



THE NEW YORK WOMEN'S FOUNDATION

Examining the Landscape of Organizations Working in
Areas of Reproductive Justice, Childcare and Youth
Leadership in Upstate New York and on Long Island

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Executive Summary

The New York Women's Foundation (NYWF) provides funding to organizations focused on supporting all women, girls and gender non-conforming individuals in achieving long-term economic security. Within the scope of this project specifically, NYWF is focused on reproductive justice, child care and youth leadership for women, girls and gender non-conforming individuals experiencing poverty or issues of racial disparity. The NYWF currently operates solely within the five boroughs and is interested in expanding its reach within New York State.

We have been asked to create a landscape analysis of areas in NY State that the NYWF may expand their services, and which are experiencing particularly high levels of gender and racial economic disparity. We have based this analysis on data and research on the communities' needs, and supplemented this information with qualitative interviews of service, nonprofit and philanthropic organizations which share goals to NYWF and that operate in the identified communities.

Due to the close geography and the intertwined nature of the communities, the team was asked by NYWF to focus on Long Island as the main geographical target of analysis. After a high-level review of other areas in NY State, the team chose Mid-Hudson Valley as a second geographical focus. Mid-Hudson Valley also has close ties to New York City, with many people from NYC choosing to move to Mid-Hudson and is seen by some as the pathway from the north that all must travel to reach New York City. The team identified indicators which helped us develop a broad understanding of these two areas' needs, which showed that the chosen regions deserve special attention due to their demographic make-up, high levels of poverty (specifically childhood poverty), negative health outcomes (such as premature death), and other factors which result in negative life outcomes. We further identified key individuals within organizations that support these communities, created a list of exploratory questions and conducted interviews to understand how they are currently servicing these areas and where there may be gaps. This will also be used to inform the NYWF of the existing network of service organizations as they make their decisions to expand and create new partnerships in the wider New York State area.

Key Terms and Definitions

Child care: Care for children usually provided by non-family members when parents are working or absent. Caregivers are usually government agencies, organizations or individuals¹.

Equality: The quality of being equal and recognized as such. It entails the right to receive the same treatment even among different individuals².

Feminism: Belief that women are entitled to the same rights, power, opportunities, treatment and interests as those of men. It is often related to advocacy movements that demand social, cultural and economic equality for women³.

Gender: Social, psychological, behavioral and attitudinal trait usually related with one's sex. West et al. define gender as an achieved status usually constructed through sociocultural means. Gender differs from sex since the former is achieved and constantly constructed, while the latter is given⁴.

Gender mainstreaming: A globally formulated pro-gender development agenda⁵.

Intersectionality: Acknowledgment of differences among women. Davis emphasizes the problematic existence of a theoretical hegemony of gender, which is defied by the recognition of different personality traits⁶.

Poverty: Lack of a dignified standard of living; scarcity of economic and financial resources⁷.

Race: Physical and historical characteristics shared by groups of people, usually related to skin color, eye shape. Also related to a shared ancestry⁸.

¹ Merriam-Webster. *Childcare*. Merriam-Webster.com Dictionary. <https://www.merriam-webster.com/dictionary/childcare>.

² Merriam-Webster. *Equality*. Merriam-Webster.com Dictionary. <https://www.merriam-webster.com/dictionary/equality>.

³ Merriam-Webster. *Feminism*. Merriam-Webster.com Dictionary. <https://www.merriam-webster.com/dictionary/feminism>.

⁴ West, Candace; Zimmerman, Don. 1987. "Doing Gender." *Gender and Society*, Vol. 1, No. 2. (Jun., 1987), pp. 125-151

⁵ Davids, Tine et al. 2014. "Feminists change revisited: gender mainstreaming as slow revolution." *Journal of International Development Dev.* 26 396-408; DOI: 10.1002/JID.2945

⁶ Davis, Kathy. 2008. "Intersectionality as Buzzword: A Sociology of Science Perspective on What Makes a Feminist Theory Successful." *Feminist Theory*; 9(1) 67-85.

<https://journals.sagepub.com/doi/abs/10.1177/1464700108086364?journalCode=ftya>.

⁷ Merriam-Webster. *Poverty*. Merriam-Webster.com Dictionary. <https://www.merriam-webster.com/dictionary/poverty>.

⁸ Merriam-Webster. *Race*. Merriam-Webster.com Dictionary. <https://www.merriam-webster.com/dictionary/race>.

Racism: Policies, behaviors, attitudes and norms that showcase a racial superiority; it results in a continuous and unfair disadvantage of some people, often accompanied by harmful treatment⁹.

Reproductive rights: A woman's decision over her body and entitlement to make free decisions over her maternity¹⁰.

Social justice: State or doctrine of egalitarianism; promotion of social good¹¹.

Youth: State of being young; period of life prior to adulthood¹².

Woman: Female person either by sex or gender identity¹³.

⁹ Merriam-Webster. *Racism*. Merriam-Webster.com Dictionary. <https://www.merriam-webster.com/dictionary/racism>.

¹⁰ Merriam-Webster. *Reproductive Rights*. Merriam-Webster.com Dictionary. <https://www.merriam-webster.com/dictionary/reproductive%20rights>.

¹¹ Merriam-Webster. *Social Justice*. Merriam-Webster.com Dictionary. <https://www.merriam-webster.com/dictionary/social%20justice>.

¹² Cambridge Dictionary. *Youth*. Cambridge Dictionary.com. <https://dictionary.cambridge.org/dictionary/english/youth>.

¹³ Merriam-Webster. *Women*. Merriam-Webster.com Dictionary. <https://www.merriam-webster.com/dictionary/women>.

Introduction

Women's rights have often been framed within a heteronormative framework that has obfuscated the reality many experiences as they fight for gender equality. Many historical social programs and empowerment movements have one already privileged woman in mind: a stereotypical educated, White, middle-class, cisgender, heterosexual and bodily able woman. Therefore, while still important, women empowerment was initially framed to empower a few.

However, amidst an ever-changing global society with social justice movements thriving and seeking substantial change everywhere, the feminist discourse has shifted towards a more inclusive, just and equitable one, using intersectionality. Mainstreaming gender through intersectionality has shed light on the gendered realities of many women whose various personality traits are in fact various layers of oppression.

Thus, a feminist study through an intersectional lens has been the compass of this research project. We have aimed to understand and navigate through distinct situations in which more down-to-earth, vivid realities lived by women unveiled social needs and areas of opportunity for organizations like the New York Women's Foundation.

In this report you will find substantial qualitative and quantitative data that aims to show the demographics of Long Island and the Mid-Hudson Valley regions, as well as the most significant issues impacting their populations. Our approach has been inherently gendered. We have conducted extensive research on reproductive justice, child care and youth leadership and at the same time we have explored what role, if any, these issue areas play in the analyzed regions. We have purposely narrowed our focus to the intersection of gender and race, to understand the social complexities and challenges that affect women of color predominantly.

It is worth noting that we found quantitative data in the Long Island region that suggests a reality that is far from depicting the actual needs of our target population. Due to the extreme wealth gap in the area, issues ranging from poverty to racial segregation are understated in available public data, whereas they remain the most salient social justice issues faced by women and especially women of color in Long Island and Mid-Hudson.

Overall, we realized that a lot of work has been done by organizations to ameliorate the living conditions of vulnerable populations in these regions. However, lack of affordable housing, high costs of living, child care needs, injustice and civil unrest continue to negatively affect a large portion of women that would benefit enormously from the presence and participation of trailblazers like the New York Women's Foundation.

Literature Review: Background on Term

4.1 Reproductive Justice

The Definition Evolution and Herstory of Reproductive Justice

The reproductive justice framework analyzes how the ability of any woman to determine her own reproductive destiny is linked directly to the conditions in her community¹⁴. This conceptualization of reproductive justice combines both reproductive rights and social justice¹⁵.

Although reproductive rights have been fought for by women of all ages, races, and socio-economic conditions, a global consensus of what defines reproductive rights was not achieved until the United Nations' International Conference on Population and Development in Cairo, 1994. This definition maintained the right of women to decide the number, timing, and spacing of children, access to the information and resources needed to exercise voluntary choice, and the right to the highest attainable standard of health¹⁶.

Meanwhile, a group of Black leaders of the women's rights movement in Chicago recognized that the traditional movement led by middle-class and wealthy White women did not represent the needs of women of color and other marginalized women and trans* people¹⁷. They demanded and led a national movement that emphasized the interests of the most marginalized women, families, and communities. These progenitors named themselves Women of African Descent for Reproductive Justice, and the term "reproductive justice" was officially coined¹⁸. The Southern-based organization SisterSong established in 1997, defines reproductive justice as "the human right to maintain personal bodily autonomy, have children, not have children, and parent the children in safe and sustainable communities."¹⁹ This definition highlights that reproductive justice is more than women's reproductive rights or pro-choice movement; it essentially includes environmental justice provided by sustainable communities.

Later, Asian Communities for Reproductive Justice (ACRJ) outlined a new vision of advancing the reproductive justice movement, pointing out that for women of color, it is important to fight equally for (1) the right to have a child; (2) the right not to have a child; and (3) the right to

¹⁴ Loretta Ross. 2007. *What Is Reproductive Justice?* SisterSong Women of Color Reproductive Health Collective. Reproductive Justice Briefing Book: A Primer on Reproductive Justice and Social Change. pp. 4 <https://www.law.berkeley.edu/php-programs/courses/fileDL.php?fID=4051>.

¹⁵ SisterSong. *The Herstory of Reproductive Justice (RJ)*. <https://www.sistersong.net/reproductive-justice>.

¹⁶ United Nations Population Fund. *Supporting the Constellation of Reproductive Rights*. <https://www.unfpa.org/resources/supporting-constellation-reproductive-rights>.

¹⁷ SisterSong. *The Herstory of Reproductive Justice (RJ)*. <https://www.sistersong.net/reproductive-justice>.

¹⁸ Ibid.

¹⁹ Ibid.

parent the children we have, as well as to control our birthing options, such as midwifery²⁰. Additionally, ACRJ introduces a new definition of reproductive justice – “it is the complete physical, mental, spiritual, political, social, and economic well-being of women and girls, based on the full achievement and protection of women’s human rights.”²¹ This definition underscores the government’s obligations for protecting women’s human rights, social support for women’s body autonomy, as well as other social justice concerns.

Key Problems Addressed by Reproductive Justice

Barriers to Reproductive Healthcare Access

The Governor's Interagency Council on Health Disparities conducted a study in 2018 to identify barriers to accessing reproductive healthcare. Overall, more than 40 unique barriers were grouped into three categories: economic, structural, and social²². Economic barriers include insurance status, cost of care, associated costs of care, non-medical expenses, and underfunding. Structural barriers comprise distance to services, lack of medical home, limited language access, lack of culturally and linguistically appropriate services, services or procedure requirements, policy implementation and denial of services, forms and procedures, medically accurate sexual health education, and so on. Social barriers consist of intimate partner violence, reproductive and pregnancy coercion, physical and/or sexual violence, lack of social support, fear/perception/experience of bias/discrimination/stigmatization, individual health literacy, and so on. Notably, these inequities are the result of institutionalized structures of oppression that marginalize specific identities while prioritizing others for receipt of resources²³.

Young Women’s Reproductive Justice Dilemma

Mary Mahoney from the Pro-Choice Public Education Project argues that the reproductive justice movement must create and support spaces for young women’s voices and that young people today are growing up in a culture that exploits teen sexuality while simultaneously denying that teenagers have sexual health needs²⁴. On the one hand, commercials and films are common sources of harm that create unrealistic, hypersexualized depictions of teenage exploits, and the public media, in general, fail to create a safe, realistic space for youth to contemplate sexual activity. On the other hand, government policies such as funding “abstinence-only”

²⁰ Loretta Ross. 2007. *What Is Reproductive Justice?* SisterSong Women of Color Reproductive Health Collective. Reproductive Justice Briefing Book: A Primer on Reproductive Justice and Social Change. pp. 4 <https://www.law.berkeley.edu/php-programs/courses/fileDL.php?fID=4051>.

²¹ Ibid.

²² Governor’s Interagency Council on Health Disparities. 2019. *Literature Review on Inequities in Reproductive Health Access*. pp. 84-88. https://app.leg.wa.gov/ReportsToTheLegislature/Home/GetPDF?fileName=LiteratureReviewReproductiveHealthAccess_SSB6219_FINAL_1.1.2019_42423dd8-5280-4cc5-bb55-2220637ba6a5.pdf.

²³ Ibid.

²⁴ Mary Mahoney. Listen Up: How to Connect with Young Women through Reproductive Justice. Reproductive Justice Briefing Book: A Primer on Reproductive Justice and Social Change. 2007. pp. 5-6. <https://www.law.berkeley.edu/php-programs/courses/fileDL.php?fID=4051>.

programs without offering comprehensive sex education directly harm young people.²⁵ Such programs can be misleading since they address reproductive and sexual health as a moral issue, rather than a public health issue and social justice issue. Moreover, the emphasis on “abstinence-only” programs in the U.S. may also harm international HIV-prevention programs, and thus are criticized by human rights groups.²⁶

Inequities Faced by Women of Color

A reproductive justice brief reported by If/When/How demonstrates that African American women are more vulnerable in terms of pregnancy, maternal mortality, infant mortality, chronic stress, sexually transmitted infections (STIs), and abortion.²⁷ Generally, African American women face more complex reproductive health issues due to continuing institutionalized racism and a prolonged history of reproductive coercion. Such coercion dates back to efforts in the 18th and 19th century to increase the slave population through procreative exploitation of enslaved women, and continues today in the form of discriminatory welfare policies and abortion restrictions that target African Americans.²⁸

Native Americans also have an unfair history of reproductive control and oppression by the federal government. During the 1970s, Indian Health Services (IHS) coercively sterilized over 25,000 Native American women without their informed consent, using threats that the women would die or lose welfare benefits accompanied by “consent” documents offered only in English, rather than their native languages.²⁹ In addition to coercive sterilization and contraception, Native American women also disproportionately suffer from sexual violence, sex work, and limited access to abortion.

Asian and Pacific Islander (API) are typically stereotyped as the “healthy minority,” and their unequal conditions are often underestimated by healthcare providers, lawmakers, as well as the general public. API women as a whole are restricted by cultural norms that negatively impact their access to reproductive health facilities and sources of appropriate sexual knowledge.³⁰ On the other hand, current academic research that lumps them into a monolithic category fails to take account of the diverse cultural, linguistic, and economic differences among the 30 subgroups.³¹ Additionally, Maria Nakae from Asian Communities for Reproductive Justice points out that barriers to fair reproductive health services are highly problematic, considering

²⁵ Ibid.

²⁶ John. S. Santelli & Rebecca Schleifer. 2007. *Abstinence-Only and Reproductive Justice*. Reproductive Justice Briefing Book: A Primer on Reproductive Justice and Social Change. 2007. Reproductive Justice Briefing Book: A Primer on Reproductive Justice and Social Change. pp. 7
<https://www.law.berkeley.edu/php-programs/courses/fileDL.php?fID=4051>.

²⁷ IF/When/How. 2016. *Women of Color and the Struggle for Reproductive Justice*. pp. 3-7.
<https://vawnet.org/sites/default/files/materials/files/2016-08/Women-of-Color-and-the-Struggle-for-RJ-Issue-Brief.pdf>.

²⁸ Ibid.

²⁹ Ibid.

³⁰ Ibid.

³¹ Ibid.

API women are concentrated in low wage jobs with hazardous work environments that are linked to infertility, miscarriage, and birth defects.³²

Hispanic women's reproductive rights and health conditions are also limited in a manner that reflects national xenophobia, in addition to many shared problems confronted by other groups of women of color.³³ In particular, anti-immigration policies systematically oppress undocumented people and exclude them from healthcare coverage.³⁴ Compared with non-Hispanic White, Hispanic women are disadvantaged regarding pregnancy, anti-immigrant bias, detention and deportation, and STIs.³⁵

Abortion Rights

Marlene Fried and Susan Yanow from Civil Liberties and Public Policy Program, Hampshire College, argue that reproductive autonomy is a core aspect of reproductive justice because women's ability to control their reproduction rights embodies the ability to control their lives.³⁶ However, in the U.S., legal, illegal, and even violent threats to abortion access have been persistent. For example, over 80% of clinics that offer abortion services have experienced harassment.³⁷ Moreover, women are also distressed by access, legal, and economic barriers to safe abortion – there is no abortion provider in 87% of all U.S. counties and 97% of all rural U.S. counties.³⁸

4.2 Child Care

The Definition of Child Care

The Cambridge Dictionary defines childcare simply as the care for children³⁹. It can either be given by family members or by third parties as the government, an organization or another person. Child care necessarily involves children as care receivers, and -usually female-caregivers. This echoes the focus of the project, as it mandates a gendered analysis of care work given the stereotypical role of caregivers as (i) female; (ii) often unpaid workers. The feminization of poverty plays a major role in child care, as care work is often thought of as

³² Maria Nakae.2007. *Reproductive Justice Issues for Asian and Pacific Islander Women*. Reproductive Justice Briefing Book: A Primer on Reproductive Justice and Social Change. 2007. Reproductive Justice Briefing Book: A Primer on Reproductive Justice and Social Change. pp. 16-17.

<https://www.law.berkeley.edu/php-programs/courses/fileDL.php?fID=4051>.

³³ IF/When/How. 2016. Women of Color and the Struggle for Reproductive Justice. pp. 3-7.

<https://vawnet.org/sites/default/files/materials/files/2016-08/Women-of-Color-and-the-Struggle-for-RJ-Issue-Brief.pdf>.

³⁴ Ibid.

³⁵ Ibid.

³⁶ Marlene Fried & Susan Yanow. *Abortion Rights and Reproductive Justice*. The Pro-Choice Public Education Project. <https://www.protectchoice.org/article.php?id=130>.

³⁷ Ibid.

³⁸ Ibid.

³⁹ Cambridge Dictionary. *Childcare*. Cambridge Dictionary.com. <https://dictionary.cambridge.org/dictionary/english/childcare>.

economically insignificant when done by family members, or low-paid jobs if done by third parties.

The Child Care Crisis in the United States

The structure of families and the pattern of child care have continuously changed over the past 100 years in the U.S... There has been a dramatic decrease in fertility rate, a rise in married female labor-force participation, an increase in the number of children living with a single mother, as well as a significant shift in social norms that influence married women's role in the workplace.⁴⁰ Sufficient and reliable child care is critical to parents' work productivity, income stability, and career success. A survey program conducted by the U.S. Department of Education in 2016 shows that 86% of parents who reported trying to find child care believed that "the reliability of child care arrangement is very important to them." Also, "learning activity" and "availability of the care provider" rank second (77%) and third (72%) important factors, respectively.⁴¹ However, more than one-quarter of the 11 million working parents of children aged under three report "some or a lot of difficulty" in finding the type of early child care program they want.⁴²

Insufficient child care results in serious hidden risks to household income and national economy. Each year, working parents lose on average \$3,350 in their earnings, and the total annual burden is \$37bn across the 11 million parents.⁴³ Over the long run, in addition to a loss of \$8,940 in earnings for working parents, the negative impacts of insufficient child care on society also include a reduction in the labor force, a loss of \$1,490 in revenue and in extra recruitment costs for businesses, and a loss of \$2,270 in income tax and sales tax for taxpayers.⁴⁴

Inadequate child care adversely affects working parents' work time, work productivity, and career prospects. Data collected by ReadyNation demonstrate that, on average, parents lost 2 hours per week of work time, and two-thirds of working parents report "they leaving work early."⁴⁵ Remarkably, one-quarter of working parents report "problems participating in training that would improve their work productivity," one-in-five working parents report "being reprimanded by a supervisor," and one-in-six working parents report "turning down a promotion or reassignment to a preferred job."⁴⁶ In 2016, an estimated 2 million parents made "career sacrifices" due to child care programs' high cost, limited availability, or inconvenient program hours.⁴⁷

⁴⁰ Jeremy Greenwood, Nezh Guner, & Guillaume Vandenbroucke. 2017. *Family Economics Writ large*. 2017. Journal of Economic Literature. 55(4), 1346-1434.

<https://www.aeaweb.org/articles?id=10.1257/jel.20161287>.

⁴¹ Lisa Corcoran, Katrina Steinley, & Sarah Grady. 2017. *Early Childhood Program Participation, Results from the National Household Education Surveys Program of 2016*. U.S. Department of Education. pp.3. <https://files.eric.ed.gov/fulltext/ED575975.pdf>.

⁴² Clive R. Belfield. *The Economic Impacts of Insufficient Child Care on Working Families*. ReadyNation. <https://strongnation.s3.amazonaws.com/documents/522/3c5cdb46-eda2-4723-9e8e-f20511cc9f0f.pdf?1542205>.

⁴³ Ibid.

⁴⁴ Ibid.

⁴⁵ Ibid.

⁴⁶ Ibid.

⁴⁷ Leila Schochet & Rasheed Malik. 2017. *2 Million Parents Forced to Make Career Sacrifices Due to Problems with Childcare*. <https://www.americanprogress.org/issues/early->

Gender Differences in Couples' Division of Child Care

Women are taking too much of the child care responsibility. There is an evident “care gap” in gender differences in the U.S. and the rest of the world, and care responsibilities negatively influence mothers and other female caregivers.⁴⁸ According to a survey conducted by the Center for American Progress in 2018, mothers are 40% more likely than fathers to report that they have personally felt the negative impact of childcare issues on their careers.⁴⁹ Mothers disproportionately devote time to unpaid caregiving responsibilities, especially when their family cannot find or afford a child care program. Moreover, many mothers make career decisions largely based on reproduction and child care considerations rather than in the interest of their financial situation or career goals.⁵⁰

A study investigating the relationship between maternal employment, the state-to-state difference in child care cost and the average school day length, suggests that a mothers' odds of full-time employment are lower and part-time employment higher in states with expensive child care and shorter school days.⁵¹

Notably, a study that targets immigrant women using the American Time Use Survey Data indicates that older recent immigrant women provide more hours of care, after controlling for demographic and household characteristics.⁵² Today, immigrant women are filling the gap in unmet need for care providers: among the 15 occupations predicted to see the largest growth between 2010 and 2020, 4 relate to care provision – home health aides, nursing aides, personal care aides, and child care workers.⁵³

The Impacts of COVID-19

The current COVID-19 pandemic has the potential to magnify gender differences both in terms of child care arrangements within the household and at work.⁵⁴ The shock of the COVID-19 pandemic on American households has been severe since March, 2020 in important dimensions. Particularly, many of those who remained employed are forced to work from home. Additionally, many school and day care centers were forced to close due to public social-

[childhood/news/2017/09/13/438838/2-million-parents-forced-make-career-sacrifices-due-problems-child-care/](https://www.odi.org/sites/odi.org.uk/files/odi-assets/publications-opinion-files/10333.pdf).

