

## **LCCS POLICY 490**

### **Diversity and Inclusion**

<b>Original Issue Date:</b>	2/19/2002
<b>Revision Dates:</b>	10/8/14, 3/29/16
<b>Revision Number:</b>	3
<b>Current Effective Date:</b>	11/5/14, 3/29/16
<b>Board Approval Date:</b>	7/18/2001
<b>Obsolete/Combined Date:</b>	
<b>Reason for Obsoleting/Combining:</b>	
<b>See new Policy #:</b>	
<b>Scope:</b>	All LCCS staff, caregivers and service providers.
<b>Responsibility:</b>	Managerial Staff and Training & Development Department
<b>Purpose:</b>	To create, develop and maintain a positive and inclusive multi-cultural organization that welcomes, engages, promotes and respects diversity among people.
<b>Legal Cite:</b>	OAC 5101:9-4-7; PL 88-352

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### **POLICY STATEMENT**

Managing diversity and inclusion effectively is critical to achieving the mission of the agency and is an integral part of our success.

LCCS expects employees, caregivers, board members, other contract and service providers to demonstrate cultural sensitivity, cultural understanding and competency.

LCCS is committed to developing and maintaining a positive and inclusive multi-cultural organization that promotes and respects diversity among people. LCCS will actively recruit and retain diverse staff, caregivers, contract and service providers.

LCCS embraces culturally competent child welfare practice through supporting culturally focused training and educational resources and opportunities.

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### **DEFINITIONS**

Diversity is the mixture of differences and similarities that includes for example, individual and agency characteristics, collective values, beliefs, experiences, backgrounds, and preferences.

Inclusion ensures that all LCCS agency employees are valued, treated fairly and respectfully, which contributes to the success of the agency. It also means ensuring that each has equal access to opportunities and resources that are barrier free and without constraints.

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## **PROCEDURE - including required timeframes and documentation**

LCCS will provide Cultural Diversity Core Training to all staff and foster caregivers.

All LCCS staff are required to complete a minimum of six different cultural diversity trainings or a total of 36 hours of training. These trainings include the following (list is not all-inclusive):

African American culture

Latino culture

Appalachian culture

Poverty

Gender

Lesbian, Gay, Bi-sexual, Transsexual, and Questioning (LGBTQ)

Muslim culture

Gangs

- New hires will complete Cultural Diversity Core Training within 24 months of hire date.

All LCCS staff, caregivers, service providers, and Board Members will demonstrate and model effective interactions and communication skills in cross multi-cultural situations.

From a cultural perspective, training and educational opportunities are paramount for employees and caregivers. LCCS will provide Cultural Diversity training to all prospective foster/ adoptive caregivers during their orientation. LCCS is committed to expanding training opportunities to support and encourage staff to increase their personal knowledge, skills and sensitivity for other cultural areas.

This policy will be reviewed a minimum of once every six months at unit/ department meetings.

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## **CASE PRACTICE GUIDES**

Provide services within a cultural context.

Approach others in an inclusive way.

Consideration should always be given to cultural implications and sensitivity.

Consideration for cultural implications and sensitivity will be appropriately reflected in all culturally-related documentation and paperwork.

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## **RELATED POLICIES and FORMS**

LCCS Policy 216 (Competitive Bidding)

LCCS Policy 218 (Request for Proposal)

LCCS Policy 141 (Non-Discriminatory Service Delivery)