New York City's
Civic Innovation Fellowship
Classes of 2015-2017

A program to empower Borough Presidents and Community Boards
in the rapidly changing digital environment

*Manhattan Borough President Gale A. Brewer and danah boyd, founder of Data and Society,
with Civic Innovation Fellows program staff and CUNY Service Corps students.*

In partnership with Manhattan Borough President Gale A. Brewer, BetaNYC,
City University of New York, Data and Society Research
Institute, with support from the Fund for the City of New York

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Introduction to *Civic Innovation Fellowship* Program

The *Civic Innovation Fellowship* is a new program launched in 2014 by the Manhattan Borough President Gale Brewer, fusing her interests in technological advancement, Community Board improvement, and youth development in New York City. Program partners include the Manhattan Borough President's Office, BetaNYC, the City University of New York (CUNY), and Data and Society Research Institute, with support from the Fund for the City of New York. The program's goal is to use human-centered design to explore new uses of technology and data to increase Manhattan Community Boards' capability and efficiency in the 21st century.

Community Boards exist within in a rapidly changing digital environment. The MBPO recognizes the unique potential for data and technology to improve the way that municipal government interacts with its constituents. Human-centered design principles and updated tools will extend the relevance of Community Boards in an environment where other stakeholders, such as real estate developers, are already digitally empowered. This project attempts to level the playing field, to enable better, more representational data-driven decision making.

Each year, the *Civic Innovation Fellowship* program employs a new class of CUNY Service Corps students. These students help research Community Boards' current operations and identify where newly-available data and technology could be useful, if not transformative. With this research as a guide, the whole team then collaborates to implement basic data and tech-driven prototypes to address selected needs. These prototypes become the foundation to explore potential scaleable solutions.

Early in the first semester, BetaNYC instructors run a three-month bootcamp, which includes lessons on the history and theory of open data, and data analysis in Socrata, Excel, and Carto. Students also learn to use sophisticated communication tools, to present effectively and eloquently to the public, and to work as a multidisciplinary team. The bootcamp's curriculum comprises an open data and civic tech course for New York City that could be tailored to other cities across the country as well.

Program Collaborators

The Manhattan Borough President's Office (MBPO)

A Borough President advises the Mayor and City Council on borough concerns, negotiates on land-use matters, advocates for the borough in the municipal budget process, distributes capital, can introduce legislation, and appoints members to Community Boards. The Borough President also chairs the Borough Board, made up of City Council Members and Chairs from the Community Boards, and the Borough Service Cabinet, composed of senior officials from City agencies.

The current Manhattan Borough President, Gale A. Brewer, is committed to Community Board improvement and technological innovation in government. As an advocate of truly representational Community Boards, she has created programs to recruit residents from public housing, to appoint candidates from diverse backgrounds, and to thoroughly train new members. She also helped digitize Community Board applications, democratizing that process. During her twelve-year tenure in City Council, she chaired the Council's Technology Committee starting in 2002 and successfully passed legislation requiring all City data be published online in 2011.

"New Yorkers can use this data to make informed decisions, become more engaged in their communities, solve tough problems, or turn their dreams into a reality."
- NYC Open Data for All Report, 2015.

Manhattan's Community Boards

The Community Boards of New York City started as an "experiment" by Mayor Robert F. Wagner, Jr., in response to post-World War Two fears of people's lives being controlled by large bureaucracies and mass culture. Mayor Wagner stated: *"the only people suited to thoroughly understand the programs and services of a community are the individuals that live there."*

With the support of renowned journalist and urban sociologist Jane Jacobs, Wagner's recommendations for neighborhood governing bodies were adopted in the 1963 New York City Charter. Community Planning Boards (as they were originally called) were established across the five boroughs, equipped with advisory powers on land-use, zoning, development and preservation, safety, transportation, and parks.

Today, there are 59 Community Boards across the five boroughs. Each covers, on average, 150,000 people and is composed of 50 unsalaried members who reside, work, or have some other significant interest in the community. Each also has a District Manager who establishes an office, hires staff, and implements procedures to improve the delivery of City services to the area's residents.

