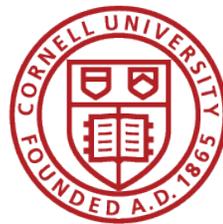


HIGH ROAD RECORD 2018



ILR School



**HIGH ROAD
FELLOWSHIPS**
BUFFALO, NY

THE HIGH ROAD RUNS THROUGH THE CITY...

Economic development can be community development. Its processes and outcomes can be sustainable, inclusive and equitable. Post-industrial cities such as Buffalo have long suffered from silver bullet solutions and extractive models on the low road, plagued by inequality, unemployment and job insecurity, unconditional tax abatements and a profound lack of government transparency.

But there is a high road.

High Road Economic Development is a policy strategy that emphasizes high quality jobs, environmental sustainability, corporate accountability and broad access to opportunities for all community members.

Over the recent years the High Road in Buffalo has produced:

- city-wide living wage ordinance for City contractors;
- community benefit agreements for waterfront development and banks;
- public subsidy reforms such as clawbacks on failed job creation and other promises;
- targeted hiring and pay equity policies tied to tax incentives;
- passage of paid family leave legislation.

The High Road has been built largely by Buffalo's community-based organizations. Since 2009, Cornell University High Road Fellowships have brought undergraduates to Buffalo for a summer immersion in community and economic development with these dynamic organizations.

Fellows are placed with partners of the Partnership for the Public Good, a think tank providing action-research, policy development and civic engagement tools for over 280 community organizations.

Grounded in reciprocity between community and university, this year's High Road placements represent a diverse array of organizations, focused on issues like civic engagement, workforce development and re-entry services for previously incarcerated individuals, social enterprise, youth arts and education, labor advocacy, and legal services.

2007

Cornell ILR assists in the founding of Partnership for the Public Good, a community-based think tank.

2009

The High Road Fellowships are launched with five ILR undergraduates coming to Buffalo for the summer to work with PPG partners on community economic development.

2010

Fellows participate in a press conference calling for reforms of Industrial Development Agencies and give public testimony championing high road development of Buffalo's waterfront.

2011

High Roaders are the first residents of PUSH Buffalo's Net Zero House (a home that produces as much energy as it consumes).

AND THROUGH CORNELL FELLOWSHIPS

2012

Through the *Get the Rust Out: Shining Examples for a New Economy* series, High Road and PPG welcome author Catherine Tumber for a program on how rust belt cities can serve as models for sustainable and innovative urban living.

High Roaders volunteer at 2012 placement Habitat for Humanity.

2013

Fellows served as Recycling Rangers at a number of festivals and events to promote public education about sustainability issues and practices.

Fellows help plan and attend the national conference for the Business Alliance for Local Living Economies.

2014

High Road Advisory Committee, composed of Cornellians and community leaders, is created to help guide the program.

2015

First annual Cornell faculty book talk with Professor Rose Batt on *Private Equity at Work: When Wall Street Manages Main Street*.

The first non-ILR students join the High Road from Urban and Regional Studies and the College of Agriculture and Life Sciences with support from Engaged Learning + Research.

2016

High Roaders sign the Mayor's Opportunity Pledge calling for diversity, inclusion and equity.

High Road staff with ILR's Social Sector Studies Working Group develop a credit pre-course for the Fellowships.

2017

Nationally recognized artists Tape Art and Fellows tackle drawings representing pressing issues facing Buffalo: Income Inequality, Segregation, Disenfranchisement, and Sprawl. Teams transform these "monsters" into solution-oriented counter images.

For the first time, a High Road alumna returns to serve as a High Road supervisor.

High Road is awarded funding to support undergraduate research from Engaged Cornell.

2018

Tenth Anniversary of High Road Fellowships brings the total number of students to 170, from 22 states and countries, serving 42 organizations.

Cornell in Buffalo is awarded NYS funding to create a new Careers in Public Service Initiative and continue to fund student research on unions.

TABLE OF CONTENTS

2

WHAT IS THE HIGH ROAD



5

STUDENT PROFILES



27

CURRICULAR AND CAREER CONNECTIONS

High Road Advisory Committee 27
Cornell Club of Greater Buffalo 27
Mentoring and Career Development..... 27



28

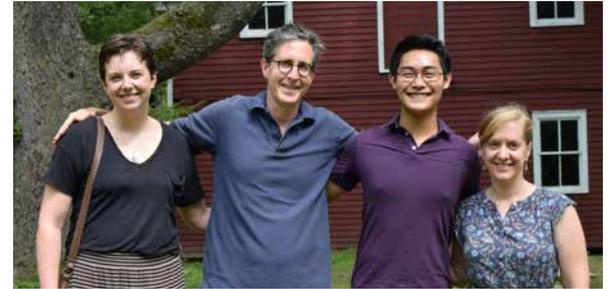
HAPPENINGS

Friday Practicum Classes.....30
Special Events..... 32



34

PARTNERSHIP FOR THE PUBLIC GOOD

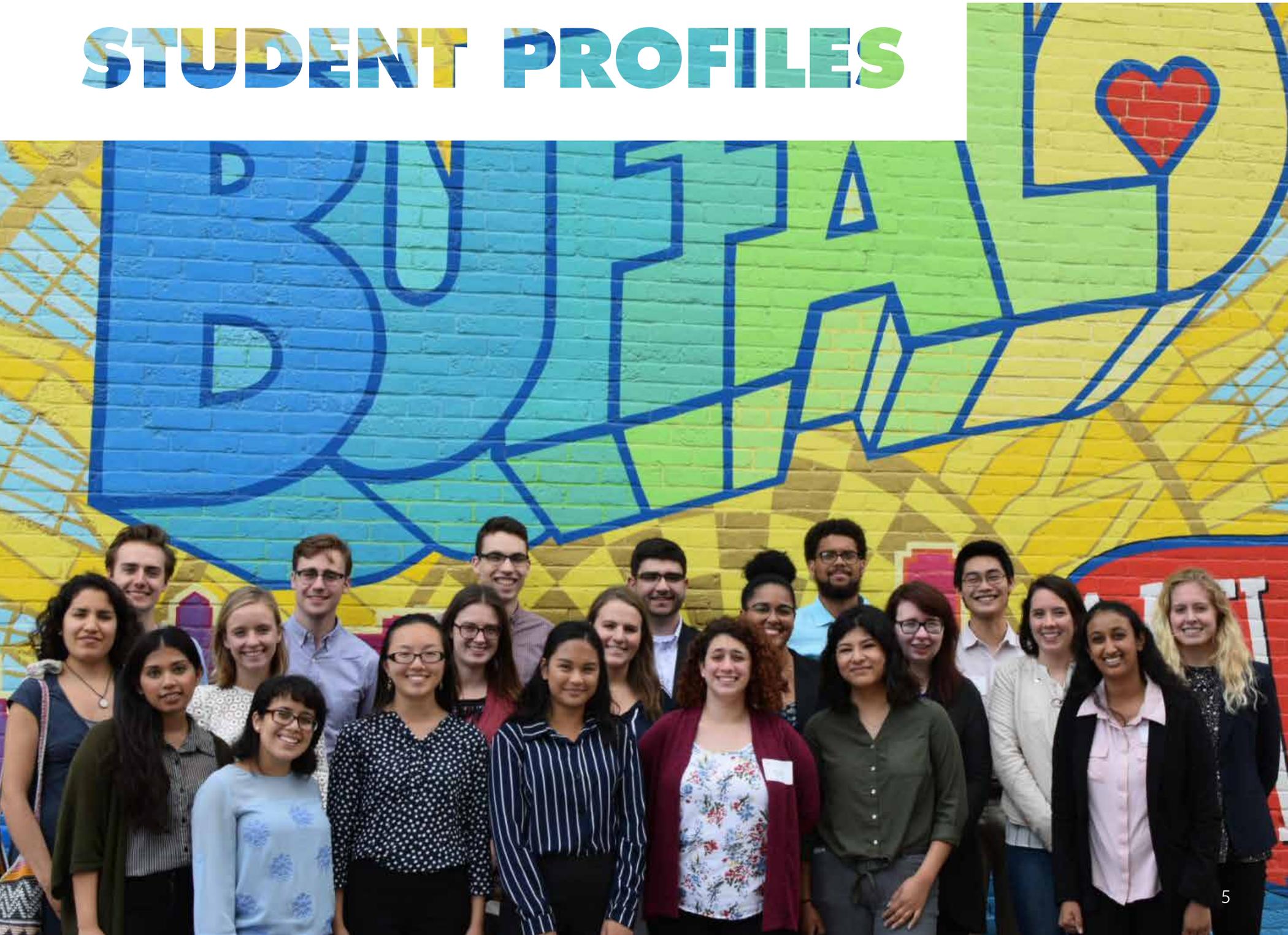


36

FACULTY AND STAFF



STUDENT PROFILES





CAMILLA BACOLOD

FROM QUEENS VILLAGE, NY / ILR 2021

Center for Employment Opportunities

For more than 30 years, the Center for Employment Opportunities' goal has been to provide immediate, comprehensive, and effective employment services for men and women returning from incarceration. CEO offers comprehensive employment services exclusively for people with criminal records. CEO's model is based on a highly structured program of life skill education, short-term paid transitional employment, full-time job placement, and postplacement services.

