

diversity
starts here



DIVERSITY / AFFIRMATIVE ACTION PLAN
National Association of Social Workers
Alabama Chapter

August 2015 Update

The Alabama Chapter of the National Association of Social Workers (NASW-AL Chapter) is committed to providing diversity in all aspects of its programmatic operations in accordance with Section 1.05 as outlined in § (a), (b) and (c) of NASW-Code of Ethics. For the purpose of this Diversity / Affirmative Action Plan, diversity must be understood to be relative in relation to the continued enhancement of foundational understanding and principle knowledge necessary to embrace the cultural dynamics exemplified here in Alabama. Further, assessing the impact of these aforementioned dynamics on the human behavior of the Alabama citizenry and its implication to Social Work Practitioners will afford an opportunity to leverage lessons learned and enhanced understanding to further our goals towards establishing a more diverse and equitable environment for NASW-AL Chapter Members to thrive.

NASW-AL Chapter hereby affirms its commitment to institute policies and procedures that support the attainment of diversified goals and objectives for the betterment of its membership. Further, NASW-AL Chapter will enthusiastically encourage and promote diversity throughout all levels of its chapter operations towards the fulfillment of its charge. By preemptively planning and proactively acting, NASW-AL Chapter accepts the challenge to address the issue of diversity and chooses to act in the best interest of its chapter membership, striving to strengthen and expand its all-inclusive organizational dynamics.

The NASW-AL Chapter’s Diversity Plan will be monitored to ensure policies and programs are properly developed as well as implemented by the Executive Director, Chapter Staff, and Board of Directors.

Section I. The NASW-Alabama Chapter Diversity / Affirmative Action Plan

Goal No. 1:
Implement Diversity Policies and / or Programs at all levels of Chapter Operations.
<ul style="list-style-type: none"> ▪ Promote Diversity in NASW-Alabama Chapter Leadership representation. ▪ Promote Diversity in Chapter Membership and affiliations. ▪ Include Diversity Training in NASW-Alabama Board of Director’s Orientation / Annual Retreats (<i>as appropriate</i>). ▪ Incorporate Diversity Issue discussions into Chapter Workshops / Conferences. ▪ Insure disenfranchised groups (<i>i.e.: minorities, women...</i>) are active participants in Workshops, Conferences... ▪ Include diversity policies in volunteer/staff training manuals and incorporate diversity training into orientation period.

Goal No.2:
Communicate Diversity Values in Chapter Publications and Communications with Membership / Students.
<ul style="list-style-type: none"> ▪ Publish the NASW-AL Chapter Diversity / Affirmative Action Plan on the Chapter’s website ▪ Publish NASW Code of Ethics Section 1.05 on the Chapter’s website and in Newsletters ▪ Periodically publish focused articles relevant to diversity issues / concerns in Newsletters ▪ Include diversity discussions in all facilitated presentations to students / peers / potential employers... ▪ Compile relevant metrics to NASW-AL Chapter diversity and publish findings (<i>as appropriate</i>)

Goal No.3:
Participate in collaborative partnerships / forums to advocate for and promote cultural competence and social diversity.
<ul style="list-style-type: none"> ▪ Identify organizations with like focused diversity / affirmative action values to collaborate ▪ Identify opportunities to advocate for issues that affect the wellbeing of minority communities ▪ Work with collaborative partners to transact activities which promote non-discrimination based upon the following: <ul style="list-style-type: none"> ○ Age ○ Ethnicity ○ Class ○ Gender ○ Physical abilities / qualities ○ Race ○ Sexual orientation ○ Religious Status ○ Gender expression ○ Educational background ○ Geographical location ○ Income ○ Marital status ○ Parental status ○ Work experiences

