

2023 DEI Annual Report



i am: **Jeff Dill**



(He/Him/His)

My Vynamic Colour:

Energetic Red

Statement from the CEO

At Vynamic, Diversity, Equity, & Inclusion (DEI) is an essential part of our values and culture, and I remain committed to keeping it a priority. Vynamic's Purpose is 'We believe there is a better way' and this purpose is at the heart of everything we do. We believe there is a better way for our team members, a better way for clients, a better way for the health industry, and a better way for DEI, which we continue to strive towards.

This year, I was excited by the launch of our first four ERGs which have served as additional communities to support our team members and help instill an even greater sense of belonging. I was also incredibly proud of Vynamic's first ever HRC CEI submission and the 100/100 we received, validating that we're doing all the right things for our LGBTQ+ colleagues.

I remain passionate about the Vynamic team being their authentic selves, which drives stronger team member happiness and makes Vynamic a better place to work, as differences should be celebrated! DEI isn't just the right thing to do, it's also a strategic business imperative for both our company and our clients. It drives more ideas, more innovation, and faster problem solving, which in turn supports transformation in the health industry. I am appreciative of our DEI Leadership, our DEI Council, and the entire team for their engagement in such meaningful work.

Internal Initiatives

In continued pursuit of our Diversity, Equity, & Inclusion Vision and Mission, we have partnered with internal stakeholders to embed DEI within many organizational initiatives.

Talent Initiatives

Talent Acquisition (TA)

- This year, we established a partnership with the Data people organization to improve our job descriptions. This tool focuses on ensuring job descriptions are not using gendered language, do not have unnecessary or unclear qualifications included, and include comprehensive diversity statements. Our job descriptions improved by an average of over 30 points on their 100-point scale.
- The TA team explored a partnership with Circa, an online platform for locally and diversity focused job boards, with community outreach capabilities to enhance our reach within local, diverse candidate markets. We are working towards this partnership being finalized in 2024.

Maven

In July of 2022, our Talent Team introduced new company-wide benefits through Maven, an all-in-one digital health platform that supports all paths to parenthood and the parenthood journey, regardless of what that path looks like. Team members and a designated partner can use the service to book unlimited virtual appointments with providers across more than 30 specialties, including OB-GYNs, mental health specialists, nutritionists, and pediatricians, as well as access Maven's extensive library of clinically backed articles and provider-led virtual classes. Moreover, the Maven platform allows Vynamic team members to leverage a \$15,000 lifetime limit towards the cost of their family planning including fertility support, adoption & surrogacy, and preservation.

As of December 2023, menopause will also be included in the Maven suite of offerings to support an even broader population of Vynamic team members.

Maven provides specialized support for the following life stages:

- Preconception and fertility, offering expert navigation and emotional support for those pursuing IVF, IUI, or egg freezing and educational resources for those beginning their family planning journey.
- Pregnancy, postpartum, and returning to work after parental leave, with a personalized program for employees and their partners for every stage of their journey.
- Parenting and pediatrics, with on-demand access to pediatric and behavioral health specialists, as well as childcare resources with exclusive discounts, available for parents of children up to 10 years old
- Adoption and surrogacy journeys with experts in navigating agencies, clinics, and supporting parents' and children's emotional well-being.
- Extensive mental health and physical health resources for all team members regardless of their parental status or family plan.
- Starting in 2024: Maven Menopause journey support to provide additional medical, mental, and emotional health resources tailored to those navigating menopause.



Cultural Event Celebration/Recognitions

Our team comes from a variety of religious and cultural backgrounds, which we recognize and celebrate throughout the year. Through our active Viva Engage platform, team members frequently share the history and significance of various holidays, celebrations, and observances. We encourage our team members to share their personal and family traditions (including photos!) so that we may all grow in our awareness and appreciation of each other's traditions.

