



Diversity, Equity and Inclusion

One Year Later

Take a look at the progress made in 2020 and 2021 towards our diversity, equity and inclusion (DEI) commitments and additional accomplishments.

2020 Commitment

Establish a council comprised of colleagues from across the enterprise to better understand how HCA Healthcare can best provide support to our Black colleagues and communities.

One Year Later ...



Established the **Black Senior Leadership Council**

- Led by CEO Sam Hazen and Chief Diversity Officer Sherri Neal to develop strategic solutions, and ultimately drive lasting and meaningful change across our organization. Recent discussions include sponsorship/mentorship opportunities, health disparities, and diverse talent recruitment and engagement.
- Based on the recommendation of this council, we will launch a **sponsorship program in 2021** for a select cohort of Black colleagues to accelerate advancement in leadership.

2020 Commitment

Establish a special matching program to support gifts from our colleagues to organizations that support racial justice and address health equity of communities of color.

One Year Later ...



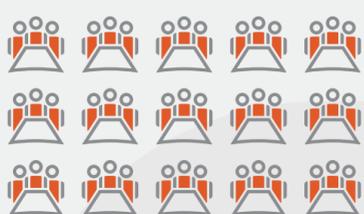
Established **\$50 million** community impact fund. The **Healthier Tomorrow Fund** is designed to support innovative initiatives focused on addressing high priority community needs and health equity.

\$227K+ donated to

21 organizations from

776+ colleagues, with 32% being first time donors

An additional **\$300K** will be invested in our divisions through grants for community partners supporting social justice and health equity.



In addition to our Executive Diversity, Equity and Inclusion Council, **we have established 15 Division Diversity, Equity and Inclusion Councils** across the enterprise to support deployment of key DEI strategies and programs. These councils are comprised of division leaders and facility representatives who reflect the diversity of the communities we serve.

2020 Commitment

We acknowledge the disproportionate impact of COVID-19 on the Black community, and are advancing our commitment to eliminating health disparities.

One Year Later ...



142K colleagues have completed the enterprise-wide **equity of care education course** since August 2020 to advance their cultural competence



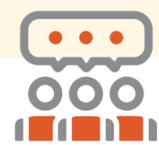
Established a cross-functional **Health Equity Council**

- Analyzes data related to patient outcomes and explores opportunities to address disparities within the walls of our hospitals
- Pursues partnerships with outside organizations to address inequities related to **maternal health, cardiovascular outcomes and cancer screenings** for communities of color

2020 Commitment

Launch a new Colleague Networks program to provide opportunities to convene around shared commonalities or experiences.

One Year Later ...



We established seven networks that include groups for **veterans, Black colleagues, women, young professionals, LGBTQ+ colleagues, Hispanic/Latinx colleagues and Asian colleagues.**



2.5K+

Colleagues have joined Colleague Networks through Webex Teams spaces



Programming will transition from virtual format to division-based chapters to facilitate local programming and engagement opportunities in 2021.

+15 points added

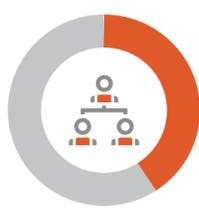
We increased our **Human Rights Campaign Corporate Equality Index score** by 15 points and continue to learn how we can better support our LGBTQ+ colleagues.



2020 Commitment

Deploy a conscious inclusion training experience, which will equip leaders to recognize and mitigate different types of unconscious biases and prepare them with practical day-to-day skills and resources to engage and support our colleagues.

One Year Later ...



56% of Directors and above have completed the conscious inclusion training experience in person or virtually

This year, all HCA Healthcare colleagues will receive conscious inclusion training as part of their required annual code of conduct refresher training.



The live, virtually facilitated conscious inclusion training experience was recognized with an **Award of Excellence** from "Profiles in Diversity Journal"'s Innovations in Diversity Awards

2020 Commitment

Increase our investment in strategic partnerships with Historically Black Colleges and Universities (HBCUs) and with industry- and school-based associations to develop a diverse pipeline of healthcare professionals and leaders.

One Year Later ...



\$10 million to be invested over the next three years in **expanding strategic partnerships with HBCUs and Hispanic-Serving Institutions (HSIs).**



Year-to-date, people of color represent **34%** of new hires into management and supervisor roles

Recruited our most diverse class of emerging leaders for the **Executive Residency Program**



57% People of color



57% Women



Established market/hospital governance task force to elevate governance practices across the enterprise and ensure our market/hospital boards of trustees reflect the communities we serve.

2020 Commitment

Expand our **BRAVE (Bold, Relevant, Authentic, Valuable, and Educational) Conversations** program which provides colleagues an opportunity to discuss complex topics and share fears, hopes and challenges through a safe, immersive and transforming dialogue experience.



One Year Later ...



Topics included **mental health and wellbeing, the disproportionate impact of COVID-19 on communities of color, racial equality and social justice.**



Expanded to a **virtual format** in 2020

304%

increase in colleagues participating across the enterprise since virtual expansion

40,000 Veterans, Active-duty Personnel and Military Spouses hired by HCA Healthcare since 2012. We were named a **Best Employer for Veterans** by "Military Times" based on our military-connected employment programs, benefits and support efforts.

