

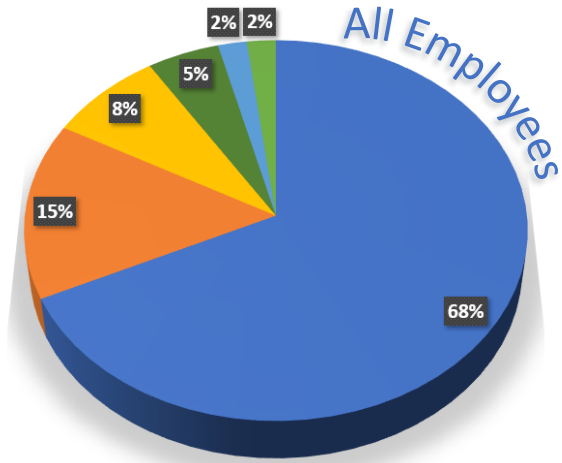
# 2022 DEI Workforce Snapshot

13,276  
Employees

♀  
77%

♂  
23%

5.5%  
Self-identify as  
LGBTQ+\*



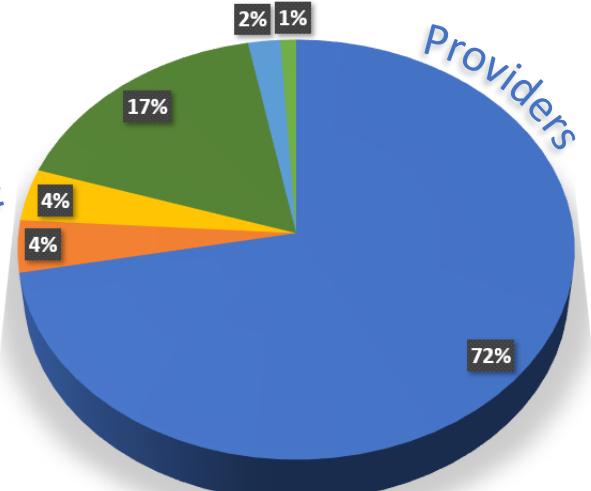
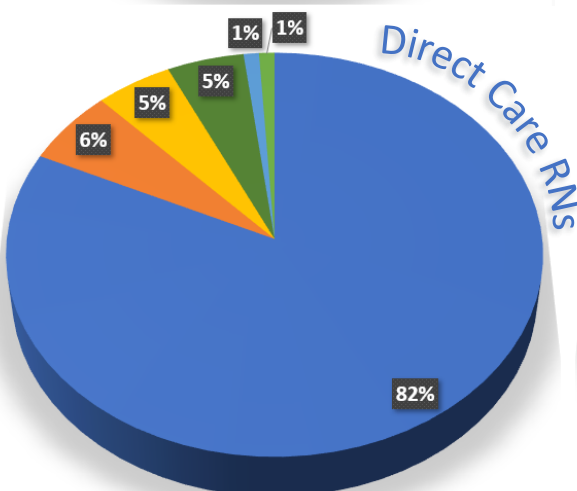
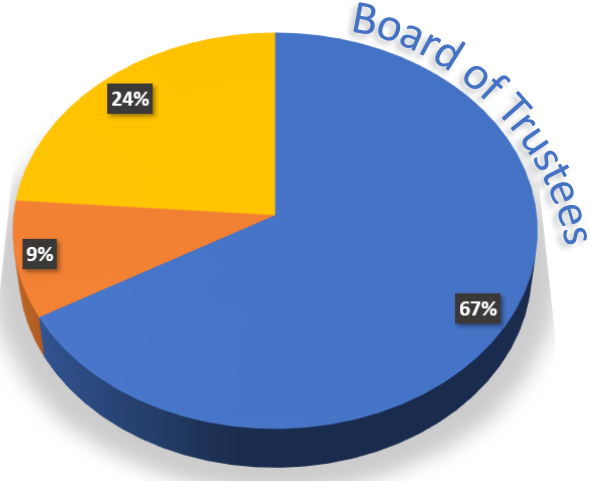
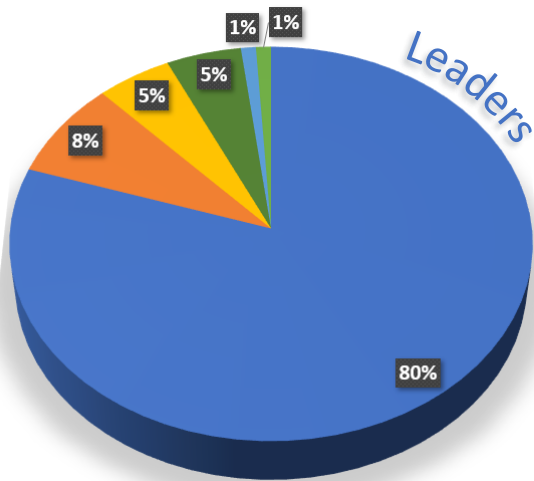
## TOTAL EMPLOYEES BY AGE GROUPS

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

## RACE & ETHNICITY

- White
  - Hispanic/Latino
  - Black/African American
  - Asian
  - Not Specified
  - Two or More Races
  - American Indian or Alaska Native
  - Native Hawaiian or Other Pacific Islander
- When not indicated, total = <1%

