

A white silhouette map of the Region II area, including New York, New Jersey, Puerto Rico, and the US Virgin Islands, set against a blue background.

RPIC REGION II

NEW YORK · NEW JERSEY · PUERTO RICO · US VIRGIN ISLANDS

December 2021

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Region II News

Community Action Partnership of New Jersey (CAPNJ) News

Shop with a Cop, Shop with a Hero

The New Jersey Community Action Network has enthusiastically implemented a "Shop with a Cop/Shop with a Hero" initiative to provide opportunities for positive engagement between agencies, youth, and law enforcement. Beginning with [O.C.E.A.N. Inc.](#), the initiative has demonstrated the power of partnerships and possibilities. The program sponsors children in low-income households to be assigned a law enforcement officer to complete holiday shopping, providing additional family support. The initiative creates an opportunity to build community collaborations and impact youth through relationship-building to bring change within our community policing strategies. Seven C.A.A.'s are participating, supporting over 1,000 children alongside 27 law enforcement partners in 11 counties.



In addition to law enforcement, some agency partners include fire departments, teachers, hospitals, and elected officials to help children have a fun holiday experience. In the most populated city in N.J., Newark, there is an absence of any large retail or big box store. The barrier of not having access to a

large retailer did not dissuade [United Community Corporation](#); instead, they will be working with the Mayor's Office and offering a Small Business/Shop Local event. Many agencies had existing relationships with law enforcement, but others have used this as an opportunity to create new partnerships that will continue long after the shopping event. All of the "Shop with a Cop/Shop with a Hero" events will take place on the week of December 13th. NJ C.A.A.'s are committed to providing opportunities for positive acts between police and low-income youth, and furthering social justice is unwavering.

Congratulations on Office of Community Services (OCS) Funding Awards!

Congratulations

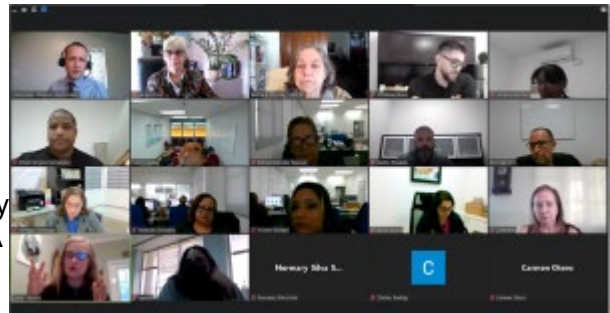
The Office of Community Services (OCS) rewards three New Jersey Community Action Agencies with funding from OCS Project Impact: [Norwescap](#), [Tri-County Community Action Agency, Inc. \(Gateway CAP\)](#), and [United Community Corporation](#). The funds will support CAAs in using [Rapid-Cycle Learning \(RCL\)](#), a continuous quality improvement approach that assists in assessing whether programs and services make a measurable difference for individuals and families. Learn more about RCL and Project Impact [here](#).

Puerto Rico Community Action Association (PRCAA) News

Community Action Staff Participate in November Workshops

ROMA Workshop:

ROMA trainers and ROMA candidates from Community Action Agencies in Puerto Rico participated in a ROMA Refresher Training on November 3, 2021. The ROMA Refresher training was an introduction to the ROMA content since it has been updated and formatted to virtual presentations. It was an opportunity for ROMA Trainers in Puerto Rico to present the materials virtually for the first time.



Abuse Prevention Workshop:

Participants from Community Action Agencies in Puerto Rico participated in a workshop exploring the burden of elder abuse in their communities on November 9, 2021. The group learned about the impact of elder abuse on the individuals, families, and communities. The group discussed methods to prevention.

Future December workshops include:

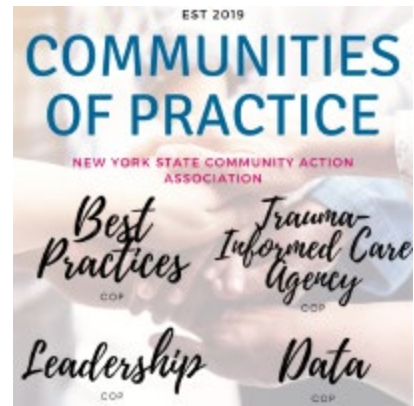
- How to Recover Lost Self-Esteem in the Middle of the Pandemic
- Managing Toxic Relationships in Work Environments During Covid-19



New York State Community Action Association (NYSCAA) News

NYSCAA Supports Ongoing Work in Communities of Practice (CoP)

Communities of Practice (CoP) are formed when a group of individuals wants to engage in collective learning surrounding a shared topic of interest. Presently, four CoPs meet bi-monthly: the Best Practices/Evidence-Based Practices CoP, a Data CoP, a Trauma-Informed Care Agency CoP, and a Leadership CoP. Each is comprised of Community Action members who share that particular interest and expertise.



