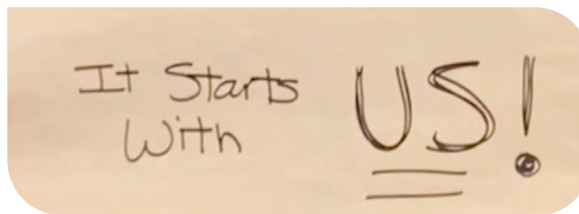
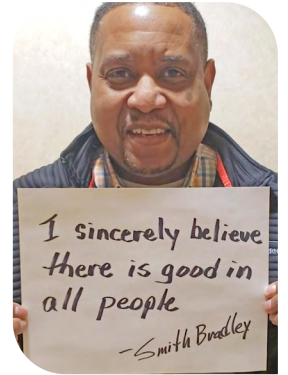
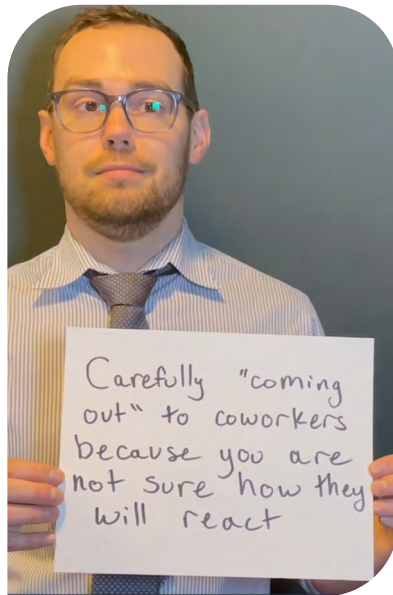
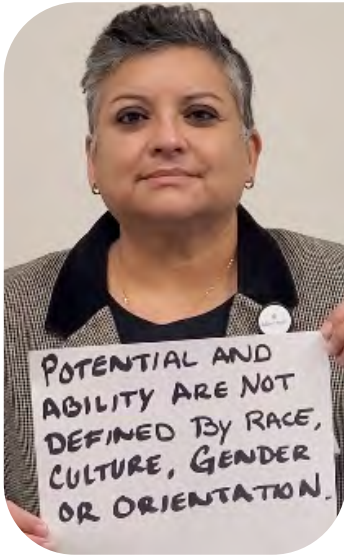


2021 Diversity, Equity and Inclusion

ANNUAL REPORT



 **TOGETHER**

MESSAGE FROM OUR PRESIDENT AND CEO



Dear friend,

At Allina Health, we serve our communities by providing exceptional care, as we prevent illness, restore health and provide comfort to all who entrust us with their care. As part of our commitment to **Whole Person Care** and our safety culture, we are purposefully shining a light on systemic barriers to equity and our responsibility to take action, not just within our four walls, but also in the communities we serve.

In the last two years, our nation and community have faced two pandemics: social unrest and systemic racism and COVID-19. It is clear that the disproportionate impact of COVID-19 on communities of color compounded the ongoing experiences of racial and community trauma. Our response to our community lies in our four commitments - as a provider, employer, purchaser of goods and services and community partner. Foundational to these commitments is our focus on establishing clear directives with a focus on **diversity, equity and inclusion** (DE&I).

We continue to build on our strengths and create accountability for achieving progress from the top-down. Examples include establishing our first CEO DE&I Council, standing up our system dashboard to create visibility and accountability through measurement, the formation of employee resource groups (ERGs), requiring Unconscious Bias in the Workplace training for all employees, creating a health equity task force to ensure equitable COVID-19 vaccine distribution and joining the national CEO Action for Diversity and Inclusion, to name just a few.

Additionally, our Board of Directors wholeheartedly embraced this work by completing Intercultural Development Inventory (IDI), which assesses intercultural competency.

We have made good progress, but our work continues.

As I lead Allina Health, one of the responsibilities that I am most honored to embrace is our continued and strengthening commitment to DE&I. While there is still a long healing and improvement journey ahead, Allina Health will continue to put this work at the core of who we are and what we do.

