

END HATE!

Communities Unite Fight for Fairness

BY JEFF YAPALATER AND ALEXANDRA YAPALATER

The recent acts of violence, discrimination and hate towards Asian Americans and Pacific Islanders, coupled with the continued brutality against Blacks and incidents of mass shootings, have rocked the nation. The questions of why these actions continue are raised every day and we wonder why we can't seem to find ways to stop this violent behavior in a civilized society. These crimes violate the diversity and inclusion progress we have slowly made over the decades, and now find ourselves many steps behind our advances. But the good news is that we as local stakeholders are responding to these injustices with local community meetings and support of local organizations, elected officials and the Port Authority of NY&NJ.

Responses to stop the hate

On a local level, the Port Authority and the Queens District Attorney's Office (QDA) has responded quickly. The Port has held meetings in which these hate crimes are discussed, and initiatives put in place for a zero tolerance policy against the AAPI and Black discriminations.

The QDA held a community forum to share the actions they have instituted and listed numerous resources to assist any people who have been victimized. The forum allowed elected officials and community leaders to share thoughts on the matter along with a list of contacts, phones and emails that will help mitigate and report any crimes to the task force.

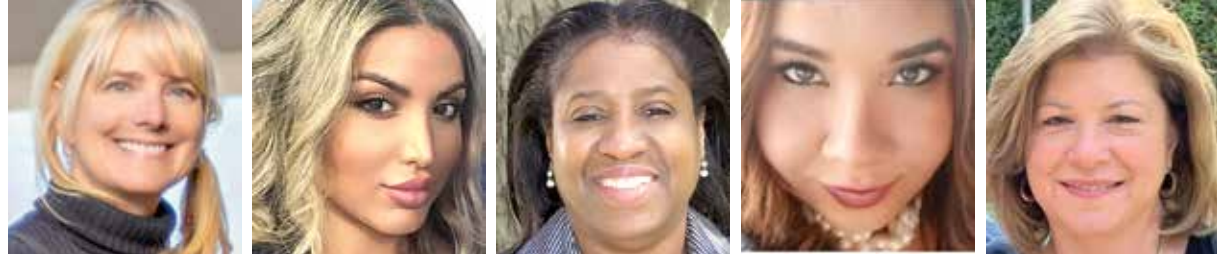
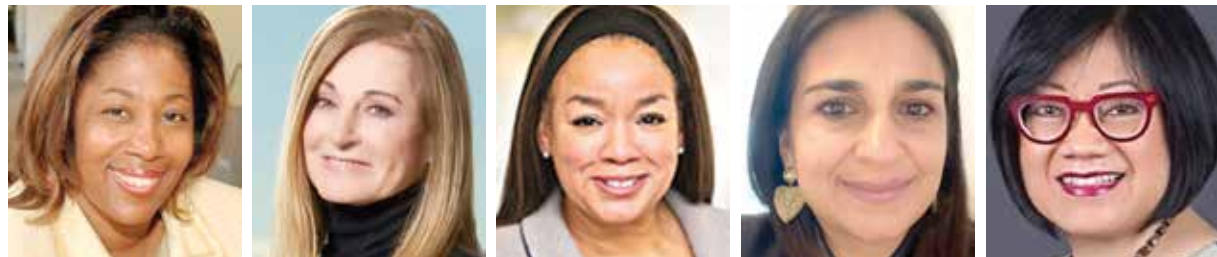
In addition, New York State has mandated a list of reforms from state-wide law enforcement on how to better the local command in terms of community patrolling and response.

The Port Authority has taken a strong position on hate crimes of any type.

At the recent Port Authority Board of Commissioners meeting Executive Director Rick Cotton verbalized Port's strong stand. These comments were further amplified by Chairman O'Toole and Chief of the D&I Office, Michael Massiah.

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WOMEN OF ACHIEVEMENT



2021 EMPOWERING OTHERS

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Kimberly D. Hardy, Esq. is the senior vice president of diversity, inclusion, and compliance at McKissack & McKissack, the oldest minority and women-owned professional design and construction firm in the United States.



Hardy is responsible for ensuring that diversity, equity, and inclusion remain business-critical priorities for the new terminal one at John F. Kennedy airport and support the Port Authority of NY and NJ, and local communities in meeting their objectives.

Her career includes executive positions in government and the private sector that has provide her with a unique understanding of the importance of diversity and inclusion. At the NYC Department of Small Business Services (SBS), Hardy successfully leveraged her role as deputy Commissioner for Economic and Financial Opportunity to increase the rates of New York and certification of minority- and women-owned business enterprises.

As the deputy commissioner at the NYC Department of Housing Preservation and Development, Hardy led the development of the city's goal of creating thousands of affordable rental housing units and increasing homeownership, successfully creating more opportunities for people across incomes to have homes in all five boroughs.

During Hardy's tenure she spearheaded retail initiatives designed to provide jobs, transform lives, and strengthen communities. She also

led the agency's outreach and compliance protocols for M/WBE, prevailing wage, workforce, disaster recovery, and additional government mandates.

As a Managing Director at a leading consulting firm specializing in construction monitoring, Hardy managed compliance of M/W/DBE, labor, and workforce requirements on major infrastructure projects for the Metropolitan Transportation Authority and the PANYNJ.

Hardy practiced insurance and municipal finance law for several years in the New York,

Newark, and London offices of one of the largest international law firms at that time. She has served on the boards of the YWCA of New York City, the New York State Advisory Board for the U.S. Commission on Human Rights, the New York City Loft Board, the United Nations Development Corporation, and the Greater Harlem Chamber of Commerce.

In 2019 she was honored at the 17th annual Women of Excellence awards by the New York Women's Chamber of Commerce.

Hardy is a graduate of North Carolina Central University and Yale Law School and is admitted to practice law in the State of New York. She is the proud mother to twin sons.



McKissack is proud to congratulate Senior Vice President Kimberly Hardy, recipient of Airport Voice's Women of Achievement Award for her leadership of Diversity and Inclusion at The New Terminal One at JFK.

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