



January 2020

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CEO's Letter

Dear Friend,

On behalf of NYSCAA, Happy New Year! We are looking forward to working with each of you and making deeper connections with local, state, and regional partners in 2020.

We have a terrific group for our 2020 Emerging Leaders Institute (ELI) cohort. I am looking forward to working with another group of committed and dedicated professionals from our Community Action Agencies around the state.

We have begun planning for the 2020 Regional Meetings in coordination with the Department of State (DOS). The meetings will begin this spring, in May, with our Western Regional Meeting, and will continue through early summer. We will be sharing more information including dates, locations, and meeting times in the coming weeks.

Very shortly we will be announcing the date and location of NYSCAA & NYSWDA annual conference. Be on the look-out for more details. We look forward to seeing you at our future events! It is our goal to always provide you an opportunity to connect, learn, and share with your Community Action colleagues.

Best,



[Jackie Orr](#), NCRMT

January's Poverty Myth

"The poor could earn a better life for themselves but are content living on government benefits." - False!

In reality, millions of Americans receiving government benefits work hard but still cannot make ends meet. More than 10 million of those living in poverty are "working poor"; they have jobs or have been looking for work for at least half a year. The average length of time a family is on the Supplemental Nutrition Assistance Program (SNAP) is 8 to 10 months.



[Click here](#) to read more on common US poverty myths.

NYSCAA News

"Call for Help" - Help Victims of the Earthquakes in Puerto Rico

One of Puerto Rico's Community Action Agencies, INSEC, is coordinating assistance to their served communities of Ponce, Penuelas, Lajas and Sabana Grande, who have been most severely affected and damaged by the recent earthquakes.



Visit NYSCAA's ["Call for Help" webpage](#) for more information on what items are needed most and where you can send your donations. Every item helps!

2020 NYSCAA and DOS Regional Meetings

Five Regional Meetings will be held around New York State and will be coordinated with the Department of State.

1. **Western:** Cattaraugus Community Action, Inc. - May 6, 2020
2. **Central:** Cortland County Community Action Program, Inc. (CAPCO) - Date: TBD

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3. **North Country:** Community Action Planning Council of Jefferson County, Inc. - Date: TBD
 4. **Capital District:** Date & Location - TBD
 5. **NYC/LI:** New York City Department of Youth and Community Development (DYCD) - Date: TBD

More information including meeting times, locations, and registration will be available soon.

Highlights From our Agencies

Action for a Better Community, Inc. - Rochester, NY

In January, Congressman Joe Morelle visited [Action for a Better Community, Inc.](#) to learn more about the [Rochester Health Profession Opportunity Grants Program](#) (HPOG) and other workforce development initiatives. HPOG promotes and provides opportunities to train and educate TANF and individuals with low-income to enter employment in the healthcare field and become self-sufficient.



HPOG participants were in attendance to meet the Congressman and share their success stories having been supported by HPOG to complete training and obtain employment in the health care field. The Congressman became aware of the great work the HPOG program does throughout the community and looks to collaborate further on workforce initiatives currently being offered by Action for a Better Community, Inc. and other future endeavors.

New York Regional Census Center - Delaware Opportunities, Inc. Assists County-Wide Complete Count Committee (CCC)

The Delaware County Planning Department and Delaware Opportunities, Inc. have come together to form a county-wide 2020 Census Complete Count Committee (CCC). To address the issues of high poverty levels and a large senior community, more than 20 organizations and government entities have come together to join the Delaware County CCC. By involving organizations from across the county, the Delaware County CCC hopes to achieve a complete and accurate 2020 Census count.



[Click here](#) for the full article.

Census 2020

U.S. Census Bureau - Ramping Up Hiring Efforts for 2020 Census

The U.S. Census Bureau is ramping up its national recruiting efforts to hire up to 500,000 temporary, part-time census takers for the 2020 Census in communities across the country to reach its goal of more than 2 million applicants.

The Census Bureau has released a new [interactive map](#) to help partners and job seekers identify where hiring is taking place. The available positions offer competitive pay, flexible hours, paid training, and weekly paychecks. To determine the pay rate in a specific area, learn more about these positions, or apply for one of the temporary jobs, [click here](#).



Community Action Partnership - Complete Count Committee

Make sure to visit the Community Action Partnership's (CAP) [Census 2020 webpage](#) to stay up-to-date on the latest news and information about the upcoming 2020 Census. This once in a decade event is critical for Community Action and the families and communities we serve across the country, and it is essential that all people are counted.

Please nominate one staff member from your agency to serve on the Community Action Partnership's Complete Count Committee. This person will be your key contact on Census news, outreach, and information. CAP will be offering a range of free training tools to make your participation easy and effective. To nominate, fill out this [2 minute form](#), or email your agency's nominee name and email address to lmars@communityactionpartnership.com.



