



A river cuts through rock not because of its power but because of its persistence. — Jim Watkins



You cannot solve a problem from the same consciousness that created it. You must learn to see the world anew. - Albert Einstein ~

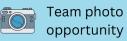
COMMITTEE SPOTLIGHT: DIVERSITY, EQUITY & INCLUSION

The DEI Committee educates and empowers staff on the vital role of Diversity, Equity, & Inclusion in the workplace. This committee promotes person-centered care by improving cultural competence and understanding of how unconscious biases can create barriers to recovery. To join this committee, reach our to deicommittee@highlandrivers.org.

January

SUN	MON	TUE	WED	THU	FRI	SAT
	Harpy 2 News 1 Elian	2	3	4	5	6
7	8 >\$Payday	National Law Enforcement Appreciation Day	10	11	12	13
14	15 MARTIN LUTIER RIGGR.	16	17	Addiction Recovery Awareness Day	19	20
21	22 = Blayday =	23	Mental Health Day at the Capitol	25	National Have Fun at Work Day - make plans to eat your brown bag lunch at work with coworkers.	International Holocaust Remembrance Day
28	29	30	31	×-	T-shirt sale from The Pulse Committee!	







"Success is the sum of small efforts, repeated day in and day out." - Robert Collier

COMMITTEE SPOTLIGHT-THE PULSE:

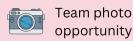
The Pulse committee focuses on helping people live their best lives by improving all areas of wellness. We work on initiatives to educate and promote physical, psychological, financial and mental well-being for our employees by providing activities that support health. To join The Pulse, contact amylasher@highlandrivers.org.





SUN	MON	TUE	WED	THU	FRI	SAT
BLACK HISTORY MONTH	LGBTQ+ History Month			1	2	3
4	5 ÷®Rayday÷	6	7	8	Jersey Day! Wear your favorite 9 football jersey	10
11	12	13	14 Wear Jeans & Pink or red shirts	Parinirvana Day	16 🖘 Payday	Random 17 Acts of Kindness Day
18	19 President's day	20	21	22	23	24
25	26	27	28	29		









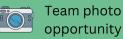
"Fall seven times, stand up eight." – Japanese proverb





SUN	MON	TUE	WED	THU	FRI	SAT
Developmental Disabilites Awareness Month	SOCIAL WORK				Social Worker Staff to send photos for collage for Social Worker Month	World Teen Mental 2 Wellness Day
3	4 - \$BPayday;	5	6	7	Maha Shivaratri	9
Womens/Girls HIV/AIDS 10 Awareness Day	11	12	13	14	St. Patrick's Day (observed) WEAR 15 YOUR GREEN	16
17	18 🗦 Bayday 🗧	World Social Work Day 19 Equinax	20	21 World Down Syndrome Day	22	23
24	25	26	27	28	Good 29 Pridays	30
HAPPY EASTER						







"If all difficulties were known at the outset of a long journey, most of us would never start out at all." - Dan Rather

COMMITTEE SPOTLIGHT-TRAUMA-INFORMED CARE:

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? Please contact jamieallison@highlandrivers.org.





SUN	MON	TUE	WED	THU	FRI	SAT
NATIONAL ALCOHOL AWARENESS MONTH	1 - BPayday:	2 and april	3	4	5	6
7	8	9	10	11 Ramadan Begins	12	13
14	15 🖘 Payday	16	17	18	19	20
21	22 Passover Begins	23	24	25	26	27
28	29 🗦 🏿 Payday 🗧	$30_{ extsf{Passover Ends}}$	Stress awareness MONTH.	Arab-American Heritage Month	Celebrate Diversity Month	Aprilis SEXUAL ASSAULT Awareness Month







It's all part of our journey - scars, mistakes and difficulties we've been through. -Marquinhos

COMMITTEE SPOTLIGHT-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. 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. To join, contact melissaobrien@highlandrivers.org.



