

Summary

Committee Name	Alliance for Belonging Council
Purpose	<p>At Samaritan Health Services (SHS), we are committed to creating a culture of wellness and an environment where every individual—whether a patient, visitor, team member, or community partner—feels respected, supported, and valued. Our aim is to ensure that every interaction reflects our core values of Passion, Respect, Integrity, Dedication, and Excellence as we work together to build healthier communities.</p> <p>The Alliance for Belonging Council leads our organization-wide efforts to foster wellness and inclusion, serving as a visible, strategic force for belonging across SHS and the communities we serve.</p> <p>In alignment with SHS strategic priorities, high reliability, and systemwide wellbeing initiatives, these efforts are designed to foster a culture of wellness, engagement, belonging, and support the system's mission.</p>
Reports to	Senior Executive Council (SEC)
Strategic Priority Focus	Quality and Service Excellence, Employee Engagement, Sustainability and Community Partnership
Goal(s) 2025	<ul style="list-style-type: none"> • Creation and Implementation of Alliance for Belonging Council <ul style="list-style-type: none"> ○ Creation and development of reporting committees • Strategic Plan Alignment
Chartered by	Senior Executive Council (SEC)

Details

Scope & Responsibilities	The Alliance for Belonging Council coordinates efforts to improve workplace culture and support the well-being of the entire workforce of Samaritan Health Services, which includes our clinicians. The council works to make better use of existing resources, identify gaps, and recommend new actions when needed. It also oversees the Diversity, Equity, and Inclusion Committee, Employee Well-Being Committee and the Clinician Well-Being Committee, and is responsible for carrying out the priorities in the updated strategic plan.
Chair:	Appointed by President and CEO
Co-Chair:	Appointed by Alliance for Belonging Council
Endorsement:	Endorsed by SEC
Term Length:	Term of three years

Well-Being and Belonging Core Team	<ul style="list-style-type: none"> • Chair of Alliance for Belonging Council • Chaplain Services leader • Chief Wellness Officer • Director of Well-Being, and Fitness • Diversity, Equity, and Inclusion Program Coordinator • Enterprise Risk leader • SHS Executive Team Representative/Executive – Sponsor
Core Membership	<ul style="list-style-type: none"> • 3-5 At-large employee leaders • Behavioral Health leader • Data Analytics Specialists leader • EM-Security-Corp leader • Graduate Medical Education leader • Highly Reliable Organization leader • Hospital leader • IHN/CCO leader • Marketing & Communications leader • Patient Care Services leader • Quality Department leader • SERG leader (Representing each SERG) • SHP Executive Team Representative/Executive • SHS Employee Health and Safety leader • SHS Human Resources leader • SHS Veterans Outreach Department • SMG leader
Meetings	<ul style="list-style-type: none"> • Scheduled every other month and more frequently if needs arise. • Both in-person meetings, video conference options, and email to further the needs of the Alliance for Belonging Council will be available for participants. • Formal agendas and decision support data will be prepared for review at the meetings. • Work groups designated by Alliance for Belonging Council as needed.
Quorum	A majority of the committee members, attending either in person or by video conference, shall constitute a quorum.
Staff	SHS Well-Being and Belonging core team is responsible for scheduling and organizing meetings, clarifying expectations, and executing assigned responsibilities.
Other Details	<ul style="list-style-type: none"> • Other SHS staff as appropriate. • Employee Well-Being Committee, Diversity Equity and Inclusion Committee and Clinician Wellness Committee will report through the Alliance for Belonging Council. • Facilitate Work Groups as appropriate.