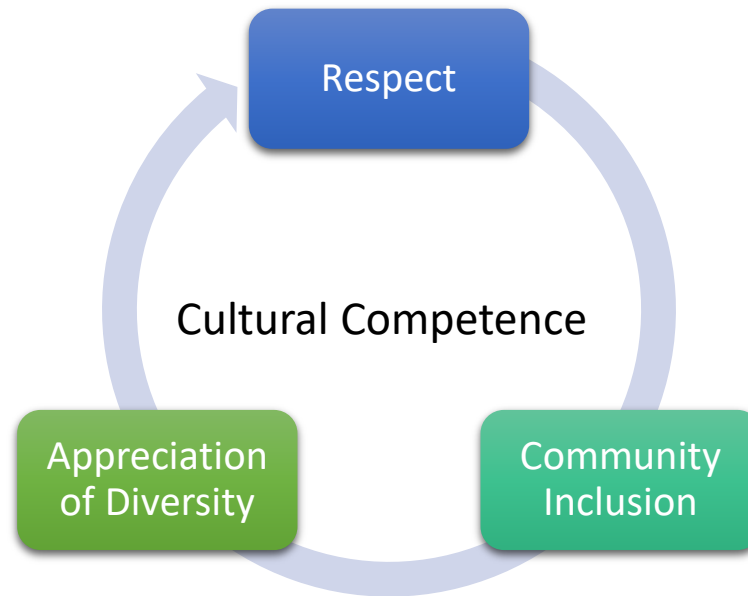


Cultural Competency Plan 2020-2023

Cultural competence is defined as a set of values, behaviors, attitudes, and practices within an organization that demonstrates a respect and appreciation of the beliefs and cultures of the individuals and families receiving services, as well as staff who are providing such services.

This philosophy is a critical component in providing respectful, inclusive and individualized services to the people that we serve and their families and stakeholders. The Life Enrichment Center upholds the organizational values of respect, community inclusion and appreciation of diversity. We believe that these values foster cultural competence.



Goals for Persons Served

Objective:

The Life Enrichment Center understands that regardless of background or ability, every person has the right to live and participate as full citizens in their community.

Strategy:

Actively support community inclusion for each person served by identifying, facilitating, supporting and creating opportunities for inclusion through our services. Work to identify and remove barriers to inclusion.

Deadline:

Ongoing

Outcome:

Multiple opportunities for community inclusion are provided in our programs, including:

- Exercise Science & Public Health
- Creative & Performing Arts
- Best Buddies
- Special Olympics
- Black & White Gallery
- Georgia Artists with disAbilities
- Volunteering
- Jumpstart RSO
- Tim Tebow Night to Shine
- Alternative Fall Break
- Bodyplex Group/Personal Fitness

Objective:

The Life Enrichment Center will meet the needs of persons served and their families in a holistic and culturally competent manner.

Strategy:

Ensure that diversity and culture are represented in the formulation of the ISP, and foster collaborative relationships with the families and stakeholders of the person served to facilitate a team approach to ISP formulation.

Deadline:

Ongoing

Outcome:

Personal Profiles are used to present cultural diversity and preferences of the person served during the ISP meeting.

LEC staff will treat all persons served with respect and dignity at all times. The Center does not discriminate against employees, persons served or any other stakeholder based on their culture, age, gender, sexual orientation, spiritual beliefs, socioeconomic status or language.

Objective:

The Life Enrichment Center will work to build cultural competency through collaborative partnerships in the community.

Strategy:

Establish collaborative partnerships with community organizations that build cultural competency in the areas of culture, age, gender, sexual orientation, spiritual beliefs, socioeconomic status and language.

Deadline:

Ongoing

Outcomes:

Collaborative Community Partnerships include:

- Georgia College Engaged Student Learning
- Jumpstart RSO
- GC1Y- Representations of Ability and Disability
- Department of Creative Arts Therapies
- GC Office of Community Engagement
- Department of Communication
- Best Buddies
- Dept. of Health & Human Performance
- Kappa Alpha Fraternity
- Dept. of Continuing Education
- Dept of Public Administration- Nonprofit Leadership
- New City Church at the Mill
- Northridge Christian Church
- Lockerly Arboretum
- Community Baptist Church
- Milledgeville Kiwanis
- BodyPlex

Goals for Personnel & Stakeholders

Objective:

Culture is dynamic, therefore cultural competence must be an ongoing, developmental process. The Life Enrichment Center will continue to document and review the cultural competency practices of staff.

Strategy:

The Life Enrichment Center leadership staff will ensure that cultural competency practices are documented and reviewed, and that these practices reflect the values of cultural competence; respect, community inclusion, and appreciation of diversity.

Deadline:

Ongoing

Outcomes:

The Cultural Competency Plan is reviewed and/or revised annually to ensure continued compliance. Reviewed and revised 8/21, 1/22, 5/22. This Plan applies to all staff and volunteers. Our cultural competency practices are outlined in the Code of Ethical Conduct Policy.

Objective:

The Life Enrichment Center will maintain compliance measures for upholding the values of cultural competence.

Strategy:

All staff will receive training in Cultural Competency and Diversity. Staff will also receive training on the Code of Ethical Conduct. LEC leadership staff will ensure that any suspected violation of these values is investigated.

Deadline:

Ongoing

Outcomes:

All new hires receive training on Cultural Competency and Diversity as a part of their orientation. All staff receive training on the Ethical Code of Conduct annually. Staff understand that any suspected violations of the Code of Ethical Conduct should be reported immediately. Any report of a violation will be investigated by LEC leadership staff.

Objective:

The Life Enrichment Center will maintain accountability measures for upholding the values of cultural competence.

Strategy:

The Cultural Competency Plan will be shared with stakeholders on our website as an accountability measure. We will also encourage stakeholders to provide feedback regarding our programs and services.

Deadline:

Ongoing

Outcomes:

The following resources are available to stakeholders and others on our website:

- Cultural Competency Plan
- Code of Ethical Conduct
- Complaints and Grievances Process
- Consumer Rights & Responsibilities
- Consumer Handbook
- Email address dedicated to receiving feedback from stakeholders and others