

Approved: 4.26.22



2022 Targets for DEI



Increase diversity representation from 6.8% to 15%

**Key Issue Area #1: Recruitment and Retention**

**GOAL #1:** Recruit 1 of 2 additional board members to achieve a board and staff that reflects the diversity of the community it serves.

Action Steps	Start Date	Person(s) Responsible	Costs and Resources	Completion Date
Research, develop and implement new board members, staff, and volunteer recruitment processes targeted at reaching a more diverse audience.				
<ul style="list-style-type: none"> <li>Create a written board recruitment strategy/matrix to guide recruitment efforts that satisfy NCASA Standard 5, Section D, Subsection 2.</li> </ul>	Apr.	Board Chair and Executive Committee	NA	
<ul style="list-style-type: none"> <li>Adjust the CASA 101 introduction session to include NCASA Branding and visual cues that highlight our commitment to diversity, equity, and inclusion.</li> </ul>	Apr.	Jenn Harper	NA	Completed



## CASA of the Fox Cities, Inc. Diversity Strategic Action Plan

<ul style="list-style-type: none"> <li>• Adjust the CASA WEBSITE to include NCASA Branding and visual cues that highlight our commitment to diversity, equity, and inclusion.</li> </ul>	Mar.	Jenn Harper	\$200, Domain Renewal	Completed
<ul style="list-style-type: none"> <li>○ Website communicating that CASA is a SAFE place for LGBTQIA+ Folx and their allies</li> </ul>	Mar.	LGBTQIA+ Diversity and Inclusion Committee	NA	Completed
<ul style="list-style-type: none"> <li>○ Gaining access to LGBTQIA+ Images</li> </ul>	Mar.	Jenn Harper	NA	Completed
<ul style="list-style-type: none"> <li>○ Business cards, Add: an I speak Spanish line. Place a placard at the front desk. Research how to add resources to a page on our website</li> </ul>		Amy Hurtado Martinez		
<ul style="list-style-type: none"> <li>• Update employee job descriptions to include EEOC language and Standard 3, Section D, Subsection 2.</li> </ul>	Apr.	Dawn Gohlke	NA	Completed
<ul style="list-style-type: none"> <li>○ Updated job descriptions to include alignment with organization values</li> </ul>	Apr.	Dawn Gohlke	NA	Completed
<ul style="list-style-type: none"> <li>• Become a Tier 1 Organization for All Children All Families (Building a Foundation for Inclusion)</li> </ul>	Jan	LGBTQIA+ Diversity and Inclusion Committee	Grant Funded \$2,500	6/30/22 <ul style="list-style-type: none"> <li>• Leah and Dawn attended HRC's introduction for CASA's.</li> <li>• Application for the assessment is Feb. 28<sup>th</sup>.</li> <li>• Dawn will be taking the 60-minute Executive Briefing on January 5th</li> </ul>



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<ul style="list-style-type: none"> <li>Staff and Volunteer Applications updated to include name and legal name</li> </ul>	Mar.	Dawn Gohlke	NA	Completed
Connect with 7 community organizations with a focus on diversity to network and recruit more diverse board members.	Jan.	SP: Diversity Taskforce & Staff	NA	12/31/22
<p>Establish an excellent model to include an optimal number of board members and break down membership with a focus on eliminating existing equity gaps.</p> <p>*Content experts, Socio-economic diversity, lived experiences, assigned sex, gender, ASL, Racial/Ethnic, and diversity.</p>	Apr.	SP: Diversity Taskforce & Staff	NA	<p>Spoke with Timber Smith for board member recommendations. Working on 4 potential candidates right now.</p> <ul style="list-style-type: none"> <li>No board members were interested in pursuing this except one. They accepted the nomination and then turned it down.</li> </ul> <p>I communicated with an Executive Director out in Colorado that uses RecitMe.</p>
Implement measurement systems, policies & procedures to identify equity gaps in the recruitment and retention plan.	Jan.	SP: Diversity Taskforce & Staff	NA	
Using qualitative and quantitative data develop a plan (s) to address critical issues within 3 months of discovery.	Jan.	SP: Diversity Taskforce & Staff	NA	CASAFC will be switching back to CASAManager, which will give us more flexibility in collecting data (in addition to other benefits) vs. Optima. This



## CASA of the Fox Cities, Inc. Diversity Strategic Action Plan

				transfer will occur btw Feb. and May of 2023.
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### Key Issue Area #2: Organizational Culture

**GOAL #2:** Decrease the equity gap that exists between our advocates/staff to reflect the clients and communities we serve.

Action Steps	Start Date	Person(s) Responsible	Costs and Resources	Completion Date
Establish a baseline based on current data, communicate with necessary audiences, and use the information to establish critical mass outcomes and targets.	April	LGBTQIA+ Diversity and Inclusion Committee	NA	We are currently stalled in this process as we wait for our new database that will allow us to collect more information.
Engages community individuals/connections to share our need for staff, board members, and the recruitment of volunteers.	Jan.	Board Chair, Dawn Gohlke, Leah Thibodeau, and Jenn Harper	NA	12/31/22
<ul style="list-style-type: none"> <li>Hispanic Interagency Meeting</li> <li>African Heritage Inc.</li> <li>Diverse and Resilient</li> <li>Latino Fest (Sept 10)</li> <li>Juneteenth (June 11<sup>th</sup>)</li> <li>Appleton Pride (June 18<sup>th</sup>)</li> </ul>	Apr. - May	Nora Lazcano Amy Swick Amy Swick Nora Lazcano Amy Swick Jenn Harper	NA	6/30/22: Engaging in conversation. Find out if African Heritage can come to a board meeting.



