

**LONG ISLAND CENTER FOR SOCIO-ECONOMIC POLICY**

**Long Island's Black and Brown Millennials:  
What They Think About Their Life on Long Island**

**Prepared for The Town of Babylon Industrial Development Agency**

**In Cooperation with Minority Millennials, Inc.**

**Prepared by**

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## ABSTRACT

Long Island's Black and Brown Millennials, ages 25 to 39 responding to this survey, are some of Long Island's brightest, many of which have attended, are currently enrolled, or have graduated college, with nearly 28.6 percent having advanced degrees. However, 17.8 percent of Black and Brown Millennials earned from under \$20,000 to \$29,999 annually in 2019, and 50.0 percent of all respondents expected to have earned less or the same in 2020, with 59.9 percent having tried finding employment on Long Island in the past year, 49.3 percent unable to find jobs aligned with their skills, 75.4 percent unable to find jobs aligned with their salary expectations, and 82.7 percent saying that finding a job that allows them to live on Long Island is important, resulting in that 72.6 percent of respondents are concerned about their financial future.

An overwhelming majority, 88.0 percent who somewhat agree to strongly agree, which includes 52.4 percent who strongly agree, that if Long Island continues to ignore young people's need's they see themselves leaving Long Island. Another 34.6 percent disagree to strongly disagree that remaining on Long Island is important to them, as compared with 18.8 percent who strongly agree that remaining on Long Island was important to them. The concerns of Black and Brown Millennials about remaining on Long Island focuses on housing options, including housing in vibrant downtowns, jobs, and the economy.

If the Millennials continue to leave the region, Long Island will find it harder to maintain its technological business base that requires this educated workforce. That belief is supported by 74.4 percent of respondents who agree to strongly agree that Long Island will not attract the high paying industries where respondents wish to work. Additionally, 94.7 percent of respondents agree, including 48.3 percent who strongly agree, that the flight of Long Island's young workforce will hurt the Long Island economy.

Having Black and Brown Millennials remain on Long Island is critical because they are part of the region's future middle class, with much of this new middle class creating a demand for housing. Over 71.4 percent of responding Millennials live with their parents or relatives, or in legal, rental apartments, with 95.9 percent planning to purchase their own home. This future market for housing will sustain local housing values and cannot be allowed to leave, something that respondents predict they will do.

Important to Black and Brown Millennials is housing in locations that are pedestrian friendly, with proximity to work, attainably priced, and in walkable vibrant downtowns having nearby

public transportation providing other options to driving. However, 58.7 percent of respondents indicated that transit -oriented development has not helped their communities.

Specific to the pandemic, 90.3 percent of respondents have health insurance, 57.5 percent have been tested for COVID-19, and 31.4 percent have had to file for unemployment insurance.

The relationships and predictions drawn from the data conclude that when asked about leaving Long Island if Long Island continues to ignore young people's needs strong correlations existed between young people leaving Long Island and lack of housing options, high housing costs, finding a job aligned with salary expectations, the adverse impact of the Long Island economy due to the flight of young people, finding a job aligned with skills, and concern about their financial future and that Long Island will not be able to attract the high paying industries where respondents wish to work.

Other correlations include strong relationships between Long Island's high housing costs and lack of housing options; finding a job aligned with skills and salary expectations; having more transportation and walkable options to dependency on driving and finding a rental apartment in a vibrant downtown; and finding a job aligned with skills and attracting to Long Island high paying industries where respondents wish to work.

Supporting the correlations is a regression analysis which predicted that the most significant reasons why young people would remain on Long Island is finding or having a job, followed by the importance of living near public transportation, and Long Island's high housing costs.

Another regression analysis also predicted why those who agree to strongly agree that if Long Island continues to ignore young people's needs, young people see themselves leaving Long Island. The significant reasons were Long Island's lack of housing options, the continued flight of Long Island's young workforce since it will adversely affect Long Island's economy, that Long Island will not be able to attract high paying jobs in the industries where respondents wish to work, and Long Island's high housing costs.

The survey responses leave little doubt. Black and Brown Millennials could be happier with Long Island and have voiced strong reasons why they would leave and what needs to happen for them to stay here.

## INTRODUCTION

The COVID-19 Pandemic has caused regional job losses, increased unemployment, business closures, changes in how and where Long Islanders work, and frustration among Long Island's Black and Brown Millennials about the region's future and their role in that future.

While it can be argued that all the jobs lost during the pandemic, especially those in the service sector including tourism, restaurants, and entertainment venues may be recovered, the reality is that some jobs may be lost forever as businesses that have financially survived the pandemic's economic contraction learn how to operate leaner and more efficiently. This is all occurring in a Long Island economy that has relied on a growing service sector that has replaced higher paying manufacturing, technology and engineering jobs with lower paying service sector jobs in health care, business services, retail, leisure and hospitality, restaurants and tourism. Clearly, Long Island's economy has grown more reliant on the service sector, a concern since a regional economy cannot reach its full potential if it is built on service sector jobs.

All this does not bode well for the kind of expanding economy that Long Island needs to not only recover from the pandemic, but also to grow. So, what does Long Island need do to bring back the vigorous economic growth it once had?

Critical for a more robust Long Island economy, the region must retain its young people, including Black and Brown Millennials. These are the very individuals in which we have invested over a quarter of million dollars per student to educate in grades K-12. When Long Island's young people move to other regions to work and live, these other regions benefit economically from the efforts of relocating Millennial Long Islanders. While not having paid for the education, these other regions are benefiting from the human capital of emigrating Long Islanders that will generate new economic growth for their regions. Long Islanders pay for educating the workforce that is benefiting other regions of the country.

The emigration of the Millennial generation to less expensive places in the country has become a growing scenario and an economic nightmare for Long Island, and will only delay Long Island's economic growth and recovery from the pandemic. Since companies often relocate and expand in regions where there is a good supply of talented workers, the flight of Long Island's professional Black and Brown Millennial talent must be a regional concern. Defining the problem is easy. Public officials agree that keeping young people on Long Island is critical; it is the solution that remains elusive.

The lack of housing is often cited as reason why there is a flight of youth away from Long Island, but housing is not the only reason. An educated and affordable workforce is another reason why companies move and take their jobs to other regions. Companies follow employees and employees follow companies. Before we lose any more of our region's most valuable investment, our young people that we paid to educate, Long Island needs to initiate a strategy to keep our young people here.

The results of the following survey, compiled and analyzed using IBM's SPSS Statistical Package, leaves little doubt about what is needed to keep Long Island's Black and Brown Millennials on Long Island, why they would leave, and what needs to happen for them to stay here and become part of Long Island's middle class, contributing to a workforce so necessary to Long Island's future.

## **RESEARCH QUESTIONS**

The following questions guided this study.

### **Research Question One**

For the total of returned surveys of the Long Island Black and Brown Millennials; what were the industries where they are presently employed, the satisfaction with their current employment, how they view their life on Long Island, their level of education attainment, their academic field of study, their age and gender, their living arrangements and plans to purchase a home, their 2019 earnings and expectations to earn more in 2020, access to public transportation, and how COVID-19 impacted their health and finances and financial future?

Question One also examined the opinions of Long Island's Black and Brown Millennials about: whether remaining on Long Island was important to them, their preference for transit options and walkable communities and downtowns to dependence on driving, the importance of living near public transportation, the impact of Long Island's lack of housing options, whether transit oriented development has helped their community, the importance placed on apartment price, size and a walkable downtown, the importance of finding a job that allows for staying on Long Island, importance of job fulfillment over salary, the ability to find a job aligned with jobs skills and salary expectations, attempts to find a job during the past year, whether the flight of Long Island's young

people will hurt the local economy, and possibility of leaving Long Island if the region continues to ignore young people's needs.

### Research Question Two

What were the relationships between the respondent's preference for transit options and walkable communities and downtowns to dependency on driving, living near public transportation, whether transit oriented development has helped their community, Long Island's lack of housing options, importance placed on apartment price, size and walkable community, importance placed on finding a job that would allow them to stay on Long Island, importance placed on job fulfillment over salary, ability to find a job aligned with their jobs skills and salary expectations, attempts to find a job during the past year, concern that Long Island would not be able to attract the industries where they wish to work in, concern that the flight of Long Island's young people will hurt the local economy, the importance of remaining on Long Island and leaving Long Island if young people's needs are not met?

