

Cultivating an Inclusive and Diverse Organization to Achieve our Purpose

2022 Diversity, Equity, Inclusion, Accessibility
(DEIA) & Health Equity Report

JUNE 2023

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A Message from our Leadership

We are extremely proud to introduce our first annual Point32Health Diversity, Equity, Inclusion, Accessibility (DEIA) & Health Equity Report. This report highlights real-life examples of how we are working together to build a lasting community of care. You will read insights from our colleagues and partners that demonstrate our commitment to living our shared values and fulfilling our purpose to guide and empower healthier lives for everyone.

The work we are doing is tremendously important and there is far more to do. We are energized by the future and the possibilities to deliver on our DEIA & Health Equity strategy in the years to come.



CAIN A. HAYES
President & CEO



PETER CHURCH
Chief People Officer



JAVIER BARRIENTOS
Chief Diversity Officer

"The rich diversity of backgrounds, experiences, skills and perspectives of our more than 4,000 colleagues helps position us to drive sustainable change and health equity for the members we serve."

CAIN A. HAYES
President & CEO



Our commitment to DEIA & Health Equity aligns with our purpose, influences our behaviors and sets our strategy.

In 2022, we established a foundation, integrating DEIA & Health Equity work from Point32Health's two heritage organizations with our future aspirations to create a new comprehensive, enterprise-wide DEIA & Health Equity strategy. We believe that cultivating a diverse and inclusive workforce and continuing to increase equity and accessibility helps to create better DEIA & Health Equity outcomes for everyone.

Without the passion and dedication of our colleagues and our collective focus on DEIA & Health Equity throughout the years, we would not be where we are today.

We've had a long-standing commitment to advance DEIA & Health Equity.



One of the early U.S. signatories to the **CEO Action for Diversity & Inclusion™** pledge.



Designated as a Best Place to Work for Disability Inclusion by **Disability:IN.**

Received **Human Rights Campaign Corporate Equality Index** 100% score.

Five business resource groups promoted inclusion within the workplace and community, focused on multicultural backgrounds, LGBTQ+, veterans and military, people with disabilities and women.

Provided cultural competence, unconscious bias and anti-racism educational experiences to all colleagues.



Formed employee resource group for LGBTQ+ colleagues.

Created one of the few same-gender partner benefit programs in the country.



Awarded NCQA Multicultural Innovation Award for reducing colorectal cancer screening disparity.

Harvard Community Health Plan (Harvard Pilgrim) and Harvard Medical School (HMS) created and jointly funded the Department of Ambulatory Care and Prevention (renamed the **Department of Population Medicine** in 2009) with a teaching and research mission.

Created the Harvard Pilgrim Health Care Institute Ethics Advisory Program to serve all members and colleagues.



Launched Unconscious Bias Day for colleagues, an annual program designed to recognize bias in the workplace, drive meaningful change through candid conversations and generate ideas to advance diversity and inclusion.

Trained bilingual member service representatives on cultural sensitivity techniques and health care vocabulary through the Multicultural Service Program.

Created a unique health plan for a commercial client, achieving lower health care costs while increasing wages for workers.

Addressed economic inclusion through supplier inclusion program, encouraging over \$80M in contracts with diverse-owned businesses.

Created free doula program, which promoted healthier pregnancies and provided post-partum care within our Medicaid member population.



Health Equity Committee established a task force and action plan to support all members and those in communities most impacted by COVID-19.

One of 10 founding members of National Health Plan Collaborative to Reduce Racial/Ethnic Disparities.

Recognized as one of the first health plans in our region to create a transgender health benefits rider including gender transition and top/bottom surgery coverage.

Received **Human Rights Campaign Corporate Equality Index** 100% score.