WORK HIGHLIGHTS:

- Compiled community resources for CEO's participants into a prosocial activity binder and a portfolio of exercises and job coaching resources. This included cultivating relationships with service providers throughout the community.
- Practiced using the prosocial binder in mentoring, training and discussions.
- Created a database of potential grants for the organization.
- Helped onboard 28 newly enrolled participants. Assisted additional participants with mock interviews, resume writing, and researching jobs online.

IN HER OWN WORDS:

“The most important thing I learned about community organizations and the social sector is the importance of collaboration. Throughout my fellowship, I observed and experienced many collaborative efforts within an organization’s staff and most importantly with people from different organizations. The social sector would not thrive without the **open collaboration** that I saw to make sure organizations trying to solve different problems can best accommodate the population they serve and work with.” From Camilla’s Final Evaluation



FROM HER SUPERVISOR:

“Camilla met and exceeded CEO’s expectations of an intern. She was extremely reliable to get any task done and enthusiastic in learning more about the various aspects of the organizations. Camilla’s project was to create a binder of community activities that participants and their families could participate in to relieve stress. CEO Buffalo is very grateful for Camilla’s service and it was truly a pleasure to have her on our team for the summer.”

Gary Damon Jr., NYS Senior Site Director



open collaboration



JOHN SULLIVAN BAKER

FROM WHITEHOUSE, OH / ILR 2020

The Partnership for the Public Good

The Partnership for the Public Good is working to build a more just, sustainable and culturally vibrant Greater Buffalo through action-oriented research, policy development and citizen engagement. With over 280 affiliated partners, PPG develops an annual Community Agenda of policy planks, hosts a weekly radio show, and produces publications and other resources to give the nonprofit community and citizens a stronger voice in public policy.

WORK HIGHLIGHTS:

- Contributed to a team research report explaining organized labor’s role in promoting economic justice, racial justice, and environmental sustainability in the Buffalo region. Interviewed a number of leaders from historians to public officials to media professionals about how organized labor has helped build a more equitable local economy.
- Conducted primary research for a report about low wage occupations in WNY.
- Updated a Buffalo Brief publication that provides a snapshot of information about Buffalo demographics with regard to employment.



FROM HIS SUPERVISOR:

“It has been a pleasure working with John at PPG this summer. John is extremely capable as a researcher and writer, and brings both political analysis and communication skills to his work. John carried out in-depth interviews with some of Buffalo’s political and community leaders this summer, and was well up to the task! He made great connections with these individuals and skillfully captured their experience and insights for our study on organized labor. Given all of this, and the outstanding game of Jeopardy! that he curated for our team, we will certainly miss having John in the office.”

Andrea Ó Súilleabháin, Deputy Director



genuine interest

IN HIS OWN WORDS:

“I was struck by the fact that Assembly Member Sean Ryan, a prominent community leader without much free time on his hands, spoke with me at length as if I was a friend. Going into the meeting, I expected that he would rush the interview... Instead, he let me pick his brain about subjects far outside of the scope of PPG’s, study, treated me as an equal, and showed **genuine interest** in what I had to say. I’m grateful that my High Road Fellowship has given me the opportunity to have **meaningful conversations** both with my interviewees and the community leaders.”

From John’s Reflection Journal



HANNAH BOLLINGER

FROM ITHACA, NY / ILR 2019

WNY Council on Occupational Safety and Health

A nonprofit membership organization established in 1979 to provide educational and technical assistance to workers on occupational safety and health. WNYCOSH also provides access to safety trainers and experts in toxicology, industrial hygiene, epidemiology, and occupational medicine, and is coordinating the new Worker Center in Buffalo, founded to address the needs of immigrant/refugee workers, unemployed or underemployed youth, and low-wage workers.

WORK HIGHLIGHTS:

- Researched temp workers in the Buffalo area and the issues affecting them in the workplace. Interviewed workers, advocates and local experts on the issues.
- Compared local experiences of temp workers with national trends and data and compiled into a report.
- Conducted outreach and tabled at a number of community events to raise awareness about workers' rights and services provided by WNYCOSH.
- Participated in and documented demonstrations against poor working conditions and anti-union activities at local companies.
- Assisted additional participants with mock interviews, resume writing, and researching jobs online.

IN HER OWN WORDS:

“Outreach entails setting up a table at festivals, town hubs, and churches and providing information about our organization. Listening and engaging with others has showed me that everyone has something to add... Buffalo’s greatest asset are the people that make the city run. My values and understanding of assets will always be fluid, but thinking about the people, about our assets and what we, as assets, can do for each other generates **a new discussion** I look forward to exploring the next half of this summer.” From Hannah’s Reflection Journal



FROM HER SUPERVISOR:

“Hannah has been a wonderful addition to our office this summer. Her project on temporary workers in Buffalo will be very helpful for our work in the future, and her questions and thoughts on workplace issues have brought a great new perspective. We’re going to miss her enthusiasm and willingness to help with all of the things that we do!”

Susanne Donovan,
WNYCOSH Worker Center Coordinator



a new discussion

a positive impact



JACKSON BOOTH

FROM FREDONIA, NY / ILR 2021

43North

Founded in 2014, 43North is an unprecedented program, made possible by Governor Andrew Cuomo's historic Buffalo Billion initiative, with support from the New York Power Authority and corporate sponsors. 43North works to build a stronger entrepreneurial ecosystem in Western New York and to provide more job opportunities for young people through bringing new, high tech companies to the area. With \$5 million in cash awards, including a top prize of \$1 million, 43North is America's largest business idea competition.

WORK HIGHLIGHTS:

- Responsible for facilitating the 2018 startup competition's judging logistics. This included scheduling and leading judging meetings, facilitating access to the online judging platform, and compiling and analyzing scores and other data.
- Performed diligence research on the market claims of applicants and interviewed applicant advisors as part of the broader diligence process.
- Updated and expanded a local resource guide for 43North competition winners to encourage local sourcing and strengthen ties between the companies and the WNY community.
- Helped plan and launch the inaugural Ignite Buffalo competition.



FROM HIS SUPERVISOR:

“This is 43North's first year participating in the High Road Fellowship program, and we've loved working with Jackson! He helped us manage the judging process for our competition, which entails communicating with dozens of judges, reviewing scores, and conducting diligence calls to advisors and professional references. Jackson reviewed the 485 startup companies that applied to this year's competition, and interacted with 40+ local professionals who served as judges. He was a very methodical and diligent worker with each task he was given.”

Lauren Baynes, Associate Vice President
of Portfolio Management & Selection

43NORTH

IN HIS OWN WORDS:

“By working on 43North's competition operations, I helped find new companies that will make **a positive impact** in the Buffalo Niagara region through job creation and wealth generation. Additionally, my summer project will aid in Buffalo's startup retention. This has been a great summer—I have had the opportunity to lead conversations with some very influential business leaders; just last Thursday I spoke with the first-ever employee at Yahoo!, who now helps run the most prestigious startup accelerator in Silicon Valley. 43North is truly bringing in some of the top talent in the world.” From Jackson's Final Evaluation

drive to do good



EMILY BRAMHALL

FROM BRADLEY BEACH, NJ /
HUMAN ECOLOGY 2019

Cornell Cooperative Extension

Cornell Cooperative Extension (CCE) is a key outreach system of Cornell University with a strong public mission and an extensive local presence that is responsive to the needs in New York communities.

WORK HIGHLIGHTS:

- Interned for 4-H YouthCAN program for high school students. Teen leaders meet weekly after school to plan and conduct community improvement projects and build their leadership skills as community change agents.
- Developed curriculum for summer programming focusing on civic engagement.
- Interviewed Buffalo youth development coordinators to survey best practices in teen engagement. Attended meetings and programming of other teen leadership programs.
- Facilitated lessons on leadership development with Buffalo high school students.
- Developed and administered a survey to teen program participants to understand their needs and interests.