One example of these cultural recognition posts that gained a lot of engagement from our team this year was a recognition of Loving Day on June 12, celebrating the 56th anniversary of a historic court decision allowing interracial marriage. Many of our team members shared photos from their own weddings and families which received ample love and celebration from the rest of the team!



Orientation

Orientation is an important cultural process for Vynamic as it highlights our strategic priorities, organizational values, and team member experience. There is a dedicated session in the first week of a new team member's onboarding to ensure that team members understand the importance of DEI at Vynamic. In this session, we provide a shared definition of DEI, our DEI journey to date including our vision and mission, our strategic priorities, anti-discrimination policies, as well as how to get involved in our efforts. This session sets the tone for our newest team members that diversity is our power, inclusion is our passion, and equity is our responsibility.

Growing Green

Building on the introduction to Vynamic DEI from orientation, we also include a DEI session in our Growing Green program. Growing Green is Vynamic's first year development program for all new Vynamic team members. The program is cohort-based and includes right-time, right-content training. Our DEI focused session further dives into the culture of DEI at Vynamic and provides foundational educational modules on key topics such as "Words Matter," "Microaggressions," "Should I Say Something," and "Demonstrating Allyship." By equipping our new team members with a strong foundation of DEI terms and topics, they are better positioned to engage in our ongoing DEI sessions, feel more empowered to share their stories, grow as allies, and better understand Vynamic's commitment to DEI best practices.

Account Manager (AM) Onboarding

The DEI AM Onboarding training module was developed with focused content to enable our Account Managers to lead teams through an equitable and inclusive lens. The module focusses on best practices related to team member experience, navigating certain client interactions, and providing key information to enable account managers to learn and grow in their DEI journeys while simultaneously implementing DEI focused ways of working for their account teams.

Feedback Training

The DEI Council partnered with the Vynamic Growth & Development team on developing feedback training throughout the first half of 2023. In Counselor Training sessions, we covered the foundations of psychological safety in feedback, common biases and considerations, assessing when feedback is fair for level, and reflecting

critically on the content, audience, and delivery of feedback. Moved by the impact of this training, the Growth & Development team invited us to co-develop a mandatory organizational training. We included content from the counselor session and added interactive scenarios to bring the principles to life. In May, we piloted a live version to positive reception with a small group, and in July, this training was rolled out as an interactive module within our learning system, Vita, for the full organization. As a result of our work, we have up-skilled every one of our colleagues in how to integrate DEI principles with our Vynamic feedback philosophy amidst day-to-day project delivery.

Client Account Team Sessions

The Vynamic Functions Team and Client Account Teams devoted part of their regular team meetings over the summer to a DEI Session called "Effects of Exclusion," led by members of the DEI Council. The goal of this session was to generate dialogue around the real impacts of exclusion on people in spaces with team members, clients, and beyond. This session included an interactive component where participants talked through best practices to prevent unintentional exclusion in an event setting. "Effects of Exclusion" created a space for team members to discuss feelings and impacts around different types of exclusion.

Through the Grape Vyn

In 2022, Vynamic launched its first all-company newsletter, Through the Grape Vyn, with the intention of connecting our team members across hubs, as well as creating a new platform to share information from councils, service leads, and more. In 2023, a DEI spotlight became a recurring fixture of the newsletter, which has been used to highlight the launch of the Employee Resource Groups, to plug the resources available in our DEI SharePoint site, to promote upcoming events, and to share the messages and takeaways from recent DEI monthly meetings. This section of the newsletter seeks to remind the V-team of the importance of DEI initiatives and to spotlight resources for the team on a Quarterly basis.



ERGs

In February 2023, Vynamic launched our first four Employee Resource Groups (ERGs). Our ERGs are voluntary, employee-led groups whose aim is to further embed our DEI efforts and help foster a sense of belonging in the workplace. They also serve as a forum in which team members who share common identities or experiences can meet to address related topics. Our ERGs are set to accomplish goals within these four buckets:

- Supporting Vynamic team members
- Internal advocacy & action
- Internal outreach & education
- Community outreach

Vynamic
Veterans

VBik

VynAsians

VynamiQ

Vynamic Veterans

Mission

Vynamic Veterans aims to provide recognition and support to Veterans and their family members through mentoring, networking, and professional development, while enabling all Vynamic team members to engage with the Veteran community.

