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# Diversity, Equity and Inclusion Charter

**ARRAY BEHAVIORAL CARE**

Approved: August 2021

## 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.

### Co-Chairs:

Nicole Christian-Brathwaite, MD: SVP and Medical Director, Scheduled Care and AtHome

Jamie Evans, MD, MPH: VP and Associate 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

Olivia Boyce: VP of Engagement and Internal Communications

Jen Comerford: VP of Scheduled Services

Lesley Eberle: VP of Finance

Mitushi Mishra, MD: VP and Associate Medical Director for Scheduled Care and AtHome & Clinical Engagement

Justine Mitchell: SVP of Array AtHome

Mike Trumbo: SVP of Technology  
Rena Zientek: Director of Human Resources

**i. 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:

<b>Ongoing Initiatives</b>
<ol style="list-style-type: none"><li>a. Commit to mindful representation within marketing materials, communication and external branding (2)</li><li>b. Recognize a diverse selection of holidays and cultural events throughout the year (4)</li><li>c. Support and advocate for regulations that improve health equity (7)</li><li>d. Leverage Array team members as speakers on DEI and Telehealth where applicable (7)</li><li>e. Report to the ELT team and larger Array population on DEI activities at least quarterly (2)</li><li>f. Update the Array DEI glossary at least quarterly (2)</li></ol>

## D. The Charter

### Completed in Spring 2021

- a. Release anti-harassment policy (1)
- b. Define goals and membership of DEI focused committee (1)
- c. Launch transparent internal job posting processes for administrative roles (6)
- d. Promote Array's administrative internships with HBCUs (6)
- e. Implement the use of recruiting slates that include a proportionate number of diverse candidates for interviewing to minimize discrimination and unconscious bias in hiring (6)
- f. Include cultural competency expectations in Array's clinical guidelines (1)
- g. Develop a campaign around BIPOC Mental Health Awareness Month (4)
- h. Get Array involved in the Telehealth Equity Coalition (7)

### Summer 2021

- a. Release a DEI policy (1)
- b. Publish and promote Array's first DEI Charter (2)
- c. Publish a DEI glossary (2)
- d. Launch Affinity Groups (4)
- e. Include measurement-based care assessments on racial trauma in clinical tool libraries (3)
- f. Create and implement a plan for all supervisors to go through DEI training before 2022 (5)
- g. Create and implement a plan for all administrative and clinical team members to go through a required DEI training before 2022 (5)
- h. Launch a campaign to educate and encourage correct pronoun use across Array (2)

### Fall 2021

- a. Conduct a campaign to collect demographic information across all Array team members (3)
- b. Encourage Admin team to use their Volunteer Time Off (VTO) towards DEI causes (4)
- c. Modify AtHome directory to promote cultural competencies of clinicians (2)
- d. Create a mechanism to assess clinicians on cultural competency within the Quarterly Clinical Performance Check-Ins (1)
- e. Conduct an annual survey to assess DEI measures across the organization (3)

### Winter 2021-2022

- a. Report on DEI datapoints collected during the annual survey (3)
- b. Reassess DEI Committee membership and update ongoing approach as needed (1)
- c. Create a plan around DEI within clinician recruiting efforts (6)
- d. Assess and budget for enhanced Array participation within DEI focused groups (7)
- e. Assess admin supervisors and staff on cultural competency during annual performance reviews (1)

### Spring 2022

- a. Create a Library of DEI related CME and CEU trainings (5)
- b. Evaluate sourcing companies that target diverse candidates (6)
- c. Evaluate potential service lines or business development initiatives that highlight Array's ability to bring culturally competent behavioral care to communities (7)
- d. Explore offering training to partner organizations on DEI (7)
- e. Publish an updated DEI Charter for approval by the ELT for the year to come (1)