Section II. NASW-Alabama Chapter Diversity / Affirmative Action Plan 2015 Update

Goal No. 1:		
Implement Diversity Policies and / or Programs at all levels of Chapter Operations.		
Strategy A: Promote Diversity in NASW-AL Chapter Leadership		
Benchmark	Timetable	Outcome
<ul style="list-style-type: none"> Actively recruit minorities / other marginalized groups to become leaders and volunteers in the Alabama Chapter. 	Ongoing	<ul style="list-style-type: none"> Diverse Leadership pool reflecting the diverse population of Alabama
Strategy B: Promote Diversity in NASW-AL Chapter Membership		
Benchmark	Timetable	Outcome
<ul style="list-style-type: none"> Communicate NASW-AL Chapter's commitment to diversity in Presentation, Events... Encourage Board to incorporate Chapter's commitment in communications with peers, coworkers and collaborative partners. 	Ongoing	<ul style="list-style-type: none"> Increase in diversity of chapter membership based upon its reputation of being truly dedicated to diversity in chapter operations and community involvement. Ongoing communication related to NASW-AL Chapter's commitment to diversity based upon periodic presentations at varied venues for chapter workshops, unit meetings and varied conferences.
Strategy C: Incorporate Diversity Training in Board of Director Orientation / Annual Retreats (as appropriate)		
Benchmark	Timetable	Outcome
<ul style="list-style-type: none"> Communicate NASW-AL Chapter's Diversity / Affirmative Action Plan to aid Board in identification of areas of influence they control in fulfilling goals / objectives. Integrate NASW Code of Ethics Section 1.05 in Board's understanding of Chapter's commitment and dedication to diversity. 	Ongoing	<ul style="list-style-type: none"> Educated Board with clear understanding of diversity and their role in actively sustaining and building further diversity within the Chapter and the profession at large.
Strategy D: Incorporate Diversity Issues / Concerns in Chapter Workshops, Training, Conferences		
Benchmark	Timetable	Outcome

<ul style="list-style-type: none"> ▪ Work with Region, Conference and Continuing Education Committees to insure diversity and programmatic content consistency. ▪ Incorporate Diversity Forums during varied Workshops, Training, and Conferences. 	Ongoing	<ul style="list-style-type: none"> ▪ Culturally relevant information and content is evaluated and incorporated into presentations to Membership and others in a consistent manner. ▪ Structured opportunities to address topics and issues related to diversity within the state and potentially develop strategies to address and mitigate gaps in diversity attainment.
Strategy E: Incorporate Disenfranchised groups as active participants in Workshops, Conferences		
Benchmark	Timetable	Outcome
<ul style="list-style-type: none"> ▪ Work with Region, Conference and Continuing Education Committees to insure representation from marginalized groups are invited to participate in programmatic offerings (as speakers, subject matter experts...). ▪ Incorporate Diversity Forums during varied Workshops, Training, and Conferences. 	Ongoing	<ul style="list-style-type: none"> ▪ Greater diversification in programmatic offerings with opportunities to expose participants to enhanced learning opportunities. ▪ Exposure to varied cultural perspectives and ideologies relevant to Social Work practice and understanding..
Strategy F: Include Diversity Policies in Staff / Volunteer Training Manuals, Training, and Orientations		
Benchmark	Timetable	Outcome
<ul style="list-style-type: none"> ▪ Communicate the Chapter's Diversity and Affirmative Action Plan and its commitment to Diversity. ▪ Incorporation of Staff and Volunteers in the Chapter's promotion of diversity. 	Ongoing	<ul style="list-style-type: none"> ▪ Staff and Volunteers are educated about Cultural Competence and Social Diversity concerns impacting Membership. ▪ Staff and Volunteers become active in promoting the Chapter's commitment to diversity. ▪ Staff and Volunteers are sensitive to Membership and others needs in their day to day interfaces with the Chapter.

Goal #1 Update Summary - 2015

Strategy A: The Alabama Chapter's Board of Directors currently has a partially diverse composition; however our goal is to actively continue to recruit Latino, Asian and Native American Social Workers as well as a representative mix of males in the state for even greater diversification. The Chapter continues to promote diversification among its various areas of subordinate leadership. The CCNLI Committee continues to be very active in seeking a diversified application pool representative of men and women, however, increased focus must be initiated to incorporate more Social Worker representation of Latino, Asian, and Native American descent. The chapter's goal remains to have its leadership reflect the overall diversified Alabama population with regard to the population Social Workers of the state serve.

