

NCCJ Annual Human Relations Award Banquet

2019 Human Relations Award honorees and youth award honorees



Pictured from left, Glenn Welch, Delcie Bean, IV, Susan Goldsmith, Ian Cole Baird, Analua Alencar Moreira, Ethel Griffin and Jose L. Claudio

2019 Honorees Bios and Photos

Delcie Bean, IV

Chief Executive Officer, Paragus Strategic IT



Delcie started the company that became Paragus when he was 13 years old. As Paragus has become one of the most successful, fastest-growing IT firms in the region, Delcie has increased his commitment to humanitarian causes and dedication to the community. In 2014, he created Tech Foundry, an educational nonprofit designed to address the need for a skilled IT workforce in the region by providing in-depth training for promising inner city students. He also believes in giving back to his employees. Paragus has a unique Employee Stock Ownership Plan (ESOP) structure that puts ownership of 40% of the company in the hands of its 50-plus employees. This gives staff a direct stake in the company and deepens their commitment to client service and growth. In addition, Delcie continues to donate 7% of Paragus' annual profits to charitable causes. This donation policy recently led to the creation of the Paragus Pet Project, which supports a wide variety of animal-related causes. Paragus is a pet-friendly office and this new project reflects the passion many employees have for animals. Delcie and the entire Paragus staff continue to look for ways for the company to succeed by doing good.

Jose L. Claudio

Chief Operating Officer, New North Citizens Council, Inc.



Jose is the COO for New North Citizens' Council (NNCC). Originally established in 1973 as the Memorial Square Citizens' Council, NNCC serves at-risk youth throughout the Springfield community. Programs for youth offered include ESOL courses, GED training, after school programming, re-entry for juvenile offenders, home visits to involve family members, and family planning. Upon his involvement in 2009, Jose fell in love with helping the community and proudly reports that crime has decreased 45%. Prior to his involvement with NNCC, Jose worked with former Mayor Charles Ryan for two years. He has also been involved with the Safe Neighborhood Initiative, including promotion of the "Shot Spotters" program that includes the downtown and North End areas. Jose was born in San Lorenzo, Puerto Rico and moved to Springfield in 1964. He continues to raise money for his hometown and support them whenever he can. Jose worked hard with other leaders in the community and the Western Mass Hurricane Maria Relief fund to help provide first essentials material to residents of Puerto Rico. He was also instrumental in working and creating the welcoming center for NNCC, which helped all victims that was effective by the hurricanes in 2017.

Ethel Griffin

Associate Director, Revitalize Community Development Corporation



As Associate Director of Revitalize Community Development Corporation (RCDC), Ethel Griffin ensures that low-income families with children, the elderly, military veterans and people with disabilities live in a safe, healthy, accessible and energy-efficient home. Her intelligence, integrity, human insight, and unique ability to combine deep-hearted compassion with a no-nonsense management style have been instrumental in the growth of Revitalize CDC, helping to transform from an all-volunteer organization to the only organization of its kind in Western Massachusetts. She is a strong advocate for community involvement for the Old Hill Neighborhood in Springfield that is racially diverse with primarily low-income families, by serving on the Neighborhood Council as past President and current Treasurer. Ethel serves on the board of InnerCity Youth Program which serve young people between the age of nine through 18 by keeping the gym at Rebecca Johnson and DeBerry School open three day a week for physical activities, tutoring and discussing the negative affect of bullying. In addition, Ethel is very active at her church serving on Revival Time Financial Committees and assisting with fundraising. She has also served as superintendent and taught Sunday school. She has also coached girls' softball and tutored youth after school. Ethel works, volunteers tirelessly, and has the biggest heart. Her legacy is her devotion to building communities that are safe and secure places to live.

Susan Goldsmith

President, Marcus Printing



Susan Goldsmith is the President of Marcus Printing Co., the 3rd generation to lead this Holyoke family business. From as far back as she can remember, giving back to the community was always something her family and the business did. When Susan first married, her mother-in-law asked her to join a fundraising group at the Jewish Geriatric Services in Longmeadow. Since then, Susan has been active in many roles with the organization, now called JGS Lifecare. She is currently serving as Chair of the Board, which is focused on guiding this full-service senior care organization into the next frontier in senior health care and living. Susan also serves on the Holyoke Community College Foundation Board, where her most rewarding activity is the reviewing of scholarship applications. It's a process she finds both eye-opening and encouraging, as you see the determination and motivation, along with the needs and hardships, of so many young adults. Susan's husband, Jonathan, is also active in the community, serving as current and past leader of many civic and religious organizations. Her three sons, Paul, Samuel and Stephen, have all started to give back to their communities in the Boston area. For the entire family, the giving of Tzedakah (Charity & Act of Kindness) is the way they strive to help and repair the world – Tikkum Olam.

