NEW YORK DEPARTMENT OF STATE

COMMUNITY SERVICES BLOCK GRANT
ADVISORY COUNCIL MEETING

DATE OF PROCEEDING: February 17, 2022

APPEARANCES:

MATTHEW CIOTTI, Community Services Program Analyst
MIKE BOBBITT, Deputy Commissioner, Department of Youth & Community Development
MARGARET M. EVANS, CSBG Advisory Council
ANDREA OGUNWUMI, CSBG Advisory Council
MAURICE A. REID, CSBG Advisory Council
ALAN JONES, CSBG Advisory Council
LAURA ROSSMAN, CSBG Advisory Council
TINA ZERBIAN, CEO, Connecting Communities in Action (CCA), Inc.
DANIEL MASKIN, CSBG Advisory Council
JEFFREY LEWIS
CHARLES QUINN, CSBG Advisory Council
YVETTE MILLER, EOC
MIGUEL SANTOS, CSBG Advisory Council
ROBERT J. RODRIGUEZ, Acting Secretary of State
VILDA VERA MAYUGA, Deputy Secretary of State for Economic Opportunity
MANUEL A. ROSA, Director, Division of Community Services
AIMEE KOLLAR, Associate Director of Contract Processing, Division of Community Services
JACKIE ORR, Chief Executive Officer, New York State Community Action Association

Ciara Jonas
Official Court Transcriber
MR. CIOTTI: This is just going to be attendance for Advisory Council members. Those of you attending from community action agencies or otherwise, we'll capture your attendance through the WebEx. So as I call your name, please unmute yourself and let me know that you're here.

THE COURT REPORTER: This is --

MR. CIOTTI: Bill Chong?

THE COURT REPORTER: I'm sorry, this is Maggie, the court reporter. Can I have the name of the person that's speaking, please?

MR. CIOTTI: Matt Ciotti, C-I-O-T-T-I.

THE COURT REPORTER: Thank you.

MR. BOBBITT: This is Mike Bobbitt, representing Bill Chong, on behalf of New York City Department of Youth & Community Development.

MR. CIOTTI: Thank you, Mike.

Margaret M. Evans?

MS. EVANS: I'm here. Thank you.

MR. CIOTTI: David Hahn-Baker? Absent.

Michael Martin?

Andrea Ogunwumi? Oh, I see that you're attending, Andrea. So I'll mark you as present.

Maurice A. Reid?

MR. REED: Yeah, present.

MR. CIOTTI: Thank you.
Miguel Santos?

Alan Jones?

MR. JONES: Present.

MR. CIOTTI: Thank you.

Laura Rossman?

MS. ROSSMAN: Present.

MR. CIOTTI: Thank you. Denis is not with us today.

Tina Zerbian?

MS. ZERBIAN: Good morning. I'm here.

MR. CIOTTI: Thank you.

Dan Maskin?

MR. MASKIN: Present.

MR. CIOTTI: Stuart M. Mitchell? Or a Jeffrey Lewis (ph.) representing?

MR. LEWIS: Here.

MR. CIOTTI: Charles Quinn (ph.) -- oh, you're here. Thank you.

MR. LEWIS: Sorry.

MR. CIOTTI: Charles Quinn?

MR. QUINN: Good morning.

MR. CIOTTI: Thank you.

Yves Vilus?

All right. We are one short of quorum today.

Tina, I believe you're chairing the meeting
today.

MS. OGUNWUMI: Excuse me, I'm Andrea Ogunwumi.

Did you count me present?

MR. CIOTTI: Yes. I -- I got you, Andrea.

MS. OGUNWUMI: Great, thank you.

MS. MILLER: Good morning. This is Yvette Miller, representing Eric Poulson from the EOC.

MR. CIOTTI: Yeah. Okay, I've got you. So correction; we now have met quorum and can proceed.

MS. ZERBIAN: Thank you. Good morning, everyone. Denis Wilson is unable to join us today. I am Tina Zerbian, and I am the CEO with Connecting Communities in Action in Cattaraugus County, and first vice chair. So good morning, everyone. We'll dive right into the agenda. I do hope that Denis is well.

As long as we have quorum, can we take a look at the minutes from October 27th? I do have a -- a change because I was listed as second vice president and Dan Maskin was listed as first vice president. In actuality, I am first vice president and Dan, I believe, is considered the immediate past president, if we could make that change. Are there any other comments or questions on the minutes?

MR. LEWIS: I move that we accept the minutes as presented.

MR. JONES: This is Allen Jones. I second that.
MS. ZERBIAN: Motion's been made and seconded.

All those in favor, please say aye.

UNIDENTIFIED SPEAKER: Aye.

UNIDENTIFIED SPEAKER: Aye.

MS. ROSSMAN: Aye.

UNIDENTIFIED SPEAKER: Aye.

MS. ZERBIAN: Anyone opposed? Or abstaining?

Thank you.

Moving on. Today, we have a special guest -- two special guests. The first is our Acting Secretary of State, Robert Rodriguez. Is the Secretary here with us? I am not seeing the Secretary. Does anyone know if he is on his way?

MR. ROSA: Hi, Tina. This is Manny. We -- we're checking with his office, but I see something "executive office" here, so I don't know if he's on, he's just having difficulties getting on. I see something from the executive office on the --

MS. MILLER: No, Mr. Rosa. This is Yvette Miller from --

MR. ROSA: Hold on a second, please.

MS. MILLER: -- EOC. That's why it says executive office.

MS. ZERBIAN: Okay.

MR. CIOTTI: This is Matt. I'll go see what I
can find out. Hold on a moment.

MS. ZERBIAN: All right, thank you. Well, we do
have another guest with us today. And that's Vilda Mayuga.
So why don't we move along and hear from Vilda today?

MS. MAYUGA: Hi. Good morning, everyone. I just
really have very short remarks. It's wonderful to see all
of you. I hope Denis is okay. I really was looking
forward to seeing him through video, but I will give him a
call.

Separately, I really just wanted to join today to
share that I am -- basically to (indiscernible) my last day
with the Department of State. I have accepted a position
with the New York City -- Mayor Adams's administration, of
the Commissioner over there of the Department of Consumer
and Worker Protection. So I'm really excited about that.
I'm going to be taking some time off next week and then I
will start on March 1st.

Mike, I know we'll be working a lot together. So
some of you, I'll get to continue seeing. I hope we can
find ways to keep collaborating. I know there's tons of
work that continues to be done. And I've had a wonderful
time working with all of you. It is just an incredibly
committed group of people.

And I always appreciated so much that you keep us
on our feet. You're not shy to express concerns. And I
think that really demonstrates a true collaboration between
government and community-based organizations. I truly
believe you are all the ones that can really tell us what's
going on. I feel like oftentimes, I -- I tell Manny and
other colleagues here that we have to fight back. The
sitting behind a desk and issuing policies and things like
that may be very well intentioned, but completely
disconnected to what's actually needed on the ground and
what makes sense in practical terms and to operationalize
maybe amazing ideas.

But again, I really thank you all so much for all
of the collaboration, all of the honesty, all of the hard
work. I got to work with all of you during COVID, and I
just -- I still feel like we're just part of a movie and
just -- we're going to read about ourselves in the history
books, I think. Once this thing -- it keeps evolving into
something else that's not a pandemic. And just take all
the lessons. I mean, trial by fire as they say, right. It
brought a new meaning, I think, to that phrase. And just
keep up -- keep doing all the amazing work.

I'm sure the Secretary's really looking forward
to being here. So we'll figure out soon when -- I just
acknowledge equal challenges. But he's very much committed
to all of this work and his prior work as a -- as an
assembly member, also for our state. He's very well aware
of these issues and representing East Harlem in New York City.

So that was it. That -- that's really -- I -- it sort of worked out really well. I'm really excited that I was able to join you. I'm literally -- today is -- I mean, everything you can see behind me, everything's down and it's all cleaned out, the -- the office. So thank you so much. It's been just amazing, and I really look forward to -- Manny doesn't get rid of me. I have his personal number. So he will have to respond to me. If he doesn't, I'll send Mike. You're going to represent me in pushing him from city to state.

So thank you. That was it.

MS. ZERBIAN: Thank you, Vilda. Thank you for your support during your tenure with us. And I'm sure I speak for everyone when we wish you the very best of luck in your new role.

MR. BOBBITT: I would -- I would echo that. The Department of State's loss in this instance is the city's gain. So I am looking forward, very selfishly, to being able to continue to work with you.

