



# Commission on National and Community Service

## NEW YORK STATE SERVICE PLAN 2021-2023



**AmeriCorps**  
New York



# Commission on National and Community Service

## NEW YORK STATE SERVICE PLAN 2021-2023

The New York State Commission on National and Community Service (hereafter “the Commission”) has adopted, through action on March 18, 2021 the service plan presented below.

### HISTORY AND ROLE OF THE COMMISSION

The Commission’s mission is to improve lives, strengthen communities, and foster civic engagement through service and volunteering in the state of New York.

The Commission is a diverse, non-partisan body of, among others, representatives of business, labor, education, government, human service agencies and community-based organizations. The Commission directs national service policy for the state and directly administers funding awarded by the Corporation for National & Community Service (hereafter “the Corporation”) to support New York State AmeriCorps and other national service programs. The Commission was established by an executive order signed by Governor Mario M. Cuomo in 1993, and each successive governor has continued that executive order.

During the past three years, the Commission has provided over \$23.2 million in AmeriCorps funding to AmeriCorps programs throughout the state. This funding has supported projects related to the AmeriCorps priority focus areas. The Commission has also administered approximately \$2.6 million in funding and has recruited and engaged over 67,000 volunteers through the Volunteer Generation Fund.

The Edward M. Kennedy Serve America Act requires each state entity on National and Community Service established pursuant to the statute to coordinate, facilitate, and adopt a three-year state service plan, commencing at a time designated by each state. New York State has chosen to commence its most recent service plan on March 18, 2021, and this plan will guide activities and service through December 31, 2023.

### COMMISSION STATEMENT OF PURPOSE

The Commission approaches this plan in a far different environment than existed under its previous plan, adopted in February of 2018. Indeed, the needs of the State have shifted significantly, as New York responds to and begins its recovery from the COVID-19 virus. New York was the state hit first and therefore was severely impacted by the COVID-19 pandemic in the United States. The numbers are staggering, with over 1.75 million New Yorkers confirmed with the virus, leading to almost 40,000 deaths, as of the date of adoption of this Plan. As economic activity in our state has been restricted since mid-March of 2020, the economic impact to our citizens is staggering as well.

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The COVID-19 pandemic has exacerbated and laid bare unmet needs in New York State. The economic impact of COVID-19 on New York State has been devastating. The World Economic Forum estimated that the drop in real Gross Domestic Product (GDP) in New York has accounted for over 36% of the over \$2T loss across the United States, approximately \$720B.<sup>1</sup> According to a current report from the Office of the New York State Comptroller, “a return to pre-pandemic employment levels is not expected until 2025,” and over 5.6m New Yorkers, 40% of the adult population, found it “very difficult” or “somewhat difficult” to pay normal household expenses in mid-December 2020.<sup>2</sup>

As New Yorkers cope with this epidemiological catastrophe, significant social unrest has followed in its wake, fueled by systemic racism, mass incarceration, brutal violence against people of color and people with other marginalized identities and longstanding issues of economic inequality. New York State government, under the leadership of Governor Andrew M. Cuomo, has been tackling issues of inequality in our state since 2011, including hunger relief, economic development for each region of the state and tuition-free public higher education for low- and moderate-income families. However, each of these programs requires significant financial investment by government. With the economic outlook both for New York State and the nation uncertain over the coming years, the need to provide services to our most vulnerable citizens is immediate, continuing and compelling.

Thus, the Commission in this plan for the years 2021-2023 has turned its gaze outward, resolving to focus most closely on what its programs and constituencies can do to aid the Empire State and its people in their hours of most severe need. We believe that national, community and volunteer service was designed to meet this moment, and our over quarter-century of experience has positioned the Commission to play a key role in addressing the challenges New York will face over the next three years, and almost certainly beyond that timeframe.

This plan will look and feel different than prior Commission Statewide Service plans. We still intend to do the work that we have done, namely promoting citizen service, AmeriCorps and other volunteer programming, supporting AmeriCorps members and volunteers and the nonprofit and governmental organizations that administer our programming, and providing enrichment of all kinds to individuals and communities through service. But we do so through a strikingly different lens, recognizing that COVID-19 has changed everything in New York State, accelerating the already urgent need to address racial justice and equity.