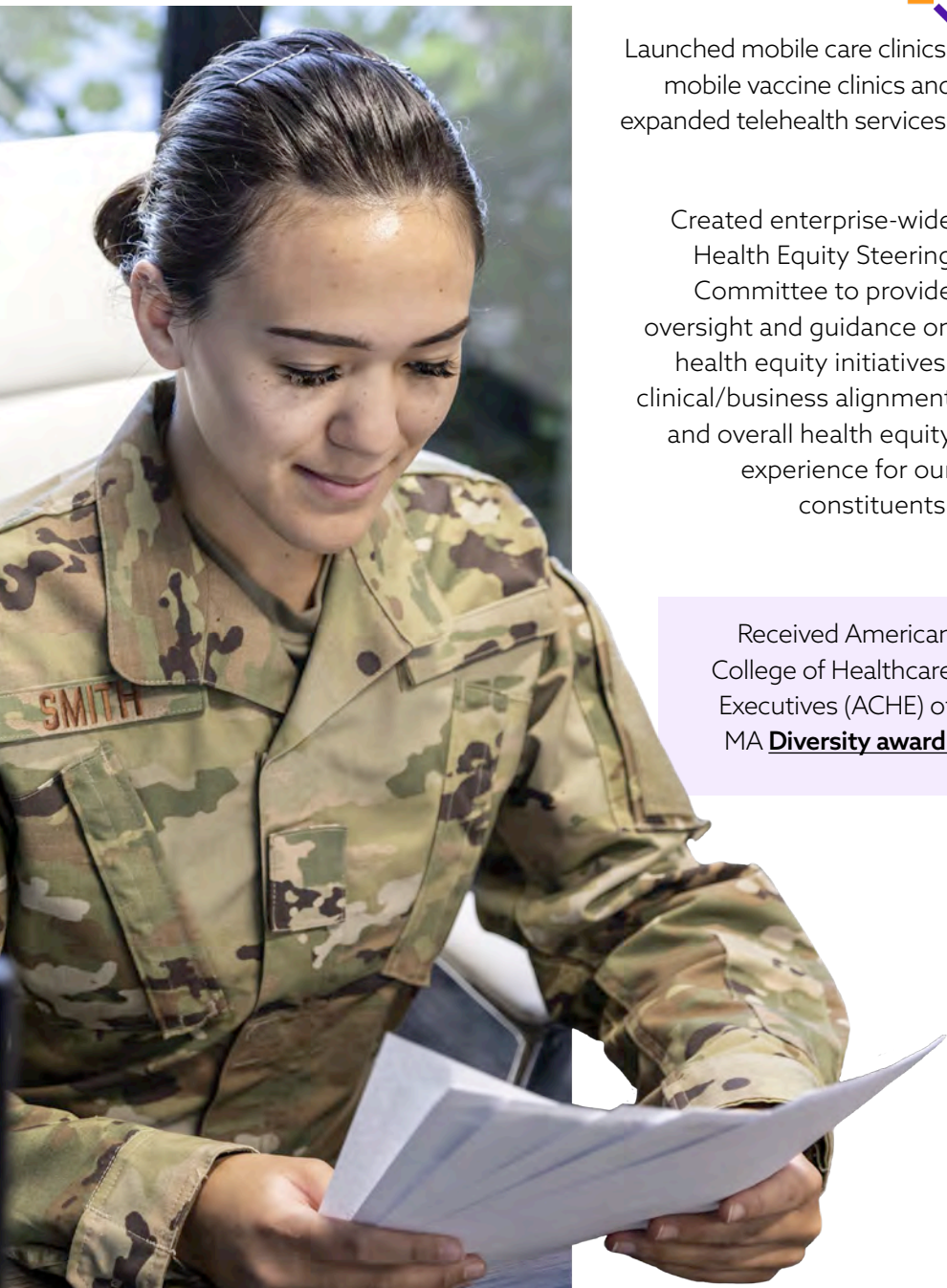


Launched community-based intervention to reduce disparity of annual eye exams among Hispanic members with diabetes.

Health Equity Inclusion Track spearheaded efforts to support all members and those in communities most impacted by COVID-19.

Point32Health

formed through the combination of
Harvard Pilgrim Health Care and
Tufts Health Plan



Launched mobile care clinics, mobile vaccine clinics and expanded telehealth services.

Created enterprise-wide Health Equity Steering Committee to provide oversight and guidance on health equity initiatives, clinical/business alignment and overall health equity experience for our constituents.

Received American College of Healthcare Executives (ACHE) of MA **Diversity award.**

Harvard Pilgrim Health Care and Tufts Health Plan earned Full Health Equity Accreditation from the National Committee for Quality Assurance (NCQA) for Harvard Pilgrim Health Care's Commercial Combined (HMO/POS) MA/ME and Exchange (HMO) MA/ME plans, as well as Tufts Health Plan's Medicaid and Exchange HMO plans.

New Chief Diversity Officer named, DEIA & Health Equity team created and strategy refreshed.

Eight Colleague Resource Groups (CRGs) began CRG transformation.

Partnered with Boston Medical Center to advance maternal health equity.

Launched the *Social Inequality Index* to better understand and address social determinants of health for members in all stages of life.





Our DEIA & Health Equity Strategy is our compass for sustainable growth and impact in these key areas:



Health Equity



Accessibility



Culture



Marketplace Diversity



Colleague Diversity



Economic Inclusion



Colleague Resource Groups (CRGs)



Health Equity

Everything we do
points to health equity.

