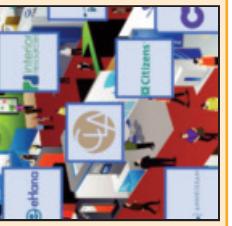




Bay State Community Services
Provider PROFILE:
PAGE 3

2020 SpeakUp4Equity
special convention
coverage
PAGES 5-8



THE PROVIDER



Vol. 41 - No. 10

The Newspaper of the Providers' Council

1,000-plus participants SpeakUp4Equity in human services at Providers' Council's 45th Annual Convention & Expo

First-ever virtual conference draws wide diversity of attendees, speakers, panels over four-day event

Gov. Charlie Baker, EO HHS Sec. Marylou Sudders, U.S. Rep. Ayanna Pressley and other leaders address conventioners on COVID-19 and issues of equity

For the first time in its 45 year history, the Providers' Council held an Annual Convention & Expo virtually- in response to the COVID-19 pandemic.

And yet, more than 1,000 human services professionals and friends of the sector attended the four-day event where they visited with sponsors and exhibitors, attended workshops and celebrated the incredible efforts of the sector - just as they would have had the event taken place in a ballroom in Boston.

The event, themed SpeakUp4Equity this year, kicked off with a warm welcome from Council President & CEO Michael Weekes, who expressed gratitude for the sector's commitment during such a difficult year and in battling with a "second" pandemic afflicting the nation: racism, and the inspiration for the convention's theme.

"This year we are experiencing

a pandemic, and the human services sector was not immune. We have lost colleagues, people we serve and friends," he said. The sector's employees rose to every challenge, he said, with many going far above the call of duty to serve their consumers and clients.

"You are our nation's other first responders. We salute you. You worked extra shifts and you quarantined yourself with some of the Commonwealth's most vulnerable residents."

Congresswoman Ayanna Pressley also delivered an opening-day welcome to attendees.

"You are the safety net for our communities well before epidemic and you remained on the front line and for that I am grateful," said Pressley. "There is so much work to be done at local, state, national levels and your partnership is crucial."

"I know that we are building a movement to last," she said.

Massachusetts Secretary of Health and Human Services Marylou Sudders commended the crowd for stepping up for a pan-

Diversity, equity and change are Martin's goals

Dr. Atyia Martin, CEO and Founder of All Aces, Inc., presented the keynote address at the Providers' Council's 45th Annual Convention & Expo, SpeakUp4Equity on Thursday, Oct. 29.

The goal of her work, she said, is to help organizations become more inclusive and equitable. To accomplish this, nonprofits must disrupt traditional ways by activating consciousness and critical thinking. Organizations must hold staff and themselves accountable for "leading a culture that is disruptive to oppression."

Martin outlined a "DIET" framework details how diversity, equity, and equity transformation guides organizational development and combats structural layers of racism: institutional, internalized, and interpersonal.

MARTIN, see page 5

Huge Mass. voter turnout carries Markey, Right to Repair to victory

A record number of Massachusetts residents appear to have cast votes in the Nov. 3 election, including a significant number of mail-in and early ballots. Totals were still being finalized at Provider press time, but Secretary of the Commonwealth William Galvin said he expected as many as 3.6 million residents would vote in the 2020 presidential election, breaking the record set four years ago.

Vice President Joe Biden easily won the Massachusetts presidential contest and Democratic U.S. Sen. Edward Markey was re-elected for another six-year term.

State voters resoundingly approved Question 1, which updated the state's Right to Repair law, but rejected Ques-

tion 2, a proposal in support of ranked-choice voting.

Under the newly approved Right to Repair law, which drew at least \$43 million in spending, the most for a ballot question in state history, automakers will be required to provide car owners and independent mechanics with access to wireless mechanical data, known as telematics, starting with model year 2022 cars.

The ranked choice voting proposal would have given voters an option of ranking candidates for an office in order of preference. A candidate who got more than 50 percent of the first-choice votes would be winner. Otherwise, the candidate with the fewest votes would be dropped and remaining ELECTIONS, see page 6

Broadcasting their love at CSR



[6] Congratulations to Children's Services of Roxbury, winner of The Caring Force's ninth annual Broadcast Your Love of Human Services photo contest! The runners up were Advocates, Inc., Vinfen and Community Connections. Well done all!



Thank you to our
sponsors and
exhibitors:
PAGE 7

November 2020

PROVIDERS' NEWS AND NOTES

Colleen Holmes to become president and CEO of Viability

Colleen Holmes will become the president and CEO of Northampton-based **Viability, Inc.** this month, after two years in the top post at **18 Degrees**, also in western Massachusetts.



