

EQUITY ACTION PLAN 2018-2020

1. Organization Overview

Community Vision (CV) works to make Oregon a place where all people with developmental disabilities can live, work, and thrive in whatever communities they choose. CV is dedicated to providing individualized services for people with disabilities and their families. CV's goal is that all people, regardless of perceived ability, deserve the freedom to make choices that define their lives.

CV supports nearly 250 individuals with disabilities and their families, with services including supported living, homeownership, asset development, youth programs, and employment.

2. Equity Vision Statement

We believe that our mission should extend to all people with developmental disabilities, including those whose race, ethnicity, gender, disability, immigration status, age, or sexual orientation has limited their access to community, work, and a full life.

3. Purpose of Equity Plan

Initial research and trainings were undertaken in early 2016 by CV staff and volunteers to help us get a framework for thinking about equity. This led to a deeper understanding about communities in Oregon who are underserved, partly because of bias within many government and nonprofits systems. We want to be at the forefront of addressing these issues and building better services for all Oregonians.

We developed this Equity Action Plan to enhance our services provided at the Seven Corners Collaborative as well as strengthen our dedication to all individuals with developmental disabilities. This change-making will occur internally and externally through outreach, training, hiring practices, and language access.

Our primary focus is the intersection of race and disability, and we acknowledge these two factors can have long-lasting impact on the ability of Oregonians with developmental disabilities to thrive. Our long-term goal is to be a leader in the disability and nonprofit communities in providing equitable services and inclusive opportunities for the diverse makeup of Oregon.

4. Equity Committee

The Equity Committee included staff members at multiple levels. The primary goal was to develop and implement our Equity Action Plan. The Committee used educational materials and information gathered by initial research to inform their work. Members have met monthly to discuss strategy and goal setting, and will be meeting quarterly in CY 2018 to discuss progress on these actions.

We will track these goals, be accountable for their success, and measure the progress throughout 2018-2020. Quarterly, we will review these actions, their implementation, and subsequent outcomes. At the end of 2018, we will form new goals for 2019 and 2020 to build on our work as well as address any issues or obstacles within the initial goals.

5. Equity Action Goals, Objectives and Timelines

In fall of 2017, the Equity Action Committee identified four areas where CV will pursue equitable access for all of communities in our service area: 1) Outreach, 2) Hiring and Recruiting, 3) Training, 4) Language supports. Below are the initial action items in each area.

Area 1: Outreach – our goal is to raise awareness of our mission in underserved communities

Action Item	Completion	Lead staff
Attend 5 existing cultural events (sponsor 1)	December 2018	Community Engagement Director
Develop 3 new partnerships and relationships with underserved communities	December 2019	Community Engagement Director
Create web series on accessing disability services, support options, financial tools, etc.	December 2020	Supported Living Coordinator (AMH) Impact and Communications Coordinator

Area 2: Training – our goal is to bring staff up to date on equity topics and encourage a better workplace environment for everyone

Action Items	Completion	Lead Staff
1 Cross-training with Latino Network	December 2018	Community Engagement Director
Update employee training to include workplace boundaries and respect	December 2018	Director of Support Programs
Review and revise training with equity lens	December 2018	Director of Support Programs

Area 3: Hiring & Recruiting – our goal is to diversify our workforce through targeted inclusion efforts

Action Items	Completion	Lead Staff
Attend 1 community college job fair	Ongoing	Human Resources Director
Post ads on CV's social media	Ongoing	Supported Living Coordinator (BJ) Impact and Communications Coordinator
Post ads on public groups in social media	Ongoing	Supported Living Coordinator (BJ) Impact and Communications Coordinator
Change recruiting language to encourage diversity and inclusion	December 2018	Human Resources Director

Area 4: Language Supports – our goal is to make our services more accessible to people who do not speak English as their first language

	Completion	Lead Staff
Research and purchase Language Line	Spring 2018	Asset Coordinator AmeriCorps VISTA
Revise ASL Accessibility - TTY Line	Spring 2018	Asset Coordinator AmeriCorps VISTA
Start Spanish group within CV	January 2018	Impact and Communications Coordinator AmeriCorps VISTA
Develop network of interpreters	December 2020	Human Resources Department AmeriCorps VISTA