



Cultural Competency, Diversity & Inclusion Plan 2024-2025

Purpose: SEEDLINKS BEHAVIOR MANAGEMENT, LLC, as a provider of behavioral health services, seeks to improve the quality of services provided to all persons served by acknowledging and respecting cultural competency, diversity, and inclusion.

Policy: It is our policy to provided services to recipients of all cultures, ages, races, genders, sexual orientation, socioeconomic status, spiritual beliefs in a manner that recognizes the specifics differences and meets the mental health needs of the clients while embracing a workplace environment of inclusivity and diversity.

Plan:

GOAL	OBJECTIVE	ACTIONS	ACCOUNTABILITY	TARGET	HOW TO MEASURE
Workplace Diversity	Recruit from a diverse, qualified group of candidates to increase diversity of thinking and perspective	Advertise positions in multiple jobsites	Human resources	Quarter 1	Assess and document representation of diversity of employees annually
Workplace Inclusion	Foster a culture that encourages collaboration, flexibility, and fairness to enable all employees to contribute to their potential and increase retention	Provide inclusive leadership training for managers and employees	Human resources Administration Leadership team	Quarter 4	Tracking of all employee annual training
Sustainability and Accountability	Identify systemic barriers to full inclusion by embedding diversity and inclusion in policies and practices	Review policies and practices to identify and remove systemic barriers to inclusion.	Human resources Leadership team	Quarter 3	All policies and practices are reviewed and updated

Cultural Competency	Employees to conduct services in a manner that recognizes values, affirms, and respects the worth of the individual, and protects and preserves the dignity of each person.	Mandatory training on cultural competency training annually. Employees will enhance their understanding and sensitivity to cultural differences associated with race, gender, age, religious preference, ethnicity, sexual orientation, geographic regions, and socioeconomic factors.	Human resources	Quarter 1	Tracking of employee annual training. Monitor critical incident annual report for incidents that encroach on cultural discrepancies.
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Roles and responsibilities:

All employees have the responsibility to maintain an environment that is safe, respectful, and productive. Everyone has the right to be treated fairly within the workplace in an environment that recognizes and accepts diversity.

We can all contribute by participating in workplace diversity and inclusion activities and opportunities and complying with all anti-discrimination and workplace diversity legislation.

Managers and supervisors can contribute by displaying a positive commitment to workplace diversity and inclusion, being role models, fostering an inclusive workplace culture, dealing quickly and effectively with inappropriate behavior, and participating in diversity training and encouraging team members to attend.

The success of the strategy is dependent upon the support of everyone in the department. Everyone has a responsibility for contributing to a culture which supports and values diversity and inclusion.

Communication Plan:

AUDIENCE	MESSAGE	METHOD
Customers and Shareholders	Diversity & inclusion vision and data on diversity progress	Business website



Employees	Diversity & inclusion training, volunteering, and success stories	Internal training Direct email Business website
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