We need all of us in this **together** to make the sustained progress our employees, patients and communities deserve. Thank you for taking the time to explore our strategies and our systemwide grounding of our DE&I journey into Whole Person Care. This work 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.

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

Deepening our commitment through our journey



Our path towards equity and belonging will ensure we are creating a culture where you matter, and we are prepared to deliver the best care in a way that reflects the cultural beliefs and values of our patients, employees and communities, while providing the best care through our standards and practices. We want everyone who enters our health care system to have an experience that says: *You Belong*.

Jacqueline (Jackie) Thomas-Hall, MBA

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

Allina Health has a longstanding reputation in our community as a provider that delivers exceptional health care. Our journey toward DE&I has, in recent years, become a priority for us.

As we define our priorities for 2022, we will continue to focus on these four commitments. We will align success with the concept of understanding the importance of “experiences” as we deliver on our promise of Whole Person Care and Whole Person Care for Us. We understand that our experiences are linked to whether our patients, employees and community members feel they belong.

Therefore, as part of our evolution we will:

- better understand and be proactive in our response to serving our diverse patient base
- create strategies that align with our performance pillars and ensure that plan is action-oriented
- focus on outcomes that are equitable while ensuring everyone feels included and that they belong.

This annual report provides you with a road map, our priorities and an opportunity to share with you our stories that demonstrate our approach and plan to achieve DE&I and belonging.

Our DE&I commitments



PROVIDER

- collaborate with key stakeholders on innovative and sustainable care models
- focus on Community Health –Population Health.



PURCHASER OF GOODS AND SERVICES

- expand our diverse suppliers and purchasing networks to include alignment with sustainability initiatives
- provide capital (through investments) to local organizations that help to improve the health of our communities.



EMPLOYER

- increase the diversity and enhance cultural intelligence within our workforce
- create better connections and positive experiences as we work together to define our culture of belonging.



COMMUNITY PARTNER

- partner with community members, organizations and policymakers to improve the health of all people in our communities
- focus our community health improvement initiatives and investments to improve health equity.

Telling our story... It starts with us

As a Provider

Relationships are foundational to what we do. Allina Health envisions that all community members, especially those belonging to groups who have been historically oppressed, are engaged in and have authorship of their lives and their care. That's why we're focused on building authentic relationships with community partners to eliminate health disparities and prioritizing long-term collaboration over short-term results.



Hsieng Su, MD
senior vice president and
chief medical executive
she / her / hers

Our community depends on us to find a sustainable path forward to support their health needs by leveraging the full scope of the care continuum and recognizing all factors affecting health – mind, body, spirit and community. As part of our Population Health journey, one that's rooted in the foundations of Whole Person Care, we remain committed in reducing barriers to care, including honoring that the patients we serve have unique stories and come from diverse backgrounds.

Su Hsieng 20



Sarah Stumme,
vice president, system human resources
she / her / hers

As an Employer

As a large employer for the communities we serve, Allina Health is committed to having a workplace where all employees are able to thrive through strong connections and a sense of belonging. We are proud of our [four employee resource groups \(ERGs\)](#) that were established to help meet that commitment as well as to support and enhance our organizational priorities. Our ERG members offer their unique experiences and diverse perspectives to advance our desire to be a local and regional leader of diversity, equity and inclusion. These employee-led groups are essential to achieving our aspirations.

