

NASW INDIANA CHAPTER
2009/2010 DIVERSITY/AFFIRMATIVE ACTION PLAN

PURPOSE:

The mission of the NASW Indiana Chapter Diversity/Affirmative Plan is to develop a system with clearly defined procedures to plan for diversity and affirmative action goals and objectives within the Indiana Chapter.

The plan addresses NASW commitment to the principles and ideals of advocating for, promoting, honoring, and valuing diversity and affirmative action policies for diverse groups who have been historically or are currently oppressed, underserved, and underrepresented, including people of color, people with disabilities, people who are gay, lesbian, bisexual, or transgender, women, men, seniors, and people who are disadvantaged or oppressed

TIME FRAME:

The Indiana Diversity/Affirmative Action Plan is on going with time-lines.

GOALS AND OBJECTIVES:

GOAL ONE: To incorporate diversity in all regional and chapter activities

Objective 1: To increase participation of social work representation reflective of the membership on boards, committees, groups, task forces within the regions and state level

Timeline: Yearly review election process, board and committee appointments to be assured that they are reflective of the membership distribution

Objective 2: To increase diversity by developing effective communication with members and affiliate/coalition collaborators

Tasks:

1. Ongoing awareness and written information will be disseminated through the newsletters and e-news

2. Board and Committee members are to invite individual(s) to attend Regional, Board, and Committee meetings

Timeline: Yearly

4. Support for diversity and oppressed groups workshops and other events

5. Maintain ongoing and effective communication, information sharing, and cross-cultural knowledge, skills, and leadership with coalition partners by attending meetings and presenting trainings/conferences/workshops

Timeline: Twice a year

GOAL TWO: To assess the Chapter's diversity of membership and programming to address issues of relevance to the affected oppressed groups

Objective 1: To maintain current demographic data collection regarding affected oppressed groups within the state of Indiana.

Timeline: Yearly

Objective 2: To analyze data gathered in order to plan and evaluate issues of relevance to the affected oppressed groups and the needs of the diverse membership
Timeline: Yearly

Tasks:

1. Collect and maintain demographic data including active member summary reports; racial/ethnicity of clients served in public agencies; government demographic reports including race/ethnicity and gender ratios within the state; race/ethnicity and gender composition of enrollment of Schools of Social Work within the state and region; census report information on race, ethnicity, gender, income levels, and age; and any other information deemed appropriate and useful for informed planning

Timeline: Yearly

2. Analyze the demographic data regarding the Chapter's membership and issues of relevance to the affected oppressed groups. Analysis will be ongoing.

Timeline: Yearly

GOAL Three: To develop an internal and external monitoring system to measure the diversity/affirmative action plan success.

Objective 1: To assess the status of achieved goals

Timeline: Yearly

Objective 2: Assess knowledge of current and relevant issues occurring outside the chapter's organizational structure.

Tasks:

1. Examine the degree to which the membership has become more diverse.

Timeline: Yearly

2. Examine the degree to which social workers of color are active participants in the chapter including committee participation, leadership roles, attendance and presentation in continuing education activities.

Timeline: Yearly

3. Examine the degree to which social policies have changed.

Timeline: Yearly

4. Report all findings to the Board and Chapter Memberships.

Timeline: Yearly