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# Diversity, Equity and Inclusion Charter

ARRAY BEHAVIORAL CARE

Approved: November 2022

## A. Introduction

At Array, a diverse, inclusive, and equitable workplace is one where all employees, clinicians, patients, and partners feel valued and respected. We are committed to a nondiscriminatory approach and provide equal opportunity for employment and advancement. We respect and value diverse life experiences and heritages and ensure that all voices are valued and heard.

We embrace and celebrate the differences in age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical, developmental and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make our employees, partners and patients unique.

Array believes that its business success is dependent on meaningfully embracing diversity, equity and inclusion (DEI) in our work, in our internal team and in our care. We are committed to cultivating a culture where everyone can bring their full, unique selves to work. As an organization that employs mental health professionals and serves hundreds of communities across the country, we recognize that we must actively work to break down health disparities. Array utilizes diversity, equity and inclusion tactics in order to continuously work towards being an **inclusive, anti-racist, multicultural and just** organization. The details of Array's Diversity, Equity and Inclusion commitments and beliefs are further outlined in its **Diversity, Equity and Inclusion Policy**.

## B. Current DEI Committee

The Diversity, Equity, and Inclusion Committee is a joint clinician and administrative staff committee consisting of diverse representatives of key staff members who have a significant role in the development of strategies and best practices with regards to DEI. Members can be added or removed by majority vote or at the recommendation of the committee Chairs. The committee meets as a group on the second Tuesday of every month and hosts ad hoc meetings as needed.

### **Chair:**

Jamie Evans, MD, MPH: VP and Medical Director for OnDemand Care & Clinical Engagement

### **Executive Sponsors:**

Shawn Ball, Chief Operating Officer

Kelly Lewis, Chief People Officer

### **Members:**

Ivan Lochan, DEI Chief of Staff & Training and Development Manager

Jen Comerford, VP of Scheduled Services

Evan Middaugh, Director of Business Development

Marlene McDermott, Director of Clinical Operations

Olivia Idigo, VP of Engagement

Falon Becker, VP of Clinician Recruitment

Zhanel Priester, Associate Marketing Manager

**Standing Members:**

All affinity group leaders are considered standing members and are invited to actively participate in DEI committee meetings, planning, and projects.

**Committee Purpose and Authority**

The committee shall develop and propose an annual plan (charter) to the Executive Leadership Team (ELT) consisting of goals, initiatives, and policy recommendations to make Array more equitable and inclusive for all. The committee is also responsible for delivering against and quarterly reporting on the progress of their proposed initiatives. The committee has the authority to make decisions regarding initiatives that have been approved as part of its annual charter.

**C. Purpose of the Charter**

The purpose of this document is to publish Array’s specific, measurable DEI strategies for the next 12 months. Array is dedicating resources to DEI initiatives that fall into seven key categories:

- 1. Policies
- 2. Branding and communication
- 3. Measurement
- 4. Engagement
- 5. Training
- 6. Recruitment
- 7. External involvement

The strategies and their projected timeline are as followed:

Ongoing Initiatives
<p>Commit to mindful representation within marketing materials, communications, and external branding (2)</p> <p>Support research and drafting responses to current events external to the organization that may impact specific team member populations (2)</p> <p>Recognize a diverse selection of holidays and cultural events throughout the year (4)</p> <p>Support and advocate for regulations that improve health equity (7)</p> <p>Leverage Array team members as speakers on DEI and Telehealth where applicable (7)</p> <p>Report to the ELT team and larger Array population on DEI activities at least quarterly (2)</p> <p>Update the Array DEI glossary annually (2)</p> <p>Nurture an inclusive, supportive and trusting space for all team members (4)</p>

## D. The Charter

### Summer 2022

- a. Review and update Array's DEI policy (1)
- b. Update and promote Array's DEI Charter (2)
- c. Review and update Array's DEI glossary (2)
- d. Launch annual campaign to educate and encourage correct pronoun use across Array (2)
- e. Reassess DEI Committee membership and update ongoing approach as needed (1)
- f. Assess DEI focused organizations and boards for Array-sponsored team member opportunities (7)
- g. Support Affinity Groups in the planning of DEI related events for the rest of the year (4)

### Fall 2022

- a. Launch Affinity Group promotion campaign (4)
- b. Conduct a campaign for all Array team members to update demographic information (3)
- c. Encourage Admin team to use their Volunteer Time Off (VTO) towards DEI causes (4)
- d. Review and recommend updated AtHome directory specialties to promote cultural competencies of clinicians (2)
- e. Conduct an annual survey to assess DEI measures across the organization (3)
- f. Review opportunity options for collecting team member feedback on creating a supportive and inclusive environment (4)

### Winter 2022-2023

- a. Review and update the Library of DEI related CME and CEU trainings (5)
- b. Report on DEI datapoints collected during the annual survey (3)
- c. Assess and budget for enhanced Array participation within DEI focused groups (7)
- d. Update process for assessing admin supervisors and staff on cultural competency during annual performance reviews (1)
- e. Support Affinity Groups in the planning of DEI related events for 2023 (4)
- f. Review marketing strategy and communications for inclusivity and creating a supportive environment for all team members (4)
- g. Share planned affinity group activities calendar internally (4)

### Spring 2023

- a. Review and update the Library of DEI related CME and CEU trainings (5)
- b. Review and update the plan around DEI within clinician recruiting efforts (6)
- c. Reassess opportunities for employees to participate in organization wide and affinity group activities to connect and engage with other team members (4)
- d. Reassess resources and sourcing companies to target diverse candidate pools (6)
- e. Assess potential business development initiatives that highlight Array's ability to bring culturally competent behavioral care to communities (7)
- f. Explore offering training to partner organizations on DEI (7)

### Summer 2023

- a. Have all administrative and clinical team members go through an annual required DEI training (5)
- b. Update mechanism to assess clinicians on cultural competency within the Quality Clinical Performance Check-Ins (1)
- c. Publish an updated DEI Charter for approval by the ELT for the year to come (1)