



### Organizational Commitment to Diversity

WR is committed to providing an environment that affords people of all ethnic and cultural backgrounds an opportunity to achieve health and wellness. All direct clinical staff must demonstrate cultural competence through one-on-one supervision and via annual written testing. Assessing cultural and linguistic needs is an integral part of the agency's initial and comprehensive assessments. The organization has a multi-cultural diversity plan which tracks the staff, leadership, and board of directors' ethnicity, and focuses on having it reflect the community served.

#### FY 2014 Multi-Cultural Diversity Plan Goals:

1. WellSpring Resources will continue to expand its efforts to make the organization a welcoming climate that celebrates and understands diverse cultural, ethnic and racial experiences, expectations and needs.
2. WellSpring Resources will promote informational, attitudinal, and physical environments that actively value and respect differences.
3. WellSpring Resources will encourage supervisors to pair new staff members with seasoned staff members to mentor them and introduce them to the organization.
4. WellSpring Resources will continue to support leadership, career development and advancement opportunities for persons identified as a member of a protected class.
5. WellSpring Resources will continue to promote a work environment that promotes performance and rewards employees based solely on merit.
6. Job descriptions, policies and procedures will be reviewed annually to ensure they are clearly written and include specific criteria, as well as describing requirements to ensure compliance with employment law with regard to diversity.