

vizient[®]

2021

DEI Annual Report



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A message from our president and CEO

Transforming our culture

In 2019, our company embarked on a transformation journey to ensure we were able to meet the changing needs of our member health systems. Foundational to this transformation were our four values: **Be Bold, Be Accountable, Be Inclusive** and **Be Purposeful**. This transformation work, which has been personal for me and for many of you, is now part of our new normal and an opportunity to change our world.

While each of our values is important, **Be Inclusive** is critical to our daily business decisions and our future. By keeping the concept of inclusion top of mind in every facet of our business, we can improve the delivery of care in our country, create stronger communities and establish an inclusive environment for Vizient employees for years to come.

While we know that there is more to do, I encourage each of you to review this 2021 report to see where we've been and where we're headed. You will see how our culture and values have helped us adapt to work together to serve our members and suppliers.

In 2022, we will continue to be bold in our approach to diversity, equity and inclusion, hold our leaders and teams accountable, be inclusive in our business decisions and purposeful about reaching our culture goals.



Byron Jobe
President & CEO

A message from our CCDIO



Monica Davy

SVP, Chief Culture, Diversity
and Inclusion Officer

Be inclusive

Company culture must be built on inclusion because our engagement is directly tied to our sense of belonging. Understanding this concept, we made diversity, equity and inclusion (DEI) a strategic priority in 2019 to make it possible for employees at all levels to feel that sense of belonging. We set bold, companywide goals and committed to holding ourselves accountable to reach them.

In our first annual Vizient Diversity, Equity and Inclusion report we share our eight areas of focus and how we're using them as a framework to transform our employee experience and workplace culture with defined goals and key measures. This framework is our guide for determining the right next steps that will power this work.

Throughout the report, you'll see highlights from key DEI initiatives, like our DIVE IN sessions, designed to create safe and authentic spaces for employees to share their stories so we can learn from each other. Our self-identification work enabled employees to easily share their pronouns, veteran status, degrees, certifications and other affiliations in email signatures.

These programs, and many others, were all designed to strengthen our collective understanding of DEI and the positive impact it has on our lives. Our programs and events, as well as sharing lived experiences, contribute to being inclusive and purposeful on this journey.

While we all have unique perspectives and are each at different places in our DEI journey, it is energizing to see our leaders and employees united in the shared goal of building a workplace where we all can thrive. And, where we all can contribute to the business of helping our members improve patient outcomes and transform the future of healthcare.

Making progress in DEI isn't the responsibility of one team. We've chosen a bold path that requires collaboration across our company, with empathy and vision; qualities we have in abundance at Vizient.

I'm grateful for the partnership and support of our business leaders and many of our employees. And I invite you to join us as we continue this journey in 2022.



About Vizient

Vizient is the nation's leading healthcare performance improvement company serving more than half of the nation's health systems. We strengthen their delivery of high-value care by aligning cost, quality and market performance.

Vizient fuels provider excellence and is trusted by leaders to create sustainable performance through our expert insights and services. We use our unparalleled data and scale of membership to connect leaders and create

customized strategies that set them up for success in a rapidly changing environment. Provider-centric and member-owned, we help members deliver on their missions to improve the health of their communities.

All in all, our success is measured by our members' success. We design innovative solutions and services that empower providers to do more of what they do best: *Deliver exceptional care to their patients.*

Our values

Our company values, Be Bold, Be Accountable, Be Inclusive and Be Purposeful, guide the way we work and the way we treat one another. They are the guiding force that shapes our corporate culture.

We're working to make these values a seamless part of our organization and an intrinsic part of the Vizient experience for our employees, members and suppliers. Our values are a reminder and an encouragement for each of us to be better and strive for continuous improvement.

We have dedicated significant resources to make real strides in achieving our DEI goals. Our Culture, Diversity and Inclusion Team, Executive Diversity Council and Diversity Advisory Council all play a part in turning strategic plans into action to create and maintain inclusive workplaces and business practices.

- **Be Bold**
Embrace an inquisitive mindset and drive innovation
- **Be Accountable**
Make informed choices and commit to owning the results
- **Be Inclusive**
Reach across boundaries and value diverse perspectives
- **Be Purposeful**
Create meaningful experiences that make a positive difference





Advancing DEI

Be inclusive. It's the company value that best describes the path we are forging to deepen our employees' sense of belonging and mine new business strategies. We set forth with three goals along with ways we can measure success to hold ourselves accountable and ensure a meaningful culture transformation.