MS. MAYUGA: Thank you.

MS. ZERBIAN: Thanks, Mike. For the record, I see that Miguel Santos has joined us. Welcome, Miguel.

Does anyone know if the Secretary has been able
to join us as of yet?

MR. ROSA: We're trying to communicate with his office. So I know he's trying to get in.

MS. ZERBIAN: Okay. All right. Well, why don't we move along the agenda. And Manny, you're next on the agenda.

MR. ROSA: I'm next.

MS. ZERBIAN: I'm going to hand it over to you while we're waiting for the Secretary.

MR. ROSA: Okay. I would follow the Deputy Secretary, right? It's kind of ironic.

I'm going to take a moment of personal privilege for one second because I think that she was a little bit too short in her remarks. She could go on and on and on. I don't -- I -- the Deputy Secretary and I are more than just business colleagues. We had formed a very strong personal bond as well as -- one of the things that she's taught me along the way. This network has been and will always be fortunate to have her in our service, very frankly. There are so many things that she has done behind the scenes, very frankly, on behalf of CAAs that -- if there's been exposure in the governor's office, if there's been exposure with other state agencies and in the public, in great measure, it's due to her advocacy for us.

She has been a tremendous asset to CSBG, very
frankly. To me personally, obviously. But there are not
enough words. There really are not enough words to express
my personal gratitude and the gratitude that we have for
what you've done, Vilda. There are times when we face a
whole bunch of crises. Not only the pandemic, very
frankly, but what do we do with funding and what do we do
in terms of direction of innovation, very frankly, and
having voices heard that have not been heard previously.
The liaison with Secretary Rosado and so forth and so on.

So we're going to miss you, very frankly. I know
that you have my personal number, you know where I live,
you -- you know where I work, you know my office in Albany.
So I know that we're not going to necessarily separate any
time soon, but --

MS. MAYUGA: (Indiscernible) --

MR. ROSA: -- I think that (indiscernible) --

MS. MAYUGA: -- told you about the chip that

I've --

MR. ROSA: Yeah, yeah. My wife also told me,
too. So yeah. But to the degree that -- to the degree
that we can thank you and express our thank you and be of
service to you in your new position, we're here, very
frankly. And we can only pray that you are happy in your
new position and that you will find great success. And as
Mike Bobbitt said, our loss is the city's great gain. So
we love you, and we thank you for what you've done for us.

So thanks. Okay.

MS. MAYUGA: Thank you.

MR. ROSA: Okay. Now onto -- onto the business

at hand, right.

I've been -- just want to get a few updates.

I want to thank Jackie Orr and NYSCAA for the
work that we're doing on the monitor work group. We have
taken on the task of taking a holistic look at how DCS and
DOS monitors CSBG and the agencies and how we can have a
stronger bond and collaborative, very frankly. And it's --
it's an A to Z type of review. And Jackie's been very
helpful in framing some of the work for us, and the members
of the work group have been very vocal. We've looked at
things like the monitoring guide. We're looking at the
principles, very frankly, of what monitoring should look
like. Outcomes, hopefully, trying to be able to look at
terms like success and what does that mean.

As part of this, and as many of you know, there
was an attempt to try to revise the tracks tool. And we,
based on internal conversations, have decided to take yet
another look at the tracks tool to make it more
comprehensive. We've gotten very good advice about that
and very good guidance on that.

So we -- and we are now working not only with the
work group, but we've also reached out to (indiscernible) and some other experts to make a comparison with other states of how best to do utilize the triannual review. And in so doing, then we will be able to have a better product that we believe -- that would allow us, number one, to, based on monitoring on the comprehensiveness of (indiscernible). And number two, offer the technical assistance that's needed, again, based on the comprehensiveness of the reviewed user database -- hopefully that we will have to reduce redundancies in the requests for documents -- which I think will make everybody happy here -- and at the same time, bring the office into at least the twenty-first century. I can't say to 2022, but clearly, by having a database on hand and working with the monitoring group and working on various changes and revisions that we can make, moving forward we'll have a better -- I think better outcomes and a better understanding of what it is that DCS and the DOS is trying to do when we work with the network and we speak to the network about monitoring and technical assistance and looking at outcomes and innovation and making the partnership stronger.

So I was asked to -- to talk about the tracks tool, and that's where we're at at this point. And we'll continue to inform the (indiscernible) to our cause and
also through the work group to make the recommendations
based also on internal discussions that we have here at
DOS.

I also want to thank many of the executive
directors that we have spoken to on a variety of issues,
such as racial equity, fatherhood, volunteer engagement.
It helps make our state plan a little stronger. We're in
the first year of a two-year plan for 2022 and 2023. We
will use 2022 to plan for better outcomes on volunteerism,
fatherhood, as well as continue work on racial equity. And
we will be able to inform the network with a little bit
more clarity on the direction of where we would like to go
with these projects upon getting input from the network.

I know that there has been concern about the
continuing resolution. The House has passed a version of
the continuing resolution. We're waiting on the Senate to
pass. I checked yesterday afternoon. They had not done
so. The House version goes through March 11th, and we'll
just wait to see what the Senate is going to do. I have
not heard this morning; they may have done something, but I
have not heard anything. So again, we're working off a
continuing resolution, which is basically 2021 budget
figures.

In terms of CARES, I want to thank all the
members of the network for the hard work that they have
been doing to spend the CARES money. The pace has been picking up a little bit. We want to thank the YCD because they really picked up the pace and they did a nice job with theirs. There are a few agencies that just about completed their allocation -- use of their allocation, we hear, sometime at the end of March. And for the most part, we have been also working with amendments to either the work plans or budgets to try to ensure that all the money is spent. We have decent conversations with the Office of Community Services of the HHS. They're very concerned about the rate of spending, very frankly. They don't want to see any money returned to Washington. Obviously, this is highly scrutinized dollars. And also it's a chance for CSBG to shine. But I will tell you that in speaking to colleagues around the country that there are a lot of challenges in spending this money because there was a whole bunch of CARES money in general. There's not just CSBG. So our agencies have been trying to use their imagination. And moving forward we do know, and we believe, very frankly, that with the expiration of the moratorium on evictions, that more agencies are going to be doing rental assistance. So I think that that money is going to pick up as well.

And finally, we will -- we will be picking up on the trainings with the agencies. We're looking at a
schedule, including training on the new contract that
hopefully will be released in May or June of this year.
We're in the middle of (audio interference) Aimee Kollar is
going to speak about this. We're in the middle of putting
together our annual report that is due on March 31st. Most
of you should have received your forms. So if you need
help, please give us a call.

I see that the Secretary is on. I'm going to cut
my remarks short and give deference to our Secretary. So
thank you very much for listening to me.

Tina?

MS. ZERBIAN: Thank you, Manny. I will make room
for questions for Manny. But first, we want to welcome our
Acting Secretary of State, Robert Rodriguez. Good morning.

MR. RODRIGUEZ: Good morning, everyone. And
thanks. Thank you, Manny. I appreciate it. And we'll --
we'll get you back on stage to do the real work. But I
just wanted to take the opportunity. I did not want to
miss this meeting. We know how much good that we're all
doing on here in terms of distributing much needed funds to
help support all the people throughout New York State. So
thank you so much. And I appreciate all your patience.

But I just wanted to say good morning. It's
really a pleasure to be here with you to learn more about
community services and the work that I hear that you do.
I recently started as the Acting Secretary of State under the leadership of Governor Hochul. And I'm thrilled about the opportunity to collaborate with the programs that you all run and bring change to the communities across the state. So of course I want to thank my staff that does a great job of -- of helping to direct the leadership of the program, Vilda Mayuga, Manny Rosa, and all of the staff at our Division of Community Services. Day in and day out, they do their best to help New York's communities in many areas. And of course, your efforts help to inspire the progress and the economic recovery that we continue to want to see happen throughout the state.

And I'm sure Vilda may have already mentioned it, but I have to bid her a -- a deep and heartfelt farewell. We are going to miss her sorely, but we really congratulate her for the opportunity that lies ahead. She was selected by Mayor Adams -- the administration, to be the Commissioner for the Department of Consumer and Worker Protections. So the city's gain is certainly our loss, but we will continue to work together and collaborate on different initiatives. So I just wanted to thank Vilda. And it's her drive and passion here at DOS that has made great things happen in terms of the CSBG program. So I just wanted to say thank you, and congratulations to Vilda for the work that you're going to be doing and the work
that you have done with us.

