

2022 DEI Workforce Snapshot

13,276
Employees

♀
77%

♂
23%

5.5%
Self-identify as
LGBTQ+*

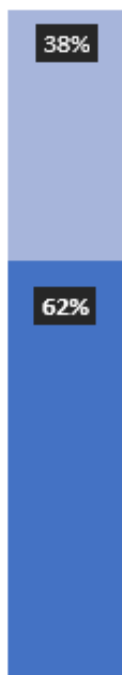
TOTAL EMPLOYEES BY AGE GROUPS

20 and under	21-30	31-40	41-50	51-60	61-64	65+
2.0%	22.6%	26.1%	18.7%	18.9%	6.3%	5.2%

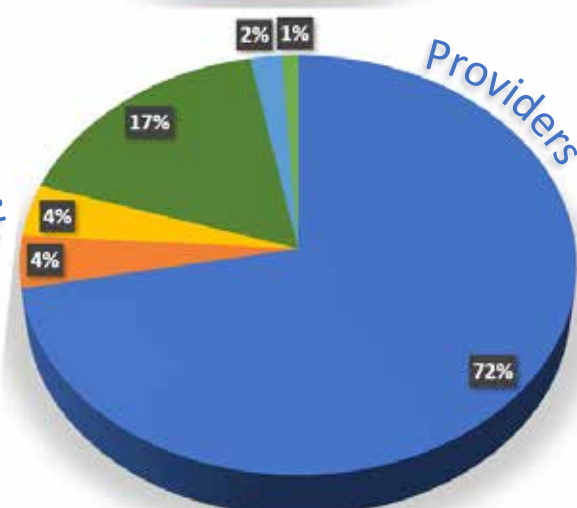
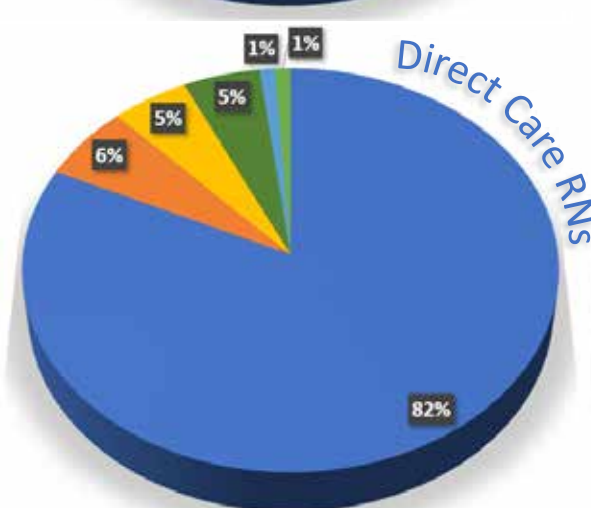
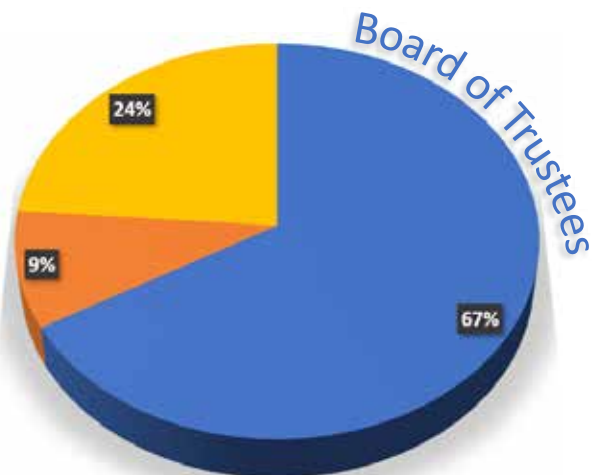
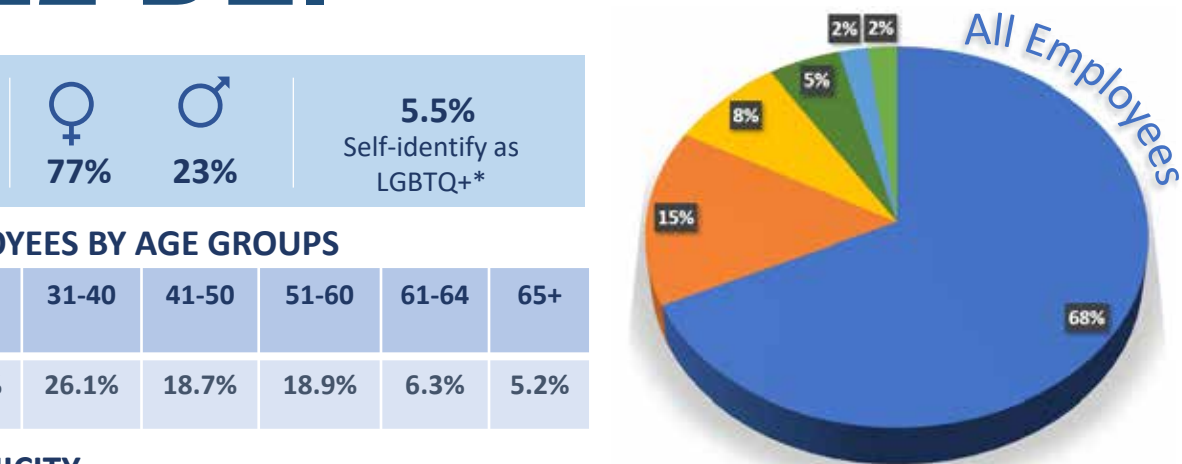
RACE & ETHNICITY

