

Cultural Competency and Diversity



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Applies to: all

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Communitas recognizes that an appreciation and acknowledgment of diversity is important for providing respectful and individualized quality supports and services, for attracting and retaining the highest quality employees, and for meeting the diverse needs of our community. The collective sum of individual differences, life experiences, knowledge, innovation, self-expression, unique capabilities and talent that people bring represents a significant part of our culture. This level of diversity and inclusion also strengthens our community.

Communitas has a long history of providing supports to individuals and families who are culturally, ethnically, and linguistically diverse, or who self-identify as members of the LGBTQ+ community. Communitas collaborates with agencies whose expertise lies in cultural and ethnic diversity, and actively seeks out resources to support individuals, families, employees and other stakeholders in a way that is respectful of their beliefs and recognizes them as full members of their communities.

Cultural competency is an ongoing learning process, and Communitas strives to foster inclusion, tolerance and respect for diversity in all forms, including diversity in culture, ethnicity, disability, sexual orientation, gender, gender identity, spiritual beliefs, socioeconomic status and language. For employees, this learning process begins with New Hire Orientation modules specifically designed to foster discussion and awareness of diversity and cultural competency and continues with regular opportunities to increase awareness by attending trainings, workshops, seminars and networking opportunities geared at continuing the conversation.

We do not expect our employees to know everything about all cultures. However, we do expect employees to demonstrate a willingness to learn about the major values and beliefs of the families and individuals they are working with, fellow employees, and other stakeholders. This may include, but is not limited to, an awareness and respect for the individual's beliefs, values, holidays, dietary regulations or preferences, clothing, and language preferences.