We are conscious of the impact that the epidemic has had and will have on an entire generation of young people, whose formative years will now include significant psychological and emotional trauma.<sup>3</sup> At the same time, the economic fallout has seriously damaged the already frayed social fabric of support for the poorest, the eldest and the sickest among us. Since the pandemic began in earnest during February-March 2020, nothing the Commission has done has been in a vacuum. We have quite consciously directed our funding and our programming to the twin goals of helping New York respond to and recover from COVID-19 and using service as

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<sup>1</sup> “Mapped: America’s \$2 Trillion Economic Drop, By State and Sector, <https://www.visualcapitalist.com/mapped-americas-2-trillion-drop-q2-by-state-and-sector/>

<sup>2</sup> “New York’s Economy and Finances in the COVID-19 Era,” <https://www.osc.state.ny.us/reports/covid-19-january-21-2021>

<sup>3</sup> “The Children of Quarantine,” *New York*, November 24, 2020: <https://nymag.com/intelligencer/2020/11/covid-19-pandemic-kids-mental-health.html>

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a strategy to combat systemic racism and inequality. Those are the overarching issues that matter to us most as we adopt and support this service plan, and as we remain, in our Governor's well-remembered words, New York Tough.

## METHODOLOGY

Like so much else of the work of New York State, the continuing threat and reality of COVID-19 significantly changed how the Commission formulated this Service plan. Originally, the Commission had hoped to hold four separate community focus group sessions during the summer of 2020, organized through the framework of the State's economic regions. But before those plans could be implemented, the epidemic, its severe economic impact on the State, and the restrictions on gatherings and travel had made them obsolete. At its June 2020 business meeting, the Commission strongly supported focusing the plan on COVID-19 response and recovery and systemic racism and inequality; therefore, the Commission Executive Director, working with the Governor's office and the newly elected Commission Chair, restructured the methodology to reflect that focus and to adapt to the ongoing challenges of the pandemic.

As our priorities were clear, rather than widely distributing a statewide survey querying the needs of the State, the Commission decided to prioritize depth rather than breadth. Three virtual focus group sessions were held during the month of November 2020. Each addressed COVID-19 response and recovery and the role of volunteer and national service in combatting systemic racism. To maintain the regional framework of the originally scheduled sessions, the Commission also used these focus groups to discuss the needs of groups of economic regions, which vary significantly across the State.

An invitation list for each session was developed through the Commission's network, and for the first time the Commission worked with the Governor's Regional Representatives to identify those outside our network who would contribute expertise and thoughtful conversation to the issues discussed. Each session had between 17 and 23 participants, including representatives from state and local government agencies; AmeriCorps and VGF program directors; State University of New York (SUNY), City University of New York (CUNY) and private college and university professionals; health and medical professionals; community nonprofit and organizational leaders; and Commission program partners. Each session was attended by multiple Commission members as well as Commission staff.

Prior to each focus group, each registered participant received a packet of background materials, including thought questions, a suggested reading list, and other helpful information.<sup>4</sup> This material was intended to generate meaningful discussion and by no measure limited either the range or content of the sessions. The Commission Chair presided over each session, and the Executive Director moderated each lively three-hour discussion.

The following week, the Commission Chair and Executive Director also engaged AmeriCorps program directors in a shorter but similar discussion about the plan during the Commission's annual Project Director Training.

This plan represents the synthesis of those discussions as well as others held at the program, staff and Commission level about our two areas of focus. What we found is an active service community with excellent ideas and suggestions about how national and volunteer service can play an important role in New York State's ongoing response to and recovery from the COVID-19 pandemic, and an equally important role as the citizens of New York State address systemic and longstanding issues of racial inequity and social justice..

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<sup>4</sup> This background material, along with the date, time, and participants in each session, is reproduced in the Appendices to this plan.

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An initial draft of the plan was made available on the Commission's website, [www.newyorkersvolunteer.ny.gov](http://www.newyorkersvolunteer.ny.gov), on February 23, 2021. The plan was also distributed electronically to all focus group participants. Comments on the plan were invited and accepted through the website until March 11, 2021. The plan was reviewed and approved by the Office of the Governor and was adopted by the Commission on March 18, 2021.

