

NASW-NYS Diversity Committee
Committee Member Job Description

The National Association of Social Workers – New York State Chapter Diversity Committee consists of a diverse group of members with a broad range of leadership and practice experience, as well as an interest in issues of diversity. The committee is charged with developing policies and procedures to inform the practices of the organization in its pursuit to achieve equity, accessibility, inclusion and representation of individuals from diverse backgrounds within all aspects of the association.

Responsibilities of committee members include:

1. Leadership Recruitment
 - a. Insure that both the election and appointment process takes into consideration the goal of maintaining and enhancing diversity within leadership.
 - b. Build the Chapter’s capacity for diversity through the development of partnerships.

2. Diversify Programming
 - a. Educate members and non-members on current issues that impact historical or underrepresented population throughout the state.
 - b. Develop and support programming which raises awareness regarding issues of diversity (e.g. recruitment and retention, cultural competence, institutional racism, oppression, equity and access).
 - c. Maintain diverse and representative training and curriculum faculty.
 - d. Advocate for legislative and budgetary issues that support equity.

3. Membership Recruitment
 - a. Conduct specific outreach to diverse student populations to include in person events and lectures.
 - b. Identify key members that will enhance NASW’s ability to recruit a more diverse membership, based on the membership baselines.

4. Review existing demographic information regarding overall membership and existing leadership to develop effective diversity strategic planning.

5. Be willing to help organize and mobilize membership and divisions to advance the Chapter’s diversity agenda and monitor policy changes which may affect the populations we serve.

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6. Promote and/or collaborate on methods of ensuring inclusion of racial and diversity issues on NASW policies and programs.

Required activities of committee members include:

1. Participate in at least six scheduled conference calls per year.
2. Stay informed of emerging trends pertaining to diversity (e.g. recruitment and retention, cultural competence, institutional racism, oppression, equity and access).
3. Identify specific action steps that may result in positive change.

Skill Set/ Strengths:

1. Knowledge of diversity
2. Strategic planning
3. Group facilitation
4. Strong interpersonal skills
5. Task orientated
6. Strong network for advertisement and recruitment
7. Enjoys mobilizing and engaging with others
8. Use of social media/innovative thinking and marketing skills

* The Chair of this committee will be appointed by the President of the Board, for a two-year term, unless otherwise noted. A co-chair will be appointed at the discretion of the Board President.*

Chapters Staff will be available to assist in your responsibilities.

If you are interested please send a **cover letter and a resume to Romel Wilson, at rwilson.naswnys@socialworkers.org For any other inquires fell free to contact the office at 518-463-4741 ext. 18.*