

# OREGON STATE HOSPITAL

PORTLAND – SALEM

## POLICIES AND PROCEDURES

### EXECUTIVE SUMMARY

**POINT PERSON: NANCY STEPHEN, DIRECTOR OF EDD**

**DATE: 7/16/12**

**OSH POLICY NUMBER & TITLE: 5.004, VALUING DIVERSITY**

#### **PURPOSE OF THIS POLICY:**

The policy defines cultural diversity, valuing diversity, and cultural competence. It also describes how staff will be trained in those concepts, the responsibilities of staff members, the responsibility of the Valuing Diversity Committee, and the responsibility of the Manager of the Cultural Competency and Diversity Program.

#### **SUBSTANTIAL CONTENT CHANGES (EXCLUDING "HOUSEKEEPING" CHANGES):**

This policy has been reviewed and updated to bring it in line with other external policies and regulations. Changes include:

1. Update of language referring to OSH units and programs
2. Changed to language from "competency" to "diversity"
3. Updated committee members according to the Committee Handbook

#### **REFERENCE CHANGES (ORS, OAR, TJC, CMS, OTHER):**

Removed and replaced outdated references and included the following:

State of Oregon. Office of Equity and Inclusion. Retrieved May 10, 2012 from <http://www.oregon.gov/OHA/oei/>

The Joint Commission: Advancing Effective Communication, Cultural Competence, and Patient- and Family-Centered Care: A Roadmap for Hospitals. Oakbrook Terrace, IL: The Joint Commission, 2010.

US Department of Health and Human Services, Office of Minority Health: CLAS Cultural Competency and Linguistically Appropriate Services. 2001.

Wilson-Stronks A, Lee KK, Cordero CL, Kopp AL, Galvez E. One Size Does Not Fit All: Meeting The Health Care Needs of Diverse Populations. Oakbrook Terrace, IL: The Joint Commission; 2008.

**LOCATION OF POLICY:**

Section 5, Human Resource Management