Programming

As part of Vynamic Veteran's inaugural year, they organized a variety of programming, including the following key events:

- Hosted a session for Vynamic on the meaning and importance of Memorial Day, and after, participated in planting over 30,000 American Flags to honor fallen Service members for Memorial Day in the Boston Commons
- Served close to 100 Veterans on Community Action Day at the New England Center Home for Veterans
- Participated in the annual Disabled American Veterans 5k / Walk
- Created an informative guide on how to read military resumes to better understand the value Veteran candidates bring to our organization

Donation

Vynamic Vets donated to the Massachusetts Military Heroes Fund, part of the Home Base Foundation.

VBlk

Mission

VBlk aims to provide solidarity and expand the horizons of both Black employees and allies to provide a common space for experience sharing, help serve local communities, educate and empower through learning sessions, and inform equitable business decisions within our organization.

Programming

As part of VBlk's inaugural year, they organized a variety of programming, including the following key events:

- Organized a Juneteenth event at the African American museum in Philadelphia
- Curated Viva Engage posts about Black History Month in the UK

VynAsians

Mission

VynAsians' vision is to create a supportive community that provides connectivity, resources, and experience-sharing to empower Asian, Asian-American and British Asian colleagues to thrive at Vynamic. The primary goals are providing opportunities for career development & mentorship to encourage long-term professional success as well as representation, fostering experience-sharing through celebrations & explorations of key issues facing Asian-American/British Asian communities within and across Vynamic hubs while having fun and building a safe, inclusive environment for connectivity.

Programming

As part of VynAsians' inaugural year, they organized a variety of internal ERG programming, including the following key events:

- Created a "Getting to Know" member series – 30 + members to-date
- Facilitated guided discussions around various topics relevant to the Asian experience
- Hosted an in-person ERG gathering during Healthiest Day week
- Cultivated intra-ERG bonding via activities such as a board game night
- Started a VynAsians Book Club that meets bi-monthly to read literature by Asian authors
- Organized a Holiday Donation drive for Asian Task Force Against Domestic Violence

Donation

VynAsians donated to Asian Mental Health Collective and the British Asian Trust.

Mission

VynamiQ provides community members a space to connect with each other, advocates for inclusive business decisions, and invites allies to learn about and celebrate the LGBTQ+ community. VynamiQ aims to:

- Provide space for members of the community to share their experiences and find connection
- Partner with Vynamic leadership to encourage business decisions that drive us forward
- Create opportunities for all Vynamic employees to learn about and celebrate LGBTQ+ community and history

Programming

As part of VynamiQ's inaugural year, they organized a variety of programming, including the following key events:

- The ERG spearheaded the development and distribution of a "Hub and Spoke Guide to Pride" to provide team members located across all Vynamic geographies with locally specific information and a calendar of events to celebrate Pride
- Hosted an engaging, educational, and fun virtual "Pride Panel" comprised of LGBTQ team members who shared insights about their experiences and journeys, as well as provided their perspective and responses to audience questions

Donation

VynamiQ donated to The Trevor Project.

Stonewall UK Index

In 2023, Vynamic won a Stonewall Bronze Award which recognizes us as a leading UK LGBTQ+ inclusive employer. Vynamic was praised for our commitment to supporting LGBTQ+ staff & our work in creating an environment where employees can bring their full selves to work. Vynamic achieved an impressive 4th position among organizations with 0-200 UK employees and secured the 11th spot for UK professional services firms.



HRC CEI

In our first ever submission, Vynamic received a score of 100 on the Human Rights Campaign Foundation's 2023-2024 Corporate Equality Index, the nation's foremost benchmarking survey and report measuring corporate policies and practices related to LGBTQ+ workplace equality. Vynamic joins the ranks of 545 major U.S. businesses that also earned top marks this year.

