

1. Public Notice 8-3-20

Documents:

[8-3-20 MINORITY AFFAIRS COMMITTEE PUBLIC NOTICE.PDF](#)

2. Minority Affairs Hearing 8-3-20

Documents:

[8.3.20 - MINORITY AFFAIRS HEARING.PDF](#)

3. MINORITY AFFAIRS COMMITTEE

Documents:

[MINORITY AFFAIRS COMMITTEE, 08-03-20.PDF](#)



## **PUBLIC NOTICE**

PLEASE TAKE NOTICE THAT

**THE NASSAU COUNTY LEGISLATURE WILL HOLD A  
MEETING OF THE MINORITY AFFAIRS COMMITTEE**

**ON**

**MONDAY, AUGUST 3, 2020 AT 9:30 AM**

**REGARDING THE OFFICE OF MINORITY AFFAIRS**

**IN**

**THE PETER J. SCHMITT MEMORIAL LEGISLATIVE CHAMBER  
THEODORE ROOSEVELT EXECUTIVE AND LEGISLATIVE BUILDING  
1550 FRANKLIN AVENUE, MINEOLA, NEW YORK 11501**

*Please be advised that public attendance is permitted at this meeting, but due to health and safety concerns associated with the COVID-19 virus and New York State requirements restricting public gatherings, the maximum capacity of the Peter J. Schmitt Legislative Chamber is limited to fifty people, inclusive of elected officials, staff, and attendees. Passes will be distributed on a first come first served basis beginning one half hour prior to meeting and attendees will be given an opportunity to sign in to address the Legislature for a maximum of three minutes. Attendees will be subject to temperature checks prior to entering the chamber, and must adhere to social distancing guidelines and wear a mask while they are in the chamber.*

*This meeting will also be available for viewing online at <http://www.nassaucountyny.gov/agencies/Legis/index.html> As in-person attendance is limited, public comment on any item may be emailed to the Clerk of the Legislature at [LegPublicComment@nassaucountyny.gov](mailto:LegPublicComment@nassaucountyny.gov) and will be made part of the formal record for this Legislative meeting.*

*While this meeting is open to the public at a reduced capacity, the Nassau County Legislature is committed to making its public meeting accessible to individuals with disabilities. If, due to a disability, you need an accommodation or assistance to participate in the public meeting or to obtain a copy of the transcript of the public hearing in an alternative format in accordance with the provisions of the Americans with Disabilities Act, please contact the Office of the Clerk of the Legislature at 571-4252, or the Nassau County Office for the Physically Challenged at 227-7101 or TDD telephone no. 227-8989.*

**DATED: July 27, 2020  
Mineola, NY**

**MICHAEL C. PULITZER  
Clerk of the Legislature  
Nassau County, New York**

Theodore Roosevelt Executive and Legislative Building  
1550 Franklin Avenue, Mineola, New York 11501

**MINORITY AFFAIRS COMMITTEE OF THE  
NASSAU COUNTY LEGISLATURE**

**Hearing on  
the Office of Minority Affairs**

Committee Membership

*Steven D. Rhoads – Chair*  
*Rose Marie Walker – Vice Chair*  
*James Kennedy*  
*Denise Ford*

*Carrié Solages -Ranking*  
*Kevan Abrahams*  
*Debra Mulé*

**AGENDA**

**August 3, 2020  
9:30 AM**

1.	<b>Office of Minority Affairs</b> <b>Lionel Chitty, Executive Director</b> <b>Bishop Lionel Harvey, Deputy Director</b> <b>Dr. Regina L. Williams, Deputy Director</b>
2.	<b>Public Comment</b>

NASSAU COUNTY LEGISLATURE

RICHARD NICOLELLO  
PRESIDING OFFICER

MINORITY AFFAIRS COMMITTEE

LEGISLATOR STEPHEN RHOADS  
CHAIR

Theodore Roosevelt Building  
1550 Franklin Avenue  
Mineola, New York

August 3, 2020

10:15 A.M.

PRECISE COURT REPORTING  
(516) 747-9393 (718) 343-7227 (212) 581-2570

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A P P E A R A N C E S:

LEGISLATOR STEPHEN RHOADS  
Chair

LEGISLATOR ROSE WALKER  
Vice Chair

LEGISLATOR JAMES KENNEDY

LEGISLATOR DENISE FORD

LEGISLATOR CARRIE SOLAGES  
Ranking member

LEGISLATOR KEVAN ABRAHAMS

LEGISLATOR DEBRA MULE

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2 LEGISLATOR RHOADS: At this time  
3 we will call the hearing to order. I will ask  
4 the clerk to call the roll.

5 MR. PULITZER: Thank you  
6 legislator. Minority Affairs Committee roll  
7 call. Debra Mule.

8 LEGISLATOR MULE: Here.

9 MR. PULITZER: Kevan Abrahams.

10 LEGISLATOR ABRAHAMS: Here.

11 MR. PULITZER: Ranking member  
12 Carrie Solages.

13 LEGISLATOR SOLAGES: Here.

14 MR. PULITZER: Legislator Denise  
15 Ford.

16 LEGISLATOR FORD: Here.

17 MR. PULITZER: Legislator James  
18 Kennedy.

19 LEGISLATOR KENNEDY: Here.

20 MR. PULITZER: Vice Chairwoman  
21 Rose Marie Walker.

22 LEGISLATOR WALKER: Here.

23 MR. PULITZER: Chairman Stephen  
24 Rhoads.

25 LEGISLATOR RHOADS: Present.

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2                   MR. PULITZER:       We have a quorum  
3           sir.

4                   LEGISLATOR RHOADS:       Thank you Mr.  
5           Clerk. I do want to welcome Lionel Chitty,  
6           who is the executive director of the Office of  
7           Minority Affairs, Bishop Lionel Harvey who is  
8           the deputy director, as well as Dr. Regina  
9           Williams, also a deputy director. Thank you  
10          so much for being here and I appreciate your  
11          time. Again I apologize in the delay in  
12          getting started this morning. I'm aware you  
13          have a power point presentation to make.

14                   Just to give some brief remarks  
15          regarding the purpose of today's hearing.  
16          Obviously last year prior to your appointment,  
17          Mr. Chitty, we did conduct a hearing of  
18          Minority Affairs to try and get into some  
19          information about the Office of Minority  
20          Affairs, what the vision for the office was.  
21          It was clear from those hearings, even though  
22          we did receive some information, it was clear  
23          that the lack of an executive director, a  
24          permanent director, really did impact the  
25          operations of the office.

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2                   And your executive director  
3 position, at that point we were a year and a  
4 half into the administration, your executive  
5 director position and your appointment a  
6 little less than a year ago was the last  
7 appointment of any major office within the  
8 county. I really feel as though that hindered  
9 to a certain extent the operations of the  
10 office. But now that you are there and now  
11 that you have been there for a while we had  
12 wanted to have these hearings earlier but then  
13 we were hit with COVID.

14                   So, first off, I want to welcome  
15 everyone back. This is actually the first  
16 public hearing that the county legislature is  
17 having since the COVID pandemic. This is the  
18 first hearing that's actually open to the  
19 public. At least in some limited way since  
20 the COVID pandemic. And in light of  
21 everything that's been going on, it really  
22 underscores from a business standpoint and  
23 from a personal standpoint, it really  
24 underscores the importance of the Office of  
25 Minority Affairs.

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2                   The purpose of today's hearing,  
3           sort of like the last one, is to get your  
4           vision for the operations of the office. Now  
5           that you've been there for a while you've had  
6           an opportunity to evaluate your staff,  
7           evaluate the department's needs. Your office  
8           is vitally important in that it breathes life  
9           into the promises that Nassau County  
10          government has made to make county government  
11          more inclusive, to make county government more  
12          accessible to every minority community.

13                   I want to make sure, this committee  
14          wants to make sure that you have all the  
15          resources that you need to be able to get that  
16          done. And now that you've had the opportunity  
17          to be in that office for awhile, we wanted to  
18          hear about your vision, your goals, what you  
19          think the strengths and weaknesses are within  
20          that office. How your office is interacting  
21          with other divisions within county  
22          government. Whether you are getting the  
23          information that you need in order to be able  
24          to fullfil your mission under the charter and  
25          in what ways we as a legislature can assist in

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2           that process.

3                       Because we want to make sure that  
4           the Office the Minority Affairs is not just an  
5           office that exists on paper to make everybody  
6           feel good. We want to make sure that the  
7           Office of Minority Affairs exists to fulfil  
8           the very broad and very important mandate that  
9           was set forth in its charter. Our  
10          responsibility is to make sure that that takes  
11          place and you have the tools and resources  
12          that you need to be able to do that.

13                      So that, to me, is the most  
14          important reason that we are having the  
15          hearing today is to get that perspective and  
16          see how we can move forward together to make  
17          sure that we are fulfilling the promise of the  
18          Office of Minority Affairs and the promise  
19          that we've made to all the constituents at  
20          Nassau County to make Nassau County accessible  
21          and reachable to everyone. Again, I thank you  
22          for being here.

23                      Carrie, did you have a statement?

24                      LEGISLATOR SOLAGES:       Thank you  
25          Chair. Good morning to everyone and good

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2           morning to this highly esteemed panel  
3           established here today. Bishop, director  
4           doctor. It's my pleasure to have you here.  
5           Thank you for calling this hearing and it is  
6           very symbolic and important that this is the  
7           first hearing being held in post-COVID times.  
8           I would like to welcome everyone to the new  
9           legislature. Although it may look like the  
10          DMV it is not the DMV. I want to thank the  
11          administration and DPW for installing this for  
12          our safety.

13                   And although my colleague here,  
14          Legislator Bynoe is here this morning, she  
15          will not be allowed to speak because she is  
16          not on the committee as per the chair,  
17          Mr. Rhoads. Yet, she has been very helpful on  
18          these issues.

19                   And furthermore, I would like you  
20          to please take advantage of this opportunity  
21          here today to provide information to us so  
22          that we can learn how to help further your  
23          department.

24                   In addition, I guess your role  
25          today is a quite difficult role. At the same

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2           time you're here to talk about the great work  
3           you're doing, it's very difficult to mention  
4           the lack of support that you don't have from  
5           the administration. The same administration  
6           that is supposed to support you. We are  
7           walking a very fine line here today.

8                         But I would ask you please to be as  
9           candid as possible. I have a copy of the  
10          transcript from the last hearing. I going to  
11          be asking some questions from the transcript.  
12          If you would like to share a copy of this  
13          transcript I would love to pass it over to  
14          you.

15                        In addition, and I mention that  
16          because on the transcript of the last hearing  
17          I pointed out that this office has a very  
18          important regulatory role with respect to  
19          Title 6 and Affirmative Action. These  
20          important laws are meant to help to diversify  
21          our government and our community to make sure  
22          that our government reflects our community.  
23          We're not asking for much here. Just asking  
24          for diversity. Right?

25                        So, one important thing in this

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2           transcript that I noticed is that there was a  
3           need for an attorney in this office to help  
4           accomplish and fullfil some of the regulatory  
5           roles. I don't know whether or not we have an  
6           attorney in the office or someone in that  
7           capacity that can help understand the  
8           compliance when it comes to Title 6 and  
9           Affirmative Action. But we're going to  
10          hopefully help to establish that here today.

11                        I want to thank all my colleagues  
12          for being here today and let's get started.

13                        LEGISLATOR RHOADS:       Thank you  
14          Legislator Solages.

15                        Mr. Chitty, I understand you have a  
16          presentation. The floor is yours.

17                        MR. CHITTY:        Thank you everybody  
18          for this opportunity to come before you today,  
19          all the legislators. Especially thanks to my  
20          team here. Dr. Regina Williams, Bishop Harvey  
21          and my entire staff. Thank you very much for  
22          attending. We do have a presentation and we  
23          entitled this presentation as Building a New  
24          Foundation.

25                        OMA 2020 Strategic Plan primary

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2           objectives. Assist County efforts to ensure  
3           access to services, employment and housing  
4           opportunities and address economic  
5           disparities. Enhance diversity and inclusion  
6           awareness throughout Nassau County. Increase  
7           participation of MWBEs, DBEs and SDVOBs in  
8           county procurements, other governmental and  
9           private sector opportunities.

10                       Next we have our entire staff  
11           myself as executive director. Bishop Lionel  
12           Harvey, deputy director. Dr. Regina Williams  
13           also deputy director. We have Lynne Poole,  
14           special assistant. Dexter Hedgepeth, program  
15           coordinator. Michelle Crosley, program  
16           coordinator. Also Victoria Roberts, program  
17           supervisor.

18                       Objective one, enhancing  
19           opportunities for minority residents and  
20           addressing disparities.

21                       During COVID-19 our response.  
22           Urging community members to stay safe, get  
23           tested at county's free community sites.  
24           Assisting residents with securing county  
25           services. Supporting residents in applying

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2           for unemployment insurance benefits.

3           Assisting with community food distributions.

4           Celebrating the strength of our community

5           through challenging times.

6                         COVID-19 response, second portion,

7           minority health equity.

8                         On April 17 myself, deputy

9           executive director Amy Flores from the Office

10          of Hispanic Affairs and also Andrea

11          Ault-Brutus, director of health equity for the

12          Nassau County Department of Health, we

13          recorded a Zoom conference and that conference

14          was created out of the facts that we realized

15          and it was proven that communities of color

16          were hit extremely hard with COVID. This

17          video has about 3900 views already on Facebook

18          and we went about 20, 30 minutes just to

19          discuss why communities of color were hit,

20          what are the resources available to them, how

21          to be able to prepare yourself and protect

22          yourself during COVID specifically for those

23          communities.

