2022 DEI Workforce Snapshot

**Employees Self-identify as LGBTQ+**

13,276 Employees

- 77% Female
- 23% Male
- 5.5% Self-identify as LGBTQ+

**TOTAL EMPLOYEES BY AGE GROUPS**

<table>
<thead>
<tr>
<th>Age Group</th>
<th>20 and under</th>
<th>21-30</th>
<th>31-40</th>
<th>41-50</th>
<th>51-60</th>
<th>61-64</th>
<th>65+</th>
</tr>
</thead>
<tbody>
<tr>
<td>Percentage</td>
<td>2.0%</td>
<td>22.6%</td>
<td>26.1%</td>
<td>18.7%</td>
<td>18.9%</td>
<td>6.3%</td>
<td>5.2%</td>
</tr>
</tbody>
</table>

**RACE & ETHNICITY**

- White
- Asian
- American Indian or Alaska Native
- Hispanic/Latino
- Not Specified
- Native Hawaiian or Other Pacific Islander
- Black/African American
- Two or More Races

When not indicated, total = <1%

**POSITIONS FILLED**

- Leaders
  - Internal: 80%
  - External: 20%
- Board of Trustees
  - Internal: 67%
  - External: 33%
- Direct Care RNs
  - Internal: 82%
  - External: 18%
- Providers
  - Internal: 72%
  - External: 28%

* Data from June 2022 Employee Survey. Otherwise, taken from Workday HR Information System for fiscal year 2022.
Underrepresented in Medicine (URiM) is a term in the health care industry that is a combination of those who are Black; Hispanic/Latine; American Indian or Alaska Native; Native Hawaiian or Other Pacific Islander; and two or more races including one of the previously mentioned groups. Typically, White and Asian people are well-represented in medicine. You will often see the term URM noted in healthcare industry data. Data for Asian and White populations is measured, but for the purposes of the structural inclusion work we focus on the groups most significantly underrepresented in medicine.

Office of Diversity & Inclusion, Baystate Health, February 2023