So more importantly, I want to thank all of you, the community organizations that we rely on to provide critical services. In my previous hat, I served as an assembly member representing East Harlem, El Barrio. And before that, I did work on the local community board. So for the better part of a decade, I have been trying to bring change about in my community, in my corner of the world. And now we have the opportunity to do that across the State of New York. But you guys are doing it day in and day out. We would not be who we are as a state if we did not do our best every day to provide a high level of services to the constituents that we all service. And I know that you do that. And so I don't just talk about it, I believe in it. I've believed in it all my life. And of course, seeing the work that we've done and on this platform just allows me to serve constituents in a different way.

So just to talk a little about myself for those of you who I haven't had the opportunity to work with before. My focus in the legislature have very much been on affordable housing, preserving public housing, making sure that we create community-based development projects in our community that actually hire people from the community, doing things before they were fashionable in terms of
community benefits agreements, and making sure that when we created the first mall in East Harlem and people thought that malls couldn't exist in inner cities, that not only was it possible, but it was possible to do good in different places. And I think an extension of that is the work that we do in our small cities and towns around with downtown revitalization programs. So it has to be something more than just development. It has to be about people. It has to be about the community services. It has to be about workforce. So that's what I think we bring together at the Department of State and your work with the work that we do in other areas comes together to really help people in terms of finding their way.

As well as being a legislator, finance is my background. I did public finance for fifteen years. So not only do we talk about building projects and developing communities, at some point you have to know how to pay for this stuff. So I've done a lot of work in terms of trying to make sure that we can build things and pay for them and not impact taxpayers in a way that it's burdens they can't afford.

So I look forward to keeping up with this exciting work and working with all of you. We know that in particular, the pandemic has put a lot of challenges on our social services and the Division of Community Services and
all the work that they do. And the networks provide the
foundation for creating new opportunities for New Yorkers,
for being able to help them reach the next stages of
progress and growth. And that's really what this upcoming
216 billion dollar budget that we are rolling out in the
current -- in the process of attempting to pass with our
partners in the legislature try to do. Remember that we're
taking care of people, investing in our future, and making
sure that we do so in a way that makes sure that the State
of New York is in good fiscal strength.

But one our priorities, as you all know, is to
break down the barriers that keep our residents
economically stagnant. And all of you are our partners on
the ground that help this integral effort. So you're
working hard to help New Yorkers in jobs skills, job
training, community outreach, virtual career fairs, and
other ongoing initiatives and to move job seekers to
permanent work, including your own needs to fully staff and
be able to serve the community. And you were doing that
before it was fashionable. And right now, we are looking
to expand on the work that you're doing and literally
creating an office of economic and workforce development
just to make sure that we get it right now that we have the
resources to be able to do that and an ambitious investment
program both around infrastructure, but also climate and --
and green jobs, as well as healthcare, and as well as teachers. So -- but these are industries and really they're about people, and getting people into those jobs. So while there are many other economic hardships resulting from the pandemic, with the eviction moratorium, which Manny mentioned. That's still a reality. It's a reality that exists and that we have to continue to address in the budget, but also through providing services to people and continuing to work tirelessly to support those families that are either potentially facing eviction and/or continue to be in need of state support as we attempted to address and demonstrate through the ERAP program and the local homeowner's assistance program.

But we know that there's more work to do, not just there, but throughout the state. And there's a real opportunity for a better future if we work together and bring the necessary tools to our neighborhoods. In particular, with the support that we had through CARES and through pandemic relief in addition to what we do through CSBG, we know that we're able to put resources on the ground that really are helping New Yorkers be more resilient and to move forward in their lives in this really critical time. So I just wanted to applaud all of you for the work that you do and look forward to continuing to work with you and learn the best way to support your ongoing
endeavors because we all have the same goal, which is to 
help every single New Yorker find their true success, 
potential, find their way out of poverty -- out of economic 
hardship into a brighter economic environment in the 
future.

So thanks for giving me the opportunity to be 
here and to meet all of you. And I have read all of the 
bios of the leadership here, and I've just been impressed 
by the leadership and the breadth that we have of service 
providers across the state, participating in this program. 
And the truth is, I don't think there's a part of the state 
that's not represented in this body. And really hearing 
about the issues from you is how we figure out a better 
roadmap and formula to serve people.

So thank you all. And I look forward to hearing 
more from you and hopefully meeting you in person in the 
early future. And just -- I'm truly grateful for the 
collaboration that we have, the resources that we put into 
work, and changing outcomes for people.

With that, I'll turn it back to Manny.

MS. ZERBIAN: Thank you so much. I know that we 
are very excited about the opportunity to work with you and 
your office moving forward. We hope that this is the first 
of many opportunities to get to know one another.

Manny --
MR. ROSA: Yes. Thank you --

MS. ZERBIAN: -- (indiscernible) --

MR. ROSA: -- (indiscernible) --

MS. ZERBIAN: -- with you, and --

MR. ROSA: Yeah. I just want to thank the Secretary. I -- just to share a little behind the curtain. When we first met, we talked about the Advisory Council and the first thing that the Secretary said to me is "Let me know when." That was exactly his words. So his availability today at our first meeting since his appointment is really special, very frankly.

And I -- I need to tell you, Secretary, that you have, in this network, some tremendous dedicated public servants that -- they have saved a lot of people during the pandemic, very frankly. They're not getting the credit that they are due. But I'm looking forward to working with you because they've shared that with me. So thank you, Secretary, for joining us.

MR. RODRIGUEZ: Thank you. And I have a little bit of time, so I'm going to hang out with you a little longer and --

MR. ROSA: Okay.

MR. RODRIGUEZ: -- do some more learning.

MR. ROSA: Okay, great.

Tina, I wanted to let Aimee do the annual
report -- the reading of the annual report, if that's okay.

MS. ZERBIAN: Thank you, Manny.

MR. ROSA: Okay.

MS. ZERBIAN: Aimee Kollar, you're up.

MS. KOLLAR: Good morning. I feel like I have to say please don't hang up. Manny asked me to go over the annual report, and I know this is not everyone's favorite thing to do each year. So I just wanted to go -- just do a brief review of the annual report in its entirety.

So our CSBG (indiscernible) next site. Yep. The CSBG annual report is made up of four modules. Module 1 includes information on the state administration of funds to the CSBG-eligible entities, the use of the state administered and discretionary funds for training assistance, and information on the CSBG-eligible entity meeting organizational standards and implementing ROMA. There's nine sections in Module 1. And Module 1 is completed by DCS.

Module 2 is the CSBG-eligible entities capacity building and resources. This module is broken down into three sections. Section A is the -- all expenditures by the CSBG-eligible entities. Section B, capacity building. And Section C is all allocated resources. Module 2 is completed by the network and is due to DCS on March 8th.

Module 3 is the community level. This includes
information on implementation of strategies and results achieved for communities where people and low-income live.

Module 3, it's a community initiative status form. Most of you should be familiar with this, as this is on C-4D on your work plan. The submission of this module is optional, but I -- I do need to share with you that we believe in the near future that this is going to become a requirement.

Module 4 is individual and family level. This includes information on services provided to individuals and families, demographic characteristics of people served, and results achieved for individuals and families with low incomes. Again, this is broken into three sections. Section A is the individual and national performance indicators. Section B, individual and family services. And Section C is the all characteristics report. This is also due to DCS on March 8th.

Okay. So why don't we do this? The annual report fulfills the CSBG Act requirements. As many of you may be aware, each state that receives CSBG state funding must submit a state plan. And within this plan, the state must identify how they plan to operate CSBG and use CSBG funding. The annual reports are required and are used to indicate how the CSBG network actually operated and used funding. These annual reports provide information on the CSBG network's progress with organizational standards and
state accountability measures. And they also provide information for the Office of Community Services, state and local CAAs to manage and improve results.

UNIDENTIFIED SPEAKER: All right.

MS. KOLLAR: Now, because you are already familiar with Modules 2 through 4, this morning, I'm just going to do a review of Module 1. As you can see here, Module 1 is made up of nine sections, and we're just going to do a quick review of each section.

So Section A is the state administration. In this section, the lead agency and the department of the lead agency is identified. The authorized official lead of the agency is identified. And any additional programs administered by the state CSBG lead agency are identified.

