

DSH STRATEGY MAP

Vision

Caring Today for a Safe and Healthy Tomorrow

Mission

We provide evaluation and treatment for individuals with complex behavioral health needs in a safe, equitable, and responsible manner, by leading innovation and excellence across a continuum of care.

GOALS

Safety for All

Foster a therapeutic system of care that addresses the physical, emotional, and environmental needs of patients and team members.

Great Workplace

Cultivate a sense of equity, teamwork, and fulfillment that attracts, retains, engages, and develops the diverse talents of our team members.

Innovative Treatment & Forensic Evaluation

Enhance patient outcomes through research, education, thought leadership, and the implementation of evidence-based practices.

Operational Excellence

Reliably deliver and continuously enhance programs and services to support positive experiences for patients, team members, partners, and stakeholders.

Integrated Behavioral Health Continuum

Proactively communicate and collaborate with internal and external partners and stakeholders to improve DSH's integration and contribution across California's behavioral health continuum.

CORE VALUES

SAFETY TREATMENT RESPONSIBILITY COMMUNICATION EQUITY



WE ARE DSH

CARING TODAY FOR A SAFE AND HEALTHY TOMORROW

DSH VALUES



Safety

Protecting the physical and emotional well-being of patients and team members. Fostering a therapeutic and comfortable environment to live, work, and receive treatment.



Treatment

Providing patients with compassionate and responsible care. Incorporating evidence-based practices across the continuum of care to improve patient outcomes.



Responsibility

Taking ownership of our role and being mindful of how our behaviors and actions contribute to the mission. Demonstrating integrity, high performance, stewardship, dignity, and teamwork. Providing and responding to constructive feedback as opportunities to learn and grow.



Communication

Building relationships and keeping others informed to support our best work. Clearly articulating and understanding information needed to accomplish goals. Sharing relevant updates in a timely manner.



Equity

Welcoming a variety of perspectives, lived experiences, cultures, identities, and abilities so team members and patients feel included and valued. Treating everyone with courtesy and respect. Improving equitable access and outcomes for all.



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DSH GOALS & OBJECTIVES

Safety for All

- Make it safer for team members to work and for patients to heal and recover using human-centered and data-informed approaches and best practices to hospital safety and security.
- Expand use of proactive therapeutic tools and strategies to reduce the need for physical team member interventions.
- Prepare for and evolve emergency readiness through policies, planning, and practice.

Great Workplace

- Modernize outreach and share our story to recruit and retain a talented, diverse, and fully-staffed workforce.
- Embrace a people first mindset to prioritize caring for and rejuvenating our teams, strengthening collaboration, and encouraging innovation.
- Invest in and retain top talent by providing career pathways, professional development, assessment, coaching and mentoring.
- Enhance engagement and inclusion through proven and innovative methods that support diversity and all team members doing their best work.

Operational Excellence

- Reduce disparities through the development of policies informed by persons with lived experience and data.
- Optimize organizational alignment through effective communication, governance, and change management.
- Improve patient, team member, and partner experiences and outcomes through innovation and by streamlining procedures and practices.

Innovative Treatment & Forensic Evaluation

- Enhance patient outcomes by utilizing data, technology, and innovative evidence-based treatment modalities.
- Promote recovery by treating patients in the least restrictive environments within the behavioral health continuum.
- Foster an inclusive environment and trauma-informed treatment culture that promotes equity, autonomy, resilience, transparency and empowerment.
- Optimize the quality of forensic evaluations by using best practices, debiasing strategies, and cultural competence and humility.
- Utilize clinical research, program evaluation, and academic literature to inform treatment and to educate and collaborate with a wide range of stakeholders.

Integrated Behavioral Health Continuum

- Optimize alignment of policies, practices, and information systems to better integrate with California's behavioral health continuum of care.
- Enhance patient transitions throughout the behavioral health continuum by strengthening both internal and external partnerships.
- Provide thought-leadership on statewide behavioral health initiatives to increase access to care for Californians with complex behavioral health conditions.



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