Strategy B: The Alabama Chapter has made strides in facilitating presentations and workshops to educate its membership and others about marginalized groups in Alabama. For instance, collaborating with the Magic City Acceptance Project (MCAP) to organize workshops about working with the LBGTQ (Lesbian, Bi-sexual, Gay, Transgender and Queer youth and their families.) With regard to diversification related to immigrant groups, however, the Chapter has discovered that approximately 60% of Alabama's Social Workers are apparently reluctant to embrace working with immigrant families, as surmised per the strong internal cultural support for policies and laws (e.g. *Alabama HB 56, titled the Beason-Hammon Alabama Taxpayer and Citizen Protection Act*) which are anti-immigration based. Cultural Competence and Social Diversity Education is obviously lacking in social work presentations / workshops hosted by other various Social Work Associations / Organizations across the state. Consequently, it becomes evident that the NASW-AL Chapter must continue to promote varied programming and continued education opportunities that will further educate Social Workers on matters pertaining to Cultural Competence and Social Diversity. Additionally, NASW-AL Chapter's Board of Directors and staff must remain focused on its commitment to diversity when in conversation with peers, co-workers and associates.

Strategy C: After annual elections, the chapter's Executive Director and President will begin facilitating training as part of a Quarterly Meeting to educate Board Members with regard to the chapter's Diversity and Affirmative Action Plan as well as its commitment to diversity. The ongoing objective is to insure the Chapter hosts a "Board Retreat" focusing on matters of Cultural and Social Diversity.

Strategy D: The NASW-AL Chapter plans to host a forum on Diversity during its annual conference in 2016. In addition, NASW supports Regional Programming initiatives with will address diversity as part of the Cultural Competence and Social Diversity continuing education curriculum were undertaken and will continue to be incorporated throughout the coming year. An example of such an upcoming training is the Judson College Cultural Competence Conference to be held in October 2015.

Strategy E: The NASW-AL Chapter continues to be successful incorporating a diverse pool of presenters into its workshops / trainings and conferences. The chapter will continue to build on its efforts to incorporate marginalized / disenfranchised

minority groups as speakers and to have workshop / conference and training initiatives that afford attendees the opportunity to take part in various cultural perspectives, and ideologies.

Strategy F: The Alabama Chapter will continue to address the overall goals and objectives related to Cultural Competence and Social Diversity with the Board of Directors and volunteers in an effort to insure consistency in understanding and efforts undertaken. In addition to the information being presented as part of formal Orientation / Training documentation, it has also been incorporated into the dynamics of the Chapter Bylaws to become an understood and integral part of Chapter Operations and standards of conduct.

Goal No. 2:		
Communicate Diversity Values in Chapter Publications and Communications with Membership / Students.		
Strategy A: Publish the Diversity and Affirmative Action Plan to the Chapter's Website to reinforce commitment.		
Benchmark	Timetable	Outcome
<ul style="list-style-type: none"> Diversity and Affirmative Action Plan are published on Chapter's Website. 	Ongoing	<ul style="list-style-type: none"> Those utilizing the Chapter's Website will be fully aware of the Chapter's perspective and commitment to Cultural Competence and Social Diversity.
Strategy B: Publish the Section 1.05 of the NASW Code of Ethics to the Chapter's Website and in Newsletters.		
Benchmark	Timetable	Outcome
<ul style="list-style-type: none"> Section 1.05 of the NASW Code of Ethics is published on the Chapter's Website and in Newsletters. 	Ongoing	<ul style="list-style-type: none"> Those utilizing the Chapter's Website will be fully aware of NASW's perspective and ethical commitment to Cultural Competence and Social Diversity. Newsletters will reaffirm this perspective and will make the information accessible to those who may not have access via electronic means.
Strategy C: Publish focused articles relevant to diversity issues / concerns in Newsletters		
Benchmark	Timetable	Outcome
<ul style="list-style-type: none"> Focused articles on Cultural Competence and Social Diversity appear in all Chapter Newsletters (i.e.: 	Ongoing	<ul style="list-style-type: none"> Membership and others will become more educated and aware of Diversity issues / concerns that impact the

monthly, bi-annually...)		Alabama community and the perspectives of the Chapter and other organizations in addressing these matters.
Strategy D: Include diversity discussions in all facilitated presentations to students / peers / potential employers...		
Benchmark	Timetable	Outcome
<ul style="list-style-type: none"> ▪ Present the Chapter's commitment to addressing Diversity issues / concerns. ▪ The importance of Cultural Competence and Social Diversity in Social Work Practice are highlighted. 	Ongoing	<ul style="list-style-type: none"> ▪ Students and other participant groups become aware of issues and concerns impacting Cultural Competence and Social Diversity and implications of these matters to Social Work practice.