### Research Question Three

How did respondents preference for, transit options, walkable communities and dependency on driving, living near public transportation, experience with Long Island's lack of housing options, apartment price and size and walkable community, finding a job that would allow them to stay on Long Island, importance placed on job fulfillment over salary, ability to find a job aligned with skills and salary expectations, attempt to find a job during the past year, concern that Long Island would not be able to attract the industries they wish to work in, and concern that the flight of Long Island's young people will hurt the local economy, would predict whether they would remain on Long Island and would predict whether they would leave Long Island?

### Description of Survey Respondents

This study examined opinions of Long Island's Black and Brown Millennials with results randomly solicited by a Newsday feature story, the Town of Babylon Facebook page, websites of the Babylon Industrial Development Agency and Minority Millennials, and survey ads appearing in Instagram and Altice. The solicitations linked respondents to the survey with responses recorded on SurveyMonkey between October 26 and December 21, 2020. The result was a total received random sample of 208 Black and Brown Millennials. The subjects in this study were Black and

Brown Long Islanders in the Millennial age category from 52 Long Island zip codes. Respondents remained anonymous and confidential.

Respondents were contrasted as to; the industries where they were presently employed, the satisfaction with their current employment, how they view their life on Long Island, their level of education attainment, their academic field of study, their age and gender, their living arrangements and plans to purchase a home, their 2019 earnings and expectations to earn more in 2020, the value placed on job proximity to where they live, value placed on a walkable environment where they work, access to public transportation, and whether a job has a pension plan and healthcare insurance.

Of the 208 random sample respondents, 170 provided their age category and included, 80 or 47.1 percent between the ages of 25 and 29, 68 or 40.0 percent between the ages 30 and 34, and 22 or 12.9 percent between the ages 35 to over 39.

## **DESCRIPTIVE STATISTICS**

### **Research Question One**

For the total of returned surveys of the Long Island Black and Brown Millennials, what were the industries where they are presently employed, the satisfaction with their current employment, how they view their life on Long Island, their level of education attainment, their academic field of study, their age and gender, their living arrangements and plans to purchase a home, their 2019 earnings and expectations to earn more in 2020, access to public transportation, and how COVID-19 impacted their health and finances and financial future.

Also examined were the opinions of Long Island's Black and Brown Millennials about: whether remaining on Long Island was important to them, their preference for transit options and walkable communities and downtowns to dependence on driving, the importance of living near public transportation, the impact of Long Island's lack of housing options, whether transit oriented development has helped their community, the importance placed on apartment price, size and a walkable downtown, the importance of finding a job that allows for staying on Long Island, importance of job fulfillment over salary, the ability to find a job aligned with jobs skills and salary expectations, attempts to find a job during the past year, whether the flight of Long Island's young people will hurt the local economy, and possibility of leaving Long Island if the region continues to ignore young people's needs.



*Long Island's Black and Brown Millennials Filling Long Island's Higher Paying Jobs*

Tables 1 and 1A reflect that nearly 40 percent of the respondents are presently employed in the Long Island economy's higher paying jobs. These include accounting services, construction, education, finance, legal services, and technology, engineering and science. Another 12.2 percent are in medical and health care services.

**Table 1: Industry Where Respondents Are Presently Employed**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Table 1-A	35	16.7	20.0	20.0
	Accounting Services	4	1.9	2.3	22.3
	Construction/Building Maintenance Landscaping	7	3.3	4.0	26.3
	Education	17	8.1	9.7	36.0
	Entertainment/Recreation	6	2.9	3.4	39.4
	Finance/Insurance/Business	20	9.6	11.4	50.9
	Food/Resaurants/Hospitality	5	2.4	2.9	53.7
	Journalism	1	.5	.6	54.3
	Legal Service	14	6.7	8.0	62.3
	Medical-Health Care Svces.	32	15.3	18.3	80.6
	Motor Vehicle/Auto Related	4	1.9	2.3	82.9
	Public Relations/Marketing	7	3.3	4.0	86.9
	Real Estate	4	1.9	2.3	89.1
	Retail/Wholesale	5	2.4	2.9	92.0
	Self Employed	14	6.7	8.0	100.0
	Total	175	83.7	100.0	
Missing	System	34	16.3		
Total		209	100.0		

Human capital is the most valuable resource a region has because it generates the economic activity necessary to sustain a region, and because it is mobile. Since 2010, due to domestic migration, New York State has lost nearly 1.4 million people including 126,355 between July 2019 and July 2020, which according to Brookings Institute was caused by people seeking a lower cost of living, better climate, and more job opportunities. If this economic generating human capital can pick up and move to another region of the country that is able to meet their needs, this labor force will move. Census data has illustrated the loss of Long Island's Millennial generation.

If Long Island continues to lose the workforce, such as those employed in the higher paying jobs illustrated in Table 1, the regional economy will not be able to expand.

**Table 1-A: Other Industries Where Respondents Are Presently Employed**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	174	83.3	83.3	83.3
Customer svce	1	.5	.5	83.7
Government	5	2.4	2.4	86.1
Graphic Design	1	.5	.5	86.6
Healthcare	1	.5	.5	87.1
HR Admin	1	.5	.5	87.6
INFO TECH	1	.5	.5	88.0
law enforcement	1	.5	.5	88.5
Law enforcement	2	1.0	1.0	89.5
Legal	1	.5	.5	90.0
Local Govt	2	1.0	1.0	90.9
Mental health	1	.5	.5	91.4
NGO/comm organiz	1	.5	.5	91.9
Non-profit/Environ	1	.5	.5	92.3
Perform Arts/Educ	1	.5	.5	92.8
Public assist	1	.5	.5	93.3
Public Health	1	.5	.5	93.8
Public Safety	1	.5	.5	94.3
SaaS sales	1	.5	.5	94.7
Science	1	.5	.5	95.2
Social work	1	.5	.5	95.7
Software Engineer	1	.5	.5	96.2
Sports Mgmt	1	.5	.5	96.7
Tech	1	.5	.5	97.1
Tech Science	1	.5	.5	97.6
Tech/big data	1	.5	.5	98.1
Technology	1	.5	.5	98.6
Transport	1	.5	.5	99.0
Unemployed	2	1.0	1.0	100.0
Total	209	100.0	100.0	

*Long Island's Black and Brown Millennials Satisfied Where They Work*

Table 2 illustrates that nearly a third of respondents were not satisfied with their current employment and correlates with the 72.1 percent of respondents on Table Q10 who somewhat agree to strongly agree that job fulfillment is more important the salary.

**Table 2: Satisfied With Current Employment**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	22	10.5	12.6
	2	11	5.3	18.9
	3	24	11.5	32.6
	4	53	25.4	62.9
	5	35	16.7	82.9
	6	30	14.4	100.0
Total	175	83.7	100.0	
Missing	System	34	16.3	
Total	209	100.0		

Note: (1) Strongly Disagree; (2) Disagree; (3) Somewhat Disagree; (4) Somewhat Agree; (5) Agree' (6) Strongly Agree

*Long Island's Black and Brown Millennials Overall Life on Long Island Could Be Better*

When asked how they would rate their overall life on Long Island with 10 being the best and zero the worst, Table 3 above indicates that 48.6 percent of respondents fell between zero and five/six, for a mean happiness rating of 6.31 out of 10 indicating that overall life on Long Island for Black and Brown Millennials could be better.

**Table 3: Rating Overall Life On Long Island**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	5	2.4	2.9	2.9
	3	11	5.3	6.3	9.1
	4	6	2.9	3.4	12.6
	5	33	15.8	18.9	31.4
	6	30	14.4	17.1	48.6
	7	51	24.4	29.1	77.7
	8	22	10.5	12.6	90.3
	9	10	4.8	5.7	96.0
	10	7	3.3	4.0	100.0
	Total	175	83.7	100.0	
Missing	System	34	16.3		
Total		209	100.0		

Note: Scale between: (0) Worst Possible Life - (10) Best Possible Life

*Long Island's Black and Brown Millennials: The Education They Will Take With Them If They Leave the region*

The future workforce that Long Island is in danger of losing are some of the region's most educated young people. Table 4 illustrates that 81.2 percent of respondents have been enrolled in college or have graduated with post high school education degrees with 65.8 percent holding associate, undergraduate, graduate and doctoral degrees.

**Table 4: Respondents Level Of Education Attainment**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Selected None	27	12.9	15.4	15.4
	Some High School	1	.5	.6	16.0
	High Sch Grad/GED	5	2.4	2.9	18.9
	Currently In College	10	4.8	5.7	24.6
	Some College	17	8.1	9.7	34.3
	Associate Degree	8	3.8	4.6	38.9
	Under Grad Degree	57	27.3	32.6	71.4
	Graduate Degree	38	18.2	21.7	93.1
	Doctoral	12	5.7	6.9	100.0
	Total	175	83.7	100.0	
Missing	System	34	16.3		
Total		209	100.0		

Another 15.4 percent are currently enrolled in college or have had some college education. This is the educated workforce that can access the higher paying jobs created by the Long Island economy. Losing these individuals further erodes Long Island’s middle class and removes important economic generating economic activity that Long Island needs not only to sustain itself but to grow.