## NEW YORK STATE SERVICE PLAN 2021-2023

### GOAL ONE: FOCUS SERVICE EFFORTS ON COVID-19 RESPONSE AND RECOVERY

#### Commission Action Steps

- A) Secure funding for a re-established Volunteer Generation Fund for 2021-2023:** The Commission's VGF program, which at its zenith covered most areas of the State and had remarkable success, did not receive funding from the Corporation for 2020-2023. Focusing exclusively on efforts to alleviate hunger, over 67,000 volunteers statewide provided service to over 200 organizations from 2018 to 2020. With the economic and human devastation wrought by COVID-19, the need for soldiers in the war against hunger will only intensify. **The Commission will explore all possible sources of funding to re-establish this program quickly**, so as not to lose the benefits of the progress made over the last decade.
- B) Start and establish a VISTA program throughout NYS government to respond to both immediate and longer-term needs created by COVID-19.** The Commission has received approval for a program that will place AmeriCorps VISTA members at ten state agencies and the Governor's office. Each VISTA, working with community stakeholders, will provide service dedicated to systemic problem solving in his or her host agency's area of expertise, directly impacting the longer-term fallout of COVID-19 in New York. **The Commission will nurture and substantially grow this program over the life of this Plan as a complement to its AmeriCorps and VGF programs.** This will create more avenues for service and volunteering and more opportunities for New Yorkers to serve and to build the New York State service infrastructure.
- C) Use the State's AmeriCorps formula allocation to create statewide initiatives that focus on clearly identified strategies to respond to and recover from COVID-19.** The Commission is particularly interested in holistic programs that engage partners with a statewide reach and that will 1) recruit AmeriCorps members from those communities impacted most severely impacted by COVID-19; 2) structure service and member development activities to intersect with higher education, training and trade apprenticeships that will create a path to employment and further educational opportunities; and 3) meet the most pressing needs in communities affected by COVID-19. Combining "life experience credit" with service and coursework, **the Commission seeks to establish at least one statewide program that will allow AmeriCorps members to study, serve and train simultaneously in their chosen fields, and to earn AmeriCorps education awards** to continue their career path.
- D) Be ready to answer the call.** The Commission recognizes that the COVID-19 response and recovery will necessarily shift the focus of the programs it funds and the partners it engages in service. **AmeriCorps members can play significant roles in public education and prevention, facilitating tests and vaccinations, follow-up and contact tracing, and assisting communities in providing access to these services.** The Commission is ready to partner with nonprofits and government agencies statewide to create, fund and support AmeriCorps programs that focus on these service activities as well as others that will surely be identified over the life of this plan. Within its formula AmeriCorps grant application process, **the Commission will afford extra points and**

**consideration of significant value to applicants who propose interventions specifically for these types of services, and/or which target specific populations (the elderly, those with disabilities and underlying health conditions, children and underserved minorities) most impacted by COVID-19.**

- E) Create a space for regional AmeriCorps programs through the strategic use of regional intermediaries to address impact of the COVID-19 pandemic that are unique to specific geographic areas of the State.** Through our focused discussions, the Commission recognized that COVID-19, in addition to overall statewide impact, created pockets of regional needs that were different in kind. For example, while the entire State is suffering from a critical need for food and anti-hunger strategies, in some regions the problem is distribution, in others it's storage, and in still others there is a dire need for donations. Transportation to and from critical services – testing, medical appointments and eventually vaccination locations – creates a problem in many upstate regions. While the Commission has experience with administering individual AmeriCorps and VGF programs that address these needs, it will **prioritize funding, using extra points and other techniques, that propose interventions on a regional or multi-regional basis to provide service on a larger scale.**
- F) Create a clearinghouse of volunteer organizations to assist those needing help during or in the aftermath of the pandemic or looking to volunteer their services to respond to and recover from COVID-19.** The Commission anticipates and expects that the demands for assistance from volunteers and the numbers of potential volunteers will escalate significantly during the life of this Plan. We will begin to build an infrastructure that can serve as the “go-to” resource for both.

## GOAL TWO: FOCUS COMMISSION ACTIONS THROUGH A RACIAL EQUITY LENS

The Commission believes that systemic and institutional racism exists within our society and we pledge to view our responsibilities through that lens, and strive toward ensuring equity in our own programs, initiatives and services. Our aim is to focus on advancing racial equity and justice. Given the demonstrated and systemic injustices to Black Americans and others of color, and the urgency to begin to mitigate those injustices and move toward a truly equitable society, we will begin with a focus on racial equity, believing that what we do and importantly, what we learn during the life of the Plan will pave the way to greater justice and equitable treatment for all marginalized New Yorkers. We recognize the need to educate ourselves on these issues and draw from the lived experiences of those within our service network and those we serve. During the life of this Plan, the Commission will take the following actions to fight racism within our mission of service to the NYS community.