Our Vynamic team has been working towards this award for over four years by implementing and improving our policies, processes, systems, benefits, and programming to better support LGBTQ+ employees—making improvements for everyone else along the way too. The real value of this award is not this exciting end result, but all of the improvements behind the scenes that positively impact our employees' experience and well-being.



Monthly Meetings

As a cornerstone of our DEI Programming, our DEI Council continuously engages our Vynamic team through monthly DEI Meetings on a variety of topics. While the topic varies each month, these sessions are grounded in two core concepts: education and action. We believe it is important to not only become better educated on DEI topics, but also to commit to action based on what we learn.

In 2023, we covered the following topics:

2023 DEI Strategic Plan & Year in Celebration

We kicked off the year with a refresher of who is on our DEI Council and how we serve the Vynamic team. We revealed our 2023 DEI Strategic Plan, including a highlight of our theme “Refine with Intention” and an outline of programming and recognitions to occur through the year. We also had a great discussion around observances from 2023 and how those were celebrated.

Afrofuturism

In recognition of US Black History month in February, we spotlighted Afrofuturism - an art form, practice and methodology that allows black people to see themselves in the future despite a distressing past and present. We had a wonderful interactive discussion about afrofuturism and the impacts of the genre. We played a pop culture trivia game to test the team's knowledge of both Afrofuturism works and BHM facts. We also had an amazing discussion around the key themes of liberation and technology, how we view the impacts of these concepts individually and within the context of the topic matter.

Women's Health Equity

Our March monthly meeting, in honor of Women's History Month, was facilitated by guest speaker, Soo Son, Health Equity Advocate from Unlocking Eve, who shared some powerful statistics of gender equity in healthcare and what we are missing by not including women's voices and companies making strides in driving a health equity agenda. We also had a great discussion on how we can remove barriers to equity and drive further education and action with the work we do with our clients, making strides in driving a health equity agenda.

Digital Accessibility

In April, we hosted a session focused on Digital Accessibility, dedicated to the inclusive practice of removing barriers that prevent interaction with or access to websites, digital tools, and technologies by people with disabilities. In the session we discussed why digital accessibility is important, reviewed current innovations and tips that we can all put in practice today to enable digital accessibility, and shared personal reflections and opportunities to improve accessibility in our presentations with clients and our internal work.

Memorial Day and Flag Planting

May's monthly meeting was a discussion led by the Vynamic Vets ERG co-leads on the history and meaning of Memorial Day. It was accompanied by a flag-planting activity in multiple office locations.

LGBTQ+ Pride Panel

For Pride Month in June, Vynamic hosted a diverse panel of Vynamic's own LGBTQ+ team members to answer questions and share perspectives about the LGBTQ+ experience. The panel was a great way for the broader Vynamic team to gather and better understand the realities and lived experiences of team members who are part of the LGBTQ+ community.

Grief: A Global Perspective

In July, we hosted an educational and empowering session that defined the complex, yet universal experience of grief, shared how various cultures/religions approach it, and how team members can support themselves and/or others through it. Several of our team members from different locations, faiths, and cultural backgrounds shared examples from their experiences and it was an incredibly powerful and moving example of connection.

