syracuse (2.2%), and Yonkers (7.0%)] and English [Buffalo (2.9%), Rochester (0.6%), Syracuse (1.2%), and Yonkers (4.6%)].

Results in National Context

Because every state has a different set of standards, it is difficult to compare New York City results to the rest of the nation. However, every other year, the City participates in the National Assessment for Educational Progress (NAEP), known as "the Nation's Report Card," a congressionally authorized assessment administered by the National Center for Education Statistics (NCES). The assessment is conducted nationwide for grades 4 and 8 in ELA and Math. Of the 10 largest cities in America, 7 participated in NAEP in 2015. Only San Diego – a district roughly one-tenth of the size of New York City – scored higher than NYC in English and Math. Comparing students who received free and reduced lunch, New York City ranked first in Reading and third in Math.

Data Source: NYC Department of Education

Definition: Proficiency of students enrolled in Department of Education Schools in grades 3 to 8 on New York State Common Core English Language Arts (ELA) and Mathematics Tests.

About the Indicator: Under the Common Core standards, students are required to think critically, read more difficult passages and books, and spend more time writing. In ELA, students must consider all sides of an argument and support their claims with strong evidence. In Math, students are asked to apply their skills in scenarios that are more closely connected to the problems they'll face in college and careers. In 2013, New York State moved to rigorous new state tests aligned with the Common Core Learning Standards and established a new baseline; therefore, prior years' data is not comparable.

Academic Achievement: Grades 3 to 8 Proficiency (continued)

The New York State Education Department started reporting on "Ever English Language Learners" and "Never English Language Learners" in 2014.

Grades 3 to 8 Proficiency
Mathematics

	2013	2014	2015
Citywide	29.6%	34.2%	35.2%
Race/Ethnicity			
White non-Hispanic	50.1%	55.8%	56.7%
Black non-Hispanic	15.3%	18.6%	19.1%
Hispanic	18.6%	23.1%	23.7%
Asian/Pacific Islander	61.4%	66.6%	67.4%
Gender			
Male	30.0%	35.2%	36.1%
Female	29.3%	33.4%	34.4%
English Language Ability			
Current English Language Learner	11.4%	14.0%	14.6%
Ever English Language Learner	*	38.1%	44.3%
Never English Language Learner	*	37.3%	37.3%
Disability Status			
Students with Disability	8.4%	11.4%	11.3%
Students without Disability	34.6%	40.3%	41.8%

Grades 3 to 8 Proficiency
English Language Arts (ELA), 2013 – 2015

	2013	2014	2015
Citywide	26.4%	28.4%	30.4%
Race/Ethnicity			
White non-Hispanic	46.8%	49.4%	51.3%
Black non-Hispanic	16.3%	18.1%	19.0%
Hispanic	16.6%	18.3%	19.8%
Asian/Pacific Islander	48.1%	49.5%	52.5%
Gender			
Male	22.7%	24.5%	25.8%
Female	30.3%	32.6%	35.3%
English Language Ability			
Current English Language Learner	3.4%	3.6%	4.4%
Ever English Language Learner	*	31.1%	34.2%
Never English Language Learner	*	32.0%	33.8%
Disability Status			
Students with Disability	5.7%	6.7%	6.9%
Students without Disability	31.3%	34.2%	36.8%

Chronic Absenteeism (20+ days)

Key Findings: In the last year, chronic absenteeism has decreased from 20.6 percent in School Year 2013-2014 to 19.4 percent in School Year 2014-2015. This is also a 2.9 point drop in the last 5 years.

Despite these encouraging improvements, there are still significant disparities in chronic absenteeism across different populations of students. Of students eligible for free or reduced lunch, nearly 21.7 percent were chronically absent in School Year 2014-2015, while ineligible students were only 12.5 percent chronically absent.

Chronic Absenteeism (continued)

There were similar gaps across racial groups. In School Year 2014-2015, chronic absenteeism was 23.2 percent for Black students and 23.3 percent for Hispanic students, in contrast to 11.9 percent for White students and 8.5 percent for Asian students.

Data Source: NYC Department of Education

Definition: The percentage of students absent 20 or more days in a school year.

About the Indicator: In addition to being required by law, school attendance is critical to students' success in school and in life. Research shows that children who are chronically absent – missing 20 or more days of school in a given school year – are less likely to graduate from high school. This includes students who miss just two days every month of the school year, which adds up to 20 days. In addition, national testing data shows that students who miss more school than their peers score lower on standardized tests, no matter their age, demographic group, state, or city.

Chronic Absenteeism (20+ days)
by School Year

School Year	2010-11	2011-12	2012-13	2013-14	2014-15
Citywide	22.3%	19.5%	20.0%	20.6%	19.4%
Race/Ethnicity					
White non-Hispanic	14.4%	11.9%	12.9%	13.1%	11.9%
Black non-Hispanic	27.2%	24.0%	24.4%	24.8%	23.2%
Hispanic	26.9%	23.5%	24.0%	25.2%	23.3%
Asian/Pacific Islander	9.3%	7.9%	8.6%	9.0%	8.5%
Poverty Status					
Not Poverty	13.9%	12.2%	13.2%	13.6%	12.5%
Poverty	24.1%	21.3%	22.7%	23.3%	21.7%

Four-Year High School Graduation Rate

Key Findings: The four-year graduation rate in New York City public schools increased by 2 percentage points, from 68.4 percent in August 2014 to 70.5 percent in August 2015. This increase builds on the progress made in the last five years, during which the graduation rate has increased by 5 points. The graduation rate for most large American cities is in the 60 percent range. Some cities only graduate half of their students.[2] The increase from 2014 to 2015 occurred across all ethnic groups. Black students saw a 1.6 point increase in their graduation rate, Hispanic students a 2.6 point increase, Asian students a 2.4 point increase, and White students a 1.3 point increase. The larger gain by Black and Hispanic students in graduation rates signifies a closing gap with White students, but the gap is still substantial. In 2015, the Black-White graduation gap was 16.6 points, down from 16.9 points in 2014. The Hispanic-White graduation gap was 18.0 points, down from 19.3 points in 2014.

Data Source: NYC Department of Education

Definition: The percentage of students who graduated with a diploma within four years in August out of the cohort of all students who entered ninth grade.

About the Indicator: Attaining a high school degree is a necessary milestone in the path to college and career success.

Four-Year High School Graduation Rate
Percentage of ninth grade cohort graduating on-time in August of graduation year

Graduation Year	2011	2012	2013	2014	2015
Citywide	65.5%	64.7%	66.0%	68.4%	70.5%
Race/Ethnicity					
White non-Hispanic	78.9%	78.1%	79.7%	80.7%	82.0%
Black non-Hispanic	60.4%	59.8%	61.2%	63.8%	65.4%
Hispanic	59.0%	57.5%	58.9%	61.4%	64.0%
Asian/Pacific Islander	82.9%	82.1%	81.1%	82.6%	85.0%
Gender					
Male	60.4%	59.9%	61.2%	64.2%	65.3%
Female	60.5%	67.0%	71.0%	72.8%	75.9%
Disability Status					
Students with Disability	31.0%	30.5%	37.5%	40.5%	41.1%
Students without Disability	71.7%	71.4%	70.6%	73.8%	76.4%
Borough					
Bronx	57.5%	55.4%	57.5%	59.1%	61.8%
Brooklyn	64.2%	64.9%	66.2%	68.6%	70.8%
Manhattan	67.3%	66.6%	67.5%	70.6%	72.5%
Queens	70.0%	67.6%	68.9%	70.8%	73.3%
Staten Island	74.2%	74.6%	75.2%	79.1%	77.4%

Four-Year College Readiness

Key Findings: College readiness is distinct from graduation, and it is an important measure of educational success. Although 70.5 percent of ninth grade New York City public school students graduated in four years with a high school diploma in 2015, only 34.6 percent of the total ninth grade student cohort graduated college ready as defined by the College Readiness Index (CRI).

There are two ways to consider the CRI: applying it to all students who entered ninth grade four years earlier, or applying it only to those who graduated from high school. In 2015, there was progress in both groups. The percentage of the NYC ninth grade cohort achieving the CRI increased from 32.6 percent to 34.6 percent.

Racial gaps for college readiness are larger than graduation rates. In the cohort of students who entered ninth grade together four years earlier, 67.6 percent of Asian students were college ready, compared to 55.8 percent of White students, 20.9 percent of Black students, and 24.2 percent of Hispanic students.

Data Source: NYC Department of Education

Definition: The College Readiness Index (CRI) includes students who meet CUNY's remediation standards, which are currently defined as: (1) graduated by August with a Regents diploma, (2) earned a 75+ on the English Regents exam, or scored 480+ on the Critical Reading SAT, or scored a 20+ on the ACT English, or scored a 70+ on the CUNY Reading Assessment and a 56+ on the CUNY Writing Assessment, and (3) scored an 80+ on a Math Regents, or 70+ on a Common Core Algebra or Geometry Regents and completed coursework in Algebra II/Trigonometry or higher, or scored 480+ on the Math SAT, or scored a 20+ on the ACT Math, or scored a 40+ on the CUNY Math Assessment, or scored an 80+ on the PBAT and completed required coursework.

About the Indicator: The CRI calculated by DOE incorporates multiple measures of a student's college readiness, such as test scores for high school Regents exams and nationally recognized tests for college entry. It also takes into account the completion of advanced coursework and aligns to the standards for passing out of remedial coursework set by CUNY. Students who enter college without remedial need are more likely to graduate with a degree than students who require remedial coursework.

Four-Year College Readiness

Percentage of ninth grade cohort college ready by August of graduation year

Graduation Year	2011	2012	2013	2014	2015
Citywide	27.7%	28.6%	31.4%	32.6%	34.6%
Race/Ethnicity					
White non-Hispanic	50.6%	50.6%	53.7%	52.5%	55.8%
Black non-Hispanic	16.1%	16.6%	19.3%	19.3%	20.9%
Hispanic	17.8%	18.1%	20.8%	21.9%	24.2%
Asian/Pacific Islander	60.4%	62.1%	62.4%	65.2%	67.6%
Gender					
Male	25.6%	26.4%	28.7%	29.7%	31.7%
Female	29.8%	30.8%	34.1%	35.6%	37.7%
Race/Ethnicity and Gender					
White non-Hispanic Male	48.2%	48.5%	50.7%	48.8%	52.7%
White non-Hispanic Female	53.1%	52.9%	57.1%	56.7%	59.2%
Black non-Hispanic Male	13.3%	13.7%	16.1%	15.6%	17.4%
Black non-Hispanic Female	18.8%	19.6%	22.5%	22.9%	24.4%
Hispanic Male	16.2%	16.7%	18.9%	19.4%	21.5%
Hispanic Female	19.5%	19.6%	22.6%	24.6%	26.9%
Asian Male	56.4%	57.9%	57.3%	61.4%	63.0%
Asian Female	64.9%	66.7%	67.7%	69.3%	72.7%
English Language Ability					
English Language Learner	14.7%	15.2%	8.4%	8.4%	6.1%
English Language Proficient	30.3%	31.1%	34.4%	35.5%	37.2%
Disability Status					
Students with Disability	3.7%	4.1%	4.1%	4.2%	4.9%
Students without Disability	32.0%	33.5%	35.7%	37.6%	40.1%

Number of NYC Public School Students Attaining Associate's or Bachelor's Degrees

Key Findings: For the high school Class of 2008, 19,061 students or 42 percent of all high school graduates graduated with an Associate's or Bachelor's degree within six years (by school year 2013-2014). Even though Asian and White students are already disproportionally represented among high school graduates, their college completion rates are even higher. Over 60 percent of Asian high school graduates and 57 percent of White high school graduates obtain a college degree within six years of high school graduation. This is compared to a 33 percent college completion rate for Black and Hispanic students. There is also a gender disparity in college graduation rates. For the high school Class of 2008, 47 percent of women graduated with an Associate's or Bachelor's degree within six years, compared to 37 percent of men.

Data Source: NYC Department of Education

Definition: The number of NYC DOE on-time high school graduates who enrolled and graduated from college with an Associate's or Bachelor's degree within six years. Three years of data are currently available.

About the Indicator: A college degree is associated with lifelong increased earnings and many other benefits, such as improved health outcomes. For example, the average annual salary of high school graduates is $32,552, while it is $39,884 for workers with an Associate's degree and $53,976 for those with a Bachelor's degree.

Number of NYC Public School Students Attaining Associate's or Bachelor's Degrees

By high school graduation year

High School Graduation Year	2006	2007	2008
Citywide	38.9%	43.7%	42.1%
Race/Ethnicity			
White non-Hispanic	51.6%	58.1%	56.7%
Black non-Hispanic	29.3%	34.0%	32.9%
Hispanic	30.1%	34.6%	33.0%
Asian/Pacific Islander	54.2%	60.8%	60.4%
Gender			
Male	33.4%	37.8%	36.6%
Female	43.3%	48.4%	46.6%

Policies to Address Disparities

Increasing Pre-K–12 Achievement and College and Career Readiness

Pre-K for All

Early Education for Every Four-Year-Old

Recognizing that the best approach to support educational achievement for all students is to start early, in the fall of 2014 the City launched its Pre-K for All initiative, which makes free, high-quality, full-day Pre-K available to all four-year-olds in New York City. Over 53,000 children were enrolled in full-day Pre-K in its first year and 68,500 were enrolled by the Fall of 2015. Now, all four-year-olds in the City have access to a foundation of skills and knowledge that will prepare them for lifelong success.

More Seats and Support for Middle and Low-income Families

Pre-K for All is meeting a substantial need for greater access to early childhood education in middle- and low-income families. Nearly two-thirds of the Pre-K seats went to the children of families residing in zip codes that are below the City's median annual income of $52,000. The Pre-K for All quality standards define the NYCDOE's vision for high-quality Pre-K for All programs in NYC. They describe the key practices of family engagement, rigorous and developmentally appropriate instruction, professional collaborations, and leadership that support children in gaining the knowledge and skills outlined in the NYS Prekindergarten Foundation for the Common Core.[3] Instructional coaches and social workers provide on-site support, resources, and guidance. For programming that addresses the needs of children whose native language is not English see ***Policies to Increase the Achievement of Students Facing Higher Barriers to Success*** later in this section.

Equity and Excellence

New Citywide Initiatives and Programs

The mayor has also announced a series of Equity and Excellence initiatives for the City's schools that will be in place in the fall of 2016, with planning activities underway until then. The City has set out two key goals to raise the bar for student achievement and put students on a pathway to college from an early age: (1) increase the four-year high

school graduation rate to 80 percent from 68 percent by 2026; and (2) increase students graduating "college ready" to over two-thirds from under half by 2026.

New initiatives driving innovation in schools and ensuring universal access to challenging and necessary college-track classes include District-Charter Learning Partnerships that facilitate cooperation between district schools and charter schools to increase educational opportunity for all students; the Single Shepherd initiative, which pairs students in grades 6 to 12 with a dedicated counselor (the program will launch with a pilot in the South Bronx's CD 7 and Central Brooklyn's CD 23); Computer Science for All, a program to bring computer science education to every elementary, middle, and high school student in the next ten years;[4] College Access–MS, where every middle school student will have the opportunity to visit a college campus, enabling earlier exposure to college for all students; College Access–HS, through which every student will have the resources and individually tailored supports at their high school to pursue a path to college, as well as two more initiatives, Universal Second Grade Literacy and Algebra for All, discussed below.

The City is also providing additional support for middle school students and their families by doubling the number of seats in afterschool programs through School's Out New York City (SONYC). Part of the administration's long-term plan to ensure that all youth in NYC public middle schools have access to free afterschool activities, SONYC provides important support for students' social-emotional development and academic achievement.

Universal Second Grade Literacy
Educational disparities begin early in students' academic careers. There are, for example, already significant disparities by race and family income in performance on the third grade state assessments (as seen in the data for Academic Achievement: Grades 3 to 8 Proficiency). Students who are not reading proficiently by the end of third grade are four times more likely to drop out of high school than proficient readers. Meanwhile, students reading above grade level by third grade graduate high school and enroll in college at higher rates than their peers.[5] Starting earlier – through Universal Second Grade Literacy – will ensure students are on track for success.

Every elementary school will receive support from a reading coach – someone with already demonstrated expertise in literacy instruction who will receive additional training in early literacy acquisition

strategies, as well as training in strengthening literacy instruction for English Language Learners and students with disabilities. These Universal Literacy Reading Coaches will support K-2 teachers in building students' reading acquisition. They will work with existing instructional coaches in Pre-K, creating a true continuum from Pre-K to second grade that builds on the impact of Pre-K for All and ensures all teachers and students receive consistent and coordinated support as students learn to read.

Algebra for All

It is also essential to establish foundations for success in Math early in a student's education.[6] The goal of the Algebra for All initiative is for every student to complete algebra no later than ninth grade, enabling them to reach more advanced Math courses in high school and better preparing them for college and careers. Students need to start building math skills by the late elementary grades in order to be successful in algebra. Schools will be encouraged to "departmentalize" fifth grade Math, having Math instruction led by one or multiple teachers with expertise in Math instruction receive additional intensive training. Additional teacher training and math support for students will also start in the late elementary years. Middle and high school teachers will also receive intensive training to deepen their knowledge and practice around the work necessary to ensure algebra success in their grade. Middle school students will have access to algebra intensive summer bridge and after school programs that supplement classroom instruction.

Community Schools: A New Schools Model

The City has invested heavily in the community school model, which relies on a partnership among school, staff, families, youth, and the community. Community schools promote student achievement by integrating academics, health, and social-emotional services for the whole child in the school setting. Community-based organizations (CBOs) are an important part of the model, and schools are engaging select CBOs to provide support and enrichment beyond what after-school programming typically offers. There are now 130 community schools across the City serving 60,000 students.

While community schools reflect the particular needs of the communities in which they are located, they share core elements and values. The model is characterized by high expectations and expanded learning programs, tutoring and mentorship programs, as well as social

and emotional support, health care, adult education, and other services that support child wellbeing, engage families, and strengthen the community.

The community schools model has been shown to be an effective strategy for improving academic, social-emotional, physical, and attendance outcomes for high needs students. Recent national studies have found that well-implemented community school models achieve strong results for students, including higher graduation rates, higher Reading and Math scores, improved school climate, and lower rates of neighborhood crime.[7]

Boosting Achievement at Struggling Schools
School Renewal Program
Launched in November 2014, the School Renewal Program is redesigning how the DOE supports the system's most challenged schools. The DOE selected 94 "Renewal Schools" based on a number of criteria, including low achievement levels for each of the prior three years (2012-2014), which was defined at the elementary and middle school levels as students scoring in the bottom 25 percent in Math and ELA and at the high school level as students in the bottom 25 percent of four-year graduation rates. Renewal Schools are being provided with an array of special services and support. Since September 2015, all 94 Renewal Schools have operated on the community schools model. The DOE is bringing together school leaders, teachers, staff, families, and community partners to transform these schools, and applying the whole child approach to better meet student needs and to promote improved student achievement. The DOE has set rigorous targets for all grade levels and across metrics – including attendance, assessments in grades 3 through 8, and high school graduation rates.[8]

Related Initiative
Young Men's Initiative
The New York City's Young Men's Initiative (YMI), part of the Mayor's Office, is the nation's most comprehensive municipal effort to tackle the disparities that impede the advancement of boys and young men of color. YMI has helped to inspire and shape the White House's national initiative, My Brother's Keeper (MBK), and New York City proudly joined close to 200 other cities and tribal nations in accepting the president's MBK Community Challenge. Under Mayor Bill de Blasio, YMI is launching new initiatives to address educational disparities – some in collaboration with DOE and CUNY – and developing mentorship

opportunities. YMI has reinforced its commitment to work with government and community stakeholders to ensure that all youth are supported as they navigate their way toward adulthood, and to ensure a place of prominence in the public agenda for the welfare of young men of color.

Increasing the Achievement of Students Facing Higher Barriers to Success

New York City public schools serve a diverse student body: approximately 456,000 students enrolled in NYC public schools speak a language other than English at home and 142,000 are English Language Learners (ELL). The top home languages of ELLs are Spanish at 63 percent, Chinese at 11 percent, and Bengali at 4 percent. In addition, NYC serves over 212,000 students with disabilities. The DOE and the Mayor's Office have been introducing new initiatives to ensure that every student gets the support they need to succeed in school and later in life.

Limited English Proficient Students and Parents

Dual Language (DL) programs have been greatly expanded in public elementary, middle, and high schools. In Dual Language classes, 50 percent of students are English Language Learners and 50 percent are English proficient students. Both groups receive instruction in English and a target language. The goal of a Dual Language program is to educate students to become bilingual and bicultural. The emphasis on bilingualism and biculturalism benefits all students. At the start of the 2015-2016 school year, there were 40 new Dual Language programs. Recent research has demonstrated strong outcomes for ELL and other students in such Dual Language programs.[9]

Pre-K: Essential Skill Development for English Language Learners

Nearly one in five students in New York City kindergarten classes is an English Language Learner. The DOE is working to prepare these students while they are still in Pre-K, providing a range of programs and supports to ensure that they develop the language skills they will need to excel in school. In the 2015-2016 school year, over 100 Pre-K for All programs in NYC Early Education Centers have been designated Dual Language or Enhanced Language Instruction covering nine languages.

Improving Special Education Infrastructure

A Shared Path to Success is a multi-phase initiative that focuses on

preparing all students to graduate from high school fully prepared for college, careers, and independent living. Through A Shared Path, students with disabilities entering kindergarten, sixth grade, or ninth grade are able to attend the same school they would attend if they did not have an Individualized Education Program (IEP), whether it's their local community school or a school of their choice. In addition to ensuring that students have any needed academic support, the DOE is continuing efforts to ensure that all students are learning in a safe and inclusive school environment. These efforts include providing extensive professional development and training for general education teachers, special education teachers, and school staff to promote an inclusive culture where schools continue to increase opportunities for students with IEPs to learn alongside their peers.

Increasing Post-secondary Degree Attainment

The City has launched an array of initiatives in the Pre-K–12 educational system to give students the best foundation for enrolling in and completing college. In addition, it operates programs specifically aimed at improving the link to college and programs at the City University of New York (CUNY), which is the college system chosen by the most graduates of New York City public schools.

School to College and Career: Partnership for Creating a Post-secondary and Career Pathway

The de Blasio administration is working to create a more coordinated approach to supporting the transition from high school to college and career. As the education indicators in this chapter show, New York City compares well to other major cities in terms of graduation rate. The graduation rate for most large American cities is in the 60 percent range and some cities only graduate half of their students.[10] Yet too many students still do not obtain high school diplomas, an important credential for college admission and career success. In addition, too many students who graduate from high school take longer than four years to do so, which is significant because students who graduate on time are much more likely to enroll in and complete college.[11] A further problem is that not all graduates are considered to be college ready without remedial coursework. The college readiness gap for Black and Hispanic students, which notably exceeds gaps in graduation rates, must be addressed.

College Access for All will help establish a college-going culture and help more students enroll, as every student will receive resources and

tailored supports in high school that provide a path to college. Students will be provided with guidance on financial aid and college applications, and will have the opportunity to visit college campuses. School-level planning will begin in the spring of 2016, and new college access programs will launch in full in the 2016-17 school year.

Universal access to college-track classes in middle school and high school will provide greater equity in academic opportunities linked to college readiness. The Algebra for All initiative discussed above will ensure that all students have access to and support in passing algebra by ninth grade, and is central to this effort to boost college readiness. Similarly, the AP for All initiative will provide greater access for all students to Advanced Placement (AP) courses. This is significant because students are more likely to graduate college on time if they take AP courses. The greatest gains from this program are for low-income students and students of color, who have long been underserved in access to AP classes.[12] The administration's AP Expansion program has already brought new AP courses to over 70 schools since 2013. By 2021, every high school student will have access to this essential opportunity to prepare for college success. The DOE will also promote equity by working to ensure that English Language Learners and students with disabilities have the necessary supports to succeed in in AP courses.

The City's new initiatives include increased collaboration between DOE and CUNY schools, as well as the activities of the newly created Office of Workforce Development (WKDEV).

This office is charged with tailoring occupational training to business needs and connecting more New Yorkers from all five boroughs with higher paying careers and opportunities for advancement. For more on WKDEV, see Section 6: Economic Security and Mobility.

School-College Collaborations

The collaboration between DOE and CUNY is particularly impactful due to the flow of students between the two systems. Approximately 75 percent of first-time freshmen at CUNY are graduates of DOE schools, and approximately 58 percent of students that DOE graduates who go to college attend a college in the CUNY system. The two systems collaborate in offering a range of programs and school models that support students in transitioning to and succeeding in college. College Now offers college credit courses to 20,000 high school students each year; the Early College Initiative supports 17 schools that offer all students the opportunity to earn up to two years of college credit while in high school; and LINCT to Success works with students from twelfth

grade through their first year of college, offering academic and counseling support throughout that continuum. Each of these programs has demonstrated significant positive impacts on student success rates in both high school and college.

CUNY ASAP: Increasing Associates Degrees and Supporting STEM Careers

The City is significantly expanding the CUNY Accelerated Study in Associate Program (ASAP) to provide more New York City students with the opportunity to enroll in this proven model for increasing associate's degree attainment. The program was initially piloted by the NYC Center for Economic Opportunity in 2007 and declared successful in 2010. ASAP increases the availability of financial, academic, and personal support services for students and provides a cohort experience through classes with other ASAP students, scheduled at times that accommodate work schedules. The impact of the ASAP program is substantial even for students who need remediation – for this group it has been shown to double three-year graduation rates. Enrollment in ASAP is scheduled to increase from 4,000 in the fall of 2014 to 25,000 in the 2018-2019 school year. This fall, CUNY, in partnership with YMI, began a targeted campaign to boost enrollment of young men of color and working minority adults in ASAP to address disparities in degree attainment for these groups.

Expanding ASAP to STEM Majors

In the fall of 2015, the City added a new focus on serving STEM (Science, Technology, Engineering and Math) students to the ASAP program. This will help to increase the support for students pursing these degrees, which often lead to higher paying jobs in expanding fields. All new students who express an interest in pursuing a STEM major will receive information about the program. To adapt to this new focus, the model will introduce additional opportunities for college counseling and expand STEM-related winter and summer course offerings to support academic momentum.

Multiple Pathways in Adult Education Programming

While this chapter has focused on on-time graduation and enrollment in higher education, there are important, less traditional pathways to education and employment. Both DOE and CUNY offer prep programs for this alternative and other adult education programs. Adult education programs provide essential opportunities to students who have fallen through the cracks or for a variety of reasons have needs and interests that are not met through established or traditional educational routes.

The Henry Street International School

Lower East Side

One school that shows how the community school model expands educational opportunity is the Henry Street School for International Studies, a secondary school on the Lower East Side. The Henry Street School is partnered with the Henry Street Settlement, the historic settlement house founded in the late 1800s by Lillian Wald and the philanthropist Jacob Schiff. The school has a new principal this year, Miles Doyle, who has a strong record of leadership, and a community school director who is a licensed master social worker (MSW) who has worked at the Henry Street Settlement, and knows the community well.

The Henry Street School considers parents critical partners in everything it does. The approach is that "working with students is working with parents." The school has an array of initiatives to make parents feel welcome and to integrate them into their children's educations. Led by a Parent Coordinator and the Parent Association, the school is in constant contact with parents. The school prioritizes outreach and engagement, and uses data to target phone calls to families of children at risk of chronic absenteeism.

The school conducts a variety of courses and workshops for families of its students, drawing on the resources and staff of the Henry Street Settlement. These include English as a Second Language and an array of parenting classes, including preparing for college and cyberbullying. Henry Street Settlement also provides families with additional services and supports with employment, benefits, and health care access.

The Henry Street School holds a Family Night – a carnival-like event that is designed to build stronger bonds between the school and students' families. Through a federal grant the DOE and NYC SERVICE have provided an AmeriCorps member to work on family engagement. The Henry Street Settlement also helps address barriers to attending parent events, such as parent-teacher conferences or Parent Association meetings, including providing parents with MetroCards if needed.

The School Based Mental Health Clinic (SBMHC) at the Henry Street School, works with students who are dealing with severe mental health

issues, including trauma and serious family difficulties. The health clinic has a therapist, as well as a social worker and social work interns who work with students on a one-on-one basis on a variety of issues that may interfere with learning, including family food insecurity.

The school puts a particular focus on reducing absenteeism. Its Settlement Success Squad targets students with chronic absenteeism. Using the "Student Sorter," the community school director identifies the students who need this help. This tool, created by the nonprofit group New Visions for Public Schools, allows community schools to track their students' absenteeism with precision and in real time. The bulk of the squad's work occurs through individual counseling, where social workers and interns work with students on mental health concerns, behavioral issues, coping, and conflict management. Settlement Success Squad students meet in groups after school every week to address problems and to provide positive reinforcement, including recognizing students who had perfect attendance or who contributed to the school community. There are regular field trips to destinations like Dave & Buster's and the Bryant Park ice skating rink, which strengthen ties between Settlement Success Squad students and the school.

Due to their focus on the whole child, on any given day community schools are performing a wide range of activities, some of which do not fit squarely within traditional ideas of what education looks like – from taking students on a recreational field trip to teaching parents how to budget. Henry Street School principal Doyle emphasizes that it is all done to advance a clear mission: improving the instruction and academic performance of community school students.

Other Education-Focused Social Indicators Reports and Initiatives

1. **Department of Education Data Reports**
    a.   Additional test results: http://schools.nyc.gov/Accountability/data/TestResults/default.htm
    b.   Additional cuts of graduation rates:
         http://schools.nyc.gov/Accountability/data/GraduationDropoutReports/default.htm
    c.   Individual school-level reports: http://schools.nyc.gov/Accountability/tools/report/default.htm

Endnotes

[1]Data for fall 2014. http://www.cuny.edu/about/administration/offices/ira/ir/data-book/current/student/ug_student_profile_f14.pdf

[2]http://www.edweek.org/media/cities_in_crisis_2009.pdf

[3]http://schools.nyc.gov/NR/rdonlyres/175F24FE-E23E-4B93-BF6C-0C4EF35663D2/0/FINALNYCPreKforAllQualityStandardsFullText10_20_15.pdf

[4]http://www1.nyc.gov/office-of-the-mayor/news/618-15/equity-excellence-mayor-de-blasio-reforms-raise-achievement-across-all-public

[5]"Reading on Grade Level in Third Grade: How is it Related to High School performance and College Enrollment?" Chapin Hall at the University of Chicago. http://www.chapinhall.org/sites/default/files/Reading_on_Grade_Level_111710.pdf
"Double Jeopardy: How Third Grade Reading Skills and Poverty Influence High School Graduation." Annie E. Casey Foundation. http://www.aecf.org/resources/double-jeopardy/

[6]"The Gateway to Student Success in Math and Science." AIR, Nov. 2006. http://www.air.org/sites/default/files/downloads/report/Call_for_middle_school_reform_11_1_06_version_0.pdf

[7]For a full list of sources on the evidence base for community schools see New York City Community Schools Strategic Plan, Appendix, page 39. Available at: http://www1.nyc.gov/assets/communityschools/downloads/pdf/community-schools-strategic-plan.pdf

[8]One school's benchmarks: http://schools.nyc.gov/documents/reports/renewbenchmark/renewreceive/Renewal_and_Receivership_Benchmarks_2015_01M015.pdf

[9]http://www.berkeleyschools.net/wp-content/uploads/2011/10/TWIAstounding_Effectiveness_Dual_Language_Ed.pdf?864d7e

[10]http://www.edweek.org/media/cities_in_crisis_2009.pdf

[11]NYC Goes to College, Research Alliance 2015. http://steinhardt.nyu.edu/research_alliance/publications/nyc_goes_to_college_first_look

[12]Dougherty, Chrys, Lynn Mellor, Shuling Jian. "The Relationship Between Advanced Placement and College Graduation." National Center for Educational Accountability, Feb. 2006. http://www.nc4ea.org/files/relationship_between_ap_and_college_graduation_02-09-06.pdf

Section 3

Health & Wellbeing

New York City has seen great improvements in health over the past several decades. New Yorkers are living longer than they did in 1990 due to steep declines in deaths related to HIV, cancer, and heart disease. Even so, New Yorkers of different racial/ethnic and income groups still do not live equally long, and inequities persist in health outcomes, healthcare access and quality.

We know that environmental and socioeconomic influences on health – often called "social determinants of health" – have a great effect on health outcomes.[1] New Yorkers in certain communities, particularly low-income ones, face greater health burdens due to disproportionately adverse neighborhood conditions – higher exposure to stress, accidents, pollution, and violence, and limited access to resources such as healthy foods. Many NYC residents suffer from physical or mental illnesses, especially illnesses that contribute to premature death that could be prevented or better treated.

Indicators in Health & Wellbeing

Premature Mortality Rate

Key Findings: The overall premature mortality rate (death before the age of 65) for New York City has declined more than 20 percent in the past ten years (from 239.7 per 100,000 in 2004 to 191.1 in 2013).[2] Despite this improvement, large disparities exist by race and income. In 2013, the premature mortality rate was 276.1 for Black non-Hispanic New Yorkers. It was 188.2 for White non-Hispanic New Yorkers, 160.3 for Hispanic New Yorkers, and 98.5 for Asian/Pacific Islander New Yorkers. These are sizeable disparities. Black non-Hispanics have nearly one and a half times the premature mortality rate of White non-Hispanics, and nearly three times the premature mortality rate of Asian/Pacific Islander New Yorkers.[3]

The disparities between neighborhoods with different income levels are also large. Overall, premature mortality rates are more than twice as high in very high poverty neighborhoods, where 30 percent or more of the residents live in poverty, than in neighborhoods where less than 10 percent of residents do.[3] For example, the age-adjusted premature mortality rate for Brownsville was nearly five times higher than the rate in the Financial District (367.1 per 100,000 population in Brownsville vs 75.6 in the Financial District).[3]

Premature Mortality Rate (continued)

The five leading causes of premature death for all New Yorkers in 2013 were cancer, heart disease, drug use or overdose, accidents other than drug overdose, and HIV.[3] The greatest decreases occurred in the number of HIV-related deaths, which have fallen 64 percent since 2004, due to both improved prevention efforts and greater use and effectiveness of antiretroviral drugs.[3]

The leading causes of premature death differed by racial/ethnic group.[3] The first two leading causes – cancer and heart disease – were the same across all groups, but the next three were not. Among non-Hispanic Whites, they were drug use or overdose, suicide, and accidents other than drug overdose. Among non-Hispanic Blacks, the third through fifth causes were HIV, diabetes, and homicide.

Select tables follow. Additional data in the Appendix.

Data Source: NYC DOHMH, Bureau of Vital Statistics, 2004 and 2013

Definition: Age-adjusted rate of deaths under the age of 65 years per 100,000 population.

About the Indicator: Premature deaths, many of which are preventable, serve as a high-level measure of health in a particular jurisdiction.

Premature Mortality Rate
Comparison of 2004 to 2013

	2004	2013	% Change
Citywide	239.7	191.1	-20.3%
Race/Ethnicity			
White non-Hispanic	223.1	188.2	-15.6%
Black non-Hispanic	355.7	276.1	-22.4%
Hispanic	206.7	160.3	-22.4%
Asian/Pacific Islander	97.3	98.5	1.2%
Neighborhood Poverty*			
Low poverty (wealthiest)	148.9	114.7	-23.0%
Medium poverty	177.0	148.8	-15.9%
High poverty	224.2	197.0	-12.1%
Very high poverty (poorest)	333.2	255.1	-23.4%

* Neighborhood poverty is defined by Census Tract. Since Census Tract definition was changed in 2010, 2009 data are not comparable and therefore not presented.

Premature Mortality Rate
2009 – 2013

	2009	2010	2011	2012	2013
Citywide	208.0	200.7	198.8	193.5	191.1
Race/Ethnicity					
White non-Hispanic	198.2	195.2	197.1	191.2	188.2
Black non-Hispanic	312.2	294.7	296.2	285.9	276.1
Hispanic	187.3	177.2	172.7	164.9	160.3
Asian/Pacific Islander	91.9	97.6	90.7	91.5	98.5
Sex					
Male	268.7	261.6	257.5	249.6	245.9
Female	153.7	146.2	146.0	142.8	141.3

Note: Rates by race/ethnicity and sex are New York City occurrence.

Infant Mortality Rate

Key Findings: New York City's infant mortality rate (IMR) fell to an all-time low of 4.6 infant deaths per 1,000 live births in 2013. That was a 13 percent decrease from the 5.3 deaths per 1,000 live births in 2009, and well below the benchmark of 6.0 set by the federal government's Healthy People 2020 initiative. Despite reaching this historic low, the pace of decline has slowed. From 2008 to 2010, IMR declined about 11 percent, but in the last three years, the rate was fairly constant (4.7 in 2011, 4.7 in 2012, and 4.6 in 2013).

As with premature mortality, there are significant racial/ethnic disparities in infant mortality. The infant mortality rate among non-Hispanic Blacks in 2013 (8.3 infant deaths per 1,000 live births) was 2.8 times higher than among non-Hispanic Whites (3.0 infant deaths per 1,000 live births). These racial disparities persisted even in the face of high levels of maternal education. In 2013, Black non-Hispanic women with a bachelor's degree had a greater infant mortality rate (4.6 infant deaths per 1,000 live births) than White non-Hispanic women who never graduated high school (4.3 infant deaths per 1,000 live births).

Data Source: NYC DOHMH, Bureau of Vital Statistics, 2009-2013

Definition: Rate of deaths under 1 year of age per 1,000 live births

About the Indicator: This measure is an important indicator of early health.

Infant Mortality Rate
2009 – 2013

	2009	2010	2011	2012	2013
Citywide	5.3	4.9	4.7	4.7	4.6
Maternal Race/Ethnicity					
White non-Hispanic	3.4	2.8	3.1	2.7	3.0
Black non-Hispanic	9.5	8.6	8.1	8.5	8.3
Puerto Rican	6.3	6.4	6.8	6.6	4.8
Other Hispanic	4.8	4.3	4.3	4.8	4.3
Asian/Pacific Islander	2.8	3.4	2.9	3.3	3.1
Maternal Borough					
Manhattan	4.1	3.5	4.1	2.8	3.2
Bronx	6.7	5.9	5.2	5.8	6.2
Brooklyn	4.9	4.2	4.1	4.3	3.4
Queens	4.5	4.4	4.8	5.1	4.1
Staten Island	3.7	6.6	4.0	4.4	5.7
Maternal Age					
<18	9.5	9.2	13.0	7.8	7.6
18-24	6.6	5.8	5.4	4.9	5.5
25-29	4.2	4.1	3.7	4.2	3.9
30-34	4.0	4.2	3.6	4.0	3.1
35-39	4.9	4.1	4.9	4.3	4.3
40+	5.0	4.7	4.6	5.1	6.5
Maternal Neighborhood Poverty					
<10%	3.5	3.4	4.5	3.0	2.8
10 to <20%	4.5	4.2	3.7	4.1	4.1
20 to <30%	5.1	5.1	4.3	4.9	4.2
30 to 100%	6.5	5.1	5.3	5.7	5.2
Maternal Nativity					
US Born*	6.5	5.4	5.5	4.7	5.0
Foreign Born	3.5	3.8	3.4	4.1	3.6

*US Born: includes Puerto Rico and other U.S. Territories.
Note: Rates by neighborhood poverty are restricted to New York City residents.
Note: Neighborhood poverty (based on zip code) is the % of residents with incomes below 100% of federal poverty level (American Community Survey 2008-12). Categories: Low-poverty (<10%), medium-poverty (10-19%), high-poverty (20-29%), very-high-poverty (>=30%).

Percent of Adults with Serious Psychological Distress who Received Mental Health Treatment

Key Findings: In both 2009 and 2013, 5 percent of adults in New York City had serious psychological distress. In 2009, 33.4 percent of this group reported receiving treatment, while in 2013 43.8 percent did – a 31 percent increase in four years.

The sample size of adults with serious psychological distress is too small to reliably disaggregate by race/ethnicity and income. However, the 2013 Community Health Survey found that in New York City's poorest neighborhoods 7 percent of residents experience serious psychological distress, compared to 3 percent in the wealthiest neighborhoods. This disparity may reflect differential exposure to life stressors, fewer resources to manage those stressors, and less access to mental health treatment.

Data Source: NYC Community Health Survey, 2009-2010 & 2012-2013.

Definition: Age-adjusted percent of adults with serious psychological distress who reported receiving mental health counseling or treatment in the last 12 months. The Center for Disease Control (CDC) says serious psychological distress includes mental health problems severe enough to cause moderate-to-serious impairment in social, occupational, or school functioning and require treatment.[4]

About the Indicator: Mental health distress too often goes unnoticed and untreated, making this measure especially important.

Percent of Adults with Serious Psychological Distress who Received Mental Health Treatment

2009 – 2013

	2009	2010	2011	2012	2013
Citywide	33.4%	35.2%	.	45.2%	43.8%
Race/Ethnicity					
White non-Hispanic	41.0% *	44.3% *	.	64.2% *	41.3% *
Black non-Hispanic	21.1%	23.0% *	.	45.9% *	33.2% *
Hispanic	38.3%	36.6% *	.	41.7%	49.4%
Asian/Pacific Islander	33.6% *	#	.	17.2% *	25.9% *
Sex					
Male	24.0%	31.0% *	.	39.1% *	38.4%
Female	39.8%	38.2%	.	49.3%	46.2%
Age					
18-24 Years	#	#	.	#	58.4% *
25-44 Years	27.3%	38.5% *	.	46.9% *	40.6% *
45-64 Years	46.1%	47.0% *	.	50.7% *	44.1%
65 and over	37.1% *	31.5% *	.	46.0% *	39.8% *
Neighborhood Poverty					
Low poverty (wealthiest)	40.6% *	46.2% *	.	52.5% *	37.8% *
Medium poverty	33.7% *	36.1% *	.	36.4% *	40.8%
High poverty	32.8%	23.8% *	.	51.9% *	44.9% *
Very high poverty (poorest)	30.4%	39.6% *	.	41.9% *	53.5% *
Borough					
Bronx	32.4% *	40.1% *	.	48.5% *	48.5% *
Brooklyn	32.0%	27.4% *	.	54.8% *	42.9% *
Manhattan	38.1% *	32.9% *	.	46.5% *	42.7% *
Queens	31.0% *	41.0% *	.	31.2% *	36.0%
Staten Island	50.4% *	81.3% *	.	47.2% *	57.1% *

Data are suppressed due to imprecise and unreliable estimates.

* Estimate should be interpreted with caution. Estimate's Relative Standard Error (a measure of estimate precision) is greater than 30 percent or the sample size is less than 50, or the 95 percent Confidence Interval half width is greater than ten, making the estimate potentially unreliable.

. Note: 2011 data is not available, as the survey did not include the same question.

Policies to Address Disparities

Decreasing the Premature Mortality Rate

The number of premature deaths in a given population, many of which are preventable, serves as a high-level measure of health. When the data for deaths in New York City is disaggregated, the age at which death occurs and the varying underlying causes illuminate inequalities in wellbeing across the City. The de Blasio administration has made reducing premature mortality in NYC and reducing disparities in premature mortality top priorities.

The administration has two specific goals, as laid out in OneNYC: (1) reduce premature mortality by 25 percent by 2040; and (2) dramatically decrease racial and ethnic disparities in premature mortality. Given the striking disparities that currently exist and the significant role that social determinants of health play in premature mortality, the City's efforts will have to involve multiple government agencies and partnerships with the private sector.

The City has a wide array of initiatives and services aimed at improving New Yorkers' health. They span from early childhood through late adulthood, and some involve targeted place-based interventions in response to specific community needs. The New York City Department of Health and Mental Hygiene (DOHMH) also monitors New Yorkers' health and produces regular reports that can be used to inform efforts to improve health and reduce disparities Citywide.

The Community Health Profiles (CHP) initiative captures health conditions in the City's 59 community districts. Take Care New York 2020 (TCNY) is the City's agenda for advancing health equity and improving the health of all New Yorkers in the next five years. CHP and TCNY take a broad perspective on health, including data on conditions such as housing quality, education, and incarceration.

Building on existing programs to address health inequities, in 2014 the City launched the Center for Health Equity (CHE) within the DOHMH. CHE adopted four approaches to advance health equity: supporting internal reform to become a racially just organization; investing in neighborhoods that have been historically deprived of resources; partnering with city agencies and community advocates, and making injustice visible through data and storytelling.

