



THRIVE
PEER RECOVERY SERVICES

Diversity, Equity, & Inclusion



–THRIVE’S COMMITMENT TO DIVERSITY, EQUITY, & INCLUSION–

At Thrive we believe a diverse, inclusive and equitable organization is one where all employees, clients, and community partners feel valued and respected – regardless of gender, race, ethnicity, age, sexual orientation, education, disability, or other dimension of diversity. Thrive is committed to creating and cultivating an organizational culture where diversity is welcomed, equity is practiced, and inclusion is celebrated. This culture will empower our staff and yield optimal outcomes for those we serve.

–CALL TO ACTION–

At the outset of 2022, Thrive formed a Diversity, Equity, and Inclusion (DEI) Committee to begin organizational planning and policy development to make Thrive a workplace and service provider that better embraces the values of DEI. In order to provide inclusive and equitable opportunities for all within the organization’s sphere of influence, Thrive must analyze its operations through a variety of perspectives that ensure it addresses any systemic inequities and barriers that may limit its ability to truly achieve our mission to delivering exceptional behavioral health recovery support to people struggling with mental health and substance use disorders.

–THRIVE DEI STRATEGIC FOCUS AREAS–

The Thrive DEI Committee is developing a strategic, comprehensive, and systematic approach to include the following seven focus areas: Defining diversity, equity and inclusion for our organization and using our shared language to advance our understanding ♦ Build and train a culturally competent and culturally responsive organization ♦ Develop an infrastructure that creates and reinforces an inclusive culture that ensures fair and equitable treatment of everyone ♦ Recruit and retain employees from underrepresented populations; increase the diversity of our workforce at all levels ♦ Increase the diverse adult, family, and youth client populations that we reach and serve ♦ Establish and consistently utilize a framework for employees to provide feedback on the workplace environment, peer and community outreach efforts, and their impact ♦ Prioritize collaborations with other health care organizations and community partners focused on improving access to quality care and resources for marginalized and underrepresented individuals and communities

Definition of Terms

–DIVERSITY–

Diversity is representation from people of different races, cultures, backgrounds, experiences and perspectives within a group or organization. Diversity is not achieved by the presence of a single person -- it is the whole of the team, the organization. Diversity goes beyond referencing a person's race, sex, ethnicity or other physical traits. Pursuing diversity involves the intentional learning from one another to gain understanding and appreciation of people who are different from each other. At Thrive, diversity also includes behavioral health, differently abled, socioeconomic status, education, political views, and life experiences.

–EQUITY–

Equity recognizes the need for reasonableness and fairness within Thrive's organizational procedures and processes, including the distribution of resources. Equity is not the same as equality. Whereas equality means providing the same to all, equity means recognizing that we do not all start from the same place and that we must make reasonable adjustments to remedy imbalances. Resolving equity issues requires an understanding of the root causes of outcome disparities within our society and local communities. Equity addresses these disparities and makes a commitment to correct structural imbalance, allowing equal access, voice, and opportunity for all.

–INCLUSION–

Inclusion takes diversity a step forward and creates a welcoming, supportive, and safe environment that is open to listening, discussion, and evolution. An inclusive environment is a community where all are respected regardless of differences, a place where everyone is valued and works together for the common good of one another.