The Ambiguity & Paradox of Health

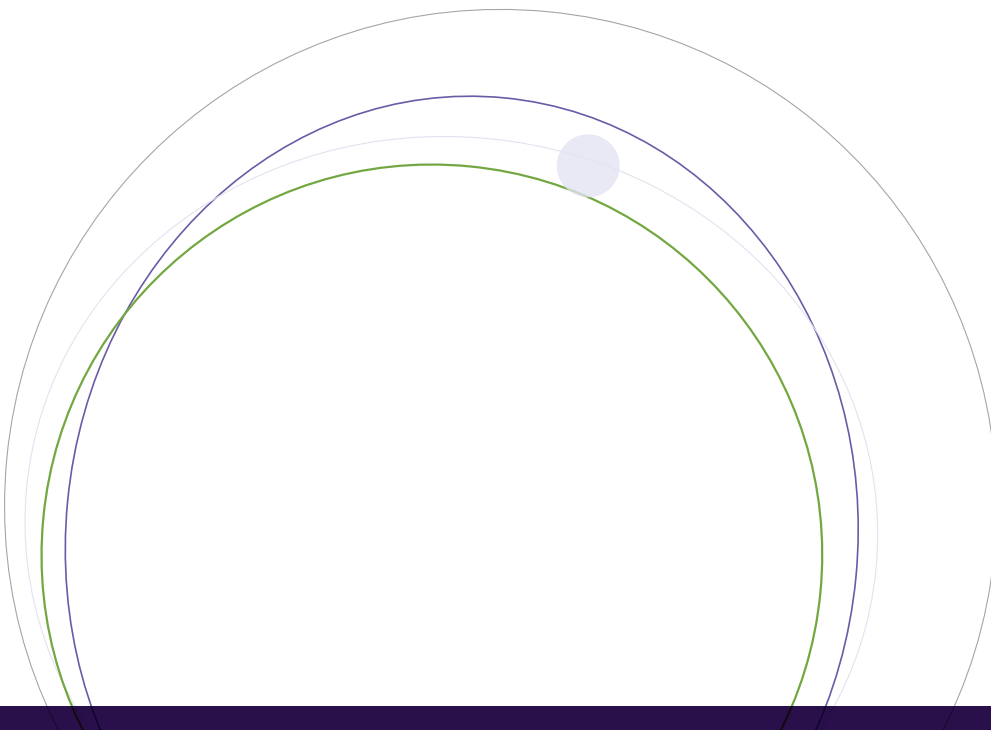
As a health industry focused organization, we strive to keep the intersection of DEI & health at the forefront of conversation, which led to our September monthly meeting that examined The Ambiguity & Paradox of Health. This was a discussion about the difficulties of defining "healthy," the rise of positive and negative societal influences amidst this ambiguity, and how we can individually empower ourselves to navigate a complex and confusing landscape without perpetuating stereotypes or harm.

World Mental Health Day

Anchored on World Mental Health Day in October, we took a deeper dive into the potential stigmas of mental health within various communities/demographics as well as systemic barriers and possible solutions to those barriers within our healthcare delivery systems.

Native American Heritage Month (NAHM) Recognition & Health Equity

Our final monthly meeting of the year was our November recognition of Native American Heritage Month. This was a guest speaker session featuring Marc Emerson (Diné Navajo), Assistant Professor at the University of North Carolina's Gillings School of Global Public Health. Marc shared insights into his research on health equity and cancer outcomes in Native American and BIPOC communities.



Community Engagement

At Vynamic, we believe it is important not only to embrace Diversity, Equity, & Inclusion internally, but also in our surrounding communities. Each year, the Vynamic team makes financial contributions to community organizations and promotes these important causes across our networks. Beyond monetary donations, our team members also leverage their time and perspectives to support causes important to us to help build a fairer and more equitable world.

Community Action Day

Community Action Day (CAD) is a day when we focus on Vynamic's Living Value: *we will live to build a better tomorrow* by giving back to our local communities through donations and service. This year's CAD, our inaugural year, was committed to promoting **health equity** within our communities around the world. We worked to bring resources, supplies, assistance, and monetary donations to a wide range of NPOs whose missions revolve around supporting communities who need it most.

On September 22nd, we hosted multiple events that included elements of **service, community, education, and fun**. While the individual activities differed based on the event, we prioritized the needs of the non-profits we served. Each of the four hubs as well as co-located Spokes had their own CAD events, unique to their local NPOs. Other Spokes participated in a "virtual" or individual event. We were excited that we had over 80% participation in our first ever CAD, positively contributing to the broader, Inizio-wide effort.