IN HER OWN WORDS:

“I feel this sense of community not just in my work, but in the city of Buffalo as a whole. Growing up in New Jersey, I am used to visiting New York City, a city full of newcomers, from tourists to young professionals. While this creates an exciting and diverse population, many people are there temporarily, and it can create a fragmented sense of identity. In Buffalo, on the other hand, I am constantly meeting people who were born and raised in the area. Everyone seems to be a local, and this further adds to the sense of community, pride, and **drive to do good** for the city that I have encountered while here.” From Emily’s Reflection Journal



FROM HER SUPERVISOR:

“Emily Bramhall is an excellent fellow. She has jumped right in to everything I’ve asked of her and done it well. She planned my whole summer teen program and then facilitated some of the activities on the first day, which was sooooo helpful for me! She also came on a teen trip to Cornell called Career Explorations and did a great job chaperoning the group. Emily is a valuable asset to our organization and I miss her already, even though she’ll be with us for a few more weeks.”

Sara Jablonski, Urban 4-H Educator



Cornell University
Cooperative Extension



LORENA FLORES

FROM BRONX, NY / CALS 2021

Buffalo State Community Academic Center

Established in 2011, the Buffalo State Community Academic Center (CAC) serves as a site where Buffalo State College faculties and administrators and the local community meet to engage for positive impacts on children and families on the West Side of Buffalo. The center's mission is to anchor cradle-to-career educational support programming for youth on the West Side.

WORK HIGHLIGHTS:

- Managed all of the CAC's social media and bolstered the center's presence within the community. Actively supervised the page's Facebook ads.
- Created an enhanced tracking system by converting the paper database that kept a record of who utilized CAC programming into an electronic version.
- Catalogued data from the Niagara district to create a demographic report that a fellow high roader compiled into a report.
- Gathered materials for the Taste of Diversity festival and helped in publicizing the event.



FROM HER SUPERVISOR:

“Lorena is making the best out of her summer working with us at CAC, as well as with her project. Her work is helping us understand our outreach and how we can communicate better and offer additional programming that would interest community members.”

Win Min Thant, Educational Coordinator



Worldly & interesting

IN HER OWN WORDS:

“Working at the Buffalo State Community Academic Center (CAC) has revealed how **worldly and interesting** Buffalo actually is. Being located on Grant Street, the community is incredibly diverse with people from all over the world. Burmese, Somali, Kareni, these communities make-up the overwhelming majority of the west side. The West Side Bazaar is one of the living examples of just how diverse the community is and how much culture contributes to the whole of the West Side.”

From Lorena's Reflection Journal



RICHARD GAN

FROM ITHACA, NY / ILR 2020

Partnership for the Public Good

The Partnership for the Public Good is working to build a more just, sustainable and culturally vibrant Greater Buffalo through action-oriented research, policy development and citizen engagement. With over 280 affiliated partners, PPG develops an annual Community Agenda of policy planks, hosts a weekly radio show, and produces publications and other resources to give the nonprofit community and citizens a stronger voice in public policy.

WORK HIGHLIGHTS:

- Researched and wrote a memo on how community land banks can partner and benefit community land trusts.
- Created a guide of local boards and commissions and the process for applying or securing seats. This will be a tool utilized by leadership development programs to encourage social justice minded leaders to participate and present themselves as candidates.
- Observed bail hearings in Buffalo City Court supporting PPG’s ongoing bail reform campaign.
- Drafted a policy brief on targeted hiring.



FROM HIS SUPERVISOR:

“Richard’s enthusiasm made him a pleasure to work with this summer. His smile and energy never failed to brighten the office, and he was highly committed to each and every project we gave him. We wish he didn’t have to leave us so soon!”

Sarah Wooton, Policy Analyst



PARTNERSHIP FOR THE PUBLIC GOOD

IN HIS OWN WORDS:

“I learned that Buffalo has determined communities who care deeply about making their city better. After decades of disinvestment and dysfunctional development, these local members increasingly are tackling issues head-on, holding local government more accountable in matters of housing, education, health, and the environment so that economic development is more **equitable and sustainable for all**, particularly for those who live through the impacts of such decisions. The U.S. economy is no exception, being fundamentally comprised of local entities. In that regard, I have also come to realize the importance of remaining true to being local, seeing development doesn’t suddenly happen on a nationwide scale but rather stems from the collection of localities such as Buffalo.” From Richard’s Final Evaluation

sustainable for all



MELISSA GAO

FROM JAMESVILLE, NY / ILR 2020

Young Audiences

Young Audiences (YAWNY) is a dynamic and growing provider of arts learning opportunities. Its mission is to make the visual, performing, and literary arts a part of young people’s lives in order to enhance their development as creative and productive human beings. Over the years, YAWNY has demonstrated expertise in helping young people develop the essential skills—from collaborative engagement and leadership to critical thinking and communication—necessary for the 21st century workplace.

WORK HIGHLIGHTS:

- Planned, implemented and assisted with the summer apprentice program, ArtWorks, offering students the chance to work alongside Master Teaching Artists in Visual Arts, Media Arts, and Book Arts in a high-intensity workplace environment.
- Onboarded new artists and familiarized them with organization’s Salesforce software, a CRM program.
- Completed grant research, specifically on Title IV, SIG, and GrantStation.
- Managed Young Audiences’ social media accounts to generate engagement with the community and publicize events.
- Assisted with the M@Re (Most at Risk) program, in collaboration with the Erie County detention center.

IN HER OWN WORDS:

“My coworkers easily and readily took on each other’s projects when others took vacation. From my ILR class in organizational behavior, I was able to conclude that there was a strong organizational culture in Young Audiences. The office layout is conducive to this strong culture — the intimacy of the office invites transparency, which I believe inspires the **easy collaboration and great relationships** I see between my coworkers. Additionally, the walls are painted a cheerful orange and the furniture is full of color. Student artwork hangs on the walls, and the large supply of art materials is a constant reminder that though the office handles the more tedious administrative duties, we work to provide creative, hands-on programming.”

From Melissa’s Reflection Journal

easy collaboration



FROM HER SUPERVISOR:

“ArtWorks and Young Audiences is eternally grateful for the impact that Melissa Gao has had with the youth we serve. Melissa provided her expertise to teach the youth and staff the principals of photography. Melissa was also able to cultivate genuine, meaningful relationships with our youth, which is not an easy feat. The students, staff, and teaching artists will greatly miss Melissa’s energy, knowledge, and positive attitude. We all wish her good luck in her continuing education at Cornell and her future in H.R.”

Benjamin Dohn, Outside of School Coordinator





TIFFANY GIBSON

FROM RALEIGH, NC / ARTS & SCIENCES 2020

Restore Our Community Coalition

The mission of the Restore Our Community Coalition (ROCC) is to re-connect the Humboldt Parkway community that was devastated by the 1950's construction of the Kensington Expressway. ROCC exists to educate the public about the original beauty and purpose of the Humboldt Parkway as a green sanctuary connecting Delaware Park to Martin Luther King, Jr. Park. ROCC seeks to create a groundswell of support for a covering of Route 33 as a parkway to revitalize the Hamlin Park and Humboldt Parkway neighborhoods.

WORK HIGHLIGHTS:

- Engaged directly with community members while tabling for ROCC at Buffalo's Juneteenth Celebration.
- Applied extensive knowledge of the Buffalo-Niagara Michigan Street African American Corridor tour through serving as a docent for a twenty person group.
- Conducted the oral histories of Florence Johnson through video graphic interview.
- Created a short film about the life and vision of Clarke Eaton with the collaboration of an editor.
- Managed the logistics of the ROCC Pathfinder Awards Luncheon event.

IN HER OWN WORDS:

“Buffalo is indeed on the up & up. It was wonderful seeing the revitalization of the city and **feeling the energy and optimism** the people of Buffalo are carrying. The people of Buffalo (and people moving to Buffalo) are acknowledging areas of improvement and working towards a better Buffalo. I had the opportunity to listen to those in the Buffalo community who have been historically ignored. I hope that my work has provided another platform for marginalized communities to share their stories to better Buffalo.” From Tiffany's Final Evaluation



FROM HER SUPERVISOR:

“My High Road Fellow was an absolute God send! Tiffany leveraged the work of our non profits with skill, enthusiasm and passion for our various causes. As an English major, Tiffany's excellent writing skills totally revamped our ROCC e-newsletter!”