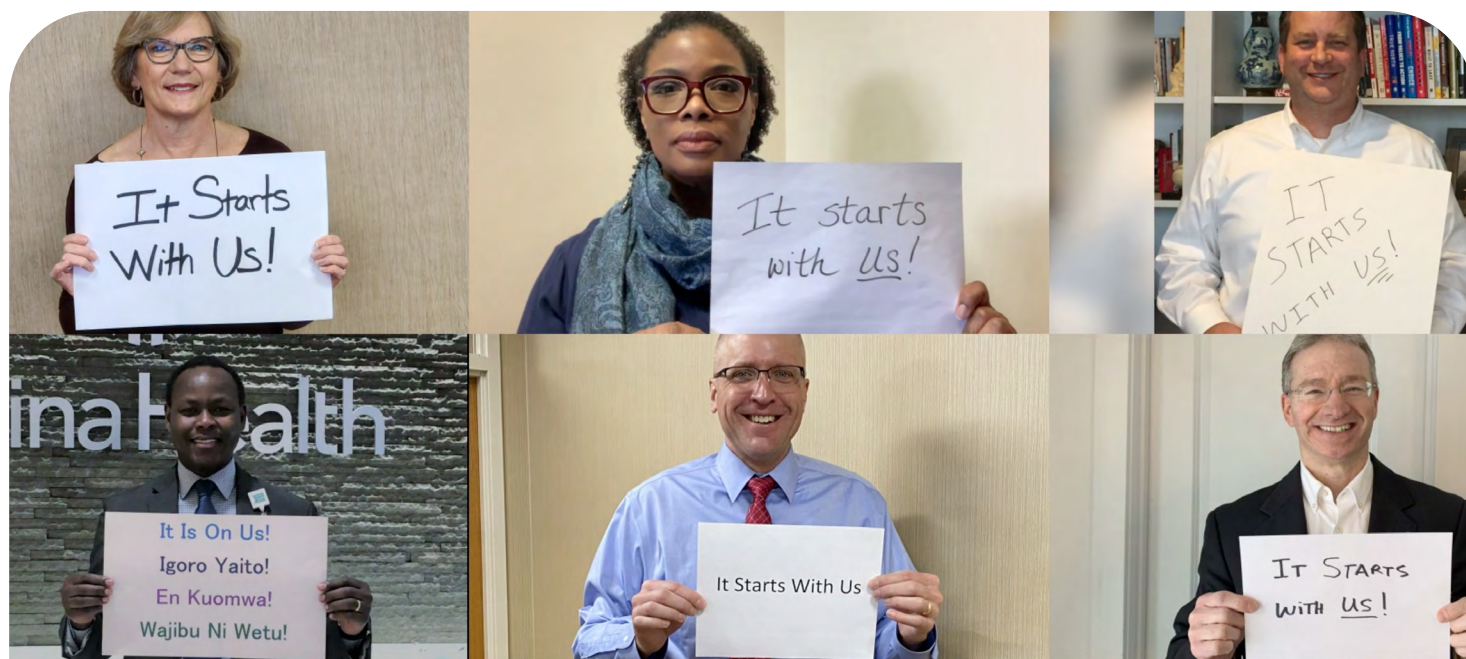
Sarah Stumme



As a Purchaser

Allina Health has made significant strides to drive DE&I and progress as an accountability area for purchasing and investing. We inherently promoted the improvement of DE&I related to the health of Allina Health's community by requesting our current managers about their DE&I strategies with 100% participation. Allina Health recently allocated \$30 million dollars to create and fund the Allina Health Impact Portfolio, in which \$4 million was invested in 2021, and we spent more than \$18 million in supplier diversity investments.

Click to watch the Allina Health "Belonging" video



As a Community

Change to Chill™, with support from Hennepin County, is incorporating more principles of DE&I in its program. Working with consultants and teens from Black, Indigenous, Latinx and LGBTQ+ communities, Change to Chill™ has created new content to highlight the unique experiences of stress within each of these communities and, where applicable, culturally relevant stress management practices.



ACCOMPLISHMENTS AND HIGHLIGHTS

As a Provider

- vaccinated 4,000 community members in more than 12 COVID-19 community pop-up clinics
- identified disparities in preventive screening rates and took action by increasing access to screening for communities of color
- formalized partnerships with [Open Path Resources](#) to lead a culturally responsive care education series
- established System Health Equity Committee
- developed a guide to support creation of inclusive patient education materials.