Organizations Supported in 2023:

Philadelphia:

- Cradles to Crayons
- HEADstrong Foundation
- Philadelphia Youth Basketball
- Children's Hospital of Philadelphia
- Project HOME
- Fairmount Park Conservancy
- Sharing Excess

Boston:

- The Esplanade Association
- Women's Lunch Place
- The New England Center & Home for Veterans

Durham:

- Note in Pocket

London:

- Hackney City Farm

Other cities:

- Washington DC: Rock Park Creek Conservancy
- New York City: Bowery Foundation
- Chicago: Feed My Starving Children
- San Diego: Surfrider Foundation
- USA nation-wide: National Recreation and Park Association, local blood drives



Additional Donations

Beyond Community Action Day, we believe that it is important that our words are supported by actions. One of the actions we have consistently taken throughout the year is to donate to causes that we have spoken about or that our teammates find important. Separate from Community Action Day and our ERG-driven donations, Vynamic made donations to:

- The Attic Youth Center
- Bright Horizons
- Children's Hospital of Pennsylvania
- Cradles to Crayons
- Crisis UK
- Doctors Without Borders
- Everytown for Gun Safety
- Food Cycle
- Girls on the Run Philadelphia

- The Greater Boston Food Bank
- Human Rights Campaign
- Meals on Wheels America
- Parkinsons Foundation
- Philadelphia Adaptive Rowing
- StepUp Durham
- StrongHER TogetHER Inc.
- UNICEF UK

Guest Speakers & Programs

We have had the honor of bringing in several guest speakers to help us further expand our perspectives and complement our internal DEI programs. Two guest speaker programs we would like to highlight are:

Roots to Revolution

A continuation from its inaugural launch in the Fall 2022, the DEI Workplace Fundamentals program with Roots to Revolution hosted its second cohort of 20 Vynamic participants in the Fall of 2023. The 6-week course was an extensive, interactive, educational series that was informational for both the personal and professional development and growth of our people. Sessions deep dived on the following topics:

- An Introduction of Roots to Revolution + and Overview of Medical Racism
- The Historical Origins of Black Maternal Health
- The Origins of Micro-Aggressions and Bias in the Workplace
- Feminism in the Workplace
- LGBTQIA+ History in the Workplace
- Disrupting Micro-Aggressions in the Workplace

Feedback from both cohorts have echoed sentiments as nothing short of educational and transformational. We are optimistic to be able to continue offering this program as a learning and development opportunity to our people in 2024 and beyond!



ROOTS to REVOLUTION

Talking to Kids About Gender: Trans Parenting Discussion

Through a partnership of VynamiQ and Vynamic's two parenting groups, Mommin' and the League of Extraordinary Dads, we hosted an external speaker, M Pease, a Doctoral Student in Counseling Psychology at the University of Maryland, College Park for a session titled, "Talking to Kids About Gender." In this session our guest speaker provided information and insight on a wide variety of questions and topics including key terminology about gender identity and expression, history of trans representation, how to answer questions from kids about gender, and parenting a trans child, among others. Many team members expressed gratitude for the opportunity to listen, learn, ask questions, and have open dialogue about this important topic.

Diversity, Equity, & Inclusion.

DEI Service

In 2023, the DEI Service team continued to focus on supporting our clients' unique DEI journeys and bringing a diversity, equity, and inclusion lens to the work we deliver across Vynamic Services overall. Some of our most impactful projects included the support of a strategy for clinical trial diversity, the evaluation of equity across leave policies in Europe, and both enablement and subject matter expertise for a client organization's thriving DEI Council. We are proud to have expanded our DEI Service Team to include members from multiple Vynamic hub and spoke locations and to have increased our eminence through many thought leadership pieces that demonstrate the intersection between DEI and the health industry.