24                         Supporting minority businesses.

25          Assisting MWBEs with the Boost Nassau loan

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2       applications, the federal Paycheck Protection  
3       Program and the SBA's emergency industry  
4       disaster loan process. Promoting and  
5       assisting county's personal protection kit  
6       giveaway. Advising businesses on New York  
7       State closure rules and reopening guidelines.  
8       Participating in the county executive's  
9       COVID-19 Economic Advisory Counsel with the  
10      Long Island African-American Chamber of  
11      Commerce, the Long Island Hispanic Chamber of  
12      Commerce and the Nassau Counsel of Chambers of  
13      Commerce.

14                Reopening safely. Supporting our  
15      MWBEs. Our OMA team has been out and about  
16      visiting our MWBEs throughout this crisis and  
17      reopening of their businesses. We will  
18      continue to connect with our constituents in  
19      order to assist them in navigating through  
20      these challenging times. Our small businesses  
21      are the economic engines of our communities.

22                Objective two, increasing diversity  
23      and inclusion. To foster inclusion and  
24      diversity in collaboration with our other  
25      outreach offices, Office of Hispanic Affairs,

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2 Office of Asian-American Affairs and the Human  
3 Rights Commission and other agencies.

4 Working collaboratively on known  
5 shared interest areas such as Census 2020,  
6 civil service opportunities, minority mental  
7 health and workforce development.

8 Identify and engage key  
9 stakeholders, community leaders, faith-based  
10 and nonprofit partners. Create and support  
11 community cultural events and encourage  
12 participation amongst diverse groups.

13 Continuation of increasing  
14 diversity and inclusion. OMA collaborates  
15 with other county departments to prioritize  
16 language access. Throughout the pandemic OMA  
17 ensured translation of important documents for  
18 the Haitian-Creole community. An example of  
19 those documents included Know Your Rights.  
20 COVID-19 testing locations, coronavirus fact  
21 sheet, messages from the Nassau County  
22 Department of Health and community resources  
23 booklet. Also working with the county we  
24 notified residents that they can also receive  
25 the county's text updates in multiple

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2           languages. Text COVID Nassau one to 888-777  
3           specifically for Haitian-Creole. Those will  
4           give you updates continuously as they come  
5           across.

6                       A voice in important  
7           conversations. Unified Long Island is a  
8           bi-county task force intended to empower  
9           communities to stand united against all acts  
10          of hate and bias that are based on  
11          anti-Semitism, race, ethnicity, national  
12          origin, religion, gender, gender identity,  
13          disability or sexual orientation.

14                      The task force partners with  
15          existing stakeholders, leaders and residents  
16          as well as law enforcement agencies, human  
17          rights advocates, community organizations,  
18          religious institutions, government offices and  
19          education platforms to advocate for unity,  
20          acceptance and diversity.

21                      The task force is working to  
22          develop and implement an action plan to  
23          identify and document hate and bias incidents  
24          while working towards strengthening the bonds  
25          of friendship and respect within and amongst

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2           the communities across Long Island. OMA's  
3           deputy director, Bishop Lionel Harvey, is the  
4           Nassau County chair for this endeavor.

5                     A voice in important  
6           conversations. The Police and Community Trust  
7           or PACT. On June 17th, County Executive  
8           Curran announced the creation of PACT, a new  
9           initiative aimed at building trust,  
10          transparency and a working dialogue between  
11          community activists and Nassau County police.  
12          Cochaired by County Executive Curran and South  
13          Floral Park mayor Jeffrey Prime, PACT  
14          membership includes Police Commissioner Ryder,  
15          community leaders, activists and police  
16          officers. Ongoing meetings engage additional  
17          participation from law enforcement and the  
18          community. OMA's program supervisor, Victoria  
19          Roberts, is our liaison for this important  
20          effort.

21                     Objective three, increasing  
22          minority participation in county contracting.  
23          Curran administration is committed to  
24          maximizing participation by MWBE, DBE and  
25          SDVOB vendors in county contracting

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2           opportunities. It's good for business, good  
3           for the county. It's an essential element of  
4           effective public procurement, ensures greater  
5           competition at lower cost and higher service  
6           levels. Strengthens the local and small  
7           business communities. Encourages greater  
8           entrepreneurship in the county. Promotes  
9           open, fair and transparent process for county  
10          contracts.

11                   Curran administration building  
12          blocks to increase MWBE participation.

13                   County vendor portal. Elimination  
14          of the \$125 vendor registration fee for that  
15          portal. Comprehensive tracking system for  
16          MWBE, DBE and SDVOBs. A new certification app  
17          and next up our disparity study.

18                   OMA's new MWBE certification app.  
19          OMA has endeavored to further streamline MWBE  
20          participation by combining the registration  
21          and certification processes in a new  
22          electronic filing system. The new online  
23          filing system launched during COVID and fully  
24          functional on June 12, 2020 will tremendously  
25          aid OMA in serving MWBEs.

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2                   Allows for easy upload of documents  
3 and speeds up OMA's staff review. Includes a  
4 step-by-step tutorial to assist constituents  
5 with registration in county's vendor portal,  
6 how-to for uploading MWBE documents for  
7 certification and a training tutorial for  
8 staff instructional purposes.

9                   OMA's deputy director, Dr. Regina  
10 Williams, created this concept and oversees  
11 the MWBE program, while program coordinator,  
12 Michelle Crosley, functions as the  
13 certification analyst for MWBEs.

14                   OMA thanks Commissioner Stanton and  
15 the IT team for a successful collaboration.

16                   Continuation of OMA's new county  
17 certification app. Fully automated process  
18 for county certification. Captures info from  
19 the vendor portal. Step-by-step tutorials for  
20 business owners and OMA staff.

21                   Database encompasses all pre-2020  
22 files plus all new certifications. Conducts  
23 surveys, contacts vendors and more.

24                   Here we have the new certification  
25 app. Here's a screen shot of the application

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2 itself. This is our total directory that  
3 lists all the MWBEs.

4 Next we have a detailed display in  
5 bold which it was extracted from our vendor  
6 portal which shows a sample of contact  
7 information.

8 Next we have a tab here that shows  
9 all the certifications, lists all the  
10 businesses that are currently certified with  
11 Nassau County.

12 OMA's new MWBE app also allows us  
13 to send email notifications. We can send out  
14 certification information, community  
15 functions, county solicitations, events,  
16 forums that are being held, precertification  
17 notifications and also registrations.

18 We also have the ability to utilize  
19 that system to inform businesses that already  
20 have been certified with OMA yet never  
21 registered with the county. Be able to get  
22 them recertification reminders for businesses  
23 once their certification has expired.

24 Community functions, events. Certification  
25 forms including the long form application, the

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2           short form application and recertification  
3           application. Site visit questionnaire. We  
4           can also inform them of county solicitation,  
5           prebid forms and also surveys. Which is  
6           important that we conduct surveys to ensure  
7           that we're meeting the needs of our MWBEs.

8                       Next you see a sample of an email  
9           that is sent to those who have gained  
10          certification once it's been approved  
11          congratulating them and welcoming them and  
12          also including our contact information moving  
13          forward.

14                      Next we have a copy of the  
15          certification letter that is emailed to them  
16          once they are approved.

17                      Next we have the certification  
18          itself. Here is a sample certification  
19          automatically emailed once they are approved.

20                      Next we have the Nassau County  
21          Office of Minority Affairs' MWBE online filing  
22          tutorial for 2020. We have a QR code here.  
23          If you scan that code it will take you to  
24          directly to a Youtube video that will walk you  
25          through the entire process.

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2                       Next we have the numbers. Our MWBE  
3 vendor registration numbers. We will start  
4 with January. From January 2019 to April  
5 2019. Total number of minority-owned  
6 businesses 197. Woman-owned businesses 262.  
7 Minority women-owned businesses 58. Veteran,  
8 service disabled veteran-owned businesses 29.

9                       As of July 31, 2020 we now have  
10 minority-owned 770. Women-owned 875.  
11 Minority women-owned 267. Veteran, service  
12 disabled veteran-owned businesses 96.

13                      Our certification process going  
14 back to January 2019 to December 2019. Total  
15 MWBEs certified by the Office of Minority  
16 Affairs 132. As of July 31, 2020 total MWBEs  
17 certified by the Office of Minority Affairs  
18 year to date 77. This is from the app which  
19 was fully functional as of July 12th. What we  
20 did was we focused on completing that  
21 application and automate the certification  
22 process and we moved forward from there.

23                      Total MWBEs pending certification.  
24 This includes new businesses and  
25 recertifications. We had a large influx

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2           during COVID. That total number is 990.

3                       Next up, the MWBE-SDVOB disparity  
4           study. The disparity study is a critical  
5           component to setting meaningful goals of MWBE  
6           participation in county procurement. Funding  
7           was authorized by the Nassau County  
8           Legislature and included in county's capital  
9           budget. RFP number MA 1216-1965 for the study  
10          was issued December 2019. It includes  
11          consultant services as well as study to  
12          maximize impact.

13                      Nassau-Suffolk Selection Committee  
14          review of proposals nearing completion.  
15          Notice of award expected soon. Stay tuned.

16                      OMA's summer youth 2020.  
17          Participants in the Nassau County Summer Youth  
18          program have been assisting OMA with the  
19          enormous amount of MWBE work by updating  
20          records in the MWBE app. They have started  
21          the process of scanning our paper files  
22          totaling 1,136 as of December 31, 2019. Our  
23          goal is to scan the documents for each MWBE  
24          filed into our automated system to have  
25          everything accessible online.

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2 We have ten summer youth that are  
3 participating this year in helping us. Moesha  
4 Castma from Westbury High School. Essencia  
5 Bermudez, SUNY Canton. Major: Criminal  
6 investigations. Elisha Kelley Becker,  
7 Worchester Mass. Major: Computer gaming  
8 design. Sendy Veillard, Queensboro Community  
9 College. Major: Counselor. Rashawn Simon,  
10 Lincoln University. Major: Liberal arts.  
11 Johnathan Turcios, Queensborough Community  
12 College. Major: Computer science. Monica  
13 Facile, Nassau Community College. Major:  
14 Nursing. Asante Meeks, SUNY Buffalo. Major:  
15 Pre-med and political science. Xavier  
16 Bermudez, SUNY Canton. Major: Criminal  
17 investigations and he also worked with our  
18 human rights department. And also Jahree  
19 Bryant, Freeport High School, who also worked  
20 with out human rights commissioner.

21 OMA's vision moving forward. To  
22 establish and implement processes that are  
23 productive, sustainable and focused on the  
24 overall mission of the department. Items  
25 designated for improvement include RFP bid

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2           solicitation receipt and distribution,  
3           mandated reporting, EFC, which is the  
4           Environmental Facilities Corporation, FTA,  
5           Federal Transportation Administration, MWBE,  
6           SDVOB and internal, external communication.

7                     Create and implement meaningful  
8           ongoing workshops and forums to educate  
9           potential MWBE, SDVOB bidders. Event types  
10          include procurement forms, preconstruction and  
11          technical assistance in collaboration with the  
12          county agencies, New York State Empire State  
13          Development Corp., the Port Authority and  
14          other organizations with expertise in needed  
15          areas.

16                    Continue to increase community  
17          connectivity, expand upon relationships and  
18          participation while working collaboratively  
19          with the Office of Hispanic Affairs, Office of  
20          Asian-American Affairs and county departments  
21          to increase the base of resources available  
22          and awareness for constituents.

23                    Next two pages we have snapshots of  
24          events we participated in starting from 2019.  
25          And again, this is just a snapshot not

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2 everything. Woman Small Business Award  
3 Celebration with LIAACC, the Long Island  
4 African-American Chamber of Commerce. We  
5 attended the MLK 51st anniversary of the  
6 assassination of Dr. Martin Luther King, Jr.

7 We co-hosted Port Authority of New  
8 York New Jersey certification form at Nassau  
9 Community College. We attended the Diversity  
10 in Business Awards for the Long Island  
11 Business News. Presented citations at the  
12 Long Island African-American Chamber of  
13 Commerce. OMA attends prebid forums which are  
14 very key for MWBEs. We attended the 24th  
15 annual Nassau County Bar Association mentoring  
16 ceremony luncheon. Hosted the mental health  
17 forum at the African-American Museum of Nassau  
18 County. Attended NCBW 100 Long Island annual  
19 event. Hosted the Juneteenth celebration, the  
20 first ever, where there was an official  
21 proclamation signed by the county executive.

22 Census collaboration event with our  
23 other outreach offices. Attended the New York  
24 SUNY-CUCF diversity at work annual MWBE-SDVOB  
25 conference. The 2019 ACCA conference in San

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2           Antonio, Texas. MWBE event at Caribbean  
3           business connection monthly networking event.  
4           The Long Island Railroad expansion track  
5           tour. Citations for the Vladimir Ukranian  
6           Orthodox Church. Citations at Christ's First  
7           Presbyterian Church in Hempstead. Their 375  
8           year anniversary celebration.

9                        Caribbean business connections  
10           monthly business networking event. OMA and  
11           OHA attends MWBE empowerment event. End of  
12           last year OMA hosted our Kwanzaa celebration  
13           at Roosevelt Field. January 2020 OMA attends  
14           Nassau County's annual Dr. Martin Luther King  
15           Jr. Ecumenical Service and Scholarship  
16           luncheon. OMA attends Nassau County Police  
17           Department's black history community forum.  
18           OMA hosted the Millennial Chat at the Yes We  
19           Can Center in Westbury. Attended a Black  
20           History celebration Amistad Case in  
21           collaboration with youth services. We hosted  
22           a Black History celebration at the Nassau  
23           County Legislature. Also attended the Black  
24           History breakfast with the village of  
25           Hempstead. Attended the Black History

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2           celebration at Islamic Center of Long Island.