City University of New York (CUNY) Service Corps

In August 2013, partially in response to Hurricane Sandy, CUNY launched the Service Corps to give undergraduate students opportunities to work on projects that improve the City's functioning and overall well-being, while advancing their own skills and experiences. In its fourth year, approximately 150 government and non-profit agencies across the five boroughs now employ CUNY Service Corps students. In addition, the Service Corps is working with 15 faculty members from five CUNY colleges across all academic disciplines on faculty-led service projects, for which students can obtain academic credit.

In applying to the program, students rank the specific programs in which they would like to work. They must also be recommended by their professors, not only as academically and professionally capable, but also for their commitment to public service. Accepted students work up to 12 hours per week, for 24 weeks over the course of the academic year and are required to attend monthly trainings and special career building programs. Service Corps members have completed over 750,000 hours of service since its launch.

BetaNYC

BetaNYC is a civic organization dedicated to improving the lives of all New Yorkers through developments in data and technology. It envisions a public that can use data and technology to hold government accountable, participate in the political process, and develop its own economic opportunity. Co-founded by a small group of friends in 2008 as a "meetup" to discuss open government in NYC, today it has over 4,000 members and is a local leader and national partner in advancing these goals.

In 2013, BetaNYC facilitated a citywide community authoring process to write *The People's Roadmap to a Digital New York City*. This roadmap outlined over 30 policy ideas that have since been brought to life as legislation, policy, or programs. The *Civic Innovation Fellowship* program is a combination of several suggestions in this guide, to which BetaNYC is committing a substantial amount of its time and resources to run.

Origins of the Civic Innovation Fellowship

The *Civic Innovation Fellowship* fuses the Manhattan Borough President's long-standing interests in Community Board improvement, technological advancement, and open data for all, with educating new leaders. The program employs the CUNY students to help Community Boards modernize and develop new practices to improve their efficiency and ability to represent their diverse constituents, *by first becoming capable users of open data and some applications of civic technology themselves.*

The program's theory of change stems from the idea that small teams can effectively contribute to civic innovation, partially by asking passionate individuals to study existing problems through observation. Over the last three years, the program has evolved significantly. The first two years emphasized careful, detailed observation and documentation of Community Board operations, while the third year emphasizes more tangible outcomes which build on these observations (i.e. products for Community Boards). Each year, first training the students to understand and use open data themselves has been the bedrock of the program.

Class of 2015

2014 - 2015 CUNY Service Corps students with Manhattan Borough President Gale Brewer

In the first year, the MBPO sought resumes from students who expressed interest in working with local government to solve community problems. This first class of fellows had some community service background, but differing levels of tech skills.

William Colegrove taught the students how to use NYC's open data portal and analyze 311 Service Request data. Additionally, other MBPO staff provided trainings in New York City civic infrastructure, Community Boards office operations, and constituent services.

After the training, approximately half of the students were deployed to work directly with the Northern Manhattan office on constituent service work. The other half worked with William Colegrove on data tasks such as mapping schools and other community facilities within Community Boards.

This first year illuminated many insights which shaped the program's development:
- CUNY students *from any field of study* can be taught how to use information technology to explore community problems in our City.
- Recruiting students with baseline technology skills will make the transition to discrete Community Board projects much easier and shorten training timeline.
- Community Boards want help building local capacity and would embrace a program that employs CUNY students to work on concrete projects.

Program Evolution – Class of 2016

2015 - 2016 students learning about media and design from <u>Wise City</u>'s Daniel Latorre.

Lessons from the first year indicated that the Borough President should seek a partner to help develop a formal curriculum for students.

At the same time, members of BetaNYC had developed an introductory open data workshop and were making plans to expand this workshop, and Executive Director, Noel Hidalgo, became a member of Data and Society Research Institute's 2015 fellowship class, which provided a platform for him to pursue this plan.