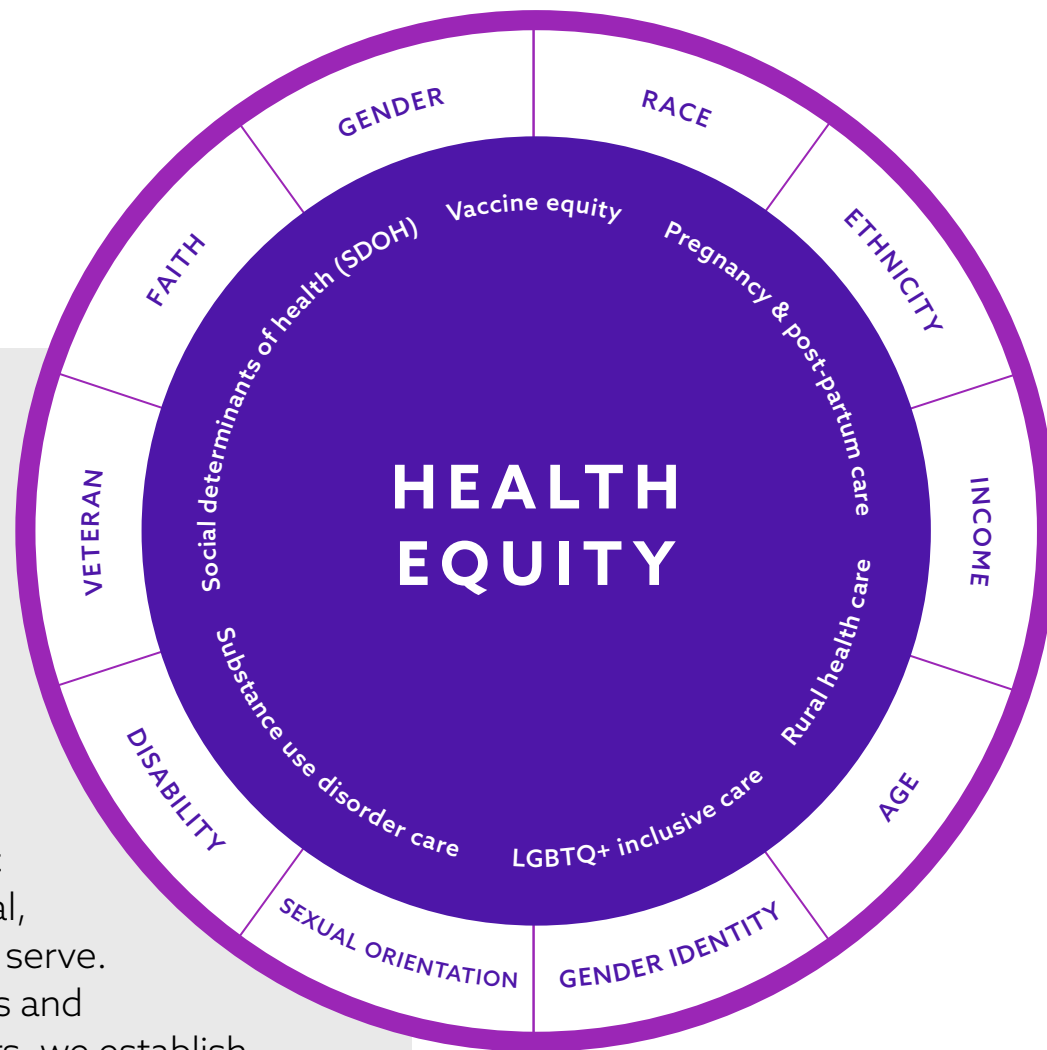
We believe health equity affects everything and everyone. Our approach to health equity is centered on ensuring access to high-quality, affordable health care and the opportunity for everyone to attain their full health potential.

Our health equity areas of focus are:

- Pregnancy and post-partum care
- Rural health care
- LGBTQ+ inclusive care
- Substance use disorder care
- Social determinants of health (SDOH)
- Vaccine equity

These areas were drawn from the extensive work that our organization has done throughout the years to advance health equity inclusive of race, ethnicity, age, gender, sexual orientation, gender identity or expression, faith, income, disability, veteran status and other physical or social characteristics.

We see social determinants of health as foundational for all of our health equity strategic areas of focus, intersecting our multidimensional, diverse members and communities in which we serve. By working closely with community organizations and collaborating with provider systems and members, we establish a comprehensive, end-to-end model of care for members.



Some examples of our health equity initiatives include:



A mobile vaccine clinic, which helped vaccinate more than 3,800 residents in communities hit hardest by the COVID-19 pandemic



A mobile clinic with four hospital partners to serve rural Northern New Hampshire residents with primary and preventative care



Telehealth programs in partnership with local providers to serve residents of rural Maine



Partnering with Rhode Island Women & Infants Hospital and Meals on Wheels to provide healthy food to pregnant mothers and post-partum parents



Providing access to culturally appropriate services and performing Race, Ethnicity, Language, Disability (RELD)/Sexual Orientation, Gender Identity (SOGI) data collection, which supports our members and furthers our health equity work to analyze, identify and act on health inequities

"Health equity isn't one thing, it's the result of effectively addressing multiple determinants of health. It's not for one person or group—it's for everyone. Health equity is social justice in health care."



WENDY RUE WILLIAMS, MSW
Head of Health Equity



Case Study

We use innovation and community-led partnerships to break down barriers so that students can access behavioral health services.

Started as a pilot in spring of 2022, a collaborative effort coordinated by Hallowell-based **MCD Global Health** (MCD) gives students and staff at Woodland Elementary and Woodland Junior-Senior High School in Baileyville, Maine, and across the county's AOS 90 school district, access to virtual behavioral health services and other needed resources. This program trains local residents as Community Health Workers and Service Navigators and links students and families with needed resources. This ensures all students who could benefit from behavioral health services have access to those services either in-person or via behavioral telehealth.

Baileyville residents identified access to behavioral health services as an urgent need via a community assessment by a Community Health Ad Hoc Committee, which was formed by the Baileyville Town Council in August of 2021. In less than a year, the behavioral health teletherapy program launched.





A \$500,000 matching grant from Point32Health Foundation helped the community start the initiative. “This program responds to the urgent behavioral and mental health needs of young people in a meaningful way and illustrates how change can happen when committed community leaders come together,” said Patricia Metta, superintendent of AOS 90 school district.

Since the program began, 30 students have been matched with behavioral health providers (in person and virtually), and the program is on track to serve a total of 80 students by July 31, 2023. Year-round support is built into the model, giving students and faculty access to behavioral health teletherapy services throughout the summer.