"That I have loved serving 18 Degrees' mission and people over the past three years made this a tough decision. It's been life-changing to be a part of our communities and this amazing 18 Degrees team, and to work with all of you to advance 18 Degrees' vision of welcome, inclusion, growth, and social justice change. What we have accomplished together with our partners, donors, funders, volunteers, and friends makes me very grateful and unabashedly proud," said Holmes, regarding her departure.

Stephanie Steed, 18 Degrees vice president, has been appointed as interim executive director by the board.

Johnson honored with Business West Difference Maker Award

Ronn D. Johnson, president and CEO of **Martin Luther King Jr. Family Services Inc.** of Springfield, was recently honored with a 2020 Business West Difference Maker Award. He was one of six honorees from around the region.

"I do what I do because I have a passion for making a difference for people," Johnson told Business West. "It's that simple. And I've been fortunate enough where I've been able to make a

career around doing that. So I feel I'm doubly blessed to have made a good life for myself, but in the context of being a professional helper."

WORK Inc. opens new deaf-friendly home in Quincy

Quincy Mayor Thomas Koch and State Senator John Keenan joined several local leaders last month to celebrate the opening of **WORK Inc.'s** new accessible and completely deaf-friendly house to be the new home to five adults with differing abilities. The house will be staffed on a 24-hour basis and be fully integrated with smart technology to accommodate the deaf staff and residents. The project was developed through a partnership with NeighborWorks Housing Solution, a leading housing service provider in southern Massachusetts and funding was provided by the Massachusetts Department of Housing and Community Development, the Massachusetts Department of Developmental Services and the city of Quincy.



BCArc buddy walk goes virtual

Nearly 300 people, including the Dorwin family of North Adams (pictured above) walked together remotely this year to support the Berkshire County Arc's Down Syndrome Family Group's 14th Buddy Walk on Oct. 23. Participants came from across the Berkshires and beyond. All proceeds from the Buddy Walk will help to provide services and support for children, adults and families of people with Down syndrome living in Berkshire County.

Cummings Foundation awards \$10 million to 30 nonprofits

The Cummings Foundation has selected 30 greater Boston nonprofits to share in \$10 million through the Cummings \$20 Million Grant Program.

The grants range from \$250,000 to \$500,000 and will be disbursed over 10 years. Several Providers' Council members were awardees, including: **Fidelity House CRC, Mothers for Justice and Equality, Northeast Arc and Youth Villages.**

Wayside's COVID Positive Program Team awarded Excellence in Perseverance Award from ABH Network

Wayside's COVID Positive Program team today received the 2020 Excellence in Perseverance Award from the Association for Behavioral Healthcare (ABH). The award was part of ABH's annual Salute to Excellence Awards. Wayside opened the COVID Positive Program in April for youth involved with the Department of Children & Families. The COVID Positive Program direct care staff worked an average of

Wayside Youth & Family Support in Perseverance Award from ABH Network

Wayside's COVID Positive Program team today received the 2020 Excellence in Perseverance Award from the Association for Behavioral Healthcare (ABH).

"The award was part of ABH's annual Salute to Excellence Awards. Wayside opened the COVID Positive Program in April for youth involved with the Department of Children & Families. The COVID Positive Program direct care staff worked an average of

48 hours a week for nine weeks. Many were unable to see family or friends during that time.

"The COVID positive program opened during a time when Personal Protective Equipment (PPE) was in short supply and COVID was still very new and creating tremendous fear in people," said Eric L. Masi, Ed.D, president and CEO of Wayside. "The courage, perseverance and profound commitment to youth and families that this team showed was such an inspiration to the entire agency."



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PROVIDER PROFILES

BAY STATE COMMUNITY SERVICES, INC.

About the Agency

Bay State Community Services (BSCS) is a multi-service, non-profit agency that is committed to providing a continuum of care to the communities they serve.

With 85 programs and 17 locations throughout the Greater South Shore, they have designed our services to wrap around our children, youth, families, adults and communities to directly address their needs and goals. Licensed and trained to provide both substance use disorders and behavioral health care and BSCS services are rooted in holistic, non-judgmental and compassionate care.

BSCS's continuum begins with a deep commitment to prevention services. They firmly believe that is their responsibility to actively advocate and educate our communities. BSCS works collaboratively with the communities they serve to design prevention programs that bring communities together to learn and address topics such as substance misuse, opioid overdose and smoking.