The Manhattan Borough President and BetaNYC agreed to collaborate on the *Civic Innovation Fellowship* program, envisioning it as a multi-year program that would maintain a strong human-centered design framework. Each year would focus on different issues, drawn from "*immersion, observation, and contextual framing in which innovators immerse themselves with the problem and community.*"

In the summer of 2015 the leadership team selected students who expressed an interest in using technology to address community needs. By being willing to update the program from year to year, the fellowship's leaders can keep the program human-centered, and maintain with the principles of 21st century civic engagement.

Bootcamp

During the first semester, the bootcamp was designed to teach students how to use

sophisticated communication tools, to provide a formal course on understanding and using NYC's open data, and to equip students with the ability to study real-world, in-time community issues. Topics and tools taught during a six-week intensive included:

- Slack
- GitHub
- Discourse
- Waffle.io
- 311 data
- Data analysis in Socrata and Excel
- Web-mapping (GIS) in Carto

Each student worked on a final project about an assigned Community Board, featuring the following research components:

- A Community Board's leadership and online digital assets
- NYC 311 Service Requests compared over years and over seasons.
- Hotspots for heat and hot water requests, rodents, noise, blocked driveways, and illegal parking
- Pothole service request cycles
- Demographic research
- Discovering a story within the data

At the Data and Society Research Institute, fellows presented to the Manhattan Borough President, Borough President staff, guests from New York City Council, the Mayor's Office of Data Analytics, Data and Society staff, Microsoft Civic, and League of Women Voters. For many of the students, this was the largest formal presentation they had ever given. To conclude, there was a lively Question & Answer session.

Field Deployment

The second semester of the fellowship required students to visit Community Board offices, and interview staff to document how Community Board members and staff are using technology, data, and social media to engage with constituents in their district.

The fellows were broken into three teams to study different themes:
(1) Office Operations, Technology, and Community Board meetings
(2) Data Analytics and Data Practices
(3) Digital Footprint and digital Engagement

Field deployment was broken into three phases
(1) Questionnaire / survey development
(2) Field interviews – 48 hours of on-site interviews were conducted (the first comprehensive research on Community Boards' use of technology, social media, and analytics)
(3) Insight analysis and summary / preliminary report writing

Insights

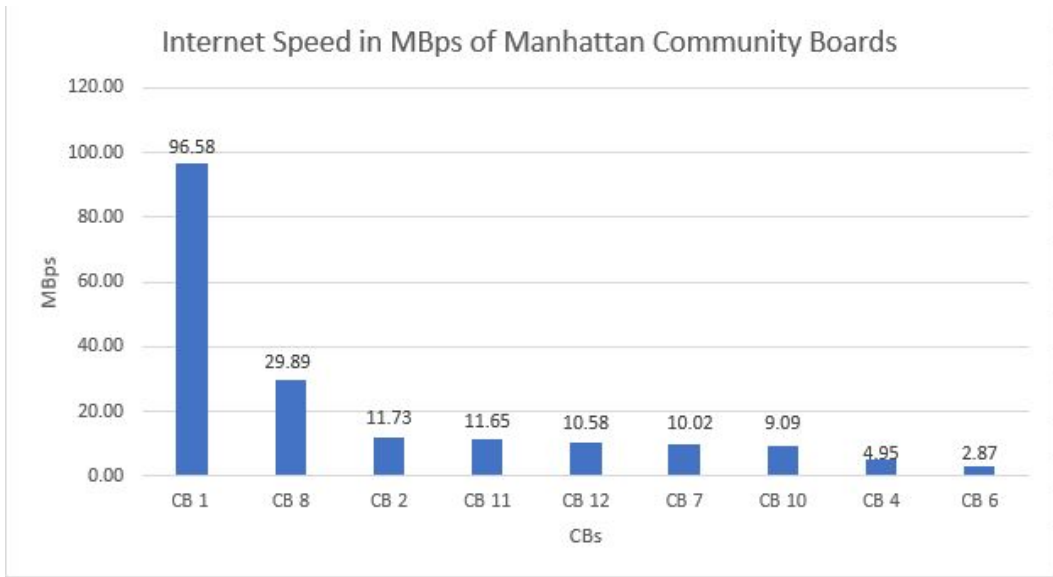## Team 1 - Office Operations, Technology, and Community Meetings

By visiting nine Community Board offices and interviewing staff, this team evaluated how offices could be better equipped to increase efficiency and productivity, and what assets could relieve their daily workload. Some of the main findings are summarized below:

Hardware and Software

Every Community Board office has computers for staff use including both desktops and laptops that run either Windows or Mac OS X operating systems, but lack an annual software budget, software training, and specifically GIS. Community Board staff also expressed a particular interest in constituent management software to save time with tracking, emailing, and aggregating of community needs.