### Commission Action Steps

- A) During the first year of this plan, **Commission members and Commission staff will participate in cultural competency and implicit bias training.** The Commission believes that a basic understanding of the historical and cultural foundations of systemic racism and implicit bias is necessary to effectively participate in service. The Commission will identify and/or create a standardized training program that will create a “common point of entry” into our work and will highlight how our acts of service are necessary in part, because of institutional and systemic racism. During the life of the Plan, and based on feedback from our stakeholders, this training will evolve into a curriculum in which every individual in our service network, including **volunteers, AmeriCorps and AmeriCorps VISTA members, program directors and other key staff at subgrantees, individuals appointed to the Commission and Commission staff will participate upon their appointments.** Work of the Commission (e.g., RFPs, training, technical assistance, monitoring) will be evaluated and modified to encourage and incorporate equity and justice.
- B) During the first year of this plan, **Commission staff will research and develop a common performance measure for meeting outcomes** that demonstrate increased knowledge and progress toward fighting racism and racial equity. Following a pilot of this measure in the Plan’s second year, and based on feedback at the program level, this measure will be evaluated and before the end of the Plan, **required of all NYS AmeriCorps and national service programs to hold our programs and ourselves to account.** We commit to serving racialized and marginalized New Yorkers through our service programs and to meeting high priority needs of those communities.
- C) Require all organizations funded by the Commission to demonstrate, in their grant applications, the level of organizational capacity currently devoted to diversity, equity and inclusion activities, and require applicants to outline their plans for increasing and/or creating capacity. **Include a section in all Commission RFP’s, with specific point value, in which applicants must demonstrate how their specific proposed interventions and actions will advance the cause of racial justice and equity as well as fight racism.**

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- D) Educate the next generation of service participants to continue the fight against systemic and institutional racism. **Create a statewide AmeriCorps program that teaches the basic principles of civics and of racial justice and equity to young people.**

## NEW YORK STATE SERVICE PLAN FOR ADULTS AGE 55 and OLDER

In addition to the Service Plan outlined above, federal statute requires the Commission to establish a service plan for adults age 55 and older. Again, the COVID-19 pandemic has shifted the lens through which the Commission views this work. During the late winter and spring of 2020, we learned that service by older adults, whether through national service positions or as volunteers, was exceedingly difficult to sustain during the pandemic.

Those age 55 or older are the age group that, even when healthy, are most at risk to severe and possibly fatal complications from the COVID-19 virus. Older adults also tend, even when all other factors are controlled, to need specialized services such as transportation, food delivery and preparation, and individualized health care assistance. Especially in upstate and more rural regions, but even in heavily populated areas where older adults live in close proximity to others, social isolation is a growing concern.

For the life of this plan, through 2023, the Commission will rethink and refocus its approach to service by and for older adults.

### Commission Action Steps

- A) **Engage government and nonprofits specializing in service to the population over age 55 in current and proposed programming.** The New York State Office for the Aging is a participant in the Commission's new VISTA program, and the Commission has also held discussions with AARP and county Agencies for the Aging to learn more about the specialized needs of this population. Representatives from these and other agencies participated in and contributed to the focus group sessions leading to this Plan. The Commission will look to partner with such organizations in its programming and will **prioritize, using extra points, interventions specifically targeted to older adults and targeting recruiting and retention of older adults.**
- B) **Train national service programs to rethink and refocus on service activities that are more likely to engage adults over 55.** For the foreseeable future, this population may be difficult to recruit for traditional, hands-on, direct service. The Commission will take the lead in helping its programs develop service activities that older adults can do remotely, be they volunteer management, enrichment activities such as mentoring, tutoring, cooking and nutritional guidance and demonstrations, checking on other at-risk persons via telephone, etc. **There is a wealth of life experience in this population, but we must make it easier for them to serve without putting themselves at risk.**
- C) **Engage well-established retiree and older adult service groups in Commission programming.** New York State is lucky to have an active SUNY retiree service corps, and a history of volunteer service through AARP, county agencies for the aging, and countless professional and service organizations (e.g. service fraternities and sororities, professional associations such as the NYS Bar Association, and various medical and teaching professions, among others). While many of these groups will be engaging their retirees and older adult members in direct service as the pandemic continues to crest and as vaccines become more readily available, others can perform important services not only to the entire state but especially to their peers. **The Commission will promote service and make certain that these organizations know about the value and**