It is through fostering relationships between BSCS and its communities, as well as promoting and strengthening healthy relationships within the community, BSCS makes a lasting difference. BSCS was recently awarded a Certified Community Behavioral Health Clinic which increased its ability to ensure intensive services to all in need, regardless of ability to pay.

Empowering families and communities



Bay State Community Service's Board of Directors meets with its program director staff at the organization's Quincy headquarters

As a safety net agency, Bay State Community Services is committed to carefully listening to the needs of the individuals we serve and responding by developing services that target these needs.

BSCS offers 17 community-based programs including but not limited to: Community Service Agency, In Home Therapy, Continuum, Community Support Program, First Steps Together for Substance Exposed Newborns and Care Coordination as a partner with CCN.

The next service component in BSCS' continuum of care is residential programs for youth who are not able to be at home. The goal is to offer the family services and two congregate care programs located in Quincy and Hingham.

BSCS recognizes the importance of addressing all the needs of the family, including legal issues and anger management. Therefore, BSCS offers four Community Corrections Services located in Plymouth, Quincy, Boston and Woburn.

Through these services, BSCS provides clinical, education and training, and substance use treatment so that families can be together. In addition, BSCS offers Intimate Partner Abuse Education. BSCS is also a proud host of four community programs including two Recovery Support Centers, A New Way in Quincy and Turning Point in Wapole. These programs are fully staffed by individuals with lived experience in recovery. All programming and groups are designed for and by the peers.

In addition, BSCS hosts the Quincy Family Resource Center and was recently awarded the Plymouth Family Resource Center. These Centers provide our communities with resources, referrals, groups, educational and community events that support our families.

BSCS is unique in that it has made a commitment to have individuals with lived experience, such as substance use disorders, behavioral health concerns and/or parenting a child with behavioral health needs in all of its programs to ensure that the voice of recovery, hope and understanding is at the forefront of all they do.

President & CEO

Daurice Cox, Psy.D, has been working in nonprofit services and clinics since 1986.

She received her Bachelor of Science in Human Services from Fitchburg State College followed by a Master of Arts in Counseling Psychology from Anna Maria College.

In 1994, she graduated from Massachusetts School of Professional Psychology with a Doctorate in Clinical Psychology. She is a Certified Addiction Specialist, Licensed Mental Health Counselor, and licensed Psychologist.

Dr. Cox has been with Bay State Community Services (BSCS) since 1995. She began as the Director of Clinical Services overseeing the agency's five outpatient mental health and substance abuse clinics and four residential programs.

During her tenure, she has played a critical role in the development of programs, services, and best practices.

In December of 2014, Dr. Cox became the agency's President and Chief Executive Officer. Dr. Cox was also an adjunct professor for almost 20 years teaching psychology to undergraduate students at Boston University.

SALUTING THE CARING FORCE

Celestin is On The Rise

Edwise Celestin has been a community advocate at **On The Rise** (OTR) for almost nine years. OTR works with women and non-binary people who are experiencing homelessness.

Celestin is an advocate in OTR's *Keep The Keys* program and she provides support and advocacy services to participants who have moved into housing.

She has worked in human services for over 25 years and she has a bachelor's degree in Education from Miami-Dade University and a certificate in Health and Business Management from Suffolk University.

Celestin brings her passion for helping others to work everyday. "Since I was young I have enjoyed working with people. Now I have turned something that I enjoy into a career. Working as an advocate has been one of the best decisions that I ever made," she said.

Celestin uses her own experiences to build deep and meaningful relationships with the people she serves. Her work with OTR's Haitian clients is particularly praiseworthy. She recently collaborated with another provider to assist a Haitian woman who was terminally ill.

That provider said: "Edwige was always responsive and dedicated to the woman's needs. She often called and

finds ways to help each child feel valued, needed, skilled and cared about. While a mentor for many, he has two children and loves being a dad. When asked about his work with parents, Kepnes said: "Raising my own family enabled me to have a better understanding and helped me connect even more with families."

He loves all aspects of teaching preschoolers, including science experiments, gardening, storytelling, creative art and writing activities. "It is so important for children to have a strong connection with their teacher," he said. "The classroom I teach in, with my co-teacher Chandra, we find that all the creative arts, including making up stories, really expands children's ideas, their language skills, their essential life skills, as well as skills for success in school."

