



Highland Rivers Behavioral Health Staff Committees



A photograph of several light-colored wooden blocks arranged on a dark blue background. The blocks are stacked to spell out the words "JOIN OUR TEAM" in a playful, staggered arrangement.

A photograph of a green chalkboard. On the left side, the word "TEAM" is written vertically in large, white, block letters. To the right of "TEAM", the phrase "Together Everyone Achieves More" is written in white chalk, with each word on a new line.



To join a committee, please reach out to Kathleen Varda, Vice President of Community Relations & Director of the Highland Rivers Foundation, or Jamie Allison, Director of Quality Improvement

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DIVERSITY, EQUITY & INCLUSION COMMITTEE

The DEI Committee seeks to educate/empower staff on the vital role of Diversity, Equity, & Inclusion in the workplace by providing a working definition of each as they pertain to the workforce and the communities we serve. The goal is to promote person-centered care by creating a culture of respect, improving cultural competence and understanding how unconscious biases can create barriers to recovery. This fosters a positive emotional climate at Highland Rivers Behavioral Health (HRBH) that facilitates creativity, cognitive flexibility and creative problem solving. The results are increased performance and a more positive experience for the individuals we serve. Creating this type of environment ensures that the care provided at HRBH recognizes cultural needs of individuals and understands they should not be limited to traditional service approaches. As Diversity, Equity, & Inclusion can sometimes be emotionally 'heavy' work, DEI Committee is open to staff who are willing to sign a Commitment of Work statement. DEI projects are open to any staff who wishes to volunteer.



EMPLOYEE ENGAGEMENT COMMITTEE

The Employee Engagement Committee meets monthly to discuss and plan agency-wide activities and to identify ways staff can participate in special designated days and events. We find that having special events motivates staff and offers opportunities for our agency to come together. Some of the events we plan include "Have Fun At Work Day," "Red Ribbon Week," and "Staff Appreciation Day." We are open to any staff member who likes to work with a team to bring our agency together. Bring your great ideas and enthusiasm!



THE PULSE

The Pulse is a committee focused on helping people live their best lives by improving all areas of wellness. We focus on initiatives to educate and promote physical, psychological, and mental well-being for our employees by providing activities that support health.



RECOVERY-FOCUSED TRANSFORMATION COMMITTEE

The Recovery Focused Transformation Committee is made up of staff with lived experience and those who are strong recovery advocates. Through time limited projects the committee seeks to transform services, programs, environments, and communication to a recovery-based model that is person centered, and fosters hope, empowerment, choice, advocacy, respect, and personal responsibility.



SYSTEM OF CARE COMMITTEE

This committee ensures that care coordination of community service agencies is in sync with other community resources. System of Care Committee's meet monthly to coordinate and integrate family voice into community resources, to identify additional supports, and work together to offer a wide variety of choices to families without always having to recruit agency providers.



TRAUMA-INFORMED CARE COMMITTEE

The Trauma Informed Care (TIC) Committee works to educate all employees in the agency about what Trauma Informed Care is, what it is not, and how it relates to every position in the agency. The committee provides proactive, realistic approaches to implementing TIC. Are you interested in learning how to become a TIC Advocate to help champion TIC in your program? We would love to have you on our committee!