



## ***InterCommunity Supports Black Communities***

### **Addressing Racial Inequity**

#### **Update from Kim Beaugard, President and CEO**

"InterCommunity Health Care has made a profound commitment to continue to strengthen diversity and inclusion in our organization by focusing on racial/ethnic equity as the cornerstone of all of our work.

To begin this initiative, our first steps have been to select a multi-racial, multi-cultural external consulting group, Rosario & Associates, to work with us on a comprehensive organizational development and assessment process, and we designated an all-volunteer Racial/Ethnic Equality Committee to support and guide us in this process. We will continue to keep you all updated on our challenges and progress. I thank all of the committee members for being brave to take on this complex work and to ensure that InterCommunity is always doing its part to be an anti-racist organization."



**InterCommunity  
Health Care**

### **Flu Shots Available at InterCommunity**

# Now is the best time to get your **Flu Shot**

Protect yourself from the flu and stay healthy this winter!

Get your **flu shot** at **InterCommunity Health Care** offices in **Hartford, East Hartford** and **South Windsor**. Schedule your appointment today by calling **860-569-5900**.

## Spotlight on Our Staff: Lovel Cassells, MBA

As a Finance Manager at InterCommunity Health Care, one of Lovel Cassell's many tasks is to run reports for more than 60 departments and meet with directors to review their budgets and manage spending. He also works closely with billing and claims, assists Human Resources with InterCommunity's staffing plan, develops budgets for new projects, and looks for ways to make operations more efficient. While he and the team in Finance are not on "the front lines," the work they do behind the scenes is critical to the organization's fiscal health.

Previously Mr. Cassells worked at SS & C in accounting. He started his position at InterCommunity Health Care over a year ago.

"I wanted to do something that helps people but still build my professional experience," he says. "Whether it's primary care, mental health or addiction recovery, all of these services help the community and I want to be a part of it."



Mr. Cassells notes that the pandemic made it essential to adapt to a new professional

lifestyle – such as working remotely. “Fortunately we have a really great team and we communicate well even though it can be very hectic! I’m proud of everything we’ve accomplished.”

## Spotlight on Our Board of Directors



**Noor Afolabi** has served on InterCommunity Health Care’s Board of Directors for a year. “I wanted to help people get on the right path, and I really feel connected to the organization’s mission,” she states. “I’ve visited all of InterCommunity’s locations and am amazed at the scope of the work we’re doing.”

She notes that the coronavirus pandemic has brought fiscal challenges that she thinks have been managed well. “At times we’ve had to make tough decisions, but Kim Beauregard and the executive leadership team do a great job at prioritizing and making sure we’re set up long term to keep our programs going and keep helping people. The Board is very committed and has a lot of energy. It’s more rewarding than I ever imagined.”

Ms. Afolabi is a Portfolio Analytics Specialist at Aetna and works on the impact investment team, which focuses on social impact investments such as affordable housing. She holds a bachelor’s degree in economics from the University of Connecticut.



**Jennifer Raulukaitis** joined InterCommunity Health Care’s Board of Directors last year. She is Assistant Controller at Kaman Distribution and has more than 20 years of experience in the accounting and finance industry. Previously she worked at The Hartford and Aetna.

“I joined the Board to give back to the community,” she says. “I’m interested in ensuring that people get access to the care they need, and InterCommunity’s primary care, mental health and addiction recovery services are so important. My own family on both sides has a history of alcohol abuse and addiction.”

Ms. Raulukaitis holds a B.S. in Accounting from Eastern Connecticut State University, a master’s degree in accounting from the University of Connecticut, and an MBA in Healthcare from the University of Hartford. She is also a Certified Public Accountant.

October is ...  Domestic Violence Awareness Month

Intimate partner violence, or IPV, is common and impacts millions of people in the United States every year. [The Centers for Disease Control \(CDC\)](#) estimate that about 1 in 4 women and 1 in 10 men have experienced physical or sexual violence or stalking by an intimate partner during their lifetime. And while substance use disorders do not cause IPV, there is a strong correlation between heavy drug or alcohol use and domestic violence. The risk of domestic violence increases if both parties involved have a substance use disorder.

Addiction and domestic violence have common characteristics such as a pattern of becoming more severe over time, a loss of control, and a cycle of shame and denial. See [here for domestic violence resources](#) in the state of Connecticut.

