

CULTURAL COMPETENCY

A. ORGANIZATIONS AND INDIVIDUALS REPRESENTING ETHNIC, RACIAL, SPECIAL NEEDS, AND GENDER GROUPS INVOLVED IN PLANNING

Many of the agencies involved in the Phase I planning process have broad representation on their planning bodies. However, there was no outreach done to broaden involvement by diverse communities during this phase. Cultural competency – as well as issues related to gender, special needs, rural/urban, and high-risk – will be explored more fully in the next phase of the planning process. In late August, for example, the results of a Latino youth survey will be available and will serve as a valuable starting point for developing a strategy to engage the Latino community of Lane County.

However Lane County has had a history of involvement and partnerships with our communities of color. A joint meeting between the Board of County Commissioners and representatives from the communities of color was convened on September 28, 1993. The purpose was to hear from participants about problems associated with access to, and availability of, Lane County services to the communities of color. Community representative discussed problems, which they perceive as reflective of institutional racism.

As a response to the information generated, the Board of County Commissioners established a Diversity Task Force. This group presented their report on March 30, 1994 and the Board of County Commissioners during June 1994 accepted their recommendations. A key aspect of this effort was the adoption of a Diversity Policy Statement for Lane County (now included in Lane Manual 2.385). In addition the task force proposed 31 action initiatives in the categories of Assessment, Awareness, and Training Access, Affirmative Action and Accountability. The efforts of the Task Force focused on four primary areas:

- □ Lane County as a Service Provider
- □ Lane County as a Funder
- □ Lane County as Employer
- □ Lane County Boards and Commissions

Lane County has assumed a leadership role through its commitment to diversity with the development of action items and monitoring strategies. The Lane County Commission on Children and Families has incorporated many of the past and current planning efforts in this most recent SB 555 Comprehensive Planning process.

A majority of the planning and partnership groups in Lane County have representation from El Centro Latino, a major service provider to the Latino population. They are active members on the Mayor's After School Activities Task Force, the School Safety Committee, the Early Childhood Planning Team, the 555 Systems Planning Consortium and multiple other planning groups and efforts. We have a very active Human Rights

Commission who have members sitting on multiple community groups that we have involved in this first phase I planning.

As we have earlier identified there are several on-going efforts, like the Latino Youth Survey being conducted over the last several months that was not included in any of Phase I data assessment because the final results have not been completed. Those surveys as well as other efforts will be incorporated in Phase II.

B. EFFORTS AND STRATEGIES USED TO INVOLVE DIVERSE POPULATIONS.

We have contacted and ensured the agencies and planning groups serving and/or representing ethnic/racial, special needs and gender groups have been informed, educated and invited to all planning efforts and processes we have used in Phase I.

We have made concerted efforts to work with the Latino youth involved in the Latino Youth Survey and invited them to be regular and “real” partners in our on-going efforts. They have not had the time to be effective participants for Phase I because of their commitments to completing the Latino Youth Survey, but they have committed to participate in the next Phase. We have been in contact with the educational diversity coordinators as well as the special needs advocates and family members.

We have provided some community educational training’s to the ethnic/racial, special needs and gender specific groups and populations in Lane County about the planning efforts under the auspices of SB 555 Phase I. This however has been very inadequate due to time constraints and our commitment to do the process in a meaningful and engaged manner.

The Lane County Commission on Children and Families is committed to **not** doing a cursory and minimal effort of engagement with the ethnic/racial, special needs and gender specific groups in our community. We highly value the information and perspective these groups can provide and absolutely are committed to the comprehensive way we will engage and empower our diverse populations.

C. EFFECTIVE OUTREACH PROCESSES AND INPUT

Because we did a minimal amount of comprehensive inclusion beyond what our communities are currently doing there are no examples of success for this current planning effort. However we did solicit information from those groups as to what they felt would be the most effective way to get information from our communities of color, special needs and gender related groups as we move into Phase 2.

Those areas are:

- Talking with groups in their neighborhoods
- Ensure that all written materials and presentations are sensitive to language and culturally.

- ☐ Adequate and appropriate training to service providers
- ☐ Talking with parents, families and youth directly.
- ☐ Ensure the information on gaps, barriers, needs and resources are relevant to the groups identified.

We have already begun the development of strategies to address the points identified above to ensure immediate and comprehensive inclusion and participation.

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