The H.O.M.E. Society

Cultural, Diversity and Inclusion Plan

Reviewed: June 6, 2024

"Cultural competence describes people and organizations that work well with their culture and with cultural groups different from their own. It involves attitudes, practices, behaviors and policies that enable a system to respond in respectful and useful ways to diverse teaching and learning needs, styles and issues."

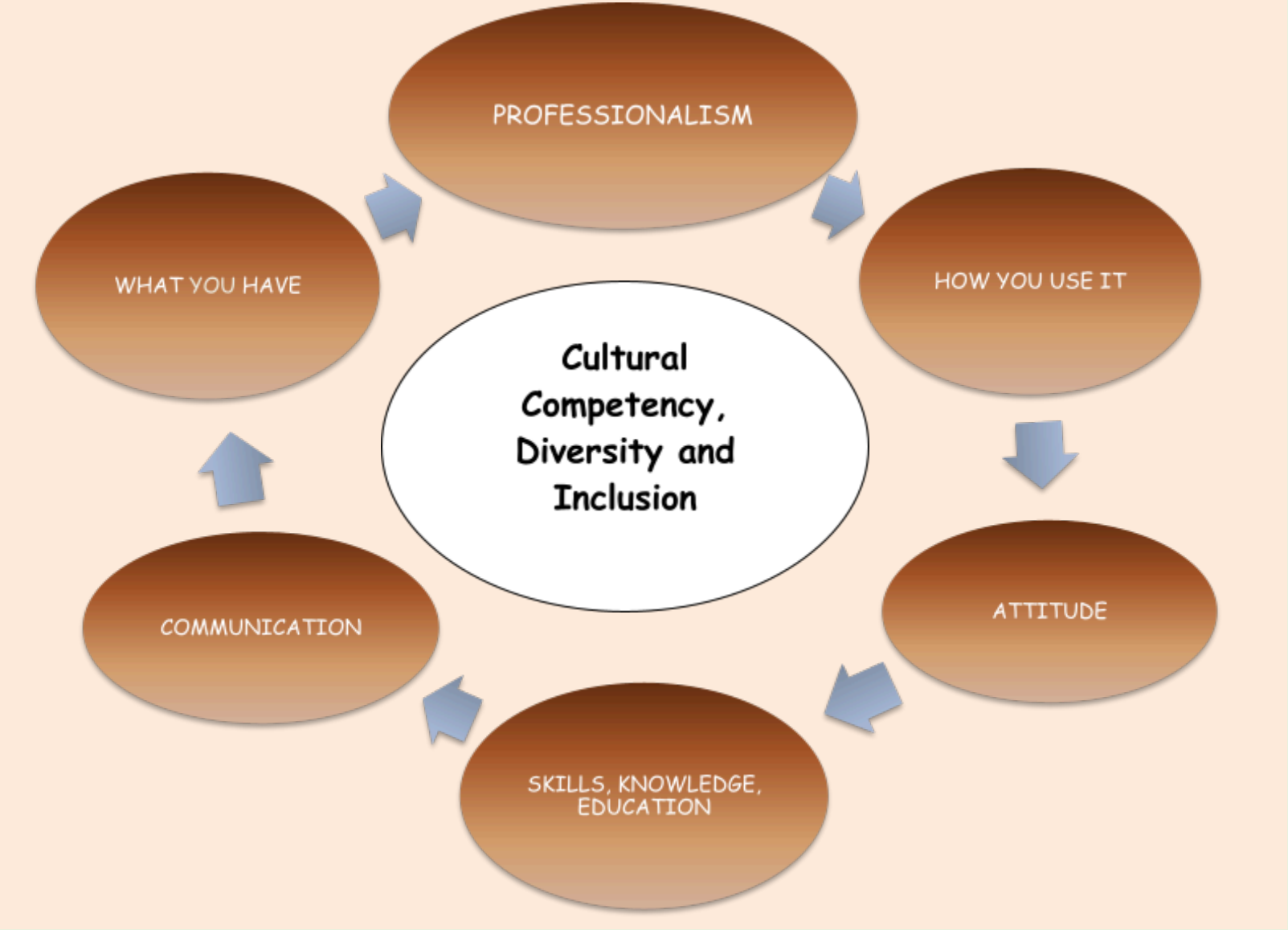
National Center for Healing

Rationale:

Although it is impossible for each person to know everything about every culture, it is essential that we develop an understanding of the major values and beliefs of those we serve. This knowledge and understanding is a critical component in providing respectful and individualized quality services to persons and families served here at H.O.M.E.S

The H.O.M.E. Society holds organizational values of respect, inclusion and appreciation of diversity. We see cultural competency as an ongoing learning process that fosters these values.

‘A FRAMEWORK FOR CULTURAL COMPETENCY EDUCATION AT H.O.M.E.S’



Culture ~ Age ~ Sexual Orientation ~ Gender ~ Spiritual Beliefs~ Socioeconomic Status~ Language ~ Race

Orientation Beliefs Status

Goal # 1
Review and document cultural competency practices at H.O.M.E.S

Strategies: H.O.M.E.S Leadership team will review current cultural competency policies.

* Employment Equity Policy A.100
* Individual Support Planning E.160

Timeline: Reviewed annually, ongoing.

Goal # 2
Build community partnerships that improve competence in the areas of culture, age, gender, sexual orientation, spiritual beliefs, socio-economic status & language.

Strategies: H.O.M.E.S will establish and maintain working

Partnerships/relationships with the following:

*Local First Nations (Seabird Is)
*Abby-fest Multi Cultural Festival
*Abbotsford Community Services
*Volunteering at various Cultural events
* Member of Cdn Centre for Diversity and Inclusion

Timeline: Reviewed annually, ongoing.

Goal # 3

Create accountability measures

Strategies: Ensure H.O.M.E.S Code of Ethics process reflects the H.O.M.E.S value of appreciating diversity and ensures avenues for reporting violations are known to all.

Ensure new caregivers have a copy of Policy A.50.

Timeline: Review Policy A.50 annually.

**New Employees will receive a copy of HOMES Cultural plan upon hire.*

Training Opportunities for Employees

(2023 BCCEO Leadership Indigenous and Reconciliation day)

Goal # 4

Engage all of H.O.M.E.S stakeholders to continuously improve H.O.M.E.S cultural competency program.

Strategies: Ensure that interview questions include assessments of diversity issues**.**

To host/promote Multi-Cultural Events and invite all stakeholders.

Include cultural, diversity and inclusion questions in the annual satisfaction/experience surveys.

Timeline: Ongoing, reviewed annually to make improvements/adjustments.

Objective # 5

Meet the needs of persons served in a holistic and culturally competent manner.

Strategies: Ensure that diversity and cultural preferences are represented in Individual Service plans. Ensure access to interpreter services as needed. Provide translation for website and assess printed material to ensure they are provided in various languages.

All information is available in relevant languages that reflects the diversity of our employees.

Timeline: Review ISP's and website at least annually.