CHE will do these things in part through the use of Neighborhood Health Action Centers (NHAC). These neighborhood-based centers will provide physical space in DOHMH district health buildings for co-location of community-based organizations (CBOs), providers of medical services, and other City agencies. These centers will provide an avenue for focused neighborhood health planning and involvement of multiple City agencies in broad neighborhood-level change.

DOHMH will establish at least seven NHACs in district health buildings in areas with high levels of disease burden. The first three Neighborhood Health Action Centers are expected to launch in East Harlem, Tremont, and Brownsville. The aim of the program is to move beyond current models of collaboration to foster cross-sector work that addresses the root causes of poor health outcomes in communities with the greatest burden of disease while building on the wealth of existing assets in those neighborhoods.

While paying keen attention to social determinants of health and health inequities, policies and programs that aim to decrease the prevalence of risk factors (such as tobacco use, unhealthy diet, physical inactivity, and limited sexual and reproductive justice education) and increase delivery of effective healthcare can contribute to reducing premature mortality and lowering racial disparities.

Decreasing Tobacco Use

DOHMH's comprehensive tobacco control strategy has helped to reduce New Yorkers' tobacco use. The rate of smoking among adults in the City has fallen from 21.5 percent in 2002 to 13.9 percent in 2014 – a 35 percent decline in 12 years. Youth smoking declined 53 percent from 17.6 percent in 2001 to 8.2 percent in 2013.[5] However, the increased use of cigars by youth and the emergence of electronic cigarettes threaten these gains.

This comprehensive tobacco control strategy includes enacting anti-smoking legislation such as the Smoke-Free Air Act and Tobacco 21, which raised the minimum purchasing age from 18 to 21; increasing prices on cigarettes through taxation; supporting cessation by offering low-cost or no-barrier nicotine replacement therapy to all smokers; educating smokers and those who care about them through hard-hitting media campaigns; and constant evaluation of the impact of the department's tobacco control efforts.

In its efforts to combat smoking, DOHMH has forged strategic partnerships, such as an alliance with the New York City Housing Authority (NYCHA) to facilitate voluntary measures to reduce exposure to secondhand smoke for public housing residents. In addition, DOHMH is enhancing consumer education through new technologies and social tools such as Text NYC Quits, a texting support program that provides smokers and recent quitters with real-time, around-the-clock advice, support, tips, and encouragement.

Healthy Eating and Active Living

The City has been promoting healthy eating and physical activity through a combination of consumer education, new policies, and environmental changes. DOHMH has used outdoor advertising and paid Twitter and Facebook campaigns to support healthy dietary behaviors by New Yorkers, including increased consumption of fruits and vegetables. It has also provided nutritional education workshops and Health Bucks (financial support for the purchase of fresh fruits and vegetables from farmers' markets) to low-income New Yorkers. Shop Healthy is another program aimed at increasing the availability of healthier food options and more healthy food advertising in bodegas/corner stores and supermarkets in the South Bronx, East Harlem, and East New York.

The City is also working to reduce high levels of sodium in food consumed by New Yorkers, which poses a health risk, especially for low-income residents and Blacks and Hispanics, whose rates of heart disease are higher than average. A new Board of Health regulation took effect on December 1, 2015 requiring chain food service establishments to post sodium warnings on menu items with greater than 2,300 mg of sodium per item or combo meal. This regulation seeks to help New Yorkers make more informed choices when dining out.

Through the National Salt Reduction Initiative (NSRI), DOHMH is working to secure commitments from food manufacturers and restaurant chains to lower sodium levels. The goal is to decrease sodium in foods by 25 percent to achieve an overall 20 percent reduction in sodium intake during a five-year period ending in 2014. Twenty-eight companies, including Heinz and Subway, committed to reduce sodium as part of the NSRI and most met their 2012 commitments.

DOHMH is in the process of evaluating changes in sodium content in packaged and restaurant food that may have occurred during the time period of the NSRI.

The City has taken steps to improve the food environments in early child care centers and City agencies. Article 47 of the New York City Health Code, which regulates nutrition services, sets requirements for beverages with added sweeteners and requires that water be available to all children. Article 47 was updated in 2015 to limit juice to four ounces per day, and only for children two years of age or older. The NYC Food Standards, which affect 250 million meals and snacks served by government agencies annually, mandate that City agencies and programs meet evidence-based nutritional criteria aimed at reducing diet-related chronic diseases. DOHMH has begun providing community organizations that serve low-income populations with technical assistance, nutritional expertise, and tailored training to support their voluntary efforts to improve the food and beverages available to staff, clients, and community members.

The City is also taking a variety of steps to increase physical activity among children. Article 47 of the New York City Health Code also sets requirements for physical activity as well as limits for time spent on screen-based sedentary activities. These requirements were updated in 2015 to limit continuous sedentary time to no more than 30 minutes, except during scheduled rest or naptime, and limit screen time to 30 minutes per week. In addition, DOHMH is working with schools and early childhood centers throughout the City to incorporate physical features that increase opportunities for active living, such as green space, painted ground markings, and other design elements to make outdoor spaces more inviting.

Age Friendly NYC is an initiative to make New York City a better place to grow old by applying an "age-in-everything" lens to all aspects of city life. The program helps address the barriers that may prevent older adults from being active, including lack of social support, difficulty accessing facilities, fear of injury, and the cost of programs and classes.

The City is also working to increase stair use by supporting legislation such as the Open Stairway Bill, which requires new buildings and certain major renovations to include at least one stairway that is easily accessible and open for use, consistent with the recommendations of the Green Codes Task Force. DOHMH is also working with the Department of Design and Construction in the evaluation of their emerging Design for Healthy Living Guiding Principles, which will build on the Active Design Guidelines created in 2010.

Increase Access to Effective Medical Treatment

Health Insurance Sign Up

Uninsured adults are more likely to go without needed medical care and to die prematurely than their insured counterparts.[6,7,8,9,10, 11] Although insurance does not necessarily equal access to care, it can help facilitate it. Studies have shown that after acquiring health insurance, individuals' access to care improves and their use of clinical preventive services increases.[12,13,14,15,16]

It is estimated that there are now fewer than 900,000 uninsured adults in the City. Data from the latest Community Health Survey (CHS) show that the percentage of City adults without health insurance decreased by 34 percent from 2013, when it was 20.9 percent, to 13.8 percent in 2014. This includes a significant decline in the uninsured rate among adults whose annual household income was less than 400 percent of the Federal Poverty Level.

Despite these declines, and while NYC Health + Hospitals treats more than 400,000 uninsured annually, disparities in health insurance coverage persist, particularly among Hispanic New Yorkers who represent 42.4 percent of all uninsured in New York City according to the 2014 CHS.

During the open enrollment periods of the Affordable Care Act (ACA), DOHMH and the Human Resources Administration's Office of Citywide Health Insurance Access (OCHIA) have led multilingual, Citywide enrollment campaigns designed to reach low-income, uninsured populations. These campaigns have used media advertisements, texting, and volunteer community outreach. In addition, NYC Health + Hospitals and their health plan MetroPlus, work with uninsured patients to educate them on their health insurance options and help them with the enrollment process. MetroPlus offers the most affordable plan on the NY State of Health online marketplace. MetroPlus also works with uninsured patients to educate them on the new Essential Plan which began earlier this year. The Essential Plan is available year round to those who earn just above the Medicaid threshold but are still under 200% of poverty. The ACA has helped to make health insurance coverage more accessible and comprehensive, but there is still more work to be done to ensure that everyone receives the care they need.

PrEP and PEP

Antiretroviral medications for prevention of HIV (ARV-P) including pre- and post-exposure prophylaxis (PrEP and PEP) are effective, but they are

underutilized. Since 2012, the DOHMH and its partners have launched programs to support ARV-P uptake, including increasing awareness through social media marketing to potential ARV-P users, education and implementation support for potential prescribers, and development of an ARV-P referral network. DOHMH has also supported direct delivery of PEP, advocacy for state-level PrEP assistance programs, and redefining HIV testing as a gateway to ARV-P-related care for those testing negative.

Cancer Screening

DOHMH launched a multi-tiered initiative to increase screening for colorectal cancer (CRC), one of the leading causes of premature mortality in the City. The proportion of New Yorkers over age 50 who received timely screening by colonoscopy rose from 42 percent in 2003 to 70 percent in 2014, an increase of more than 65 percent. During this time, screening gaps between Hispanic, Asian, Black, and White New Yorkers were eliminated.

Over the past decade, the City has launched a variety of other initiatives aimed at reducing cancer rates, including media campaigns to promote awareness and screening among groups with lower screening rates; a patient navigation program; implementation of an aggressive screening campaign at NYC Health + Hospitals; and formation of the Citywide Colon Cancer Control Coalition (C5), a key public-private partnership.

Going forward, the City will continue working to increase the CRC screening rate, and will monitor and address screening inequities. It will, among other things, continue the work of C5, identify new public education opportunities, and provide technical assistance to providers with a greater focus on coordinating patient navigation and care in the primary care setting.

Clinical Management

In 2005, DOHMH established the Primary Care Information Project (PCIP) to promote the use of information systems to improve the quality of care. The DOHMH is currently working with over 700 practices covering 2.4 million patients across the City to identify processes to improve screening and disease management, and increase patient engagement.

PCIP focuses, in particular, on risky behaviors and conditions that contribute significantly to premature mortality. These include smoking, high blood pressure, high cholesterol, non-use of aspirin among at-risk individuals, and unhealthy lifestyle choices among people with

pre-diabetes. PCIP's technical support includes helping to connect clinical practices to community resources for disease prevention and management.

The Public Health Detailing (PHD) program also works with healthcare providers and staff to improve patient care by promoting clinical preventive services and chronic disease management. PHD delivers evidence-based recommendations and supporting materials on key public health challenges, such as diabetes, hypertension, adult and childhood obesity, and hyperlipidemia, and helps with smoking cessation, colon cancer screening, and medication adherence. For example, in the medication adherence campaign, healthcare providers reported that they were more frequently prescribing longer-lasting supplies of medicine – 29 percent at baseline, compared to 42 percent at follow-up.[17]

In 2014, the Mayor's Office provided resources to DOHMH to launch the Harlem Health Advocacy Partners (HHAP). HHAP works to improve health outcomes of NYCHA residents in East Harlem by linking residents with Community Health Workers (CHWs) and Health Advocates. Beginning February 2015, a team of CHWs began working in five East Harlem NYCHA developments to assist residents with hypertension, diabetes, and asthma through education, medical referrals, behavioral modifications, and other resources for addressing their health needs.

Health Policies and Programs to Decrease Infant Mortality and Address Disparities

The City is committed to continuing to decrease infant mortality. OneNYC put forth a goal of reducing the infant mortality rate (IMR) 20 percent by 2040, including dramatic reductions in disparities among racial and ethnic groups. To reduce disparities, it is important to understand why they occur. Preterm birth/low birth weight is the leading cause of mortality in infants born to Black and Puerto Rican mothers, while birth defects are the leading cause for infants born to White mothers.

Infant outcomes are strongly linked to the health of the mother even before she becomes pregnant. The cumulative and dynamic effect of factors in a woman's physical and social environment across her lifespan, such as access to healthy foods, financial resources, social support networks, neighborhood safety, and exposure to discrimination can all affect health and reproductive outcomes. Improving pregnancy outcomes requires attention to a woman's wellbeing throughout her

lifetime, not just during pregnancy. Different racial/ethnic groups have different health profiles, some of which put them at greater risk of having pregnancy difficulties. In particular, Black women are much more likely than White women, Hispanic women, and Asian women to be obese or to have chronic diseases that place them at increased risk of pregnancy complications affecting their health or the health of their newborn. This differential is also reflected in data on maternal mortality.[18] From 2006 to 2010, Black women were 12 times more likely to die of a pregnancy-related cause than White women. These racial inequities in chronic disease and pregnancy outcomes for women and infants are driven by social determinants of health and equity that perpetuate historical racial injustices against Black women and other women of color, exposing them to residential segregation, poor housing, community and intimate partner violence, reduced access to quality healthcare, and limited access to healthy food and exercise.

The City also has a variety of community-based programs. The Breastfeeding Initiative works with hospitals and communities to increase breastfeeding initiation and duration. The Brooklyn Breastfeeding Empowerment Zone is a place-based initiative to address racial and ethnic disparities in breastfeeding in the communities of Bedford Stuyvesant and Brownsville. Healthy Start Brooklyn (HSB) provides pregnant women and their families with childbirth education, prenatal exercise classes, doula support during labor and delivery, infant safety classes, and home visits. And the Infant Mortality Reduction Initiative (IMRI), funded by the City Council, works with community-based organizations in the most affected neighborhoods, supporting workshops, outreach, referral services, case management, peer education, and other activities important to the prevention of infant death.

To meet the OneNYC goal of significantly reducing overall infant mortality and the racial disparities that currently exist, DOHMH is developing a comprehensive strategy that builds on its current activities.

This new approach will incorporate community engagement and improved access to quality healthcare services. It will include: (1) assuring safe and healthy housing for infants; (2) promoting optimal women's health; and (3) reducing the impact of toxic stress and trauma.

DOHMH, in partnership with other agencies, health providers, and community organizations, engages in Citywide and community-based activities aimed at reducing the infant mortality rate. It provides women with the information and resources they need to stay healthy before,

during, and after pregnancy, and it helps meet the needs of babies once they are born.

The Department's key initiatives include breastfeeding and safe sleep education; providing cribs for families that cannot afford them; home-visiting during pregnancy and early childhood; and promoting women's health, including increasing access to contraception to help women plan their pregnancies.

The Nurse-Family Partnership (NFP) is an evidence-based, nurse home-visiting program that currently operates at seven locations throughout the City. The Newborn Home Visiting Program offers home visits to provide maternal and infant health education, including breastfeeding support to families with new babies in targeted communities in Brooklyn, the Bronx, and Manhattan. In addition, the program offers visits to all families with an infant 0 to 2 months old residing in a Department of Homeless Services (DHS) facility. This collaboration will enable both agencies to provide more comprehensive and coordinated services to these families. The Safe Sleep Initiative works with families, home visiting programs, and community agencies to prevent deaths due to unintentional suffocation.

Among other things, this new approach will enhance DOHMH NHACs to include designated space for women's health services. It will provide safe community spaces to strengthen social networks, breastfeed or pump, and participate in group prenatal classes and other programming on physical activity, nutrition, and stress reduction activities for women living in overburdened, disinvested neighborhoods.

Children's Cabinet

In addition to decreasing infant mortality rates, the City is committed to supporting the development and needs of vulnerable babies, children, and youth, as well as their families.

To address this, the Children's Cabinet, a multi-agency initiative to bolster communication among City agencies and develop strategies for a holistic approach to a child's safety and wellbeing, was created in 2014. The focus of the Children's Cabinet is to align policies across the 24 member agencies to provide effective programs to the most at-risk children and families; coordinate across agencies to maximize new and existing programs that support the safety and wellbeing of children and families, leveraging every Cabinet agency to provide the best service to the community; and increase the use of, access to, and sharing of analytical tools, data, and resources among agencies to pinpoint the

needs of children and families to inform policy development and evaluate programs.

Since its inception, the Children's Cabinet has launched the "Talk To Your Baby, Their Brain Depends On It" initiative in collaboration with Too Small to Fail. This initiative is aimed at promoting "attachment parenting" and early brain development among children ages 0 to 3. It includes online resources with information and tips for parents and caregivers, subway advertisements and digital outreach, and access to free baby book bundles and palm cards for new parents and caregivers. Additionally, the Cabinet's Early Years Collaborative (a placed-based initiative in the South Bronx and Brownsville) builds the capacity of community-based organizations to strengthen their ties with City agencies to improve outcomes of children ages 0 to 3 and their families. The initiative was implemented in partnership with the DOHMH, Administration for Children's Services (ACS), SCO Family Services, Healthy Start Brooklyn, and Community Solutions, and is designed around three goals: promoting healthy pregnancies; increasing school readiness; and supporting secure attachment, safety, and stability.

Health Policies to Increase Access to Mental Health Treatment and Address Disparities

Approximately 340,000 adult New Yorkers (5.3 percent of the adult population) experienced serious psychological distress in the past month, according to the 2013 Community Health Survey. The survey found that certain sub-populations were especially likely to have serious psychological distress: adults who were ages 35-64 (compared to those 18 to 34); those who were low-income; those who were unmarried (including divorced, widowed, and never married) or separated; and those who were either unemployed or unable to work.

Prevalence of serious psychological distress was higher among Hispanics than non-Hispanic Whites, non-Hispanic Blacks, or Asians, and was higher among females than males.

New Yorkers who live in poorer neighborhoods often face greater barriers to accessing mental healthcare, including cost, transportation challenges, childcare issues, difficulty getting time off work, and stigma. Individuals in poorer neighborhoods are also less likely to have health insurance, which decreases their access to care.

ThriveNYC: A Mental Health Roadmap for All

On November 23, 2015, First Lady Chirlane McCray, together with the Mayor's Fund to Advance New York City and DOHMH, launched ThriveNYC: A Mental Health Roadmap for All. This plan of action provides a more effective and holistic approach to mental health services, especially in neighborhoods experiencing high levels of community violence and other environmental triggers. ThriveNYC contains a wide array of initiatives to address mental health conditions that afflict New Yorkers, including depression, anxiety, and alcohol and drug use, with a particular focus on community partnerships for culturally competent solutions to decreasing disparities by race, economic status, and other demographic indicators.

Plan highlights include:

Mental Health First Aid Training

The City will train 250,000 New Yorkers to better recognize the signs, symptoms and risk factors of mental illness and addiction. Individuals who receive training will be better able to provide support to members of their personal network – friends, family, and co-workers – who may be suffering and may be able to help with connections to care, with the possibility of reducing attitudinal barriers to care and support for people with serious psychological distress.

Public Awareness Campaign

A Citywide public awareness campaign will work to change the conversation around mental health, underscoring the need for mental wellness promotion and early intervention, as well as increasing New Yorkers' knowledge of how to access services. This campaign will reach beyond NYC through the Mayor's Conference for Mental Health, which will bring together representatives from other cities to share best-practices and send a clear message that mental wellness should receive greater attention from government policymakers.

NYC Mental Health Service Corps

The NYC Mental Health Service Corps will place 400 physicians and recently graduated masters and doctoral-level clinicians in substance abuse programs, mental health clinics, and primary care practices, with a focus on high-needs communities Citywide. At full scale this initiative will provide 400,000 hours of service for mental health care. This will provide connections to mental health treatment for people in need, including people with serious psychological distress.

Connections to Care (C2C)

C2C is designed to increase access to and utilization of quality mental healthcare service through an innovative partnership model that brings together community-based organizations (CBOs) and clinical mental health providers. With funding from a Healthy Futures grant from the Corporation for National and Community Service's Social Innovation Fund, C2C will have licensed mental health providers train and coach CBOs to provide appropriate care and support to individuals with mental health issues.

Mental Health in Schools

The City will hire 100 School Mental Health Consultants who will work with every school that does not have an existing mental health program to help staff and administrators connect students who have immediate mental health needs with appropriate care. The program builds on the expansion of mental health services that has been implanted in community schools across the City.

Social Emotional Learning

The City will train approximately 9,000 teachers, assistants, and school leaders to support social-emotional competencies in the approximately 100,000 children ages birth through 5 attending NYC EarlyLearn and Universal Pre-K programs. For young children that have greater behavioral health needs, the City will also expand resources to support an additional 20,000 clinical visits and consultations for an estimated 3,500 children and their parents or caregivers annually.

Immigrant Health Task Force

In 2014, Mayor de Blasio created the Task Force on Immigrant Health Care Access, consisting of representatives from City agencies that work on healthcare and immigrant outreach, public health experts, immigrant advocates, and healthcare providers. The group was tasked with assessing unmet health needs of immigrants in New York City. While access to healthcare has expanded significantly in the past half century through programs like Medicare and Medicaid and through the Affordable Care Act, immigrants have often been left behind. A large number of immigrants, both those with and without lawful immigration status, are without affordable healthcare – whether by design or due to language barriers, affordability, or other obstacles. As a result, they may suffer from preventable injury and illness.

There were four key findings of the Task Force which are summarized in a report that was released in October 2015.

- Differences in access between the City's immigrants, particularly undocumented ones, and the general population are large. In 2013, nearly 64 percent of the City's undocumented individuals, or 345,000 people, were uninsured. That is more than three times the rate of other noncitizens in New York City (20%) and more than six times greater than the uninsured rate for the rest of the City (10%).[19]

- Healthcare providers often have limited understanding of healthcare options available to immigrants, and immigrants are often not aware of their own eligibility for particular programs. These programs include Children's Health Plus, Medicaid, and other programs, including sliding fee scales available at NYC Health + Hospitals facilities.

- There is a lack of access to high-quality medical interpretation services and low awareness among immigrants of the availability of and their right to interpretation in medical settings. When these services are not available, the result is often reduced access to care and worse health outcomes.

- Immigrant patients also often have difficulty finding culturally aware providers with whom they can develop a positive, trusting relationship. They also report more difficulty locating

geographically accessible providers, and ones that operate during hours that are convenient for working patients.

To address these barriers, the Task Force made four recommendations for improving immigrant health care:

(1) Create a "Direct Access" healthcare program to provide coordinated primary and preventive healthcare
(2) Increase the capacity of the City's healthcare system to provide linguistically and culturally competent primary and preventive care
(3) Conduct public education and outreach on healthcare and coverage options
(4) Increase access to high-quality medical interpretation services

Born out of these recommendations is the Direct Access Program, launching in spring 2016, at an estimated initial cost of $3 million, with funding from the Robin Hood Foundation, the Mayor's Fund to Advance New York City, and other sources. It will begin as a year-long effort for about 1,200 uninsured immigrant New Yorkers.

This program will provide reliable coordinated access to affordable primary and preventive care for immigrants who cannot participate in federal and state programs, as well as programs to expand public education about affordable healthcare options; improve medical interpretation services; and support healthcare providers in their work with immigrant patients. In this initial stage of Direct Access, extensive data will be collected on the program, including outreach efforts, access to medical services, and health outcomes. This data will be used to design a program that extends these services to immigrants Citywide. With this initiative, the City has become a national leader in providing access to healthcare to immigrants whose medical needs might otherwise go unmet.

Other Health & Wellbeing-Focused Social Indicators Reports and Initiatives

1. Take Care NY: http://www1.nyc.gov/site/doh/health/neighborhood-health/take-care-new-york-2020.page
2. New York City Community Health Profiles: http://www1.nyc.gov/site/doh/data/data-publications/profiles.page
3. ThriveNYC: A Mental Health Roadmap for All: https://thrivenyc.cityofnewyork.us/

Appendix

Premature Mortality Rate

Age-adjusted death rate per 1,000 population, 2011 – 2013

Bronx

Community District	2011	2012	2013
Bronx CD 1	3.4	2.9	2.9
Bronx CD 2	2.6	2.7	2.4
Bronx CD 3	3.6	3.1	3.6
Bronx CD 4	2.5	2.6	2.4
Bronx CD 5	2.7	2.4	2.4
Bronx CD 6	2.9	2.9	3.2
Bronx CD 7	2.3	2.1	2.2
Bronx CD 8	1.8	1.7	1.3
Bronx CD 9	2.4	2.2	2.0
Bronx CD 10	1.9	2.1	1.7
Bronx CD 11	2.2	2.2	2.0
Bronx CD 12	2.1	2.1	2.0

Premature Mortality Rate (continued)

Brooklyn
Age-adjusted death rate per 1,000 population, 2011 – 2013

Community District	2011	2012	2013
Brooklyn CD 1	1.7	2.1	1.8
Brooklyn CD 2	2.1	1.9	1.9
Brooklyn CD 3	3.2	2.9	3.0
Brooklyn CD 4	2.3	2.0	2.1
Brooklyn CD 5	2.8	2.5	2.7
Brooklyn CD 6	1.4	1.4	1.4
Brooklyn CD 7	1.2	1.4	1.5
Brooklyn CD 8	2.4	2.5	2.4
Brooklyn CD 9	2.1	1.9	2.0
Brooklyn CD 10	1.6	1.6	1.2
Brooklyn CD 11	1.4	1.3	1.4
Brooklyn CD 12	1.3	1.2	1.3
Brooklyn CD 13	2.3	2.2	1.9
Brooklyn CD 14	1.8	1.8	1.8
Brooklyn CD 15	1.5	1.6	1.3
Brooklyn CD 16	3.7	3.7	3.4
Brooklyn CD 17	2.2	2.1	1.9
Brooklyn CD 18	1.6	1.7	1.6

Premature Mortality Rate (continued)

Manhattan
Age-adjusted death rate per 1,000 population, 2011 – 2013

Community District	2011	2012	2013
Manhattan CD 1	1.0	0.6	0.7
Manhattan CD 2	1.4	0.8	0.6
Manhattan CD 3	1.9	1.6	1.9
Manhattan CD 4	1.3	1.3	1.5
Manhattan CD 5	1.5	1.5	1.1
Manhattan CD 6	1.0	0.9	1.0
Manhattan CD 7	1.1	1.2	1.2
Manhattan CD 8	1.0	0.9	0.8
Manhattan CD 9	1.9	1.6	1.6
Manhattan CD 10	3.0	2.9	2.8
Manhattan CD 11	3.3	2.5	2.8
Manhattan CD 12	1.5	1.3	1.4

Premature Mortality Rate (continued)

Queens

Age-adjusted death rate per 1,000 population, 2011 – 2013

Community District	2011	2012	2013
Queens CD 1	1.3	1.4	1.4
Queens CD 2	1.1	1.1	1.2
Queens CD 3	1.2	1.3	1.1
Queens CD 4	1.1	1.1	1.1
Queens CD 5	1.6	1.6	1.6
Queens CD 6	1.0	1.0	1.0
Queens CD 7	1.1	1.2	1.2
Queens CD 8	1.4	1.1	1.2
Queens CD 9	1.3	1.4	1.4
Queens CD 10	1.7	1.5	1.6
Queens CD 11	0.9	0.9	0.8
Queens CD 12	1.9	2.0	1.9
Queens CD 13	1.2	1.2	1.2
Queens CD 14	2.9	2.6	2.7

Staten Island

Age-adjusted death rate per 1,000 population, 2011 – 2013

Community District	2011	2012	2013
Staten Island CD 1	2.2	2.3	2.3
Staten Island CD 2	1.7	1.8	1.6
Staten Island CD 3	1.5	1.6	1.6

Endnotes

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[3]http://www.nyc.gov/html/doh/downloads/pdf/data/2015chp-bk16.pdf

[4]NCHS Data Brief. (2015). Serious Psychological Distress Among Adults: United States, 2009-2013. Retrieved from http://www.cdc.gov/nchs/data/databriefs/db203.pdf

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[16]Institute of Medicine, Board on Health Care Services. America's uninsured crisis: consequences for health and health care. 2009.

[17]Dresser MG, et al. Public Health Detailing of Primary Care Providers: New York City's Experience, 2003-2010. AJPH. 2012;102 Suppl 3:S342-52.

[18]Pregnancy-Associated Mortality New York City, 2006-2010. New York City Department of Health, Bureau of Maternal, Infant and Reproductive Health.

[19]American Community Survey Public Use Micro Sample as augmented by CEO.

Section 4

Housing

New York City's population is now about 8.5 million, a record, and is projected to keep growing by about 75,000 people a year. This robust population growth is, on one level, good news – it shows that the City is thriving, and is a place people want to live. But it also poses a challenge, because the supply of housing, especially affordable housing, has not been keeping pace.

New York City's rental housing vacancy rate is currently just 3.45 percent, which is well below the 5 percent threshold that defines a housing emergency.[1] The housing shortage contributes to increasing rents. And because rents are increasing at a far faster pace than incomes, individuals and families are forced to pay more and more of their income towards rent. In the past 20 years, wages for the City's renters have increased by less than 15 percent, adjusted for inflation.[2] In the same period, the average monthly rent for an apartment in the City increased by almost 40 percent.[3] As a result, 56 percent of City renters today are rent-burdened – paying more than 30 percent of their income towards rent. And three of every ten renters are severely rent-burdened – paying more than 50 percent of their income for housing expenses.

This combination of severely constrained housing supply and unfavorable wage and rent trends has made it more difficult than ever for many individuals and families to find and maintain stable housing.

Indicators in Housing

Rental Housing Vacancy Rate

Key Findings: Vacancy rates are important indicators of the supply and demand factors in the housing market. Very low vacancy rates indicate severe housing shortages, which will exert upward pressure on housing prices. A rental vacancy rate of 5 percent or lower is considered a housing shortage.

Despite new market-rate and subsidized rental housing construction, the rental vacancy rate has consistently remained below 5 percent. Just 3.45 percent of New York City's rental units were vacant in 2014, without any significant change in the last ten years.

Data Source: U.S. Census Bureau: New York City Housing and Vacancy Survey (2005, 2008, 2011, 2014)

Rental Housing Vacancy Rate (continued)

Definition: The net rental vacancy rate is calculated by dividing the number of vacant, habitable, and available-for-rent units by the number of renter-occupied units plus vacant, habitable, and available for-rent units. This calculation excludes housing units in group quarters, such as hospitals, jails, mental institutions, and college dormitories, as well as units that are rented but not occupied and vacant units that are in such poor condition that they are not habitable.

Rental Housing Vacancy Rate

	2005	2008	2011	2014
Citywide	3.09%	2.88%	3.12%	3.45%
Borough				
Bronx	2.63%	3.07%	3.23%	3.77%
Brooklyn	2.78%	2.34%	2.61%	3.06%
Manhattan	3.79%	2.70%	2.80%	4.07%
Queens	2.82%	3.32%	3.79%	2.69%
Staten Island	**	6.37%*	6.65%*	5.50%*

Estimates are subject to sampling and non-sampling error.
** Too few units to report
* Due to small sample size, estimates should be interpreted with caution.

Severely Rent-Burdened Households

Key Findings: The share of households in NYC that are severely rent burdened, or facing housing costs equal to half or more of their income, was 30 percent in 2014. The share of renters that are severely rent burdened has changed little over the last ten years.

There were wide differences in the population that was severely rent burdened across the City's neighborhoods. In 2014, the Bronx was the borough with the largest share of households facing severe rent burden (39%), despite having the lowest median rent. Although the other boroughs have experienced similar shares of severely rent burdened households over the last ten years, the Bronx has seen its share increase from 29.8 percent in 2005 to 38.9 percent in 2014. Morrisania/East Tremont (Bronx CD 2) has the largest share of households with severe rent burden – nearly half of renter-occupied households in 2014.

Select tables follow. Additional data in the Appendix.

Severely Rent-Burdened Households (continued)

Data Source: U.S. Census Bureau: New York City Housing and Vacancy Survey (2005, 2008, 2011, 2014)

Definition: This indicator measures the share of renter-occupied households whose gross rent (rent plus electricity and heating fuel costs) equaled at least 50 percent of their monthly pre-tax income, excluding those living in public housing or renting with the use of a voucher.

Severely Rent-Burdened Households

	2005	2008	2011	2014
Citywide	27.2%	28.2%	29.3%	30.2%
Borough				
Bronx	29.8%	33.5%	35.8%	38.9%
Brooklyn	28.0%	27.9%	29.3%	29.6%
Manhattan	24.7%	25.7%	25.4%	26.0%
Queens	27.7%	28.5%	29.9%	30.5%
Staten Island	23.0%	24.6%	26.5%	24.5%

Note: Estimates are subject to sampling and non-sampling error.

Notices of Foreclosure Rate

Key Findings: This data looks specifically at the Notices of Foreclosure Rate for 1-4 family and condo properties, since those property types receive the majority of notices issued.

In 2014, there were 15.3 foreclosure filings per 1,000 households, significantly down from the 2010 level of 18.9 per 1,000 households. The rate of foreclosure filings steadily declined between 2010 and 2014, but the steepest decline – 3.5 percentage points – was recorded between 2013 and 2014. All five boroughs experienced declines between 2013 and 2014. Despite this decline, the number of foreclosures still remained significantly higher than levels in 2000.

Notices of Foreclosure Rate (continued)

Between 2007 and 2014, there were wide variations in the prevalence of foreclosure filings across the five boroughs. In 2014, the Bronx had the highest rate of foreclosure filings at 22.1 per 1,000 households. After having experienced steady increases in rates between 2007 and 2013, the Bronx experienced a 5.6 percentage point decrease between 2013 and 2014. By contrast, Manhattan had the lowest notices of foreclosure rate in 2014 at 3.18 per 1,000 households and had maintained this status over the past seven years. Brooklyn and Queens have shown the largest declines in rates since 2007. Foreclosure filing rates in Queens stayed relatively the same between 2007 and 2013, and then dropped by 4.3 percentage points in 2014. The rate in Brooklyn, on the other hand, had been steadily falling before reaching its lowest rate at 17.66 per 1,000 households in 2014. Meanwhile, Staten Island showed a 2.9 percentage point increase over the seven-year period.

In 2014, the neighborhoods with the highest foreclosure filing rates were in Bronx CD 4 (53.04 per 1,000 households), Brooklyn CD 16 (44.36 per 1,000 households), and Bronx CD 5 (43.88 per 1,000 households).

The neighborhoods with the lowest foreclosure filing rates during this period were in Manhattan: CD 3 (1.83 per 1,000 households), CD 7 (1.96 per 1,000 households), and CD 2 (2.05 per 1,000 households).

Select tables follow. Additional data in the Appendix.

Data Source: Public Data Corporation, New York City Department of Finance Final Tax Roll File, NYU Furman Center

Definition: This indicator measures the total number of residential properties (single- and multi-family buildings and condominium apartment units) that had mortgage foreclosure actions (*Lis Pendens)* initiated against them.

Notices of Foreclosure Rate
Per 1,000 1 – 4 family and condo properties

	2007	2010	2013	2014
Citywide	17.09	18.94	18.70	15.25
Borough				
Bronx	19.70	22.82	27.69	22.12
Brooklyn	21.23	23.26	20.51	17.66
Manhattan	2.20	6.83	4.15	3.18
Queens	20.02	20.14	20.42	16.17
Staten Island	10.79	14.69	16.40	13.71

Serious Housing Code Violations

Key Findings: The number of Serious Housing Code Violations per 1,000 privately owned rental units has fallen Citywide from 2007 to 2014 (from 57.7 to 49.1, respectively). However, the City did see a slight increase in 2014 as compared to 2013 (49.1 and 47.6, respectively).

Looking at 2007 through 2014, the boroughs have not seen a steady trend up or down. The Bronx has seen the greatest overall reduction in violations (122.5 in 2007 to 89.4 in 2014), while Staten Island has seen an overall increase in the same period (22.8 in 2007 to 36.0 in 2014).

In the years between 2007 and 2014, all boroughs have seen some volatility with rates. Compared to 2013, in 2014 every borough except Brooklyn has seen an uptick in the number of serious violations.

At the community district level, there are great disparities. In 2014, Manhattan CD 1 (Financial District) had the lowest rate with 2.1 serious housing code violations per 1,000, while the seven highest CDs saw over 100 violations per 1,000. The highest number of violations was in Brooklyn CD 16 (Brownsville) with 129.5, followed by Manhattan CD 12 (Washington Heights/Inwood) with 123.9 and Bronx CD 6 (Belmont/East Tremont) with 122.7. The highest figures in 2014 are still much lower than the highest rates in 2007 and 2010 (Brooklyn CD 4 Bushwick in both years. at 201.3 and 175.6, respectively).

Select tables follow. Additional data in the Appendix.

Serious Housing Code Violations (continued)

Data Source: New York City Department of Housing Preservation and Development, New York City Department of Finance Final Tax Roll File, New York City Housing Authority, NYU Furman Center

Definition: The New York City Department of Housing Preservation and Development investigates housing code complaints from tenants and issues code violations if housing inspections reveal problems. Serious Housing Code Violations are class C (immediately hazardous). The New York City Housing Authority has a parallel process for recording and inspecting housing violations within public housing. NYCHA violations are not included in this indicator.

Serious Housing Code Violation Rate
Per 1,000 privately owned rental units

	2007	2010	2013	2014
Citywide	57.7	60.2	47.6	49.1
Borough				
Bronx	122.5	114.2	80.1	89.4
Brooklyn	67.7	71.0	58.6	52.9
Manhattan	34.8	41.1	33.7	38.0
Queens	23.2	22.8	20.9	22.2
Staten Island	22.8	37.2	33.2	36.0

NYCHA New Admissions
Key Findings:

Public Housing
In calendar year 2015, NYCHA admitted 4,646 families into the public housing program. Nearly 50 percent (2,307) of the families admitted had a Black head of household, 38 percent (1,768) were Hispanic, 6 percent (298) were Asian/Pacific Islander, and 5 percent (247) were White. About 76 percent (3,518) of the families were female-headed. Families with an elderly head (age 62 and older) comprise about 17 percent (778) of the new admissions. The majority of the families admitted into public housing are extremely low income. Seventy-five percent (3,474) of the families have a total household income less than 30 percent of Area Median Income (AMI) — $23,350 for a family of three.

NYCHA New Admissions (continued)

The majority (62%) of the families moved into public housing developments in the Bronx and Brooklyn. Another 23 percent of the new admissions moved into developments in Manhattan, 12 percent into Queens, and 4 percent into developments in Staten Island.

The families admitted into public housing primarily moved into one bedroom (37%) or two bedroom (33%) apartments. Another 16 percent moved into three bedroom apartments. About 11 percent (501 families) moved into studio apartments, even though they comprise over 40 percent of the wait list due to the very low inventory of studio apartments available in NYCHA's public housing developments. Only 4 percent of families moved into apartments with 4 or more bedrooms.

NYCHA's Section 8 Voucher Program

In calendar year 2015, NYCHA admitted 1,853 families into its Section 8 housing program. Data on the race and ethnicity of the heads of households admitted into the program is not consistently available at this time. Nearly two-thirds (1,181) of the families were female-headed. Families with an elderly head (age 62 and older) comprised about 17 percent (317) of the new admissions. The majority of the families admitted into the Section 8 program are extremely low income. Seventy-five percent (1,389) of the families have a total household income less than 30 percent of AMI.

Over 45 percent (827) of the families moved into apartments in the Bronx, 30 percent in Brooklyn, 15 percent in Manhattan, and 10 percent in Queens or Staten Island.

The families admitted into Section 8 primarily moved into two bedroom (36%) or studio (27%) apartments. Another 18 percent moved into one bedroom apartments and 19 percent moved into apartments with three or more bedrooms.

Select tables follow. Additional data in the Appendix.

Data Source: NYCHA's Public Housing Tenant Data System

Definition: Families admitted into public housing in calendar year 2014 and 2015.

New Admissions to Public Housing
Number of families

	2014 Total	2014 %	2015 Total	2015 %
Citywide	5,913	--	4,646	--
Race/Ethnicity				
White non-Hispanic	264	4%	247	5%
Black non-Hispanic	2,506	42%	2,307	50%
Hispanic	2,624	44%	1,768	38%
Asian/Pacific Islander	493	8%	298	6%
Other	26	0%	26	1%
Household Income				
Less than 30% of Area Median Income	4,049	68%	3,474	75%
Between 30% and 50% of Area Median Income	1,166	20%	793	17%
Between 50% and 80% of Area Median Income	698	12%	379	8%
Borough				
Bronx	1,664	28%	1,177	25%
Brooklyn	1,910	32%	1,683	36%
Manhattan	1,469	25%	1,070	23%
Queens	608	10%	542	12%
Staten Island	262	4%	174	4%

-- not applicable

Data Source: NYCHA's Data System for Leased Housing

Definition: Families admitted into NYCHA's Section 8 Voucher program in calendar year 2014 and 2015.

New Admissions to NYCHA's Section 8
Number of families

	2014 Total	2014 %	2015 Total	2015 %
Citywide	727	--	1,853	--
Household Income				
Less than 30% of Area Median Income	454	62%	1,398	75%
Between 30% and 50% of Area Median Income	60	8%	315	17%
Between 50% and 80% of Area Median Income	4	1%	23	1%
Data Not Available	209	29%	117	6%
Borough				
Bronx	317	44%	827	45%
Brooklyn	140	19%	557	30%
Manhattan	204	28%	271	15%
Queens	47	6%	99	5%
Staten Island	19	3%	93	5%
Data Not Available	*	*	6	0%

-- not applicable

* indicates data not collected or not available due to a technical issue with the data system

Families on Public Housing and NYCHA's Section 8 Waiting Lists

Key Findings: The number of families on the wait list has increased 54 percent compared to 2013 due to changes to the application process. As of November 2015, there are over 262,000 families on NYCHA's public housing wait list. NYCHA automated this process in 2014, allowing the public to apply for housing online through NYCHA's web site instead of completing a paper application. Over 60 percent (158,000) of the families on the wait list have a Black or Hispanic head of household, 12 percent (31,000) self-identified as "Other", 10 percent (27,000) are Asian/Pacific Islander, 8 percent (20,000) are White, and about 10 percent (26,000) did not have race/ethnicity data available. Over two-thirds (177,000) of the families are headed by a female. Families with an elderly head (age 62 and older) comprise about 15 percent (39,000) of the wait list.

The families on the public housing wait list are extremely low income. Nearly three-quarters (193,000) of the families have a total household income less than 30 percent of AMI, which is $23,350 for a three person family in New York City.

The majority (58%) of the families are currently living in the Bronx and Brooklyn. Bronx CD 4 (Highbridge/Concourse) and Brooklyn CD 5 (East New York/Cypress Hills) had the largest number of public housing applicants at over 9,400 families each.

Over 40 percent (111,000) of the applicants on the public housing wait list are only eligible for a studio apartment and 27 percent (71,000) require a one bedroom apartment.

NYCHA's wait list for the Section 8 program has been closed since 2007, except for veterans who receive Section 8 through the Veteran's Affairs Supportive Housing (VASH) program. As of November 2015, there are over 148,000 families on the Section 8 wait list. Over 70 percent (108,000) of the families have a Black or Hispanic head of household, 13 percent (19,000) are White, 9 percent (13,000) self-identified as "Other," and 5 percent (7,200) are Asian/Pacific Islander. Data is not available on the gender of the heads of household on the Section 8 wait list at this time. Families with an elderly head (age 62 and older) comprise about 17 percent (25,000) of the wait list.

Families on Public Housing and NYCHA's Section 8 Waiting Lists (continued)

The families on the Section 8 wait list are also extremely low income. Nearly 80 percent (116,000) have a total household income less than 30 percent of AMI.

The majority (64%) of the families are currently living in the Bronx and Brooklyn. Manhattan CD 12 (Inwood/Washington Heights) had the largest number of families on the Section 8 wait list at 7,176, followed by Bronx CD 4 (Highbridge/Concourse) with over 6,000 families.

About 40 percent (58,000) of the applicants on the Section 8 wait list are only eligible for a studio apartment, 26 percent (38,000) require a one bedroom apartment, and 28 percent (41,000) require a two bedroom apartment.

Data Source: NYCHA's Public Housing Wait List Data as of November 9, 2015

Definition: Total number of families on the public housing wait list.

About the Indicator: In an effort to increase efficiency, NYCHA created an online housing application portal in 2014. Previously, applications were submitted on paper by mail. The data reported from 2011 through 2014 are from earlier reports. Information on the gender of the head of household and borough of current residence are not available for those years.

Total Number of Families on the Public Housing Wait List
2011 – 2015

	2011	2012	2013	2014	2015
Citywide	143,960	184,046	170,724	255,600	262,421
Race / Ethnicity					
White non-Hispanic	12,018	20,293	13,138	21,121	20,402
Black non-Hispanic	45,215	61,690	63,260	99,030	93,567
Hispanic	61,913	76,801	69,065	98,919	64,477
Asian/Pacific Islander	17,110	21,211	19,361	27,432	26,671
Other	7,704	4,051	5,900	9,097	30,912
Data Not Available	*	*	*	*	26,392
Gender					
Male	*	*	*	*	83,600
Female	*	*	*	*	177,315
Data Not Available	*	*	*	*	1,506
Elderly Head of Household (62 and older)					
Families with an Elderly Head of Household (Age 62 and Older)	22,087	24,646	21,253	28,458	39,388
Families with a Non-Elderly Head of Household (Less than Age 62)	121,873	159,400	149,471	227,142	223,033
Median Income					
Less than 30% of Area Median Income	106,741	147,793	138,784	197,560	193,169
Between 30% and 50% of Area Median Income	28,399	29,524	25,736	45,222	52,528
Between 50% and 80% of Area Median Income	8,820	6,729	6,204	12,818	16,444
Data Not Available	*	*	*	*	280

Families on Public Housing and NYCHA's Section 8 Waiting Lists (continued)

Data Source: NYCHA's Section 8 (Housing Choice Voucher) Wait List Data System as of November 9, 2015

Definition: Total number of families on NYCHA's Section 8 (Housing Choice Voucher) wait list.