The Best Practice/Evidence-Based Practices CoP is creating a compendium of evidence-based and research-based programs operated by the CAA network. The Data CoP has used the ROMA Cycle to analyze how agencies collect, manage, and distribute data. The Trauma-Informed Care Agency CoP is working to identify Trauma-Informed Care practices currently in use in the CAA network to create one-page fact sheets to disseminate. The Leadership CoP is identifying a curriculum for developing leaders for the Community Action network to build their leadership bench. The Communities of Practice look forward to continuing their work in 2022.

National Partner Information

National Partner Resources on COVID-19

In light of increasing concerns about a broader coronavirus outbreak and the impacts on normal business operations, the national partners have compiled available resources for the Community Action network.

- [CDC's COVID-19 Site](#)
- [CAP's Coronavirus Resource Page](#)
- [CAPLAW's Coronavirus Resource Page](#)
- [NASCS's Coronavirus Resource Page](#)

National Community Action Partnership (NCAP) - Enroll in Pathways to Excellence!



The National Community Action Partnership is excited to relaunch its [Pathways to Excellence program](#). This program is designed to empower and support CAAs interested in taking their agency to the next level by pursuing excellence through an intentional process of assessment, planning, and capacity building to institutionalize known best-in-class practices from the Community Action network and outlined in the 35 Standards of Excellence. Pathways to Excellence utilizes a new tiered approach, allowing agencies to engage at the right level and supporting the incremental journey towards excellence.

Interested in learning more? Check out the new [Pathways to Excellence webpage](#) for information on the [Standards of Excellence](#), tiered approach, and pricing. [Enrollment is open now](#) to join cohorts starting in December 2021 and January 2022.

National Community Action Partnership (NCAP) - 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](#).



National Community Action Partnership (NCAP) - Whole Family Approach Design Briefs

The NCAP team, with support from the Annie E. Casey Foundation, has released a series of [Whole Family Approach design briefs](#) showcasing accomplishments of peers and stakeholders, that will be useful to agencies working towards making transformations and in conversations with existing and potential partners, funders, and other stakeholders. Select from the following agencies to access the design briefs:

- [Aroostook County Action Program](#) (Presque Isle, ME)
- [Blueprints](#) (Washington, PA)
- [Community Action, Inc.](#) (Topeka, KS)
- [Community Action Project of Tulsa County](#) (Tulsa, OK)
- [Community Action Partnership of Sonoma County](#) (Santa Rosa, CA)
- [Mahube-Otwa Community Action Partnership](#) (Detroit Lakes, MN)



CAPLAW - CAA Board Meetings: Template Meeting Minutes and Index of Form

Template Meeting Minutes and Index of Form Resolutions



Resolutions

Community Action Agency (CAA) boards perform vital governance and oversight functions for their organizations. Nowhere is this more evident than at board meetings, where board members hear reports, deliberate, and make decisions that guide organizational efforts. Meetings are the main venue where board members fulfill their fiduciary duties of care and loyalty to the organization. The duty of care is a legal obligation to act diligently in service of the organization, to be informed about the issues that impact the board's oversight of the organization, and to actively participate in discussions and decision-making. The duty of loyalty requires that when engaged in board business, members place the interests of the organization above their own personal interests.

CAPLAW, in partnership with NCAP, created this new resource to help CAA board members and the staff who work with them create effective board meeting minutes and board resolutions. The resource includes template board minutes and resolutions that can be customized to reflect the ways your agency board operates. [Check out the resource here.](#)

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.](#)

Additional Resources

Occupational Safety and Health Administration (OSHA) - New Rule Regulating Vaccine/Testing Policies for Employers with 100+ Employees



The Occupational Safety and Health Administration (OSHA) released an [Emergency Temporary Standard \(ETS\)](#) regulating employee vaccination, testing, and safety policies for employers with 100 or more employees. The rule went into effect November 5, 2021 with vaccine/testing requirements beginning January 4, 2022.

Some key highlights:

- By December 5, 2021 covered employers must establish policies to implement the rule, determine employee vaccination status, and implement other safety protocols.
- Beginning January 4, 2022, employees of covered employers must be vaccinated, or test negative for COVID-19 weekly and wear face coverings in the workplace.
- Employees who are 100% remote count towards the 100 employee threshold, but may be exempt from vaccination/testing requirements if they do not report to the workplace.
- Employees are considered vaccinated for purposes of the rule if they have received all shots, even if the subsequent two-week waiting period until full vaccination has not yet passed.

