



Cultural Competency and Diversity Plan

1. INTRODUCTION, VISION/VALUES and DEFINITIONS

Project Independence embraces the opportunities of multi-culturalism and inclusion in all aspects of business operations. This includes not only the direct provision of services to our consumers and their families, but also to our employees and stakeholders. The intent of this plan is to address how Project Independence responds to the diversity of its stakeholders as well as how the knowledge, skills, and behaviors will enable personnel to work effectively cross culturally by understanding, appreciating, and respecting differences and similarities in beliefs, values, and practices within and between cultures.

We define diversity as; The mosaic of people who bring a variety of backgrounds, styles, perspectives, values, and beliefs as assets to the groups and organizations with which they interact.

We define culture as; An integrated pattern of human behavior which includes but is not limited to—thought, communication, languages, beliefs, values, practices, customs, courtesies, rituals, manners of interacting, roles, relationships, and expected behaviors of an ethnic group or social groups whose members are uniquely identifiable by that pattern of human behavior. (National Center for Cultural Competence – 2001).

This plan describes our current initiatives toward creating an environment that welcomes and embraces diversity in its many forms and identifies our plan which specifies a set of objectives that will enhance the cultural diversity of Project Independence with plans on how to achieve those objectives.

2. DIVERSITY in PROJECT INDEPENDENCE SERVICE DELIVERY AREA

The **racial makeup of Orange County** was 1,830,758 (60.8%) White (44.0% non-Hispanic white), 50,744 (1.7%) African American, 18,132 (0.6%) Native American, 537,804 (17.9%) Asian, 9,354 (0.3%) Pacific Islander, 435,641 (14.5%) from other races, and 127,799 (4.2%) from two or more races.



3. PROJECT INDEPENDENCE SUMMARY of RELEVANT ORGANIZATIONAL POLICIES ADDRESSING DIVERSITY

Project Independence Employee Handbook:

Equal Opportunity Employer statement:

The Board of Directors of Project Independence is committed to the concept to offer equal employment opportunities in the operation of the agency as required by law and in compliance with the Americans with Disabilities Act. A continuous effort will be made to achieve genuine equal employment opportunity to all qualified persons regardless of sex, race, creed, religion, sexual orientation, pregnancy, age, color, national origin, gender identity, physical or mental disability, veteran status, marital status, political affiliation or other characteristics protected by law.

Holiday policy states:

Paid time off (from the employee's PTO account) for holidays other than the ones listed may be granted upon the individual employee's request in order to accommodate a religiously and ethnically diverse workforce.

Project Independence Operational Policies and Procedures

Project Independence Organizational Governance Policy 3 includes:

Organizational Purpose and Philosophy

Non-Discrimination – Services are to be provided on a non-discriminatory basis without regard to sex, race, creed, religion, sexual orientation, pregnancy, age, color, national origin, gender identity, physical or mental disability, veteran status, marital status or political affiliation.

Project Independence Handbook for Consumers, Legal Representatives, Advocates, and Family Members

Statement of Non-Discrimination:

It is Project Independence's policy to provide services on a non-discriminatory basis. We believe that all persons who receive our services have the right to receive an appropriate level of guidance and training without regard to sex, race, creed, religion, sexual orientation, pregnancy, age, color, national origin, gender identity, physical or mental disability, veteran status, marital status, political affiliation or other characteristics protected by law.



4. OVERSIGHT, REVIEW, and UPDATES:

This plan is based on the consideration of the following areas; culture, age, gender, sexual orientation, spiritual beliefs, socioeconomic status, and language. It also is inclusive of a variety of performance areas including: Human Resources, Organizational Values, Governance, Planning and Monitoring, Evaluation, Communication, Staff Development, Organizational Infrastructure, and Services & Interventions.

The Plan will be monitored by the CEO. Senior management reviews the plan on an annual basis and the plan is approved by the Board of Directors. A summary of the Cultural Diversity Plan will be included in the annual Program Evaluation Comprehensive Report and posted to the Project Independence website.

Cultural Competency and Diversity Plan for Project Independence

Areas to be addressed	Intended Audience Persons Served? Personnel? Other Stakeholders?	Overview & Performance Area(s)	Action Steps	Timeline	Budget impact	Person(s) responsible	How will you measure success?	Additional Comments
Race & Ethnicity (self-identified)	all		Staff training Publication	7/1/21		HR/CEO	We will have a diverse workforce	“So You Want to Talk About Race” book review
Age	all		Staff training Publication	7/1/21		HR/CEO	We will have a diverse workforce	
Gender & Gender Identity	all		Staff training Publication	7/1/21		HR/CEO	We will have a diverse workforce	
Sexual orientation	all		Staff training Publication	7/1/21		HR/CEO	We will have a diverse workforce	
Spiritual beliefs/Religion	all		Staff training Publication	7/1/21		HR/CEO	We will have a diverse workforce	
Socioeconomic status	all		Staff training Publication	7/1/21		HR/CEO	We will have a diverse workforce	
Language	all		Staff training Publication	7/1/21		HR/CEO	We will have a diverse workforce	