At the end of each week, Kepnes leads "Aloha Friday" when the community sings out, dances around, and while still socially distant, closes out the week laughing and smiling together.

His colleagues are thrilled to celebrate Scott Kepnes as a hero in early education and at the Lemberg Children's Center.

Scott Kepnes has been an essential leader within the **Lemberg Children's Center** community for 28 years. As a head teacher for preschool classrooms, Kepnes nurtures the essence of relational learning by observing, collaborating, planning, laughing, listening and doing.

He embodies Lemberg's mission for equity and social justice that was created 50 years ago when a group of Brandeis University faculty, graduate students and staff formed the cooperative to provide a 10-hour day educational program for young children.

"Originally I was studying communications and photography in college, until I considered teaching, so I took a class in child development," Kepnes shared. "I liked how children's self-discovery and figuring out things on their own is facilitated in early education. There I saw how my interest in art, creative writing, and music could be combined."

Kepnes' partnership with children, colleagues, parents, college students makes the Lemberg community more fun, more playful and more supportive. Attention to a child's emotional development, their skills to manage challenges, and allowing them to be a vital part of the classroom is his biggest passion. He

spent hours talking to her." Edwige would drop off Haitian food at the front desk as well as calling cards to keep the woman connected with her family in Haiti. And Edwige helped facilitate her return to Haiti to spend her last days with family. Edwige is a very caring, compassionate, culturally competent and empathetic person."

Since the pandemic began, OTR has had to reimagine its services and Celestin has worked with her teammates to figure out creative ways to meet the needs of our clients. Celestin has met with participants outside of their apartments, she has delivered food to those in need and she has stayed connected via phone and Zoom.

"Covid-19 taught me a few lessons. Among them is the realization that we all depend on each other to some degree. I have learned and grown so much," said Celestin. As the senior member of the advocacy team, Edwige is a valuable asset to the organization. "Edwige totally embodies the mission of OTR, said Charlyti Reiter, OTR's Director of Programs.

"She goes above and beyond to help our participants and she has such a big heart. We are all so lucky to work alongside her."

How a white CEO can support anti-racist work

By Eric L. Masi

In too many organizations, issues of race and gender have historically been delegated to human resources. Today, this should no longer be the case, nor can it be the way white nonprofit leaders operate.

Our agency, Wayside Youth & Family Support Network, has taken steps to ingrain Diversity, Equity and Inclusion in our culture: promoting staff of color; training staff to have planned regular “courageous conversations” about race and diversity in each of our programs; engaging in dialogues with local police departments; and measuring the success rates that children and families of color achieve in our programs, as compared with white children and families.

Since George Floyd was murdered, we have posted a daily, “One Anti-Racist Action You Can Take Today.” We do an annual diversity survey of our staff and ask our youth and families about their experiences at Wayside regarding race. We also do an annual diversity action plan.

However, striving to be an anti-racist and social justice organization is not achieved by policy checklists or mandatory HR training. It must be part of an organization’s DNA, connected to its mission, and it must have the active support of the CEO, especially white CEOs.

From my experience, there are five things, at the very least, that must be done to set the stage for social justice and anti-racist work:

1. First, the CEO must connect racial and social justice work to the mission of the organization and make it clear why it is critically important for the organization’s success and for the success of the people it serves. Wayside is a child welfare and behavioral health agency with 500 staff and 20 locations in the Central, Eastern, and Northeastern parts of the state. The children and families we serve are more than 40 percent people of color. If we fail to recognize that systemic racism impacts their lives every day, we are failing them.

2. CEOs need to communicate a clear and strong message about our

More “essential” than ever: The state of home care in 2020

By Kevin Smith

The COVID-19 pandemic has awakened Americans’ appreciation for first responders. Hand-painted signs of thanks and praise dot front lawns and hang on our front doors. In March and April, we saw neighbors stepping outside or hanging from windows to clap – or even bang pots and pans in an effort to express gratitude for local healthcare workers managing surge capacity in hospitals with tenuous PPE resources.

Meanwhile, in private homes and public housing communities, home care aides have been working tirelessly to ensure the safety and wellbeing of their clients. And while this important work has prevented hospitalizations, reduced hospital crowding and helped to limit the spread of the virus, it has also helped home care aides achieve a long overdue distinction – official designation as essential workers.

