

Diversity, Equity and Inclusion



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HCA Healthcare is committed to providing equitable access to high-quality care for our patients, fostering a diverse and inclusive workplace for our colleagues, and cultivating and sustaining relationships with suppliers and community partners that broaden our reach and deepen our understanding in the communities we serve. Below, please find more information about our commitments and actions to advance diversity, equity and inclusion across our organization.

Ensuring accountability

Executive Diversity Council – Sponsored by chief executive officer, Sam Hazen, and comprised of executive leaders, this cross-functional council leads diversity, equity and inclusion (DEI) initiatives across HCA Healthcare and advises on strategic decisions as we make progress against our goals and objectives.

Division DEI Directors – In addition to our 20-person corporate-based Diversity, Equity and Inclusion department led by chief diversity officer, Sherri Neal, we are equipping leaders to execute on HCA Healthcare’s commitment to DEI at the local level by hiring new Division DEI Directors in Q1 2022. These new roles will provide local leadership and direction in developing, implementing and managing strategic DEI initiatives.

Division DEI Councils – The organizational design of HCA Healthcare places our sites of care under the leadership of division teams who report to groups. Established in all divisions, our division DEI councils are comprised of division leaders and facility representatives to support deployment of key DEI strategies and programs across the enterprise.

Division DEI Council Workgroup – Under the leadership of Chuck Hall, National Group president, this workgroup oversees the work of the division DEI councils by providing operational guidance for DEI strategies and programs and approving/monitoring division council priorities and action plans.



Patients

Our focus on patients includes equity of care, access to services, web accessibility, pastoral care and chaplaincy. We strive to ensure that all patients have access to high-quality, culturally competent care. We operationalize this commitment through standardized education, our robust Equity Compliance Coordinator network and professional development. In 2020, we created standardized, enterprise-wide equity of care education to advance our colleagues’ cultural competence. More than 182,000 colleagues have completed the course as of January 2022.

HCA Healthcare Health Equity Council – Led by chief clinical officer, Dr. Mike Cuffe, and chief diversity officer, Sherri Neal, this cross-functional group analyzes data related to patient outcomes, explores opportunities to address disparities within the walls of our hospitals, and pursues partnerships with outside organizations to address inequities in areas such as maternal health, cardiovascular outcomes and cancer screenings for communities of color. We recently announced a [unique partnership with March of Dimes](#) that focuses on improving maternal mortality and morbidity outcomes through postpartum discharge education and by lowering hospital caesarian rates among low-risk, first-time mothers, head first position or NTSV (Nulliparous, Term, Singleton Vertex) rates.

Colleagues

HCA Healthcare is focused on fostering a culture of inclusion for our colleagues through workplace programs, education, diverse talent acquisition, engagement and development. Key initiatives include:

Black Senior Leadership Council – A group of Black senior leaders who meet with CEO Sam Hazen to address topics related to supporting our Black colleagues and communities. Based on the recommendation of this council, HCA Healthcare is launching a sponsorship program in Q1 2022 for a select cohort of Black colleagues to accelerate advancement in leadership. This is a phased approach that will expand over time to include a broader focus on leaders of color and female leaders.

Colleague Networks – Affinity groups that provide colleagues opportunities to convene around shared experiences, including groups for veterans, Black colleagues, women, young professionals, LGBTQ+ colleagues, Hispanic/Latinx colleagues and Asian and Pacific Islander colleagues – each with a senior leader serving as [executive sponsor](#). In 2022, a new network will be launched for colleagues with disabilities.



Conscious Inclusion Training – Equips leaders to recognize and mitigate different types of unconscious biases and prepares them with practical day-to-day skills and resources to engage and support our colleagues. As of February 2022, 80% of colleagues at the director level and above have completed formal conscious inclusion training. In 2021, all HCA Healthcare colleagues received education on mitigating bias, a crucial component of conscious inclusion, as part of our annual code of conduct refresher training.

HBCU/HSI Partnerships – Over the next three years, HCA Healthcare will invest \$10 million in expanding strategic partnerships with Historically Black Colleges and Universities (HBCUs) and Hispanic-Serving Institutions (HSIs) to develop a diverse pipeline of healthcare professionals and leaders. Initial investments include a recently announced [\\$1.5M partnership with Florida A&M University \(FAMU\)](#).

Diverse Talent Acquisition – We are committed to strengthening the diversity of our talent pool and supporting the advancement of people of color and women in leadership. In 2021, people of color represented 35% of new hires into management and supervision roles at HCA Healthcare. Additionally, we recruited our most diverse class of emerging leaders for the Executive Residency Program, with 57% of our 2021 cohort comprised of people of color and 57% comprised of women.

Colleagues (cont.)

BRAVE Conversations – Our award-winning BRAVE (Bold, Relevant, Authentic, Valuable and Educational) Conversations program provides colleagues with opportunities to discuss complex topics through a safe, immersive dialogue experience. In 2021, thousands of colleagues attended BRAVE Conversations on topics such as mental health, celebrating LGBTQ+ pride and advocating for change, building bridges with the deaf and hard-of-hearing community, and honoring our veterans.

