# STATE OF NEW YORK

4851

2025-2026 Regular Sessions

# IN ASSEMBLY

February 6, 2025

Introduced by M. of A. CHANG -- read once and referred to the Committee on Governmental Employees

AN ACT directing the department of civil service to conduct a study on Asian American and Pacific Islander (AAPI) employment in the public sector workforce; and providing for the repeal of such provisions upon expiration thereof

**The People of the State of New York, represented in Senate and Assembly, do enact as follows:**

Section 1. 1. The department of civil service, in consultation with the department of state and the New York state office for new Americans in conjunction with any other department, division, board, bureau, commission, agency, or public authority of the state or any political subdivision thereof deemed necessary by the governor, shall conduct a comprehensive study and prepare a report on Asian American and Pacific Islander (AAPI) employment in the public sector workforce.

2. The study shall:

(a) determine the current number of AAPI employees in the state and local public sector workforce, any increases in such numbers over time and whether such increases are keeping pace with the growth of the AAPI population in New York state;

(b) determine the number of current AAPI public sector employees who are proficient in one or more languages common to AAPI communities;

(c) determine the availability of public services in languages common to AAPI communities and whether such availability is sufficiently meeting the needs of AAPI communities;

(d) determine to what extent bilingual or multilingual AAPI public sector employees utilize these language proficiencies to assist in providing services in languages common to AAPI communities;

(e) examine and make recommendations on how to increase AAPI representation in the public sector workforce so that such workforce is repre-

EXPLANATION--Matter in *italics* (underscored) is new; matter in brackets [-] is old law to be omitted.

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sentative and proportionate to the overall population of AAPI residents of the state;

(f) examine and make recommendations on how to incentivize people of AAPI descent who speak a language common to AAPI communities to join the public sector workforce and use their language proficiency for the purpose of providing public services in such languages;

(g) examine and make recommendations on any other means to increase the availability of public services in languages common to AAPI communities to meet the needs of the AAPI communities in this state;

(h) determine the public resources required to increase AAPI representation in the public sector workforce; and

(i) determine if partnerships between state or local governments and non-governmental institutions, organizations or businesses can be established and leveraged to minimize the cost to taxpayers.

3. Not later than two years after the effective date of this act, the department of civil service shall prepare and submit to the governor, the temporary president of the senate, the speaker of the assembly, the minority leader of the senate and the minority leader of the assembly a report of the study's findings, together with specific recommendations for improving representation of AAPI communities in the public sector workforce and increasing the availability of public services in languages common to AAPI communities in New York state.

§ 2. This act shall take effect immediately and shall expire and be deemed repealed 3 years after it shall have become a law.