About the Indicator: NYCHA's Section 8 Wait List has been closed since May 2007. NYCHA created an online housing application portal in 2014. Previously, applications were submitted on paper by mail. The data reported from 2011 through 2014 are from earlier reports. Information on the gender of the head of household and borough of current residence are not available for those years. The maximum income for applicants on the Section 8 Wait List is 50 percent of Area Median Income.

Total Number of Families on NYCHA's Section 8 Wait List
2011 – 2015

	2011	2012	2013	2014	2015
Citywide	124,617	123,707	123,828	151,079	148,063
Race / Ethnicity					
White non-Hispanic	18,366	16,713	17,477	19,442	19,132
Black non-Hispanic	39,777	52,516	38,499	48,118	46,158
Hispanic	53,683	47,858	54,332	62,075	62,176
Asian/Pacific Islander	6,766	5,850	6,432	7,294	7,199
Other	6,025	770	7,088	14,151	13,398
Gender					
Male	*	*	*	*	9,158
Female	*	*	*	*	26,624
Data Not Available	*	*	*	*	112,281
Elderly Head of Household (62 and older)					
Families with an Elderly Head of Household (Age 62 and Older)	21,259	23,043	21,305	21,305	25,317
Families with a Non-Elderly Head of Household (Less than Age 62)	103,358	100,664	102,523	129,774	122,746
Median Income					
Less than 30% of Area Median Income	92,706	99,977	100,546	100,508	116,630
Between 30% and 50% of Area Median Income	31,911	23,730	23,282	31,571	31,062
Between 50% and 80% of Area Median Income	0	0	0	0	366
Data Not Available	*	*	*	*	5

*Indicates data not collected or not available due to a technical issue with the data system

Homeless: Entrants by Year

Key Findings: The Department of Homeless Services (DHS) provides temporary emergency shelter to families and individuals in need. In addition, DHS provides preventive services through the Homebase program, which offers support services to families and individuals in the community so that a shelter stay may be avoided.

In fiscal year 2015 there were 64,956 unique individuals who entered DHS shelters. DHS provides shelter to three groups: Families with Children (FWC), Adult Families (AF), and Single Adults (SA). There was a rise in shelter entries in 2012, 2013 and 2014, which flattened by FY 2015, following the termination of the Advantage Rental Assistance Program.

Based on DHS data, the primary borough of origin for families remained consistent from FY 2012 to FY 2015, with the highest proportion of entrants coming from the Bronx, followed by Brooklyn, Manhattan, Queens, and Staten Island (in that order). In large part, these patterns reflect the distribution of poverty in NYC: nearly one-third of all Bronx residents have income below the poverty line, as compared to 23 percent in Brooklyn and less than 20 percent in the other boroughs.[4] Moreover, studies show that living in an area with highly concentrated poverty further exacerbates the risk of homelessness, and most of the City's highest-poverty neighborhoods are found in the Bronx and central Brooklyn.[5] The geographic distribution of City residents by race and ethnicity plays a role as well. Analysis of NYC shelter entry trends has found that Black and Hispanic individuals are more likely to enter shelter than other groups.[6] Similarly, DHS data show that Black and Hispanic individuals account for 95 percent of those entering family shelter, and more than 85 percent of individuals entering the adult family and single adult shelter systems.

Data Source: Department of Homeless Services, CARES data system

Definition: For Families with Children and Adult Families, this indicator measures the number of families determined to be eligible for shelter within the year. For Single Adults, this indicator measures the number of adults entering the DHS shelter services system for the first time or returning after a period of at least one year, excluding clients in Safe Havens and Veterans short-term housing.

Homeless: Entrants by Year
FY 2012 – 2015

	FY 2012	FY 2013	FY 2014	FY 2015
Families with Children (Families)	10,878	12,306	11,848	12,671
Families with Children (Individuals)	37,855	42,825	41,231	44,095
Adult Families (Families)	1,109	1,156	1,283	1,385
Adult Families (Individuals)	2,218	2,312	2,566	2,770
Single Adults (Individuals)	17,878	16,448	17,547	18,091

Homeless: Average System Length of Stay

Key Findings: Looking at the average length of stay (LOS) in shelter, overall the length of stay has increased in all shelter types from FY 2012 to FY 2015. The increase in LOS was impacted by the end of the Advantage Rental Assistance Program in 2011 and the absence of rental assistance programs of any major type to help clients move out of shelter until clients began moving out through the Living in Communities (LINC) program in the middle of FY 2015 as part of rebuilding rental assistance programs after a four-year hiatus. During this period in the absence of rental assistance, the length of stay for Families With Children increased by 27 percent, for Adult Families by 29 percent, and for Single Adults by 20 percent.

Since the roll out of multiple rental assistance initiatives beginning in FY 2015, the dramatic increase in the length of stay in shelter for families with children has subsided and has begun to change course, seeing only a 1 percent increase in FY 2015 and FY 2016 to date, and seeing a decrease of 1 percent when looking at February 2016 compared to the previous year.

Data Source: Department of Homeless Services, CARES data system

Definition: For Families with Children and Adult Families, this indicator measures the average number of days families spend in shelter, excluding late arrival facilities, from their first date of application (families who leave the DHS shelter system for more than 30 days are considered new applicants). For Single Adults, this indicator measures the average number of days an adult has spent in the DHS shelter services system during the reporting period (including non-consecutive days spent in shelters, excluding clients in Safe Havens and Veteran short-term housing).

Homeless: Average System Length of Stay in Days
FY 2011 – 2015

	FY 2011*	FY 2012	FY 2013	FY 2014	FY 2015
Families with Children	261	337	375	427	430
Adult Families	349	415	469	515	534
Single Adults	250	275	293	305	329

* Marks the end of the Advantage program

Policies to Address Disparities

Creating New Affordable Housing

With about two-thirds of New York City households renting rather than owning homes, an adequate supply of rental housing that is affordable for a range of incomes is essential to maintaining a diverse and inclusive city.[7] If such housing is not available, an ever increasing number of low- and middle-income New Yorkers will be priced out of the City.

The affordable rental housing landscape includes a mixture of market-rate units, rent-stabilized units, units restricted for households that have designated minimum and maximum incomes, and public housing run by the New York City Housing Authority.

The de Blasio administration set out aggressive affordable housing targets – committing to build or preserve 200,000 homes by 2024, and it has been making great progress in meeting those targets, with over 40,000 homes financed between January 1, 2014 and December 31, 2015. In fiscal year 2015, the City broke an all-time record for the most new affordable apartments underway – nearly 8,500, which is the highest figure since the City's Department of Housing Preservation and Development was established in 1978.

In 2015, the New York State Legislature voted to extend rent regulations for another four years. Although it continued the policy of deregulating vacant units, it increased High Income Decontrol – the rent threshold at which an apartment can go to market rate – to $2,700. (It also lessened the burden for tenants by altering the way capital improvements can be passed on to tenants.)

The Rent Guidelines Board voted for the first freeze on rent increases in its 46 year history, noting that landlords have benefited from recent declines in fuel costs. (The freeze only applied to one-year leases; the board authorized a 2 percent increase on two-year leases.) The board's action affected an estimated 1.2 million New Yorkers living in rent-regulated apartments with leases that expired this year.

Administration's Affordable Housing Policies

Housing New York: A Five-Borough, Ten-Year Plan, released in May of 2014, forms the center of the City's long-term plan to address the affordable housing crisis. The ten-year plan includes over 50 initiatives, with the coordinated efforts of 13 agencies and the input of over 200 stakeholders. The cornerstone of this strategy is a bold benchmark: a commitment to build or preserve 200,000 units of affordable housing by 2024. OneNYC went further, committing the City to support the creation of "at least 250,000 to 300,000 additional housing units by 2040."

In 2014, financing was secured for 11,185 preserved units and 6,191 new construction units. In 2015, the City financed 21,041 affordable apartments, over a third of which were new construction and two-thirds preservation of existing affordable housing.

Highlights of the administration's affordable housing plan include:

Serving a Wider Range of Households

Previous programs best served households that fall within one specific income band – 50 to 60 percent of New York City's Area Median Income (AMI) as determined by the Federal Department of Housing and Urban Development, which for a family of three would be an annual income of $38,850 to $46,620. To serve a wider range of households, Housing New York provides deeper subsidies, where appropriate, for projects that provide housing for lower income populations (i.e., 30 to 50 percent of AMI).

Housing New York also committed to serve the needs of moderate and middle income families who are being priced out of New York. It includes the Pilot M2, a tool that reserves for middle income households (130 percent AMI rents) the 50 percent of housing in the Housing Development Corporation's (HDC) current mixed income program not reserved for low and moderate income (40 to 100 percent AMI) households. The program also allows tax-exempt 501(c)(3) governmental purpose bonds to be used to fund nonprofit development of affordable housing for moderate and middle income residents.

New Mandatory Inclusionary Housing Program

The de Blasio administration announced its commitment to creating a Mandatory Inclusionary Housing (MIH) program in Housing New York. The detailed proposal for this initiative was released in July 2015 and, after undergoing an extensive public review process,[8] was approved with modifications by the City Council on March 22, 2016. MIH requires that at least 25 or 30 percent of new residential floor area be permanently

affordable for a variety of income levels as a condition of residential development in areas rezoned as part of a city neighborhood plan or a private rezoning application. MIH is now the most rigorous zoning requirement for affordable housing in any major U.S. city.

Zoning for Quality and Affordability

Another initiative that was approved through the public review process is Zoning for Quality and Affordability (ZQA), which amends zoning regulations to encourage better buildings and help meet the need for more mixed-income and affordable housing.[9] ZQA would promote affordable housing in a variety of ways, including by making it easier to build a range of affordable senior housing and care facilities to meet the needs of the City's seniors. It also encourages better quality buildings through targeted changes to rules in medium- and higher-density neighborhoods. The reforms allow more courtyards and façade articulation to relieve the monotony of flat, dull apartment buildings.

Other Related Policies

Promoting Essential Neighborhood Services

The City is committed to increasing access to fresh food and other vital goods and services in neighborhoods where they are in short supply. This can be done, in part, by encouraging the building of appropriate commercial space. In OneNYC, the City committed to use available financing tools to reduce barriers to mixed-use developments, which include housing, retail, and other commercial space. City support for this initiative will include zoning changes and utilizing available financing tools, and leveraging federal programs such as New Markets Tax Credits (NMTC). The City will also ensure that residents and community leaders are engaged in the planning process.

Tenant Harassment Prevention Task Force

The Tenant Harassment Prevention Task Force protects tenants from predatory landlords. A joint City and State effort, the Task Force was formed in response to a rise in complaints that landlords are using a variety of tactics, including disruptive and dangerous renovation and construction projects, to force tenants to vacate rent-regulated apartments. Tenant harassment complaints in Housing Court have nearly doubled since 2011.

Proactive Preservation Initiative

The Proactive Preservation Initiative (PPI) is the City's primary initiative to ensure housing quality. Led by the NYC Department of Housing Preservation and Development (HPD), PPI takes a comprehensive approach to identifying and improving multi-family dwellings across the City that are in need of increased code enforcement. It works with regulators, lenders, and other entities to ensure both that owners are held accountable for deficiencies in their buildings and that they have the resources they need to address any problems. PPI surveys at-risk buildings, and connects cooperative owners with financial assistance. Uncooperative owners are pursued with code enforcement.

Since 2011, PPI has surveyed over 2,250 buildings, performed over 700 "watch list" resurveys to monitor conditions, and have taken nearly 400 buildings to housing court. In addition, HPD has closed repair loans on 39 projects with buildings surveyed by the PPI program, and 153 PPI buildings have entered the Alternative Enforcement Program (AEP), which targets and seeks to correct the conditions of severely distressed multiple dwelling. Combined with HPD's preservation finance tools, which have preserved 26,275 existing units in the first two years of the administration, these efforts illustrate the City's strong commitment to preserving both the quality and affordability of homes throughout the City.

Supportive Housing Expansion

In January 2016, Mayor de Blasio announced a plan for providing 15,000 units of affordable housing with supportive services over the next 15 years. Supportive Housing is a proven, cost-effective approach to delivering stability while permanently housing New Yorkers in need, including homeless families, young adults formerly in foster care, homeless veterans, survivors of domestic violence, and street homeless individuals.

Public Housing in New York City

The New York City Housing Authority (NYCHA) currently serves 400,000 New Yorkers, with 2,500 buildings and almost 180,000 units located in all five boroughs. These units are critically important to the City's housing infrastructure. NYCHA houses a large share of the City's poorest and most vulnerable residents. The average annual NYCHA household income in 2015 was $23,311 and the average monthly rent was $464.

While nearly half (47%) of families report income from employment, about 51 percent of families overall have incomes below poverty. Seniors over the age of 62 comprise 19 percent of NYCHA's total population and 37 percent of the heads of household. Single parent/grandparent families with children under the age of 18 comprise 28 percent of families.

On May 19, 2015, Mayor de Blasio and NYCHA Chair and CEO Shola Olatoye announced NextGeneration NYCHA (NextGen). NextGen is a comprehensive ten-year plan to stabilize the financial crisis NYCHA is facing while at the same time delivering long-needed improvements to residents' quality of life. It will do this by changing how NYCHA is funded and operated, and how it serves its residents.

As part of NextGen, NYCHA is pursuing two development programs (100% Affordable Housing Program and NextGen Neighborhoods Program) to create new mixed-use, mixed-income housing resources and more affordable housing units under Mayor de Blasio's Housing New York Plan and to generate revenue to reinvest in NYCHA's public housing stock. Over the next ten years, NYCHA is committed to creating 10,000 units of affordable housing, or 12.5 percent of the total new construction goal outlined in Housing New York.

100% Affordable Housing

NYCHA's 100% Affordable Housing Program will create new senior buildings and multi-family buildings on underused NYCHA property consisting entirely of affordable housing units. On July 1, 2015, in partnership with HPD, NYCHA released a Request for Proposals (RFP) for potential developers to expand 100% affordable housing opportunities in Brooklyn at Ingersoll Houses (Fort Greene) and Van Dyke Houses (Brownsville), and in the Bronx at Mill Brook Houses (Mott Haven). NYCHA, with HPD, expects to complete their joint review of the submitted proposals and make a developer selection in spring 2016.

NYCHA will retain rights to the land developed through a long-term ground lease, provide critical oversight to the project, require developers to train and hire NYCHA residents, and engage residents on a regular basis as the project moves forward. NYCHA and the City will require developers to provide stabilized rents and NYCHA residents will have preference for 25 percent of the units.

NextGen Neighborhoods Program

NYCHA's NextGen Neighborhoods program is an initiative to generate revenue to reinvest in NextGen Neighborhood development sites and across NYCHA by leveraging a 50-50 split of market-rate and affordable housing units built on underutilized NYCHA land. In September 2015, NYCHA launched community and resident engagement at two sites – Wyckoff Gardens in Brooklyn's Boerum Hill neighborhood and Holmes Towers on Manhattan's Upper East Side. Stakeholder engagement is ongoing and NYCHA expects to release an RFP for half market rate, half affordable housing development proposals in 2016.

NYCHA has a limited number of vacant or underutilized sites in its developments that could have high value in the marketplace. By working with residents and requiring 50 percent of units to be affordable and 50 percent to be targeted to market-rate tenants, NYCHA can raise revenue to deliver community amenities and significant capital repairs to the surrounding NYCHA development, while also securing the NYCHA's financial future.

NYCHA will ensure that the 50 percent of units in these new developments designated as affordable will be dedicated to families earning no more than 60 percent of AMI (approximately $46,600 for a family of three in 2015). Residents will have a voice in setting the priorities for capital repairs at the buildings participating in the NextGen Neighborhoods program.

Rental Assistance Demonstration Program

NYCHA is also planning the redevelopment of Ocean Bay Bayside (a 1,395 unit public housing development in Far Rockaway, Queens) as its first United States Department of Housing and Urban Development (HUD) Rental Assistance Demonstration (RAD) conversion. RAD allows developments that are funded under the public housing program to convert their public housing subsidy to long-term, project-based Section 8 rental assistance contracts. As a special voucher program under HUD, residents will be allowed to remain in their apartments; tenants still pay 30 percent of their income towards rent and continue to receive public housing tenancy protections. NYCHA will also be allowed to leverage new sources of funding to repair the buildings and modernize apartments.

State of Repair

One of NYCHA's main goals in NextGen is becoming a more efficient and effective landlord, which includes improving the process of making repairs in NYCHA buildings.

Fix-It-Forward is a major initiative to overhaul maintenance and repair operations with common-sense fixes designed to decrease response times and increase customer satisfaction.

Optimal Property Management Operating Model

In January 2015, NYCHA launched the asset-based Optimal Property Management Operating Model (OPMOM) at 18 developments. It localizes property management by empowering on-site management to build budgets, hire employees, and purchase materials from the central office.

Repair times have been trending downward, with an average service level time of eight days as of the end of 2015 compared to 21 days in the beginning of the year.

Real-Time Repairs

Since its launch in June 2015, NYCHA's Real-Time Repairs initiative has helped reduce the time to address non-emergency work orders and increase resident satisfaction as minor repairs are performed during apartment inspections. Staff has inspected more than 19,682 apartments in 155 developments and performed over 65,000 simple repairs, such as minor plumbing work, and installation of smoke detectors and window guards.

Decreasing Homelessness

While many cities and jurisdictions turn homeless people away when shelters are full, New York City meets City and New York State legal requirements to shelter and serve all that meet the criteria of homelessness. The City has the largest and most service-rich shelter system in the nation and also provides an array of prevention services.

From FY 2009 to FY 2015, after the elimination of the Advantage rental assistance program in the 2011 State budget, the census of individuals and families residing within the DHS shelter portfolio increased by 65 percent. The number of Families with Children increased by 63 percent, while Adult Families grew by 70 percent and the Single Adult population climbed 74 percent. This upward trend in the census began in FY 2012, with a steady increase since then.

To address the growing need, the City is rebuilding rental assistance and enhancing its programming and service offerings targeted to keeping families and individuals in their homes, so they do not end up in the shelter system at all. It is also focused on improving support for families and individuals who do experience homelessness, and continuing to work on moving people from shelters to permanent housing more quickly.

The City has invested additional resources and launched innovative new initiatives.

Prevention

The City has expanded homelessness prevention services, including anti-eviction and anti-harassment legal services and emergency rental assistance to keep families and individuals housed, which has contributed to a 24 percent drop in evictions.

Homebase

The Homebase program helps individuals at risk of homelessness to remain in their communities and to avoid entering shelters. In FY 2015, Homebase served myriad of community residents who were at risk of shelter entry, with 85 percent of enrolled households comprised of families with children. Community-based providers assist participants in developing individualized housing stability plans, and can offer a range of services including: eviction prevention and landlord mediation, short-term emergency funding, financial counseling and household budgeting, employment search, benefit application assistance, and general case management support. The City has expanded the Homebase program to serve over 22,000 households in FY 2016, up from 12,000 in FY 2014.

Improved Outreach and Services

The City has significantly expanded its efforts to connect individuals who are homeless and out on the street to the services they need. While the City's emphasis remains on moving individuals and families into permanent housing quickly, shelters can be an important part of meeting temporary emergency needs, and after years of underinvestment, the City is addressing shelter conditions that have built up over time.

Over the past two years, the City has expanded outreach to street homeless individuals, making over 3,448 placements to shelter from streets and subways in FY 2014 and FY 2015. The City has committed to

increasing by 50 percent domestic violence beds at Domestic Violence shelters to serve a total of 13,300 individuals, as well as tripling the number of beds (to 750 beds) for runaway homeless youth. The City also commits to expanding daytime job training and vocational programming at shelters to serve almost 20,000 individuals to ensure residents have access to shelter during the daytime.

The City is committed to preventing encampments, which are unhealthy for their own residents and for the surrounding community. Thirty-six encampments have been cleaned up since September 2015, and a new system is now in place to identify and address any new encampments that form.

Homeless Outreach and Mobile Engagement Street Action Teams (HOME-STAT)

Announced in December 2015, the HOME-STAT (Homeless Outreach & Mobile Engagement Street Action Teams) initiative increases the City's ability to reach homeless people on the streets and provide them with the help they need. HOME-STAT partners existing homeless response and prevention programs with new innovations designed to better identify, engage, and transition homeless New Yorkers to appropriate services and, ultimately, permanent housing.

HOME-STAT includes a proactive canvassing component that will facilitate the timely use of information in deploying resources as needed. HOME-STAT also includes a Citywide case management system that supports the street outreach services under the initiative. This multi-agency effort is designed to address complex, Citywide barriers to reducing street homelessness. Daily and monthly public dashboards will offer a consistent, transparent, and broad set of data about street homelessness and the City's response to it.

Collectively, these strategies will connect more homeless individuals with services, and more coordinated support.

Opening Doors (Housing)

The City is adding 500 Safe Haven beds for individuals coming in directly from the streets. This augmentation adds to the 674 existing Safe Haven beds. These new resources will help provide an alternative to the street for individuals who do not wish to enter traditional shelter, and provides short-term shelter, meals, and social services.

Health and Safety in Homeless Shelters

On taking office in 2014, Mayor de Blasio asked the Department of Investigation (DOI) to identify high priority health and safety issues in homeless shelters. The City first addressed conditions in 25 shelters found to have the greatest structural issues as documented in the DOI report.

A Shelter Repair Squad was launched in May 2015 to expedite violation corrections at over 500 City shelters. The Repair Squad started as a joint effort of the Department of Homeless Services, Fire Department, Department of Buildings, Housing Preservation and Development, Department of Health and Mental Hygiene, and the Department of Investigation.

Shelter Repair Squad 2.0 (SRS 2.0) began in January 2016. It is a joint effort supported by the Mayor's Office of Operations and implemented by the Department of Homeless Services, Human Resources Administration (HRA), Housing Preservation and Development, Department of Citywide Administrative Services (DCAS), Department of Parks and Recreation (Parks), and the Department of Design and Construction (DDC) with a goal of inspecting and identifying problems in homeless shelters as well as aggressively fixing them. In under two months, SRS 2.0 efforts delivered the following outcomes: 2,660 inspections conducted, 11,125 new violations and conditions identified, and 12,026 repairs completed. The FY 2016 shelter maintenance and repair budget totals $54 million, over $20 million of which has been added since the beginning of the de Blasio administration. The capital budget includes $120 million in the four-year plan. In addition, homeless shelter staff have received additional training.

Three-Year Plan to End Use of Clusters as Homeless Shelters

In January 2016, the Mayor announced a three-year plan to phase out the use of "cluster sites" to house homeless families. For the past 16 years, the City has been placing families in these apartments in privately owned buildings across the City. A review ordered by the Mayor found that cluster sites represent the worst combination of high cost, disrepair, and poor access to the services homeless families need.

The City intends to replace the shelter capacity of these units with new housing models and, if needed, additional temporary shelter with appropriate social services.

The approximately 3,000 cluster site units that currently exist will either be converted back to low-rent permanent housing – after working with the landlords on needed repairs – or alternative shelter arrangements will be provided to residents by December 31, 2018.

Move to Permanent Housing

From July 2014 to February 2016, new rental assistance programs and exit pathways have helped more than 30,000 formerly homeless individuals and individuals at risk of becoming homeless to receive permanent housing.

Living in Communities (LINC) and City Family Eviction Prevention Program (CFEPS)

New rental assistance programs were established in 2014 and 2015 to help prevent and ameliorate homelessness. Living in Communities (LINC) provides rental assistance to low-income families and adults without children living in homeless or domestic violence shelters. In calendar year 2015 3,791 households exited shelter with LINC assistance. In addition, the City Family Eviction Prevention Program (CFEPS) assisted 791 households exit DHS shelter and also provided rental assistance to over 300 households at risk of becoming homeless, and the Special Exit and Prevention Supplement (SEPS) program assisted the move out of 43 additional households.

NYCHA Housing Priority

In July 2014, as part of the Mayor's commitment to leveraging existing City resources to reduce the number of families in homeless shelters and to meet local housing needs, NYCHA reinstated a policy of giving homeless families in Department of Homeless Services shelters the highest priority level for NYCHA public housing. NYCHA upgraded the need-based priority for DHS-referred homeless clients from N-4 to N-0 (the highest need-based priority). In addition, NYCHA gave preference to DHS homeless families who are on the NYCHA Working Family wait list. Over 5,000 NYCHA apartments, on average, become available each year.

DHS-referred homeless families already have highest priority for housing in NYCHA's Section 8 program. In support of the Mayor's Housing Plan, NYCHA is connecting top priority homeless families who are on the Section 8 waiting list with available Section 8 project-based units in NYCHA's 21 LLC developments. All vacant apartments in LLC II developments will be Section 8 project-based.

In 2016 and continuing for the next five years, NYCHA will set aside an additional 750 public housing units for homeless families coming out of DHS shelters. Combined with the NYCHA's existing commitment to place 750 homeless families in public housing, NYCHA will place 1,500 homeless families into public housing each year, on top of the approximately 1,000 families NYCHA places each year that are at risk of homelessness. NYCHA also houses additional homeless households through its Section 8 and VASH voucher programs. Since July 2015, over 500 households have been placed into housing through Section 8 and VASH programs.

Victims and survivors of domestic violence who are on a NYCHA wait list and currently living in a shelter administered by HRA have a high priority of N-1. Last year, 500 survivors of domestic violence and their families were relocated from shelter to NYCHA apartments. NYCHA is continuing to work with HRA to identify families on the public housing wait list that live in their shelters to prioritize them once the N-0 families have been served.

Ending Veteran Homelessness and Promoting Housing Stability for Other Vulnerable Populations

The City is increasing its investments in finding housing for veterans and other populations especially at risk of unstable housing. By the end of 2015, the U.S. Department of Housing and Urban Development announced that New York City had ended chronic veteran homelessness.

That announcement capped a two-year effort by Mayor de Blasio to address the needs of chronically homeless veterans. The City is committed to sustaining these efforts. It has put a process in place going forward to rapidly identify, target, and prioritize housing resources for veterans who are at risk of becoming chronically homeless.
New York City continues to work towards the goal of moving all veterans into permanent housing. DHS is committed to creating a plan for every homeless veteran within two weeks of his or her entry into the system, including the use of cross-agency case conferences and priority housing.

In addition, the City has helped increase housing stability among seniors by working with the state to increase income eligibility limits for the Senior Citizen Rent Increase Exemption (SCRIE) program.

The Disability Rent Increase Exemption (DRIE) was similarly expanded by the City and state. The City has also made Americans with Disabilities Act (ADA) and Section 504 coordinators full-time positions, to help ensure a more active and coordinated response to the housing needs of people with disabilities.

The City and state also collaborated to enact a 30 percent rent cap for individuals living with HIV/AIDS, helping to protect the clients of the New York City HIV/AIDS Services Administration (HASA) from the high and escalating cost of housing, and helping to prevent homelessness among this vulnerable population.

In January 2016, Mayor de Blasio also announced a proposal for a joint program with the state to expand HASA services, including rental assistance, to people with HIV who do not have AIDS or clinical/symptomatic HIV (current HASA clinical criteria).

Renting in America's Largest Cities
Furman Center Report

In most of the largest U.S. cities, more residents rent their homes rather than own them, according to a 2015 report by the NYU Furman Center. The incomes of many of these renters have not kept pace with the rising costs of housing. As a result, a growing share of low- and moderate-income renters pay rents that are not considered "affordable" (rent and utility costs of 30 percent of income or less).

The NYU Furman Center study, Renting in America's Largest Cities, covered the rental housing landscape in 11 of the largest cities in the United States from 2006 to 2013: Atlanta, Boston, Chicago, Dallas, Houston, Los Angeles, Miami, New York City, Philadelphia, San Francisco, and Washington, DC. All 11 cities saw an increase in the number and percentage of renters, and in nine cities the majority of residents were renters by 2013, up from six cities in 2006. In eight of those nine cities (Atlanta was the exception), there were more households seeking rental units than available units.

In most cities, the majority of renters were rent-burdened. Even in San Francisco, the least rent-burdened city in the study, over 40 percent of renters were rent-burdened. In all 11 cities, an increasing majority of low-income renters were severely rent-burdened – rent and utility costs were equal to or greater than half of household income. In seven of these cities, over a quarter of moderate-income renters (household incomes in the 25th to 50th percentile) were severely rent-burdened. The rates of severe burden among moderate-income renters increased substantially in five cities – by 8 percentage points in Philadelphia, 9 percentage points in Washington, D.C., and 10 percentage points or more in Los Angeles, Miami, and New York City.

Other Housing-Focused Social Indicators Reports and Initiatives

1. Housing New York: A Five-Borough, Ten-Year Plan: http://www.nyc.gov/housing
2. NextGeneration NYCHA Plan: http://on.nyc.gov/ngnplan
3. NYU Furman Center, State of New York City's Housing and Neighborhoods in 2014: http://furmancenter.org/research/sonychan

Appendix

Severely Rent-Burdened Households

Bronx

Community District	2005	2008	2011	2013
Bronx CD 1	22%	40%	53%	41%
Bronx CD 2	22%	40%	53%	41%
Bronx CD 3	41%	36%	41%	49%
Bronx CD 4	41%	36%	41%	49%
Bronx CD 5	39%	35%	35%	39%
Bronx CD 6	32%	27%	39%	44%
Bronx CD 7	34%	33%	39%	39%
Bronx CD 8	19%	29%	26%	39%
Bronx CD 9	27%	37%	33%	35%
Bronx CD 10	24%	36%	21%	29%
Bronx CD 11	24%	24%	28%	29%
Bronx CD 12	31%	38%	41%	44%

Severely Rent-Burdened Households (continued)

Brooklyn

Community District	2005	2008	2011	2013
Brooklyn CD 1	24%	25%	24%	26%
Brooklyn CD 2	18%	21%	26%	23%
Brooklyn CD 3	36%	30%	27%	20%
Brooklyn CD 4	27%	25%	33%	28%
Brooklyn CD 5	31%	26%	32%	43%
Brooklyn CD 6	21%	19%	17%	24%
Brooklyn CD 7	22%	27%	29%	28%
Brooklyn CD 8	22%	27%	21%	29%
Brooklyn CD 9	26%	27%	28%	31%
Brooklyn CD 10	27%	28%	30%	29%
Brooklyn CD 11	32%	34%	31%	29%
Brooklyn CD 12	40%	44%	42%	31%
Brooklyn CD 13	38%	22%	36%	35%
Brooklyn CD 14	28%	33%	30%	31%
Brooklyn CD 15	35%	29%	34%	33%
Brooklyn CD 16	24%	37%	43%	31%
Brooklyn CD 17	25%	20%	25%	34%
Brooklyn CD 18	30%	25%	25%	29%

Severely Rent-Burdened Households (continued)

Manhattan

Community District	2005	2008	2011	2013
Manhattan CD 1	21%	23%	20%	25%
Manhattan CD 2	21%	23%	20%	25%
Manhattan CD 3	30%	27%	27%	24%
Manhattan CD 4	29%	26%	24%	27%
Manhattan CD 5	29%	26%	24%	27%
Manhattan CD 6	23%	27%	28%	26%
Manhattan CD 7	21%	22%	23%	24%
Manhattan CD 8	23%	23%	23%	24%
Manhattan CD 9	28%	27%	29%	33%
Manhattan CD 10	18%	25%	27%	22%
Manhattan CD 11	28%	29%	26%	28%
Manhattan CD 12	28%	32%	30%	29%

Severely Rent-Burdened Households (continued)

Queens

Community District	2005	2008	2011	2013
Queens CD 1	21%	23%	20%	25%
Queens CD 2	21%	23%	20%	25%
Queens CD 3	30%	27%	27%	24%
Queens CD 4	29%	26%	24%	27%
Queens CD 5	29%	26%	24%	27%
Queens CD 6	23%	27%	28%	26%
Queens CD 7	21%	22%	23%	24%
Queens CD 8	23%	23%	23%	24%
Queens CD 9	28%	27%	29%	33%
Queens CD 10	18%	25%	27%	22%
Queens CD 11	28%	29%	26%	28%
Queens CD 12	28%	32%	30%	29%
Queens CD 13	21%	23%	20%	25%
Queens CD 14	21%	23%	20%	25%

Staten Island

Community District	2005	2008	2011	2013
Staten Island CD 1	15%	25%	28%	28%
Staten Island CD 2	28%	24%	29%	21%
Staten Island CD 3	31%	25%	22%	22%

Notices of Foreclosure Rate

Bronx

Community District	FY11	FY12	FY13	FY14
Bronx CD 1	102.9	86.1	77.6	85.3
Bronx CD 2	163.7	119.8	79.2	81.8
Bronx CD 3	154.7	140.3	87.1	98.7
Bronx CD 4	153.7	148.6	103.2	118.4
Bronx CD 5	195.2	132.7	76.0	79.4
Bronx CD 6	158.6	136.6	109.0	122.7
Bronx CD 7	144.8	149.0	96.8	107.1
Bronx CD 8	52.3	83.6	43.6	48.5
Bronx CD 9	87.2	91.1	74.2	82.7
Bronx CD 10	18.5	27.5	24.0	26.2
Bronx CD 11	58.3	65.1	48.4	58.4
Bronx CD 12	79.7	95.0	91.2	108.4

Notices of Foreclosure Rate (continued)

Brooklyn

Community District	FY11	FY12	FY13	FY14
Brooklyn CD 1	25.9	29.3	22.5	23.0
Brooklyn CD 2	13.1	10.6	16.1	15.4
Brooklyn CD 3	130.7	103.5	85.9	73.3
Brooklyn CD 4	201.3	175.6	111.8	95.7
Brooklyn CD 5	102.6	132.7	102.2	93.4
Brooklyn CD 6	24.3	18.0	19.0	13.7
Brooklyn CD 7	58.1	46.7	57.5	45.9
Brooklyn CD 8	123.3	111.1	100.5	86.9
Brooklyn CD 9	105.0	119.3	95.4	80.9
Brooklyn CD 10	18.1	22.9	17.3	17.5
Brooklyn CD 11	19.9	22.5	22.7	18.9
Brooklyn CD 12	34.7	41.9	31.5	28.4
Brooklyn CD 13	30.0	31.9	29.4	25.4
Brooklyn CD 14	92.0	109.7	83.8	74.7
Brooklyn CD 15	19.5	28.2	19.5	24.4
Brooklyn CD 16	149.2	143.7	120.9	129.5
Brooklyn CD 17	97.0	123.6	97.7	92.0
Brooklyn CD 18	21.7	37.8	28.4	28.6

Notices of Foreclosure Rate (continued)

Manhattan

Community District	FY11	FY12	FY13	FY14
Manhattan CD 1	1.0	1.5	1.1	2.1
Manhattan CD 2	15.4	13.9	15.5	14.2
Manhattan CD 3	28.1	24.2	24.4	21.4
Manhattan CD 4	13.7	16.5	11.0	11.4
Manhattan CD 5	6.7	7.1	5.7	5.6
Manhattan CD 6	4.3	5.5	5.8	6.3
Manhattan CD 7	14.4	14.8	14.7	19.8
Manhattan CD 8	10.7	12.1	10.9	14.2
Manhattan CD 9	113.1	120.1	92.7	119.0
Manhattan CD 10	54.1	50.5	55.8	61.3
Manhattan CD 11	50.3	51.0	41.9	49.7
Manhattan CD 12	108.6	153.9	115.7	123.9

Notices of Foreclosure Rate (continued)

Queens

Community District	FY11	FY12	FY13	FY14
Queens CD 1	16.7	10.7	13.8	13.9
Queens CD 2	29.4	15.9	14.4	17.1
Queens CD 3	35.1	28.3	29.1	29.4
Queens CD 4	15.9	19.7	16.6	15.7
Queens CD 5	18.7	17.3	19.0	19.7
Queens CD 6	8.8	9.3	7.5	11.7
Queens CD 7	9.8	9.4	10.3	10.5
Queens CD 8	15.2	20.9	17.3	19.0
Queens CD 9	24.1	32.6	24.6	29.9
Queens CD 10	33.0	26.8	22.3	26.4
Queens CD 11	5.1	7.1	5.2	4.5
Queens CD 12	62.7	67.0	55.7	53.5
Queens CD 13	26.0	38.1	30.4	32.6
Queens CD 14	30.9	39.6	36.9	43.4

Staten Island

Community District	FY11	FY12	FY13	FY14
Staten Island CD 1	40.7	69.4	57.5	60.1
Staten Island CD 2	9.5	10.0	16.2	17.7
Staten Island CD 3	3.9	6.2	7.5	11.9

Serious Housing Code Violations

Bronx

Community District	FY07	FY10	FY13	FY14
Bronx CD 1	102.9	86.1	77.6	85.3
Bronx CD 2	163.7	119.8	79.2	81.8
Bronx CD 3	154.7	140.3	87.1	98.7
Bronx CD 4	153.7	148.6	103.2	118.4
Bronx CD 5	195.2	132.7	76.0	79.4
Bronx CD 6	158.6	136.6	109.0	122.7
Bronx CD 7	144.8	149.0	96.8	107.1
Bronx CD 8	52.3	83.6	43.6	48.5
Bronx CD 9	87.2	91.1	74.2	82.7
Bronx CD 10	18.5	27.5	24.0	26.2
Bronx CD 11	58.3	65.1	48.4	58.4
Bronx CD 12	79.7	95.0	91.2	108.4

Serious Housing Code Violations (continued)

Brooklyn

Community District	FY07	FY10	FY13	FY14
Brooklyn CD 1	25.9	29.3	22.5	23.0
Brooklyn CD 2	13.1	10.6	16.1	15.4
Brooklyn CD 3	130.7	103.5	85.9	73.3
Brooklyn CD 4	201.3	175.6	111.8	95.7
Brooklyn CD 5	102.6	132.7	102.2	93.4
Brooklyn CD 6	24.3	18.0	19.0	13.7
Brooklyn CD 7	58.1	46.7	57.5	45.9
Brooklyn CD 8	123.3	111.1	100.5	86.9
Brooklyn CD 9	105.0	119.3	95.4	80.9
Brooklyn CD 10	18.1	22.9	17.3	17.5
Brooklyn CD 11	19.9	22.5	22.7	18.9
Brooklyn CD 12	34.7	41.9	31.5	28.4
Brooklyn CD 13	30.0	31.9	29.4	25.4
Brooklyn CD 14	92.0	109.7	83.8	74.7
Brooklyn CD 15	19.5	28.2	19.5	24.4
Brooklyn CD 16	149.2	143.7	120.9	129.5
Brooklyn CD 17	97.0	123.6	97.7	92.0
Brooklyn CD 18	21.7	37.8	28.4	28.6

Serious Housing Code Violations (continued)

Manhattan

Community District	FY07	FY10	FY13	FY14
Manhattan CD 1	1.0	1.5	1.1	2.1
Manhattan CD 2	15.4	13.9	15.5	14.2
Manhattan CD 3	28.1	24.2	24.4	21.4
Manhattan CD 4	13.7	16.5	11.0	11.4
Manhattan CD 5	6.7	7.1	5.7	5.6
Manhattan CD 6	4.3	5.5	5.8	6.3
Manhattan CD 7	14.4	14.8	14.7	19.8
Manhattan CD 8	10.7	12.1	10.9	14.2
Manhattan CD 9	113.1	120.1	92.7	119.0
Manhattan CD 10	54.1	50.5	55.8	61.3
Manhattan CD 11	50.3	51.0	41.9	49.7
Manhattan CD 12	108.6	153.9	115.7	123.9

Serious Housing Code Violations (continued)

Queens

Community District	FY07	FY10	FY13	FY14
Queens CD 1	16.7	10.7	13.8	13.9
Queens CD 2	29.4	15.9	14.4	17.1
Queens CD 3	35.1	28.3	29.1	29.4
Queens CD 4	15.9	19.7	16.6	15.7
Queens CD 5	18.7	17.3	19.0	19.7
Queens CD 6	8.8	9.3	7.5	11.7
Queens CD 7	9.8	9.4	10.3	10.5
Queens CD 8	15.2	20.9	17.3	19.0
Queens CD 9	24.1	32.6	24.6	29.9
Queens CD 10	33.0	26.8	22.3	26.4
Queens CD 11	5.1	7.1	5.2	4.5
Queens CD 12	62.7	67.0	55.7	53.5
Queens CD 13	26.0	38.1	30.4	32.6
Queens CD 14	30.9	39.6	36.9	43.4

Staten Island

Community District	FY07	FY10	FY13	FY14
Staten Island CD 1	40.7	69.4	57.5	60.1
Staten Island CD 2	9.5	10.0	16.2	17.7
Staten Island CD 3	3.9	6.2	7.5	11.9

New Admissions to Public Housing

Gender of Head of Household	2014 Total	2014 %	2015 Total	2015 %
Male	1,452	25%	1,128	24%
Female	4,461	75%	3,518	76%
Age of Head of Household	**2014 Total**	**2014 %**	**2015 Total**	**2015 %**
Families with an Elderly Head of Household (Age 62 and Older)	968	16%	778	17%
Families with a Non-Elderly Head of Household (Less than Age 62)	4,945	84%	3,868	83%

New Admissions to NYCHA's Section 8

Race/Ethnicity of Head of Household	2014 Total	2014 %	2015 Total	2015 %
White non-Hispanic	15	2%	46	2%
Black non-Hispanic	87	12%	613	33%
Hispanic	271	37%	730	39%
Asian/Pacific Islander	8	1%	7	0%
Other	346	48%	457	25%
Gender of Head of Household	**2014 Total**	**2014 %**	**2015 Total**	**2015 %**
Male	227	31%	671	36%
Female	500	69%	1,181	64%
Data Not Available	0	0%	1	0%
Age of Head of Household	**2014 Total**	**2014 %**	**2015 Total**	**2015 %**
Families with an Elderly Head of Household (Age 62 and Older)	199	27%	317	17%
Families with a Non-Elderly Head of Household (Less than Age 62)	528	73%	1,536	83%

Total Number of Families on the Public Housing Wait List

Number of Families

	2014 Total		2015 Total	
Citywide	255,600		262,421	
Apartment Size	2014 Total	2014 %	2015 Total	2015 %
Studio	104,684	41%	111,157	42%
1 Bedroom	69,611	27%	70,708	27%
2 Bedrooms	66,905	26%	66,642	25%
3 Bedrooms	12,682	5%	12,427	5%
4 Bedrooms	1,578	1%	1,437	1%
5 or More Bedrooms	76	0%	50	0%

Bronx

Community District	FY15
Bronx CD 1	5684
Bronx CD 2	3303
Bronx CD 3	5524
Bronx CD 4	9482
Bronx CD 5	8833
Bronx CD 6	5311
Bronx CD 7	7203
Bronx CD 8	2257
Bronx CD 9	7397
Bronx CD 10	2292
Bronx CD 11	3084
Bronx CD 12	4887
Bronx Missing CD	5

Total Number of Families on the Public Housing Wait List (continued)

Brooklyn

Community District	FY15
Brooklyn CD 1	3352
Brooklyn CD 2	2025
Brooklyn CD 3	7059
Brooklyn CD 4	4857
Brooklyn CD 5	9436
Brooklyn CD 6	1298
Brooklyn CD 7	3078
Brooklyn CD 8	3695
Brooklyn CD 9	2885
Brooklyn CD 10	1742
Brooklyn CD 11	4171
Brooklyn CD 12	2466
Brooklyn CD 13	3336
Brooklyn CD 14	3659
Brooklyn CD 15	2708
Brooklyn CD 16	5834
Brooklyn CD 17	5516
Brooklyn CD 18	3930
Brooklyn Missing CD	3

Total Number of Families on the Public Housing Wait List (continued)

Manhattan

Community District	FY15
Manhattan CD 1	379
Manhattan CD 2	606
Manhattan CD 3	6326
Manhattan CD 4	1317
Manhattan CD 5	450
Manhattan CD 6	587
Manhattan CD 7	1961
Manhattan CD 8	668
Manhattan CD 9	3588
Manhattan CD 10	5489
Manhattan CD 11	5166
Manhattan CD 12	8164

Total Number of Families on the Public Housing Wait List (continued)

Queens

Community District	FY15
Queens CD 1	3038
Queens CD 2	1582
Queens CD 3	3080
Queens CD 4	3376
Queens CD 5	2729
Queens CD 6	1081
Queens CD 7	4859
Queens CD 8	2152
Queens CD 9	2801
Queens CD 10	1550
Queens CD 11	854
Queens CD 12	6963
Queens CD 13	2859
Queens CD 14	3092
Queens Missing CD	3

Staten Island

Community District	FY15
Staten Island CD 1	4176
Staten Island CD 2	1085
Staten Island CD 3	647
Staten Island Missing CD	2

Total Number of Families on NYCHA's Section 8 Wait List

Number of Families

	2014 Total		2015 Total	
Citywide	151,079		148,063	
Apartment Size	**2014 Total**	**2014 %**	**2015 Total**	**2015 %**
Studio	58,712	39%	57,674	39%
1 Bedroom	39,032	26%	38,085	26%
2 Bedrooms	42,732	28%	41,822	28%
3 Bedrooms	9,109	6%	8,832	6%
4 Bedrooms	1,324	1%	1,271	1%
5 or More Bedrooms	170	0%	159	0%
Data Not Available		0%	220	0%

Bronx

Community District	FY11
Bronx CD 1	4,087
Bronx CD 2	2,110
Bronx CD 3	3,852
Bronx CD 4	6,020
Bronx CD 5	5,927
Bronx CD 6	2,940
Bronx CD 7	4,543
Bronx CD 8	1,648
Bronx CD 9	4,506
Bronx CD 10	1,285
Bronx CD 11	1,978
Bronx CD 12	2,620
Bronx Missing CD	6

Total Number of Families on NYCHA's Section 8 Wait List (continued)

Brooklyn

Community District	FY11
Brooklyn CD 1	2,901
Brooklyn CD 2	1,326
Brooklyn CD 3	3,796
Brooklyn CD 4	2,411
Brooklyn CD 5	4,843
Brooklyn CD 6	915
Brooklyn CD 7	1,233
Brooklyn CD 8	2,106
Brooklyn CD 9	1,739
Brooklyn CD 10	827
Brooklyn CD 11	2,668
Brooklyn CD 12	2,601
Brooklyn CD 13	3,462
Brooklyn CD 14	2,901
Brooklyn CD 15	2,783
Brooklyn CD 16	2,963
Brooklyn CD 17	2,338
Brooklyn CD 18	1,813
Brooklyn Missing CD	4

Total Number of Families on NYCHA's Section 8 Wait List (continued)

Manhattan

Community District	FY11
Manhattan CD 1	154
Manhattan CD 2	349
Manhattan CD 3	3,161
Manhattan CD 4	809
Manhattan CD 5	256
Manhattan CD 6	267
Manhattan CD 7	1,332
Manhattan CD 8	446
Manhattan CD 9	2,645
Manhattan CD 10	4,122
Manhattan CD 11	3,795
Manhattan CD 12	7,176
Manhattan Missing CD	1

Total Number of Families on NYCHA's Section 8 Wait List (continued)

Queens

Community District	FY11
Queens CD 1	1,611
Queens CD 2	682
Queens CD 3	1,390
Queens CD 4	1,375
Queens CD 5	1,116
Queens CD 6	1,118
Queens CD 7	1,128
Queens CD 8	1,068
Queens CD 9	1,136
Queens CD 10	571
Queens CD 11	135
Queens CD 12	2,658
Queens CD 13	924
Queens CD 14	2,056
Queens Missing CD	1

Staten Island

Community District	FY11
Staten Island CD 1	1,906
Staten Island CD 2	550
Staten Island CD 3	334

Endnotes

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Empowered Residents & Neighborhoods

Residents of all of New York City's neighborhoods, in all five boroughs, should have equal access to the City's political, civic, and cultural life. To make this vision a reality, all New Yorkers – and, in particular, residents of low-income area across the City – must be given information, communication tools, and sufficient access to necessary services.

