

## 2020 UPDATE 2019-2024 FIVE YEAR NASW CA Diversity and Inclusion Plan Draft

### **NASW Mission Statement**

The National Association of Social Workers (NASW) is a membership organization that works to enhance the professional growth and development of our members, to create and maintain professional standards for social workers, and to advance sound social policies.

<https://www.socialworkers.org/About/NASWs-Mission>

### **Chapter Purpose in The Chapter Charter: Article II – Purpose**

The Chapter advances the mission of the Association. As a local programmatic unit of the Association, the Chapter provides programs and member services. The Chapter shall at all times work to enhance the professional growth and development of its members and assist in enhancing professional standards, ethical practice, and the advancement of sound social policies.

[https://cdn.ymaws.com/www.naswca.org/resource/resmgr/Leadership\\_Docs/CA\\_Chapter\\_Charter\\_Final.pdf](https://cdn.ymaws.com/www.naswca.org/resource/resmgr/Leadership_Docs/CA_Chapter_Charter_Final.pdf)

### **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.

#### NASW CA STRATEGIC PLAN MEMBERSHIP GOALS

- d. Utilizing June 30, 2019 as a baseline, consistently exceed the NASW national diversity goals of a membership with 16% people of color.
- e. Annually review and revise the Chapter’s Diversity and Inclusion Plan to ensure the strategies for reaching and engaging social workers of color are appropriate and successful.
- f. Ensure that a minimum of 25% of the Chapter’s volunteer leadership represent diverse groups.

[https://cdn.ymaws.com/www.naswca.org/resource/resmgr/leadership\\_docs/draft\\_strategic\\_plan\\_2019-20.pdf](https://cdn.ymaws.com/www.naswca.org/resource/resmgr/leadership_docs/draft_strategic_plan_2019-20.pdf)

## RECOMMENDATIONS:

When the Chapter Strategic Plan is revised for 2020-2021, it is recommended the membership target diversity goals be revised to consider a broader diversity of California's population and the social worker population.

Latinx: 39%; White: 37%; Asian: 15%; African American: 6%; Native Amer./AI: .35% (2018, CA Dept. of Finance)

60+ 21.5%; Median Age: 36.7% (2020 CA Dept. of Aging)

LGBTQ: 18+ 5.3% (2018 Gallup Williams)

Disability: 10.6% (2015 disabilitystatistics.org)

Other considerations: Demographics of social workers and social work students

## **2019-20 Strategic Plan Goal 1: Membership Inclusion and Equity Goals**

1. Over the next five years (2019-2024), increase the overall number of members from under-represented groups.
2. Encourage members to complete the membership data profile through email, postcards and other efforts.
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.
- 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, 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 Lao American Education 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.
- 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, persons/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.

## **2019-20 Goal 2: Professional Development Goals**

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 inclusiveness.

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 inclusion and apply this knowledge to the classroom and content.
- c) Annually offer new online courses and/or annual conference workshops focused on inclusion, diversity, or diverse populations.
- d) Continuously require that all courses and workshops offered through the Chapter incorporate issues of diversity and inclusion.

## **RECOMMENDATIONS FOR 2020-2021 STRATEGIC PLAN GOALS**

1. Review Professional Development content and include diversity/inclusion, anti-racism content

## **2019-20 Goal 3: Administrative Goals**

The Chapter will adhere to the NASW Diversity and Inclusion 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 and Inclusion Plan and highlighting its commitment to having a diverse membership.

#### RECOMMENDATIONS:

1. Add in addition to ethnicity, other inclusion criteria such as sexual orientation, age, and disability.

#### **2019-20 Goal 4: Advocacy Goals**

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. The Chapter will support candidates who are diverse and candidates who are social workers.

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 and inclusion qualities in its criteria for candidate endorsement with

the goal of diversifying the California Legislature and local elected bodies.  
CalPACE only endorses candidates with pro-diversity and inclusion platforms.

NOTE:

This draft report includes input from the Chapter Diversity Committee and the Chapter Program Committee.

CALIFORNIA CHAPTER DIVERSITY AND INCLUSION PLAN  
DRAFT 2020 UPDATE

From 2019 to 2020, the Chapter membership diversity was unchanged (within a +- 5% error rate) for the 72% of members reporting.

2020 Point In Time CHAPTER MEMBERSHIP DIVERSITY NUMBERS (of those members reporting)		
	May 2019	May 2020
Latinx:	18.20%	18.2%
African American	8.20%	8.8%
Asian/PI	7.38%	7.2%
Other	3.85%	3.9%
American Indian/Native American	0.80%	0.9%
White	61.08%	60.9%

- The Chapter continues to exceed its membership diversity goal by 23%.
- The Chapter exceeded its goal of 25% for elected, appointed leadership. For 2020, about 56.4% of elected and appointed leadership is non-white. 84.2% of the Board of Directors are non-white.
- 50% of the staff are members of diverse (non-white or LGBT) groups.
- Members not reporting their ethnic group was unchanged from the previous year at 28% of all the members.

RECOMMENDATION:

The Chapter conduct a survey of its members to determine a more accurate count of diversity and inclusion. The Chapter conduct a similar survey of non-members and include such questions as reason for not joining NASW.