3                    Attended the project restoration  
4 Terrace Avenue press conference. OMA hosts  
5 minority breakfast in conjunction with the  
6 Nassau County IDA and the Long Island  
7 African-American Chamber of Commerce. And  
8 then we also host a faith-based security grant  
9 seminar. Then we were in the midst of COVID.

10                   During COVID we hosted the minority  
11 health presentation with Office of Hispanic  
12 Affairs and the Office of Diversity and Health  
13 Inclusion. Office of Diversity Health with  
14 the Department of Health. OMA we did  
15 interviews with the county executive on Ire  
16 Jam radio. We attended the ABBA Mother's Day  
17 celebration. We joined the county executive  
18 for a Juneteenth kickoff in Manhasset. We  
19 also hosted a virtual Juneteenth celebration  
20 via Zoom. Interviews with Tower Talk business  
21 with Nassau Community College. And just  
22 recently attended the Uniondale Community  
23 Counsel via Zoom.

24                   Again, these were snapshots not  
25 everything. I think we'd be here a lot longer

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2 if we did list everything.

3 Next we just have OMA out in the  
4 community. These are pictures of some of the  
5 events that we did attend where we gave  
6 citations, where we have seminars, working  
7 with our MWBEs. And additional outreach of  
8 events that we went to including the mental  
9 health forum and also our Juneteenth  
10 celebration. That concludes my presentation.

11 LEGISLATOR RHOADS: Thank you  
12 executive director. Dr. Williams or Bishop  
13 Harvey did you have any statements to make?

14 MR. HARVEY: I certainly want to  
15 thank this esteemed legislature for having us  
16 here today and for your great leadership. I  
17 just want to commend the great leadership that  
18 Lionel Chitty is providing to this office. He  
19 has taken the bull by the horn so to speak and  
20 we have been following his lead as a great  
21 team that has been engineered, that is  
22 actually out here doing the work.

23 There are so many different  
24 components to this and we have been arduously  
25 taking it step by step. I think you can see

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2           by the comprehensive report that has been  
3           displayed today that we are keeping in line  
4           with the vision of the charter. We're on our  
5           way to doing some very great things. We're  
6           making some systemic change right off the top  
7           and we're excited about what we're able to do  
8           and what we have been able to accomplish thus  
9           far.

10                         We are automating some things that  
11           should have been done a long time ago. But  
12           there's no reason to make excuses. We're  
13           moving forward and doing it with a mind set  
14           that there is so much work out here to be  
15           done. Just the very fact that we've gone  
16           through devastating times and we've all been  
17           confronted with things that we never thought  
18           we would be confronted with.

19                         Through all of that, we continue to  
20           keep grinding and keep doing the things that  
21           were necessary to make sure that our  
22           constituents and our stakeholders got the  
23           necessary information so that they can endure  
24           this pandemic that we are going through.

25                         Also when we're talking about what

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2           happened with George Floyd and the things that  
3           are happening with the racial disparities  
4           we've been engaging extensively with  
5           Commissioner Ryder and the police department  
6           in terms of moving forward.

7                     The county executive has been  
8           giving us great leadership and we thank all  
9           who have been partnering with us to make sure  
10          that this county becomes a county that we can  
11          all be proud of. Madelyne Tsimis has been  
12          wonderful as deputy county executive who has  
13          been leading up and this team is just  
14          fantastic. The Millennial Chat was something  
15          that was just unbelievable engaging our  
16          youth.

17                     I just think that the work that Dr.  
18          Regina Williams is doing in terms of  
19          automating our system is moving us in the  
20          right direction. We're excited. I'm just  
21          excited to be a part of the team. We commend  
22          you for wanting to hear from us and we thank  
23          you for your support. Thank you.

24                     DR. WILLIAMS:        I really should  
25          have went before Bishop because he speaks so

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2           eloquently. But I want to also thank this  
3           legislative body. My coming into the Office  
4           of Minority Affairs now almost a year and a  
5           half there were a lot of things that were not  
6           be attended to upon my entrance and I did not  
7           have a lot of knowledge as to the  
8           functionality of the office. So it was quite  
9           cumbersome trying to navigate things.

10                   Upon Lionel Chitty's entrance into  
11           the office, one thing I can say about Chitty,  
12           affectionately call him Chitty, he's an  
13           extremely hard worker. He 24-7, sometimes  
14           late at night we're on the phone and  
15           discussing things and trying to get a handle  
16           on what the office should be doing or can do.  
17           We go back and forth. We're a brother-sister  
18           team here and it's made us appreciate not only  
19           exactly where we're at but an understanding of  
20           what the community really needs. Especially  
21           when it comes to this period of time that  
22           we're in in this pandemic.

23                   It's been very difficult. It  
24           started off when we were initially assigned to  
25           work from home. It was very difficult for the

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2           staff at large because all of our workings  
3           were something that was in the office. All  
4           the paperwork was in the office. Because of  
5           the fact that we had already started a process  
6           of automating our certifications and it just  
7           came about because of the fact that there were  
8           a minimal number of persons working in the  
9           office last year. This is something that I  
10          had knowledge of doing in my prior job. So we  
11          were going to start off small and do it in  
12          phases.

13                        Then when the pandemic hit we  
14          realized we needed to move fast and get  
15          everything on board so that the staff could  
16          have what they need to keep things going. We  
17          did not anticipate the influx of minority  
18          businesses that would be coming on board. But  
19          it pushed us to really make sure we had a tool  
20          in place that would aid our constituents as  
21          well as give our staff what they needed to be  
22          able to handle this job.

23                        The numbers, the 77 number, is  
24          something that seems small to us because the  
25          app is equipped to be able to handle more.

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2           The biggest difficulty that we have is our  
3           constituents trying to ascertain exactly what  
4           to do and not really having enough staff to  
5           reach them to be able to explain the process.  
6           Once they go through the tutorial it makes it  
7           quite easy and smooth.

8                         There are some that are able to  
9           read the tutorial and submit all the  
10          documentation that's required. Then there are  
11          others that because of the functionality of  
12          their business they may not have a staff, an  
13          admin back in the office that can adequately  
14          take them through the process. And that's  
15          where our program coordinator Michelle Crosley  
16          really comes in.

17                         It's something that's helped up.  
18          And again, it's a tool that we wanted to put  
19          together to outlive us. One of the things I  
20          believe in is succession planning. We wanted  
21          to make sure that the office, when Lionel came  
22          in, was building a new foundation so that the  
23          office would have something that could  
24          continue and outlive us. But it's not limited  
25          just to the functionality that it has right

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2           now. We do want to add on additional pieces.

3                         We've talked about adding on a  
4           piece where we can track the different bids  
5           that our MWBEs put in for our contracts. We  
6           want to be able to track -- if we had an  
7           automated process when it came to all of the  
8           contracts. We also started the conversation  
9           with commissioner Ken Arnold of DPW in  
10          relation to trying to get a handle on all the  
11          contracts. We do realize that they're in  
12          different segments and we get information  
13          different ways.

14                        Our goal is to really streamline  
15          all of these processes so that we can handle  
16          it effectively and then be able to present  
17          these things to our constituents to train  
18          them, bring them up to speed so they will be  
19          able to not only bid but to be awarded these  
20          contracts. At the end of the day it's all  
21          about our economic growth and our economic  
22          development.

23                        So we thank you for the support  
24          that the legislative body has given the office  
25          even in increase the numbers to bring on board

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2 additional staffing. But I do believe  
3 together we will be able to accomplish the  
4 goal at hand. Thank you.

5 LEGISLATOR RHOADS: Thank you. I  
6 appreciate it. I'm just going to get started  
7 with a couple of quick questions and then  
8 obviously we'll turn it over to members of the  
9 committee. I'm sure there are many questions  
10 from the members of the committee.

11 You spoke about staffing Dr.  
12 Williams and Mr. Executive Director Chitty. I  
13 see that budgeted you have room for a full  
14 time staff of 12 and two part timers. Right  
15 now you are operating I believe with a staff  
16 of seven based on what I see in your power  
17 point presentation.

18 Is there a reason that we haven't  
19 been able to come up to full speed in terms of  
20 hiring? Because it sounds as though you are  
21 trying to accomplish a tremendous amount with  
22 a very small number of people. We've provided  
23 as a legislature the financial tools to be  
24 able to get you up to speed but for some  
25 reason that hasn't happened. We've been at

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2           the same number of staff now since before you  
3           came on Mr. Chitty. I think you may have  
4           hired one additional person if I'm not  
5           mistaken. What are the impediments to your  
6           being able to hire separate and apart from the  
7           existence of a freeze now? I understand that  
8           there's a blanket hiring freeze. But prior to  
9           COVID what were the limitations in your  
10          ability to hire?

11                   MR. CHITTY:       Just to go back and  
12          I appreciate that. That's a very good  
13          question. We're currently at seven. Our  
14          total would have been 12. The additional two  
15          basically they fall underneath the intern  
16          portion. Looking at the specific needs of the  
17          office, again working with the team that we  
18          had, we had to do a full assessment. Dr.  
19          Williams was there as an interim and she did a  
20          lot of work and we had numerous conversations  
21          as to exactly what the office needs.

22                   We were at the point of hiring  
23          somebody just to start looking at the contract  
24          portion who was already skilled in that. Then  
25          COVID hit. So we got kind of stuck in a

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2           little bit of a weird place right then and  
3           there. If it wasn't for COVID we would have  
4           able to bring that specific skill on board.  
5           But for right now we do have some basic  
6           knowledge as to taking a look at some of these  
7           contracts, putting the pieces together. But  
8           again, the overall goal, just like Dr.  
9           Williams mentioned, is to have a succinct  
10          process in place.

11                        Things come in different ways to  
12          the office as far as contracts are concerned  
13          and we want to make sure we have a solidified  
14          process so that we can wrap our hands around  
15          that and know exactly what's going on and  
16          automation would be the key.

17                        As far as any additional staffing,  
18          we are in a hiring freeze right now and our  
19          assessments are always continuous working with  
20          the exact staff that we have in order to get  
21          through this. A good example right now is we  
22          have Victor Roberts on board. She's working  
23          with Dexter Hedgepeth, one of our program  
24          coordinators, to start taking a look at  
25          workforce development. As things change we

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2           need to be able to adapt and adapt quickly.  
3           We're looking at a series of different  
4           webinars to try to get people prepared for  
5           coming off of unemployment. The changes in  
6           work space.

7                        So again, just an overall trying to  
8           continuously assess and make sure that we are  
9           making the right decisions moving forward.

10                      LEGISLATOR RHOADS:       Separate and  
11           apart from the COVID pandemic and the freeze  
12           that came into place, did you as executive  
13           director, because it seems clear from the  
14           charter that essentially as long as there is a  
15           budget line for it you have the ability to act  
16           independently in terms of bringing on staff.  
17           In your experience has that been how it's  
18           worked?

19                      MR. CHITTY:        As far as staffing,  
20           we've worked directly with HR and also our  
21           executive director Tsimis and the  
22           administration to make sure we bring on the  
23           proper staff that is needed moving forward.  
24           Again, it is a process and we continuously  
25           assess things. We received a ton of resumes

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2 that we continue to go through repeatedly and  
3 again just to make sure that we find the  
4 proper, qualified staffing.

5 LEGISLATOR RHOADS: Let's say the  
6 hiring freeze were lifted today. How long do  
7 you anticipate it taking until your department  
8 is up to full staff?

9 MR. CHITTY: Up to full staff,  
10 depending on the needs, I'd probably say,  
11 again, things continuously change, I'd  
12 probably say -- we also have a backup of  
13 working with our other offices, the Office of  
14 Asian Affairs and the Office of Hispanic  
15 Affairs to work with them directly as to what  
16 some of our specific needs. We do have the  
17 bear of the certification process specifically  
18 for the businesses.

19 To ramp fully up we would have to  
20 get through COVID, do another assessment.  
21 Reassess. Take a look to see if our needs  
22 have changed and go from there.

23 I will say that one of the biggest  
24 things that I would like to have sooner rather  
25 than later is specifically somebody for

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2           contracts. That's a key portion. Myself and  
3           Dr. Williams she'll be taking on that part of  
4           our process in our mandate right now. But  
5           again, we're not versed in that 100 percent.  
6           We're just not and we want to make sure we do  
7           it right. I believe there are 5,000 contracts  
8           that come across, if not more, every year and  
9           trying to wrap your hands around that it's a  
10          challenge. But it's not anything we can't do  
11          but we want to make sure we get up to speed as  
12          quickly as possible and get it done right.

13                   LEGISLATOR RHOADS:       Since we got  
14          into the topics of contracts, how exactly are  
15          contracts being handled today? In other  
16          words, do you receive advanced notice of every  
17          one of the 5,000 contracts that the county is  
18          engaging in?

19                   MR. CHITTY:        I could not tell you  
20          if there was advanced notice for every one of  
21          them. There is a policy in place that we get  
22          a 30-day notification prior to bid  
23          solicitations going out. But when we take a  
24          look at that policy we can't give out the  
25          entire bid. It's basically the RFP number,

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2           when it's expected to go out and what the item  
3           is. We cannot talk about quantities, we can't  
4           talk about specifics, we can't talk about any  
5           details of that specific product. It's just  
6           basically a heads up.

