**CASA of \_\_\_\_\_\_ County**

**Diversity, Equity and Inclusion Plan**

Policy: CASA of \_\_\_\_\_\_ County is committed to diversity, equity and inclusion. CASA of \_\_\_\_\_\_ County strives to have CASA volunteers and members of staff represent not only the \_\_\_\_\_\_ County population, but more importantly, the population that exists within the foster care system with respect to gender, race, ethnicity, sexual orientation, people with disabilities, cultural, geographical, and socioeconomic status. In our multicultural society, we work to be an inclusive program valuing and celebrating the diversity of talents, viewpoints and life experiences of each individual. To achieve this goal, CASA of \_\_\_\_\_\_ County will develop, implement and annually review a Diversity, Equity and Inclusion Plan that outlines the activities necessary to obtain staff and volunteers that reflect the population and needs of the children served.

The program has written equal opportunity, anti-discrimination and anti-harassment policies which clearly state its practices in recruiting, selecting and promoting staff.

Data: CASA of \_\_\_\_\_\_ County will annually collect and review data in regards to the county's population. Some key demographics reviewed will be race, ethnicity, nationality, socioeconomic status, gender, sexual orientation and disability status. This data will be compared to the data of those children served by the program and within the foster care system of \_\_\_\_\_\_ county to inform the program on the disproportionalities that exist as well as what efforts the programs need to implement to address said discrepancies.

Training: CASA of \_\_\_\_\_\_ County is committed to training staff, volunteers and other representatives of the program of the disparities and disproportionalities of those served within \_\_\_\_\_\_ County’s foster care system. This will include, at the minimum, addressing diversity, equity and inclusion during the pre-service training as well as one in-service dedicated to diversity training per year.

Goal #1: Community Needs Assessment

Questions to consider:

● What are the demographics of \_\_\_\_\_\_ County? Where can this information be found?

● What are the demographics of the children served by the program? And what are the demographics of the overall population of children in care? How is this information compiled?

● What are the demographics of our volunteers? How is this information compiled?

● How do the demographics of CASA’s compare to the demographics of children served? What populations are overrepresented/underrepresented?

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| **Objectives/Action Steps**Specific, measurable activities to achieve goals. | **Who** Person Responsible | **When** Timeline | **How** The way the goal will be measured, data collected/observed |
| Step 1: Receive data on the potential population of children served/ those in foster care COMPLETED BELOW | Executive Director through Juvenile Court and JFS | Completed at the conclusion of each year, starting Jan. 2023 | By completion |
| Step 2: Create Data collection volunteer form to give out with volunteer manual | Executive Director | By first training  | By completion, receive data form from all volunteers |
| Step 3: Compare the demographics at the conclusion of year one to see where recruitment efforts are lacking | Executive Director | By Jan 2024 | Create a presentation outlining the comparison. Who’s overrepresented/underrepresented? |

According to the 2021 Census, \_\_\_\_\_\_ County’s population is 74,656 with 93.1% of this population being white, 2.2% were black, and 2.0% were of mixed race. Ethnicity is stated at 6.2% Hispanic or Latino. Median household income is $57,384/year. Almost 22% of the population is under the age of 18. According to PCSAO Factbook (SFY 2020) the placement rate is 10.8 children in custody per 1,000.

According to PCSAO Factbook (SFY 2020) the placement rate is 10.8 children in custody per 1,000. This data states that there were 532 reports screened in related to child abuse or neglect and that 183 children were placed in out of home care in the year 2020. Of the children in custody, 55% were female and 45% male; 68% were white, 13% African American, and 19% multiracial. Ethnicity is stated at 21% Hispanic or Latino.

Throughout the United States, LGBTQ+ children are also overrepresented in foster care. Though those who identify as LGBTQ+ make up 11% of the U.S population, they make up 30% of the foster care population. LGBTQ identifying children may enter foster care for the same reasons as non-LGBTQ youth, with the additional layer of trauma that comes with being mistreated because of their sexual orientation, gender identity or gender expression. This disproportionality is compounded with a host of additional disparities whilst in care. Additionally, LGBTQ identifying youth in rural America, like \_\_\_\_\_\_ County, can be expected to experience even more obstacles or mistreatment due to religious assumptions and more traditional values.

