

CLBC policies, supports and services are guided by a strong commitment to community living for people with developmental disabilities. Our policies can be explored through a review of the foundations which they are built upon, how government sets policy direction, and the functions that policy serves.

The following five policy foundation statements articulate our commitment to community living.

Citizenship in Community

Each individual has rights and responsibilities and the opportunity to exercise them in his or her community. We believe community inclusion is essential to living a good life in community where people with developmental disabilities have rich relationships with friends and family; financial security, choices in how they live their lives, and employment opportunities. Creating inclusive communities means incorporating community participation and engagement into our work with the people that we support.

Individuals Come First

At CLBC, we support a diverse group of people with developmental disabilities and their families. We think of the individuals we work with as citizens first, with abilities, strengths and capacity, as well as a range of disabilities, and medical, physical or emotional needs. They live all over the province, in rural and urban communities, and represent all cultural, ethnic and socio-economic backgrounds, and include people who are Aboriginal. Individuals and their families are supported to be actively involved in person directed planning and in developing networks of support which best address their diverse needs and abilities.

Working Together to Build Capacity

Building a good life in welcoming communities requires people to work together. The most important partners for CLBC are the people we support. We respect that individuals, their families, and community members can be trusted to know themselves, their strengths and what they need. Collaboration with their personal support networks and cultural groups, our contracted service providers, community agencies and ministries, local leaders and businesses will best support individuals and their families in accessing needed supports.

A Culture of Change & Learning

Our challenge is to create and sustain a different way of supporting people with developmental disabilities and their families through a service delivery approach that reflects our vision and values. Meeting this challenge requires learning, creativity and

adaptation. CLBC nurtures innovation and community development. We challenge individuals, families, service providers, and our community partners to do the same.

Accountability

CLBC is accountable to individuals, families, community and the government. Our job is to ensure that people seeking community living supports can access or develop the individualized arrangements they need, when they need them, to support them to reach their goals and meet their disability-related needs.

Government and policy

CLBC policies are directed and developed in accordance with both legislation and government expectations. The Community Living Authority Act sets out CLBC's mandate and its accountability to government. Our policy must reflect broad service standards and policy direction set by the government's representative, the Minister of Housing and Social Development (MHSD), through a Shareholder's Letter of Expectations. CLBC develops and implements policy in accordance with this direction.

As a tool, CLBC policy has several purposes:

Guiding staff in doing the work

Policy translates our vision, mission and values of community living into guidance for decisions and actions. It provides the tools to support best practice. Policy contributes to the likelihood that different people will make similar decisions in similar situations. At the same time, it provides for an appropriate flexibility that facilitates staff working with individuals, their families, service providers and our community partners to create the best possible outcomes.

Informing individuals, families, and communities

Policy helps people know what to expect from CLBC. By clearly setting out what we do and how we do it, policy can help build the mutual understanding and relationships needed to make community living for people with disabilities work.

Supporting accountability

Policy keeps us accountable to the province, community, and individuals and their families that we support. Through ongoing policy development and review, CLBC regularly assesses the role of policy in helping us to ensure our supports and services meet the evolving needs of the people we support. Individuals, their families, staff, service providers and community partners are encouraged to participate in policy development by identifying new policy areas, any policy weaknesses, and helping strengthen linkages to accountability.

Educating and communicating

Having our policy readily available to everyone, and an open policy development process, help make sure everyone knows how we make decisions. This can help them share in the sometimes difficult work of living within our means and balancing different interests and needs. We use staff training and public education opportunities to explain policy and get feedback and suggestions for change.

Supporting cultural change

Policy can help lead and contribute to the cultural shifts we are working towards within the wider community. Policy is forward looking – setting out the possibilities of what could be. It is a flexible framework within which the organization can evolve.