Karen Stanley Fleming, Executive Director



feeling the energy



MARINA GRAIS

FROM LINDENHURST, NY / ILR 2021

Jericho Road Community Health Center

Jericho Road Community Health Center provides a culturally sensitive medical home, especially for refugee and low-income community members, facilitating wellness and self-sufficiency by addressing health, education, economic and spiritual barriers.

WORK HIGHLIGHTS:

- Was a member of the English Second Language (ESL) initiative where she taught daily ESL and citizenship classes to a diverse array of students from Southeast Asia, the Middle East and SubSaharan Africa.
- Planned an implemented field trips to take the students to community resources that can help them with basic necessities such as food and clothing along with visits to Buffalo landmarks and educational institutions.
- After experiencing a lack of accessibility at CanalSide, started a campaign urging the the managing authority to make their website and programming more inclusive by providing translation and interpretation services.



FROM HER SUPERVISOR:

“Marina directly served approximately 30 students who attend our morning and afternoon classes at the Hope Refugee Drop in Center. Hopefully, the letter she has written advocating greater accessibility at Canalside will have an impact on the wider immigrant and refugee community in Buffalo. Marina worked with our team and collaborated with community partners in a knowledgeable and professional manner.”

Anna Matejova, ESL Program Coordinator



Hands-on experience

IN HER OWN WORDS:

“From the very first day of the program, I was in the classroom, teaching again. The High Road Fellowship gave me the **hands-on experience** that I needed to solidify my decision to pursue an education minor. I absolutely loved working in a classroom each day.” From Marina’s Reflection Journal



GAYATHRI JAI

FROM POUGHKEEPSIE, NY / ILR 2019

WNY Women’s Foundation

In 1999, the United Way of Buffalo and Erie County and the Community Foundation for Greater Buffalo recognized that there was not enough funding or focus on the unique needs of women and girls in our region. Together with a group of diverse women, they created the WNY Women’s Fund. They defined a shared vision by establishing a modest endowment fund to support programs specifically geared towards women and girls. An expansive group of leaders and supporters worked tirelessly to grow the WNY Women’s Fund into a self-sustaining, independent organization. Nearly two decades later the WNY Women’s Foundation is a separate 501(c)3, nonprofit organization continually expanding efforts to make Western New York a great place for women and girls to live, work, and grow.

WORK HIGHLIGHTS:

- Helped launch the Community Civic Engagement Effort to increase voter turnout in Western New York.
- Convened a group of 60 women-focused organizations in the Buffalo Niagara area to discuss voter engagement and collective impact.
- Created a Voter Education Guide and corresponding materials detailing issues facing women and families along with contact information for those running for office this November.

IN HER OWN WORDS:

“As far as a typical internship goes, I did not want to spend my summer sitting at a desk from 9 to 5. I knew I wanted to engage with a non-profit advocacy organization and get involved in a community on a grassroots level. The **immersive and intensive educational experience** drew me to The High Road program. Buffalo has provided me that and more. I have especially been impressed with the work Cornell in Buffalo does in regards to bringing various parts of the community together, as well as forging valuable partnerships with important stakeholders, local leaders, and organizations in the area for the purpose of advancing and promoting the public good.” From Gayathri’s Reflection Journal



FROM HER SUPERVISOR:

“Our experience has been one of mutual learning and growth. Gayathri has been eager to explore, create, try totally new things (even graphic design!) and contribute not only to the important project she is working on but to the organization as a whole. We feel she has already had some interesting ‘extra’ experiences to enhance her exploration of Buffalo, its cultures, its organizations and its politics.”

Sheri Scavone, Executive Director



immersive



ELIZABETH KANE

FROM BUFFALO, NY / HUMAN ECOLOGY 2020

The Learning Disabilities Association of WNY

The Learning Disabilities Association of WNY is a parent and client led, professionally managed organization that assists individuals in gaining as much independence as their abilities allow. LDA provides an array of supports to individuals with learning disabilities, neurological impairments and other such disabilities. LDA programming includes service coordination (case management), leisure skill building, job coaching, residential services, and an art studio and gallery.

WORK HIGHLIGHTS:

- Team member for LEAD716 program, providing critically needed early academic intervention to preschool children in Western New York diagnosed with elevated lead levels in their blood.
- Enhanced public education around lead poisoning by writing newsletter articles including signs and resources.
- Wrote a report compiling national best practices around early intervention.
- Evaluated state and city information available on early intervention services for lead exposed children.
- Participated in outreach events on early intervention services with hundreds of families in the community.

IN HER OWN WORDS:

“My work in LEAD716 so far has provided unexpected opportunities to investigate this and similar cases of advocacy complementing public health and medicine. And as someone who hopes to become a medical doctor and work in some capacity towards advancing public health, this has provided valuable food for thought for how, in the long term, I might be able to take my medical expertise and interactions with community members to the table to **advance positive community changes**. ...I have become immersed in understanding lead poisoning as a major but under-recognized public health issue in Buffalo that carries complex social justice, environmental justice and education rights implications.” From Elizabeth’s Reflection Journal

positive changes



FROM HER SUPERVISOR:

“Elizabeth Kane has been working with me on the LEAD716 project, working to minimize the effect of lead on preschool children in Western New York. Elizabeth is both easy-going and driven. She is highly capable with simple, day-to-day tasks, as well as with more challenging, protracted projects. She is a big-picture thinker, smart researcher, and she is highly motivated. I have no doubt after her High Road Fellowship experience Elizabeth will move forward and find other ways to make a positive impact in the lives of others.”

Leah Bartlo, Project Director LEAD716



emerging leaders



KATY KAUFMAN

FROM HUNTING VALLEY, OH /
HUMAN ECOLOGY 2020

Buffalo State Center for Excellence in Urban and Rural Education

CEURE — is committed to the enhancement of high-need urban and rural schools through the recruitment, retention, and continuing education of highly qualified teachers, as well as the support of reform efforts and research about effective schools. To support educational reform and school improvement, CEURE partners with schools, community groups, foundations, and other institutions of higher education across Western New York.

WORK HIGHLIGHTS:

- Completed Buffalo State's West Side Emerging Leader's Program, a rigorous curriculum combining classroom training with hands-on field experiences in asset mapping, organizing, coalition building, media and communications, navigating systems, and housing law.
- Assisted in the logistics of the Emerging Leaders Program for 25 students including recruitment, creating publicity brochures, pairing mentors with mentees, and supervising the various workshops
- Interviewed 20 of Buffalo's Community Health Workers and learned about asset-based community development. Wrote profiles then to help publicize the important work being done by this network.



FROM HER SUPERVISOR:

“It was my pleasure to work with such a mature young lady with such a strong desire to make a difference in the world and improve the lives of others. I can't wait to see her impact on the world.”

Holly Quicksey, Ph.D,
Director of Educational Pipeline Initiatives



IN HER OWN WORDS:

“This week was the commencement of the Emerging Leaders Program, what my summer at Buffalo State Center of Excellence in Urban and Rural Education (CEURE) has been leading up to. As Holly, my supervisor, has been over and over telling me what a pearl this program is, how **my life will undoubtedly be changed**, and how I might even shed a tear over the two-week experience, I couldn't help but have high hopes. I was not disappointed!” From Katy's Reflection Journal



GENAVIEVE KOYN

FROM GRAND ISLAND, NY / ILR 2021

Say Yes Buffalo

Say Yes Buffalo is a landmark partnership that aims to provide a powerful engine for long-term economic development through radically improving the life course of public school students in the City of Buffalo. Say Yes Buffalo partnership combines a comprehensive K-12 support system with the incentive of locally funded postsecondary tuition scholarships to remove the barriers (financial, academic, social and health) to college access for youth in the City of Buffalo.

WORK HIGHLIGHTS:

- Researched the internal and external processes concerning the creation, retention, and evaluation of partnerships within the Community Schools program.
- Created a system for evaluating the many community organizations and individuals that work with Community Schools.
- Identified successful practices within the program, developed new systems to replace ineffective ones, and combined both into a Best Practice Manual.
- Provided administrative assistance to the Community Schools Staff, creating documents for internal use, marketing, and data analysis.
- Initiated new collaborations between Say Yes Buffalo and other Community Schools initiatives across the United States.