READ MORE HIGHLIGHTS ON OUR DE&I FOCUS AS A HEALTH CARE PROVIDER.

Click on each photo to learn more about Allina Health's commitment to impact.

The Mother Baby Center launches rebrand campaign reflecting diversity



Vaccine outreach to underserved communities



Mother/Baby Rebrand Meeting the needs of our diverse families

Researchers find 'tree inequity' for communities of color



Allina doctors go door-to-door to ensure homebound patients get vaccinated



Ensuring equitable access to vaccines



We commit to our guiding principles

- improve access to and consumer experience for all needed care services - primary, specialty care and hospital care
- continue to build care models that support our patients in addressing their health-related social needs and provide connections to community resources
- advocate for investments that create innovative solutions to achieve enduring improvements in access, quality and health outcomes for the communities we serve
- eliminate health disparities and unnecessary variations in quality of care.

2021 Provider Goal Completion: ●○○○

Successfully reached our goal of increasing colorectal cancer screening rates among self-identified Black/African-American patients.



Penny Wheeler, former Allina Health CEO, and a Midtown neighborhood resident celebrates after she provided the second dose of his COVID-19 vaccine.



ACCOMPLISHMENTS AND HIGHLIGHTS

As an Employer

Cultural Competency

- Focused and customized education for our board, leaders and staff
 - 100% completion rate of the Intercultural Development Inventory (IDI) by senior leaders and board members
 - 3 Unconscious Bias e-learnings, culturally responsive care series in partnership with community leaders, Birth Compass navigation tool
- Emerging Employee Resource Groups (ERGs)
 - AWE: Allina Women's Empowered
 - BIPOC: Black, Indigenous, People of Color
 - CARES: **C**reating **A**wareness, **R**espect, **E**ngagement & **S**upport for people living with disabilities, mental health conditions and addiction
 - PRIDE: LGBTQ+
 - 51 events and opportunities were led by these groups, creating over 100 hours of content including Courageous Conversations, lunch & learns and membership drives.

Workforce Partnerships

Increased our commitment through existing and emerging community workforce programs:



PROJECT FOR PRIDE IN LIVING is a 20-year partnership with over 142 community classes.



GENESYS WORKS has a mission to provide pathways to career success for high school students in underserved communities through skill training, meaningful work experiences and impactful relationships.



SUMMIT ACADEMY is a new partnership focusing on early career in the areas of nursing and IT.

We commit to our guiding principles

- eliminate decisions that negatively impact underrepresented and underserved populations
- re-examine our organizational policies with an equity lens and commit to make any policy changes needed to continue to endorse Equal Employment Opportunity (EEO) and promote equity
- increase visibility and brand commitment through communication (internal/external)
- continue to foster inclusion through the engagement process and the creation and development of ERGs
- build knowledge and skills to advance cultural competency for all staff at all levels of our organization and address issues around organizational and structural racism.

2021 Employer Goal Completion: ● ● ●

97% of all employees completed Unconscious Bias in the Workplace training. Our Board and Top 100 Leaders completed the IDI as a baseline to increase cultural intelligence through action planning. Successfully started four employee resource groups that were leveraged to review policies, engaged in meaningful cultural dialogues and increased employee engagement.

DE&I 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



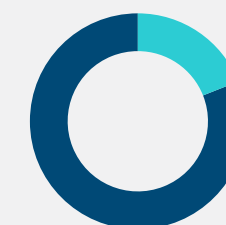
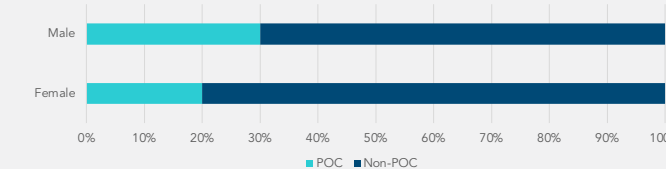
80%

Non-POC

20%

POC

GENDER



19%

of our vice presidents are POC

POC = People of color



ACCOMPLISHMENTS AND HIGHLIGHTS

As a Purchaser

- established a framework for supplier diversity with our contractors and suppliers
- joined a collaborative group, Business Bridge, to help grow supplier diversity in the Twin Cities market
- created a \$30 million dollar commitment for impact investments in our service community that is expected to be invested over a three-year period.

