

Department of Children and Family Services
State as a Model Employer (SAME) Plan - 2020

On March 19, 2018, Governor John Bel Edwards issued Executive Order JBE 18-08 State as a Model Employer (SAME) Task Force. Through this Executive Order, the State of Louisiana is committed to developing and maintaining a high performing public workforce that reflects the rich diversity of its citizens. This includes a vested interest in reducing discrimination against people living with a disability, eliminating barriers to meaningful employment, and attracting the highest quality candidates into state employment opportunities.

The Department of Children and Family Services (DCFS) joins Governor John Bel Edwards in serving as a model employer for business by a commitment to improved hiring, recruitment, and retention of individuals with disabilities, with the goal that seven percent of the state work force is comprised of persons living with a disability.

DCFS participated in the SAME Task Force anonymous survey to establish a baseline percentage of employees who self-identify as having a disability. Participation was voluntary. The 2018 SAME Survey Data Report for DCFS indicated 1,512 (42%) of employees responded and 327 (9.1%) of total employees reported a disability. The 2019 SAME Survey Data Report for DCFS indicated 1,607 (45%) of employees responded and 361 (10%) of total employees reported a disability. According to the SAME Survey Data, DCFS continues to exceed the goal. DCFS will review the results of the annual SAME Survey Data each year to assess whether current policies, strategies, and initiatives are ensuring continued achievement of the Executive Order's goal or whether additional strategies are necessary.

In accordance with the Executive Order, DCFS submits the following plan to describe the strategies and policies adopted to meet the goals and initiatives to recruit and retain the best employees for the State of Louisiana, including those with disabilities:

- A. The DCFS Human Resources Director, or her designee, has been designated as the staff person responsible for overseeing the development, implementation, monitoring, and evaluation of effective strategies to attract, engage, and advance people with disabilities.
- B. DCFS will continue to include notices in recruitment material and job postings that DCFS is an "Equal Opportunity Employer" and Louisiana is a "State as a Model Employer" to promote diversity and inclusion in the workplace.
- C. DCFS established contact in December 2018 with the Louisiana Rehabilitation Services (LRS) designated Point of Contact to identify resources and services that may assist DCFS in recruitment efforts targeting people with disabilities. DCFS will continue to maintain monthly contact with the LRS designated Point of Contact to provide information regarding job opportunities to LRS who will help to identify applicants who may be well-

suites for identified vacancies. Ten referrals were made in 2019 by the LRS designated Point of Contact. DCFS Human Resources will continue to work with Civil Service and hiring managers in an effort to qualify the individuals for vacancies and to provide interview opportunities.

- D. DCFS will identify and attend one or more recruitment events targeting individuals with disabilities in order to network and to inform attendees of job opportunities at DCFS. DCFS participated in eight Statewide Independent Living Council (SILC) job fairs for 2019.
- E. DCFS will identify and meet with contacts at secondary education institutions to identify ways to increase recruitment contacts with students with disabilities through tools such as student positions, internships, etc. to identify work experiences in which these students can participate.
- F. DCFS will utilize the new CPTP web-based trainings available on LEO to provide training to all employees regarding disability awareness and disability etiquette.
- G. DCFS representatives attended the Windmills Train the Trainer session in 2019. DCFS will utilize items learned in this session to continue to provide training to supervisors and managers regarding accommodations, workplace rights, and interviewing.
- H. DCFS will continue to provide information regarding LRS resources and services, as well as other resources for accommodations, to employees identified as potentially needing accommodation with the goal of retaining employees in active employment.

DCFS will continue to develop and implement strategies throughout the plan year to ensure successful implementation and recognition as being a State as a Model Employer for people with disabilities.

Louisiana State As a Model Employer Survey Data September 30, 2019

DCFS	2018		2019		Participating State Agencies	2018		2019	
	Employees =	3600	Employees =	3600		Employees =	36395	Employees =	35330
Participants	1512	42.0%	1607	44.6%	Participants	10255	28.2%	9281	26.3%
Yes - Disability	327	9.1%	361	10.0%	Yes - Disability	2000	5.5%	1953	5.5%
Physical	82	2.3%	84	2.3%	Physical	506	1.4%	459	1.3%
Intellectual	3	0.1%	7	0.2%	Intellectual	50	0.1%	67	0.2%
Behavioral	114	3.2%	132	3.7%	Behavioral	636	1.7%	620	1.8%
Sensory	31	0.9%	36	1.0%	Sensory	222	0.6%	250	0.7%
Disease	140	3.9%	179	5.0%	Disease	849	2.3%	861	2.4%
doesn't want to report disability type	10	0.3%	18	0.5%	doesn't want to report type	126	0.3%	95	0.3%
affects A Great Deal			10	0.3%	affects A Great Deal			64	0.2%
affects A Lot			29	0.8%	affects A Lot			129	0.4%
affects A Moderate Amount			82	2.3%	affects Moderate Amt			434	1.2%
affects A Little			135	3.8%	affects A Little			684	1.9%
affects None At All			104	2.9%	affects None At All			607	1.7%
SSDI yes			68	1.9%	SSDI yes			362	1.0%
SSDI no			169	4.7%	SSDI no			923	2.6%
SSDI unsure			123	3.4%	SSDI unsure			640	1.8%
No - Disability	1117	31.0%	1174	32.6%	No - Disability	7703	21.2%	6879	19.5%
Does not want to disclose	68	1.9%	72	2.0%	Does not want to disclose	552	1.5%	449	1.3%

Percentages are based on the total number of employees reported by the agency/agencies.

The sum of the numbers listed in the categories of disabilities may be greater than the number listed in the Yes- Disability category due to respondents listing more than one disability category.

State Agencies included Office of the Governor, Division of Administration, Board of Regents, Children & Family Services, Coastal Protection and Restoration Authority, Culture, Recreation & Tourism, Economic Development, Louisiana Dept. of Education, Environmental Quality, Department of Health, Gov. Office Homeland Security & Emergency Preparedness, Insurance, Louisiana Workforce Commission, Natural Resources, Office of Financial Institutions, Dept. of Public Safety & Corrections, Louisiana Dept. of Revenue, Secretary of State, State Civil Service, Dept. of Transportation & Development, Louisiana Dept. of Veterans Affairs, Wildlife & Fisheries and Louisiana Community & Technical College System.