



Today, issues of racism and social justice are finally seeing new light, illuminated by efforts to educate and advocate, visibility in the media, greater representation in public and government services, more co-conspirators than ever, and increased corporate social responsibility efforts.

Inclusion, Diversity, Equity, and Accessibility (IDEA) is 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; Black Lives Matters, the marriage equality movement, and the movement to end mass incarceration. All of this work is crucial to creating a just and equitable society.

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 better understand the needs of our community. We believe that centering IDEA efforts in both our culture and programming is crucial to achieving our mission and creating a more just and equitable world.

Organizations like Envision:You are working to address systemic inequities that underpin social issues like racism. By ensuring IDEA guides our work, we can better understand and address these systemic issues, which are often perpetuated by unconscious bias and discrimination. This effort also ensures we intentionally design and implement inclusive programs that address the specific challenges and barriers faced by disadvantaged individuals and communities, build stronger partnerships, and ensure fair and impactful outcomes.

Because our commitment goes beyond words, I want to share the 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. Subsequently, 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.

This work continues today as we work with leaders in the field to inform our work and ensure we have an organizational culture that values and celebrates everyone on our team. Our efforts are reflected in 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.

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 — 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 sincere gratitude for your interest in learning more about our work.

Warmly,

Steven

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