

NASW Florida 2017 Diversity Survey Results Overview

We want to thank those members who took time to share their important input with the Florida Chapter. The NASW Member Diversity Survey 2017 consisted of a 20 Likert-style items and seven open-ended items. Six percent (N=297) of the NASW Florida members responded to some or all the items on the survey. The table included below sums the responses to the first 20 items of the survey.

What was most evident was how many members were not aware of what NASW Florida is doing in response to advocacy for many groups of citizens living in Florida. Most members are not aware of the Diversity Plan for local units or the Florida Chapter. A significant number is not aware of significant efforts by the Florida Chapter to address diversity dialogue between divided communities. There is also a perception that local units do not have a balanced representation of diverse groups of social workers.

Item	NASW MEMBER DIVERSITY SURVEY 2017	Strongly Agree	Agree	Disagree	Strongly Disagree	Not Aware
1	NASW FL has addressed concerns and needs of African Americans/ Blacks	41	94	27	9	107
2	NASW FL has addressed concerns and needs of Asians	22	63	37	13	147
3	NASW FL has addressed concerns and needs of Hispanic/Latinos	37	105	23	13	103
4	NASW FL has addressed concerns and needs of Middle Class	22	103	42	13	100
5	NASW FL has addressed concerns and needs of Muslims	20	56	39	11	153
6	NASW FL has addressed concerns and needs of Lesbians, Gays and Bisexuals	79	115	13	5	69
7	NASW FL has addressed concerns and needs of Transgender and Non-Binary People	42	108	18	6	86
8	NASW FL has addressed concerns and needs of Native American/First Nations Peoples	19	52	44	17	130
9	NASW FL has addressed concerns and needs of Older Adults	58	129	19	4	50
10	NASW FL has addressed concerns and needs of Immigrants	34	101	29	8	90
11	NASW FL has addressed concerns and needs of Persons with Disabilities	46	117	21	5	71
12	NASW FL has addressed concerns and needs of Women	64	118	16	3	60
13	NASW FL has addressed labor issues (i.e. low wages, reduced hours)	21	88	44	17	71
14	NASW FL has addressed concerns and needs of Persons of Lower Socioeconomic Class	51	100	27	8	55
15	NASW FL has addressed current national social justice issues	53	115	16	12	45
16	NASW FL is effectively addressing positive diversity dialogue between divided communities	20	72	35	19	94
17	NASW FL has provided community visioning regarding major policy issues impacting citizens	27	91	34	11	77
18	NASW FL is adequately addressing advocacy needs of all client populations with whom we work	24	95	45	14	62
19	NASW FL has developed a sufficient diversity plan for the State Chapter and Units	14	53	29	15	129
20	Our local NASW FL Unit membership has a balanced representation of diverse groups of social workers in our geographic area of Florida	15	77	44	19	85

In addition, there were a number of open ended questions that generated a wide range of concerns and impressions. The open-ended question summaries noted below are merely a thumbnail of many responses. NASW Florida Board and Staff see these results as critical and a guide point for moving forward. The response to the survey will be presented in three ways.

1. Publishing the results of the survey in this document;
2. Continuous communication regarding the chapter and unit efforts on behalf of groups indicated through emails, chapter newsletters, social media and unit efforts;
3. Increased dialogue about our common concerns with resources provided to units and social workers to meet in safe settings to share ideas, allowing all to look with different lens at a range of problems faced by social work clients.

Each member is invited to become engaged in local unit and statewide activities. We are stronger and more effective when we explore a range ideas and options that can enhance our professional expertise while improving the lives of our clients. Thank you to those of you who have begun engaging with others by sharing your valuable insights with the Florida Chapter.

What groups of social workers are underrepresented in your local NASW FL Unit

The following groups were listed:

- Conservatives
- Christians
- Clinical Social Workers
- Latino/Hispanic/Latinas
- LGBTQA
- Immigrants
- Muslims
- Homeless Social Workers
- Lower SES
- Monroe County Residents
- Seniors, Disabled
- Native Americans
- Women
- Males
- White Males
- Rural residents
- Students
- BSW's
- Medical/Health Care Social Workers
- Agency Workers
- Macro Social Workers
- Non-Clinical Social Workers
- School Social Workers
- Retired Social Workers
- Younger Social Workers including new MSWs.

What suggestions would you offer to recruit underrepresented groups of social workers to join NASW FL?

Members suggested:

- Develop a strategic plan
- Provide a stronger media presence (e.g. Facebook, LinkedIn, Twitter)
- Engage in community development efforts
- Offer mentoring and networking
- Provide networking events to sum a wide range of responses
- Meet at African American churches, Mosques, Hispanic meeting places
- Use recruitment efforts targeted at many groups including: recent graduates to join, students at HBCU's, White males, Immigrants, addictions therapists
- Provide CEUs focused on a wide range of topics
- Provide a welcoming atmosphere for dialogue where everyone can feel respected.
- Hold meetings at convenient times, in a range geographic areas, and provide CEU

What are some reasons social workers do not join NASW FL?

Members voiced concerns regarding:

- Cost of membership;
- Lack of awareness of benefits;
- Lack of outreach;
- Not promoting the needs of clinical social workers and BSWs;
- Negative public images of social work;
- The political positions taken by the association/ lack of inclusive of all political and religious views;
- In the area of programming and policy members observed that there was a lack of networking or CEUs at meetings;
- Feelings that NASW does not support self-sufficiency; and
- Feelings that the organization is focused on a small percentage of the population

What are some positive things provided by NASW FL?

- Advocacy
- CEUs
- Code of Ethics
- Community Awareness
- Discount cards
- Education/Employment/Referral resources
- LEAD Day
- State Social Work Conference
- Social gatherings
- Unit meetings
- Leadership
- Malpractice insurance
- Mentoring
- Notices about events
- Organizing community development
- Social Work Month activities
- Updating members on state practice issues
- Volunteer opportunities.
- In the area of products members listed: Legal Counsel, NASW Press, Policy updates, Professional Development, Social Work Journal, Training materials, and Website/online assistance.

Important Diversity challenges to Social Work in the next four years.

- Including and respecting people with different view
- Religious and cultural sensitivity
- Examining the issues of social work clients (e.g. poverty, race, religion, age) from different lenses
- Continue to develop policy positions in light of new data and technology
- Growth of conflict resolution and mediation services
- Maintaining gains in civil rights legislation that is beginning to experience reversal
- Development of strategies to address oppression.

What are you willing to contribute to the FL Chapter or your Unit during the next year?

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| • Advocacy | • Participate in local boards | • Research and identify ways to practice |
| • Attending meetings | • Become active in the local unit | • Serve as a Unit or Chapter officer |
| • Community involvement | • Answer surveys | • Writing articles |
| • Membership outreach and recruitment | • Speak and present training or CEUs | • Membership dues |
| • Mentoring other social workers | • Volunteer | • Money, time & resources |

Concerns regarding the direction of the NASW Florida Chapter and your local unit regarding diversity:

- Finding common ground upon which to come together to dialogue about differences
- Challenges with meetings times, locations, and content included in meetings
- Securing inclusion of all social workers in a welcoming space for all to share their views and suggestions to improve the lives of social workers and their clients
- Ensuring mindful consideration of advocacy and policy development for clients including conservative, liberal, and moderate points of view