7                        After we go through that we have to  
8           determine whether or not the funding is just  
9           Nassau County, which are aspirational goals  
10          depending on the dollar amount, whether they  
11          are state funding or federal funding. With  
12          state funding it's MWBE or SDVOBs. And with  
13          federal funding it's DBEs, disadvantage  
14          business enterprises, and a lot of those  
15          higher items are through DPW and they are  
16          required to make sure that they meet their  
17          numbers. We get those reports back in. We go  
18          through as best as we can. Most of them have  
19          been making their numbers. But to say I have  
20          an eye on every single contract I couldn't say  
21          that right now.

22                       LEGISLATOR RHOADS:        It sounds as  
23          though you don't have the staff to be able to  
24          do that even if you wanted to, which I'm sure  
25          you do.

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2                   MR. CHITTY:       We're doing the best  
3 we can.

4                   LEGISLATOR RHOADS:       Of course you  
5 are. Just in terms of -- I know you said you  
6 don't receive every contract. You can't say  
7 that you receive every single contract in  
8 advance. That 30-day notification, do you  
9 know what percentage of the total contracts  
10 you receive in that 30-day notification before  
11 things go out to bid?

12                   MR. CHITTY:       Everyone we receive  
13 we do a notification. The challenge is --

14                   LEGISLATOR RHOADS:       Do you know  
15 how many you receive on a yearly basis?

16                   MR. CHITTY:       Total no, I do not.

17                   LEGISLATOR RHOADS:       Do you know  
18 if it's in the thousands?

19                   MR. CHITTY:       It would probably  
20 close to the thousands. Again, we just get an  
21 email notification. We also need to be  
22 leery. We have MWBEs out there for a 30-day  
23 notification. And it's my been experience if  
24 you start out sending out every single one of  
25 them over and over and over again people

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2           become numb to taking a look at it. We've had  
3           this problem across the board even in my past  
4           life. Sometimes it's too much information.

5                        So as we start to automate things  
6           we want to be able to pull out, okay, if  
7           there's a bid going out for widgets we want to  
8           be able to send that bid out or that  
9           notification out to whoever is making  
10          widgets. But one of the issues that we have  
11          is a that lot of people who are certified in  
12          our system they're listed as, quote unquote,  
13          professional services. So we need to dig a  
14          little bit more into that to extrapolate  
15          exactly what they do.

16                       I will say that with the vendor  
17          portal businesses do put in their NIX codes  
18          and when a bid does go out that the system, on  
19          through procurement, automatically sends them  
20          an email specific to their NIX codes.

21                       Again, the problems we have seen  
22          people's jobs change, people's products  
23          change. Sometimes those codes don't always  
24          match. So part of what we are going to be  
25          trying to do moving forward is to educate them

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2           that they need to go into that system and also  
3           take a look for themselves. See what bids are  
4           there what they can bid. Even speaking with  
5           procurement, if you say you sell widgets you  
6           can bid on bottles of water or whatever the  
7           case may be. It doesn't have to be specific.  
8           That's part of our ongoing education process.

9                       LEGISLATOR RHOADS:     You'd only  
10          provide that information to MWBE businesses if  
11          you have that information, correct?

12                      MR. CHITTY:        Correct.

13                      LEGISLATOR RHOADS:     I'm just a  
14          little concerned about the fact that out of  
15          the 5,000 county contracts there's no level of  
16          confidence that you're receiving, certainly  
17          not receiving all of them. You may be  
18          receiving only a fraction of those contracts  
19          which means that you can't communicate that  
20          information to MWBEs.

21                      MR. CHITTY:        Possible, yes.

22                      LEGISLATOR RHOADS:     I know  
23          Dr. Williams' mentioned that there's been  
24          conversations with Ken Arnold with the  
25          Department of Public Works and obviously the

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2           Department of Public Works has many of the  
3           major contracts for the county. Is there any  
4           exchange of information with other  
5           departments? Other than the Department of  
6           Public Works or are you only receiving public  
7           works contracts?

8                     MR. CHITTY:       We do get them from  
9           other departments. Police department, health  
10          and human services. Even treasurer's  
11          department. Items here and there. But again,  
12          I couldn't tell you exactly how many  
13          departments are sending in everything. Some  
14          departments order very sporadically some  
15          people have reached regarding that specific  
16          policy because they don't order that often. I  
17          could tell you exactly if everybody is getting  
18          but we have gotten it from different  
19          departments. I wouldn't just say it's  
20          Department of Public Works.

21                    LEGISLATOR RHOADS:    You only know  
22          about what you receive?

23                    MR. CHITTY:        Correct.

24                    LEGISLATOR RHOADS:    I imagine we  
25          can get that information out of the

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2           administration as to what percentage of the  
3           total contracts are actually being  
4           communicated to the Office of Minority  
5           Affairs.

6                   MR. CHITTY:       Yes.  If we could  
7           work like that and also have a process to be  
8           automated.  That's why we are specifically --  
9           the larger departments we started off with the  
10          Department of Public Works.  We work out a  
11          process from there.  The majority of the  
12          notifications I get are from them because they  
13          are the biggest purchaser and also from the  
14          police department.  We've gotten quite a few  
15          from them also.

16                   LEGISLATOR RHOADS:       In terms of  
17          evaluating, I know you mentioned that many of  
18          the departments are meeting their numbers,  
19          their targeted numbers for minority women  
20          business participation, how do we know that  
21          they are meeting the numbers?  Is the Office  
22          of Minority Affairs doing an independent  
23          investigation or are we simply looking at what  
24          the numbers are that are reported?

25                   MR. CHITTY:       For those specific

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2           departments it would basically be the  
3           Department of Public Works. For example, the  
4           Bay Park sewage plant project. They are  
5           mandated to have monthly reporting and I am to  
6           submit a quarterly report to EFC, which is the  
7           Environmental Facilities Corporation. I would  
8           say out of the, I'll just pick a number, out  
9           of the ten or 15 contracts that were there  
10          they've met their numbers nine out of ten.  
11          The majority of those numbers.

12                        We did have a situation because if  
13          they don't meet those numbers they need to  
14          notified me and request a waiver. I'm not in  
15          the habit of giving waivers. Unless it's an  
16          emergency or a specific job or specific skill  
17          that is not readily available. We have that  
18          conversation. We did have a recent incident  
19          where they were off by two points. I think  
20          they were mandated to meet 20 percent. But we  
21          had a conversation and we gave them some  
22          additional information and they were actually  
23          able to exceed that minimum quota. But the  
24          majority of those reporting capabilities are  
25          through DPW or any other specific funding that

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2           is state or federal.

3                   LEGISLATOR RHOADS:       So we at  
4           least have the ability within the contracts  
5           that the county awards to attempt to solicit  
6           MWBE participation, but some of the challenges  
7           are obviously that we have to go with the  
8           lowest qualified bidder.  What assistance does  
9           your office provide to the MWBEs to try and  
10          educate them as to how to prepare a bid as to  
11          make sure that they are competitive in that  
12          bid process?

13                   MR. CHITTY:       We in the past did  
14          have seminars including Robert Cleary, chief  
15          procurement officer, to explain this process.  
16          Again, it is daunting.  I have done work with  
17          the county many, many years ago and if you're  
18          doing a bid package you get a package of like  
19          40 or 50 sheets of paper.  You're like wow,  
20          this is a lot.  I can't do this.  But once you  
21          go through it the majority of the information  
22          there is documentation that's necessary just  
23          to do business.  Disclaimer forms.  EEO  
24          information.  All that pertinent information.

25                   So we try to educate people exactly

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2           what the entire process is, to continue to  
3           look into the system, make sure you're  
4           registered to do business, make sure you're  
5           sending in the disclosure forms, make sure you  
6           do your footwork. Take a look at the system,  
7           see what bids are coming up and go through  
8           that entire process.

9                        As you stated, it is still lowest  
10           bid and best qualified bidder. That's some of  
11           the information we try to relate to people.  
12           But then when we really got into it I think we  
13           had one or two of them. Then COVID hit. We  
14           also had procurement forum with the SBDC at  
15           Farmingdale State University where we actually  
16           had departments people purchasing from  
17           specific departments within the county at  
18           these forums with a table so that these MWBEs  
19           could talk directly with these purchasers to  
20           find out what type of products and services  
21           they could meet and just to start building  
22           that relationship.

23                       LEGISLATOR RHOADS:        I didn't mean  
24           to turn this into kind of a budget hearing.  
25           It almost sounds like that with me asking

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2           staffing questions and the like. But in terms  
3           of -- do you feel as though your office at its  
4           current staffing has enough people to fulfill  
5           its standards?

6                       MR. CHITTY:       Again, we can work  
7           with the other outreach offices to try to get  
8           up to snuff as much as possible. But again,  
9           some of these specific items, specifically  
10          some of the contract compliance it's a  
11          full-time job. It literally is a full-time  
12          job. You got thousands of contracts.  
13          Regina's done a very good job in the past and  
14          continues to do so and we work together as a  
15          team to make sure that we can understand  
16          what's going on. But it's a lot.

17                       LEGISLATOR RHOADS:     Has there  
18          been any progress in attempting, and  
19          Legislator Solages is quite correct in a  
20          previous hearing mentioning the need for  
21          counsel. Has there been any progress in  
22          attempting to retain counsel?

23                       MR. CHITTY:       When I initially  
24          came in I didn't feel that it was exactly  
25          necessary but that's turned a little bit.

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2           We'd to get more in depth with exactly what is  
3           required. I can read a contract but I'm not  
4           an attorney and I'm not going to pretend to  
5           say I am. But some of us have work with law  
6           in the past. Again, it goes back to that full  
7           understanding of the contracting process and  
8           we are not 100 percent there yet.

9                   LEGISLATOR RHOADS:       Obviously  
10          since part of the mandate obviously is the  
11          contracting and procurement process and  
12          ensuring minority participation obviously that  
13          would be a problem not to have someone who is  
14          an expert in assisting you in doing that,  
15          right?

16                   MR. CHITTY:        It would be  
17          challenging.

18                   LEGISLATOR RHOADS:        So now if you  
19          were to have the ability to hire the  
20          additional five full time staff and two I  
21          guess intern positions that you would have  
22          what would they do? In other words, what  
23          could your department do better if you had the  
24          full staff that you were budgeted for?

25                   MR. CHITTY:        We would definitely

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2           focus on the contract portion. We would also  
3           beef up our outreach initiatives. We do have  
4           program coordinators right now. We have two  
5           on staff. One does communication. The other  
6           one is Michelle Crosley, who focuses on our  
7           certification process. Dexter Hedgepeth  
8           focuses a lot on the communications, the  
9           social media and some outreach portions. But  
10          we definitely need to increase our outreach  
11          efforts. Being there on-site, talking to  
12          people one-on-one, being able to have them  
13          gain that specific trust to call into the  
14          office. To be able to educate them. Walk  
15          them through their specific processes whether  
16          it's MWBE or any social issues. And also try  
17          to be that resource for them. So we would  
18          expand upon that.

19                        We would also work, if we had  
20          increases, to be able to wrap our hands around  
21          some of the larger departments. Health and  
22          human services is massive. We have had  
23          conversations with them to talk about their  
24          different services and we want to be that  
25          resource so that when people reach out to us

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2           we can point them in the right direction.

3                         We also want to be able to focus on  
4           civil service, workforce development. We've  
5           had forums with civil service to walk  
6           constituents exactly through that entire  
7           process. We get them in a room, sit them down  
8           with the computers and civil service shows  
9           them exactly how to apply for civil service,  
10          how to keep on top of the notifications. We  
11          would be able to increase our efforts on all  
12          those specific factors and look for other  
13          opportunities to help our constituents.

14                        LEGISLATOR RHOADS:        The charter  
15          does specifically mention social services,  
16          mental health, health services, public works,  
17          public safety. Is that something that's  
18          happening now or could it simply be happening  
19          better if you had additional people?

20                        MR. CHITTY:         It could be  
21          happening better. Our team has specific  
22          tasks. For example, Victoria Roberts she  
23          brings a lot of skills to the table to talk  
24          about recidivism, to talk about mental health  
25          initiatives. We have been in touch with the

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2           Department of Social Services. We work  
3           collaboratively with them. We've been in  
4           touch with Nassau Community College and other  
5           organizations throughout Nassau County and  
6           even Suffolk County, which is the beauty of  
7           Zoom. Working with the Entrepreneurial System  
8           Center at Suffolk County's Brentwood campus.  
9           The Small Business Development Center at  
10          Farmingdale State College. Hofstra's Assent  
11          program. And even organizations from the city  
12          that focus specifically on MWBEs to be able to  
13          reach out to them, connect with them, for  
14          funding opportunities and also to be able to  
15          talk about technical assistance to help our  
16          people.

17                         We have Dexter Hedgepeth who also  
18          speaks directly with our community members.  
19          We'd basically be able to touch more upon  
20          those specific items in the charter and do it  
21          a lot better.

22                         LEGISLATOR RHOADS:     I know that  
23          you've had -- and I'm going to wrap up because  
24          I know you have questions.

25                         It seems as though obviously the

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2 vendor registration portal you've created  
3 certainly has resulted in a large number of  
4 certifications. Certainly more than we had a  
5 year ago by a significant percentage and  
6 that's wonderful. But I know it's probably  
7 still only a fraction of the MWBEs that  
8 actually exist. What are our outreach efforts  
9 in terms of identifying MWBEs and getting them  
10 to participate in the certification process?

11 MR. CHITTY: Right now we cannot  
12 go out to solicit those individuals. As we go  
13 to events, even as we do Zooms, people have  
14 those specific questions and they do call into  
15 us or email us with questions. That's why we  
16 do things like the Hempstead Chamber of  
17 Commerce I just did last week. The Uniondale  
18 Community Counsel. People know of what MWBE  
19 is but they're not even sure about what it's  
20 going to do for them.