⁴⁸ Emma Samman, Elizabeth Presler-Marshall, & Nicola Jones. 2016. *Women's Work: Mother, Children, and the Global Childcare Crisis*. Overseas Development Institution.

<https://www.odi.org/sites/odi.org.uk/files/odi-assets/publications-opinion-files/10333.pdf>.

⁴⁹ Leila Schochet. 2019. *The Child Care Crisis Is Keeping Women Out of the Workforce*.

<https://www.americanprogress.org/issues/early-childhood/reports/2019/03/28/467488/child-care-crisis-keeping-women-workforce/>.

⁵⁰ Ibid.

⁵¹ Leah Ruppanner, Stephanie Moller, & Liana Sayer. 2019. “Expensive Childcare and Short School Days = Lower Maternal Employment and More Time in Childcare? Evidence from the American Time Use Survey.” *Sociological Research for a Dynamic World*. 2019. Volume 5: 1-14.

<https://journals.sagepub.com/doi/full/10.1177/2378023119860277>.

⁵² Alma Vega. 2017. “The Time Intensity of Childcare Provided by Older Immigrant Women in the United States.” *Research on Aging*. Vol. 39(7) 823-848. <https://pubmed.ncbi.nlm.nih.gov/26763223/>.

⁵³ Ibid.

⁵⁴ Gema Zamarro & Maria J. Prados. 2020. “Gender Differences in Couples' Division of Childcare, Work and Mental Health During Covid-19.” *Review of Economics of the Household*.

<https://link.springer.com/article/10.1007/s11150-020-09534-7>.

distancing requirements. As a result, households with children are experiencing increased time and energy demands at home.⁵⁵ The USC Dornsife Center for Economic and Social Research (CESR) collected data from eight waves of the Understanding Coronavirus in America Tracking Survey approximately every two weeks from March 10th to July 22nd, 2020.⁵⁶ Results show that, overall, mothers were taking a heavier load than fathers in providing childcare after schools closed: 45% of women report being the sole provider of care for their children, compared with 14% of men. And 33% of working mothers report that they are the only provider of care for their children compared with about 11% of working fathers.⁵⁷ 42% of working mothers declared to have reduced their hours as compared with 30% of working fathers.⁵⁸ Additionally, mothers' mental health situation is worth noting: 49% of mothers presented at least mild symptoms of psychological distress in early April 2020. Among the four groups of people – female with school age kids, female without school age kids, male with school age kids, and male without school age kids – mothers with school age children in the household present the highest rates of psychological distress.⁵⁹

4.3 Youth Leadership

The Gap in the Literature Concerning Youth Leadership

Scholars define the term “leadership” in different ways. Approaches and measurements can vary in terms of their emphasis on personality characteristics, relational influence, cognitive or emotional abilities, character in relation to group orientation, and appeal to self versus collective interests.⁶⁰ However, the current understandings and interpretation frameworks are skewed toward leadership of adults' experience rather than the experience from youngsters or school children. There is an existing gap between literature regarding the theory of leadership among young people and the actual demand from the real-world practices, and the factors that contribute to leadership in young people have not been systematically assessed.⁶¹ Also, although there is a large amount of research on leadership behaviors, little theory exists concerning the experience of developing young adults to be leaders.⁶²

Meanwhile, the identification of qualified youth leaders seems to be more complicated than that of academically gifted students.⁶³ This is because of the lack of viable measurements of youth leadership, as well as the challenge in recognizing the nature of leadership itself – leadership is

⁵⁵ Ibid.

⁵⁶ Ibid.

⁵⁷ Ibid.

⁵⁸ Ibid.

⁵⁹ Ibid.

⁶⁰ Despoina Karagianni & Anthony Jude Montgomery. 2018. “Developing Leadership Skills among Adolescents and Young Adults: A Review of Leadership Programmes.” *International Journal of Adolescence and Youth*. 23:1, 86-98, DOI: 10.1080/02673843.2017.1292928. <https://doi.org/10.1080/02673843.2017.1292928>.

⁶¹ Ibid.

⁶² Ibid.

⁶³ Seon-Young Lee & Paula Olszewski-Kubilius. 2011. *Leadership Development and Gifted Students. Encyclopedia of Adolescence*. Springer, https://link.springer.com/referenceworkentry/10.1007/978-1-4419-1695-2_290#howtocite.

typically accompanied by interpersonal dynamics, such as forming and maintaining relationships.⁶⁴

Youth Leadership Development - Self-Efficacy (YLD-SE) as a Construct for Use in Leadership Research

Greiman and Addington (2008) from the Department of Work and Human Resource Education, University of Minnesota introduced a construct for use in leadership research, known as Youth Leadership Development Self-Efficacy (YLD-SE).⁶⁵ The concept of self-efficacy is the belief that one has the personal capabilities and resources to meet the demands of a specific task. Research has found that self-efficacy is beneficial in numerous contexts, and has an impact on effective leadership, motivation, and performance.⁶⁶ A 7-item scale to measure YLD-SE was developed and its psychometric properties were established through exploratory factor analysis.

In their exploratory study, Greiman and Addington further found that YLD-SE had a positive significant correlation with transformational leadership style and a negative significant correlation with laissez-faire leadership.⁶⁷ Further, it is recommended that professional development planners and trainers focus on assisting teachers in developing a high level of YLD-SE.⁶⁸

⁶⁴ Ibid.

⁶⁵ Bradley C. Greiman & Leah S. Addington. 2008. "Youth Leadership Development Self-Efficacy: An Exploratory Study Involving a New Construct." *Journal of Leadership Education*.
https://journalofleadershiped.org/wp-content/uploads/2019/02/7_1_Greiman_Addington.pdf.

⁶⁶ Ibid.

⁶⁷ Ibid.

⁶⁸ Ibid.

Landscape Analysis

5.1 Methodology

The methodology behind the indicators and focus areas we chose for this landscape analysis:

1. **Reliability:** we identified data that could be used to compare issues between regions and reliably understood when discussing common social concepts. The data is from official and respected sources, such as the U.S. census report.
2. **Representative:** the data and focus areas we chose were designed to provide a full view of the region, as well as uncovering the current economic situation and demographic realities of these areas.
3. **Connection:** we chose data and focus areas that we felt could illuminate connections between causes of current economic and financial conditions and the outcomes for people experiencing those conditions in their daily lives.

5.2 Focus Area

Given that the New York Women's Foundation aims to expand its impact and operations to regions located beyond the five boroughs, we chose to do a full analysis and focus the majority of our research on Long Island. Available data shows that approximately 1.6 million people commute every day from Long Island to Manhattan for work⁶⁹, and many residents move from one area to the other in their lifetime. Therefore, it is a region worth receiving major attention due to its close economic, geographic, social and commercial relation to New York City.

From a high-level view, Long Island appears to be a region with comparatively low poverty rates and racial segregation; however, our qualitative analysis, as well as the findings from our research, show that this data hardly depicts the reality lived by marginalized communities in the region. Issues ranging from unaffordable housing and poverty to systemic racism are endemic in the region and have a significant impact in people's lives but are seemingly hidden from aggregated data on the area.

Furthermore, Long Island is a region that could benefit enormously from having a stronger network of civil society organizations, an issue an organization like the New York Women's Foundation, is particularly well suited to support.

⁶⁹ "Is it feasible to commute daily between Long Island and New York City?", Quora, <https://www.quora.com/Is-it-feasible-to-commute-daily-between-Long-Island-and-New-York-City#:~:text=Outside%20of%20this%2C%20living%20on,tell%20you%20it%20is%20feasible.>

5.3 Long Island

Long Island is located in southeast New York and it is home to 2.8 million people⁷⁰. The Island is well known for its close proximity to New York City, as it is just 0.35 miles away from Manhattan. While the region has ostensibly benefited from the proximity to New York, it has also led to concerns regarding gentrification and an extreme wealth disparity. In this report, we focus on two main counties in Long Island: Nassau and Suffolk Counties.

Nassau County is considered one of the nation's first suburbs and grew quickly in the mid-20th century as a more affordable option to New York city living⁷¹. Suffolk County, further away from New York City, grew at a slower pace and, while still considered a prosperous area overall, does not experience quite the same level of extreme wealth as its' neighbor⁷²

From the aggregated data, we see a story of Long Island residents who experience a high quality of life, and this is reflected in the high cost of living and housing prices. The median sale price for a house in Long Island in 2020 was \$515,000, with areas such as The Hamptons being known for some of the most expensive housing stock in the nation⁷³. However, a closer look at the data, and qualitative interviews, have revealed that the extreme wealth hides pockets of severe poverty within the averaged data. Furthermore, due to wealthier populations pushing up housing prices and cost of living, those who live above the national poverty line can experience similar “poverty related conditions” due to the relative expense of the area. This wealth gap and relative need between the communities of Long Island has only increased in response to the challenges of the COVID-19 pandemic and resulting financial crisis.

Long Island boasts superb schools, an easy commute to a city full of job opportunities, comparatively low instances of crime, a beautiful geography and many cultural attractions, making it a highly desirable area to live. This places those struggling at a crossroads of affordability and providing opportunities for themselves and their families.

⁷⁰ DiNapoli, Thomas, “Long Island Region Economic Snapshot”, Office of the New York State Comptroller, <https://www.osc.state.ny.us/files/local-government/publications/pdf/long-island-region.pdf>.

⁷¹ Ibid.

⁷² Ibid.

⁷³ Costello Alex, “Long Island Home Prices hit Historic Highs in 2020”, Patch, <https://patch.com/new-york/massapequa/long-island-housing-prices-hit-historic-highs-2020>.

5.3.1 Nassau County: Context



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Nassau County is located on the western part of the Island, making it extremely close to Queens on the one hand, and bordering Suffolk county on the other. The county is known for being densely populated, making it the most crowded county in New York State, just after New York City. It has two major cities, three towns and several smaller villages and hamlets.

Given its regional and commercial relation with New York City, the county enjoys extensive public transportation; it has an extensive rail network and a well-connected highway system⁷⁵. Not surprisingly, it has been recognized that the county is the most expensive one across the entire State, making it one of the regions with more affluent households. It has a very solid education system, as high school students of the region often win STEM-based academic awards.

5.3.2 Suffolk County: Context



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⁷⁴ “Nassau County, NY”, Census reporter, 2019, American Community Survey 1-year estimates, <https://censusreporter.org/profiles/05000US36059-nassau-county-ny/>.

⁷⁵ “Welcome to Nassau County”, Nassau County, New York, <https://www.nassaucountyny.gov/>

⁷⁶ “Nassau County, NY”, Census reporter, 2019, American Community Survey 1-year estimates, <https://censusreporter.org/profiles/05000US36059-nassau-county-ny/>.

Suffolk County is also densely populated; in fact, it is the fourth most crowded country in the State. This is mainly due to its high demand for housing, motivated by the regional proximity to New York City. Geographically, the county is located in the easternmost extreme of New York City. It is well known for having over 1000 miles of coastline⁷⁷.

Even though the county is relatively close to New York City -which contributes to the county's vibrancy- the workforce and industrial activity is often leaning towards more rural activities such as agriculture and tourism. The region also stands out due to its scientific research facilities.

5.3.3 Economic Summary before Covid-19

According to the U.S. Census Bureau, the national poverty rate is 10.5%. When looking at the aggregate data, the poverty rate in Long Island falls below the national average, at 6.7%⁷⁸. However, digging beneath this surface, we found a theme that will appear many times throughout this report; due to multiple confounding factors, the aggregate data for Long Island hides the true story of those struggling in the area.

Long Island is home to a predominantly White population, with both Nassau (73.4% White) and Suffolk (84.2% White) above the New York state percentage (69.9%) of White residents, and Suffolk above the U.S. national percentage (76.3% White). As will be discussed further in later sections of this report, the economic prosperity in Long Island is starkly drawn along racial lines. Long Island is also home to extreme wealth, with the median income in Nassau County nearly double the median income nationally⁷⁹. This wealth has driven up the cost of living in Long Island, once again obfuscating the true conditions for many who live in the area and resulting in families well above the national poverty line experiencing housing and food insecurity.

This phenomenon is only further aggravated by the comparative wealth and cost of living in New York City. Using real estate indicators to illustrate this point, the Owner-occupied housing rate in both Nassau (80.7%) and Suffolk (80.6%) is significantly higher than the state average (53.9%) and national level (64.0%)⁸⁰. Comparing the median value of the owner-occupied housing units in Nassau: \$493,500, Suffolk: \$397,400, New York: \$313,700, United State: \$217,500⁸¹, we can conclude that the average accumulated wealth for the richest Long Island citizens is notable. The median value of owner-occupied housing units in NYC is magnitudes more expensive at \$987,700, however the percentage of owner-occupied units in New York City is comparatively very low at only 24.1%. This could indicate that many people with what would be considered very high income still cannot afford housing in the five boroughs, and thus bring their wealth to Nassau and Suffolk, driving up cost of living, housing prices and masking the income levels of poorer residents.

⁷⁷ "Suffolk County, NY", Suffolk County Government. <https://www.suffolkcountyny.gov/>.

⁷⁸ "LI's poverty rate highest since 1959 report says", Newsday, <https://www.newsday.com/long-island/li-s-poverty-rate-highest-since-1959-report-says-1.13325091>.

⁷⁹ "Nassau County, NY", Census reporter, 2019, American Community Survey 1-year estimates, <https://censusreporter.org/profiles/05000US36059-nassau-county-ny/>.

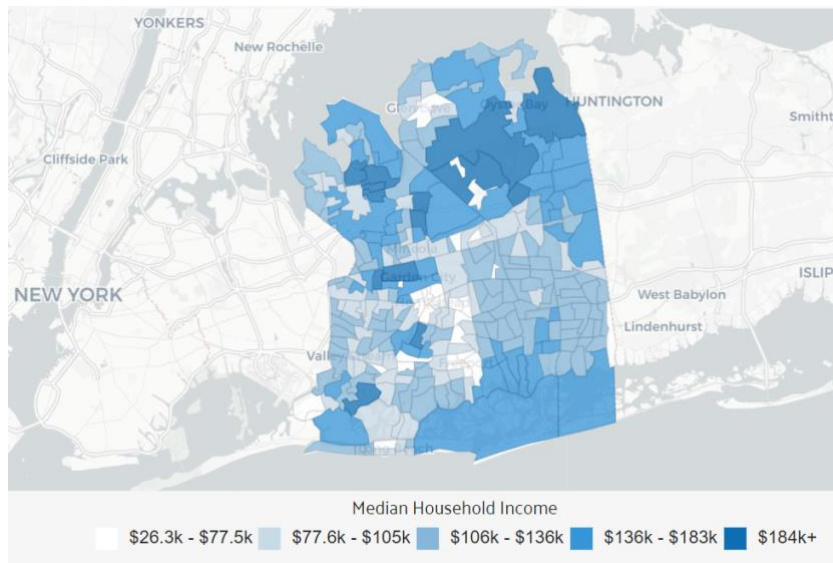
⁸⁰ "Quick facts" U.S. Census Bureau, United States, <https://www.census.gov/quickfacts/>.

⁸¹ Ibid.

Most striking and compelling in the argument that Long Island residents are in need of economic support and services is found when looking at the poverty line versus the cost of living. The U.S. Official Poverty Measure defines “living below the poverty line” to be any family of four that makes an income of \$24,600 or less⁸². However, according to Long Island Cares (a food bank that services over 374 community based food-insecurity related agencies in the area) in Long Island nearly two-thirds of families who relied on local food pantries to put food on their tables earned up to \$73,800 annually⁸³; this is three times the poverty line income threshold. This information, combined with 20% of Nassau county households and 22% of Suffolk county households making less than \$50,000 annually, paints a much more accurate picture of the difficulties facing Long Island residents.

5.3.4 A Deeper Look at Income in Nassau and Suffolk County

Nassau County: Aggregate View



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Figure 1: Image from datausa.io shows Median Household Income by census tract in Nassau County in 2018

Taking a look at income distribution in Nassau County it is evident that wealth is concentrated in specific geographic areas, with relative wealth highly concentrated in traditionally desirable coastal areas.

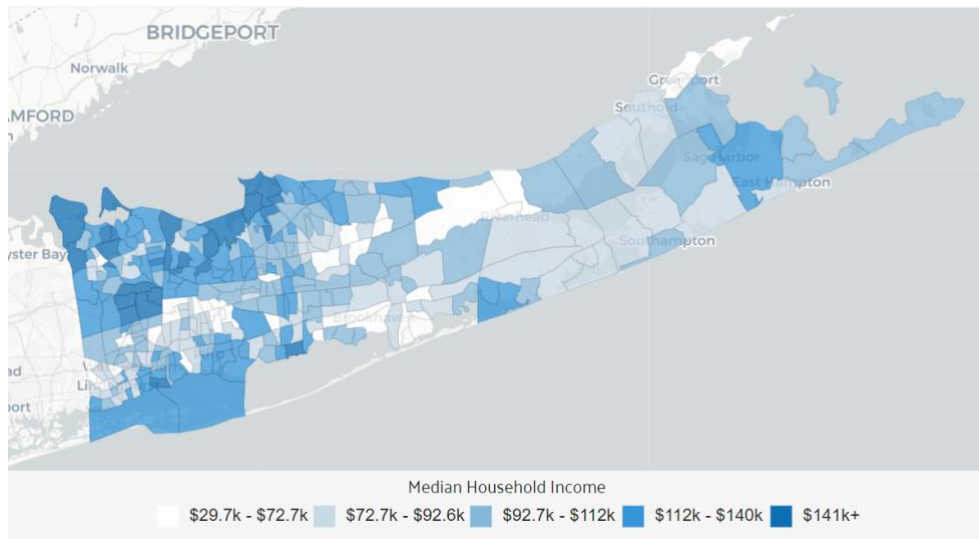
⁸² “2021 Poverty lines”, ASPE, U.S. Department of Health and Human Services, last modified January 26th, 2021, <https://aspe.hhs.gov/2021-poverty-guidelines>.

⁸³ Pachter Paule, “Not surprised about Long Island’s rise in poverty”, 2017, Long Island Cares Inc., <https://www.licares.org/news/paule-pachters-blog/not-surprised-long-islands-rise-poverty/#:~:text=The%20federal%20poverty%20rate%20of.live%20in%20Nassau%20or%20Suffolk>.

⁸⁴ “Nassau County, NY”, Data USA, <https://datausa.io/profile/geo/nassau-county-ny>.

This aggregated view of income in Nassau County shows a median household income of \$118,453, more than 1.5 times the median household income in New York. Additionally 25% of households in Nassau earn over \$200,000⁸⁵. Belying this notion of general wealth, however, is the 20% of households who earn less than \$50,000 annually; many of whom live in distinct geographical pockets within inland Nassau.

Suffolk County: Aggregate View



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Figure 2: Image from datausa.io and shows Median Household Income in Suffolk County in 2018

Suffolk County is comparatively less wealthy than its neighbor to the west, with larger geographical swaths of households in relatively lower income brackets. Still, 34% of households have an income of \$100-200,000 and 19% of households have an income of over \$200,000⁸⁷. The median income in Suffolk County is \$106,228, more than 1.5 times the median household income in the United States. However, once again, we see 22% of households with less than \$50,000 in annual income⁸⁸.

5.3.5 Relative Poverty by Race in Nassau and Suffolk (2018)

One lens through which one can see a fuller picture of the true economic landscape of Long Island is through income and relative poverty by race. The official poverty rate in Nassau and

⁸⁵ “Nassau County, NY”, Census reporter, 2019, American Community Survey 1-year estimates, <https://censusreporter.org/profiles/05000US36059-nassau-county-ny/>

⁸⁶ “Suffolk County, NY”, Data USA, <https://datausa.io/profile/geo/suffolk-county-ny>

⁸⁷ Ibid.

⁸⁸ Ibid.

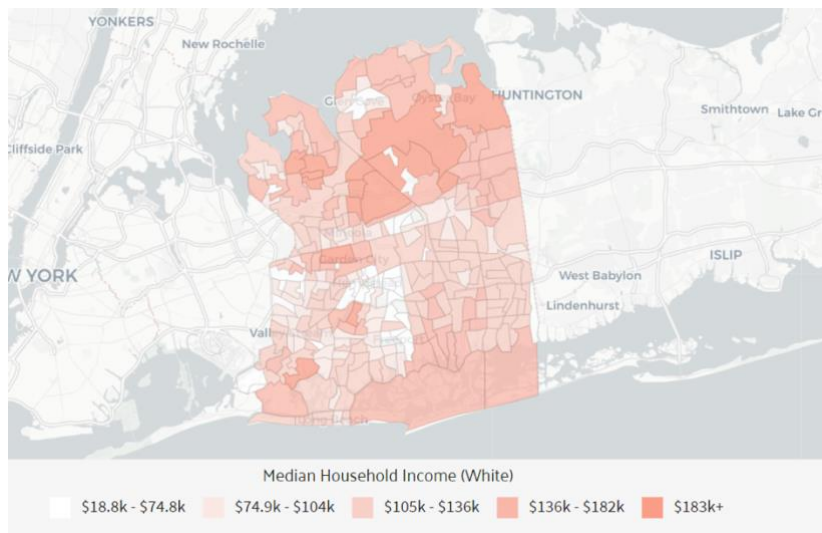
Suffolk is 5.4% and 6.5%, respectively⁸⁹. However, it is in the breakdown of poverty rates by race that we see another very important peek into the hidden pockets of poverty on Long Island.

The data shown by the U.S. Census Bureau uses certain thresholds to determine who lives in poverty. For instance, factors such as income are treated differently depending on the family size or its composition. Considering the size of the family, if the household income falls below the poverty threshold, every individual is considered to be living in poverty for public records⁹⁰.

Nassau County: Race and Income

While Nassau County experiences marginally less poverty than Suffolk County overall, the breakdown along racial lines is stark.

Using the below map, which shows Median Household Income geographically within Nassau County, broken out by White households, we see a largely wealthy population that mirrors the overall wealth shown in Figure 1. In this visual, the more pigmented the area, the higher median income of the census tract.



