



LOUISIANA DEPARTMENT OF INSURANCE
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COMMISSIONER

**Louisiana Department of Insurance
SAME Agency Plan 2020
November 30, 2020**

It is the goal of LDI to achieve an inclusive work environment in which all individuals, including those with disabilities, are treated fairly and respectfully with equal access to opportunities and resources offered by the Department,

On March 19, 2018, Governor John Bel Edwards issued Executive Order Number 18-08 establishing the State as a Model Employer (SAME) Task Force to study and provide recommendations to the goal of increasing employment of people with disabilities by state agencies. This Executive Order directs each state agency to designate a staff person for overseeing the agency's initiatives relative to the order, implement strategies for employment of people with disabilities, increase awareness of the state's disability supports and services through Louisiana Rehabilitation Services (LRS), and to ensure continued development and implementation of policies, strategies and services.

In accordance with the Executive Order, the Louisiana Department of Insurance (LDI) has created the following plan to develop policies and strategies aimed at increasing and retaining employment of people with disabilities within LDI.

LDI Employees were invited to participate in a web-based survey which was designed to determine the percentage of employees at the LDI that identify as disabled. Participation in this survey was voluntary and respondents were assured that their participation, as well as their identities, would remain anonymous. A total of 214 employees received the poll, with 160 employees responding. The response rate was 74.8%. According to the survey, 43 of the 160 respondents, or 26.9% of the total LDI employees, reported a disability.

The LDI 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 attract, engage, and advance people with disabilities.

LDI Initiatives to Increase Employment of People with Disabilities Recruitment

- LDI will place on internet and intranet notice the LDI is a State as a Model Employer for People with Disabilities and include the following verbiage on job postings.
 - “The Department of Insurance is a State as a Model Employer (SAME) agency that supports improved employment opportunities for individuals with disabilities. For more information on employment-related resources available for those with

disabilities, refer to the Louisiana Employment Resources Guide at http://www.laworks.et/Downloads/LRS/EmploymentResourceGuide_2018.pdf

- On an annual basis, LDI will survey all LDI employees to access the percentage of the agency's workforce that is comprised of persons living with disabilities. Therefore, LDI will also keep track of all new hires with disabilities.
- 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, and job boards.
- LDI will provide training to all employees regarding disability awareness and disability etiquette.
- LDI will provide training to all supervisors and managers regarding accommodations, workplace rights and interviewing.
- LDI will 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 training employees in active employment.

LDI Initiatives to Maintain Active Employment for Individuals with Disabilities

- LDI will provide training to all employees regarding disability awareness and disability etiquette within the first 90 days of employment. This training may be offered by CPTP.
- LDI HR staff members will receive focused training to address recruitment, hiring strategies, customized employment and other related topics.
- LDI shall partner up with the Louisiana rehabilitation Services' Pointe of Contact (POC) to encourage the recruitment and retention of employees with disabilities and to advocate for applicants with disabilities who meet the minimum qualifications in order to increase the number of interviews with hiring managers.

LDI has begun implementation of several of these initiatives. Human Resources will continue to develop and implement these strategies throughout the plan year to ensure the LDI is progressing toward the goal of being a Model Employer for people with disabilities.

If you have any questions regarding this plan, please contact LDI Human Resources.

Louisiana Department of Insurance	2020		2019		2018	
	Participants	Employees= 214	Participants	Employees= 222	Participants	Employees= 212
Yes - Disability	43	20.09%	28	12.6%	29	13.7%
Physical	7	3.27%	5	2.3%	4	1.9%
Intellectual	1	0.47%	1	0.5%	0	0.0%
Behavioral	15	7.01%	9	4.1%	11	5.2%
Sensory	5	2.34%	6	2.7%	2	0.9%
Disease	20	9.35%	14	6.3%	16	7.5%
doesn't want to report disability type	2	0.93%	0	0.0%	1	0.5%
No - Disability	107	50.00%	88	39.6%	98	46.2%
Does not want to disclose	9	4.21%	7	3.2%	10	4.7%
SSDI yes	4	0.00%	4	1.8%		
SSDI no	19	0.00%	19	8.6%		
SSDI unsure	5	0.00%	5	2.3%		
affects work A Great Deal	1	0.47%	0	0.0%		
affects work A Lot	1	0.47%	1	0.5%		
affects work Moderately	14	6.54%	4	1.8%		
affects work A Little	12	5.61%	11	5.0%		
affects work None At All	13	6.07%	12	5.4%		