Our three overarching goals

1. Enable a consistent and exceptional employee experience
2. Create a leader-led culture of diversity, equity and inclusion
3. Develop a diverse workforce across all levels of the organization

DEI five-year strategic metrics

- Maintain/improve Employee Engagement Index from baseline with continued parity across employee groups
- Maintain/improve Diversity and Inclusion Index and close the parity gap across employee groups
- Improve employees' lived experience with leadership and close parity gap across employee groups
- Achieve Fortune 100 Best Companies to Work For recognition
- Receive Catalyst Award
- Achieve "100" on HRC Corporate Equality Index

A photograph of a man in a wheelchair and a woman sitting at a table, engaged in a conversation. The man is on the left, wearing a light-colored shirt and dark trousers. The woman is on the right, wearing a light-colored blouse and dark pants. They are both smiling and looking at each other. The background is a blurred office setting. The image has a warm, orange-toned overlay.

Our DEI journey

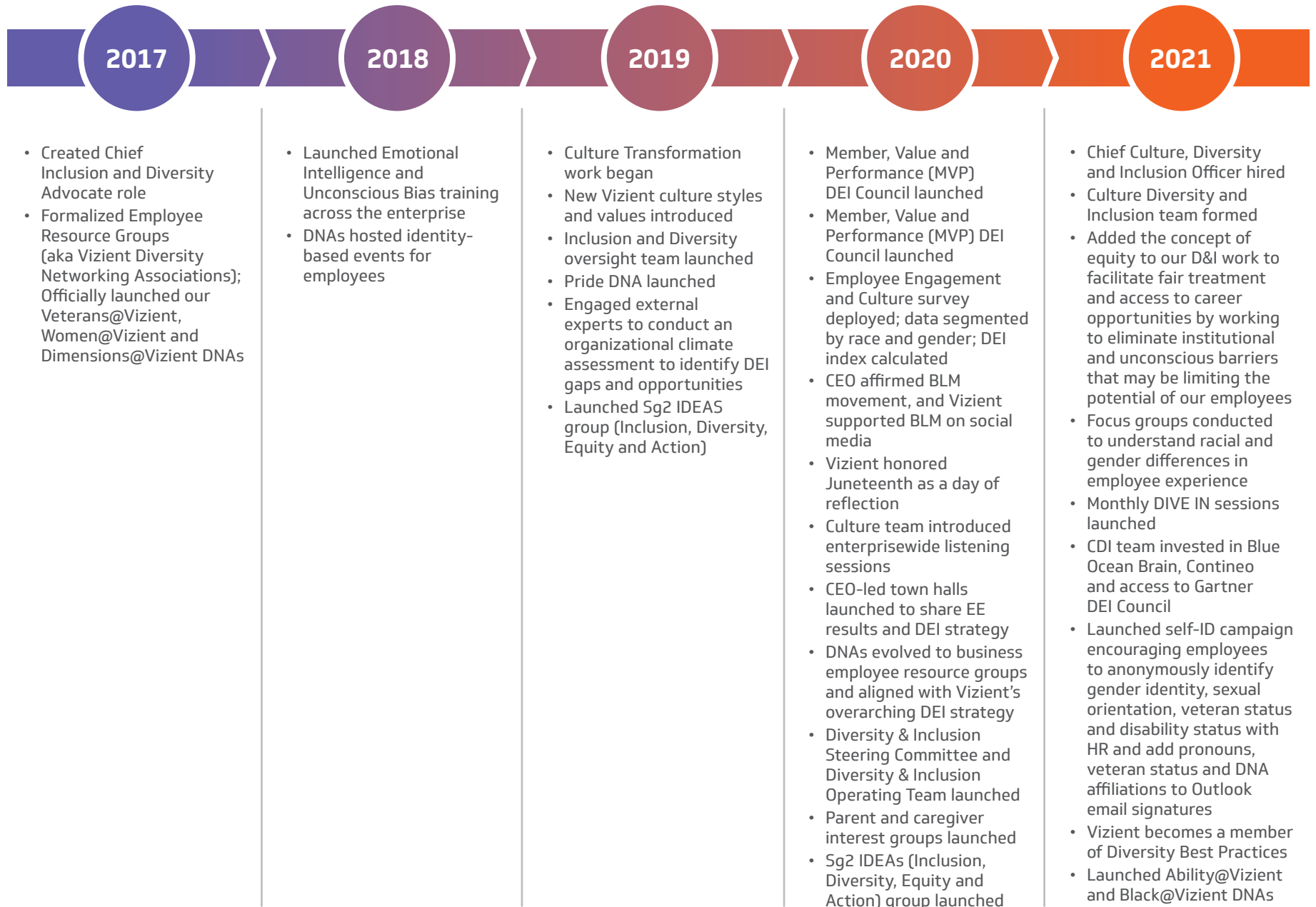
An active pursuit

Organizational diversity, equity and inclusion (DEI) aspirations cannot be realized with a single approach. For Vizient, DEI is a dynamic journey in progress. In 2019, the Vizient leadership team made DEI a strategic priority and began building the framework to evolve our approach. We knew that we had work to do before making this pivot to elevate our DEI focus. With our bold values and empowered resources, we approached this as a business challenge in need of an innovative and enduring solution. Our active pursuit of realizing our company value, Be Inclusive, began with a strategic analysis.

