

EQUITY ACTION PLAN 2020-2021

1. Organization Overview

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

CV supports almost 300 individuals with disabilities and their families each year, with services including supported living, employment, assistive technology, housing resources, financial empowerment, and community engagement.

2. Equity Vision Statement

We recognize that historically the word "all" has actually not included everyone. There have been groups of people excluded due to race, ethnicity, gender, disability, immigration status, age, or sexual orientation. Community Vision will intentionally reach out to marginalized groups and commit to improving internal practices, while also educating the larger community about how to include people with disabilities in the equity dialogue.

3. History of Equity Work at CV

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.

An ad-hoc committee was formed in 2017 to develop some initial strategies around equity, and they developed a plan for 2018-2020 that included outreach, training, hiring, and language supports. 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.

In late 2018, we were awarded a grant from Meyer Memorial Trust to further enhance our equity work. This grant enabled us to engage a consultant (Cliff Jones) and develop deeper goals around diversity, equity, and inclusion.

4. Equity Committee

The current Equity Committee was formed in fall 2019, and includes staff members at multiple levels and departments. The Committee used information from an organizational assessment and staff survey to inform their work. Going forward, the committee will review these actions, their

implementation, and subsequent outcomes quarterly. At the end of 2021, we will form new goals to build on our work as well as address any issues or obstacles within the current goals.

Equity Committee Members

Allison Barber (Financial Empowerment), Christine O’Bille (Employment), Chris Esquivel (Supported Living), Leah Gagliano (Human Resources), Brandon Jones (Supported Living), Aram Love (Supported Living), and Carrie Luse (Assistive Technology).

5. Equity Action Goals, Objectives and Timelines

The Equity Action Committee identified five areas where CV will pursue equitable access for all communities in our service area: 1) CV Organizational Culture, 2) Personal and Professional Development, 3) Hiring and Employee Feedback, 4) Community Integration, 5) Data and Evaluation. Below are the initial action items in each area.

Area 1: Organizational Culture – our goal is to shift our organizational culture to be more diverse, equitable and inclusive with an increased value on relationships, and to create an environment where people feel connected and understood.

Action Item	Completion	Lead staff
Identify CV values with a DEI lens	June 2020	Leadership Team
Create a plan to strengthen CV’s emphasis on relationships	June 2020	TBD
Develop a standard regarding language around disability and preferred pronouns	June 2020	Allison, Jill
Review organization’s policies with a DEI lens	December 2020	Human Resources

Area 2: Personal and Professional Development – our goal is to provide professional development opportunities for employees and training for individuals we support to supervise their staff.

Action Items	Completion	Lead Staff
Complete a series of DEI training sessions with Cliff Jones	October 2020	Jen
Develop opportunities for peer mentorship at all levels of CV	February 2021	Leah, Alicia, Aram, Emily
Create a “Caregiving 101” class for people we support	May 2020	Allen, Allison, Aram, Emily

Area 3: Hiring & Employee Feedback – our goal is to diversify our workforce through targeted inclusion efforts and increase opportunities for employees to provide feedback.

Action Items	Completion	Lead Staff
Find ways to attract people of color to a variety of staff positions	Ongoing	Human Resources
Post all positions internally and allow for longer timelines to fill positions.	January 2020	Human Resources
Hold interviews between supported individuals and potential staff in a neutral place.	March 2020	HR, Supported Living Coordinators
Train staff to use technology available to them. (i.e. tech buddies and trainings coordinated with Therap)	November 2020	Edwin lead, (AT team, Alicia, Emily to support creation)
Utilize technology to seek feedback from staff	February 2021	Human Resources

Area 4: Community Integration – our goal is to better understand the communities we serve as well as the broader community while increasing organizational connections.

Action Items	Completion	Lead Staff
Develop a committee to plan small events with a focus on inclusion and community integration (i.e. cooking class with New Seasons).	March 2020	SL Coordinators, Jill, Dawn, Kim, Allison
Conduct 6 small events developed by the committee above	July 2021	SL Coordinators, Jill, Dawn, Kim, Allison
Co-host 4 connection events with cultural partners	September 2020	Jill, Tova

Area 5: Data and Evaluation – our goal is to measure the impact of these efforts and the impact the work is having on all stakeholders.

Action Items	Completion	Lead Staff
Determine data needed to address DEI progress	March 2020	Jen, Aram
Collect data and report to equity committee	Quarterly	Jen, Leah, Abe
Hold focus groups to learn about satisfaction of people supported by CV	June 2020	Allen, Alex, Emily