



Developmental Disability **Advocates**

Connecting Individuals with Resources
IN JEFFERSON COUNTY - SINCE 1978

CULTURAL COMPETENCY, DIVERSITY and INCLUSION PLAN



FY22 Results and

FY23 Plan

Revised 11/2022

Developmental Disability Advocates Cultural Competency, Diversity, and Inclusion Plan

Cultural Competency is the ability to recognize, respect and address the uniqueness of every individual, which is often affected by their culture, race, ethnicity, age, gender, spiritual beliefs, sexual orientation, disability, language, and socioeconomic status. These cultural influences may impact a person's needs, sense of worth, thoughts, communications, actions, customs, beliefs and values.

Developmental Disability Advocates (DDA) values diversity in persons served, employees, families and other stakeholders. Developmental Disability Advocates seeks to fully serve the community and the diversity it represents.

Developmental Disability Advocates will incorporate cultural diversity through accommodations, training, and collaboration with other agencies / groups. It is the goal of Developmental Disability Advocates to serve all people with the understanding of their own uniqueness, history, background, experiences and culture.

In Fiscal Year 2022, Developmental Disability Advocates, through the Eastern Region Alliance (ERA) engaged Diversity Awareness Partnership (DAP) to conduct an online survey to examine our agency climate with the goal of understanding the diversity, equity, and inclusion (DEI) needs, opportunities, and resources of the organization. Equipped with the recommendations from the climate report, DDA attempted to form an agency cultural competency committee to guide DEI initiatives. However, there was only one person who expressed interest when the goal was to have a minimum of 5 representatives from across the agency. Leadership discussed the lack of interest in volunteering for this committee and determined it would not be successful to appoint employees to the committee if they were not interested. Meanwhile, our peers in the Eastern Region Alliance (ERA) began contracting with a local consultant for diversity and inclusion training for their staff and shared that their employees felt the information was valuable to them in the workplace and in their work outside of the agency. Therefore, DD Advocates plans to contract with a consultant in calendar year 2023 to assist with providing staff education, building agency capacity around DEI initiatives, analyzing data and developing a comprehensive, sustainable internal and external plan that demonstrates an awareness of, respect for, and attention to the diversity of persons served, employees and stakeholders. DDA currently requires all employees to participate in a competency-based DEI online training module through AAIM and this is expected to continue. Additionally, data has been compiled to compare the demographics of DD Advocates persons served, employees and Jefferson county census data, however it needs to be updated in 2023 as well.

Developmental Disability Advocates documents the unique needs, requests, information and accommodations listed below. This documentation can be found in individual support plans, employment requests or other means (surveys, direct communication, suggestion box, etc.).

Culture – Developmental Disability Advocates considers each person's cultural background and recognizes the values and obstacles it may present. It is the goal to incorporate cultural values and differences respectfully in all aspects of the agency.

Age – Developmental Disability Advocates hires people of all ages and seeks input from stakeholders of all ages. The agency considers the generational background of each individual as a part of developing their person centered plan and support needs. As Developmental Disability Advocates provides service coordination and information/referral services to individuals under the age of 16 (effective April 1, 2018), specific attention will be given to outreach, service support needs, and existing community resources for this age group.

Gender – Developmental Disability Advocates provides service coordination to and employs individuals based on need and qualifications, without regard to gender. Gender includes both gender identity and gender expression.

Sexual Orientation / Identification – Developmental Disability Advocates provides service coordination to and employs all individuals without consideration of their sexual orientation or identification. The agency respects the individual’s right to privacy and their ability to express their self in a manner of their choosing.

Spiritual Beliefs – Developmental Disability Advocates recognizes the right for all people to practice their faith or spiritual beliefs. The agency makes every effort to ensure that services, employment and input received are accommodated regarding the person’s beliefs, practices and traditions.

Socioeconomic Status – Developmental Disability Advocates serves a community with a vast variety of household incomes and economic status. It is the value of the agency to support all people with developmental disabilities and their family members.

Language – Developmental Disability Advocates provides language accommodations (as available). The agency will always make a good-faith effort to accommodate a person’s language needs. Interpreters, translators and documents in the language spoken/understood are such options the agency would utilize.

Race – Developmental Disability Advocates provides service coordination to and employs individuals based on need and qualifications without regard to race. DDA is an equal opportunity employer.

Outcomes identified below will be reviewed by the Developmental Disability Advocates leadership team on a quarterly basis and reviewed annually with the Board for relevance and updating as needed.

Outcomes for FY2022				
Outcomes	Measurement	Methodology	Responsible Party	Annual Review
Form an agency diversity, inclusion and equity committee	Committee meets quarterly	Request a cross section of 5 employees to serve	Executive Director	There has been an unsuccessful attempt to do this.

Partner with ERA on a regional DEI effort	Joint meetings are initiated	Representative from agency committee selected to serve on regional committee	Executive Director	Joint meetings are occurring through DDRB in St. Charles and DD Advocates needs to send a representative.
Outcomes for FY2023				
Outcomes	Measurement	Methodology	Responsible Party	Annual Review
Develop short and long term DEI goals/initiatives and a strategic vision for the agency.	Contract with a subject matter expert	Various - TBD	Executive Director	
Form an agency diversity, inclusion and equity committee to work with subject matter expert	Committee established	Request a cross section of 5 employees to serve	Executive Director	
Partner with ERA on a regional DEI effort	Joint meetings are initiated	Representative from agency committee selected to serve on regional committee	Executive Director	