



Cultural Competency and Diversity Plan

Consistent with the Philosophy and Values of the Medina County Board of Developmental Disabilities (MCBDD), Leadership has created a Cultural Competency and Diversity Plan to increase awareness of cultural diversity and promote policies and practices that lead the Board in the direction of equality and accessibility. The Cultural Competency and Diversity Plan will utilize the following elements to address cultural competency for children and adults receiving services, family members, employees, and other stakeholders:

- Recognize that cultural issues are not limited to ethnicity considerations, but may also include religious, disability, socioeconomic status or other issues;
- Value differences including cultural differences and recognize similarities among consumers, students, employees, customers and vendors;
- Support a work environment free of all forms of discrimination, including harassment - sexual, religious, veteran status, race, color, national origin, age, sex, sexual orientation, gender identity, gender expression, cultural or disability;
- Develop a diverse workforce which reflects the community;
- Conduct annual cultural diversity/competency training that fosters inclusion and respect for diversity in all; and
- Encourage a climate of cooperation in the work environments that promotes a positive attitude toward the provision of services.

Knowledge of and response to all aspects of diversity is a critical component in providing respectful and individualized quality services to children, adults, and families receiving services. The Leadership Team shall have the authority to ensure that the MCBDD provides adequate training in the areas related to cultural issues within each program, the workplace environments, and in the supervision and employment of staff.

The key components addressed by Leadership are as follows:

- Develop a Diversity and Inclusion Committee that will develop goals designed to continually increase awareness of cultural diversity and promote understanding, appreciation, and respect for differences and similarities in beliefs, values, and practices within and between cultures.
- Institute education on cultural diversity for all new employees, and annually for all employees, to enhance cultural competency.
- In collaboration with the Accessibility Plan, determine that all program and operational facilities appropriately represent best practice in meeting the diversity and inclusion expectations of those we serve.
- Display posters and other literature to raise awareness of cultural diversity and inclusion at each location.

It is the responsibility of all MCBDD employees to generate and maintain work environments in which consumers, employees, customers and vendors are respected, valued and welcomed. The MCBDD encourages recruitment of persons served within our organization for employment and other leadership and advocacy roles.

All MCBDD employees will foster environments that support the MCBDD's core values of person-centered, accountability, collaboration, respect and quality, and support the elimination of discrimination in the workplace. Discrimination is a violation of state/federal civil rights laws, including Title VII of the Civil Rights Act, the Americans with Disabilities Act and the Age Discrimination in Employment Act. The MCBDD is committed to providing:

- A workplace free from discrimination based on an individual's protected-class status of religion, veteran status, race, color, national origin, age, sex, sexual orientation, gender identity, gender expression, culture or disability in regards to hiring, rate of pay, promotion, layoff, rehiring, termination or employment benefits and opportunities.
- A workplace free from harassment including sexual, religious, veteran status, race, color, national origin, age, sex, sexual orientation, gender identity, gender expression, cultural or disability.
- Affirmative action and equal employment opportunities in all phases of employment through recruitment, retention and advancement of culturally diverse and qualified people and utilization of job-related criteria in making employment decisions.

All persons served and their families, MCBDD employees, customers, and vendors are expected to treat each other with dignity and respect. If anyone believes that he/she is a target of behavior that violates this plan or is witness to such conduct, he/she has the right to follow the complaint procedures as outlined in the MCBDD's policy titled Prohibition of Sexual Harassment and Other Forms of Discriminatory Harassment.

Related Policies include:

- 1.2 Statement of Principles
- 4.2 Non-Discrimination in Employment
- 4.27 Employee Reasonable Accommodation
- 4.28 Resolving Discrimination Complaints
- 4.29 Non-Discriminatory Contracts
- 4.34 Sexual Harassment
- 11.1 Non-Discrimination in Program Services

Adopted: 9/20/2020