2019-2020 CHAPTER DIVERSITY ACTIVITIES

The Chapter does collateral diversity and inclusion membership and recruitment activities by attending, co-sponsoring and donating to a wide variety of social work events in the state. The following is a list of events the Chapter participated in. Due to COVID 19 crisis, many of the live in-person events the Chapter usually participates in or contributes to were cancelled in 2020.

MEMBERSHIP

## 2019 Events and activities

- Exhibited and spoke at Central Valley Latino Conference
- Hosted Korean Social Workers
- Attended 50th Anniversary Gala Dinner San Francisco State Ethnic Studies Program
- Attended Australian Social Worker Lecture
- Attended Council on American Islamic Relations dinner
- Attended Immigration Webinar
- Attended PPIC event with California Supreme Court Chief Justice Tani Cantil-Sakauye
- Attended Mental Health for US event at University of Southern California
- Attended Photographer Paul Kitagaki, Jr. exhibit and lecture on Japanese American internment camp experience.
- Attended Chinese American Transnational Lecture, Laura Ng, Stanford University
- NASW Region F hosted Kane Smego, Spoken Word Artist
- One of the main things we did this year was really support the growth of our newly revived API Council in Southern California. They have had meaningful events such as a panel event in participation with the UCLA API Caucus and a virtual event on Xenophobia
- Sponsored CSUNs Diversity Day event.
- Sponsored USC API
- Highlighted diverse students/members in our online news.
- Awarded Birdwoman scholarships and highlighted those students in online news. Additionally - worked to recruit new Native American Council Chair.
- Beginning stages of forming Council in Aging within NASW-CA with Dr. Adria Navarro.
- Built Chapter Instagram to reach more social workers.
- Continuing to boost our utilization of communications channels to reach diverse populations.

## DIVERSITY AND INCLUSION ACTIVITIES

Chapter Open Forum on Social and Racial Justice: "A Social Work Conversation on Racial Injustice, Black Death and Need for Far Reaching Societal Reform" was held on Saturday, June 6th at 11am – 12:30pm with over 150 in attendance.

The Chapter participates in the National Racial Justice working group to increase and coordinate chapter and national activities.

National NASW Office Activities: NASW Live Town Hall: "The Other Pandemic: Racial Injustice" June 19 - 2-3:30 PM (ET)

NASW 2020 Virtual Conference June 15-17. Keynote speech, "Addressing Systematic Racism," by Wes Moore, best-selling author, and Robin Hood Foundation CEO. Moore's latest book, Five Days explores the uprisings in Baltimore after the death of Freddie Gray in police custody.

## CHAPTER WEBSITE

A new webpage on the Chapter website is dedicated to "Resources Related to Racism and Social Justice."

<https://www.naswca.org/page/resources-related-to-racism-and-social-justice>

## ADVOCACY

- The Chapter's PACE program is supporting diverse candidates in the 2020 including Dr. Susan Eggman, LCSW for State Senate, and Nayiri Nahabedan for Glendale School Board.
- AB 163: Provide Support to Undocumented Children In Detention Facilities (Assembly Floor)
- SB 568: Provide Support to Homeless Students (Senate Floor)
- Budget Items included in State Budget: Extended Foster Care; Family Urgent Response System)
- AB 2200 (Kalra) The CA Racial Justice Act
- AB 3070 (Weber) The Jury Equity Act
- AB 2512 (Stone) Intellectual Disability & Death Row
- We are part of a national task force on immigration.
- We also work closely with the Racial & Ethnic Mental Health Disparities Coalition (REMHDCO)
- SB 29 (Durazo) Health for All Undocumented seniors
- Budget issue to include workers with an ITIN in the CalEITC
- AB 3121 (Weber) to develop a task force to establish reparation payments for African Americans.
- Advocacy for staff and inmates in LA County Jail

## PROFESSIONAL DEVELOPMENT

Note: Chapter in-person events cancelled in 2020 due to COVID emergency orders.

The new online course "Paths to Ending Racism in America" (2-hours/CEUs) is up and available. It is free for NASW members and \$8.00 for non-members. However, during the month of June, with the 50% discount, it will cost nonmembers \$4.00.

The team is currently working on two additional courses: (1) Racism and Trauma and (2) Racism and Other Counter-transferences, both of which will target psychotherapist nationwide.

All the 18 new courses added over the last year include issues of diversity; however, the following courses are listed on the "Improving Inclusion" online library page:

- California Cultures and Social and Psychological Implications (15 hours)
- Women Veterans: Improving Treatment and Care
- Treating and Supporting Today's Veterans
- Intimate Partner Violence and Diversity Issues
- Legal/Ethical Issues Related to U.S. Immigration
- Hispanic/Latino Identity and the Therapeutic Process
- Improving Inclusion
- Introduction to Gender Identity and Transgender Community
- NASW Social Justice Brief: Migrant and Asylum-Seeking Families Policies
- Expanding Digital Equality: Best Practices in Behavioral Health Services

#### 2019 Chapter Annual Conference

Keynote speaker: Kane Smego, Spoken Word Artist

#### Workshops:

- All workshops are required to include diversity content
- Specific workshop: Culturally Affirming Clinical Supervision

#### 2020 Chapter Annual Conference (Virtual)

Keynote Speaker (invited): Terrence Roberts, Civil Rights Activist, member of the "Little Rock Nine."