Section B is the state-wide goals and accomplishments. In this section, we have to provide any progress that we have made on our most recently submitted state plan, the CSBG-eligible entity overall satisfaction. This is the information -- this information comes from the American customer survey index that each agency in the network is sent to complete every two years. The CSBG-eligible feedback and involvement -- here we have to explain how we consider your feedback. State management accomplishments -- we have to describe what we feel, as a state, is our top accomplishment for the fiscal year. The
CSBG-eligible entity management accomplishments -- this is a description of how responsible, informed leadership and effective, efficient process led to high quality, accessible, well-managed services and strategies. You may be familiar with this. This is one of the narratives we ask you to submit with your annual report. The innovative solution highlights -- this is a description of how eligible entities address a cause or condition of poverty in the community using a innovative or creative approach. This also is one of the narratives we ask you to submit.

Section C, we just need to provide the eligible entity updates. So it's really just a list of all the agencies in our network.

Section D is organizational standards. We do have to provide a description of how -- of our assessment process for the standards, the overall organizational standard performance -- which is a target versus actual. We are required to set what we feel is our target in the state plan, and then we need to report on your actual performance. We have to identify any challenges and factors contributing to the difference between the target and actual results. We have to provide the percentage meeting the organizational standards by each category and provide the number of technical assistant plans and quality improvement plans as a result of not meeting standards.
Section E is the state use of funds. In this section, we have to show that we have provided the network with the required ninety percent of funds. Planned versus actual allocation -- the planned allocation is generated from our state plan. We have to report here what we actually allocated to you based on our notice of grant award. Actual distribution timeframe -- we have to describe if we made the funding available to the network after it received our grant notice. For state administrative funds, we have to identify the amount that we obligated for administrative activities. We have to provide the number of staff that was funded by CSBG and provide a description on the use of the remainder funding the discretionary funds. Here, we also identify what types of organizations the state worked with to carry out CSBG activities for the fiscal year.

Section F is training and technical assistance. We provide a description of how the state provides training and technical assistance and also on the types of organizations through which the state provided training and technical assistance.

Section G is state linkages and communications. In this section, we have to provide a -- we have to describe the activities that the state supported with CSBG discretionary funds. We provide a description of the
linkages and coordination at state level that the state created or maintained to ensure increased access to services. And we have to provide a description of how we assured that each eligible entity used linkages to fulfill service gaps.

Section H is monitoring corrective action and fiscal controls. In this section, we have to provide a description on the actual monitoring visits conducted during the reporting year. We describe our monitoring policy and how we provide monitoring reports. We have to describe or explain if there has been any corrective action plans. And we report on the single audit reviews. In this section, we provide the dates that the single audit was accepted into the Federal Audit Clearinghouse for each agency.

And finally, Section I is the ROMA section. In this section, we provide a description on CSBG-eligible entities ROMA participation. We describe how we as a state provide ROMA support and how we review each agency's ROMA data.

And the last slide here is just the -- now, this is the second year this has happened where we've had to do a CARES supplemental report. And I just wanted to remind everyone, we here at the state have to do a Module 1, but it is a modified version. So we will only have to complete
Sections A, B, E, F, and G. You guys will do Modules 2 and 4, but again, these are modified versions. And there are Sections A and C related to CARES funding for Module 2. And for Module 4, only Section B, outcomes achieved through use of CARES funds, is to be completed. And these are due on March 8th as well.

MS. ZERBIAN: Thank you, Aimee. Are there questions for Aimee on the annual report, or are there any questions for Manny on his report?

I just want to comment on Manny's report that as a member of the group that's doing a review of the monitoring, that it's empowering to know that we have a voice. So I want to thank the Department of State for that.

Next on the agenda, we have Jackie Orr, CEO with New York State Community Action Association.

MS. ORR: Great. Thank you, Tina. And I appreciate the opportunity to give an update on what NYSCAA does.

And Aimee, I just want to do a shout-out to you. That was a great overview of Module 1. Sometimes I don't think our agencies pay enough attention to Module 1 and what the state needs to report. So I think it's always good to keep that in front of our agencies. So thank you for that.
All right. So I'm going to do a brief overview of what NYSCAA has been involved with. And I also want to thank Manny and -- as well. The monitoring work group has been empowering, as Tina said, I think. It's been really good. There's been a number of community action agency executive directors and leadership staff on that group. And we've only met for a few months, and I think we're making great progress. So I like that we continue to have that partnership.

So as far as NYSCAA, as many of you already know, we have e-learning. So we have several courses as a part of NYSCAA Learn. It's for community action agencies staff, board members, and volunteers. It is becoming more and more popular. Right now, we have over 1,900 NYSCAA Learn users.

So we recently finished two courses, one on adverse childhood experiences. And thanks to our certified ACEs trainers who were able to help us put that together. And that's been a very valuable addition to our library of courses.

And then we also have a new course on the community action plan. Some of you may remember that we had a training for the network a year ago. And out of that training came a desire to work on our community action plan and to make it more robust, perhaps, in some places where
we could do that. So we have an interactive course. And really what it does is it integrates ROMA and ROMA concepts and principles into our community action plan and kind of connects the dots for people who may not have been able to see that or make it more clear, I think. And then our learners have the opportunity to build a, what we call, a well-constructed community action plan. So we've gotten a lot of really positive feedback about that because it's fun. For those of you who haven't been a part of -- done our courses, we have Phoebe (ph.) here as our staff person. And she makes them as interactive and fun as they can be. And they're also a great learning tool.

Also from that community action -- community -- community action plan course, we have worked very closely, NYSCAA and the Department of State, in putting together community action plan templates, so -- for agencies to use when they're developing their community action plans. So we've released eight templates so far. That has been a great opportunity for community action agency staff who are part of that work group to work through the process and be able to share it with the community action agencies across the state. We're really thinking that this is going to change how our data looks down the line. It's an effort to -- if -- to make sure that those of us who are providing the services and programs are reporting in the same way, so
our reporting is similar across the state. So we've come a long way to making that happen. And work -- that work group is continuing because we're still not done yet.

We, of course, continue with our ROMA work. As Aimee mentioned, that's a part of what DOS reports on. So we do regional ROMA trainings every -- well, we're doing five in 2022. We do them virtually. And we, at NYSCAA, we take bets on how quickly they're going to sell out. With forty-seven community action agencies and new staff and staff who want to go through them again, usually within an hour after us posting them, they're fully subscribed. So we're doing one later this month, and then in April, and on from there. We have a very active ROMA alliance. And the ROMA alliance is actually the group that started -- came up with the idea of working on the templates. And we work together in talking about implementing ROMA practices and principles within an agency. We have ROMA trainers and ROMA implementers who make up that ROMA alliance. And we also meet separately with the ROMA trainers and implementers because -- to talk about specific topics that are relevant to both groups. And I work really closely with Jessica (ph.) at DOS.

Let me see what else I want to talk about. We have a lot of affinity groups and many ways for the network to engage with each other. And I'm particularly passionate
about this, because as a learner myself, I like the opportunity where we can grow and share and share best practices and support each other. So we have communities that practice this, we have learning groups, and we have affinity groups. We just launched our new affinity group for frontline workers. So that's exciting. They met for the first time earlier this month. And then on behalf -- the network has requested another affinity group for agency staff who work specifically with senior programs. So that group will be meeting very soon. We just got the list of folks that we have. I think there's thirteen people who are interested. So that's great. So it's really, again, an opportunity for community action agency staff to get together and share challenges and successes and to get support from each other because that's the best thing about having a network, is we aren't alone.

We have an Emerging Leader Institute, which we fondly call ELI. That's going great. We have fifty-five for this year. I know, I could see Tina grimace and so did I because that's a big group. We have thirty-six in 1.0, meaning they're joining us for the first time. And then we have nineteen in 2.0, which means they've come back for a second year. So that's good. That's actually a good number. Having nineteen in their second year is good because it's big enough, but small enough for us to have
those good conversations. The 2.0 group work on projects that they design within their agencies, and then they share with the entire group.

So that's just a -- I mean, I could go on for hours. But that's just a brief overview of kind of the highlights of what NYSCAA has been doing and will be continuing to do. We also do our publications, like our newsletter and our poverty report, our ED manual.

We will continue with our conference. We're hoping to do an in-person event this year in September. In '21 -- '20 and '21, of course, they were virtual. So we're hoping that we will be able to do it in September. We're looking at Rochester. And then, of course, our fondly -- fondly, when remembered ED seminar. We have a seminar every year for executive directors and CEOs, and we were able to hold that in person in October of '21. So we're hoping that we can do that again this year.