The de Blasio administration is actively working to empower all New Yorkers by engaging them in activities that build community, and partnering with them in addressing the issues that affect them. The City has launched an array of initiatives to promote empowerment and inclusion, including the new municipal ID program (IDNYC), a major expansion of broadband internet service, and a significant extension of the reach of libraries, and cultural institutions.

New York City is strongest when all of its residents can participate meaningfully in civic life and have an opportunity to influence City governance. The City can advance this sort of participation and empowerment in numerous ways. All New Yorkers should have access to critical information, including information about how their government works. They should have the opportunity to obtain identification documentation, which helps them to be better integrated in the life of the City and to access critical services. Communities are strengthened when residents have access to cultural activities and the arts. Parks, recreation centers, libraries and other public spaces should be available for neighbors to gather, converse, learn, and celebrate together.

Indicators in Empowered Residents & Neighborhoods

Number of Public Cultural Programs and Rates of Participation in Communities (by zip codes) with High Rates of Poverty – *In future reports*

Data Source: New York City Department of Cultural Affairs

Definition: Public cultural programs refer to programs (such as performances, education workshops, tours) that are available for the public to participate in. Rates of participation are defined by program participants per 1,000 households. Poverty is defined by the Center for Economic Opportunity poverty measure. High rates of poverty are

Number of Public Cultural Programs (continued)

defined by community boards with more than 25 percent of the population below the poverty threshold.

About the Indicator: In the OneNYC plan, the administration announced the goal of increasing cultural and civic events in high poverty communities that were determined to need this investment most, with the intention of tracking this indicator going forward.

Data will be collected from the Department of Cultural Affairs' (DCLA) capacity-building grantees, which represent cultural organizations in four key neighborhoods; administrative data from agencies that permit publicly accessible programs; and data from Cultural Development Fund (CDF) grantees.

This indicator will utilize the cultural participation rate (participant households per 1,000 households) as defined by the Social Impact of the Arts Project (SIAP) once the data set is available in fall 2016. DCLA is investigating whether this measure of cultural participation may be replicated by DCLA in future years, subsequent to SIAP's engagement.

Eligible Voters Registered

Key Findings: In a democracy, there is no act of civic involvement more important than voting, but many eligible New Yorkers are unable to cast a ballot because they are not registered. For many eligible voters, the obstacles to registration remain onerous. The administration is committed to reducing these barriers and working to see that as many eligible New Yorkers as possible are able to vote.

As of 2014, an estimated 80.7 percent of the City's eligible voters were registered, ranging from a high of 83.8 percent in Brooklyn to a low of 77.3 percent in Queens, according to the New York City Campaign Finance Board. These figures are roughly comparable to national voter registration rates, however, they likely overstate the number of people registered since they are calculated by comparing the citizen voting age population to the number of people on the voting rolls – and New York City's voting rolls contain a significant number of people who have moved, died, or are ineligible to vote for other reasons. Actual registration rates are likely lower.

Eligible Voters Registered (continued)

Even using these estimates, more than 990,000 eligible voters are not registered. That is nearly a million New Yorkers who are citizens of voting age that have no say in choosing their own leaders, or helping to guide the direction of City government. If New York City's electorate reflects national patterns, this group of unregistered eligible voters is likely to be disproportionately Hispanic and Asian, and lower than average in income.

Data Source: NYC Board of Elections voter file data and population data from U.S. Census Bureau, 2009-2013 American Community Survey Five-Year Estimates

Definition: Percent of NYC residents who meet the eligibility requirements to vote and registered to vote in 2014.

About the Indicator: The OneNYC report acknowledges the importance of public engagement for decisions about City policies and initiatives. This indicator is a key measure of the extent to which New Yorkers contribute their voices to civic and democratic processes essential to public policy in the City.

Eligible Voters Registered
2014

	Registration rate	Turnout among registered voters	Turnout among voting age population
Citywide	81%	25%	20%
Borough			
Bronx	81%	22%	18%
Brooklyn	84%	24%	20%
Manhattan	81%	28%	23%
Queens	77%	24%	18%
Staten Island	80%	31%	25%

New York City Households with Internet Access

Key Findings: Data is included for NYC households with access to the Internet between 2014 and 2013, the first year that data were available. There were 2,486,114 households with Internet access in 2014, an increase of 3.1 percent from 2013. This represents 79.0 percent of all households in the City, up slightly from the 78.1 percent share in 2013. Internet access increased for all boroughs with the exception of Staten Island.

Households in the Bronx were the least likely to have Internet access compared with Manhattan, which had the highest share: 73.0 percent (Bronx) and 83.8 percent (Manhattan). Queens experienced the greatest increase in the number of households with Internet access. Despite this borough's lack of growth in the number of overall households (0.2%), those with Internet access increased by 4.5 percent between 2013 and 2014. On Staten Island, both the number of households and those with Internet service decreased. As a result, the share with access dropped from 82.2 percent in 2013 to 81.1 percent in 2014.

The burdens of limited Internet access fall unequally on the City and its residents, with low-income New Yorkers most affected. In 2014, 95.7 percent of households in the highest quintile by income had access to the Internet and 90.8 percent of those in the next quintile had Internet service. By contrast, only 53.9 percent of households in the bottom income quintile had access to the Internet.

Data Source: 2013 and 2014 American Community Survey PUMS, U.S. Bureau of the Census

Definition: Percent of NYC households with Internet access. Households with access include those with and without a subscription. Households without a subscription may have free access to the Internet provided by a college or university, for example.

About the Indicator: OneNYC set a goal that every resident and business in the City would have access to affordable, reliable, high-speed broadband service by 2025. This indicator is a key metric for evaluating progress to that goal, and for measuring New Yorkers' access to the economic, educational, and civic offerings available online.

New York City Households with Internet Access

	Total Households	Households With Internet Access				Percent Change 2013 - 2014	
		2013		2014			
		Total	%	Total	%	Total Households	With Internet Access
Citywide	3,084,862	2,410,399	78.1%	2,486,114	79.0%	2.0%	3.1%
Borough							
Bronx	481,143	352,343	73.2%	359,394	73.0%	2.4%	2.0%
Brooklyn	925,490	695,750	75.2%	717,764	76.2%	1.8%	3.2%
Manhattan	726,357	615,751	84.8%	638,729	83.8%	4.9%	3.7%
Queens	784,243	608,775	77.6%	636,421	81.0%	0.2%	4.5%
Staten Island	167,629	137,780	82.2%	133,806	81.1%	-1.6%	-2.9%

New York City Households with Internet Access by Income, 2014

Income Quintile	Total Households	With Internet Access	With Internet Access (% of total)
Totals	**3,148,063**	**2,486,114**	**79.0**
Less than $18,000	621,206	335,109	53.9
$18,000 to $39,999	633,977	445,570	70.3
$40,000 to $69,999	622,965	521,190	83.7
$70,000 to $119,999	632,216	573,849	90.8
$120,000 or more	637,699	610,396	95.7

Measurement Tools
CUNY ISLG Equality Indicators

In evaluating New Yorkers' quality of life, the City is placing greater emphasis than ever on measuring "social cohesion" at the neighborhood level. Social cohesion refers to the strength of relationships among members of a community. By assessing social cohesion and looking at where the levels are highest and lowest, we hope to be able to assist in efforts to build stronger communities in every part of the City.

There are extensive studies showing that social cohesion can play an important role in building strong, healthy neighborhoods. In communities with high levels of social cohesion, residents have more trust in their neighbors and are more willing to help one another. This feeling of community solidarity and connectedness, in addition to being a positive in its own right, is associated with other desirable attributes, ranging from better physical and mental health to lower crime rates. During the Chicago Heat Wave of 1995, for example, mortality rates were significantly lower in communities with higher levels of social cohesion.

Here in New York City, many of the areas in which we hope to make progress can be helped significantly by increased social cohesion. If our communities become more connected and their members more mutually supporting, it can make a difference in everything from improving mental health treatment to providing greater support for struggling, low-income families.

There is currently significant inequality in how social cohesion is distributed across society. Higher income neighborhoods, on average, have higher levels of community solidarity and mutual trust. This becomes an additional source of inequity, as wealthier residents enjoy the benefits of social cohesion more than low-income residents.

The City is working both to increase social cohesion in general and to narrow the social cohesion inequality gap. These goals can be advanced by learning more about the reasons for low social cohesion in communities where it is in short supply, and by leveraging the City's resources to provide more of the conditions that allow social cohesion to take hold.

As appreciation has grown for the importance of social cohesion, individuals and organizations that study cities have been making greater efforts to measure it. One entity that has taken a lead in this area is the City University of New York's Institute for State and Local Governance (CUNY ISLG), working in partnership with the Federation of Protestant Welfare Agencies (FPWA). In a recent study of housing, CUNY ISLG included in its list of neighborhood indicators measures designed to capture the degree of social cohesion.

One of the measures CUNY ISLG used in its survey of New Yorkers was "Trust in Neighbors." It found that this measure varied significantly with the income of the respondent. About one-third (32.5%) of those earning less than $30,000 a year disagreed or strongly disagreed with the statement that people in their neighborhood were willing to help one another, compared with only 10.4 percent of those making more than $150,000.

Another measure CUNY ISLG looked at was "family friendliness," which is closely related to social cohesion and has been found to correlate closely with it. Again, there was a significant disparity on this measure based on income. Among New Yorkers earning less than $30,000, 32.1 percent thought their neighborhoods were not good places to raise children. Among those earning more than $150,000, just 14.5 percent did.

The City has started to focus more on measuring and promoting social cohesion. Working in conjunction with the University of Pennsylvania Social Impact of the Arts Project, the Department of Cultural Affairs has launched a two-year initiative to understand and expand on the role that cultural activities of all kinds play in the lives of New Yorkers. There is considerable evidence that community theater, musical performances, and other cultural activities at the local level can increase social cohesion. The Social Impact of the Arts Project will explore how cultural activities can be used to increase social cohesion, with special attention to neighborhoods where it is in shortest supply.

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NYC Service
Measurement Efforts

NYC Service promotes volunteerism, engages New Yorkers in service, builds volunteer capacity, and mobilizes the power of volunteers and service year members (including participants of the NYC Civic Corps, City Service Corps and other year-long service programs) to impact New York City's greatest needs. NYC Services' slogan, "Volunteering. Good for you. Good for your city," captures the two-way, evidence-based benefits of volunteerism. Civic engagement is a key element of OneNYC and our city's goal to achieve growth, sustainability, resiliency, and equity.

OneNYC set a goal of increasing the City's volunteer rate from 18 percent to the 25 percent national average, as measured by the U.S. Census Current Population Survey Volunteer supplement. NYC Service is working with the CUNY Graduate Center to better understand volunteering demographics across the five boroughs. In fiscal year 2016, a NYC Service Volunteers Count survey and a geocoding exercise will be completed to collect data on where City volunteers typically live, as well as explore more deeply the population categories and subcategories (race, income, immigrant status, etc.) associated with volunteering.

NYC Service will use this information to develop strategies and programs to address inequities in volunteer opportunities, as well as to better enlist City residents – especially those typically disenfranchised in their neighborhoods – to volunteer to address the City's greatest needs. The City will launch pilots to better understand reasons why NYC residents volunteer and what barriers exist to volunteering. These pilots will seek out gaps in sources of volunteers, as well as strive to better identify gaps in how neighborhoods use volunteers, to design service opportunities that best address city and neighborhood needs.

Policies to Address Disparities

Increasing Cultural Participation

New York City's cultural institutions are among its greatest resources, but too many New Yorkers – including many low income residents, people of color, and working families – face barriers in accessing the benefits. In New York City, the creative economy is an important economic engine that can bring tourism and jobs.[1] Arts are also an essential aspect of creating and maintaining a shared culture, which research has linked to increased social cohesion, greater economic opportunity, lower social stress, and other benefits.[2]

Cultural institutions also play an important educational role. These benefits should be available to all children in the City, but too often they are not. As OneNYC noted, the "boroughs other than Manhattan, and the low-income areas within these boroughs, are home to fewer grantee cultural organizations and facilities that drive programming, suggesting missed opportunities in supporting quality of life, jobs, and tourism in these areas."

The de Blasio administration is committed to ensuring that there are more public cultural and civic events in community districts with the lowest rates of such programming and the highest poverty rates. DCLA is collaborating with the University of Pennsylvania's Social Impact of the Arts Project to conduct a study of the impact of cultural engagement on neighborhoods, which will help in selecting communities for targeted investment and tailoring policies to needs. The City is also developing, in coordination with the City Council, New York City's first comprehensive Cultural Plan.

Two areas that have already been identified as in need of improvement are inadequate capacity levels and unclear permitting processes. DCLA has explored strategies to build on the Community Arts Development Program (CADP), which offers workshops on expanding organizational capacity to help local cultural organizations create public art and programming in underserved areas.

Streamlining the permitting process will help increase access to public spaces and facilities for community events. DCLA will form a Citywide task force dedicated to improving existing processes through greater information sharing and process coordination. The City will also make additional efforts to maximize the use of parks and public spaces for cultural, educational, and civic engagement programming by, for

example, coordinating with the Community Parks Initiative (see Section 7: Core Infrastructure & the Environment for more on the Community Parks Initiative).

Increasing Voter Registration

The City is taking significant steps to promote voter registration. Twenty-six City agencies are required by law to help register voters and increase public awareness about elections.

On July 11, 2014, the Mayor issued Directive No. 1 to strengthen agency-based voter registration. Among other things, it required 19 designated City agencies to provide postage-paid voter forms with every application for services; to incorporate distribution of voter registration forms into their online interactions with their clientele; and to help prospective voters complete the forms if requested. It also instructed the agencies to prepare semi-annual reports on their implementation of the Directive.

The New York City Campaign Finance Board, working with the Mayor's Office of Operations, designed a voter registration training presentation to train staff in the designated agencies. The presentation included separate training for coordinators at the agency level and for the front-line staff.

In addition, NYC Votes, a voter outreach and engagement program of the New York City Campaign Finance Board, does its own outreach to prospective voters, including programs on National Voter Registration Day and Student Voter Registration Day.

On February 10, 2015, the Mayor signed Local Law 63, which amended the City Charter to add seven new agencies to the agency-based registration law – including the HRA and the Department for the Aging (DFTA) – bringing the total up to the current number, 26.

Agencies held 41 registration drives from April to October 2015, registering hundreds of New Yorkers across the five boroughs. The agencies have, in many cases, gone beyond the requirements of the law, promoting voter registration in innovative ways. The Taxi and Limousine Commission has promoted voting by hosting Election Day surveys in both English and Spanish on Taxi-TV for the past three years. Some agencies engage in actions designed to promote voting more generally. DFTA, for example, has held screenings of the Video Voter Guide program in its Senior Centers and distributed "I voted" stickers.

Increasing Access to High-Speed Internet

OneNYC set a goal of ensuring that every resident and business has access to affordable, reliable, high-speed broadband service by 2025. It recognized that high-speed Internet access is "an essential service that New Yorkers depend on to communicate, make a living, and access essential goods and services."

OneNYC also stated that high-speed Internet service is critical for businesses to develop and thrive. Without high-speed Internet, it is hard for startups to succeed and scale, and for mature businesses to survive and grow. The absence of high-speed Internet, OneNYC noted, also "impedes neighborhood development, job creation, and the economic health of the City." Increased high-speed Internet can also help to reduce geographical disparities that currently exist within the City. "While businesses located in Manhattan's commercial corridors generally enjoy high-speed connections," OneNYC said, "there are insufficient options in the neighborhoods in other boroughs where growth in key sectors is taking place."

The City is launching an array of initiatives to extend Internet access more broadly. It is investing $70 million in these efforts, much of which is dedicated to creating new wireless corridors that will bring internet access to 40,000 to 50,000 low-income residents, and to upgrading or expanding existing wireless corridors.

LinkNYC

The City is also launching LinkNYC, a first-of-its-kind program that is replacing payphones in all five boroughs with WiFi that will provide free high-speed broadband Internet service to all New Yorkers. As many as 10,000 LinkNYC hotspots across the City will offer 24/7 free Internet access at speeds up to one gigabit, along with an array of other services, that increase New Yorkers' access to information and their ability to participate in civic life. The program will also support entrepreneurship and business development in all parts of the City, including outer borough neighborhoods that have historically had less access to the latest technology.

The City has also announced that it is seeking to increase competition in private broadband service so residents have the best possible options. The Federal Communications Commission has found that broadband providers appear to make greater investments in network upgrades and offer faster Internet speeds in areas where there is competition among providers.

The City has also launched a Call for Innovations to promote innovative new approaches to providing high-speed Internet to homes, businesses, and the public, with a focus on the needs of underserved residential and commercial customers. It seeks to identify public and private infrastructure that can help to meet these needs, and suggestions for new models of providing broadband service.

To guide these efforts, the City has established a Broadband Task Force composed of experts in broadband technology, real estate development, venture capital and digital equity. It has also created several new positions in telecommunications infrastructure to build capacity to support the broadband expansion.

Related City Initiatives

IDNYC Municipal ID Card

New Yorkers who lack a government-issued ID have difficulty in accessing government services, entering government buildings, setting up banking accounts, and many other everyday activities. The IDNYC program is, for the first time, making government-issued IDs available to all New Yorkers, regardless of immigration status, gender identity, or housing situation. New York City's municipal ID card program has quickly become the largest in the country. Over 800,000 New Yorkers have received an ID (as of March 2016) since the launch of the program on January 12, 2015. For many participants, it is the first time they have been able to obtain a government-issued ID card. IDNYC is a particularly important resource for immigrants, many of whom do not have other ways of obtaining government ID. Enrollment Centers accept applications in 25 languages and have bilingual speakers available. Applicants are not asked their immigration status and information collected will not be shared with others, to the extent permissible by law, including other units of government.

IDNYC also provides a new option for transgender New Yorkers, giving them an opportunity to obtain an ID that matches who they are more accurately. By doing so, it helps members of this community better access the City's civic and cultural life.

Another important feature of IDNYC is that it increases New Yorkers' access to cultural institutions. The program has partnered with leading cultural organizations across the City, including museums, zoos, and arts organizations, in many cases allowing card holders free access.

IDNYC cards have already been used to redeem over 350,000 memberships with the City's cultural institutions.

Universal Six-day Library Service

Libraries provide New Yorkers with access to books and other vital forms of information, and offer meeting places for neighborhood residents to gather and quiet places for students to study. The City will be launching universal six-day library service, extended hours, and other improvements in mid-2016. These changes are an investment in the future of the City's residents and in the social cohesion of its neighborhoods. The extended hours and other improvements will be especially important for libraries in low-income neighborhoods, where needs are particularly great and service has often lagged behind the rest of the City.

Government Publications Portal

The City launched a new, more user-friendly portal in March 2015 to improve public access to municipal information. The City Charter requires that this portal provide one central location for the public to access documents issued by many different City agencies. The revamped publications portal allows for easier access to thousands of reports through search functions and mobile-friendly design. As a result of this initiative, 100 percent of agencies and offices now submit reports to the online hub, up from only 48 percent of agencies in March 2014.

Open Data

Data is valuable. As the administration continues its commitment to make more data available to the public through NYC Open Data, New York residents and civic groups are increasingly empowered to influence government policy and improve life in the City.

Since its inception, the Mayor's Office of Data Analytics (MODA) has partnered with the Department of Information Technology and Telecommunications (DoITT) to implement the City's Open Data law. By law, each City entity must identify and ultimately publish all of its digital public data for Citywide aggregation and publication by 2018.

Every year on July 15, the NYC Open Data Plan provides an update of the City's progress by listing pertinent City-managed "public data sets" yet to be published, along with their anticipated publication dates.

The 2015 update of the Open Data plan, Open Data for All,[3] provides an agenda for engaging New Yorkers across all five boroughs and makes the Open Data Portal more accessible, useful, and user-friendly. Among the highlights of the plan are:

- Citywide Engagement Tour organized by MODA and DoITT, which will allow people across the five boroughs to ask questions, provide feedback, and learn more about Open Data for All.

- Data Lens, a pilot of an easy-to-use tool, will allow users to see visualizations of data sets without the need for any programming experience. Initially this tool will be available for popular data sets on Universal Pre-K Locations, Restaurant Locations, NYC311 Service Requests, NYPD Motor Vehicle Collisions, and WiFi Hotspot Locations.

A new targeted data publication commitment by the administration includes the quarterly release of data on summons enforcement, broken down by precinct and race, as a part of the Justice Reboot to improve the criminal justice system.

Supporting Vulnerable Communities

The City is taking an array of steps to provide more support to vulnerable communities. To promote greater inclusion of transgender New Yorkers, the City Council passed a law, signed by the Mayor, allowing New Yorkers to change the sex on their birth certificate without proof of sex change surgery. This change supports transgender individuals who have not had surgery, whether because it is not affordable or for other reasons. The new policy, which the Board of Health is now implementing, gives New Yorkers greater self-determination over how their identity is presented in a critical government document.

The City has also been working to give greater support to New Yorkers with disabilities. In 2015, to mark the 25th anniversary of the Americans with Disabilities Act, Mayor de Blasio declared July "Disability Pride Month," and the Mayor's Office for People with Disabilities ran a campaign to celebrate the act and educate New Yorkers about the rights of the disabled.

Other Empowered Residents & Neighborhoods Focused Social Indicators Reports and Initiatives

1. One New York: The Plan for a Strong and Just City (OneNYC): http://www.nyc.gov/onenyc

Endnotes

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[3]"Open Data For All." (n.d.): n. pag. Mayor's Office of Data Analytics. Available at:
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Section 6

Economic Security & Mobility

New York City's place as an economic leader has deep historic roots and broad reach across sectors. Long-standing strengths in finance, entertainment, fashion, and higher education remain, while the City's role in high-growth and emerging sectors of the 21st century global economy become ever more established.

New York City is also the anchor of the largest regional economy in the United States. The New York City economy has rebounded strongly since the Great Recession, adding about half a million jobs – a record – to bring overall employment at the end of 2015 to about 4.2 million.

Although the overall economic picture is bright, all parts of the City have not benefited equally. The percentage of earnings that goes to the wealthiest New Yorkers is increasing, while rates of poverty and food insecurity remain stubbornly high. It is also a concern that the greatest job growth has been occurring in the lowest-paying employment sectors. Measures of poverty and inequality, such as those contained in this report, are essential to understanding the state of the economic opportunities across the income spectrum and for all subgroups.

Indicators in Economic Security & Mobility

Number of Jobs in the City (by Industry)

Key Findings: Employment growth in NYC has been strong over the last five years. The sector that experienced the fastest job growth (+35.1%) between the second quarter of 2010 and the second quarter of 2015 was Accommodation and Food Services, which had one of the lowest average quarterly wages in the second quarter of 2015 ($7,866). [1] This sector was also the leading employment generator at the state level in the same period, generating over 138,000 jobs. Large employment growth in the Accommodation and Food and the Retail Trade sectors in NYC in recent years is attributable in part to growing resident and tourist populations.

Additional data on national rates, as well as other U.S. cities, is available in the Appendix.

Number of Jobs in the City (continued)

Data Source: New York State Department of Labor, Quarterly Census of Employment and Wages (QCEW) via New York City Economic Development Corporation

Definition: Quarterly Employer Survey of Employers compiled by Bureau of Labor Statistics

Number of Jobs in the City

	2010	2011	2012	2013	2014
Citywide	3,590,842	3,663,121	3,748,137	3,839,783	3,965,830
Borough					
Bronx	232,541	234,629	235,798	243,151	251,509
Brooklyn	492,486	506,241	517,682	536,770	492,486
Manhattan	2,280,220	2,328,845	2,383,520	2,431,859	2,494,840
Queens	492,469	501,891	519,150	532,205	552,870
Staten Island	93,126	91,515	91,989	95,797	98,604
Citywide by Industry					
Agriculture, Forestry, Fishing and Hunting	240	245	240	235	211
Mining, Quarrying, and Oil and Gas Extraction	52	48	39	45	65
Utilities	15,799	-	-	-	-
Construction	108,973	107,829	111,666	111,610	124,250
Manufacturing	76,258	74,774	75,940	75,860	75,654
Wholesale Trade	128,451	130,264	131,268	132,315	133,967
Retail Trade	300,252	311,097	323,614	336,266	346,008
Transportation and Warehousing	100,405	102,743	103,813	103,677	107,037
Information	149,765	157,255	161,448	163,618	170,923
Finance and Insurance	305,822	315,728	313,361	310,208	317,967
Real Estate and Rental and Leasing	116,364	116,505	116,951	119,173	122,180
Professional, Scientific, and Technical Services	310,990	323,247	339,530	351,352	364,502

Number of Jobs in the City (continued)

	2010	2011	2012	2013	2014
Management of Companies and Enterprises	60,922	62,946	63,068	64,984	67,358
Administrative and Support and Waste Management and Remediation Services	181,862	186,957	191,272	199,001	205,973
Educational Services	142,425	147,200	153,697	157,454	162,241
Health Care and Social Assistance	572,000	580,137	592,472	610,891	635,154
Arts, Entertainment, and Recreation	66,354	67,277	71,703	76,073	79,640
Accommodation and Food Services	251,378	270,152	288,215	304,597	323,547
Other Services (except Public Administration)	142,552	147,172	152,475	157,255	162,273

- These indicators have data that was suppressed to protect the identity , or identifiable information, or cooperating employees. In some cases this may also represent an industry with no reported or zero economic activity.

Unemployment Rate, Labor Force Participation Rate, and Average Earnings

Key Findings: This analysis looks at both the unemployment rate and the Labor Force Participation Rate (LPR). Citywide data is available through 2015 from the New York State Department of Labor. Data is disaggregated by race and is only available through 2013 from the American Community Survey.

The unemployment rate fell slowly but steadily following the 2008 recession, from a 9.1 percent unemployment rate in 2011 to 7.2 percent in 2014. As of the end of the third quarter of 2015, the rate fell further to 6.0 percent.

Labor force participation has been slower to recover. From 2011 to 2014, the LPR grew less than one percent (0.8%) and was 61.0 percent by the end of the third quarter of 2015. While the unemployment situation is improving for labor force participants, too many New Yorkers are still on the sidelines.

Unemployment Rate, Labor Force Participation, Rate and Average Earnings (continued)

The unemployment rate is not the same for all subpopulations in the City. Disaggregated data for 2013, the most recent available, shows:

· The unemployment rate in every borough is falling. The unemployment rate is highest for residents of the Bronx and Brooklyn and lowest for residents of Staten Island and Manhattan. In addition, decreases in unemployment are less stable in Staten Island.

· The unemployment rate is lowest for White New Yorkers, and highest for Hispanic and Black New Yorkers. The unemployment rate for Black New Yorkers is more than double that for White New Yorkers.

The wage situation continues to improve. Both hourly earnings Citywide and weekly earnings by borough have for the most part, improved over the recovery. But wage gains have not been distributed evenly. Wage growth has been highest for Brooklyn residents and Asian New Yorkers.

Unemployment Rate (Citywide)

Data Source: New York State Department of Labor. Local Area Unemployment Statistics Program. "NYC Seasonally Adjusted Unemployment Rate History." Seasonally adjusted data for model-based methodology. http://labor.ny.gov/stats/nyc/NYCLFSA.xls

Definition: Percentage of the total labor force that is unemployed, but actively seeking employment and willing to work.

About the Indicator: Unemployment indicates the ability of the City job market to absorb the available labor force. It speaks to opportunity: those that are willing and able to work can find employment; employers who have job openings are finding workers to fill vacancies.

Labor Force Participation (Citywide)

Data Source: New York State Department of Labor. Local Area Unemployment Statistics Program. Not seasonally adjusted; preliminary and subject to revision. http://labor.ny.gov/stats/laus.asp

Labor Force Participation (continued)

Definition: The percentage of working age New Yorkers who are either employed or looking for work.

About the Indicator: Labor Force Participation is another salient indicator of the health of the economy. An improving economy will draw more people into the labor force. However, improving labor force participation can be offset by voluntary withdrawals from the labor force. For example, spouses may cut back on labor force participation to spend time on child care.

Average Hourly Earnings (Citywide)

Data Source: NYS Department. of Labor. Occupational Employment Statistics Survey. Not seasonally adjusted; preliminary and subject to revision. https://labor.ny.gov/stats/lshour.shtm
Definition: Average of all hourly wages reported divided by the total number of data points greater than zero.

Annual Employment and Earnings

Citywide

	2011	2012	2013	2014	2015
Unemployment Rate	9.1%	9.4%	8.8%	7.2%	6.0%
Labor Force Participation Rate	59.7%	60.1%	60.3%	60.5%	61.0%
Average Hourly Earnings	$30.91	$31.49	$32.04	$32.67	$33.66

Labor Force Participation (Disaggregated)

Data Source: American Community Survey Public Use Micro Sample as augmented by CEO
Definition and About the Indicator: See previous page.

Unemployment Rate (Disaggregated)

Data Source: American Community Survey Public Use Micro Sample as augmented by CEO
Definition and About the Indicator: See previous page.

Average Weekly Earnings (Disaggregated)

Data Source: American Community Survey Public Use Micro Sample as augmented by CEO
Definition: Average of all weekly wages reported divided by the total number of data points greater than zero.

Labor Force Participation, Unemployment Rate, and Average Weekly Earnings (continued)

Labor Force Participation

	2009	2010	2011	2012	2013
Race/Ethnicity					
White non-Hispanic	66.1%	64.9%	65.9%	67.4%	66.9%
Black non-Hispanic	64.5%	62.7%	64.0%	64.4%	62.6%
Hispanic	65.0%	64.3%	63.7%	63.7%	64.8%
Asian/Pacific Islander	63.2%	62.6%	63.4%	63.7%	63.0%
Borough					
Bronx	61.2%	59.9%	61.3%	61.3%	60.6%
Brooklyn	62.5%	62.2%	63.0%	64.3%	63.6%
Manhattan	70.0%	68.4%	69.1%	70.3%	69.8%
Queens	66.4%	65.0%	65.3%	65.7%	64.8%
Staten Island	61.5%	59.6%	61.1%	60.4%	60.6%

Unemployment

	2009	2010	2011	2012	2013
Race/Ethnicity					
White non-Hispanic	5.1%	5.1%	5.2%	4.4%	4.0%
Black non-Hispanic	8.3%	9.1%	9.8%	9.5%	8.3%
Hispanic	5.6%	7.0%	4.9%	6.0%	4.8%
Asian/Pacific Islander	8.0%	8.0%	8.4%	8.0%	7.7%
Borough					
Bronx	8.2%	8.7%	9.7%	9.4%	8.6%
Brooklyn	6.2%	6.7%	7.6%	7.0%	6.3%
Manhattan	7.3%	6.3%	5.9%	6.0%	5.0%
Queens	6.4%	7.2%	6.6%	6.4%	5.6%
Staten Island	4.6%	5.4%	4.6%	4.3%	5.0%

Labor Force Participation, Unemployment Rate, and Average Weekly Earnings (continued)

Average Weekly Earnings

	2009	2010	2011	2012	2013
Race/Ethnicity					
White non-Hispanic	$879.30	$824.03	$852.46	$850.80	$898.80
Black non-Hispanic	$389.64	$376.92	$393.44	$386.08	$394.35
Hispanic	$506.74	$494.13	$502.98	$514.04	$594.42
Asian/Pacific Islander	$307.67	$310.48	$317.13	$314.13	$323.19
Borough					
Bronx	$312.09	$301.03	$311.49	$324.95	$318.05
Brooklyn	$421.59	$421.81	$420.53	$433.85	$478.55
Manhattan	$1,122.29	$1,007.78	$1,056.04	$1,023.74	$1,072.39
Queens	$462.45	$433.88	$451.58	$445.22	$473.49
Staten Island	$496.99	$522.71	$522.64	$510.62	$532.93

Employment at Firms Less Than One Year Old

Key Findings: Employment at firms 0-1 years old increased by 6,260 (4.3%) between the third quarter of 2009 and the third quarter of 2014, representing 1.4 percent of total employment growth in NYC over the period. All boroughs except for the Bronx saw growth in employment at firms 0-1 years old between the third quarter of 2009 and the third quarter of 2014. Although up 6,260 since the third quarter of 2009, employment at NYC firms 0-1 years old in the third quarter of 2014 was still down from third quarter 2011 levels, having dropped by 8,000 between the third quarter of 2011 and the third quarter of 2012.

More than one quarter (26.6%) of employment in NYC firms 0-1 years old in the third quarter of 2014was in the Accommodation and Food Services sector, followed by Retail Trade (10.8%). Young firms in the information sector witnessed the fastest employment growth in NYC between the third quarter of 2009 and the third quarter of 2014 (68.6%), while young firms in the Finance and Insurance sector saw the fastest employment decline (62.7%).

Employment at Firms Less Than One Year Old (continued)

Employees at new firms tend to be younger, with a disproportionate share of workers ages 24 and below. They also tend to be less educated, with just over a quarter (25.9%) of workers at newer firms in NYC possessing a bachelor's degree or higher versus nearly a third of workers among all firms in the third quarter of 2014. Younger firms may thus present good career opportunities for New Yorkers with low- to mid-skill levels and little or no post-secondary education.

Selected tables follow. Additional data in the Appendix.

Data Source: U.S. Census Bureau, Quarterly Workforce Indicators (QWI) via New York City Economic Development Corporation

Definition: Number of employees at firms less than one year old in the reporting period.

About the Indicator: New firms are an indicator of new opportunities and growth in the labor market, and an expanding economy.

Employment at Firms Less Than One Year Old
2009 – 2011

	2009		2010		2011	
	All Firm Ages	Firms 0-1 Years	All Firm Ages	Firms 0-1 Years	All Firm Ages	Firms 0-1 Years
Citywide	3,124,298	143,035	3,138,191	144,617	3,232,230	148,267
Employee Age						
14 to 24	337,830	19,209	330,267	19,089	339,062	20,846
25 to 44	1,548,960	75,399	1,546,002	77,198	1,585,991	78,727
45 to 64	1,112,990	44,480	1,130,689	44,049	1,164,446	43,867
65 +	124,520	3,947	131,233	4,281	142,732	4,827

Employment at Firms Less Than One Year Old
2012 – 2013

	2012		2013	
	All Firm Ages	Firms 0-1 Years	All Firm Ages	Firms 0-1 Years
Citywide	3,314,214	144,374	3,419,120	146,459
Employee Age				
14 to 24	348,079	21,028	355,779	21,194
25 to 44	1,619,193	76,360	1,662,581	76,590
45 to 64	1,189,245	41,846	1,227,835	42,896
65 +	157,699	5,139	172,924	5,779

Income Distribution (50:10 and 90:50 Ratios)

Key findings: Using tax return data from tax years 2009 to 2013 (the latest available at time of analysis), it is apparent that incomes at the bottom have been stagnant while the share of income at the top has grown.

The income panel of the following table looks at the 10th, 50th, and 90th percentiles of taxpayers' adjusted gross income as reported on New York State tax returns, and the growth rate of income at each percentile. Income was near stagnant among the lowest income earners, declining just over one percent. Income at the 50th percentile rose nearly 4 percent, but income at the 90th percentile grew 13.4 percent.

The ratios panel provides further evidence of the different growth rates at the top and bottom of the income distribution. Ratios are shown of incomes from the top to the bottom, the middle to the bottom, and the top to the middle. In 2009, the ratio of the 90th to the 10th percentile was 20.9. For every dollar earned by a worker in the bottom half of the income distribution, a worker in the top half earned nearly 21. By 2013, this ratio increased to 24. The underlying distributions – the 50:10 and 90:50 ratios – show that disparities are growing more for incomes between the median and the 90th percentile.

Income Distribution (continued)

Data Source: Department of Finance NYC

Definition: A measure of how income is dispersed across the population of NYC tax filers.

About the indicator: One way to measure income inequality is to look at the differences in income growth at the top and bottom of the income distribution.[2]

Distribution of Adjusted Gross Income
Tax Years 2009 – 2013

	2009	2010	2011	2012	2013	Percent Change 2008–2013
Federal AGI**						
Filers	3,639,220	3,678,106	3,727,089	3,765,336	3,805,487	4.6%
Income						
10th Percentile	$5,207	$5,376	$5,111	$5,194	$5,152	-1.1%
50th Percentile	$30,045	$29,865	$30,043	$30,752	$31,237	4.0%
90th Percentile	$108,892	$112,537	$116,232	$120,146	$123,458	13.4%
Ratios						
Ratio of 50th to 10th	5.8	5.6	5.9	5.9	6.1	5.1%
Ratio of 90th to 50th	3.6	3.8	3.9	3.9	4.0	9.1%
Ratio of 90th to 10th	20.9	20.9	22.7	23.1	24.0	14.6%

* Preliminary
**AGI floored at 0
Includes returns for all full-year NYC residents.

CEO Poverty Rate: Number of New Yorkers in Poverty

Key Findings: The CEO poverty rate, a poverty measure calculated by the New York City's Center for Economic Opportunity (CEO) Poverty Research Unit, is tailored to the cost of living in New York City (see next section). The poverty rate was 21.5 percent in New York City in 2013 (the most recent available data), an increase of 1.7 percentage points from the rate of 19.8 percent in 2009. The CEO poverty rates by borough ranged from a high of 27.1 percent in the Bronx to a low of 15.8 percent in Manhattan. Looking at poverty by race and ethnicity, Asian and Hispanic New Yorkers were the poorest (25.8 percent and 25.9 percent). This correlates with the high poverty rate for noncitizens (30.7%).

Educational attainment plays a large role in economic security. The poverty rate for high school graduates is nearly three times higher than the poverty rate for college graduates (24.6% compared to 8.9%). Those with even some college have a lower poverty rate than the City average (17.8% compared to 21.5%). Participation in the labor force is also an important indicator of poverty. However, having a full-time job does not make a worker immune from poverty. The poverty rate for full-time workers, while low, rose steadily from 2009 to 2013, from 6.7 percent in 2009 to 8.5 percent in 2013.

Poverty rates are highest among Asians despite educational attainment. The Asian community in NYC is diverse in many ways. Poverty is measured at the family level, and within the family there may be high poverty rates among the elderly due to medical costs not covered by insurance. Young adults with high education levels may not have reached peak wage earning years. New arrivals are a significant part of the population and they may arrive with limited resources – depending on their country of origin. The CEO poverty data shows that education is one of the most important factors in overcoming these hurdles in the future.

Selected tables follow. Additional data in the Appendix.

CEO Poverty Rate: Number of New Yorkers in Poverty (continued)

Data Sources:

· **NYC**: American Community Survey Public Use Micro Sample as augmented by CEO
· **U.S**: Kathy Short, The Supplemental Poverty Measure: 2014, U.S. Census Bureau, Sept. 2015

Definition: Percent of the City population in poverty using the CEO poverty rate. The measure includes a poverty threshold that recognizes the expense of New York City housing. On the income side, the measure includes household resources derived from programs such as the Supplemental Nutrition Assistance Program (SNAP) benefits, housing subsidies, and tax credits, while accounting for resources spent on transportation to work, child care, and out-of-pocket medical costs.

About the Indicator: The CEO poverty rate is an important indicator in measuring poverty in New York City. It is more realistic than the federal poverty measure in estimating both the poverty threshold and the resources available to meet that need. It is similar in methodology to the Supplemental Poverty Measure (SPM) generated by the U.S. Census Bureau. The table below provides the CEO poverty rate and the official U.S. poverty rate for the City. For comparative purposes, we also provide the SPM and Official Poverty Rates for the U.S. See Appendix for additional information.