“At a time when the need for equitable behavioral and mental health care is increasing, our community partners are delivering critical resources to transform the quality of life for students and their families, help eliminate systemic barriers and improve community health and well-being for all.”



JEFFREY SEDLACK, MD

Maine Medical Director at Point32Health

Thought Leadership

Our thought leadership partner provides world-class research and innovative insights to remove bias from healthcare systems, policies and processes.

Point32Health is uniquely positioned to leverage forward-thinking research through our 30-year partnership with the **Harvard Pilgrim Health Care Institute**, a research and teaching collaboration between Point32Health and Harvard Medical School. The Institute's Department of Population Medicine is the nation's first medical school appointing department based in a health plan and its mission is to improve health care delivery and population health through research and education—locally, nationally and internationally—in partnership with health plans, delivery systems and public health agencies.

The Institute's work has helped to inform and evaluate new and innovative strategies for Point32Health to implement to continue offering members high-value, evidence-based care while working to improve health equity. Two examples of how the Harvard Pilgrim Health Care Institute has made an impact on health equity at Point32Health are our collaborative partnership to identify and remove potential sources of bias from our clinical data algorithms, and our quarterly Ethics Advisory Group deliberations which allow us to hear different voices, understand multiple values and learn from experiences of diverse stakeholders on challenging topics.

[Learn more](#) about the Harvard Pilgrim Health Care Institute and their research.



Selected Research Publications

Harvard Pilgrim Health Care Institute authors distinguished below, in **bold**.

[Racial and Ethnic Disparities in Outpatient Treatment of COVID-19 - United States, January-July 2022.](#)

AUTHORS: Boehmer TK, Koumans EH, Skillen EL, Kappelman MD, Carton TW, Patel A, August EM, Bernstein R, Denson JL, Draper C, Gundlapalli AV, Paranjape A, Puro J, Rao P, Siegel DA, Trick WE, Walker CL, **Block JP**

[Preferences for HIV Preexposure Prophylaxis Products among Black Women in the U.S.](#)

AUTHORS: Irie WC, Calabrese SK, Patel RR, Mayer KH, Geng EH, **Marcus JL**

[Awareness and utilization of genetic testing among Hispanic and Latino adults living in the US: The Hispanic Community Health Study/Study of Latinos.](#)

AUTHORS: Christensen KD, Zhang M, Galbraith LN, Granot-HersHKovitz E, Nelson SC, Gonzalez S, Argos M, Ferreira KM, Daviglus ML, Isasi CR, Cai J, Talavera GA, Blout Zawatsky CL, Green RC, Isasi R, Kaplan R, Sofer T



COVID medication **treatment gaps persist** among racial and ethnic minority groups.

A CDC Morbidity and Mortality Weekly Report¹ senior-authored by the Institute's **Jason Block** investigated these disparities in detail. The team found that, from April-July 2022, the percentage of COVID-19 patients aged ≥20 years treated with Paxlovid was 36% lower among Black and 30% lower among Hispanic patients than among White and non-Hispanic patients. These disparities existed among all age groups and patients with immunocompromising conditions.



Members who live in areas with the highest social inequality are **two times** more likely to have never visited a doctor over the course of the year.

Source: Point32Health data analytics, 2022



Black women's risk of HIV infection is **11 times** that of White women.

Taking anti-HIV medications before exposure to the virus greatly reduces the risk of becoming infected. **Whitney Irie** and **Julia Marcus** led a study² to assess the preferences of a nationwide sample of Black women regarding their knowledge of anti-HIV medication and their interest in using them. They found that two-thirds of Black women would be interested in using these drugs if they were available at no cost. Most women would prefer to take pills, but some women would prefer injections, especially those who are concerned about being seen taking medication and those at increased risk of HIV infection. These findings can be used to improve the delivery of anti-HIV medication to Black women.

"We leverage our position within both a health plan and medical school to expand our work in health equity and disparities aiming at long-lasting impact."



RICHARD PLATT, MD, MSc

Professor and Chair, Department of Population Medicine, Harvard Pilgrim Health Care Institute

¹Boehmer TK, Koumans EH, Skillen EL, ... **Block JP**. Racial and Ethnic Disparities in Outpatient Treatment of COVID-19 — United States, January–July 2022. MMWR Morb Mortal Wkly Rep 2022;71:1359–1365.

²**Irie WC**, Calabrese SK, Patel RR, Mayer KH, Geng EH, & **Marcus JL**. (2022). Preferences for HIV Preexposure Prophylaxis Products among Black Women in the U.S. AIDS and Behavior, 26(7), 2212–2223.



Fifteen percent of US children live in households with inadequate food.

Children who are food insecure often experience worse physical, emotional and developmental health outcomes. In this study, Institute investigator, **Alon Peltz**, and colleagues, found that after adjusting for the impact of several variables, childhood household food insecurity was associated with significantly higher odds of an emergency department or primary care treatment visit during the year. Household food insecurity was also associated with significantly higher school absenteeism and lower access to routine or illness care.³



Members with asthma who live in areas with the highest social inequality are **1.7 times** more likely to have multiple ER visits.

