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Revised 01/19/2021

Revised 02/06/2018

Revised 04/16/2015

Established 03/01/2012

Diversity Statement of Purpose

I-98

ProAct is committed to creating and maintaining a diverse and inclusive workforce that reflects the people and communities we serve.

Diversity embodies all the differences - life and work experiences, perspectives, cultures, race, religion, national origin, ethnicity, gender, sexual orientation, gender identity or expression, age, abilities, disabilities and other aspects of life - that make us unique individuals. Inclusion entails building an environment where employee differences are valued, and employees can maximize their capacity to achieve success.

An inclusive environment encourages all employees to contribute their perspectives and capabilities, and fully engages its workforce in achieving results for its stakeholders. Inclusion builds trust to draw out each person's best performance.

Respect for the Individual is fundamental to building a high-performance team. All employees share the responsibility for creating a workplace that values and respects diversity and inclusion - enhanced by openness, sharing, trust, teamwork and involvement.

The Cultural Competency Plan below will be reviewed and/or revised annually.



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ProAct's cultural competency & diversity plan has been established to provide a framework for the provision of quality services to all persons served regardless of differences in beliefs, values, ethnicities, cultural backgrounds, behaviors, language or communication style, income status or social skills. All persons served will be treated with respect and dignity and provided with culturally sensitive services. This plan is designed to identify areas of commonality and develops ways to reduce or better understand differences. The plan will be reviewed annually and revised as needed in order to enhance and enrich the skills, knowledge and attitudes of staff members.

Consistent with the mission, vision and values of ProAct Inc. we are actively committed to fostering diversity, inclusion, and cultural competency. ProAct Inc. will provide the following to assure sensitivity, demonstrate accommodations and cultural competency in working with individuals from diverse cultural groups:

- Recognizes that cultural issues are not limited to ethnicity considerations, but may also include religious, language, rituals, proximity preferences, sexuality, disability, rural or other issues.
- Value differences including cultural differences and recognize similarities among persons served, employees, volunteers, stakeholders, customers and vendors.
- Support an environment free of all forms of discrimination, including harassment (sexual, religious or cultural).
- All persons served will be treated fairly and with respect regardless of race, religion, gender, age, familial status, sexual preference, sexual orientation or ability to pay.
- ProAct will communicate with people in the most efficient way possible to accommodate an individual's cultural needs.
- Information will be collected on the cultural needs of persons served and the communities they live in and will be used to adequately address identified cultural needs.
- All ProAct employees and volunteers are required to generate and maintain a work environment in which persons served, employees, volunteers, stakeholders, customers and vendors are treated with respect, are valued and welcomed.
- All ProAct employees and volunteers are required to foster an environment that values cultural diversity and supports the elimination of discrimination in the workplace.



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- ProAct understands employees from diverse backgrounds can bring a different perspective to the workplace, therefore, we will strive to develop a diverse workforce that reflects the communities we serve.
 - ProAct will conduct annual cultural diversity/competency training.
 - ProAct will encourage a climate of cooperation in the work environment that promotes a positive attitude toward the delivery of services.
 - ProAct will collaborate with and support stakeholders and other partnering agencies that are addressing diversity.

Discrimination is a violation of state/federal civil rights laws, including Title VII of the Civil Rights Act, the Americans with Disabilities Act and the Age Discrimination in Employment Act. ProAct Inc. is committed to providing:

- A workplace free from discrimination based on an individual's protected-class status of race, color, creed, religion, national origin, gender, age, disability, marital status, rural status, sexual orientation, familial status, or status with regard to public assistance.
- A workplace free from harassment, including sexual, racial and cultural harassment.
- Affirmative action and equal employment opportunities in all phases of employment through recruitment, retention and advancement of culturally diverse and qualified people and utilization of job-related criteria in making employment decisions.
- All persons served, employees, volunteers, stakeholder, customers and vendors of ProAct Inc. are required to treat each other with dignity and respect. If anyone believes that he or she is a target of behavior that violates this plan or is witness to such conduct, he or she has the right to follow the complaint resolution procedure as outlined in ProAct's Employee Handbook.

See the attached Plan of Action.

ProAct Inc. is committed to developing and improving our Cultural Competency and Diversity plan. As we develop this plan we will assure the following are incorporated:

1. Assistance of professionals who have cultural expertise.
2. Ensure all employees participate in cultural competency and diversity activities and training.



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As an organization we strive to raise awareness of culture and diversity by recognizing the need for on-going training, dialogue, feedback and input from persons served, employees and stakeholders. It is important all employees are involved in making ProAct a culturally aware and sensitive environment to all individuals we come in contact with.

Cultural competency is the self-examination and in depth exploration of one's own cultural background. This involves the recognition of one's biases, prejudices and assumptions about persons who are different.

Goal #1:

Provide cultural diversity training annually to build competency of all employees:

- All staff will receive training at least annually on cultural diversity.
- Responsible parties: Human Resources, Training Coordinator, all Supervisors
- Timeframe: Annual/on-going

Goal #2:

- Periodically review/update training information and resources for cultural competence training to ensure their relevance for cultural specific programs and services.
- Responsible parties: Human Resources, Training Coordinator, all Supervisors
- Time frame: Annual/on-going

Goal #3:

Provide cultural diversity information to employees, persons served and the general public.

- There will be at least one article featuring a culturally diverse topic in each internal and external newsletter published.
- Responsible parties: The Public Relations Committee, The Wallace Group
- Timeframe: Quarterly



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