



New York State Community Action Association  
Helping People. Changing Lives.

October 2021  
NYSCAA News

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## The Promise of Community Action:

*Community Action changes people's lives, embodies the spirit of hope, improves communities, and makes America a better place to live. We care about the entire community and we are dedicated to helping people help themselves and each other.*

## NYSCAA News:

### A Word from NYSCAA's CEO

Dear Friend,

There have been several changes in leadership in the Community Action Network over the past few months. We say goodbye to Lee Dillon, Tompkins Community Action; Bruce Garcia, JCEO; and Joe O'Hara, PEACE, Inc, who have retired. We will miss their passion, vision, and commitment to community action. We are happy to welcome new Executive Directors Don Brown at Yonkers Community Action and Nicole Laurin at JCEO. We look forward to their ideas, energy, and enthusiasm.

The 2021 NYSCAA and NYSWDA Annual Conference, Strengthen and Sustain: Building Resilient Communities was a great success. While many of us, including myself, was looking forward to an in-person conference, connecting with you all made it feel like we were together. Virtual conferences bring their own set of challenges, but they also allow for inviting speakers from all across the country. Connecting and participating remotely has become an everyday

part of life. We were thrilled to have Dr. Camille Rich and Arel Moodie, as keynote speakers who energized the mornings. I would also like to thank Denise Harlow and Jenae Bjelland for joining us on day two and providing important updates about the national Community Action and Weatherization networks.

I also want to acknowledge and give special thanks to our conference partners who add so much more to the event experience: CAP Systems, Inc.; Community Software Group; Mutual of America Financial Group; The Legal Project – Capital District Women’s Bar Association; Learning, Engagement, and Development Services (LEADS) – Institute for Community Health Promotion; Energy Catalyst Technologies; and the New York State Department of Health.

Finally, thank you to everyone in the network who attended the conference. We appreciate your participation in the sessions, your feedback, and your engagement throughout the entire conference on all outlets of the platform from the conference game to the exhibitors and affinity groups. We hope this experience enriched your professional lives as a part of the NYS Community Action Agency network and we hope to host you in person next year!

Thank you,

**Jacqueline Orr**



## Highlights from New York's CAAs:

***Community Action Partnership for Dutchess County, Inc (CAPDC) named "Nonprofit of the Year" by Think Dutchess Alliance for Business!***

[CAPDC](#) was recognized for its excellence in thriving, expanding, and using innovation to strengthen the Dutchess County workforce and community during the COVID-19 pandemic. CAPDC’s dedicated staff provided unwavering service and dedication to the Dutchess County community and were integral to CAPDC’s success. Programs were expanded, volunteers rallied, and additional funding was found.



In a press release issued by Sarah Lee, CEO of Think Dutchess, Ms. Lee said, “After a year that challenged our entire business community, our Business Excellence Awards winners proved that no matter the challenge, innovation, resilience and success are possible when businesses remain committed to their community roots.” She said, “Despite navigating an ever-changing business climate, these four businesses never lost sight of providing services

far beyond their traditional product and service offerings. Their commitment to growth, consistent employment, development and better futures for our residents and Dutchess County are inspirational – and we are honored to celebrate them.”

Elizabeth Spira, Chief Executive Officer of CAPDC, said, “We are honored to be recognized as the 2021 not-for-profit Business Excellence Award. Our Board of Directors and staff have remained steadfast throughout the pandemic, ensuring resources are available for those in need.”

The 2021 Virtual Business Excellence Awards will premiere on the [Think Dutchess YouTube channel](#) on **Thursday, November 18, 2021**. Please join in the celebration and congratulate CAPDC on a job very nicely done.

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***Economic Opportunity Council of Suffolk, Inc (EOC) Discusses Community Programs on the Local Radio and Hosts Events Celebrating National Coming Out Day and Women Veterans***

EOC had a very busy October, kicking off the month with a spot on 103.9-FM, LI News Radio's "LI on the AM" show where they discussed EOC Programs that benefit the community and highlighted the pandemic benefits impacting hard-hit families and individuals. You can listen to [EOC's radio spot here!](#)



Saturday, October 9th featured back-to-back events starting off with the 5K for Fighters Run/Walk to support homeless women veterans' unmet needs. Then, in the afternoon, they held a Coming Out Day Celebration at the Suffolk County Farm and Education Center, honoring the anniversary of the National March on Washington for Lesbian and Gay Rights. The free event included hayrides, pumpkin picking and decorating, live music and food, giveaways, and a platform for sharing coming out stories and support services.

Check out the [EOC Facebook](#), [Instagram](#), or [website](#) for their up-to-date awareness campaigns.