**benefits of national service participation and about other volunteer opportunities available in New York for their members.**

At the same time, one of the common laments we heard from older adults as we prepared this Plan was social isolation. The ordered, regular ebb and flow of life for this population has been completely upended. **The Commission will work with those who know this population best to encourage a reentry, through service, of this formerly very active and reliable source of energy and time to the social fabric of our State.**

- D) Note and act upon the service needs of older adults representing populations that have been underserved due to systemic racism.** As part of the Commission's commitment to viewing its actions through a racial equity and justice lens, we will study and become familiar with the needs of older BIPOC, LGBTQA, and other traditionally underserved New Yorkers. We will engage representatives of these populations in our programming and service activities and continue to focus on how systemic racism has marginalized these individuals, and how service to and by these older adults can help to fight the perpetuation of systemic racism in future generations.

# APPENDICES

**Adopted March 18, 2021**

**APPENDIX A – November 5, 2020**



# Commission on National and Community Service

## COVID-19 RESPONSE AND RECOVERY

**Regional Focus:** New York City, Hudson Valley, and Long Island

<b>NAME</b>	<b>Title</b>	<b>ORGANIZATION</b>
Linda Cohen	Executive Director	NYS Commission on National & Community Service
Beth Tailleir	Assistant Director	NYS Commission on National & Community Service
Kuoli Chung	Program Administrator	NYS Commission on National & Community Service
Michael Stevens	Program Administrator	NYS Commission on National & Community Service
Michael Cashman	Commission Chair	NYS Commission on National & Community Service
Betty Cotton	Commission Member	NYS Commission on National & Community Service
Bill Murabito	Commission Member, Former Chair	NYS Commission on National & Community Service
Abigail Young	Deputy Director of Operations & General Counsel	NYS Council for the Arts
Bonnie Catlin	Director of Strategic Clinical Solutions	NYS Office of Mental Health
Susan Zimet	Special Assistant	NYS Office of Temporary and Disability Assistance
Lindsey McMahon	Policy Coordinator	NYS Department of Agriculture and Markets
Nora Yates	Director, Center for Community Health	NYS Department of Health
Melissa Clark	Program Director	United Way of Dutchess-Orange Region
Emily Van Ingen	Program Director	Cypress Hills Local Development Corporation
Hannah Omolade	Program Director	Grand Street Settlement
Christy Venable	NYC Service's National Service Support Director	NYC Office of the Mayor
Madelaine Centeno	Program Director	Research Foundation at SUNY
Aishah Dean	Program Manager	Research Foundation at SUNY
Debra Sue Lorenzen	Program Director	St. Nick's Alliance

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Gabriela Ponce	Program Director	SCO Family of Services
Claudette Royal	NYS Ombudsman, Director of Long Term Care Advocacy	NYS Office for the Aging
Stephanie Wu Winter	Director of Strategic Volunteer Initiatives	Hunger Free America
Randi Desner	CEO	Island Food Harvest

## BACKGROUND INFORMATION ON COVID-19 IMPACTS ON NYS

New York was the state most severely impacted by the COVID-19 pandemic in the United States, to date. The numbers are staggering, with almost 500,000 New Yorkers confirmed with the virus, leading to over 33,000 deaths, as of this writing (October 28, 2020). As economic activity in our state has been severely restricted since March 16, 2020 per Governor Cuomo's Executive Order No. 202, which declared the State of Emergency, and subsequent extenders, the economic impact to our citizens is staggering as well. According to the Commissioner of the NYS Department of Labor, as of May 2020 more than 3.5 million unemployment benefit applications have been processed, and those New Yorkers have received over 44.5 billion in unemployment benefits just during the current crisis, compared to just \$2.1 billion in total last year – more than 21 typical years; worth of benefits.. While the NYS Labor Department has diligently tried to meet demand relative to unemployment, this is a temporary fix for those who previously had employment and does not attempt to solve systemic issues related to poverty.

Increased financial need is also having an impact at New York State's food banks and pantries. According to Feeding New York, the State's association of food banks, one in nine New Yorkers struggle with hunger. As we face NYS unemployment numbers (9,4% as of September 2020, compared to 3.6% in September 2019) rivaling those of the Great Depression, we can only expect the need for food subsidies and food provided by pantries to continue to increase.