21 So we're honest with them and say  
22 listen, Nassau County contracting we have no  
23 firm goals. But then we start talking about  
24 the diversity study. We talk to them about  
25 there is no fee to sign up and that you would

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2 take the time to take the process to go look  
3 into the system to see if there is something  
4 that you could bid on.

5 As far as any other additional  
6 outreach not at this moment right now. We do  
7 the best that we can with what we have during  
8 the current situation with COVID. But when we  
9 are able to go back out we do have those  
10 conversations with small groups, existing  
11 organizations that are out there. Not  
12 basically knocking on doors and telling people  
13 hey listen, you need to come and get certified  
14 with Nassau County and start bidding on some  
15 of these items. If that answered your  
16 question.

17 LEGISLATOR RHOADS: What ways  
18 could outreach improve?

19 DR. WILLIAMS: We talked in terms  
20 of we've already started collaborating with  
21 the different chambers of commerce as well as  
22 one of the larger organizations, Long Island  
23 Business News, has a list of MWBEs. I want to  
24 say in the thousands. Somewhere close to ten  
25 thousand. So we've been in contact with them

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2           to try to ascertain their list so we can reach  
3           out to those MWBEs as well.

4                     Connecting with the other  
5           municipalities is something that we do on a  
6           regular basis to try to stretch our hands a  
7           little further and reach the MWBEs that aren't  
8           already registered in the vendor portals. So  
9           those are some of the things that we've  
10          already started doing.

11                    As well as building different  
12          committees, different primes that are out  
13          there, MWBE primes, as well as some of the  
14          SDVOB primes. They can aid us in being able  
15          to stretch our hands a little further and  
16          reach out to those smaller businesses.  
17          Outside of going door to door those are the  
18          things we try to do. Look at all the  
19          different processes. And businesses that  
20          already have lists out there and collaborate  
21          with them to try to get that information.

22                    LEGISLATOR RHOADS:     Last thing.  
23          Famous last words. I know that Legislator  
24          Solages is going to ask about Title 6 and I'm  
25          assuming HUD Section 3. Just out of

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2           curiosity, obviously part of the Office of  
3           Minority Affairs is making sure we are  
4           implementing the county's own affirmative  
5           action program. Do we know presently how many  
6           women and minorities we have employed within  
7           Nassau County?

8                       MR. CHITTY:       I do not have that  
9           information. I can reach out to see if I can  
10          obtain that. Speak with human resources or  
11          whatever the administration has obtained that  
12          information for you and get back to you.

13                      LEGISLATOR RHOADS:       Since the  
14          department is supposed to be tracking  
15          obviously our affirmative action program isn't  
16          that something that should be reported to you  
17          on a regular basis in terms of hiring?

18                      MR. CHITTY:       I feel that should  
19          be. What we have done is, again looking at  
20          Affirmative Action, is to have collaborative  
21          meetings -- I'm sorry, collaborative events  
22          with other two outreach offices again with  
23          civil service to bring more awareness to  
24          constituents as to where do you apply. How do  
25          you apply and how did that system work.

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2 I think that's a good opportunity  
3 to try to get more people interested in these  
4 civil service positions that eventually will  
5 spread out into the county, into the  
6 libraries, into the school districts and all  
7 the other different departments that fall  
8 within civil services realm.

9 LEGISLATOR RHOADS: Doesn't each  
10 individual department have its own affirmative  
11 action plan in terms of hiring?

12 MR. CHITTY: I'm not 100 percent  
13 sure. I do know that the corrections facility  
14 does but I can take a look at get back to you  
15 with that information.

16 LEGISLATOR RHOADS: I appreciate  
17 that. I'm going to turn over the questioning  
18 at this time. I have more follow up later.

19 LEGISLATOR SOLAGES: We can't do  
20 that because of civil service but with  
21 ordinance jobs is there a plan that would  
22 could address that that would promote,  
23 increase more minority and women in the  
24 various county departments?

25 LEGISLATOR RHOADS: Sounds like

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2 we can.

3 LEGISLATOR SOLAGES: If I can  
4 piggyback off of that question. Do you have  
5 any information as to how much minorities are  
6 in the police department?

7 MR. CHITTY: No, I do not.

8 LEGISLATOR SOLAGES: Do you have  
9 information as to how many minorities are in  
10 the Legal Aid Society?

11 MR. CHITTY: No, I do not but I  
12 can reach out to see if I can ascertain that  
13 information.

14 LEGISLATOR SOLAGES: In previous  
15 years at budget hearings when Mr. Scott Banks,  
16 who heads the Legal Aid Society, stood here,  
17 sat here in the same chair that you're sitting  
18 in, I asked him if there were any black or  
19 brown female attorneys or male attorneys in  
20 the Legal Aid Society and he testified that  
21 there were not any. And that could be very  
22 concerning that there are no minority  
23 attorneys in the Legal Aid Society.

24 So, I've also been talking to  
25 various county employees and there is a belief

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2           that there is an overabundance of minorities  
3           in the parks department. Is that correct?

4                   MR. CHITTY:       I would have to take  
5           a look to see if I can ascertain those  
6           specific numbers for you but I do not know  
7           right now.

8                   LEGISLATOR SOLAGES:       Are you  
9           aware of any plan by the administration to  
10          increase the participation of minorities in  
11          county government?

12                   MR. CHITTY:       I do know that the  
13          administration has been working directly with  
14          us again to go through that civil service  
15          process to bring more awareness to communities  
16          of color as to the process of signing up for  
17          civil service, going through the entire  
18          process, taking the testing and keeping an eye  
19          on any opportunities that do become available.

20                   LEGISLATOR SOLAGES:       Based on  
21          your analysis, is it a case that minorities  
22          are not applying or is it a case that we need  
23          to do a better job of looking for more  
24          qualified applicants?

25                   MR. CHITTY:       Having a real

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2           conversation with civil service and the  
3           administration what I have ascertained is that  
4           civil service if you take a test you're not  
5           going to get a callback the next day. It's  
6           going to take a while. You have specific  
7           lists and rules and regulations. Even in my  
8           past experience civil service takes a long  
9           time. They have to abide by the rules and  
10          regulations of the state. You might have  
11          somebody that takes a test today and they  
12          might not get an opportunity to actually get a  
13          call back a year or more from now. At that  
14          point somebody's life changed. If they really  
15          needed a job maybe they took something else.  
16          Maybe they found a better opportunity and that  
17          civil service was no longer attractive for  
18          them. That's what I've been able to  
19          ascertain.

20                   LEGISLATOR SOLAGES:       But if it  
21           was a priority for the administration they  
22           could accomplish these goals?

23                   MR. CHITTY:       It would still be a  
24           challenge and that's why we work with civil  
25           service to bring more awareness to minorities

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2 and communities of color to start that process  
3 to make sure that they understand it. Because  
4 when we started holding our forums I think we  
5 had about five or six forums, each one of them  
6 was packed.

7 LEGISLATOR SOLAGES: Isn't the  
8 county saying that like they do not tolerate  
9 racism and discrimination but is there any  
10 actual plan of oversight and accountability  
11 that can help check or identify or control the  
12 rampant racism that's going on?

13 MR. CHITTY: Again, it goes back  
14 to that initial conversation as looking back  
15 at our civil service processes and again,  
16 reaching out to people having them  
17 participate.

18 LEGISLATOR SOLAGES: But there's  
19 no plan by the county to address that?

20 MR. CHITTY: Not that I'm aware  
21 of. There could be. I'm not aware of that.

22 LEGISLATOR SOLAGES: Is someone  
23 here from the administration that can speak on  
24 behalf of the IG's office? I mean, is the  
25 IG's office getting all these contracts and

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2           why aren't they forwarding them to the OMA,  
3           Office of Minority Affairs? Is someone here  
4           from the administration? Can't just the IG's  
5           office just forward the contracts to OMA?

6                   MS. HORST:     Katy Horst from the  
7           administration. It's my understanding that  
8           the IG's has the ability to see every  
9           contract. Whether she reviews it or not is up  
10          to her.

11                   LEGISLATOR SOLAGES:     And is the  
12          IG's office forwarding these contracts to the  
13          Office of Minority Affairs?

14                   MS. HORST:     The IG is an arm of  
15          your office. I would ask you to speak with  
16          her.

17                   LEGISLATOR SOLAGES:     Furthermore,  
18          the county charter states in Section 211 the  
19          Office of Minority Affairs shall have the  
20          following powers and duties. And part F, as  
21          in Frank, it says provide assistance in the  
22          implementation of affirmative action programs  
23          in county government employment, housing and  
24          development of an annual affirmative action  
25          report required by the county for certain of

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2           its state and federal sources. Has the county  
3           accomplished this report?

4                   MR. CHITTY:       Not that I'm aware  
5           of. Again, when we have these discussions  
6           when we talk about workforce, we go through  
7           that process of educating people on how to  
8           apply for civil service.

9                   LEGISLATOR SOLAGES:       So the  
10          county is not fulfilling its mission in  
11          producing this affirmative action report?

12                   MR. CHITTY:       I'm not aware of an  
13          affirmative action report that has been  
14          prepared. I can reach out and try to  
15          ascertain that information for you.

16                   LEGISLATOR SOLAGES:       Furthermore,  
17          the county also says in Section E, as in  
18          Edgar, produce and publish any research papers  
19          or studies on issues affecting the minority  
20          community. Has the Office of Minority Affairs  
21          helped to accomplish this goal?

22                   MR. CHITTY:       Right now the  
23          closest we can come to is the awarding of the  
24          disparity study so we can have a comprehensive  
25          look as far as the utilization and

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2           availability of MWBEs and SVDObS. We should  
3           be very close to awarding that contract very  
4           soon and then we can begin that process of  
5           trying to flush out those numbers to make sure  
6           that we can have full utilization of those  
7           that are available.

8                       LEGISLATOR SOLAGES:       Going back  
9           to the IG's office, we just need to find out  
10          how the Office of Minority Affairs is granted  
11          for the access and we need to push that more.

12                       Going back to this issue. My  
13          question now pertains to hiring. I mean, this  
14          is important because we had this last hearing  
15          on April 23, 2019 and that was for the  
16          administration and this administration was in  
17          power probably 16 months. And now on this  
18          date, the administration has been in office  
19          for over 32 months. Almost three years. And  
20          it's a concern that we just don't see -- and  
21          you can say that coronavirus or COVID affected  
22          this but it is concerning that after 32 months  
23          we don't have a plan, an actual plan. As they  
24          say, if you fail to plan you are planning to  
25          fail.

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2                   Is there any plan to help with more  
3 diversity? I'm looking at the comptroller's  
4 report that he issued last year, even before  
5 Black Lives Matter was a popular slogan, and  
6 he talked about in that report that we're just  
7 ten years away from the minority in Nassau  
8 County to be the majority. Just ten years  
9 away. But if that's the case then why are all  
10 these important government agencies in the  
11 county such as the police department lacking  
12 real diversity?

13                   We had a community forum with the  
14 police department, and I thank Nassau County  
15 Police Department for the great work, but we  
16 had a forum with them, with the community,  
17 right after George Floyd's death and one of  
18 the heads of the police department mentioned  
19 the numbers of black and brown faces in the  
20 police department and, my apologies, I don't  
21 have the numbers before me now, but the  
22 numbers were very low.

23                   I'm just concerned. It doesn't  
24 make sense to me that we are just ten years  
25 away from minorities being the majority in

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2           Nassau County but these government departments  
3           don't reflect that diversity and that is a  
4           clear red flag for institutional racism. I'm  
5           not calling anybody a racist here. Not at  
6           all. No one's perfect. Not at all. But we  
7           have to step forward and try to do better  
8           here.

9                         So this office has a very important  
10           purpose and it needs an attorney but how can  
11           we hire an attorney now with a hiring freeze?  
12           How are we going to get around that? Can  
13           someone from the administration talk about  
14           that? If we can at least establish that there  
15           is a need for an attorney in this office. The  
16           fact that there is no attorney, what type  
17           of -- does that make us vulnerable for  
18           litigation the fact that we are not helping to  
19           establish or achieve these important laws?  
20           Does that make it vulnerable for litigation?

21                         MR. CHITTY:        I couldn't answer  
22           that question sir.

23                         LEGISLATOR SOLAGES:       Who can  
24           answer that question?

25                         MR. CHITTY:        You would have to

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2 defer that to the administration. Again, as  
3 we've work diligently to wrap our hands around  
4 all the different items that the Office of  
5 Minority Affairs is tasked with my whole  
6 process is that we take things in bits and  
7 pieces. We take one item, get a process in  
8 place, make sure it's functional, make sure  
9 it's sustainable and that it can move forward  
10 and be efficient. So as we take different  
11 pieces on it will be a continuous process for  
12 us to make sure that we can get to meeting all  
13 the need of the charter.

14 LEGISLATOR SOLAGES: Can someone  
15 from the county attorney's office come and  
16 talk about maybe the number of lawsuits that  
17 we've had to settle out due to claims of  
18 discrimination and racism? I mean, we're  
19 spending a lot of money with litigation, these  
20 lawsuits, these settlements. But we can do  
21 some pretty simple steps to address these  
22 issues. Is there anyone here from the county  
23 attorney's office that can talk about that?  
24 The average payout in settlements based on  
25 claims of racism? Anybody here?

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2           MS. HORST:     No one is here from  
3     the county attorney's office.  Just director  
4     Chitty was invited today to present.

5           LEGISLATOR SOLAGES:     Is it  
6     possible that you can call someone from the  
7     county attorney's office to come down here and  
8     speak on that?

