



The Board of Directors of Thrive Behavioral Health in the summer of 2020 began the process of making Thrive an organization that better embraces the values of Diversity, Equity and Inclusion (DEI).

In January of 2021, the Board unanimously approved the following definitions of Diversity, Equity, and Inclusion that were developed by Thrive staff for use in organizational planning efforts and policy development.

### *Diversity*

is an understanding that each individual is unique and recognizes individuality without judgement. It is intentional learning from one another to gain understanding and appreciation of people who are different from each other. This is not exclusive to the concepts of culture, national origin, ethnicity, race, color, age, gender, gender identity, sexual orientation, religion, behavioral health, differently abled, socioeconomic status, language, education, political views and/or life experiences. Embracing Diversity is the Celebration of Humanity!

### *Equity*

recognizes the need for justice and fairness within the procedures and processes of institutions or systems, as well as in their distribution of resources. It is an intentional process that strives to be fair and impartial, and begins by acknowledging that advantages and barriers exist. Resolving equity issues requires an understanding of the root causes of outcome disparities within our society. Equity addresses these disparities and makes a commitment to correct structural imbalance, allowing equal access, power, voice, opportunity, and welcome for all.

### *Inclusion*

creates a welcoming, supportive, and safe environment that is non-judgmental and 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.

## **DEI Committee Mission**

To create and cultivate an organizational culture, where diversity is welcomed, equity is practiced, and inclusion is celebrated.