

NASW INDIANA DIVERSITY PLAN EXECUTIVE SUMMARY

The Indiana Chapter of the National Association of Social Workers is committed to prioritizing diversity, as defined by members of the 2016 Committees on Racial and Ethnic Diversity (CO-RED) and Sexual Orientation and Gender Identity (SOGI), as well as the chapter Nominations and Leadership Identification Committee (NLIC).

To ensure no specific oppressed, underserved, underrepresented, impeded and/or constrained population was inadvertently omitted from the inclusion statement in the purpose section of the plan, the members unanimously agreed that the term “diversity” due to its embryonic and fluid nature will be all encompassing which includes but is not limited to the following subsets: race, ethnicity, sexual orientation, gender identity, age, religion, origin, disability, and/or socio-economic background.

The Indiana Chapter of the National Association of Social Workers prides itself on being a catalyst for change within the state and is dedicated to ensure that it strategically will:

- Incorporate diversity in all regional and chapter activities;
- Assess the Chapters diversity of membership and programming to address issues of relevance to diverse populations; and
- Develop an internal and external monitoring system to measure plan success.

The plan puts emphasis on the principles and ideals for advocating, promoting, honoring and valuing diversity and affirmative action policies for diverse groups who have been historically and/or currently oppressed, underserved, underrepresented, and who are impeded or constrained by societal and institutional barriers. This will remain a fluid and working document at all times, and will be assessed on an ongoing basis regarding both the meaningfulness of its goals and progress toward their attainment.

Feedback and commentary is always welcome and appreciated.

**NASW INDIANA CHAPTER
2016 REVISION DRAFT**

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, underrepresented, and who are impeded or constrained by societal and institutional barriers.

TIMEFRAME:

The Indiana Diversity Action Plan is ongoing with time-lines. The goals and objectives of this plan will be prioritized for execution based on resources, relevance, and the will of the members.

RESPONSIBLE ENTITY:

The Indiana Diversity Action Plan will identify an accountable person or group as the responsible entity for each specific task identified under its goals and objectives.

GOALS AND OBJECTIVES:

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

Objective 1: To build a representation reflective of Indiana social work community in chapter leadership

Task 1. Review election process, slate diversity and outcomes, as well as board and committee appointments to be assured that they are reflective of the Indiana Social Work Community.

Timeline: Annually in November

Responsible Entity: Chapter NLIC

Task 2. Create strategies to be implemented in future election cycles to improve upon the objective of being representative of the Indiana social work community.

Timeline: Report recommendations annually at January board meeting

Responsible Entity: Chapter NLIC

Objective 2: To increase diversity by developing effective communication with members and key stakeholders.

Task 1. Create a written policy for the use of inclusive language, diversity awareness and cultural sensitivity in chapter correspondence.

Timeline: To be presented at the January 2017 board meeting

Responsible Entity: Executive Director

Task 2. Board and committee chairs are to conduct at least two outreach activities to organizations representative of diverse elements of the Indiana social work community to include direct invitations to participate in NASW activities.

Timeline: Annually, to be included in regional and board reports

Responsible Entity: Board of directors and committee chairs

Task 3. Support and provide workshops and events that demonstrate NASW Indiana's commitment to diversity.

Timeline: Review and strategize at each board and committee meeting

Responsible Entity: SOGI, CORED, Conference Committee, Executive Director

GOAL TWO: To assess the Chapter's diversity of membership and programming to address issues of relevance to diverse populations

Objective 1: Improve relevance of NASW in meeting the needs of diverse populations

Task 1. Survey all NASW Indiana members, as well as at least one outside social work organization, to determine the kinds of supports needed, their experiences, and the relevance of chapter activities in meeting their needs.

Timeline: Ongoing, collected October of each year for presentation and review at January board meeting.

Responsible Entity: Executive Director, SOGI, CORED

Task 2. *Survey social work students and attempt to ascertain why they are or are not members. Compare their demographic data and answers related to diversity to current members.*

Timeline: Ongoing, collected October of each year for presentation and review at January board meeting.

Responsible Entity: Executive Director, Student Board Representatives

Objective 2: Provide opportunities for peer support of diversity related needs of NASW Indiana members.

Task 1. Recruit members that specialize in diversity related needs for the current NASW Indiana supervision matching program.

Timeline: Recruitment effort at least twice annually

Responsible Entity: Executive Director

Task 2. *Advertise the availability of this service to members at least twice annually.*

Timeline: Annually; include in a regional email blast per region and at least one statewide correspondence.

Responsible Entity: Executive Director

Objective 3: Analyze current information regarding the issues faced by diverse populations within the State of Indiana.

Task 1. Analyze demographic data on Indiana Social Workers, including NASW Indiana member summary reports.

Timeline: October of each year or next proximate committee meeting

Responsible Entity: CORED, SOGI

Task 2. *Analyze data on diverse populations of Indiana; particularly those diverse groups who have been historically or are currently oppressed, underserved, underrepresented, and who are impeded or constrained by societal and institutional barriers.*

Timeline: October of each year or next proximate committee meeting

Responsible Entity: CORED, SOGI

Task 3. Facilitate a discussion comparing the above data sets and analyzing the capability and capacity of the Social Work profession, and the role of NASW Indiana, in meeting the needs of these populations.

Timeline: Annually at January board meeting

Responsible Entity: Board of directors

GOAL THREE: Develop an internal and external monitoring system to measure plan success.

Objective 1: To assess the status of achieved goals.

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

Timeline: Annually at January board meeting

Responsible Entity: Board of directors

Task 2. Examine the degree to which social workers representing diverse populations are active in the chapter including committee participation, leadership roles, and by attending and presenting in continuing education activities.

Timeline: Annually at January board meeting

Responsible Entity: Board of directors

Task 3. Report all findings to the chapter membership.

Timeline: Annually through chapter newsletter

Responsible Entity: Executive Director