

A. Policies

All policies are created from a person-centered perspective, reflective of the employee population and stakeholders we represent.¹

B. Our Commitment

As a team, PCCS is committed to creating a welcoming, accessible, and inclusive environment. We affirm our commitment by making the organization a "hands-on" learning experience. We seek the education of culture and diversity from professional training and literature as well as learning from our team members. Through these experiences, we learn a great deal about others. More importantly, we learn even more about ourselves.

V. PACIFIC COAST COMMUNITY SERVICES' GOALS

Our vision is for PCCS is to be a diverse and culturally competent organization, capable of serving people with disabilities and their families in an increasingly diverse, multicultural society. We will be a leader in diversity in the disability community. Our board of directors, executives, and staff are composed of individuals who are representative of the diversity that exists in the communities they serve. Our advocacy, programs, services, and supports are relevant and accessible to persons of different races, ethnicity, and other dimensions of diversity.

PCCS strives to improve the quality of life for all staff, persons served, and their community partners and members. Our aim is to provide culturally sensitive services to the people we serve by developing a plan that recognizes diversity, and inclusion, and is culturally competent. This plan will be reviewed and updated annually. The tables below outline goals and opportunities that PCCS can use to address cultural competency, diversity, and inclusion, as well as to make continuous improvements to our plan.

¹ Please also refer to ***Rights of Persons Served for Pacific Coast Community Services' Person-Centered Employment And Training Services***, which is found in the ***PCCS Client Release Form***.

