



Debra Lacy is TeamHealth's Director of Diversity, Equity, and Inclusion (DEI). In collaboration with Dr. Stan Thompson, our Chief Diversity, Equity, and Inclusion Officer, leaders throughout the organization, and you, she is responsible for the implementation and alignment of strategic and tactical DEI goals and objectives that are anchored in TeamHealth's strategic pillars.

Debra brings a wealth of leadership experience to her role and is excited to work alongside each of you to foster a culture where fairness, equity, inclusion, and belonging are the norm for our clinicians, associates, and patients.

Experiences dating back to her childhood, including that of a young teen working for her Dad's small business, which employed people across multiple dimensions of diversity, were catalysts for and foundational to her current role. Prior to joining TeamHealth in March 2023, Debra worked at Texas Children's Hospital in Houston as their DEI Director. In her 22-year career at Liberty Mutual, Debra served in operations and senior leadership roles in the U.S. and abroad that amplified her experience and deepened her appreciation for what it means and what it takes to fully engage a diverse people in an equitable and inclusive way. An accomplishment that Debra is especially proud of involved the design, development, implementation, and rollout to 35,000+ employees of "Inclusion in Action", a learning platform that had an impactful return on investment based on ongoing data analysis over a multi-year period. Debra later commercialized this learning platform which was awarded the [Business Insurance 2020 U.S. Insurance Award for Diversity and Inclusion Initiative of the Year](#),

Debra earned her Bachelor of Science degree from the University of Houston's College of Technology, her MBA from Crummer Graduate School at Rollins College in Winter Park (Orlando), FL, and her doctorate in education with a focus on Learning and Organizational Change from Baylor University in Waco, TX.

Debra is formerly a Court Appointed Special Advocate (CASA) for children in foster care, and currently volunteers as a mentor for youth in the juvenile detention center just outside of Houston where she resides. Debra is also an executive volunteer for a Leadership Academy designed to give hope and a plan for long-term change for the incarcerated.

She loves travel, art, and reading, and is so happy and honored to be here at TeamHealth!