

NASW Oregon Chapter FY 08-09 Diversity Plan

Goal

To promote and integrate diversity within NASW Oregon Chapter's activities, program planning, allocation of resources, and governance.

Key Demographics

General Population

- 81% are Non-Hispanic White
- 19% of are Persons of Color
- The Non-White Hispanic population is the fastest growing minority group in the state; currently 10% of the population

Client Populations: Multnomah County Dept. of Human Services

- 41% are Non-Hispanic White
- 28% are Non-White Hispanic
- 11% are African American

Client Populations: Oregon Health Plan, Mental Health Services

- 74% are Non-Hispanic White
- 15% are Non-White Hispanic
- 11% are African American

Survey of Social Workers in Oregon

- 92% are Non-Hispanic White
- 8% are Persons of Color
- 85% are Female
- 11% are LGBT
- 5% have a Physical Disability

MSW Students in Oregon

- 85% are Non-Hispanic White
- 15% of are Persons of Color

NASW Oregon Chapter Membership

- 91% are Non-Hispanic White
- 9% of are Persons of Color
- 78% are Female
- 56% are Between the Ages of 46-64
- 17% are 65+ and older

NASW Oregon Chapter Board of Directors

- 83% are Non-Hispanic White
- 9% of are Persons of Color
- 65% are Female

Objective 1: Create Chapter Diversity Plan

Tasks	Timeline	Responsible Parties	Outcome Measure
Present Preliminary Draft of Diversity Plan to Board of Directors	July 2008	Stacey	Plan presented and submitted to National office
Integrate Diversity goals into strategic plan revision and leadership retreat	September 2008	Stacey Retreat Planning Committee	Strategic plan revised and presented to Board; diversity integrated as breakout session at retreat
Establish Diversity Taskforce	October 2008	Stacey Larry	Taskforce established; first meeting scheduled
Analyze Demographic Data	November 2008	Diversity Taskforce	Analysis used to guide goals for diversity plan
Finalize Chapter Diversity Plan	December 2008	Stacey Diversity Taskforce	Plan presented and submitted to National office

Objective 2: Support Policy Initiatives that Promote Equality & Social Justice

Tasks	Timeline	Responsible Parties	Outcome Measure
Monitor & prioritize legislation during the 2009 session that promotes equality & social justice	January-June 2009	Contracted Lobbyist Legislative Committee	Up to 50 relevant bills monitored and presented to the Legislative Committee
Communicate with members via action alerts through the email listserv, Chapter website, and social networking sites	January-June 2009	Stacey	Monthly legislative alerts sent out to members during session; CapWiz integrated into new website
Work with other statewide coalitions to defeat legislation that are discriminatory and do not promote social justice	January-June 2009	Contracted Lobbyist Legislative Committee	Attend relevant coalition meetings; outreach efforts to various advocacy groups

Objective 3: Organize Diversity Trainings & Speakers for NASW Oregon Chapter Board of Directors

Tasks	Timeline	Responsible Parties	Outcome Measure
Invite TACS diversity trainer to present to the Board of Directors	February	Larry	Training held; assessment completed
Identify various diversity leaders from partner organizations to present at quarterly Board meetings	Ongoing	Diversity Taskforce	Trainings/speakers integrated into each quarterly board meeting

Objective 4: Conduct Outreach to Diverse NASW Members

Tasks	Timeline	Responsible Parties	Outcome Measure
Conduct a needs assessment with members who identify with a minority group	March 2009	Diversity Taskforce	Survey questions drafted and sent out to all members
Identify members who are willing to join the diversity taskforce	June 2009	Diversity Taskforce	At least two taskforce members recruited
Identify members who are willing to share their perspectives on diversity on the Chapter website, in the newsletter, and with the Board of Directors	June 2009	Diversity Taskforce	At least five members identified

Objective 5: Integrate Diversity into Chapter-Sponsored Workshops & Events

Tasks	Timeline	Responsible Parties	Outcome Measure
Sponsor one diversity-related workshop as part of our spring workshop calendar	April-June 2009	Events/Conference Committee Janet Stacey	At least one event sponsored
Invite organizations that serve diverse organizations to exhibit at our 2009 Biennial Keynote Event	January-March 2009	Events/Conference Committee Janet Stacey	At least five exhibitors secured
Invite speakers to facilitate discussions related to diversity at themed networking nights	June 2009	Diversity Taskforce Portland Metro District	At least one diversity themed networking night held

Objective 6: Integrate Diversity Into Chapter Communications

Tasks	Timeline	Responsible Parties	Outcome Measure
Include a new diversity section in the Chapter newsletter	March 2009 Ongoing	Diversity Taskforce Contributing Authors	Articles and/or events related to diversity are highlighted in each issue of <i>The Nexus</i>
Build diversity section and forum on Chapter website	June 2009	Stacey Kathy	Section created and maintained; number of website hits
Post diversity-related events on Chapter website and online social networking sites	Ongoing	Emily	At least one event announced to MySpace and Facebook networks
Create facebook group for Oregon social workers who identify with minority groups	June 2009	Stacey Emily	Group established; at least ten group members identified

Objective 7: Build Collaborative Relationships with Organizations and Leaders in Diversity

Tasks	Timeline	Responsible Parties	Outcome Measure
Attend PSU Diversity Council Meetings	Ongoing	Stacey	Attend at least one meeting per quarter
Join the TACS Diversity Network	January-June 2009	Stacey Larry	Attend at least one TACS Diversity Network event
Invite diversity leaders to participate in the <i>Sustaining Social Work</i> panel event	February 2009	SWR Taskforce	At least five representatives from target organizations attend