We commit to our guiding principles

- promote the inclusion of businesses, small and of all sizes, owned by BIPOC community members and underrepresented & underserved people when purchasing goods or services
- review any investment or investment commitment within Allina Health's investment portfolio, assuring these investments are aligned to our equity principles and values
- seize the opportunity to work with suppliers who are interested in working with health systems on formalized programs to look at inequities in BIPOC communities and care with the goal to develop actionable responses.

2021 Purchaser

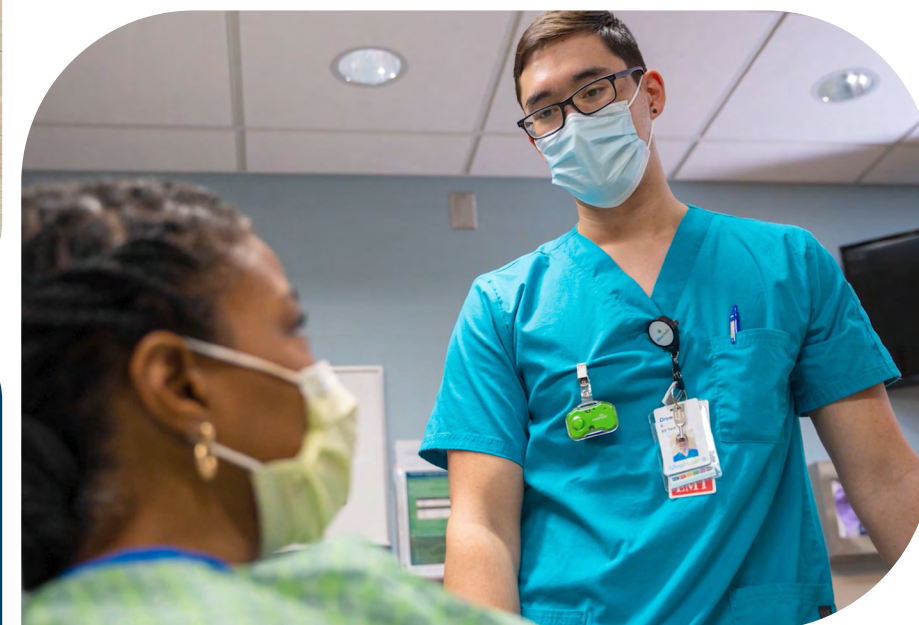
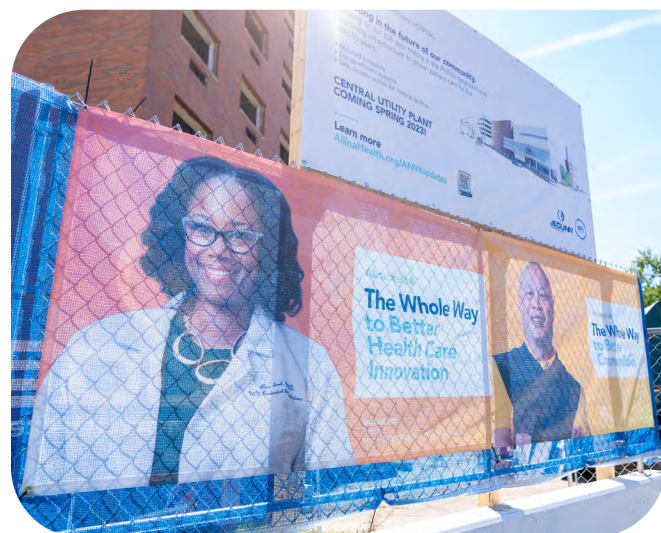
Goal Completion: ●○○○

INVESTMENTS

Our investment partners are committed to DE&I, proven by their 100% engagement in our DE&I survey and their implementation of a DE&I policy.