Projected Representation Goals

**Projected CASA volunteer based on Gender**



**Projected CASA volunteer based on Race**

Goal #2: Build collaborative partnerships for sustainable community engagement

Questions to consider:

● Based on research compiled in Goal 1, which demographic groups does CASA of \_\_\_\_\_\_ County want to target?

● Which African American organizations or black owned businesses can we partner with? Which community leaders should we invite into the conversation? Do we have a liaison or ‘ambassador’ we can use to help initiate these conversations? Same for ethnicity - does the program have relationship with the Latino or Hispanic community? How can we build those relationships? What organizations exists to connect with and learn from?

● Which LGBTQ organizations can we partner with? Which community leaders are missing from the conversation? Do we have a liaison or ‘ambassador’ we can use to help initiate these conversations?

● Which men’s organization (frats, masons, amvets) can we partner with? Which community leaders are missing from the conversation? Do we have a liaison or ‘ambassador’ we can use to help initiate these conversations?

● Who else is missing? Which perspectives are we missing? Who else is lacking in recruitment efforts or who can offer in-service training?

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| **Objectives/Action Steps** Specific, measurable activities to achieve goals. | **Who** Person Responsible | **When** Timeline | **How** The way the goal will be measured, data collected/observed |
| Step 1: Compile a list of black owned business/organizations, predominantly male orgs and LGBT+ orgs, and Latino or Hispanic organizations.  | Executive Director  | January 2023 | By completion, contact at least 5 organizations by year 1 |
| Step 2: Create marketing materials specifically for those groups | Executive Director with assistance from OhioCASA | January 2023 | By completion |
| Step 3: Reach out/present the partnership to the organization | Executive Director | July 2023 | By completion (at least 5 organizations a year), review of effort |

Goal #3: Recruitment and Retention of Diverse Volunteer Advocates

Questions to consider:

* Were the efforts made successful? Who is missing from the table?
* Who do we still need to target? What relationships do we already have that could help?
* What resources can we use?
	+ Partnerships, social media, festivals/events, newspaper, etc.

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| **Objectives/Action Steps** Specific, measurable activities to achieve goals. | **Who** Person Responsible | **When** Timeline | **How** The way the goal will be measured, data collected/observed |
| Step 1: Evaluate if efforts so far have been success, look at Program stats | Executive Director  | Jan 2023 | By completion, recruit 5% males, 10% African Americans, 10% Hispanic or Latino by year 1 |
| Step 2: Create new efforts, establish targets for following year | Executive Director  | Jan 2023 | By completion |
| Step 3: Reach out/recruit | Executive Director | Jan 2023 | By completion, review of effort, review each year with an increase of 5% male, 10% African American, and 10% Hispanic  |

Goal #4: Inclusion and training

Questions to consider:

* Would CASA volunteers or staff benefit from additional cultural competency training that will help the program become more inclusive and affirming?
* Who is missing from the conversation?
* Reflection on CASA of \_\_\_\_\_\_ appearance, if you belonged to one of the following groups, would you feel welcomed and represented in the following platforms?

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|   | **Website** | **Among Staff, volunteers** | **Marketing materials** | **Are there other CASA’s that look like me?** |
| African American |   |   |   |   |
| LGBTQ |   |   |   |   |
| Male |   |   |   |   |
| Socio-economic status |   |   |   |   |
| Age |   |   |   |   |

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| **Objectives/Action Steps** Specific, measurable activities to achieve goals. | **Who** Person Responsible | **When** Timeline | **How** The way the goal will be measured, data collected/observed |
| Step 1: Go through above table and check the inclusivity of the program/materials created | Executive Director  | Every year starting Jan 2023 | By completion, review marketing materials and make necessary changes to reflect community |
| Step 2: Make edits to materials | Executive Director  | Feb 2023 | By completion |
| Step 3: Schedule culturally competent training, set target for amount of available training and desired audience attendance | Executive Director | Mar 2023 | Measure by responses of attendees in a evaluation before and after training, host and/or require 1 DEI training each year for staff and volunteers |

**Scheduling review of this document**

This one page document is to be included in the Diversity and Inclusion Plan. The Diversity and Inclusion Plan should be reviewed by the Executive Director annually or as changes need to be made. Below is the scheduling of the next review.

**Last Revised:** August 2022

**Next Review Scheduled:** August 2023

**First Adopted:** August 2022

**Revision History:** Created by CASA of \_\_\_\_\_\_ August 2022