Diversity, Equity and Inclusion

Summary of organizational commitments and EEO-1 report

December 2022
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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 towards our goals and objectives.

Division DEI Directors – In addition to our 20-person corporate-based DEI department, led by Chief Diversity Officer, Sherri Neal, we have established division DEI leaders to execute on HCA Healthcare’s commitment to DEI at the local level. These new roles 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 oversee geographical markets within the organization. Established in all divisions, our division DEI councils are comprised of division leaders and facility representatives to support the deployment of key DEI strategies and programs across the enterprise.

Our commitment to patients

Our focus on patients includes health equity, 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. This resource continues to be highly utilized by our colleagues with more than 124,000 downloads in 2022.

HCA Healthcare Health Equity Council and Patient Advisory Group – Led by Dr. Mike Cuffe, chief clinical executive and SVP, and Sherri Neal, chief diversity officer, these groups analyze 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. In the past year, we have announced partnerships with several national organizations to improve health equity in our communities including March of Dimes, Johnson & Johnson and American Heart Association.
Our commitment to colleagues

HCA Healthcare is focused on fostering a culture of inclusion and belonging 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 launched a sponsorship program in 2022 for a 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 Black colleagues, women, young professionals, LGBTQ+, Hispanic/Latinx, and Asian colleagues, veterans, colleagues with disabilities, and a group focused on mental health and wellness – each with a senior leader serving as executive sponsor.

**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 August 2022, 77% of colleagues at the director level and above 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** – We are investing $10 million into Historically Black Colleges and Universities (HBCUs) and Hispanic-Serving Institutions (HSIs) to support our goal to develop a diverse pipeline of healthcare professionals and leaders. Recent investments include partnerships with Florida A&M University (FAMU), Florida International University (FIU) the University of Texas at El Paso (UTEP), Tennessee State University and Fisk University.

**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. As of July 2022, people of color represent 39% of new hires into management and supervision roles at HCA Healthcare. Additionally, we continue to diversify our class of emerging leaders for the Executive Residency Program, with 40% of our 2022 cohort comprised of people of color and 40% comprised of women.

Pictured above: HCA Healthcare announces partnership with Fisk University in October 2022.
**Our commitment to 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. Thousands of colleagues have attended BRAVE Conversations over the past five years 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 2022, HCA Healthcare was recognized with the Best for Vets award for the third consecutive year from *Military Times* and as a military-friendly employer by VIQTORY for the 12th consecutive year. In addition, in 2021, 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 National 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 to our success. Below is the information contained in the HCA Healthcare EEO-1 consolidated report, which includes data required by the U.S. Equal Employment Opportunity Commission as of Dec. 31, 2021. 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 U.K. 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.

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Pictured above: Members of the HCA Healthcare Veterans Colleague Network volunteering at Operation Stand Down in Nashville, TN.
Our commitment to 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.

Our commitment to communities

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. We are actively supporting hospital CEOs with guidance to ensure our market/hospital boards of trustees reflect the communities we serve.

HCA Healthcare invests in healthier tomorrows in our communities through strategic partnerships. As we strengthen relationships with our neighbors in our communities, 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 a community impact fund with an initial investment of $75 million, The Healthier Tomorrow Fund, designed to support innovative initiatives focused on addressing high-priority community needs 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 climate resilience, sourcing and consuming efficiently, and managing the impact of capital programs. More information on our sustainability progress and strategy can be found in our annual sustainability report or at HCAhealthcareImpact.com.

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