



I.D.E.A.'S @ DWHN

Inclusion, Diversity, Equity, Access

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Diversity

Equity

Inclusion

HOW TO DEMONSTRATE RESPECT IN THE WORKPLACE: CREATE A POSITIVE WORK CULTURE FOR YOUR EMPLOYEES

Respect is a key requirement for a healthy work environment. It promotes teamwork and increases productivity and efficiencies in the workplace. It lets employees know they are valued for their abilities, qualities, and achievements, and that their role is important to their company's success.

Being respected and valued promotes a positive work culture where employees are loyal, fulfilled, and motivated to perform at their best for their company. Those who are not respectful are unprofessional and a threat to the health of their company.

Examples of How to Show Respect in the Workplace

- Treat people with courtesy, politeness, and kindness.
- Encourage co-workers to express opinions and ideas.
- Listen to what others have to say before expressing your viewpoint. Never speak over or interrupt. Be an active listener. Stop formulating rebuttals when you should focus on listening.
- Use peoples' ideas to change or improve work and let them know you used their idea or encourage them to implement it.
- Never insult, use name-calling, disparage, or belittle people or their ideas.
- Do not constantly criticize, judge, demean, or patronize. A series of seemingly trivial actions added up over time constitutes bullying.
- Be aware of body language, tone of voice, demeanor, and expression in all of your interactions. People hear what you're really saying in addition to listening to your words.
- Treat employees fairly and equally. Treating people differently can constitute harassment, discrimination, or a hostile work environment.
- Include all co-workers in meetings, discussions, and events. While not every person can participate in every activity, do not marginalize, exclude or leave out anyone. Provide equal opportunities to participate in work-related activities. Solicit volunteers and try to involve everyone.
- Offer frequent praise and encouragement.

Dreams Come True Scholarship Winners 2022

The Dreams Come True Fund, a project of the DWIHN Constituents' Voice consumer advisory group was created to support members in achieving goals toward community inclusion i.e., the personal sense of valued participation and interaction in everyday life.



Bethany Boik

Writing A Book: "Diary of a Schizophrenic-Growing Up with Schizoaffective Disorder"

She hopes to advocate for others and spread youth and young adults voice by telling her story of growing up with schizoaffective disorder.

Mental Health Solutions

She hopes to not only bring awareness to adolescent mental health issues, but also seek solutions from experienced professionals.



Starlette Carpenter



Delores Kimbrough

Project Beautification
She will purchase flowers and grass seeds from vendors at the Eastern Market to help beautify the community.

LaurieLaur Creations

She hopes to create learning binders and boards for children of all ages including those with learning disabilities.



Tommi Badon-King



Torria Love

Wellness, College, Education
She hopes to achieve personal development by completing her college education, as well as maintaining a well-balanced life.

White and Associates Insurance Services

He would like to obtain his insurance licenses again to become a licensed insurance agent.



Stephen White

Meet the Diversity, Equity & Inclusion Committee



Fareeha Nadeem, MA, LLP
Clinical Specialist
Quality Improvement

My name is Fareeha Nadeem. I have earned two master's degrees in Clinical Psychology and Counselling Psychology and have been with DWIHN for about five years. I volunteer in a local residential treatment program for young mothers in recovery. In my personal life, I like to cook and be outside in nature. I enjoy spending time at home with my family and two funny parrots named Pickle and Zazu.

As a Clinical Specialist in Quality Improvement, my main responsibilities include leading a team of 20 Behavior Treatment Plan Review Committees (BTPRC). I work closely with several departments at DWIHN and with the Michigan Department of Health & Human Services (MDHHS). As part of this role, I train network clinicians and provide technical assistance on the MDHHS regulatory requirements of BTPRC and related clinical procedures.

In my opinion, Diversity, Equity, and Inclusion (DEI) expands beyond skin color and race. I think DEI relates to actions taken to shift mindsets, behaviors, and practices toward building equitable and inclusive teams and organizations. DEI is a shared responsibility and is the center of everything to support building a healthier work environment. Our DEI Committee and DWIHN leadership are working collectively on nurturing a stronger sense of inclusion and connection. Together these efforts will result in a work environment we will all be proud to represent.

Provider Spotlight



The Children's Center is home to many specialized clinical services. We lead the way in working with children who struggle with behavioral, emotional, educational, intellectual and developmental challenges or those that have experienced trauma.

We treat the whole child, looking at more than a single issue so we can provide the best, most comprehensive integrated care. We examine barriers in the home, school and community, working with the family who raises them and the organizations that support them.

<https://www.thechildrenscenter.com/>

**If you would like to receive services,
call the DWIHN 24/7 Access Helpline:
1-800-241-4949**