With a growth mindset, we teamed up with external experts to identify our five-year goals. First, we needed to evaluate our current state, including what our company was doing well and where we needed to improve. That assessment provided the foundation of our DEI work. Through our Diversity Networking Associations and other employee leaders, we received feedback and insights that helped us inform our strategic framework. Ultimately, we decided our five-year goals will be achieved when we leverage our differences to create business value.

This framework, our five-year goals, and all of our efforts to transform our culture align with our Vizient values. We are bold in our vision. Improving healthcare by solving tough problems and creating meaningful change takes an ability to think differently. We strive to foster a company culture where our people can do just that by sharing unique perspectives, backgrounds and dimensions. Our people are our strength and strategic advantage. Making diversity, equity and inclusion a company priority propels our business, influences the future of healthcare and fuels our continued success.

Our DEI timeline



DEI strategic framework | 2020-2024

Creating a diverse, equitable and inclusive culture that drives innovation and business success



Leadership Engagement and Ownership

Sustained, observable and measurable leadership attributes, behaviors and practices that empower every employee to live our values. Ensure leaders are DEI competent, capable, confident and comfortable. Have individual and organizational capacity



Enterprise Change Management and Communication

Transparent communications that inform, align, educate and engage employees on both an individual and enterprisewide basis regarding our performance in driving our culture transformation enabled by a holistic DEI agenda



Education/Training

Provide critical education/training and development to ensure a capable and competent workforce able to leverage the diverse perspectives across all dimensions of our organization to drive innovative solutions for our members



Enterprise Behavioral Standards

Ensure Enterprisewide Standards of Operations that support inclusive meeting practices and conduct that enables full engagement, which culminates in out-of-the-box thinking leading to innovative outcomes



HR Resources Processes/ Practices

Ensure HR Talent Management practices and processes deliver talent solutions that support Vizient's DEI objectives and goals



Employee Networks/Programs

Strategically align and grow the Vizient employee initiatives to support cultural awareness, competency and inclusive practices



Enterprisewide Scorecard

Provide holistic and proactive measures to promote awareness, education and provide progress updates on key DEI indicators



Equity*

Ongoing evaluation of all current and future policies, programs and practices to eliminate systemic bias or barriers ensuring all employees have access to opportunities and resources to succeed and grow

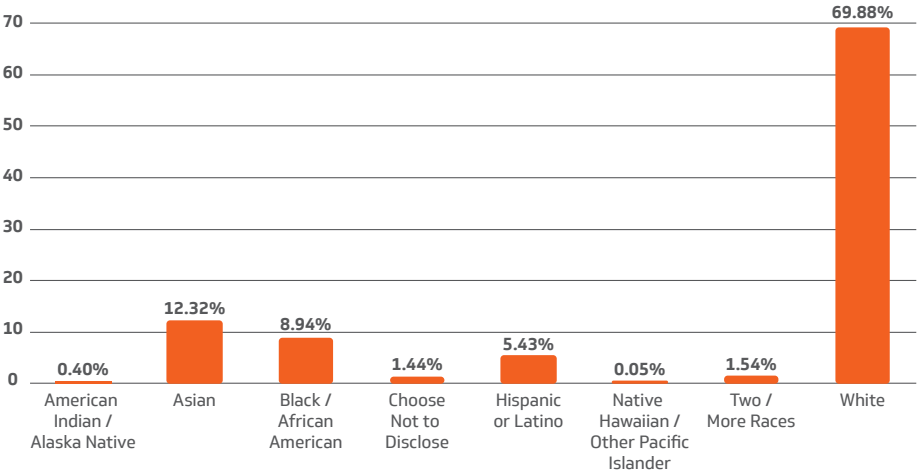
* Added in 2021

Our workforce

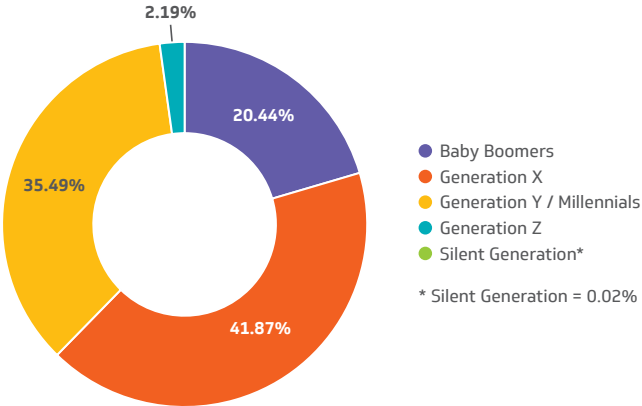
The people who make Vizient work, our employees, are the focus of our inclusion efforts. We began our DEI journey with an understanding of the diversity of our employees and what makes them who they are. That includes reviewing the representation of different dimensions of diversity in our employee population and working to make sure they feel they can contribute and belong in all our workplaces.

