

Executive Summary

This report provides an analysis and evaluation of the current aggregate data on all of the Rockland County Boards and Commissions. Methods of analysis included a qualitative self-identity survey, and all calculations can be found in the appendices. This report also demonstrates both policies and practices as well as strategies used to improve diversity and inclusion within all Rockland County Boards and Commissions.

2020 Rockland County Boards and Commissions Diversity and Inclusion

Section 22-11 Annual Report

Articles 1-4

- 1) All data on specific qualifications, skills, and experience that the County Executive considers for the County Boards and Commissions (**Appendix A, Chart 1**).
- 2) The self-identified gender of each member of County Boards and Commissions (**Appendix A, Table 1**).
- 3) Whether each member of the Boards and Commission self identifies as a person from a community of color, and if so, the race/s of ethnicity/ies to which the member belongs (**Appendix A, Table 2**).
- 4) Aggregate data on the demographic characteristics of the County's Boards and Commission (**Appendix A, Table 3**).

Article 5

Process for identifying and evaluating nominees for County Boards and Commissions:

Through clear understanding of the Board/Commission powers and duties, vacancy lists will be created that cultivate the culture, mission, and requirements of the particular Board/Commission. Through this process of identifying and evaluating, nominees will be chosen based on their qualifications.

****As per the charter, the County Executive has the authority to, at any time during a vacancy or in the identification/evaluation/selection of any Board/Commission nominees, nominate and approve any member of his choosing with or without a slate from any Board/Commission.***

- **Identifying**
 - Review of the specific qualifications/requirements set forth by the by-laws for each member, especially pertaining to the missing vacancy
 - Community Outreach via collaboratives, current Board/Commission member recommendations, social media
- **Evaluating**
 - Evaluate resumes submitted, to be done by a designee of the County Executive, to review if individual meets qualifications
 - Series of questions to be created for interview, if applicable, that pertain to the specific needs/qualifications of the current vacancy to be done by a designee of the County Executive

Article 6

Policies and Practices for promotion of diversity, equity, and inclusion among Boards and Commissions:

Diverse teams on Boards and Commissions foster better engagement and productivity by allowing a wider range of problem – solving abilities as varying perspectives often approach challenges/concerns in a new way. With greater levels of innovation, the Rockland County Boards and Commissions create more meaningful and sustainable decisions as a group.

- Support annual diversity and inclusion training
- Support awareness of unconscious bias by creating an environment where Board/Commission members can speak up when they are concerned about comments
- Facilitate ongoing feedback with Board/Commission members to discuss concerns/ideas on the better implementation of diversity, equity, and inclusion to be incorporated in meetings when necessary
- Acknowledge holidays of all cultures when considering meeting times
- Track progress to address with Board/Commission members i.e., surveys

Article 7

Strategies for promoting of diversity and inclusion among County Boards and Commissions

Fostering diversity and inclusions takes sustained and intentional efforts and actions. A plan of action calls for the development of strategies to enhance recruitment efforts as vacancies occur.

All department heads and board members can serve as ambassadors of the recruiting process by taking steps to promote and invite diverse members from different networks to become members.

The following promotional strategies to enhance the County’s Diversity and Inclusion on County Boards and Commissions are as follows:

Strategy 1- Establish and reinforce a commitment to diversity and inclusion of County Boards and Commissions

- Reinforce criteria that all prospective board members possess sufficient competency, licensing, and credentialing requirements that add value to the Boards and Commissions
- Creation of a centralized County location (via web services) to house a pipeline of potential board candidates resumes

Strategy 2- Through ongoing recruitment efforts, build a diverse network of prospective nominees

- Use existing and foster new outreach efforts to contact community members through various Rockland County communities, including but not limited to, Chambers of Commerce, Cultural Affinity Groups, Women’s Leadership Councils, RBA, Leadership Rockland, Colleges, Sorority/Fraternity, Trade Unions, PTA, CBO’s, faith-based organizations, and community collaboratives.
- Ensure outreach and recruitment strategies include a variety of resources such as, social media, professional associations, and community and county publications to maximize a diverse pool of applicants
- Establish a nominating committee on Boards and Commissions when required by the County Executive.
- Compose recruitment materials to reflect the diversity of the County’s populations
- Cultivate and maintain relationships with community contacts, civic, professional, and multi-lingual organizations to disseminate information about vacancies

Strategy 3- Set continuous improvement goals for the timely fulfillment of vacant board positions with diverse applicants

- Utilizing available diversity information to capture gaps to determine need when vacancies arise
- Publish and post vacancies and applications on Rockland County website, departmental newsletters, and on public social media platforms
- Offer and promote quarterly County-wide diversity and inclusion training in a flexible format for all new and existing Board members to be able to attend before years end.