While not enough respondents indicated their academic degree field of study, Table 5 does reflect that respondents who indicated their academic degrees in fields of study were in areas that often pay higher wages. These include accounting services, education, finance, insurance, business services, law and technology, and science.

**Table 5: Respondents Academic Degree Field Of Study**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	No Answer	182	87.1	87.1	87.1
	Bio chemistry	1	.5	.5	87.6
	Biology	2	1.0	1.0	88.5
	Business	1	.5	.5	89.0
	Business	1	.5	.5	89.5
	Criminal justice	1	.5	.5	90.0
	Disability	1	.5	.5	90.4
	Economics	2	1.0	1.0	91.4
	Education	2	1.0	1.0	92.3
	Esthetics	1	.5	.5	92.8
	Graphic Design. BFA.	1	.5	.5	93.3
	Law	1	.5	.5	93.8
	Lib arts gen studies	1	.5	.5	94.3
	Music	1	.5	.5	94.7
	Nursing	1	.5	.5	95.2
	Political science	1	.5	.5	95.7
	Political Science	1	.5	.5	96.2
	Politics-Eco-law	1	.5	.5	96.7
	Psychology	1	.5	.5	97.1
	Public Health	1	.5	.5	97.6
	Science	1	.5	.5	98.1
	Social Work	1	.5	.5	98.6
	Sociology	1	.5	.5	99.0
	Study	1	.5	.5	99.5
	Tech Sys Mgmt	1	.5	.5	100.0
	Total	209	100.0	100.0	

If Long Island fails to keep the Millennials, the region losses it’s most valuable resource, which is its intellectual human capital. Human capital is the only true resource of a region because it often results in higher income earners and the related economic generating potential. What makes human capital so valuable and so sought after by competing regions of the country, is that it is mobile.

Unlike plant and equipment which can't be easily moved or relocated, human capital can relocate from one region to another without difficulty.

*Respondents Age, Gender, And Race*

Tables 6,7 and 8 illustrate the respondents age, gender and whether they identify as African-American, Non-white Hispanic or West Indian. Table 6 illustrates that nearly 53 percent of the respondents are of the age when career, family and relocation decisions are often made. As illustrated in Table 4, 65.8 percent of the respondents have earned associate, undergraduate, graduate and doctoral degrees. This Millennial demographic is vital to maintaining Long Island's workforce as well as stemming the erosion of Long Island's middle class. Their opinions of what it will take to keep them in the region should concern all policy makers. Of those responding to 41.1 percent were male and 58.9 percent female

**Table 6: Age of Respondents**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	25-29	80	38.3	47.1	47.1
	30-34	68	32.5	40.0	87.1
	35-39	22	10.5	12.9	100.0
	Total	170	81.3	100.0	
Missing	System	39	18.7		
Total		209	100.0		

**Table 7: Gender of Respondents**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Male	72	34.4	41.1	41.1
	Female	103	49.3	58.9	100.0
	Total	175	83.7	100.0	
Missing	System	34	16.3		
Total		209	100.0		

**Table 8: Race Of Respondents**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	African-American	109	52.2	63.7	63.7
	Non-White Hispanic	44	21.1	25.7	89.5
	West Indian	18	8.6	10.5	100.0
	Total	171	81.8	100.0	
Missing	System	38	18.2		
Total		209	100.0		

*Long Island's Black and Brown Millennials Living With Parents and Planning For Home Ownership*

Tables 9 and 10 illustrate the respondents living arrangements and aspirations. Table 9 illustrates that only 18.3 percent own where they live, while 51.4 percent are living with parents or relatives, 20.0 percent are living in a legal rental apartment and 10.3 percent are living in an illegal rental apartment. The high level of those living with parents and relatives compares with the 42.4 percent of respondents in Table 11 with incomes below \$50,000.00, which allows for fewer attainably priced housing options.

**Table 9-Respondents Living Arrangements**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	With Parents or Relatives	90	43.1	51.4	51.4
	Legal Rental Apartment	35	16.7	20.0	71.4
	Illegal Rental Apartment	18	8.6	10.3	81.7
	Own Home	32	15.3	18.3	100.0
	Total	175	83.7	100.0	
Missing	System	34	16.3		
Total		209	100.0		

**Table 10-Do Respondents Plan To Purchase Own Home**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	165	78.9	95.9	95.9
	No	7	3.3	4.1	100.0
	Total	172	82.3	100.0	
Missing	System	37	17.7		
Total		209	100.0		

While 90 or 81.7 percent of respondents in Table 9 either live with parents, relatives, or in legal or illegal apartments, Table 10 indicates that 165 or 95.9 percent plan to purchase their own home.

This untapped purchasing potential bodes well for Long Island's residential housing market at a time when retiring Baby Boomers look to sell their homes.

*Black and Brown Millennials Earning Middle Income Wages In 2019  
with Many Not Expecting Higher Wages in 2020*

Comparable with the 51.4 percent of respondents in Table 9 who are living with their parents or relative are the 42.4 percent of respondents in Table 11 who are earning less than \$50,000.00, with Table 12 reflecting pessimistic earnings expectations for 2020. As noted earlier, the lower

wages earned by respondents makes it financially challenging for Millennials to afford having their own rental accommodations or owning their own home.

**Table 11: Income Level Of Respondents 2019 Earnings**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Under \$20,000	19	9.1	10.9	10.9
	20,000-29,999	12	5.7	6.9	17.7
	30,000-39,999	22	10.5	12.6	30.3
	40,000-49,999	21	10.0	12.0	42.3
	50,000-59,999	25	12.0	14.3	56.6
	60,000-69,999	31	14.8	17.7	74.3
	70,000 and above	45	21.5	25.7	100.0
	Total	175	83.7	100.0	
Missing	System	34	16.3		
Total		209	100.0		

**Table 12:-Respondents 2020 Earning Expectations**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Earn More	88	42.1	50.0	50.0
	Earn Less	25	12.0	14.2	64.2
	Earn The Same	63	30.1	35.8	100.0
	Total	176	84.2	100.0	
Missing	System	33	15.8		
Total		209	100.0		

While 95.9 percent of respondents in Table 10 indicate they plan to purchase their own home, Tables 11 and 12 illustrate the challenge of respondents having the financial resources to support home ownership. Table 12 reflects that nearly half of the respondents expect to earn the same or less in 2020.

*Health and Financial Concerns Of Long Island’s Black and Brown Millennials*

Tables 13, 14, 15, 16 reflects the pandemic’s economic and health impact on the respondents. While 31.4 percent of respondents in Table 13 had to file for unemployment insurance, 72.6 percent of respondents in Table 14 are concerned about their financial future.

**Table 13: Has The Pandemic Resulted In Your Filing For Unemployment Insurance**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	55	26.3	31.4	31.4
	No	120	57.4	68.6	100.0
	Total	175	83.7	100.0	
Missing	System	34	16.3		
Total		209	100.0		

**Table 14: Are Respondents Concerned About Their Financial Future**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	127	60.8	72.6	72.6
	No	48	23.0	27.4	100.0
	Total	175	83.7	100.0	
Missing	System	34	16.3		
Total		209	100.0		

In the perspective of the resources required in a COVID-19 health environment, less than ten percent of respondents in Table 15 had no health insurance, while 90.3 percent had insurance, including private plans and Medicaid. Additionally, 57.5 percent of respondents have been tested for COVID-19.

**Table 15: Do Respondents Currently Have Health Insurance**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	140	67.0	79.5	79.5
	No	17	8.1	9.7	89.2
	Medicaid	6	2.9	3.4	92.6
	Private Insurance	13	6.2	7.4	100.0
	Total	176	84.2	100.0	
Missing	System	33	15.8		
Total		209	100.0		

**Table 16: Have Respondent Been Tested for COVID-19**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	100	47.8	57.5	57.5
	No	74	35.4	42.5	100.0
	Total	174	83.3	100.0	
Missing	System	35	16.7		
Total		209	100.0		

## REMAINING ON LONG ISLAND IMPORTANT TO BLACK AND BROWN MILLENNIALS

Long Island’s Black and Brown Millennials indicate in Table Q1 that remaining on Long Island is important to them. By a margin of 65.4 to 34.6 percent, respondents agree to strongly agree that remaining on Long Island was important to them with 34.6 percent who strongly disagree to somewhat disagree that remaining on Long Island was important to them.



