



# Cedar Crest Society for Community Living

## Cultural Competency and Diversity PLAN 2019

### **INTRODUCTION:**

Cedar Crest Society for Community Living (CCSCL) is committed to developing and following a Cultural Competency and Diversity Plan. Cultural Competence is about our will to build understanding between people, to be respectful and open to different perspectives and work towards equality in opportunity. This relates closely to non-profit organizations, such as ours, and any other type of agencies or human resource jobs whose employees work with people from diverse ethnic/cultural backgrounds.

### **CULTURAL COMPETENCY as defined by CARF:**

“Cultural competency is an organization’s ability to recognize, respect, and address the unique needs, worth, thoughts, communications, actions, customs, beliefs, and values that reflect an individual/s racial, ethnic, religious, and/or social groups or sexual orientation.”

### **PURPOSE:**

The purpose of this plan is for Cedar Crest Society for Community Living to focus on improving our ability to provide culturally sensitive services to everyone we serve. We will increase our awareness of all aspects of Cultural Competency and Diversity and recognize this as an important value in the work we do. We will strive for a workplace that is free from discrimination and will allow for open dialogue and access to information around these topics. We will establish objectives and strategies that will treat all people with sensitivity, respect, dignity, and acceptance. This will be monitored and evidenced by the communication amongst everyone in the organization, the actual physical environment, and the staff’s skills, attributes, knowledge, and abilities. Supporting and accepting diversity in the workplace will result in a more tolerant, motivational, and innovative atmosphere, which will in turn allow decisions to be made that will meet the needs of a varied workforce including gender, age, sexual orientation, socio-economic status, culture, language, and spiritual beliefs.

### **REVIEW AND COMMUNICATION:**

The Cultural Competency and Diversity Plan will be part of the employee orientation packages and the Handbooks that persons who receive services, will be given. The plan will also be online for public viewing through our website. Review of the Cultural Competency and Diversity Plan will take place as necessary on an annual basis by the Accreditation team.

Further information is available at:

<http://rapworkers.com/wp-content/uploads/2017/08/what-does-it-mean-to-be-culturally-competent-1.pdf>

<https://www2.gov.bc.ca/gov/content/careers-myhr/job-seekers/about-competencies/indigenous-relations/cultural-agility?keyword=cultural&keyword=competence>

OBJECTIVE	STRATEGY
CCSCL services and supports that are provided will reflect and honor the culture and diversity of each individual.	As part of our intake procedures, ethnic information will be collected and documented as appropriate.
	Our Person Centered Plan process will follow a universal approach (including Spiritual Beliefs, Culture, age, sexual orientation, socioeconomic status, gender and language).
	CCSCL's Mission, Vision, Policies, and Code of Ethics will endorse inclusion, understanding and acceptance.
	Communication with the individuals and families will be respectful and match their individual needs (adaptive interpretation services, plain language, translation, etc.).
	Individuals will have opportunities to make choices (networks, music, food, activities, clothing, etc.). Staff will be encouraged to gain knowledge or different cultural practices of persons served.
CCSCL staff will reflect the varied population of the society.	Policies and the hiring practices will be focused on an accepting and inclusive setting.
CCSCL will be encouraged and aided in recognizing and celebrating their unique and individual culture and diversity.	Create and preserve the Organizations culture and diversity environment by maintaining awareness, openness, and respect.

**CONCLUSION:**

All staff of Cedar Crest Society for Community Living will strive to continually learn about, recognize and respect the key values and beliefs of the people we serve. Employees need to be aware of their own world view so they can acknowledge culturally learned assumptions that they may hold.

This includes other stakeholders, particularly those that have varied cultural and spiritual backgrounds.

Our goal is to work towards enhancing and promoting positive environments through repeated discussions in order to embrace and accept our rich cultural environment free from discrimination.

**Review date:** December 20, 2019