SUN	MON	TUE	WED	THU	FRI	SAT
May is Mental Health Awareness Month	Asian-American Pacific Islander Month		1	2	3	4
at				Children's Mental		
GINGO @		NUR	SE'S WEEK	Health Day	*, 😂 ;	
5 MAYO.	6	7	8	9	10	11 Ramadan Ends
		MENTAL	HEALTH AWARE	NESS WEEK		
12	13 🖘 Payday 🗧	14	15	16	17	18
19	20	21	22	23	24 - Payday	25
26	MEMORIAL DAY 27	28	29	30	31	
Paid Holiday	Team photo					



"There are many paths but only one journey." - Naomi Judd

COMMITTEE SPOTLIGHT-RECOVERY-FOCUSED TRANSFORMATION:

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. To join this committee, reach out to staceymccarthy@highlandrivers.org

Team photo

opportunity

Paid Holiday





SUN	MON	TUE	WED	THU	FRI	SAT
PRIDE	PTSD AWARENESS MONTH	Men's Health Month				1
2	3	4	5	6	7	8
9	10 🖘 Payday	11	12	13	en's Health Week	15
16	17	10	Eid al-Aha end	20	hollo Wear jeans and favorite	22
16 Eid al-Aha start	17	18	JUNETEENTH	20	21 summer tourist shirt	22
23	24 🖘 Payday	25	26	27 PTSD AwarenessDay	28	29
30						



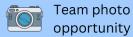
Come dress yourself in love, let the journey begin. - Francesca da Rimini







SUN	MON	TUE	WED	THU	FRI	SAT
Minori Mental He Monti	ealth	2	3	Independence Day	5	6
7	8 🗦 🔊 Rayday 🗧	9	10	11	12	13
14	15	16	17	18	19	20
21	22 🗦 🄊 Payday 🗧	National Women Touched by Addiction Day	International Self Care Day 24	25	National Disability Independence Day	27
28	29	30	31			





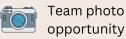
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"What's a hero if not for its journey?" - J.H. Wyman



SUN	MON	TUE	WED	THU	FRI	SAT
				1	2	3
					-	· ·
		National Night Out				
4	5 - Payday:	6	7	8	9	10
11	12	13	14	15	16	17
18	19 🗦 Bayday:	20	21	22	23	24
		Be kind to	o human kin	d Week		International Overdose
25	26	27	28	29	30 = Payday	Awareness Day







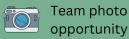
"It does not matter how slowly you go, as long as you do not stop." — Confucius



September



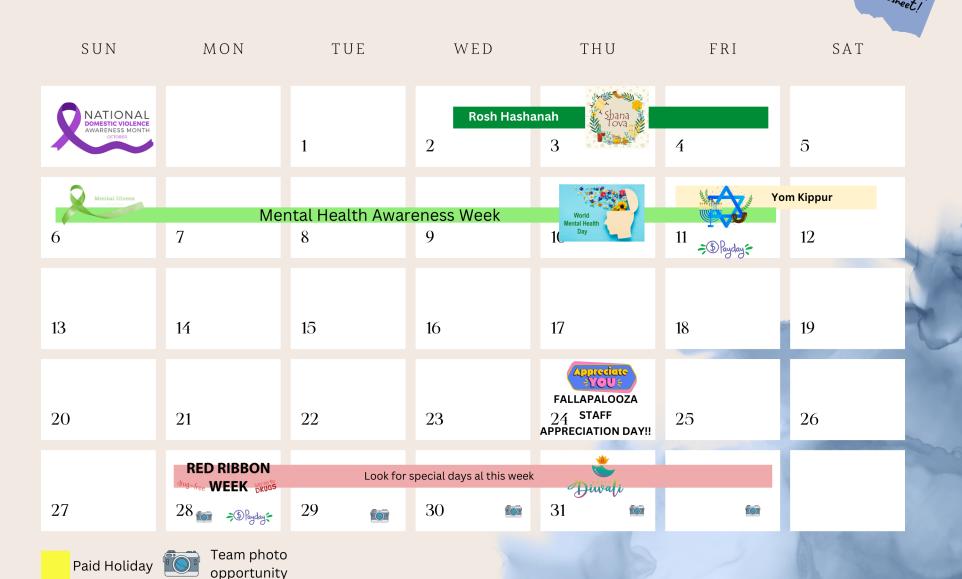
SUN	MON	TUE	WED	THU	FRI	SAT
LET THE RECOVERY 1 ADVENTURE BEGIN!	2 LABOR 2 DAY	3	4	5	6	7
			National Suicid	e Prevention We	ek	
8	9	10	11	12	13	14
15	16 🖘 Payday 🗧	17	18	19	20	21
22 Equinox	23	24	25	26	National Native American Day 27	28
29	30 🗦 Bayday 🗧	National Suicide Prevention Month	Hispanic Heritage Month	NATIONAL RECOVERY MONTH#	Look for activities all this month from our Recovery Focused Transformation Committee!	