Source: Point32Health data analytics, 2022



According to a new study⁴ led by researchers at the Institute, the physical and social attributes of neighborhoods where children reside is increasingly recognized as an **important determinant of health** across the lifecourse.

Compared with adults, children may be particularly vulnerable to adverse neighborhood conditions with consequences for lifelong health. A study team led by the Institute's **Izzuddin Aris** found that at every life stage, children who resided in areas with higher Child Opportunity Index scores had lower mean BMI trajectories and lower risk of obesity from childhood to adolescence, independent of family sociodemographic and prenatal characteristics. The team observed similar patterns of findings for children who resided in areas with lower Social Vulnerability Index scores. These associations were strongest for children residing in neighborhoods with highest opportunity or lowest vulnerability. Importantly, these associations were strongest for exposure to neighborhoods at birth compared with exposure at later life stages, indicating that pregnancy is an important window for exposure.

³ **Peltz A**, Garg A. Food Insecurity and Health Care Use. *Pediatrics*. 2019 Oct;144(4):e20190347. doi: 10.1542/peds.2019-0347. Epub 2019 Sep 9. PMID: 31501238.

⁴ **Aris IM**, Perng W, Dabelea D, et al. Associations of Neighborhood Opportunity and Social Vulnerability With Trajectories of Childhood Body Mass Index and Obesity Among US Children. *JAMA Netw Open*. 2022;5(12):e2247957.

We are a Community of Care.

For Point32Health, corporate citizenship is more than philanthropy; it is everything we do: products and services that address health disparities, business practices that advance equity and inclusion and community engagement that is relevant and responsive to addressing what communities need. It's how we show up in community, how we treat our colleagues and how we act on our company's values.

Supporting community nonprofits

Grants, matching gifts, sponsorships, in-kind and other donations from Point32Health and our Foundation **contributed \$15M+** in 2022 to support nonprofit organizations.

- **Nearly \$8M** in Foundation grants to 140+ community nonprofits across five states, including \$1 million to advance social and racial equity by amplifying diverse voices and eliminating systemic barriers.
- **\$1.5M+** in donations from colleagues, board members and matches from the Foundation to 600+ local nonprofits. The Foundation also expanded the Match Program to include a new initiative to support organizations addressing justice and equity in the states we serve.
- **9,326 hours** of colleague volunteer service with nonprofit organizations, valued at nearly \$360,000.

The Foundation also supports our corporate citizenship programs. [Learn more](#) about Point32Health's commitment to community.



"Community is at the center of what we do. As we grow and evolve, we will continue to learn from those closest to the issues and remain committed to following community voice and community-led solutions."



NORA MORENO CARGIE

Vice President, Corporate Citizenship &
President, Point32Health Foundation



Culture

Our culture is grounded
in caring for each other.

The Values and Beliefs that Guide Us

Our shared values set the stage for how we live our culture at Point32Health, shaping our individual and collective behaviors. These values represent our shared beliefs for how we make decisions, how we measure performance and how we drive accountability to achieve our vision to guide and empower healthier lives for everyone.

Recognizing the importance of inclusive leadership, we offer learning opportunities on subjects such as unconscious bias, the foundations of DEIA, microaggressions and antiracism.

37% of our colleagues (1,590 colleagues) completed all four of these programs in 2022.



Embrace Learning

BECAUSE WE BELIEVE...

Continuous learning produces continuous impact.



Own Outcomes

BECAUSE WE BELIEVE...

Real results come from real commitment.



Grow Together

BECAUSE WE BELIEVE...

When our people thrive, our organization thrives.



Build Community

BECAUSE WE BELIEVE...

Serving each other helps us better serve others.

We create pathways to learn across cultures to connect us all so that we do our best work.

We embed a culture of inclusion and belonging at every level of the organization and strive for inclusiveness in every aspect of work. To build greater awareness and engagement across different cultures, we piloted Cultural Social Hours in 2022 to promote cross-cultural exchange between colleagues, deepen understanding and appreciation of differences and build community.

Our one-hour monthly Cultural Social Hours combine educational, well-being and entertainment experiences to engage colleagues with new diverse perspectives and experiences. Open to all Point32Health colleagues, the Cultural Social Hour is a way to engage with—and learn from—colleagues and keynote speakers. Participants find a space for networking, fostering connection and practicing our values through meaningful, positive interactions.

More than two hundred colleagues were part of the 2022 pilot and in 2023 thousands of colleagues have attended Cultural Social Hours.

"It's been wonderful to see our Cultural Social Hours evolve and expand here at Point32Health. We often hear how meaningful these sessions are to so many of our colleagues, whether they join us in person, online or watch the recording afterwards. These monthly gatherings serve to celebrate and elevate the special fabric that makes who we are."



KATANIA SALOMON BAKER

Senior Diversity Specialist





Colleague Diversity

Advancing DEIA & Health Equity requires a diverse workforce that is up for the challenge.



Our commitment to cultivate diverse representation throughout our organization starts with our CEO, Board of Directors and senior leaders and expands throughout our organization.

We know that having solid representation across many types of diversity helps us to better serve our members, providers, partners, suppliers and communities. With this report, we are, for the first time, sharing a broader view of our workforce diversity data.