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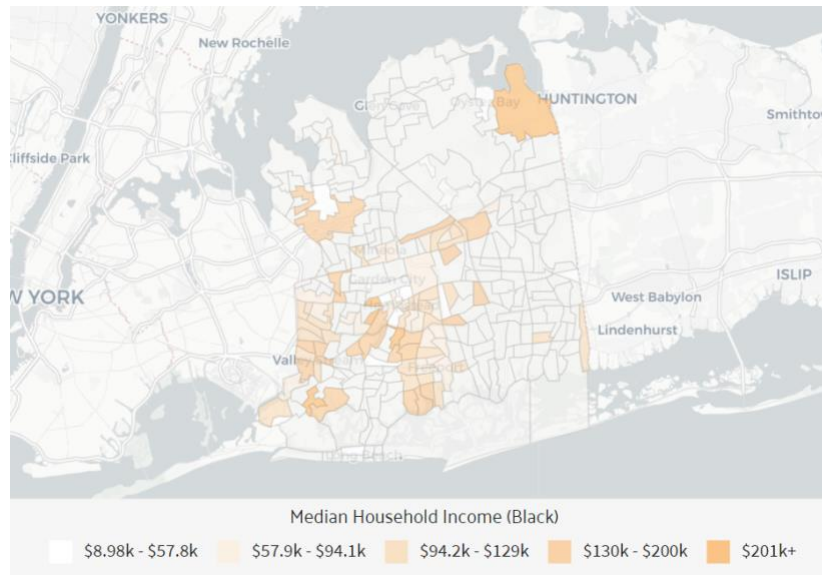
Figure 3: Image from datausa.io shows Median Household Income for White households by census tract in Nassau County in 2018

Compare this to the map in Figure 4, which shows Median Household Income geographically broken out by Black households. Again, the more pigmented the area, the higher the median income of the census tract.

⁸⁹ "Nassau County, NY", Census reporter, 2019, American Community Survey 1-year estimates, <https://censusreporter.org/profiles/05000US36059-nassau-county-ny/>.

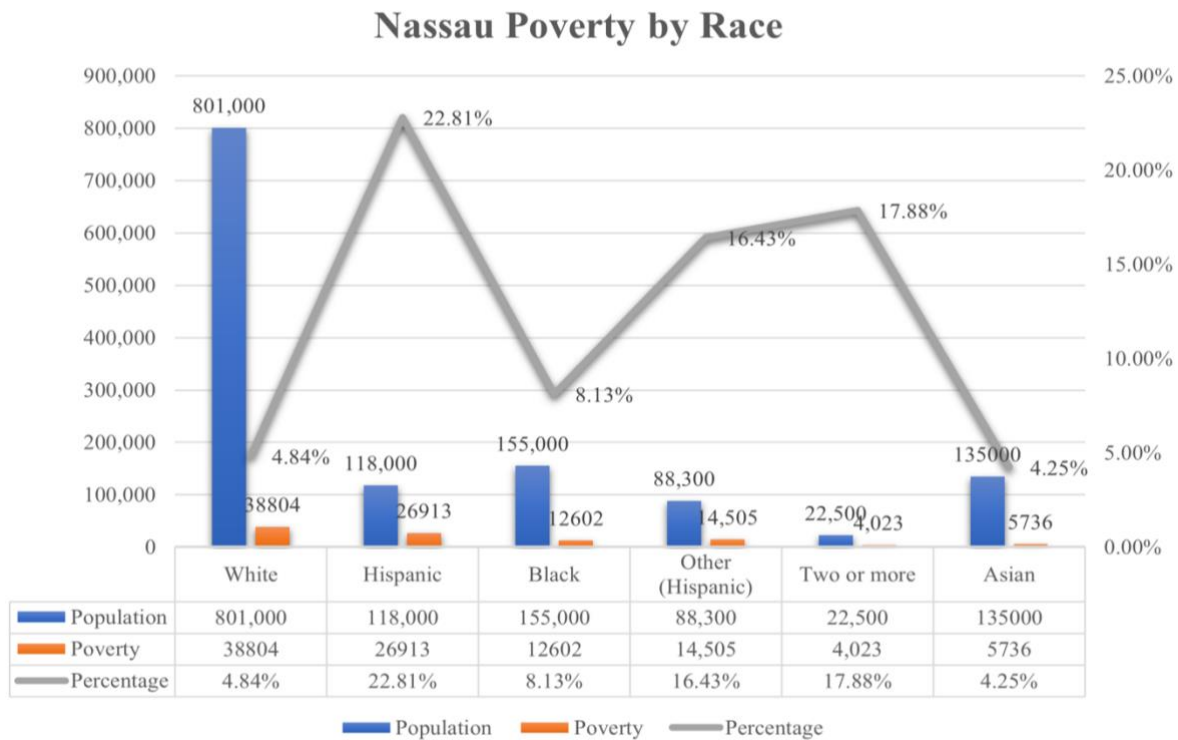
⁹⁰ "Poverty by age and gender", Data USA, https://datausa.io/profile/geo/united-states/economy/poverty_age_gender/.

⁹¹ "Nassau County, NY", Data USA, <https://datausa.io/profile/geo/nassau-county-ny/>.



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Figure 4: Image from datausa.io shows Median Household Income for Black households by census tract in Nassau County in 2018



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Figure 5: Graph shows percentage of individuals living in poverty by race in Nassau County.

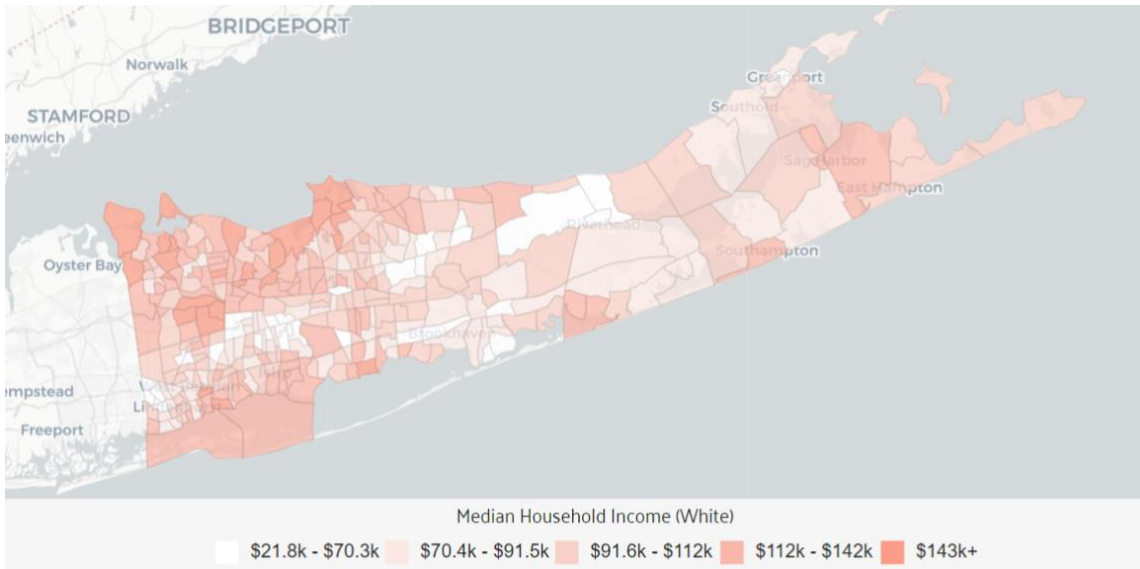
⁹² Ibid.

⁹³ Graph created from U.S. Census data

Even more glaring, as shown in Figure 5, is when examining the percent of White individuals living below the national poverty line (4.84%) to other racial and ethnic groups in the area. Hispanic individuals living below the poverty line experience the highest levels of poverty (22.81%), followed by those who identify as Other - Hispanic (16.43%) and as Two or More (17.88%), and Black individuals experience poverty (8.13%) at one and a half times the rate of White. It thus becomes clear that it is not simply extreme wealth that hides struggling populations in Long Island, but extreme White wealth.

Suffolk County: Race and Income

In Suffolk County we see a similar trend as discussed in Nassau, of wealth on racial lines.

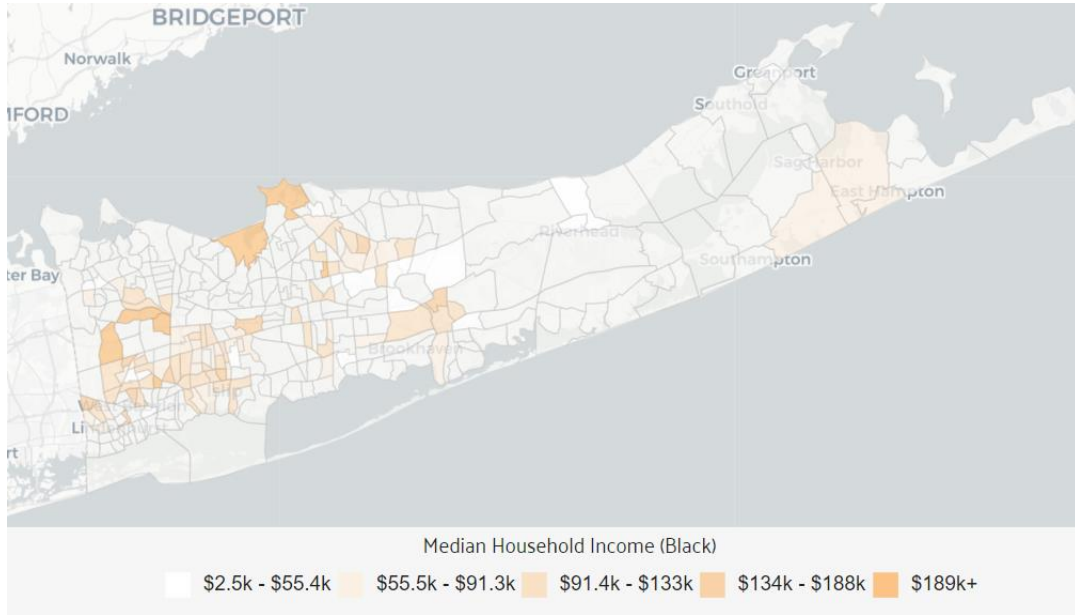


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Figure 6: Image from datausa.io shows Median Household Income for White households by census tract in Nassau County in 2018

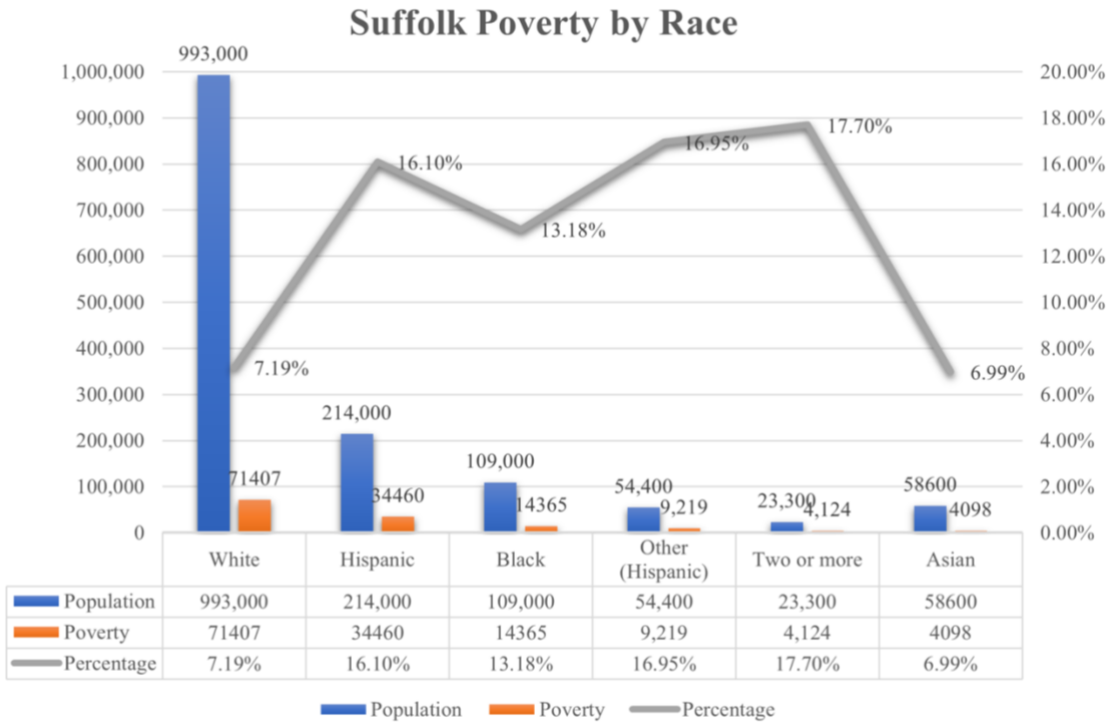
While in both Nassau and Suffolk, there are pockets of wealth within the Black population as well, it is interesting to note that for White households, the lowest income bracket reported by the Census is \$21,800-\$70,300 and for Black households the lowest income bracket reported is \$2,500-\$55,400, suggesting that, comparatively, the level of poverty for Black households versus White is more severe.

⁹⁴ "Suffolk County, NY", Data USA, <https://datausa.io/profile/geo/suffolk-county-ny>.



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Figure 7: Image from datausa.io shows Median Household Income for Black households by census tract in Nassau County in 2018



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Figure 6: Graph shows percentage of individuals living in poverty by race in Suffolk County.

⁹⁵ Ibid.

⁹⁶ Graph created from U.S. Census data.

In Suffolk, White residents (7.19%) experience higher rates of poverty than Nassau County. However, we still see large disparities when compared to other groups. Individuals who identify as Two or More races (17.7%) experience the highest levels of poverty, followed by those who identify as Other - Hispanic (16.95%) and Hispanic (16.10%). Similar to Nassau County, Black residents (13.18%) in Suffolk experience poverty at a little over one and a half times their White neighbors.

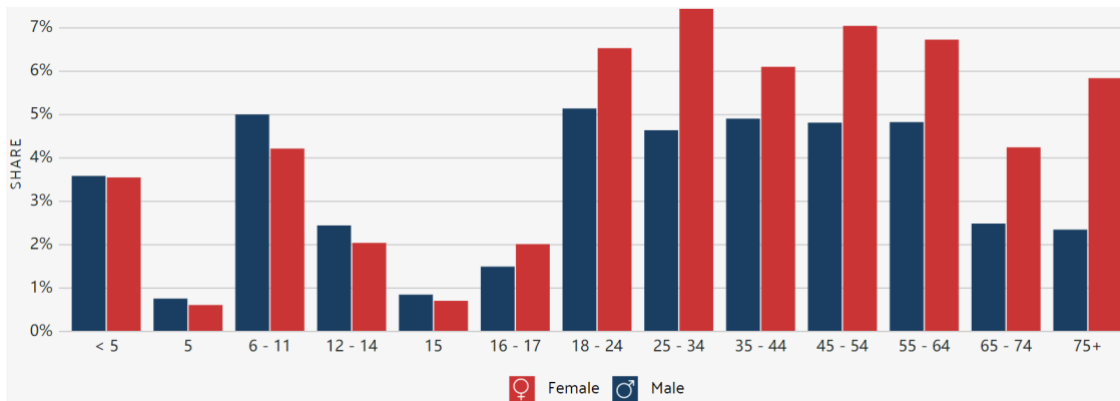
5.3.6 Poverty by Age and Gender in Nassau and Suffolk

Looking at gender- and age-disaggregated data in the two major counties in Long Island is a good approach to understanding underlying systemic inequalities. Overall, public data available show that the feminization of poverty is a major issue in the region as nearly at every range of ages, female living on or below the poverty line outnumber males.

Nassau (2018)

As the graph below shows, there is a consistent pattern of females living in poverty that is considerably larger than that of men. From the ages 16-17 and up to 75+, every age bracket depicts a larger number of women living in poverty and the wealth gap seems to increase with age. Women living in poverty are at their highest between 25-34, followed by 45-54 and lastly 55-64. Approximately 5.72% of the population for whom poverty status has been determined in Nassau live below the poverty line⁹⁷.

For individuals living above the poverty line, this economic disparity between women and men continues. The female median income for a year-round, full time worker in Nassau County is approximately \$62,519 compared to \$80,364 for males⁹⁸.



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Figure 7: Graph shows the percentage of individuals living in poverty broken out by age and gender in Nassau County.

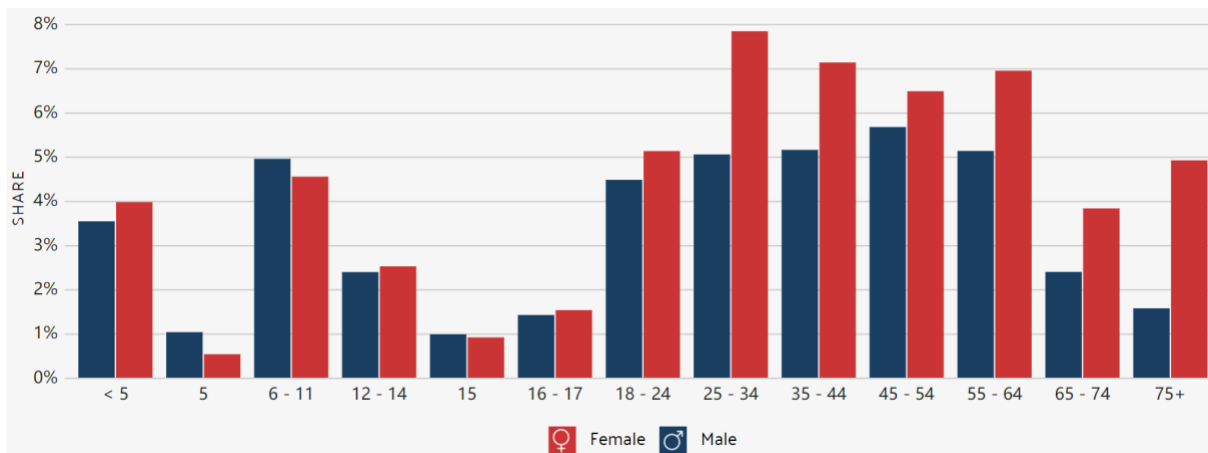
⁹⁷ "Nassau County, NY", Data USA, <https://datausa.io/profile/geo/nassau-county-ny>.

⁹⁸ "Nassau County, New York", United States Census Bureau, Data Census, <https://data.census.gov/cedsci/profile?q=0500000US36059>.

⁹⁹ "Nassau County, NY", Census reporter, 2019, American Community Survey 1-year estimates, <https://censusreporter.org/profiles/05000US36059-nassau-county-ny/>.

Suffolk (2018)

Similarly, the gendered poverty rate of Suffolk shows that women living in poverty outnumber men in nearly every age bracket. In fact, the poverty trend for females is nearly identical to that of Nassau, since the largest group of women in poverty are aged 25-34, followed by 35 - 44 and then 55 - 64. Additionally, 7.12% of people considered to be poor in the county live below the poverty line¹⁰⁰. We also, once again, see this gendered economic disparity for individuals living above the poverty line in Suffolk. The median income is generally lower in this area compared to Nassau, with the female median income for a year-round, full time worker approximately \$54,706 compared to \$70,541 for males



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Figure 8: Graph shows the percentage of individuals living in poverty broken out by age and gender in Suffolk County.

Overall, the regional analysis shows that Long Island has a larger population of women living in poverty and poverty is at its worst from 25-64 years of age. This allows us to conclude that adult women are a social group with acute need of support and more importantly, that there is an underlying structure that worsens social and economic conditions for women in the region. Nevertheless, public data available show that the number of people living below the poverty line is lower than the national average of 13.1%.

¹⁰⁰ Ibid.

¹⁰¹ "Nassau County, NY", Data USA, <https://datausa.io/profile/geo/nassau-county-ny>.

5.3.7 Employment by Occupation and Industry

Nassau

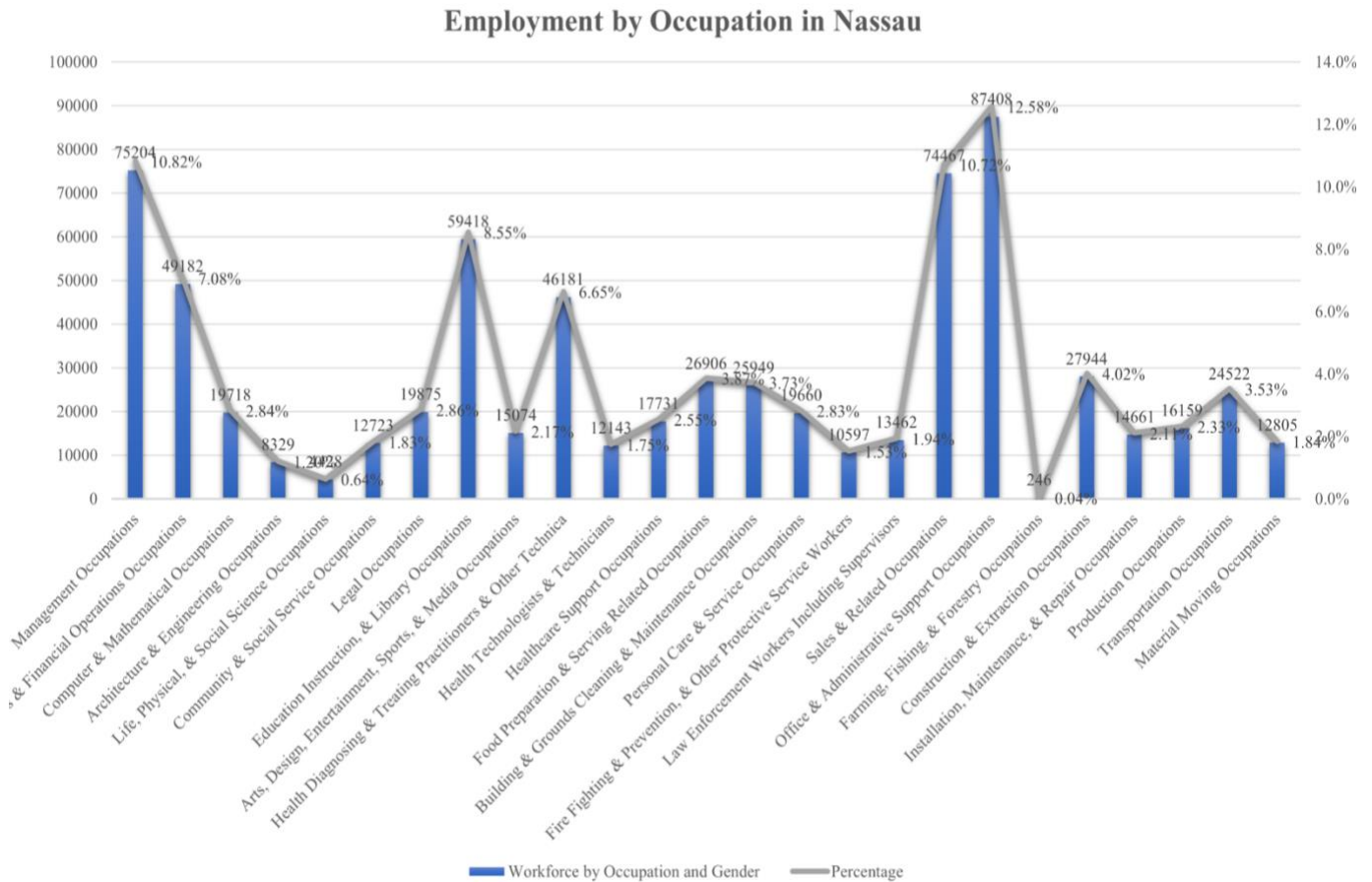


Figure 9: Graph shows the employment by occupation in Nassau.

