

Texas Mental Health Resources

Diversity, Equity, and Inclusion Policy

1. Introduction

At Texas Mental Health Resources, we are committed to fostering a workplace that embraces diversity, equity, and inclusion (DEI) in all aspects of our operation, as well as all interactions with those we serve. We recognize that diversity in perspective, backgrounds, and experiences strengthens our organization and drives innovation. Our DEI policy outlines our commitment to creating an environment where all employees feel valued, respected, and empowered to contribute their unique talents and perspectives.

2. Definitions

- **Diversity:** Diversity encompasses all the ways in which individuals differ, including but not limited to race, ethnicity, gender, sexual orientation, age, socio-economic status, religion, disability status, and cultural background.
- **Equity:** Equity involves ensuring fair treatment, access, opportunity, and advancement for all individuals, while striving to identify and eliminate barriers that have prevented the full participation of some groups.
- **Inclusion:** Inclusion refers to creating an environment where all individuals feel welcomed, respected, supported, and valued. It involves actively promoting a sense of belonging and leveraging diversity to foster a culture of collaboration and innovation.

3. Policy Statement:

Texas Mental Health Resources is committed to:

- **Promoting Diversity:** We actively seek to recruit, retain, and promote individuals from diverse backgrounds. We recognize the value of diverse perspectives and strive to create a workforce that reflects the communities we serve.

- **Ensuring Equity:** We are dedicated to creating a fair and inclusive workplace where all employees have equal opportunities for growth, advancement, and success. We will identify and address systemic barriers that may hinder the full participation of certain groups.
- **Fostering Inclusion:** We aim to create a culture of inclusion where all employees feel valued, respected, and empowered to contribute their best work. We will provide training and resources to promote awareness, understanding, and empathy among our staff.
- **Preventing Discrimination and Harassment:** We have zero tolerance for discrimination, harassment, or retaliation of any kind, whether with our employees or those we serve. We will promptly investigate and address any complaints in accordance with our policies and applicable laws.
- **Measuring Progress:** We will regularly assess our DEI efforts and outcomes to ensure continuous improvement. We will set measurable goals and hold ourselves accountable for achieving meaningful progress towards our DEI objectives.

4. Responsibilities:

All employees, managers, and leaders are responsible for:

- Embracing and promoting diversity, equity, and inclusion in their daily interactions and decision-making processes.
- Participating in DEI training and education programs to increase awareness and understanding of DEI issues.
- Creating an inclusive and respectful work environment where everyone feels valued and empowered to succeed.
- Showing no discrimination in the selection of those we serve, treating all our clients with equal respect and dignity.
- Reporting any instances of discrimination, harassment, or unfair treatment to HR or the appropriate authorities.

5. Implementation:

This policy from leadership will be communicated to all employees and stakeholders and made readily available through our employee handbook. Training on DEI topics will be provided to all employees, and DEI objectives will be integrated into our performance management and evaluation processes.

6. Conclusion:

At Texas Mental Health Resources, we believe that diversity, equity, and inclusion are not only fundamental values but also critical drivers of our success. By embracing and championing these principles for those we serve, we can create a more equitable and inclusive workplace where all individuals can thrive and reach their full potential.