



NEW JERSEY DEPARTMENT
OF CHILDREN AND FAMILIES

New Jersey Department of Children and Families Policy Manual

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I. PURPOSE

The purpose of this policy is to establish guidelines for the Departmental Components and Provider Agencies to ensure that all persons have access to Department of Children and Families (DCF) funded programs.

II. SCOPE

This policy applies to all Third Party Contracts.

III. DEFINITIONS

Cultural Competence - The Department of Children and Families recognizes a set of beliefs and culturally competent values. Cultural Competence is the process by which individuals and systems respond respectfully to the strengths and skills of diverse ethnicities and cultures, languages, socio-economic classes, disabilities, religions, genders, sexual orientation and other diversity related factors. This practice enables DCF staff and contracted Providers to achieve desired outcomes while preserving the pride, respect and dignity of each individual in our diverse communities thus ensuring the safety, well-being and success of the children, youth and families we serve.

IV. POLICY

Each Provider Agency is to be responsive to the needs of the individuals served by DCF. Programs funded by DCF must be linguistically appropriate and culturally relevant to the individuals being served in the community. Each provider Agency shall identify and develop, as needed, accessible culturally responsive services and supports. These shall include, but are not limited to, affiliations with informal or natural helping networks such as language services, neighborhood and civic associations, faith based organizations, and recreational programs determined by DCF to be appropriate

Each Provider Agency is to maintain a cultural competency plan that describes the Agency's actions to ensure that policies, material, environment, recruitment, hiring, promotion, training and Board membership reflect the community of the intended recipients of the agency's services; promote the organization's cultural competency development; and how resources and services are to be provided in a way that is culturally sensitive and relevant.

Commissioner