Goal #2 Update Summary - 2015

Strategy A: The Alabama Chapter will post the updated 2015 Diversity and Affirmative Action Plan to the Chapter's Website after appropriate review and approval by the Board of Directors.

Strategy B: The Alabama Chapter continues to publish the entire NASW Code of Ethics on its website at www.naswal.com under the *About Us* drop down.

Strategy C: The Alabama Chapter will continue to incorporate relevant and useful articles pertaining to Cultural Competence and Social Diversity in its Newsletters.

Strategy D: The Alabama Chapter will continue to work with the various Schools of Social Work in the preparation and presentation of programmatic offerings focused on Diversity (i.e.: immigration, access to affordable healthcare, quality education and economic injustice and legislative concerns – all of which drastically impact minorities and the poor in the state of Alabama). Specifically, the aforementioned focus will be highlighted during NASW-AL Chapter Social Work Advocacy Days (Student Advocacy Days). Further, the chapter has previously hosted two Distinguished Academic Leader Roundtable Luncheons for key academic leaders, and the topics of Diversity and Social Justice in regard to Students of Social Work were featured conversations inclusive as part of the agenda. More site visits and collaborative sessions will be planned in the coming year to address these topics in greater depth.

Goal No. 3:		
Participate in collaborative partnerships / forums to advocate for and promote cultural competence and social diversity.		
Strategy A: Identify organizations with like focused diversity / affirmative action values to collaborate		
Benchmark	Timetable	Outcome

<ul style="list-style-type: none"> ▪ Establishment of a repository of Organizations and Initiatives congruent to NASW-AL Chapter perspectives that can be collaborative partners. ▪ Establishment of Collaborative Agreements documenting the intent of aforementioned organizations to work together for the common good of Social Work Practice and the enhanced furtherance of Cultural Competence and Social Diversity. 	Ongoing	<ul style="list-style-type: none"> ▪ Established and documented community partners for NASW-AL. ▪ Set agenda of initiatives and perspectives for NASW-AL to support. ▪ Increased presence and relevance of NASW-AL Chapter to community interests and awareness of Cultural Competence and Social Diversity.
Strategy B: Identify opportunities to advocate for issues that affect the wellbeing of minority communities		
Benchmark	Timetable	Outcome
<ul style="list-style-type: none"> ▪ Continue work with established community partner (i.e.: Alabama Voices, Alabama Arise, Alabama Women’s Resource Network, Magic City Acceptance Project (MCAP), AL schools of Social Work...) ▪ Build additional Partnerships as appropriate (i.e.: VA, DHR...) 	Ongoing	<ul style="list-style-type: none"> ▪ Establishment of a stronger voice to advocate on behalf of those who have no voice or are minimized by acts of discrimination and disregard. ▪ Allow the Chapter to be exposed to areas of issue / concern that it may not currently be actively a part of, and to be a catalyst for increased Social Change.
Strategy C: Work with collaborative partners to transact activities which promote non-discrimination		
Benchmark	Timetable	Outcome
<ul style="list-style-type: none"> ▪ Board of Directors, Membership, and Collaborative Partners bring forth critical focus and concern that will serve to activate the Cultural Competence and Social Diversity activism within the Chapter. 	Ongoing	<ul style="list-style-type: none"> ▪ Chapter events and meetings will serve as a forum for interested parties to establish platforms from which they may speak with regard to identified issues / concerns for the Chapter to act upon.

Goal #3 Update Summary - 2015

Strategy A: The Chapter continues to establish more partnerships in the state as appropriate (i.e.: MCAP and Alabama Poverty Project).

Strategy B: The Alabama Chapter has hosted various workshops and trainings with Collaborative Partners and has been in support of efforts to address legislative actions would inappropriately further marginalize or impact minority groups (i.e.: HB56). Further, through the established partnership maintained with Alabama Arise, the Chapter has taken part in various “Listening Sessions” to promote state / national perspectives related to policies that serve to improve or enhance the lives of low-income Alabamians. For more detailed perspectives, visit www.arisecitizens.org.

