

ANNUAL REPORT

2022 Diversity, Equity, Inclusion and Belonging

TGETHER

Diversity, Equity, Inclusion & Belonging

OUR PURPOSE

We improve the health of all people in our communities by advancing efforts to eliminate systemic inequities and racism.



MESSAGE FROM OUR PRESIDENT AND CEO



Dear friend,

Allina Health’s caring mission is to provide exceptional care as we prevent illness, restore health and provide comfort to all who entrust us with their care. Our ability to provide exceptional care is centered on understanding our patients’ unique perspectives about their health and wellness shaped by who they are, their background and their lived experiences. Our respect and understanding of all of those factors is the very essence of Whole Person Care.

Diversity, Equity and Inclusion must be part of any care plan, but we recognize that to uphold the pillars of Diversity, Equity and Inclusion, we have to make sure that people and communities we serve feel like they belong. So, we added Belonging to our efforts.

Through Diversity, Equity, Inclusion and Belonging (DEI&B), we have been intentional in our work to combat the effects of systemic racism and other injustices. Our work has focused not only on the care we provide to patients and the community, but also our role as an employer, purchaser of goods and services and a community partner. In the nearly three years since the murder of George Floyd and the racial unrest that followed in our very own back yard, we have made gains both big and small.

These accomplishments are just the beginning. Combating the effects of systemic injustices takes time. This is daily work, and we are in it for the long haul. The end goal is to ensure that all people, regardless of race, gender, economic status, sexual orientation, or disability have access to good health care. I am proud to lead an organization that is committed to this work and to the communities we serve.

Lisa Shannon, president and chief executive officer
she / her / hers

Recognitions & Awards
Best in Class



Best Places to Work
for Disability Inclusion



Top Performer



High marks in 5 categories



#13 Corporate Diversity,
large organization list



Top Performer



Colleagues,

We are excited to share our second Diversity, Equity, Inclusion and Belonging annual report. This year has created deeper connections between our work and nurturing a culture that is welcoming, affirming and encourages everyone to feel comfortable being their whole, true and authentic selves, whether they come to Allina Health to seek care or to work.

We have made great strides and progress against our four commitment areas of care provider, purchaser, community partner and employer. These commitment areas have created accountability as we have identified our priorities and the outcomes associated with each area.

As you read this report, you will see our data, outcomes, and stories that bring to life “why” we focus on DEI&B as a business imperative. It is about actions, big and small, that demonstrate our commitment to creating a workforce and workplace that is diverse, inclusive and respectful. With that in mind, Allina Health created a land acknowledgment as an opportunity for us to acknowledge the land in which we live and work as well as acknowledge inequities and injustices for many diverse populations. This is one way that we are demonstrating our commitment is not just to doing the work but learning and acknowledging the historical and contemporary legacy of the native people whose land we live and work on daily.

Enjoy the report,

Jacqueline (Jackie) Thomas-Hall, MBA

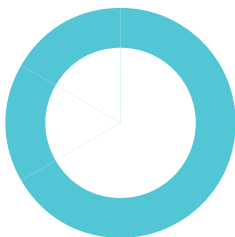
Jackie Thomas-Hall, chief diversity, equity, inclusion and belonging officer
she / her / hers

Diversity, Equity, Inclusion & Belonging Scorecard

Data reported through December 2022

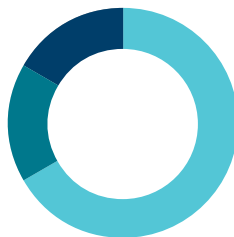
Outcomes

Provider Commitment



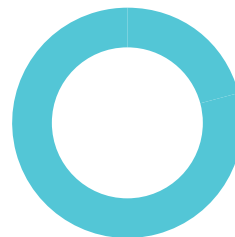
Progress on 6 goals

Purchasing/investment Commitment



Progress on 4 goals
Maintaining 1 goal
Watch 1 goal

Employer Commitment



Progress on 4 goals

Community Partner Commitment



Progress on 1 goal
Maintaining 2 goals
Watch 6 goal

- Progress
- Maintaining
- Watch

Provider Commitment

As a health care provider, we are listening to the needs of our individual patients and the communities they are a part of. Together, we are creating relationships that fuel innovative care models that better meet our patients' needs and provide equitable, inclusive and culturally responsive care for all. The vision of this Allina family is to bring Whole Person care to everyone, whether they are our patient, communities, or our own family. To create that environment where everyone flourishes, we need to embrace and celebrate our differences which is why DEI&B is so important! — Dr. Hsieng Su, Senior Vice President, Chief Medical Executive

Using data to pinpoint inequity

Patient data often tells the story of differences or disparities in care. With that in mind, Allina Health invested in training and support to educate our managers about how to assess the data to identify disparities in care. This process enables our teams to begin the work of creating an equitable solution that provides all of our patients with exceptional care in a timely fashion.