**Q1: Remaining on Long Island Is Important To Me**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	29	13.9	13.9	13.9
	2	24	11.5	11.5	25.5
	3	19	9.1	9.1	34.6
	4	55	26.3	26.4	61.1
	5	42	20.1	20.2	81.3
	6	39	18.7	18.8	100.0
	Total		208	99.5	100.0
Missing	System	1	.5		
Total		209	100.0		

Note: (1) Strongly Disagree; (2) Disagree; (3) Somewhat Disagree; (4) Somewhat Agree; (5) Agree' (6) Strongly Agree

**BLACK AND BROWN MILLENIALS PREFER NON-DRIVING TRANSIT OPTIONS, WALKABLE COMMUNITIES AND ACCESS TO PUBLIC TRANSPORTATION**

Tables Q2 and Q3 clearly indicate that respondents favor public transit options and walkable environments to being dependent on driving and that living in communities that are near public transportation is important to them.

Table Q2 overwhelmingly illustrates that 81.3 percent of respondents agree to strongly agree that they prefer transit options and walkable environments to being dependent on driving

**Q2: Prefer Transit Options And Walkable Environments So Not To Be Dependent On Driving**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	14	6.7	6.7	6.7
	2	15	7.2	7.2	13.9
	3	10	4.8	4.8	18.8
	4	53	25.4	25.5	44.2
	5	47	22.5	22.6	66.8
	6	69	33.0	33.2	100.0
	Total		208	99.5	100.0
Missing	System	1	.5		
Total		209	100.0		

Note: (1) Strongly Disagree; (2) Disagree; (3) Somewhat Disagree; (4) Somewhat Agree; (5) Agree' (6) Strongly Agree

Reinforcing the preference for public transportation to dependence on driving shown in Table Q2 are the results reflected on Table Q3 where 75.4 percent somewhat agree to strongly agree that living near public transportation was important to them.

**Q3: Living Near Public Transportation Is Important To Me**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	19	9.1	9.2	9.2
	2	19	9.1	9.2	18.4
	3	13	6.2	6.3	24.6
	4	64	30.6	30.9	55.6
	5	50	23.9	24.2	79.7
	6	42	20.1	20.3	100.0
	Total		207	99.0	100.0
Missing	System	2	1.0		
Total		209	100.0		

Note: (1) Strongly Disagree; (2) Disagree; (3) Somewhat Disagree; (4) Somewhat Agree; (5) Agree' (6) Strongly Agree

**HOUSING OPTIONS MAY LIMIT LONG ISLAND'S BLACK AND BROWN MILLENNIALS FROM REMAINING HERE**

Just as clear as the preferences expressed by respondents in Tables Q1 and Q2 for living near public transportation in walkable transit-oriented environments, is the preference of 86.0 percent of respondents in Table Q4 who agree to strongly agree that Long Island's housing options may limit their remaining here.

**Q4: Long Island's Lack Of Housing Options May Limit My Ability To Remain Here**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	13	6.2	6.3	6.3
	2	9	4.3	4.3	10.6
	3	7	3.3	3.4	13.9
	4	25	12.0	12.0	26.0
	5	42	20.1	20.2	46.2
	6	112	53.6	53.8	100.0
	Total		208	99.5	100.0
Missing	System	1	.5		
Total		209	100.0		

Note: (1) Strongly Disagree; (2) Disagree; (3) Somewhat Disagree; (4) Somewhat Agree; (5) Agree' (6) Strongly Agree

Clearly housing options are important to keeping Long Island's Black and Brown Millennials here and in the regional workforce. This is also critical for shoring up Long Island's eroding middle class and contributing to sustaining Long Island's economy. Tables Q5 to Q8 that follow define what those housing options are.

**RENTAL APARTMENTS IN WALKABLE DOWNTOWNS WOULD KEEP BLACK AND BROWN MILLENNIALS HERE - BUT COST MATTERS**

Tables Q5, Q6, and Q7 illustrate where respondents wish to live and how the cost of housing impacts those decisions. By a margin of more than three to one, Table Q5 reflects that 75.0 percent of respondents agree to strongly agree that a rental apartment in a walkable vibrant downtown would help them remain on Long Island. However, Table Q6 indicates that housing costs may limit their ability to stay here.

**Q5: Rental Apartment In Walkable Vibrant Downtown Would Help Me Remain On Long Island**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	17	8.1	8.2	8.2
	2	22	10.5	10.6	18.8
	3	13	6.2	6.3	25.0
	4	40	19.1	19.2	44.2
	5	44	21.1	21.2	65.4
	6	72	34.4	34.6	100.0
	Total	208	99.5	100.0	
Missing	System	1	.5		
Total		209	100.0		

Note: (1) Strongly Disagree; (2) Disagree; (3) Somewhat Disagree; (4) Somewhat Agree; (5) Agree' (6) Strongly Agree

By overwhelming numbers, 92.3 percent of respondents in Table Q6 agree to strongly agree that Long Island’s high housing costs my limit their ability to remain here. Helping to explain this answer, in part, is the role that the respondents’ earned income and employment in lower paying industry sectors play in housing affordability (Tables 1 and 11).

**Q6: Long Island’s High Housing Costs My Limit My Remaining Here**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	6	2.9	2.9	2.9
	2	4	1.9	1.9	4.8
	3	4	1.9	1.9	6.7
	4	24	11.5	11.5	18.3
	5	35	16.7	16.8	35.1
	6	135	64.6	64.9	100.0
	Total	208	99.5	100.0	
Missing	System	1	.5		
Total		209	100.0		

Note: (1) Strongly Disagree; (2) Disagree; (3) Somewhat Disagree; (4) Somewhat Agree; (5) Agree' (6) Strongly Agree

Reinforcing the challenge that Long Island’s high housing costs places on respondents remaining on Long Island as illustrated in Table Q6 are their responses in Table Q7, where 63.1 percent agree to strongly agree that an attainably priced apartment is more important than apartment size.

**Q7: Attainably Priced Apartment More Important Than Apartment Size**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	18	8.6	8.7	8.7
	2	25	12.0	12.0	20.7
	3	34	16.3	16.3	37.0
	4	59	28.2	28.4	65.4
	5	33	15.8	15.9	81.3
	6	39	18.7	18.8	100.0
	Total	208	99.5	100.0	
Missing	System	1	.5		
Total		209	100.0		

Note: (1) Strongly Disagree; (2) Disagree; (3) Somewhat Disagree; (4) Somewhat Agree; (5) Agree (6) Strongly Agree

**FINDING A JOB ON LONG ISLAND: WHAT MATTERS TO BLACK AND BROWN MILLENNIALS AND WHAT DOESN'T**

Tables Q8, Q9, and Q10 place in perspective how respondents view finding a job and what factors influence their decisions. In Table Q8, 59.9 percent of respondents somewhat agree to strongly agree that finding an apartment in a pedestrian friendly location is more important than finding a job. The responses reinforce what respondents said in Tables Q2, Q3 and Q7; that attainably priced housing with access to public transportation in walkable communities is where they wish to live.

**Q8: Finding Apartment In Pedestrian Friendly Location More Important Than Finding A Job**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	21	10.0	10.1	10.1
	2	37	17.7	17.9	28.0
	3	25	12.0	12.1	40.1
	4	45	21.5	21.7	61.8
	5	42	20.1	20.3	82.1
	6	37	17.7	17.9	100.0
	Total	207	99.0	100.0	
Missing	System	2	1.0		
Total		209	100.0		

Note: (1) Strongly Disagree; (2) Disagree; (3) Somewhat Disagree; (4) Somewhat Agree; (5) Agree (6) Strongly Agree

**Q9: Finding A Job That Allows Me To Live On Long Island Is Important To Me**

		<b>Frequency</b>	<b>Percent</b>	<b>Valid Percent</b>	<b>Cumulative Percent</b>
Valid	1	<b>6</b>	2.9	<b>2.9</b>	2.9
	2	<b>19</b>	9.1	<b>9.1</b>	12.0
	3	<b>11</b>	5.3	<b>5.3</b>	17.3
	4	<b>26</b>	12.4	<b>12.5</b>	29.8
	5	<b>44</b>	21.1	<b>21.2</b>	51.0
	6	<b>102</b>	48.8	<b>49.0</b>	100.0
	Total		<b>208</b>	99.5	<b>100.0</b>
Missing	System	<b>1</b>	.5		
Total		<b>209</b>	100.0		

Note: (1) Strongly Disagree; (2) Disagree; (3) Somewhat Disagree; (4) Somewhat Agree; (5) Agree' (6) Strongly Agree

Supporting the majority of respondents who indicated in Table Q1 that remaining on Long Island was important to them, 82.7 percent of respondents in Table Q9 agree to strongly agree that they want to find a job that allows them to live on Long Island. That is important because it presents optimism that Black and Brown Millennials would remain on Long Island if they found a job, and suggests that this demographic can contribute to the Long Island economy a variety of skills, many underutilized, but all with untapped economic potential.