9           MS. HORST:     I can try.

10          LEGISLATOR SOLAGES:     I continue.  
11     The disparity study.  MWBE participation  
12     goals.  We have an oversized super stadium in  
13     Elmont being built as we speak.  Are we  
14     fulfilling our goals of minority women  
15     business participation in that big billion  
16     dollar project?

17          MR. CHITTY:     That billion dollar  
18     project is still being worked on.  We have had  
19     forums with the MWBEs to educate them on the  
20     processes.  We've also had forums with Belmont  
21     where we had a packed room working directly  
22     with ESD to educate the businesses on how to  
23     apply.  We've connected with them with the  
24     contractors.  The challenge with that is, as  
25     we look at federal and state funding they need

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2           to be certified with that authority.

3           Specifically New York State. If I walked in  
4           right now to certify with New York State it's  
5           at least two years of a process now. The only  
6           way to get past that is if, from what I  
7           understand, is that if an MWBE who is not  
8           certified and the prime contractor wants that  
9           specific MWBE to participate we might have the  
10          opportunity to expedite it. But again, it is  
11          a process. We need to make sure that MWBE's  
12          paperwork is all in order and then we contact  
13          the state and it's their final decision.  
14          Again, depending on where the funding is --

15                   LEGISLATOR SOLAGES:       In your  
16          professional opinion -- sorry to interrupt --  
17          are minority communities receiving their fair  
18          share of the pie when it comes to these  
19          billion dollar projects all across Nassau  
20          County?

21                   MR. CHITTY:        I couldn't  
22          specifically attest to that. I would say no  
23          but I will give you one example. For the Bay  
24          Park sewage plant out of \$719 million being  
25          allocated -- I'm sorry, I'm sorry, \$719

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2 million, \$93.5 million of that was allocated  
3 to MWBEs. They have already been paid. As  
4 far as SDVOBs 1.4 percent. So that's \$296  
5 million. Veteran contract value was  
6 \$4,159,000. So there are some successes.  
7 Their not as great as some expectations might  
8 be. But this specific department, these  
9 specific projects have been engaging in order  
10 to try to accomplish and meet their numbers  
11 overall.

12                   LEGISLATOR SOLAGES:     Understood.  
13 Thank you. Furthermore, I appreciate  
14 everything you've been doing. I truly do.  
15 Are there any other roles or duties of this  
16 office that, in all candor, are not being met  
17 by your office?

18                   MR. CHITTY:     As far as the  
19 overall charter we do have some areas that  
20 need more attention. Again, overseeing the  
21 office I need to make sure that no matter what  
22 happens each process is taken bit by bit. We  
23 need to find out what the process is, adapt  
24 it, put in specific processes to make sure  
25 they are efficient and sustainable in order to

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2           move forward. Because as we've seen over  
3           years as things change things fall through the  
4           hole. Being 2020, there's no reason why we  
5           should not have specific automation like the  
6           MWBE app and other systems that are out there  
7           to expedite us knowing what's going on and  
8           being able to meet the needs of our MWBEs and  
9           that's my specific goal.

10                   LEGISLATOR SOLAGES:       I'd just  
11           like to report that the IG has advised that  
12           the Office of Minority Affairs can arrange  
13           with the procurement director, Robert Cleary,  
14           to receive information. Just received that  
15           message.

16                   Furthermore, I really need a  
17           deadline from your office and from the  
18           administration as to numbers of minorities all  
19           throughout the county government. There's an  
20           oversaturation of blacks in the parks  
21           department and I don't know why that's the  
22           case and we need to hopefully understand why  
23           that's the case. And furthermore, see how we  
24           can help promote diversity in other very  
25           important county departments.

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2 Furthermore, I have some more  
3 questions but in the interest of time and I  
4 really want to hear from some of my colleagues  
5 I rest the rest of my time.

6 LEGISLATOR RHOADS: Thank you  
7 Legislator Solages. Legislator Mule.

8 LEGISLATOR MULE: Thank you  
9 Chairman Rhoads. First, I want to thank you  
10 for this presentation. It's really great to  
11 see that there's been so much progress made in  
12 getting the office up and running. I know  
13 that there have been significant challenges  
14 and now with COVID of course that just  
15 compounds the challenges. But I did have some  
16 specific questions.

17 You mentioned about, taking from  
18 the question from Legislator Solages, with the  
19 Belmont project that there they had to be  
20 registered also with the state and federal  
21 government. Is that correct? MWBE?

22 MR. CHITTY: Right.

23 LEGISLATOR MULE: Is there any  
24 way that we as a county can work alongside  
25 with the federal and state MWBE department so

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2 that we are asking the same questions and if  
3 they are registered for one they could be  
4 registered for another?

5 MR. CHITTY: What we try to do  
6 is, and I just got this question last week  
7 which I answered numerous times from the  
8 Hempstead Chamber of Commerce. A young lady  
9 asked me should I register with the county or  
10 with some other agency? My explanation to  
11 them is, the majority of the paperwork is  
12 similar to each certification whether it's New  
13 York State, New York City, New York-New Jersey  
14 Port Authority, New York State Dormitory.  
15 It's pretty much the same. If you're going to  
16 do one do every single one of them at the same  
17 time while you have the information in front  
18 of you.

19 The challenge again is, people  
20 don't fully understand what's the benefit from  
21 it. Over the course of my career, I have seen  
22 people who certified and they haven't had a  
23 real opportunity. A lot that comes down to  
24 education. Again, the bid package. It  
25 becomes cumbersome. Are you making the right

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2           connections? We also get prime contractors  
3           who reach out to us and say I can't find  
4           enough MWBEs. We go into the state system and  
5           then we see that some contact information was  
6           there. Was erroneous or missing.

7                         Again, it's a full process to be  
8           able to shine a big spotlight on these huge  
9           opportunities. We do have some success  
10          stories. Can we do more? Yes, we can. But  
11          we are doing our part to make sure that we can  
12          increase that.

13                        Dr. Williams you wanted to add  
14          something?

15                        DR. WILLIAMS:        Last year Chitty  
16          and I we did go to Manhattan and we met with  
17          Empire State Development. We began the  
18          conversation of possible of our office having  
19          someone as a satellite for Empire State  
20          Development. So that when they certify with  
21          us that we already have someone on staff to  
22          handle state certification so that we can  
23          better serve our constituents. That  
24          conversation already started and I believe we  
25          received the MOU.

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2                   MR. CHITTY:    Yes, we did receive  
3   an MOU.  The state was looking for additional  
4   outlets or offices where people could go more  
5   locally to get certified because their process  
6   takes extremely long right now.  We had that  
7   MOU, COVID hit but we do have it and we can  
8   share that with the administration to see if  
9   there is an opportunity to increase that  
10  opportunity for MWBEs.

11                  DR. WILLIAMS:    In that  
12  conversation the state thought it was a great  
13  idea for us to have someone within our  
14  department to be able to handle state  
15  certification.  And they also had shared,  
16  because of the backlog they have, we would be  
17  handling all of the Nassau County constituents  
18  that want to be state certified and that it  
19  would really aid them a great deal.  The  
20  conversation already began.  We spoke with  
21  administration about it but we just haven't  
22  gotten to that point yet.  But we did begin  
23  that conversation.

24                  LEGISLATOR MULE:    Is that a  
25  position that would potentially be funded by

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2 the state?

3 DR. WILLIAMS: It would have to  
4 be.

5 LEGISLATOR MULE: Along those  
6 lines you obviously have a lot of new  
7 applications according to your report. First  
8 of all, how long does it take for someone to  
9 go from handing in their application to  
10 actually being certified?

11 MR. CHITTY: Again, that depends  
12 and I going to defer to Dr. Williams because  
13 she manages that process.

14 DR. WILLIAMS: Right now, because  
15 of the tutorial that we have they can follow,  
16 if someone actually files their documents and  
17 after our certification analyst, Michelle  
18 Crosley, reviews them and if everything is in  
19 proper order where there's nothing for us to  
20 actually do or contact them it can be done in  
21 six hours.

22 LEGISLATOR MULE: Are you finding  
23 that that's actually happening?

24 MR. CHITTY: Very rare.

25 DR. WILLIAMS: We've had two

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2           businesses that I will say within three weeks  
3           they filed and three weeks later we were able  
4           certify them since we started. I say three  
5           weeks because of the fact that with COVID we  
6           already had paper filings that our clerk  
7           analyst was going through. But in all  
8           actuality when we timed it it can be done just  
9           like that. If they give us what we need.  
10          Which is the biggest hurdle is our  
11          constituents giving us the documentation  
12          that's required. And we're not asking for  
13          anything more, it's less than what they would  
14          do for New York State, but once they give it  
15          to us that's the issue, making sure they give  
16          us exactly what we need.

17                   MR. CHITTY:     It is  
18          understandable. Again, over the years as a  
19          consultant I've had people who they just don't  
20          have that quick access to all their pertinent  
21          information. It's tough for some small  
22          businesses. They're focusing on making money,  
23          producing their product, taking care of their  
24          clients. It becomes something tenuous like  
25          doing your taxes.

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2 LEGISLATOR MULE: That's always  
3 been the complaint that it's just too onerous  
4 to do for so little perceived benefit to file.

5 MR. CHITTY: Perceived benefit,  
6 correct.

7 LEGISLATOR MULE: Given the large  
8 number of applications that you have how will  
9 you be addressing that backlog?

10 MR. CHITTY: Right now we have  
11 Michelle Crosley, who is our analyst, she  
12 focuses 100 percent on those and we're trying  
13 to crosstrain as much as we can. It's going  
14 to take us some time. We did not expect that  
15 we would have that many in the queue to get  
16 certified. It's a good thing thank goodness  
17 we do have this process but it's going to take  
18 time. And if we're looking at us versus New  
19 York State it takes them years, we're not in  
20 such an awkward position compared to any other  
21 municipalities. But we're going to do our  
22 best to get through it as quickly as we can.

23 LEGISLATOR MULE: Then going back  
24 to the disparity study. How many  
25 applications -- you said stay tuned for more

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2           information. I'm going to ask for a little  
3           bit more information. How many applications  
4           did you receive?

5                   MR. CHITTY:        I'm not 100 percent  
6           sure I can answer that because of the -- can  
7           anybody help me out from the administration?  
8           Can I even talk about that since -- I'm not  
9           100 percent sure I can talk about how many,  
10          who or anything like that as far as that  
11          process is concerned.

12                   LEGISLATOR MULE:     Do you know the  
13          projected dated of the award?

14                   MR. CHITTY:        I don't have an  
15          exact date. I'm hoping real soon. As soon as  
16          we can solidify things. We're at the very  
17          last stage.

18                   LEGISLATOR MULE:     Are you talking  
19          one week, one month?

20                   MR. CHITTY:        To be safe, I would  
21          say within the next 30 -- hopefully within the  
22          next 30 days.

23                   LEGISLATOR MULE:     I understand.  
24          I'm not going to hold you to that. How long  
25          will the study take to complete?

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2                   MR. CHITTY:       It depends on who  
3           the awardee is.  What the contracting process  
4           is.  Negotiations.  Then what their process is  
5           getting information from us.  Again, it's  
6           going to be two counties pulling information,  
7           historical information, from both counties.  
8           Doing a lot of community outreach.  I've seen  
9           numbers anywhere between nine months up to 14  
10          depending.  Again, we don't have an exact  
11          number for that.  From research that we've  
12          done, every disparity study is a process unto  
13          itself and you can't really can't compare that  
14          much one to another.  It depends.  It will be  
15          a process.

16                   LEGISLATOR MULE:       Our legal  
17          counsel has advised that there is no legal  
18          reason not to disclose how many.

19                   MR. CHITTY:       How many applicants  
20          we have?  We had five people responded to our  
21          RFP.  Five businesses.

22                   LEGISLATOR MULE:       I have many,  
23          many more questions but I will stop here with  
24          the request that we another committee meeting  
25          because there are just so many more topics to

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2           talk about. To talk about housing, disparity  
3           in housing. Talk about the disparity in  
4           health care, which you mentioned. To talk  
5           about police reform. We just have so many  
6           things we need to talk about. But I will  
7           yield back. Thank you.

8                       MR. CHITTY:       Legislator Rhoads if  
9           I could? To a previous question we have been  
10          informed by Robert Cleary from our chief  
11          procurement office that all of the  
12          solicitations that do come into Office of  
13          Minority Affairs all of them are coming in.  
14          We are made of all of the solicitations from  
15          all of the departments. So I can confirm  
16          that.

17                      LEGISLATOR RHOADS:     But you're  
18          not confident that every one of them is being  
19          reviewed obviously because you don't have the  
20          ability to do that, right?

21                      MR. CHITTY:        We do the best that  
22          we can.

23                      LEGISLATOR RHOADS:     Understood.  
24          Obviously you are trying to do that but --

25                      MR. CHITTY:        I'm not a million

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2           percent sure. I would like to say I am but I  
3           can't say that I am.

4                       LEGISLATOR RHOADS:       Legislator  
5           Walker.

6                       LEGISLATOR WALKER:       Thank you.  
7           First of all, I want to thank you so much for  
8           your presentation. It was certainly very,  
9           very thorough. I can honestly tell you I feel  
10          like you've accomplished more in a very short  
11          span of time compared to what this committee  
12          had done for years. So I will just leave it  
13          at that. To see you working so hard  
14          together. You said you really have become a  
15          family and taking calls in the middle of the  
16          night because you want to succeed and you want  
17          to see this go very, very well and I really  
18          think you're on the right path. So I want to  
19          thank you so much for that.

