2021 Annual Meeting

"Serving the Sector in the Service of Community"

August 23, 2021
Welcome and Introduction of Guest Speaker

Presented By:
Jeff Fleischer, NHSA Board Chair
Guest Remarks:
Xavier Becerra, Secretary
U.S. Department of Health and Human Services
NHSA Yesterday & Today
Executive Director Remarks

Presented By:
Victor Valentine, Executive Director
National Human Services Assembly
Serving the Sector in the Service of Community

• Through Leadership
  - As a "backbone" organization focused on collective impact and immediacy
    - Sometimes vocal and visible
    - Often as a supporter of those who they themselves are leaders on health and social issues
    - Always as a convener and collaborator – leveraging and legitimizing voices that require amplification
  - As both an innovator and inspiration to those who look to us for answers
  - As a champion of humanity through service
NHSA Yesterday
Nearly 100 Years of Service

• Formally organized in 1923 as the National Social Work Council (NSWC) to achieve:
  • A better understanding and closer cooperation between agencies functioning in related areas or the same communities;
  • Stronger relationships between national organizations and their local agencies;
  • Solutions to the social problems of the time
  • Actionable plans to meet these needs of national organizations and local communities
  • Strategies for developing effective programs, operations, and administration in the field of social welfare.
NHSA Today
Operations

• Moved into new headquarters co-located with NHSA's strategic partner, The National Alliance for Hispanic Health at 1501 16th Street

• Hired New Executive Director, Victor Valentine to oversee the expansion of National Assembly’s strategic direction enhancing the sector’s positive impact on American communities

• Restructured operations to advance member engagement strategies
  • Provide more support to current members around key capacity-building issues
  • Expand NHSA’s “Associate Membership” status to include more organizations led by and serving diverse populations
NHSA Today

Finance
- Achieved a 20% budget surplus for Q1 and Q2 of FY21
- Increased program revenue above yearly projections
- Fully automated all financial operations (Gusto, Bill.com)

Strategic Planning
- NHSA Board held a June 2021 strategic planning conversation to identify top priorities for 2021-22 (more information on recent initiatives to follow)
NHSA Today Communications

- Enhanced design of *NHSA Exchange* E-Newsletter to amplify member organization accomplishments, updates on NHSA Strategic Priorities and partnership/network events and news

- Complete redesign of PurchasingPoint E-Newsletter with addition of a “Diversity in Purchasing Spotlight” section
Membership Engagement

- Completed the 2021 Annual Compensation Survey
- Relaunched NHSA’s Learning Series

June 2021
On the Road to Unlocked!: Investing in Our Children and Communities

July 2021
Leadership Models for Race Equity Impact

August 2021
HHS Secretary, Xavier Becerra

October 2021
Succession Planning for Human Services Leadership

November 2021
State of Philanthropy for the Human Services Sector
NHSA Today
Public Policy

- Re-released our 2017 Beyond Bars report to the public in support of community-based continuum of care models for youth diversion from the juvenile justice system

- Encouraging regional and local agencies to provide funding under the American Rescue Plan for wage subsidies for front line/field workers providing COVID relief

- Signed on to a letter to the Department of Labor requesting regular nonprofit employment and wage data

- Supported the National Coalition for Shared Safety’s initiative to document the obstacles community-based organizations experience with federal grants
Strengthening the Sector: PurchasingPoint®

Presented By:
Ruth Sigei, Managing Director, PurchasingPoint®
National Human Services Assembly
Strengthening the Sector

- PurchasingPoint® is an exclusive discount group purchasing program available to National Human Services Assembly (NHSA) members and their affiliates
- The goal is to save nonprofits money for mission
- No tiered pricing - regardless of the size of your organization, everyone gets the same discount
- PurchasingPoint® offers diverse business enterprises to help nonprofits advance their supplier diversity goals
A lifetime savings of over $212 million has been redirected towards mission-related activities that build well-being within our communities!
The program offers pre-negotiated, double-digit savings with over 100 national vendors.
Questions and Contact Info

Ruth Sigei
Managing Director
rsigei@nasmembly.org
202-347-2080 ext. 14

www.purchasingpoint.org
Racial Equity and Diversity in Leadership

Presented By:
Monisha Kapila, Founder and Co-CEO
ProInspire
Leadership Practices for Race Equity
Our Foundational Beliefs

ProInspire believes that it is essential for leaders at all levels in the social sector to:

> Develop their race equity analysis, **personally and professionally**
> Center race equity in their work through **active learning and unlearning, intentional action, and processes for accountability**
> Prioritize authenticity, trust, and solidarity to **interrupt oppression and advance race equity**
> Identify how to **redefine, reimagine, and change institutions and systems from any position within organizations**
We need to shift from white dominant norms to behaviors that advance equity and justice.