CEO, Official, and SPM Poverty Rates
2009 – 2013

	2009	2010	2011	2012	2013
NYC CEO	19.8%	21.0%	21.5%	21.4%	21.5%
NYC Official	17.3%	18.8%	19.3%	20.0%	19.9%
US SPM	15.3%	16.0%	16.1%	16.0%	15.5%
US Official	14.5%	15.3%	15.1%	15.1%	14.6%

CEO Poverty Rates
2009 – 2013

	2009	2010	2011	2012	2013	Percentage Point Differences	Group Share of 2013 Pop
Total New York City	19.8%	21.0%	21.5%	21.4%	21.5%	1.7	100.0%
Gender							
Male	18.8%	19.8%	20.2%	20.5%	20.7%	1.9	47.7%
Female	20.6%	22.0%	22.6%	22.3%	22.2%	1.6	52.3%
Age Group							
Under 18	23.9%	25.7%	25.2%	25.7%	24.8%	0.9	21.5%
18 through 64	17.8%	19.3%	20.2%	20.0%	20.4%	2.6	66.1%
65 and Older	22.3%	21.4%	21.8%	21.2%	21.6%	-0.7	12.5%
Children (under 18), by Presence of Parent							
One Parent	38.5%	37.2%	36.0%	38.4%	35.8%	-2.7	36.6%
Two Parents	16.0%	19.3%	18.8%	18.8%	18.5%	2.5	63.4%
Race/Ethnicity							
Non-Hispanic White	13.6%	15.3%	15.2%	13.8%	15.0%	1.5	32.5%
Non-Hispanic Black	21.2%	22.4%	21.7%	22.3%	22.4%	1.2	22.1%
Non-Hispanic Asian	24.8%	26.0%	26.6%	29.0%	25.9%	1.2	13.4%
Hispanic, Any Race	24.4%	24.4%	26.0%	25.8%	25.8%	1.4	29.1%
Nativity/Citizenship							
Citizen by Birth	18.3%	20.0%	20.0%	19.3%	19.6%	1.4	62.6%
Naturalized Citizen	18.3%	18.2%	19.0%	20.2%	19.4%	1.1	20.3%
Not a Citizen	26.7%	27.2%	29.1%	30.2%	30.7%	4.0	17.1%

1. Category excludes people enrolled in school.
Notes: Differences are taken from unrounded numbers; those in bold type are statistically significant. Shares may not sum to 100 percent due to rounding error

CEO Poverty Rate: Number of New Yorkers in Poverty (continued)

	2009	2010	2011	2012	2013	Percentage Point Differences	Group Share of 2013 Pop
Working Age Adults (18 through 64), by Educational Attainment*							
Less than High School	30.7%	30.9%	31.8%	34.2%	34.7%	4.0	18.0%
High School Degree	21.2%	23.0%	25.1%	24.9%	24.6%	3.5	25.2%
Some College	15.0%	15.8%	17.3%	16.7%	17.8%	2.8	20.5%
Bachelor's Degree or Higher	7.6%	9.2%	9.3%	8.5%	8.9%	1.3	36.2%
Working Age Adults (18 through 64), by Work Experience in Past 12 Months*							
Full-Time, Year-Round	6.7%	7.1%	7.6%	8.1%	8.5%	1.7	54.3%
Some Work	22.2%	23.6%	24.8%	24.4%	25.2%	3.0	22.4%
No Work	36.8%	38.1%	38.9%	39.0%	39.1%	2.3	23.3%

* Category excludes people enrolled in school.
Notes: Differences are taken from unrounded numbers; those in bold type are statistically significant. Shares may not sum to 100 percent due to rounding error.

Total Supplemental Nutrition Assistance Program Recipients

Key Findings: SNAP serves 1.7 million New York City residents or 20 percent of the population. In the wake of the Great Recession, NYC's SNAP caseload peaked at more than 1.8 million recipients in 2013. It has since declined by 8.6 percent. The New York State and U.S. caseloads are also declining, though more slowly. Blacks and Hispanics account for approximately two-thirds of SNAP recipients, but the proportion of Asian recipients has grown in recent years, along with the number of recipients identifying as multiracial.

The SNAP caseload has also seen a steady growth in senior recipients, even as the overall number of recipients has fallen. New Yorkers aged 65 years and older now account for 18.0 percent of SNAP recipients, up from 14.5 percent in 2011. SNAP participation varies across the City with the level of economic need. In the Bronx, where poverty rates are highest, fully one-third of residents receive SNAP. Brooklyn follows, with close to one in four residents participating.

Selected tables follow. Additional data in the Appendix.

Total Supplemental Nutrition Assistance Program Recipients (continued)

Data Source: NYC figures from HRA administrative data; NYS figures from NYS Office of Temporary and Disability Assistance; U.S. figures from the U.S. Department of Agriculture for 2012-2015 and from the Food Research and Action Center for 2011

Definition: SNAP recipients for all breakdowns (all figures reflect September caseload data, except for the 2015 NYS and U.S. data which reflect August and July, respectively).

About the Indicator: SNAP is a broad-based, means-tested public benefit program for low-income New Yorkers that provides critical nutrition assistance.

Total Supplemental Nutrition Assistance Program Recipients
Sept. 2011 – Sept. 2015

	Sept. 2011	Sept. 2012	Sept. 2013	Sept. 2014	Sept. 2015*
New York State	3,057,767	3,101,190	3,169,363	3,066,686	3,001,608
United States	46,268,257	47,710,283	47,305,724	46,459,930	45,480,644
Citywide	1,831,882	1,836,249	1,855,649	1,739,660	1,696,174
Race/Ethnicity					
White non-Hispanic	285,057	284,296	287,290	271,402	261,160
Black non-Hispanic	564,792	554,180	555,352	514,308	493,459
Hispanic	723,325	721,973	717,713	647,915	625,271
Asian/Pacific Islander	163,765	175,386	185,188	178,132	176,892
Native American Only	4,154	4,330	4,386	4,378	4,363
Multiracial	73,136	80,788	91,140	109,949	123,142
Unknown	17,654	15,295	14,580	13,576	11,887
Sex					
Male	783,711	784,512	791,912	742,138	724,609
Female	1,046,301	1,049,880	1,061,807	995,750	969,794
Unknown	1,869	1,857	1,929	1,772	1,771

158

Total Supplemental Nutrition Assistance Program Recipients (continued)

	Sept. 2011	Sept. 2012	Sept. 2013	Sept. 2014	Sept. 2015*
Age					
0-17 Years	714,338	711,465	705,068	644,150	617,910
18-24 Years	154,098	149,029	148,932	128,754	120,521
25-44 Years	341,824	340,489	346,582	321,626	310,484
45-64 Years	353,432	357,368	364,441	347,241	340,386
65 and over	266,321	276,040	288,697	296,117	305,102
Unknown	1,869	1,857	1,929	1,772	1,771
Borough					
Bronx	496,367	496,683	506,898	476,657	474,047
Brooklyn	666,634	669,226	677,861	633,242	610,861
Manhattan	270,179	269,178	269,113	255,034	243,017
Queens	333,318	334,683	334,819	311,094	306,086
Staten Island	65,384	66,479	66,958	63,633	62,163

*2015 NYS and U.S. data reflect August and July respectively – not September.

The Center for Economic Opportunity (CEO) Poverty Measure

The CEO poverty rate is an alternative to the official U.S. poverty measure. The official rate sets a poverty threshold at three times the cost of a minimal food plan, adjusted for family size, and measures it against pre-tax cash income. The official measure does not include geographic differences in the cost of housing. More importantly, it does not measure the effectiveness of most anti-poverty programs in lowering the poverty rate. Pre-tax cash income does not include resources such as SNAP benefits, the Earned Income Tax Credit (EITC), housing subsidies, school meals, and other benefits.

The CEO alternative poverty measure is specific to New York City. It uses a poverty threshold that accounts for food, clothing, shelter, and utilities and recognizes the higher cost of housing. It also adds the value of benefits not included in the official measure. Costs of transportation, childcare, and medical spending are also estimated and deducted from resources available to meet the needs included in the threshold.

The CEO measure of poverty shows a higher rate than the official (see Indicator: Poverty Rate: Number of New Yorkers in Poverty). It also allows for a more detailed demographic picture of the poverty population and shows the benefits of anti-poverty programs. For example, in 2013, the poverty rate would have been 3.6 percentage points higher (25 percent instead of 21.5 percent) if SNAP benefits were not available.

An additional benefit of the CEO poverty model is that it provides a tool to simulate the effects of policy proposals. In OneNYC, the City committed to lifting 800,000 New Yorkers out of poverty or near poverty by 2025. One of the contributors to this reduction is changes in the minimum wage. For example, using the CEO poverty model, if the minimum wage were $15 in 2013, approximately 750,000 New Yorkers would have moved out of poverty or near poverty – lowering the poverty rate in that year by nearly 4 percentage points.

Policies to Address Disparities

The de Blasio administration is focused on advancing an economic agenda that promotes the City's economic growth while combating inequality. The skills, creativity, and breadth of experience of the City's workforce are a great strength. However, significant parts of this potential supply of human capital remain untapped or underused. Both residents and businesses would benefit from a greater focus on preparing New Yorkers for the higher-paying, higher-skilled jobs that growing sectors such as technology and healthcare are generating.

While many factors associated with poverty are outside of the direct control of the City, there is a great deal that municipal government can do to reduce poverty and inequality. This report identifies some of the areas in which progress is being made, and others in which trend lines are in the wrong direction. Across the eight domains, many policies included in this report either have a clear poverty-fighting objective or have reducing poverty as an implicit goal.

Supporting Diverse Industries and Businesses

New York City must have a strong growth trajectory in a diverse set of industries to maintain its status in the national and global economy, and to continue to produce robust economic opportunity for its residents. Leadership in emerging sectors brings high growth and keeps the City at the cutting edge of the 21st century economy. Support for small businesses also promotes job growth and economic opportunity for residents.

New York City's Economic Development Corporation (NYCEDC) and the Department of Small Business Services (SBS) are two entities that are essential to ensuring that the City's businesses have the resources they need to operate and to grow.

Resources and Infrastructure for Job Creation and a Strong Economy

NYCEDC is charged with managing the City's economic development assets, serving as an economic advisor, and leveraging partnerships between the public and private sectors for smart economic development to drive growth, create jobs, and improve quality of life for all City residents.

Resources to Unlock Business Potential

Chief among the resources NYC businesses need are access to capital and affordable workspace. NYCEDC helps City employers and service providers access the capital they need to expand – at a lower, tax-exempt rate than they would find on the commercial market. Build NYC specializes in providing tax-exempt bond financing for a variety of non-profit and for-profit projects, while the Industrial Development Agency's work includes tax benefits and abatements to assist in catalyzing innovative commercial and industrial projects that create quality jobs and enhance the City's economy.

The NYCEDC Accelerated Sales Tax Exemption Program (A-STEP) provides companies with sales tax exemptions of up to $100,000 for the purchase, installation, and maintenance of construction materials, equipment, and furnishings to upgrade, expand, and grow a variety of business activities. This program is particularly relevant for food manufacturers and other small industrial and commercial businesses. Priority is given to businesses that strive to create or retain quality jobs in distressed areas of the City.

Sustaining and Developing New York City's Industries

NYCEDC works to maintain the quality jobs we have today and to grow innovation jobs for tomorrow. Its initiatives include Made in New York Fashion programs to help maintain New York City's position as the fashion capital of the world. EDC provides similar services and programmatic support to sectors as diverse as food production and retail, healthcare, and digital technology.

To tap into the City's research and practical medical facilities, NYCEDC has deployed City assets to help Memorial Sloan Kettering Cancer Center and CUNY develop a new, $1 billion home for cancer care, nursing, and research facilities on the Upper East Side. To bring those advances in research to their full potential, NYCEDC is building its capacity in emerging fields like genomics and bioinformatics, including helping to support the NY Genome Center's new 170,000-square-foot research facility in Tribeca.

In March 2015 the City announced a $150 million Early Stage Life Sciences Initiative. This public-private partnership will strengthen the City's economy and help position New York as a global capital for life sciences innovation, which would result in both thousands of new jobs and pioneering medical innovations for patients. This historic co-investment partnership has exceeded its initial funding goal by $50 million, launching with a total of $150 million.

This includes $10 million in anchor funding from NYCEDC, leveraged with capital from industry partners and managed by leading venture capital partners. The funding initiative will identify and invest in the most promising research generated by the City's academic medical institutions and entrepreneurs, creating and growing companies working on the leading edge of life sciences advances.

Investments in Infrastructure and City-owned Assets

In the Bronx, the Hunts Point Food Distribution Center is a City-owned industrial cluster that focuses on the growing industry of food manufacturing. The 329-acre food distribution center is one of the largest such facilities in the world. Local vendors from throughout the City were moved to the Bronx to facilitate refrigeration in the 1950s, and to consolidate supply chains, the Fulton Fish Market was integrated into Hunts Point in 2005.

The Center supports approximately 50 percent of the City's meat, fish, and produce, and 20 percent of regional spending on food products. It is the most active industrial site in the Bronx, with the locational advantage of highway and rail network access to the rest of the City. NYCEDC is also working to upgrade the rail facilities at Hunts Point, including a new rail-to-truck facility at the market.

NYCEDC recently concluded a $20 million, 100,000 square foot expansion of the Baldor Facility, which will create 350 new jobs at the market. Last year, Mayor de Blasio announced an investment of $150 million over 12 years to modernize the buildings and facilities, activate underutilized space, and provide space for dozens of small businesses to set up shop at the distribution center, which will generate nearly 900 construction jobs and approximately 500 permanent jobs.

In Brooklyn, the City has made several investments in major industrial assets and supporting infrastructure, primarily in the Brooklyn Navy Yard and in Sunset Park's Brooklyn Army Terminal ("BAT") and surrounding areas. NYCEDC is undergoing a $140 million renovation of 500,000 square feet of previously un- and underutilized space at the Brooklyn Army Terminal, which will create 1,500 new jobs and provide necessary services and amenities to the thousands of people already working at BAT. NYCEDC is also investing $37 million on campus infrastructure in Sunset Park which will support 36,000 existing jobs at BAT and the other major industrial campuses in the area, including Bush Terminal, Industry City, South Brooklyn Marine Terminal and the Brooklyn Wholesale Meat Market.

In addition, the Brooklyn Navy Yard is renovating its Building 77 to turn a former storage warehouse into a new, modern 1 million square foot industrial space that will be the base for 3,000 new jobs. Building 77 will be anchored by several floors of local food manufacturing, including a ground floor food hall which will be open to the neighboring low-income residents and other industrial workers who live and work adjacent to the Navy Yard.

Supporting Economic Success

The NYC Department of Small Business Services (SBS) helps build a more inclusive economy by supporting small businesses and connecting New Yorkers to living wage jobs.

Small Business First

Launched in July 2014 by SBS, Small Business First is a comprehensive initiative to address the needs of small businesses. Among other things, it will significantly reduce the regulatory burden on the City's small businesses. Small Business First is a direct response to feedback from the small business community.

Its 30 core commitments are derived, in part, from 600 ideas provided directly by business owners, business support organizations, and other stakeholders across the City. The initiative, which is funded by a $27 million investment through fiscal year 2019, will save businesses time and money while increasing compliance with City regulations.

In its first year and a half, Small Business First has made significant strides, including:

- Launching a new web tool to help business owners learn about and avoid the most common violations given out to businesses in the City

- Writing and disseminating 11 new "plain language" guides to increase accessibility to City resources

- Creating an Online Permitting System that includes all Department of Transportation permit types required for businesses

- Launching weekly Small Business Owners Nights, to give business owners the chance to speak directly with Agency representatives

WE NYC to Empower Women through Entrepreneurship

Launched by the NYC Department of Small Business Services in 2015, WE NYC has two main goals: (1) increase income stability for women and families by supporting entrepreneurship as an opportunity for supplementary income and as a pathway for long-term economic security; and (2) strengthen the economic impact of women entrepreneurs from underserved communities by facilitating the growth of their companies in New York City.

There is a significant gender gap in entrepreneurship. The number and size of businesses owned by women entrepreneurs still lags far behind male-owned businesses. Of the roughly 359,000 women entrepreneurs in New York City, only 8 percent have employees. The study "Unlocking the Power of Women Entrepreneurs in New York City" includes information collected from more than 1,000 women entrepreneurs across the five boroughs. This research and feedback, which highlights the many issues women entrepreneurs face when starting and growing their businesses, was used to design and launch WE NYC.

Programs to support women entrepreneurs in New York City through WE are already underway, including a mentorship program launched in December 2015, and workshops with prominent business leaders. Over the next three years, WE NYC program will connect 5,000 women to free training and business services to help them start and grow their businesses.

Immigrant Business Initiative

Immigrant entrepreneurs have long been a vital part of new business and job growth in New York City. Of the City's nearly 200,000 small businesses, 36 percent are owned by immigrants, making them a critical part of the economy and of job creation. Yet according to a 2012 Fund for Public Advocacy report, many immigrant-owned businesses need assistance with technology, pro-bono legal services, financing, and marketing to help them succeed, and are unaware of available City services. The Immigrant Business Initiative is a public/private partnership led by SBS that works with community-based organizations to provide multi-lingual free business services to meet the specific needs of diverse communities of immigrant entrepreneurs.

In 2015, nearly 2,000 immigrant entrepreneurs were served by SBS's NYC Business Solutions system. Services include business education courses and one-on-one business coaching, offered in Chinese, Russian, Haitian-Creole, Spanish, and Korean. In addition, SBS launched an advertising campaign in immigrant communities to raise awareness for available services.

Tri-library Partnership

The Brooklyn Public Library, New York Public Library, and the Queens Public Library systems have partnered with SBS to better reach entrepreneurs in immigrant communities across the five boroughs. The tri-library partnership includes trainings for frontline library staff, free on-site business courses offered in eight languages, and multi-lingual materials and information on City services for immigrants looking to start or grow a business in the City.

Resources are now available in many library locations. Courses include some of NYC Business Solutions' most popular offerings, such as 10 Steps to Starting a Business, Business Planning Basics, and Business Financial Management. More than 70 frontline library staff members working in immigrant-rich neighborhoods across the five boroughs have been trained to help customers access these resources.

New Strategies to Increase Employment

As seen in the Labor Force Participation data, the City holds a large reserve of untapped human capital. The City is putting an increased focus on connecting New Yorkers with living wage jobs. These initiatives will help move more residents out of poverty and into work by connecting the City's public schools, workforce training systems, and economic development programs to create a more cohesive system that educates and trains people for today's jobs and the jobs of the future.

Career Pathways: One City, Working Together, the Mayor's workforce development initiative, is expanding access to living wage jobs in fast-growing industry sectors, improving job quality, and fostering a more cohesive workforce system. The City has added and shifted resources, and refined policies, to put greater focus on training and education. It has engaged employers to create training programs that can lead to employment with growth opportunities and family-sustaining wages.

The City has begun to move away from "rapid attachment" job placement, almost doubling its investment in skills training and committing more dollars to new models. These include targeted entrepreneurship and bridge programs that serve over 18,700 New Yorkers – 34 percent more than in fiscal year 2014. The City has also begun building system-wide consensus around common definitions of job quality so that all agencies can work together effectively to support living wage and family-sustaining jobs for New Yorkers.

Jobs for New Yorkers

Mayor de Blasio began transforming the City's workforce development system in the spring of 2014, when he established the Mayor's Office of Workforce Development (WKDEV) to coordinate the City's workforce initiatives and convened the Jobs for New Yorkers Task Force to set new priorities for the City's employment and training programs. The Jobs for New Yorkers Taskforce brought together City business and workforce leaders, researchers, and City agencies and officials to develop the City's unique vision for workforce development, outlined in the resulting Career Pathways: One City Working Together report.

The report outlined three key pillars: building the skills employers seek; improving job quality; and increasing system and policy coordination. Specific recommendations of the Taskforce, identified in the report, include:

- Launch or expand Industry Partnerships with real-time feedback loops in six sectors: healthcare, technology, industrial/manufacturing, construction, retail, food service

- Establish Career Pathways as the framework for the City's workforce system

- Invest $60 million annually by 2020 in bridge programs that prepare low-skill jobseekers for entry-level work and middle-skill job training

- Triple the City's training investment to $100 million annually by 2020 in career track, middle skill occupations, including greater support for incumbent workers

·   Improve and expand CTE and college preparedness programs, adjust CUNY's alternative credit policy, and invest in career counseling to increase educational persistence and better support students' long-term employment prospects

·   Increase work-based learning opportunities for youth and high need jobseekers

·   Create a standard that recognizes employers that have good business practices, with the goal of assessing at least 500 local businesses by the end of 2015

·   Improve conditions of low-wage work by expanding access to financial empowerment resources in partnership with at least 100 employers and pursuing legislative changes, such as increasing the minimum wage

·   Maximize local job opportunities through the City's contracts and economic development investments by establishing a "First Look" hiring process and enforcing targeted hiring provisions in social service contracts

·   Reimburse workforce agencies on the basis of job quality instead of the quantity of job placements by aligning service providers under a system-wide data infrastructure that measures factors such as full-time work, wage growth, and job continuity

NYC Tech Talent Pipeline Expansion

Launched in May 2014 by the mayor, the NYC Tech Talent Pipeline (TTP) is a $10 million initiative to deliver quality jobs for New Yorkers and quality talent for the City's technology businesses. The NYC Tech Talent Pipeline works with public and private partners to define employer needs, develop training and education solutions, and prepare homegrown talent for 21st century jobs across the five boroughs.

Since its launch, the NYC Tech Talent Pipeline has engaged over 100 employers in defining hiring needs, developing training and education solutions, and delivering quality jobs in the City's tech ecosystem. The NYC Tech Talent Pipeline Advisory Board includes 25 of the City's largest tech employers, representing a collective workforce of more than 40,000.

In 2015, the Tech Talent Pipeline released its first-ever analysis of NYC tech ecosystem talent via a unique data gathering/sharing agreement with LinkedIn. This analysis, combined with real-time industry information provided by Tech Talent Pipeline Advisory Board members, informed the training recommendations of TTP.[3]

As part of the work of the Tech Talent Pipeline, executives from more than 30 companies have reviewed RFPs, evaluated and shaped curricula, and contributed to the design of 10 new or enhanced training programs that will run in 2016 to help New Yorkers connect to 21st century tech jobs.

New York Alliance for Careers in Healthcare (NYACH) Expansion

NYACH's mission is to build an effective healthcare workforce development system in the City. It works to identify healthcare employers' needs and help education and training organizations adapt to better meet those needs. The goal is to ensure that low-income and unemployed New Yorkers have greater access to career opportunities in healthcare.

NYACH is a public-private partnership, bringing together multiple stakeholders to address the healthcare industry's rapidly changing labor force needs. The Partners Council, a labor-management partnership including trade associations representing more than 40 employers and more than 100,000 workers, along with CUNY developed a common agenda and set of activities as a shared vision for change in healthcare workforce development in New York City.

NYACH has supported the realignment of eight curricula and the launch of 12 new industry-informed trainings that have already connected more than 1,000 New Yorkers to new jobs or promotions. In 2015, NYACH supported an ESL Bridge to Home Health Aide Training in partnership with 1199SEIU Home Care Education Fund and the Center for Economic Opportunity, which is the City's first industry partnership-informed bridge program. NYACH has since developed two new contextualized bridge programs with nine different employer partners – including an ESL Bridge to Medical Assistant Training and a High School Equivalency Bridge to Medical Assistant Training.

Workforce1 Career Centers

The NYC Department of Small Business Services (SBS) operates 17 Workforce1 Career Centers across the City's five boroughs. Workforce1 prepares and connects qualified candidates to job opportunities in the City. Through Workforce1 Career Centers, SBS makes matches for both candidates and employers by using a combination of recruitment expertise, industry knowledge, and skill-building workshops to strengthen candidates' employment prospects. SBS has set a job quality standard for employers receiving recruiting services from the Workforce1 Career Center: full-time employment or wages of $13.40 per hour.

Workforce1 also offers services tailored to the needs of specific New Yorkers, helping to ensure that a greater diversity of New Yorkers can participate in the economic success of our City's economy.

Sandy Recovery Workforce1

This initiative connects Hurricane Sandy-impacted residents with high-quality, long-term employment in the unionized construction industry and other jobs related to the recovery and rebuilding of affected communities. In the spring of 2015, the program began offering free pre-apprenticeship training opportunities to low- and middle-income residents of Sandy-impacted areas. At the end of the training participants will be prepared for direct entry to union-sponsored construction apprenticeships. The trainings are funded through the U.S. Department of Housing and Urban Development's Disaster Recovery Program.

Young Adults

SBS, District 79 of the New York City Department of Education, and the Human Resources Administration are partnering to launch new career and education services for young adults. These partners are creating High School Equivalency Diploma (HSED) Career Pathways programs contextualized for specific occupations. The programs will help young adults seamlessly blend work and learning in preparation for jobs in the target sectors identified in the Career Pathways report.

Serving Veterans

Priority1 is the City's set of workforce development services tailored to meet the unique needs of veterans and their spouses. Twelve staff members, each of whom are veterans themselves, serve as Veteran Specialists across the City, helping veterans and their spouses connect with jobs, explore career paths, identify training and education

opportunities, and locate specifically designed support services that connect to jobs.

Far Rockaway Economic Advancement Initiative

As one of New York City's most remote neighborhoods, the Far Rockaway community faces a combined challenge of economic stagnation and inequality. In 2015, and in close coordination with the Far Rockaway Workforce1 Career Center (launched by SBS is 2013), the Workforce Development Corporation (WDC), in partnership with SBS and NYCHA, and with support from the Center for Economic Opportunity, and Citi Community Development, began working with CAMBA and a number of local community-based organizations to provide an economic advancement initiative tailored to meet the immediate workforce development and supportive services needs of workers in the Far Rockaway community. This initiative aims to increase the City's efforts to foster economic growth and to provide New Yorkers with skilled, living wage jobs.

HRA's New Employment Plan

HRA is building a new employment program that will assess clients' skills, interests, and employment barriers to connect them with jobs, training, and education or services most likely to help each of them build a career and permanently transition from public assistance.

The new programs will have specialized services for youth and other groups with specific needs, such as homeless New Yorkers or those with Limited English Proficiency. Since the lack of a high school diploma generally limits workers to very limited, extremely low wage jobs, the programs will emphasize completing at least a high school equivalency (HSE) diploma and also provide opportunities for trade certification and community and four-year college.

HRA's CareerCompass Program

The CareerCompass program will work with clients ages 25 and over to intensively assess their skills and experience, work with clients to co-create a service plan, and match them with the employment, sector-based training, education, adult literacy, high school equivalency or other program which best suits them. After clients are engaged in these programs, CareerCompass will stay involved and help them with further service coordination.

CareerAdvance

This program will focus on providing expert sector-based training and employment in target industries. There will also be tailored programs that will focus on providing services to targeted communities like homeless clients, those with previous involvement in the criminal justice system, those with limited English proficiency, LGBTQI New Yorkers, and others in need of specialized services.

HRA's YouthPathways Program

The YouthPathways program will work with clients ages 18 to 24, with a special focus on the needs and potential of young people. YouthPathways will provide similar in-depth assessment services to CareerCompass, along with training, education, job placement and retention/advancement services that are specifically focused on young New Yorkers.

In this new employment model, HRA expects to leverage employment opportunities available through HireNYC: Human Services. Through this initiative, contractors to HRA, Administration for Children's Services, DHS, DOHMH, SBS, Department of Youth and Community Development and Department for the Aging are required to hire cash assistance recipients. These job opportunities will be extended to appropriate HRA clients through CareerCompass, Career Advance and YouthPathways.

HRA will continue to offer specialized employment programs to address the needs of particularly vulnerable populations. The Wellness, Comprehensive Assessment, Rehabilitation, and Employment (WeCARE) program provides specialized employment services to the population with medical and/or mental health disabilities and HIV/AIDS Services Administration (HASA) provides services for the clients with HIV and AIDS. The agency will continue to afford residents of targeted public housing developments with access to job and career support through Jobs-Plus, in collaboration with the Center for Economic Opportunity, the Young Men's Initiative, NYCHA and DCA-OFE.

Internships, Subsidized Jobs, and Job Training Programs

HRA is implementing a two-year phase out of the Work Experience Program (WEP), a program that has not led to sustained work and movement off of the HRA caseload. Already, WEP has been replaced with paid work study for students at CUNY. Compared with April 2014, the number of clients enrolled in WEP assignments at City agencies is now less than 2,000, which is a reduction of 1,686 (46%). The number of City agencies that have WEP assignments has decreased from 19 in April 2014 to 13 in February 2015, and to 8 in February 2016.

HRA will also continue to offer specialized internships and trainings through vendors and by partnering with other agencies, such as SBS's Workforce1Career Centers, and additional job-training-program (JTP) positions at Department of Sanitation. Clients will continue to be able to select internships and education opportunities to enroll in on their own as long as they meet New York State Department of Labor and HRA standards.

By eliminating a one-size-fits-all approach and helping clients individually, HRA aims to make lasting gains in the fight against poverty and income inequality by investing time and effort in each client's success. Matching clients with opportunities that suit their skills, the new employment programs will give them the best change for long-term success through stable employment and the ability to earn a family-supporting wage.

Reducing Poverty and Increasing Financial Stability

The City has an array of initiatives to increase the financial stability of residents, including ones to help raise wage and benefits, improve opportunities for asset building, and ensure a strong social safety net that moves New Yorkers out of poverty and helps them recover from economic setbacks.

Minimum Wage

Every increase in the wage and benefit floor moves more New Yorkers out of poverty and near poverty. The New York State minimum wage reached $9.00 on December 31, 2015. The tipped worker minimum wage increased from $4.90-$5.65 (depending on the category of tipped worker) to $7.50 in New York State. The administration has specified a goal of seeing the minimum wage increase to $15 by 2019. The NYS minimum wage for fast food workers will increase in New York City to $15 by December 31, 2018 and by July 2020 in the rest of the state.[4]

New York City as a Model Employer: Fair Wages for New Yorkers Act Expansion

Mayor de Blasio's 2014 Executive Order expands living wage requirements to include tenants and subtenants of City-subsidized development projects. This represents a substantial expansion of living wage requirements. Now all retail, accommodation, food service, and many other categories of employers that are tenants at projects receiving at least $1 million in subsidies must pay their employees no

less than a living wage. Workers covered by living wage must receive at least $11.53 per hour with benefits, or $13.13 per hour without benefits. The living wage rate is adjusted annually based on the Consumer Price Index.

Additionally, Mayor de Blasio announced a $15 minimum wage for all City government employees and employees who provide contracted work for the City at social service organizations by 2018.

"Poverty Rate Change" is the percentage point decline in the poverty rate for each group: (A) Families with a changed wage, and (B) The citywide poverty rage.

Minimum Wage Simulation
Effect on Poverty and Near Poverty Rates, 2013

Poverty rate: poverty units below 100% of poverty threshold
Near poverty rate: poverty units below 150% of threshold

New Wage per hour	$15.00
Individuals in poverty unit with at least one worker with wage change	3,023,633
Change in poverty rate	-10.2 percentage points
Change in near poverty rate	-24.7 percentage points

Citywide Poverty Rates	
Change in poverty rate	-3.8 percentage points
Change in near poverty rate	-5.5 percentage points

Source: The CEO Poverty Measure, 2005 – 2013, Appendix I

New York City as a Model Employer: Paid Parental Leave

In an effort to put the City at the forefront of city and state policies around the country and address the shortcomings of previous parental leave policies, Mayor de Blasio signed an Executive Order to provide six weeks of paid time off for maternity, paternity, adoption, and foster care leave, at 100 percent of salary – or up to 12 weeks total when combined with existing leave. The order provides approximately 20,000 non-represented managerial and original jurisdiction City employees with this new paid parental leave policy as of December 22, 2015. The new benefit comes at no new cost to New York City taxpayers: the personnel order repurposes an existing managerial raise of 0.47 percent scheduled for July 2017 and caps vacation time at 25 days for the 20,000 employees covered by the benefit.

The Center for Economic and Policy Research studied the effects of California's Paid Family Leave (PFL) program (a policy that was passed in 2002 providing eligible employees up to six weeks of paid leave at 55 percent of their usual weekly earnings). The study analyzed the effects of the program six years after implementation and concluded that employers report that PFL had either a "positive effect" or "no noticeable effect" on productivity (89 percent), profitability/performance (91 percent), turnover (96 percent), and employee morale (99 percent). The study also showed that the benefits to employees are plentiful, especially to those who are employed in jobs that pay less than $20 an hour and/or do not provide employer-paid health insurance. Additionally, a 2012 study by Rutgers University also showed that women who took paid leave were 39 percent less likely to receive public assistance and 40 percent less likely to receive food stamps in the year following a child's birth when compared to those who do not take any leave. Further study also shows that mothers in California who participated in the PFL program were 6 percent more likely to be working a year later than those who did not.

Workplace Benefits

Paid Sick Leave

In 2013, a report from the Institute for Women's Policy Research estimated that 850,000 New York City workers (30 percent of the workforce) had no paid leave of any kind.[5] Effective April 1, 2014, the Department of Consumer Affairs (DCA) began enforcing the newly enacted Earned Sick Time Act ("Paid Sick Leave Law"). Under the Paid Sick Leave Law, certain employers must provide their employees with sick leave.

Employers with five or more employees who work for more than 80 hours a calendar year in New York City must provide paid sick leave. Employers with one to four employees who work more than 80 hours in a calendar year in New York City must provide unpaid sick leave. Employers must provide employees up to 40 hours of sick leave each calendar year and covered employees have the right to use sick leave for the care and treatment of themselves or a family member. DCA has conducted over 1,000 events at which staff distributed more than two million brochures about paid sick leave. Since April 1, 2014, DCA has closed more than 650 cases, securing more than $1,600,000 in restitution and fines ($996,000 in restitution for almost 9,500 employees and $620,000 in fines). In addition, through settlement agreements, DCA ensured thousands more are receiving sick leave as required by the law.

Commuter Benefits

New York City's Commuter Benefits Law went into effect on January 1, 2016. The law requires for-profit and nonprofit non-governmental employers with at least 20 full-time non-union employees who work in the City to offer those employees the opportunity to use pre-tax income to pay for commuting expenses. Eligible employees can allocate up to $255 a month in pre-tax income toward their commute on subway, rail, and most other forms of mass transit, reducing their monthly expenses. Implementing a commuter benefits program can also help an employer save money by reducing their payroll taxes. In 2015, DCA's robust multilingual outreach team participated in approximately 450 events and workshops, distributing 30,000 pieces of material to inform business owners on key City labor laws, including the commuter benefits and paid sick leave laws.

Financial Security

The DCA's Office of Financial Empowerment (OFE) works to support low-income New Yorkers and communities in building financial capabilities and assets.

In fiscal year 2015, DCA OFE organized a multi-agency campaign to provide low-wage workers with services to access safe and affordable banking products like direct deposit, strategies for saving and money management, and free help with tax filing and accessing income supports like the Earned Income Tax Credit (EITC).

The Financial Empowerment Centers, a flagship program of DCA OFE, provides high-quality, free, one-on-one financial counseling to New

Yorkers. DCA OFE has developed a nationally recognized counseling model that helps clients tackle debt, save for the future, open a safe and affordable bank account, and improve credit. Over the past five years more than 30,000 New Yorkers have received one-on-one financial counseling, resulting in more than $35 million in debt reduction and $4 million in savings. DCA OFE has worked with community-based organizations and other agencies and programs, including HRA, NYCHA and SBS, to expand and integrate financial counseling into other existing social services.

NYC Annual Tax Season Initiative

DCA administers the City's Annual Tax Season Initiative, assisting low to moderate income New Yorkers with free tax filing and helping them claim important tax credits, including the EITC and the NYC Child Care Tax Credit (NYC CCTC). Tax refunds are often the largest single check low-income working households will receive in a year, creating a critical moment to start building savings. With the EITC, a New York City family can receive up to $8,427 in 2016. However, each year, up to 25 percent of eligible taxpayers do not claim the EITC.

Furthermore, only 3 percent of New York City filers claiming the EITC use free tax preparation services (e.g., Volunteer Income Tax Assistance and Tax Counseling for the Elderly sites). DCA partners with community-based organizations to deliver high-quality free tax preparation and works with other City agencies to help raise awareness of and increase access to free tax preparation services. For the 2015 tax season, the City invested more than $3.1 million, almost 20 times the previous year, to dramatically expand the program. This new allocation helped increase outreach and, for the first time, funded more than 200 free tax preparation sites, including 60 new locations. This initiative helped City tax filers complete more than 150,000 tax returns for free, and approximately 30 percent of these filers claimed the EITC. Overall, the City's Annual Tax Season Initiative resulted in an estimated $250 million in refunds and fee savings for New Yorkers.

IDNYC Partnership with Banks and Credit Unions

New York City is home to some 360,000 unbanked households, representing nearly 12 percent of all households. The lack of access to banking services – which is due to a range of factors, including restrictive identification requirements – imposes real costs and harms on lower income and immigrant New Yorkers. According to a study by DCA in 2008, lower income New Yorkers are spending tens of millions of dollars per year in check cashing fees alone.

Disparities in access to financial services are particularly pronounced for noncitizens, young adult immigrants, and recently arrived immigrants. DCA, the Mayor's Office of Immigrant Affairs (MOIA), and other partners have worked to persuade a dozen banks and credit unions to accept IDNYC as a primary form of identification for opening a checking or savings account. DCA and MOIA are building partnerships with more institutions and expanding education and outreach to inform New Yorkers across the City that IDNYC can be used to open a bank account.[6]

Legislation Prohibits Employers from Using Credit Checks to Screen Applicants

The Mayor and City Council enacted legislation prohibiting employers, including City agencies, labor organizations, and employment agencies from discriminating in hiring on the basis of consumer credit history. The new law is aimed at an unfair barrier to employment that disproportionately affects low-income and minority applicants.

Improving the Social Safety Net

As the largest local social services agency in the country, the New York City Human Resources Administration/Department of Social Services (HRA/DSS) helps over 3 million New Yorkers through the administration of more than 12 major public assistance programs.

Other Economic Security & Mobility-Focused Social Indicators Reports and Initiatives

City Reports

1. CEO Poverty Measure, 2005-2013 (April 2015)

2. Career Pathways: One City Working Together (November 2014)

3. Career Pathways: Progress Update (December 2015)

Non-City, Relevant Reports

1. Where Are the Unbanked and Underbanked in New York City? (September 2015) Urban Institute. Department of Consumer Affairs

2. How Much Could Policy Changes Reduce Poverty in New York City? (March 2015) Urban Institute with funding from Federation of Protestant Welfare Agencies, Catholic Charities Archdiocese of New York, and UJA-Federation of New York.

3. The State of the Unions 2015: A Profile of Organized Labor in New York City, New York State, and the United States (September 2015)

Appendix

Number of Jobs in the City

	2011	2012	2013	2014	2015 (Q1 ONLY)
Total, All Industries					
United States	129,411,095	131,696,378	133,968,434	136,613,609	136,772,099
Cook County (Chicago)	2,377,242	2,405,633	2,426,450	2,468,453	2,458,613
Harris County (Houston)	2,036,642	2,112,531	2,182,126	2,257,442	2,282,401
Los Angeles County	3,883,063	3,977,297	4,073,405	4,154,640	4,184,351
Total, All Private					
United States	108,184,795	110,645,869	112,958,334	115,568,686	115,388,109
Cook County (Chicago)	2,080,034	2,111,071	2,132,995	2,177,247	2,164,768
Harris County (Houston)	1,779,692	1,860,385	1,926,146	1,996,541	2,015,801
Los Angeles County	3,883,063	3,977,297	4,073,405	4,154,640	4,184,351

Employment at Firms Less Than One Year Old

Quarter Comparison (2009, 2014), By Age of Employee

	Q3 2009		Q3 2014	
	All Firms	Firms 0-1 Years	All Firms	Firms 0-1 Years
NYC				
14 to 24	10.9%	13.7%	10.6%	14.4%
25 to 44	49.4%	52.8%	48.3%	51.8%
45 to 64	35.6%	30.8%	35.8%	29.4%
65 +	4.0%	2.7%	5.3%	4.4%
Chicago				
14 to 24	13.0%	19.7%	12.8%	20.0%
25 to 44	45.8%	48.8%	43.9%	47.5%
45 to 64	36.6%	27.5%	37.6%	27.7%
65 +	4.5%	4.0%	5.7%	4.7%
Houston				
14 to 24	14.0%	18.7%	13.3%	18.7%
25 to 44	46.3%	48.7%	45.5%	47.0%
45 to 64	35.8%	28.9%	35.9%	29.1%
65 +	3.9%	3.7%	5.3%	5.1%
LA				
14 to 24	12.6%	14.6%	11.8%	15.4%
25 to 44	46.7%	48.8%	45.0%	46.7%
45 to 64	36.1%	32.8%	37.2%	32.7%
65 +	4.6%	3.8%	5.9%	5.2%

CEO Poverty Rate: Number of New Yorkers in Poverty

Bronx

Community District	2009-2013 average
Bronx CD 1 & 2	29.2
Bronx CD 3 & 6	32.5
Bronx CD 4	32.0
Bronx CD 5	34.1
Bronx CD 7	29.5
Bronx CD 8	16.4
Bronx CD 9	25.2
Bronx CD 10	16.8
Bronx CD 11	20.5
Bronx CD 12	20.7

CEO Poverty Rate: Number of New Yorkers in Poverty (continued)

Brooklyn

Community District	2009-2013 average
Brooklyn CD 1	22.5
Brooklyn CD 2	13.4
Brooklyn CD 3	27.4
Brooklyn CD 4	27.8
Brooklyn CD 5	33.6
Brooklyn CD 6	9.3
Brooklyn CD 7	29.5
Brooklyn CD 8	24.9
Brooklyn CD 9	25.0
Brooklyn CD 10	20.4
Brooklyn CD 11	22.0
Brooklyn CD 12	32.1
Brooklyn CD 13	24.0
Brooklyn CD 14	25.6
Brooklyn CD 15	20.2
Brooklyn CD 16	32.1
Brooklyn CD 17	21.7
Brooklyn CD 18	13.8

CEO Poverty Rate: Number of New Yorkers in Poverty (continued)

Manhattan

Community District	2009-2013 average
Manhattan CD 1 & 2	9.3
Manhattan CD 3	20.7
Manhattan CD 4 & 5	11.3
Manhattan CD 6	10.3
Manhattan CD 7	9.7
Manhattan CD 8	7.3
Manhattan CD 9	23.5
Manhattan CD 10	22.4
Manhattan CD 11	21.9
Manhattan CD 12	18.8

Queens

Community District	2009-2013 average
Queens CD 1	20.4
Queens CD 2	21.4
Queens CD 3	25.5
Queens CD 4	27.9
Queens CD 5	19.6
Queens CD 6	14.1
Queens CD 7	23.2
Queens CD 8	21.1
Queens CD 9	19.6
Queens CD 10	18.4
Queens CD 11	14.5
Queens CD 12	22.6
Queens CD 13	12.5
Queens CD 14	21.7

CEO Poverty Rate: Number of New Yorkers in Poverty (continued)

Staten Island

Community District	2009-2013 average
Staten Island CD 1	20.7
Staten Island CD 2	14.6
Staten Island CD 3	10.1

Total Supplemental Nutrition Assistance Program (SNAP) Recipients

Bronx

Community District	Sept. 2011	Sept. 2012	Sept. 2013	Sept. 2014	Sept. 2015
Bronx CD 1	47,735	48,076	49,919	46,709	46,445
Bronx CD 2	24,867	23,863	25,091	23,723	23,641
Bronx CD 3	41,338	41,579	43,206	41,779	41,676
Bronx CD 4	67,240	67,555	68,459	63,298	62,062
Bronx CD 5	63,622	64,035	64,716	60,115	60,131
Bronx CD 6	40,545	41,893	42,090	40,319	40,176
Bronx CD 7	53,581	54,763	54,536	50,369	49,781
Bronx CD 8	17,917	18,226	18,082	16,847	16,792
Bronx CD 9	57,390	56,694	58,131	55,001	54,861
Bronx CD 10	16,781	16,768	17,478	16,977	17,229
Bronx CD 11	25,324	25,026	25,564	24,409	24,549
Bronx CD 12	40,027	38,205	39,626	37,111	36,704

Total Supplemental Nutrition Assistance Program (SNAP) Recipients (continued)

Brooklyn

Community District	Sept. 2011	Sept. 2012	Sept. 2013	Sept. 2014	Sept. 2015
Brooklyn CD 1	56,417	56,510	57,648	57,144	55,776
Brooklyn CD 2	14,471	14,756	15,226	14,347	13,664
Brooklyn CD 3	58,197	57,625	56,885	52,780	49,366
Brooklyn CD 4	42,179	40,325	38,930	34,613	31,022
Brooklyn CD 5	72,078	71,742	72,541	65,453	63,764
Brooklyn CD 6	11,487	11,093	11,026	10,501	9,969
Brooklyn CD 7	29,486	29,386	29,993	27,610	26,465
Brooklyn CD 8	27,817	27,285	26,848	24,165	22,857
Brooklyn CD 9	26,263	25,479	25,757	23,827	21,863
Brooklyn CD 10	17,721	18,372	19,318	18,380	18,048
Brooklyn CD 11	37,429	39,086	40,376	38,599	38,388
Brooklyn CD 12	63,967	65,906	68,190	66,670	66,562
Brooklyn CD 13	32,358	33,057	33,409	32,927	33,053
Brooklyn CD 14	40,268	40,744	40,830	37,130	35,206
Brooklyn CD 15	28,256	29,581	30,123	28,774	28,789
Brooklyn CD 16	40,156	40,414	40,946	37,497	36,845
Brooklyn CD 17	37,600	37,046	38,510	34,865	31,514
Brooklyn CD 18	30,484	30,819	31,305	27,960	27,710

Total Supplemental Nutrition Assistance Program (SNAP) Recipients (continued)

Manhattan

Community District	Sept. 2011	Sept. 2012	Sept. 2013	Sept. 2014	Sept. 2015
Manhattan CD 1	2,085	2,182	2,122	2,087	2,001
Manhattan CD 2	4,047	3,902	3,738	3,537	3,334
Manhattan CD 3	42,145	42,217	42,834	41,097	39,433
Manhattan CD 4	11,912	11,758	11,896	11,417	11,027
Manhattan CD 5	3,657	3,664	3,688	3,241	3,208
Manhattan CD 6	5,055	5,017	5,034	4,869	4,870
Manhattan CD 7	17,886	18,007	18,402	17,971	16,996
Manhattan CD 8	5,906	5,981	5,988	5,720	5,560
Manhattan CD 9	28,883	28,426	28,238	26,062	24,154
Manhattan CD 10	39,537	39,439	39,739	37,591	35,946
Manhattan CD 11	45,665	46,534	47,475	46,260	45,104
Manhattan CD 12	63,401	62,051	59,959	55,182	51,384

Total Supplemental Nutrition Assistance Program (SNAP) Recipients (continued)

Queens

Community District	Sept. 2011	Sept. 2012	Sept. 2013	Sept. 2014	Sept. 2015
Queens CD 1	25,731	25,559	25,324	23,379	22,873
Queens CD 2	13,996	13,646	13,503	12,178	11,574
Queens CD 3	32,895	33,161	33,585	30,201	29,282
Queens CD 4	32,332	32,549	33,009	29,877	29,331
Queens CD 5	23,786	23,606	23,761	21,267	20,485
Queens CD 6	10,909	10,975	11,025	10,721	10,288
Queens CD 7	26,070	26,629	27,322	25,720	26,211
Queens CD 8	17,309	18,052	17,770	17,408	17,452
Queens CD 9	25,890	25,748	25,436	23,778	22,935
Queens CD 10	17,433	17,636	17,525	16,246	15,855
Queens CD 11	5,684	5,909	6,300	6,011	6,116
Queens CD 12	49,939	50,083	49,924	46,109	45,188
Queens CD 13	21,322	20,936	21,545	19,494	19,206
Queens CD 14	30,022	30,194	28,790	28,705	29,290

Staten Island

Community District	Sept. 2011	Sept. 2012	Sept. 2013	Sept. 2014	Sept. 2015
Staten Island CD 1	40,492	40,970	41,295	39,358	38,879
Staten Island CD 2	14,486	14,663	14,714	13,805	13,356
Staten Island CD 3	10,406	10,846	10,949	10,470	9,928

Endnotes

[1] NYCEDC via NYS Department of Labor.

