



# Family Justice Center of Ouachita Parish

## Cultural Competency Plan

The Family Justice Center appreciates and recognizes the diverse cultural background of our community. It is our goal to enlighten and inform every sector of our community on the dynamics of Domestic Violence as well as the availability of all resources, whenever possible for all people. It is also our intention to maintain a qualified, diverse staff to provide services. The cultural competency plan includes information regarding the cultural makeup of our community, outreach plan, accessible services, and hiring practices.

### A CULTURAL PROFILE OF OUACHITA PARISH

The total population of Ouachita Parish is 147, 250 persons (Source: U.S. Census Bureau Census 2000 Redistricting Data).

- **African/Americans:** Of the total population of Ouachita Parish, 33.6% are Black/African American (Source: U.S. Census Bureau Census 2000 Redistricting Data).
- **Hispanic/Latino:** 1.2% of the total population of Ouachita Parish are Hispanic/Latino
- **Other:** Approximately 1% of the total population is Asian, American Indian, Alaska native, or other.
- **Non-English speaking population:** 3.0 % of Ouachita residents speak a language other than English at home (Source: U.S. Census Bureau – Quick Facts for Ouachita Parish). 50% of the non-English speaking population speaks Spanish.
- **Physically Challenged:** There are 28, 298 persons with a disability age 5 and older living in Ouachita Parish (Source U.S. Census Bureau Census 2000 Redistricting Data).
- **Lesbian/Gay/Bi-sexual/Transgender:** This population is scattered throughout Ouachita Parish and numbers are not available at this time. This population remains very secretive in our area as a whole. The Wellspring Domestic Violence program reports that they served 3 lesbian survivors in 2004 in the shelter program.

## **OUTREACH PLAN**

By using traditional and/or non-traditional methods of outreach awareness such as, Civic/Social Club meetings, church meetings, neighborhood meetings, schools, or any other meetings where awareness can be made The Family Justice Center plans to reach and serve every segment of the population of Ouachita Parish. Many cultures gather at their place of worship, therefore clergy that minister to these populations will be contacted and attempts will be made to attend these gatherings.

## **SERVICES**

In order to provide availability of services to every sector of our community, we have identified volunteers within our community to serve as translators for those that are non-English speaking residents of Ouachita Parish. These volunteers will be available to assist at The Family Justice Center on an “as needed” basis. The local university provides an English as a Second Language department and has provided volunteer translators to local non-profits for many years including the Wellspring (Domestic Violence Program Partner of the FJC). The attorney for the FJC speaks English, French, and Italian.

We will provide brochures on Domestic Violence within The Family Justice Center in English and Spanish. These materials will be purchased or provided national and state Domestic Violence coalitions and through Louisiana Coalition Against Domestic Violence and the National Network to End Domestic Violence.

The disabled population of Ouachita Parish will receive access to the same services without regard to the disability. An easy access ramp is available in the rear of the building including handicap assessable parking. The Family Justice Center also provides a waiting area for the disabled including an area for private interviews with Advocacy and/or Justice components of the program on the first floor of the center.

## **Hiring Policy and Procedures**

The Wellspring, as the lead agency on the project, is responsible for all hiring and supervision of FJC employees. The following is a portion of the agencies Affirmative Action statement from the agency policies and procedures.

### **AFFIRMATIVE ACTION**

(Also found in Board Policies: Category IV:Executive Limitation. General Constraints. Personnel)

To ensure that The Wellspring/FJC equal opportunity will be understood and followed by all personnel, the following program will consistently be used:

1. The Equal Opportunity Policy will be noted in the Statement of Personnel Policies, which is received by all employees.
2. Seminars will be conducted as a regular part of the supervisory training schedule to inform managers of their obligations and duties in the Affirmative Action Program.
3. Orientation programs for new employees will emphasize the organization's non-discriminatory policy.
4. Recruitment. Minority job applicants will be sought in the following manner. All minority employees will be encouraged to refer applicants for employment. Local College and University placement offices, Community Key Citizens, state employment offices and organizations designed to train minority job applicants will be utilized to obtain minority candidates. Job openings will be advertised in local minority publications. All classified ads in help-wanted sections of local newspapers will contain an equal opportunity statement.
5. Hiring - No applicant for clerical, technical, professional or administrative positions will suffer any form of discrimination because of race, creed, color, sex, age, sexual orientation or national origin. Minority employees will be hired for management and non-management positions in the ratio at least equivalent to the percentage of population, which they comprise in the labor pool.
6. Promotions. Decisions regarding promotion and upgrading of employees will be based on individual qualifications and ability as related to the bona-fide occupational qualifications of the position to be filled. No employee shall be excluded on any other basis.
7. Training. All employees, regardless of race or sex, will be encouraged to attend in-house training programs designed to upgrade their skills. All educational assistance and seminar fee reimbursement programs will be administered without regard to race, creed, color, age, sexual orientation or national origin.
8. Salaries. Salaries are determined by the responsibilities of the job and individual performance. Compensation paid to minority employees or females will be equal to that paid to majority employees for equal work.
9. Benefits. All employee benefits - insurance programs, holidays, vacations, sick leave and any other benefits provided - will be administered on a non-discriminatory basis. Benefit programs will be reviewed regularly to ensure compliance with non-discrimination policy.
10. Termination. Established policy will be followed for terminating employees and such policy will be administered on a non-discriminatory basis.

### **Current Staff:**

Currently the Family Justice Center has hired seven people. Three are African-American, two of whom are also survivors of domestic violence. Four of the current staff are Caucasian, two of whom are survivors of Domestic violence. One staff person speaks French and Italian. There are nine partners that will be on site, five are African American and four are Caucasian.

Contact Person for information regarding Cultural Competency:

Eletha Hobson, Outreach Coordinator

[ehobson@wellspringalliance.org](mailto:ehobson@wellspringalliance.org)

Phone: 318-998-6051