Internet

Internet speed varies substantially across the Community Boards, depicted below.

Internet Speed in MBps of Manhattan Community Boards

CB	MBps
CB 1	96.58
CB 8	29.89
CB 2	11.73
CB 11	11.65
CB 12	10.58
CB 7	10.02
CB 10	9.09
CB 4	4.95
CB 6	2.87

100 Mbps connections are necessary to run cloud-based software packages such as Socrata and Tableau, mapping tools like Carto and ArcGIS online, and live-streaming capabilities.

Training and Collaboration

Boards want training in GIS mapping, data analysis and visualization, and spreadsheet applications. They also expressed interest in an online forum across Community Boards to share digital literacy knowledge and ask questions of each other, since staff have varying degrees of expertise and can learn from each other.

The team also noticed that office space could accommodate small-scale community workshops, including software training.

## Team 2 - Data Analytics and Data Practices

Students interviewed Community Board staff of to discover if and how they collect, analyze, visualize, and share information. Working with data and performing data analytics are new skills most have yet to adopt. Some stated complexities include:

- Open data is not intuitive or self-explanatory
- Socrata is not easy to use
- Geographic information System software takes too long to learn

Understanding government data is a true priority for Community Boards, and can help them carry out their charter-mandated responsibilities. Almost every Community Board action has a related data set. For example, when an establishment requests a liquor license, its Community Board reviews its application to the state liquor authority. Some Community Boards look at the proprietor's other venues and see how responsive they have been to noise and other quality of life complaints. Sometimes these records are masked through holding companies. The same goes for other land use changes and proposed developments. Furthermore, 311 data has information that can inform the work of every special committee, and most community concerns.
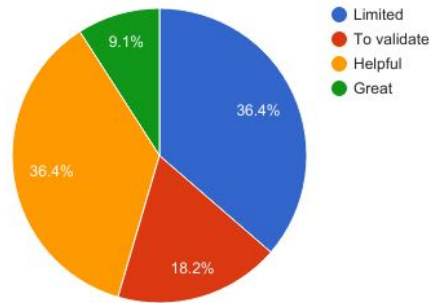
The following charts summarize some of this team's findings.
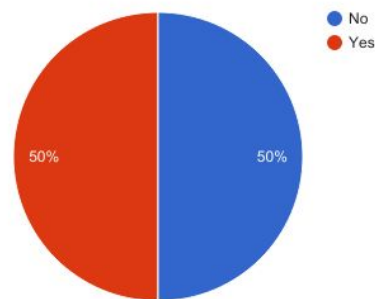
Data Analyzed by CBs
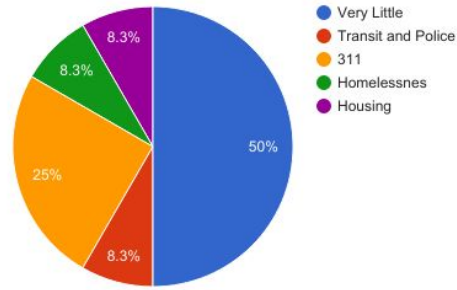
Half of the Community Boards stated they analyze very little data.
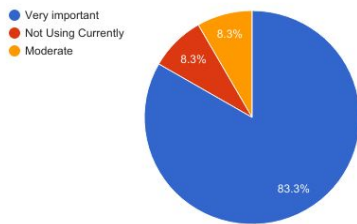
Opinion of 311 Data's Impact