Appendix A

Table 1: Self-Identified Gender Demographics of Board/Commission Members

Gender

Gender	Responses	Pct
No response	161	59.63%
Male	55	20.37%
Female	43	15.93%
Decline to answer	11	4.07%

Table 2: Self-Identified Race Demographics of Board/Commission Members

Race

Race	Responses	Pct
No response	161	59.63%
White	62	22.96%
Caucasian	18	6.67%
Decline to answer	16	5.93%
Black	6	2.22%
American	2	0.74%
Asian	2	0.74%
Latino	2	0.74%
Brown	1	0.37%

Table 3: Self-Identified Ethnicity Demographics of Board/Commission Members

Ethnicity

Ethnicity	Responses	Pct
No response	161	56.69%
Decline to answer	22	7.75%
American	16	5.63%
White	12	4.23%
Non-Hispanic	11	3.87%
Irish	8	2.82%

German	7	2.46%
Jewish	7	2.46%
African American	6	2.11%
Caucasian	6	2.11%
Hispanic	6	2.11%
Italian	6	2.11%
European	3	1.06%
Eastern European	2	0.70%
Philippine	2	0.70%
Anglo	2	0.70%
English	2	0.70%
Swedish	1	0.35%
Czech	1	0.35%
Scottish	1	0.35%
Chinese	1	0.35%
Indian	1	0.35%

Chart 1- Specific Qualifications and Skills

Rockland County Board / Commission	Purpose	Members	Qualifications	Term
Arts in Public Places Committee	Provide the community with a unique identity, civic pride and thought-provoking cultural landmarks as well as a sense of community cohesion. Oversee placement of artwork and preservation	11	Experts in the field of art, art history, architecture, and architectural history	Chairperson (1) one- year term, members serve at the pleasure of the CE
Agricultural and Farm Protections Board	Enable the County to preserve its remaining farmland and landscape preservation values	11	<ul style="list-style-type: none"> • 4 Active Farmers • At least 1 represent agribusiness • 1 represent org dedicated to agricultural preservation • 6 must reside in County 	None
Board of Electrical Examiners	Prevent the loss of life and property that can be caused by the defective installation and repair of electrical wiring by ensuring that this work is undertaken with experienced training in the business	11	<ul style="list-style-type: none"> • Shall reside in the County • Persons with training in the field of electrical install • at least (1) resident of each of the 5 towns • 5 members at large exclusive of the Legislative member 	None

Board of Ethics	To promulgate rules of ethical conduct for officers and employees of Rockland County in order to maintain public confidence in our unit of local government	5	<ul style="list-style-type: none"> • All of whom must reside in the County • NONE of whom may be an elected official or County employee or receive compensation for their service 	None
Board of Health	Provide county services and facilities with the highest degree of efficiency and economy	5	<ul style="list-style-type: none"> • 2 Shall be physicians 	5 Years
Community Service Board	Benefit the citizens of Rockland County who suffer from mental illness, mental retardation, developmental disabilities, alcoholism, and substance abuse	15	<ul style="list-style-type: none"> • (1) Licensed physician • 1 certified psychologist or 2 licensed physicians • Others must represent community interest in mental health 	None
Deferred Compensation	Administered the Deferred Compensation Plan for the employees of the County of Rockland	13		None
Disability Advisory Council	Report to the CE, advise the Legislature and work with Office for the People with Disability concerning the needs of the disabled and to act as an advocate to protect interests of the disabled	11	<ul style="list-style-type: none"> • ALL shall be persons having a disability or persons concerned with/or interested in issues pertaining to disabled persons 	None
Environmental Management Council	Protect the biologic integrity of our natural environment and the natural and functional beauty of our surroundings which condition our quality of life	13	<ul style="list-style-type: none"> • All reside in County • Have interest in the improvement and preservation of environmental quality • 1 member from each Commission for Conservation 	2 Years
Fair Housing Board	Ensure that housing opportunities are fair for all persons regardless of real or perceived race, creed, color, sex, sexual orientation, national origin, disability, marital or familial status or age	5	<ul style="list-style-type: none"> • Selected from the Human Rights Commission 	None