New York State is often thought of as wealthy, with 8% of U.S. GDP. However, there are many communities and regions of the state that do not directly benefit from that wealth. New York State has a higher level of income inequality than any other state in the U.S., as measured by the [GINI index](#). There are populations (the disabled, seniors, veterans, military families, rural, urban centers, and communities of color and immigrants, etc.) that have never known economic stability and that are experiencing additional suffering in the current economic climate.

The COVID-19 pandemic has exacerbated and laid bare unmet needs in New York State. The economic impact of COVID-19 on New York State has been devastating. According to a [Preliminary Economic Impact Assessment](#) completed by Boston Consulting Group at the request of NYS-, unemployment has risen 2,104%; Tax revenue could decline by \$61 billion over three years; and credit card sales have decreased 20%. The total impact to New York will be a loss of \$243 billion over the course of the recovery.

New York State government, under the leadership of Governor Andrew M. Cuomo, has been tackling issues of inequality in our state since 2011, including hunger relief, economic development for each region of the state and tuition-free public higher education for low- and moderate-income families. However, each of these programs requires significant financial investment by government. With the economic outlook both for New York State and the nation uncertain over the coming years, and some regions of the state predicted to delay fully re-

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opening until the last months of 2020 or even later, the need to provide services to our most vulnerable citizens is immediate, continuing and compelling.

The Commission's programs will serve as one element of the State's response to this crisis for our citizens. Governor Cuomo and the whole of state government are working together to not only help our citizens survive this calamity, but to come back "New York Strong".

Since the pandemic began, the Commission has re-deployed available AmeriCorps members to assist with food distribution, COVID-19 testing and blood donation, and other essential service during the heart of the crisis. It is expected that this work, and the difficult work of recovery, will continue throughout the period of the Statewide Service Plan for 2021-2023. The Commission will also place AmeriCorps VISTA members in various state agencies to focus specifically with organizations throughout the state that serve its most vulnerable populations including the Commission for the Blind, the Office of Temporary and Disability Assistance, the Department of Veterans' Services, the Office for the Aging, the Department of Health, the Department of Agriculture and Markets, the Office of Mental Health and the Office for the Prevention of Domestic Violence.

This focus group session will explore what additional programmatic or administrative steps, or expansions of existing programs, the Commission could create and fund through December 2023 to assist NYS in responding to and recovering from the COVID-19 pandemic.

**THOUGHT QUESTIONS – NOVEMBER 5, 2020**

*Thought Questions:*

- What has been the most negative impact of COVID-19 throughout NYS? Can national service put forth a strategy that will address this impact in the next three years?
- Have there been any positive impacts as a result of response to the COVID-19 emergency? What did we learn from the improvisation of new strategies at the height of the pandemic (e.g., regional coordination of scarce health care/hospital resources)?
- What can the Commission do through national and other service initiatives to support community preparedness and strength in an emergency of comparable magnitude?
  
- How can we best promote service and volunteerism in your community/region?
- What are the most pressing needs in your community/region? How do they relate to the two main goals of the Commission's next service plan?
- What one Commission program or resource would you like to see in your community/region in the next three years, e.g., AmeriCorps, Volunteer Generation, AmeriCorps VISTA, volunteer recruitment/management training, etc.
- Are you aware of national service or other volunteer resources in your community? Could the Commission serve as a "one-stop" guide to help you find those resources when you need them?

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### Background Reading on COVID-19 NYS Impact

*The following referenced materials are not intended to be comprehensive or authoritative; rather, they serve as indicators of the scope and depth of the COVID-19 impact on NYS and across the country and as background for our focus group participants.*

*UHF Report Finds 4200 Children in NYS Have Lost a Parent to COVID-19:*

<https://uhfnyc.org/news/article/uhf-report-4200-children-nys--lost-parent-covid-19/>

*New Study Illustrates the Impact of COVID-19 Pandemic on NYC Workers and Union Members:*

<http://www1.cuny.edu/mu/forum/2020/09/04/new-study-illustrates-the-impact-of-covid-19-pandemic-on-new-york-city-workers-and-union-members/>

*The Color of Coronavirus: COVID-19 Deaths By Race and Ethnicity in the US:*

<https://www.apmresearchlab.org/covid/deaths-by-race>

*How Will COVID-19 Impact New York's Plan to End HIV?:* <https://www.poz.com/article/will-covid19-impact-new-yorks-plan-end-hiv-video>

*How much is COVID-19 Hurting State and Local Revenues?:* <https://www.brookings.edu/blog/up-front/2020/09/24/how-much-is-covid-19-hurting-state-and-local-revenues/>