36.4% attested to having limited knowledge about 311, while half stated they do not yet *use* 311 to validate community concerns.
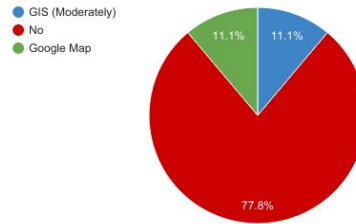
Current Use of 311 to Validate Issues

Importance of Mapping to CB Staff

- Very important
- Not Using Currently
- Moderate

8.3%
8.3%
83.3%

Competency in Mapping Tools

- GIS (Moderately)
- No
- Google Map

11.1% 11.1%
77.8%

There is a significant discrepancy between the importance Community Boards place on mapping and their technical skills to actually map.

Team 3 - Digital Footprint and Digital Engagement

This team sought to understand Community Boards' digital engagement and its digital footprint by thoroughly examining its social media presence and activities.

Community Board Websites

Types of Content Management Systems Used By Manhattan CBs

- DoITT
- WordPress
- Drupal
- "Home-Grown"

8.3%
8.3%
16.7%
66.7%
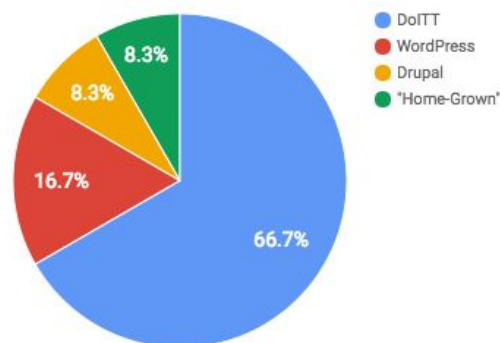
NYC DoITT websites for Community Boards are fairly simple and well-organized. The externally-resourced websites are also easy to navigate but tend to feature much more 3rd party, embedded content. Only one community board website was mobile responsive.

Community Board Website Recommendations

At a minimum, Community Board websites should feature:
- An "About" page that includes district boundaries, demographic information, and history.
- A community resource guide, if applicable.

- Contact information with office location, hours, and links to a community board's social media outlets, and list-serves, if that exists.
- Board members with photos, a complete listing of committees and their members, and task forces and their members.
- All meeting minutes should be posted online in machine readable format with accompanying video or audio.
- Meeting agendas should be posted with dates, times, and locations and how to participate remotely or if the meeting would be recorded and/or live streamed.
- Community Board bylaws and resolutions
- Calendars
- Frequently Asked Questions

Additionally, staff of Community Boards using DoITT-provided websites expressed a strong desire for more IT training from DoITT, so they can maintain their websites on their own.

Social Media

Facebook and Twitter are currently the most abundant forms of social media. Almost every Community Board in Manhattan has both a Facebook and a Twitter account, but their use varies.

Those that do use Facebook post Board meetings and updates, news pertaining to the community, and urgent information that occurs throughout the City as a whole. This is exactly what a government organization should be posting. The Boards are not using Facebook to post videos, but this could be an effective way to convey specific events from meetings to the general public.

Many Manhattan Community Boards are not actively using their Twitter account. The students encountered several instances of unanswered comments. When asked, some Community Board staff replied with the following remarks:

- "A response evokes another response"
- "Since we don't have time to respond to everyone we try not to respond at all"
- "It's just not a priority"

Social Media Recommendations

Boards should all meet a baseline level of service on Facebook and Twitter. At a minimum, all meeting notices should be shared via social media. Beyond that, Boards should share content they feel effectively communicates their community's issues.

If there is capacity, Boards should consider sharing more visual evidence of what is happening in meetings, through photos, audio, and videos. In terms of comments and questions, Boards may need to dedicate time to explore responses or develop dedicated responses to a range of questions. Responses do not have to be immediate, but timely.

Class of 2016 Conclusion

For Community Boards to achieve their mission in the 21st century, they need to bridge a wide gap. Community Boards have expressed a desire for trainings in a wide range of tools and technology, and are open to different software and workshops that can help. We believe that technological advancement may save staff significant time and help them serve their residents at a much higher level. The *Civic Innovation Fellowship* program represents a way to teach open data to a new generation of young people, test assumptions about the usability of the data, while helping Community Boards envision and carry out some basic data and tech-driven improvements to their work.

