



# THE NEW YORK STATE ASSEMBLY PUERTO RICAN/HISPANIC TASK FORCE



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# WANTED A SEAT AT THE TABLE

## From the Chairman Assemblyman Marcos A. Crespo *Spring 2016*

Since the dawn of the Industrial Revolution, labor has moved to meet the demands of industry. Where jobs are available, people have flowed to them like water running down a river. Today, as then, human capital flows to where the jobs are. In doing so, the societies of the developed world have become the most diverse places in human history.

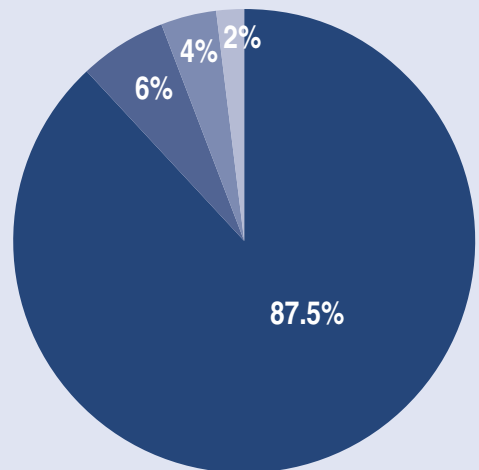
However, that diversity has repeatedly hit artificial barriers when trying to reach the upper levels of management, and leadership of private and public entities and institutions.

The Assembly Puerto Rican/Hispanic Task Force has over the past decade repeatedly documented the lack of diversity in the state government workforce. In this policy brief, 40 of the nearly 700 public authorities are examined for their level of diversity on their board of directors. The data gathered and illustrated in these pages is alarming in the stark absence of diversity.

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## Diversity in New York State Authorities 2015

A Snapshot from 451 Board Members from  
40 Out of Nearly 700 NYS Authorities



Whites Blacks  
Hispanics Asians

**Chairman Marcos A. Crespo • Carl E. Heastie, Speaker**

Name of Board	Total Board Members	Numbers by Ethnicity			Percentages by Ethnicity		
		Blacks	Asians	Hispanics	% Blacks	% Asian	% Hispanics
MTA	21	1	0	1	4.7	0	4.7
New York Power Authority	14	0	0	1	0	0	7.4
Niagara Frontier Transportation Authority	13	3	0	0	23.07	0	0
Thruway Authority	6	1	0	0	16.6	0	0
NYSERDA	12	0	2	0	0	16.6	0
Long Island Power Authority	8	0	0	0	0	0	0
Erie County Medical Center Corporation	15	3	0	1	20	0	6.66
Dormitory Authority	9	1	0	0	11.11	0	0
Development Authority	12	0	0	0	0	0	0
Capital District Transportation Authority	9	0	0	1	0	0	11.11
Homes and Community Renewal	5	0	0	1	0	0	20
Port of Oswego	7	0	0	0	0	0	0
Roswell Park Cancer Institute	15	0	0	0	0	0	0
Westchester Medical Center	18	0	0	1	0	0	5.5
Albany Convention Center	9	0	0	0	0	0	0
Battery Park City Authority	8	0	0	0	0	0	0
Environmental Facilities Corporation	6	0	0	0	0	0	0
Erie County Fiscal Stability	10	0	0	0	0	0	0
Hudson River Park	13	0	1	1	0	7.69	7.69
Troy Municipal Assistance Corporation	4	0	0	0	0	0	0
New York Center Operating Corporation	18	1	1	0	5.5	5.5	0

““

Decades of research by organizational scientists, psychologists, sociologists, economists, and demographers show that socially diverse groups are more innovative than homogeneous groups. It seems obvious that a group of people with diverse individual expertise would be better than a homogeneous group at solving complex, non-routine problems. It is less obvious that social diversity should work in the same way—yet the science shows that it does. This is not only because people with different backgrounds bring new information. Simply interacting with individuals who are different forces group members to prepare better, to anticipate alternative viewpoints, and to expect that reaching consensus will take effort. ””

– **Katherine W. Phillips**  
Professor of Leadership and Ethics and  
Senior Vice Dean at Columbia Business School

““

Diversity is not a problem to be solved. Diversity is an everyday ethic to be cultivated and lived and made richer and more vibrant. So in all these ways, I challenge us to have more and better arguments, with greater respect, stronger resilience, and deeper wisdom. ””