We value the diverse backgrounds, perspectives and experiences of all of our colleagues. We appreciate the volume of diversity in our current workforce and remain steadfast in our ongoing commitment. We still have work to do. We are committed to broadening and deepening diversity throughout Point32Health as we continue to learn and grow together.

"Building a strong culture and cultivating colleague diversity is about listening to our rich mix of people, learning about and connecting across differences and collaboratively creating actionable and equitable solutions together."

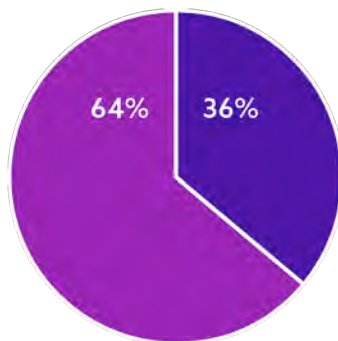


ROSE NGUYEN

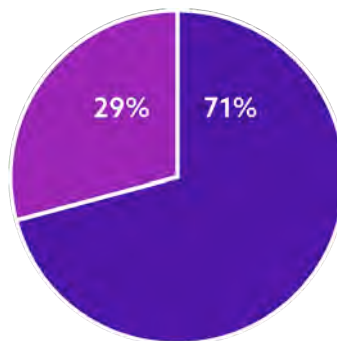
Director, Talent Enablement

Gender:  Female  Male

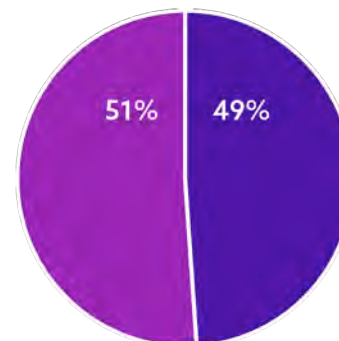
Board of Directors
(14 members)



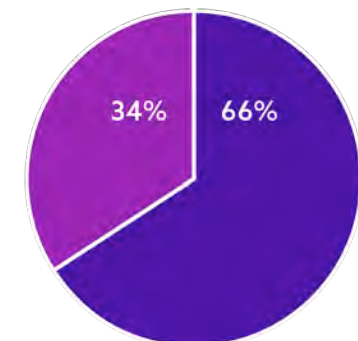
All Colleagues
(4,313 colleagues)



Vice President and above
(85 senior leaders)



Directors, Managers, Supervisors
(721 leaders)

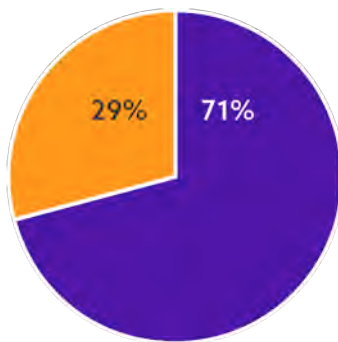


Data as of Dec. 31, 2022

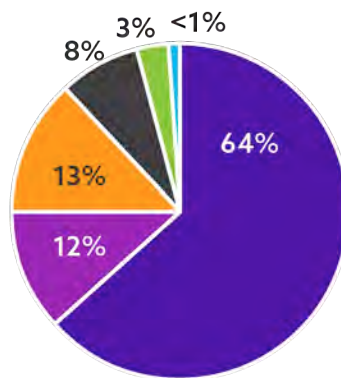
Race/ethnicity:



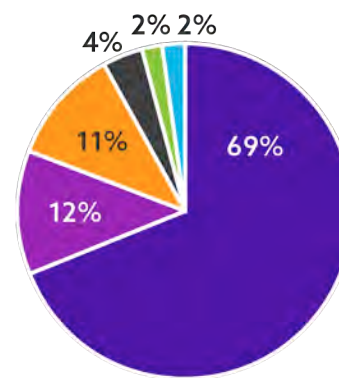
Board of Directors
(14 members)



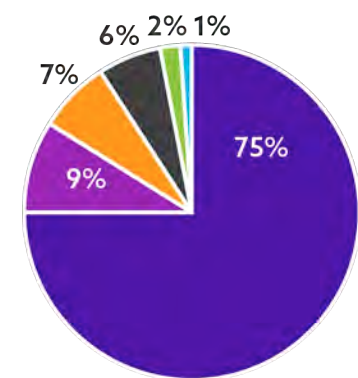
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(4,313 colleagues)



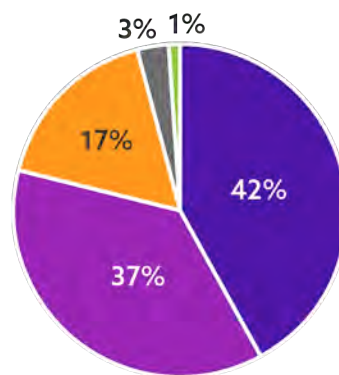
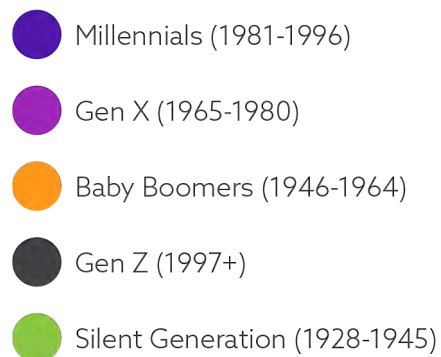
Vice President and above
(85 senior leaders)



Directors, Managers, Supervisors
(721 leaders)



Workforce diversity by generation:



5% People with disabilities
1% Veterans



Colleague Resource Groups (CRGs)

We accelerate our culture of DEIA & Health Equity through CRGs.