Program Evolution – Class of 2017

Class of 2016 - 2017 fellows with Borough President Gale A. Brewer.

As the second year of CIF drew to a close, the Fund for the City of New York offered to provide generous support for the third year. With this support, BetaNYC brought back four of the second year students to serve as mentors to the incoming class, and hired a new Assistant Director, Emily Goldman, City & Regional Planning Ph.D.

Bootcamp

This year's bootcamp consists of seven modules. Lab 0 is titled **Communication is Key: Introduction to the Tools.** It sets students up with several communication tools, including Slack, Discourse, and Google Drive. Lab 1 is **Historical Context of Open Data and Civic Tech in New York City**. It focuses on New York City civics, including the history of New York City, structure of its government, role of Community Boards, and the evolution of open data. Lab 2 is **Manhattan's Community Boards: On the Earth and on the Web**. Students explore the physical and virtual landscape of Community Boards, focusing on an assigned Board.

The second half of the bootcamp teaches hard data and technology skills.

In Lab 3, **Getting to Know the Landscape of NYC Open Data,** students learn how to gain information and insights from six open data portals (other than Socrata).
In Lab 4, **Getting to Know Socrata & Using its Built-in Features,** they learn full usage of Socrata, as a platform for data analysis, visualization, and making maps.
In Lab 5, **Analyzing Large Datasets in Spreadsheets,** they learn how to analyze large datasets in spreadsheets, using Google Sheets as the main spreadsheet platform.
In Lab 6, **Mapping and Analysis on the Cloud with Carto,** they learn how to analyze and map data in Carto, a popular and versatile web-mapping software.

Bootcamp Insights and Presentations

In researching the strength of Community Boards' web presence and activities, students expanded the previous year's survey of Manhattan Community Boards, to include all of New York City's. They determined that Manhattan Community Boards tend to be ahead in several indicators, except for mobile-responsiveness. They also determined that while most Community Boards across the City have Facebook and Twitter accounts, most may not be actively engaging with them.

During the last two weeks of the semester, students worked on individual final projects--putting together all they had learned to tell data-driven stories about their assigned Manhattan Community Board. Students had two opportunities to present their final projects to an audience: first on December 9th, 2016 to members of the CIF program and some MBPO staff, and then on January 13th, 2017 to a much larger audience, including the Borough President, Deputy Borough President, staff of the Mayor's Office of Data Analytics, Mayor's Office of Technology & Innovation, Microsoft Civic, and New York City Council Speaker's Office, Mary McCormick from the Fund for the City of New York, and civic leaders like Alan Leidner.

Shrijane Ghimire presenting at the MBPO on January 13, 2017.

The curriculum - a bound book of 100 pages containing written instructions for the labs - was distributed to several members of the audience, and is available online, along with YouTube videos of the lectures that introduce the material to students and teach the basics of the lab work.

Deployment

With a thorough foundation of research, outreach, and analysis from the previous years, the program is now using human centered design to develop tools for Community Boards. The Program's goal is to improve their capacity and efficiency through data and technology.

"*The level of manpower required for a Community Board member to retrieve up-to-date data from multiple sources and then convert that data into meaningful data sets and maps is prohibitive. We continue to seek new ways to achieve a complete set of "apples to apples" comparisons that allow us to effectively identify trends in the district and inform our decision-making.*" - Deputy Manhattan Borough President Aldrin Rafael Bonilla

MBPO and BetaNYC have defined three tools to prototype during the second semester of 2016 - 2017. Working together with Community Board staff, MBPO community liaisons, and civic technology experts, fellows are assigned to one of three projects:

    (1) BoardTrack
    (2) BoardStat
    (3) Wordpress for Community Boards

BoardTrack Project Overview:

This simple tool will provide District staff a lightweight way to record Board member attendance, late arrival, early departure, and excused absences.