In March 2020, Massachusetts Governor Charlie Baker deemed home care aides “essential workers.” For the first time in our industry’s history here in the Commonwealth, the administration recognized that home care is in fact, essential. Nearly eight months into the pandemic, home care aides have proven why this categorization should be permanent for three main reasons. First, home care happens in mostly controlled environments. Due to the lack of information early in the pandemic about the virus and its spread, tragic situations unfolded in nursing homes across the country. In turn, families began to consider home care as more isolated, safe alternative to facility-based care for their loved ones.

By its very nature, home care begets social distancing. By keeping vulnerable adults and individuals with disabilities safe and socially distanced at home, the home care industry did its part to prevent ER trips and hospitalizations at a time when hospital capacity was the subject of significant concern.

The daily presence of home care aides promotes independence and safety. For families separated by geographic distance, especially during a pandemic, home care has given families peace of mind and – in my experience, even if their loved ones do not currently need in-home care. This trend is likely to continue in the post-vaccine world. Next, as federal and state reimbursement mechanisms have allowed for the utilization of telehealth service delivery during the pandemic, many care-based organizations will likely continue to integrate telehealth into their existing suite of service offerings. But human-delivered home care will always have its place, especially in the homes of individuals living with memory issues or those with physical disabilities.

For these families, the decision to employ a home care agency that leverages technology with respect to medication management, portal-based family communication and electronic visit verification can ensure real-time status updates that large facility-based or even community based settings (assisted living) may not be able to provide.

Finally, the demand for in-home care has never been greater. According to the U.S. Census Bureau, all Baby Boomers will be 65 by the year 2030. Many boomers on the younger end of their demographic spectrum, have managed or are currently managing the care of a parent or spouse, even well before the pandemic.

If both state and federal government can modify budgets and reimbursement structures for in-home care, agencies can increase and enhance their aide pay structures.

Currently, home care providers are trying to keep pace with Amazon, Walmart, Dunkin’ and other massive corporations. Hopefully, legislators and stakeholders can bring the industry to a place where consumer demand is supplied by well-compensated, professional caregivers performing meaningful work.

Kevin Smith is the Board President of The Home Care Aide Council.

A call to transform leadership for BIPOC professionals

By Leandra Brantle

It has been 20 years since Albert Senesie and I made the leap to start a different kind of human services agency: one that provides high quality services to communities of color that have been historically disadvantaged, while also being on the forefront of advocating for the rights of people with disabilities. We had also been very frustrated with the lack of leadership and career opportunities for Blacks, Indigenous people and People of Color (BIPOC).

Even though the majority of human services professionals are people of color, there were few in leadership and change-making positions. We felt that the only option was to start our own agency.

It was not an easy feat by any stretch of the imagination—in a time of a recession, being a single mother and withdrawing my entire retirement to use as our initial capital—this leap was a huge risk. If we failed, I would lose everything. Today, Victory Human Services is the largest minority-led, nonprofit human service agency in Massachusetts.

Leandra Brantle is the COO, vice president and co-founder of Victory Human Services.

ter human service agencies to create a plan that moves all of us towards the goal of improved representation in a systematic manner.

It is important that we move forward together, not just symbolically but substantively. Let’s create leadership in our profession that reflects the demographics of our direct care employees.

Victory Human Services affirms the rights of everyone engaged in this historic fight for racial justice. We support you as you continue to stand up, sit down, run for office and vote.

I know that we all desire to ensure the basic human rights of the individuals, families and communities we serve. At Victory Human Services we stand with you against racism and remain committed to equal opportunities for all.

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SPEAK UP4EQUITY

SPEAK UP 4
EQUITY

CONVENTION: 1,000 participants learn in more than 30 workshops, panels and forums over four-day virtual gala

Chat with the Commissioners: Disabilities and Community Services in Massachusetts



Top left: Mass. Rehabilitation Commissioner Toni Wolf, Mass. Department of Developmental Services Commissioner Jane Ryder, Pathlight Executive Director Ruth Banta (moderator), Mass. Commission for the Deaf and Hard of Hearing Deputy Commissioner Patricia Ford, and Mass. Commission for the Blind Commissioner David D'Arcangelo.

