

Cultural Competency, Diversity, and Inclusion Plan



CEDAR CREST SOCIETY FOR COMMUNITY LIVING

2023

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 backgrounds.

What is Cultural Competency?

CARF defines cultural competency as “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 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 copies will be available at intake for persons served and will be uploaded to the website. The plan will also be online for public viewing through our website. The accreditation team will oversee annual reviews and updating of the Cultural Competency and Diversity Plan with staff.

Individuals will have opportunities to make choices as much as possible (personal goals, support networks, music, food, activities, clothing, etc.).

Objective 1

CCSCL services and supports will reflect and honor the culture and diversity of each individual

- As part of our intake procedures, ethnic background, gender, and personal pronoun preferences will be documented as needed to assist staff in providing respectful supports and services.
- Our Person Centered Plan process will follow a universal approach of respecting individual values which are significant to each client (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 as much as possible (personal goals, support networks, music, food, activities, clothing, etc.).
- Staff will be encouraged to gain knowledge of different cultural practices of persons served.

Objective 2

CCSCL staff will reflect the varied population of the society.

- Policies and hiring practices will be focused on maintaining an accepting and inclusive setting.

Objective 3

CCSCL (clients and employees) will be encouraged and aided in recognizing and celebrating their unique and individual cultures and diverse backgrounds.

- Create and preserve the Organization's culture and diversity environment by maintaining awareness, openness, and respect.
- 2023 Action Plan: (see staff meeting notes October 31, 2023)

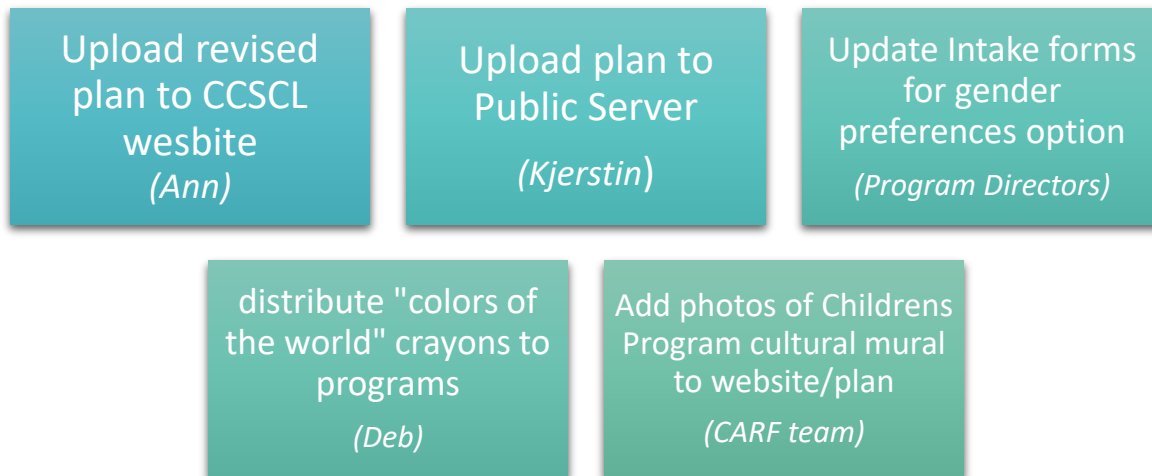
Conclusion

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 ongoing discussions in order to embrace and accept our rich cultural environment free from discrimination.

Action plan:



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>

Review date: October 2024