[2] See, for example, Martinez and Slivinski, "What Income Inequality Measures Can (and Cannot) Tell Us," Federal Reserve Bank of Richmond, EB08-02, November 2008.

[3] The results of the collaboration with LinkedIn are available via open source: http://www.slideshare.net/linkedin/economic-graph-research-new-york-city.

[4] Musolino, Mario J., "Order of Acting Commissioner of Labor Mario J. Musolino on the Report and Recommendations of the 2015 Fast Food Wage Board." September 2015. Available at: http://labor.ny.gov/workerprotection/laborstandards/pdfs/FastFood-Wage-Order.pdf.

[5] Kevin Miller, Claudia Williams, "Valuing Good Health in New York City: The Costs and Benefits of Paid Sick Days," Institute for Women's Policy Research. October 2009. Available at: http://www.iwpr.org/publications/pubs/valuing-good-health-in-new-york-city-the-costs-and-benefits-of-paid-sick-days.

[6] A full list of participating banks and credit unions can be found at: http://www1.nyc.gov/site/idnyc/benefits/banks-and-credit-unions.page

Section 7

Core Infrastructure & the Environment

For a city to be a healthy and enjoyable place to live and work, and for its businesses to thrive, it must provide high-quality infrastructure and a clean and safe environment. And with global climate change posing a growing threat, there is a greater need than ever for cities to make resiliency and sustainability a high priority.

A city's transportation infrastructure must be constantly evolving to keep up with the times and with population growth. Over time, this evolution should reclaim more urban space for public transit, pedestrians, and cyclists to reduce the health impact of traffic, reduce greenhouse gas emissions, and promote physical activity.

Cities must also provide sufficient parks and other recreational resources. It is critical that residents of all ages have access to green spaces so they can exercise, play, socialize, and relax in natural settings, which have been shown to have both physical and mental health benefits. There must also be adequate playgrounds for children in all neighborhoods.

Cities must invest in resilient infrastructure and plan and prepare wisely to ensure that residents and property are protected from severe weather. Cities must also do their part to conserve energy to help reduce the impact of greenhouse gases on the environment.

Indicators in Core Infrastructure & the Environment

Mean Travel Time to Work

Key Findings: The average commute citywide is currently 39.2 minutes, and has remained consistent for the past five years.[1] Shortest mean commute times are in areas close to the Manhattan business core, such as Midtown-Midtown South, Williamsburg, the West Village, Gramercy, and Battery Park City/Lower Manhattan, where mean commute ranges from 22.2 to 24.6 minutes. Neighborhoods with the longest mean commutes are farther from the Manhattan business core. The five neighborhoods with the longest average commutes according to the 2009-2013 data are Hammels-Arverne-Edgemere, Springfield Gardens North, and St. Albans in Queens; Co-Op City in the Bronx; and Starrett City in Brooklyn, with mean commutes ranging from 48.6 to 51.8 minutes.

Mean Travel Time to Work (continued)

New Yorkers spend more time (39.2 minutes) commuting to work than workers in any other city in the nation. The national average commute time to work is 25.8 minutes. Chicago, the city with the second longest commutes, has a mean commute time of 33.7 minutes.[2] Philadelphia has an average commute time of 32 minutes; San Francisco closely follows with an average commute time of 31.5 minutes, while Baltimore has a commute time of 30.5 minutes. Of the 30 largest cities in the United States, Oklahoma City (20.7 minutes), Columbus (21.4 minutes), and Louisville (21.6 minutes) have the shortest average commute times to work. Compared to the city with the shortest commute time, Oklahoma City, the mean commute time in New York City is almost twice as long.

Select tables follow. Additional data in the Appendix.

Data Source: U.S. Census Bureau, 2009 – 2013 American Community Survey Five Year Estimates

Definition: Mean travel time for workers 16 years and over who did not work at home.

About the Indicator: The de Blasio administration has made a priority of improving transit access to jobs, which is particularly an issue for residents of low- and moderate-income neighborhoods. OneNYC contains a target of providing 90 percent of New Yorkers with access to more than 200,000 jobs by mass transit in 45 minutes.

Mean Travel Time to Work
2009 – 2013

	2009 – 2013
Citywide	39.2
Borough	
Bronx	42.4
Brooklyn	41.1
Manhattan	30.3
Queens	41.9
Staten Island	41.7

New Yorkers Living Within Walking Distance of a Park

Key Findings: The percent of New Yorkers within walking distance of a park has continually increased since 2007 when the City began publishing statistics on access to parks. In the eight years following, open space under NYC Parks' jurisdiction has increased by 921 acres.

Citywide, 81 percent of New Yorkers currently live within walking distance of a park. In OneNYC, the City set a target of 85 percent of all New Yorkers living within walking distance of a park by 2030. Roughly half of the City's 59 community districts have already met this target within the district. NYC Parks is also aware that even if a New Yorker lives within walking distance of a park, it does not necessarily mean they have access to adequate open space. An accompanying indicator used in open space planning is the open space ratio, which calculates the amount of publicly accessible open space per 1,000 residents. For example, while 62 percent of those living on Staten Island are within walking distance of a park, from a borough-wide perspective it has the highest open space ratio (16.1). Conversely, the open space ratio for Manhattan is 1.6, while 98 percent of those that live in the borough live within walking distance of a park.

Reaching the Citywide target of 85 percent by 2030 will require strategic effort because many of the small pockets where residents are further than a walk away from a park are widely dispersed throughout the City, and in many cases, identifying viable, vacant parcels available for acquisition within these areas is a potential challenge. Additionally, when parcels for acquisition are identified, parks must compete with other critical infrastructure needs, like housing and transportation, for limited City capital funds. NYC Parks is exploring creative approaches to expand use of existing open space resources such as DOE schoolyards, athletic fields, and open space managed by other agencies and private institutions.

Improving access to parks and open space is a higher priority in neighborhoods with certain characteristics, including but not limited to:

· Areas where residents have limited financial resources and may be unable to easily travel by car or other accessible transportation outside of the neighborhood for parks and recreation

· Areas with a higher than average population of youth, since play is essential to the cognitive and physical development of children

· Areas with multi-family residential buildings, which often lack adequate private open space or backyards, and high density areas

The Trust for Public Land (TPL) analyzed how well the 75 largest U.S. cities are meeting the need for parks based on various factors, including access. To measure access to open space, TPL calculated the percent of the population living within a half mile walk of a public park. The City's analysis is more refined and considers walking distance as a quarter mile to a small park and a half mile to a larger park – but TPL's analysis is a useful tool for comparison. Of the 75 cities analyzed, the percent of residents within a half mile walk of a park is higher in New York (97 percent) than in all other cities except for San Francisco (99 percent) and Boston (98 percent). Learn more about TPL's analysis here: http://parkscore.tpl.org/http://parkscore.tpl.org/

Data Source: Department of Parks and Recreation; data derived from Walk to a Park Analysis run in February 2016 using 2010 Census Block Data

Definition: This indicator measures the percentage of New Yorkers who live within a quarter-mile walk of a small park (under 6 acres) or a half-mile walk of a larger park (over 6 acres).

About the Indicator: This indicator represents the City's commitment to increase the percentage of New Yorkers with access to parks and the benefits they provide. These benefits are well documented. Parks contribute to improved quality of life, health, and social wellbeing, in addition to having educational, environmental, and economic advantages. The City has been tracking access to parks since 2007 when PlaNYC was first released, and the indicator is included in the City's latest version, OneNYC.

New Yorkers Living Within Walking Distance of a Park

	2010
Citywide	81%
Borough	
Bronx	88%
Brooklyn	82%
Manhattan	98%
Queens	68%
Staten Island	62%

Data Source: Department of Parks and Recreation; data derived from 2010 Census Block Data and an agglomeration of open-space shapefiles from the Department of City Planning, Department of Transportation, National Parks Service, and the New York State Office of Parks, Recreation, and Historic Preservation

Definition: Acres of publicly accessible open space per 1,000 residents

About the Indicator: This indicator provides important density-related context in interpreting the amount of open-space resources available to New Yorkers in each borough.

Open Space Ratio

Borough	2010
Bronx	2.4
Brooklyn	2.4
Manhattan	1.6
Queens	3.4
Staten Island	16.1

Outdoor Air Pollution/Fine Particulate Matter (PM2.5) Levels

Key Findings: Over the past five years, average PM2.5 concentrations have decreased citywide (17%) and across every borough (15-18%). Looking nationally, New York City's PM2.5 concentration has seen more rapid decreases than most other large U.S. cities, bringing its air quality from seventh place for 2008-2010 to fourth place for 2011 – 2013 among large U.S. cities.[3]

Neighborhood Variation in PM2.5 Levels

High levels of PM2.5 are found in both high- and low-income neighborhoods of New York City. An important contributor to the health effects of PM2.5 exposure is the number of highly vulnerable individuals in the community, such as the very young, elderly, or those with preexisting health conditions. Some low-income neighborhoods have both high levels of PM2.5 and high concentrations of vulnerable individuals, leading to high PM2.5-attributable mortality rates. In 2013, of the five boroughs, the Bronx was estimated to have the highest rate of deaths attributable to PM2.5.[4]

When both pollution rates and levels of vulnerable people are considered, a different picture emerges than from looking at PM2.5 levels alone. The neighborhoods with the highest estimated rates of PM2.5-attributable deaths from 2009 to 2011 were Kingsbridge-Riverdale, East Harlem, the Rockaways, Central Harlem-Morningside Heights, and Coney Island-Sheepshead Bay (rates of 77.6 to 63.4 estimated attributable deaths per 100,000 adults age 30 and older).[5] Areas with less vulnerability, such as the Upper East Side, also have poor air quality. In both cases, equity demands a policy response.

Select tables follow. Additional data in the Appendix. Data included in this report is what was available at the time the report was being written. As additional data becomes available, it will be released through Open Data.

PM2.5 Concentrations
Annual Average, 2013

2013
Average PM$_{2.5}$ $^{(ug/m3)}$

>11
<8

Community Districts

0 1 2   4   6
Miles

N
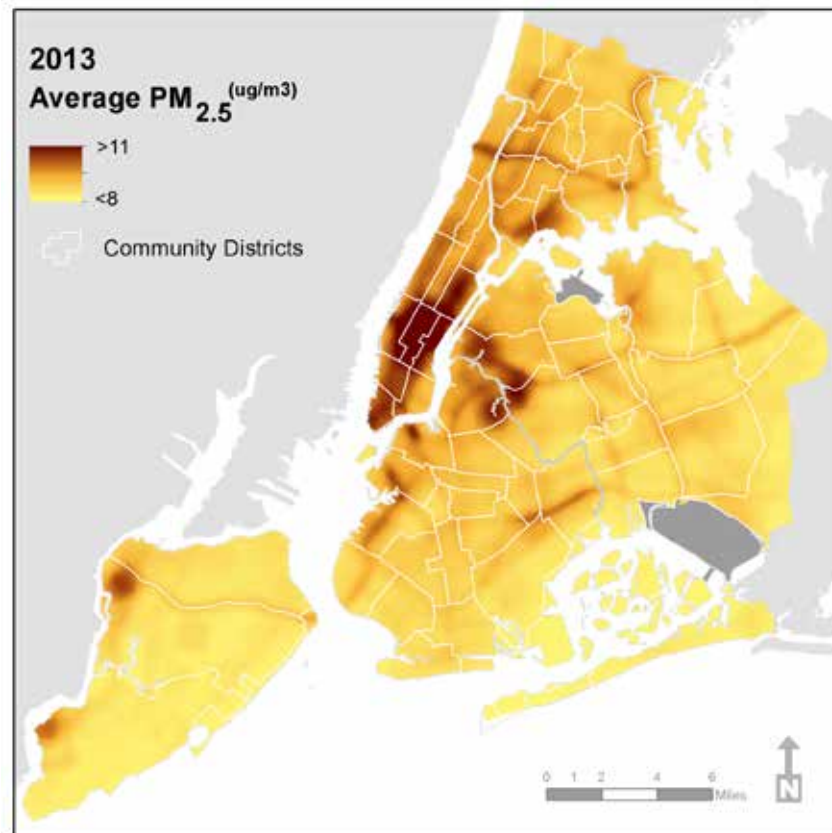
Source: The New York City Community Air Survey, 2015

Data Source: New York City Community Air Survey (NYCCAS)

Definition: PM2.5 is fine particulate matter with a diameter smaller than 2.5 microns. It is made up of very small airborne solid and liquid droplet pollutants either emitted directly or formed in the atmosphere when other pollutants react with sunlight. It is small enough to be inhaled into the lungs and to enter the bloodstream. The unit of measurement is micrograms (one-millionth of a gram) of PM2.5 per cubic meter of air (µg/m3).

About the Indicator: PM2.5 is considered the most harmful urban air pollutant. It is a known carcinogen, and studies have shown increased levels to be associated with decreases in birth weight.[6] PM2.5 is estimated to contribute to more than 2,000 deaths and over 6,000 emergency visits and hospitalizations each year.[7] Young children, seniors, and those with preexisting health conditions such as chronic bronchitis, asthma, and heart disease are especially vulnerable.

The concentration of PM2.5 varies widely by neighborhood. In OneNYC, the City committed to reducing this disparity. Specifically, it established a goal of reducing by 20 percent the difference in PM2.5 between community districts with the highest levels and lowest levels of air pollution (from 6.65 µg/m3 at the 2013 baseline to 5.32 µg/m3 by 2030). DOHMH's Take Care NY 2020 health agenda established an interim goal of an 8 percent decrease by 2020 (to a 6.1 µg/m3 difference between highest and lowest CD's air PM2.5 levels).

Fine Particulate Matter (PM2.5) Levels

	2009	2010	2011	2012	2013
Citywide	10.4	9.5	10.1	9.0	8.6
Borough					
Bronx	11.1	10.1	10.8	9.5	9.1
Brooklyn	10.5	9.7	10.2	9.0	8.7
Manhattan	12.6	11.6	11.9	10.9	10.7
Queens	10.0	9.2	9.8	8.6	8.4
Staten Island	9.8	8.8	9.4	8.4	8.0

Curbside and Containerized Diversion Rate (DSNY)

Key Findings: The Citywide diversion rate – the percentage of waste materials diverted from landfills and incineration to be recycled, composted, or reused – has stayed fairly constant over the past five fiscal years, with an upward trend from fiscal year 2014 to fiscal year 2015 (from 15.4 percent in 2014 to 16.0 percent in 2015). Diversion rates vary considerably by neighborhood. In fiscal year 2015, Brooklyn Community District 6 Park Slope-Carroll Gardens had the highest diversion rate at 27.7 percent and a number of Manhattan Community Districts have 24 to 25 percent recycling diversion rates (Greenwich Village, Financial District, Upper West Side, and Upper East Side).

The lowest rates by community district, were in Mott Haven/Port Morris, Bronx (5.8%), Brownsville-Ocean Hill, Brooklyn (7.8%), Morrisania, Bronx (7.9%), and Soundview-Parkchester, Bronx (8.6%). All four of these districts, however, saw increases from their previous year's diversion rates.

Curbside and Containerized Diversion Rate (continued)

Several districts in the Bronx, including Community District 2 Hunts Point, Community District 4 Highbridge- East Concourse, Community District 6 East Tremont, and Community District 7 Knightsbridge Heights-Mosholu saw diversion rate increases of one percent or greater.

The districts with the largest increases in diversion rate, Brooklyn CD 6 and Queens CD 5 Middle Village-Ridgewood, achieved their 2.7 percent and 2.5 percent respective increases in part due to recent expansion of the curbside organics program within their boundaries.

Data Source: Citywide Performance Report

Definition: Residential recycling, including metal, glass, plastic, organics, and mixed paper.

About the Indicator: The OneNYC plan set out the goal of increasing the Curbside and Containerized Diversion Rate. To achieve this goal, it will be important to increase equity in knowledge about and access to tools for recycling so every New Yorker can contribute to reducing waste, thereby reducing negative local impact and diminishing impact on regional environmental health.

Curbside and Containerized Diversion Rate (DSNY)

	2011	2012	2013	2014	2015
Citywide	15.4%	15.1%	15.1%	15.4%	16.0%

Social Vulnerability Index – *In future reports*

Data Source: Office of Resiliency and Recovery

Definition: The Social Vulnerability Index is a comparative metric that illustrates differences in preparedness and capacity to respond to environmental hazards among counties across the United States.

About the Indicator: With the help of the New York City Panel on Climate Change, the City plans to adapt this measure to the unique needs of New York City.

OneNYC
The Plan for a Strong and Just City

Environmental and economic sustainability must go hand in hand – and OneNYC is the blueprint to ensure they do.

— Mayor Bill de Blasio

One New York: The Plan for a Strong and Just City (OneNYC) provides a comprehensive plan for a sustainable and resilient city for all New Yorkers. Highlights from the plan appear in this chapter and throughout the Social Indicators Report.

To establish a thriving city for all New Yorkers, we must address many interrelated social, economic, and environmental challenges facing New York now and in the future. OneNYC expands on the previous model of a City report on infrastructure and the environment to provide specific goals, initiatives, and milestones across a range of topics. The report was created over four months of research and outreach, engaging multiple stakeholders (civic and business leaders, elected officials, City agencies, and the public) to look into the future by using four lenses (growth, equity, sustainability, and resiliency). It is the first report of its kind to place a strong emphasis on improving equity within the City.

All are invited to submit feedback on the report content and goals, or share ideas for the future of NYC. To view the full report or submit your feedback and ideas, visit: www.nyc.gov/onenyc.

The April 2016 OneNYC Progress Report will detail the most recent accomplishments towards these goals.

Policies to Address Disparities

Improving Public Transit

The City is committed to improving mass transit for all New Yorkers, with a focus on increasing the availability of reliable, convenient, and affordable transportation to employment. The OneNYC plan set a goal that 90 percent of New Yorkers will be able to access at least 200,000 jobs in 45 minutes by transit. This goal will be met by job growth and development of business districts outside Manhattan, as well as transit improvements. For more information on job growth and business development see Section 6: Economic Security & Mobility.

The City is working with the MTA and other partners to improve transportation services. It is investing in a major expansion of the transit network to better serve all neighborhoods. Currently, capacity is stretched during peak periods for a growing number of subway lines such as the 4/5/6, and transit hubs such as Penn Station (Amtrak/NJ Transit/Long Island Railroad), and the Port Authority Bus Terminal (PABT).

The City is also adapting the transportation system to changes occurring in commercial and residential patterns. Employment is becoming increasingly decentralized, with significant job growth outside Manhattan, including in DUMBO, Williamsburg, and Long Island City. The transit system must keep up with these changes.

The burden of inadequate transportation disproportionately falls on low- and moderate-income residents in areas far from the central business district. Studies have found that limited transit access has negative economic consequences, including longer durations of unemployment.[8]

The City is working on a number of transportation projects to provide increased access to jobs for New Yorkers with below-average incomes. These projects include a joint initiative with the MTA to improve subway service and to expand the Select Bus Service (SBS) network. In addition, the City will be expanding ferry service and improving bicycle infrastructure.

MTA Collaborations to Expand Capacity and Access

These public transportation improvements will require major new capital investments. The City, the State, and the MTA are jointly funding the largest investment in MTA infrastructure in history, with a capital program of $26.1 billion. The City has committed $2.5 billion and the state has committed $8.3 billion over the next five years.

This new capital investment will be used across the City, with an emphasis on communities in which unmet transportation needs are greatest, and on projects that will increase access to employment. Among the most significant capital projects:

7 Train Extension

The latest subway expansion is the new 34th Street-Hudson Yards 7 train station, which opened in September of 2015. It provides easy access to the Jacob Javits Convention Center, the High Line, the new Hudson River Park, and Hudson River ferries. It also supports the emerging community on the Far West Side, which will have both commercial and residential development, including new public housing. The station provides access to 18 subway lines, connecting this developing neighborhood to all parts of the City.

Second Avenue Subway

The first major expansion of the subway system since the late 1930s, the Second Avenue subway line will relieve subway congestion on Manhattan's East Side. After the opening of the first phase, scheduled for late 2016, the City will move forward on design and construction of Phase II, and planning and design of Phase III. When complete, the new line will span from 125th Street to Houston Street. All stations will have escalator and elevator access, including access for the disabled.

Metro-North to Penn Station Project

The Metro-North to Penn Station Project, which is receiving $743 million for its launch from the new MTA capital plan, will greatly improve Metro-North service in the City. It will add four New Haven Line stations in the Bronx, bringing rapid transit to Co-Op City and other communities currently without it. The project will also connect the New Haven line to Penn Station for the first time.

East Side Access Project

The new MTA capital plan includes $2.8 billion to complete funding for the East Side Access project, which will bring the Long Island Rail Road (LIRR) into Grand Central Terminal.

This project, which is currently underway, will improve rush hour commutes by providing direct access to East Midtown for LIRR passengers.

Expand Select Bus Service to 20 Routes Citywide

Select Bus Service (SBS) is a joint program of the DOT and the MTA to improve bus speed, reliability, and convenience. Citywide, 65 miles of SBS routes have been installed to date, reducing travel times and increasing ridership for communities that are not adequately served by subway and bus lines. Two new SBS routes were completed in 2015: 86th Street in Manhattan (launched in July) and Flushing to Jamaica in Queens (launched in November). There are plans to launch additional routes in 2016 and 2017, including Utica Avenue in Brooklyn and Woodhaven Boulevard in Queens.

Each SBS route reduces travel times by about 15 to 25 percent through improved fare collection, dedicated bus lanes, and other features. Routes are developed through a comprehensive community-based planning process that includes extensive public input and feedback.

In addition to new SBS routes, other service improvements will include:

- Real-time Bus Information Signs: With 250 signs installed at key SBS and local bus stops in 2016 and 2017, all bus riders will have better information to inform their commute.

- Faster Service: Both increased camera enforcement of bus lanes and expansion of the transit signal priority system that coordinates green lights will help bus riders get to their destination faster.

Expansion of Ferry Network Connecting Waterfront Communities

The City is making significant improvements in ferry service, which is particularly important for waterfront neighborhoods that are not well served by subways and buses. The Staten Island Ferry fully implemented 30-minute ferry service in October 2015. Under this new standard, ferries depart at least every half hour, greatly benefiting late-night and early-morning commuters who previously waited as long as an hour.

The new Citywide Ferry Service will build on the existing East River Ferry service, more than doubling the number of landings from 9 to 21 and increasing the number of routes to six by the end of 2018. Phase 1, which will launch by the end of 2017, includes three new routes from Astoria, the Rockaways, and South Brooklyn. Phase 2, which will launch by end of 2018, includes routes through the Soundview neighborhood of the Bronx and the Lower East Side.

The Citywide Ferry Service will promote development in transit-challenged areas, increasing economic opportunity, equity, and resiliency. There are more than 500,000 New Yorkers living within a half mile of a ferry landing, 44 percent of whom are low and moderate income. These areas also contain almost 17,000 NYCHA units. The number of residents served will continue to grow, as thousands of new affordable housing units planned for these waterfront communities become available. Ferry service will be fully accessible to New Yorkers with disabilities.

Making the City More Accessible to Bicycles

Bicycling is a low-cost transportation option that brings health benefits. It can also reduce subway congestion and auto emissions. In recent years, the City has expanded the bike lane network to more than 1,000 lane miles. Bike use in the central areas of the City has almost quadrupled since 2000.[9] From 2007 to 2013, the proportion of residents who report riding a bicycle several times a month or more has increased more than 30 percent.[10]

Many neighborhoods outside Manhattan and nearby parts of Brooklyn and Queens, however, still lack the infrastructure to adequately support bicycling. The City has set a goal to double the In-Season Cycling Indicator, a measure of bike ridership, by 2020. In working toward this goal, the City will add 200 miles of bike lanes, including 20 miles of protected lanes. As it continues to expand, the City will focus on

underserved neighborhoods and improved connectivity between boroughs through enhanced bridge access. It will also continue to support community-based bicycling initiatives, such as those in Brownsville-East New York, Ridgewood, and Bushwick.

Low-income and minority neighborhoods, such as those found in upper Manhattan and the outer boroughs, can especially benefit from expanded bike infrastructure because in addition to needing low-cost transportation options, they often have the highest burden of chronic disease.[11] Providing support for safe cycling and safer bicycle infrastructure is an important public health intervention because, in addition to reducing harmful auto emissions, cycling is a valuable form of exercise.[12]

The City also supports bicycling with its bike share program, Citi Bike, which in 2015 grew to approximately 7,500 bicycles and 475 stations. The program expanded in Brooklyn (Bedford-Stuyvesant, Williamsburg, and Greenpoint) and Queens (Long Island City), and on the Upper East and Upper West Sides in Manhattan.

By 2017, it will grow to 12,000 bikes and 700 stations and will move into new areas such as Harlem, Astoria, Red Hook, Park Slope, and Crown Heights. Reduced-cost memberships are available to NYCHA residents and members of select credit unions.

Transportation and Access for People with Disabilities

Streets and Sidewalks

DOT is working to make the City more accessible by installing pedestrian ramps at corners where they are currently missing. Ramps have been installed at over 95 percent of all crossing points citywide. DOT is also installing more accessible pedestrian signals (APS) to assist vision-impaired pedestrians in crossing the street. To date, DOT has installed these units, which send audible and vibrotactile indications when pedestrians push the button, at 140 intersections citywide. Beginning in 2016, DOT will install APS units at 75 intersections per year, tripling the number currently being installed.

In its subway renovation program, the MTA has identified stations where compliance with the Americans with Disabilities Act (ADA) would benefit the most people, based on high ridership, transfer points, and service to major areas of activity.

Increasing Access to Parks

The City's public parks provide the primary access to outdoor play and physical activity for New Yorkers. These urban green spaces play a large role in promoting community social cohesion and mental and physical health across the lifespan. Spending time outdoors and near more trees, greenery, and nature is associated with more physical activity,[13] lower levels of perceived fear and violence,[14,15] cognitive development in children,[16] and even lower levels of nearsightedness in children.[17] Increased greenery is also associated with reduced inequity in health outcomes related to income inequality, helping to level the playing field.[18]

There are major efforts underway to improve park quality and accessibility for New Yorkers of all ages. The Community Parks Initiative (CPI) brings resources to parks in high need areas, and the Parks Without Borders strategy rethinks the design of these spaces to create better neighborhood connectivity. Additionally, initiatives such as Million Trees and the DOT NYC Plaza program are essential additions to greenery and social space, respectively. Efforts to increase park quality and ease of access to the City's parks will not show up in the Walk to a Park measure, but they are essential to ensuring that parks are a highly used benefit to the communities where they are located.

Community Parks Initiative

The administration's Community Parks Initiative is investing in parks in densely populated, growing neighborhoods with high levels of poverty. Many of the City's smaller parks have been overlooked over the past 20 years or longer. They are essential, however, to providing New Yorkers, including families with small children, places to stay active and healthy. While NYC Parks has invested approximately $5.7 billion over the past two decades to build new parks and improve existing ones, there is more to be done. The administration's approach to CPI has allowed the City to prioritize parks with the highest need – and potential for the highest impact.

CPI is a multi-faceted public space investment strategy that engages New Yorkers in completely transforming their local parks. At its core is the capital program, which will invest $285 million through spring 2022 to redesign and reconstruct small neighborhood parks. Supporting this capital investment, CPI will bring enhanced programming, maintenance, and community partnerships to parks across the City, focusing on traditionally under-resourced neighborhoods. In addition to these long-term initiatives, many parks will receive immediate physical improvements, including painting and repairing playground equipment, resurfacing ball courts, and additional plantings, trees, and lawns.

The CPI program serves a catchment area based not only on the City's past park investment, but also on higher-than-average residential density, recent high population growth, and higher-than-average concentrations of residents living below the federal poverty line. The 55 CPI zones represent 23 community districts, which collectively contain three million residents, 32 percent of whom live below the federal poverty line and 23 percent of whom are youth. To date, the program has initiated 35 capital projects and 60 additional targeted physical improvement projects that have benefited 55 communities and directly engaged more than 1,100 residents in the design of their parks.

CPI in the South Bronx: Neighborhood Snapshot

The impact of CPI is especially tangible at the neighborhood level. Examples can be found in the neighborhoods that make up the Bronx Community Districts 1 and 2 – the South Bronx communities of Hunts Point, Mott Haven-Port Morris, Melrose, and Longwood. These neighborhoods have median household income of less than half the Citywide median and they are growing six times faster than other neighborhoods in New York. They are also at an especially high risk for health issues that increased open space and recreational access can address. For example, over 70 percent of South Bronx residents report being overweight or obese. These are the parts of the City that CPI is most focused on.

Parks Without Borders

Parks Without Borders, which was introduced in OneNYC, aims to make parks more accessible through better design. The initiative, which is backed by $50 million in capital funding, takes a new approach to park design that focuses on the places where parks and neighborhoods interact most directly: entrances, edges, and park-adjacent spaces.

Parks Without Borders is making the City's parks more inviting by removing gates and other barriers that separate parks from their surrounding communities. NYC Parks is making entrances easier to find and more welcoming; making park boundaries greener; making parks safer through improved sight lines; and making underused areas near parks available as centers of community activity.

New Parks Without Borders Projects

NYC Parks is launching up to eight new capital projects as part of Parks Without Borders. Through a newly designed interactive website and community forums, it is asking New Yorkers where they most want to see these types of improvements. It will use this community input in deciding which projects to fund.

NYC Parks Capital Program

Beyond the eight new capital projects, NYC Parks is applying this design approach across its entire three billion dollar capital program of approximately 450 projects. Wherever it reconstructs a playground or builds a new park, it will be looking for ways to open up those parks and better connect them to the communities they serve. Parks Without Borders' design principles have already been included in 43 approved designs.

NYC Plaza Program

The NYC Plaza Program is a competitive citywide effort to create high-quality public spaces, prioritizing low income neighborhoods that lack open space. Well-designed plazas enhance local economic vitality, pedestrian mobility, access to public transit, and safety. This program, which was launched in 2008, is a vital part of the City's effort to ensure all New Yorkers live within a ten-minute walk of high-quality open spaces. There are currently 71 plazas citywide that have either been completed or are in some phase of planning, design, or construction. Of these, 49 plazas are now open to the public.

For each plaza, DOT partners with a nonprofit organization to develop a public space that meets the needs of the local community. This City/nonprofit partnership, and the extensive public outreach process that is part of each project, are critical to the success of the plazas and help promote civic engagement.

When the plazas are complete, they are managed by the nonprofit partners, under DOT's supervision. Partners are expected to provide daily maintenance service, horticultural care, material repairs, and to engage in regular programming in the plaza. To sustain these efforts, partners must develop short- and long-term budgets that include fundraising, limited sponsorship, subconcession, and commercial event revenue strategies. Partner organizations range from large, well-funded Business Improvement Districts (BIDs) and local development corporations to small merchant associations and volunteer-run groups.

MillionTreesNYC

MillionTreesNYC, a public/private initiative to plant and care for one million trees, planted its millionth tree in November 2015. Trees benefit the City in many ways, from improving air quality to helping mitigate the urban heat island effect by creating shade that lowers temperatures. Trees also help offset global climate change by capturing atmospheric carbon dioxide. The United Nations Environmental Program has advocated tree planting as a prime means of combating climate change.

Decreasing PM2.5

To improve the health of New Yorkers, PM2.5 levels must be decreased. PM2.5 in the air comes from a variety of sources, including fuel combustion in vehicles, boilers in buildings, power plants, construction equipment, and commercial cooking. Roughly half of the PM2.5 in the City's air comes from sources outside city limits.

In the last few decades, federal, state, and local pollution control efforts have dramatically improved air quality. These include federal and state measures to reduce emissions from upwind power plants, industrial sources, traffic, and non-road sources, which are an important part of improving air quality in the City. Stronger regulations of power plants by the U.S. Environmental Protection Agency are anticipated to further reduce air pollution.[19]

The de Blasio administration has selected reducing the disparity in PM2.5 between the most polluted and least polluted neighborhoods as one indicator of progress on local emissions reduction because this variation is likely to be caused by local emissions rather than state and federal sources.

The City will be making interventions that address neighborhoods most affected by the health impacts of air pollution, especially those with disproportionately high poverty and communities with vulnerable populations.

In the City, building and traffic emissions are the primary local sources of PM2.5 and other air pollutants. The New York City Community Air Survey (NYCCAS) allows the City to identify the most polluted neighborhoods and the most important local sources contributing to local air pollution. Since December 2008, DOHMH has been monitoring PM2.5 as a part of the NYCCAS. This survey, the largest urban air monitoring program in the United States, is used to inform local pollution control measures and to track improvements.

OneNYC set out four initiatives to reduce local air emissions and reduce ambient pollution levels:

- Enforcement of the updated NYC Department of Environmental Protection (DEP) Air Pollution Control Code, which limits emissions from currently unregulated sources such as commercial charbroilers, wood boilers, refrigeration trucks, and mobile food trucks.

- Accelerating conversions of residual heating oil boilers in buildings, which can bring public health benefits where they are needed most by targeting buildings in specific neighborhoods.

- Cutting emissions from mobile sources, including the City fleet, private truck fleets, and for-hire vehicles; and reduce pollution from congestion at toll plazas and from unnecessary idling.

In addition, the following priority initiatives will contribute to reducing PM2.5 levels across the City.

80x50 Initiative and Report

In September 2014, the City pledged to reduce greenhouse gas (GHG) emissions 80 percent below 2005 levels by 2050. This "80 by 50" initiative will also reduce PM2.5. Efforts are underway in four key sectors that are major contributors to PM2.5: buildings, power, solid waste and transportation. The One City: Built to Last report outlined a ten-year plan to retrofit public and private buildings to reduce energy use while creating green jobs and generating cost savings.

Zero Waste and the Solid Waste Management Plan

This plan will lead to a reduction in waste that needs to be disposed of. It will also promote switching from a waste export system reliant on trucking through low-income communities, which concentrates exhaust and noise pollution in these areas, to a network of marine and rail transfer stations that is more equitably distributed across the five boroughs. For example, when the North Shore Marine Transfer Station in College Point (opened in 2015) reaches full capacity it will shift nearly 1,000 tons of waste per day out of the overburdened neighborhood of Jamaica, Queens.

Targeted Expansion of Public Transit and Support for Diverse Forms of Low-Carbon-Emitting Transportation

The City is promoting alternative transportation methods such as biking, electric vehicles, and ferries. It is also doing more to design streets for walking.

Increasing Recycling and Decreasing Waste

New York City has long been a leader in residential and commercial recycling, which has important benefits for both the global and local environments. Recycling reduces the amount of waste that ends up in landfills. It also helps to reduce global warming by conserving energy and avoids the pollution that is generated when raw materials are turned into new products. At the local level, recycling reduces the amount of trash on the streets, in parks, and in other public spaces. In OneNYC, the City set out an ambitious goal of sending zero waste to landfills by 2030. To reach that goal, we must begin to increase the Curbside and Containerized Diversion Rate from its current level of 16.0 percent (as of fiscal year 2015).

The City is taking a variety of steps to support recycling and to increase the amount of New Yorkers' waste that is diverted. The Department of Sanitation has expanded its recycling programs to make them more visible and more convenient than ever, with the goal of providing all New Yorkers with the ability to manage their own waste footprint.

Addressing Disparities in Residential Recycling

DSNY will focus outreach on neighborhoods that historically have low recycling rates, with the goal of doubling recycling in these communities over the next five years. DSNY has worked with its partners to implement new outreach strategies, including expanding the number of outreach materials in the City's eight most commonly spoken languages.

The City will be conducting targeted on-the-ground outreach and training, such as the Apartment Building Recycling Initiative, which will provide direct support to building supers and property managers to ensure proper recycling and participation in other zero waste programs. It will also expand its partnerships with local community organizations, block associations, and community garden groups to provide more people with the tools and information they need to reduce waste through recycling.

In 2015, DSNY and the New York City Housing Authority launched an initiative to increase recycling awareness and access for public housing residents. In NYCHA developments, small and inconvenient recycling bins have been largely unused. New recycling centers are being constructed at all NYCHA developments, and DSNY, GrowNYC, and NYCHA will work together to train residents, community leaders, and staff on recycling and strategies for waste reduction.

Youth Programming

Zero Waste Schools

A new program is being launched to increase recycling in New York City schools, which generate more than 40,000 tons of refuse per year. It will teach the City's 1.1 million students about proper recycling practices and impart skills that can last a lifetime, while having a significant immediate impact on waste generation in the City. In 2016, the Department of Education and DSNY will collaborate to launch the first 100 Zero Waste Schools, with the ambitious goal of diverting all recyclable and compostable waste from those schools within five years.

Additional Programs to Decrease Waste

The City has a variety of other programs that will help promote recycling and decrease the amount of waste going into landfill. These include the NYC Organics program, electronics and textile recycling, and plans for single-stream recycling collection by 2020 to allow for the collection of a broader set of materials without sorting. In addition, the City will aim to reduce commercial waste by 90 percent by 2030 through increased recycling and other initiatives.

Improving Resiliency

Global climate change is one of the great challenges of the 21st century, and New York City must do everything it can to prepare. OneNYC set out a comprehensive blueprint for increasing the City's resilience. It includes measures for strengthening vulnerable communities that go beyond emergency planning and mitigating the impact of environmental changes.

It also calls for strengthening social networks and community-based organizations, workforce development to improve financial stability and decrease poverty, and support for small businesses and other investments in the vibrancy of commercial corridors.

In March 2014, Mayor de Blasio established the Office of Recovery and Resiliency (ORR), which is charged with strengthening coastal defenses, upgrading buildings, protecting infrastructure and critical services, and working to make homes, businesses, and neighborhoods more sustainable and secure.

Specifically, the administration has key resiliency plans in each of four primary areas: Neighborhoods, Buildings, Infrastructure, and Coastal Defense. Many of the initiatives are focused on better protecting more vulnerable New Yorkers. One is a program to retrofit hospitals, long-term care facilities, and other critical buildings to improve resiliency. Another is a comprehensive resiliency program across 33 public housing developments, funded through a grant of over $3 billion from the Federal Emergency Management Agency, aimed at protecting low-income housing residents.

In addition, the Office of Emergency Management (NYCEM) coordinates the City's response to natural and man-made emergencies, from extreme weather to power outages. Many other City agencies contribute to the resiliency efforts.

For example, NYCEM is making it a priority to ensure that all New Yorkers, including those with disabilities, can be accommodated in emergency shelters. The City will invest in shelter sites to accommodate 120,000 vulnerable New Yorkers – an improvement on the current capacity of 100,000.

Neighborhoods

Social infrastructure and the strength of a community's social networks play an important role in making its residents ready for the unexpected, and neighborhoods vary in the level of social cohesion and available

resources. The City has been working to strengthen the capacity of communities through partnering with community-based organizations to expand services, their information capacity, and ability to conduct community-level emergency and resiliency planning. Following the goals set out in OneNYC, these plans will be focused particularly on identifying and supporting vulnerable communities. For example, the City is developing an interactive, web-based platform to map both small and large community organizations and activities, as well as local government services.

This will help identify gaps and allow for more effective coordination, collaboration, and decision making.

The City is also working to increase residents' resiliency and preparedness in under-resourced neighborhoods by building the capacity of critical local service providers and targeted community groups in geographically defined areas. Because community-based organizations are vital to a neighborhood's capacity to be prepared for, respond to, and recover from climate-related emergencies and other threats, NYC Citizen Corps engages with groups in every borough to assist in developing plans, conducting outreach, and educating their constituents. The City will also be developing an online toolkit designed for use by community-based groups that offers guidance about how NYC communities can inclusively plan for emergencies.

The City has many more resiliency initiatives focused on expanding public education efforts so that all New Yorkers know the risks they face and how to prepare and respond to those risks. These initiatives include the Ready New York campaign, which conducts presentations to encourage New Yorkers to be prepared for all types of emergencies; the Reduce Your Risk awareness campaign; and the NYC's Risk Landscape: A Guide to Hazard Mitigation tool to help New Yorkers understand and prepare for specific hazards such as coastal storms and hurricanes.

Also to promote neighborhood resiliency, the City launched the Hurricane Sandy Charitable Organization and House of Worship Recovery Task Force in partnership with the City Council.

The Task Force is producing a report that discusses the role of faith-based and community-based organizations in Hurricane Sandy recovery work, and proposes recommendations on how to ensure these organizations and the communities they serve are better prepared for future threats. Finally, the City will collaborate with communities to expand civic engagement and volunteerism. An enhanced NYC Service platform will connect organizations and programs in need of support with available volunteers, including linking volunteers with emergency response and recovery efforts.

Buildings

The Mayor's Office of Recovery and Resiliency is also working to adapt our vulnerable buildings: homes, schools, workplaces, businesses, and places of worship that were built before modern standards and codes were in place to promote safety and energy efficiency.

