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July 22, 2015

Ms. Stacey Cumberbatch  
Commissioner  
NYS Department of Citywide  
Administrative Services (DCAS)  
One Centre Street, 17th Floor  
New York, NY 10007

Dear Commissioner Cumberbatch:

I am writing on behalf of the Campaign for Fair Latino Representation to request a meeting with you and appropriate staff to discuss your agency's role in addressing the problem of Latino underrepresentation in the NYC government workforce.

We are interested in learning of DCAS' work in promoting Latino employment diversity within your agency as well as for all of city government. We are aware from your 2014 NYC Government Workforce Analysis and reports by our technical advisor, the National Institute for Latino Policy (NiLP), that Latinos make up only around 20 percent of the municipal workforce, despite being over 25 percent of the city's labor force, and that there is a large number of individual agencies with very low percentages of Latinos on their staffs.

We are especially interested in learning about the work, operations and make-up of your Citywide Diversity & Equal Employment Opportunity Office. We understand that this unit is responsible for overseeing compliance for the city's overall employment diversity program, developing workforce analytics and publishing an annual Citywide Workforce Analysis. We would also be interested in learning of the public's ability to gain access the individual city agencies' quarterly EEO reports on the status of the implementation of their plans in this area. We would as well like to learn about the work of your Citywide Human Capital Office in civil service administration and examinations, and how this work addresses the employment needs of the Latino community in terms of language access and eliminating racial and ethnic bias in the exams.

We very much look forward to meeting with you as soon as possible to discuss our concerns and ways in which we can assist you in your efforts to make the city government workforce fully diverse. I can be contacted at 646-963-1114 and [Nievesj38@gmail.com](mailto:Nievesj38@gmail.com) to set a date and time to meet. For further information on our Campaign, visit our website at [www.latinorepresentation.org](http://www.latinorepresentation.org).

Sincerely,  
*Javier A. Nieves*  
Javier A. Nieves  
Chair  
Campaign for Fair Latino Representation

cc: Juan Cartagena, President and General Counsel, LatinoJustice PRLDEF