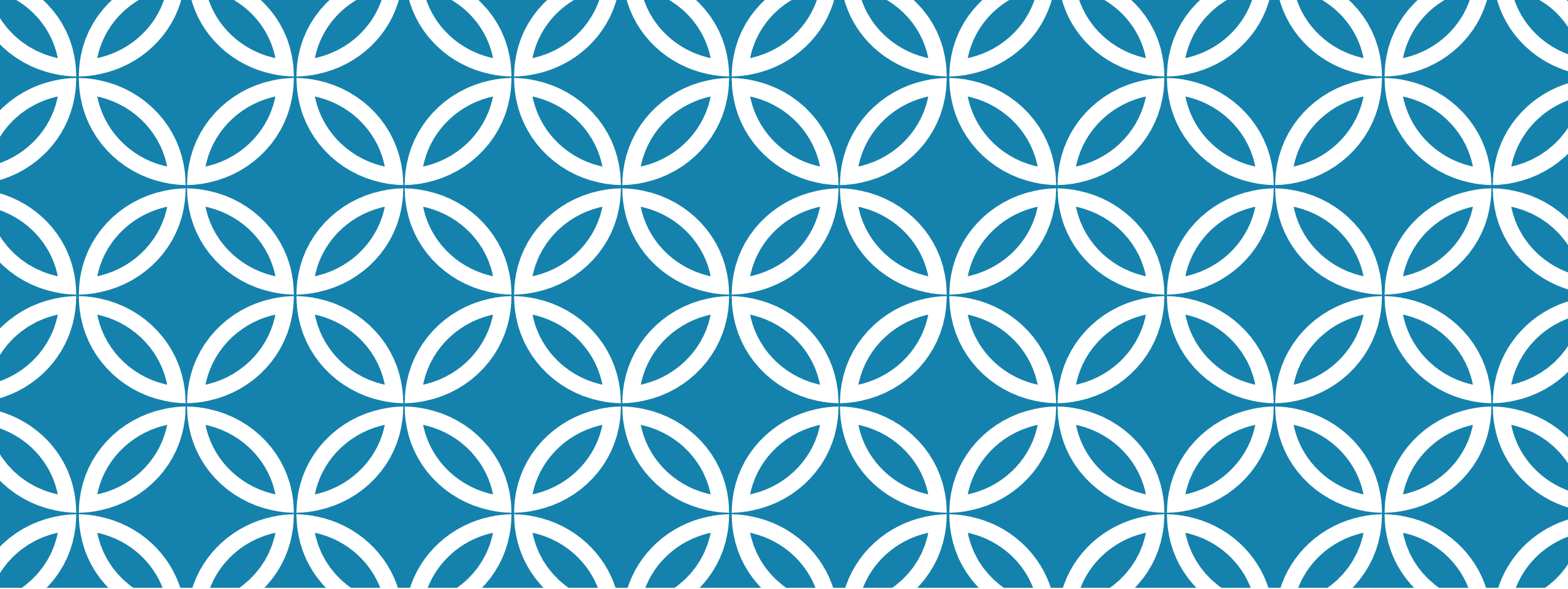




DIVERSITY |

DIVERSITY AT WHITE SANDS TREATMENT CENTER



COMMITMENT TO DIVERSITY

White Sands Treatment Center values the diversity we have in our community and the employees we serve. We are committed to fostering cultural competence and therefore provide education in this area to our employees. By incorporating cultural sensitivity and other diversity issues into our educational programs and other organizational initiatives, we foster behavioral qualities such as respect, dignity, individual consideration and spiritual/religious acceptance and support.

**AS THE NEEDS OF THE COMMUNITY CONTINUE TO
CHANGE, OUR GOAL IS TO ADAPT IN ORDER TO MEET
THE NEEDS OF OUR CUSTOMERS BY ADVANCING
CULTURAL COMPETENCE.**



TRADITIONAL WORK STYLES AND
ARCHAIC VIEWPOINTS CAN
DECREASE PRODUCTIVITY, CREATE
INTERPERSONAL CONFLICTS, AND
LOWER JOB SATISFACTION BECAUSE
OF LACK OF RESPECT FOR
DIFFERENCES.

Therefore, as an organization we understand
that we must now rethink old attitudes and
assess whether or not current practices
support the current business culture.



AS AN EMPLOYEE, WE UNDERSTAND THAT EACH OF US IS RESPONSIBLE FOR SAFEGUARDING ORGANIZATIONAL IDEALS AND THE VALUE SYSTEM OF THE INDIVIDUAL. WE ARE ABLE TO ACHIEVE THIS BY DEMONSTRATING BEHAVIORS THAT PROMOTE THE FOLLOWING:



CULTURAL DIVERSITY

- **Professionalism** – Acknowledging the presence of others
- **Empathy** – Demonstrating sensitivity and cultural responsiveness to the diverse needs of others
- **Action** – Respond to customers and departmental needs in a timely manner
- **Conflict Resolution** – Deal with conflict as an opportunity to improve relations
- **Evaluation** – Assess results of each customer interaction

QUESTIONS ABOUT CULTURAL DIVERSITY