20                      I do understand that we are in a  
21          hiring freeze and I do understand finances are  
22          very difficult right now. They always are but  
23          especially after COVID and the amount of  
24          monies that's been spent so on and so forth.  
25          But staffing is very, very important for your

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2           department and to you being more successful  
3           you really need to be able to get that hiring  
4           done. I would love to be able to see someone  
5           be able to work on the contracts. And what  
6           you've done with IT enables you to be able to,  
7           as information comes in and you can notify the  
8           different businesses that might pertain to is  
9           wonderful because you can do that pretty much  
10          instantly but you really need the manpower to  
11          be able to do that. To be able to do it with  
12          all the contracts. I think that's something  
13          we would all be pushing for to see happen.  
14          Unfortunately that staffing is needed in many  
15          departments but this is very vital to yours.

16                    The other thing and I know it's  
17          very difficult because you're still in limited  
18          access to each other with COVID, but for some  
19          people we find that even with people trying to  
20          fill out forms for -- with assessment or  
21          different things we have here at work it's  
22          almost like impossible for them to do it on  
23          their own. They almost need someone there  
24          with them to help them. Some of them have  
25          very small businesses. Larger business have

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2           the capability of having someone fill out this  
3           paperwork for us. Do this. Gather up all the  
4           information.

5                        But a small business you can't  
6           gather their information for you but for some  
7           of them you hand them that packet of paper  
8           it's overwhelming. Before they even begin  
9           it's like I can't do it. It's kind of been  
10          like home schooling with four grandchildren in  
11          the beginning when it was all on paper before  
12          it was on the computer. My little seven year  
13          old he'd look at that packet and he was  
14          already falling off the chair because I can't  
15          do all that. It's overwhelming. Especially  
16          when you're not sure what to do.

17                       I would hope at some point you  
18          would have the staffing and the capability  
19          that people could come in and you could sit or  
20          go out to that business, somebody could go out  
21          to that business, and work with those  
22          individuals who really need that help  
23          basically on a one-to-one basis even to fill  
24          out the forms. Because that could be stopping  
25          them right then and there. They don't get any

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2           further than that. So I would love to see us  
3           be able to do that.

4                        Again, I don't want to go on and on  
5           because I know James has questions also. But  
6           please, we are here for you and whatever we  
7           can help you with. I for one, I'm sure all of  
8           us, will really be pushing for the staffing  
9           that you need to make this department work the  
10          way it should be. Thank you again for  
11          everything.

12                      MR. CHITTY:       Thank you very  
13          much. It is a team effort. It's all of us  
14          working together because we do have a mission  
15          to perform. But again, we are working with  
16          our other offices to try to share a little bit  
17          of that load. But everything is a process.

18                      LEGISLATOR RHOADS:     Thank you  
19          Legislator Walker. Minority Leader Abrahams I  
20          understand there is a question.

21                      LEGISLATOR ABRAHAMS:    Thank you  
22          Chairman Rhoads. Thank you for accommodating  
23          us and are able to do this remotely as well.

24                      My question to the Office of  
25          Minority Affairs is more tied into what we are

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2           seeing throughout our country and our county  
3           in regards to some of the actions as pertains  
4           to police reforms. And obviously my question  
5           to Mr. Chitty as well as to the entire group,  
6           Mr. Harvey and Dr. Williams, is that there  
7           have been three bills that are, two bills that  
8           have been up for discussion as well as more  
9           conceptual reforms that have been put into  
10          place.

11                         Do you envision the Office of  
12          Minority Affairs opining on the hotline or  
13          body cameras or the mental health study,  
14          mental health unit in the police department  
15          study? I think your opinion as well as your  
16          ability to understand what is going on  
17          throughout not just the minority communities  
18          but from what we've seen from the protesters  
19          it's coming from all communities, I think it's  
20          important that your office demonstrates some  
21          level of a position on those particular  
22          issues. I just wanted to know what's your  
23          level of comfort as well as your ability to be  
24          able do that?

25                         MR. CHITTY:        I thank you very

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2           much Legislator Abrahams. We are engaged in  
3           these conversations, whether it's myself or my  
4           staff, especially Victoria Roberts who  
5           participates in the Police and Community Trust  
6           meetings. We've had a couple of those as we  
7           move forward into those mental health issues  
8           and discussions. We are definitely involved  
9           in all of those. We do know that it is needed  
10          and we know that the Curran administration is  
11          actively engaging individuals, organizations,  
12          all stakeholders in order have that initial  
13          conversation and come with succinct plans.

14                    But the Office of Minority Affairs  
15          is 100 percent engaged and will continue to be  
16          engaged whether somebody calls and has any  
17          questions with those. We have received calls,  
18          issues concerning specific things especially  
19          with the police department. We forward those  
20          over. We track them.

21                    But again, I do know that the  
22          Curran administration is definitely engaged  
23          and the Office of Minority Affairs will  
24          continue to stay engaged with all stakeholders  
25          regarding such issues.

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2                   MR. HARVEY:     Can I add some  
3 things to it? I'm sorry. Because as the  
4 deputy director for diversity and community  
5 engagement I have been actively involved on  
6 many different levels speaking concerning many  
7 of these different issues. Actually with our  
8 police commissioner, with the communities, for  
9 various stakeholders that have been involved  
10 even when they were trying to implement some  
11 of the laws that Say My Name.

12                   All of these things we have been  
13 actively engaged in on a continuous basis.  
14 That's one of the efforts we engineer in  
15 Minority Affairs. We keep the people  
16 informed. We have our finger on the pulse  
17 when we're dealing with these issues that are  
18 so very important and inform all of our  
19 communities.

20                   One thing that we are learning it  
21 has an impact not just on minority communities  
22 but on everybody. We have to really have  
23 intelligent conversation but we've also taken  
24 steps to make sure that some of these laws  
25 will be implemented. I think already the

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2           camera law has already been in place. We do  
3           have body cams on some individuals I would  
4           imagine when we talked about that. And that's  
5           something I think that we agree that we should  
6           have. It was just a financial thing.

7                        So, when we look at these things  
8           going forward all of them are going to make  
9           for a better police department. All of them  
10          are going to make for a better county. All  
11          the things that we need to do will make for a  
12          better community and that's what it's really  
13          all about.

14                      LEGISLATOR SOLAGES:        Bishop, I  
15          apologize. My apologies Bishop. I'll  
16          probably have to go to confession after this.  
17          But it's my understanding that there are no  
18          body cameras. Only on Freeport officers. You  
19          see what that led to. Nothing. But anyway.  
20          There are no body cameras on Nassau County  
21          police officers just to be correct here.

22                      MR. HARVEY:           Freeport does have  
23          them.

24                      LEGISLATOR SOLAGES:        And we have  
25          been fighting for that since 2014.

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2                   MR. HARVEY:       From what I would  
3 understand I thought it's something that they  
4 are working towards. I think that in the  
5 conversations that I've had and I've been  
6 pretty engaged at the table on some of these  
7 things -- no, no, there are no body cameras.  
8 But the general feel is that it's something  
9 that they should be looking into and it's  
10 something that should be done. The law has  
11 been passed. Didn't the law pass on the state  
12 level?

13                   LEGISLATOR SOLAGES:       My sister  
14 passed it, yes.

15                   MR. HARVEY:       It's been passed on  
16 the state level that there should be body cams  
17 and that's something that's being discussed.  
18 Am I correct?

19                   LEGISLATOR SOLAGES:       That only  
20 pertains to state troopers and state officers  
21 not county officers. Sorry Kevan.

22                   LEGISLATOR ABRAHAMS:       I  
23 apologize. Whenever you're ready.

24                   LEGISLATOR RHOADS:       Legislator  
25 Abrahams.

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2                   LEGISLATOR ABRAHAMS:       I don't  
3    think I heard an answer to the question.  I  
4    want to make sure it's clear.  Is the Office  
5    of Minority Affairs, do they plan to present a  
6    position very similar to the impact study that  
7    they did many years ago in regards to the  
8    position of a particular bill or a particular  
9    economic item on how it pertains to the  
10   minority community?  Do they plan to state a  
11   position on the various bills that have been  
12   drafted and presented to the clerk's office?  
13   Do you plan to present a position on the  
14   impact of both bills on the minority  
15   community?  Such as the complaint hotline,  
16   such as the mental health study unit and body  
17   cameras or whatever other police initiative or  
18   police reform as a whole?  Does the office  
19   plan to present some level of an opinion on  
20   where they stand on these issues?

21                   MR. CHITTY:        To answer that  
22   question, when you say an opinion or are you  
23   looking towards research that can back that  
24   opinion up?  I would not feel comfortable with  
25   the Office of Minority Affairs giving, quote

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2 unquote, an opinion.

3 LEGISLATOR ABRAHAMS: Or  
4 position.

5 MR. CHITTY: I'm sorry, a  
6 position on that. We are the Office of  
7 Minority Affairs. We are here as a resource  
8 for basically all constituents. As far as a  
9 position, we want to do our best to abide by  
10 the rules and regulations set forth for us by  
11 law. As far as positions, I leave that up to  
12 the administration. We know what we need to  
13 do for these communi-- for all constituents  
14 and we're going to do what we need to do in  
15 order to make sure that people feel  
16 comfortable whether it's with the police  
17 reaching out to us with more information and  
18 directing them along the right way. I don't  
19 think that answered your question but that  
20 would be my response.

21 LEGISLATOR ABRAHAMS: If I  
22 understand the answer to your response, and  
23 I'm not trying to put you on the spot, it  
24 sounds like you're not going to be able to  
25 provide a position. Which is your opinion as

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2           well as your position which is fine. But it  
3           sounds like the office will not provide a  
4           position as it pertains to legislation that  
5           impacts minority communities if I'm  
6           understanding you correctly.

7                       MR. CHITTY:       I'm in a position  
8           now where what we can do is take a step back  
9           and look at some research and data and provide  
10          that to you at a later date and I think that  
11          would be appropriate.

12                      LEGISLATOR ABRAHAMS:    Okay. I  
13          think Mr. Chitty I think you should go back  
14          and take a look and possibly revise your  
15          position. People look to the Office of  
16          Minority Affairs as it pertains to your  
17          mission and I think they would want to hear  
18          from the Office of Minority Affairs on bills  
19          that very well could impact their lives. I  
20          will agree to disagree, but I think you should  
21          take a strong look at your position going  
22          forward because your office is seen as the  
23          leadership office of minority issues.

24                      I would present the same question  
25          as it pertains to any of the other minority

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2           offices whether it's Asian Affairs or anyone  
3           else. But I think it's important that the  
4           leadership of those offices do present a  
5           position as it pertains to items that impact  
6           minority communities. No different than if it  
7           was economic issues or contract issues the  
8           very same issue that you had specified earlier  
9           trying to get that data as well or those  
10          contracts as well. Thank you.

11                   MR. CHITTY:       I appreciate that.  
12           I will get back to you. I will also rely  
13           administration. But again, we will do our  
14           best to make sure that we can fulfill our --  
15           did he already leave? Are you still there?

16                   LEGISLATOR ABRAHAMS:     I'm here.

17                   MR. CHITTY:       Sorry about that. I  
18           will definitely speak with the administration  
19           regarding that specific point of a position.  
20           But again, we will do the best that we can to  
21           meet the needs of all the minorities. But I  
22           will get back to you regarding that specific  
23           question. I thank you.

24                   LEGISLATOR ABRAHAMS:     Very much  
25           appreciate it.

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2 LEGISLATOR RHOADS: We would  
3 also, Mr. Chitty, and I know we've spoken  
4 about PACT quite a bit today. As you know, if  
5 you attended the meeting as did Bishop Harvey,  
6 had a meeting back in the beginning of June  
7 with the police department, with yourselves  
8 and with members of the community trying to  
9 begin a discussion. We've kind of taken a  
10 step back because the following week PACT  
11 started, and my view is that we shouldn't have  
12 two competing discussions going on at the same  
13 time.

14 As myself as chair, and I'm sure  
15 the other members of the committee, other  
16 members of the legislature, would want there  
17 to be some sort of update as to what progress  
18 PACT has been making. What the discussions  
19 are. I sent a letter to the county  
20 executive's office asking for a list of people  
21 that were actually part of PACT because we  
22 want to make sure that when you talk about  
23 having community stakeholders we want to make  
24 sure that we have a fair cross-section of all  
25 community stakeholders so that we are

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2           soliciting all opinions in that.

3                   And also some kind of timetable for  
4           what suggestions and reforms PACT is going to  
5           come up. I haven't received that yet but if  
6           you could just get word back to the  
7           administration and we would definitely be  
8           interested in seeing that sooner rather than  
9           later. I would appreciate it.

10                   Are there any other questions from  
11           legislators? Legislator Ford.

12                   LEGISLATOR FORD:     Good  
13           afternoon. Thank you very much for your  
14           presentation. It was excellent to be quite  
15           honest with you. I do also want to echo the  
16           sentiments of many of the legislators up here  
17           in regard to the need for you to get more  
18           employees. If you have been budgeted for 12  
19           and currently you are at seven, just listening  
20           to all the initiatives and the projects and  
21           all the different areas of everybody's lives  
22           that you have to go into. Whether or not it's  
23           with -- we spent a lot of time on contracts,  
24           when you look at housing, when you look at the  
25           issue of health, police reform. I could go on

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2           and on and I think even so I'm sure that you  
3           do get involved in the educational aspect to  
4           make sure that our students are prepared.

5                        As you said that even civil service  
6           tests. We want to make sure that many of our  
7           young people, especially minority communities,  
8           are aware that they can take these tests, that  
9           it can provide them a good job with good  
10          benefits. It's something they have to be a  
11          little bit patient. I know what you mean.  
12          Because there are people who've waited like  
13          seven years after they took a test they got a  
14          call to come for that job and stuff like  
15          that. So perhaps maybe we can work with civil  
16          service so that maybe perhaps there can be a  
17          faster turnaround time for many of these  
18          positions.

