



General Email:
FairLatinoRepresentation@gmail.com
twitter: @LatinoRepresent
Facebook Page:
[https://www.facebook.com/
FairLatinoRepresentation\]](https://www.facebook.com/FairLatinoRepresentation/)
Website:
www.latinorepresentation.org

Coordinators

Officers/Executive Committee

Javier A. Nieves
Chair
Norma Ramos, Esq.
Vice Chair/Media Relations
Luis O. Reyes, Ph.D.
Secretary-Treasurer
José R. Sánchez, Ph.D.
Policy Agenda Coordinator

Members-at-Large

Jacque Adorno
Janet Alvarez, Esq.
Dennis Flores
Anthony Miranda
Antonio Rivera, Jr.
Andres Torres, Ph.D.

Technical Advisor

Angelo Falcón
President
National Institute for Latino Policy (NILP)

July 22, 2015

Ms. Charise L. Terry, PHR
Executive Director
Equal Employment Practices Commission
253 Broadway, Suite 602
New York, NY 10007
cterry@eepc.nyc.gov

Dear Ms. Terry:

I am writing on behalf of the Campaign for Fair Latino Representation to request a meeting with you and Commissioner Cabrera to discuss the EEPCC's work as an independent monitor to promote Latino equal employment opportunity practices within New York City's agencies.

As you may be aware, our Campaign has been concerned about the underrepresentation of Latinos in the New York City government workforce and we would be interested in learning of your Commission's work in addressing this problem by combatting employment discrimination against our community. We have been working with the National Institute for Latino Policy (NILP) as our technical advisor, which has produced, among other related studies, an analysis of the NYC 2014 Government Workforce Analysis as it addresses the problem of Latino underrepresentation.

We would like to see what types of data you have collected and other information from your audits of city agencies. What are the major obstacles that Latinos face in terms of equal employment opportunities with city government? What role can our organization play in supporting your work in this area?

More specifically, we would like to:

- see your latest review of the standards, procedures, and programs established by the Department of Citywide Administrative Services to ensure a fair and effective affirmative employment plan of equal employment opportunity for city agencies (we are also requesting a separate meeting with the DCAS Commissioner);
- have access to your reviews of the latest affirmative employment plan of each city agency that includes appropriate comments and suggestions your commission has made;
- learn of the advice you have provided on Latino employment issues to city agencies in their efforts to increase employment of minority group members and women who seek employment with city agencies;
- have access to the audits and evaluations you conduct every four years on the employment practices and procedures of each City agency, as well as those requested by the Civil Service Commission or City Human Rights Commission, along with your recommended procedures, standards, and programs to be utilized to ensure fair and effective programs of equal employment opportunity;
- learn of the compliance procedures you have established to monitor the implementation of all audit recommendations;
- get on your mailing list to receive timely notices of public and private hearings you hold to ascertain whether agencies are in compliance with equal employment opportunity requirements;
- learn of any advisory committees you have established;
- learn of the role your commission plays in serving as the city liaison to federal, state and

local agencies responsible for compliance with equal employment opportunity for minority group members and women who are employed by or who seek to be employed by city agencies;

-- have access to the last year and half's reports you have published for the Mayor on the effectiveness of each city agency's affirmative employment efforts and the efforts by the Department of Citywide Administrative Services to ensure equal employment opportunity ; and
-- learn of policy, legislative and budgetary recommendations to the Mayor, City Council, and Department of Citywide Administrative Services your commission has made in the last year and a half necessary to ensure equal employment opportunity for Latinos and other minority group members

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 to set a date and time to meet. For further information on our Campaign, visit our website at www.latinorepresentation.org.

Sincerely,

Javier A. Nieves

Javier A. Nieves

Chair

Campaign for Fair Latino Representation

cc: Judith Garcia Quiñonez, Esq., Deputy Director/Agency Counsel jquinonez@eepc.nyc.gov
Juan Cartagena, President and General Counsel, LatinoJustice PRLDEF