

Diversity, Equity and Inclusion

Snapshot

Highlights from our 2023 diversity, equity and inclusion (DEI) initiatives



Health Equity

Strengthening our commitment to health equity



Focus on Joint Commission health equity standards to reduce health disparities



Investments in national and regional health equity partnerships



Enhanced data collection and utilization to support health equity needs in our communities

Health Equity Catalyst Grants



providing one-time operating grants to [support health equity efforts](#) and decrease disparities through innovative community-based approaches.

\$375K

in funding will help provide communities with access to nutritious foods in ways that respectfully improve health and overall social and economic well-being

92% of grantees support medically underserved areas



Lighting pathways for future healthcare leaders

HBCU/HSI Partnerships

\$7.42M

in partnerships announced, with Historically Black Colleges and Universities (HBCUs) and Hispanic Serving Institutions (HSIs) since 2021, including a \$620,000 investment in [University of California, Riverside](#) in 2023

100K

students impacted with exposure and access to careers in healthcare through on-site events, virtual workshops and more



Two dozen

development events hosted for students at HBCU/HSI partnership institutions

500

students introduced to HCA Healthcare career opportunities at career fairs



The HCA Healthcare HBCU/HSI Scholars Program received top honors in the 2023 Innovations in Diversity awards from *Profiles in Diversity Journal*

Workplace Programs

Developing our workforce and deepening colleague engagement



Asian and Pacific Islander Colleague Network



Black Colleague Network



Diversability Colleague Network



Hispanic/Latinx Colleague Network



LGBTQ+ Colleague Network



Mental Health and Wellness Colleague Network



Veterans Colleague Network

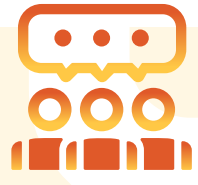


Women's Colleague Network



Young Professionals Colleague Network

Colleague Networks



+5 points

higher sense of belonging among Colleague Network members vs. all colleagues according to October 2023 employee engagement survey

130 local Colleague Network chapters

115% increase in membership since Jan. 1, 2023

553 events hosted by Colleague Network chapters in 2023



Military Affairs Program

Strengthening our military community

In 2023, HCA Healthcare was recognized as a [Best for Vets Employer](#) for the fourth consecutive year from *Military Times* and as a military-friendly employer by VIQTORY for the 13th consecutive year.

60K



veterans, active-duty personnel and military spouses hired since 2012

12% increase in veteran new hires over prior year



Disability Inclusion



Encouraging greater inclusion in the workplace



Recognized as a ["Best Place to Work for Disability Inclusion"](#) for the second consecutive year by *Disability:IN* and the American Association of People with Disabilities



[Expanded partnerships](#) to provide more access to healthcare careers for adults with disabilities



[Hosted educational and engagement opportunities](#) for colleagues