*Coronavirus Economic Impact, NYS Association of Counties (series of four):*

<https://www.nysac.org/files/NYSAC%20Report%20-%20Taxable%20Sales%20Comparison.pdf>

*Providing a Pandemic Safety Net, Nonprofits Need Their Own:*

<https://www.nytimes.com/2020/07/24/business/economy/nonprofits-coronavirus-economy.html>

*1.5 Million New Yorkers Can't Afford Food: Pantries are their Lifeline:*

<https://www.nytimes.com/interactive/2020/10/20/nyregion/nyc-food-banks.html>

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**APPENDIX B – November 10, 2020**



# Commission on National and Community Service

## NYS SERVICE PLAN FOCUS GROUP ATTENDEES Tuesday, November 10, 2020: 9:00 AM

### RACIAL DIVERSITY, EQUITY AND INCLUSION

**Regional Focus:** Capital District, North Country, Mohawk Valley, and Southern Tier

<b>NAME</b>	<b>Title</b>	<b>ORGANIZATION</b>
Linda Cohen	Executive Director	NYS Commission on National & Community Service
Beth Tailleir	Assistant Director	NYS Commission on National & Community Service
Anthony Swingruber	Program Administrator	NYS Commission on National & Community Service
Michael Stevens	Program Administrator	NYS Commission on National & Community Service
Michael Cashman	Commission Chair	NYS Commission on National & Community Service
Hillarie Logan-Dechene	Commission Member, Former Chair	NYS Commission on National & Community Service
Gladys Brangman	Founder & CEO	Business Leaders and Colors
Michelle Johnson	Executive Director	YWCA Elmira
Frank Anechiarico	Professor	Hamilton College
Jen Waters	Executive Director	MV Edge
Peter Gannon	President & CEO	United Way of the Greater Capital Region
Michael Snyder	Program Director	American Red Cross
Jack Salo	Executive Director	Rural Health Network of South Central New York
Rachel Tachco	Program Director	Monroe Community College - Rochester AmeriCorps
John Strong	Campus Diversity Director	SUNY Niagara
Walita Monroe-Simms	Program Director	City of Rochester - Flower City AmeriCorps
Orlando Reboredo	Program Director	Community Health Care Association of NYS

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## SELECTED READINGS AND MATERIALS – SERVICE PLAN FOCUS GROUP 11/10/20

### **Foundational:**

*To Combat Racism and Build Unity, Americans Need a Year of Service:*

<https://www.newsweek.com/combating-racism-build-unity-americans-need-year-service-opinion-1510775>

*Ten Lessons for Talking About Race, Racism and Racial Justice:*

<https://www.opportunityagenda.org/explore/resources-publications/lessons-talking-about-race-racism-and-racial-justice>

### **Historical Perspective**

*Introduction to “The 1619 Project” pp. 14-26 -*

[https://pulitzercenter.org/sites/default/files/full\\_issue\\_of\\_the\\_1619\\_project.pdf](https://pulitzercenter.org/sites/default/files/full_issue_of_the_1619_project.pdf)

*The Historical Legacy of Juneteenth:* <https://nmaahc.si.edu/blog-post/historical-legacy-juneteenth>

*Langston Hughes, Theme for English B, 1951:*

<https://www.poetryfoundation.org/poems/47880/theme-for-english-b>

### **Institutional Racism**

*New York State Anti-Hate Crime Resource Guide:* <https://www.ny.gov/we-are-all-immigrants/new-york-state-anti-hate-crime-resource-guide>

*Racism: The Unaddressed Public Health Crisis:* <https://www.nysna.org/blog/2020/06/04/racism-unaddressed-public-health-crisis#.X6F5m4hKq2w>

*New York Judges of Color Release Report on Institutional Racism in Court System:*

<https://queenseagle.com/all/new-york-judges-of-color-release-report-on-institutional-racism-in-court-system>

*Racism and Mental Health:* <https://mhanational.org/racism-and-mental-health>

### **Watching/Reading Lists**

*19 Anti-Racist Movies and TV Shows You Can Stream Right Now:*

[https://www.glamour.com/story/anti-racist-movies-tv-shows-streaming#intcid=recommendations\\_glamour-bottom-recirc\\_a53643c2-e58c-4bf3-af01-2d86b7cee074\\_text2vec1-mab](https://www.glamour.com/story/anti-racist-movies-tv-shows-streaming#intcid=recommendations_glamour-bottom-recirc_a53643c2-e58c-4bf3-af01-2d86b7cee074_text2vec1-mab)