We have data on our employees when it comes to gender identity, sexual orientation, veteran status and disability status. In 2021 we launched a self-identification campaign to give employees the opportunity to share their veteran and disability status confidentially with our human resources team. When employees share their dimensions of diversity, it gives our teams data which informs our approach to inclusive practices, policies, benefits and offerings.

RACE / ETHNICITY



GENERATIONS



WOMEN IN THE WORKFORCE

56%
The percentage of our workforce that identifies as **female**

EMPLOYEE SELF-IDENTIFICATION

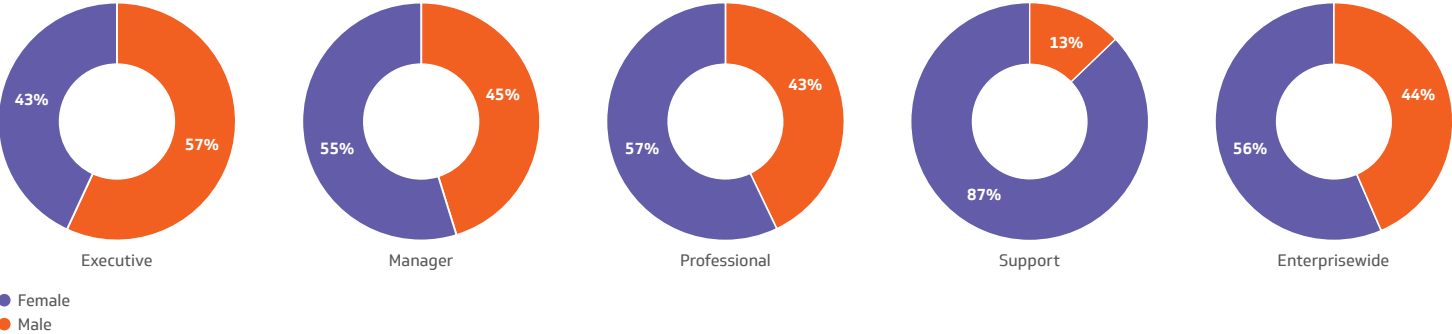
As part of our DEI journey, in 2021 we began giving employees the opportunity to self-identify their dimensions of diversity.

3.08%
of our employees identified as **veterans**

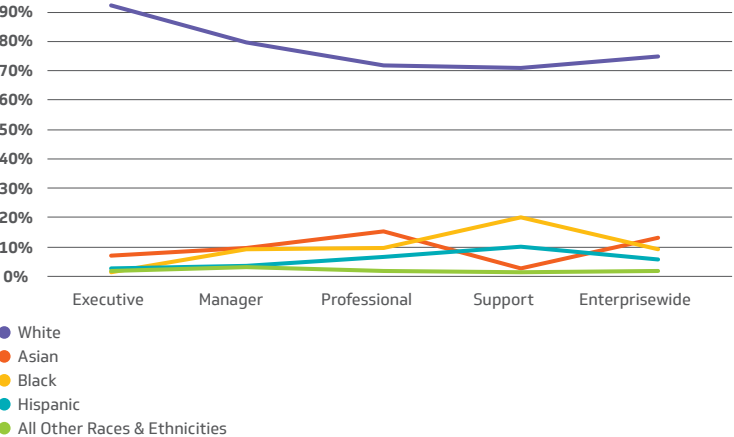
3.75%
employees shared their status as **people with varying abilities**

Our workforce

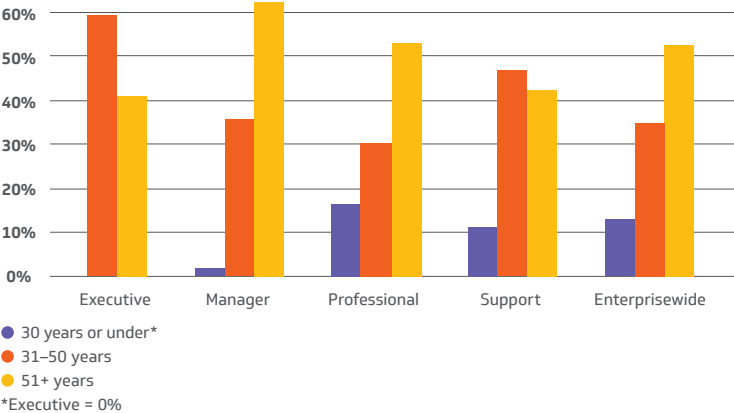
GENDER REPRESENTATION BY POSITION / LEVEL