PURCHASING

We reached a collective spend of nearly \$30 million in our first year with supplies and construction project spend. Supplies represented 1.7% of our total spend committed to diversity suppliers, which includes our primary supplies and their diversity pledges. With the help of our general contractors, our construction projects created subcontractor diversity spend that reached 13% of total project spend.





ACCOMPLISHMENTS AND HIGHLIGHTS

As a Community Partner

- engaged in a public-private partnership to address the health, safety and redevelopment challenges of the Lake Street corridor to support the physical and social recovery of South Minneapolis
- developed new community health improvement content to improve health equity:
 - updated existing and created new Change to Chill™ content to better reflect the experience of LGBTQ+, Latinx, Indigenous and Black/African American youth
 - [translated the Change to Chill™ website into Spanish](#)
 - [launched Hello4Health™, a new initiative focused on decreasing social isolation among older adults](#)
- increased Allina Health's impact related to health equity and social justice through advocating for legislative changes at the state and federal level:
 - state efforts included increasing funding to rebuild South Minneapolis, funding for emergency shelter programs and measures to decrease maternal health disparities
 - federal efforts included supporting the Black Maternal Health Momnibus legislative package, funding to strengthen and diversify the health care and public health workforce, provisions to address climate changes impact on health, and federal support to address community violence and trauma.



The two organizations that helped make this possible are Real Minneapolis and North Start Network in collaboration with the BUOY Foundations.

We commit to our guiding principles

- advocate for public policies that address social justice needs
- partner with policymakers, employers and community advocates to remove barriers to health equity
- support the physical and social recovery of South Minneapolis
- engage our leaders and employees in support of communities and community organizations
- focus community health improvement initiatives and investments to improve health equity
- engage in collective action with other organizations and people in communities to reduce health disparities.

2021 Community

Goal Completion: ●○○

We met or exceeded our DE&I community goals in 2021. Highlights included laying the groundwork for several new initiatives to improve public safety and community mental well-being in South Minneapolis, developing new equity-focused mental health content through Change to Chill™ that served 2,135 students and advocated for seven key legislative initiatives to improve health equity.

READ MORE HIGHLIGHTS ON OUR DE&I FOCUS AS A COMMUNITY PARTNER

Click on each photo to learn more about Allina Health's commitment to impact.



Allina Health launches Hello4Health, offering online resources to help improve mental wellness

Allina Health joins national CEO Action for Diversity & Inclusion



Allina Health and Jaspr Health partner to reduce suicide in Minnesota



We stand together against AAPI hate

Allina Health

Allina Health stands in solidarity and denounces anti-Asian hate and violence

Our 2021 DE&I annual report tells the story of our continued journey. We wanted to transparently share our updates, which include many successes and challenges. Notably, managing two pandemics - COVID-19 and civil unrest and racism - presented additional challenges for us to navigate.



While managing these dual experiences, we deepened our understanding of the generational impact of poverty, discrimination and systemic racism on individual and community health – and that we must continue to take action to address the unequal health outcomes that certain populations experience. All too often, access to care, resources and costs make equitable health outcomes seem far-reaching.

As part of our caring mission and our commitment to Whole Person Care, we must honor the physical state, emotional well-being and cultural identities of those we serve - and make sure that we reflect the communities we serve. When we deliver on our promise of Whole Person Care, we create a culture that is centered on **belonging**, a word that will become more prominent in our DE&I journey in 2022.

Meaningful DE&I work is not possible without individual and collective action. Through these actions, we want to ensure that the experiences of our patients, employees or community partners are safe, supportive and built on respect for lived experiences. Inclusion and belonging remain at the center of all that we do. I look forward to continuing on this journey.

A handwritten signature in black ink that reads "Christine Moore".

Christine Moore, executive vice president, chief human resources and administrative officer
she / her / hers

