



SYNERGY: DEI & Wellbeing Integration in Workforce Culture

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Session Purpose

- 01.** Increase our understanding of Synergy in the Stepped Care Model.
- 02.** Apply Synergy to improve workforce wellbeing.
- 03.** Demonstrate the conditions for Synergy at *individual, interpersonal, and collective* levels.

Agenda

- Identify Our Dilemmas
- One Minute Guided Image Check-In
- What is Synergy?
- Introduction to the Synergy Strands
- Examples & Reflections
- Application in our own environments

For example:

- I'm frustrated because I feel I'm working harder than my colleagues and it's not fair
- I don't think my supervisor has been a good coach for me
- The organisation isn't investing enough resources to enable us to do our jobs

IDENTIFY OUR DILEMMAS

Take three minutes and write down one real world dilemma you are currently actively working to help improve or solve.

ONE MINUTE GUIDED IMAGE CHECK-IN



What is Synergy?

“The energy that we feel when we just know that healing is happening” – Dr. Richard Katz

According Katz, “Synergy is out there. The universe is synergistic. *We just haven’t learned to open ourselves to it.*”

“Synergy, Healing, and Empowerment is an incredible book.” Stanley Krippner

Synergy, Healing and Empowerment

Insights from Cultural Diversity

RICHARD KATZ & STEPHEN MURPHY-SHIGEMATSU



What is Synergy?

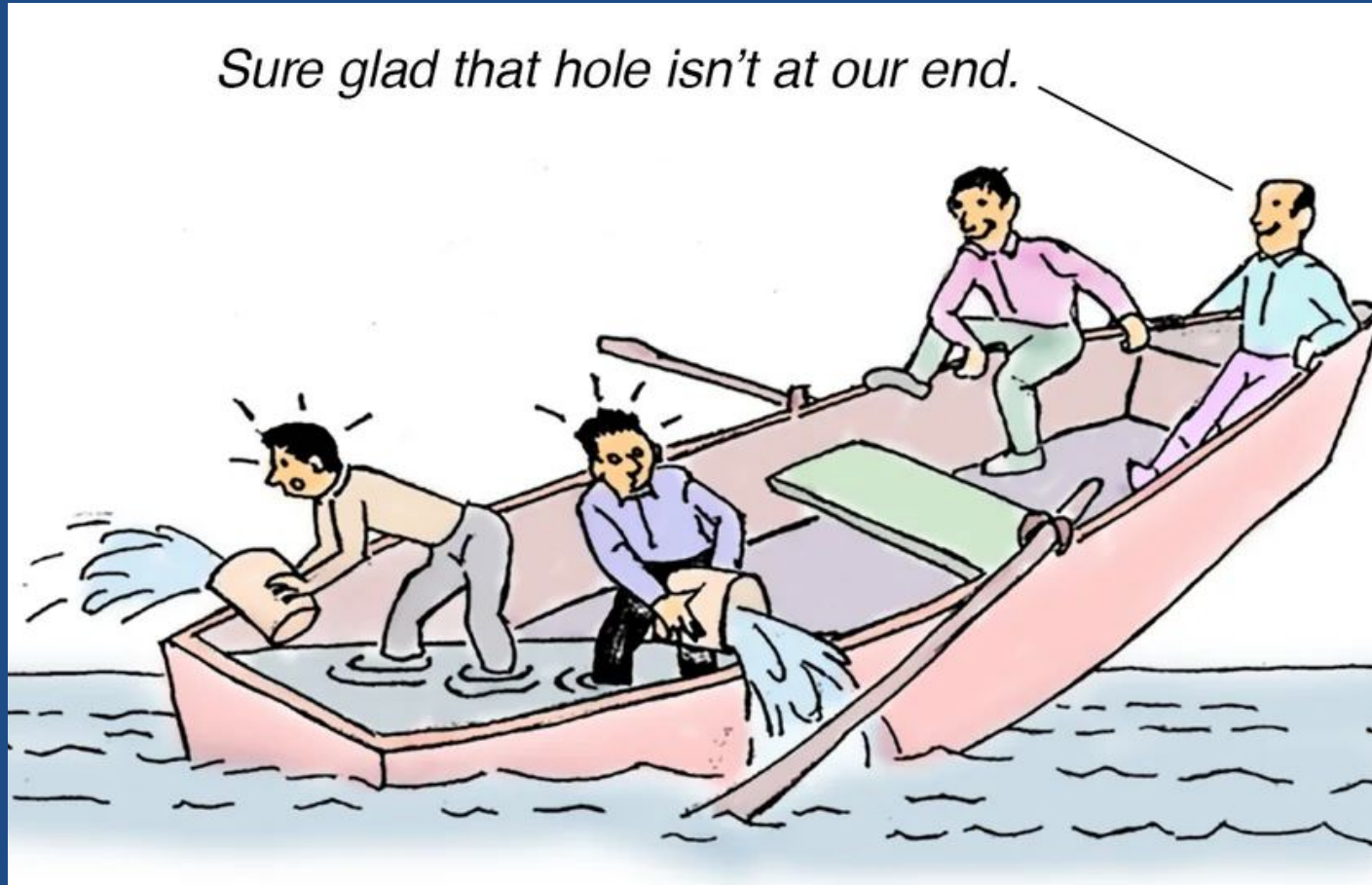
Dictionary definition:

“the interaction or cooperation of two or more organizations, substances, or other agents to produce a combined effect greater than the sum of their separate effects.”

The combined effect of **synergistic interactions is healing energy** (Katz & Shigematsu, 2012).



Synergy as Philosophy



- All encompassing
- Interconnectedness of humanity across identity and culture
- Collective trauma and cultural supremacy embedded in our systems
- System transformation means increasing the conditions for synergy

What is the Stepped Care 2.0 Model?



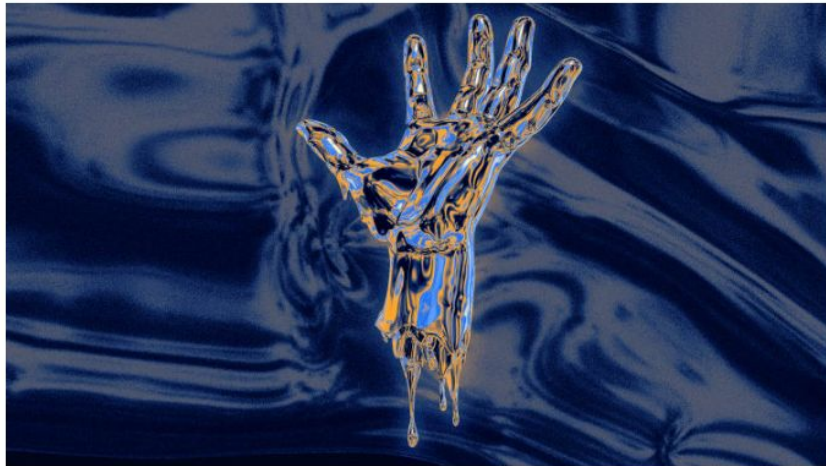
“an innovative, evidence-informed model for organizing mental health and substance use health services into a co-designed, flexible system of care” (Stepped Care Solutions, 2024)

The Story of Synergy & Stepped Care 2.0

06-12-2024 | EQUITY AT WORK

I've worked in DEI for a decade—it won't survive beyond 2025

As attacks on DEI intensify, companies are feeling pressure to revise their programs—but the current model of DEI has long needed rethinking. Here's an updated framework for the DEI of the future



[Source Photo: [Simon Lee/Unsplash](#)]



