

SageWay Behavioral Health Statement on Diversity, Equity, and Inclusion

SageWay Behavioral Health is committed to fostering, cultivating and preserving a culture of diversity, equity and inclusion. SageWay Behavioral Health engages in self-assessment of diversity efforts annually. Based on the results of this evaluation conducted on *November 14, 2022*, SageWay Behavioral Health has drafted the following *Statement on Diversity, Equity, and Inclusion*:

Employee Standards

Our human capital is the most valuable asset we have. The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities and talent that our employees invest in their work represents a significant part of not only our culture, but our reputation and SageWay Behavioral Health's achievement as well.

We embrace and encourage our employees' differences in age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make our employees unique.

SageWay Behavioral Health's diversity initiatives are applicable—but not limited—to our practices and policies on recruitment and selection; compensation and benefits; professional development and training; promotions; transfers; social and recreational programs; layoffs; terminations; and the ongoing development of a work environment built on the premise of gender and diversity equity that encourages and enforces:

- Respectful communication and cooperation between all employees.
- Teamwork and employee participation, permitting the representation of all groups and employee perspectives.
- Work/life balance through flexible work schedules to accommodate employees' varying needs.
- Employer and employee contributions to the communities we serve to promote a greater understanding and respect for diversity.

All employees of SageWay Behavioral Health have a responsibility to always treat others with dignity and respect. All employees are expected to exhibit conduct that reflects inclusion during work, at work functions on or off the work site, and at all other company-sponsored and

participative events. All employees are also required to attend and complete annual diversity awareness training to enhance their knowledge to fulfill this responsibility.

Any employee found to have exhibited any inappropriate conduct or behavior against others may be subject to disciplinary action.

Employees who believe they have been subjected to any kind of discrimination that conflicts with the company's diversity policy and initiatives should seek assistance from a supervisor or an HR representative.

Client Standards

SageWay Behavioral Health values the voices of the communities it serves. The clinical leadership continues to follow the emerging perspectives of ABA therapy from former consumers with autism. It is important to SageWay Behavioral Health that the clinical team gain an understanding of this perspective in order to better inform their goal development, collaboration, and choices for intervention.

SageWay Behavioral Health will take such steps as are necessary to ensure that qualified persons with disabilities, including those with impaired sensory or speaking skills, receive effective notice concerning benefits or services or written material concerning waivers of rights or consent to treatment. All aids needed to provide this notice are provided without cost to the person being served. For persons with hearing impairments, writing materials and computers are available to facilitate communication concerning program services and benefits, waivers of rights, and consent to treatment forms. SageWay also requires the use of closed captioning on any video content and utilizes Microsoft Teams as a HIPAA compliant video meeting software which provides closed captioning as well. For persons with visual impairments, reader/staff will communicate the content of written materials concerning benefits, services, waivers of rights, and consent to treatment forms by reading them out loud to visually impaired persons. Large print, taped, and braille materials: (If any of these aids are chosen, in addition to reading, this section should tell what other aids are available, where they are located, and how they are used). For persons with speech impairment, writing materials and computers are available to facilitate communication concerning program services and benefits, waivers of rights, and consent to treatment forms.

Further, SageWay Behavioral Health encourages families from various backgrounds to seek ABA therapy services and works to ensure inclusive materials are accessible to them. Currently, the organization employs bilingual staff who can communicate in Spanish verbally or in writing to our stakeholders. All documentation is available in English and in Spanish. Translation services are also available throughout the course of the child's treatment. Outside interpreting agencies have been identified to extend services to families with other language needs.

SageWay Behavioral Health's diversity initiatives also extend to the clients and families we serve. SageWay Behavioral Health providers maintain credentialing with a variety of insurance companies, including Medicaid and PASSE (AR) clients, in order to ensure the organization can meet the needs of the communities it serves.

One area of need identified by our review included a lack of training and cultural competency checks of our staff upon hire. It is extremely important for ABA therapy providers to understand how to evaluate and discuss cultural considerations that will impact the service provision. The goal of ABA therapy is to enhance socially significant behaviors, and the significance of those behaviors will vary based on cultural considerations, family values, and more. As an organization, it is important that our employees be able to identify their own biases, so they can separate their values from those of the families being served.

To best support our clients and employees, SageWay Behavioral Health will immediately require cultural humility training and competency checks for all staff upon hire and annually. All employees will be required to complete training emphasizing ethnic, linguistic, and cultural considerations when working with families. The organization's clinical team leaders will be required to complete additional training annually including culturally responsive behavior analytic practices and client dignity in practice. The organization's leadership team will be required to complete conflict resolution training that provides an objective, neutral process for responding to bias incidents.

Lastly, SageWay Behavioral Health is striving to improve the accessibility of our current clinics and works to ensure future clinics are compliant with the Americans with Disabilities Act. Current clinics are ADA compliant on their main floors.

The organization's next self-assessment will occur in June of 2023.