

RESOLUTION OF THE VAYA HEALTH BOARD OF DIRECTORS IN SUPPORT OF THE BUSINESS CASE FOR DIVERSITY, EQUITY AND INCLUSION

WHEREFORE, the development of a culture of diversity, equity and inclusion guided by workplace policies and practices is critical to the organizational health and long-term success of Vaya's strategic goals.

WHEREFORE, Vaya's Board of Directors and Executive Leadership Team believe that staff are the organization's most valuable resource.

WHEREFORE, the Vaya Health Executive Leadership Team presented a business case for diversity, equity and inclusion to the Board that recognizes the following:

- The demonstration of cultural humility in organizational strategies and practices is essential to the successful implementation of Vaya's mission;
- A diverse talent pool creates a competitive advantage and diverse perspectives increase organization's strengths;
- Practicing cultural humility helps us build stronger connections with each other, deliver services that work better for those we serve, and achieve more meaningful results.

WHEREFORE, Vaya Health is committed to developing a diverse workforce and equitable work environment that is safe, respectful, and inclusive of all staff.

WHEREFORE, Vaya Health is committed to diversity and inclusion initiatives that create an environment in which individuals from different backgrounds are treated fairly and given equitable access to opportunities and resources.

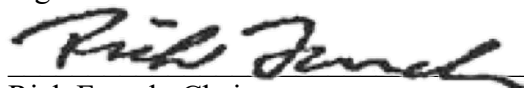
WHEREFORE, the Board of Directors and Executive Leadership Team recognize that a diverse and inclusive workforce brings varied perspectives on how Vaya can effectively and compassionately engage with our members, address health disparities, support the development of cultural humility in our contracted providers, design equitable programs and successfully confront business challenges.

WHEREFORE, Vaya's diversity commitment extends to any classification or characteristic protected by federal and state laws that prohibit discrimination, including, but not limited to, race, color, creed, religion, ancestry, sex, gender identity, sexual orientation, ethnic or national origin, age, disability, handicap, genetic information, health status/ need for health services, or National Guard, Veterans', marital, parental or other protected status.

NOW, THEREFORE, BE IT RESOLVED, that the Vaya Health Board of Directors hereby formally states its unwavering support of Vaya's business case for diversity, equity and inclusion across the organization, including but not limited to workplace policies and practices and the provision of services or administration of any Vaya Health Plan.

Adopted this the 25th day of March, 2021.

Signed:



Rick French, Chair

Vaya Health Board of Directors