Cultural Competency and Diversity Plan
Committed to Cultural Competency and Diversity

Fairbanks Native Association (FNA) is committed to the continuous utilization of this Cultural Competency and Diversity Plan to more clearly define our awareness of, respect for, and attention to the diversity of the people with whom we serve, our personnel, our families, our community, and all of our stakeholders. We reflect this in our attitudes, our organizational structures, our policies, and our dedication to the superior services we offer. Our Cultural Competency and Diversity Plan (CCDP) addresses how we will respond to the diversity of our community as well as how our knowledge, skills, and behaviors will enable personnel to work effectively cross culturally by understanding, appreciating, and respecting differences and similarities in beliefs, values, and practices within and between cultures.

Cultural Competency and Diversity Plan are foundations set to facilitate the process of creating a diverse business perspective. FNA is committed to the training and education in diversity and cultural competency by direct education internally and will seek the assistance of external community resources to provide our personnel a well-rounded approach to diversity education. We will educate our personnel in terms of culture, age, gender, sexual orientation, spiritual beliefs, and socioeconomic status, with inclusion of an address on language. Training will focus on the cultures and spiritual beliefs of our region, and the views of health, wellness, disability and its causes, and the influence of culture on the choice of service outcomes and methods.

The framework for our CCDP is based on CARF’s ASPIRE to Excellence® model and uses the CARF standards as a guide to ensure an ongoing process of continuous quality improvement.

- Assess the Environment
- Set Strategy
- Persons Served and other Stakeholders – obtain input
- Implement the Plan
- Review Results
- Effect Change

What is Cultural Competency?

An awareness of, respect for, and attention to the diversity of the people with whom we serve, personnel we employ, and the community we serve. It is reflected in our attitude, how we structure our organization, the policies we create, and our level of service we offer.

What is Diversity?

A quality or state of having many different forms, types, ideas, processes, and methods.
What is Inclusion?
The principal of inclusion involves a clear recognition that people are sometimes treated unfairly or excluded because of their differences. To strive for inclusion means engaging all groups in meaningful ways and proactively removing barriers to participation.

Recognize the determinants of health – certain life experiences have a profound impact on our ability to stay healthy and access services. These include poverty, discrimination, level of literacy, cultural and linguistic barriers, homelessness, job security, family involvement, residential school history, etc.

The aim of this CCDP is to assist with the creation of a climate of respect, inclusion and acceptance of all people who access services with FNA, are employed by FNA and with whom FNA partners with in our geographical area.

FNA’s Mission

Fairbanks Native Association’s mission is to promote spirituality, cultural identity, self-reliance, physical and mental health, by improving the quality of life of our community through professional quality services.

FNA’s Vision

We are a unified, healthy, and empowered Native community that embraces all cultures.
Purpose
- To ensure FNA staff will have a greater awareness/knowledge and then be able to successfully respond to the diversity of our stakeholders (including, but not limited to, areas such as: spiritual beliefs, holidays, dietary preferences, clothing, attitudes towards impairments, and language)
- The enhanced knowledge, skills and behaviors from the implementation of this CCDP will enable FNA staff to work more effectively cross-culturally by understanding, appreciating, and respecting differences and similarities in beliefs, values, and practices within and between cultures.
- To treat individuals receiving services, employees and all other stakeholders with respect, compassion, and love.
- To maintain and achieve the continuous satisfaction of individuals receiving services and all of our additional stakeholders.
- To recruit and retain highly skilled and talented employees.
- To provide a positive and dynamic work environment that is committed to maximizing the potential of persons served and employees while supporting them and having an awareness of and sensitivity to their beliefs and culture.

Policy
Fairbanks Native Association committed to the elimination of barriers that restrict the employment opportunities available to women, minorities, the disabled, and individuals representative of the geographic regions served by the association. We recognize that equal employment opportunity requires affirmative steps to ensure the full utilization of people of all backgrounds who possess the best available skills.

FNA provides equal employment opportunities for the good of the public without regard to race, color, national origin, ancestry, sex, religious creed, age, mental or physical disability, veteran status, socioeconomic status, medical condition, marital status, sexual orientation, sexual harassment, or pregnancy.

Our commitment to equal employment opportunity extends to all job applicants and employees and to all aspects of employment, including recruitment, hiring, training, assignment, promotion, compensation, transfer, layoff, reinstatement, benefits, education, tuition assistance, and termination.

Dissemination of Policy
- A copy of this document will be given to every employee.
- The policy will be thoroughly discussed in employee orientation and quarterly staff meetings.
**Grievances**

Any grievances or complaints should be directed to the Human Resources Director. Any employee acting in a manner contrary to the plan will be counseled and/or disciplined according to the disciplinary policy and procedures.

**Monitoring**

Annual Equal Opportunity Employer reports will be used to monitor the plan. This report analyzes the workforce by race, national origin, gender, and EEO category. Accomplishments and shortcomings will be noted and corrective actions recommended to the Executive Director.

Appeals and grievances are monitored by both the Executive and Human Resources Director throughout the year.

**Time Frame for Implementation**

The Executive Director and Human Resources Director will review the program annually.

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<tr>
<th>AREA</th>
<th>ACTION</th>
<th>PLAN DATE</th>
<th>STATUS/NOTES</th>
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<tbody>
<tr>
<td>Training</td>
<td>Orientation&lt;br&gt;Annual training session&lt;br&gt;Ongoing updates&lt;br&gt;- Gender&lt;br&gt;- Age&lt;br&gt;- Sexual orientation&lt;br&gt;- Spiritual&lt;br&gt;- Socioeconomic&lt;br&gt;- Language&lt;br&gt;- Culture</td>
<td>Begin employment&lt;br&gt;DATE: Annual Fall Quarter Staff meetings&lt;br&gt;ECD Pre-service&lt;br&gt;Supervisory Training w/KW</td>
<td>Ongoing&lt;br&gt;09/08/2017&lt;br&gt;09/07/2018&lt;br&gt;09/06/2019&lt;br&gt;09/04/2020&lt;br&gt;08/08/2017&lt;br&gt;07/29-08/09/2019&lt;br&gt;07/27-08/07/2020&lt;br&gt;Last Monday of every month</td>
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<td>Facility Décor</td>
<td>Art work diversification&lt;br&gt;Posters English and</td>
<td>DATE</td>
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<td>Services</td>
<td>Educator and Language Program Director</td>
<td>DATE</td>
<td>Interviews in progress Dec16</td>
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<td>Evaluation</td>
<td>Survey community re: FNA meeting diverse needs</td>
<td>DATES</td>
<td>Annually in August</td>
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<tr>
<td>Evaluation</td>
<td>Survey employee diversity engagement</td>
<td>DATES</td>
<td>Annually in September</td>
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<tr>
<td>External Training Opportunities</td>
<td>Ongoing updates -Gender -Age -Sexual orientation -Spiritual -Socioeconomic -Language -Culture</td>
<td>June 17th, annually</td>
<td>NAACP Juneteenth Celebration</td>
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