Community Action Partnership - "Ask Me About the Census!" Course

The Census is a critical process that affects us all. Census data is used to apportion representation among states, draw congressional and state legislative districts, school districts and voting precincts, enforce voting rights and civil rights legislation, and distribute federal dollars to states (including CSBG, Head Start, Weatherization and many more!). Community Action is playing a key role in making sure that every person is counted! This course will showcase Community Action's role in ensuring that Hard-To-Count people and communities are included in the Census, and offer concrete tools and training to help front-line staff maximize Census participation.



[Click here](#) to sign-up and enroll in the course.

CSBG National Partner Resources

VirtualCAP - Submitting 2018 & 2019 Annual Reports

Annual Reports help broaden understanding and support for Community Action and attract attention to poverty issues and solutions. If you have not done so already, please submit your Annual Reports for 2018 & 2019 to Ken Ackerman, ken@cafca.org.



CAPLAW - Supreme Court Allows Public Charge Rule to Take Effect

On January 27, 2020, the U.S. Supreme Court [lifted the preliminary injunction](#) issued by a U.S. District Court in New York that blocked the public charge rule. The nationwide injunction had prevented the Department of Homeland Security (DHS) [rule](#) from taking effect as originally scheduled on October 15, 2019. The rule, which makes it more difficult for immigrants who use certain federal, state, and local government benefits to obtain green cards, may now be enforced in every state, except Illinois (which remains under a statewide injunction), while litigation challenging the merits of the public charge rule continues.



For more information about the public charge rule, you can review the following resources from Protecting Immigrant Families:

- [Public Charge: Does this apply to me?](#)
- [Changes to Public Charge: Analysis and Frequently Asked Questions](#)

CAPLAW - Policies in Practice Webinar Series

Effectively governed Community Action Agencies (CAAs) have policies and systems in place that encourage accountability, transparency and efficiency of operations. Dive into this governance checkup to review some key policies your CAA is required to have under the CSBG Organizational Standards — a whistleblower policy, conflict of interest policy, procurement policy, and record retention policy. Each 60-minute webinar is intended for Executive Directors, management staff, board members, and attorneys of CAAs. See below for more information and to register.

1. [Whistleblower Policy](#) - Thursday, February 13, 2020
2. [Conflict of Interest Policy](#) - Thursday, March 19, 2020
3. [Procurement Policy](#) - Thursday, April 30, 2020
4. [Record Retention Policy](#) - Thursday, June 4, 2020

Community Action Partnership - Fresh Finds

The Community Action Partnership compiles new resources for the Learning Community, on their website. The webpage, complete with research reports, resource content, webinar and event opportunities, and funding/collaboration opportunities, is a great place for Learning Community members to access helpful resources and information for their agencies and programs.



[Click here](#) for the newest *Fresh Finds*.

Additional Resources

New York State - Laws Affecting Employers & Employees in 2020

The new year will bring with it some changes to already existing laws and new laws that will affect employers and employees in 2020.

- The New York State minimum wage increased as of 12/31/2019. [Click here](#) to see the minimum wage changes in your area of the state.
- As of 1/1/2020, employees are now eligible for Paid Family Leave and will receive 60% of their average weekly wage. [Click here](#) for more information and resources on Paid Family Leave benefits.
- As of 1/6/2020, a new law, that prohibits all employers - both public and private - from asking prospective or current employees about their salary history and compensation, took effect. [Click here](#) for more information about the statewide ban on salary history inquiries.
- By 1/7/2020, all employee handbooks must include a notice of employees' rights under a 2019 law that prohibits employment discrimination based on an employee or dependent's reproductive health decision-making. [Click here](#) for more information about the new and updated laws related to workplace discrimination.

Prosperity Now - 2020 Scorecard Data Release

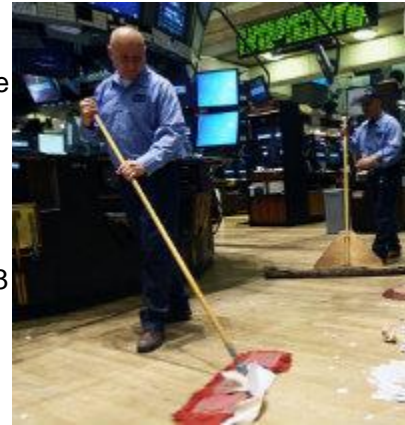
On January 29th, Prosperity Now released their [2020 Scorecard Data](#). This year's data highlights the performance across a multitude of local outcome measures from income and wealth; business ownership and employment; housing; access to health insurance; and education attainment. Follow the links below to access the webinar slides and recording from the Scorecard Data launch.



- [2020 Prosperity Now Scorecard Data Release \(Recording\)](#)
- [2020 Prosperity Now Scorecard Data Release \(Slides\)](#)

The Brookings Institution - Low Unemployment isn't Worth Much if the Jobs Barely Pay

Each month, the [Bureau of Labor Statistics](#) releases its Employment Situation Report to outline the latest state of the nation's economy. With it, of late, have been plenty of positive headlines - with unemployment hovering around 3.5%. But those numbers don't tell the whole story. Are these jobs any good? How much do they pay? Do workers make enough to live on?



