



Dear Colleagues:

As we reflect on our committee's purpose in our organization, it is important that you know where we stand on the recent publicized murders of Black Americans, what we are doing and where we are going.

The Diversity & Inclusion Committee unequivocally stands in solidarity and unity with our Black communities, the families of George Floyd, Breonna Taylor and Ahmaud Arbery, and the many other Black people who have been victims of pervasive and ongoing racial injustice.

To all of our Vaya Black employees, past, present and future, **YOU MATTER!** We stand in solidarity with you.

WHAT WE ARE DOING

Since our committee formed in October 2019, we have been intentionally and strategically building a foundation for the larger work to come. We started our work by developing the [Diversity and Inclusion Committee Charter](#), participating in a team building retreat led by Robin Funsten, L.P., and joining as a member of the [WNC Diversity Engagement Coalition](#), which is comprised of local organizations dedicated to increasing diversity, equity and inclusion.

We continue our work by:

- Regularly consulting with Deborah Miles, Executive Director of UNCA's Center for Diversity Education;
- Identifying, analyzing, and reporting to ELT where Vaya is in relation to Global Diversity and Inclusion Benchmarks[®]: Standards for Organizations Around the World. These benchmarks support organizations in developing and implementing diversity and inclusion best practices;
- Challenging ourselves to examine our own beliefs, speak our stories, accept feedback and recognize our individual and collective power to promote and influence change at Vaya;
- Committing to hard work, honesty and accountability; and
- Operating with mutual respect, authenticity, humility, maturity, confidentiality and professionalism.

WHERE WE ARE GOING

As we continue on our journey, we commit to:

- Asking ourselves what's in our shadows personally and professionally and what thoughts, biases, and experiences must we bring into consciousness;

- Asking each other how can we actively address these areas and be a source of genuine service to this organization;
- Recommending to ELT areas to move Vaya forward in a tangible way to operationalize and integrate the work of our committee, including implementing a cultural competency plan for Vaya and by each network provider;
- Participating in ongoing diversity and inclusion trainings;
- Collaborating with internal and external resources for staff and network provider trainings; and
- Being a resource of information for Diversity and Inclusion.

In closing, we recognize that racial injustice is not a new problem. The journey is long to building and maintaining an organizational culture that is inclusive, safe and equitable to our employees, providers and members. We commit to supporting Vaya to embody the true definition of diversity and inclusion.

We promise to do our best and invite you to do the same. This is the time for us to step up, together!

#AlwaysGrowing, #VayaStrong



Patrick McCoy (Jun 25, 2020 14:11 EDT)

Patrick McCoy, BA, PHR, SHRM-CP,
Human Resources Director and Chair



Lisa Besses (Jun 25, 2020 14:24 EDT)

Lisa Besses, MS, LCMHC,
Contract Performance Director and Vice Chair

Lynnyona Evans – Senior Director Claims & Reimbursement, Member
 Heidi Griep, MA, LCMHC, Digital Media and Communications Specialist, Member
 Meagen Gosiewski, LCMHC, IDD Care Management Manager, Member
 Aurora Miracle, AA, Administrative Support – Utilization Management, Member
 Amy Mody, JD, Senior Associate General Counsel, Member
 Travis Shlien-Dellinger, BS, Technology Operations Director, Member
 Bruno Soares, MA, LCMHC, CI, Contract Performance Specialist, Member
 Wynne Thrailkill, BA, In Reach Manager, Member