Specifically, the Mayor's Office of Housing Recovery Operations is making significant investment in homes across the City through the Build it Back program, supporting the recovery of single-family homeowners and multi-family building residents. Other buildings across the floodplain are being retrofitted as they prepare for sea level rise and increased flood risk.

The City is also investing in increasing the resiliency of public housing that services many at-risk New Yorkers. NYCHA has secured $3 billion from FEMA to execute a comprehensive resiliency program across 33 public housing developments, which will include the elevation and hardening of building systems, flood-proofing, and upgrading infrastructure. These upgrades will make residents safer in the case of events and ensure critical services remain available.

Infrastructure

The City aims to adapt infrastructure systems across the region to withstand the impact of climate change, to ensure the continuity of critical services in an emergency, and to recover more quickly from service outages. The City is already implementing a robust portfolio of infrastructure-based recovery and resiliency initiatives as part of a more than $20 billion climate resiliency program, which will reach nearly $30 billion with additional spending by other regional partners.

The City will call on these regional infrastructure providers and operators to make critical resiliency investments in their systems, coordinated through the Climate Change Adaptation Task Force. This will especially support vulnerable New Yorkers by, for example, hardening network and infrastructure assets to withstand both storm-related power outages and power grid outages, which will strengthen the City's support for mission-critical operations for first responders and essential city services.

The City coordinates closely with its partners in the energy, telecommunications, and transportation sectors across the region to facilitate planning for and investment in the resiliency of their assets. These partners include the MTA, the Port Authority of New York and New Jersey (PANYNJ), Con Edison, the Long Island Power Authority (LIPA), National Grid, AT&T, Sprint, T-Mobile, Cablevision, Verizon, and Time Warner Cable, among others.

Coastal Defense

The City's $3.7 billion coastal protection plan will mitigate the impact of rising sea levels and prevent flooding through a program of infrastructure investments, natural areas restoration, and design and governance upgrades. In addition, the City will align and adopt policies to support further investments in coastal protection and ensure that those investments are operated and maintained effectively.

Other Core Infrastructure & the Environment-Focused Social Indicators Reports and Initiatives

1. One New York: The Plan for a Strong and Just City (OneNYC): http://www.nyc.gov/onenyc

Appendix

Mean Travel Time to Work

2009 – 2013

Bronx

Neighborhood Tabulation Areas (NTA)	GeoID	2009 – 2013
Claremont-Bathgate	BX01	45.7
Eastchester-Edenwald-Baychester	BX03	44.6
Bedford Park-Fordham North	BX05	41.9
Belmont	BX06	37.9
Bronxdale	BX07	39.6
West Farms-Bronx River	BX08	42.6
Soundview-Castle Hill-Clason Point-Harding Park	BX09	45
Pelham Bay-Country Club-City Island	BX10	37.2
Co-Op City	BX13	50
East Concourse-Concourse Village	BX14	41.7
East Tremont	BX17	43.6
North Riverdale-Fieldston-Riverdale	BX22	42.2
Highbridge	BX26	39.5
Hunts Point	BX27	41
Van Cortlandt Village	BX28	44.2
Spuyten Duyvil-Kingsbridge	BX29	42.5
Kingsbridge Heights	BX30	44.7
Allerton-Pelham Gardens	BX31	38.7
Longwood	BX33	40.5
Melrose South-Mott Haven North	BX34	40.7
Morrisania-Melrose	BX35	43.1
University Heights-Morris Heights	BX36	41.6
Van Nest-Morris Park-Westchester Square	BX37	40.5
Mott Haven-Port Morris	BX39	41.2

Fordham South	BX40	41.1
Mount Hope	BX41	41
Norwood	BX43	42.8
Williamsbridge-Olinville	BX44	45.6
Parkchester	BX46	47
Pelham Parkway	BX49	39.2
Schuylerville-Throgs Neck-Edgewater Park	BX52	38.3
Soundview-Bruckner	BX55	44
Westchester-Unionport	BX59	45.1
Woodlawn-Wakefield	BX62	42.5
West Concourse	BX63	40.6
Crotona Park East	BX75	40.3

Mean Travel Time to Work (continued)

Brooklyn

Neighborhood Tabulation Areas (NTA)	GeoID	2009 – 2013
Brooklyn Heights-Cobble Hill	BK09	30.2
Sheepshead Bay-Gerritsen Beach-Manhattan Beach	BK17	43.5
Brighton Beach	BK19	44.3
Seagate-Coney Island	BK21	45.3
West Brighton	BK23	44.0
Homecrest	BK25	40.6
Gravesend	BK26	45.4
Bath Beach	BK27	48.3
Bensonhurst West	BK28	44.9
Bensonhurst East	BK29	44.5
Dyker Heights	BK30	44.7
Bay Ridge	BK31	41.0
Sunset Park West	BK32	41.3
Carroll Gardens-Columbia Street-Red Hook	BK33	36.1
Sunset Park East	BK34	46.7
Stuyvesant Heights	BK35	43.2
Park Slope-Gowanus	BK37	37.8
DUMBO-Vinegar Hill-Downtown Brooklyn-Boerum Hill	BK38	34.4
Windsor Terrace	BK40	41.4
Kensington-Ocean Parkway	BK41	39.6
Flatbush	BK42	42.4
Midwood	BK43	37.5
Madison	BK44	42.2
Georgetown-Marine Park-Bergen Beach-Mill Basin	BK45	38.0
Ocean Parkway South	BK46	38.0
Canarsie	BK50	47.8

Flatlands	BK58	43.9
Prospect Lefferts Gardens-Wingate	BK60	43.8
Crown Heights North	BK61	41.6
Crown Heights South	BK63	39.0
Prospect Heights	BK64	38.9
Fort Greene	BK68	35.3
Clinton Hill	BK69	38.0
Williamsburg	BK72	23.2
North Side-South Side	BK73	32.5
Bedford	BK75	38.1
Greenpoint	BK76	34.4
Bushwick North	BK77	39.1
Bushwick South	BK78	39.8
Ocean Hill	BK79	44.2
Brownsville	BK81	45.7
East New York	BK82	43.4
Cypress Hills-City Line	BK83	42.8
East New York (Pennsylvania Ave)	BK85	46.0
Borough Park	BK88	34.7
East Williamsburg	BK90	32.9
East Flatbush-Farragut	BK91	43.6
Starrett City	BK93	48.6
Erasmus	BK95	45.7
Rugby-Remsen Village	BK96	46.8

Mean Travel Time to Work (continued)

Manhattan

Neighborhood Tabulation Areas (NTA)	GeoID	2009 – 2013
Marble Hill-Inwood	MN01	41.2
Central Harlem North-Polo Grounds	MN03	36.8
Hamilton Heights	MN04	38.3
Manhattanville	MN06	37.7
Morningside Heights	MN09	29.1
Central Harlem South	MN11	33.6
Upper West Side	MN12	30.4
Hudson Yards-Chelsea-Flat Iron-Union Square	MN13	25.4
Lincoln Square	MN14	27.8
Clinton	MN15	26.5
Midtown-Midtown South	MN17	22.2
Turtle Bay-East Midtown	MN19	25.5
Murray Hill-Kips Bay	MN20	26.5
Gramercy	MN21	24.1
East Village	MN22	28.4
West Village	MN23	24
SoHo-TriBeCa-Civic Center-Little Italy	MN24	25
Battery Park City-Lower Manhattan	MN25	24.6
Chinatown	MN27	29.3
Lower East Side	MN28	33.3
Lenox Hill-Roosevelt Island	MN31	29
Yorkville	MN32	33
East Harlem South	MN33	32.4
East Harlem North	MN34	35
Washington Heights North	MN35	39.9
Washington Heights South	MN36	37.5
Upper East Side-Carnegie Hill	MN40	26.4
Stuyvesant Town-Cooper Village	MN50	28.9

Mean Travel Time to Work (continued)

Queens

Neighborhood Tabulation Areas (NTA)	GeoID	2009 – 2013
South Jamaica	QN01	46.6
Springfield Gardens North	QN02	50.2
Springfield Gardens South-Brookville	QN03	48.5
Rosedale	QN05	47.4
Jamaica Estates-Holliswood	QN06	42.4
Hollis	QN07	47.8
St. Albans	QN08	48.8
Breezy Point-Belle Harbor-Rockaway Park-Broad Channel	QN10	43.6
Hammels-Arverne-Edgemere	QN12	51.8
Far Rockaway-Bayswater	QN15	45.6
Forest Hills	QN17	41.5
Rego Park	QN18	40.6
Glendale	QN19	35.9
Ridgewood	QN20	38.8
Middle Village	QN21	36.7
Flushing	QN22	42.7
College Point	QN23	42.2
Corona	QN25	42
North Corona	QN26	43.6
East Elmhurst	QN27	40.5
Jackson Heights	QN28	38.6
Elmhurst	QN29	41.4
Maspeth	QN30	40
Hunters Point-Sunnyside-West Maspeth	QN31	35.4
Cambria Heights	QN33	48.5
Queens Village	QN34	46.2
Briarwood-Jamaica Hills	QN35	44.5

Kew Gardens Hills	QN37	41
Pomonok-Flushing Heights-Hillcrest	QN38	42.7
Fresh Meadows-Utopia	QN41	44.4
Oakland Gardens	QN42	43.2
Bellerose	QN43	38.9
Glen Oaks-Floral Park-New Hyde Park	QN44	39.6
Douglas Manor-Douglaston-Little Neck	QN45	38.2
Bayside-Bayside Hills	QN46	39.7
Ft. Totten-Bay Terrace-Clearview	QN47	40.3
Auburndale	QN48	41.9
Whitestone	QN49	36.3
Elmhurst-Maspeth	QN50	38.9
Murray Hill	QN51	41.8
East Flushing	QN52	41.2
Woodhaven	QN53	45.5
Richmond Hill	QN54	45
South Ozone Park	QN55	45.9
Ozone Park	QN56	41.8
Lindenwood-Howard Beach	QN57	39.8
Kew Gardens	QN60	42
Jamaica	QN61	45.4
Queensboro Hill	QN62	41.8
Woodside	QN63	38.5
Laurelton	QN66	47.7
Queensbridge-Ravenswood-Long Island City	QN68	35.9
Astoria	QN70	36.4
Old Astoria	QN71	36.3
Steinway	QN72	37.3
Baisley Park	QN76	46

Mean Travel Time to Work (continued)

Staten Island

Neighborhood Tabulation Areas (NTA)	GeoID	2009 – 2013
Annadale-Huguenot-Prince's Bay-Eltingville	SI01	41.8
New Springville-Bloomfield-Travis	SI05	43.6
Westerleigh	SI07	37.9
Grymes Hill-Clifton-Fox Hills	SI08	42.6
Charleston-Richmond Valley-Tottenville	SI11	44.6
Mariner's Harbor-Arlington-Port Ivory-Graniteville	SI12	38.4
Grasmere-Arrochar-Ft. Wadsworth	SI14	39.6
West New Brighton-New Brighton-St. George	SI22	43.1
Todt Hill-Emerson Hill-Heartland Village-Lighthouse Hill	SI24	40
Oakwood-Oakwood Beach	SI25	41
Port Richmond	SI28	39
Rossville-Woodrow	SI32	44.3
New Brighton-Silver Lake	SI35	38.7
Old Town-Dongan Hills-South Beach	SI36	37.8
Stapleton-Rosebank	SI37	40.9
New Dorp-Midland Beach	SI45	42.5
Arden Heights	SI48	44.2
Great Kills	SI54	44.5

Outdoor Air Pollution/Fine Particulate Matter (PM2.5) Levels

Bronx

Community District	2013, Annual Average
Bronx CD 1	10
Bronx CD 2	9.8
Bronx CD 3	9.4
Bronx CD 4	10
Bronx CD 5	10.1
Bronx CD 6	9.5
Bronx CD 7	9.4
Bronx CD 8	8.9
Bronx CD 9	8.9
Bronx CD 10	8.7
Bronx CD 11	8.7
Bronx CD 12	8.7

Outdoor Air Pollution/Fine Particulate Matter (PM2.5) Levels (continued)

Brooklyn

Community District	2013, Annual Average
Brooklyn CD 1	10.1
Brooklyn CD 2	9.5
Brooklyn CD 3	8.8
Brooklyn CD 4	8.8
Brooklyn CD 5	8.7
Brooklyn CD 6	9.4
Brooklyn CD 7	9.2
Brooklyn CD 8	8.8
Brooklyn CD 9	8.6
Brooklyn CD 10	8.4
Brooklyn CD 11	8.2
Brooklyn CD 12	8.5
Brooklyn CD 13	8
Brooklyn CD 14	8.6
Brooklyn CD 15	8.1
Brooklyn CD 16	8.8
Brooklyn CD 17	8.7
Brooklyn CD 18	8.2

Outdoor Air Pollution/Fine Particulate Matter (PM2.5) Levels (continued)

Manhattan

Community District	2013, Annual Average
Manhattan CD 1	11.1
Manhattan CD 2	10.9
Manhattan CD 3	9.9
Manhattan CD 4	11.4
Manhattan CD 5	14.3
Manhattan CD 6	12.3
Manhattan CD 7	10.3
Manhattan CD 8	11.1
Manhattan CD 9	9.8
Manhattan CD 10	9.6
Manhattan CD 11	9.7
Manhattan CD 12	9.5

Outdoor Air Pollution/Fine Particulate Matter (PM2.5) Levels (continued)

Queens

Community District	2013, Annual Average
Queens CD 1	8.9
Queens CD 2	10.1
Queens CD 3	8.4
Queens CD 4	8.9
Queens CD 5	8.8
Queens CD 6	8.7
Queens CD 7	8.4
Queens CD 8	8.2
Queens CD 9	8.4
Queens CD 10	8
Queens CD 11	8.1
Queens CD 12	8.3
Queens CD 13	7.9
Queens CD 14	7.6

Staten Island

Community District	2013, Annual Average
Staten Island CD 1	8.1
Staten Island CD 2	8.1
Staten Island CD 3	7.8

Endnotes

[1] Year-to-year variation even using the ACS annual estimates (Places by State, 1-yr) show a small (but statistically significant) increase since 2010. In 2013, NYC mean commute was 39.7 minutes, in 2012 - 39.3 minutes, 2011 - 39.1, 2010 - 38.7, and 2009 - 39.1.

[2] All non-New York City commuting times are from this source: Sivak, Michael. (2015). Commuting to Work in the 30 Largest U.S. Cities. University of Michigan Transportation Research Institute. Available at: http://deepblue.lib.umich.edu/bitstream/handle/2027.42/112057/103196.pdf?sequence=1&isAllowed=y

[3] Note: This ranking is calculated for 3-year rolling annual averages as per the US EPA Air Quality System via OneNYC. This national data set and the NYCCAS produce different air quality estimates, although the trend to improved air quality remains the same.

[4] DOHMH

[5] United Hospital Fund (UHF) zip code-based areas. From NYC Department of Health and Mental Hygiene, Environment and Health Data Portal, Indicator Name: PM2.5-Attributable Deaths, Accessed 09/14/2015. Estimated number of all-cause deaths associated with the difference in air quality for indicator years relative to modeled natural background. Estimate is calculated using the chronic all-cause mortality risk estimate from a comprehensive study by Krewski et al 2009. The rate is the number of deaths attributable to PM2.5 among residents (30 years and older) divided by the population of residents (30 years and older) expressed as cases per 100000 residents.

[6] Savitz DA, Bobb JF, Carr JL, et al. Ambient fine particulate matter, nitrogen dioxide, and term birth weight in New York, New York. Am J Epidemiol. 2014;179(4):457-466. Via New York City Community Air Survey: Neighborhood Air Quality 2008-2013. Available at: http://www.nyc.gov/html/doh/downloads/pdf/environmental/comm-air-survey-08-13.pdf

[7] DOHMH via OneNYC.

[8] Kaufman, Sarah M. Moss, Mitchell L. Tyndall, Justin and Hernandez, Jorge. Mobililty, Economic Opportunity and New York City Neighborhoods Available at: http://wagner.nyu.edu/rudincenter/wp-content/uploads/2014/12/NYURudinJobAccessReport.pdf Andersson, Fredrik; Haltiwanger, John C.; Kutzbach, Mark J.; Pollakowski, Henry O.; and Weinberg, Daniel H. (2014). Job Displacement and The Duration Of Joblessness: The Role of Spatial Mismatch, U.S. Bureau of the Census

[9] "Bicycle Ridership Information." NYC Department of Transportation. Available at: http://www.nyc.gov/html/dot/html/bicyclists/ridership-facts.shtml

[10] Increased from 8.8% in 2007 to 11.8% in 2013. DOHMH Community Health Survey, 2013, https://a816-healthpsi.nyc.gov/epiquery/CHS/CHSXIndex.html

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[13] "The Impact of Interventions to Promote Physical Activity in Urban Green Space: A Systematic Review and Recommendations for Future Research" Hunter, Ruth F.; et al. Social Science & Medicine, Volume 124, January 2015, Pages 246–256. doi:10.1016/j.socscimed.2014.11.051.

[14] Kuo, F.E., & Sullivan, W.C. (2001). "Environment and crime in the inner city: Does vegetation reduce crime?" Environment and Behavior, 33(3), 343-367.

[15] Wolf, K.L. 2010. Crime and Fear - A Literature Review. In: Green Cities: Good Health (www.greenhealth.washington.edu). College of the Environment, University of Washington.

[16] Dadv and P, Nieuwenhuijsen MJ, Esnaola M, et al. Green spaces and cognitive development in primary school children. Proc Natl Acad Sci USA. 2015;112(26):7937-42.

[17] Rose, K. A., Morgan, I. G., Ip, J., Kifley, A., Huynh, S., Smith, W., (2008). Outdoor activity reduces the prevalence of myopia in children. Ophthalmology,, 115(8), 1279-1285.

[18] Effect of Exposure to Natural Environment on Health Inequalities: An Observational Population Study" Mitchell, Richard; Popham, Frank. The Lancet, November 2008. Vol. 372, Issue 9650. doi: 10.1016/S0140-6736(08)61689-X.

[19] "Regulations & Standards | Transportation and Climate." *EPA*. Environmental Protection Agency, n.d. Web. 21 Jan. 2016.

Personal & Community Safety

New York City is the safest big city in the nation. The de Blasio administration is committed to ensuring that each part of the New York City public safety and justice systems continue to keep New Yorkers safe and treat them fairly. In New York, violence is concentrated in a few places, and is largely committed by a small number of violent offenders that have a disproportionate impact on vulnerable populations and neighborhoods throughout the City.

The City has prioritized four strategies to achieve its safety and justice goals: drive down gun violence and violent crime, use a calibrated and problem-solving enforcement approach that safely reduces unnecessary arrests and incarceration, create strong neighborhoods, and modernize the criminal justice system.

By focusing on vulnerable populations and communities while strategically using law enforcement resources, the City is ultimately working to enhance the public safety and justice systems of New York City. The facts support this strategy. Building on the 82 percent reduction in crime of the last two decades, both violent and property crime have continued to abate since 2011. Major crime has decreased by 2 percent from 2011 to 2015. Murders have also decreased by 32 percent during this time. These gains in public safety come along with significant reductions of more than 20 percent in the jail population and in unnecessary arrests. These numbers are evidence of a crime context that differs from what we see in much of the rest of the country. New York City's experience is unique proof that jurisdictions can increase safety while implementing a more calibrated criminal justice response.

Indicators for Personal & Community Safety

Violent Crime

Key Findings: From 2011 to 2015, three key indicators document significant decreases in violent crime in NYC: overall violent crime index offenses decreased by 3 percent, from 40,294 to 38,992; murders decreased by 32 percent, from 515 to 352; and shootings decreased by 25 percent, from 1,510 to 1,138.

Violent Crime (continued)

One of the strong drivers behind these substantial reductions is the persistent use of a data-driven approach to crime reduction, combined with an equitable deployment of law enforcement resources. In addition to this successful strategy of the past two decades, the City has adopted a new approach that brings together the implementation of new tactics, technology, training, and strategic partnerships. As a result, from 2011 to 2015, shooting incidents rates per 100,000 residents decreased in every borough – except for Staten Island – with the greatest declines in the most problematic boroughs. The most notable decrease was in Brooklyn, where shooting incidents went down from 24.9 per 100,000 residents in 2011 to 18.0 in 2015. Similarly, in the Bronx, shootings decreased from 30.0 to 22.3 shooting incidents per 100,000 residents. Manhattan went down from 10.8 to 8.3 shootings per 100,000 residents and Queens declined from 9.2 to 7.2. Staten Island increased from 7.6 to 8.9 shootings per 100,000 residents.

When comparing New York crime statistics to other U.S. cities, New York fares extraordinarily well. In 2014, there were 80 cities in the United States with a population of 250,000 or greater. Looking at the overall crime rate, New York had a ratio of 2.19 crimes per 100 residents while the most unsafe city, Saint Louis, had 7.9 crimes per 100 residents. Only five cities – all with less than 350,000 residents – had a slightly better ratio than New York.

Looking at murder rates in 2014, New York had a rate of 3.9 per 100,000 residents. By comparison, San Francisco had 5.3, Los Angeles 6.7, Dallas 9.1, Chicago 15.1, Atlanta 20.5, and St. Louis 49.9 murders per 100,000 residents. Similarly, New York had a violent crime rate of 597 per 100,000 residents while Detroit had a violent crime rate more than three times higher – 1,988 per 100,000 residents.

Although the public safety and justice systems have largely responded effectively to the challenge of urban violent crime, disparities remain across neighborhoods and populations. These differences manifest in various forms. For example, although violent crime has declined by 3 percent in the developments of the New York City Housing Authority in the last two years, residents of NYCHA have experienced a 9 percent increase in shootings during the same period of time.

There are similar differences in violent crime by neighborhood. For example, in 2014, Brooklyn CD 18 (Canarsie) had a rate of 1.9 felony assaults per 1,000 residents.

Violent Crime (continued)

CD 18 has a median household income of $63,106 with 28.4 percent of residents having earned at least a Bachelor's degree. By comparison, Brooklyn CD 5 (East New York) had a rate of 5.5 felony assaults per 1,000 residents and one of the highest rates Citywide. CD 5 has a median household income of $33,700 with 13.1 percent of residents holding a Bachelor's degree. Staten Island CD 3 (Tottenville) had the lowest rate in the City with 0.4 felony assaults per 1,000 residents. CD 3 has a median household income of $84,670 with 31.7 percent of residents holding a Bachelor's degree.

Finally, domestic violence (DV) crimes present specific challenges. Although murder stemming from domestic violence and DV-related violent crime decreased by 22 percent and 2 percent from 2013 to 2015 respectively, approximately 40 percent of all felony assaults in New York City were DV-related during this time period. DV violent crime must be treated as a problem requiring a broad range of enforcement and non-enforcement solutions.

Data Source: NYPD Compstat for violent crimes (murder, rape, robbery, and felony assault) for CY 2015

Definition: Crime categories are split into two major subcategories: violent and property. Violent crime consists of four offenses: murder, rape and sexual assault, robbery, and aggravated assault. Shootings are not included in the crime index.

About the Indicator: Promoting safety is a main goal of the administration. If people are safe, places, communities, and networks thrive.

Violent Crime
2015

	Population	Violent Crimes	Rate per 1,000
Citywide	8,491,079	38,992	4.59
Borough			
Bronx	1,438,159	10,536	7.33
Brooklyn	2,621,793	12,630	4.82
Manhattan	1,636,268	7,047	4.31
Queens	2,321,580	7,586	3.27
Staten Island	473,279	1,193	2.52

Violent Victimization of Youth

Key Findings: From 2010 to 2014, the violent victimization of youth in New York City has decreased by 24 percent. Violent victimization of youth is often linked to social exclusion and social isolation. In New York City, the percentage of disconnected youth varies greatly from district to district. Disconnected youth is defined as the percentage of youth and young adults ages 16 to 24 who are not in school and not working. Evidence suggests that there is a strong relationship between the percentage of disconnected youth and youth victimization. From 2010 to 2014, the largest reduction in violent victimization of youth occurred in Manhattan, where victimization of youth decreased over 38 percent. The rate decreased from 1.6 to 0.99 per 1,000 residents. The Bronx and Brooklyn continued to experience the highest numbers and highest rates of violent victimization of youth, but both also experienced decreases above 20 percent. Victimization of youth rates vary widely by neighborhood, ranging from 0.07 youth victims per 1,000 residents in the Arden Heights in Staten Island to 4.4 youth victims per 1,000 residents in Brownsville, Brooklyn.

The link between youth involvement with the criminal justice system, social exclusion, and social isolation is strong. For example, in Bronx Community District 2 (Hunts Point), disconnected youth account for 32.3 percent of all youth in the district and the youth victimization rate of 3.7 per 1,000 residents is among the top five rates in the City. CD 12 has a median household income of $21,318, with 9.0 percent of residents having earned at least a Bachelor's degree.

Violent Victimization of Youth (continued)

In CD 12, the crime index is 17.3 crimes per 1,000 residents, the number of felony assaults is 5.0 per 1,000 residents, and the incarceration rate (measured as average daily population in jail per 100,000 City adult residents) is 234 inmates per 100,000 adults. By comparison, in Manhattan CD 7 (Upper West Side), disconnected youth account for 3.9 percent of all youth in the district and the youth victimization rate of 0.09 per 1,000 residents is among the third lowest rate in the City. CD 7 has a median household income of $96,009, with 76.2 percent of residents having earned at least a Bachelor's degree. In CD 7, the crime index is 7.9 crimes per 1,000 residents, the number of felony assaults is 0.8 per 1,000 residents, and the incarceration rate is 46 inmates per 100,000 adults.

Data Source: NYPD complaints for violent crimes (murder, rape, robbery, and felony assault) where the victim was a youth or young adult between the ages of 16 and 24 for 2014.

Definition: Under federal guidelines, index crime categories are split into two major subcategories: violent and property. Violent crime consists of four offenses: murder, rape, robbery, and felony assault. This indicator focuses on violent crimes where the victim was a youth or young adult between the age of 16 and 24.

About the Indicator: Initiatives of the Mayor's Office of Criminal Justice have been focused on positive engagement of youth; ensuring their safety is a main responsibility.

Violent Victimization of Youth
2014

	Population	Violent Crimes	Rate per 1,000
Citywide	8,491,079	10,019	1.18
Borough			
Bronx	1,438,159	2,725	1.89
Brooklyn	2,621,793	3,440	1.31
Manhattan	1,636,268	1,624	0.99
Queens	2,321,580	1,942	0.84
Staten Island	473,279	288	0.61

Admissions to Department of Correction

Key Findings: From FY2011 to FY2015, the total number of annual admissions to the Department of Correction (DOC) in New York City decreased by 23 percent from 87,515 to 67,672, and the average DOC daily population has decreased by 20 percent from 12,790 to 10,240. On December 31, 2015, the DOC daily population reached an historical low: 9,387 inmates. From 2013 to 2015, the number of adolescents in DOC custody decreased by 64 percent from 495 to 179.

In 2013, approximately 3 percent of U.S. adult residents were on probation, parole, or incarcerated in prison or jail, the same rate observed in 1997. However, while the jail and prison population increased by 11 percent in the United States during this period of time, the New York City jail population decreased. The New York City jail population declined significantly from nearly 22,000 in 1991 to less than 9,400 inmates by the end of 2015 – a reduction of more than 55 percent. This decrease has coincided with strong reductions in crime and has been achieved without compromising public safety.

However, discrepancies persist in the correctional population of New York City. Incarceration rates differ substantially by neighborhood and population characteristics. For example, Queens CD 13 (Queens Village, Cambria Heights, and Rosedale) had one of the lowest rates in the City with a rate of 5 inmates per 100,000 adult residents. CD 13 has a median household income of $76,002 with 29.1 percent of residents having earned at least a Bachelor's degree.

By comparison, Bronx CD 3 (Crotona Park and Morrisania) had the highest rate in the City with 371 inmates per 100,000 adult residents. CD 3 has a median household income of $22,343 with 11.7 percent of residents holding a Bachelor's degree. Similarly, Brooklyn CD 16 (Brownsville) had a rate of 348 inmates per 100,000 adult residents. CD 16 has a median household income of $27,772 with 11.1 percent of residents holding a Bachelor's degree.

Data Source: DOC Population Research

Definition: Number of inmates admitted to DOC custody from courts during fiscal year.

About the Indicator: Decreasing the number of entrants to DOC, especially for those charged with low-level offenses, is a main component of the efforts to reduce unnecessary incarceration.

Admissions to Department of Correction
2014

	Population	DOC Population	Rate per 1,000
Citywide	8,491,079	44,841	5.28
Borough			
Bronx	1,438,159	11,455	7.96
Brooklyn	2,621,793	14,542	5.55
Manhattan	1,636,268	9,135	5.58
Queens	2,321,580	7,789	3.35
Staten Island	473,279	1,920	4.06

Department of Correction Length of Stay and Average Daily Population

Key Findings: In FY 2015, DOC admitted 67,672 inmates, a 12.3 percent decrease since FY 2014. This lower admission rate contributed to a decrease in Average Daily Population (ADP) from 11,408 in FY 2014 to 10,240 in FY 2015, representing a 10.2 percent decrease in ADP. However, in this same time period, the average length of stay for inmates increased from 54.2 to 55.7 days.

Data Source: Department of Correction

Definition: Average length of stay of all inmates in DOC custody.

Department of Correction (DOC) Length of Stay

	FY 2011	FY 2012	FY 2013	FY 2014	FY 2015
Citywide	54	53	53	54	56

240

Department of Correction Length of Stay and Average Daily Population (continued)

Data Source: Department of Correction

Definition: Average daily number of inmates in DOC custody.

Department of Correction (DOC) Average Daily Population

	FY 2011	FY 2012	FY 2013	FY 2014	FY 2015
Citywide	12,790	12,287	11,827	11,408	10,240

Department of Probation Population

Key Findings: From FY 2011 to FY 2015, the rate of adult clients successfully completing their probation terms increased from 62 to 66 percent. However, for juvenile probationers, the rate of clients successfully completing their probation terms decreased from 64 to 59 percent. Successful completion is defined as a probation supervision case that is closed due to maximum expiration (sentence served in full) or early discharge.

Probation helps build stronger and safer communities by working with and supervising people on probation, fostering positive change in their decision-making and behavior, and expanding opportunities for them to move out of the criminal and juvenile justice systems through meaningful education, employment, mentoring, health services, family engagement, and civic participation. As a result, an increase in successful completion should ultimately lead to a reduction in the percentage of probationers who re-offend. From FY2011 to FY2015, monthly violation rate for adult probationers decreased from 1.0 to 0.8 percent. However, for juvenile probationers, the rate increased from 2.1 to 2.7 percent.

Using diversion services and establishing successful action plans to promote early discharge can assist all probationers in minimizing contact with the criminal and juvenile justice systems. From FY 2011 to FY 2015, the adult probationer early discharge approval rate increased from 80 to 81 percent.

Data Source: Snapshot of Department of Probation population as of June 30, 2015

Department of Probation Population (continued)

Definition: Number of individuals supervised by DOP during the fiscal year.

About the Indicator: Reducing unnecessary incarceration will lead to lower populations involved with the criminal justice system.

Department of Probation Population Snapshot
2015

	Population	DOP Population	Rate per 1,000
Citywide	8,491,079	15,151	1.78
Borough			
Bronx	1,438,159	2,483	1.72
Brooklyn	2,621,793	4,037	1.54
Manhattan	1,636,268	4,141	2.53
Queens	2,321,580	3,644	1.57
Staten Island	473,279	846	1.79

Traffic Fatalities

Key Findings: In 2015, 233 New Yorkers lost their lives as a result of a traffic crash. This is the fewest traffic deaths recorded in any year since 1910, decreasing for the second year in a row since the City launched Vision Zero in 2014. New York's traffic fatality rate is approximately one quarter of the national fatality rate, in part because there has been a recent increase in the number of people killed in traffic crashes nationwide. The City's progress has been achieved even though we have never been bigger or more vibrant – the City now has 8.5 million residents, 4.2 million jobs, and over 56 million tourists annually.

For additional information and data, see: Vision Zero website and Vision Zero View Map.

Data Source: NYC DOT Fatality Database

Traffic Fatalities (continued)

Definition: Traffic fatalities include all fatal injuries that involve a vehicle or bicycle except those that are excluded because the collision occurred somewhere other than the public right of way, a motorist's death was found to have been caused by a medical event, or the collision was caused by a law enforcement action.

About the Indicator: Each traffic fatality is investigated by NYPD and the determination of whether a vehicle-involved death should be considered a traffic fatality is determined by NYPD and NYC DOT.

Traffic Fatalities

	2011	2012	2013	2014	2015
Citywide	249	278	297	258	233
Borough					
Bronx	52	48	48	36	39
Brooklyn	82	79	89	81	68
Manhattan	41	52	47	46	29
Queens	63	81	98	84	73
Staten Island	11	18	15	11	24

Ban the Box Legislation

The Fair Chance Act

The New York City Fair Chance Act, signed into law by Mayor Bill de Blasio on June 29, 2015, is the strongest Ban the Box law in the nation. The act, which went into effect on October 27, 2015, strengthens provisions of the City's Human Rights Law that prohibit discrimination based on an individual's record of arrest or criminal conviction, making it illegal for most public and private employers in New York City to ask about the criminal record of job applicants before making a job offer.

In order to combat employment discrimination, the act prohibits employers from inquiring about candidates' criminal records until after they have made a conditional offer of employment. Ads, applications, and interview questions cannot include inquiries into an applicant's criminal record, thus allowing the applicant to be judged on his or her qualifications. If, after a job offer, an employer wants to revoke the offer based on an applicant's criminal record, the employer must provide detailed, written justification for the decision and a copy of any background check conducted, and give the applicant three business days to respond. The act does include exemptions for public and private employers who are required by law to conduct criminal background checks, and for City agencies including the Police Department, Fire Department, Department of Correction, and Department of Probation.

The Fair Chance Act advances a clear mission: making New York City a more just place to live and work. By banning the box, the City has opened the door to improved economic futures for New Yorkers who have already paid their debt to society.

Policies to Address Disparities

Reducing Crime

In response to the unequal and persistent challenge of violence, the City has adopted a three-tiered approach to reduce violent crime. First, the City is working to decrease gun violence through the Gun Violence, Crisis Management System: an evidence-based system focused on proactive community engagement. These initiatives include Cure Violence, Ceasefire, school-based conflict mediation and anti-violence programs, and expanded wrap around community-based preventive services. In 2015, in the precincts where Cure Violence and Ceasefire have been implemented, shootings have decreased by 10 percent and 11 percent, respectively.

Second, the City is enhancing long-term neighborhood stability and safety through the Mayor's Action Plan for Neighborhood Safety (MAP). Since their implementation in 2014, these targeted efforts have reduced crime and violent crime in the 15 MAP developments by 6 percent and 3 percent, respectively.

Third, the City is committed to active incapacitation of gun offenders through greater inter-agency coordinated anti-violence prosecution strategies.

The City's specific efforts to continue to drive down crime are outlined below.

Gun Violence, Crisis Management System

The goal of the Crisis Management System is to implement demonstrated strategies to reduce violence through violence interruption, intensive community engagement, and changes in cultural norms regarding gun violence. In 2014, the City began to focus on the 17 precincts that accounted for 55 percent of all shootings Citywide. In these precincts, Cure Violence providers identify and engage individuals most likely to be involved in retaliatory shootings and other forms of gun violence. The focus is on curbing violent behavior before it occurs. Through a network of community-based violence interrupters, providers intervene and link potential shooters to supportive services before conflicts escalate to gun violence. In each of these precincts, there are extensive networks of service providers that provide job training, employment opportunities, arts, mental health services,
and legal services.

From 2011 to 2015, the number of shootings in Cure Violence precincts decreased by 32 percent from 840 to 574. By comparison, shootings in non-Cure Violence precincts decreased by 16 percent from 670 to 563. In 2015, shootings in the selected 17 precincts have decreased by 10 percent from 641 to 574, while shootings in the other precincts have increased by 7 percent from 528 to 563. As a result, shootings in the 17 precincts where Cure Violence operated in 2015 accounted for 50 percent of all shootings Citywide – down from 55 percent in 2013 and 2014.

The City has also created an anti-violence ambassadors program. These ambassadors – New Yorkers ages 16 to 24 who have lost someone to gun violence – engage with peers in all five boroughs to advocate for violence reduction Citywide and to change cultural norms regarding gun violence. Their efforts are integrated with the work of the Mayor's Action Plan for Neighborhood Safety in NYCHA developments.

Promoting Neighborhood Safety and Stability
Mayor's Action Plan for Neighborhood Safety

The Mayor's Action Plan for Neighborhood Safety targets 15 housing developments that experience some of the highest rates of violent crime. This $311.5 million (including funding from the Manhattan District Attorney's office) multi-year initiative brings together ten City agencies, community groups, nonprofits, and public housing residents to improve public safety through changes to the physical environment, community supports, and collaborative agency services.

Although the goal of creating strong neighborhoods is Citywide, the fact remains that violence and distress is concentrated in a few neighborhoods and places. With more than 400,000 New Yorkers residing in NYCHA's 328 public housing developments across the City's five boroughs, NYCHA residents make up 5 percent of the City's population. However, they suffer disproportionately from the effects of violent crime and gun violence. In 2015, 5 percent of all Citywide crimes, 9 percent of Citywide violent crime incidents, and 20 percent of all Citywide shootings occurred in NYCHA developments.

In order to promote neighborhood safety and stability in NYCHA developments, in 2014 the City implemented a targeted and comprehensive approach to reduce violent crime in the15 NYCHA developments in which 17 percent of all violent crime in New York City's public housing occurs. The program is known as the Mayor's Action Plan for Neighborhood Safety. The results are promising.

In 2015, violent crime in the target developments decreased by 3 percent while major crime in the non-targeted NYCHA developments increased by 2 percent. Total index crime in the target developments decreased by 4 percent but increased by 1 percent in the non-targeted developments. However, shootings continue to be a persistent problem in these target developments. Shootings in the 15 target developments increased by 9 percent from 34 in 2014 to 37 in 2015, and from 189 to 191 (a 1 percent increase) in the non-targeted developments.

To promote neighborhood safety and stability, the Mayor's Action Plan for Neighborhood Safety has started to implement three strategies. The first strategy is to strengthen law enforcement and resident joint problem-solving programs in high crime neighborhoods through the creation of a permanent mechanism to collaboratively monitor crime trends and improve public safety. To that end, the City is developing Neighborhood Safety Stat: an analytical tool used to measure neighborhood statistical information. Neighborhood Safety Stat will include regular meetings between police, City agencies, and residents to review data and track results in real time. By engaging residents through Neighborhood Safety Stat and by conducting resident surveys, the City will better understand residents' needs and utilize this knowledge to promote safety and stability where they live.

The second strategy is to expand access to work and play. As part of the Mayor's Action Plan for Neighborhood Safety, the City has augmented programming, youth employment initiatives, and youth access to community centers. This section is expanded when discussing youth programs.

The third strategy is to improve the public safety infrastructure in NYCHA developments by rethinking the relationship between physical environments and criminal justice outcomes. The City has installed cameras and security lighting through more than 170 light towers, and removed more than 12,000 linear feet of shedding and scaffolding at the 15 target developments. Through surveys, residents have identified and will continue to identify the connections between urban design improvements and crime reduction.

Finally, the City is supplementing these three initiatives by reallocating more than 700 officers to precincts and NYCHA developments with the greatest needs. With these additional officers, the NYPD's housing bureau is focusing its resources on persistent gun violence and domestic violence.

In 2015, shootings were up 2 percent in NYCHA while they were down 3 percent Citywide. Similarly, while domestic violence accounted for 11 percent of all crimes and 25 percent of all violent crime citywide, the proportion is much higher in NYCHA developments where domestic violence accounted for approximately 50 percent of all violent crime.

One City: Safe and Fair – Everywhere

In response to the growing national tension surrounding public distrust of the police, NYPD Commissioner Bill Bratton implemented One City: Safe and Fair – Everywhere, a groundbreaking plan of action to guide the work of the nation's largest police force. The plan's underpinning philosophy is that the best way to keep crime at historically low levels, and drive it down even further is to engage and build true partnerships with community members in the fight against crime.

Initial pilots began with the division of a precinct into four or five fully staffed sectors, as opposed to the existing eight to ten sectors that often are not fully staffed; newly-drawn sector boundaries that closely conform with neighborhood boundaries; the establishment of Neighborhood Coordinating Officers (NCOs) in each sector to identify and manage community concerns; and the dedication of time each day for NCOs to be out in the community to nurture relationships. Officers also have built-in space to meet with residents in their neighborhoods, attend community meetings, and address issues on a human level. This gives a chance for cops to engage with their community to grow together as they partner in the shared interest of combatting crime and improving the quality of life for the community.

The pilot programs demonstrated promising initial developments: in the 34th Precinct pilot, for the period of May 18 to June 21, 2015, crime in the seven major categories decreased 13.6 percent compared to the previous year (114 crimes in 2015 vs. 132 crimes in 2014). During a 28-day period – May 25 to June 21 – crime in the seven major categories dropped 18.9 percent (87 crimes in 2015 vs. 107 crimes in 2014) in the precinct. There were zero shootings in the 34th precinct during this period, compared to two last year. Over this same period, robberies decreased 39 percent (14 vs. 23) and felony assaults decreased 42 percent (14 vs. 24). Furthermore, response times improved over the 28-day period, from 12 minutes, 19 seconds in 2014 to 10 minutes, 38 seconds in 2015, which local police commanders attribute to more officers in communities.

Expanding on these pilots, the One City: Safe and Fair – Everywhere plan expanded by having NCOs convene neighborhood working groups to provide a forum where cooperative and integrated problem-solving efforts can take place; expanded communication with the City's many neighborhoods – the police commissioner has held over 400 meetings with NYC community groups and citizens – with over 100 separate social media channels; provided humane and responsible resources to victims of crime; created the NYPD Risk Management Division that works with the court-appointed federal monitor and the NYPD Inspector General to implement reforms targeted to ensure respectful, compassionate, and constitutional policing to reinforce the public trust; and reformed the NYPD's internal affairs, training and technology mechanisms, and discipline systems, in an effort to improve morale and ensure officers' safety.

Enhance Prosecution and Incapacitation Strategies for Gun Cases

Based on the model of inter-agency cooperation set by other jurisdictions where gun offenders are prosecuted and receive harsher sentences, no option for bail, and no potential for early release, the City is committed to enhance prosecution of illegal gun use and increase penalties for certain firearm offenses. Evidence-driven mechanisms will be employed to identify chronic gun offenders, strengthen investigations, enhance sentencing, improve bail decisions, and develop a strong outreach component with targeted advertising of stricter penalties and zero tolerance for gun-related crimes.

Through an inter-agency committee led by the Mayor's Office of Criminal Justice, the City is building a strong, permanent partnership between local, state, and federal agencies that identifies intervention opportunities at all points of the criminal justice system. As part of this initiative, the City has funded crime strategy units in all local prosecutors' offices and implemented a comprehensive new approach to reduce gun violence through the creation of gun courts. In January 2016, Mayor de Blasio and state courts launched a comprehensive strategy known as Project Fast Track.

Fast Track is an initiative to drive down the remaining gun violence in New York City through a targeted, system-wide focus on the limited number of individuals perpetrating gun violence. The key features of this strategy include enhancing intelligence-driven policing, expanding investigations into interstate gun trafficking, ensuring aggressive prosecution of illegal gun cases, expanding capacity to quickly test DNA

in gun cases, fast-tracking illegal gun cases through the court system, dedicating judicial teams to handle illegal gun cases, expediting adjudication of gun cases, sending a consistent deterrence message to shooter networks, and establishing strategic cooperation with federal law enforcement.

Targeted Interventions through the Mayor's Action Plan for Neighborhood Safety

A central component of the Mayor's Action Plan for Neighborhood Safety has been enhancing the safety of youth. The MAP initiative has expanded the services available to young people who are victims of domestic violence and has provided stable employment opportunities for juveniles living in the 15 MAP developments.

The MAP strategy includes providing employment and training to youth who are out of school or work and at risk of being victims of or participating in crime. Providing youth with summer employment reduces the likelihood of incarceration and possibly lowers the risk of mortality. Evaluations of the Summer Youth Employment Program (SYEP) demonstrated a 10 percent reduction of incarceration among youth participants.[1] The City is connecting youth ages 14- to 24-years-old with partners on the ground in the following programs.