RACE AND ETHNICITY REPRESENTATION BY POSITION / LEVEL

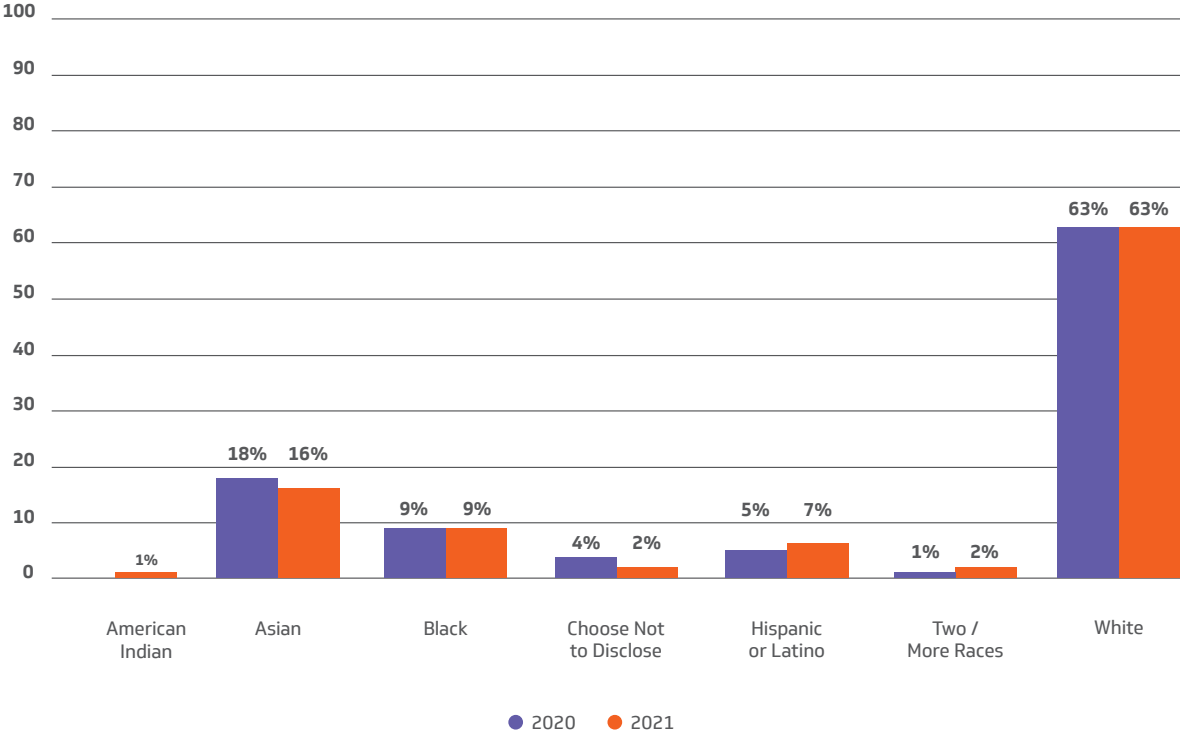


AGE REPRESENTATION BY POSITION / LEVEL



Our workforce

2020 & 2021 NEW HIRES



Total Hires: 423



Total Hires: 849



Diversity Networking Associations

As part of our focus on employee initiatives, we launched six employee resource groups, which we refer to as Diversity Networking Associations (DNAs). These voluntary, employee-led affinity groups bring employees together around a shared dimension of diversity, allyship and a passion for inclusive business practices, while providing a safe space for members at Vizient. Each group, which is open to all employees, honors authentic forms of human differences and lived experiences and applies these distinct ways of being to affect real change in our culture and business practices.



Glen Sample

*AVP, Contract Data Management
Former leader of Veterans@Vizient*

“One of the most rewarding experiences that I have had was helping to develop our 5-year Veterans@Vizient DNA strategy. I appreciated how our organization and the team leaned in to ensure that we’re bringing awareness, training and education, and providing continued community support for our Veterans.”



During 2021, due to the ongoing global pandemic, DNAs were not able to meet in person. Undaunted Vizient employees stepped up with innovative solutions to continue fostering relationships, sharing experiences, serving our communities and building leadership skills.