Continued from Page 1

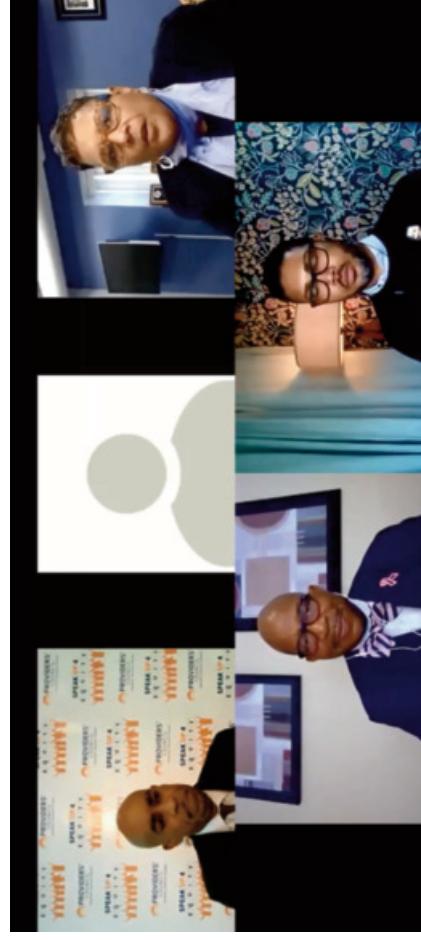
demic which had "no playbook," and described the most difficult and controversial decision her office made, temporarily suspending family visitation in residential facilities.

"As we look and prepare for the fall, we are so much stronger," she said. "We will not get through this pandemic without a strong provider community because government can't provide the services without you."

The conference featured more than 30 workshops and panels covering five separate learning tracks. Other special panels included *Part of the Solution or Part of the Problem? A Discussion on Racial Equity and the Human Services Sector.*

Governor Charlie Baker spoke live to kick off the second day, forecasting a "pretty decent" \$45 billion spending plan for fiscal year 2022, that will not make cuts to human services safety net programs or eligibility criteria.

Part of the Solution or Part of the Problem? A Panel Discussion on Racial Equity in the Human Services Sector



From top left: Council President & CEO Michael Weekes, Council Member Engagement Manager Christina Broughton (image obscured by icon), President & CEO Children's Services of Roxbury Sandra M. McCroom, Consultant President & CEO Urban League of Eastern MA Dr. J. Keith Motley and Executive Director King Boston Imari Paris Jeffries.

COVID-19: Lessons Learned and Sector Concerns roundtable



Top left: ASL Interpreter Rachel Farillo, Bridgewater President & CEO Chris Tuttle, Providers' Council VP of Policy and Development Bill Yelenak, House of Possibilities Executive Director Katie Terino, Square One President & CEO Joan Kagan, and President & CEO Martin Luther King Jr. Family Services Ronn D. Johnson.

Three students receive Providers' Council scholarships to advance graduate education

Congratulations to the recipients of Providers' Council Scholarships for the 2020-2021 academic year!

Christlie Calixte, Director of Tenant Acquisition, Bay State Community Services, Suffolk University and Providers' Council MPA Scholarship

Calixte recently began her Masters of Public Administration at Suffolk University this fall. She is passionate about social justice and hopes to use her MPA to expand access to health care for low-income, underserved populations. Rosibel Perez-Torres, Priority Program Manager, Children's Services of Roxbury - Worcester Family Child-care, Clark University and Providers' Council MPA Scholarship Perez-Torres began her Masters of

MARTIN: Advancing equity requires more than just new policies

Continued from Page 1

"Racism produces a sense of helplessness and hopelessness in many of us," she said. "We need to focus our own circle if influence and focus on what we can do to build our own skills and influence other folks in our orbit."

Dr. Martin is a Distinguished Senior Fellow at Northeastern University's Global Resilience Institute. She has over 19 years of experience in resilience, applied learning, social and organizational equity, emergency management, public health, and intelligence.

She has also held positions at the Boston Police Department's Boston Regional Intelligence Center, City of Boston's Mayor's Office of Emergency Management; the Federal Bureau of Investigations (FBI); and the Air Force as

active duty assigned to the National Security Agency.

Effecting organizational change requires nonprofits to have "an intentional culture that is about advancing racial equity and advancing social justice" that requires more than setting or adopting new policies, according to Martin.

"I've been hearing a lot, and it's coming from a lot of different sources, that all you have to do is change policy and that will magically change racism," she said.

"That's a very narrow landscape of action. But if we expand our energy, the more action we take, the more our own circle of influence is impacted. The more we try, the more we're going to be successful."

National voice. State focus. Local impact.