*An Anti-Racist Reading List:* <https://www.nytimes.com/2019/05/29/books/review/antiracist-reading-list-ibram-x-kendi.html#after-story-ad-1>

**Adopted March 18, 2021**

**Additional Perspectives**

*How Shouting, Finger-Waving Girls Became Our Conscience:*

<https://www.nytimes.com/2020/09/30/t-magazine/girls-women-revolution.html>

*So You Want to Learn About Juneteenth?:* <https://www.nytimes.com/article/juneteenth-day-celebration.html>

*Freedom is in the Claiming:* <https://www.nytimes.com/interactive/2020/06/18/style/juneteenth-celebration.html>

*You Want a Confederate Monument? My Body is a Confederate Monument:*

<https://www.nytimes.com/2020/06/26/opinion/confederate-monuments-racism.html>

THOUGHT QUESTIONS FOR 11/10/2020

- How can the Commission's national service resources (e.g., AmeriCorps, VISTA, VGF, "Economic Mobility Corps," etc., address racial inequities in the delivery of vital resources (health care, information, educational services, sustenance, shelter, community development for non-profits and small businesses, etc.)?
- How can the Commission's national service resources fight and dismantle systemic racism?
- Juneteenth (June 19) is a new NYS holiday. What service projects are appropriate to this new holiday? What impact can service & volunteerism have to raise awareness of the day and of the underlying causes underlying systemic racism, and to promote and push forward racial equity, inclusion and diversity?
- How can the Commission best promote service and volunteerism in your community/region?
- Are you aware of national service or other volunteer resources in your community? Could the Commission serve as a "one-stop" guide to help you find those resources when you need them?
- What are the most pressing needs in your community/region? How do they relate to the two main goals of the Commission's next service plan?
- What one Commission program or resource would you like to see in your community/region in the next three years, e.g., AmeriCorps, Volunteer Generation, AmeriCorps VISTA, volunteer recruitment/management training, etc.

## **APPENDIX C – November 12, 2020\***

\*This focus group continued the discussions in the prior two groups. The preparatory materials combined those of the prior two groups. The regional focus covered Central New York, the Finger Lakes, and Western New York.



# Commission on National and Community Service

## NYS SERVICE PLAN FOCUS GROUP ATTENDEES

Thursday, November 12, 2020: 9:00 AM

### COVID-19 RESPONSE AND RECOVERY/ RACIAL DIVERSITY, EQUITY AND INCLUSION

**Regional Focus:** Central New York, Finger Lakes, and Western New York

<b>NAME</b>	<b>TITLE</b>	<b>ORGANIZATION</b>
Linda Cohen	Executive Director	NYS Commission on National & Community Service
Beth Tailleir	Assistant Director	NYS Commission on National & Community Service
Michael Cashman	Commission Chair	NYS Commission on National & Community Service
Susan Stern	Commission Member, Former Chair	NYS Commission on National & Community Service
Betty Cappella	Commission Member	NYS Commission on National & Community Service
Gay Molnar	Commission Member	NYS Commission on National & Community Service
Fran Barrett	Interagency Coordinator for Nonprofit Organizations	NYS Executive Chamber, Office of the Governor
William Murabito	President Commission Member, Former Chair	SUNY Niagara
Oswaldo Mestre	Director of Citizen Services	City of Buffalo
Adam Bartoszek	Program Director	The Service Collaborative of Western NY
Annise Celano	Program Director	The Service Collaborative of Western NY
Rachael Tachco	Program Director	Monroe Community College _ Rochester AmeriCorps

**Adopted March 18, 2021**

Angela Winfield	Vice President for Inclusion and Workforce Diversity and Motivational Speaker	Cornell University
Sara Scott	Program Director	City of Rochester
Walida Monroe	Program Director	City of Rochester
John Brown	Program Director	Mission Ignite
Christopher Metz	Program Director	Oswego City - County Youth Bureau
Pam Kefi	Program Director	People Inc.
Jaime Saunders	President & CEO	United Way of Greater Rochester
Angelica Perez-Delgado	President & CEO	Ibero American Action League
Maya Crane	Program Officer, Equity	Rochester Area Community Foundation
Herb Weis, Ph.D.	Director of Corporate Development and Privacy Officer	Horizon Health Services
Stephanie Stevens	Director	YWCA, Chautauqua County