BY PORTER BRASWELL LONG READ



Tweet



Terence Lester
@imTerenceLester

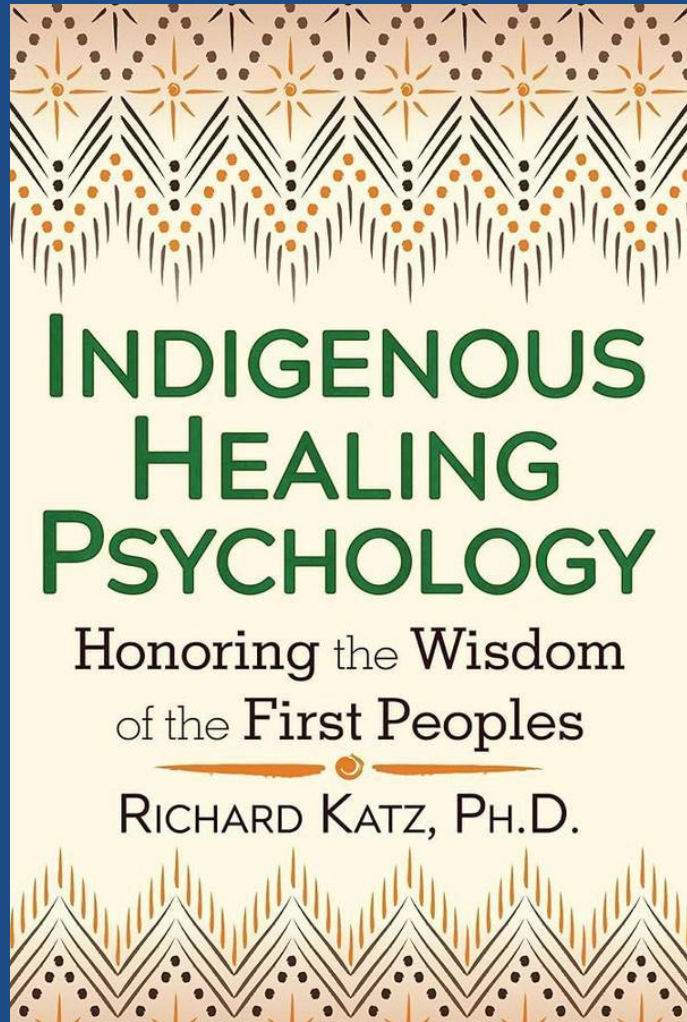
"Everyone is welcome" is drastically different from "we built this with you in mind."

People don't want to go where they are merely tolerated, they want to go where they are included.

"DIVERSITY IS A CORPORATE STRATEGY. IT'S A STRATEGY DESIGNED TO ENSURE THAT THE INSTITUTION FUNCTIONS IN THE SAME WAY THAT IT FUNCTIONED BEFORE [...] IT'S A DIFFERENCE THAT DOESN'T MAKE A DIFFERENCE."

—Angela Davis

The Concept of Synergy is Not New!



The philosophy of synergy is rooted in an indigenous/traditional worldview. Even today, in cultures across the globe, one can find proverbs, sayings, adages, and maxims that reflect the philosophy of synergy.

Pause & Review

Synergy as Healing Energy
is **Readily Available**

Synergy **Underlies** a
Successful Stepped Care
approach

Our Current Systems are
Inefficient

The Workforce and Service
users are **Interconnected**
in Synergy

Synergy as a Philosophy is **a
Return** to What Works!

THE STRANDS AND LEVELS OF SYNERGY IN ACTION

Ten Strands



Three Levels

Click the link in the chat and take 2-3 minutes to play around with the Synergy image.

- Hover over each word to view its definition.
- Click the word to see reflection prompts.

Conditions of Cultural Supremacy (adapted from Jones & Okun, 2001)

