

**Mesilla Valley CASA Diversity  
Plan 2021-2025**

Mesilla Valley CASA places a high value on being aware of the cultural, ethnic, socio-economic, sexual orientation, geographic, physical ability, and age differences represented in our counties. We strive to have volunteers, staff, and board members who represent the unique differences of our counties and reflect the abused and neglected children served by CASA. Mesilla Valley CASA is committed to recruiting, training, and maintaining diverse volunteers, staff, and board members.

**Goal #1: Diversify the Mesilla Valley CASA volunteers, staff, and board directors.**

**Objective #1: We will develop a diversity plan unique to our specific needs.**

<b>Action Steps</b>	<b>Time Frame</b>	<b>Responsibility</b>
Provide diversity training for volunteers, staff, and board members.	Ongoing; as requested	Executive Director
Include questions about diversity plans and progress on annual grant application forms.	Grant applications each fall	Executive Director Grant Review Committee

**Objective #2: Recruit diverse boards of directors and volunteers.**

<b>Action Steps</b>	<b>Time Frame</b>	<b>Responsibility</b>
Use Diversity Matrix (or something similar)	Ongoing; January through May each year for Mesilla Valley CASA	Executive Director Board Development & Recruitment Committee
Identify appropriate minority organizations for outreach.	2022 and ongoing	Executive Director PR/Volunteer Recruitment Committee

Utilize student interns to translate appropriate website materials and Fact Sheets to encourage bilingual volunteers	September – December	Executive Director
Recruit additional volunteers through a variety of media targeting populations currently underrepresented and utilizing local community contacts for word of mouth recruitment.	January and ongoing	Executive Director PR/Volunteer Recruitment Committee
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.	Ongoing	Executive Director PR/Volunteer Recruitment Committee & Board Development/Nominating Committee
Utilize recruitment materials aimed at recruiting minority volunteers.	Ongoing	Executive Director PR/Volunteer Recruitment Committee

**Objective#3: Continue to develop cultural competency and diversity training for Mesilla Valley CASA for directors and volunteers.**

Action Steps	Time Frame	Responsibility
Provide diversity training for volunteers, staff, and board members as part of every Annual Conference	Annually	Executive Director Annual Conference Planning Team
Address diversity and cultural competency issues during meetings	Monthly	Executive Director Regional Meeting Planning Team
Provide diversity training for board of directors	Annually	Executive Director Board Development and Nominating Committee