- **Leadership by individual** → **Leadership by collective**
- **Productivity** → **People centered**
- **Funding focused** → **Aligning values**
- **Decisions by those in power** → **Decisions by those most impacted**
We need to change individual practices and organizational culture so we can:

- See the water
- Do temperature checks
- Change the water so everyone can swim and play (*not just keep their head above the water*)
What is Organizational Culture?

Organizational Culture is the shared values, attitudes and practices that characterize an organization, reflecting the organization’s values and beliefs.

It’s an *unwritten rule book* that determines “the way we do things around here.”

SOURCES: Dismantling Racism (DR Works); BuiltIn
What are Leadership Practices?

**Leadership Practices** are the mindsets, skills, and behaviors that individuals adopt to lead in organizations.

It’s an *unwritten rule book* that determines “the way people act around here.”

SOURCE: ProInspire
The ProInspire Leadership Model for Race Equity Impact

Areas of Advancing Race Equity (3A’s)

- Active Learning & Unlearning
- Intentional Action
- Process of Accountability

WINDOWS OF LEADERSHIP and Core Beliefs

- SELF: Sense of Identity
- PEOPLE: Centering Relationships
- ORGANIZATIONS: Aligning Values
- SYSTEMS: Collective Reimagining

ProInspire
Activating Leaders, Accelerating Equity
Individuals and Organizations need to prioritize Race Equity Impact

<table>
<thead>
<tr>
<th>Active Learning and Unlearning</th>
<th>Individual Practices</th>
<th>Organizational Culture</th>
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<tbody>
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<td></td>
<td><strong>Willing</strong> to look at yourself to be a change agent - what about me needs to change?</td>
<td><strong>Willing</strong> to unpack and shift culture - what about our ways of working need to change?</td>
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<tr>
<td>Intentional Action</td>
<td><strong>Operationalize</strong> shifts to how you do things at the interpersonal level</td>
<td><strong>Operationalize</strong> changes to norms, policies, and processes from self to systems</td>
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<tr>
<td>Accountability</td>
<td><strong>Follow through</strong> by taking responsibility for changes needed in yourself, the institution, and the system</td>
<td><strong>Follow through</strong> and evaluate impact on culture, experience, and outcomes</td>
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Juvenile Justice: Youth Diversion and Community-Based Continuum of Care

Presented By:
Darlyne Bailey, Ph.D., LISW
Professor and Dean Emeritus
Bryn Mawr College
Guiding Principles

- No refuse intake policy
- Redirection of funds
- Individualized services
- Neighborhood recruitment
- Address system issues
- Family focused
- Flexible funds
- Connection to community
- Continuity
- Agency partners
- Strength-based
- Skill building
- Unconditional caring
- Cultural responsiveness
Public Policy: American Rescue Plan
Highlights for Nonprofits

Presented By:
John Maki, Director of Innovations
Alliance for Safety and Justice
Rewarding Service:
American Rescue Plan’s Support for Essential Human Services Workers
The Alliance for Safety and Justice (ASJ) is a multi-state organization that aims to replace over-incarceration with more effective public safety solutions rooted in crime prevention, community health, rehabilitation and support for crime victims largely through our two flagship projects:

- **Crime Survivors for Safety and Justice:** A national network of crime survivors joining together to create healing communities and shape public safety policy.
- **Time Done:** A national network of people living with past conviction records dedicated to eliminating the barriers to opportunity that block them from success.

**ASJ’s Federal Advocacy**

- In 2020, ASJ launched the [National Coalition for Shared Safety](https://www.allianceforsafetyandjustice.org) to bring together service providers that are dedicated to the solutions that communities in crisis need and to advocate for federal resources and changes in policy.
Overview of Biden-Harris Administration Support of Human Services & Community-Based Violence Prevention

- The American Rescue Plan Act (ARPA) is a $1.9 trillion stimulus bill that was signed by President Biden on March 12th, 2021. Key allocations include:
  - Underserved victims of domestic violence & sexual assault
  - Behavioral health needs
  - Medicaid-funded community-based mobile crisis intervention services
  - Department of Education community violence intervention programming
  - State and Local Recovery Funds

- Reconciliation
  - American Jobs Plan / Break the Cycle of Violence Act’s $5 billion Community Violence Intervention Proposal

- Leveraging existing federal grant programs
Coronavirus State & Local Fiscal Recovery Funds

ARPA invests **$350 billion** in “Coronavirus State & Local Fiscal Recovery Funds” that governors, mayors, and county executives can use to fund violence prevention, trauma recovery, reentry, and community development organizations in order to:

- Respond to the Coronavirus disease public health emergency
- Respond to negative economic impacts, including assistance to “nonprofits
- **Provide premium pay to eligible essential workers**
Coronavirus State & Local Fiscal Recovery Funds

- Two key themes of ARPA Recovery funds:
  - State and local government agencies have significant discretion
  - ARPA and administrative guidance encourages a public health, equity-based response to violence and social disadvantage
ARPA Recovery Funds Support for Human Services

Have you heard about “premium pay”? And if you have heard of it, has your organization advocated or heard about advocacy for this resource?
The Department of the Treasury’s Interim Rule Formulates a Two-Part Test to Determine Eligibility for ARPA Recovery Funds

- “first, [it must] identify a need or negative impact of the COVID-19 public health emergency
- “second, [it must] identify how the program, service, or other intervention addresses the identified need or impact.”
What is premium pay?  
(From ASJ’s report “Rewarding Service”)

“Premium pay” is additional income that can be paid for by ARPA State and Local Recovery Funds to essential workers.

Key features of Premium Pay:

- Eligible workers can receive up to **$13 per hour in addition to wages or remuneration** the worker otherwise receives and in an aggregate amount **not to exceed $25,000** per eligible worker.

- Premium pay can in **no way substitute for a worker's regular income**.

- The Treasury’s Interim Rule explicitly **encourages retrospective awards for eligible essential workers** who have not received additional income for their work.

- **The American Rescue Plan gives state and local governments the power to use Recovery Funds for premium pay, but it does not require them to do so.**
What kind of work is eligible for premium pay?

Key eligibility criteria:

- Eligible essential workers are those who "who have been and continue to be relied on to maintain continuity of essential critical infrastructure sectors, including those who are critical to protecting the health and well-being of their communities."

- The Treasury’s Interim Rule provides a list of specific kinds of eligible essential work, which includes public health, safety, healthcare, social service, and human services staff. The Treasury’s Interim Rule further notes that governors, mayors, and county board chief executives have "discretion to add additional sectors to this list, so long as additional sectors are deemed critical to protect the health and well-being of residents."
What kind of work is eligible for premium pay?

Key eligibility criteria (continued):

- Essential work must involve “regular in-person interactions or regular physical handling of items that were also handled by others” and “faced or face heightened risks due to the character of their work.” Remote or virtual essential work is not eligible for premium pay.

- Premium pay is intended to provide additional payments to “lower income eligible workers that perform essential work” that “respond to” “the heightened risk to workers who must be physically present at a jobsite and, for many of whom, the costs associated with illness were hardest to bear financially.”
How can eligible essential workers receive premium pay?

Two basic ways

- Premium pay can be administered through state or local agencies; or
- State and local governments may grant ARPA Recovery Funds to third party employers, such as nonprofit organizations, to provide premium pay to eligible staff or contractors.
What can I do to advocate for essential workers to receive premium pay?

Governors, mayors, and county board chief executives have significant discretion over whether their governments will offer essential workers premium pay, though state and local legislatures also have the power to mandate or encourage premium pay through their governments’ appropriation processes.

➢ See ASJ’s report, “Rewarding Service,” for language you can use to advocate to your state and local government chief executive and key members of state and local legislatures.
ARPA Resources

- Department of the Treasury’s [Interim Rule](#) & [Coronavirus State and Local Fiscal Recovery Funds webpage](#)

- ASJ’s national reports on ARPA and federal resources
  - [The American Rescue Plan: Seven Key Takeaways That Show How State and Local Fiscal Recovery Funds Can Support Innovative Safety Policies](#)
  - [The Promise of The American Rescue Plan: Funding Opportunities to Reduce Violence, Meet the Needs of Underserved Communities, and Promote a Vision for Shared Safety](#)
  - [Safety, Resiliency, and Hope: Four recommendations on how the Biden-Harris Administration, Congress, and state and local government leaders can reduce violence and help victims recover from trauma](#)
Contact Information

➢ John Maki, Director of Innovations, Alliance for Safety and Justice, jmaki@safeandjust.org
Closing Remarks:
On the Horizon – NHSA Tomorrow

Presented By:
Victor Valentine, Executive Director
National Human Services Assembly
On the Horizon – NHSA Tomorrow

- **Evolving the current membership model** to include more diverse organizations with multiple points of entry and engagement
- Championing **diversifying leadership throughout the sector**
- Using the **collective voice** of our members/partners to **support and lead racial-equity and social justice platforms**
- Provide **more collective, yet customized, experiences** for varying levels of participants (organizational and individual)
- Continue to build-out **NHSA’s policy and education platform**
- **Revamp NHSA’s electronic media** to create a “hub” of sector related activity
2021 Annual Meeting

Learn more at nationalassembly.org/membership/join