DIVERSITY AND INCLUSION

The Waterfront Commission of New York Harbor is deeply committed to a culture of diversity and inclusion in its workforce. Prior to the Commission’s revitalization following the 2009 Report of the New York State Office of the Inspector General – all of its officers and directors were white, and its staff did not adequately reflect the rich diversity of the surrounding metropolitan region. Since then, we have taken extensive measures and made significant strides towards ensuring diversity and inclusion. We are proud to report on our continued progress.

### Race/Ethnicity

- **Total Staff**
  - White: 65%
  - Black or African American: 12%
  - Hispanic: 15%
  - Asian: 5%
  - Other: 3%

- **Officers/Directors**
  - White: 58%
  - Black or African American: 17%
  - Hispanic: 8%
  - Asian: 17%
  - Other: 3%

- **Police Leadership**
  - White: 78%
  - Black or African American: 11%
  - Hispanic: 11%
  - Asian: 3%
  - Other: 3%

### Gender

- **Civilian Staff**
  - Male: 53%
  - Female: 47%

- **Officers/Directors**
  - Male: 25%
  - Female: 75%

- **Police Staff**
  - Male: 81%
  - Female: 19%