IN HER OWN WORDS:

“Say Yes... is populated by very passionate people. The passion that these people bring to the table is what empowers our staff to be advocates for Buffalo students, allowing Say Yes to be successful... As someone with an outside perspective, I have been able to learn so much from watching the leadership team within Say Yes and I would predict that this will be one of my largest takeaways at the completion of this program – **how to best lead others** when doing this type of community work.”

From Genna’s Reflection Journal



FROM HER SUPERVISOR:

“Genna has been a remarkable asset to our team. Her big-picture and systems mindset helped her dive into the work for the Community Schools Initiative and other departments within Say Yes Buffalo. Genna’s ‘Can do’ attitude made those of us who worked with her feel confident in her ability to provide quality support when needed. No matter the work pressure, Genna maintained an optimistic attitude and with a sense of humor to lift those around her. She is truly a joy to work with and our Community School team and the entire Say Yes staff will miss her presence and energy around the office.”

Esther Annan, Director of Data and Evaluation



to best lead others



BRIAN LLOYD

FROM HENRIETTA, NY / ILR 2020

Westminster Economic Development Initiative

The Westminster Economic Development Initiative (WEDI) began as a mission of Westminster Presbyterian Church to improve the quality of life for residents of Buffalo's West Side, but became a separate 501(c)3 organization by 2007. In 2013, WEDI revised its mission and now focuses on offering "business and educational opportunity to people of Buffalo's West Side" in hopes of achieving its vision for a vibrant, stable, and inviting community.

WORK HIGHLIGHTS:

- Successfully coached West Side Bazaar vendors through local pitch competition securing thousands of dollars in prizes.
- Created a comprehensive database tracking Bazaar graduates to spread awareness of WEDI's impact, improve WEDI practices, and continue to support businesses.
- Advanced expansion plans for the West Side Bazaar by utilizing ArcGis to acquire information on prospective new locations.
- Managed day to day operations of the Bazaar.

IN HIS OWN WORDS:

"Getting to know these business owners in the Bazaar and getting to see their businesses is the highlight of my summer on the High Road. Many of them have extraordinary stories of overcoming challenges to make it to where they are today. They've come here from all over the world, and, each in their own way, have built new lives for themselves while contributing uniquely to the revitalization of the West Side. ... Last week, I toured a former industrial plant that might become the new Bazaar. A vacant building filled with old machinery, once symbolic of Rust Belt decay, is now an opportunity for cultural and economic expansion. This is what **urban revitalization** looks like. This is the Buffalo I'm getting to know." From Brian's Reflection Journal



FROM HIS SUPERVISOR:

"Brian has gone above and beyond his original work plan. In just a few short weeks he's been able to build relationships with our business owners and provide a visible and lasting impact to our organization. He even helped one of our business owners practice her pitch to secure a \$25,000 grant in the Ignite Buffalo competition! It's been a pleasure supervising him this summer!"

Bob Doyle, West Side Bazaar Operations Manager



urban revitalization



HANNAH LORENC

FROM JAMESTOWN, NY / ILR 2020

WNY Area Labor Federation AFL-CIO

The WNYALF represents over 130,000 members from all walks of life and occupations. It seeks to strengthen connections with its affiliates and better understand the individuals comprising the organized workforce of the region. Its mission is to improve the lives and increase the power of working families, bring fairness and dignity to the workplace and secure social equality.

WORK HIGHLIGHTS:

- Performed empirical survey research to support report on the role of organized labor in building a more equitable economy in WNY through collective bargaining, policy advocacy, and community collaborations. Interviewed a number of union members and stakeholders.
- Coordinated political education, campaigns, and non-partisan registration for union members.
- Helped plan and execute the annual “Interview Day” where local candidates for elected office meet with labor representatives and pitch their platforms for potential endorsement.
- Participated in the regular field work of the ALF attending a number of labor meetings and other coalitions. Shadowed mediators and union reps during negotiations.



FROM HER SUPERVISOR:

“Hannah did wonderfully in her time at the WNY Area Labor Federation, AFL-CIO. She was exposed to the comprehensive and all around aspects of the WNY labor movement, and was a welcomed addition to the WNYALF staff.”

George Boger, Field Coordinator



impactful changes

IN HER OWN WORDS:

“This experience of working on the labor project has been instrumental in guiding my career path. I’ve shadowed union representatives in collective bargainings and mediations and have received career and life advice from people who I now am grateful to consider my mentors. I have declared an unofficial concentration in conflict resolution, which has aided my understanding of union grievance procedure and collective bargaining. Buffalo is constantly developing, and so am I. I’m humbled to be afforded the opportunity to dig my stake into this city and work with activists to help it grow, just as I grow. Buffalo is a part of my hometown and may very well be where I settle after I leave Cornell, so I am privileged to make **impactful changes** to the state of the city that I consider home.” From Hannah’s Reflection Journal



VICTOR RIEMAN

FROM ELLICOTTVILLE, NY / ILR 2020

The WNY Law Center

The WNY Law Center is a non-profit legal services organization of legal professionals representing low-income people in a full range of civil matters. They engage in direct representation of homeowners facing foreclosure as well as in fair lending advocacy and education. They also maintain the Online Resource Center with the Empire Justice Center.

WORK HIGHLIGHTS:

- Interviewed public officials, staff, board and clients of the Law Center and compiled into a report detailing the history, work and impact of the organization. The report will be a valuable tool for development efforts going forward.
- Helped plan and participated in a press conference regarding a lawsuit the Law Center filed against the Buffalo Police Department that it discriminated against people of color through traffic enforcement practices, including checkpoints that targeted neighborhoods where the majority of residents are black or Latino.
- Traveled to Albany to meet with legislators about State policies to address vacant and abandoned properties.



FROM HIS SUPERVISOR:

“Victor picked up on things very quickly. He went above and beyond when he was given a task and he was pleasant to work with. He was an independent worker but he wasn’t afraid to ask questions when he needed to and I think that shows maturity beyond his years.”

Kate Lockhart, Foreclosure Data Manager



IN HIS OWN WORDS:

“Over the summer I got to know Buffalo in a much closer way than I ever had. The job was my first ‘grown up’ white collar job that provided me with valuable information for the future. My supervisor and other workers at the Law Center were very helpful in showing me the **nonprofit ecosystem** of Buffalo. Working in nonprofit law is something I would like to do, and the people I worked with were helpful in showing me how to get there.” From Victor’s Final Evaluation

nonprofit ecosystem



MADELINE RUTOWSKI

FROM ORCHARD PARK, NY / ILR 2020

Buffalo Center for Arts & Technology

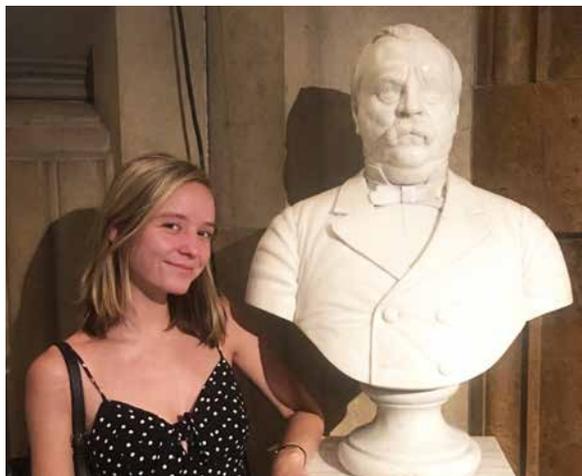
The mission of BCAT, as part of Buffalo’s economic revitalization is twofold: To keep youth in school through high school completion so they are able to take advantage of the post-secondary opportunities the “Say Yes” scholarship program makes available to them by offering high-quality and high-tech arts instruction and studio space; and to assist unemployed or underemployed adults in securing jobs with wages sufficient to support a family through training programs that will lead to jobs in the healthcare industry.

WORK HIGHLIGHTS:

- Served as a teaching assistant for BCAT’s Youth Arts and Adult Workforce Programs in collaboration with teaching artists.
- Interviewed BCAT staff and students and compiled their stories into a report on the qualitative impact the organization has had on their lives and in the community.
- Met Bill Strickland, the founder of the Manchester-Bidwell Corporation and the concept of the “environment shapes behavior” philosophy upon which BCAT is built.
- Helped coordinate the end-of-trimester showcase in which BCAT youth performed and displayed their work.