Table Q10 defines further what Black and Brown Millennials are looking for in a job, with 72.2 percent agreeing to strongly agreeing that they find job fulfillment more important than salary. This contributes in a small way to explain why the salaries of respondents are in lower earning categories and supports Table 2 responses where 67.4 percent somewhat agree to strongly agree that they were satisfied with their current employment

**Q10: Fulfillment In My Job More Important To Me Than Salary**

		<b>Frequency</b>	<b>Percent</b>	<b>Valid Percent</b>	<b>Cumulative Percent</b>
Valid	1	<b>15</b>	7.2	<b>7.2</b>	7.2
	2	<b>17</b>	8.1	<b>8.2</b>	15.4
	3	<b>26</b>	12.4	<b>12.5</b>	27.9
	4	<b>70</b>	33.5	<b>33.7</b>	61.5
	5	<b>47</b>	22.5	<b>22.6</b>	84.1
	6	<b>33</b>	15.8	<b>15.9</b>	100.0
	Total		<b>208</b>	99.5	<b>100.0</b>
Missing	System	<b>1</b>	.5		
Total		<b>209</b>	100.0		

Note: (1) Strongly Disagree; (2) Disagree; (3) Somewhat Disagree; (4) Somewhat Agree; (5) Agree' (6) Strongly Agree

## LONG ISLAND’S JOB MARKET AND INDUSTRIAL BASE – NOT MEETING BLACK AND BROWN MILLENNIAL NEEDS

While Table 2 illustrated respondent’s satisfaction with their current employment Tables Q11 to Q15 delve deeper into respondent’s interactions with the Long Island economy and job market.

A majority of respondents indicated in Tables Q9 and Q10 that they wish to find a job that allows them to live on Long Island and job fulfillment is more important than salary, Tables Q11 and Q12 illustrate the frustrations of Long Island’s Black and Brown Millennials in fulfilling those expectations.

### Q11: I Am Unable To Find Employment On Long Island Aligned With My Skills

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	23	11.0	11.1	11.1
	2	50	23.9	24.2	35.3
	3	32	15.3	15.5	50.7
	4	47	22.5	22.7	73.4
	5	26	12.4	12.6	86.0
	6	29	13.9	14.0	100.0
	Total		207	99.0	100.0
Missing	System	2	1.0		
Total		209	100.0		

Note: (1) Strongly Disagree; (2) Disagree; (3) Somewhat Disagree; (4) Somewhat Agree; (5) Agree (6) Strongly Agree

When asked about their inability to find employment on Long Island that aligns with their skills, 49.3 percent of respondents agree to strongly agree in Table Q11 that they were unable to find employment that aligned with their skills while 50.7 percent strongly disagree to somewhat disagree, and were able to find employment that aligns with their skills.

### Q12: I Am Unable To Find Employment On Long Island Aligned With My Salary Expectations

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	10	4.8	4.8	4.8
	2	21	10.0	10.1	15.0
	3	20	9.6	9.7	24.6
	4	50	23.9	24.2	48.8
	5	41	19.6	19.8	68.6
	6	65	31.1	31.4	100.0
	Total		207	99.0	100.0
Missing	System	2	1.0		
Total		209	100.0		

Note: (1) Strongly Disagree; (2) Disagree; (3) Somewhat Disagree; (4) Somewhat Agree; (5) Agree (6) Strongly Agree

When asked whether they were able to find employment that met with their salary expectations, Table Q12 illustrates that 75.4 percent of respondents somewhat agree to strongly agree that they were unable to find employment on Long Island that aligned with their salary expectations.

Unable to find a job that aligns with salary expectations helps explain why 48.6 percent of respondents in Table 3 indicated that they were not all that happy about their life on Long Island. They are living with parents or relatives, and for the most part working in jobs not aligned with their skills and salary expectations. And it's not that respondents have not looked for work. Table Q13 reflects that 59.9 percent somewhat agree to strongly agree that they have tried to find a job on Long Island during the past year.

**Q13: I Have Tried To Find A Job On Long Island In The Past Year**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	33	15.8	15.9	15.9
	2	42	20.1	20.3	36.2
	3	8	3.8	3.9	40.1
	4	24	11.5	11.6	51.7
	5	55	26.3	26.6	78.3
	6	45	21.5	21.7	100.0
	Total	207	99.0	100.0	
Missing	System	2	1.0		
Total		209	100.0		

Note: (1) Strongly Disagree; (2) Disagree; (3) Somewhat Disagree; (4) Somewhat Agree; (5) Agree' (6) Strongly Agree

**Q14: My Concern Is That Long Island Will Not Attract The High Paying Industries Where I Wish To Work**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	6	2.9	2.9	2.9
	2	19	9.1	9.2	12.1
	3	28	13.4	13.5	25.6
	4	45	21.5	21.7	47.3
	5	50	23.9	24.2	71.5
	6	59	28.2	28.5	100.0
	Total	207	99.0	100.0	
Missing	System	2	1.0		
Total		209	100.0		

Note: (1) Strongly Disagree; (2) Disagree; (3) Somewhat Disagree; (4) Somewhat Agree; (5) Agree' (6) Strongly Agree

The frustration that Black and Brown Millennials experience in job hunting becomes clearer in Table Q14, where in overwhelming numbers 74.4 percent of respondents somewhat agree to

strongly agree that they have concern that Long Island will not attract the high paying industries where they wish to work. This affirms respondents' previous answers that while seeking employment they have been unable to find jobs aligned with their skills and salary expectations.

**FLIGHT OF LONG ISLAND’S BLACK AND BROWN MILLENNIALS: PESSIMISM OF THE FUTURE – THE STARK ECONOMIC REALITY**

Table Q15 reveals how pessimistic respondents are about remaining on Long Island and the future of the Long Island economy. An overwhelming majority of 94.7 percent somewhat agree to strongly agree that the flight of Long Island’s Black and Brown Millennials will hurt the Long Island economy, as compared to 5.3 percent who somewhat disagree to strongly disagree.

**Q15: Flight of Long Island’s Young Workforce Will Hurt The Long Island Economy**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	3	1.4	1.4	1.4
	2	2	1.0	1.0	2.4
	3	6	2.9	2.9	5.3
	4	26	12.4	12.6	17.9
	5	70	33.5	33.8	51.7
	6	100	47.8	48.3	100.0
	Total	207	99.0	100.0	
Missing	System	2	1.0		
Total		209	100.0		

Note: (1) Strongly Disagree; (2) Disagree; (3) Somewhat Disagree; (4) Somewhat Agree; (5) Agree' (6) Strongly Agree

**Q16: If Long Island Continues To Ignore Young Peoples’ Needs I See Myself Leaving Long Island**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	7	3.3	3.4	3.4
	2	8	3.8	3.8	7.2
	3	10	4.8	4.8	12.0
	4	20	9.6	9.6	21.6
	5	54	25.8	26.0	47.6
	6	109	52.2	52.4	100.0
	Total	208	99.5	100.0	
Missing	System	1	.5		
Total		209	100.0		

Note: (1) Strongly Disagree; (2) Disagree; (3) Somewhat Disagree; (4) Somewhat Agree; (5) Agree' (6) Strongly Agree

While Table Q15 suggests that leaving Long Island is a consideration for Black and Brown Millennials that could become a reality, Table Q16 indicates that a solid 88.0 percent of



respondents somewhat agree to strongly agree, with 52.4 percent strongly agreeing, that if Long Island continues to ignore Black and Brown Millennials needs, they see themselves leaving Long Island.

**TRANSIT ORIENTED DEVELOPMENT NEAR MASS TRANSPORTATION AND BLACK AND BROWN MILLENNIAL COMMUNITIES**

While respondents have previously indicated that they would prefer to live in vibrant walkable downtowns with access to mass transportation as alternatives to driving, 41.3 of respondents indicated in Table Q17 that transit oriented development has helped their communities, as compared to 58.7 percent who disagreed.