Culturally responsive care

Meeting patients where they are

We made intentional connections within the Somali community to help address disparities in colorectal and breast cancer screenings, as well as pediatric immunizations.

As part of this work, we supported innovative care models to improve outreach methods, which included partnering with a community-based videographer to create culturally responsive patient videos to help educate the community about the importance of the preventative care.



Creating policies

A team of providers at Piper Breast center worked to approve transgender and gender non-conforming breast cancer screening to increase the number of breast cancer screenings among this population.

With the policy in place, the team was able to go into the community to educate people about the steps Allina Health has taken to provide a welcoming and safe environment for transgender people seeking exceptional care.



Employer Commitment

At Allina Health, we have made significant strides in building the framework to make Diversity, Equity and Inclusion (DE&I) a priority for the organization and expanded this framework to include belonging as a prominent part of our journey, now known as Diversity, Equity, Inclusion and Belonging (DEI&B). This brings to life our commitment to creating an organizational culture where all employees and patients feel safe, respected, heard, valued and have a sense of belonging. — Sarah Stumme, Vice President System Human Resources

Employee Resource Groups

Employee Resource Groups now represent 3% of the total employee population across five different ERGs!

The development and growth of these groups are crucial to fostering a sense of belonging, diversity and inclusivity in an organization as large as Allina Health. Our ERG members have had opportunities to participate in events and projects such as the Walk for Recovery, a 20-day Pride Month journey and Courageous Conversations about Muslim American History.

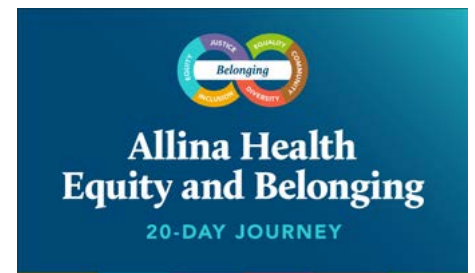
All employees are welcome to become a member of one of more ERGs.

- AWE ERG** Allina Women Empowered
- BIPOC ERG** Black, Indigenous, People of Color
- CARES ERG** Creating Awareness, Respect, Engagement and Support for people living with disabilities, mental health conditions and addiction
- HCI&W ERG** Hospital Community Inclusion & Well-being
- Pride ERG** LGBTQ+



Education

- We launched Allina Health’s inaugural Equity and Belonging Journey during January 2022. Through 20-days of curated and engaging content, participants gained a better understanding of systemic barriers to equity, the impact on health care and our responsibility as health care providers to ensure every person has access to exceptional and equitable care.
- In an effort to improve cultural intelligence and competency, 100% of our directors completed the Intercultural Development Index assessment.



Employee Retention

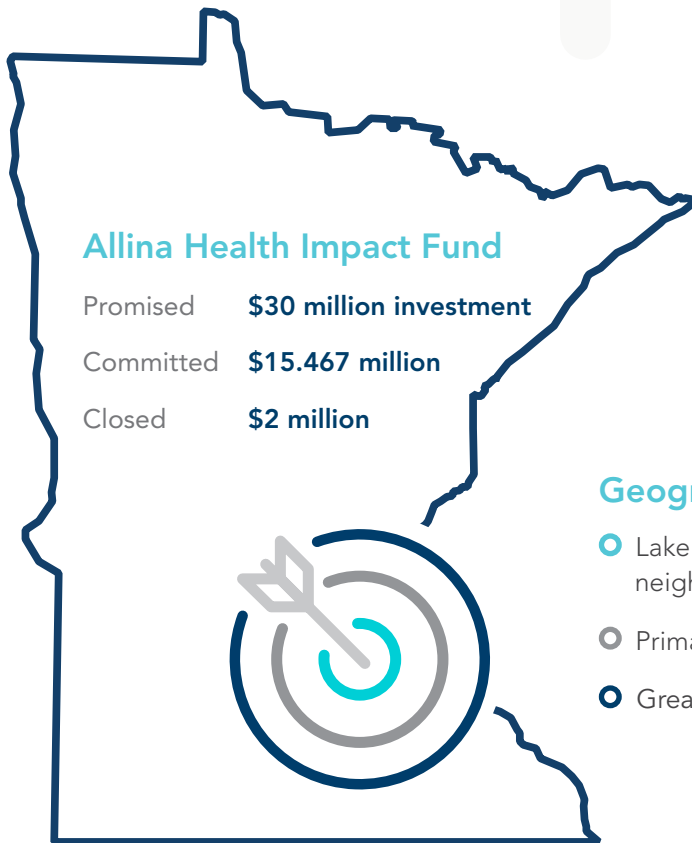
Allina Health continues to elevate the importance of hiring and retaining a diverse workforce, while also prioritizing pay equity. A core part of our pay and benefits philosophy is to provide equal pay opportunities for all employees. We work hard to make decisions based on consistent and fair criteria and without bias.

