



Learning and Reflection Forum
April 13, 2017 2:00- 3:30 pm Eastern

**Developing Organizational Policies that Reflect
the Values of Cultural and Linguistic Competence**

Advancing and sustaining both cultural competence and linguistic competence require policies to underpin organizational practices. These policies should be guided by a clear set of values that exemplify how the organization respects, responds to, and demonstrates cultural and linguistic competence in its core activities. In some instances organizations have not aligned these values with their policies.

This forum will explore the intersection of guiding values and principles of cultural and linguistic competence, as put forth by the Georgetown University National Center for Cultural Competence, within the context of organizations that represent, advocate with and on behalf, and provide services and supports to individuals with developmental disabilities and their families.

Objectives

Participants will:

- List key values and principles that guide CLC in organizational settings.
- Describe elements of cultural competence at the organizational level.
- Define types of organizational policies and how they intersect with guiding values for CLC.
- Apply lessons learned from disability organizations engaged in CLC policy development.
- Reflect on the role of leadership in aligning organizational values and CLC policy.