

## **2.10 DIVERSITY PLAN CAPITAL AREA CASA ASSOCIATION**

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APPROVED BY THE BOARD OF DIRECTORS  
MAY 7, 2004

AMENDED BY THE BOARD OF DIRECTORS  
JULY 11, 2008

### DESIRED OUTCOMES

- Volunteers, board and staff are culturally competent.
- Advocacy for abused children is culturally sensitive.
- Organizational governance is culturally sensitive.
- Employment practices are culturally sensitive.
- Volunteers, board and staff represent the diversity of the children served.

### STRATEGIES

- Provide diversity awareness and cultural competency training for volunteers, board and staff.
- Develop and implement culturally relevant recruitment messages to attract volunteers, board and staff.
- Maintain program materials that reflect the diversity of the children served.

### ACTIVITIES

#### CULTURAL COMPETENCY TRAINING

- Include three-hours of training in CASA volunteer pre-service training curriculum.
- Provide in-service training opportunities for CASA volunteers.
- Coordinate training opportunities for board members.
- Continue monthly staff training and discussions.

#### RECRUITMENT

- Develop and implement annual marketing plan.
- Convene volunteer council to assist with targeted recruitment efforts.
- Develop and update targeted recruitment messages.
- Establish relationships with local media, civic organizations and churches.
- Nominating committee shall endeavor to find qualified nominees for the Board of Directors who reflect the diversity of the children served.