

Joy Marsh joins UCare as Associate Vice President, Equity and Inclusion

Racial and equity visionary to lead UCare's Diversity, Equity and Inclusion (DEI) initiatives

MINNEAPOLIS, Aug. 30, 2021 – [UCare](#) has hired Joy Marsh (she/her) as the community-based, nonprofit health plan's Associate Vice President of Equity and Inclusion. Building on the organization's [long-standing commitment to diversity](#), Marsh is responsible for increasing UCare's accountability and leadership of DEI efforts, and work to advance health and racial equity among members and the community. The creation of this new role aligns with employee feedback about prioritizing accountability and is a significant step in UCare's journey to become an anti-racist organization.



Marsh is a racial and transgender equity leader with a demonstrated history of leading organizational and systems change in government administration, financial services, health care, nonprofit and education sectors. She comes to UCare from the City of Minneapolis where she was Director of the Division of Race and Equity for the last 6 years. Marsh developed the city's first strategic and racial equity action plan – a data-driven approach measuring progress towards equitable outcomes on operational and policy priorities of the Mayor and City Council. She worked with the City Council and Mayor to establish racism as a public health emergency and helped pass a resolution to develop an historic truth and reconciliation process. As part of this work, Marsh helped develop anti-racist communities of practice for staff with deep understanding of racial trauma and stress, community-based healing and its impact on culture and policymaking. Previously, Marsh worked more than 8 years at UnitedHealth Group in business analysis, project management and product owner roles.

At UCare, Marsh will lead UCare's anti-racism initiatives working with internal and external stakeholders to identify and address health disparities, foster a DEI workplace and dismantle systemic racism in UCare policies and procedures. She will lead a newly

created Equity and Inclusion Department and report to UCare's Senior Vice President and Chief Medical Officer Julia Joseph-Di Caprio, MD, MPH. "Joy brings invaluable experience and perspective to advance UCare's anti-racism priorities," observes Dr. Joseph-Di Caprio. "We are excited to ensure greater equity and inclusion for our members, communities and employees through Joy's leadership."

Marsh has a BS in Social Science and Master of Education in Special Education and Teaching from the [University of Minnesota-Twin Cities](#) (Minneapolis, Minn.). She is also certified in Six Sigma. Marsh lives with her partner in Minneapolis.

About UCare

[UCare](#) is an independent, nonprofit health plan providing health care and administrative services to more than 570,000 members throughout Minnesota and parts of western Wisconsin. UCare partners with health care providers, counties and community organizations to create and deliver Medicare, Medicaid and Individual & Family health plans. All UCare health plans have earned accreditation from the National Committee for Quality Assurance (NCQA).

The health plan addresses health care disparities and care access issues through a broad array of community initiatives. UCare has received Top Workplaces honors from the Star Tribune for 12 consecutive years since the rankings began in 2010.

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