Development Process and Methodology:

This project was sourced from District Managers by MBPO staff. The project will start by collecting data on how Community Boards are currently recording attendance, followed by critical thinking about existing approaches. A lightweight prototype (likely to be built on CB 11's existing tool) will be developed and shared with MBPO liaisons and selected District staff. Fellows will evaluate prototype use, and the project will conclude with a short report on insights generated, requested features, and a framework to help Boards measure attendance.

BoardStat Project Overview:

BoardStat is a business intelligence tool for Community Boards that allows users to learn about trends in their community by summarizing, graphing, and mapping up-to-date 311 data. It will teach users about the availability and relevance of new datasets, while enabling Community Board members to gain timely insights into neighborhood concerns. MBPO community liaisons will be trained to use this tool, so that, at least initially, they can present complex data about Community Districts in an understandable way to Board members at meetings.

Development Process and Methodology:

BoardStat was conceived with Community Board District Managers via interviews conducted by 2015 - 2016 Fellows. Key features of a prototype of the tool were identified. During the Spring semester of 2016 - 2017, fellows and staff will develop a prototype through Microsoft Excel macros and visual basic for applications (VBA). Technical experts will assist in the tool's creation, and Community Board liaisons and members will help refine key features.

WordPress for Community Boards Project Overview:

District Managers and the Borough President have expressed a strong interest for websites with simple content creation interfaces, that feature high-quality content, and are universally accessible regardless of platform. This project, in partnership with NYC Department of Information Technology and Telecommunications (DoITT), will explore the shared similarities across all Community Board websites with the ultimate goal of informing DoITT on how Community Board websites should be constructed.

Development Process and Methodology:

Fellows, in conjunction with technical mentors and Boards who have adopted Wordpress, will outline an ideal information architecture for Community Board websites. Then, Fellows will use existing Board content to populate a sample Board website. The final prototype will be used by DoITT to further inform their Wordpress and information architecture strategy.

Conclusion:

This program continues to inform government and civic advocates on how technology, data, and design can affect hyper-local government. By the end of year three, it intends to deliver concrete solutions to improve Community Board operations, through a thoroughly researched, collaborative, and human-centered design framework.

While there are challenges ahead, we believe we have laid a strong foundation for an ongoing prototyping process to successfully develop the program's mission. For the program to maximize its impact, however, it needs resources to bring in professional talent in design, technology, and data analytics. With our established relationships with City agencies, we can then work year-round with Community Boards and Borough President liaisons to execute carefully-defined objectives that are in keeping with our human-centered design framework, and that will help advance real-world Community Board goals.

Glossary

Borough President
The Borough President appoints the members of community boards for two-year terms, reviews and makes recommendations on ULURP (Uniform Land Use Review Procedure) applications, maintains planning and budget offices, administers training to community board members and serves as chairperson of the Borough Board and Borough Service Cabinet.

Borough Board
The Borough Board consists of the Borough President, Council Members representing the borough, and the chairpersons of all the Community Boards in the borough (who may vote only on matters directly affecting their community districts). The Borough Board has the power to initiate and review comprehensive or special purpose plans for the borough and is responsible for preparing a comprehensive statement of expenses and capital budget priorities for the borough as well as mediating any disputes between community boards.

Borough Service Cabinet
The Borough Service Cabinet consists of the Borough President, Community Board District managers, and borough officials that are appointed by the head of each City agency that delivers services to the borough. The Borough Service Cabinet coordinates service delivery functions and agency programs, considers interagency problems that impede delivery of City services, and consults with residents to plan and develop programs that address their needs and priorities.

Community District
In the 1975 Charter Review Commission, the City's 59 Community Districts are outlined. These districts are contiguous neighborhoods of, on average across the city, 150,000 people. A Community District is the administrative name, whereas Community Boards and District Managers are roles.

Community Board
For each community district created pursuant to chapter sixty-nine [of the New York City Charter] there shall be a community board which shall consist of not more than fifty persons appointed by the borough president for staggered terms of two years, at least one-half of whom shall be appointed from nominees of the council members elected from council districts which include any part of the community district, and all such council members as non-voting members. The number of members appointed on the nomination of each such council member shall be proportional to the share of the district population represented by such council member.

