**EDWIN FAIR COMMUNITY MENTAL HEALTH CENTER, INC.**

**CULTURAL COMPETENCY AND DIVERSITY PLAN 2017**

All staff will follow the Diversity/Cultural Competence Policy (II-38), which states: “Diversity transcends race and gender and is different from Equal Opportunity and Affirmative Action. The EFC Diversity/Cultural Competence Policy requires all EFC employees to respect and value differences, be they age, race, nationality, ethnic group, sexual orientation, physical ability, health status, religion, educational experience, marital or parental status, or geographical location. Additionally, the Center provides for achievement of Cultural Competence through employee training at orientation, through regular training, the Center's Newsletter, Public Information Campaign and Annual Update.”

“We believe that this Diversity/Cultural Competence Policy relates to ethics, social responsibility, and in improving clinical competence and better meeting the needs of our diverse communities. It also translates directly to improving human performance as well as organization success.”

Short-term planning:

1. Initiate contact with local university graduate and undergraduate programs and inform them of our recruitment needs and our intent to be culturally competent and honor diversity in our workplace. One of the universities is traditionally a minority university (Langston University).

1. Establish on-going collaboration with Indian Health Services and/or Tribal entities, particularly in Osage, Pawnee and Kay Counties.
2. Attend at least one workshop a year on Cultural Competence/Diversity.
3. Engage a speaker to present on Cultural Competence at our Annual Update training.
4. Employ staff that has some rudimentary language skills to communicate with Hispanic population. Encourage staff to attend Spanish I classes.
5. Recruit persons who are representative of the specific cultures the organization serves for: Management positions, Direct service positions, and Support service positions.

Long-term planning:

1. Increase the diversity of the workforce by posting our job openings with local universities and giving consideration for the need of minority representation.
2. Attend two Native American Health fairs each year.
3. Increase the presence of staff with Hispanic background or cultural experiences.
4. Recruit minority Board of Directors when possible.
5. Assure tribal participation in SOC Collaborative meetings.

Note: This plan will be reviewed annually and submitted to the Board of Directors for approval.