IN HER OWN WORDS:

“I have learned so much about the city of Buffalo this summer. Though I am a Buffalo native and I very frequently traverse into the city, I realized throughout my time on the High Road that there is so much about my city that I simply did not know. Whether it be the astounding number of festivals, the hidden culinary gems that serve anything from five star cuisine to charcoal flavored ice cream, and the people, I **found myself in awe** of how great Buffalo really is.” From Madeline’s Final Evaluation



FROM HER SUPERVISOR:

“Our High Road Fellow was an excellent worker, always professional, detail oriented and always ready to help. Madeline has done very important work including helping us tell our story better. The impact of her work is felt every day at BCAT.”

Tom Dreitlein, Youth Program Coordinator



found myself in awe



SHARA SAFER

FROM LARCHMONT, NY / HUMAN ECOLOGY 2019

Open Buffalo

Open Buffalo is a civic initiative to make major, long-term improvements in justice and equity, and it is one of three projects in the nation chosen for the Open Places Initiative of the Open Society Foundations. Open Buffalo’s mission is to create systemic changes leading to an “open” city for residents of Buffalo, N.Y., through the measures of equality, justice, and freedom. Open Buffalo provides leadership development, media and policy strategy and coordination, direct support, and assistance to social and economic justice organizations and campaigns, facilitates action-oriented community research, and raises the profile of and mobilizes funding for this important work.

WORK HIGHLIGHTS:

- Worked with the Justice and Opportunity Table on issues campaigns including, Marijuana Regulation and Taxation Act, Law Enforcement Assisted Diversion, and advisory group to Buffalo Common Council’s Police Oversight Committee.
- Crafted communications including a monthly newsletter for the Justice and Opportunity Table.
- Developed a civic engagement curriculum for the youth community builder program.
- Helped plan for Open Buffalo’s inaugural Justice and Opportunity Leadership Institute being held this fall.

IN HER OWN WORDS:

“I learned that the “Buffalo Renaissance” is a real thing, as opposed to a propaganda tactic. It **gives me hope** that other cities that have been harmed by the decline in manufacturing can find new industries. I had a great time during the Fellowship. I really enjoyed spending time with other people interested in social justice and learning about initiatives and policies.” From Shara’s Final Evaluation

gives me hope



FROM HER SUPERVISOR:

“I can’t say enough about how much we enjoyed having Shara at Open Buffalo this summer. Shara is intelligent and has a broad base of knowledge and skills that saved the day on more than one occasion. Her passion for justice and learning are apparent in her work ethic. I can’t wait to see where she ends up, though I know wherever it is she will be successful. Shara has gained a fan and friend for life!”

India Walton, Community Organizer





ASHNI VERMA

FROM SANTA ROSA, CA / ILR 2021

WNY Environmental Alliance

WNY Environmental Alliance is an independent, member-run organization with a mission to mobilize change through collective action and collaboration, in order to ensure sustainable, thriving ecosystems and communities in Western New York. With more than 100 member organizations, affiliates and supporters, the WNYEA wants to ensure that the environment is the key factor in local and regional planning.

WORK HIGHLIGHTS:

- Researched principles of the regenerative economy and development, especially in application to the Buffalo Niagara region.
- Interviewed community leaders on various environmental campaigns and their impacts on the bioregion and human population.
- Used multimedia tools to document and tell the stories of the region's environment.
- Presided over story telling efforts to create a guide to Buffalo's regenerative economy.
- Interviewed member organizations for multi-media journalism project.

IN HER OWN WORDS:

“Before coming to Buffalo I didn’t even know what the **regenerative economy** was. The issues that the WNYEA is trying to tackle are vast and require many perspectives to solve. And regenerative practices that the organization advocates for call for holistic views. With each coming day I’m learning how my knowledge of labor, history, and social justice fits into the wider narrative of regeneration. Everything that I’ve studied has a place in this work—it’s just a matter of me finding how to use that to understand and contribute to the wider picture.” From Ashni’s Reflection Journal



FROM HER SUPERVISOR:

“Ashni helped us to complete a project that we were unable to complete on our own and it brought a different and youthful perspective to the work. In addition to the great work, Ashni did a fantastic job navigating our small staff, network of partners and had the discipline in this kind of environment that is difficult even for some mid-career professionals to manage. Her work will be published on our website and published via other media including newsletters where it will hopefully be read by hundreds of potential allies and advocates.”

Antonina Simetti, Executive Director





JEAN RIOS

HIGH ROAD FELLOW TRAVELER
FROM BUFFALO, NY / CANISIUS COLLEGE 2018

43North

Founded in 2014, 43North is an unprecedented program, made possible by Governor Andrew Cuomo’s historic Buffalo Billion initiative, with support from the New York Power Authority and corporate sponsors. 43North works to build a stronger entrepreneurial ecosystem in Western New York, provide more job opportunities for young people through bringing new, high tech companies to the area. With \$5 million in cash awards, including a top prize of \$1 million, 43North is America’s largest business idea competition.

WORK HIGHLIGHTS:

- Helped plan and launch the inaugural Ignite Buffalo competition—a business grant and mentorship program.
- Facilitated the 2018 startup competition’s judging logistics. This included scheduling and leading judging meetings, facilitating access to the online judging platform, and compiling and analyzing scores and other data derived from the process.
- Met with a variety of entrepreneurs and experts in the local start-up community to better understand Buffalo’s innovation culture.
- Hired on after the Fellowship by one of the companies in 43North’s portfolio as a designer.

IN HIS OWN WORDS:

“I will forever be grateful to this city for opening my eyes to real people and real situations. Living in a city like Buffalo provides you with a spectacle of perspectives that allows you to see life in a variety of different angles. I only hope that I can grow and help the city of Buffalo as much as it has helped me throughout the years. Why am I a High Road Fellow? Well, to get closer to my mission. My mission to give back to the city of Buffalo and understand what the real issues are and how I can be a **part of the solution.**” From Jean’s Reflection Journal

part of the solution



FROM HIS SUPERVISOR:

“We are so grateful for all of the work Jean put in this summer! Jean has a strong interest in entrepreneurship, so it was a perfect fit having him interact with our applicants and judges. He is also very analytical in nature, which helped us stay organized.”

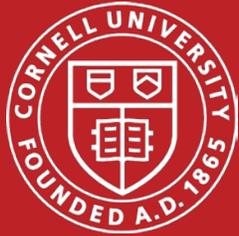
Lauren Baynes, Associate Vice President
of Portfolio Management & Selection



43NORTH



CURRICULAR AND CAREER CONNECTIONS



High Road faculty and staff have developed credit courses to enhance the High Road Fellows' field experiences and to deepen their academic understanding of the social economy. During the spring semester, Fellows take a pre-course that introduces them to the types of organizations they'll be working with, familiarizes them with economic development theory, gives a brief economic history of Buffalo and explores the challenges, opportunities and assets of this classic rust-belt city experiencing a dynamic revitalization.

In collaboration with ILR faculty members Ron Applegate and Shannon Gleeson, additional courses include an introductory course on the social sector, a comparative course on community-controlled economic development, and an upper level elective on applied data uses in the social sector. Each of these courses brought community partners from PPG's network to the classroom as guest lecturers, strengthening the two-way High Road between Ithaca and Buffalo.

High Road Advisory Committee

A dedicated group of Cornell alumni and Buffalo stakeholders serve on an advisory committee to help guide and support the program while deepening community and University connections through their unique expertise and networks.

RAMONE ALEXANDER

Director of Inclusivity & Community Building,
Nichols School

MATT CONNORS Cornell HOTEL '09

Vice President of Development, Sinatra & Co.

CATHY CREIGHTON Cornell ILR '87

Attorney, Creighton, Johnsen and Giroux

STEVE DEISIG Cornell ILR '96

Director of VISTA and Opportunity Corps, The Service
Collaborative of WNY

WARREN EMBLIDGE SR. Cornell ILR '65

President, S.J. McCullagh, Inc.

MARC HENNIG

Deputy Executive Director,
Learning Disabilities Assoc. of WNY

DENNIS MAHER Cornell Arch. '99

Professor, University at Buffalo School of Architecture

HON. AMY MARTOCHE Cornell ILR '92

Buffalo City Court Judge

JACK MCGOWAN Cornell Ag '80

Project Manager Insyte Consulting, President

MATTHEW NAGOWSKI Cornell ILR '05

Vice President, M&T Bank

LAURIE RIESTER COLLINS, CHAIR Cornell ILR '06

HR Leader and Talent Advisor, Columbus McKinnon

MATTHEW SCHERER Cornell ILR '11

Associate, Hodgson Russ

PAUL TESLUK Cornell ILR '91

Dean, UB School of Management and Professor,
Department of Organization and Human Resources

DAVID WHALEN

Founder and Director, Disability Awareness Training

Cornell Club of Greater Buffalo

Since 1880, Buffalo Cornellians have been actively supporting the University. Today, the Cornell Club of Greater Buffalo is dedicated to engaging area alumni, students, parents, and friends of Cornell with each other, the University, and Buffalo civic life. There are over 2000 Cornell alumni in the area, and Cornell currently enrolls over 175 students from the Buffalo-Niagara region, or around 45 students in every entering class year. A not-for-profit association, the Club remains an independent entity from the University although it retains close ties with the alumni office in Ithaca.

