

Example Diversification Plan – 2008  
CASA/GAL Program

<u>Action</u>	<u>Timeframe</u>	<u>Responsibility</u>
<b>Community Needs Assessment for Diversity</b>		
1. Review statistics from DSHS, the court and Census data regarding demographics of children in the community, children before the court and children in care.	3/1/08	Executive Director
2. Meet with board to determine appropriate goals for diversifying volunteer base, staff, and board participation and compare to existing program diversity.	4/1/08	Executive Director, Volunteer Coordinator, Diversity Committee of Board.
3. Update strategic plan, personnel and volunteer policies and procedures to reflect plans for diversifying program.	5/1/08 – 8/1/08	Executive Director, Board
<b>Recruitment</b>		
1. Develop recruitment plans to meet recruitment goals.	6/1/08	Staff and Board
2. Recruit additional volunteers through a variety of media, targeting populations currently underrepresented and utilizing community contacts for word-of-mouth recruitment. Possible recruitment media for volunteers include minority newspapers, TV, and radio, minority small business owners and community leaders, minority fraternities, sororities, and alumni groups, and minority civic, social and neighborhood organizations.	6/1/08 – ongoing	Volunteer Coordinator
3. Hire additional staff through a variety of media targeting populations currently underrepresented and utilizing community contacts for word-of-mouth recruitment. See possible recruitment ideas above, particularly minority newspapers.	9/1/08 and 3/1/09	Executive Director
4. Recruit additional people for vacant board positions through a variety of media targeting populations currently underrepresented and utilizing community contacts for word-of-mouth recruitment.	7/1/08 and 12/1/08	Board
<b>Cultural Competency and Diversity Training</b>		
1. Plan annual training through a variety of media for staff.	8/1/08,	Executive Director
2. Plan semi-annual training through a variety of media for volunteers.	8/1/08, 3/1/09	Volunteer Coordinator
3. Plan annual training through a variety of media for board members.	3/1/09	Executive Director, Board