– **Laurie Patton**  
President of Middlebury College

Name of Board	Total Board Members	Numbers by Ethnicity			Percentages by Ethnicity		
		Blacks	Asians	Hispanics	% Blacks	% Asian	% Hispanics
NYS Homes and Community Renewal	5	1	0	0	20	0	0
Nassau County Interim Finance Authority	12	0	0	0	0	0	0
Center for Performing Arts	15	0	0	2	0	0	13.33
United Nations Development Corporation	13	1	1	0	7.69	7.69	0
Nassau Health Care Corporation	19	0	1	0	0	5.26	0
New York State Housing Finance Agency	7	1	0	1	14	0	14
State Economic Development/ Empire State Development	7	0	0	1	0	0	14.24
NYS Bridge Authority	7	1	0	2	0	0	28.5
Port Authority of NY & NJ	12	0	0	0	0	0	0
Dormitory Authority	11	1	0	0	9.09	0	0
Homeless Housing Assistance Corporation	9	0	0	0	0	0	0
NYS Thruway Authority	6	0	0	1	0	0	16.6
Power Authority of SNY	16	1	1	1	6.25	6.25	6.25
State of New York Mortgage Agency	5	1	0	3	20	0	60
Tobacco Settlement Financing Agency	5	1	0	2	20	0	40
State University Construction Fund	3	0	0	0	0	0	0
Empire State Community Dev Corp.	5	1	1	1	20	20	20
Statewide Local Development Corporation	7	1	0	1	14	0	14
UDC World Trade Center Mem Foundation	50	2	0	0	4	0	0
<b>TOTALS</b>	<b>451</b> (87.5% White)	<b>26</b> 5.76% Black	<b>8</b> 1.77% Asian	<b>22</b> 4.87% Hispanic	<b>5.76%</b>	<b>1.77%</b>	<b>4.87%</b>

““

Strength lies in differences, not in similarities. Diversity is critical for organization's ability to innovate and adapt in a fast-changing environment. Some of the most successful entrepreneurs and most-admired leaders will tell you the same thing. Diversity is essential to growth and prosperity of any company: diversity of perspectives, experiences, cultures, genders, and age. Why? Because diversity breeds innovation. And innovation breeds business success. ””

– **Stephen Covey**  
Author of the 7 Habits of Highly Effective People

““

The worst kind of group for an organization that wants to be innovative and creative is one in which everyone is alike and gets along too well... You wouldn't necessarily think that the conflict caused by diversity could lead to better performance, or that a team that feels more comfortable with itself in fact underperforms, but that's what studies show. ””

– **Margaret A. Neale**  
Distinguished Professor of Management at Stanford University

““

An individual has not started living until he can rise above the narrow confines of his individualistic concerns to the broader concerns of all humanity. ””

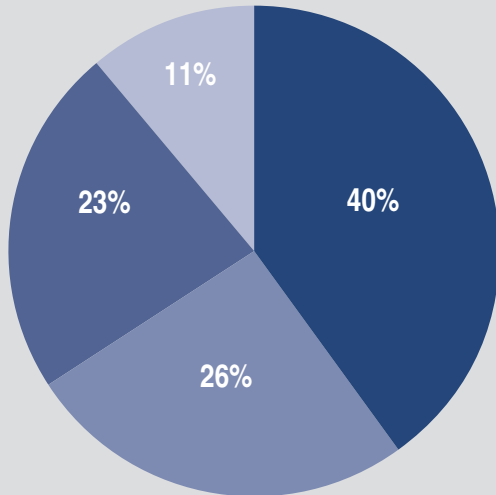
– **Martin Luther King, Jr.**

““

If we cannot end now our differences, at least we can help make the world safe for diversity. For, in the final analysis, our most basic common link is that we all inhabit this small planet. We all breathe the same air. We all cherish our children's future. And we are all mortal. ””

– **John F. Kennedy**

## 2010 Population of New York City by Race

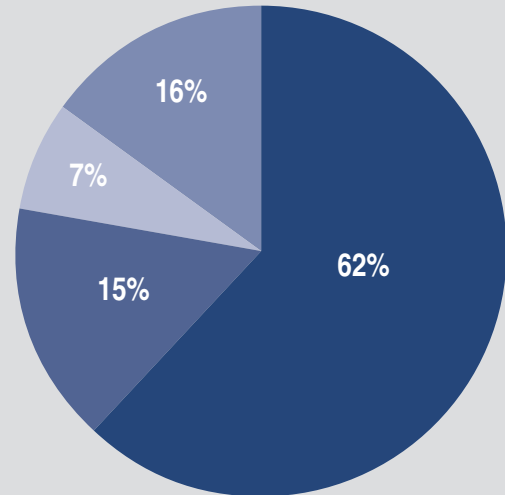


8.17 million inhabitants – NYC

Whites Blacks  
Hispanics Asians

Source: United States Census  
<https://www.census.gov/quickfacts/table/PST045215/36>

## 2010 Population of New York State by Race



19.37 million inhabitants – NYS

Whites Blacks  
Hispanics Asians

Source: United States Census  
<https://www.census.gov/quickfacts/table/PST045215/3651000,36>

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These authorities are quasi-government agencies with enormous influence on many aspects of our daily lives. They also have the power to float virtually unlimited amounts of debt that is guaranteed by all the taxpayers of New York State. This combination of powers, vested in small boards with little or no diversity, are antithetical to a highly diverse and democratic society. The data herein provides a snapshot of the problem and documents the need for policymakers to engage in finding solutions so that our institutions of governing will soon reflect the diversity of the people they govern.

For more information on this or any legislative matter, contact Guillermo Martinez, Legislative Director of the Assembly Puerto Rican/Hispanic Task Force at **518-455-5514**.