**Q 17: Has Transit Oriented Development Helped Respondents Communities**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yes	71	34.0	41.3	41.3
	No	101	48.3	58.7	100.0
	Total	172	82.3	100.0	
Missing	System	37	17.7		
Total		209	100.0		

**RELATIONSHIP BETWEEN LONG ISLAND’S BLACK AND BROWN MILLENNIALS NEEDS AND REMAINING ON LONG ISLAND AND LEAVING LONG ISLAND IF THEIR NEEDS ARE NOT MET**

Research Question Two

What were the relationships between the respondents preference for transit options and walkable communities and downtowns to dependency on driving, living near public transportation, whether transit oriented development has helped their community, Long Island’s lack of housing options, importance placed on apartment price, size and walkable community, importance placed on finding a job that would allow them to stay on Long Island, importance placed on job fulfillment over salary, ability to find a job aligned with their jobs skills and salary expectations, attempts to find a job during the past year, concern that Long Island would not be able to attract the industries in which they wish to work, concern that the flight of Long Island’s young people will hurt the local economy, the importance of remaining on Long Island and leaving Long Island if young people’s needs are not met? A Pearson Product Moment Correlation matrix was used to examine these relationships and appear in Table A. The greater the variance indicates the greater the

strength of the correlation, with 100 percent being the maximum variance and strongest correlation.

### Limiting respondent's ability to remain on Long Island

**Table A: Pearson Product Correlation Matrix**  
N=208

	Q1 Remain On LI Import	Q2- Transit options, Walkable	Q3 Public Transp. Import ant	Q4- Lack housing Option	Q5- Down town Rental	Q6- High housing Costs	Q7- Apartme nt Cost vs size	Q8- Apart ment cost vs job	Q9-Job that allows stay LI	Q10-Job salary vs fulfillmnt	Q11- Unable find Job Re Skills	Q12- Unable find job re Salary	Q13- Try find LI Job within year	Q14 LI not attract high Pay jobs	Q15- LI's young w/force flight vs econ	Q16 ignore needs then leave
Q1-Remain On LI Important	1															
Q2-Transit Option Walkable	.135	1														
Q3-Public transp Important	.132	<b>.537**</b>	1													
Q4- Lack housing options	.014	<b>.410**</b>	.391**	1												
Q5-Downtown Rental	.064	<b>.421**</b>	.393**	<b>.538**</b>	1											
Q6-High housing costs	-.050	.363**	.268**	<b>.717**</b>	<b>.445**</b>	1										
Q7-Apartment Cost vs Size	-.007	.329**	.229**	<b>.405**</b>	<b>.506**</b>	.390**	1									
Q8-Apartment cost vs job	.015	.274**	.298**	.224**	<b>.505**</b>	.274**	.363**	1								
Q9-Job that allows Stay LI	<b>.500**</b>	.092	.001	.115	.046	.087	.086	.051	1							
Q10-Job salary vs fulfillment	.040	.092	.050	.098	.141*	.083	.192**	.204**	.100	1						
Q11-Unable find LI re Skills	-.010	.232**	.199**	.394**	.186**	<b>.403**</b>	.285**	.239**	.023	.044	1					
Q12-Unable find Job re salary	-.014	.189**	.136	.325**	.227**	.313**	.172*	.184**	.145*	-.163*	<b>.610**</b>	1				
Q13-Try find Job on LI within year	.102	.124	.193**	.282**	.213**	.217**	.150*	.190**	.125	.100	.380**	.296**	1			
Q14-LI not attract high pay jobs/industries	.008	.190**	.273**	.280**	.165*	.305**	.122	.237**	.060	-.073	<b>.561**</b>	<b>.573**</b>	.188**	1		
Q15-LI's young w/force flight	.113	.318**	.303**	.377**	.273**	<b>.409**</b>	.215**	.229**	.133	.124	.269**	.263**	.212**	.352**	1	
Q16-LI ignore needs then leave	-.112	.322**	.287**	<b>.557**</b>	.365**	<b>.510**</b>	.231**	.192**	.013	.122	.349**	.380**	.306**	.378**	<b>.455**</b>	1

\*\* . Correlation is significant at the 0.01 level (2-tailed).

\* . Correlation is significant at the 0.05 level (2-tailed).

Table A indicates a very strong relationship existing between, lack of Long Island housing options and Long Island's high housing costs (51.4 percent variance), and between being unable to find a job that is aligned with respondents' skills, and unable to find a job aligned with respondent's salary expectations (37.2 percent variance).

Strong relationships exist between Long Island will not be able to attract the high paying jobs in the industries where respondents wish to work and unable to find a job aligned with salary expectations (32.8 percent variance) and unable to find jobs aligned with respondent's skills (31.5 percent variance); lack of housing options and leaving region if Long Island continues to ignore young people's needs (31.0 percent variance); between lack of housing options and a rental apartment in a walkable vibrant downtown (28.9 percent variance); between transit options limiting reliance on driving and importance of accessible public transportation (28.8 percent variance); between high housing costs and ignoring needs of Long Island young people (26.0 percent variance); between having a rental apartment in a walkable vibrant downtown and an attainably priced apartment more important than apartment size (25.6 percent variance) and more important than finding a job (25.5 percent variance); and between remaining on Long Island is important with find a job on Long Island is important (25.0 percent variance).

Other strong relationships and correlations also identified in Table A include; flight of Long Island's young people will adversely affect the Long Island economy with if Long Island continues to ignore young people's need respondents will leave (20.7 percent variance); a rental apartment in a walkable downtown would help keep respondents here with Long Island's high housing costs (19.8 percent variance); preferring non driving transit options and walkable environment with rental apartments in walkable downtowns (17.7 percent variance) and lack of housing options (16.8 percent variance); Long Island's high housing costs with flight of Long Island's young workforce adversely affecting Long Island's economy (16.7 percent variance) and unable to find employment aligned with skills and Long Island's high housing costs (16.5 percent variance); and lack of housing options with an attainably priced apartment more important than size (16.4 percent).

### **Respondents Will Leave If Long Island Continues To Ignore Their Needs**

In addition to the strong relationship between lack of housing options and leaving Long Island if young people's needs are ignored (31.0 percent variance), Table A also illustrates that strong relationships exist between if Long Island continues to ignore young people's needs and respondents leaving Long Island and being unable to find a job aligned with salary expectations

(14.4 percent variance), Long Island will not be able to attract the high paying jobs in the industries where respondents wish to work (14.3 percent variance), having a rental apartment in a walkable vibrant downtown (13.3 percent variance), unable to find a job aligned with skills (12.1 percent variance), preference for transit options and walkable communities as opposed to dependency on driving (10.4 percent variance), and attempted to find employment on Long Island within the past year (9.4 percent variance).

Table A also illustrates that meaningful relationships exist between the flight of Long Island's young people will adversely affect Long Island's economy and lack of housing options (14.2 percent variance), concern that Long Island will not attract the high paying jobs in industries where respondents wish to work (12.4 percent variance), preference for transit options and walkable communities as opposed to dependency on driving (10.1 percent variance), and living near public transportation (9.2 percent variance)

## **PREDICTING WHETHER BLACK AND BROWN MILLENNIALS WILL REMAIN ON LONG ISLAND OR LEAVE LONG ISLAND**

### Research Question Three

How did respondents preference for, transit options, walkable communities and dependency on driving, living near public transportation, experience with Long Island's lack of housing options, apartment price and size and walkable community, finding a job that would allow them to stay on Long Island, importance placed on job fulfillment over salary, ability to find a job aligned with skills and salary expectations, attempt to find a job during the past year, concern that Long Island would not be able to attract the industries where they wish to work, and concern that the flight of Long Island's Black and Brown Millennials will hurt the local economy, predict whether they would remain on Long Island and predict whether they would leave Long Island?

Table B presents a stepwise multiple regression model used to calculate the extent of how respondent's preference for the relationships identified in Research Question Three would predict whether they would remain on Long Island. The greater the variance indicates the greater the strength of the prediction, with 100 percent being the maximum variance and strongest predictor.

**Table B: Q1 Predictors of Remaining on Long Island**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	R Square Change	Change Statistics			Sig. F Change
						F Change	df1	df2	
1	.500 <sup>a</sup>	.250	.246	1.450	.250	67.191	1	202	.000
2	.516 <sup>b</sup>	.267	.259	1.438	.017	4.656	1	201	.032
3	.533 <sup>c</sup>	.284	.273	1.424	.017	4.884	1	200	.028

a. Predictors: (Constant), Q9- Job that allows to live on Long Island

b. Predictors: (Constant), Q9- Job that allows to live on Long Island, Q3-Living near public transportation important

c. Predictors: (Constant), Q9-Job that allows to live on Long Island, Q3-Living near public transportation Q6—High housing costs

Table B predicts 28.4 percent of the reasons why Black and Brown Millennials would remain on Long Island. Finding or having a job that allows respondents to live on Long Island predicts 25.0 percent of the reason why the respondents would remain, the importance of living near public transportation needs predicts 1.7 percent of the reason for remaining, and Long Island’s high housing costs predicts 1.7 percent of the reason for remaining. These variances illustrate the strengths of the reasons predicting why respondents would remain on Long Island. If these concerns are addressed then respondents would strongly consider remaining on Long Island.