We have some exciting things happening with our CARES funding. We had -- we're doing motivational interviewing. Our CARES funding is supporting staff to go through a motivational interviewing course, ten weeks, three hours every Thursday morning. They've been finding that very productive in working with their customers and their clients. And then as folks finish that course, we have a motivational interviewing group where we can
continue to talk about and apply those skills that we learned with each other and with our clients.

We are working on two reports, NYSCAA is, in response to COVID. One is the internal processes and procedures that agencies made and their policies. That is about ready to be released within the next couple weeks. All of you as EDs will be seeing a survey coming out in the next couple weeks. Our second report is really going to focus on the -- the services that we needed to change, the pivots that we needed to do, and was that successful. Are those -- are those service changes some things that we are continuing or not and why. And we kind of want to get into any service delivery changes that were made as a result of COVID and that were sustained because they were successful. So I'm really excited about that. Once we finish that report, we're going to kind of make it live in that we're going to bring the agencies who have participated or want to share more information and have some panel discussions around those service delivery changes.

We also have a social justice committee. That's been working now for about a year. And we're continuing to meet regularly and we will -- are looking at engaging a DEI consultant to work with us on doing DEI assessments within our agencies. So stay tuned for more information about that.
We've held a series of webinars as well and we are going to continue to hold the webinars using some of those CARES funding as well.

For those of you who don't know, we as -- NYSCAA is the lead association for Region 2, which is New York, New Jersey, Puerto Rico, and the U.S. Virgin Islands. So we have this HCCT grant that we're working under with the Office of Community Services. Human Capacity and Community Transformation is what HCCT stands for. And we had a regional convening on Tuesday, and I think it went really well. We had agencies share their initiatives. So there were a number of -- we had four initiatives from New York, two in New Jersey, and one in Puerto Rico. And I think the synergy was great. We had Dr. Howard, the director of OCS at the federal level, come and meet with us and kick off the day. And Manny spoke as well as his counterpart in New Jersey, and the association president in -- in Puerto Rico. And there was a lot of good information that was shared. I liked the synergy between New York and New Jersey. We sent out an evaluation at the end, asking folks if they wanted to continue to have conversations or share information, that we can do that. So there will be future learning opportunities as well. The shipping containers temporary housing was really interesting. So we definitely want to hear more about what that one agency in New Jersey is
doing.

And so that -- and so we continue to work with New Jersey and Puerto Rico associations to continue to build those partnerships. And we with -- also have doing some communities of practices, as I mentioned before, around leadership, trauma, informed care, and best and evidence-based practices.

So we are a small but mighty group. And with that, I'm going to turn it back over to Tina.

MS. ZERBIAN: Thank you, Jackie. For those of you who are not intimately involved with the community action network or running a community action agency, I can't say enough about Jackie and her team and the support that we get from NYSCAA. It's just -- it's remarkable, the amount of work that -- that they do and -- and the support that we get. And we would not be as wonderful and successful as we are without them. So thank you, Jackie.

Any questions for -- for Jackie?

MR. SANTOS: Just very brief, Miguel Santos in Buffalo. Jackie, I'd like to learn more about these affinity groups, how we can network throughout the state so that we can offer support and resources. I'm very familiar with community action. And I'm also curious to find out more about the social justice committee so that we can just pair together so that we can move forward. Thank you.
MS. ORR: Oh, I had to unmute there. Okay, good. So we can be -- we'll be in touch, and I can provide you with more details. Our affinity groups are growing. Some of them are very specific to community action, like we have an HR affinity group. So that's for human resource professionals within community action agencies. And then we have a finance affinity group for finance staff within agencies. But others of our affinity groups are more topic based, like I mentioned with our senior group that we're starting with our frontline.

So Miguel, yes. Let's definitely talk more. And I'd like to connect, too, about our social justice committee as well because we're still -- that is still kind of in the formation stages. So we would like to -- we're still working on our agenda and our goals and our action steps in that group. So I would love to connect more and have further conversations about that. That would -- that would enrich our group.

MS. ZERBIAN: Thank you. Any other questions for Jackie?

MR. BOBBITT: I just look forward to --

MS. ZERBIAN: All right. Moving --

MR. BOBBITT: -- continuing to hear more about the ACEs work. That's work we've been -- we weren't at the front of queue, but we hope to get in -- in the queue to
bring some of that to New York City. So it's exciting to hear how it's being sustained.

MS. ORR: Yeah, yeah. And we're now -- actually, I forgot to mention, Mike, that's a good thing. So yeah, it's on our plan with working with DYCD. And we are also now -- the certified trainers, I believe there's fifteen in the community action agencies. And we are now -- kind of like our ROMA trainings, we are now offering them on a regular basis to community action agency staff in the network. So we did our first one last month, and we have a series going throughout the rest of the year, which complements our e-learning ACEs courses as well. So -- and we just got some new materials. Tina, I see you. So I'll share -- well, I'll share it with all of the ACEs. But we got some new materials we can share as trainers with our participants. So good news.

MS. ZERBIAN: Great. I look forward to hearing about that.

MS. ORR: Thank you.

MS. ZERBIAN: Is there any old business? Is there any new business?

MR. QUINN: Tina, I'd like to bring something up. It's an old issue, but I don't know that the Advisory Council has ever addressed it. And I think as we're coming out of the pandemic and employment is an issue and racial
equity is a big -- a new focus point -- it's not a new issue, but it's a new focus point of what we're doing. I -- I do think we need to look at agency employment and wages.

To the people we hire as community action agencies, the folks tend to come from our communities. And quite frankly, many of them don't look like me. And it's not great for our workers, and it's not great for our agencies. We hear from individual agencies all the time that employment is a huge problem. We can't keep staff, we're losing them to local government, state government, school districts. We can't keep people. We've been working on a minimum wage standard for a very long time. But it might be time to start addressing this through policy.

It's not anything new. As a matter of policy, we have M/WBE requirements in our contracts. In our other programs, like Head Start and Weatherization, we've had prevailing wage requirements to make sure people are being paid adequately. And I think the Advisory Committee should look into it as a matter of policy for our agencies. If I had my druthers and I was waving a scepter of the king, I'd say we could go to the MIT website and look at the prevailing wage for your county and that's what people are getting paid to work in state-funded programs. It's
somewhat of an embarrassment that the people that we employ can continue to be clients of our agencies also.

So I'd just like to propose that the Advisory Committee take that on as an issue.

MS. ZERBIAN: Thank you, Charles. Is this anything that we should look at in terms of a subcommittee, a small group of folks that are willing to work on this issue?

MR. QUINN: I'd be willing to do that.

MS. ZERBIAN: I thought you might be.

Anyone else?

MR. SANTOS: This is Miguel Santos in Buffalo. I was happy to hear that Robert Rodriguez spoke about housing. We know that housing is a huge problem throughout the country. We see the migration of people from downstate New York moving all over, including upstate New York. I look forward maybe to make contact with Manny to talk about the reentry population, the disabled population, and the refugee immigrant population. Refugees and immigrants have always been super important in New York State, maintaining the -- our population.

And I would like to discuss other housing programs for homeownership, like Habitat for Humanity and other programs that assist people that own homes so that they don't lose their homes. And homeownership for these
particular populations so that just as what Charlie just
said about people that look like him, homeownership -- we
need to take a look about homeownership for a nice, diverse
population.

So Manny, I'd like to have a -- a conversation so
that you can guide me and we can guide the conversation.

Thank you very much.

MS. ZERBIAN: Thank you, Miguel. And I know that
one of the things that NYSCAA does is issues a -- a
directory so that you can look for -- particularly look for
housing programs and which community action agencies are
involved in housing. So that might be a resource that
Jackie could share with the entire Advisory Council if
that's helpful.

MR. SANTOS: Please. Please, that would be
great.

MS. ORR: Yep, I can do that.

MS. ZERBIAN: (Indiscernible) --

MS. OGUNWUMI: Also, Tina. This is Andrea. And
I want to thank Miguel and also Charlie for their comments.
I think that looking at the fact that we employ a welfare
state within our agencies, I think that'd be a great social
justice topic to review. So I see Jackie's nodding her
head. So I'd just like to suggest that. And I know we'll
all be involved and engaged. Thank you.
MS. ZERBIAN: Thank you, Andrea. I see that Jerome (ph.) had also chatted in that he would be interested in joining a -- a small group. So Manny, maybe that's something that we can follow up with and see if we can (indiscernible) --

MR. ROSA: Yeah. I'll follow up with you and -- and Denis and Dan. Let's schedule something in the next month or so to put together.