Glenn Welch

President and CEO, Freedom Credit Union



Glenn S. Welch has over 30 years of experience in the Financial Services industry in Western MA. He has been the President and CEO of Freedom Credit Union since January 2016. Previously, he was with Hampden Bank rising through the ranks for 17 years until becoming the President and CEO from 2013-2015. Hampden Bank was acquired by Berkshire Bank in 2015 at which time he became an EVP of Berkshire. Welch grew up in Agawam. He has a finance degree from WNEU and an MBA from UMass. Throughout his banking career he has been a volunteer with many organizations as a board member or in fund raising efforts. He is currently active on many boards throughout the Pioneer Valley including Wayfinders, Develop Springfield, Greater Springfield Convention and Visitors Bureau, Pathlight, the Advisory Board of the Business School at WNEU, the Pioneer Valley Chapter of the CCUA and the Audit Committee of the Springfield Museums. He is proud of his two children: Joshua a West Hartford resident and Providence College grad and Elisa, a Suffield resident, entering her senior year at Emmanuel College in Boston. Glenn lives in Brimfield with his fiancée Shana and her daughter Anna. For many years he was an avid golfer but in the last few years Welch has determined that boating is a lot more fun and less stressful.

The 2019 Youth Award Honorees

Bios and Photos

Ian Cole Baird

Pioneer Valley Performing Arts Charter Public School



Ian Cole Baird first attended NCCJ ANYTOWN the summer of 2017. He returned the following year as a member of the youth staff team and is looking for more activity within the NCCJ organization. Outside of NCCJ, he has been an active member in his community, hoping to bring equitable change and to help his school become a place where anyone can safely and freely talk, even if other hostile environments exist within a particular community. In his school, he has been elected to the Pioneer Valley Performing Arts Charter School's (PVPA) Student Council three times, in the 10th and 11th grades, and for his upcoming 12th grade year. Ian has also served on PVPA's Board of Trustees for the past two terms as a Student Representative and hopes to serve a third term come fall. One of the main projects he pursued while on Student Council was creating PVPA's Restorative Justice program. He wrote sections of the initial proposal, hosted a panel to the PVPA staff on the student's perspective of Restorative Justice, attended trainings, and has also become one of PVPA's peer Restorative Justice mediators. Aside from work for his community, he spends most of his free time reading and writing-- recently, with a particular interest in history. Ian wants to work towards a place where anyone can freely learn and talk, without judgement or silencing. **3 words to describe NCCJ ANYTOWN** - Reflective, meaningful, and eye-opening

Favorite part of camp- Ian found that the separation delegates faced in one of the final days of camp was one of the most eye-opening experiences. For days, they talked about the system in which they'd been socialized and the justness of that system. When they were able to have time to discuss, without judgment, the reality of society and given time to arrive at their own conclusions as to whether that was the world they wanted to live in, many agreed that they did not want to accept society for what it was. And they were given the chance to change it. Ian felt that seeing everyone put the conclusions they had all individually reached into action, to create a community in which they were content to exist, was an incredibly important and empowering experience.

Analua Alencar Moreira

Pioneer Valley Performing Arts Charter Public School



Analua has been passionate about social justice and human rights for as long as she can remember. A NCCJ NYTOWN alumni and former counselor, she has been involved with NCCJ through two camps, two NCCJ BRIDGES as a delegate and helper, and as a youth member in the NCCJ Board of Directors in 2018. As a sophomore at Pioneer Valley Performing Arts Charter School (PVPA), Lua is a member of her school's Latino/a/x Student Union, a peer mediator in her school's new restorative justice program, and student leader of PeaceJam, the school's action club, for this past year and the next. She was also a student representative on Student Council her freshman year. Lua also independently leads workshops at school events such as Community Day, Unity Day, and Unite Fest and has led a workshop at GLSEN's Western Massachusetts Fall conference in 2017. She is also active in her community as a Teen Advisory Board member at her local library. Aside from activism, you can find Lua doing visual arts and editing the first draft of her novel. Lua believes that social justice is not just a project, but a life skill, and considers how her identity and that of others influences the way we all move through the world. **3 words to describe NCCJ ANYTOWN:** Leadership, connections, eye-to-eye. **Take-away about NCCJ ANYTOWN:** With most of my family living in Brazil, and with seeing them only about once every two years, goodbyes are something I am rather familiar with. Every time I leave my family, I can never be quite certain of when I will see them again. The pressure of finding words to describe something they cannot is a difficult process and often leaves parting ways with the feeling of being incomplete. NCCJ ANYTOWN's eye-to-eye closing activity was a revolutionary camp moment for me: saying goodbye non-verbally made me feel complete and reminded me that there is always a community of like-minded activists to support me no matter where I go. **Favorite Quote:** "You write in order to change the world, knowing perfectly well that you probably can't, but also knowing that literature is indispensable to the world... The world changes according to the way people see it, and if you alter, even but a millimeter the way people look at reality, then you can change it." James Baldwin