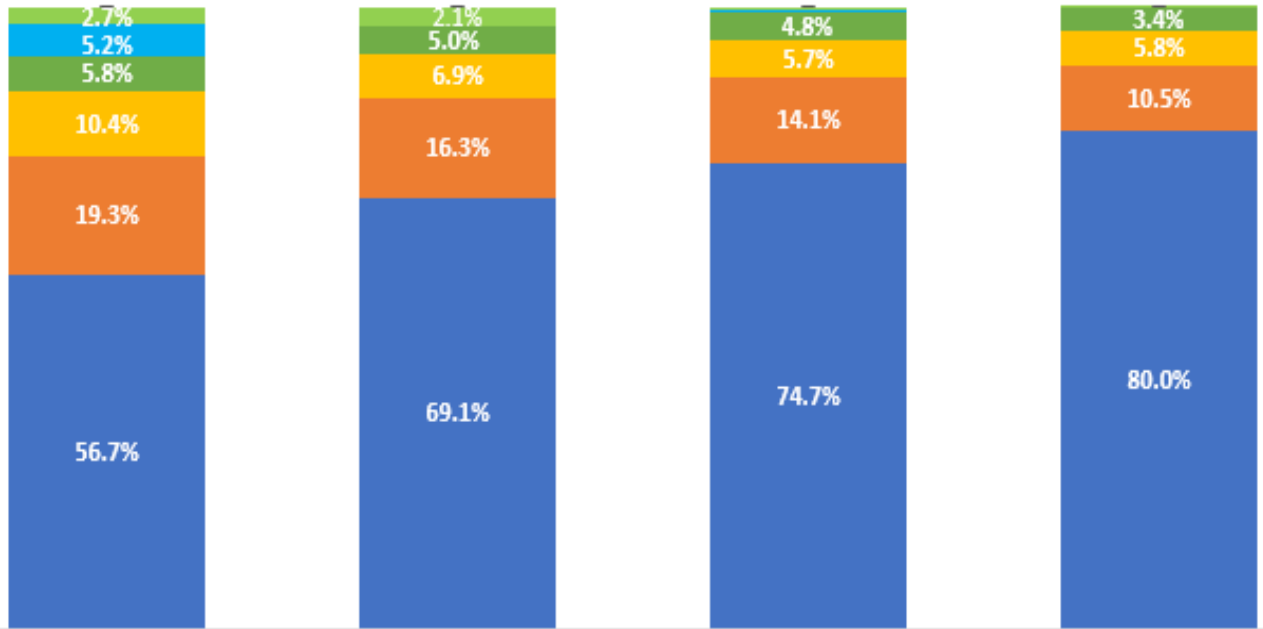
## POSITIONS FILLED



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

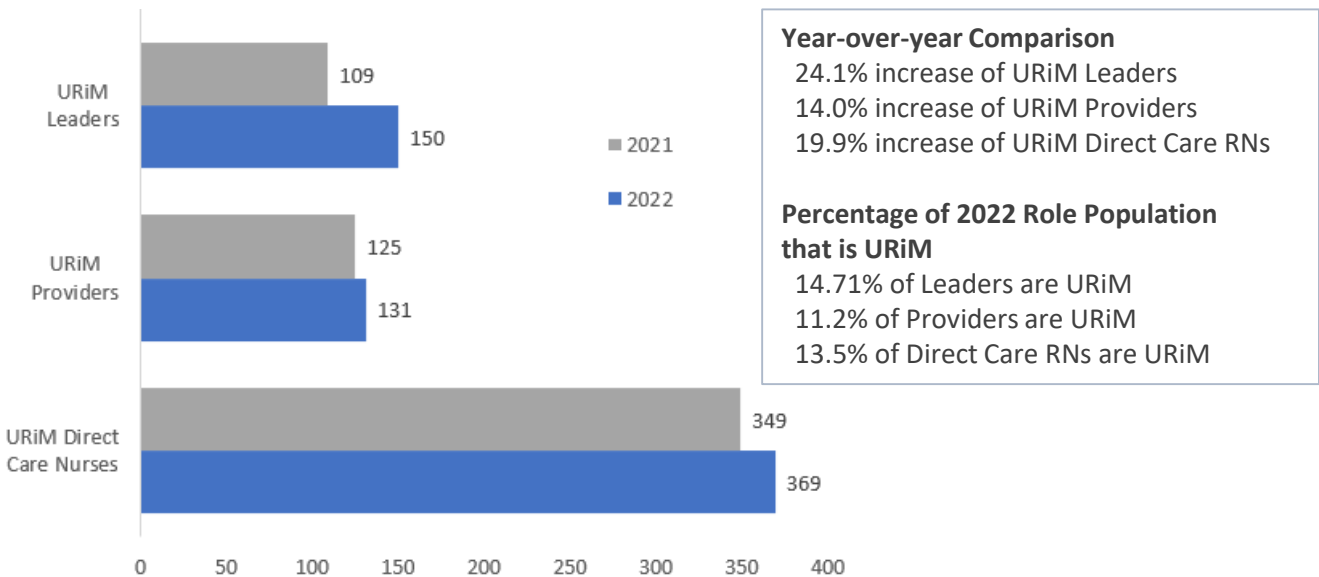
# 2022 DEI Workforce Snapshot

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



**0-2 YEARS**                      **3-6 YEARS**                      **7-9 YEARS**                      **10+ YEARS**  
 ■ White   ■ Hispanic or Latino   ■ Black or African American   ■ Asian   ■ Not Specified   ■ Two or More Races  
 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.