The most common job groups, by number of people living in Nassau County, NY, are Office & Administrative Support Occupations (87,408 people), Management Occupations (75,204 people), and Sales & Related Occupations (74,467 people)¹⁰².

¹⁰² Ibid.

Employment by Industry in Nassau

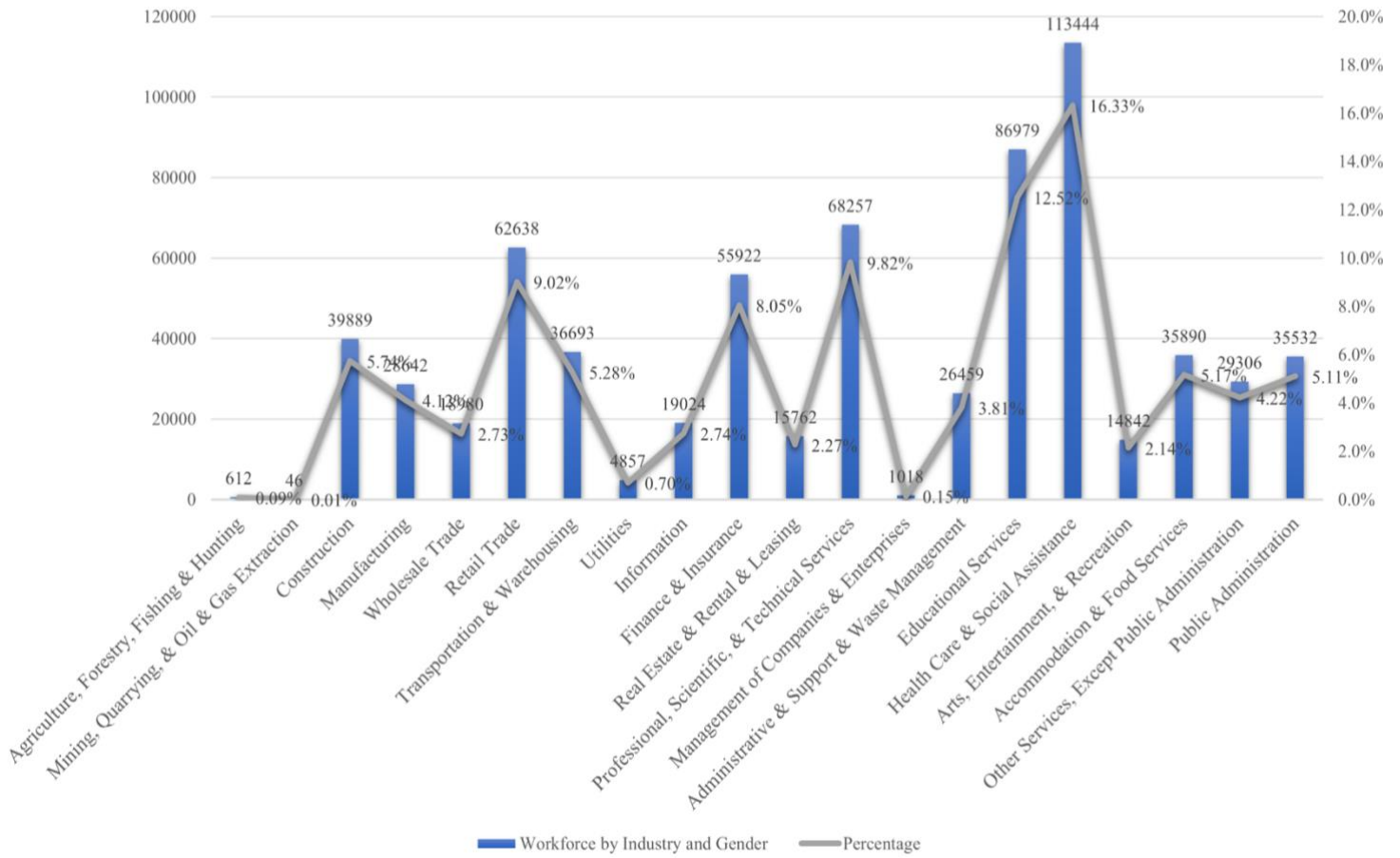


Figure 10: Graph shows the employment by industry in Nassau.

The most common employment sectors for those who live in Nassau County, NY, are Health Care & Social Assistance (113,444 people), Educational Services (86,979 people), and Professional, Scientific, & Technical Services (68,257 people)¹⁰³.

¹⁰³ Ibid.

Suffolk

Employment by Occupation in Suffolk

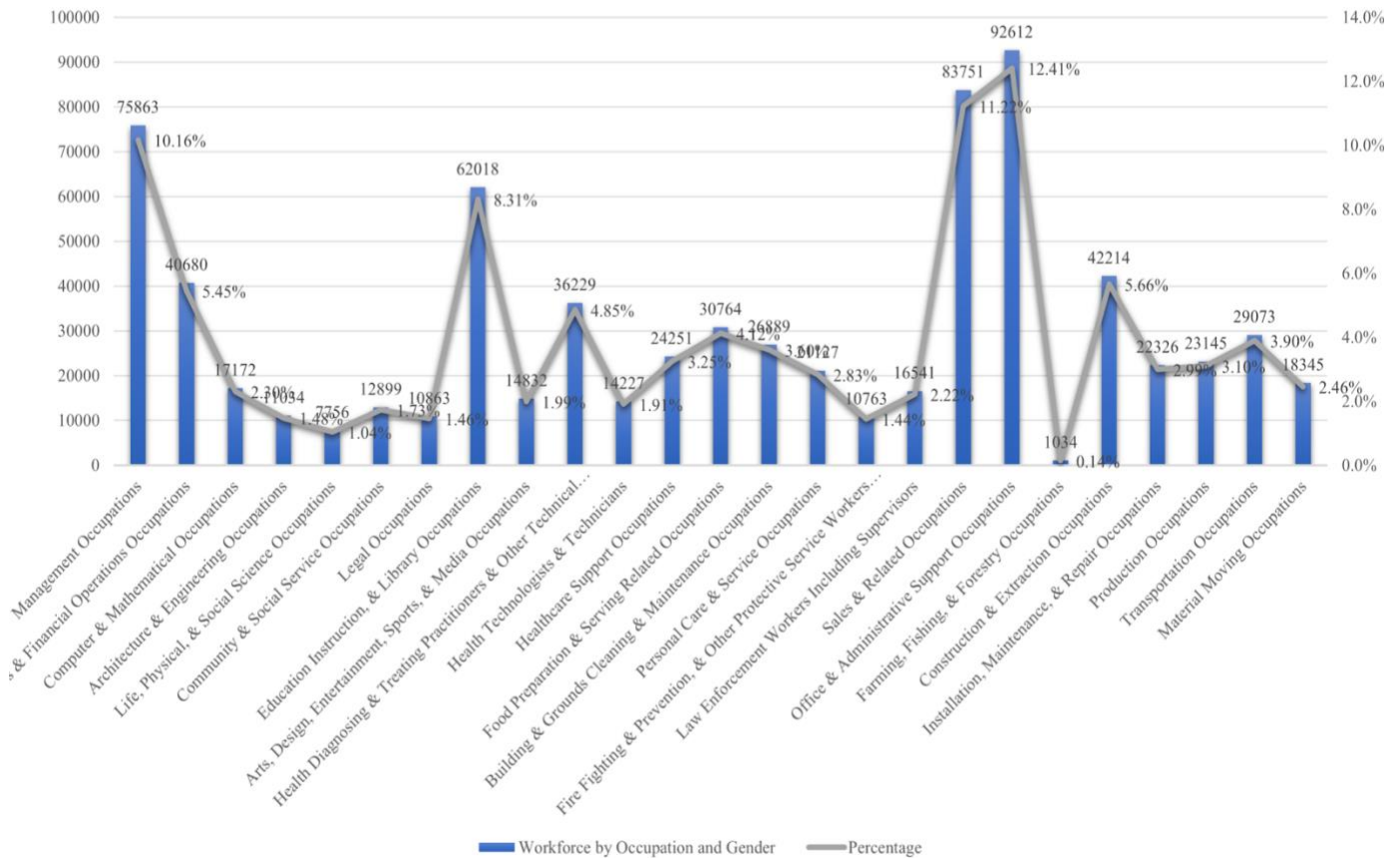


Figure 11: Graph shows the employment by occupation in Suffolk.

The most common job groups, by number of people living in Suffolk County, NY, are Office & Administrative Support Occupations (92,612 people), Sales & Related Occupations (83,751 people), and Management Occupations (75,863 people)¹⁰⁴.

¹⁰⁴ "Suffolk County, NY", Data USA, <https://datausa.io/profile/geo/suffolk-county-ny>.

Employment by Industry in Suffolk

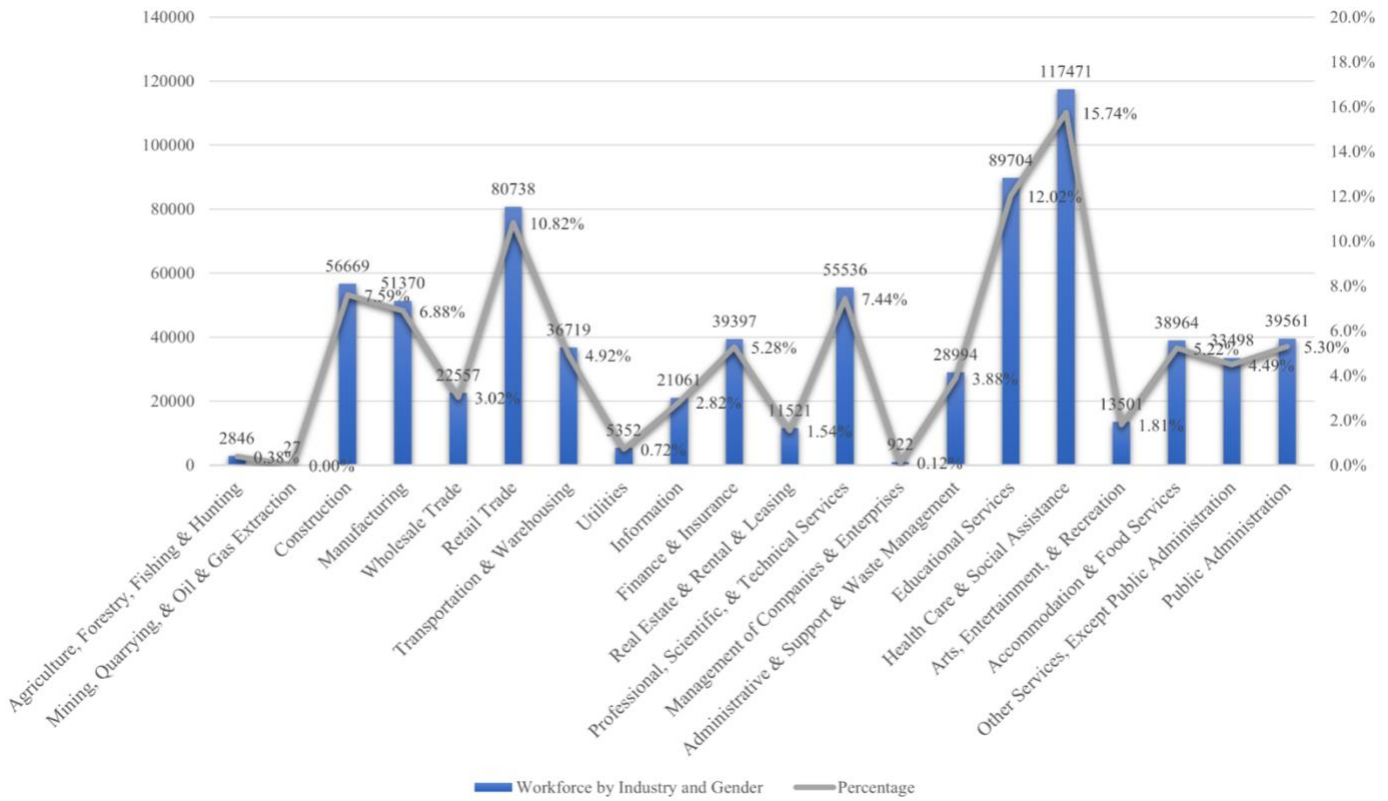


Figure 12: Graph shows the employment by industry in Suffolk.

The most common employment sectors for those who live in Suffolk County, NY, are Health Care & Social Assistance (117,471 people), Educational Services (89,704 people), and Retail Trade (80,738 people)¹⁰⁵.

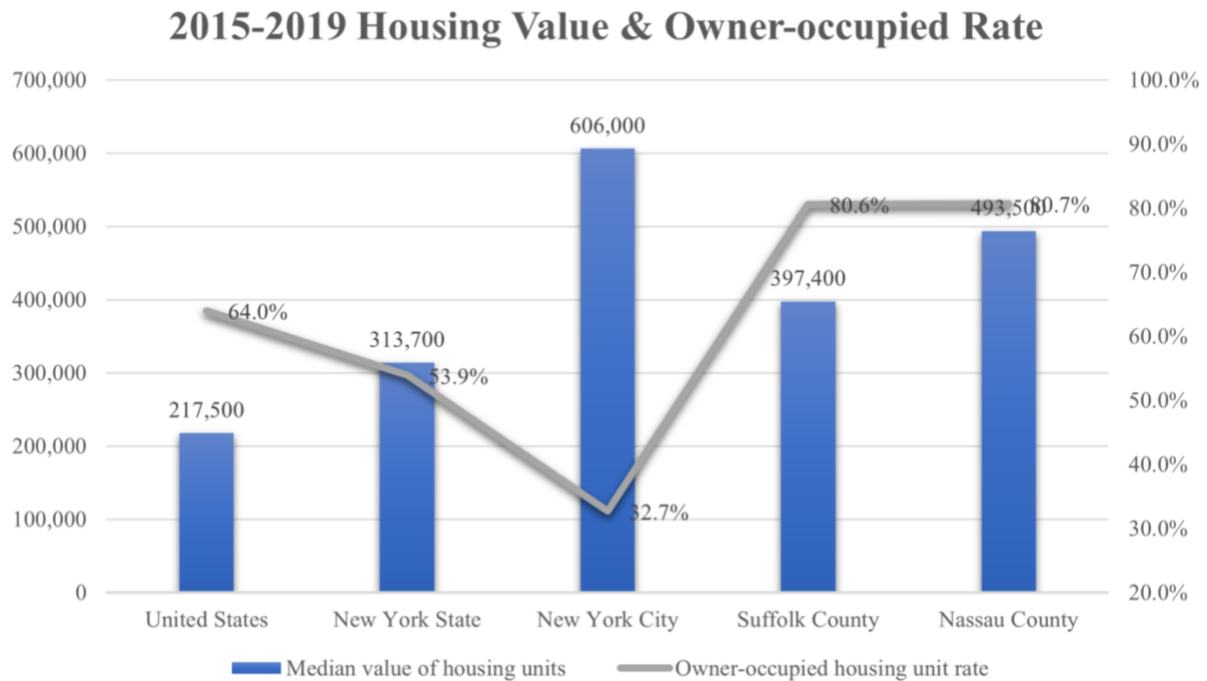
5.3.8 Housing in Nassau and Suffolk (2019)

Understanding housing in Long Island is crucial to understanding the full landscape of wealth and areas of need in the area. It is also an important point of focus due to real estate's important role in understanding economic equity in the area through generational wealth. Generational wealth is generally understood to be an indicator of a communities' financial stability in the United States and real estate is one of the most common methods through which children inherit generational wealth from their parents or grandparents¹⁰⁶.

¹⁰⁵ Ibid.

¹⁰⁶ Megan DeMatteo, "How this entrepreneur is working to help Black women build generational wealth through homeownership", Nov 25, 2020, CNBC; <https://www.cnbc.com/select/what-is-generational-wealth/>.

As shown below, on the face the state of housing in Long Island looks positive when examining owner occupied rates, and more. However, viewing this information through the lens of previously discussed levels of income for populations that are struggling, the high housing prices suggest a high barrier for community members who are struggling to enter into the housing market and build wealth for the future through real estate.



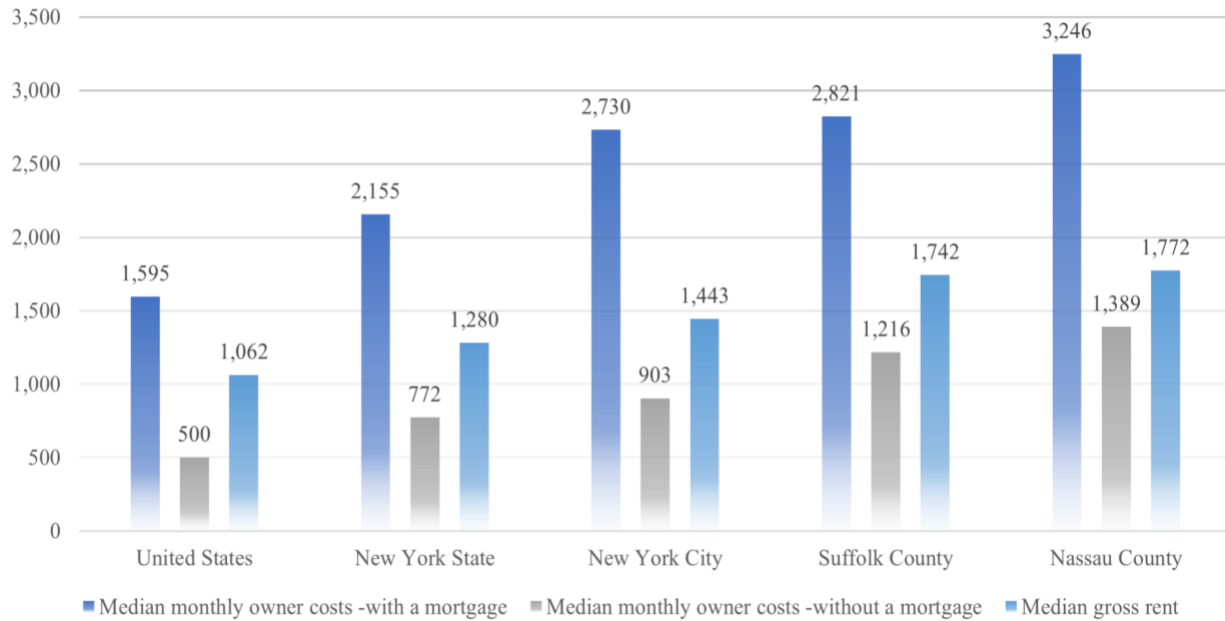
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Figure 13: The percentage of owner-occupied housing units against the median housing value in Suffolk and Nassau counties in Long Island compared to the average of state and nation level.

Interestingly, while Nassau and Suffolk County emerged as affordable alternatives to New York City, the increase in cost of living has pushed median rent prices up to levels almost one and a half times the median rent prices nationally. This may contribute further to financial issues facing struggling communities.

¹⁰⁷ Graph created from U.S. Census data.

2015-2019 Owner Costs & Gross Rent

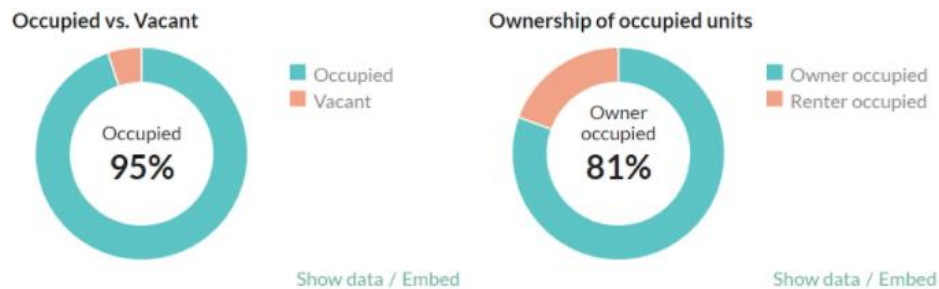


108

Figure 14: median monthly owner costs (with mortgage), median monthly owner costs (without mortgage), and median gross rent and compares across regions in Suffolk and Nassau

Nassau

In Nassau County, according to U.S. census data, approximately 95% of housing units are occupied with only 5% vacant. Of these units, 81% are owner occupied compared to 19% renter occupied.

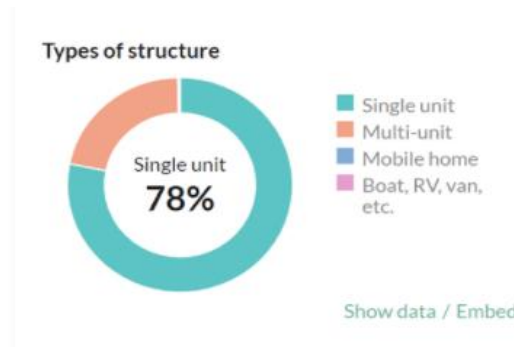


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¹⁰⁸ Graph created from U.S. Census data.

¹⁰⁹ Nassau County, NY; Census Reporter; "Housing Units & Occupancy"; Retrieved from: <https://censusreporter.org/profiles/05000US36059-nassau-county-ny/>.