District Manager
Each Community Board has its own office, District Manager, and staff. The District Manager and the Board staff are hired by a Community Board and serve at the Board's pleasure. The District Manager establishes an office, hires staff, and implements procedures to improve the delivery of City services to the district.

Thank You to our Project Partners

- **Fund for the City of New York** – The Fund for the City of New York was established by the Ford Foundation in 1968 with the mandate to improve the quality of life for all New Yorkers. For over five decades, in partnership with government agencies, nonprofit institutions and foundations, the Fund has developed and helped to implement innovations in policy, programs, practices and technology in order to advance the functioning of government and nonprofit organizations in New York City and beyond.
- **Data & Society Research Institute** – a research institute in New York City that is focused on social, cultural, and ethical issues arising from data-centric technological development. Noel Hidalgo is a 2015 Data & Society fellow.
- **Carto** – a cloud-based mapping, analysis and visualization engine that lets users build spatial applications for both mobile and the web. The platform is already being used by major news organizations, research institutes, non-profits, and geospatial application developers throughout the world. Carto is donating its software and staff to help train and educate CUNY SC and Community Board members.
- **The Wise City** – a socially responsible civic engagement, service design, and product strategy practice. The Wise City is donating staff time to educate CUNY SC students on human-centered design.
- **Pratt Institute's Spatial Analysis and Visualization Initiative (SAVI)** — The Spatial Analysis and Visualization Initiative (SAVI) at Pratt Institute is a Geographic Information Systems (GIS)-centered initiative that provides students and faculty across disciplines access to GIS and visualization resources. SAVI is dedicated to Pratt's commitment to benefit the greater community and provides services and GIS technical assistance to New York City-based nonprofit, civic, and community-based planning organizations, and offers a GIS and Design certificate program through the School of Continuing and Professional Studies.

Civic Innovation Fellows & Researchers:

Class of 2015

- Islamia Adjibi - Borough of Manhattan Community College - Business Administration
- Frank Cabral - John Jay College of Criminal Justice - Criminal Justice & Corrections
- Leon Clarke Jr. - Medgar Evers College - Business
- Irasa Davis - Borough of Manhattan Community College - Human Services
- Johnny Derogene - John Jay College - Political Science & Philosophy
- Shrouk Ghanem - Kingsborough Community College - Psychology
- Ali Haxhijaj - John Jay College - International Criminal Justice, Political Science
- Massiel Jerez - John Jay College of Criminal Justice
- Marline Paul - John Jay College of Criminal Justice - Criminology
- Gloria Rodriguez - John Jay College of Criminal Justice - Criminal Justice & Political Science

Class of 2016

- Alvad Ramcharran - John Jay College - Fraud Examination
- Barry Ibrahima - City Tech College - Computer Science
- Bruna Jermann - Queens College - Finance and Accounting
- Eli Rivera - John Jay College - Computer Science and Information Systems
- Muhammad Aslam - City Tech College - Telecommunications
- Shalom Joseph - John Jay College - Computer Science and information Systems
- Tammoya Moore - City Tech College - Health Services Administration
- Thierno Bah - City Tech College - Computer Science
- Xiaolong Li - Lehman College - Computer Science

Class of 2017

- Abdul Malik Muftau - John Jay College - Criminal Justice
- Isaac Pulatov - Queens College - Mathematics
- Lester Barrett - Medgar Evers College - Computer Information Systems
- Martin Park - John Jay College - Fraud Examination & Finance Forensics
- Shofiqur Rahman - The City College of New York - Computer Science
- Shrijana Ghimire - New York City College of Technology - Computer Systems
- *Bruna Jermann - Queens College - Finance and Accounting
- *Eli Rivera - John Jay College - Computer Science and Information Systems
- *Muhammad Aslam - City Tech College - Telecommunications
- *Shalom Joseph- John Jay College - Computer Science and information Systems

  * Mentors