MS. ZERBIAN: Thank you.

MR. ROSA: Thank you.

MS. ZERBIAN: Thank you. Is there any other new business? Then our next meeting is scheduled for May 19th at 10 a.m. And if there's no other business, then I would entertain a motion to adjourn.

MR. QUINN: So moved.

UNIDENTIFIED SPEAKER: I'll second.

MS. ZERBIAN: There's a motion. Is there a second?

UNIDENTIFIED SPEAKER: I'll second it.

MS. ZERBIAN: Motion's been made and seconded.

Have a wonderful rest of your week everyone. And we'll see you all again in May.

(Proceedings concluded)
CERTIFICATION

I, Ciara Jonas certify that the foregoing transcript of proceedings in the New York State Office of General Services is a true and accurate record of the proceedings.

Signature: ____________________

Date: February 22, 2022
Index: climate..delivery

| climate | 19:25 |
| closely | 31:14 | 32:21 |
| collaborate | 16:3 | 20 |
| collaborating | 6:20 |
| collaboration | 7:1,12 | 21:18 |
| collaborative | 11:11 |
| colleagues | 7:5 | 9:16 | 14:15 |
| comment | 29:10 |
| comments | 4:22 | 42:20 |
| Commissioner | 6:14 | 16:18 |
| committed | 6:23 | 7:23 |
| committee | 35:20 | 37:24 | 38:13 | 40:20 |
| communicate | 9:2 |
| communications | 27:22 |
| communities | 4:12 | 16:5,10 | 18:17 |
| community | 2:3,15 | 14:10 | 15:25 |
| continue | 6:19 | 8:21 | 12:25 | 13:10 |
| continuing | 13:15,16,22 | 20:9,24 |
| contract | 15:1 |
| contracts | 40:17 |
| contributing | 26:21 |
| controls | 28:7 |
| convening | 36:10 |
| conversation | 42:5,6 |
| conversations | 11:21 | 14:9 | 34:1 |
| coordination | 28:1 |
| corner | 17:8 |
| correction | 4:9 |
| corrective | 28:6,11 |
| count | 4:3 |
| counterpart | 36:16 |
| country | 14:15 | 41:15 |
| county | 4:13 | 40:24 |
| couple | 35:6,8 |
| courses | 30:11,16,20 | 31:10 | 39:12 |
| court | 2:6,8,9,12 |
| COVID | 7:13 | 35:4,14 |
| create | 17:23 |
| created | 18:2 | 28:2 |
| creating | 19:2,22 |
| creative | 26:9 |
| credit | 22:15 |
| crises | 10:5 |
| critical | 17:4 | 20:23 |
| CSBG | 9:25 | 11:10 | 14:14,17 | 16:23 |
| 20:20 | 23:10,11 | 24:18,19,21,23,25 |
| 25:14 | 27:12,15,24 |
| CSBG- | 25:21 |
| CSBG-ELIGIBLE | 23:13,15,19,22 |
| 25:18 | 26:1 | 28:17 |
| curious | 37:23 |
| current | 19:6 |
| curtain | 22:6 |
| customer | 25:20 |
| customers | 34:23 |
| cut | 15:8 |

D

Dan | 3:12 | 4:18,20 | 43:7 |
data | 28:20 | 31:23 |
database | 12:9,14 |
dates | 28:13 |
David | 2:19 |
day | 6:11 | 16:9 | 17:10,11,12 | 36:16 |
DCS | 11:9 | 12:18 | 23:18,24 | 24:16 |
decade | 17:7 |
decent | 14:9 |
decided | 11:21 |
dedicated | 22:13 |
deep | 16:14 |
deferece | 15:9 |
degree | 10:20 |
DEI | 35:22,23 |
delivery | 35:13,19 |

eScribers, LLC
(800) 257-0885 Ext 7 | reporting@escribers.net | www.escribers.net
exposure 9:22,23
express 6:25 10:2,21
extension 18:5

face 10:4
facing 20:10
fact 42:21
factors 26:21
fairs 19:16
familiar 24:4 25:6 26:5 37:22
families 20:10 24:10,11
family 24:8,14
farewell 16:14
fashionable 17:25 19:20
fatherhood 13:6,10
favor 5:2
favorite 23:7
federal 28:14 36:15
feedback 25:22,23 31:8
feel 7:4,14 23:5 25:24 26:18
feet 6:25
fifteen 18:15 39:6
fifty-five 33:18
fight 7:5
figure 7:22 21:13
figures 13:23
finally 14:24 28:16
finance 18:14,15 38:7
find 6:1,20 10:24 21:2,3 37:23
finding 18:13 34:22
finish 34:24 35:15
finished 30:16
fire 7:18
focus 17:21 35:9 40:1,2
folks 33:11 34:24 36:20 40:6 41:7
follow 9:10 43:5,6
fondly 33:18 34:13,14
forgot 39:4
form 24:3
formation 38:14
formed 9:16
forms 15:6
formula 21:14
fortunate 9:19
forty-seven 32:9
forward 6:8 7:21 8:8,20 12:16 14:19
37:25 38:21 39:17 41:17
foundation 19:2
framing 11:13
frankly 9:20,21 10:1,6,7,10,23
11:11,16 14:11,20 22:11,15 40:7
front 29:24 38:25
frontline 33:6 38:10
fulfill 28:4
fulfills 24:18
fully 19:18 32:11
fun 31:9,11
funded 27:12
funding 10:6 24:19,22,24 27:8,13
29:3 34:19,20 36:3
funds 15:20 23:12,14 27:1,3,10,14,
25 29:5
36:22
gain 8:20 10:25 16:19
gaps 28:5
general 14:17
generated 27:4
give 6:8 15:7,9 29:18
giving 21:6
goal 21:1
goals 25:15 38:15
good 3:10,21 4:6,10,14 6:5 11:23,24
15:14,15,19,23 18:4 19:10 23:5
29:24 30:5 33:23,24 34:1 36:18 38:1
39:4,16
government 7:2 40:11
Governor 16:2
governor’s 9:22
grant 27:6,9 36:7
grateful 21:17
gratitude 10:3
great 4:5 9:24 10:24,25 16:6,23
22:24 29:17,21 30:8 31:12,19 33:12,
18 36:14 39:17 40:8 42:16,22
green 20:1
grimace 33:19
ground 7:8 19:14 20:21
group 6:23 11:8,14 12:1,15 13:1
29:11 30:3,6 31:20 32:3,14 33:5,8,
10,20 34:1,3,25 37:8 38:5,7,9,16,18
41:7 43:3
groups 32:21,24 33:4,5 37:21 38:3,
8
grow 33:2
growing 38:3
growth 19:4
guest 5:9 6:3
guests 5:10
guidance 11:24
guide 11:15 42:6
guys 17:10 29:1