The vast majority (78%) of the housing are single unit structures, as compared to approximately 22% multi-unit structures, which gives insight into the stratification of residents living in traditional houses versus apartment or split unit housing types.

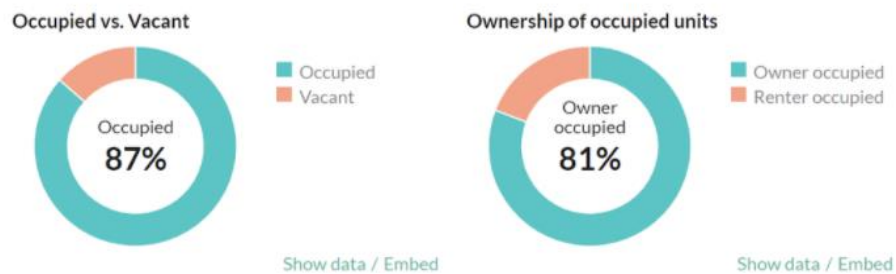


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As more context to housing prices, the median value of owner-occupied units in Nassau County is more than double than the United States median rates at \$561,400. Further, 50% of owner-occupied units are valued between \$500,000 and \$1,000,000 and 5% of units are valued at over \$1,000,000.

Approximately 7% of housing units are valued under \$300,000 in Nassau County. Referring back to earlier discussed income levels, with approximately 20% of residents making less than \$50,000 annually this leaves very little housing that could be conceivably considered “affordable” to this population¹¹¹.

Suffolk



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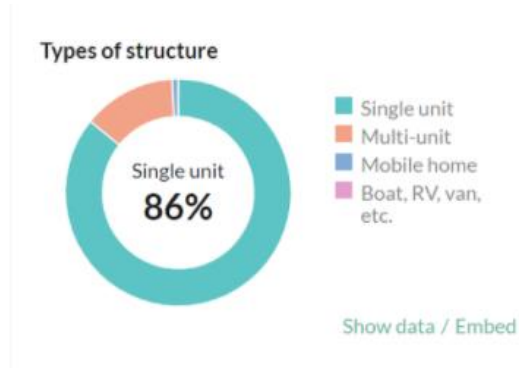
In Suffolk County, the housing market shows a slightly different story. According to U.S. census data, 87% of housing units are occupied, with 13% vacant. However, similar to Nassau, 81% are

¹¹⁰ Suffolk County, NY; Census Reporter; “Housing Units & Occupancy”; Retrieved from: <https://censusreporter.org/profiles/05000US36103-suffolk-county-ny/>.

¹¹¹ “Using conventional financial wisdom, and assuming the ability to put \$25,000 down payment, one would need to make \$51,292 annually to afford a home valued at \$300,000.” Retrieved from: <https://www.dollartimes.com/income-needed-for-house/500000>.

¹¹² Suffolk County, NY; Census Reporter. “Housing Units & Occupancy.” Retrieved from: <https://censusreporter.org/profiles/05000US36103-suffolk-county-ny/>.

owner-occupied and 19% is renter occupied. There is a higher rate of single unit housing in Suffolk, with 86% of structures being single unit.



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Median housing values of owner-occupied units is comparatively lower to Nassau at \$430,500, however this is still more than one and a half times the amount of the United States median housing value. Further, while there is more evidence of lower wealth in Suffolk there is also more comparatively affordable housing options in Suffolk as compared to Nassau with 16% of housing valued at under \$300,000 and 27% of housing valued at \$300,000-\$400,000. There is still a significant proportion of highly priced housing with 29% between \$500,000 and \$1,000,000 and 3% valued over \$1,000,000.

¹¹³ Suffolk County, NY; Census Reporter; "Housing Units & Occupancy"; Retrieved from: <https://censusreporter.org/profiles/05000US36103-suffolk-county-ny/>.

5.4 Areas of Opportunity

5.4.1 Poverty as a Salient Issue for Minorities

Long-standing inequities continue to oppress women disproportionately and perpetuate gender stereotypes in Long Island. As mentioned above, poverty in Long Island predominantly affects women and racial minorities, making them the population groups that could benefit the most from intervention.

As has been noted in multiple studies, suburbs have become the new centers of poverty in the U.S... This is particularly true for the communities living in Nassau and Suffolk, which struggle economically, are burdened with poor transportation systems, food deserts, lack of access to quality childcare, and whose safety nets are precarious¹¹⁴. This is echoed by qualitative data we gathered through in-depth interviews, through which the most salient issues in Long Island were related to social injustice mainly manifested through a persistent unaffordable housing and criminal justice reforms, both affecting women of color disproportionately. This will be further analyzed in the corresponding section.

Long Island is a very segregated region, with shocking contrasts within a few blocks, which has created the multiplicity of social divisions on Long Island¹¹⁵. Areas that had once been one community were divided decades ago into separate villages and school districts, and with that came huge wealth gaps between communities, increasing racial and ethnic segregation. For instance, between Garden City and Hempstead you can step across a street that divides the two school districts and incorporated villages and be shocked by the contrast. In Garden City, the median household income is \$172,000 and only 2.5% of residents are below the poverty line¹¹⁶. On the other hand, in Hempstead the median income is \$62,000 and a staggering 28% of children under 18 live in poverty¹¹⁷.

Long Island's population has changed significantly over the last 20 years, as reflected in increasing migration patterns, especially from Central America. As of today, there are approximately 527,000 immigrants living in Long Island, according to the latest four-year average from Census surveys, and the Migration Policy Institute estimates that 100,000 of those are undocumented. Long Island's senior population has grown by 34% since 2000, the highest rate in the region. With all of these changes there's been a significant rise in the percentage of children qualifying for free or reduced lunch. Overall, 24% of all school-age children in 2015 qualified for free or reduced lunch.¹¹⁸

¹¹⁴ The Rauch Foundation. "A Short Primer on Long Island's Need." Retrieved from: https://www.rauchfoundation.org/files/8415/8738/2970/LI_Appeal.pdf.

¹¹⁵ Ibid.

¹¹⁶ Ibid.

¹¹⁷ Ibid.

¹¹⁸ Ibid.

5.4.2 Gentrification

As this report highlighted in our housing section, the cost of housing for many struggling in Long Island is too high, there is a lack of affordable owner-occupied housing, and relatively low levels of renting. One could argue that Long Island is in late stages of gentrification and that the communities are largely already displaced and affected by the existence of extreme wealth in their area. This context is important to understanding the conditions of lower income individuals who still reside in the area and who would benefit from increased access to housing support and subsidized living costs.

In Long Island, it is not just those who live under the poverty line who suffer with high housing and living costs. According to the Rauch Foundation, a family of four trying to rent a two-bedroom unit would need \$30.44 p/hr to cover rent, utilities, food, childcare and transportation, yet, those who work in Long Island (versus working at corporate jobs in New York City and commuting back to Long Island) receive an average of \$12.96 p/hr in Nassau and \$13.65 p/hr in Suffolk¹¹⁹. This gap leaves many “working poor” with little opportunity to provide adequately for their families.

5.4.3 Child Care

The provision of childcare is currently facing a crisis, as with public education, child care is not a typical market-based industry. Child care is often unaffordable for working parents who need it the most, and government subsidies are not ameliorating the current situation as needed: 85% of revenue for child care providers is obtained from private fees paid directly to the provider by the parent¹²⁰. Furthermore, child care providers cannot control their costs as they are often determined by norms and statutes, and they are heavily dependent on credentials, training, qualified staff and safety facility requirements. These factors altogether have made the child care industry highly unstable and unreliable, as it is a high-skilled and low-paid job, and child care centers report high turnover rates¹²¹.

Data shown by the State of New York shows that:

- 46% of households in Nassau and 52% in Suffolk earn less than \$100,000/year.
- The average income for a single mother in Nassau is \$50,000 and in Suffolk \$45,000¹²².

Nevertheless, average market rates for child care in Long Island are:

- \$15,500 for one preschool child in a center
- \$14,250 for one child in a family or group program
- \$18,200 for one child under age 2 in a center

¹¹⁹ Ibid.

¹²⁰ New York State of Opportunity; Long Island: Breaking Down Barriers; retrieved from: <https://regionalcouncils.ny.gov/sites/default/files/2019-10/2019LongIslandProgressReport.pdf>.

¹²¹ Ibid.

¹²² Ibid.

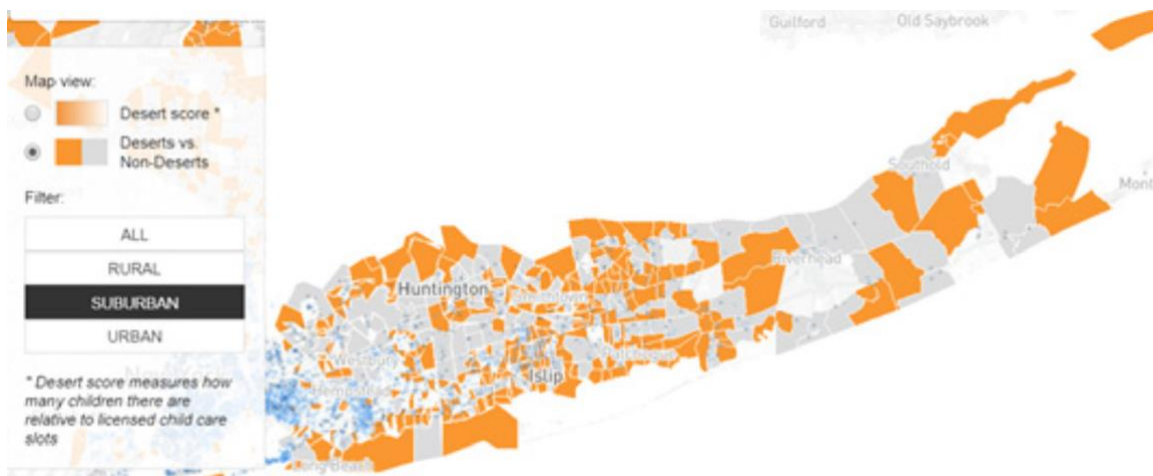
- \$15,000 for one child under age 2 in a family or group¹²³

These numbers show that an average working household would need to spend 15% of their taxable income on child care, and the burden increases in the case of single-parent families. For instance, a single mother earning \$50,000 a year would be required to pay at least 36% of her gross income on child care related services; with 2 children she would pay more than 60% of her income. This is unacceptable.

Nevertheless, even if parents were able to afford child care, there is currently scarcity of child care centers, since less child care businesses are available and child care slots are also considerably less than they were in 2017. As above mentioned, the high turnover rates and low wages make it less attractive for caregivers to offer their services.

According to the 2019 Progress Report published by the State government, “there are 155,795 children under 5 on Long Island, 122,917 in a household with all available caregivers in the workforce. Only 10% of Long Island’s 4-year-olds have access to publicly-funded pre-kindergarten through their school district (compared to every 4-year-old in New York City).¹²⁴”

In sum, Long Island is suffering from an acute lack of child care centers and providers, which is called as “child care deserts” in both most important counties.



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Figure 15: This map from the NY REDC State of the Region shows child care deserts in Long Island: the desert score is calculated by how many children exist relative to licensed child care centers

¹²³ Ibid.

¹²⁴ Ibid.

¹²⁵ Ibid.

5.5 Covid-19

In this section, we provide an overarching view of the devastating impact of COVID-19 through a national lens. It has been shown across the country that the effects of the pandemic are felt more intensely in areas that were already struggling. In the coming year, more may come to light as to how Long Island and Mid-Hudson were specifically affected; this overview provides a wider understanding in the meantime.

The social and economic impacts of the COVID-19 pandemic are not yet entirely clear. However, several preliminary studies have stated that the negative impacts of the global health crisis are unveiling long-standing inequities and worsening the livelihoods of many who were already disadvantaged, even prior to the pandemic. Thus, given the magnitude of the crisis and its current and potential effects, it mandated a deeper analysis of the consequences it might have for women, non-binary individuals, racial and/or ethnic minorities and children as a focus population of this report. It must be stated that the information provided in this section represents a national scenario rather than localized on our target regions, due to the scarce amount of available data on a geographically narrowed region.

While the adoption of a work-from-home labor dynamic was necessary to control the spread of the virus, it had enormous negative effects for people who weren't able to adopt a smooth home-office dynamic. Studies have shown that women have been particularly affected due to caregiving activities, and because many -especially minority- women work either in the informal economy or have low-skilled and low-wage jobs¹²⁶.

Brookings' report highlighted that before the pandemic, 28 million working women worked in jobs with low wages, which represents 46% of the female workforce. Furthermore, the intersection of gender and race only worsened the scenario for Black and Hispanic women, who were hit harder by the pandemic. This is because among low-wage jobs, 54% are held by Black women and 64% by Hispanic women. The fact that only 40% of these jobs are held by White women, unveils the systemic racism and structural inequalities existing in the United States¹²⁷.

As above mentioned, caregiving activities have been a considerable burden for women working from home during the COVID-19 pandemic¹²⁸. The balance between family and professional life has been a major struggle for women. This is particularly relevant since on average, one in four women has a child at home. This amounts to 15.5 million women, out of which only a few can afford working part time or have relatives who can care for their children while they work. However, about 17% of these working women usually rely on childcare facilities and schools to care for their children while they work. The gender factor becomes important regarding childcare, as 12% of working men rely on these caregiving spaces to look after their children

¹²⁶ BATEMAN, Nicole et al. (2020). Why has COVID-19 been especially harmful for working women? Brookings. Retrieved from: <https://www.brookings.edu/essay/why-has-covid-19-been-especially-harmful-for-working-women>.

¹²⁷ Ibid.

¹²⁸ MADGAVKAR, Anu (2020) COVID-19 and gender equality: Countering the regressive effects. McKinsey and Company. Retrieved from: <https://www.mckinsey.com/featured-insights/future-of-work/covid-19-and-gender-equality-countering-the-regressive-effects>.

while they work¹²⁹. Similarly, McKinsey’s analysis on the gendered effect of COVID-19 has shown that women’s jobs are 1.8 times more vulnerable to the crisis and its effects than those of men¹³⁰.

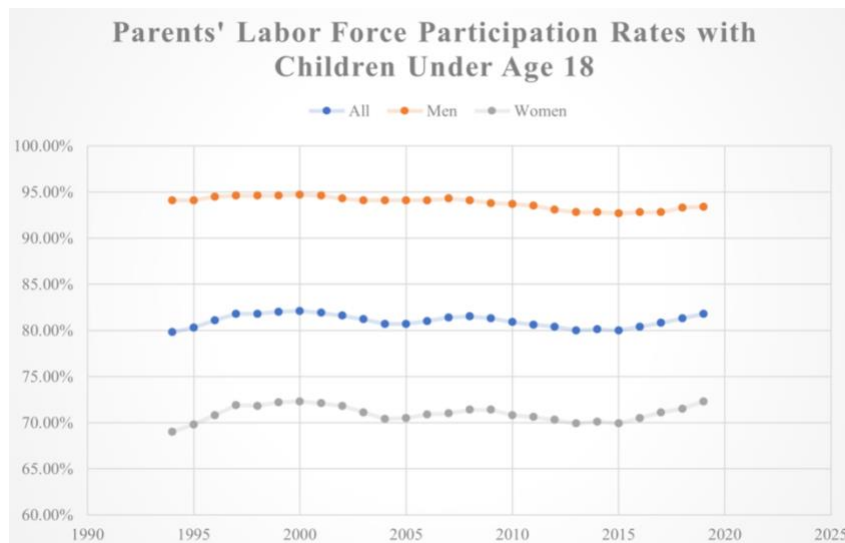


Figure 16: Graph shows percentage of parents engaged in labor broken out by gender

Job insecurity and burdensome caregiving labor have exposed that there are not enough and affordable childcare services to ease working life for women. The current state of childcare service provision is affecting mothers of color disproportionately. Even before the pandemic, available childcare was extremely costly, demanding an estimate of 7% of a household’s annual income. High costs of childcare are usually driving women out of the workforce or forcing them to take part-time jobs that contribute to cyclic and intergenerational poverty. Once COVID-19 hit and schooling went virtual for children, caring for children became exhausting for working mothers¹³¹.

According to the Center for American Progress, in September 2020 865,000 women dropped out of the workforce to be able to care for their children. This staggering statistic shows a deeply

¹²⁹ BATEMAN, Nicole et al. (2020). Why has COVID-19 been especially harmful for working women? Brookings. Retrieved from: <https://www.brookings.edu/essay/why-has-covid-19-been-especially-harmful-for-working-women>.

¹³⁰ MADGAVKAR, Anu (2020) COVID-19 and gender equality: Countering the regressive effects. McKinsey and Company. Retrieved from: <https://www.mckinsey.com/featured-insights/future-of-work/covid-19-and-gender-equality-countering-the-regressive-effects>.

¹³¹ BATEMAN, Nicole et al. (2020). Why has COVID-19 been especially harmful for working women? Brookings. Retrieved from: <https://www.brookings.edu/essay/why-has-covid-19-been-especially-harmful-for-working-women>; MADGAVKAR, Anu (2020) COVID-19 and gender equality: Countering the regressive effects. McKinsey and Company. Retrieved from: <https://www.mckinsey.com/featured-insights/future-of-work/covid-19-and-gender-equality-countering-the-regressive-effects>.

gendered social dynamic, as the female dropout outnumbers that of male by four times, as only 216,000 men dropped out of the labor force¹³².

This shocking data was foreseeable, as the numbers corroborate the predictions that COVID-19 was expected to have on women and children. A piece ran by the Washington Post pointed out that “one out of four women who reported becoming unemployed during the pandemic said it was because of a lack of child care—twice the rate among men.¹³³” This represents a concerning regression in neoliberal feminism and its aim to incorporate more women into the labor force.

In the same vein, mothers of color have been the most affected. Black and Hispanic women have the highest loss of hours due to the lack of child care¹³⁴. This is expected to have long lasting effects, as the decrease in employment rates of these women will impact directly current and future earnings, perpetuating structural inequalities and trapping women and their families in cyclic poverty.

The National Bureau of Economic Research expanded on the causes of why women were hit hardest regarding employment during the pandemic. According to their study more women have lost their jobs because the industries they worked in were the most affected during the health crisis, such as retail establishments, hospitality, education and healthcare¹³⁵. These industries have been hit hardest whether because of the nature of the work, which didn’t allow workers to work from home, or because the demand for their sectors’ services plummeted with the stay-at-home mandate¹³⁶.

The pandemic effects for child care providers have been disastrous too. The Center for American Progress noted that many daycares and in general care providers were forced to stop operating in the beginning of the pandemic and were severely affected because of high dropout rates and families not paying childcare fees. This study reveals that as of April 2020, “as many as 4.5 million child care slots could be permanently lost due to the pandemic”¹³⁷. This is expected to change family dynamics into an old fashioned, stereotypical gender division of labor: parents are willing to provide care for their children on their own or will rely on relatives to do so.

¹³² KASHEN, Julie et al. (2020). How COVID-19 Sent women’s workforce progress backwards. Center for American Progress. Retrieved from: <https://www.americanprogress.org/issues/women/reports/2020/10/30/492582/covid-19-sent-womens-workforce-progress-backward/>.

¹³³ MODESTINO, Alicia (2020). Coronavirus child-care crisis will set women back a generation. The Washington Post. Retrieved from: <https://www.washingtonpost.com/us-policy/2020/07/29/childcare-remote-learning-women-employment/>.

¹³⁴ Ibid.

¹³⁵ KARAGEORGE, Eleni X. (2020) COVID-19 recession is tougher on women. Monthly Labor Review BLS. Retrieved from: <https://www.bls.gov/opub/mlr/2020/beyond-bls/covid-19-recession-is-tougher-on-women.htm>.

¹³⁶ ALON, Titan et al. (2020) The impact of COVID-19 on gender equality. NBER Working Paper Series. National Bureau of Economic Research. Retrieved from: https://www.nber.org/system/files/working_papers/w26947/w26947.pdf.

¹³⁷ KASHEN, Julie et al. (2020). How COVID-19 Sent women’s workforce progress backwards. Center for American Progress. Retrieved from: <https://www.americanprogress.org/issues/women/reports/2020/10/30/492582/covid-19-sent-womens-workforce-progress-backward/>.

Regarding schooling, virtual education information has shown that working mothers have had to reduce their working shifts to be able to look after their children, unlike men that have reported considerably less reductions. These disproportional reductions are expected to increase the gender pay gap within households. with young children have arranged reductions in their work hours that are four to five times greater than the reductions arranged by fathers. These disproportionate reductions have more than doubled the gap between the number of hours worked by women and by men¹³⁸.

¹³⁸ KASHEN, Julie et al. (2020). How COVID-19 Sent women's workforce progress backwards. Center for American Progress. Retrieved from: <https://www.americanprogress.org/issues/women/reports/2020/10/30/492582/covid-19-sent-womens-workforce-progress-backward/>.

5.6 Mid-Hudson Valley

This report provides an in-depth analysis of the Long Island region due to the area being a close neighbor to New York City, and widely considered an unofficial suburb to the City, making it an obvious choice for the New York Women's Foundation to expand their services. However, looking to the future and towards other areas that could benefit from NYWF's support, Mid-Hudson Valley cannot be ignored. Mid-Hudson Valley covers a large geographic area. The southern counties and the Metro-North rail line allows for relatively easy commuting into New York City, with many residents living in Mid-Hudson and commuting to New York City. It is also a common destination for New York city dwellers who wish to relocate and access more space, experience the natural beauty of the area and the comparatively low cost of living. Post-COVID-19, real estate agents have reported record high numbers of New York city residents making the choice to move to Mid-Hudson Valley¹³⁹; with this growth, so has the need to understand this area's connection to New York City grown and this need will only increase.

5.6.1 Mid-Hudson Valley History

The region is situated to the north of New York City and it is, as its name suggests, along the Hudson River. The Mid-Hudson region includes the Ulster, Dutchess, Sullivan, Orange, Putnam, Rockland and Westchester counties¹⁴⁰. Its riverside privileged location makes the region ideal for rural activities, farmlands and water-related activities. As in the case of Long Island, the region's close proximity to New York City explains the many commuting opportunities and public transportation available. Its current population is 2,289,762 people.

The region is well known for its colonial legacy. Unlike the United State's British influence, this region is markedly different because of its Dutchess roots, as in 1624 the Dutch colonized the valley¹⁴¹. The river is named after Henry Hudson, who sailed up the Hudson River in 1609 and consequently, gave name to the region¹⁴².