<p>Ability@Vizient Promotes awareness around the fullness of every person’s abilities and health, including physical, neurodiverse and mental health to eliminate stigmas and ableism. Fosters the celebration of people’s abilities and differences, highlighting various dimensions of diversity, including those that aren’t visible.</p> <ul style="list-style-type: none"> • Launched in 2021 • New programs launching in 2022 	<p>Black@Vizient Promotes awareness around the unique challenges of Black employees that are different from the overall workforce as well as from other people of color and underrepresented groups. Enhances the employee experience of current and future Black employees by increasing engagement, providing a safe space and building a sense of community for people who share a specific cultural lens.</p> <ul style="list-style-type: none"> • Launched in 2021 • Held experiential employee panels
<p>Women@Vizient Promotes awareness around the importance of creating pathways for career advancement and a more equitable work environment for all employees who identify as women. Develops opportunities for all individuals throughout all levels of the organization.</p> <ul style="list-style-type: none"> • Gender equality presentation with international keynote speaker Lucy Bloom • Inaugural GenderSpeak session 	<p>Dimensions@Vizient Promotes awareness around intersected identities and elevates the voices of all employees with a particular focus on the elements of each person’s identities and lived experiences. Helps prepare, develop and celebrate future generations of leadership at all levels of the organization.</p> <ul style="list-style-type: none"> • The SixTripleEight documentary screening • Lean In session with Dimensions on #StopAsianHate
<p>Pride@Vizient Promotes awareness and helps our organization attract, develop and retain LGBTQ+ community members and allies. Fosters a culture of inclusion that enables employees to be their authentic selves.</p> <ul style="list-style-type: none"> • LGBTQ+ Allyship training • National Coming Out Day speaker event 	<p>Veterans@Vizient Promotes awareness and support of volunteerism benefiting veteran and military organizations. Fosters employee connections and serves as a resource to Vizient in veteran and military-related matters and recruiting.</p> <ul style="list-style-type: none"> • Book Club • Veterans Day speaker event

In 2022, we are excited to launch two new DNAs in support of our Hispanic/Latinx and AAPI employees. All of these important employee groups will have access to resources and a framework to continue contributing to our enterprise-wide DEI efforts.

Diversity Networking Associations

Vizient perspective



Omar Roberson
Black@Vizient DNA

“I am passionate about Black@Vizient because we have a unique perspective and experience that should be intentionally focused on and addressed. It’s important that we build a sense of community and “safe place” where we trust each other to be vulnerable sharing our personal experiences in the workplace. I look forward to this group stepping into its power, building each other’s confidence to aspire for more, boldly bringing ideas to the table and purposefully taking the company along this inclusive journey which will ultimately benefit us all.”



Reshma Mohiuddin
Dimensions@Vizient DNA

“Being a leader with our Dimensions@Vizient DNA has had a tremendous impact on me. It’s been an honor to be a part of the DEI journey here at Vizient and to serve alongside the amazing Dimensions Leadership Team whose passion for diversity, equity and inclusion is remarkable. The discussions hosted by Dimensions, where we created a forum for colleagues to share experiences and engage in authentic dialogue, were especially impactful. This experience has challenged me to Be Bold on this journey, learn how to be an active listener, a better ally and to show up authentically.”



Brian Skeats
Ability@Vizient DNA

“As we begin our inaugural year with our Ability@Vizient DNA, I’m looking forward to our team creating a platform to increase understanding and acceptance of three key areas: disability, neurodiversity and mental health. We hope that Ability@Vizient can help facilitate meaningful conversations to highlight abilities and challenges so that we can create an equitable workplace for all people to succeed together.”

Diversity Networking Associations

Vizient perspective



Lionel Carter

Veterans@Vizient DNA

“I was drawn to our Veterans@Vizient DNA because I wanted to be a part of a community of fellow service members and allies. Also, I wanted to participate in the work that the DNA was doing in the community. This year, I’m looking forward to creating opportunities to make a positive impact not only for our DNA members and Vizient employees, but for communities all around us through our outreach efforts. The fire in my belly has been lit, and I am ready to make a difference as there’s still much left for us to do.”



Anne Trieste

Women@Vizient DNA

“The best advice I ever received from a mentor was to be my authentic self, which is a message all individuals who identify as women need to hear more often. I’m passionate about providing a platform for all employees who identify as women at Vizient which emphasizes leadership development, career growth and networking events that will help level the playing field for advancement opportunities.”



Michael DeSimone

Pride@Vizient DNA

“I’ve spent a large portion of my career hiding my personal life from my professional world. I avoided questions about relationships, how I spent my weekends and guardedly changed pronouns. I don’t think anyone should have to hide who they are or who they love to collect a paycheck. By joining and creating awareness of Pride@Vizient, I can promote an inclusive and safe workplace where every employee can come to work as their authentic self without fear. In 2022, I’m excited to offer more training opportunities, special events and an expanded education platform for all employees.”



Guiding our DEI journey

Leadership accountability to fuel change

With Diversity Networking Associations and early-stage DEI training in place, we turned our focus to the next phase of development. In 2019, we gained momentum for our DEI culture transformation with the addition of two leadership councils and we formed our Culture, Diversity and Inclusion team in 2021. Keenly aware of the business benefits that inclusivity brings, these three teams were empowered to move the work forward. We believe if we are bold and accountable in our commitment, we will drive innovation through broader, more informed and creative choices.

The Executive Diversity Council, led by President and CEO Byron Jobe, informs the work, ensures it fits our organization and moves us closer to a leader-led DEI accountability model.

The DEI Advisory Council, led by Shani Barrax Moore, senior director, Diversity and Inclusion, has its finger on the pulse of the organization, understanding the needs, assessing progress and advising Vizient leadership.