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***Regional Economic Community Action Program Inc. (RECAP) Raising Money on the Green at their Annual Golf Tournament***

RECAP celebrated their 56th year serving Orange County with their 9th Annual Drive Out Poverty Golf Outing in late September at the Powelton Club in Newburgh, NY. Participants showed up in their snappiest golfing attire in perfect weather to support RECAP's services for seniors, children, veterans, those living with HIV/AIDS, individuals and families affected by domestic violence, those struggling with substance use disorder, and anyone struggling to make ends meet. Levels of support included signs on the putting green and on specialty holes.



You can see more pictures of the event up on [RECAP's Facebook page](#) or [Instagram](#) and learn more about the event on their [website](#).

## Monthly Myth Series:

**Myth:** It would be expensive to hire people with disabilities. - **FALSE!**

**Fact:** According to an updated study by the Job Accommodation Network (JAN), the employers participating in this survey reported 56% of accommodations cost absolutely nothing to implement, while the rest of the accommodations made had a typical cost of only **\$500**.



In honor of National Disability Employment Awareness Month, it's important to discuss the intersection of poverty and disability. Employment is an empowering step towards financial independence for those seeking reasonable accommodations and over the many years of JAN surveys, the results have consistently shown that the benefits these employers reported they received from making workplace accommodations far outweigh the associated costs. Employers reported benefits such as retaining valuable employees, improving productivity and morale, reducing workers' compensation and training costs, and improving company diversity. The survey has included 3,368 employers representing the total spectrum of industry sectors and sizes with 624 surveys completed since 2019. The typical \$500 cost for workplace

accommodations has been consistent across the many years of the JAN survey, which has been ongoing since 2004.

Some of the accommodations from the study included:

- An employer purchased a foot mouse, speech-to-text software, and a foot mat for an office worker with limitations in using her hands and who had difficulty manipulating the mouse on her computer, costing \$300.
- A professor with mental health impairment had difficulty concentrating in a shared office was given a private office space at no cost.
- An employee working for a county government requested to work from home because of the need for frequent breaks due to a kidney disorder was allowed to do so when it was determined that the employee's job could unequivocally be completed at home 100% and was, therefore, allowed a flexible schedule for medical appointments and was considered to be a zero cost accommodation since it was the same equipment provided to all employees.

You can read the [JAN study here](#), read more about [National Disability Employment Awareness Month here](#), or find out more about [disability career pathway resources for New Yorkers here](#).

## CSBG National Partner News & Resources:

***The National Association for State Community Action Programs (NASCSPP) Celebrates 45 Years of the Weatherization Assistance Program (WAP) with a Virtual Event - October 28, 2021 from 11:00AM - 1:30PM***

Register for NASCSPP's Weatherization Day 2021 virtual event [today!](#)

The Weatherization Assistance Program has been supporting Americans by delivering cost-effective energy savings, providing important health and safety benefits, positively impacting the environment, and supporting domestic jobs for 45 years. To date, more than 7.4 million low-income residences have been weatherized, reducing energy bills by \$250 – \$450 annually. When factoring in energy efficiency and health and safety benefits, every dollar invested in the WAP returns \$4.10 for our most vulnerable citizens.



[Visit the Weatherization Day 2021 page on the NASCSPP website for more details about the event, including the agenda and how to register.](#)

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## **National Community Action Partnership (NCAP) - CSBG T/TA Resource Center**

The CSBG T/TA Resource Center connects the CSBG network to training, tools, and resources designed to support their efforts in serving families with low incomes and addressing the causes and conditions of poverty in local communities. The resources on this site are developed by and for the CSBG network.



The CSBG Network is a national network of 1,000+ Community Action Agencies, State CSBG-Offices, State Associations, Tribal Organizations, National T/TA Partner organizations, and the federal Office of Community Services working together to alleviate the conditions of poverty and help families and communities achieve economic self-sufficiency.

Check out the resource center [here](#).

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## **New Community Action COVID Resources Webpage and COVID-19 Resource Series in Spanish**

The Community Action Network's response to COVID-19 is impressive. This page provides access to tools and resources showing how Community Action was and continues to be ready to act, rapidly respond to help individuals and families recover from crisis and create greater resilience. Resource topics include:

- Child Tax Credit
- Emergency Broadband Benefit
- Vaccination



[Click here to navigate to the new COVID Resources page!](#) Also new are the Spanish language versions of the Community Action COVID-19 Resource Series, which can be [accessed and downloaded here](#).

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## **CAPLAW's New Resource Library**

All of CAPLAW's resources and publications are now available in CAPLAW's new Resource Library. Navigate the different topics to find the resource you need, including:

- CARES Act Benefits for Nonprofit CAAs
- Coronavirus Updates
- Employment



- Sustainability

Find out more about the new CAPLAW resource [here](#).