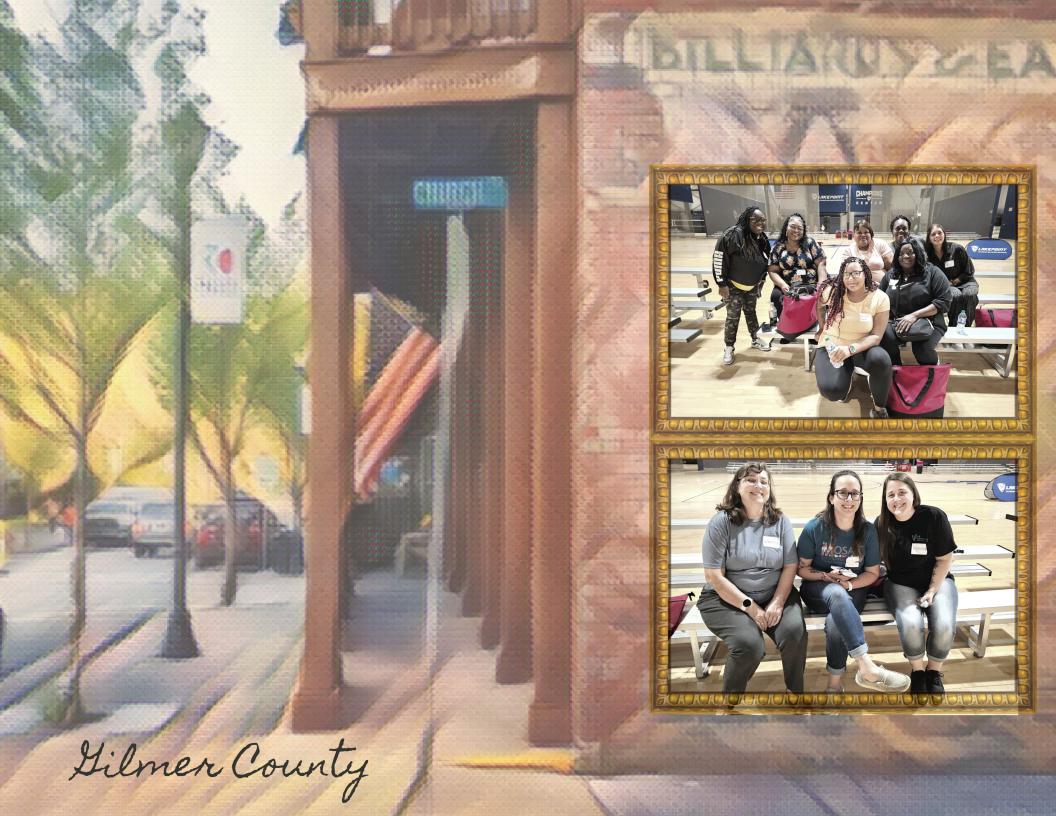




"Not until we are lost we begin to find ourselves." ~Henry David Thoreau







"Recovery is taking all twelve steps...over and over and over and over..." - Toni Sorenson

November



SUN	MON	TUE	WED	THU	FRI	SAT
					1	2
3	4	5 ELECTION DAY	6	7	8 =®Payday=	9
10	VETERANS 11	12	13	14	15	16
17	18	19	20	21	22	23
24	25 🖘 Rayday	26	27	thanks y	29	30





"Every day is a journey, and the journey itself is home." – Matsuo Basho

December



SUN	MON	TUE	WED	THU	FRI	SAT
World AIDS R Day	2	3	4	5	6	7
8	Holly Jolly Trivia Starts 9 Splayday	Universal Human Rights Day	11 🎇	12	13	14
15	16	17	18	19	SWEATER 20 Contest	WINER 21
22	23 🖘 Rayday 🗧	24	Merry Christmas 25 Hallkah	26	27	28
29	30	31				

Paid Holiday



Team photo opportunity

