

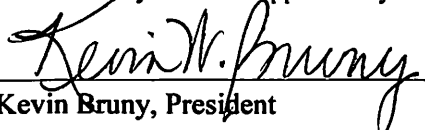
Henrico CASA Diversity Plan

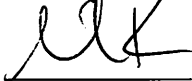
Goal	Objective	Action Steps	Responsibility	Measure
Henrico CASA Board of Directors will reflect the diversity of the community served.	Recruit board members who reflect the racial, ethnic and geographic diversity of the community.	1. Recruit board members through informational meetings.	Executive Director	1 meeting per year 1 article or ad per year 1 speaking engagement per year
		2. As available, recruit board members through the media and public service announcements.	Leadership Committee	
		3. Recruit board members through public speaking at minority businesses, churches and community organizations.		
		4. Contact Henrico County regarding potential board members.		
	Assess the needs of the community.	1. Review statistics from Department of Human Services (DHS), the courts, census data regarding demographics of children in the community and children in DSS custody.	Executive Director	Once per year and will inform board once per year or as needed
		2. Inform board members regarding needs of community/apprise them of any changes.	Leadership Committee	

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	Develop cultural competency and diversity training for Board of Directors.	1. Offer diversity training for board member.	Executive Director Leadership Committee	2 times per year
Henrico County CASA staff and volunteers will reflect the diversity of the community served	Review Henrico CASA's employment practices and personnel procedures to reflect the diversity policy.	1. Review personnel and volunteer policies and procedures and update as required to reflect plans for diversifying program.	Executive Director	Once per year
		1. Recruit additional staff/recruit additional volunteers through variety of media targeting populations/geographic areas identified by needs assessment.	Executive Director Executive Committee	As need arises
	Continue to develop cultural competency and diversity training for staff and volunteers.	1. Plan annual training through a variety of media for staff.	Executive Director Leadership Committee	Present opportunities for Cultural Diversity Training 2 times per year
		2. Plan diversity training for volunteers.		
		3. Continue to include diversity training in volunteer orientation sessions.		

This Diversity Plan was approved by the Board of Directors of Henrico CASA on the 19th day of February 2015.


 Kevin Bruny, President


 Michael Palmer, Secretary