Established March 2021, and led by Monica Davy, SVP, CCDIO, the Culture, Diversity and Inclusion team is responsible for key strategic short-term and long-term results.

Empowering change



Executive Diversity Council

Assures DEI program complements our mission and strategy

Fosters adoption of DEI strategy throughout the organization

Visualizes future state

Measures success

DEI Advisory Council

Prioritizes and achieves key milestones

Identifies barriers to progress

Embeds DEI principles throughout the business

Communicates diversity, equity and inclusion successes

Culture, Diversity and Inclusion Team

Provides leadership, expertise and vision for the program

Enables a consistent and exceptional employee experience

Creates a leader-led culture of diversity, equity and inclusion

Develops a diverse workforce across all levels of the organization



Diversity, equity and inclusion training and education

Grounding our employees in our DEI strategy and ensuring we have a shared understanding of key concepts is essential to progressing the work. We have developed our continuous education with a multipronged approach to suit diverse learning styles. Our offerings reflect the bold and purposeful values we hold, as we strive to create meaningful experiences and drive innovation.

In October 2021, we launched our DEI learning resource page on our intranet, Radius. With learning workshops,

conversation guides and more, this resource helps our team foster an environment where everyone feels welcome.

Our DIVE IN and Deeper Dive forums provide a safe space to tackle difficult topics.

We also introduced an online microlearning content resource in December 2021, and our employees responded enthusiastically with an initial one-month consumption of more than 6,000 pieces of content.

DIVE IN

- In-person/virtual speaker-led conversations
- Stopping anti-Asian Hate
- Autism Acceptance and Neurodiversity
- Allyship and Privilege
- Average employee participation: 882
- Post-event resources corresponding to each DIVE IN topic

DEI resources

- Intranet resource page
- DEI Definitions 101
- Vizient DEI Philosophy and Strategy
- Diversity, Equity, Inclusion and Belonging
- Supportive conversations guide for leaders
- Navigating difficult conversations guide for employees

Blue Ocean Brain

- Desktop or mobile microlearning platform
- Bite-size daily articles
- Brain challenges
- Pieces of 10-minute insights consumed: 6,305
- Training modules highlighting identity-based groups
- Training modules facilitating inclusion and belonging