Military Affairs – In 2021, HCA Healthcare was recognized both with the Best for Vets award from Military Times and as a military-friendly employer by VIQTOY for the 11th consecutive year. In addition, HCA Healthcare and affiliated hospital Grand Strand Medical Center were awarded the prestigious [Secretary of Defense Employer Support Freedom Award](#), the highest recognition given by the U.S. Government to employers for their support of their employees who serve in the Guard and Reserve. Since 2012, we have hired more than 40,000 veterans, active-duty personnel and military spouses.



EEO-1 Report

We believe transparency is critical. Below is the information contained in the HCA Healthcare 2020 EEO-1 consolidated report, which includes data required by the U.S. Equal Employment Opportunity Commission as of December 31, 2020. This EEO-1 report is a compliance survey mandated by federal statute and regulations and requires company employment data to be categorized by race/ethnicity, gender and job category. Please note that these job categories differ from the way we categorize jobs and track DEI progress at HCA Healthcare. This does not include our European workforce. While we recognize this is an important disclosure, we feel the data, strategies and stories shared in other avenues of our public reporting are most representative of our diversity, equity and inclusion journey.

JOB CATEGORIES	Hispanic or Latino		Non-Hispanic or Latino												Overall Totals
			***** Male *****						***** Female *****						
	Male	Female	White	Black or African American	Native Hawaiian Or Pacific Islander	Asian	American Indian or Alaska Native	Two or More Races	White	Black or African American	Native Hawaiian Or Pacific Islander	Asian	American Indian or Alaska Native	Two or More Races	
Exec/Sr. Officials & Mgrs	53	48	786	33	2	29	1	15	708	46	0	23	1	12	1757
First/Mid Officials & Mgrs	768	1503	4762	510	19	308	22	126	11360	1524	36	577	42	239	21796
Professionals	3998	14193	17855	2876	103	4026	96	691	78847	15767	343	11066	430	2604	152895
Technicians	2486	4058	5865	1897	63	927	41	330	16840	4869	92	1333	109	680	39590
Sales Workers	8	36	95	4	0	2	0	2	239	12	0	2	0	10	410
Administrative Support	668	4110	1497	726	18	180	17	93	11554	5703	67	659	81	482	25855
Craft Workers	268	3	804	99	3	25	8	20	25	4	0	0	1	1	1261
Operatives	30	15	123	20	0	0	1	4	16	8	0	0	1	1	219
Laborers & Helpers	23	0	85	23	1	4	2	0	2	0	0	0	0	0	140
Service Workers	2038	5698	2468	1822	30	488	28	185	8492	6971	84	1146	133	609	30192
Total	10340	29664	34340	8010	239	5989	216	1466	128083	34904	622	14806	798	4638	274115
Previous Year Total	10409	29363	35371	8270	258	5902	235	1546	131602	36444	584	15050	797	4969	280800

Suppliers

We are committed to expanding partnerships with a diverse range of businesses, including those owned and operated by people of color, women, veterans, members of the LGBTQ+ community and members of socially and economically disadvantaged groups. In partnership with our HCA Healthcare Capital Deployment team and HealthTrust, we have aligned on ambitious goals and strategic actions for strengthening relationships with diverse suppliers to meet vendor and subcontractor needs. To support these commitments, we are also partnering with our Division DEI Councils to set targets for diversity spending at the local level.

Boards

At HCA Healthcare, we are committed to advancing the diversity of our hospital boards of trustees across multiple dimensions to ensure our boards reflect the diverse communities we serve and include a wide range of backgrounds and perspectives. We value increased board representation of people of color and women, as well as a balanced composition of community leadership roles and professional areas of expertise.

Market/Hospital Governance Task Force – Under the leadership of Jon Foster, American Group president, this cross functional workgroup serves to elevate governance practices across the enterprise by ensuring consistency in board operations and by advancing diverse representation on our boards. Recently, the task force introduced robust guidance and recommended targets to support hospital CEOs in striving to ensure our market/hospital boards of trustees reflect the communities we serve.

Progress toward market/hospital board diversity targets is being monitored and reported via an online dashboard tool. In addition to continued monitoring and evaluation, the division DEI councils provide local accountability for board diversity action plans.

Community

HCA Healthcare invests in healthier tomorrows in our communities through strategic partnerships. As we strengthen relationships with our neighbors in our hometowns, we are addressing key issues tied to education, workforce development, civic/economic advancement, veterans, health equity and well-being.

In 2021, the HCA Healthcare Foundation established an \$80 million community impact fund, The Healthier Tomorrow Fund, designed to support innovative initiatives focused on addressing high-priority community needs and health equity. An additional \$300,000 will be invested in our divisions through grants for community partners supporting social justice and health equity.

Our dedication to the communities we serve reflects our desire to address critical environmental, social and governance (ESG) issues, including embracing our role in creating healthier tomorrows through our environmental sustainability strategy. The strategy includes four main pillars: managing energy and water responsibly, enhancing our climate resilience, sourcing and consuming efficiently, and greening our capital programs.

HCA Healthcare looks forward to continuing our journey toward a more diverse, equitable and inclusive environment for our patients, colleagues and communities.

