

# Cultural Competency Plan for FY2019-2020

Object Dominion	Objective	Performance Indicator (measure)	Who Applied To	Time of Measure	Data Source	Obtained by	Performance Target	Results	Extenuating factors	Results Last Period
Determine Religious preference of all foster children	Develop & Impliment a procedure for the accurate collection of religious preferences - During the Placement Process	Monthly reviews of the client services data	All Foster Children spending at least one night in a Foster Home, Legacy Social Workers, Legacy Administraive Staff	Within 30 days of each placement	LIC610 & the new data collection system developed herewith	End of FY	50% of Children identified with known religions			
Spanish Subtitles on Training Videos	Add spanish subtitles to the RFA / Pre-Approval Training Video. Assure that the Spanish Speaking Families can understand the trainings	All RFA / Pre-Approval video's have spanish sub-titles	Recruitment & Marketing Department	30-Apr-20	Training Videos	CEO	100% of RFA / Pre-approval training video's have spanish sub-titles			
Identification of primary cultural competency weaknesses	Evaluate and Assess the Client Data statistics to identify key cultural weaknesses	Monthly review of Client & Corporate Data	Legacy Administrative Staff, Legacy Social Workers	Monthly and Annual Review	Client Service Data	End of FY	At least 2 primary cultural competency weaknesses			
Assure that the company can adequately serve the African American foster children in placement	Identify and recruit good African American foster parents	Monthly review of Client & Corporate Data	Marketing & Recruitment Committee, Legacy Staff	Monthly and Annual Review	Client Service Data	End of FY	66% increase in African American Homes, Add at least 2 more African American Homes			