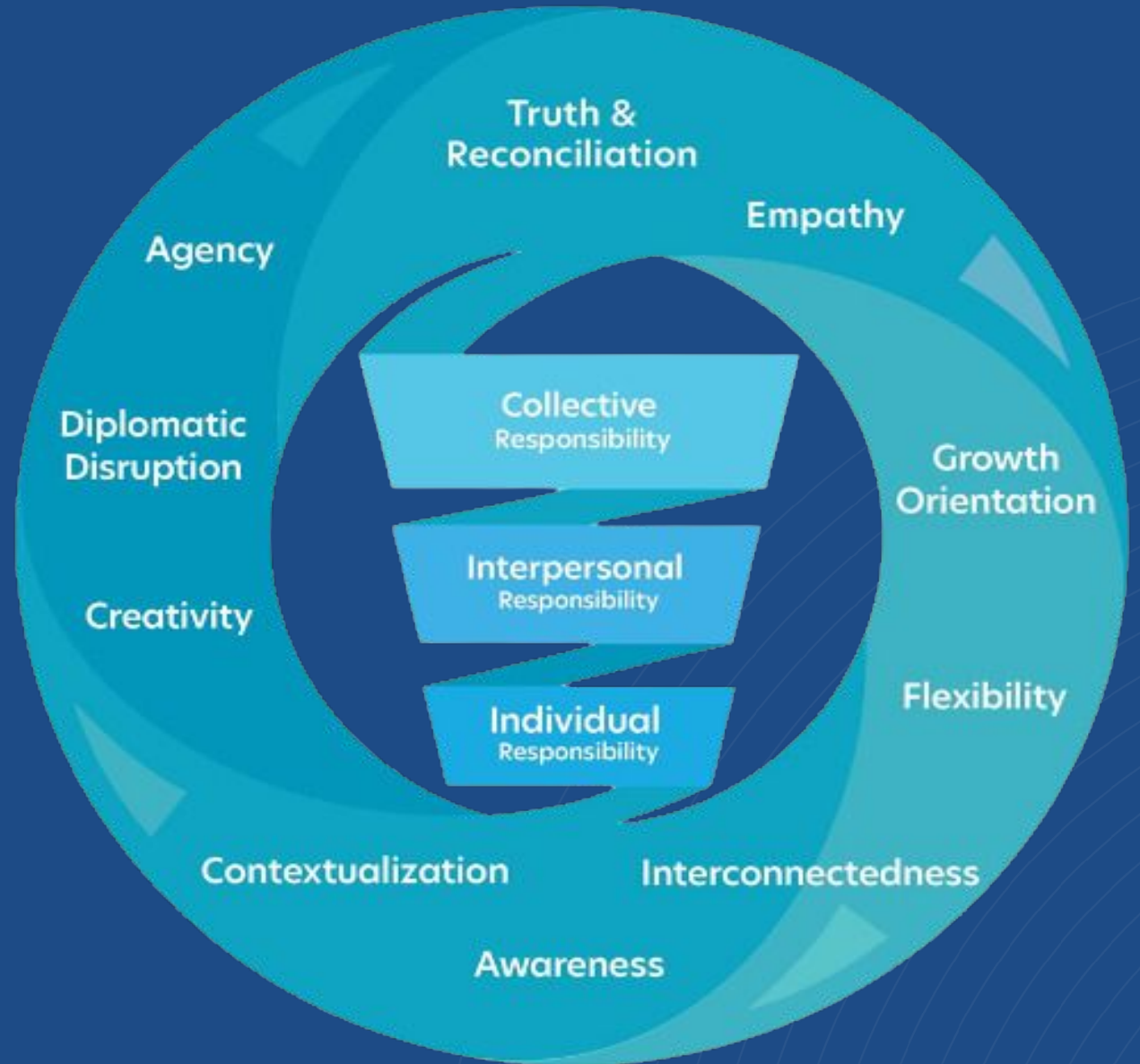


Synergy as Philosophy

Sure glad that hole isn't at our end.