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NOVEMBER 2020 ■ THE PROVIDER ■ PAGE 5

SPEAK UP4EQUITY



Kudos to our 2020 Awards of Excellence and Peer Provider honorees



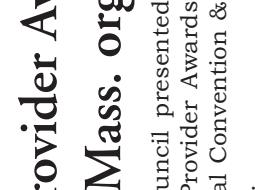
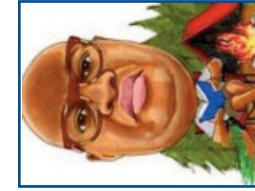
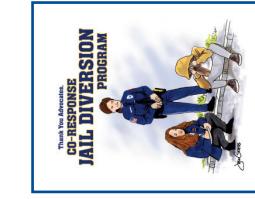
State Employee
of the Year
Arlene Castillo
Lawrence DCF



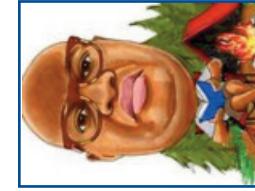
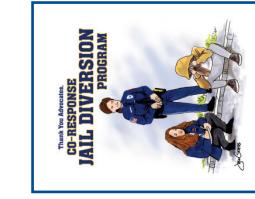
CEO Award
Diane Gould
Advocates



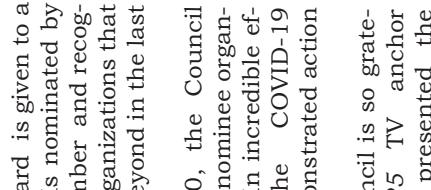
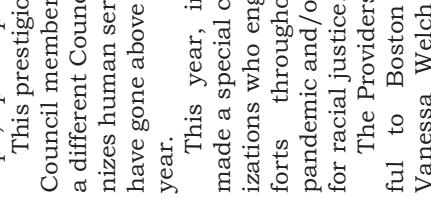
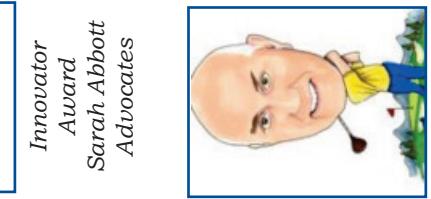
Media Award
“Crip Camp” producers
Jim LeBrecht and Nicolle Neunham



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Award
Olufunke
Sowemimo
Bay Cove



Innovator
Award
Sarah Abbott
Advocates



Lifetime Award
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1/20

James P. McGovern, Katherine M. Clark, and William Keating all earned another term on Capitol Hill. Rep. Lori Trahan and Rep. Richard Neal also won their contests, while freshman Democrat Jake Auchincloss defeated Republican Julie Hall to succeed Rep. Representative Ayanna Pressley, Joseph P. Kennedy III.



Voting to support caring communities

2020 Peer Provider Awards go to four outstanding Mass. organizations

The Providers' Council presented four 2020 Peer Provider Awards & during its Annual Convention & Expo, SpeakUp4Equity. This prestigious award is given to a Council member who is nominated by a different Council member and recognizes human service organizations that have gone above and beyond in the last year.

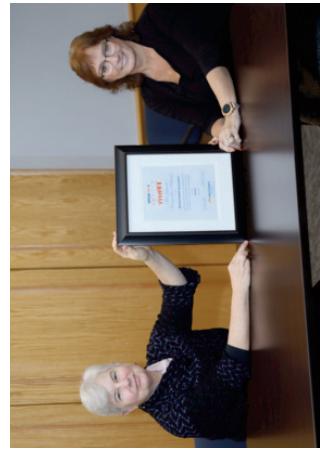
This year, in 2020, the Council made a special call for nominee organizations who engaged in incredible efforts throughout the COVID-19 pandemic and/or demonstrated action for racial justice.

The Providers' Council is so grateful to Boston Fox25 TV anchor Vanessa Welch who presented the 2020 Peer Provider Awards.

Congratulations to all of the winners of the Peer Provider Awards!



Municipal Award
David J. Narkevitz
Lawrence DCF



MHAs President & CEO Cheryl Fasano (right) accepts her agency's 2020 Peer Provider Award from Council Board Member Ruth Banta, executive director of Pathlight. (left)

ELECTIONS: Record voter turnout in Mass. seen

Continued from Page 1

votes reallocated to remaining candidates based on the voter's second choice.

Critics of the measure called the process confusing and overly complicated.

The state's Congressional races featuring incumbents produced no surprises. U.S. Representatives Ayanna Pressley, Joseph P. Kennedy III,

SPEAK UP4EQUITY



The Council thanks our generous sponsors and exhibitors for making our 45th annual convention and expo such a success!

