

Diversity/AA Plan 1 January 2010 to 30 June 2011

Introduction and Background

NASW is committed to social justice for all. Discrimination and prejudice directed against any group is damaging to the social, emotional, and economic well-being of the affected group and of society as a whole. In April 2007 the National NASW Board of Directors revised the long standing Affirmative Action policy for chapters and replaced it with the requirement for a Diversity Plan.

This document shall serve to identify the strategy the NASW International Chapter intends to implement to address diversity in the social work profession and throughout the activities of the Chapter. Diversity goals, objectives and timelines will be identified so the Chapter can evaluate their success at achieving their goals.

The current plan shall cover the period 1 January 2010 through 30 June 2011. The plan may be modified and/or extended as additional planning is conducted by the planning committee and the Chapter's board of Directors.

The International Chapter of the National Association of Social Workers (NASW) is committed to providing diversity in all aspects of its operations. Diversity will be defined as embracing and celebrating the uniqueness of each individual and the differences and similarities from all categories of members and covers areas such as race, ethnicity, gender, sexual orientation, marital status, parental status, socio-economic status, physical abilities, religious beliefs, political beliefs, or other ideologies. When diversity is used in this document it includes but may not be limited to these groups.

Once the current plan is adopted by the International Chapter Board of Directors, the plan will be forwarded to National NASW. The plan should be reviewed annually by the Board of Directors and modified as appropriate.

Goal 1: The International NASW Chapter affirms its commitment to diversity goals and policies that result in diversity being encouraged, promoted and celebrated throughout all levels of the Chapter during the normal course of the Chapter's business and programs.

Objective: Actively recruit and retain board members that reflect the diversity of our chapter membership.

Timeline: Ongoing, with the intent of filling the FY11 BOD with a diverse group of individuals.

Objective: Actively recruit and retain chapter members from diverse populations through face-to-face interactions and written communication.

Timeline: Ongoing.

Objective: Host an in-service/social event which promotes cultural diversity.

Timeline: By 30 June 2010.

Objective: Include diversity training during orientation for new board members.

Timeline: In May or June of 2010.

Goal 2: Participate in outreach activities that promote diversity in the social work profession.

Objective: Encourage individuals with diverse backgrounds and capabilities to choose careers in social work via job fairs, college night out and other activities.

Timeline: Throughout FY10.

Objective: Promote participation of diverse speakers at Chapter events.

Timeline: Throughout FY10.

Objective: Incorporate diversity issues into conference sessions, workshops and learning resources for members and staff

Timeline: Throughout FY10.

Goal 3: Communicate diversity as an organizational value in publications and through communication.

Objective: Publish the organization's diversity plan on the web site to reinforce our commitment to diversity.

Timeline: By 1 January 2010.

Objective: Post diversity articles on the Chapter website.

Timeline: Throughout FY10.

Goal 4: Gather data to assist the Chapter with meeting the goals identified in the diversity plan.

