

IPS Principles/EDI Crosswalk	
IPS Supported Employment Practices and Principles	Cultural Diversity Impacts within the IPS Principles
<p>Zero Exclusion: People are not excluded based on diagnosis, homelessness, legal system involvement, level of disability, past or lack of work history, perceived readiness, psychiatric hospitalizations, substance use history, nor symptoms.</p>	<ul style="list-style-type: none"> - Job seekers come from various cultural backgrounds. - Employment and mental health are view differently within different cultural - Services available and accessible regardless of any language barriers or other cultural concerns - Decisions of when a person is removed from a caseload are not related to cultural barriers; different races, ethnicities, or genders may present the same psychiatric symptoms in different ways - Implicit bias, some diagnoses are more common for some races/genders/etc. than others
<p>Competitive Employment: Jobs anyone can apply for, pay at least minimum wage/same pay as coworkers with similar duties and have no artificial time limits imposed by the social service agency.</p>	<ul style="list-style-type: none"> - Some industries may try to hire immigrant workers without documentation or protections - Watch for discrimination in pay levels by race, gender, etc. - Do job seekers of diverse backgrounds understand what competitive employment is. This would include commensurate wages, benefits, and opportunities for promotion. - Help the job seekers see their full potential and what their value is vs. just what jobs/skills/pay they are aware of. - Ensuring that job seeker understand what their job duties include. - Look at career pathways for each job seeker as part of the IPS process.
<p>Integrated Services: IPS models are integrated with mental health treatment teams. Employment specialist attached to one or two mental health treatment teams, discuss their caseloads and provide mutual support and wraparound care.</p>	<ul style="list-style-type: none"> - Encouraging cultural understanding among coworkers, not just with clients - make sure all staff share client cultural issues during staffing so they are handled consistently by other staff during vacations, sick days, etc. - Employment Specialist model culturally sensitive person center thinking and planning practices. This will foster self-determination and shared decision making between job seeker and their providers.
<p>Benefits Planning: Employment Specialist helps people obtain personalized, understandable, and accurate information about their Social Security, Medicaid, and other government benefits.</p>	<ul style="list-style-type: none"> - Ensure that benefits info, both written and verbal, can be translated into any language needed, no matter the source (C-WIC, SSA office, educational presentation, etc.) - be careful not to make assumptions about a client's beliefs regarding benefits just because of their identity - make sure veterans know about how work can impact their military benefits. - Look at all government benefit that they may receive is looked at and how work will impact that. (Food share, housing, disability)
<p>Rapid Job Search: IPS models use a rapid job search approach to help job seekers obtain jobs rather than assessments, training, & counseling. The first</p>	<ul style="list-style-type: none"> - Continue to provide individualized services and go at the pace of the job seeker. - Understand what is culturally important to them before making an initial job contact.

<p>face-to-face contact with the business occurs within 30 days.</p>	
<p>Systematic Job Development: Employment specialists systematically visit employers, who are selected based on the job seeker's preferences, to learn about their business needs and hiring preferences.</p>	<ul style="list-style-type: none"> - training for ESs on approaching businesses in neighborhoods whose culture is different than their own - Looking at culture of the business and how that matches up with the job seeker. - Research the companies' values and community impact statements. Does the companies have DEI plans listed on their website. - You may have to provide cultural sensitivity training, accessibility training, or disability etiquette training.
<p>Time-Unlimited Supports: Job supports are individualized and continue for as long as each worker wants and needs the support. Employment Specialist have face to face contact at least monthly.</p>	<ul style="list-style-type: none"> - Understanding that some cultures may lean towards valuing either quick progress or slow, careful progress - Some cultures value independence (interdependence) over asking for help - Ensure we are discussing cultural difference in learning. - What is the view on family involvement
<p>Worker Preference: IPS services are based on each job seeker's preferences and choices rather than the employment specialist's and supervisor's judgments.</p>	<ul style="list-style-type: none"> - Don't automatically assume that a client holds the same values or traits as others from their culture - ask clients about any possible preferences related to their identity (such as LGBTQ+ friendly businesses, ADA accessibility for those with physical disabilities, etc.) - Culture preferences and directly relate to job satisfaction and performance.