

## NASW CA Diversity Plan

May 2017  
PLAN UPDATE

### The Chapter's Diversity/Affirmative Action Primary Goal

To encourage under-represented groups to join the social work profession and to build a membership that reflects California's diverse population.

#### Goal 1: Membership Goals

1. Over the next five years (2013-2018), increase the overall number of members from under-represented groups at least by the proportion of new members joining the California Chapter.

UPDATE: Since 2013, the Chapter membership has increased its diversity by 5.8%. Latinos have the largest increase since 2013 at 4%. Members not reporting their ethnic group are about 30% of all the members. There may be a number of reasons including those who decline to state or those who can't find their desired category.

2. National and chapters have encouraged members to complete the membership data profile through email, postcards and other efforts but the non-response seems to be increasing.

UPDATE: The Chapter will collaborate with NASW National to determine if a special survey of members not reporting their ethnicity should be conducted. Another area that is not reported or collected is sexual orientation or gender identity. A special survey could be sent by the Chapter to its non-reporting members explaining why this data collection is important and why they should comply. For some members, they may complete the survey and ask that their identify remain anonymous.

3. Develop and implement strategies that encourage under-represented groups to enter the social work profession and/or join the association.

Strategies include the following:

- a) *Continue the Native American Social Work Student Birdwoman Scholarship program providing \$1,000 scholarships to Native American social work students.* In 2016, the Chapter awarded 4 scholarships to members and will open applications in late summer 2017.
- b) Continue to collaborate and support ethnically diverse social work groups such as the Latino Social Workers, the Chapter Asian Pacific Islander Social Work Council, Social Justice Symposium, Cultural Competence Mental Health Summit, NAMI Conference,

California Black Social Workers, the USC API Social Work Caucus, Stonewall Democrats, Council on Islamic and American Relations, Latino Social Work Caucus, Metropolitan State Hospital Multicultural Conference, Each Mind Matters Day, Chapter Pilipino Social Work Council, the Chapter Rehabilitation and Inclusion Council, Chapter Disability Council, Chapter Native American Council and the Disability Rights Conference.

- c) Continue to support the efforts of the California Deans and Directors of Social Work Programs and CalSWEC Programs to address the lack of social workers from under-represented groups. Supported and participated in the Annual CalSWEC Student Conference.
- d) Continue to collaborate with universities to promote forums and discussions on the issue of #blacklivesmatter and other diversity topics.
- e) Continue to include in the *NASW California News* articles highlighting social work and issues related to the underrepresented ethnic groups, people with disabilities, and LGBTQ community.
- f) Continue to highlight men in the profession of social work through the Chapter's communication mediums.
- g) Continue to outreach to high schools and universities by recruiting Chapter staff and volunteers to speak at career fairs.

### **Professional Development Goal**

Goal 2. Annually implement and evaluate strategies to ensure that courses offered through the Chapter's educational programs, regions, local units and councils incorporate, highlight, and focus on issues related to diversity and cultural competency.

Strategies would include but not be limited to the following:

- a) Continuously recruit instructors and online authors who reflect California's diverse population. Maintain the percentage representing diverse and/or under-represented groups at 30%.
- b) Continuously recruit instructors and online authors who have knowledge and expertise in cultural competency and apply this knowledge to the classroom and content.
- c) Annually offer new online courses and/or annual conference workshops focused on cultural competency, diversity or diverse populations.
- d) Continuously require that all courses and workshops offered through the Chapter incorporate issues of diversity and cultural competency.

### **Administrative Goal**

Goal 3. The Chapter will adhere to the NASW Diversity Policy and dedicate time and resources to developing, implementing, and evaluating strategies that highlight, incorporate, and focus on diversity and affirmative action.

Strategies would include but not be limited to the following:

- a) When staff vacancies occur, recruit diverse staff representing the makeup of California's different ethnicities.
- b) Recruit Chapter leaders that represent ethnic diverse groups. Provide diversity goals to the Chapter Nominations and Leadership Identification committee
- c) Continuously develop, implement, and evaluate strategies to highlight diversity in all of the media tools including but not limited to the website, newsletter, email blast, and marketing tools for programs and events. In addition, place an article in the newsletter at least once a year related to the Chapter's Diversity/Affirmative Action Plan and highlighting its commitment to having a diverse membership.

Update: Currently 55% of the staff are members of diverse (non-white or LGBT) groups. For 2017, about 50% of elected and appointed leadership is non-white.

### **Legislation Goals**

Goal 4. With the goal of promoting diversity and bringing all groups into full equality, the Chapter will sponsor and support legislation that benefits under-represented groups in California.

Strategies include the following:

- a) Collaborate with organizations that support under-represented groups in developing and advocating for legislation (bills, propositions, etc.) which impact under-represented communities. For example, collaborations should include special Caucuses when appropriate.
- b) Conduct presentations for university social work programs educating students regarding the fundamentals of social policy and basic tools related to lobbying and advocacy for the under-represented. These presentations will provide examples of bills that do or do not have an impact on communities of color, immigrants, etc., along with examples of how the Chapter is working with special Caucuses and other groups to impact policy changes.
- c) CalPACE, the Chapter's political action committee, will consider candidate diversity qualities in its criteria for candidate endorsement with the goal of diversifying the California Legislature. CalPACE only endorses candidates with pro-diversity platforms.

UPDATE: The Chapter continued these activities in 2017. The Chapter supported 50 diverse candidates in the 2017 state election and 4 diverse social worker candidates local races. The 2017 Lobby Days bills included corrections reform, immigration and LGBT senior rights.