



## ***Community Action***

Community Action Agencies (CAA) are federally designated as the frontline resource for people living in poverty, providing direct services and support for education, employment and family support services for families with low-income. In addition to the direct services they provide, CAAs are leaders in promoting community economic development through community partnerships and inter-agency collaborations.

## ***Community Action in New York***

For more than 50 years, New York's Community Action Agencies have been the proven local, grassroots, federally-designated Network of anti-poverty agencies in New York State. The CAAs are a catalyst for change, testing new initiatives and developing innovative methods to eliminate the causes and effects of poverty.

With a network of 47 CAAs throughout the Empire State that can reach every New Yorker, CAAs form a statewide service delivery system connecting individuals and families to the services they need to achieve economic security.

## ***NYSCAA***

NYSCAA was created in 1987 to provide New York State CAAs with information, professional development, and technical assistance to enhance the capacity of agencies to serve as effective, responsive community resources.

### ***Our Mission***

The New York State Community Action Association (NYSCAA) strengthens the capacity of the Community Action Network to address the causes and conditions of poverty.

### ***Our Values***

- ❖ NYSCAA supports a network that promotes and values inclusion, diversity, equity, and justice.
- ❖ NYSCAA works with all people with respect and sensitivity and fosters a community of safety and trust.
- ❖ NYSCAA believes in the power of compassion, collaboration, advocacy, agitation, and the power of systemic change to overcome poverty.
- ❖ NYSCAA believes all individuals need hope and opportunity to succeed.
- ❖ NYSCAA is committed to excellence, accountability, and innovation in all that it does.

## ***Four Goals of NYSCAA's Strategic Plan***

- 1. NYSCAA has the human and financial capacity to achieve its mission and strategic goals.**
- 2. NYSCAA has a framework to identify the causes of poverty and affect systemic change.**
- 3. NYSCAA is the prominent statewide subject matter expert on poverty.**
- 4. NYSCAA's network-wide strategies for D.E.I. advance social justice.**

### ***Goal 1: NYSCAA has the human and financial capacity to achieve its mission and strategic goals.***

#### **Key Strategies:**

- Develop a sustainability plan, including fiscal and human resources, to include:
  - ❖ Workplace Modernization & IT
  - ❖ Fundraising
  - ❖ Unrestricted Funding
  - ❖ Planning for Growth
  - ❖ Alternate Work Structure/Benefits/Salaries
  - ❖ Training for Employees
  - ❖ Identifying New Methods to Achieve Deliverables
- Enhance training opportunities to Agencies through the Development of Learning & Career Ladder Tracks
  - ❖ Create Training Inventory
  - ❖ Coordinate Future Courses into Program Tracks
  - ❖ Create New-Hire Orientation Tracks for Frontline Workers, Program Coordinators, & Case Managers
  - ❖ Connect Training Tracks to NYSCAA's Committees, Affinity Groups, & Communities of Practice (CoPs)
  - ❖ Include Podcast Episodes in Track Library
  - ❖ Develop "Poverty in New York State" eCourse
  - ❖ Maintain an Up-to-Date NYSCAA Learn Course Catalog
- Evaluate current NYSCAA activities as it relates to achieving NYSCAA's mission, return on investment, & Strategic Plan
  - ❖ Organize all Learning Assets in Program Management System, Monday
  - ❖ Evaluate Existing Relationships with Like-Minded Organizations

- ❖ Develop, Distribute, & Assess the results of the Training/Technical Needs Survey to evaluate the benefit of current trainings and engagement opportunities

## ***Goal 2: NYSCAA has a framework to identify the causes of poverty and affect systemic change.***

### **Key Strategies:**

- Legislative – influence legislation and policy that supports our framework and theory of change:
  - ❖ Develop Legislative Agenda for the network
  - ❖ Explore holding a Legislative Day
  - ❖ Produce Template Letters for Key Legislative Topics
- Research – identify systemic causes of poverty throughout New York State
  - ❖ Identify NY colleges & universities engaging in poverty research
  - ❖ Share studies and resources with the NY Network
  - ❖ Explore funding opportunities to engage in partnerships with NY colleges & universities (i.e., NYSCAA's Conference)
- Framework – based on research, develop training & implement a standardized poverty training for the network
  - ❖ Organize results into training tracks & link to the research as a way of building on "Poverty in NY State"
- Partnerships & Engagement – identify and engage strategic champions
  - ❖ Cultivate partnerships with like-minded organizations

## ***Goal 3: NYSCAA is the prominent statewide subject matter expert on poverty.***

### **Key Strategies:**

- Develop the *Academy for Understanding Economic Hardship in NY State*
  - ❖ Develop courses in NYSCAA Learn that build on understanding the causes and conditions of poverty and sharing innovative strategies
  - ❖ Incorporate additional courses around the poverty framework into the academy
- Connect with influential for-profit partners to support NYSCAA's mission
  - ❖ Promote and host poverty simulations in businesses
  - ❖ Promote the work of NYSCAA and the NY Network

- Develop a podcast
  - ❖ Create a schedule of topics and episodes
  - ❖ Record, edit, and distribute the podcast across multiple platforms
  - ❖ Link podcast episodes to training tracks in NYSCAA Learn and the *Academy for Understanding Economic Hardship in NY State*
  
- Operate a consistent promotional plan for NYSCAA's resources, events, achievements
  - ❖ Increased activity on social media
  - ❖ Utilize consistent marketing tools (colors, fonts, logos, etc.)

### ***Goal 4: NYSCAA's network-wide strategies for D.E.I. advance social justice.***

#### **Key Strategies:**

- Assess – NYSCAA will solicit feedback from CAA clients, the board of directors, leaders, champions, allies, staff, and partners and identify S.W.O.T.
  - ❖ NYSCAA will use a previously developed DEI survey as a basis for the S.W.O.T.
  
- Research – NYSCAA will research and review history, evidence-based strategies, current approaches, policies, and relevant metrics to drive the development of methods for implementing DEI
  - ❖ Work with NYSCAA's Social Justice Committee and Best-Practices & Evidence-Based Practices Community of Practice (CoP) to identify impactful solutions and share throughout the network
  
- Development – NYSCAA will use staff & consultants to develop strategies, model policies, outlines, templates, and other tools for CAA boards, leadership & staff to utilize to advance DEI
  - ❖ Research consultants to assist NYSCAA in implementing DEI strategies and policies
  
- Educate – NYSCAA will devise trainings at various levels, develop study circles & peer dialogue to advance operational practices to impact DEI
  - ❖ Develop DEI learning track on NYSCAA Learn
  - ❖ Host learning sessions for CAA staff to promote peer-to-peer dialogue
  
- Celebrate – NYSCAA will recognize leaders and highlight its successes & successes in the Network
  - ❖ Create a new DEI award category for the annual Community Action Awards
  - ❖ Promote innovative practices at meetings and conferences