The Mid-Hudson Valley has been home to the nation's elites as Statesmen and politicians, as it is a very culturally vibrant site. However, the region's importance was initially due to its military and strategic role during the Revolutionary War as several forts were built in to protect the area. Nevertheless, the region benefited from the creation of the steamboat since it gave the river another use: leisure. Tourism skyrocketed as passengers were able to navigate the river on boats. Similarly, an economic boom benefited the region and its locals when the Erie Canal was built, allowing trade and industrial expansion to take place¹⁴³.

¹³⁹ Mid-Hudson News, "Thinking of Relocating to The Hudson Valley?", August 19,2020; Retrieved from: <https://midhudsonnews.com/2020/08/19/thinking-of-relocating-to-the-hudson-valley/>.

¹⁴⁰ New York State; Inside Mid-Hudson, retrieved from: <https://esd.ny.gov/regionaloverviews/midhudson/insideregion.html#:~:text=The%20Mid%2DHudson%20Region%20is,%2C%20Rockland%2C%20and%20Westchester%20counties.>

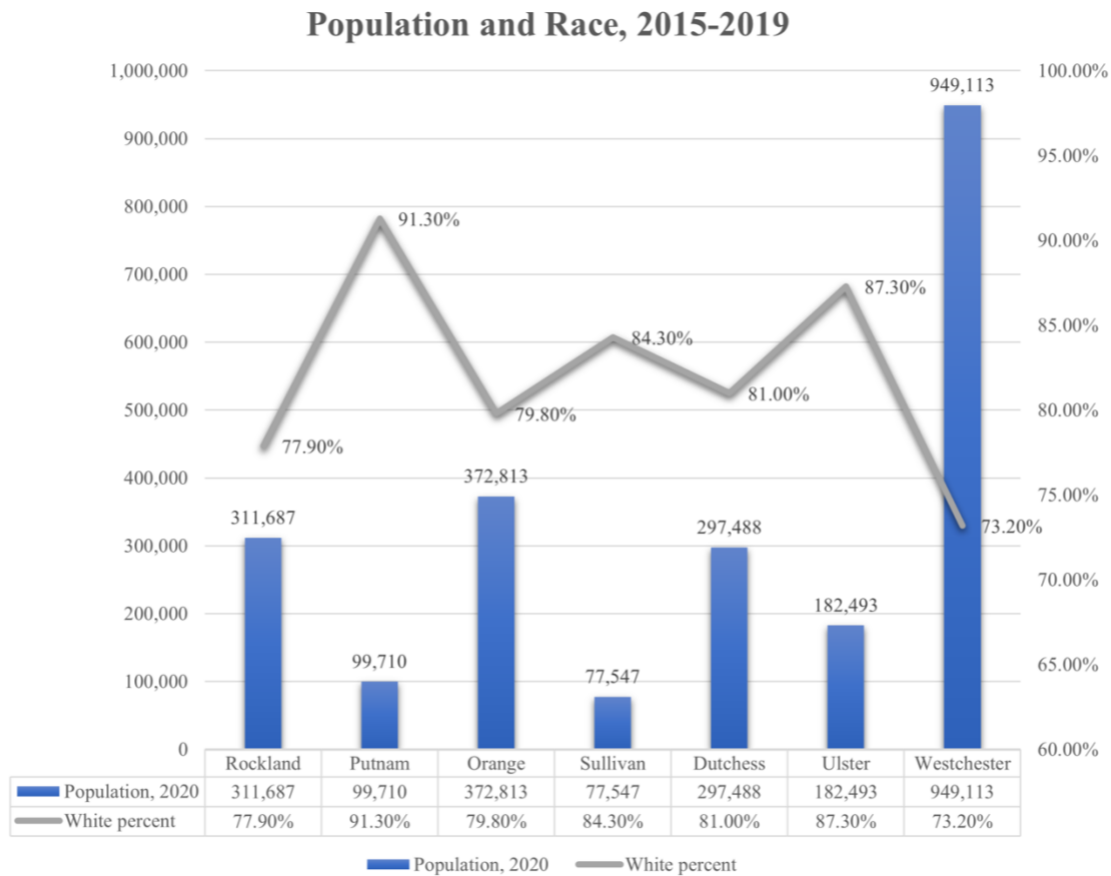
¹⁴¹ LEVINE, David (2014) 16 moments that shaped Hudson Valley History.Hudson Valley. Retrieved from: <https://hvmag.com/life-style/16-moments-that-shaped-hudson-valley-history/>.

¹⁴² N.A. Great States of the Hudson Valley, Historic Hudson River Towns, retrieved from: <https://www.hudsonriver.com/history/great-estates-hudson-valley.>

¹⁴³ HAYNES, Rebecca. (n.d.) Explore the Hudson Valley's Rich History. Historic Hudson River Towns. Retrieved from: <https://www.hudsonriver.com/hudson-river-history.>

5.6.2 Mid-Hudson Demographics

Mid-Hudson is home to multiple counties with varied demographic makeup and size. Counties such as Westchester are 10 times the population of the relatively small and suburban area of Putnam. The more people within the county, the more diversified the region shows to be. The general trend shows minority populations congregating in the small urban centers throughout Mid-Hudson, whereas White residents tend to concentrate within the rural areas.



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Figure 17: Graph shows the population of seven Mid-Hudson Valley counties represented in a bar graph, overlaid with a line graph of the percentage of White residents

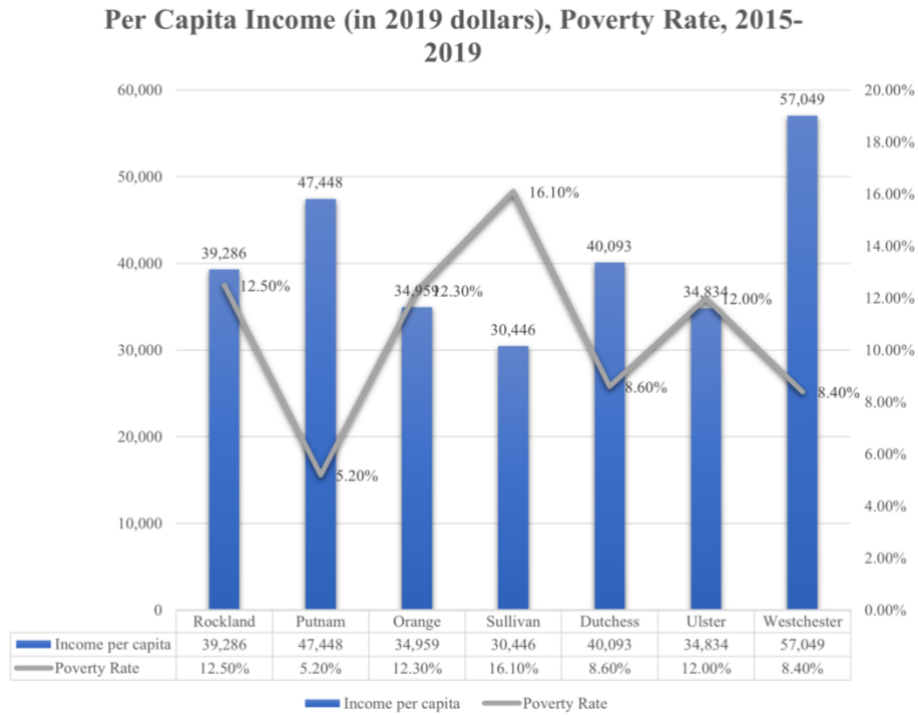
Regardless of county, the region as a whole is predominately White, with the most diverse county still being home to a 73.2% White population.

5.6.3 Poverty

The median individual income level within the Mid-Hudson area is similar to the median individual income level of New York State (\$32,320) as a whole and is slightly above the

¹⁴⁴ Graph created from U.S. Census data.

national income level (\$31,133). One of the largest regions in Mid-Hudson, Westchester county, experiences relatively low poverty rates, has multiple urban centers and is one of the more diverse counties in the region. It is also situated close to New York city. However, when looking county by county, we see some areas that experience a significantly depressed economic situation. For example, Sullivan county has a much higher poverty rate than the national rate (9.2% in 2020) at 16.10%. Rockland (12.5%), Orange (12.3%), and Ulster County (12%) also experience a higher rate of poverty than the national average.



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Figure 18: Graph shows the per capita income of seven Mid-Hudson Valley counties represented in a bar graph, overlaid with a line graph of the poverty rate.

5.6.4 Employment

The Mid-Hudson Valley region is highly industrialized, which has made it a good place to work and live. It has a highly educated workforce because of its large numbers of colleges and universities, and it offers a wide variety of industries to work in: from biotech and agribusiness to financial services, it provides many work opportunities for locals.

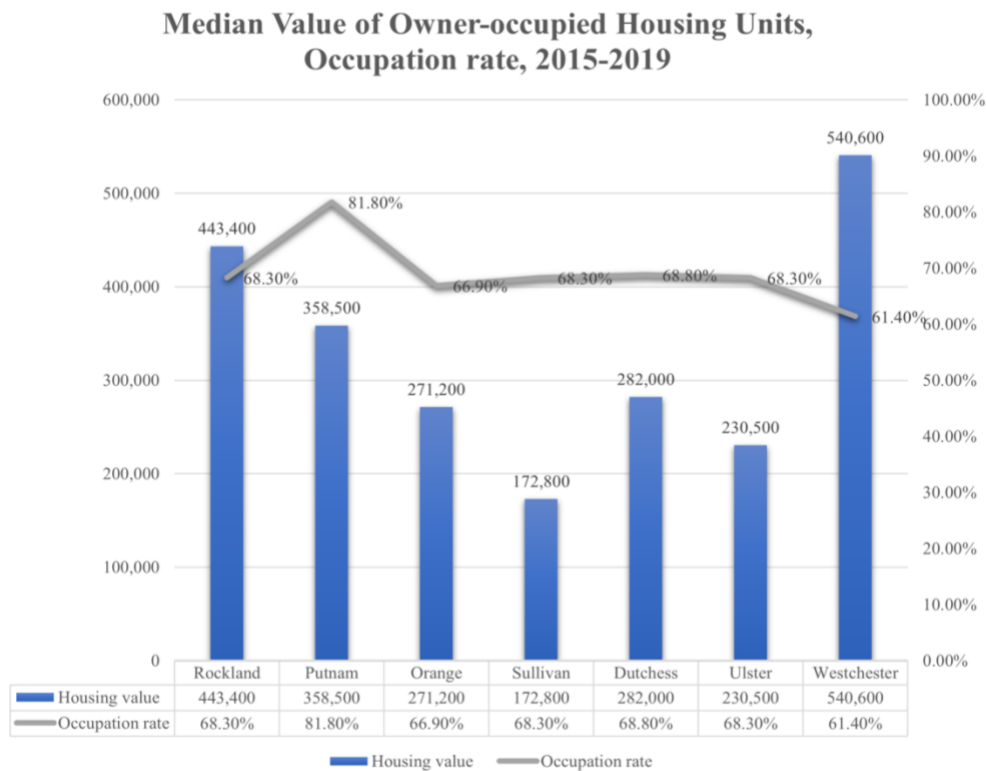
Public data show that as of 2018, over 60,000 people were employed by food and beverage businesses and new large business projects as LegoLand and Amy’s Kitchen, which are expected to thrive, promise to attract tourism and give jobs to more than 680 people¹⁴⁶.

¹⁴⁵ Graph created from U.S. Census data.

¹⁴⁶ Empire State Development, New York State, Mid-Hudson, Retrieved from: <https://esd.ny.gov/regions/mid-hudson>.

According to the Mid-Hudson Valley Community Programs, employment rates in the region have increased by 17% from 2001 to 2019. While this is below the national increase, it is above the State rate. The industries thriving in the Mid-Hudson region are education and financial services. The industries experiencing a downward trend are government and manufacturing industries¹⁴⁷.

5.6.5 Housing



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Figure 19: Graph shows the Median Value of Owner-occupied housing units in seven Mid-Hudson Valley counties represented in a bar graph, overlaid with a line graph of the employment rate.

The average housing value of one area can provide us a good indicator about the wealth of the region. Comparing housing value to income, allows us to uncover potentially hidden aspects of housing costs, such as the wealth gap. However, in Mid-Hudson we see a relatively stable employment rate as compared to the housing costs of the region. We also see a general trend of a

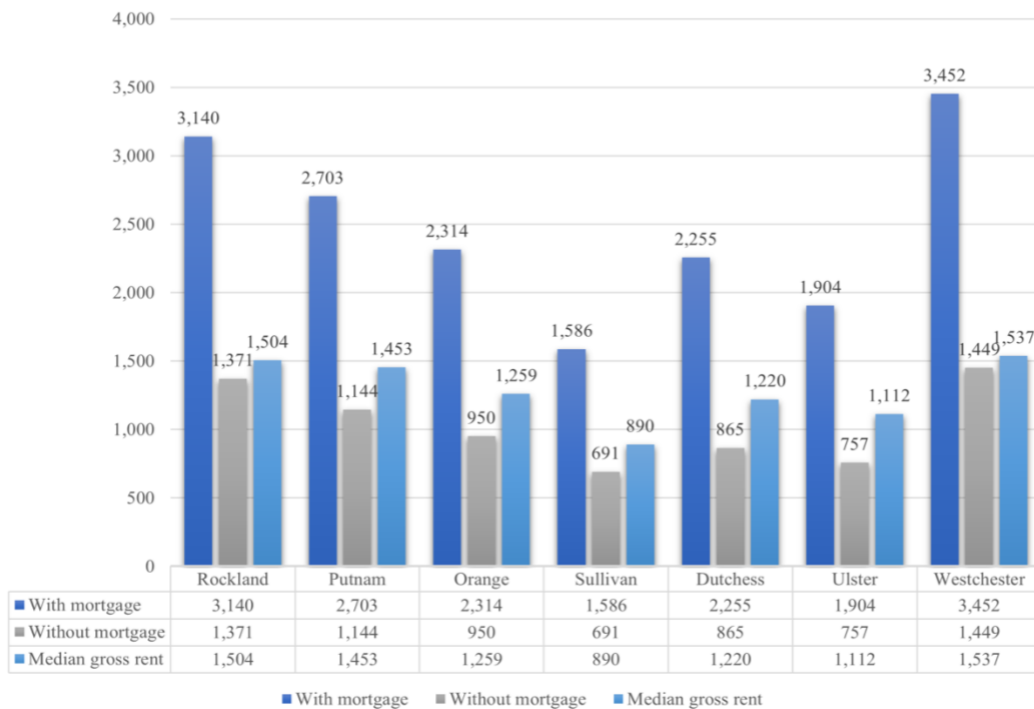
¹⁴⁷ Mid-Hudson Valley Community Profiles, n.d. Economy. Retrieved from: <https://mhvcommunityprofiles.org/economy/employment-by-sector>.

¹⁴⁸ Graph created from U.S. Census data.

lower employment rate in more urban counties, compared to rural areas which generally have a higher employment rate.

Comparing this to the average owner-occupied housing value of New York City (\$1,128,300), the real estate cost is extremely low. This suggests that while gentrification is a growing concern, it may not have irrevocably pushed housing costs up as of yet, making this a prime opportunity to support lower income residents and engage in campaigns to stem the effects of gentrification before it takes further hold in the region.

Median Selected Owner Costs , Median Gross Rent, 2015-2019



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Figure 20: Graph shows the Median Owner costs and Rent costs of seven Mid-Hudson Valley counties represented in a bar graph.

From the owner's cost without mortgage and the rental price, we can see that the difference between the counties is similar to the difference of the housing value. However, the average owner's cost with a mortgage does not vary that much. We can then make an inference that in counties with higher housing values, mortgages make up a larger portion of the holding cost and the burden is heavy on those who hold a real estate with loan - thus making renting a potentially more attractive option for some.

¹⁴⁹ Graph created from U.S. Census data.

Organization Interviews

6.1 Qualitative Findings

For our research, we held 12 in-depth interviews with people working for organizations with different approaches and perspectives on issues ranging from gender, family, healthcare and social justice. While all of our interviewees work on behalf of marginalized communities and aim for social justice in our targeted regions, none of them focuses specifically on the issues of reproductive justice, child care or youth leadership. However, their varied focuses and experiences provided us with different viewpoints that allowed us to expand on our analysis and their contributions were truly enlightening. We got a deeper understanding of the regional challenges and social realities that the communities based in Long Island and the Mid-Hudson truly face, as well as of the collective efforts done by several organizations to address the most salient needs.

Levels of poverty and inequality are concerning from either qualitative or quantitative perspectives, but as highlighted in our landscape analysis, they are far from being depicted as a major issue in these regions when looking at aggregated data alone. Thus, our findings from interviewing people working in these regions shed important light on the systemic disparities that may have otherwise remained unseen and unaddressed.

Out of our pool of interviewees, we reached out to the following organizations:

Long Island

- LGBT Network
- New Hour
- Engage New York
- Child Care Council of Nassau, Inc.
- Hope for Youth
- National Advocates for Pregnant Women (with particular emphasis on Long Island)
- Unitarian Universalist Congregation at Shelter Rock (Veatch Foundation)

Mid-Hudson Valley (and some located in other regions in Upstate New York*)

- United Way of the Dutchess-Orange Region
- Women's Fund CNY
- Rochester Women's Network
- Women's Enterprise and Development Center, Inc
- Boys and Girls Club

*As part of our initial landscape analysis we considered exploring larger regions, mainly sited in Upstate New York; these regions included Syracuse, Buffalo, Rochester, Newburgh and Utica.

Overall, there is no doubt that Long Island and the Mid-Hudson Valley regions are in acute need of intervention. Social justice, criminal reforms, poverty and systemic racism were brought up frequently by our interviewees, which elucidated them as the major issues in the regions. Similarly, unaffordable housing and financial insecurity were issues that most organizations labeled as salient in the regions. All these issues were weighty even pre-pandemic. However, it was foreseeable that most organizations would mention COVID-19 as a factor that contributed to increasing already-existent inequalities and has affected their programs, their impact and in some cases their access to funding.

“Nobody was prepared for this”

- Cynthia Marsh-Croll, Women’s Enterprise Development Center, Inc. referring to COVID-19

Below you will find a general overview of the main issues of concern, informed by the insights brought up by our interviewees. It is worth noting that many of the issues somehow intersect, as social justice, caregiving, poverty and an intersectional feminism are multifaceted factors.

6.2.1 Social Unrest and Injustice

Among all the issues that might fit under this criteria, poverty and income inequality were the most recurring issues mentioned by the interviewees. The regions we focused on are known to be very segregated communities; disparity and inequity are widespread. Apparently, funding is frequently conditioned to having social programs focused on gender, especially women of color. Fighting poverty, gender-based wage disparities and supporting single mothers and female-led households were also objectives that secure additional funding for organizations.

Interestingly, one of our interviewees pointed out that poverty levels reported in our focus areas underestimate the actual level of poverty. In the Dutchess-Orange region, 40% of women are experiencing poverty just above the poverty line, which still puts them in precarious economic conditions. However, since they do not qualify for financial assistance, they are rarely considered when addressing poverty in the region.

Secondly, a salient issue has been racial equity. Class, race and sexism are some of the factors of social differentiation that render women more vulnerable and subjected to maltreatment. Overall, inequality was brought up in nearly every interview. While most of them touched on economic inequality that affects women disproportionately, they differed on the underlying reasons: some mentioned ethnicity; most mentioned race.

6.2.2 Housing

One of the most frequently mentioned issues was affordable housing. Actually, when asked what the priority issues in their communities are, housing was a straightforward answer. Some organizations have implemented programs to improve financial management focused on addressing family needs, especially finding permanent housing. Therefore, some have implemented local cash programs to ameliorate the economic situation of women.

We were told that not only housing is unaffordable, but there is lack of sufficient housing per se. Currently, there is a survey in place aiming to unveil the shocking lack of housing, especially in Long Island. As a consequence, homelessness in Long Island is a major issue, since parents working two jobs still aren't able to afford housing. According to the Child Care Council of Nassau, poverty has affected the middle class since households tend to prioritize repaying their loans and mortgages over food and bills, worsening the poverty cycle they are systematically trapped in.

Child led poisoning was significantly important for two of our interviewees.

6.2.3 Criminal Justice and Incarceration of Women

According to Maria Ceraulo from the Unitarian Universalist Congregation Shelter Rock (The Veatch Foundation), female incarceration rates have increased 700% in the past years. Similarly, New Hour also mentioned that female incarceration is increasing at concerning rates, while male incarcerated populations are plummeting.

Some of our interviewees mentioned that they decided to focus on incarcerated women and their children, given that on average, 80,000 children have at least one incarcerated parent in New York. Thus, by helping their women in their social reintegration processes, either from prison or once let go, they indirectly benefit their children. We were told that it is common for women who were incarcerated to struggle to find a house, as they are not eligible for most social services, or if they are, they are at the bottom of the eligibility list.

6.2.4 Motherhood

As anticipated, most of our interviewees aim to contribute to women's livelihoods. The existing programs cover a wide range of female needs, such as basic feminine hygiene products provision, to social issues of broader impact as child care centers to allow mothers to work.

Domestic violence has been a persistent problem in our focus areas. However, household violence and GBV have escalated enormously during the COVID-19 pandemic

More closely related to motherhood, it has been a major concern of various organizations that pregnant women tend to suffer from discrimination. Several interviewees emphasized that women seem to suffer from rights loss once they become pregnant and are often subjected to discrimination. Pregnant women don't have equal rights in the labor market, as they are frequently let go due to their pregnancies; pregnant women are being taken their uterus removed without their consent. In the same vein, women that decide to have abortions suffer from stigma and criminal-like treatment.

According to Dana Sussman from the National Advocates for Pregnant Women, the United States is currently going through a Black maternal mortality crisis. This is a merge of oppressions rooted in racism, social injustice and gender-based discrimination.

6.2.5 LGBTQ+

Besides from the LGBT Network, which was expected to focus on queer individuals, most organizations seemed to include these communities into some of their programs, but hardly ever run programs specifically tailored for them. They are often put together with women and programs created for them, which is usually framed under vulnerable communities or gender programs in general.

There seems to be certain awareness of the need to include LGBTQ members in social programs, since we were only told ONCE that they were not considered in an organization's work. However, this is not congruent with the actual policies and programs in place, as there are hardly ever programs especially focused on ameliorating their livelihoods or considering their specific needs.