Table C presents a stepwise multiple regression model used to calculate the extent to which the preference for the relationships identified in Research Question Three would predict respondents leaving Long Island if Long Island continues to ignore young people’s needs. The greater the variance indicates the greater the strength of the prediction, with 100 percent being the maximum variance and strongest predictor.

**Table C: Q16 Predictors of Leaving Long Island**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	R Square Change	Change Statistics			Sig. F Change
						F Change	df1	df2	
1	.575 <sup>a</sup>	.331	.328	1.052	.331	99.426	1	201	.000
2	.627 <sup>b</sup>	.393	.387	1.004	.062	20.468	1	200	.000
3	.654 <sup>c</sup>	.427	.419	.978	.034	11.901	1	199	.001
4	.665 <sup>d</sup>	.443	.431	.967	.015	5.457	1	198	.020

a. Predictors: (Constant), Q4- Lack housing options

b. Predictors: (Constant), Q4- Lack housing options, Q15-LI's young workforce flight hurt LI economy

c. Predictors: (Constant), Q4- Lack housing options, Q15-LI's young workforce flight hurt LI economy, Q14-LI not able attract high paying jobs in industries where I wish to work

d. Predictors: (Constant), Q4- Lack housing options, Q15-LI's young workforce flight hurt LI economy, Q14-LI not attract high paying jobs in industries where I wish to work, Q6-High housing costs.

Table C predicts 44.3 percent of the reasons why Black and Brown Millennials will leave Long Island if Long Island continues to ignore their needs. Long Island's lack of housing options predicts 33.1 percent of the variance for leaving Long Island, the continued flight of Long Island's young workforce will adversely affect Long Island's economy predicts 6.2 percent of why Black and Brown Millennials would leave Long Island, followed by Long Island will not be able to attract the high paying jobs in the industries where respondents wish to work predicts 3.4 percent of the variance, and Long Island's high housing costs predicts 1.6 percent.

The variances in Table C illustrate the strengths of the reasons predicting why respondents would leave Long Island. If these concerns are not corrected then respondents are saying that they would strongly consider leaving Long Island.

## **CONCLUSION**

The respondents to this survey, Black and Brown Millennials between the ages of 25 and 39, revealed their frustration with the Long Island economy and Long Island itself. While Long Island's young people would like to remain on Long Island, to do so would involve the region addressing the housing, job, and economic concerns of young Long Islanders. These young people or Millennials are not happy, rating their overall life on Long Island as middle of the road with nearly 94.7 percent agreeing that the flight of Long Island's young workforce will hurt the Long Island economy.

Most responding Black and Brown Millennials have attended, currently enrolled or graduated college, with 28.6 percent having advanced degrees. These young people are Long Island's brightest, and based upon their answers to the survey, Long Island is standing on the sidelines while this young workforce is silently and strongly contemplating leaving Long Island if their needs remain unaddressed.

While many respondents work in high paying job sectors, a third earned from under \$20,000 to \$39,999 annually in 2019, with nearly half agreeing that they either don't expect to earn more in 2020 or their salaries will remain unchanged.

These lower wages explain why nearly 60 percent of respondents have tried to find a job on Long Island in the past year, nearly 50 percent agree that they are unable to find jobs aligned with their skills, and nearly 76 percent are unable to find jobs aligned with their salary expectations. Despite this frustration 82.7 percent of respondents agree that finding a job that allows them to

remain on Long Island is what is important to them. However, while job fulfillment is important, nearly 75 percent agree to strongly agree that Long Island will not be able to attract the high paying industries where they wish to work, with nearly 73 percent agreeing that they are concerned about their financial future. These are ominous indicators since Black and Brown Millennials are integral to the regions middle class, with this middle-class creating a demand for housing.

While nearly 52 percent of respondents live with their parents or relatives, with 20 percent living in legal rental apartments and nearly 10 percent living in illegal rental apartments, nearly 96 percent are planning to purchase their own home. However, an overwhelming majority of survey respondents agree that Long Island's lack of housing options and high housing costs will limit their ability to remain here. This potential demand for home ownership is critical because it provides new home buyers necessary to sustain Long Island's housing values.

To be sure that this Millennial market for homeownership has its needs, which are attainably priced housing in pedestrian friendly locations, proximate to work, and in vibrant walkable communities and downtowns near public transportation that provides alternatives to driving.

Black and Brown Millennials indicated strong opinions about remaining on Long Island and what it will take for them to leave. While nearly 35 percent somewhat disagree to strongly disagree that staying on Long Island was important, and nearly 65 percent somewhat agree to strongly agree that it was, nearly 88 percent of respondents agree, including more than half who strongly agree, that if Long Island continues to ignore young people's needs, they see themselves leaving Long Island.

Relationships were found to exist between young people who feel that remaining on Long Island is important and, the lack of housing options, high housing costs, finding a job aligned with their skills and salary expectations, concern for their financial future and that Long Island will be unable to attract the industries with higher paying jobs in which they wish to work.

Strong correlations existed between Long Island's high housing costs and lack of housing options; between finding a job aligned with skills and salary expectations; between the lack of housing options and finding a job aligned with respondent's skills; and between housing costs and finding a job aligned with respondent's skills.

When respondents were asked about leaving Long Island if Long Island continues to ignore the needs of young people, relationships were found, with strong correlations existing between young people leaving Long Island and, lack of housing options, high housing costs, finding a job aligned

with salary expectations, the adverse impact of the Long Island economy due to the flight of young people, finding a job aligned with skills, and concern that Long Island will not be able to attract the high paying industries where respondents wish to work.

Relationships also were found to exist between young people leaving Long Island if Long Island continues to ignore the needs of young people; and between the preference for more transit options and walkable environments to driving and the lack of rental apartments in downtowns.

Other strong correlations exist between Long Island's high housing costs and lack of housing options, between finding a job aligned with skills and salary expectations, between having more transit and walkable options to dependency on driving and finding an apartment in a vibrant downtown, between finding a job aligned with skills and attracting high paying industries, and between finding a job aligned with salary expectations and attracting high paying industries.

With 34.6 percent of respondents somewhat disagreeing to strongly disagreeing that remaining on Long Island is important to them, a regression analysis was used to identify the predictors of what will ensure that young people remain on Long Island. The analysis predicted 28.4 percent of the reasons why young people would remain on Long Island. Finding or having a job that allowed respondents to live on Long Island predicted 25.0 percent of the reason why the respondents would remain, while living near public transportation predicted 1.7 percent of the reason for remaining followed by high housing costs predicting 1.7 percent. If these concerns are not corrected then respondents would strongly consider leaving Long Island.

Of the 88.0 percent of respondents who somewhat agree to strongly agree that they see themselves leaving Long Island if Long Island continues to ignore young people's needs, a second regression analysis identified 44.3 percent of the reasons why young people will leave Long Island if Long Island continues to ignore young people's needs. Long Island's lack of housing options predicts 33.1 percent of the reason for leaving Long Island, the continued flight of Long Island's young workforce will adversely affect Long Island's economy predicted 6.2 percent of why young people would leave Long Island, followed by Long Island will not be able to attract the high paying jobs where respondents wish to work predicted 3.4 percent and Long Island's high housing costs predicted 1.6 percent.

Long Island's Black and Brown Millennials, are not too happy with their overall life on Long Island. This unhappiness is supported by their survey responses and by the strong correlations existing between respondents remaining on Long Island and leaving Long Island and lack of



housing options and high housing costs, housing in walkable communities with public transportation, not only finding a job but finding a job that is aligned with their skills and salary expectation, and Long Island's ability to attract the industries where they wish to work.

The message is unmistakable. If Long Island continues to ignore young people's needs, they will continue to leave.