In a [recent analysis](#), we found that 53 million workers ages 18 to 64—or 44% of all workers—earn barely enough to live on. Their median earnings are \$10.22 per hour, and about \$18,000 per year. These low-wage workers are concentrated in a relatively small number of occupations, including retail sales, cooks, food and beverage servers, janitors and housekeepers, personal care and service workers, and various administrative positions.

[Click here](#) to read more.

National Low Income Housing Coalition - Minimum Wage Doesn't Cover the Rent Anywhere in the U.S.

A minimum-wage worker would have to put in lots of overtime to be able to afford a modest, two-bedroom apartment anywhere in the country. And downsizing to a one-bedroom pad barely helps.



Even the \$15 hourly wage touted by labor activists would not be enough to make housing affordable in the overwhelming majority of states, the coalition found. Nationally, someone would need to make \$17.90 an hour to rent a modest one-bedroom or \$22.10 an hour to cover a two-bedroom place.

[Click here](#) to read more.

Child Trends - Link Between Educational Opportunity and Life Expectancy

Life expectancy varies dramatically across neighborhoods in the United States. While teenagers in neighborhoods with the longest life expediciencies can expect to live to age 91, teenagers in neighborhoods with the lowest life expectancy should expect to live just to age 70, on average.



A [new interactive map](#) from Child Trends allows users to explore the link between life expectancy and high school educational opportunity for teenagers in neighborhoods across the United States. This tool can help policymakers, health

officials, and education officials begin to understand ways in which they might improve the health and lifespans of the children and youth they serve.

2020 Federal Form W-4 Finalized and State Withholding Form Changes

The [Internal Revenue Service](#) (IRS) released the [final version of the 2020 Form W-4](#). The new form must be used by all new employees hired on or after January 1, 2020 and any employees who wish to adjust their federal withholding on or after January 1, 2020.

[Click here](#) for more information on form W-4.

National Professional Development Opportunities

National Association for State Community Services Programs (NASCSPP)

2020 Winter Training Conference
February 24th-28th, 2020 - Arlington, Virginia
[Click here](#) for more information.

National Community Action Foundation (NCAF)

2020 Annual Conference
March 17th-20th, 2020 - Washington D.C.
[Click here](#) for more information.

CAPLAW National Training Conference

June 30th - July 2nd, 2020 - Chicago, Illinois
www.capl原因.org

National Community Action Partnership (NCAP)

2020 Annual Convention
August 26th-28th, 2020 - Seattle, Washington

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.



Our Agencies:

Click on Name of Agency to Visit Website: [Action for a Better Community, Inc.](#) * [Adirondack Community Action Programs, Inc.](#) * [Albany Community Action Partnership](#) * [ACCORD Corporation](#) * [CAPC of Jefferson County](#) * [Cattaraugus Community Action, Inc.](#) [Cayuga/Seneca Community Action Agency, Inc.](#) * [Chautauqua Opportunities Inc.](#) * [Columbia Opportunities, Inc.](#) * [Commission on Economic Opportunity for the Capital District Region, Inc.](#) * [Community Action Organization of Erie County, Inc.](#) * [Community Action of Greene County, Inc.](#) [Community Action of Orleans & Genesee](#) * [Community Action Partnership for Madison County, Inc.](#) [Cortland Community Action Program, Inc. \(CAPCO\)](#) * [Delaware Opportunities](#) * [Dutchess County Community Action Agency, Inc.](#) * [Economic Opportunity Program Inc. of Chemung County](#) [EOC of Nassau County - Hempstead](#) * [EOC of Suffolk - Patchogue](#) * [Fulmont Community Action Agency, Inc.](#) * [JCEO of Clinton & Franklin Counties](#) * [Lewis County Opportunities, Inc.](#) * [Livingston County Planning Department](#) * [Mohawk Valley Community Action Agency, Inc.](#) * [NYC Department of Youth and Community Development](#) * [Niagara Community Action Program, Inc.](#) * [Opportunities for Broome, Inc.](#) * [Opportunities for Chenango, Inc.](#) * [Opportunities for Otsego, Inc.](#) * [Oswego County Opportunities, Inc.](#) * [Path Stone](#) [PEACE, Inc.](#) * [Pro Action of Steuben and Yates, Inc.](#) * [RECAP](#) * [Saratoga County EOC, Inc.](#) [Schenectady Community Action, Inc.](#) * [Schoharie County Community Action Program, Inc.](#) * [St. Lawrence County Community Development Program, Inc.](#) * [Tioga Opportunities, Inc.](#) * [Tompkins Community Action, Inc.](#) * [Ulster County Community Action Committee, Inc.](#) * [Warren/Hamilton Counties ACEO, Inc.](#) * [L.E.A.P.](#) * [WestCOP](#) * [Wayne County Community Action Program, Inc.](#) * [Wyoming County Community Action, Inc.](#) * [Yonkers Community Action Program, Inc.](#)

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

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