g
Habitat 41:23
Hahn-baker 2:19
hand 9:8 11:5 12:14
hang 22:20 23:6
<table>
<thead>
<tr>
<th>Word</th>
<th>Page(s)</th>
</tr>
</thead>
<tbody>
<tr>
<td>members</td>
<td>2:2 11:13 13:25 30:13</td>
</tr>
<tr>
<td>mention</td>
<td>39:4</td>
</tr>
<tr>
<td>mentioned</td>
<td>16:13 20:6 32:5 37:5 38:9</td>
</tr>
<tr>
<td>met</td>
<td>4:9 22:7 30:7 33:6</td>
</tr>
<tr>
<td>Michael</td>
<td>2:20</td>
</tr>
<tr>
<td>middle</td>
<td>15:3,4</td>
</tr>
<tr>
<td>mighty</td>
<td>37:8</td>
</tr>
<tr>
<td>migration</td>
<td>41:15</td>
</tr>
<tr>
<td>Miguel</td>
<td>3:1 8:24 37:19 38:11 41:12 42:8,20</td>
</tr>
<tr>
<td>Mike</td>
<td>2:13,16 6:18 8:11,23 10:25 39:4</td>
</tr>
<tr>
<td>Miller</td>
<td>4:6,7 5:19,22</td>
</tr>
<tr>
<td>minimum</td>
<td>40:13</td>
</tr>
<tr>
<td>minutes</td>
<td>4:17,22,23</td>
</tr>
<tr>
<td>MIT</td>
<td>40:23</td>
</tr>
<tr>
<td>Mitchell</td>
<td>3:14</td>
</tr>
<tr>
<td>modified</td>
<td>28:25 29:2</td>
</tr>
<tr>
<td>modules</td>
<td>23:11 25:6 29:1</td>
</tr>
<tr>
<td>moment</td>
<td>6:1 9:12</td>
</tr>
<tr>
<td>money</td>
<td>14:1,8,12,16,17,22</td>
</tr>
<tr>
<td>monitor</td>
<td>11:8</td>
</tr>
<tr>
<td>monitoring</td>
<td>11:15,16 12:6,15,20 28:6,8,9,10 29:12 30:3</td>
</tr>
<tr>
<td>monitors</td>
<td>11:10</td>
</tr>
<tr>
<td>month</td>
<td>32:12 33:7 39:10 43:8</td>
</tr>
<tr>
<td>months</td>
<td>30:7</td>
</tr>
<tr>
<td>moratorium</td>
<td>14:21 20:5</td>
</tr>
<tr>
<td>motion</td>
<td>43:14,17</td>
</tr>
<tr>
<td>Motion's</td>
<td>5:1 43:20</td>
</tr>
<tr>
<td>motivational</td>
<td>34:19,21,25</td>
</tr>
<tr>
<td>moved</td>
<td>43:15</td>
</tr>
<tr>
<td>movie</td>
<td>7:14</td>
</tr>
<tr>
<td>narratives</td>
<td>26:5,10</td>
</tr>
<tr>
<td>national</td>
<td>24:13</td>
</tr>
<tr>
<td>necessarily</td>
<td>10:13</td>
</tr>
<tr>
<td>needed</td>
<td>7:8 12:8 15:20 35:9,10</td>
</tr>
<tr>
<td>neighborhoods</td>
<td>20:17</td>
</tr>
<tr>
<td>network's</td>
<td>24:25</td>
</tr>
<tr>
<td>networks</td>
<td>19:1</td>
</tr>
<tr>
<td>news</td>
<td>39:16</td>
</tr>
<tr>
<td>newsletter</td>
<td>34:8</td>
</tr>
<tr>
<td>nice</td>
<td>14:3 42:3</td>
</tr>
<tr>
<td>nineteen</td>
<td>33:22,24</td>
</tr>
<tr>
<td>ninety</td>
<td>27:3</td>
</tr>
<tr>
<td>nodding</td>
<td>42:23</td>
</tr>
<tr>
<td>notice</td>
<td>27:6,9</td>
</tr>
<tr>
<td>number</td>
<td>8:10 10:11 12:5,7 26:24 27:12 30:5 33:24 36:12</td>
</tr>
<tr>
<td>NYSCCA</td>
<td>11:7 29:18 30:2,10,12,14 31:15 32:7 34:6 35:3 36:4 37:14 42:9</td>
</tr>
<tr>
<td>obligated</td>
<td>27:11</td>
</tr>
<tr>
<td>OCS</td>
<td>36:14</td>
</tr>
<tr>
<td>October</td>
<td>4:17 34:16</td>
</tr>
<tr>
<td>offer</td>
<td>12:7 37:22</td>
</tr>
<tr>
<td>offering</td>
<td>39:8</td>
</tr>
<tr>
<td>official</td>
<td>25:12</td>
</tr>
<tr>
<td>oftentimes</td>
<td>7:4</td>
</tr>
<tr>
<td>Ogunwumi</td>
<td>2:21 4:2,5 42:19</td>
</tr>
<tr>
<td>ongoing</td>
<td>19:17 20:25</td>
</tr>
<tr>
<td>operate</td>
<td>24:21</td>
</tr>
<tr>
<td>operated</td>
<td>24:23</td>
</tr>
<tr>
<td>operationalize</td>
<td>7:9</td>
</tr>
<tr>
<td>opportunities</td>
<td>19:2 21:24 36:23</td>
</tr>
<tr>
<td>opposed</td>
<td>5:7</td>
</tr>
<tr>
<td>optional</td>
<td>24:5</td>
</tr>
<tr>
<td>organizational</td>
<td>23:16 24:25 26:14, 16,23</td>
</tr>
<tr>
<td>organizations</td>
<td>7:2 17:3 27:15,20</td>
</tr>
<tr>
<td>Orr</td>
<td>11:7 29:15,17 38:1 39:3,19 42:17</td>
</tr>
<tr>
<td>outreach</td>
<td>19:16</td>
</tr>
<tr>
<td>overview</td>
<td>29:21 30:1 34:5</td>
</tr>
<tr>
<td>pace</td>
<td>14:1,3</td>
</tr>
<tr>
<td>paid</td>
<td>40:20,25</td>
</tr>
<tr>
<td>pair</td>
<td>37:25</td>
</tr>
<tr>
<td>panel</td>
<td>35:18</td>
</tr>
<tr>
<td>participants</td>
<td>39:16</td>
</tr>
<tr>
<td>participated</td>
<td>35:17</td>
</tr>
<tr>
<td>participating</td>
<td>21:10</td>
</tr>
<tr>
<td>participation</td>
<td>28:18</td>
</tr>
<tr>
<td>partners</td>
<td>19:7,13</td>
</tr>
<tr>
<td>partnership</td>
<td>12:22 30:9</td>
</tr>
<tr>
<td>partnerships</td>
<td>37:4</td>
</tr>
<tr>
<td>pass</td>
<td>13:17 19:6</td>
</tr>
<tr>
<td>passed</td>
<td>13:15</td>
</tr>
<tr>
<td>passion</td>
<td>16:22</td>
</tr>
<tr>
<td>passionate</td>
<td>32:25</td>
</tr>
<tr>
<td>past</td>
<td>4:21</td>
</tr>
<tr>
<td>patience</td>
<td>15:22</td>
</tr>
<tr>
<td>pay</td>
<td>18:17,19 29:22</td>
</tr>
<tr>
<td>percent</td>
<td>27:3</td>
</tr>
<tr>
<td>percentage</td>
<td>26:22</td>
</tr>
<tr>
<td>performance</td>
<td>24:13 26:17,20</td>
</tr>
<tr>
<td>permanent</td>
<td>19:18</td>
</tr>
<tr>
<td>person</td>
<td>2:9 21:16 31:10 34:16</td>
</tr>
<tr>
<td>personal</td>
<td>8:9 9:12,17 10:3,11</td>
</tr>
<tr>
<td>personally</td>
<td>10:1</td>
</tr>
<tr>
<td>ph</td>
<td>3:15,17 31:10 32:22 43:2</td>
</tr>
<tr>
<td>Phoebe</td>
<td>31:10</td>
</tr>
<tr>
<td>phrase</td>
<td>7:19</td>
</tr>
<tr>
<td>pick</td>
<td>14:23</td>
</tr>
<tr>
<td>picked</td>
<td>14:3</td>
</tr>
<tr>
<td>picking</td>
<td>14:2,24</td>
</tr>
<tr>
<td>pivots</td>
<td>35:10</td>
</tr>
<tr>
<td>places</td>
<td>18:5 30:25</td>
</tr>
<tr>
<td>planned</td>
<td>27:3,4</td>
</tr>
<tr>
<td>plans</td>
<td>14:8 26:24,25 28:12 31:17</td>
</tr>
<tr>
<td>platform</td>
<td>17:17</td>
</tr>
<tr>
<td>pleasure</td>
<td>15:24</td>
</tr>
<tr>
<td>point</td>
<td>12:24 18:17 40:1,2</td>
</tr>
<tr>
<td>policies</td>
<td>7:6 35:5</td>
</tr>
<tr>
<td>policy</td>
<td>28:10 40:15,16,21</td>
</tr>
<tr>
<td>popular</td>
<td>30:14</td>
</tr>
<tr>
<td>population</td>
<td>41:18,19,21 42:4</td>
</tr>
<tr>
<td>populations</td>
<td>42:1</td>
</tr>
<tr>
<td>position</td>
<td>6:12 10:22,24</td>
</tr>
<tr>
<td>positive</td>
<td>31:8</td>
</tr>
<tr>
<td>posting</td>
<td>32:11</td>
</tr>
<tr>
<td>potential</td>
<td>21:3</td>
</tr>
<tr>
<td>potentially</td>
<td>20:10</td>
</tr>
<tr>
<td>Poulsen</td>
<td>4:7</td>
</tr>
<tr>
<td>poverty</td>
<td>21:3 26:8 34:8</td>
</tr>
<tr>
<td>practical</td>
<td>7:9</td>
</tr>
<tr>
<td>practice</td>
<td>33:4</td>
</tr>
<tr>
<td>practices</td>
<td>32:16 33:3 37:5,7</td>
</tr>
<tr>
<td>pray</td>
<td>10:23</td>
</tr>
<tr>
<td>present</td>
<td>2:22,24 3:3,6,13 4:3</td>
</tr>
<tr>
<td>presented</td>
<td>4:24</td>
</tr>
<tr>
<td>preserving</td>
<td>17:22</td>
</tr>
<tr>
<td>president</td>
<td>4:18,19,20,21 36:17</td>
</tr>
<tr>
<td>prevailing</td>
<td>40:19,24</td>
</tr>
<tr>
<td>previous</td>
<td>17:4</td>
</tr>
<tr>
<td>previously</td>
<td>10:8</td>
</tr>
<tr>
<td>principles</td>
<td>11:16 31:3 32:17</td>
</tr>
<tr>
<td>prior</td>
<td>7:24</td>
</tr>
<tr>
<td>priorities</td>
<td>19:11</td>
</tr>
<tr>
<td>privilege</td>
<td>9:12</td>
</tr>
<tr>
<td>problem</td>
<td>40:10 41:14</td>
</tr>
<tr>
<td>procedures</td>
<td>35:5</td>
</tr>
<tr>
<td>proceed</td>
<td>4:9</td>
</tr>
<tr>
<td>proceedings</td>
<td>43:23</td>
</tr>
<tr>
<td>process</td>
<td>19:6 26:3,16 31:20</td>
</tr>
<tr>
<td>processes</td>
<td>35:4</td>
</tr>
<tr>
<td>product</td>
<td>12:4</td>
</tr>
<tr>
<td>productive</td>
<td>34:23</td>
</tr>
<tr>
<td>professionals</td>
<td>38:6</td>
</tr>
<tr>
<td>program</td>
<td>16:7,23 19:25 20:12,13 21:10</td>
</tr>
<tr>
<td>projects</td>
<td>13:13 17:23 18:16 34:1</td>
</tr>
<tr>
<td>propose</td>
<td>41:3</td>
</tr>
<tr>
<td>Protection</td>
<td>6:15</td>
</tr>
<tr>
<td>Protections</td>
<td>16:19</td>
</tr>
<tr>
<td>provide</td>
<td>17:3,12 19:1 24:24 25:1,16 26:11,15,22,24 27:12,13,18,23,25 28:3,7,10,13,17,19 38:2</td>
</tr>
<tr>
<td>provided</td>
<td>24:9 27:2,20</td>
</tr>
<tr>
<td>providers</td>
<td>21:10</td>
</tr>
<tr>
<td>providing</td>
<td>20:8 31:24</td>
</tr>
<tr>
<td>publications</td>
<td>34:7</td>
</tr>
<tr>
<td>Puerto</td>
<td>36:6,13,17 37:3</td>
</tr>
<tr>
<td>pushing</td>
<td>8:11</td>
</tr>
<tr>
<td>put</td>
<td>18:24 20:20 21:18 30:18 43:8</td>
</tr>
<tr>
<td>putting</td>
<td>15:4 31:15</td>
</tr>
<tr>
<td>Q</td>
<td></td>
</tr>
<tr>
<td>quality</td>
<td>26:3,24</td>
</tr>
<tr>
<td>questions</td>
<td>4:22 15:13 29:8,9 37:18 38:19</td>
</tr>
<tr>
<td>queue</td>
<td>38:25</td>
</tr>
<tr>
<td>quick</td>
<td>25:9</td>
</tr>
<tr>
<td>quickly</td>
<td>32:8</td>
</tr>
<tr>
<td>Quinn</td>
<td>3:17,20,21 39:22 41:9 43:15</td>
</tr>
<tr>
<td>quorum</td>
<td>3:24 4:9,16</td>
</tr>
<tr>
<td>R</td>
<td></td>
</tr>
<tr>
<td>racial</td>
<td>13:6,10 39:25</td>
</tr>
<tr>
<td>rate</td>
<td>14:11</td>
</tr>
<tr>
<td>reach</td>
<td>19:3</td>
</tr>
<tr>
<td>reached</td>
<td>12:1</td>
</tr>
<tr>
<td>read</td>
<td>7:15 21:7</td>
</tr>
<tr>
<td>reading</td>
<td>23:1</td>
</tr>
<tr>
<td>ready</td>
<td>35:6</td>
</tr>
<tr>
<td>real</td>
<td>15:17 20:15</td>
</tr>
<tr>
<td>reality</td>
<td>20:6,7</td>
</tr>
<tr>
<td>received</td>
<td>15:6 27:9</td>
</tr>
<tr>
<td>receives</td>
<td>24:19</td>
</tr>
</tbody>
</table>
that'd 42:22
ting 7:16 22:8 23:8 33:15 39:4
ings 7:6 9:17,20 11:15 16:23
17:25 18:19 34:18 35:11 42:9

