

# Lane County

## Developmental Disabilities Services

### Strategic Plan 2022 - 2023



#### **Creating a culture of equity and inclusion**

- Develop an Equity Plan.
- Provide an enhanced DEI training for all staff.
- Provide training to all staff on the Equity Lens.
- Facilitate discussions within each team to identify opportunities to apply the Equity Lens.
- Review policies and practices that impact the people we serve and develop a set of recommendations to promote Gender Affirming Care.

#### **Strengthening hiring, recruitment, and retention**

- Centralize and streamline the hiring process.
- Recruit and fill a position to facilitate filling of vacancies more quickly.
- Post all positions on Impact Oregon.
- Create a standardized system for onboarding new staff to include a new employee division orientation.
- Develop a new employee satisfaction survey to send to new employees to solicit feedback on how training and onboarding went for the year.
- Implement Stay Interviews.
- Hold an All Staff retreat.

#### **Developing & reinforcing infrastructure**

- Provide three or more training opportunities to facilitate PSWs to utilize the PSW portal for submission of time cards.
- Standardize and streamline two or more processes by using technology new to DDS.
- Create an onboarding suite within the new system Learning Platform that will launch within the next year.
- Develop and implement a structure and system for centralizing and maintaining resource lists (i.e. lists of Behavior Support Professionals)

#### **Enhancing visibility and community connections**

- Create and distribute a promotional poster and handout for the DDS Facebook page.
- Highlight the great work of DDS and increase data transparency through monthly postings on FaceBook.
- Develop a video and Power Point presentation describing who we are, what we do, and who we serve.
- Develop tabling materials to include two or more written documents (i.e. brochures or one-page handouts).
- Attend four or more outreach events with a priority focus on schools, culturally specific organizations, and rural communities.
- Engage with three or more community partners to discuss out-stationing opportunities within their organizations or communities.