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<ul style="list-style-type: none"> <li>• Hmong Community Days (May 28-29-Oshkosh)</li> <li>• Imagine Fox Cities</li> <li>• Collaborating with those in the deaf, blind, and hearing-impaired community</li> </ul>		Adam Figurin Marissa Lee		How can we serve?
<ul style="list-style-type: none"> <li>• Connections with the local LGBTQIA+ Community</li> </ul>	Jan.	LGBTQIA+ Diversity and Inclusion Committee	NA	Youth-Go has a group of youth that will be repainting their mural. CASA has been invited to join the youth in this project.
Identify and recruit 10 new advocates focused on closing/eliminating the current equity gaps by developing sustainable relationships with new and current advocates.	Jan.	Leah Thibodeau & Jenn Harper	NA	Completed, not met: 10 new volunteers sworn, 2 meet some other race or two or more races.
<ul style="list-style-type: none"> <li>• Change Approaches to onboarding new advocates</li> </ul>	Mar.-Apr.	Dawn Gohlke, Whitney Moscinski, Leah Thibodeau, and Jenn Harper	NA	complete
<ul style="list-style-type: none"> <li>○ Space/process for advocates to ask LGBTQIA+ situational-related questions and gage for openness to learn</li> </ul>	Jan.	Staff	NA	completed
<ul style="list-style-type: none"> <li>○ FAQ List for Staff and Advocates</li> </ul>	Jan.	LGBTQIA+ Diversity and Inclusion Committee	NA	In the process, questions were just turned in to Nik and the LGBTQIA committee has



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				begun a list for the website with resources.
○ Bi-monthly resources for advocates	Jan.	Staff	NA	Completed
• Court Reports and Volunteer Applications updated to include name and legal name	Jan.	LGBTQIA+ Diversity and Inclusion Committee	NA	Completed* Vol Application will be updated with the move back to CASAmanger
• Volunteer to be in service of local LGBTQIA+ youth	Jan.	LGBTQIA+ Diversity and Inclusion Committee	NA	See notes under Engaging the community
Develop a training plan to implement necessary personal and professional development opportunities for all staff and advocates.	Jan.	Dawn Gohlke	NA	Completed: Staff conducted diversity training on October 17 <sup>th</sup> – Menominee Way Day
• Cultural competency, ICWA, Socioeconomic,	Jan.	Dawn Gohlke	NA	Completed
• LGBTQIA+ Materials added to the Resource Library	Jan.	Staff	NA	Completed
• Immersion-style training	Jan.	Leah Thibodeau	NA	12/31/22
• DEI section in the newsletter	Jan.	Leah Thibodeau & Jenn Harper	NA	Completed: DEI will be integrated into all communications rather than 1 individual pull out.



## CASA of the Fox Cities, Inc. Diversity Strategic Action Plan

Deliver a minimum of 7 classes of training by Dec. 31, 2022.	Jan.	Leah Thibodeau & Staff	NA	Completed
<ul style="list-style-type: none"> <li>• Pre-Service Training (4-SAFE Training Classes)</li> <li>• Continuing Education (Mar. ICWA)</li> <li>• Movie Nights (Feb. I'm not your negro, Remember the Titans)</li> <li>• Book Reads (There, There)</li> <li>• Board Education</li> </ul>	Jan.	Leah Thibodeau & Staff  Board Chair	NA	S.A.F.E: 1 <sup>st</sup> quarter CE: ICWA Movie: I'm not your negro, Remember the Titans Book: There/There
<ul style="list-style-type: none"> <li>○ Engaging different ethnic community groups to come in and lead continuing education classes in an effort to help our advocates gain a better understanding of the cultural background of the children we serve</li> </ul>	Apr.	Staff	NA	Diverse and Resilient?
<ul style="list-style-type: none"> <li>○ Invite social workers, judges, and other partners to SAFE Training Classes</li> </ul>	Quarterly	Leah Thibodeau	NA	Completed: Limited success

### Key Issue Area #3: Community Engagement

**GOAL #3:** Articulate CASA'S commitment to diversity to key stakeholders by incorporating our commitment to equity and outcomes in annual communications and activities.

Action Steps	Start Date	Person(s) Responsible	Costs and Resources	Completion Date
Engage local partner networks to expand the organization's competence in serving our diverse community.	Jan.	Staff, Volunteers & Board	NA	12/31/22



## CASA of the Fox Cities, Inc. Diversity Strategic Action Plan

<p>Create and disseminate an annual report incorporating diversity and equity commitments, goals, and outcomes by May 31, of the following year.</p>	<p>5/1/23</p>	<p>TBD</p>	<p>NA</p>	<p>On-going The audit is set for March 1-3. Information should be ready for an annual report by April, so the original deadline of May, should work depending on a new hire.</p>
<ul style="list-style-type: none"> <li>○ Increased communication about the work the committee is doing</li> </ul>	<p>Jan.</p>	<p>Staff</p>	<p>NA</p>	<p>Completed on Every staff agenda, with updates given the week following the meetings.</p>
<p>Use disaggregated data in presentations highlighting key indicators of equity and diversity in all presentations and communications... (when necessary).</p>	<p>5/31/23</p>	<p>Staff</p>	<p>NA</p>	<p>12/31/23</p>
<p>Establish a leadership team to focus on the creation and evaluation of the effectiveness of the report. Ensure that the impact aligns with the intended intent.</p>	<p>May</p>	<p>SP: Diversity Taskforce &amp; Staff</p>	<p>NA</p>	<p>Team was created but metric will have to be moved to 2023 when we can collect data</p>





# CASA of the Fox Cities, Inc.

## Diversity Strategic Action Plan

				better under the new database.
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