thinking 31:22

thirteen 33:11

thirty-six 33:20

thought 18:2 41:10

thrilled 16:3

Thursday 34:22

time 6:16,22 10:14 12:12 20:23
22:20 33:7,21 40:9,13,14

timeframe 27:7

times 10:4

29:17 30:4 33:19 37:9 39:13,22
42:19

tirelessly 20:9

today 3:8,24 4:1,11 5:9 6:3,4,10 8:5
22:10

told 10:17,19

tons 6:20

tool 11:20,22 12:24 31:12

tools 20:17

top 25:25

topic 38:8 42:23

topics 32:20

touch 38:2

towns 18:6

tracks 11:20,22 12:23

trainers 30:18 32:17,19 39:6,15

training 15:1 19:16 23:14 27:17,18,
20 30:23,24

trainings 14:25 32:6 39:8

Transformation 36:9

trauma 37:6

tremendous 9:25 22:13

trial 7:18

triannual 12:3

ture 7:1 21:2

true 7:1 21:2

tuned 35:24

turn 21:20 37:9

twenty-first 12:13

two-year 13:8

type 11:12

types 27:14,19

U

U.S. 36:6

unable 4:11

understanding 12:18

UNIDENTIFIED 5:3,4,6 25:4 43:16,19

unmute 2:5 38:1

upcoming 19:4

update 29:18

updates 11:6 26:12

upstate 41:16

user 12:9

users 30:15

utilize 12:3

V

valuable 30:19

variety 13:5

version 13:15,18 28:25

versions 29:2

versus 26:17 27:3

vice 4:13,18,19,20

video 6:8

Vilda 6:3,4 8:14 10:4 16:7,13,21,24

Vilus 3:23

Virgin 36:6

virtual 19:16 34:11

virtually 32:7

visits 28:8

vocal 11:14

voice 29:13

voices 10:8

volunteer 13:6

volunteering 13:9

volunteers 30:13

W

wage 40:13,19,24

wages 40:4

wait 13:19

waiting 9:9 13:16

wanted 6:10 15:18,23 16:21,24

Washington 14:12

waving 40:22

ways 6:20 32:24

Weatherization 40:18

Webex 2:4

webinars 36:1,2

website 40:23

week 6:16 43:21

weeks 34:21 35:6,8

welfare 42:21

well 39:7

well-designed 31:7

well-managed 26:4

wife 10:19

Wilson 4:11

wonderful 6:6,21 37:16 43:21

words 10:2 22:9

work 6:21 7:13,20,24 8:21 10:12
11:8,13,14 12:1,19 13:1,10,25 14:7
15:17,25 16:20,25 17:6,16,20 18:6,
11:12,18,23 19:1,18,21 20:9,14,16,
Index: worked . Zerbian

worked  8:4 27:15 31:14
Worker   6:15 16:18
workers  33:6 40:8
workforce 18:10 19:22
working  6:18,22 11:25 12:14,15
world   17:9

Y

YCD  14:2
28:9,22 30:23 33:19,23,24 34:10,15,
17 35:21 39:11
years  18:15 25:21
yesterday 13:17
York    2:14 6:13 8:1 15:21 17:10
19:10 29:16 36:5,12,19 39:1 41:16,
20
York's  16:9
Yorker  21:2
Yorkers 19:2,15 20:21
Youth   2:14
Yves    3:23
Yvette  4:6 5:19

Z

Zerbian  3:9,10 4:10,12 5:1,7,24 6:2
8:14,23 9:4,8 15:12 21:21 22:2,4
23:2,4 29:7 37:10 38:19,22 39:17,20
41:5,10 42:8,18 43:1,9,11,17,20