



Diversity, Equity and Inclusion

Summary of organizational commitments
and EEO-1 report

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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, Equity and Inclusion Council – Sponsored by Chief Executive Officer (CEO), 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 work toward our objectives.

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.

Division DEI Leaders – In addition to our corporate-based DEI department, led by Chief Diversity Officer, Sherri Neal, we have established division DEI leaders to help execute on HCA Healthcare’s commitment to DEI at the local level. These roles provide local leadership and direction in developing, implementing and managing strategic DEI initiatives.



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, dedicated access to services leaders and professional development of our colleagues.

HCA Healthcare Health Equity Council and Patient Advisory Group – Led by Dr. Mike Cuffe, chief clinical officer and EVP; Dr. Sammie Mosier, chief nurse executive and SVP; and Sherri Neal, chief diversity officer, these groups analyze data related to patient outcomes, explore opportunities to address disparities within the walls of our hospitals, and pursue partnerships with outside organizations to address

inequities in areas such as maternal health, cardiovascular outcomes and cancer screenings for communities of color. We have long-standing partnerships with several national organizations to improve health equity in our communities, including [March of Dimes](#), [Johnson & Johnson](#) and the [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 Black leaders, each of whom was paired with a more senior executive. A second cohort commenced in 2023 and expanded to include Hispanic and Asian leaders.

Colleague Networks – Employee resource groups that provide colleagues opportunities to convene around shared experiences, including groups for Black colleagues, women, young professionals, LGBTQ+, Hispanic 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. Originally deployed as a learning experience for leaders, this voluntary training was made available to all colleagues in 2023.



San Antonio Division Hispanic Colleague Network participates in a Hispanic Heritage Month parade



HCA Healthcare colleague helps Tennessee State University student during a tour of HCA Healthcare's Simulation Lab in Nashville, TN

HBCU/HSI Partnerships – As part of our pledge in 2021, we are investing \$10 million into Historically Black Colleges and Universities (HBCUs) and Hispanic-Serving Institutions (HSIs) over a three-year period 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](#), [Fisk University](#) and [University of California, Riverside](#). To complement this investment, we launched the HCA Healthcare Scholars 365 program, through which we host on-site and virtual opportunities available to all students at our partner institutions.

BRAVE Conversations – Our award-winning BRAVE Conversations program seeks to provide colleagues with opportunities to discuss complex topics through a safe, immersive dialogue experience. Over the years, thousands of colleagues have attended BRAVE Conversations on topics such as mental health, advancing equity for our LGBTQ+ communities, building bridges with the deaf and hard-of-hearing community and honoring our veterans.

Our commitment to colleagues (cont.)

Military Affairs – In 2023, HCA Healthcare was recognized as a [Best for Vets Employer](#) for the fourth consecutive year by *Military Times* and as a military-friendly employer by VIQTORY for the 13th consecutive year. Since 2012, we have hired more than 60,000 veterans, active-duty personnel and military spouses.

Disability Inclusion – HCA Healthcare has been recognized as a “[Best Place to Work for Disability Inclusion](#)” by the American Association of People with Disabilities and Disability:IN, scoring 100 on the Disability Equality Index. In addition to our Diversability Colleague Network, we prioritize partnerships with several organizations that help adults with disabilities secure jobs within our organization, and engage colleagues in educational activities that encourage them to consider ways they can be more inclusive in the workplace. In May 2023, we hosted an Accessibility Awareness lab that guided participants through nine immersive stations, each simulating what it’s like to use different assistive technologies or to have a specific disability.



HCA Healthcare Gulf Coast Division’s Veterans Colleague Network shows off their military guidon flag

EEO-1 report

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, 2022. 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. This does not include our U.K. workforce.

JOB CATEGORIES	HISPANIC OR LATINO		NOT HISPANIC OR LATINO												OVERALL TOTALS
	Male	Female	*****MALE*****						*****FEMALE*****						
			White	Black or African American	Asian	Native Hawaiian or Pacific Islander	American Indian or Alaskan Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Pacific Islander	American Indian or Alaskan Native	Two or More Races	
Executive/ Senior Level Officials and Managers	55	58	743	33	26	2	0	14	744	54	29	1	0	9	1768
First/Mid-Level Officials and Managers	803	1782	4516	532	320	14	24	124	10959	1588	602	27	52	258	21601
Professionals	4601	16383	17791	2913	4323	114	95	646	75147	15930	11168	332	461	2485	152389
Technicians	2788	5953	5848	1958	988	72	42	340	17952	6490	1709	116	149	947	45352
Sales Workers	8	38	91	3	1	0	0	4	218	14	3	0	0	10	390
Administrative Support	715	4252	1362	644	190	25	13	94	10045	5279	658	73	88	461	23899
Craft Workers	280	6	740	109	29	5	8	23	24	6	2	0	1	1	1234
Operatives	23	5	90	20	1	1	1	2	7	1	0	0	0	0	151
Laborers and Helpers	20	1	112	24	3	1	1	2	1	2	0	0	0	0	167
Service Workers	2324	7204	2787	2187	586	34	40	235	9487	8555	1318	126	146	715	35744
TOTAL	11617	35682	34080	8423	6467	268	224	1484	124584	37919	15489	675	897	4886	282695
PREVIOUS REPORT TOTAL	11105	33179	34694	8031	6219	258	230	1498	128635	36615	15252	642	813	4731	281902

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 Design and Construction team and HCA Healthcare's group purchasing organization, HealthTrust, we have aligned on strategic actions for strengthening relationships with diverse suppliers to meet vendor and subcontractor needs.

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 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 diverse communities we serve in all aspects.

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, veteran welfare, health equity and well-being.

In 2023, the HCA Healthcare Foundation, through its Healthier Tomorrow Fund, gave \$375,000 in grants to nonprofits addressing food insecurity and providing access to healthy foods across the country as part of its new [Health Equity Catalyst Grant Program](#). The Healthier Tomorrow Fund is a community impact fund focused on addressing high-priority community needs and advancing health equity. Since its launch in 2021, the Healthier Tomorrow Fund has committed more than \$18.86 million in communities where HCA Healthcare has a presence and made grants to 79 nonprofit organizations.



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