



## DIVERSITY STATEMENT

At CEI - Community Mental Health Authority:

- We **AFFIRM** and **Value** the differences of all individuals
- We **HONOR** every person's uniqueness, acknowledging the similarities that exist among us
- We **BELIEVE** that these similarities will allow us to bridge our differences, moving beyond tolerance, toward embracing acceptance of our uniqueness
- We **PROMOTE** an awareness of cultural competency in our community, our supplier network and client base
- We **ENSURE** that cultural competency is demonstrated in our workforce

*This philosophy will guide us in continuing to treat all people with fairness, dignity, and respect.*



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If you are hearing impaired, please call the Michigan Relay Center at 800-649-3777

and ask them to forward your message to 517-346-8200

CMHA-CEI is an equal opportunity employer and a drug free workplace.



## Diversity Initiative Purpose and Fiscal 2009 Goals Statement

Culturally Diverse

Community Based

Equal Opportunity

**Community Mental Health Authority of  
Clinton, Eaton, Ingham (CMHA-CEI)**

**CMHA's  
Diversity Initiative Purpose  
and  
Fiscal 2009 Goals Statement**

*Diversity ....  
Learning from each other.*

**CMHA's Diversity Initiative:** CMHA's diversity initiative promotes the development of a culturally diverse and culturally competent staff, emulating and responsive to the diversity of the consumers whom CMHA serves.

“Diversity” involves more than differences arising from race, ethnicity, gender and age. It includes sexual orientation; various forms of mental illness or physical disabilities; experience with poverty; experience with the criminal justice system; and other human experiences used to distinguish differences among groups of people.

CMHA is committed to diversity, ensuring the full utilization of the organization's human resources, thus providing the organization with the clinical, technical, fiscal, managerial, relational, and political strengths that diversity and cultural competence brings – qualities necessary for CMHA to survive and thrive in a rapidly-changing and demanding environment. **Diversity, simply stated, improves CMHA's ability to carry out its mission of service to the community.**

In addition to ensuring high levels of quality service, CMHA's promotion of diversity is fueled by the desire to seek equality of opportunity for all persons and the need to seek persons with the desire for an opportunity to provide diversity within the services CMHA offers to our community and the consumers we serve.

CMHA's commitment to diversity will be made evident by the existence of policies and practices which promote diversity and cultural competence.

**Goals of the Diversity Initiative:** Fiscal Year 2009 CMHA's Diversity Initiatives are broad by design, having several goals:

- 1) Ensure a diverse workforce.
- 2) Strive toward cultural competency.
- 3) Promote regular communications, on a wide range of diversity and cultural proficiency issues, with our consumers, staff, partners and other stakeholders.
- 4) Collaborate with community partners in a range of diversity-promoting efforts.

**Current Programs to Promote Diversity:**

Developing a diverse workforce that supports the CMHA Vision involves the design and implementation of many projects – some large, some small; some complex, some rather straightforward. Current projects include but are not limited to:

- 1) Recruiting for employment, and internships and people that represent diverse backgrounds. CMHA staff has and will continue to participate in local job fairs and classroom presentations at colleges, universities, and other places where potential employees, with diverse backgrounds congregate.
- 2) Ensuring that prospective employees understand that CMHA places a high priority on having a diverse and culturally competent workforce.
- 3) Ensuring that all employees receive education and training about cultural competency as a necessary skill for employment at CMHA.
- 4) Examining and removing barriers to hiring, employment retention, and promotions that can hinder the development of a diverse workforce.
- 5) Working with policy makers to consider changes in federal and state staff qualification requirements, making it easier to train and employ a diverse workforce.
- 6) Using a joint Board/Labor/Management Diversity Advisory Council (DAC) to steer CMHA's diversity initiatives.