- Year to date 20% of promotions are employees of color.
- We regularly review our pay practices to ensure pay equity across the system.

Purchaser & Investor Commitment

Economic stability, education, access to food and the safety of a neighborhood, or physical environment, play key roles in a person’s health and wellness. With that in mind, Allina Health uses its power as a purchaser and investor to identify how we can help strengthen those areas in the communities we serve. Our commitment to engage Women and Minority Business Enterprises for at least 15% of construction spend continues to grow. Nearly \$20 million is under contract now with several large projects in development.

— Tony LaCroix-Dalluhn RN CHC, Vice President Facilities Management & Planning



Geographic impact

- Lake Street/Midtown Global Market neighborhood
- Primary Allina Health service area
- Greater MN and region

Current investees

Minnesota Inclusive Growth Fund
NeighborWorks Home Partners
LISC Twin Cities
Community Asset
Transition Fund II
MSP Equity Fund
Little Earth

Investment in our neighborhood

We recently committed to a one-million-dollar loan to help revitalize Little Earth, a 212-unit Housing and Urban Development (HUD) complex on 9.4 acres of land in the East Phillips neighborhood, near Abbott Northwestern Hospital. The 1,100 residents represent 38 tribal affiliations. Once approved by the Minnesota Housing Finance Agency, this short-term, low-to-medium-risk loan, we fund pre-construction costs to help rehabilitate the complex.



Community Commitment

At Allina Health, we have embraced the notion that our DEI&B journey is a collective decision to engage, listen, learn, question and grow every day. This has been some of my most reflective and rewarding work as a leader at Allina Health. — Kerri Gordon, Vice President Communications and Public Affairs

When we commissioned three murals to adorn spaces around the Allina Commons and parts of the Abbott Northwestern Hospital campus, we were just as intentional about ensuring local artists contributed and made a living wage as we were about the aesthetic.

This work provides local beauty while keeping our local dollars in the community.

The Recruitment Center mural features the word “healing” written in eleven languages and adorned by calming and serene elements from nature to focus on mind, body and spiritual wellness.



City Mischief co-founder and creator Thomasina Topbear says the cyclists in the Greenway mural celebrate the diversity of the neighborhood, while uplifting inclusion in both culture and accessibility.



The stunning 245-foot mural along the Midtown Greenway incorporates the themes of sustainability, as well as diversity, equity, inclusion and belonging. It has been featured on [KSTP-TV](#), [KARE11](#) and [WCCO-TV](#).



Diversity, Equity, Inclusion & Belonging

By the numbers

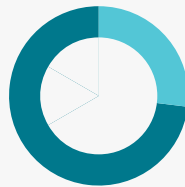
Allina Health is one of the largest nonprofit employers in the region. As part of our journey, we need to focus on increasing diversity within our organization. Our journey has just begun. We will use our data as a baseline to strategically position ourselves as the employer for all.

TOTAL HEADCOUNT

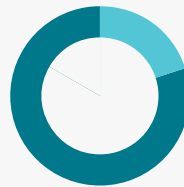


21% POC **79%** Non-POC

HEADCOUNT BY GENDER

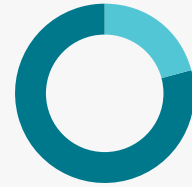


26% Male POC



20% Female POC

LEADERSHIP



21%
of our vice presidents are POC
(1% increase from last year)

POC = People of color

● POC ● Non-POC

MESSAGE FROM OUR CHIEF HUMAN RESOURCES AND ADMINISTRATION OFFICER

“We are proud of our accomplishments, but we know there is still more work to do. Diversity, Equity, Inclusion and Belonging is about truly making all feel welcomed.

Through this work, we will ensure the experiences of our patients, employees and our community partners are safe, supported and built on respect for lived experiences.

— Christine Moore, Ph.D., chief human resources and administrative officer
she / her / hers