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### ***CAPLAW's All a-Board! The Purpose, People, and Process of CAA Boards Free Video Series***

CAPLAW has updated its popular video series, All a-Board! The Purpose, People, and Process of CAA Boards, with three new videos. These 5-11 minute animated shorts help boost the capacity of community action agency (CAA) boards to recruit, engage and fulfill their responsibilities.



Whether you're a new CAA board member eager to orient yourself to the work of community action, an existing board member looking for clarity on your role and responsibilities, or a board chair planning to facilitate a training at the next board meeting, the All a-Board! series can serve as a starting point or a refresher. As standalone resources, the videos offer frameworks and hypotheticals based on real-life board situations to help directors understand key aspects of CAA board service. They also complement CAPLAW's existing resources, highlighting important issues that board members can learn more about in our other publications.

Board members can view these brief videos on their own, or as a group. However they are consumed, CAAs may use these videos to help meet CSBG Organizational Standards 5.7 and 5.8, which call upon organizations to conduct board orientations and ongoing board trainings.

Click [here](#) to watch the video series.

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## **National Professional Development Opportunities:**

### **National Community Action Partnership's 2022 Management and Leadership Training Conference (MLTC)**

The content for this virtual conference is crafted specifically for emerging and current leaders at Community Action Agencies. The 2022 MLTC will feature a variety of training workshops, structured roundtable discussions, dynamic speakers, and virtual networking opportunities. Whether you've been leading and managing for years, or you're looking forward to that promotion into management, you'll become your best with our Management and Leadership Training Conference.

When: **February 2-4, 2022**

[Register today](#) or get more details here on the [NCAP website](#).

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## National Community Action Partnership 2022 Annual Convention

Pre-Convention Training: **August 29-30, 2022**  
Convention: **August 31-September 2, 2022**  
Marriott Marquis New York  
1535 Broadway, New York, New York 10036

## Tips, Tools, & Resources:

### ***Community IT Discusses their New Cybersecurity Self-Assessment on an October 20th Webinar***



The webinar explores risk assessment and cybersecurity preparedness options and includes a self-assessment quiz to give documentation of viewers' cybersecurity readiness. Many nonprofits are building cybersecurity policies from the ground up and it's important to find out where any weaknesses may lie. Community IT also provides a Cybersecurity Readiness for Nonprofit Playbook that can help build that foundation. [Access the quiz, playbook, and webinar recording here on the Community IT website.](#)

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### ***Leading with Intent Boardsource Index of Nonprofit Board Practices***

Who serves on today's nonprofit boards? What matters most when it comes to board roles and responsibilities? What impact are they having on organizational performance? How do boards conduct their work? How well are they fulfilling their many important roles and responsibilities? How are boards composed and organized? Leading with Intent Index of Nonprofit Board Practices answer these questions as the latest in BoardSource's series of studies tracking and analyzing trends in nonprofit board leadership since 1994.

Key findings from the report:



1. Boards are disconnected from the communities and people they serve.
2. Boards that prioritize fundraising above all else when it comes to the board's role do so at the expense of organizational strategy, relevance, and impact.
3. Boards and executives should reflect on what is prioritized in terms of board expectations and how time is spent.
4. The board's char's leadership in ensuring that there are clear expectations of board service seems to matter most when it comes to the board's overall culture.

[You can download the report here on the Leading with Intent website](#), along with Diversity, Equity, and Inclusion findings and additional resources.

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***NYSERDA LMI Portfolio Stakeholder Webinar on November 17, 1:00-3:00PM***



In the January 16, 2020 Order Authorizing Utility Energy Efficiency and Building Electrification Portfolios through 2025 (“Order”), the New York State Public Service Commission directed the New York Utilities and NYSERDA to develop and implement a Statewide LMI Portfolio to provide more complementary program offerings to increase the adoption of energy efficiency solutions for residential customers and in affordable multifamily buildings, improve customer experience and access to programs, and increase the impact of ratepayer funding administered in the LMI market segment. Following the Order, the New York Utilities and NYSERDA developed and filed an LMI Implementation Plan on July 24, 2020, outlining the goals and components of the Statewide LMI Portfolio. In accordance with the Order and as outlined in the Implementation Plan, two stakeholder meetings will be held annually. This webinar is the second of two 2021 stakeholder meetings. At the stakeholder webinar, the New York Utilities and NYSERDA will update progress made to date and seek input from stakeholders and market partners.

[Register here today!](#)

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***Wipfli LLP Virtual Trainings***

- **October 26-28, 1:30-5:00pm EST - [Head Start/Early Head Start Regulation Boot Camp](#)**

## The NY Network:



[Connect with New York's Community Action Agencies.](#)

[New York State Community Action Association, Inc.](#)  
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