


Communication from the Office of the ACBH Director -

DATE: January 24, 2023

TO: All ACBH Staff & Team Members

FROM: Karyn L. Tribble, PsyD, LCSW, Director 

SUBJECT: HOPE & RESILIENCE (TUESDAY, JANUARY 24, 2023)

Dear ACBH Staff & Team Members:

I sincerely hope that this communication finds you and your loved ones well. My hope this morning was to provide both a reminder and to offer a galvanizing message in advance of today's regulatory visit: our *Substance Use System External Quality Review (EQR)* (Tuesday, January 24, 2023 – Thursday, January 26, 2023). However, my messaging has clearly pivoted with word of yesterday's shooting and tragedy in Alameda County's own City of Oakland. Just two days after our HCSA Director offered a timely message on behalf of the Agency.

First and foremost, I would like to take this time to acknowledge the profound losses that our communities face each day, as they are both surreal and devastating. **Three** separate events in the State of California – in as many days – is *unbelievably* painful and a harsh reality that is tearing through the psyche of all of us. As the world wrestles with the “*why*” of these events, I take this opportunity to remind you of the feelings that may be emerging, whatever the precipitating factors are found to have been. Whether or not our ACBH community members have had direct contact with individuals who have been directly impacted – we are all vicariously impacted. To this, I ask that you find grace in your actions in any way that you can.

I recognize that many will experience a gamut of emotions because of what we are witnessing, and in real time, given our reliance upon social media and technology. However, any and every emotion whether it is a feeling of powerless so that one engages in purposeful avoidance; or sadness, anger, frustration; or simply feeling even *more* committed to intentionally engaging those around you with compassion and respect. All are part of this process. If you find yourself asking what can be done in your respective roles, I remind you that each of us have a purpose and can impact those around us in a variety of ways. Whether you find purpose in your role as a public servant, community member, advocate, parent, partner, leader, or peer – I encourage you to humbly consider small, person-centered interactions if you are looking to make a difference. The ‘little things’ as they are often called, can make a difference to someone around you who is hurting. A smile to your co-worker, an offer of support to a client through your treatment team's efforts, development of practice that can help shape our system for years to come; or considering whether you as a leader are holding yourself accountable and attempting to offer more to your team than is expected. All these efforts – albeit subtle – can make a difference.

So, as we thankfully appreciate the efforts of our Systems of Care, Plan Administration, and Substance Use Partners in preparing for this week's **DMC-ODS EQR** – I ask that you pause, breathe deeply – and remember what this is all about. Our shared community, commitment, and shared regard for one another. Thank you for your support.

