

Cultural Competency and Diversity Plan

The creation and implementation of our Cultural Competency and Diversity Plan is an essential foundation to ensure that All Children's Academy (ACA) staff and persons served develop awareness and sensitivity specific to the diversity of our service delivery areas. Diversity in terms of culture, age, gender, sexual orientation, spiritual beliefs, socioeconomic status, and language are addressed in this plan.

What is Cultural Competency?

Cultural competency is an awareness of, respect for, and attention to the diversity of the people with whom it interacts (persons served, personnel, and other stakeholders) that are reflected in attitudes, organizational structures, policies, and services.

Importance of Cultural Competency:

As ACA continues to meet the needs and expectations of increasingly culturally and ethnically varied populations, a better understanding of cultural differences and their relationship to the hallmarks of quality service – respect, inclusiveness, and sensitivity – become essential. Serving diverse populations, after all, is not a “one size fits all” process. Diversity includes all differences, not just those that indicate racial or ethnic distinctions.

ACA's mission, values, and purpose for creating this Cultural Competency and Diversity Plan (CCDP):

Mission: “learning approach to match each child's learning pace and individual needs.”

Purpose of Cultural Competency & Diversity Plan:

- To ensure ACA staff will have a greater awareness/knowledge and then be able to successfully respond to the diversity of our students and families (including areas such as spiritual beliefs, holidays, clothing, attitudes toward impairments, language, how and when to use interpreters, etc.)
- The enhanced knowledge, skills, and behaviors from the implementation of this plan will enable ACA 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 recruit and retain highly skilled and talented employees.
- To provide a positive and dynamic work environment that is committed to maximizing the potential of students served and employees while supporting them and having an awareness of and sensitivity to their beliefs and culture.
- To empower and support parents' individual beliefs.

In addition, All Children's Academy is committed to:

- The promotion of diversity and cultural competency in all activities and associations.
- Working in collaboration with students, families, and community organizations and partners.

While ACA is not suggesting that our leadership and personnel need to know everything about all cultures, we feel it is imperative that our leadership and staff members develop a basic understanding of the major values and beliefs of the students enrolled and fellow co-workers, especially those who may come from different cultural or spiritual backgrounds. To this end, enhanced education, and training – specifically in the following areas: culture, age, gender, sexual orientation, spiritual beliefs, socioeconomic status, and language may be provided to employees to assist the development of greater awareness and sensitivity specific to the diversity of our ACA students and team.