OSHA has created a [landing page](#) with [text of the new rule](#), [fact sheets](#), and [FAQs](#).

United for ALICE - The Pandemic Divide: An ALICE Analysis of National COVID Surveys

The COVID-19 pandemic has exposed critical shortcomings in our economy and intensified hardship for many households who were already struggling. Before the pandemic, 42% of U.S. households were already unable to make ends meet. This includes households with income below the Federal Poverty Level (FPL) and ALICE (Asset, Limited, Income, Constrained, Employed) households. With income above the FPL, ALICE (Asset Limited, Income Constrained, Employed) households earn too much to qualify as “poor” but are still unable to cover basic household expenses in the counties where they live.

A new report from United for ALICE, [The Pandemic Divide: An ALICE Analysis of National COVID Surveys](#), provides the first look at the impact of the pandemic on ALICE households. The Report reveals that experiences and realities diverged during the pandemic: ALICE families fared significantly worse than higher-income households — financially, physically, and emotionally.

This research, along with the [ALICE & COVID-19 Tracker](#) and other resources, aims to shed light on the experiences of ALICE households, fill gaps left by traditional economic measures, and help policymakers and community stakeholders make data-informed decisions to address the root causes of financial hardship.



WIPFLI - How Succession Planning Can Help You Compete in the Talent Market

Employers are struggling to find talent in today's competitive market. One of the reasons for this is the historically low number of people in this country over 18.



Another reason is COVID-19-related. People are re-examining their lives as a result of their experiences throughout the pandemic and, in many cases, making drastic changes — including dropping out of the market altogether. The Department of Labor recently released data indicating that in April, May, and June of 2021, 11.5 million people self-selected out of the marketplace. We are facing a talent crisis that will continue for several more years, at minimum.

Now, more than ever, employers must implement practices to retain talent. One highly effective practice is succession planning. When employees feel valued and are provided with a future vision of their opportunities, they are more inclined to stay with their current employer. [Click here to read more.](#)

National Professional Development Opportunities

NASCSP Winter Training Conference

February 23rd - March 3rd, 2022

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

February 2nd - 4th, 2022

The conference will be presented virtually

National Community Action Partnership 2022 Annual Convention

Pre-Convention Training: August 29th - 30th, 2022

Convention: August 31st - September 2nd, 2022

Marriott Marquis New York

CAPLAW 2022 National Training Conference

June 28th - 30th, 2022

Swissotel, Chicago, IL

Inclusive Holiday Resources

How to Make Holiday Celebrations More Inclusive

December is the time of year to be jolly—or so the department store TV commercials tell us. But the traditional year-end company “holiday” festivities can leave some workers feeling left out and unhappy.

It’s the perennial “December dilemma,” which occurs every year between Thanksgiving and New Year’s Day when several religious and secular holidays occur. Emotions can be heightened, tensions can rise and misunderstandings can occur. Even those with the best intentions make mistakes.



“It can be a bit of a dilemma to make sure you are trying to be inclusive of everyone [while] also being mindful of where you might not be—and that is an ongoing journey,” says Rev. Mark Fowler, deputy chief executive officer of the Tanenbaum Center for Interreligious Understanding in New York City.

While the U.S. workforce is growing increasingly diverse, Christians still make up about three-quarters of the country’s population. Yet if even just a small number of employees feel excluded, it can have a negative impact on an organization’s engagement and productivity, experts say. So, developing a greater awareness of which religious holidays are important to employees—and how people prefer to celebrate (or not)—can have significant benefits for workers and employers alike, Fowler says.

Click [here](#) to learn some tips for holding more-inclusive year-end events.

7 Tips to Manage Cultural Equity and Inclusion this Holiday Season



Cultural equity embodies the values, policies, and practices that ensure that all people — including but not limited to those who have been historically underrepresented based on race, ethnicity, age, disability, sexual orientation, gender, gender identity, socioeconomic status, geography, citizenship status, or religion — are represented in the development and implementation of workplace policy. Diversity Atlas by Cultural Infusion suggests seven tips and strategies that organizations can employ to make their festive season more inclusive that can create a more engaging, culturally aware and equitable event that everyone can enjoy and value.

Click [here](#) to learn more.

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This publication was created by the New York State Community Action Association in the performance of the U.S. Department of Health and Human Services, Administration for Children and Families, Office of Community Services, Grant Number 90ET0470. Any opinion, findings, and conclusions, or recommendations expressed in this material are those of the author(s) and do not necessarily reflect the views of the U.S. Department of Health and Human Services, Administration for Children and Families.

