



Equity Statement

San Luis Valley Behavioral Health Group (SLVBHG) commits to continually grow and humbly hold ourselves accountable to being an entity driven by moral principles surrounding justice, equity, diversity, and inclusion for our employees while offering culturally responsive and affirming care for our clients and the communities of the San Luis Valley. Every decision we make to achieve this vision must be inclusive of all identities of our staff and those we serve. We will be advocates for social justice and the rights of all people to reach their full potential. We are committed to working collaboratively with our partners to harness our internal resources to cultivate meaningful and sustainable solutions to behavioral health inequities and foster inclusion for employees, clients, their families, and our communities.

Our Why

All people deserve environments where they are respected, treated with dignity, and can be their authentic selves. At SLVBHG, justice and equity support our Mission by improving client care and widening our community impact. Our focus on equitable opportunities for inclusion and growth for all employees broadens our skillset and increases job satisfaction. Our leadership team and staff are committed to building a thriving culture systemwide for employees and clients.

San Luis Valley Behavioral Health Group defines justice, equity, diversity, and inclusion in the following ways:

Justice: Dismantling barriers to resources and opportunities in our society so that all individuals and communities can live a full & dignified life.

Equity: Grounded in the principles of fairness, equity makes diversity and inclusion central to establishing policies and practices, creating opportunities, and ensuring each individual has the tools and support they need to achieve their individual success.

Diversity: Existence of individual and social differences that contribute to identity.

Inclusion: Intentionally fostering an environment in which each individual is valued and respected for their diversity, is empowered to engage, contribute, and is provided access to resources and opportunities.

San Luis Valley Behavioral Health Group will demonstrate the provision of justice, equity, diversity, and inclusion through these organizational agreements:

- Intake and service planning will address cultural factors and challenges to treatment and, when possible, include a plan to address the identified challenges.
- Treatment modalities and interventions are selected with respect to cultural preferences and evidence-based practices.
- San Luis Valley Behavioral Health Group provides an annual JEDI (justice, equity, diversity, and inclusion) training for all staff.
- Providing whole-person care with respect to one's culture and background, even if they differ from your own, and seeking to understand and value diverse perspectives.
- Staff and clients will work together as a team to accomplish goals.
- Celebrating our differences and individuality through culturally defined and driven services.

Justice, Equity, Diversity, and Inclusion Employee Agreements

To create an environment of belonging and inclusion that demonstrates respect for the dignity and diversity of all people, we seek to consistently behave in the following ways:

- 1. Be open and welcoming to all through our presence, tone, words, and body language.**
 - Work to minimize the impact personal biases have on your treatment of others.
 - Respect various cultural values surrounding communication.
 - Practice mindful presence with colleagues.
- 2. Speak up with a solution-focused, strength-based perspective when we see problems or conflict in the workplace.**
- 3. Seek to understand and value diverse perspectives.**
 - Pause to set aside judgments. Be curious. Embrace discomfort.
 - Assume positive intentions.
 - Practice active listening.
 - Determine if a broader understanding is needed to lead to an agreement on action or not.
- 4. Work together as a team to accomplish goals.**
 - Take responsibility for contributing to the team and share credit for positive results.
 - Identify and engage team members' strengths.
 - Seek out the voices of colleagues.
 - Set and ask for clear expectations and boundaries.

5. **Seek support when needed, respond to requests for help, and offer to assist team members when possible.**
6. **Prioritize and support work-life balance and individual well-being.**
 - Consider balance when scheduling, setting expectations, and making requests.
7. **Use transparent and direct communication.**
 - Practice two-way, proactive, respectful, clear, and concise communication.
 - Choose language that is equity-focused and respectful of the diversity of all people.
 - Be strategic about communication methods based on the individual situation (face-to-face, email, phone, text)
8. **Practice effective use of communication technology.**
 - Respond to emails in a timely manner (expectation set by the team).
 - If urgent and requires a response, text or call as appropriate.
 - Leverage daily huddles to reduce email and increase direct communication.
9. **We uphold these agreements and other commitments through individual responsibility and respectful conversations with our colleagues.**
 - Address concerns early and directly with the person involved. Start with self-reflection and compassion for self and others.
 - Encourage healthy dialogue, then move forward and let it go.
 - Seek and accept constructive feedback.
 - Allow space for growth – self, and others.