■ 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



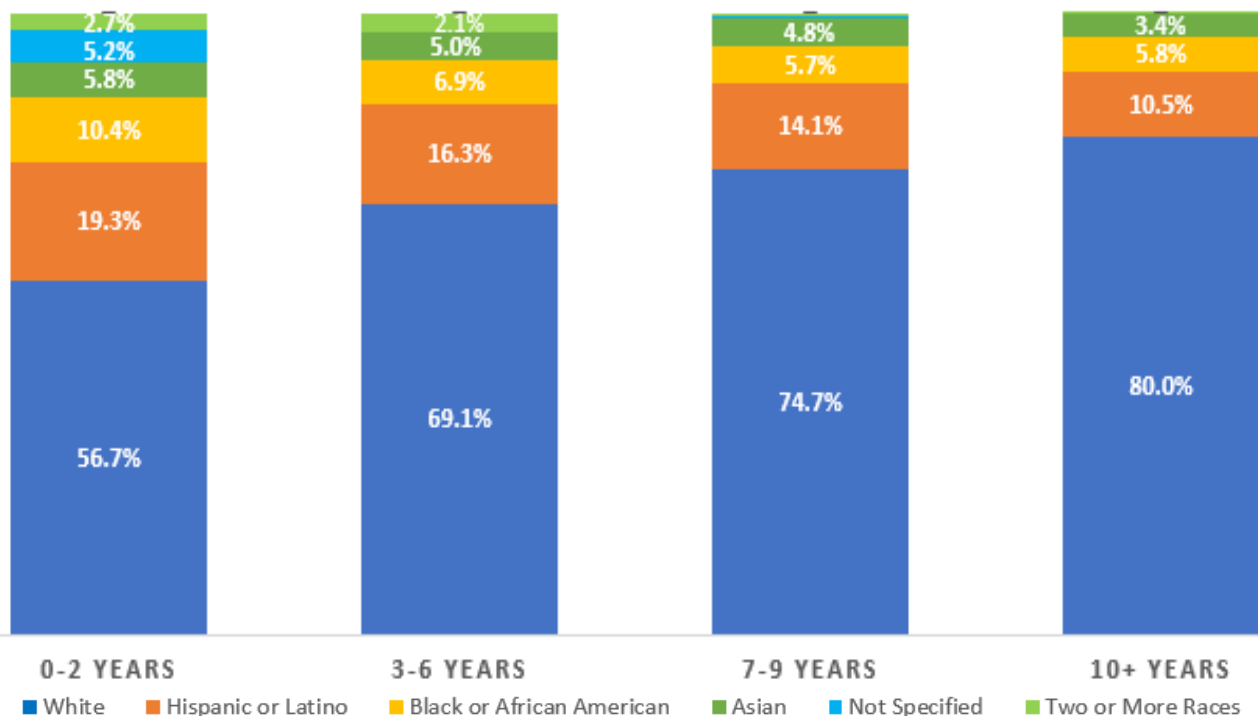
■ Internal
■ External



* Data from June 2022 Employee Survey. Otherwise, taken from Workday HR Information System for fiscal year 2022.

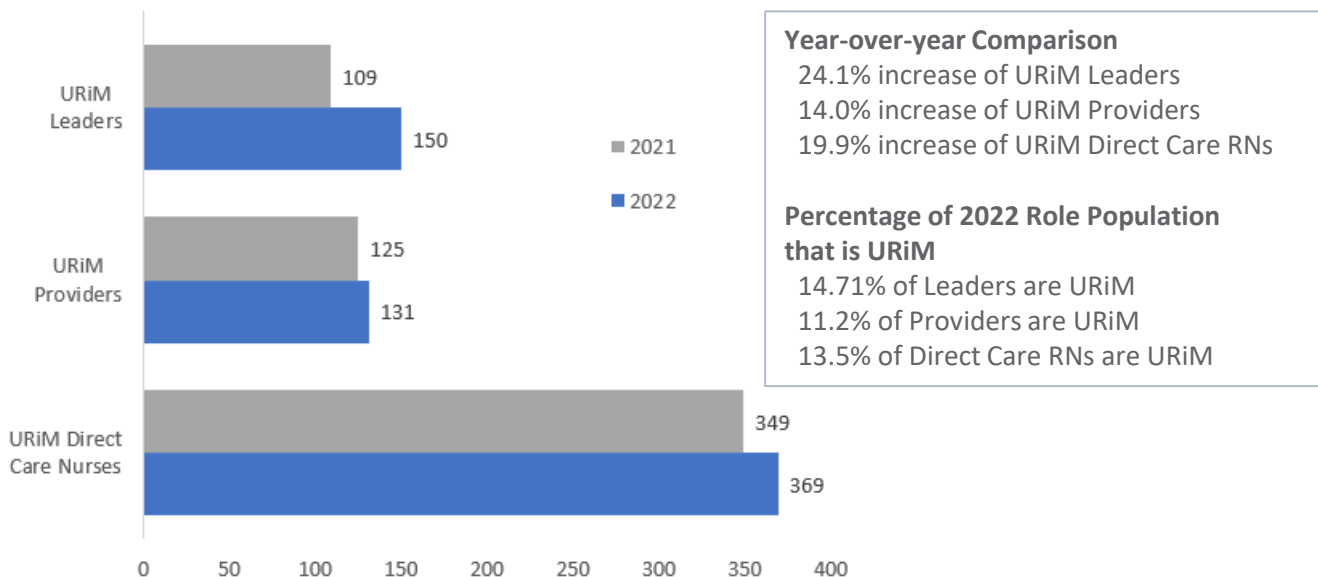
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TENURE BY RACE AND ETHNICITY: Change in employee demographics over time



Together, American Indian or Alaska Native and Native Hawaiian or Other Pacific Islander populations equal less than 1% and are not reflected in this graph.

NUMBER OF LEADERS, PROVIDERS AND DIRECT CARE NURSES WHO ARE UNDERREPRESENTED IN MEDICINE, 2022 VS. 2021



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.