

Department of Public Safety & Corrections
State of Louisiana

JOHN BEL EDWARDS
GOVERNOR

November 30, 2020

The Honorable John Bel Edwards
Governor of Louisiana
Office of Disabilities Affairs
P.O. Box 94004
Baton Rouge, LA 70804



JAMES M. LE BLANG
SECRETARY

**Louisiana Department of Public Safety and Corrections —
Corrections Services
2020 State as a Model Employer Agency Plan**

Executive Order JBE 18-08 recognized that the State of Louisiana has a vested interest in eliminating barriers to meaningful employment for individuals with disabilities and it called upon state leaders to use the talents and important contributions of all workers, including those with disabilities. In accordance with the Governor's Executive Order Number 18-08, the LA Department of Public Safety and Corrections — Corrections Services submits the following plan:

Corrections Services is committed to ensuring that our workforce is representative of the diversity of all of the state's citizens. We strongly believe that each person who seeks to provide for his or her family, to positively contribute to society and has a strong work ethic should be able to find meaningful employment to work towards those goals. A disability may be a challenge but we believe it should not be an outright barrier to gainful employment.

In order to establish a baseline from which to begin working toward satisfaction of the 7% goal, Corrections Services participated in the third annual State as a Model Employer (SAME) Task Force Survey. According to the results rendered on September 30, 2018, the Department had a 2.5% employment rate among employees who identified as having a disability. The 2019 data showed a slight increase to 2.8%. We are happy to report that the 2020 data showed a significant increase to 5.4% with an additional 1.4% choosing not to disclose.

Prior to and with more focused intent because of the Governor's Executive Order the Department has actively participated in recruiting and hiring individuals with disabilities. This has resulted in the significant percentage increase in the staff who identified as having a disability. The Department has participated in targeted recruitment and outreach strategies including job fairs and recruitment events specifically geared towards individuals with disabilities, going to high school and college events where we expressed an interest in having any student with a disability stop by our booth to speak with a Corrections representative, authorizing the use of assistive technologies where requests were made for interviews and making necessary accommodations for current staff.

In our 2020 goals the Department stated we would do the following:

- A. Institute the Windmills training and ADA training that we had identified throughout DOC and make ADA Windmills Training mandatory for supervisors and hiring managers.
- B. Continue our outreach at high school and college recruitment events where we work with guidance counselors and university officials to ensure interested candidates with disabilities are encouraged to come by our booth and speak with Corrections representatives.
- C. The Human Resources Director will continue to serve as the Department's point of contact for LRS, Louisiana Workforce Commission (LWC) and other agencies that assist applicants with disabilities who seek employment. She will continue to coordinate with the agencies and hiring managers to work to ensure applicants and staff with disabilities who utilize these services are able to inters/iew/continue employment with all necessary resources.
- D. Continue to work with the Department's Communications Director to ensure all recruitment materials and the DOC website contains the statement that DOC does not discriminate based on any non-merit factor to include disability. In addition, the website is currently in the process of being completely revamped.

Unfortunately, COVID-19 interrupted many plans within the Department including many planned training and recruitment events for sections A and B above. Instead of instituting the full version of Windmills training that we had hoped to give we required all DOC non-security employees to complete the Civil Service CPTP Disability Awareness course and we added content within the Correctional Officer Training Academy on the American's with Disabilities Act to include self-identified attitudes and behaviors towards individuals with Disabilities. We also virtually gave a training course on "Conducting an Effective Interview" to hiring managers and we modified this course to include a section on identifying misconceptions and perceptions of individuals with disabilities in the workplace and gave ways each hiring manager could help to reduce those barriers to employment.

Sections C and D were accomplished. The Human Resources Director continues to work closely with LWC and other agencies to assist applicants with disabilities seeking employment for section C above and the DOC website and recruitment materials have been updated to include the statement "DOC does not discriminate based on any non-merit factor to include disability".

Our 2021 goals are as follows:

- A. Training is a large part of how the Department hopes to break down barriers to employment for individuals with disabilities. Due to COVID-19 we could not institute the instructor led DOC Windmills/ADA training that we had hoped to accomplish in 2020. We will keep this goal in 2021 with the hopes that once a vaccine is widely available training will be able to resume normally.

- B. Due to COVID-19 we also could not continue our normal outreach at high school and college events to create a pipeline of students who will be entering the workforce and who also may have a disability. We will keep this goal in 2021.
- C. The Human Resources Director will continue to serve as the Department's point of contact for LRS, Louisiana Workforce Commission (LWC) and other agencies that assist applicants with disabilities who seek employment. She will continue to coordinate with the agencies and hiring managers to work to ensure applicants and staff with disabilities who utilize these services are able to interview/continue employment with all necessary resources.
- D. We will continue to actively recruit and work with hiring managers to hire and retain eligible applicants and employees who have disabilities.

If you need any further assistance, please contact Human Resources Director, Tanisha Matthews at 225-342-6620



Thomas C. Bickham, III
Undersecretary

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Louisiana Department of Corrections	2020		2019	
	Employees=	4639	Employees=	4631
Participants	786	28.8%	314	11.5%
Yes - Disability	147	5.4%	77	2.8%
Physical	34	1.2%	18	0.7%
Intellectual	5	0.2%	2	0.1%
Behavioral	56	2.0%	30	1.1%
Sensory	16	0.6%	10	0.4%
Disease	63	2.3%	32	1.2%
doesn't want to report disability type	4	0.1%	7	0.3%
No - Disability	602	22.0%	226	8.3%
Does not want to disclose	37	1.4%	11	0.4%
SSDI yes	25	0.9%	16	0.6%
SSDI no	73	2.7%	37	1.4%
SSDI unsure	49	1.8%	24	0.9%
affects work A Great Deal	6	0.2%	3	0.1%
affects work A Lot	4	0.1%	6	0.2%
affects work Moderately	34	1.2%	15	0.6%
affects work A Little	52	1.9%	26	1.0%
affects work None At All	50	1.8%	27	1.0%
affects life A Great Deal	8	0.3%		
affects life A Lot	17	0.6%		
affects life Moderately	41	1.5%		
affects life A Little	45	1.6%		
affects life None At All	36	1.3%		