19                       I think that the current climate  
20          today and we see everything that's going on  
21          has enhanced the importance of your office.  
22          And I think that despite the fact that there  
23          is a freeze, a hiring freeze, I think in this  
24          case an exception must be made by this  
25          administration to allow you to bring counsel

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2           in and to allow you to bring in the necessary  
3           people that you would need in order to fulfill  
4           your duties and your obligations to our  
5           community.

6                        I urge the administration to heed  
7           all of us because I think we are all in  
8           agreement that at this point now is the time.  
9           You have a lot on your plate.  You're doing an  
10          excellent job right now.

11                      I agree with Rose.  We have seen a  
12          lot more out of this committee, this  
13          department, then we had in many, many years.  
14          I want you to keep going full steam ahead  
15          because I think that next year I want us to  
16          have a bit of a better tone in saying -- so  
17          that we have all the initiatives that many of  
18          us are looking for and that we see more and  
19          more minorities coming into county work and to  
20          be able to get the contracts that they need.

21                      Just one little question.  I know  
22          that when we look at these businesses and  
23          helping them get the contracts, unfortunately  
24          I find that some of our small businesses are  
25          going under.  I think it's -- and the

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2 governor's reluctance to allow certain small  
3 businesses to reopen. Like gyms, spas, yoga  
4 studios. It's been my experiences that many  
5 of these business are owned by women.

6 Is there anything that you can do  
7 or maybe advocate on behalf of them -- I don't  
8 know if this goes beyond your purview -- in  
9 trying to help us try to keep these businesses  
10 open? Nothing is sadder then finally getting  
11 these people to invest to make a go of it and  
12 then all of a sudden have the rug pulled right  
13 from under their feet. I would ask you that  
14 if that's the case then maybe you can add your  
15 voice in trying to get maybe some help for  
16 these people and allow them to reopen. Keep  
17 up with the good work.

18 MR. CHITTY: Thank you.

19 LEGISLATOR RHOADS: Are there any  
20 other questions or comments from the  
21 legislators? Legislator Kennedy.

22 LEGISLATOR KENNEDY: Thank you  
23 Legislator Rhoads. I just want to say I'm  
24 just impressed and so thankful for everything  
25 that you've done executive director Chitty,

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2           Dr. Williams and Bishop Harvey and the whole  
3           staff. Like it was said before, it's obvious  
4           that you need more help and five more people  
5           would make a tremendous difference. As far as  
6           contracts, outreach, that can make a  
7           tremendous difference and ease your work load  
8           and get you all that are in a different  
9           position maybe that could be working toward  
10          different things and like give off some of the  
11          load that you are carrying so that maybe you  
12          can be doing other things that is better for  
13          your focus.

14                   And I think that, like it was said  
15          before, really have to make sure that the  
16          hiring and in this specific case five people  
17          and it was budgeted, so it's five people who  
18          will make a tremendous difference. I just  
19          want to say I, along with everybody else, am  
20          pushing for that. I want to thank all of you  
21          for everything you've done. It's obvious to  
22          see you've done a lot of work here and made  
23          some great progress and thank you so much.

24                   LEGISLATOR RHOADS:       Thank you  
25          Legislator Kennedy. I know that there are

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2           many other questions that legislators have and  
3           we will endeavor to set up another hearing.  
4           We will invite you back. Obviously there was  
5           some information that you didn't have today.  
6           If we can endeavor to get that information  
7           specifically with respect to the county's  
8           affirmative action program and a variety of  
9           other topics which we will exchange by  
10          letter. If you can have that information when  
11          we come back that would be helpful as well and  
12          we can finish up.

13                        Two things. Housekeeping. We are  
14          told we have to vacate the chamber at noon  
15          which we are at now. However, I know that I  
16          don't have any speaker forms but I know we  
17          have some members of the public that are  
18          here. I don't know if any intended to speak  
19          today. Mr. Guilty. If we only have one  
20          speaker we'll have Mr. Guilty speak. And was  
21          there anyone else? Anybody can submit  
22          comments in writing as well which will be  
23          incorporated as part of the record. Obviously  
24          we will have more than sufficient time for  
25          public comment when we have our next hearing

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2           which I assure you will be soon. In the mean  
3           time Mr. Guilty. State your name and address  
4           for the record.

5                       MR. GUILTY:       Andre Guilty, 1122  
6           Van Buren Street, Uniondale, New York. I'm  
7           going to be try to be as brief as possible.  
8           It came to our attention in November 2019 that  
9           the African-American community was being  
10          robbed at a disproportionate amount of tax  
11          dollars for the money they pay into the police  
12          department. What we found, because I have a  
13          TV program called the African-American News  
14          for 28 years and I have been here many times.

15                       What we found was some of the most  
16          unbelievable accounts of police misconduct for  
17          people who pay taxes. Consequently, I was  
18          going to do an undercover operation and expose  
19          these rogue police officers in the First  
20          Precinct. I contacted our legislator, Kevan  
21          Abrahams, and he said don't go out there  
22          undercover and do that because the things that  
23          you're telling me are too outrageous for you  
24          to risk yourself at doing that.

25                       So, we sent it through the line,

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2           sent it through the chain of command and it  
3           made it to you in February. What I would like  
4           to say is that we're not here today to talk  
5           about good cops. We are here to talk about  
6           the bad ones. I would love to speak to you in  
7           the language that they speak to the citizens  
8           but I can't say those words because I've grown  
9           past that and I'm not doing a comedy routine  
10          today.

11                        But my notes here I have a lot of  
12          buzz words. Nassau County prides itself on  
13          being a sanctuary but it's not a sanctuary for  
14          people who are victims of police terror and  
15          racial profiling under the guise of stop and  
16          frisk. Stop and frisk has been alive and well  
17          out here and it has been found  
18          unconstitutional in New York City but there's  
19          nothing about it. I have sent videotapes. We  
20          have testimony of people who have been  
21          victimized by this behavior. It's almost like  
22          the past laws in the South Africa where police  
23          hide their ID, they hide their badges. Then  
24          they demand your ID.

25                        And this is not happening in a

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2           bubble. This is not happening to people who  
3           are just in the wrong neighborhood. This is  
4           happening to the same targeted people on a  
5           daily basis whether they're on a skateboard,  
6           bicycle, a car or walking they are constantly  
7           accosted by police who have a certain racial  
8           hatred for the people they are paid to protect  
9           and serve.

10                        So they came to me because of my  
11           program and because I'm not afraid to speak  
12           out on their behalf. So some of them were  
13           here today but they had to leave. I'm going  
14           to say their names. Archie Stallings. His  
15           mother is a nurse. She bought him a Mercedes  
16           Benz, a BMW. He gets profiled weekly because  
17           he's not allowed to have that kind of a car.

18                        Marcy Brando. She was stopped and  
19           frisked and that was almost like a strip  
20           search. So she was sexually harassed by  
21           officers. You had one officer holding  
22           someone's underwear up. He's been reprimanded  
23           for that.

24                        You have Cassina Atkinson. She  
25           helped police find a dog. They cursed her out

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2 and threatened to beat her up after this.

3 We have Sara Whitehouse who was the  
4 police said she sold them a kilo of cocaine  
5 and they gave her \$60,000. She lost her  
6 business. She was found innocent. It never  
7 happened but she spent \$30,000.

8 We have Ronald Spalling who was  
9 profiled. We have a veteran, Charles Oliver,  
10 who was profiled.

11 So, we don't want to whitewash  
12 what's going on right now. People want  
13 justice and a lot of them want vengeance.  
14 What I can say to you today is that the people  
15 I have seen, those people who started  
16 protesting after George Floyd, those weren't  
17 the church people. Those were the  
18 millenials. Those weren't people that you can  
19 give a job to and come here and whitewash it.  
20 Those were people who don't believe in the  
21 Koran, the Torah or the Bible. They're not  
22 forgiving. They don't turn the other cheek.  
23 You have a different generation. They want  
24 justice and they want vengeance.

25 Now, you can equate this to their

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2           behavior is a lot of innocent people over in  
3           Iraq. They were arrested and they were taken  
4           to Abu Ghraib and they were tortured in a lot  
5           of instances but they became radicalized by  
6           that behavior. Then you formed Isis.

7                        So we see these types of  
8           similarities here for people who are  
9           innocent. Nobody ever stopped the police from  
10          doing good work in getting the criminal. But  
11          when you lump people in as all blacks are to  
12          the police you guys got to get your heads out  
13          of the sand because you are on a powder keg  
14          whether you want to believe it or not because  
15          people are not looking for support anymore.

16                       You see what's going on in the  
17          country. But we were here first back in  
18          January telling you that there's something  
19          going on here weird with the police. They're  
20          not policing. They're abusing their  
21          authority. They are operating with white  
22          supremacy that keeps white skin privilege  
23          letting them know that they can kill people  
24          mistakenly without any accountability with  
25          impunity.

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2                    People are not going to tolerate  
3 that. People spend their lives investing in  
4 their children. Growing them up. To have  
5 them taken away by a mistake and then no  
6 charges. These people are not going to be as  
7 forgiving as our grandparents were.

8                    So you guys are ahead of the curve  
9 so to speak. We need to be able to take these  
10 police officers, we need to take their  
11 pensions away. We need to lock them up. You  
12 also need to have the ability to test them  
13 randomly for steroids, alcohol, cocaine and  
14 marijuana. Because I have videotape of 30  
15 years that I've caught officers doing things  
16 that weren't something that I would destroy  
17 their careers for. But what's going on today  
18 it has to end.

19                   You are representatives of the  
20 state. The police are a state body. Whatever  
21 they do you're sanctioning it. You've got to  
22 give people another reason to believe in  
23 police again. People can't consciously tell  
24 their children if you have a problem call the  
25 police. So they can mistakenly kill

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2           somebody?

3                       Then when COVID came now you're  
4           telling the people who are being victimized  
5           with trauma and post traumatic stress disorder  
6           for watching black people continually getting  
7           murdered on TV. And you want me to tell our  
8           children call a cop?

9                       You guys are at a point of  
10          singularity. There's no turning back. This  
11          is all happening on your guard. You guys have  
12          been here for years. I have been on TV for  
13          years. You all knew this day was coming. I  
14          have to speak for the people who are afraid to  
15          come to you and afraid of the police. Why are  
16          they afraid of the police? You got to ask  
17          yourselves these questions.

18                      The Office of Minority Affairs is a  
19          policing body for making sure the proper  
20          redistribution of our tax dollar. They have a  
21          policing body, which was there attorney, to go  
22          to the different divisions and make sure that  
23          we are being properly compensated for our tax  
24          dollars. We not asking for no welfare. We  
25          are paying a disproportionate amount of tax

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2 dollars for bad service.

3 And you guys know what is going  
4 on. We don't got to play semantics here.  
5 Because when I got to get up out of my bed and  
6 leave my 11 month year old baby because  
7 somebody is at a gas station getting gas and  
8 the police pull up to wait for them to give  
9 them a ticket again this is a failed state.  
10 This is a failed state.

11 LEGISLATOR RHOADS: Thank you  
12 Mr. Guilty. I'm just going to ask you to  
13 please wrap up and there will be an  
14 opportunity for public comment at the full  
15 legislature.

16 MR. GUILTY: What you need to do  
17 is hold these people accountable. Because all  
18 lives do matter but nobody's killing police by  
19 mistake. Nobody's running up in their house  
20 killing their wife by mistake. Nobody's  
21 shooting an eight year old kid by mistake.  
22 Nobody's murdering police by mistake. So you  
23 guys have to act.

24 There is a way going on and I'm a  
25 harbinger of bad news. I don't have no good

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2 news to tell you. It's going to get worse if  
3 you fail to act. Protect your citizens.  
4 These are American citizens. How the hell can  
5 you have a sanctuary city and you can't  
6 protect the citizens? Come on. This is the  
7 worst witnessing of taxation with no  
8 representation. That's what this Office of  
9 Minority Affairs was created for because we  
10 were being robbed of contracts, robbed of our  
11 rights.

12                       So, you guys have a position here  
13 because it's going to get to a point where  
14 there's nothing you're going to be able to do  
15 to fix this. I just want you to understand,  
16 this is no disrespect to religion, people are  
17 not turning the other cheek anymore. They're  
18 not calling for the Lord. They're going to do  
19 something they're going to do themselves.  
20 They're not going to wait for you.

21                       LEGISLATOR RHOADS:     Thank you  
22 Mr. Guilty. At this time we are past the  
23 deadline that we were given to vacate the  
24 chambers. So at this time we will close the  
25 hearing with the understanding that we will be

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2       revisiting these issues very shortly as soon  
3       as we can work out a new date.  Again, thank  
4       you for participation.

5                       I should have mentioned at the  
6       start the last time that we were here we were  
7       able to be joined by both Bishop Gates and  
8       Bishop Watson who are pioneers in their own  
9       right.  Unfortunately their absence today due  
10      to their untimely passing certainly it is  
11      noted by all of us, recognized by all of us  
12      and we wish that they were here.  Thank you.

13                      (Hearing was concluded at 12:14  
14                      p.m.)

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CERTIFICATION

I, FRANK GRAY, a Notary  
Public in and for the State of New  
York, do hereby certify:

THAT the foregoing is a true and  
accurate transcript of my stenographic  
notes.

IN WITNESS WHEREOF, I have  
hereunto set my hand this seventh day of  
August 2020

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FRANK GRAY