LOVARC Cultural Competency and Diversity Plan

Mission Statement

The primary mission of LOVARC is to promote the general welfare of persons with disabilities. Specifically, we endeavor to provide services which enable consumers to lead a fuller life of dignity and independence and to achieve a level of productivity limited only by individual inherent capabilities.

LOVARC Cultural Competency and Diversity Values

LOVARC strives to "cast a wide net" in our attempts to serve our community. Consequently, for applicants and persons receiving services, personnel and other stakeholders, LOVARC interactions are conducted with sensitivity, professional respect and legal compliance concerning age, culture, gender, sexual orientation, spiritual beliefs, socioeconomic status and language / mode of communication.

Activities

Human Resources Affirmative Action Yearly Analysis:

- Compares demographics of LOVARC personnel to local labor force with respect to disabilities, gender, race / ethnicity and Veteran status
- Quantifies recruitment, transfers and promotions by disabilities, gender, race / ethnicity and Veteran status
- Sets performance goals pursuant to analysis of data regarding recruitment, transfers and promotions by disabilities, gender, race / ethnicity and Veteran status.
- Annually reviews and updates Affirmative Action Plan. Refer to *Affirmative Action Yearly Analysis LOVARC*

Vocational Department Performance Measurement and Management System

- Performance Improvement Statistics, quantifies persons served by classification of disability, gender and race / ethnicity

Vocational Department Person Centered Services

- LOVARC secures interpreters for applicants and persons served requiring Spanish or ASL. Will secure for other languages such as Hmong or Tagalog as needed.
- LOVARC coordinates assistive technology assessments for persons with disabilities
- LOVARC refers or assists stakeholders to access agencies providing benefits for low income persons such as the Social Security Administration, Housing Authority and utility assistance.
- LOVARC respects and accommodates requests concerning stakeholder's religious adherence.

Goals:

- LOVARC will prioritize diversity factors in staff recruitment, development and promotion.
- LOVARC is researching a curriculum for regular staff Diversity training to be implemented in Fiscal Year 2018-19.
- LOVARC will provide Board training in Cultural Competence / Diversity in fiscal year 2018-19 and prioritize recruitment of diverse Board members as vacancies arise.

Approval and Review

- The Human Resources Administrator will review the Cultural Competence and Diversity plan annually and update as needed.
- LOVARC's Cultural Competency and Diversity Plan is available to all stakeholders upon request and is posted at WWW.LOVARC.ORG