

# CASACD

# Diversity, Equity, Inclusion, & Justice Plan

July 2024- July 2026 | FINAL

CASA of the Continental Divide (CASACD) has a strong commitment to safe, equitable, diverse, and inclusive principles in our organization and in our community. CASACD welcomes, and embraces everyone no matter their race, color, religion, sex, sexual orientation, gender identity or expression, age, other abled, marital status, citizenship, national origin, genetic information, or any other human characteristic.

We respect all views, beliefs, and values as we strive to provide a healthy and supportive environment for all children, families, volunteers, stakeholders, and staff. Our organization makes a pledge to engage in self-awareness, self-evaluation, accountability and self-improvement through education while paying attention to, and honoring, various cultures, forms of communication, and social differences.

## I. Introduction

Our organization's first Diversity, Equity and Inclusion plan was created in July of 2022 and the plan ended in July of 2024. Overall, CASACD appears to have made strides in its efforts towards diversity, equity and inclusion during the 2 year plan period, although the work is ongoing and there are areas that can be improved upon. This plan seeks to account for the areas of need and to outline actions and objectives around priority areas.

## II. Definitions and Concepts

Diversity	The presence and recognition of differences, such as race, gender, age, religion, sexual orientation, ethnicity, national origin, socioeconomic status, language, and physical ability. Diversity can also refer to the systemic advantages or barriers people encounter based on their identities.
Equity	Acknowledging and addressing disadvantages based on differences, such as by identifying and removing barriers to resources and opportunities. Equity can also involve redistributing resources based on need to ensure everyone has access to the same opportunities.
Inclusion	Creating environments where people feel valued, respected, supported, and welcomed, and where their voices, perspectives, and styles are centered and amplified.
Justice	Dismantling barriers that prevent diversity, equity, and inclusion, such as racism, classism, sexism, ableism, homophobia, and transphobia. Justice can also involve providing resources and opportunities so that everyone can live a full and dignified life, such as affordable housing, accessible public spaces, and equal education.

### III. Responsibilities and Accountabilities

This plan assigns responsibility for its implementation to staff, board and volunteers of CASACD, who are also accountable for its results.

### IV. Recruitment

Recruit a diverse staff, board and volunteer pool who represent the demographics of the children and families we serve.

*Objective #1: Recruit male-identifying stakeholders to CASACD*

#### *Action Items*

- *Feature images of males in flyers and social media posts*
- *Utilize the male affinity group to support male recruitment efforts*

- *Recruit a male member to the Community Education Team to better bolster representation*

### *Objective #2: Recruit Latinx stakeholders to CASACD*

#### *Action Items*

- *Be present and participate at diverse community events*
- *Conduct a community focus group to generate ideas on how to better engage the Latinx community*
- *Recruit a Latinx member to the Community Education Team to better bolster representation*

### *Objective #3: Engage in collective community action and community initiatives*

#### *Action Items*

- *Be aware of and support community action that benefits our most marginalized community members*
- *Participate in events that bring together the community across cultural divides*
  - *Ex. Lake County Community Dinner, Clear Creek Community Nights, etc.*

## **V. Training and Education**

Continue to offer training and education that will help build cultural humility and provide practice to implement our CASACD Conduct Pledge

<i>Resource</i>	<i>Frequency</i>	<i>Description</i>
Provide a space for practice of the CASACD Conduct Pledge	Quarterly	This space will include components such as videos, scenarios, role play and discussion pulling from the experiences of those willing to share.
Provide a continuous offering of JEDI-specific training, delivered by experts and those with lived experience	Quarterly	This will be a mix of offerings directly from CASACD and also those offered by other organizations in the community.
Support staff, board and volunteers in celebration of cultural holidays	Always-on	Create a task force dedicated to this efforts.
Provide training in Positive Youth Development and other culturally grounded practices	Annually	This will help to build advocate's skills in working effectively with diverse youth and families. Advocates should take steps to research and understand the family's culture at the beginning of a case.
Engage experts for training on how to accommodate diverse needs	One-time, at first	Engage a consultant to help CASACD achieve growth in this area
Participate in training on transformative justice- based interventions in schools	Annually	This will help build skills to better serve marginalized youth who also struggle with school attendance

Complete updates to DEI section of the CASACD website	Annually	Ensure accurate statistics, training resources and other pertinent information such as updated JEDI plan
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## VI. Language Inclusivity

*Objective #1: Create language justice by ensuring accessibility to services for those who are primarily Spanish-speaking*

### *Action Items*

- *Translate to Spanish all program documents that are distributed to youth and families*
- *Ensure that Spanish interpretation is available for all phone, virtual or in-person meetings*

*Objective #2: Promote language inclusivity in all public-facing marketing and media*

### *Action Items*

- *Translate all flyers and other marketing materials into Spanish*
- *Create Spanish-specific outreach materials*
- *Provide social media posts in both English and Spanish*

## VII. Fundraising

*Objective #1: Engage a wide variety of diverse individuals in fundraising efforts*

### *Action Items*

- *Utilize diverse funding streams to create less pressure on fundraising event financial goals*
- *Collect data regarding demographics of donors to better understand who our donors are*

## VIII. Continuous Improvement and Evaluation

This plan will be reviewed annually and be evaluated at the end of the 2 year plan period. Regular updates will be provided in staff and board meetings.

## X. Conclusion

The 4 focus areas: recruitment, training/education, language inclusivity and fundraising represent our priority items for the two year plan period. Other objectives listed in the 2022-2024 Diversity, Equity and Inclusion plan remain ongoing:

- Explore and implement inclusive policies and practices
- Seek intentional feedback from youth and families served
- Inclusion of DEI goals in personal and organizational annual plans
- Transparent and inclusive decision making
- Inclusion of DEI principles within court reports