Strategy C: Chapter continues to oppose legislation which impacts marginalized groups in Alabama. Chapter Executive Director registered to become a Lobbyist in 2014 to advocate for social justice issue / legislation that supports the social work profession and those the profession serves, **OR** when the chapter advocates against those social justice issues/legislation that negatively impact the social work profession and those the profession serves.

Section III. NASW-Alabama Assessment Strategies

Monitoring – Executive Director plans to evaluate existing policies / procedures that may have previously been implemented in regard to effective monitoring / auditing of Diversity / Affirmative Action Issues and Concerns. Based upon findings ascertained, Executive Director will either continue the utilization of the process as it is currently determined to be, or will proposed new processes for consideration and adoption in an effort to move the Chapter forward with regard to this area of analysis. Current assessment is being conducted by the Executive Director with regard to analysis of metrics established on a monthly basis pertaining to existing Chapter Membership and its demographic composition. If noted to be appropriate and in line with Board of Director perspectives, the Executive Director will make recommendations to the Board for the establishment of a formalized Standing Subcommittee related to Diversity.

Internal Reviews – It should be noted that the Chapter Executive Director has been tasked in prior years with reviewing and assessing the current standing of this Diversity and Affirmative Action Plan for inclusion in the mandated posting of updates on an annualized basis. There are currently no stipulations placed upon the Chapter to assess its current workforce diversity, as there are fewer than stipulated Staff in Full Time employment standing. Chapter Leadership is noted to be equitably distributed based upon the current Chapter demographics, noting more female representatives than male, and an even distribution in regard to racial makeup. There is a desire, however, to gain greater diversity with regard to representation by targeted minority groupings (i.e.: Asian, Latino...) Assessment related to sexual orientation has not formally been conducted to date and is not determined to be appropriate, as it is not noted to be a specific focus of inquiry when ascertaining interested parties desire to participate in volunteer service to the Chapter (determination of participants and their election or appointment to specified areas of Leadership are conducted without regard to sexual orientation).

External Review – The Executive Director of the Chapter does participate in mandated forums and meetings that serve to maintain and keep the Chapter abreast of pressing matters related to policy and legislative issues of concern as well as the perspective of

NASW from the National level. Further, with regard to localized considerations, the Chapter currently participates and maintains an active Partnering Agreement with Alabama Arise, a very informative and localized focus group which advocates on behalf of the Chapter's Membership and the perspectives of which NASW-AL Chapter is in support. Regular forums and "Listening Sessions" are facilitated by Alabama Arise, and the Chapter is often represented as a participant in such meetings to stay abreast of considerations and issues that may impact its Membership or the people they serve.

Data Analysis – The Executive Director plans to evaluate existing policies / procedures that may have previously been implemented in regard to statistical reviews of metrics pertaining to specified demographic criterion of underrepresented categories (i.e.: race, disabilities, sexual orientation, minority affiliation...) Should there be no such prior consideration of policy formation, the Executive Director plans to draft and propose such policies for review and adoption by the Board of Directors. Such information and analysis could greatly enhance programmatic offerings and focus to be more specifically targeted to meet the needs of Membership.

Data Collection – It should be noted that over the course of years, there have been some evaluative measures executed to gain insight and data related to Membership focus/ issues of concern/ and associated demographic perspectives. There has not, however, been a means for formalized evaluation and compilation of this information into meaningful reports. Further, supplemental information accessible to the Chapter from other organizations does potentially play a key role in the effective analysis of Membership perspective, but have not been formally tapped to date for utilization. In the coming year, efforts will be made to assess available alternative data stores and the potential utilization of this information for the benefit of the Chapter.

Capacity – To date, it must be noted that Staff for the Chapter is minimal, and does not necessarily have the necessary time available to conduct a dedicated and detailed review of applicable components of the overall Diversity and Affirmative Action Plan. This, however, could likely be rectified through the overall expansion of the focused area by the Board of Directors agreement and establishment of a proposed Standing Subcommittee dedicated to Diversity. In such an instance, there will be greater focus and resources available to allocate to the needs of research and assessment of ascertained information in the formulation of the diversity plan. This will be actively pursued in the coming year.

Benchmark Quantification – The Executive Director will in the coming year formalize a more Quantifiable Benchmark Quantification system by which the Chapter may be assessed to determine its suitable activity and participation in specified areas.