

CIPS Diversity & Cultural Competency Plan 2017-2018

Central Iowa Psychological Services (CIPS) is committed to promoting Diversity within our organization and community. Our focus is to utilize the following goals:

- Retaining A Diverse CIPS Body
- Integration (Including Education & Supervision) of Diversity & Cultural Competency
- Stressing Diversity in Community Engagement as a way to Promote Cultural Diversity
- CIPS Social Justice Committee will serve to guide the organization

Central Iowa Psychological Services has a written plan describing how the cultural needs of our clients are met. The Cultural Competency Plan describes how our staff effectively provide services to persons of all cultures, races, ethnic backgrounds, and religions in a manner that recognizes, values, affirms, and respects the worth of the individuals and protects and preserves the dignity of each. The plan is also made available to the public via our website: www.iowacounseling.com

Cultural Competence is an integral part of Central Iowa Psychological Services. CIPS demonstrates awareness and a respect for the diversity of the people it interacts with regarding culture, age, gender, sexual orientation, spiritual beliefs, socioeconomic status, and language. All committee members, officers, staff, and volunteers of CIPS who are in direct contact with clients and families will demonstrate the following:

- Recognize, value, affirm and respect the worth of each individual client and family and protect and preserve the dignity of each
- Ensure all services are conducted in a manner that is sensitive to and shows respect for the cultural and ethnic diversity of all clients including ethnicity, race, religion and/or spiritual beliefs, age, gender, sexual orientation, socioeconomic status, language and disabilities of the population served.
- Communicate with staff, clients, and their families in the most efficient way possible to accommodate the client's cultural needs.

- Utilize culture-specific information provided in training and/or orientation to assist in identifying and determining the cause of culture-based issues and miscommunication and to resolve them.

Central Iowa Psychological Services ensures non-discriminatory and respectful services to clients and families by utilizing both internal and external cultural competency practices. Ongoing improvement and widespread dissemination of these efforts support CIPS commitment to the provision of culturally appropriate services. CIPS, as a provider agency, accommodates, facilitates, treats, and assists people with a variety of disabilities from developmental disabilities and physical disabilities to those with mental health diagnosis and disorders.

All staff, clients and families, committee members, officers, and volunteers of CIPS have access to the CIPS Cultural Competency Plan, as the essential plan elements are included in staff handbook and on our website at www.iowacounseling.com. It is also available separately upon request.

CIPS seeks staff that is committed to their community, represents a variety of cultural backgrounds, and is capable of communicating in cross-cultural situations. Discrimination is not tolerated and employees will conduct therapy in a manner that recognizes, values, affirms, and respects the worth of the individual and protects and preserves the dignity of each.

When necessary and requested, translation services to clients will be coordinated or an appropriate referral will be made.

- Staff must receive cultural competency training upon hire and annually thereafter.
- Cultural Competency is addressed in ongoing Supervision, Client Specific Training and Quizzes.
- Our Newsletter includes Educational Information and Opportunities to continue understanding of cultural awareness through articles, classes, and workshops.
- Staff are notified of their responsibilities pertaining to delivering culturally competent care and may obtain a copy of the Cultural Competency Plan on the website: www.iowacounseling.com

Central Iowa Psychological Services utilizes and has informal relationships with a wide variety of traditional and nontraditional organizations to enhance service delivery and maximize resources for clients and families. These include:

- NAMI
- IBC
- IDPH
- DHS
- CFR
- Creative Counseling

Central Iowa Psychological Services has also established relationships in the community to create a rapport that builds and facilitates acceptance:

- Nevada Community Alliance
- Story County Jail
- Mary Greeley Medical Center
- McFarland Clinics
- YSS
- AA, NA, Alanon
- Local Law Enforcement
- Schools
- Churches