Fire Advisory Board	Develop and maintain programs for fire training, fire service, and related activities and mutual aid in cases of fire and other emergencies requiring use of firearm and to cooperate with the office of Fire Prevention and Control in furthering programs	No fewer than 5 no more than 21	No specific requirements	None
Historic Preservation Board	Create a coordinated County-wide historic preservation program to better preserve and utilize these historic resources to enhance the quality of life for County residents	13	<ul style="list-style-type: none"> • ALL shall be residents of Rockland • AT LEAST 1 from each township • Must include: County Historian, architectural, architect, archaeologist, Commissioner of Planning, County Archivist, Exec Director of Historical Society, County Highway Super, 4 members of public 	None
Home Improvement Board	Safeguard and protect employees, homeowners and the consumer against abuses on the part of swimming pool contractors and itinerant home improv contractors by regulating home improvement	11	<ul style="list-style-type: none"> • All residents of Rockland- 3 home improve contractors • 1 architect, 1 licensed engineer, 1 pool contractor • 1 tradesman, 3 citizens independent of the business 	None
Human Rights Commission	Foster mutual respect and understanding among all racial, religious, and nationality groups in the community	13	<ul style="list-style-type: none"> • Taking into consideration religion, race, nationality, political group in the community 	None
Industrial Development Agency	Promote, develop, encourage, and assist in the acquiring, constructing, reconstructing, improving, maintaining, equipping, and furnishing industrial, manufacturing, warehousing, commercial, research and recreation facilities	5	No specific requirements	3 Years
Local Emergency Planning Committee	Prepare comprehensive emergency management plans in order to minimize the effects of a disaster	25	No specific requirements	None

Office for the Aging Advisory Council	Better provide for the needs of the elderly in the Community; to advise the Office for the Aging	At least 27	<ul style="list-style-type: none"> • low-income and minority persons • at least 1 from each 5 towns • 1 member of Legislature • at least 50% over the age of 60 	None
Park Commission	Ensure that residents of Rockland County have available to them parks, recreational facilities and conservation areas	7	<ul style="list-style-type: none"> • Residents of Rockland • 1 from each town • 2 members at large 	None
Planning Board	Make significant decisions which affect the immediate and long-term protection, enhancement, growth, development of the Rockland community and foster communication among government agencies and municipalities in planning and implementation of capital projects	9	<ul style="list-style-type: none"> • At least 1 resident from each township 	4 Years
Plumbing, Heating, Cooling, AC,	Protect the public health, safety and welfare of the RC residents by ensuring the installation of plumbing, plumbing systems, air conditioning, gas piping, refrigeration, sheet metal in dwellings undertaken by persons with the necessary skill and training	9	<ul style="list-style-type: none"> • 1 No less than 5 years exp as a journeyman mechanic • 1 no less than 5 years as journeyman plumber-fitter • 3 no less than 10 years as master plumbers or heating/air contractors • 3 members from the public at large 	None
Rent Guidelines Board	Determine the existence of public emergency requiring the regulation of residential rents for all or any class or classes of housing accommodations	9	<ul style="list-style-type: none"> • 2 rep of tenants • 2 owners • 5 public at large with 5 yrs exp in either finance, economics, housing 	4 Years
Board of Appeals	To allow a person aggrieved by any action of the chairman of the drainage agency in issuing or refusing to issue a permit or any other order the chance to appeal the chairman's decision	3	<ul style="list-style-type: none"> • NY licensed engineer • 1 attorney and 1 Legislature • No members may hold a salaried public office with the county, town, or village 	None
Soil and Water Conservation District	Conserve the soil and water resources and control and prevent soil erosion, floodwater and sediment damage in Rockland	5	<ul style="list-style-type: none"> • Represent all 5 townships 	None

Traffic Safety Board	Promote and encourage street and highway traffic safety	20	<ul style="list-style-type: none"> • All must reside in Rockland • interested in traffic and safety problems 	None
Sewer District 1	Provide the residents with sewer services in order to protect our water resources in a high quality, ethical, courteous, timely, and cost-effective manner	10	<ul style="list-style-type: none"> • 4 members at large (2 from Ramapo, 2 from Clarkstown) • 2 SV- mayor and resident • 1 Orangetown supervisor • 3 elected officials from 5 towns 	Public servants- until end of term, members at pleasure of CE
Workforce Investment	Set policy for the portion of the statewide Workforce Investment System within Rockland	23	<ul style="list-style-type: none"> • Reps of business in the local area (owners, CEO, COO) • Reps of local educational entities • Reps of labor organizations • Reps of CBO's • Reps of economic development • Reps of each of the one-stop partners 	2 Years
Youth Bureau	To act as a public planning, funding, advocacy and coordinating agency for youth and family programs in Rockland	18	<ul style="list-style-type: none"> • At least 2, no more than 3 of whom may under 21 years of age 	None