



CULTURAL DIVERSITY PLAN

January 3, 2013

Overview

We recognize that our community consists of a multi-cultural population. There is a great diversity of people based upon culture, religious or spiritual beliefs, sexual, *gender* orientation, age, socio-economic status and language. At OPTIONS, we are striving to be sensitive to the needs of our diverse community and to understand the similarities and differences of each of our staff and persons served.

OPTIONS committed to community integration. This is a targeted goal for all of our services from residential services, supported living, vocational services and at the community integration services day program. By increasing community integration and striving for full inclusion of the persons we support, we hope to decrease altitudinal and cultural barriers and increase our level of diversity as the general community becomes more comfortable seeing persons with a variety of needs, interests and backgrounds receiving services.

This cultural diversity plan, in conjunction with our accessibility plan, will be on-going and reviewed annually, or more frequently as needed.

- Persons served by OPTIONS may come from a variety of cultural and ethnic backgrounds
- California's population demographics vary greatly
- San Luis Obispo and Santa Barbara county demographics vary greatly with a largely Hispanic population in the Northern Santa Barbara County.

The Plan

OPTIONS will provide training on an annual basis to all staff to increase their awareness and knowledge of the culturally diverse needs of staff and persons served.

Prior to being admitted to any of OPTIONS' services, a pre-admission screening is conducted. During that assessment, the cultural needs and supports of the person served is reviewed to determine how their needs can be met.

On an annual basis, each person served reviews their rights and responsibilities, including what is expected of them and how they can be expected to be treated by others. This includes a review of the grievance procedure and whom the person can talk to if they have concerns. Any cultural needs will be discussed in terms of access and rights

of expression.

Each person served also has an annual Individual Service Plan where goals and services are identified. This plan is reviewed on a quarterly or semi-annual basis depending on services provided and will include identified cultural needs. An Interdisciplinary meeting can be held at any time to make changes to the plan as needed. Meetings will be held within 30 days of a request.

At the time of a staff persons new employment orientation, employees will receive an employee handbook which indicates OPTIONS desire to be sensitive to the cultural needs of all persons served and staff. OPTIONS will make every effort to respect and accommodate the cultural needs and/or values of staff.