Department of Youth and Community Development, Summer Youth Employment

During the past two summers, over 1,800 youth between the ages of 14-24 from MAP developments have participated in the SYEP. The program is a six-week paid summer internship during which NYCHA residents are placed in entry level jobs across a range of sectors, including government agencies, non-profits, small businesses, and legal services. SYEP also provides workshops on job readiness, career exploration, financial literacy, and opportunities to continue education and social growth.

Green City Force, Clean Energy Corps

Since the launch of MAP, the initiative has partnered with Green City Force to provide an AmeriCorps program that incorporates national service, workforce development, and lower energy consumption, while providing young people with training and leadership opportunities related to greening the economy. Corps Members receive training through Green City Academy, which focuses on eco-literacy, job readiness, and preparation for technical certifications.

Groundswell, Public Art, Public Housing

In its second year, MAP is partnering with Groundswell, a public art and youth development organization that brings together artists, youth, and community organizations to use art as a tool for social change. Through the Public Art, Public Housing Program, Groundswell will employ 200 young people to create 15 murals in five MAP developments.

Center for Economic Opportunity, Work Progress Program

The Work Progress Program (WPP) reimburses nonprofits for wages paid to young adults, 16 to 24, for work-based learning opportunities in short-term subsidized jobs, allowing young people to explore potential careers in preparation for further employment or educational opportunities. Service providers select low-income youth, with preference given to organizations serving unemployed, out-of-school youth and/or youth living in NYCHA developments. Job placements contribute to career exploration, meet a community need, help young people develop their technical and soft skills, and set participants on a pathway to career advancement.

High School Equivalency Program

Without completing high school or an equivalent program, many youth and young adults lack the skills necessary to be competitive in the workforce or secure long term gainful employment. In order to give youth and young adult residents an opportunity to gain a high school equivalency (HSE) diploma and earn income, the MAP initiative has partnered with DOE District 79 to create an HSE/Stipend program. This initiative will launch in early 2016 and aims to provide youth with an opportunity to continue their education in a structured environment while being compensated and engaged in professional development.

Improving the Justice System

Safely Reduce the Jail Population and Case Processing Reforms

Although the number of people incarcerated in New York City has been declining in the last decade, the City is committed to furthering this decline by implementing case processing reforms, reducing unnecessary pretrial incarceration, providing alternatives to detention, improving conditions in the jails, diverting vulnerable populations from jail, and reducing recidivism.

The City's current efforts are outlined below.

The City is safely reducing the New York City jail population by taking fairness seriously and modernizing the justice system through basic case processing improvements. In 2014, long-term detainees held for over 270 days accounted for 5 percent of yearly admissions but 44 percent of the average daily population. To address these substantial case delays, in April 2015 the City implemented a case processing initiative in partnership with the courts, prosecutors, defense bar, and law enforcement known as Justice Reboot. Through an inter-agency committee, Justice Reboot identifies and addresses case delays at all points of the criminal justice system, in particular causes of case delay for long-stayers.

As part of Justice Reboot, the City identified the 1,427 oldest cases in the system and made the commitment to close 50 percent in less than six months. By the end of 2015, eight months after its launch, 70 percent of cases have been resolved. Through a centralized coordinating body and borough-specific data analytics, the City is developing systemic reforms to institutionalize shorter case processing times. One of the key elements of this reform is the development of a case tracking tool to evaluate case delays and to centralize scheduling functions across the justice system.

Reform the Bail System to Reduce Inequitable and Unnecessary Pretrial Detention

Supervised Release for Eligible Defendants

Expanding on successful pilots, the City committed $18 million in 2015 to supervise 3,000 eligible defendants safely in the community, instead of detaining them in jail while they wait for trial.

Supervised release permits judges to release defendants to a supervisory program that allows defendants to remain at home and continue working while awaiting trial. This initiative is a key strategy to cut unnecessary pre-trial detention and reduce reliance on money bail.

Bail at arraignment is uncommon with 14 percent of all defendants facing bail. This equates, however, to approximately 45,500 individuals who are detained on bail every year who will await trial in jail if they are not able to make bail. While most defendants who are detained on bail at arraignment are high risk or face serious charges, there are defendants that are detained on bail who cannot afford to make bail, and are neither

risky nor face serious charges. Assigning these defendants to supervised release will be an option available to judges other than setting bail.

Improving Jail Conditions for All, in Particular Vulnerable Populations

Individuals with Behavioral Health Needs, the Mayor's Task Force on Behavioral Health, and the Criminal Justice System's Action Plan

Despite the City's success in reducing the overall jail population by more than 20 percent since fiscal year 2011, the number of people with behavioral health needs in jail has stayed largely constant in the last five years. The result is that individuals with behavioral health issues now comprise a larger percentage of the total number of incarcerated. Though people with behavioral health needs were approximately 30 percent of the jail population in fiscal year 2011, in fiscal year 2015, they represented almost 40 percent of the overall jail population. Furthermore, 7 percent of the jail population was composed of individuals with serious mental illness.

In December 2014, the City implemented the Mayor's Task Force on Behavioral Health and the Criminal Justice System's Action Plan. The plan is a comprehensive roadmap to reduce violent crime, improve jail conditions for people with behavioral health needs, and ultimately reduce the number of people with behavioral health needs cycling through the criminal justice system. The plan includes expanded training for first responders to recognize behavioral health needs, the opening of two clinical community public health diversion centers, and the implementation of behavioral health screening at pre-arraignment.

The plan also includes implementation of Crisis Intervention Teams, reduction of punitive segregation, mental health training for correction officers, expanded discharge programs, and minimized disruption in public health insurance coverage. Moreover, the plan has created more than 100 slots of supportive housing, expanded supported employment, and placed behavioral health services teams at the Department of Probation.

Mayor's Leadership Committee on School Climate and Discipline

From School Year 2011-2012 to School Year 2014-2015, suspensions decreased by 36 percent. This reduction in suspension has coincided with a 25 percent reduction in crime in schools. However, a high number of arrests and suspensions continue to be concentrated in a small

number of schools. These suspensions and arrests disproportionately affect students experiencing social inequality. Ten school campuses with a high concentration of racial minorities and students with special education needs accounted for approximately 20 percent of all arrests made by the School Safety Division. These schools issued 63 suspensions per 100 students, while the average suspension rate is 5 per 100 students Citywide. Ten percent of all City schools accounted for 40 percent of all suspensions.

To address these disparities in schools, the City developed a strategy to better support high-need schools and students. This strategy consists of a ten-point plan that addresses school climate supports, improves training of staff, reduces disparities in disciplinary practices, improves data collection, and promotes information sharing between schools.

Reducing Recidivism
Supportive Housing

Working across agencies, the City is implementing a comprehensive plan that expands access to supportive housing, employment, education, and other social services for individuals with behavioral health needs and a history of cycling through the criminal justice and homeless systems. The effort creates over 100 permanent housing slots with supportive services that include mental health and substance use services.

The City has identified approximately 1,400 frequent users of jail and homeless shelters and has begun to offer them these resources. Three key characteristics differentiate this population from the average DOC population: they are most likely to identify themselves as homeless; they are in jail because of misdemeanors; and, while in jail, they are more frequently the recipients of behavioral health treatments.

Supportive housing services place homeless people with mental health conditions in a variety of living arrangements where they may live among people who do not have mental illness. The degree of support an individual receives while in supportive housing varies due to the severity of his or her clinical condition.

Mentoring

DOP offers two curriculum-based, group mentoring programs. These programs focus on attitudinal and behavioral change with the goal of reducing crime and recidivism while increasing education and job readiness.

In ARCHES, a six-month program for DOP clients probation officers serve as case managers. The program helps justice-involved young adults transform the attitudes and behaviors that have led to criminal activity. The program contracts nonprofit organizations in targeted neighborhoods to offer one-on-one and group mentoring through a cognitive, behavioral therapy-based curriculum It serves young people whose needs go far beyond the traditional mentoring approach of companionship, confidence-building and minor academic, social, or career guidance.

 As part of the Mayor's Action Plan for Neighborhood Safety, Next STEPS, a modified replication of ARCHES, was launched in ten additional housing developments.

Delivered by credible messengers, Next STEPS is a nine-month program for youth between the ages of 14 and 24 that was designed to help young adults make the attitudinal and behavioral changes necessary to avoid criminal activity and reengage with education, work, and community. DOP and contracted nonprofits provide transformative mentoring designed to intervene at a critical point in the lives of young adults who are actively engaged and/or involved in serious violent activity (including domestic violence) or are gang-affiliated, and who reside in or near targeted NYCHA housing developments.

Participants also receive case management services and stipends. Court involvement is not a requirement for participation in this program, thus other targeted populations and eligibility criteria may be determined by DOP. The Next STEPS program serves 200 participants annually.

Reducing Traffic Fatalities

Vision Zero Action Plan

In February 2014, the City launched the Vision Zero Action Plan with a goal of eliminating traffic deaths entirely by 2024. The program gives special attention to the groups that are disproportionately at risk of traffic fatalities: the elderly and the young.

Vision Zero includes a wide range of measures designed to make the City safer and reduce fatalities. The City has lowered the default Citywide speed limit from 30 to 25 MPH; increased enforcement and penalties for moving violations, including speeding and failing to yield to pedestrians; redesigned streets and intersections to improve safety; and expanded public education about precautions that can save lives.[2]

Lowering the speed limit required both state and city legislation. In August 2014, Governor Cuomo signed a law authorizing the City to lower its speed limit from 30 to 25 MPH, and the City Council passed its own law which took effect Citywide in November 2015. The lowering of the speed limit is important because speeding is a factor in a quarter of all traffic fatalities in the City. A reduction in speed from 30 to 25 doubles the likelihood of a pedestrian surviving a crash with a motor vehicle.

In January 2016, the City released the Year-Two Report that details progress made in 2015. In the second full calendar year of Vision Zero, the City installed 340 speed humps and 436 leading pedestrian intervals, completed 80 Vision Zero safety improvement projects – 60 of which were created at priority locations identified in the Vision Zero Borough Plans – and created a record 12.4 miles of new protected bike lanes, making NYC's bike network over 1,000 miles long.

While the safety benefits of Vision Zero will take time to be fully realized, approximately 18 months after its initial launch the data on traffic fatalities are promising. In 2015, the City had its lowest number of pedestrian deaths for any year since record-keeping began in 1910.[3]

The City's approach to reducing traffic fatalities going forward will include improved street design, law enforcement, and community outreach.

These efforts will be guided by Borough Pedestrian Safety Action Plans, which were prepared jointly by NYPD and DOT and released in February 2015. These plans identify "priority corridors" and "priority intersections" in every borough that have the highest rates of severe pedestrian injuries and fatalities. They will be the basis for DOT's design priorities and NYPD enforcement for years to come.

The Borough Plans were developed through a combination of comprehensive community input and detailed crash data analysis. To hear the views of New Yorkers who are closest to the problem, and who will be most affected by the City's response, a series of Vision Zero

workshops and town halls have been held. Vision Zero priorities and actions have also been guided by the more than 10,000 comments that members of the public have submitted using an interactive Vision Zero Input Map.

Street Design

DOT has worked to make streets safer by simplifying complex intersections, discouraging excessive vehicle speeds, adding bicycle lanes, making pedestrians and cyclists more visible, and shortening pedestrian crossing distances. In calendar year 2015, to help advance the Action Plan DOT created nine neighborhood slow zones, constructed street lighting enhancements at 346 intersections, installed 3,203 speed limit signs, and installed 79 new traffic signals.

In March 2015, the City announced the launch of the Vision Zero Great Streets program, which specifically targets four outer borough streets with high pedestrian fatality rates: Queens Boulevard in Queens; Fourth Avenue and Atlantic Avenue in Brooklyn; and the Grand Concourse in the Bronx. The design of intersections and corridors will rely on insights provided by neighborhood residents, small business owners, elected officials, and community leaders.

Each year through 2017, DOT will complete 50 Vision Zero safety projects at priority corridors and intersections and other locations identified in borough plans. By the end of 2017, DOT will also expand exclusive pedestrian crossing time in all priority corridors.

Enforcement

NYPD continues its targeted enforcement against speeding, failure to yield to pedestrians, signal violations, improper turns, and phoning/texting while driving.

In calendar year 2015, the department issued 134,426 speeding summonses and 39,852 failure-to-yield-to-pedestrian summonses, which are increases of 75 percent and 223 percent, respectively, compared to the 2011-2013 averages. The Taxi and Limousine Commission (TLC) has added a dedicated safety enforcement squad to target these same high-priority violations among TLC-licensed vehicles.

As a part of the increased investment in technological enforcement capabilities, both the NYPD and the TLC Safety Squad will be using top-of-the-line speed detection LIDAR guns. In 2015, DOT completed

installation of speed cameras within 100 school zones. Additionally, DOT has activated over 40 mobile cameras, which are relocated daily and have been positioned in 850 school zones since January 2014. Nearly 1,500,000 tickets have been issued for excessive speeding in a school zone since the launch of the program.

Community Outreach

Vision Zero Street Teams, comprised of DOT and NYPD staff, have continued to work closely to integrate public education with enforcement. These teams identify corridors with a significant history of crashes, along with the causes of those crashes, and they distribute fliers with safety tips addressing the most common causes. The teams, deployed throughout the City, also played a key role in the public awareness campaign during the transition to the 25 MPH speed limit.

The City is making special efforts to reach the two age groups that are particularly vulnerable to fatal injuries as pedestrians: seniors and young people. It greatly expanded the number of schools and senior centers that received street safety education. In 2015, DOT worked with over 100 senior centers to deliver street safety education and to engage community members about their vision of safer streets. DOT provided safety education at nearly 600 elementary, middle, and high schools across the five boroughs. Two-thirds of these schools participated in a comprehensive eight-to-ten day safety education program promoting safety on foot, in cars, and on bikes. Street safety education in public schools and senior centers has continued in 2016.

DOT has also launched an innovative public education campaign to reduce reckless driving. The Your Choices Matter campaign, which includes billboards, online, radio, in-cinema TV, and Taxi TV, uses graphic images to emphasize the serious consequences of hazardous driving choices.

Other City agencies are important partners in publicizing the importance of traffic safety, including the Department of Health and Mental Hygiene, which conducted a year-long mass media campaign on the impact of excessive drinking on drivers and pedestrians. The Department of Citywide Administrative Services (DCAS) has provided over 22,000 City employees with a one-day forum on Vision Zero and defensive driving.

In partnership with DOT, DCAS also hosted the first-ever Vision Zero Fleets Safety Forum in October 2014. Over 350 participants from New York area private sector fleets networked and shared best practices and technologies at the forum. This safety forum was held again in October 2015.

City Vehicles

City truck fleets are also an important area for traffic safety improvement. The City is in the process of equipping all City-owned trucks, as well as some commercial waste collection vehicles, with side guards. These panels, which are installed between the front and rear wheels of a truck, can help protect pedestrians, bicyclists, and motorcyclists from being caught under the vehicle in a side-impact collision. This is an important investment because despite the relatively low number of trucks on the road, collisions with trucks account for 12.3 percent of pedestrian fatalities and 32 percent of bicyclist fatalities. The City is also installing speed tracking on its fleet vehicles, with over 18,000 units already in place – the largest such program for any government fleet.

DCAS is also training all City operators in defensive driving, with over 26,000 staff going through the one-day program since January 2014. Other safety initiatives include completion of the City's first system for tracking fleet collisions called CRASH; a survey of vehicle operators; Vision Zero Safety Forums with public and private fleets; piloting of driver alert systems; and a new series of safety posters that will be distributed at garages and workplaces Citywide.

The TLC has been an active partner, working to improve the safety practices of the vehicles it regulates. TLC representatives visited 138 taxi fleet and car service bases to speak with drivers about Vision Zero, and it created the Safety Honor Roll to recognize 295 of its safest licensed drivers. In addition, TLC is working with DOT to update the training that all new taxi driver applicants receive to include additional content on new road designs, high risk behaviors, and the important role professional drivers play in promoting a culture of safe driving.

Other Personal & Community Safety-Focused Social Indicators Reports and Initiatives

1. BHTF Action Plan, http://www1.nyc.gov/assets/criminaljustice/downloads/pdfs/annual-report-complete.pdf
2. Mayor's Leadership Committee on School Climate and Discipline, http://nyc.gov/sclt

Endnotes

[1] Gelber, Alexandra, Adam Isen, and Judd B. Kessler. "The Effects of Youth Employment: From New York City Lotteries." (n.d.): n.pag. Quarterly Journal of Economics. Oxford University Presss. Web. 01 April 2016.

[2] Mayor de Blasio, City of New York, "Vision Zero Action Plan," (2014) Available at: http://www.nyc.gov/html/visionzero/pdf/nyc-vision-zero-action-plan.pdf.

[3] OneNYC: "2014 was the safest year in New York's history for pedestrians and one of the safest years for all New Yorkers since record keeping began in 1910."

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Section 9

Diverse & Inclusive Government

City governments perform best when they reflect the diversity and talent of all residents. New York City is working to increase inclusion in all areas, including employment and contracting.

Governments that hire and retain talented and diverse workforces deliver services and perform other important functions better than those that do not. Municipal workers are the City government's greatest asset in recruiting, developing, and retaining a diverse and inclusive workforce. Further, it is of vital importance that the City maintains an atmosphere that respects and welcomes all in the workforce, and emphasizes building the capacity for Minority and Women-owned Business Enterprises (M/WBE) to do business with the City.

M/WBEs are strong drivers of local economic growth, as they tend to hire from the City's diverse communities and keep money and investments flowing back into those communities. By awarding contracts to M/WBEs, the City is helping to close the wealth inequality gap and supporting sustainable and diverse communities and local economic growth.

The data in this chapter provides a snapshot of the workforce profile on June 30, 2015 composed of 72 agencies and the offices of elected officials. It is from New York City's EEO-4, which is required reporting on workforce diversity to the federal government's Equal Employment Opportunity Commission (EEOC) by state and local governments. The data do not include Authorities (e.g., New York City Housing Authority), Corporations (e.g., NYC Health + Hospitals) or the Department of Education.

Indicators for Diverse & Inclusive Government

Diversity of Public Employees: Total Workforce

Key Findings: The government of New York City is majority racial/ethnic minority, with racial/ethnic minority employees representing approximately 61 percent of the total workforce from 2007 through 2015. During the same period, the share of female workers decreased from approximately 40 percent to 38 percent.

The vast majority of employees in New York City government are hired or promoted through competitive civil service examination. The civil service structure in government results in relatively low turnover compared to the general working population, and little deviation year-to-year in the demographic composition of the workforce – a trend evident in the five EEO-4 reports capturing the incumbent workforce from 2007 to 2015.

The EEOC releases limited, aggregated data that can be used for comparison, and which indicate that New York City is more diverse than the nation's municipal governments as a whole. In 2013, the most recent year available, the representation of minorities and women employed in city government for all cities except New York City was approximately 23 percent and 28 percent, respectively. New York City's government, in comparison, was comprised of 61 percent minority representation and 40 percent female representation in 2013.

Select tables follow. Additional data in the Appendix.

Data Source: New York City EEO-4 Report,[1] June 30, 2015

Definition: Race/Ethnicity and Gender of all City government full-time employees in the Fiscal Year.

About the Indicator: This indicator represents the diversity of all employees by gender and race/ethnicity. An employee is defined as a person on the payroll of one of the City's 72 agencies or elected official offices, regardless of the source of the funds by which the person is paid, if they work the number of hours per week that represent regular full-time employment (excluding temporaries and intermittents).

Diversity of Public Employees
Total Workforce

	2007	2009	2011	2013	2015
Race/Ethnicity					
White	39.6%	39.1%	39.3%	38.5%	38.9%
Black	36.7%	36.3%	35.6%	35.5%	34.0%
Hispanic	17.7%	18.2%	18.3%	18.7%	18.7%
Asian/Pacific Islander	5.6%	6.0%	6.4%	6.8%	7.7%
American Indian	0.4%	0.4%	0.4%	0.4%	0.6%
Gender					
Male	59.9%	59.9%	60.4%	60.5%	62.1%
Female	40.1%	40.1%	39.6%	39.5%	37.9%
Race/Ethnicity and Gender					
White Male	31.6%	31.1%	31.2%	30.6%	31.3%
White Female	8.0%	8.0%	8.0%	7.9%	7.6%
Black Male	14.4%	14.3%	14.1%	14.2%	13.9%
Black Female	22.3%	21.9%	21.5%	21.3%	20.1%
Hispanic Male	10.0%	10.3%	10.6%	10.9%	11.4%
Hispanic Female	7.6%	7.8%	7.7%	7.9%	7.4%
Asian/Pacific Islander Male	3.8%	4.0%	4.3%	4.6%	5.3%
Asian/Pacific Islander Female	1.8%	2.0%	2.1%	2.2%	2.4%
American Indian Male	0.2%	0.2%	0.2%	0.2%	0.2%
American Indian Female	0.3%	0.3%	0.3%	0.2%	0.4%

Diversity of Public Employees: Officials and Administrators

Key Findings: The representation of racial/ethnic minority officials and administrators increased from approximately 32 percent in 2007 to approximately 40 percent in 2015. During the same period, the share of female officials and administrators increased from approximately 25 percent to 28 percent. Additionally, the share of white male officials and administrators decreased from approximately 55 percent in 2007 to 48 percent in 2015.

Officials and administrators, in contrast to the total workforce, are primarily discretionary appointments, closer to retirement, and in high-ranking positions. Turnover occurs with more frequency given the flexibility for reassignments, the flexibility for termination for the primarily discretionary employees, and the greater eligibility for retirement among employees in leadership positions who are later in their careers.

The EEOC does not release aggregate data for all municipalities at the job group level, and therefore comparisons to other cities' officials and administrators are not available based on the EEO-4.

Data Source: New York City EEO-4 Report,[2] June 30, 2015

Definition: Occupations in which employees set broad policies, exercise overall responsibility for execution of these policies, direct individual departments or special phases of the agency's operations, or provide specialized consultation on a regional, district or area basis. These include: department heads, bureau chiefs, division chiefs, directors, deputy directors, controllers, wardens, superintendents, sheriffs, police and fire chiefs and inspectors, examiners (bank, hearing, motor vehicle, warehouse), inspectors (construction, building, safety, rent-and-housing, fire, A.B.C. Board, license, dairy, livestock, transportation), assessors, tax appraisers and investigators, coroners, farm managers, and kindred workers.

About the Indicator: This indicator represents the diversity of management employees by gender and race/ethnicity. An employee is defined as a person on the payroll of one of the City's 72 agencies or elected official offices, regardless of the source of the funds by which the person is paid, and who works the number of hours per week that represent regular full-time employment (excluding temporaries and intermittents).

Diversity of Public Employees
Officials and Administrators

	2007	2009	2011	2013	2015
Race/Ethnicity					
White	67.6%	65.3%	64.9%	63.7%	60.6%
Black	16.7%	17.7%	17.0%	16.9%	18.1%
Hispanic	10.4%	11.0%	11.3%	12.0%	12.7%
Asian/Pacific Islander	5.1%	5.8%	6.5%	7.1%	8.3%
American Indian	0.2%	0.2%	0.2%	0.2%	0.4%
Gender					
Male	74.8%	73%	73%	73%	72%
Female	25.2%	27%	27%	27%	28%
Race/Ethnicity and Gender					
White Male	55.1%	52.4%	52.1%	51.0%	48.4%
White Female	12.5%	12.9%	12.9%	12.7%	12.2%
Black Male	8.6%	8.8%	8.4%	8.3%	8.6%
Black Female	8.1%	8.9%	8.6%	8.6%	9.5%
Hispanic Male	7.3%	7.5%	7.8%	8.3%	8.6%
Hispanic Female	3.1%	3.5%	3.5%	3.7%	4.1%
Asian/Pacific Islander Male	3.7%	4.1%	4.7%	5.2%	6.0%
Asian/Pacific Islander Female	1.4%	1.7%	1.9%	1.9%	2.3%
American Indian Male	0.1%	0.1%	0.1%	0.1%	0.2%
American Indian Female	0.1%	0.1%	0.1%	0.1%	0.2%

Diversity of Public Employees: New Hires

Key Findings: The racial/ethnic minority share of new hires in New York City government in 2015 was approximately 72 percent, and did not sink below 70 percent during the period from 2007. Women represented approximately 49 percent of new hires in 2015, and did not fall below 47 percent of new hires in the period from 2007.

The competitive examinations process is not incompatible with promoting a diverse workforce. The sustained elevated hire rate of minority and female candidates during the eight-year period, compared to the share of minority and female incumbents, indicates that New York City's government will become more diverse in the future.

The share of minority and female new hires in New York City is much higher than in all other cities. The share of minority and female candidates hired in all cities, not including NYC in 2013 (the most recent year available) stood at approximately 35 percent and 32 percent, respectively. New York City's government, in comparison, hired approximately 70 percent minority candidates and 47 percent female candidates in 2013.

Select tables follow. Additional data in the Appendix.

Data Source: New York City EEO-4 Report,[3] June 30, 2015

Definition: Race/Ethnicity and Gender of the City's employees who were hired during the fiscal year into permanent full-time positions, whether or not they terminated employment prior to the end of the fiscal year.

About the Indicator: This indicator represents the diversity of all newly hired employees by gender and race/ethnicity. An employee is defined as a person on the payroll of one of the City's 72 agencies or elected official offices, regardless of the source of the funds by which the person is paid, and who works the number of hours per week that represent regular full-time employment (excluding temporaries and intermittents).

Diversity of Public Employees
New Hires

	2007	2009	2011	2013	2015
Race/Ethnicity					
White	27.1%	24.6%	28.2%	30.0%	28.4%
Black	44.8%	46.1%	43.8%	41.5%	42.0%
Hispanic	20.6%	21.5%	20.1%	19.4%	19.9%
Asian/Pacific Islander	7.1%	7.5%	7.5%	8.7%	9.3%
American Indian	0.3%	0.3%	0.5%	0.4%	0.4%
Gender					
Male	46.6%	44.9%	52.0%	53.2%	50.6%
Female	53.4%	55.1%	48.0%	46.8%	49.4%
Race/Ethnicity and Gender					
White Male	17.4%	15.8%	18.7%	20.2%	18.4%
White Female	9.7%	8.7%	9.5%	9.8%	10.1%
Black Male	15.1%	15.2%	18.1%	17.5%	16.8%
Black Female	29.7%	30.9%	25.6%	24.0%	25.2%
Hispanic Male	9.4%	9.1%	10.4%	9.8%	9.9%
Hispanic Female	11.2%	12.4%	9.8%	9.6%	10.1%
Asian/Pacific Islander Male	4.6%	4.6%	4.6%	5.5%	5.3%
Asian/Pacific Islander Female	2.6%	2.9%	2.9%	3.2%	3.9%
American Indian Male	0.1%	0.1%	0.2%	0.2%	0.2%
American Indian Female	0.2%	0.2%	0.2%	0.2%	0.2%

Policies to Address Disparities

Promote the Diversity of City Employees

As affirmed in OneNYC, the de Blasio administration aims to "build a government workforce reflective of the diversity and inclusion of all New York City communities." The Mayor has appointed and promoted an unprecedented 58% women and 41% people of color to the administration's senior leadership positions.

The City takes a wide variety of steps to ensure that it does the best possible job of recruiting, hiring, and retaining a diverse municipal workforce. The revised 2014 Equal Employment Opportunity Policy referenced diversity-focused EEO plans for the first time.

Under the New York City Charter, each agency works to establish an annual diversity and EEO plan that forms the framework for equitable and inclusive practices protecting the workforce, enhancing the workplace environment, and identifying community service best practices.

The classified service of the City of New York is comprised of classes of positions, most of which are in the "competitive class." Competitive examinations are utilized to assess and rank the merit and fitness of candidates for consideration for appointment to the classified service, as prescribed by civil service law. Competitive class positions are filled from eligible lists that are created by competitive civil service examinations. Approximately 85 percent of the City's employees are in competitive class positions. In order to promote diversity among civil service job seekers, it is important to reach out to all communities to ensure that a broad range of candidates participate in the civil service examination process.

The following policies all work to create and maintain a diverse City workforce:

Equal Employment Opportunity Policy Revision

The City's Equal Employment Opportunity (EEO) Policy has been revised for the first time since 2005 and now includes diversity and inclusion leadership best practices for commissioners. In addition, agencies are participating in the Managing Diversity Leadership Initiative (MDLI) and implementing up to 15 core best practices. Among the subjects covered by these best practices are creating an inclusive workplace culture and

developing a recruitment strategy to find and retain a diverse workforce of highly qualified, motivated individuals.

Everybody Matters

Department of Citywide Administrative Services (DCAS) has developed a diversity and inclusion training program, Everybody Matters, which is available to all agencies. In fiscal year 2015, 9,886 employees received this training and 2,070 have taken it in the first seven months of fiscal Year 2016. DCAS has also introduced new training in the areas of unconscious bias, and creating an inclusive work environment for lesbian, gay, bisexual, queer and intersex (LGBTQI) persons.

In addition, the following initiatives will help the City's efforts to recruit and retain a diverse group of talented employees.

Recruitment

Two flagship programs help introduce public service careers to recent college graduates.

New York City Public Service Corps

This is the nation's first and largest off-campus internship program to help college students gain experience in the public sector, with training provided by DCAS and the NYC Department of Education. Demographics over the last four years: 33 percent male; 66 percent female; 14 percent White; 35 percent Black; 18 percent Hispanic; 24 percent Asian; 8 percent other. The program has approximately 700 participants per year.

Urban Fellows

This program provides employment opportunities to college students and graduates. Demographics over the last five cycles: 51 percent male; 49 percent female; 46 percent White; 22 percent Black; 16 percent Hispanic; 12 percent Asian; 4 percent other. The program graduates 24-25 participants per year.

Office of Citywide Recruitment

DCAS Department of Human Capital created the Office of Citywide Recruitment (OCR) in 2015 to develop a workforce pipeline of individuals who possess the requisite education and experience needed to sustain operations across New York City. OCR works closely with other City agencies, attends career fairs with community-based organizations and educational institutions, and provides information sessions to educate the public about careers with City government, civil service examinations, and the hiring process. Using workforce data including, but not limited to, gender and ethnic distribution across job

categories and retirement eligibility and attrition, the OCR targets its outreach and communication to underserved and underrepresented communities that could benefit from greater knowledge of the multitude of opportunities in City government.

Retention

Maintaining diversity means ensuring the City is diverse at every level and that people from all backgrounds have opportunities across disciplinary areas. Among the initiatives focusing on retaining a diverse workforce:

DCAS is currently working on several projects that will enhance the City's capacity to integrate workforce analytics into long-term workforce planning, including tools to help agencies identify critical roles and potential successors in the form of a Succession Planning Guide. These types of projects will allow agencies to better promote career opportunities that exist and enhance job opportunities for existing City employees.

In support of these projects, DCAS will issue annual Workforce Profile Reports, conduct annual Employee Engagement surveys, and provide agencies with tools to identify workforce trends such as titles at risk for high attrition. In addition, agencies will be provided with onboarding and exit interview guidance and tools to analyze their own workforce to help identify gaps and address employee retention.

Finally, DCAS's Executive Development Programs, including the Leadership Institute and the Management Academy, provide specialized development opportunities for seasoned executives and emerging leaders in City government. The Leadership Institute helps prepare a select group of outstanding mid-level agency executives to lead organizational change initiatives. By introducing these managers to state-of-the-art change models focusing on process and performance improvement, the Leadership Institute provides City agencies with a skilled and innovative cadre of leaders ready to help the City face its operating and service challenges.

The Management Academy is a program designed specifically for the City's new and emerging leaders. The Academy's goal is to expose participants to exceptional management practices and offer them a fuller understanding of the formal and informal processes that drive City government. Through workshops and opportunities to apply new skills and knowledge, the Academy prepares its participants meet the unique demands of management in City government.

Increasing the Capacity of Minority and Women-Owned Business Enterprises

OneNYC set an ambitious goal of awarding a minimum of $16 billion over the next ten years to Minority and Women-Owned Business Enterprises (M/WBEs) certified with the City of New York. This commitment is the first of its kind in that it exists over and above the City's M/WBE Program, as it encompasses all awards to City-certified M/WBEs, as opposed to those procurements that fall solely within the parameters of the City's M/WBE Program.

In July 2015, Mayoral Directive No. 2 was issued to mayoral and non-mayoral agencies to collect data on their annual value of contracts awarded to City-certified M/WBEs to fully capture total city spending. In fiscal year 2015, the City awarded over $1.6 billion to M/WBEs, and it is on track to reach the goal of awarding $16 billion over the next ten years. It also set forth various measures to ensure that the City meets the OneNYC goal.

Toward these goals, the Department of Small Business Services (SBS) offers a broad range of services to boost the capacity of M/WBEs to compete for City contracts. Specifically, SBS assists firms in mitigating financial, technical and networking barriers preventing M/WBEs from taking advantage of City contracting opportunities.

M/WBEs are some of the strongest drivers of local economic growth and they tend to hire from within New York City's diverse communities and keep money and investments flowing back into our communities. By awarding contracts to M/WBEs, the City will not only help close the wealth inequality gap, but also support sustainable and diverse communities and local economic growth.

Financial Services

Contract Financing Services, including short-term capital loans, help address the challenges that small businesses face in funding initial expenses or mobilization costs that are essential to City contracts, such as labor and equipment costs. To increase the role of M/WBEs in City housing and economic development projects, the City is establishing a new $10 million predevelopment loan fund to assist up-and-coming firms with secure financing to purchase land and to advance projects.

Certified construction and trade M/WBE companies also have access to a Bond Readiness program, which provides financial management training to help them secure or increase surety bonds necessary to compete for City contracts. This program provides eight months of classroom training and one-on-one assistance, as well as introductions to a network of surety agents.

Networking and Partnerships

SBS has formed inter-agency and cross-sector collaborations to equip M/WBEs with relevant competencies relating to City contracts. In partnership with the Department of Housing Preservation and Development ("HPD"), SBS offers the HPD Building Opportunity Program, which aims to help M/WBEs navigate the complex arena of real estate development and compete for affordable housing real estate development projects. In this vein, the Strategic Steps for Growth executive education program, offered in partnership with the NYU Stern School of Business, provides enrolled M/WBEs with access to professional networks and guidance on pursuing City and government contract opportunities.

Promoting partnerships among firms is a vital capacity building strategy for M/WBEs. Through NYC Teaming, a partnership with American Express OPEN, small businesses learn how to collaborate with other firms in bidding for larger or new types of contract opportunities. This initiative includes a series of workshops and webinars that review different types of teaming arrangements, financial and legal considerations, and collaborative responses to RFPs.

Fire Department of the City of New York (FDNY)

The FDNY, under the leadership of Mayor de Blasio and Commissioner Nigro, is dedicated to increasing diversity and inclusion throughout the department, with a particular focus on the uniform ranks. Since Commissioner Nigro's appointment, the FDNY has moved rapidly to overhaul its offices of EEO and Recruitment, and to ensure that the department has the infrastructure in place to ensure that diversity efforts are sustained in the long term.

These efforts have included appointing women and people of color to leadership positions where the commissioner has discretion in hiring. The recently released FDNY 2015-2017 strategic plan includes diversity as one of its five central missions, with goals that touch on recruitment, mentoring, EEO, and promotions. The department has also made strides in the last two years in the following areas:

Equal Employment Opportunity
The FDNY aims to create a more welcoming environment by quickly identifying issues, providing mediation where appropriate, and providing training for leaders to help them better identify and manage issues. In 2015, Commissioner Nigro established the Commissioner's Committee on Diversity and Inclusion (CCDI), which consists of fraternal organizations and senior staff. The committee meets with the commissioner on a bi-monthly basis. The department also hired a diversity consultant, the Kaleidoscope Group, to provide training to all firefighters and fire officers and make the department more welcoming for new recruits.

Recruitment
The FDNY is actively seeking out candidates who are more diverse, with a particular focus on bringing more women and people of color into the firefighting ranks. Recent firefighter classes have been the most diverse in the department's history, including having the highest number of women on the job at one time.

As the FDNY seeks to recruit for its 2017 civil service test for firefighter, it has brought on a women's coordinator, a veteran's coordinator, and a diversity advocate. These roles will focus on attracting diverse firefighter candidates and supporting them through the process.

The FDNY has also partnered with a marketing firm that specializes in developing targeted messages for recruitment campaigns, to ensure that the next firefighter campaign appeals to a diverse group of qualified applicants.

Appointments

As the FDNY seeks to diversify its ranks, Commissioner Nigro has used his discretion, where it exists, in promotions to increase diversity. His appointments have included the first female executive officer to the Fire Commissioner, the first female two-star chief, and a senior leadership team that is diverse in race and gender.

New York City Police Department (NYPD)

The NYPD, under the leadership of Mayor de Blasio and Commissioner Bratton, has worked to promote diversity at all levels. The NYPD is committed to the principle that maintaining the best police force to aid and protect all New Yorkers means ensuring that police officers, management, and leadership reflect the City's diversity to the greatest extent possible.

Police Officer Diversity

Diversity in the City's police force shows signs of increasing, a trend the Department hopes to strengthen and broaden through proactive support. A recent increase in Latino police officers brings the City to a nearly representative 27 percent.[4] Asian police officers remain underrepresented, although they have increased from under one percent in 1996 to nearly 7 percent today. There is a great need for more Asian women on the force, as Asian females did not see the same gains as Asian men, and this group of New Yorkers has a significant need for culturally sensitive representation.

The proportion of Black officers – 12 percent – has been consistently low with a notably low number of Black male officers. Hovering around 5 percent, Black females are underrepresented considering the NYC population. However, they make up the same proportion of the force as white females (5.2 percent Black female and 5.1 percent white female), demonstrating a need for more women officers overall. There are signs of a shift as the July 2015 class of Academy graduates saw an increase in the percentage of Black recruits (17%) and had the second-highest percentage of women (21.0%) of any class in the past 19 years.[5] Recent cadet classes have also represented diverse cultures, with as many as 53 countries of origin represented.[6]

Leadership and Promotions

The diversity of leadership has also begun increasing since 2014. In 2013, less than a fifth of Deputy Inspectors and above were non-white, while under this administration nearly a fourth of newly promoted individuals have been people of color.[7] In addition, the most diverse group of individuals in NYPD history was promoted to captain in October 2015.

Showing promise for future diversity, more than half of the list of lieutenants who have passed the exam to qualify for promotion to captain are of minority backgrounds, when historically people of color have made up less than a quarter of the list. As a result, promotions to executive rank (captain and above) in the next few years are likely to be predominantly people of color.

New Policies and Initiatives
The department has engaged in or is currently exploring all 15 diversity and inclusion leadership best practices outlined by DCAS in conjunction with the revised EEO policy. The NYPD's strategic plan, One City: Safe and Fair Everywhere outlined best practices in retaining diverse talent such as investments in training, establishing clear paths to advancement, and ensuring a culture of fairness and respect internally and externally.

The department's focus on creating a culture of fairness and respect in every interaction with the community, supported by training to develop police officers knowledge and skills to interact effectively, will have additional benefits for the officer work environment. For guidance in this endeavor, the NYPD formed a Training Advisory Committee (TAC) in November 2014. This committee is designed to be an "inclusive group of community and other stakeholders, representing all boroughs and reflective of the diversity of the City."

To recruit a diverse pool of highly qualified applicants, the NYPD has redesigned its recruitment and hiring practices. A targeted campaign to bring in applicants who traditionally may not consider this career will begin in early 2016. A more user-friendly job announcement website has been launched and job applications have been revised in accordance with best practices for diversity and inclusion. The hiring of new police officers is being streamlined from a four-year process to just one year, due in part to recognition that there has been a large drop off over time among minority applicants.

Other Diverse & Inclusive Government-Focused Social Indicators Reports and Initiatives

1. **New York City's EEO-4 Reports:**
    http://www.nyc.gov/html/dcas/html/workforce_reports/workforce_reports.shtml

Appendix

Diversity of Public Employees
Total Workforce

	NYC 2015	All Cities except NYC 2013*
Race/Ethnicity		
White	38.9%	66.5%
Black	34.0%	17.2%
Hispanic	18.7%	12.4%
Asian/Pacific Islander	7.7%	3.4%
American Indian	0.6%	0.6%
Gender		
Male	62.1%	72.0%
Female	37.9%	28.0%

*The EEOC has not aggregated the EEO-4 all cities data beyond 2013

Diversity of Public Employees
New Hires

	NYC 2015	All Cities except NYC 2013*
Race/Ethnicity		
White	28.4%	64.9%
Black	42.0%	18.8%
Hispanic	19.9%	12.4%
Asian/Pacific Islander	9.3%	3.0%
American Indian	0.4%	0.9%
Gender		
Male	50.6%	67.6%
Female	49.4%	32.4%

*The EEOC has not aggregated the EEO-4 all cities data beyond 2013

Endnotes

[1] The Diversity of Public Employee indicators use New York City's EEO-4 which is required reporting on workforce diversity to the federal government's Equal Employment Opportunity Commission (EEOC) by state and local governments with 15 or more employees (Required by Title VII of the Civil Rights Act as amended by the Equal Employment Opportunity Act of 1972). The report reflects a snapshot of the workforce profile on June 30, 2015 of seventy-two agencies and the offices of elected officials.

[2] Ibid.

[3] Ibid.

[4] 28.7% of New Yorkers are Hispanic, according the 2009-2013 ACS.

[5] NYPD historical data on gender break out begins in 1996.

[6] The January 2015 class was made up of 179 cadets with 20.08% born outside of the U.S in 46 different countries, the July 2015 class had 254 cadets with 20.87% born outside of the US in 53 different countries; and the October 2015 class of 157 cadets included 23% born outside of the U.S. in 28 different countries.

[7] NYPD: December 2013 captains and above were 6.4% Black, 9.3% Hispanic, and 1.3% Asian. Promotions since 2014 have been 11.0% Black, 12.6% Hispanic, and 1.6% Asian.

Looking Ahead & Next Steps

This Social Indicators Report aims to give an overview of the current social conditions that prevail in New York City in 2016. It contains data from 45 different indicators, reflecting many aspects of life in the City – everything from average commute times to mental health treatment rates. It includes areas where there has been significant improvement, as well as areas where conditions are still not what they should be.

The de Blasio administration is strongly committed to reducing inequality, increasing inclusion, and making the City, as the Mayor has said, "One New York, rising together." To that end, this report highlights indicators – in areas ranging from infant mortality to NYPD and FDNY employment – in which significant racial/ethnic, sex, income, and other disparities persist. It also highlights City policies to address these persistent problems.

With more attention being paid to issues of inequality and inclusion, there have been an increasing number of social indicator reports and disparity studies in recent years. There will no doubt be more.

One important way in which this Social Indicators Report is different is that it is both a summary and analysis of data, and a blueprint for City policymakers. Throughout its discussion of indicators, it identifies areas in which the City has already expressed a commitment – in OneNYC, and in other ways – to bring about change. The data that this report presents, and the deficiencies and disparities it identifies, should be a prod to do even more.

To ensure this data is useful to all interested parties, the City will be releasing what it has compiled through the Open Data portal, in partnership with the Department of Information and Technology and the Mayor's Office of Data Analytics. The release will include the data published in these chapters (the most recent available at the time the report was being written), as well as additional disaggregation, some of which may be mentioned in the Key Findings and Appendices. More recent years' data will be added as available.

The report contains a considerable amount of good news about life in New York City. It's true in many of the indicators – everything from the overall strength of the economy to lengthening life spans – and in spotlights on effective programs. It also, however, points to important areas in which the City can do better for all New Yorkers. This report should be read not only as a snapshot of social conditions as they exist today, but also as a call to action for a better tomorrow.

Please direct any questions or feedback to CEOReports@cityhall.nyc.gov.

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Department of Transportation
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Mayor's Office of Operations
Mayor's Office of Recovery and Resiliency
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New York City Housing Authority
New York City Service
New York Police Department
Office of Financial Empowerment
Small Business Services

Index of all

Key Indicators

Section 1: Introduction (New York City Demographics)

Section 2: Education

Section 3: Health & Wellbeing

Section 4: Housing

Section 5: Empowered Residents & Neighborhoods

Section 6: Economic Security & Mobility

Section 7: Core Infrastructure & the Environment

Section 8: Personal & Community Safety

Section 9: Diverse & Inclusive Government

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