



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. As a department, Youth Services 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 Program, mandatory trainings and educational opportunities are provided over the course of the year, which are aimed to broaden and deepen 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. 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 individually evaluated 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 diversity training and strives to ensure that psychology trainees demonstrate acceptable levels of knowledge, skills, and awareness to work effectively with diverse individuals. Diversity experiences and cultural humility 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 [appic.org]