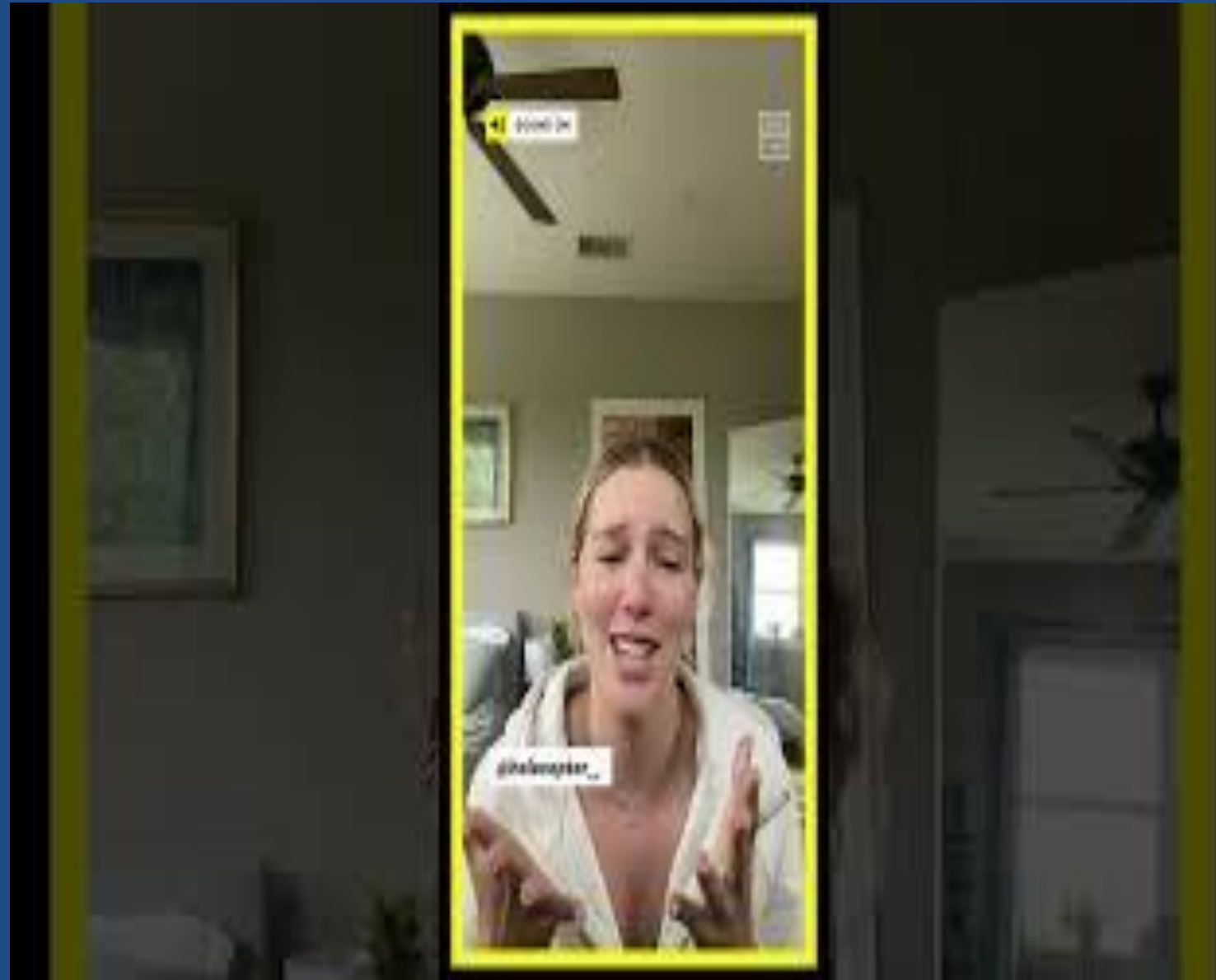
Why Levels?



Individual Responsibility

- Commitment to learning
- Self as part of a larger whole
- Sensing synergy

Example: Bringing our Human to Work



Interpersonal Responsibility

- Modeling
- Reducing barriers
- Empowerment

Example: Supervision in the context of Synergy



Collective Responsibility

- External messaging
- Structures for collaboration
- Culture of responsibility

Example: The Impact of Collective Responsibility



Synergizing our Dilemmas

For example:

- I'm frustrated because I feel I'm working harder than my colleagues and it's not fair
- I don't think my supervisor has been a good coach for me
- The organisation isn't investing enough resources to enable us to do our jobs

Take the next five minutes to review **your current dilemma**, identified earlier, along with the synergy checklist. What is one opportunity to utilize the strands of synergy, on any of the levels of responsibility, to better understand and/or resolve your dilemma?

Questions, Reflections, & Takeaways

Learn More about Stepped Care Solutions

Along with influential voices in the world of mental health and wellbeing, **Stepped Care Solutions** works as a partner to advocate for innovative, flexible care that works for every individual.

Through the exchange of knowledge and a closely held commitment to co-design principles, SCS provides the resources, evidence, and expertise that equips organizations with information to advance our pursuit of a healthier society.

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Recommended Resources

BOOKS:

- *Synergy, Healing, & Empowerment*
- *Stepped Care 2.0: A Paradigm Shift in Mental Health*
- *Stepped Care 2.0: The Power of Conundrums*
- *Slow Productivity*
- *Braiding Sweetgrass*
- *Indigenous Healing & Psychology*

RESOURCES:

- www.whitesupremacyculture.info

PODCASTS:

- [“So Why?” Episode: Synergy: Exploring What Lies Beyond Diversity, Equity and Inclusion](#)

YOUTUBE:

- [Defining Synergy: Stepped Care Solutions](#)
- [Clinical Staff and Senior Leadership at a Large University Reflect on Implementing Stepped Care 2.0: Stepped Care Solutions](#)