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To honor the memory of Joan Newton, who masterminded the rejuvenation and expansion of the Providers' Council Annual Convention & Expo, the Providers' Council has established a scholarship in her name. Joan passed away in November 2003 after a five-year battle with cancer. This fund provides financial assistance to deserving caregivers who otherwise would not be able to attend the annual convention.

The Council is pleased to announce that it has raised more than \$5,000 this year to honor its former convention manager. If you wish to contribute to *The Joan Newton Memorial Scholarship Fund*, please contact the Council at 508.598.9800. Donations are accepted throughout the year.

Hirsch Roberts Weinstein attorneys know and understand the nuances of the human services industry and provide practical and sensitive advice. Since 1986, we have proudly worked with human services organizations and their leadership teams to provide tailored human resources guidance and leadership training for executive, managers, and supervisors. For more info, please contact Jeffrey Hirsch at 617-348-4300 or jhirsch@hrwlawyers.com.

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CALEX

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CALENDAR OF EVENTS • WINTER 2020

What: Success as a New Supervisor
When: Tuesdays, November 17 and December 1
Time: 9 a.m. to 12:30 p.m.
Where: via Zoom
Trainer: Jim Ognibene, Visioneer Consulting
Cost: \$140 members, \$200 non-members

What: Building a Motivated Team
When: Wednesday, December 2
Time: 9 a.m.
Where: via Zoom
Trainer: Ginny Maglio, Learning & Development Consultant, Optimum Development
Cost: \$70 members, \$130 non-members

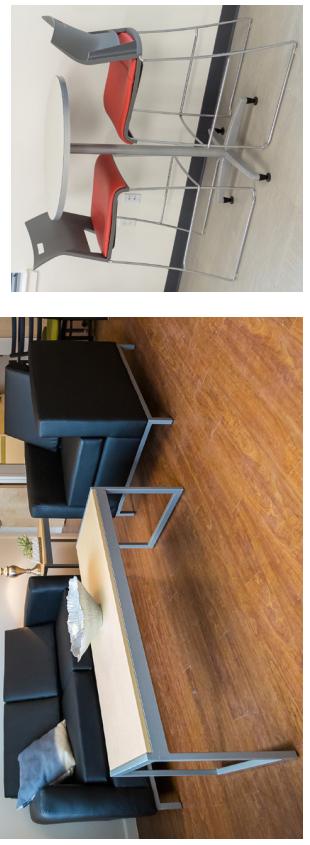
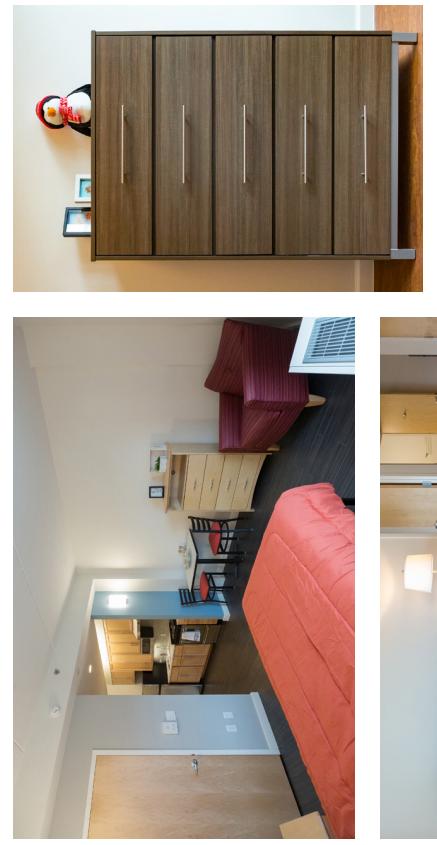
What: Personal and Organizational Journey Towards Race Equity
When: Thursdays, December 3 & 10
Time: 9 a.m.
Where: via Zoom
Trainer: Barbara Holland, Chief Diversity Officer, Advocates Comma Williams, Comma Williams Enterprises.
Cost: \$140 members, \$200 non-members

What: Mission-Driven Software: Aligning Technology to Organizational Values
When: Wednesday, November 18
Time: 10 a.m.
Where: via webinar
Trainers: Octavian Octavian Neamtu, Senior Director of Technical Innovation, Annkissam Bonnie Solomon, Director of Client Success, Annkissam Natalie Kassabian, Senior Project Manager, Annkissam Free, Providers' Council members-only event
Cost: Pre-registration for these events required unless otherwise noted.
Visit www.provider.org/events to learn more and register. Questions? Contact Eliza Adams at 508.598.9700 or eadams@providers.org

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