

June 2020

As a leadership team, we wanted to take this moment to speak to you from our hearts. We've been acutely focused on the persistent, devastating violence against the Black community. We have been listening to the voices in our society who are justifiably angry and calling for systemic change.

We recognize the anguish, the fear, and the outrage. First, a global pandemic that isolated us from each other and the world, and disproportionately affected people of color. Then another heartbreak that made it abundantly clear – if it were not already – that we are light years away from the just, equitable, and compassionate nation we need to be.

In the wake of senseless tragedy after tragedy, finding the right words can seem paralyzing. And as a leadership team, we certainly don't admit to having all of the answers. But we do know that silence is not an option, and that systemic change requires systemic solutions – and participation from each of us. We can and must do better to reach that ideal, and this can't be another passing moment. Together, we must support others and enact meaningful change.

As an organization Versant Health will continue to make a lasting impact, starting in the ways we can best control – through our hiring and leadership practices. We understand that diversity and inclusion in practice goes beyond words, and we have sought to make our commitment real.

Today, we have a diverse workforce comprising 43% people of color, led by a diverse leadership team – African American, Hispanic, and Caucasian, women and men. And, at the core of our culture is a deep belief in what we do and who we serve. We're proud to be part of a community that embraces a rich array of backgrounds and to live the values that we hope to spread in our society. That has enabled us to keep our focus on delivering high-quality service to individuals of all ethnicities and socio-economic backgrounds.

As a leadership team, our pledge to you is to build on this strong foundation – to continue and accelerate our path to progress; to lead by example in advancing a diverse and equitable society that benefits each of us, the countless members we serve, and our broader communities. And, now and always, to continue to ask everyday: "How can we do better?"

Just because many of us are physically distant doesn't mean we need to be far apart in spirit. Now more than ever, it is critical we come together. It's the only way we'll move forward.

-Kirk Rothrock, Maynard McAlpin, Jonathan Bicknell, Lula Richards, Mark Ruchman, Amy Mann, Bruce Tavel, Jeff Hermosillo, Josh Silverman, Elizabeth Klunk, and Scott Hamey