Mentoring and Career Development

The High Road exposes students to the dynamism of the metro economy and introduces them to diverse careers and professional occupations, particularly in the social sector. This year the High Road formally launched a mentoring program, pairing fellows with Cornell alumni from a diverse array of academic and professional backgrounds.



HAPPENINGS





MUHAMMAD
SCHOOL OF MUSIC

FRIDAY PRACTICUM CLASSES

JUNE 4

High Road Orientation

JOINED BY DISTINGUISHED GUESTS FROM CORNELL UNIVERSITY INCLUDING:

- Judy Appleton, Vice Provost for Engagement and Land-Grant Affairs
- Katherine McComas, incoming Vice Provost for Engagement and Land-Grant Affairs
- Diane Burton, Provost's Fellow for Public Engagement
- Jason Cole, Associate Vice President for University Relations

WELCOME LUNCH FOR 2018 HIGH ROAD FELLOWS AND SUPERVISORS
TOUR OF BUFFALO
WITH SAM MAGAVERN



JUNE 8

Historical Assets and Contemporary Challenges: Neighborhoods, Heritage, and Poverty

PANEL DISCUSSION ON PRESERVATION, RENEWAL AND DEVELOPMENT

- Karen Stanley Fleming, Restore our Community Coalition
- Keith Lucas, City of Buffalo

TOUR AND LUNCH AT THE AFRICAN AMERICAN HERITAGE CORRIDOR

- Nash House, with George Arthur
- Colored Musicians Club, with George Scott
- Michigan Street Baptist Church, with Lillie Wiley-Upshaw



JUNE 15

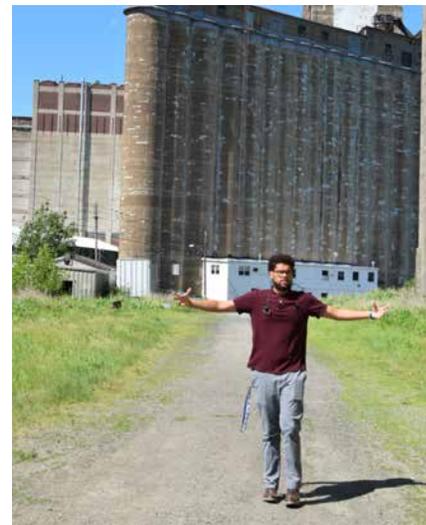
Green as the New Growth: Water, Energy, and the Binational Regional Economy

PANEL DISCUSSION ON ASSETS AND STRATEGIES FOR A GREEN-BLUE BUFFALO-NIAGARA

- Lynda Schneekloth, Professor, University at Buffalo School of Architecture
- Pat Whalen, Niagara Global Tourism Institute

LUNCH AT CANALSIDE

TOUR BUFFALO WATERFRONT, SILO CITY AND OUTER HARBOR



JUNE 22

Education and Opportunity in the City: Public Schools and the Public Good

PANEL DISCUSSION ON EDUCATION POLICY AND COMMUNITY-BASED INITIATIVES FOR SUCCESS

- Hon. April Baskin, Erie County Legislator
- Will Keresztes, Associate Superintendent, Buffalo Public Schools
- Elizabeth Vignaux, NYSUT

LUNCH AND M&T BANK HUMAN CAPITAL PRESENTATION

TOUR BUFFALO PROMISE NEIGHBORHOOD, WITH GLENN JACKSON M & T BANK



JUNE 29

Access and Opportunity in Buffalo's New Economy

PANEL DISCUSSION ON JOBS LANDSCAPE AND MEETING THE LABOR NEED

- Jaison Abel, NY Federal Reserve
- Elizabeth Callahan, Buffalo Manufacturing Works
- Jeff Conrad, Catholic Charities Workforce and Education
- Christina Lopez, Erie County Workforce Development Consortium, Inc.

LUNCH AT THE WEST SIDE BAZAAR

TOUR OF ASSEMBLY HOUSE 150 + SACRA WITH DENNIS MAHER

TOUR OF THE NORTHLAND CORRIDOR



JULY 6

Cultural Capital: The Role of the Arts in Economic Vitality

PANEL DISCUSSION ON CREATIVITY, INNOVATION AND COMMUNITY

- Russell Davidson, Albright-Knox Art Gallery Innovation Lab
- Ekrem Serdar, Squeaky Wheel and WAGE
- Aitina Fareed-Cooke, Young Audiences of Western New York

LUNCH AT THE AK CAFÉ

TOUR OF THE ALBRIGHT-KNOX ART GALLERY

TOUR OF THE DARWIN MARTIN HOUSE



JULY 13

Asset-Based Development: Innovation and Anchors

DISCUSSION COMMUNITY CONTROL, COMMUNITY FIRST

With India Walton, Open Buffalo and Community First Alliance

LUNCH AT ULRICH'S

TOUR BUFFALO NIAGARA MEDICAL CAMPUS

TOUR LARKINVILLE



JULY 20

The High Road Forward

PANEL DISCUSSION ON RADICAL PHILANTHROPY

- Paul Hogan, John R. Oishei Foundation
- Katie Pieri, Community Foundation for Greater Buffalo

LUNCH WITH DEPUTY COUNTY EXECUTIVE MARIA WHYTE

TOUR CITY HALL



SPECIAL EVENTS

CAREERS IN PUBLIC SERVICE

With funding from both the New York State Assembly and Senate, Careers in Public Service will provide internships for Cornell undergraduates with local public officials and government agencies, sponsor policy forums, and provide professional networking activities to generate **interest in democracy and public service.**

To launch the initiative, Cornell ILR in Buffalo and the High Road hosted a daylong program at WNED studios.

The event featured a session on “Great Big Ideas” where local leaders spoke about major policy wins and new, innovative ideas for a better New York State. Assembly Member **CRYSTAL PEOPLES-STOKES** spoke about her push for marijuana reform and emphasized that legalization remains a social, racial, and economic justice issue.

Assembly Member **SEAN RYAN** championed worker cooperatives, employee owned enterprises and subsidy reform.

Fellows also heard from young staffers including:

MARK BOYD

Chief of Staff, Assembly Member Crystal Peoples-Stokes

REBECCA CASTANEDA

Director of Special Projects, Assemblyman Sean Ryan

JUWERIA DAHIR

External Affairs Manager, Mayor Byron Brown

ALEX HAMMOND CORNELL ILR '18

Town Supervisor, Waddington, NY

JIM KENNEDY

WNY Regional Director, Senator Kirsten E. Gillibrand

ZOË NELSON

Associate Director State Government Relations,
Cornell University

RICHARD RODGERS CORNELL A&S '08

Legislative Director, Senator Tim Kennedy



NEW YORK STATE ASSEMBLY MEMBERS
SEAN RYAN AND CRYSTAL PEOPLES-STOKES

Cornell in Buffalo is grateful to the WNY State Delegation for its support of this new initiative.



Great Big Ideas

FACULTY SPEAKER SERIES

As part of the annual Cornell faculty speaker series, the High Road welcomed **Jamila Michener**, Assistant Professor in the Department of Government at Cornell University, to Buffalo for a talk titled “Health, Equity and Democracy”. Professor Michener’s research focuses on poverty and racial inequality.

The talk detailed the findings from her new book, *Fragmented Democracy: Medicaid, Federalism, and Unequal Politics*, which examines American democracy from the vantage point of those who are living in or near poverty, disproportionately Black or Latino. The event was co-sponsored by the Theodore Roosevelt Inaugural National Historic Site, Cornell Club of Greater Buffalo and Partnership for the Greater Good.

During her visit Professor Michener also met with students and High Road fellowship hosts including Jericho Road Community Health Center and the Western New York Law Center.



CELEBRATING 10 YEARS ON THE HIGH ROAD!

2018 marked the tenth anniversary of High Road Fellowships. We were happy to welcome back High Road Alumni including fellows and supervisors joined by current fellows, mentors and supporters for the **High Road Homecoming**.

