



Letter from Steven Haden, CEO and Co-Founder

Today, issues of racism and social justice are finally seeing new light, illuminated by education and advocacy campaigns, visibility in the media, greater representation in public and government services, more allies than ever, and increased corporate social responsibility efforts.

Inclusion, Diversity, Equity, and Accessibility (IDEA) involves more than policies, programs, or headcounts. Nonprofits and foundations are talking about these issues in ways that we have not seen before. Multiple factors have influenced this conversation. First, recent social movements have pushed this issue to a higher priority, including Black Lives Matter, the marriage equality movement, and the movement to end mass incarceration.

As a mission-driven organization dedicated to providing innovative and impactful behavior change initiatives, public mental health awareness campaigns and tools, along with meaningful advocacy, we know that our human capital is our greatest asset and the key to our success. Along with our intellectual diversity, the differing life experiences and approaches we bring to our work help us understand our clients and meet their needs and the needs of our work's ultimate beneficiaries. With IDEA as a priority, we can achieve our mission.

Because our commitment goes beyond words, I am excited to inform you about steps we are taking to bolster IDEA at Envision:You. In 2020 we established a working group to explore how our organization can ensure that IDEA is a foundational value and drives our culture—both internally and externally. In 2021, we retained outside consultants to further this effort that includes engaging with community leaders and conducting focus groups to ensure we have programs and policies that respect and value individual differences along varying dimensions.

In addition, it is our commitment that our organization fosters a culture that minimizes bias and recognizes and addresses systemic inequities, which, if unaddressed, will create disadvantages for certain individuals. This is not a human resources issue; it is a strategic and systemic issue. These efforts are reflected in our



organizational mission, vision, and values; incorporated into strategic plans; and cascaded throughout the organization to ensure each of our programs support improved behavioral health outcomes for every member of the LGBTQ+ community.

People make Envision:You successful, period. I am grateful for the talent and contributions people share with our organization. Everyone here is responsible for our inclusive, winning culture. Along with the entire leadership team, that is a culture I am committed to upholding and protecting. For us, making the world a better place is not wishful thinking. With inclusion, diversity, equity, and accessibility as a priority, we will achieve our mission and accomplish more than we can even hope.

I am both humbled and honored to work at this organization and with its remarkable people. I have full confidence that we have an outstanding team leading this mission. They are a group of dedicated individuals with exceptional capabilities, character, experience, and wisdom. On behalf of all of us at Envision:You, I want to express my deepest gratitude for your interest in learning more about our work.

Warmly,

Steven Haden
Chief Executive Officer & Co-founder
Envision:You