## APPENDIX

**Table 17: Zip Code Of Respondents**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	11003-Alden Manor	4	1.9	2.4	2.4
	11010-Franklin Squar	1	.5	.6	3.0
	11040-Manhasset Hil	1	.5	.6	3.6
	11501-Mineola	1	.5	.6	4.1
	11510-Baldwin	12	5.7	7.1	11.2
	11520-Freeport	8	3.8	4.7	16.0
	11530-Stewart Manor	1	.5	.6	16.6
	11550-So.Hempstead	5	2.4	3.0	19.5
	11554-East Meadow	1	.5	.6	20.1
	11570-Rockville Ctr	1	.5	.6	20.7
	11575-Roosevelt	3	1.4	1.8	22.5
	11580-No.Valley Str	1	.5	.6	23.1
	11701-Amityville	9	4.3	5.3	28.4
	11702-Babylon	3	1.4	1.8	30.2
	11703-North Babylon	11	5.3	6.5	36.7
	11704-West Babylon	12	5.7	7.1	43.8
	11706-Fair Harbor	9	4.3	5.3	49.1
	11707-West Babylon	1	.5	.6	49.7
	11710-Bellmore	1	.5	.6	50.3
	11713-Bellport	1	.5	.6	50.9
	11717-Brentwood	5	2.4	3.0	53.8
	11722-Central Islip	6	2.9	3.6	57.4
	11726-Copiague	7	3.3	4.1	61.5
	11727-Coram	5	2.4	3.0	64.5
	11729-Deer Park	5	2.4	3.0	67.5
	11730-East Islip	1	.5	.6	68.0
	11733-East Setauket	1	.5	.6	68.6
	11735-Farmingdale	2	1.0	1.2	69.8
	11738-Farmingville	1	.5	.6	70.4
	11741-Holbrook	1	.5	.6	71.0
	11746-HuntingtonSta	3	1.4	1.8	72.8
	11749-Islandia	1	.5	.6	73.4
	11751-Islip	1	.5	.6	74.0
11752-Islip Terrace	1	.5	.6	74.6	
11753-Jericho	2	1.0	1.2	75.7	
11755-Lake Grove	1	.5	.6	76.3	
11757-Lindenhurst	3	1.4	1.8	78.1	
11758-Massapequa	2	1.0	1.2	79.3	
11762-MassapequaPk	1	.5	.6	79.9	
11763-Medford	1	.5	.6	80.5	
11772-Patchogue	1	.5	.6	81.1	
11776-PtJeffersonSta	1	.5	.6	81.7	
11779-Ronkonkoma	1	.5	.6	82.2	
11784-Selden	2	1.0	1.2	83.4	
11787-Smithtown	1	.5	.6	84.0	
11791-Syosset	1	.5	.6	84.6	
11795-West Islip	1	.5	.6	85.2	
11798-Wyandanch	19	9.1	11.2	96.4	
11801-Hicksville	2	1.0	1.2	97.6	
11946-Hampton Bays	1	.5	.6	98.2	
11953-Middle Island	1	.5	.6	98.8	
11967-Shirley	1	.5	.6	99.4	
11570-Rockville Ctr	1	.5	.6	100.0	
	Total	169	80.9	100.0	
Missing	System	40	19.1		
	Total	209	100.0		

# MINORITY MILLENNIALS, INC

## SURVEY

### What Long Island's Black and Brown Millennials are Thinking? September 2020

**Part I**

*For the questions listed below please circle the level to which you agree or disagree.*

Strongly Disagree	Disagree	Somewhat Disagree	Somewhat Agree	Agree	Strongly Agree
1	2	3	4	5	6

- |     |   |   |   |   |   |   |   |
|-----|---|---|---|---|---|---|---|
| 1.  | Remaining on Long Island is important to me.  | 1 | 2 | 3 | 4 | 5 | 6 |
| 2.  | I would prefer more transit options and walkable environments on Long Island so I would not have to be as dependent on driving. | 1 | 2 | 3 | 4 | 5 | 6 |
| 3.  | Living near public transportation is important to me.   | 1 | 2 | 3 | 4 | 5 | 6 |
| 4.  | Long Island's lack of housing options may limit my ability to remain here.  | 1 | 2 | 3 | 4 | 5 | 6 |
| 5.  | A rental apartment in a walkable vibrant downtown would help me to remain here.   | 1 | 2 | 3 | 4 | 5 | 6 |
| 6.  | Long Island's high cost of housing may limit my ability to remain here.   | 1 | 2 | 3 | 4 | 5 | 6 |
| 7.  | An attainably priced apartment is more important to me than the size of an apartment.   | 1 | 2 | 3 | 4 | 5 | 6 |
| 8.  | Finding an attainably priced apartment in a walkable friendly location is as important to me than finding a job.                | 1 | 2 | 3 | 4 | 5 | 6 |
| 9.  | Finding/ having a job that allows me to live on Long Island is important to me.   | 1 | 2 | 3 | 4 | 5 | 6 |
| 10. | Fulfillment in my job is more important than salary to me.  | 1 | 2 | 3 | 4 | 5 | 6 |
| 11. | I am unable to find employment on Long Island that is aligned with my skills.   | 1 | 2 | 3 | 4 | 5 | 6 |
| 12. | I am unable to find employment on Long Island that is aligned with my salary expectations.                                      | 1 | 2 | 3 | 4 | 5 | 6 |
| 13. | I have attempted to find employment on Long Island in the past year.  | 1 | 2 | 3 | 4 | 5 | 6 |
| 14. | I am concerned that Long Island will not be able to attract high paying jobs in the industries where I wish to work.            | 1 | 2 | 3 | 4 | 5 | 6 |

15. The continued flight of Long Island's young workforce will adversely affect Long Island's economy. 1 2 3 4 5 6
16. If Long Island continues to ignore young people's needs, I see myself leaving Long Island. 1 2 3 4 5 6

**Part II**

1. The industry that I am presently employed in is:

- |                                |   |   |
|--------------------------------|---|---|
| (a) Accounting Services        | (b) Construction/Bldg Maintenance/Landscaping | (c) Education                           |
| (d) Entertainment/Recreation   | (e) Finance/Insurance/Business Related        | (f) Food Related/Restaurant/Hospitality |
| (g) Journalism                 | (h) Legal Services                            | (i) Medical Services/Health Care        |
| (j) Motor Vehicle/Auto Related | (k) Public Relations/Marketing                | (l) Real Estate                         |
| (m) Retail/Wholesale           | (n) Self-Employed                             | (o)                                     |

2. I am happy with my currently employment (1) is not satisfied, (6) is very satisfied: 1 2 3 4 5 6

3. How would you rate your overall life on Long Island, with zero being the worst possible life for you, and 10 being the best possible life for you.

0 1 2 3 4 5 6 7 8 9 10

4. What is your level of education? (please choose which of the following applies to you)

- |                     |                                |                                  |
|---------------------|--------------------------------|----------------------------------|
| a) Some High School | b) High School Graduate or GED | c) Currently Enrolled In College |
| d) Some College     | e) Associates Degree           | f) Undergraduate Degree          |
| g) Graduate Degree  | h) Doctoral Degree             |                                  |

What field of study was your degree in?

\_\_\_\_\_

5. How old are you? a) 25-29 b) 30-34 c) 35-39

6. My gender is: Male\_\_\_\_\_ Female\_\_\_\_\_

7. I identify as: African-American\_\_\_\_\_ Non-White Hispanic\_\_\_\_\_ West Indian\_\_\_\_\_

8. Please choose which best describes your living arrangements.

- (a) With parents or relative (b) Legal rental apartment (c) Illegal rental apartment (d) Own my own home

9. Do you ultimately want to purchase your own home or condo? Yes\_\_\_\_\_ No\_\_\_\_\_

10. Please choose the income bracket that best describes your earnings in 2019?

- |                          |                          |
|--------------------------|--------------------------|
| (a) Under \$20,000       | (b) \$20,000 to \$29,999 |
| (c) \$30,000 to \$39,999 | (d) \$40,000 to \$49,999 |
| (e) \$50,000 to \$59,999 | (f) \$60,000 to \$75,000 |
| (g) \$75,000 and above   |                          |

11. Do you expect to earn more or less in 2020? More\_\_\_\_\_ Less\_\_\_\_\_ Remain the Same\_\_\_\_\_

12. Has the Covid-19 Virus resulted in you having to file for unemployment insurance? Yes \_\_\_\_No \_\_\_\_

13. Are you concerned about your financial future? Yes\_\_\_\_\_ No \_\_\_\_\_

14. Do you currently have health insurance? Yes\_\_\_\_\_No\_\_\_\_ Medicaid \_\_\_\_\_Private Insurance\_\_\_\_\_

15. Have you been tested for the Covid-19 Virus? Yes\_\_\_\_\_ No\_\_\_\_\_

16. Has residential development near mass transportation helped your community? Yes \_\_\_\_\_ No\_\_\_\_\_

17. The zip code where I live is... \_\_\_\_\_

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