Our eight CRGs are open to all colleagues within Point32Health. CRG members help to shape an inclusive work environment, create space for dialogue and learning across differences, share business insights and provide development, networking and mentoring opportunities.

In 2022, we established a strong foundation to grow and leverage the passion, business insights and knowledge of our CRGs by creating a governance structure that elevates the role of the executive sponsor. Each of our eight CRGs are now led by a member of the senior leadership team. These executive champions provide strategic oversight in collaboration with the CRG leaders to achieve annual goals.

All eight of our CRGs hosted community sessions with their CRG members as a means for colleagues to be in community together, to discuss topics relevant to their affinity and to network and build relationships.



"Our colleagues who are CRG members share their time, talent and dedication as they help to create connections and community, valuing individuality and inclusion while bolstering a whole new generation of talent."

**KOREEN LEAVITT**

Senior Manager, Marketing and Communications
Lead for The Multicultural Connection CRG

We launched our CRG transformation work at the end of 2022, setting the stage for the identification of new leadership teams, an updated governance structure and the creation of a digital hub for CRG engagement and collaboration in 2023.

In May 2022, **12%** of our colleagues were members of one or more CRG and we have seen growth as our CRGs were refreshed to **16%** at year-end and **22%** as of May 2023.



The **Abilities+ CRG** creates an inclusive environment that recognizes and celebrates all people with disabilities, helping to make Point32Health a company of choice both for colleagues and members with disabilities.



The **Black Professionals CRG** fosters networking, mentoring, professional development, and leadership opportunities for Black professionals within Point32Health and assists allies to create a workplace that values and utilizes Black colleagues' professional skills and talents at all levels.



The **Flourish CRG** curates and presents inclusive initiatives and activities that enable our colleagues to optimize their sense of well-being, while amplifying their personal and professional growth.



The **Military Veterans CRG** fosters a military veteran-friendly workplace, provides information to colleagues regarding ways to support the veteran community and supports colleagues of family members with active service/deployment.



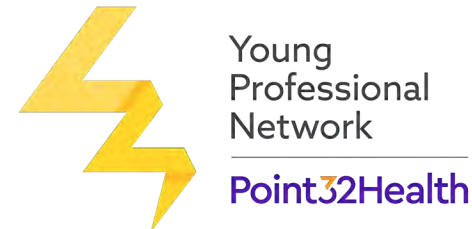
The **Multicultural Connection CRG** activates, engages and connects a multicultural workforce by promoting visibility and career growth to enhance a positive and inclusive workplace and address specific organizational issues impacting team members of all backgrounds and ethnicities at Point32Health.



The **Pride Point CRG** fosters an LGBTQ+ inclusive work environment where colleagues and allies come together to promote respect for our differences and create a sense of community where we live and work through outreach and education.



The **Women & Allies Network CRG** provides professional development opportunities and support that allows all women and allies at Point32Health to overcome systemic hurdles and create success.



The **Young Professional Network CRG** is a group of young, and/or young-at-heart, professionals who are inspired to empower and engage colleagues to build community, promote personal and career development, and cultivate a welcoming, inclusive environment at Point32Health.



Accessibility

We advance inclusion in partnership with people with disabilities.



photograph: Disability:IN



photograph: [Disability:IN](#)

When experiences are disability-inclusive, we increase the creativity, innovation and engagement of everyone.

We recognize and value the importance of accessibility and the value created when equitable environments enable people with disabilities to easily, independently and fully engage and contribute.

In 2022, we hosted a disability-focused Cultural Social Hour, participated in Disability Employment Awareness Month and initiated a review of our accessibility current state to identify future areas of focus led by—and in partnership with—people with disabilities.

"We're honored to partner with [Disability:IN](#), our colleagues with disabilities and allies as we foster greater inclusion, equity and accessibility throughout our organization. We firmly believe that organizations that are disability-inclusive provide a better workplace for everyone."



SARAH PASHE

DEIA Lead, Accessibility



Marketplace Diversity

We work with organizations who share our commitment through partnership, investment and continuous innovation.



We continue to build upon our diverse legacies and innovative collaboration by meeting people where they are and being alongside them throughout their health care journey.

In 2022, we:

- Provided support for the John Winske Memorial Awards, offered by the **Disability Policy Consortium** (DPC).
- Expanded LGBTQ+ care benefits by engaging with **Included Health**, a virtual care and navigation platform for underserved populations.
- Expanded geographies of our health care product, providing service to more members with disabilities who are eligible for both Medicaid and Medicare.
- Partnered with an inclusive and multicultural advertising agency, **Dex**, to refine our messaging strategies.



"Our diverse and collaborative teams enable us to design, develop and deliver innovative community marketing outreach efforts, inclusive engagement and service experiences that connect—in authentic and culturally relevant ways—with the identities, preferences, needs and values of the diverse members we serve."



PHIL BARR

EVP, President, Markets



Economic Inclusion

We create economic opportunities for small and diverse businesses—and they strengthen our business value and drive competitive advantage.