Thought Leadership

Our breadth of understanding of DEI and its wide-reaching impacts on healthcare is one of our key differentiators. Over the last year, we curated thought leadership to share our expertise and knowledge. We have developed multiple mediums to educate, challenge, and highlight our perspectives on DEI.

Trending Health Podcast Episodes

DEI & You – Overcoming Data Biases to Advance Health Equity

- In this episode, Inizio's Global Head of Diversity, Equity, & Inclusion, Stefanie Christmas, and special guest Soo Son, a Health Equity Change Agent from Unlocking Eve, meet to discuss healthcare data gaps, biases, and what we can do to advance health equity.

Trending News EU – 28 Sept 2023

- In this episode of our Trending News EU podcast, Vynamic colleagues, Jack Young, Ollie May, and Jen Burke discuss recent EU-based newsworthy items, including the importance of ethnicity data and its impact on healthcare systems (0.35), exciting and emerging retail health opportunities (8.08), and a landmark report calling for urgent investment in digital health literacy (16.20).



Insights



Closing The Gap: Making Digital Health More Equitable

As heavily evident during the COVID-19 pandemic, access to digital healthcare is increasingly important as it becomes a more and more utilized option in the delivery of care. In this insight we explore how inconsistency across populations leads to inequitable access to care and how by putting DEI at the heart of your business strategy and health tech product, you can ultimately narrow the health equity gap.



Unlocking Potential: The Crucial Role of Supplier Diversity in Pharmaceutical Resilience

In this insight we explore the critical intersection of DEI with the Life Sciences supply chain. While the focus within health industry organizations has traditionally been on cultivating DEI internally, the emerging trend is to integrate these values throughout their entire network, including external entities like suppliers. To meet the increasingly intricate demands of the global market, adaptability in pharmaceutical supply chains is essential.

Case Studies



Global DEI Assessment & Strategy Recommendation

Vynamic supported a European-based regional HR organization within a Global Pharmaceutical company to assess the current state DEI across their local countries with the goal of developing a recommended DEI operating model, strategy, and implementation plan. Vynamic was ultimately able to support our client in identifying local differences between the DEI approach, activities, and unmet needs across a global region.



Enabling Diversity, Equity, and Inclusion (DEI) through Optimal Organization Design

High-impact DEI strategy requires an intentional approach that aligns organizational leaders around a singular vision and holds everyone accountable to it. To help give greater clarity and strategic focus to enabling such an outcomes-focused DEI strategy, read how a newly formed global life sciences organization engaged Vynamic to define the optimal organization design that would bring operational alignment to DEI as an enterprise priority.

Closing Statement from our Vynamic DEI Lead

Looking back at 2023, I am incredibly proud of everything our DEI Council & DEI Services teams delivered to our Vynamic team and to our clients. I am also continuously reminded of, and inspired by the important role our DEI Council, now led by the talented Sai Khisty, plays in our best-in-class company culture.

I remain immensely thankful for our entire Vynamic team who actively participates in our DEI programming, volunteers to share their stories and perspectives, and creates space for one another to bring our full selves to work. Our team's collective commitment to learning and growing makes DEI work at Vynamic truly enjoyable. I'm also continuously appreciative to have the steadfast support of our Vynamic Leadership Team who sets the tone through action. Here at Vynamic, we have the rare luxury of both leadership commitment and grassroots energy and passion, which in combination, brings our DEI programming to life.

As I mentioned in last year's annual report, "there will always be room to improve, to push harder, to learn more," which still rings true. We remain committed to learning, growing, and to finding ways to honor and respect all our unique identities and perspectives. I look forward to everything 2024 has in store for us!



— Matt Howard, Vynamic DEI Lead

A sincere thank you to our DEI Council team members for your invaluable contributions!



Abdu Bakillah



Chetna Johri



Kendall Kelly



Ashley Gobert



Tilewa Nwaeze



Katherine Langridge



Sai Khisty



Holly Girardi



Melissa Marsili



Sabina Akhter



Keerthi Nadkarni



Zara Ahmad