

# DIVERSITY EQUITY AND INCLUSION

## DEI Business Case

At Alliance, we recognize the strength of diversity as it drives innovation and helps us to better understand and reflect the communities we serve. Developing an equitable and inclusive culture that enables each person to be their authentic self, helps us to attract the best talent and fortifies our business through increased quality and productivity. Together these three values help us become a stronger organization so we can deliver the best quality care to our members.

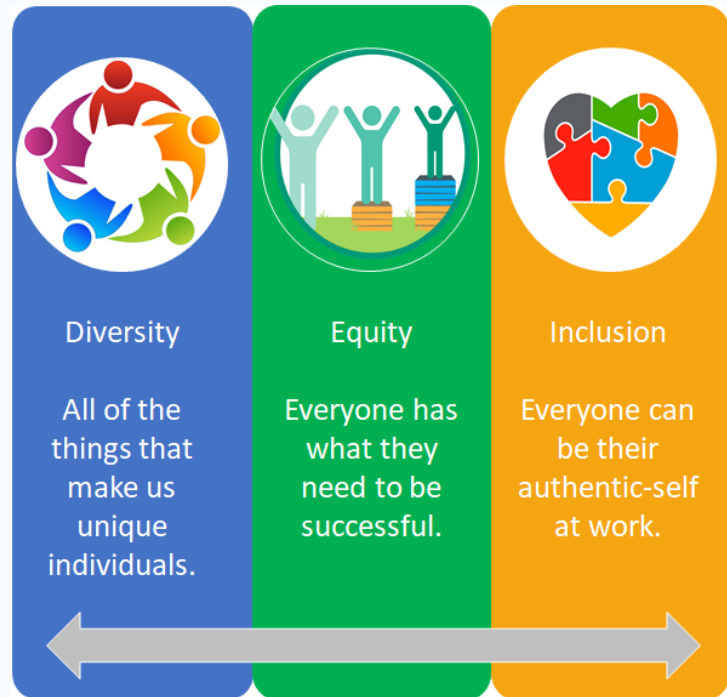
## DEI Vision Statement

Alliance Health exists to ensure our members are receiving comprehensive health services in our community.

We do that by:

- Embodying the values of diversity, equity, and inclusion throughout the entire organization
- Engaging, empowering, and advancing a diverse workforce that is passionate about serving our communities
- Having a respectful and supportive workplace that attracts and retains a talented workforce reflective of the communities we serve.

## What Do We Mean?



### ENHANCE COMMUNICATION ACROSS ORG

- Establish and communicate standard definitions regarding diversity, equity, and inclusion, including but not limited to, DEI values, goals, the business case, and survey results
- Develop and communicate DEI resources and best practices for all members of the organization
- Enhance transparency regarding current and future HR-related policies including, but not limited to, hiring, retention, professional development, promotions, reclassifications, and recertifications
- Enhance the confidential method for reporting workplace incidents on the Compliance Intranet Page to identify DEI specific issues

### DEVELOP AND SUPPORT DIVERSE TALENT IN AN EQUITABLE AND CONSISTENT PROCESS ACROSS ALL LEVELS OF THE ORGANIZATION

- Review and ensure existing policies regarding hiring, retention, promotion, and professional development are aligned with DEI best practices
- Ensure professional development opportunities are equitably accessible and effective to all stakeholders at Alliance
- Increase racial diversity among senior and executive leadership
- Provide education and best practices, training for managers and supervisors (DEI toolkit)

### ENHANCE EXISTING DEI INFRASTRUCTURE

- Enhance the role of the DEIC to ensure their ability to establish benchmarks and disseminate progress on DEI goals.
- Develop an annual DEI survey (including pulse surveys) which establishes a baseline for DEI and supports measurable and actionable recommendations
- Disseminate annual DEI survey results across the organization

### STRENGTHEN OUR COMMITMENTS TO DEVELOP DEI BEST PRACTICES AND INCREASE ENGAGEMENT FROM ALL STAKEHOLDERS

- Develop and enhance culturally competent partnerships and community engagement
- Foster diverse mentorships and sponsorships between management and staff to solidify the internal talent pipeline and build relationships across the organization
- Provide a safe space for learning, growth, and building community through Affinity Resource Groups
- Highlight and incorporate DEI into the organization's overall strategic goals