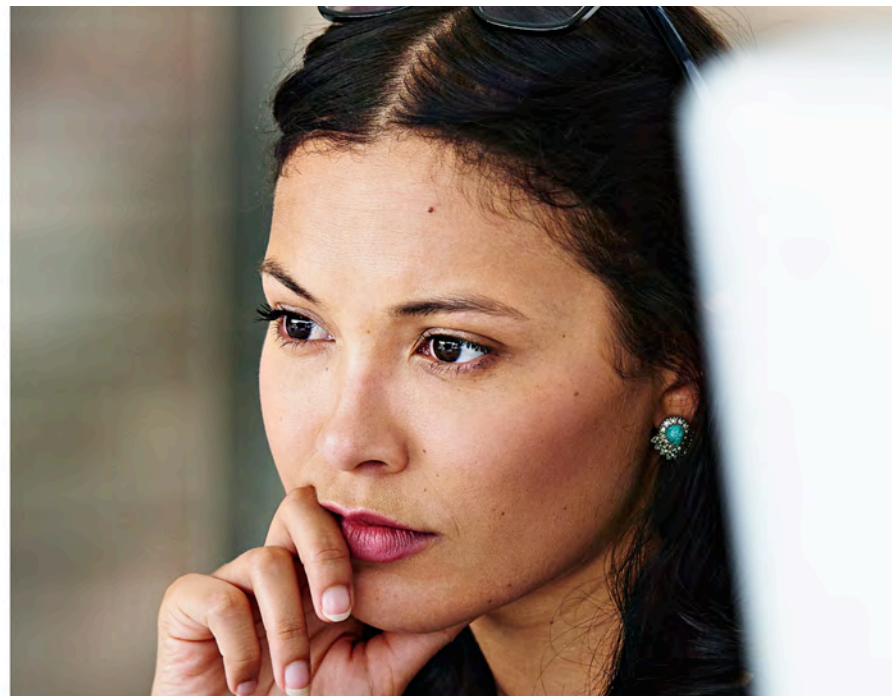


We actively pursue the ongoing inclusion of minority, women, veteran, LGBT and people with disability-owned businesses, as well as small business enterprises as part of Point32Health's **Economic Inclusion and Supplier Diversity Program**.

Doing business with diverse-owned suppliers helps keep our company on the cutting edge of innovative products and services that benefit our customers, colleagues and communities, while helping the businesses thrive in ways that create jobs and other positive economic impacts, including economic development of underserved communities where we live and work.

Point32Health is connected to supplier diversity-focused organizations like the **Greater New England Minority Supplier Development Council**, the **Massachusetts LGBT Chamber of Commerce**, **Disability:IN** and the Advisory Board for the **Greater Boston Chamber of Commerce Pacesetters Program**.

We encourage diverse suppliers to register for our **[inclusion program](#)**.



"Diverse suppliers bring creativity and diverse thinking into our processes. Our strategy was launched more than six years ago, and we are proud of the progress and impact we have achieved through investments in diverse-owned businesses. Our goal is to build on these successes and increase the percentage of our diverse supplier spending by 50 percent by 2025."



DANIEL PENZA

Manager, Procurement

Partnering with Diverse Businesses

Here are two examples of diverse companies that Point32Health has had the privilege to engage with in 2022 in support of our business needs:



Josiane Martinez is founder and CEO of Archipelago Strategies Group (ASG), Massachusetts' award-winning multicultural marketing agency. As a woman-owned, minority-owned and LGBTQ-owned business, ASG focuses on creating a more inclusive economy and supporting marginalized communities across Massachusetts, the USA and internationally.



Anthony A. Samuels has served as president and CEO of DRB Facility Services since its inception in 1993. Today he oversees a company that employs more than 600 team members and is a recognized leader in the business community. His company has been a supplier to Point32Health for more than five years. Mr. Samuels is a philanthropist, serves on numerous non-profit boards, and is a mentor to other business owners and youth in several local communities.

"As an example of how we drive action in supplier diversity, we conducted a review of our investment portfolio in early 2022 and based on this assessment, transferred \$230 million to investment managers with strong DE&I characteristics in their ownership, management and investment teams. These firms are also highly rated on internal DE&I policies and their positive impact on their communities. The \$230 million represents approximately 10 percent of our long-term portfolio assets that we outsource to managers."



ROLAND PRICE

VP, Treasurer



**There's urgency and
importance in our
DEIA & Health Equity
work ahead.
We are ready.**



Our Path Forward

The road ahead may not be easy. We readily acknowledge the many opportunities for growth and progress ahead of us. Factors such as affordability, access, diversity and the complexity of health care may make DEIA & Health Equity progress feel daunting and elusive, but not insurmountable.

We will work harder, with more focus, more energy and with the undeniable power of more than 4,000 colleagues to advance our DEIA & Health Equity strategy. We will work every day to improve our ability to reach more members and overcome systemic barriers for a healthier society. We aspire to do our part to promote equity by creating a culture of inclusion so all people will have the opportunity to access high-quality, affordable health care and attain their full potential. We are confident this will lead to the realization of our purpose to guide and empower healthier lives for everyone.

The work has just begun.

We invite you to learn more about Point32Health – the exciting career opportunities we offer, the ways we engage with our communities and how we live our purpose by visiting point32health.org.

