



Palm Beach County  
Youth Services Department  
Residential Treatment and Family Counseling Division

## Diversity and Non-discrimination Policy

The Youth Services Department strongly values diversity and believes that diversity promotes and enhances the training experience. The Youth Services Department embraces diversity in the workplace and fosters an atmosphere that promotes equity and inclusion. Practicing mutual respect for qualities and experiences that may be different from our own and celebrating the rich dimensions of diversity is a priority of the training program. As part of the Equity, Diversity, Inclusion, and Belonging (EDIB) cross-divisional team, voluntary diversity discussions (EDI Talks), professional trainings, and educational opportunities are provided over the course of the year, which are aimed to broaden and deepen staff's and trainees' cultural humility and appreciation of diversity considerations.

Youth Services welcomes applicants from diverse backgrounds and believes that a diverse training environment contributes to and improves the overall quality of the program. Underrepresented groups and those who speak Spanish and Haitian Creole are particularly encouraged to apply because we seek to recruit diverse interns in order to better meet the needs of our diverse client population.

Youth Services provides equal opportunity to all prospective trainees and does not discriminate because of a person's race, color, religion, disability, sex, age, national origin, ancestry, marital status, familial status, sexual orientation, gender identity and expression, genetic information, or any other socio-demographic factor. Applicants are evaluated individually in terms of quality of previous training, clinical experiences, and fit with the program's mission.

The goal of incorporating diversity into various trainings at Youth Services is to ensure that trainees develop the knowledge, skills, and awareness necessary to provide competent psychological services to all members of the public. To this end, the Youth Services training program expects competency in cultural and individual diversity and strives to ensure that psychology trainees demonstrate acceptable levels of knowledge, skills, and awareness to work effectively with diverse individuals. EDIB experiences and trainings are interwoven throughout the training program to ensure that trainees are both personally supported and well trained in this area.

For additional information regarding trainee expectations on diversity please see APPIC's Diversity statement at the following link:

[https://www.appic.org/Portals/0/downloads/APPIC\\_Diversity\\_Statement.pdf](https://www.appic.org/Portals/0/downloads/APPIC_Diversity_Statement.pdf).