6.2.6 Children and Youth

While we anticipated having a bias to reach out more to organizations focused exclusively or predominantly on women, there was surprisingly little attention given to youth and children. During our organizational research, we ran into a wider variety of organizations aiming to empower women, some others on communities and social rights and much less frequently, into organizations that focus solely on children. When children were brought up, childhood poverty seems to be one of the most concerning issues.

From a gender perspective, a distinction was made between children in general and girls. Empowerment programs are often focused on both women and girls in particular. When girls were mentioned, there was a major emphasis on their access to education and the factors often keeping them from completing their studies. For instance, the lack of access to feminine hygiene products is said to be refraining girls from going to school.

Our findings reveal that children are often brought up when discussing work-family balance for women and especially for single mothers, due to caregiving responsibilities. However, children are rarely the main focus of organizations. This holds true for non-governmental and philanthropic organizations, but governmental programs do emphasize children's needs through educational, recreational and nutritional programs implemented often State-wide.

Similarly, youth programs were only mentioned by organizations focused on youth and community engagement. Adolescents seem to be receiving less attention as they no longer require child care services and thus, reduce the caregiving burden on mothers. However, when organizations implement programs focused on youth, they tend to prioritize leadership skills, provide programming and after-school activities to avoid substance abuse. Programs are intended to, above all, provide stability for adolescents. Nevertheless, our perception is that besides the few organizations that focus on youth populations, their needs remain unaddressed on nearly every social program we were introduced to.

It is worth noting that the LGBT Network highlighted the incremental need for mental health services for queer youths, especially during the pandemic. In the same vein, mental health and

potential long-lasting effects were brought up as a major concern for children and toddlers by the Women's Enterprise and Development Center and the Child Care Council of Nassau.

6.2.7 Unemployment

Most organizations have training and economic empowerment programs focused on building self-efficacy for vulnerable people. The intent is to build a competitive skill set for people who are unemployed, to ease the job-searching process. The programs are mainly designed to provide employment opportunities for women, youth and queer people.

Some organizations also focused on women economic empowerment have taken a different perspective. Their aim has been not only to get women jobs but help them generate them through entrepreneurial activities. Entrepreneurship has been encouraged through mentorship and training programs.

6.3 Potential Partnerships

Most of the interviewees are constantly looking for potential partnerships and organizations to whom they can join in the social justice movement. Ranging from NGOs to philanthropic organizations, the constant attitude to build partnerships is optimistic. Similarly, we noticed that most of them were aware of the reputation and leverage of an organization like the New York Women's Foundation, and thus showed an interest in further discussing partnerships with them.

Organizations We Recommend Reaching Out To

The organizations listed below are some we reached out to but weren't able to connect with. These organizations are mostly working on social justice movements through a gender lens and therefore we anticipate they could be of interest to the NYWF. Nevertheless, a detailed database with their mission and contact information, as well as additional organizations we consider could be interesting for potential partnerships can be found in Appendix B.

1. Empowerment Collaborative in Long Island
2. Alliance for pregnant women
3. Nobody Leaves Mid-Hudson
4. League of women voters
5. Long Island Social Justice Network
6. Find and See Justice

Concluding remarks on Interviews

There is a high contrast between available data and the insights we were told during our interviews. There seems to be a silent and invisibilized systemic racism in the region, and gender-based discrimination is particularly true for women of color. An intersection of gender and race was salient in most of the issue areas explored by our qualitative research and while

data doesn't necessarily show this, we have identified several areas of opportunity in which the contribution of the New York Women's Foundation could be highly valued.

We acknowledge that our scope was limited due to the number of interviews we were able to conduct, as well as the type of organizations we reached out to. There might be additional issues affecting the regions, but our approach was strictly focused on gender. Therefore, the above mentioned issue areas were the most relevant and frequently mentioned by interviewees, unveiling a Statewide need for intervention.

Additionally, a barrier for many of our interviewees that is relevant for this report but is not an issue area of the region itself, is the lack of funding for the projects that their organizations are working on. There are many grassroots organizations doing the work on the ground, but their efforts are often cut short because of insufficient funding.

Conclusion

Long Island and the Mid-Hudson Valley are geographic areas with close community ties to New York City, but which also experience their own unique struggles and economic barriers. Both areas would benefit from the New York Women's Foundation expanding their reach. In Long Island, some organizations interviewed specifically highlighted the need for the creation of a stronger network of organizations that leverage each other, the NYWF could be a part of creating this link.

Highlighted Areas of Focus

In part due to the proximity of both Long Island and Mid-Hudson to New York City, both regions are experiencing an affordable housing crisis. In Long Island, even families with a household income well above the poverty line struggle to provide for themselves due to the extreme cost of housing and cost of living. Mid-Hudson, over the past 20 years in particular, has become a destination for New York City dwellers looking for more space and a closer connection to the natural beauty the area provides. This has, and continues to, result in gentrification, the negative consequences of which are being felt by long time residents. For both communities, we see poverty manifesting itself through an increased lack of housing.

The largest takeaway from the Long Island region is that the extreme wealth in the area creates a perception, both culturally and within aggregated data, that overall the community is in less need than other New York State regions. However, this report shows hidden pockets of struggling communities with some residents experiencing poverty and others making wages that put them above the poverty line (and thus seemingly in less need) but who experience similar struggles due to the cost of living. Further, as an effect of the pandemic, women are still disproportionately unemployed, some due to the higher proportion of women workers in the industries hardest hit by the pandemic, and some due to the cost of childcare forcing difficult decisions to stay home.

Our qualitative interview mirrored and added color to the issues uncovered in the landscape analysis, with the biggest areas of focus being: social unrest and injustice, housing, criminal justice reform, gender based violence, and unemployment.

Recommended Next Steps

- 1) Partner with existing organizations in Long Island and Mid-Hudson with a focus on strengthening their networks with each other and with NYWF.
- 2) Programs specifically supporting LGBTQ+ members are lacking, this is an area NYWF can step in.
- 3) Programs specifically targeted towards children (outside of their existence within a family unit) are lacking, this is an area NYWF can step in.
- 4) Affordable housing is the most consistently highlighted need, partnering with organizations that support these issues could have a significant impact.

5) Engage in more research:

- a) Two topics that were raised that we believe could use further analysis are (1) Incarceration rates of women in these areas, and how that affects their families and communities' well-being and (2) Prospects for economic recovery for women who lost their jobs due to COVID-19

Long Island and Mid-Hudson Valley are important neighbors of New York City, with many residents moving and commuting between each. The New York Women's Foundation has an excellent opportunity to engage these areas and provide needed support to the benefit of New Yorkers in these regions and within the five boroughs.

Appendix A

INTERVIEW NOTES

NOTE: Please do not publish any of these notes. Please do not use or attribute any of these notes to the individuals interviewed. While these are accurate notes of our interviews, we have not gained permission for wider use of their interviews beyond this particular report and NYWF as an audience. Should NYWF wish to publish any information from the below interview notes, interviewees should be asked for permission.

Long Island

- LGBT Network

ORGANIZATION: LGBT Network (Long Island)

INTERVIEWEE: Robert Vitelli (Development Associate)

1. Can you tell us about your organization and why the organization chose this mission as its focus?

LGBT Network is a non-profit that serves LGBT communities, their families and support systems in Long Island and Queens. They have 3 open centers. Will open again soon! Have been closed because of covid.

Long Island → there's a new center to be opened. Will offer affordable, LGBT friendly adult care and housing.

The organization works a lot on issues related to transgender individuals, HIV and Violence. They are unique because of their extended focus.

They pioneer advocacy and social change. Most of their work is regional, but some efforts have been made State-wide and nationally. They are currently advocating for the inclusion of LGBT people in the mandated curriculum in NY State.

The organization's motto: "Be yourself, stay safe and change the world", which entails:

- Be LGBT
- Be and drive social change
- Advocacy, more day to day freedoms. Mostly advocating for safe-spaces, practices and institutional change rather than politics/policies.

Many people want to "FIX" LGBT. They don't need to be fixed! It's the society that needs to be treated and fixed.

2. What are the priority issues in your community?

There are too many, however, the most important ones for the organization are:

- Reopening of LGBT community centers is the number one priority

- Continue to diversify funding → before COVID, most funding came from the government
- Looking to get more private funding. Increased fundraising efforts.
- COVID brought so many different, new things for the community. Many individuals have faced mental health issues and have been retraumatized because of isolation. Youth were very exposed and vulnerable during the pandemic. Retraumatization of young people is a major focus point. Surge in request for mental health services. They just received a grant for youth-focused mental health counselors.
- Re-committed to social justice, especially on recruitment. A lot of their staff got let off during the pandemic. Now they are focused on a more expansive recruitment effort.

3. How does your organization support women and LGBTQ+ in your area?

LGBT is the main focus of the organization, so all the programs are supportive of queer individuals.

Regarding women specifically, they do have women-specific programs. Their major concern for women is around sexism. It is not their main focus but definitely included in a broader context.

4. How do you assess/measure the impact of your programs?

Their approach is more qualitative than quantitative.

Surveys: issue periodical surveys. Evaluate their own staff. Offer programs and exit surveys to see how they are doing.

For HIV → They have a quality-assurance committee.

Consumer-advisory groups that inform the work that they do.

Work-place initiatives: career coaching program → Just issued a survey to evaluate the program. Did it help? Did you apply for jobs? Did you get a job?

Not always clear on quantitative measurements.

Data-reporting → for all the programs, they will have all data on one database.

5. We know you support [their issue focus], but can you share your thoughts on what other factors impact your [issue focus] and impact the community as a whole?

- Social justice → the intensity varies and it is heavily influenced by context of the issue areas and regions studied.
- Immigrant rights → they don't work on it continuously but they have held events and partnered with other organizations to work for it. It's new.

6. How do you currently fund your organization and programs? What are your funding sources?

[Not addressed. Discussed briefly during previous questions]

7. What opportunities for collaboration would you be interested in?

They aim to build partnerships with organizations that deliver, that do things. They care about partnerships that can lead to tangible and greater results.

Their biggest interest in building partnerships would be around advocacy issues.

8. Are there other organizations that we should be talking to (contact?) Is there a network of organizations that you work with?

[Not addressed]

Additional challenges faced by the organization:

- There is very little funding.
- They are not even eligible for a lot of funding - because of their non-policy focus.
- Misperception that because they are an LGBT organization they are well-funded → NY Metro area: tremendous amount of competition for resources.

- New Hour

ORGANIZATION: New Hour of Women and Children (Long Island)

INTERVIEWEE: [Danielle Donaphin](#) (Director of Programs)

1. Can you tell us about your organization and why the organization chose this mission as its focus?

The organization has existed since 2014. They focus on children because ¾ of women are mothers and therefore they needed a more holistic approach. They focus on incarcerated women in Long Island, and they work with their children.

Their focus on Incarcerated women is mainly because there seems to be a phenomenon, the number of women (and the trend) is going up and the one of men is declining. There is a clear gender factor involved.

Data show that approximately 80,000 children have at least one incarcerated parent in NY. Children are in need. Once mothers are helped, children are better off.

In Nassau they have implemented remote parenting programs. They are promoting virtual work to allow children and mothers to meet during the pandemic. These women have no programming otherwise.

2. What are the priority issues in your community?

In Long Island, lack of housing is definitely a major issue. For instance, women who get out of prison are not eligible for housing programmes, they are at the bottom of the list of eligible people.

- Long Island → Currently Suffolk County is sending a survey on the lack of housing county-wide.
- COVID → Its social effects are still unclear. Once people are freed from prison they are very vulnerable. They are very likely to get the virus. This is an issue of great concern.

3. How does your organization support women and LGBTQ+ in your area?

They support women, this being anyone that identifies as a woman is welcome in their project. They do not discriminate homosexual individuals.

4. How do you assess/measure the impact of your programs?

For them, the best way to know if their programs are working is to track women on re-entry. If you are busy putting your life back together, that is considered a sign of success. If a woman is working with them after leaving prison it means she is on the right path.

Women encounter pitfalls during their re-entry. Therefore, as long as they take part in the organization's programs, they are considered a case of success. It's positive, it means they are doing something useful with their lives.

5. We know you support [their issue focus], but can you share your thoughts on what other factors impact your [issue focus] and impact the community as a whole?

[Not addressed]

6. How do you currently fund your organization and programs? What are your funding sources?

They have one major funder that has provided money for all operational and financial support. They also get funds through grants and individual donations. There are several programs that they apply for.

There are organizations that support specific programs, eg. CapitalOne.

7. What opportunities for collaboration would you be interested in?

They are currently working with other organizations focused on incarcerated women. Mostly those focused on empowerment methods for effective reentry growth and engagement.

From an advocacy perspective, they do a lot of social justice work and build social justice access networks. There's a whole organization of advocacy-focused organizations, especially for people formerly incarcerated.

They are not really interested in women alone, but incarcerated women and criminal justice systems. Criminal justice reforms. Parole justice.

They do partner with others, as long as they seek change and share ideals. Their main goal is getting the country out of mass incarceration.

8. Are there other organizations that we should be talking to (contact?) Is there a network of organizations that you work with?

Don't have a lot in mind. They focus on incarceration, not on women's rights, but still suggested:

- Center for Community Alternatives.
- Find and See Justice (Advocacy, lobbying) → (Antonia Jeffrey)
- Long Island Social Justice Network.

- Engage New York
ORGANIZATION: Engage New York (NY State)
INTERVIEWEE: Lisa Fasolo (Program Director)

1. Can you tell us about your organization and why the organization chose this mission as its focus?

Engage NY is a network that came together in 2010. It focuses on how to move resources to organizations. The network has had different approaches but has always focused on social justice. It works on issues ranging from housing to immigration and transportation, so there is no single specific focus. Back in 2017 they picked to work predominantly on census, immigration reform, healthy housing and criminal justice. This is because these are issues that affect the whole State.

The issues are important, but the focus should be more on movements. The approach cannot be only about NYC but you need to include the entire NY State region to tell the whole story.

2. What are the priority issues in your community?

- The four above mentioned areas that have been targeted since 2017 are what they consider to be the most salient issues in the community.
- They have recently adopted an additional focus: women in community organizing. They are working on civic engagement across regions and issue areas; building equitable State policies.
- They are trying to take the focus out of just NYC → Get all new yorkers to benefit from their work.

An additional issue is definitely child led poisoning.

3. How does your organization support women and LGBTQ+ in your area?

They haven't pulled those populations out. They are just put together with vulnerable populations and marginalized communities. This is not negative, but to avoid tokenization and unnecessary differentiation. LGBT individuals are considered specifically impacted communities.

The majority of their beneficiaries are women, not because that's their focus but because they fit the goals commonly set by the organization. They ensure that Black women have enough connections and networks to get them to positions of power. Have them be recognized for the work they do.

4. How do you assess/measure the impact of your programs?

They have a theory of change. True success looks like the growth of their basis (4 areas of focus) and includes indigenous communities across the State.

It's hard because they work high-level. It's more a qualitative discussion.

More resources will be held during 2021 so probably more quantitative analysis will take place in the future, but as of today they focus on qualitative improvements.

5. We know you support [their issue focus], but can you share your thoughts on what other factors impact your [issue focus] and impact the community as a whole?

- Getting away from issue areas. Organizations are focusing a lot in the NYC region and not in other locations that might benefit from their help.
- Movement infrastructure. All the issues intersect; immigration relates to education, transportation, housing... so they are trying not to syloh people.
- A big issue is the limited access to information and financial resources, especially in rural NY. But they try not to force their grantees to do what they want, they trust their projects.

6. How do you currently fund your organization and programs? What are your funding sources?

They work with funders. They have a fast track to identify funders (still not easy).

7. What opportunities for collaboration would you be interested in?

They would love to partner with NYWF. There is too much cross-over but they are more explicit on gender justice.

They think there is a lot of opportunity to collaborate.

They have worked with NYWF on the NY Census Equity Fund, and acknowledge that the work of the organization has been amazing and reassuring.

8. Are there other organizations that we should be talking to (contact?) Is there a network of organizations that you work with?

[Not addressed]

- Child Care Council of Nassau, Inc.
ORGANIZATION: Child Care Council of Nassau, Inc.
INTERVIEWEE: Sandra Senior (Director of Parent Services)

1. Can you tell us about your organization and why the organization chose this mission as its focus?

The organization provides resources and referral information to caregivers. Many times they are not the biological parents, but others actually doing the care work for a child.

The parent services department gets and gathers information (confidential) to provide the best options for them. Eg. if a child has a medical condition, food allergies, if they are looking for transformation, if they have any requirements.

So they have all their profiles on a database specifically built on childcare.
They grant licences and register profiles in the Office of Children and Family Services

They also provide referrals. Referrals are recommendations. They are given the information but parents make the choices themselves. If it's too specialized, it might require direct information from them. So they would intervene.

Their main goal is that all parents have access to quality services for their children. They offer financial assistance to working parents, based on income eligibility guidelines. For instance, the maximum income to be eligible for aid is \$32,480 → If a household qualifies, they provide child support, work with children with disabilities and address issues like homelessness.

They also work directly with the providers themselves. Ensure they provide quality services for children. The providers receive visits to assess the quality of their services.

On their food program, they provide food, especially nutritious meals for children and build nutrition awareness.

They also work on mental health, especially of infants and toddlers. Children can have a prosperous life if their mental health needs are addressed early in life.

2. What are the priority issues in your community?

Long Island is a very segregated community. Zip Codes are next to each other but the livelihoods change immensely from one to another. Disparity and equity are the most salient issues. On the surface it looks good, but people are really struggling.

In the same vein, affordable housing is a major issue in Long Island. There are too many homeless parents. Homeless people aren't homeless because they don't work, in fact, they might have 1-2 jobs but they still haven't been able to find something affordable.

Child care inequities and healthcare disparities are other issues affecting the Island. Affects both Black and Brown people predominantly. There is a racial factor in place.

Food scarcity would also be a major problem. The middle class is currently facing scarcity. During COVID, many have not been able to feed their families. When families can't pay bills they first let go of food. People prioritize paying mortgages and many times still can't. They relied on schools to feed their children at schools.

3. How does your organization support women and LGBTQ+ in your area?

All their staff is female. Some programs are working on female impairment.

They have a hot line for suicide prevention.

They have realized that young people of color, LGBT communities and kids need programs to reach out to.

4. How do you assess/measure the impact of your programs?

They ask for feedback.

A way of measurements is seeing if parents have been able to obtain care. They do this mostly through follow-ups, mostly monthly. Surveys have a very low return but they also call them or reach at least 25% of low income parents.

Identifying gaps in service provision.

5. We know you support [their issue focus], but can you share your thoughts on what other factors impact your [issue focus] and impact the community as a whole?

[Previously answered]

6. How do you currently fund your organization and programs? What are your funding sources?

[Not addressed]

7. What opportunities for collaboration would you be interested in?

They welcome any opportunities. They currently have many partnerships with local organizations, but they like to collaborate with anyone working to strengthen parents. They also work with many universities.

8. Are there other organizations that we should be talking to (contact?) Is there a network of organizations that you work with?

- Family and Children's Association (mega agency) - Jeff Renolds is the Director. Dona Raphael → Community outreach.

- A Choice For All.
- Hempstead Hispanic Counseling Center. → Dir. Gladys Sorlano
- Hispanic Civil Association.

- Hope for Youth
ORGANIZATION: Hope for Youth (Long Island)
INTERVIEWEE: Tenaya Parchment (Development Associate)

1. Can you tell us about your organization and why the organization chose this mission as its focus?

HFY has been serving the Long Island youth for over 50 years now. It was founded by Elizabeth Golding. Their main emphasis is on mental institutions, there weren't enough of them, so there was an acute need to create them. They have developed Residential Programs; Shelters; Community Clinics; Therapeutic Foster Care Program and Prevention Programs.

They work on community-based programs as well. Both in Nassau and Suffolk Counties.

Kids go to them once they have been removed from their homes. Boys and girls from newborns and up to 18-19. Exception: 20.

2. What are the priority issues in your community?

- Foster children. Always have kids that come for their residential programs.
- Prevention is a constant focus for them.
- With the opioid crisis, there is an increasing rate of youth seeking support.

3. How does your organization support women and LGBTQ+ in your area?

While they do promote that everyone is welcome, these issues are not a focus.

4. How do you assess/measure the impact of your programs?

Unsure.

Qualitatively speaking, success could be that kids can return to their families. That they are reunited with parents. Unfortunately, this is not always the case. Also, when a kid graduates and goes to college. Outcomes go from program to program.

5. We know you support [their issue focus], but can you share your thoughts on what other factors impact your [issue focus] and impact the community as a whole?

[Not addressed]

6. How do you currently fund your organization and programs? What are your funding sources?

State and Federal grants. Grant writers.

Private funding → corporations and some individuals. Private donors. Corporate sponsorship.

7. What opportunities for collaboration would you be interested in?

Always open to community partnerships. Sometimes they don't work but they are always open to discuss them.

8. Are there other organizations that we should be talking to (contact?) Is there a network of organizations that you work with?

They aren't partnered with many, but some come to mind:

- Little flower
- Mercy first
- Y.E.S.

- National Advocates for Pregnant Women (with particular emphasis on Long Island)
ORGANIZATION: National Advocates for Pregnant Women
INTERVIEWEE: Dana Sussman (Deputy Executive Director)

1. Can you tell us about your organization and why the organization chose this mission as its focus?

The organization focuses on the loss of rights of women when they become pregnant. There is criminalization of activities and pregnancy outcomes (drug use, mental health issues, anything that would otherwise be legal but they can't get access to because they are pregnant).

The Government feels like they can impose bans and barriers for pregnant women. Why?

Because of patriarchal and political limitations.

They focus largely on self- abortions: they are turned into criminal behavior because women no longer have the rights they used to have. Eg. if you fall from the stairs you are automatically criminalized.

The organization was founded in 2011. They identified cases in which women were facing criminal charges related to pregnancy and no one was looking after them. This was completely tied to abortion restrictions.

They found a clear intersection of the war on abortion and the war on drugs.

There is a common practice of policing behavior of pregnant women. Controlling women's behavior

Protecting access to abortion was not the entire picture. It is important but there are additional human rights violations affecting women.

They focus on providing support, no criminalization. Paternalism has led to policy focused on fetus protection; there are personhood laws (for fetuses). Independent rights have been granted for the fetus. So embedded in the American rhetoric. Idealized women: everyone wants to be a mom, maternity must always look in a certain way.

