



State as a Model (SAME) Five-Year Agency Plan 2020 - 2025

PURPOSE

The State of Louisiana has a vested interest in reducing discrimination against people living with a disability, eliminating barriers to meaningful employment and attracting the highest candidates into state employment opportunities. The Louisiana Department of Wildlife and Fisheries (LDWF) serves as a model employer for business by a commitment to improve hiring, recruitment and retention of individuals with disabilities, with the goal that 7% of the state work force be comprised of persons living with a disability.

AGENCY PLAN

LDWF is committed to providing a work environment that values diversity and inclusion among all employees, as well as offering equal employment opportunities to qualified individuals regardless of race, color, national origin, religion, sexual orientation, marital status, age, veteran status, disability or other non-merit criteria.

All LDWF employees are expected to treat every individual in a courteous and respectful manner, and to make employment decisions that are in the best interest of the agency and the citizens of Louisiana. This includes recruiting, hiring, retaining, and promoting individuals with disabilities who are capable of performing the essential duties of a position either with or without accommodations.

To accomplish these goals, the following steps will be taken:

1. The Human Resources Director will serve as the agency point of contact.
2. The agency will maintain a relationship with the Louisiana Rehabilitation Services' (LRS) point of contact on the SAME Task Force. Through this partnership, the agency will relay information on available positions at LDWF and ascertain the availability of potential candidates at LRS.
3. LDWF will include the following statement in all job postings for the agency:

"The Department of Wildlife and Fisheries is a State As a Model Employer (SAME) agency that supports the recruitment, hiring and retention of individuals with disabilities."
4. An LDWF representative will strive to attend recruitment events targeting individuals with disabilities throughout the year.

5. LDWF will identify and meet with contacts at secondary education institutions to identify ways to increase recruitment contact with students with disabilities through tools such as student positions, internships, and job boards.
6. The Human Resources Director will review, update and submit this plan to the SAME Task Force by October 31 of every year.

TRAINING INITIATIVES

LDWF is dedicated to providing training initiatives to all employees in regards to hiring, retaining, and working with individuals with disabilities. These training initiatives include but are not limited to:

- a. Provide training for all employees regarding disability awareness and disability etiquette with additional training for supervisors and Human Resources pertaining to workplace accommodations, workplace rights, and interviewing people with disabilities.
- b. Human Resources will publicize free training and educational materials regarding the right to reasonable accommodations in the workplace for individuals with disabilities as available.
- c. Human Resources and the General Counsel will serve as a resource regarding Americans with Disabilities Act (ADA) accommodations, workplace etiquette, identifying potential discrimination or harassment, etc.

FOLLOW-UP

Human Resources will continue to develop and implement strategies throughout the plan year to ensure that State Civil Service remains a leader in the SAME initiative for individuals with disabilities.

The SAME Agency plan will be posted on the Intranet and accessible to all LDWF employees.

LDWF reserves the right to revise and customize components of this 5 Year Plan. Revisions will be submitted to the SAME Task Force.

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

LWF	2018		2019		Participating State Agencies	2018		2019	
	Participants	Employees= 864	Participants	Employees= 781		Participants	Employees= 36395	Participants	Employees= 35330
Yes - Disability	40	4.6%	24	3.1%	Yes - Disability	2000	5.5%	1953	5.5%
Physical	5	0.6%	4	0.5%	Physical	506	1.4%	459	1.3%
Intellectual	2	0.2%	1	0.1%	Intellectual	50	0.1%	67	0.2%
Behavioral	16	1.9%	10	1.3%	Behavioral	636	1.7%	620	1.8%
Sensory	7	0.8%	1	0.1%	Sensory	222	0.6%	250	0.7%
Disease	10	1.2%	12	1.5%	Disease	849	2.3%	861	2.4%
doesn't want to report type affects A Great Deal	7	0.8%	2	0.3%	doesn't want to report type affects A Great Deal	126	0.3%	95	0.3%
affects A Lot			1	0.1%	affects A Lot			64	0.2%
affects A Moderate Amount			2	0.3%	affects A Lot			129	0.4%
affects A Little			5	0.6%	affects Moderate Amt			434	1.2%
affects None At All			12	1.5%	affects A Little			684	1.9%
SSDI yes			4	0.5%	affects None At All			607	1.7%
SSDI no			6	0.8%	SSDI yes			362	1.0%
SSDI unsure			12	1.5%	SSDI no			923	2.6%
No - Disability	299	34.6%	116	14.9%	SSDI unsure			640	1.8%
Does not want to disclose	13	1.5%	1	0.1%	No - Disability	7703	21.2%	6879	19.5%
					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.