Alumni came in from Washington DC, Ithaca, and right from Western New York. Remarks were made by 2011 fellow David Huang who is currently studying at Stanford Law. From a range of labor organizers to consultants to future lawyers, High Road Fellows are leading the way in each of their fields while also keeping High Road practices at the forefront.



Defining Good Together: An Agenda By and For the Community.

OUR PRIORITIES FOR 2018 >

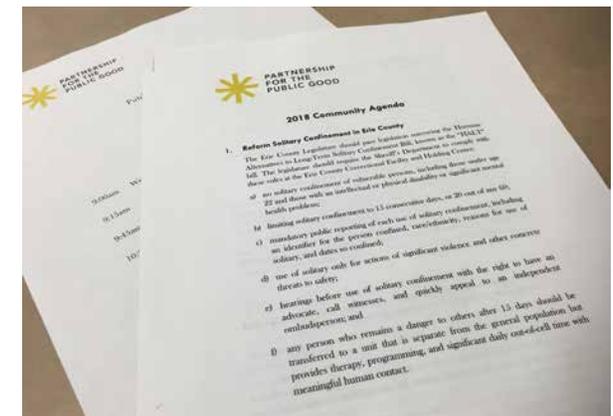


Partnership for the Public Good (PPG) is a backbone organization building a more just, sustainable and culturally vibrant Buffalo. PPG partners run the gamut of Buffalo’s dynamic social sector including: block clubs, prisoners’ rights groups, legal services, organized labor, arts and culturals, human service agencies and social enterprises.

Each year the organization directs an annual **Community Agenda** process which identifies the most pressing policy issues. The Agenda is a blueprint for PPG’s strategy for applied research and policy development. A true practice of grassroots democracy, each plank is a community-identified need with suggested policy solutions. Many High Road projects are built around Community Agenda planks—showing the interconnectedness of the work, building capacity for partner organizations, and allowing students to make meaningful contributions to these initiatives.

In 2016 PPG and Cornell ILR created **Buffalo Commons** as a model of university-community produced knowledge for the public good. Collaborative and democratic in design and purpose, Buffalo Commons is a digital library, a network and a space for collective knowledge sharing, promoting greater understanding of the local area via reports, policy briefs, fact sheets, radio shows, and artistic expressions. Buffalo Commons hosts a diverse network of faculty, students, practitioners, and community partners dedicated to exploring Buffalo-based inquires.

PPG is the ideal community partner for the High Road Fellowships. Student projects vary in topic and skill building but they all reflect the strong network that PPG has fostered in its vision to build a better Buffalo.





FACULTY AND STAFF



Lou Jean Fleron
High Road Fellowship
Director

Now ILR emeritus, Lou Jean directs the High Road program. A Cornell ILR Extension faculty member since 1977, her research and teaching areas are public economic policy, industry and community development, and labor management relations. She served as director of ILR Western Region and is the author of studies on regional economic development, including *Champions @ Work: Employment, Workplace Practices and Labor-Management Relations in Western New York*, and *Buffalo Child Care Means Business*. Prior to working at ILR, she taught political science at SUNY Buffalo and the University of Kentucky. Lou Jean was chair of Buffalo Living Wage Commission from 2003 to 2010 and co-founded the Partnership for the Public Good which she now serves as chair of the board.



Megan Connelly
Director of High Road Policy
and Engaged Learning

Megan joined Cornell in 2011 where she cultivates civically engaged and socially responsible students while supporting community-engaged learning and research. Prior to her role as Director of High Road Policy and Engaged Learning she held concurrent positions as the Associate Director of the High Road Fellowships and Director of Policy Advancement at Partnership for the Public Good. Admitted to practice in New York, Megan is a graduate of the University at Buffalo Law School. She believes that her own service experiences as an undergraduate at the University of Notre Dame helped to shape her values, interests and ultimately, her career path and she likes to provide similar transformative opportunities for students to engage with and learn from the community.



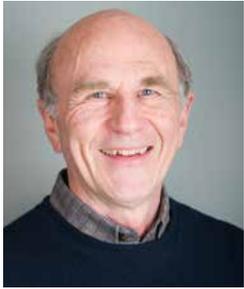
Nicole Golias
Communications and
Program Support Specialist

Nicole Golias is the Communications and Program Support Specialist for ILR Buffalo Co-Lab assisting the High Road Fellowships and Buffalo Commons. She earned a BS from Cornell University's College of Human Ecology in 2017 studying how to craft and implement effective policy that takes all people into account. Prior to joining the extension office, she taught middle school special education. During her time at Cornell, Nicole conducted research as part of the Policy Analysis and Management Lab and was a Brand Ambassador for Teach For America.



Sam Magavern
Adjunct Professor,
Cornell ILR

Sam is adjunct faculty of Cornell ILR, and also teaches at the University at Buffalo Law School. He joined the clinical law faculty in 2007 after a year as compliance coordinator for the City of Buffalo Living Wage Commission. His classes focus on the policy aspects of affordable housing and community economic development and offer students experience in action-oriented research and policy advocacy. A graduate of Harvard University and UCLA Law School, he practiced law with the Legal Aid Society of Minneapolis before returning to Buffalo in 2004. Sam currently serves as pro bono attorney for the City of Buffalo Living Wage Commission and as executive director of partnership for the Public Good which he co-founded.



Ron Applegate
Lecturer, Cornell ILR

An economic and labor historian, Ron is a lecturer at Cornell ILR in the Department of Labor Relations, Law and History. His research interest in the theory and practice of economic development, with a particular emphasis on collective action to establish inclusive governance and generate equitable outcomes, is rooted in prior work experience: coordinating community development programs for the Coalition for a Better Acre (Lowell, Massachusetts) and the Over-the-Rhine Housing Network (Cincinnati, Ohio). In his current capacity as the faculty advisor to ILR's High Road Fellowship program, Ron has collaborated with ILR faculty in Buffalo to create courses designed to envelop students' participation in engaged learning: both preparing students for their community immersion and deepening their critical reflections after their experience.



Marya Besharov
Associate Professor,
Cornell ILR

Marya Besharov is an Associate Professor of Organizational Behavior at the ILR School at Cornell University. An organizational theorist with a background in organizational sociology, she studies how organizations and their leaders sustain competing goals. Much of her research focuses on hybrid organizations such as social enterprises and mission-driven businesses that seek to address deeply rooted societal challenges while also making a financial profit. Marya received a BA in Social Studies, an MA in Sociology, and a PhD in Organizational Behavior from Harvard University. She also holds an MBA from Stanford University. Prior to her academic career, Marya worked as a researcher and consultant in the health care field.



Diane Burton
Associate Professor,
Cornell ILR

Diane Burton is a faculty member in the ILR School at Cornell University. Her primary appointment is in human resources studies with courtesy appointments in organizational behavior and sociology. She earned her PhD in Sociology at Stanford University and served as a lecturer and researcher in organizational behavior and human resources management at the Stanford Graduate School of Business. Diane is an organizational sociologist interested in innovation and entrepreneurship, and has extensive experience in teaching by the case method. Her primary research is a major study of high-tech start-ups in Silicon Valley including the study of entrepreneurial teams and executive careers. More recently she has been studying R&D teams and leadership in the non-profit sector.



Shannon Gleeson
Associate Professor,
Cornell ILR

Shannon Gleeson earned her Ph.D. in Sociology and Demography from the University of California, Berkeley in 2008. She joined the faculty of the Cornell University School of Industrial and Labor Relations in Fall 2014. Her research focuses on the experiences of low-wage workers, the role of immigrant documentation status, and legal mobilization. She has also conducted research on immigrant civic engagement and the bureaucratic processes of labor standards enforcement. Her books include *Precarious Claims: The Promise and Failure of Workplace Protections in the United States* (University of California Press, 2016), *The Nation and Its Peoples: Citizens, Denizens, Migrants* (Routledge, 2014, edited with John Park), and *Conflicting Commitments: The Politics of Enforcing Immigrant Worker Rights in San Jose and Houston* (Cornell University Press, 2012).



Alessandro Powell
Graduate Assistant,
Cornell MILR '20

Alessandro Powell is a graduate student at Cornell's ILR School, where he studies collective representation and comparative labor. Before that, he worked in Medicaid and political outreach in New York City, arts and culture journalism in New Haven, and as an international media translator. His research focuses on personnel management within labor organizations, alternative labor organizations, and social movement unionism. He holds a B.A. in English from Tulane University.





Photo by Nathan Horrell, 2009 High Road Fellow