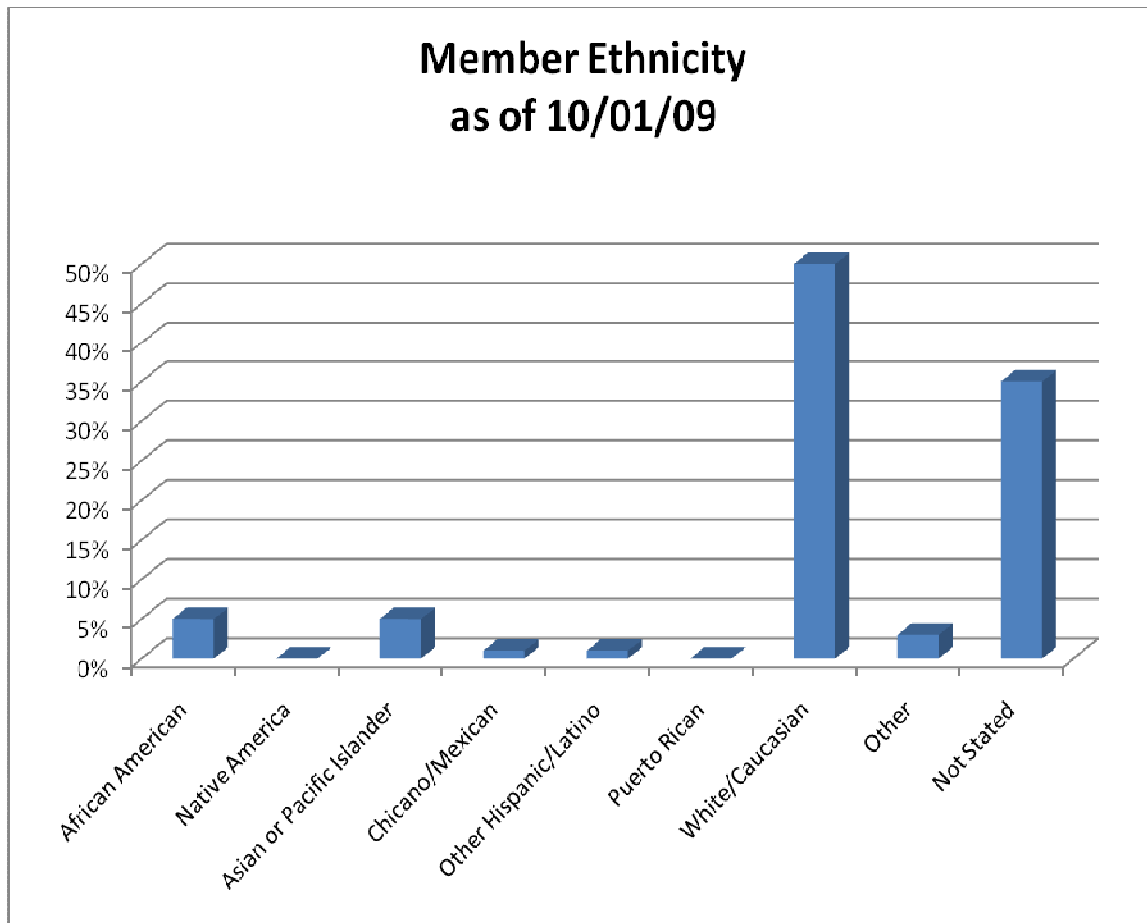
Objective: The Chapter Office Manager will compile data on chapter members based on statistics provided by the National NASW office.

Timeline: Annually.

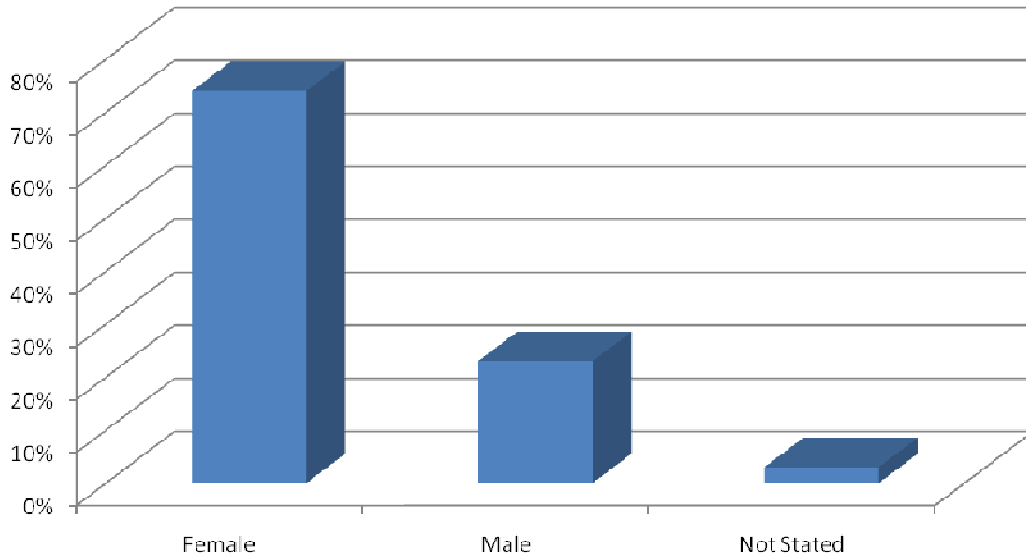
Objective 2: The Board will review the demographic data, identifying and tracking membership trends, and modifying the diversity plan as appropriate.

Timeline: Annually.

International Demographic Profile



Member Gender as of 10/01/09



Member Location as of 10/01/09