2. What are the priority issues in your community?

They operate on a national level. Overall:

- Black and Brown women
- Opioid epidemic → starting to shift it. To rural and poor Whites
- Class, race and sexism

About issues affecting New York predominantly:

- Prosecutors do anything they want
- Drug
- Discrimination
- Laws - biased
- Male control over mother's life, decisions and rights

3. How does your organization support women and LGBTQ+ in your area?

Their entire focus is on women.

About LGBTQ, they haven't looked at the criminalization of transgender parents. They want to expand on this. There is extensive legal framework around gender discrimination, so it is necessary to expand to non-binary individuals. Still, they aren't working on it yet.

4. How do you assess/measure the impact of your programs?

Whether charges are dropped, post-conviction reliefs, reduced sentences.

If they manage to expand their network and build partnerships around this and raise awareness, this would be a success.

Challenge the status quo → is a success on itself

Education of attorneys. They want criminal defense attorneys to know how to defend these cases. They are teaching them to understand these issues.

5. We know you support [their issue focus], but can you share your thoughts on what other factors impact your [issue focus] and impact the community as a whole?

- Police brutality, police, State control.
- Poverty, **racism**.
- Drug wars → cannot be understated.
- Public health
- Lack of public trust
- Black maternal mortality crisis

6. How do you currently fund your organization and programs? What are your funding sources?

Primarily funded by foundations (about 90%). A few private individual donors.

7. What opportunities for collaboration would you be interested in?

They would love to talk to the NYWF or any potential partnerships that sympathize with the cause.

8. Are there other organizations that we should be talking to (contact?) Is there a network of organizations that you work with?

- Movement for family power (all over NY) → On drug testing and consent (currently lobbying)

- Unitarian Universalist Congregation at Shelter Rock (Veatch Foundation)

ORGANIZATION: Unitarian Universalist Congregation at Shelter Rock (Veatch Foundation)

INTERVIEWEE: Maria Ceraulo (Women’s Issue Chair)

1. Can you tell us about your organization and why the organization chose this mission as its focus?

The organization is very progressive. It is based in Nassau County. It’s mainly focused on social justice with many internal divisions that allow them to focus on a different range of issues. It has over 100 employees.

2. What are the priority issues in your community?

They have lately focused on:

- Trafficking in Long Island as a main issue. For instance, they have an entire anti trafficking section in Suffolk County. She has been shocked to know that most women known to be trafficked from abroad are actually born on the Island. Trafficking is not a foreign issue but is salient in the U.S.
- Domestic violence has increased immensely during the pandemic
- Criminal justice reform, especially regarding female incarceration: Rate of incarcerated women has increased 700%
- Unemployment
- Pregnant women don't have equal rights. Women of color die in greater proportion. They are being fired from their jobs for being pregnant. Women are being taken their uterus removed without their consent
- Child marriage
- Housing

3. How does your organization support women and LGBTQ+ in your area?

They have an entire area focused on this → There is a Social Justice Committee in the Congregation that definitely supports these groups and works for them. They also partake in Pride parades and events.

4. How do you assess/measure the impact of your programs?

It is a hard question because they mostly focus on qualitative issues rather than quantitative. Talking about money, they don't have a lot of money; however, they do fundraising and whatever funds they raise they give them to organizations. Recently, most funds have been given to imprisoned women. Don’t actually measure this and don’t know how to do it if not in terms of money raised.

5. We know you support [their issue focus], but can you share your thoughts on what other factors impact your [issue focus] and impact the community as a whole?

[Already answered]

6. How do you currently fund your organization and programs? What are your funding sources?

Fundraising. They give grants and funds to organizations. For instance, they recently funded a program on supporting planned parenthood – the estimate is 30K USD a year.

7. What opportunities for collaboration would you be interested in?

They are always interested in partnering with other organizations. “Partnering with groups is always a good idea.”

She mentioned that they are more interested in connecting with people rather than with organizations.

8. Are there other organizations that we should be talking to (contact?) Is there a network of organizations that you work with?

Mental health - alliance mental illness
New Hour located in Suffolk county
League of women voters – partnered with them
National Alliance for Pregnant Women

Mid-Hudson Valley (and some located in other regions in Upstate New York*)

- United Way of the Dutchess-Orange Region

ORGANIZATION: United Way of the Dutchess-Orange Region

INTERVIEWEE: Melissa Clark (Senior Director of Community Impact)

1. Can you tell us about your organization and why the organization chose this mission as its focus?

The organization has been running for 85 years already, but it all began as a community-based organization. As of today, they are the largest international charity. The organization is focused on health and financial stability in the community.

They do a lot of fundraising and they work on a community-impact model to ensure they are providing funding to organizations that are giving support to issue areas in communities.

2. What are the priority issues in your community?

The most important issues would be health, education and financial stability. To address these issues, they have narrowed their scope:

- Health: they focus mainly on food access
- Education: after-school programs
- Financial: local cash programs to at least cover essential family needs.

To deliver on those issue areas, the organization does have significant volunteer work. They focus on giving opportunities to people through professional development training and capacity building on several issues, like strategic and financial planning and literacy programs. They try to help get people into permanent housing.

3. How does your organization support women and LGBTQ+ in your area?

Gender has a salient role in their work.

Their funders are usually focused on poverty, reducing the gender pay-gap, ameliorating living conditions for single mothers and female led households. The families they are serving through their programs are mainly women of color.

Given that they are based in Dutchess County, about 40% are experiencing poverty or just above the poverty line. While they often don't qualify for financial assistance but are still struggling.

4. How do you assess/measure the impact of your programs?

Since they have a community fund, they assess impact before even funding. Close to 200 individuals that volunteer and make the research and impact assessment. Their panels analyze strengths and weaknesses of each proposal. Then the committee evaluates and decides what funding is given to that program.

Of course they prioritize main community needs. Eg. housing crisis and/or risks of eviction.

To measure progress after funding a program and people, they engage in ongoing conversations with them and provide payments quarterly. They need to meet certain requirements to secure funding.

5. We know you support [their issue focus], but can you share your thoughts on what other factors impact your [issue focus] and impact the community as a whole?

Over the past year, there has been an increased attention paid to diversity, equity and inclusion programs. This has required more training on racial, ability and gender issues for non-profit partners.

6. How do you currently fund your organization and programs? What are your funding sources?

This is a very long established organization. They work with campaigns and mini grant programs throughout the year. They also ask for donations and give back to the community.

They benefit enormously from volunteer service and they accept all kinds of donations, especially small donations. Some people even donate 100 USD a year. The key is to diversify their funding strategy.

7. What opportunities for collaboration would you be interested in?

They are willing to partner with other organizations. They are already working with many local organizations but are open to new opportunities.

8. Are there other organizations that we should be talking to (contact?) Is there a network of organizations that you work with?

- Maternal infant service network (MISN)
- Child care council

- Women's Fund CNY

ORGANIZATION: Women's Fund CNY

INTERVIEWEE: Beth Hoey (Leadership Council)

1. Can you tell us about your organization and why the organization chose this mission as its focus?

Syracuse is a big small town, it's a close community, it's a philanthropic community. CNY started with a handful of women leaders in the area that went to a conference and came back dedicated to supporting and empowering other women.

We are an affiliate fund of the Central NY foundation - they hold our money, they invest the money, we are in charge of coming up with our budget for the year. We are now over a million dollars, we have been able to give out about \$44-45,000 a year.

We have a leadership council (the CNY takes care of the fiduciary responsibilities) - our primary activity every year is to give out grants. We have an interest in doing more (around community education and hands on work in the community) so that will be revisited.

Our mission is to improve the lives of women and girls and empower them. We also want to educate women on philanthropy. Who we decide to fund in any given year depends on the leadership council and who it is on it. A couple of years ago the focus was education, the last several years we have focused on \$5,000 grants to organizations that are led by women that help and support women.

Recently we felt that some organizations were at a disadvantage because of the grant process, so we changed the process to try to make it very simple so even grassroots organizations could get access (rather than it depending on how well written their grant is).

2. What are the priority issues in your community?

Basic needs, a response COVID in the last year (a lot of food pantries, etc)

In the last few years this leadership council has really tried to focus on basic needs and the need for women with basic feminine hygiene product needs. (ie. Girls not going to school because they didn't have access to these products). In the last 2 years we have had focus on racial equity and we were very careful in that process to ensure it was a very rigorous inclusion of equity (not just a statement that was on the surface).

Poverty is the largest issue in this area.

We really try to cover all the counties as well.

3. How does your organization support women and LGBTQ+ in your area?

[Not Addressed]

4. How do you assess/measure the impact of your programs?

We operate on a foundation of trust with our recipients and don't have a formal method of measuring impact - we let the organizations handle the funds and trust them with that.

We also want to address the issues of racism within philanthropy as well - we want to step away from us telling others what to do with the funds, and instead to focus on asking those doing the work 'what do you need'?

5. We know you support [their issue focus], but can you share your thoughts on what other factors impact your [issue focus] and impact the community as a whole?

Led poisoning has been an issue. Dismantling institutional racism.

6. How do you currently fund your organization and programs? What are your funding sources?

We have a basic system - we do one direct mail outreach, we are trying to focus on building relationships and showing impact to our supporters and we get some gifts throughout the year. There is an email e-newsletter that goes out once that asks for donations as well.

7. What opportunities for collaboration would you be interested in?

We are very open to collaborating with other like minded organizations.

8. Are there other organizations that we should be talking to (contact?) Is there a network of organizations that you work with?

There are several groups in the area that overlap:
United Way, 100 Women Who Care, Active adult sororities

We tried to organize a bit of a network, but it fell apart - we wish we were able to connect the different groups together and would be very open to joining a network if it existed.

- Rochester Women's Network

ORGANIZATION: Rochester Women's Network

INTERVIEWEE: Velvet Spicer (President, Board of Directors)

1. Can you tell us about your organization and why the organization chose this mission as its focus?

The organization is 43 years old. It was founded by a couple of women who were looking for networking opportunities to combat so-called "good ol' boy networking". When they had their first meeting, there were so many people they had to turn people away, so they realized this was needed.

There are over 200 members. We aim to help women professionally and personally in their development. We hold prof. development workshops, diversity+equity series, and last year during COVID the board decided to look at ways that we could fill gaps. So we've decided to revamp and address DEI quite a lot. We are going to partner with community orgs that are helping people (particularly women) who are disadvantaged and underrepresented communities.

We are going to start offering scholarships to young women in disadvantaged communities and try to help women rise out of poverty and give them access to all of our resources, events and opportunities.

We are a non-profit org., but do charge a membership fee. We have several committees and special interest groups (like finance and development and professional development). They also do things like book clubs, working mom groups etc. Then there are committees that run the club operationally.

2. What are the priority issues in your community?

Racial unrest/injustice is a big issue - there are several orgs that are tackling this and we are moving into that space as well.

Poverty is a huge issue - childhood poverty is the highest in the nation. We are partnering with orgs that help with those issues too.

3. How does your organization support women and LGBTQ+ in your area?

We have a newfound focus on LGTBQ+ and non-binary individuals but nothing fully fleshed out

4. How do you assess/measure the impact of your programs?

We send surveys to members

5. We know you support [their issue focus], but can you share your thoughts on what other factors impact your [issue focus] and impact the community as a whole?

[Not Addressed]

6. How do you currently fund your organization and programs? What are your funding sources?

We ask for membership dues as well as a nominal fee that we charge for some programs. We also receive 1-2 small grants and hold 2 fundraisers a year (in non COVID years).

7. What opportunities for collaboration would you be interested in?

We would be open to collaboration

8. Are there other organizations that we should be talking to (contact?) Is there a network of organizations that you work with?

There has been a renewed focus on collaboration in recent years amongst non-profit organizations, especially in regards to poverty. We are trying to create a network of organizations focused on supporting women and job readiness for women - there isn't much of a network in that space currently.

- Women’s Enterprise and Development Center, Inc
ORGANIZATION: Women’s Enterprise Development Center, Inc. (Mid-Hudson)
INTERVIEWEE: Cynthia Marsh-Croll (Program Director)

1. Can you tell us about your organization and why the organization chose this mission as its focus?

They are an organization that focuses on entrepreneurship and serves a lot of minority women. The Spanish program is their major focus right now, they want to expand it given that 40% of their clients are Spanish-speaking. They mainly work through their business centers, in fact, their second business center is about to open. Right now they are focused on dealing with COVID-19.

As an organization focused on building economic capacity and supporting entrepreneurial activities for women, they are currently facing significant challenges: Covid has “killed” everyone. There’s economic devastation. All of their clients are single mothers, and they are trying to work to provide and care for their kids. How are they supposed to run their businesses? Many businesses have closed during the pandemic. “Nobody was prepared for this”. It is a shame, since most businesses were gaining sustainability and thriving until the pandemic hit, they were even hiring employees. If COVID had only lasted a couple months, it wouldn’t have been as catastrophic. This has had terrible effects on all their clients.

2. What are the priority issues in your community?

In congruence with their economic stance, they have identified some issue areas like:

Difficulty paying back loans.

Lack of money and financial assistance to people to get their businesses running and so that they can pay their bills and rent.

With their Spanish programs being remote, they have expanded their webinars to make their clients competitive during this context. They weren’t as tech-savvy and it’s a mandatory skill today. Businesses are being creative because they didn’t have a choice.

They ought to expand the skill sets of women.

3. How does your organization support women and LGBTQ+ in your area?

The programming is all about training, counseling and mentorship programs. Mainly helping people getting their businesses started and keeping them running.

Getting minority women certified. Women economic empowerment seeked through transferring knowledge and skills. Resources to teach them “how to fish” and keep the bucket full.

4. How do you assess/measure the impact of your programs?

All their funders require them to show impact, so they report frequently their metrics. They measure how many businesses start, look at the number of jobs created, increases in sales, certifications, access to funding, who and how they helped. However, they do protect their clients' information when they disclose to funders.

5. We know you support [their issue focus], but can you share your thoughts on what other factors impact your [issue focus] and impact the community as a whole?

[Not addressed]

6. How do you currently fund your organization and programs? What are your funding sources?

- Mainly funders and grants from foundations. The largest is the Empire State Development on a State-level.
- Small businesses administration.
- Corporate sponsorships.

They try to diversify their income strategy.

7. What opportunities for collaboration would you be interested in?

They are interested in building partnerships with any organization that can help to provide programs.

8. Are there other organizations that we should be talking to (contact?) Is there a network of organizations that you work with?

Veronica Bazan - same organization.

- Boys and Girls Club

ORGANIZATION: Boys and Girls Club of Syracuse

INTERVIEWEE: Tracy DiGenova (Director, Marketing and Fund Development)

1. Can you tell us about your organization and why the organization chose this mission as its focus?

Been around 130 years have four club sites throughout the city in some of the most underserved communities in the city

Provide programming and after school activities. One site strictly for teens. Others for about 5-13 years olds.

Are a very flexible part of the community

Been really great with the teens - a lot of them have grown up through the program. They take on leadership roles in the clubs. They take care of their space, there is always respect, its known once you walk through the door what is expected of you. One issue is no one is expecting that of the at home - we support by setting expectations and support for their school work. B&G has set up relationships with the school as well so there is a community support network. Our members choose to be in our doors from 4-8 instead of getting into other trouble.

2. What are the priority issues in your community?

Our youth is a huge priority. We have a lot of young bucks who are getting out into the world pretty early. It makes us aware of how we need to present ourselves - we are not here to be officers, we are there to be trusted and to talk about what is going on. We have a specific teen outreach coordinator that is there to create a valuable relationship.

We help provide stability - which is a definite thing that's lacking

3. How does your organization support women and LGBTQ+ in your area?

Our teen coordinator runs a girls group - they talk about everything in their lives from makeup to more serious issues. We try to create female role models in the club. Our coordinator is from the community and she has a college degree, etc. We are preparing

Boys are the ones getting into more trouble so a lot of focus is put on them, (there is a lot of basketball focus). It's important to make sure the girls feel heard and that they are important too and have their own space.

4. How do you assess/measure the impact of your programs?

There is a new crew in town - a lot of new people have been hired recently. There is a lot of data that we could be gathering. We have created a survey to hear about what our youth and families need, and create programs to adjust to that. We are trying to get more on a path of assessment.

5. We know you support [their issue focus], but can you share your thoughts on what other factors impact your [issue focus] and impact the community as a whole?

Syracuse has one of the highest poverty rates. Its really tough, our families are living in really terrible situations - housing wise and otherwise. That turns into a whole cycle. They don't feel

safe in their neighborhoods so they don't come out of their homes to take advantage of the opportunities available to them. A lot of work is needed everywhere.

Empowering different groups and neighborhoods to advocate for themselves rather than an outside force coming in and saying what is needed.

6. How do you currently fund your organization and programs? What are your funding sources?

Funding from the state and grants, and county government, individual donors, events

7. What opportunities for collaboration would you be interested in?

Yes, for sure. They want to create stronger programs to support the children and young adults in this community and are looking for ways to be more structured and thoughtful about their programs and would love partnership.

8. Are there other organizations that we should be talking to (contact?) Is there a network of organizations that you work with?

Appendix B

ORGANIZATIONS INTERVIEWED & CONTACT INFORMATION

- 1) LGBT Network (Long Island) - Mission: The LGBT Network is an association of non-profit organizations working to serve the LGBT community of Long Island and Queens throughout the lifespan: Long Island Gay and Lesbian Youth (LIGALY), The Long Island LGBT Community Center (The Center), Services and Advocacy for LGBT Elders – Long Island (SAGE-LI), and the Queens LGBT Community Center (Q Center).

Website: <https://lgbtnetwork.org/content/about-network>

Interview Contact: Robert Vitelli, Executive Vice President & Chief Operating Officer (robert@lgbtnetwork.org)

- 2) New Hour (Long Island) - Mission: New Hour was founded on Long Island to provide meaningful support to current and formerly incarcerated women, their children and families. We build community to promote successful reentry and lasting reintegration, and to reform unjust criminal justice system policies. We empower directly impacted people to use their experiences to effect change in the carceral system.

Websites: <https://www.newhourli.org/>

Interview Contact: Danielle Donaphin, Director of Programs (ddonaphin@newhourli.org)

- 3) Engage New York (Long Island) - Mission: EngageNY.org is developed and maintained by the New York State Education Department (NYSED) to support the implementation of key aspects of the New York State Board of Regents Reform Agenda. This is the official web site for current materials and resources related to the Regents Reform Agenda. The agenda includes the implementation of the New York State P-12 Common Core Learning Standards (CCLS), Teacher and Leader Effectiveness (TLE), and Data-Driven Instruction (DDI). EngageNY.org is dedicated to providing educators across New York State with real-time, professional learning tools and resources to support educators in reaching the State's vision for a college and career ready education for all students.

Website: <https://www.engageny.org/>

Interview Contact: Lisa Fasolo, Program Director (lfasolofrishman@gmail.com)

- 4) Child Care Council of Nassau, Inc (Long Island) - Mission: Child Care Council of Nassau, Inc. (CCCN, hereafter) is a private, not-for-profit organization that has served the community since 1972. CCCN provides child care counseling and referrals to families, professional development and technical assistance to active and potential providers, and offers services to employers interested in the child care needs of employees and their families. Through research and support of child care friendly public policy and development, CCCN serves as an informational resource and public voice for issues facing Nassau County's diverse communities.

Website: <http://www.childcarenassau.org/about-us.aspx>

Interview Contact: Sandra Senior, Director of Parent Services (ssenior@childcarenassau.org)

- 5) Hope for Youth (Long Island) - Mission: Hope For Youth is dedicated to facilitating positive change in the lives of children, adolescents and families. We provide stable, nurturing, residential care, foster care, preventive and out-patient programs which educate, motivate and empower individuals to become self-sufficient and achieve their full potential.

<https://www.hfyny.org/>

Tenaya Parchment, Development Associate (tparchment@hfyny.org)

- 6) National Advocates for Pregnant Women (National - Long Island division) - Mission: National Advocates for Pregnant Women (NAPW) works to secure the human and civil rights, health and welfare of all people, focusing particularly on pregnant and parenting women, and those who are most likely to be targeted for state control and punishment — low income women, women of color, and drug-using women.

Website: <https://www.nationaladvocatesforpregnantwomen.org/about-us/>

Interview Contact: Dana Sussman, Deputy Executive Director

(dgs@advocatesforpregnantwomen.org)

- 7) Unitarian Universalist Congregation at Shelter Rock (Veatch Foundation) (Long Island) - Mission: The Unitarian Universalist Veatch Program at Shelter Rock is the national philanthropic giving program of the Unitarian Universalist Congregation at Shelter Rock. The Veatch Program provides long term, core support for social justice organizing throughout the United States. A program of faith in action, Veatch has been a leader in progressive philanthropy since 1959.

Websites: <https://uucsr.org/>

Interview Contact: Maria Ceraulo, Women's Issue Chair (mceraulo0116@gmail.com)

- 8) United Way of the Dutchess-Orange Region (Mid-Hudson Valley) - Mission: United Way of the Dutchess-Orange Region fights for the health, education, and financial stability of every person in our community.

Website: <https://www.uwdor.org/>

Interview Contact: Melissa Clark, Senior Director of Community Impact

(mclark@uwdor.org)

- 9) Women's Fund CNY (Mid-Hudson Valley) - Mission: The Women's Fund of Central New York supports, empowers and recognizes the advancement and full participation of women and girls in Central New York through an endowment fund, grants and initiatives.

Website: <http://www.womensfundofcny.org/>

Interview Contact: Beth Hoey, Leadership Council (bhoey@twcny.rr.com)

- 10) Rochester Women's Network (Rochester) - Mission: RWN is a member-driven organization that strives to enhance the professional lives of our members by affording them opportunities to support, empower, and inspire each other through trusted business connections and authentic relationships.

Website: <https://rwn.org/>

Interview Contact: Velvet Spencer, President, Board of Directors (rwn@rwn.org)

- 11) Women's Enterprise and Development Center, Inc (Mid-Hudson Valley) - Mission: The Women's Enterprise Development Center (WEDC) opens doors to business ownership for low-to-moderate income women and minorities in Westchester and the Hudson Valley

Website: <https://wedcbiz.org/>

Interview Contact: Cynthia Marsh-Croll, Program Director (cmash-croll@wedcbiz.org)

- 12) Boys and Girls Club (Mid-Hudson Valley) - Mission: To enable all young people, especially those who need us most, to reach their full potential as productive, caring, responsible citizens.

Website: <https://www.bgca.org/>

Interview Contact: Tracy DiGenova, Director, Marketing and Fund Development (tdigenova@bgcsyracuse.org)

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