

# WHERE **WE** STAND

## Racial and Social Justice

- We believe there must be **dialogue and actions to address inequities** in our society.
- At HCSC, **we value every individual** — that is how we need to conduct ourselves every day.
- Our **commitment to diversity, equity and inclusion (DEI)** helps us address health and economic inequities in the communities we serve, the products and services we offer and the support we provide local organizations and providers making a meaningful impact on the social determinants of health, including access to fresh food, housing, and safe communities.
- We believe we have the greatest impact on racial and social justice by doing what we do best: **providing employment, DEI education and training, and investments in and access to health care in underserved communities.**

## Advancing Access: Our Communities and Business

- We strive to advance health and economic equity by increasing access to **quality, affordable health care.**
- We supplement our core business activities through **outreach and investments**, focusing on both face-to-face engagement and our role as a force multiplier collaborating with providers and nonprofit organizations to **address local social and economic barriers** to health equity.

- Our current activities to support COVID-19 vaccination efforts in the communities we serve are a great example of this work.
- We partner with and support organizations dedicated to DEI research, education and thought leadership to ensure our actions are informed by broad awareness.

## Our People

- We are 24,000 employees from all backgrounds and walks of life, serving nearly 17 million members from all backgrounds and walks of life.
- We strive to hire diverse talent, both providing economic opportunities and ensuring we have the benefit of a wide variety of skills, experiences and thoughts.
- Our business resource groups (BRGs) provide an opportunity for us to advance our **diverse and inclusive workplace** and to appropriately inform our business activities through ongoing, meaningful dialogue.

# Diversity, Equity and Inclusion

## Diversity

Includes all the differences that make up who we are.

**Everyone is unique.**

## Equity

Evidenced by fair treatment, access, advancement, and opportunity for all people.

**Everyone gets the support they need.**

## Inclusion

Leads to greater realized business gains.

An environment where everyone feels respected, connected, and valued, and all can be their authentic selves.

**Everyone's contributions are valued.**

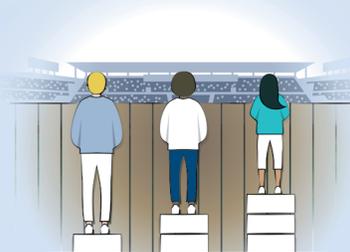
# What You Can Do

- **Get involved:** Volunteer with local or national organizations that advance racial and social justice and diversity, equity and inclusion.
- **Speak up:** When you see something, say something. Have the difficult conversation.
- **Choose justice:** In your daily life, make choices that support justice. Exercise your right to vote.
- **Learn more:** Connect with organizations that can help educate you on racial and social justice as well as diversity, equity and inclusion. Some ideas:
  - **Diversity Best Practices:** Where thought leaders at member organizations share their best practices
  - **Catalyst:** Helping companies build workplaces that work for women



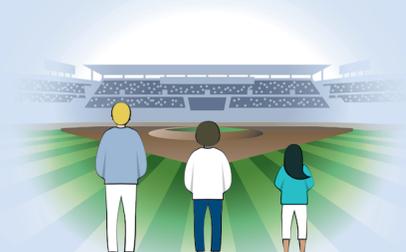
### Equality

*Everyone benefits from the same support (equal treatment)*



### Equity

*Everyone gets the support they need*



### Justice

*Supports no longer required because the barriers to equity were addressed.*