

Department of Children and Family Services
State as a Model Employer (SAME) Plan - 2021

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 following outlines the survey data report results:

- 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.
- The 2020 SAME Survey Data Report for DCFS indicated 1,380 (38%) of employees responded and 340 (9%) 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-suited for identified vacancies. Ten referrals were made in 2019 and seven referrals were made in 2020 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. Statewide Independent Living Council (SILC) job fairs were not held for 2020.
- 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. DCFS employees are required to complete these web-based trainings between January 1 and March 31.
- 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 Department of Children & Family Services	2020		2019		2018	
	Employees=	3662	Employees=	3600	Employees=	3600
Participants	1380	37.68%	1607	44.6%	1512	42.0%
Yes - Disability	340	9.28%	361	10.0%	327	9.1%
Physical	75	2.05%	84	2.3%	82	2.3%
Intellectual	5	0.14%	7	0.2%	3	0.1%
Behavioral	118	3.22%	132	3.7%	114	3.2%
Sensory	36	0.98%	36	1.0%	31	0.9%
Disease	160	4.37%	179	5.0%	140	3.9%
doesn't want to report disability type	28	0.76%	18	0.5%	10	0.3%
No - Disability	975	26.62%	1174	32.6%	1117	31.0%
<i>Does not want to disclose</i>	65	1.77%	72	2.0%	68	1.9%
SSDI yes	72	1.97%	68	1.9%		
SSDI no	149	4.07%	169	4.7%		
SSDI unsure	118	3.22%	123	3.4%		
affects work A Great Deal	11	0.30%	10	0.3%		
affects work A Lot	38	1.04%	29	0.8%		
affects work Moderately	81	2.21%	82	2.3%		
affects work A Little	113	3.09%	135	3.8%		
affects work None At All	97	2.65%	104	2.9%		
affects life A Great Deal	26	0.71%				
affects life A Lot	32	0.87%				
affects life Moderately	88	2.40%				
affects life A Little	122	3.33%				
affects life None At All	72	1.97%				