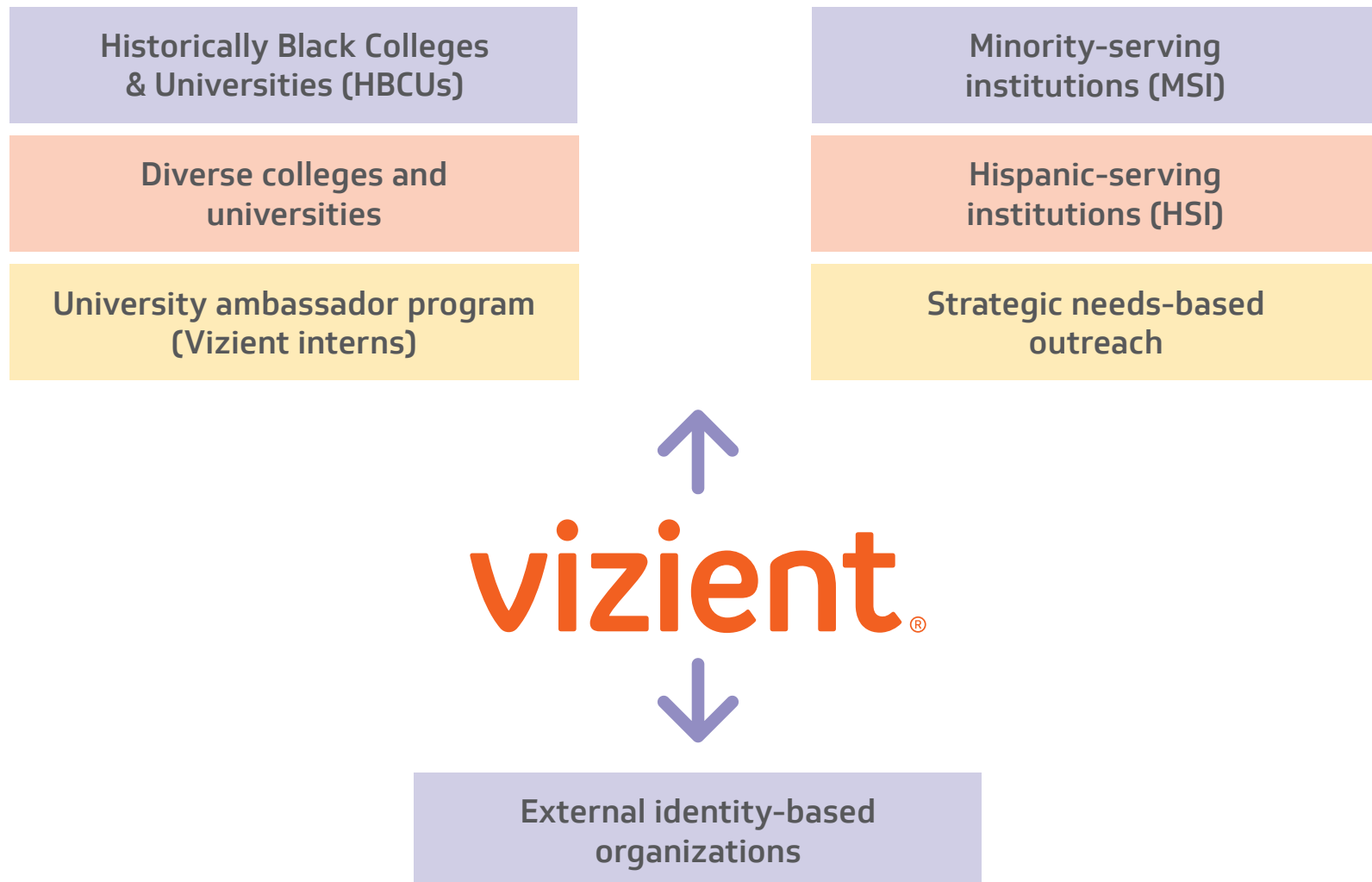


Diversity outreach and relationships

Building relationships — both internally and externally — is vital to our DEI goals. These strategic relationships and outreach programs provide the opportunity for us to promote our brand while creating a network of diverse talent. In keeping with our company value, Be Inclusive, we are proud to announce a new, collaborative relationship we formed this year with North Carolina A&T State University.

Building community relationships

We have developed strategic partnerships with colleges, universities and professional associations to help expand our talent pool and connect new hires with internal groups such as our Diversity Networking Associations. Leaders from across the enterprise engage with our team to share opportunities for employment and engagement at Vizient.



Diversity outreach and relationships

Vizient perspective



Jonathan Parks

Director, Diversity Outreach and Relationships

“My goal is to build meaningful relationships with universities and identity-based organizations to accomplish three things:

- Increase our visibility and brand recognition
- Attract the brightest and best talent
- Establish Vizient as an employer of choice

We want to become interwoven into the fabric of their academic, social and community systems, and develop a network of interested applicants.”



Brooke Beltran

VP, Non-Acute Business Development

“As a people leader, I have struggled with effectively casting my net wide enough to engage more diverse talent. After sharing my challenge with our senior leadership, I was invited to participate in a career fair at the National Sales Network’s (NSN) annual conference in Washington, D.C. Vizient was a sponsor at this conference that had more than 1,400 attendees comprising seasoned, diverse sales and sales management professionals. We accomplished our goal to raise the visibility of Vizient to a more diverse pool of talent. This experience was especially beneficial to me because I was able to fill an open sales role on my team as a result of our participation.”

External recognition and awards

The strength of our company — our people — makes Vizient a great place to work

Inclusivity and accountability guide us to act in informed ways, creating a positive difference. We live our company values, and it shows in the recognition we received from external organizations. We're proud of these acknowledgements, which reflect our high standards.



Industry leadership

Recognized for the third time by Modern HealthCare as one of the Best Places to Work in Healthcare



Diversity, equity and inclusion leadership

Recognized as a Best Workplace for Women by Fortune Magazine



Received a high score (95/100) from the Human Rights Campaign Foundation for LGBTQ workplace equality

Vizient named among Fortune 100 Best Companies to Work

Great Place to Work® and Fortune Magazine have named Vizient as **#56 on the 2022 Fortune 100 Best Companies to Work For list.**

Each year Fortune partners with Great Place to Work to conduct the most extensive employee survey in corporate America. To determine the 2022 list, Great Place to Work surveyed over half a million employees on issues including how trustworthy, caring and fair the company is in times of crises; employees' physical, emotional and financial health; and the company's broader community impact. Particular attention was paid to how employees' experiences varied depending on their job role, gender, race/ethnicity, payroll status and other characteristics.

Seventy-five percent of each company's score is based on confidential employee feedback, and 25% is based on our analysis of company's essay questions describing their programs and practices.

"This recognition reflects our collective commitment to creating a great workplace for all – in turn, helping us fulfill our mission to improve affordability and care in the healthcare industry by reducing costs while improving quality and outcomes for patients." – Byron





Supplier diversity

At Vizient, we recognize that DEI is not only a business imperative that unlocks untapped creativity and innovation, but also a path to being a good corporate citizen. Our company values guide our citizenship approach. To Be Purposeful, we contribute to the economic health of the communities we serve by identifying and hiring diverse suppliers. The Vizient Supplier Diversity Program fosters economic inclusion for minority-, woman-, disability-, LGBTQ- and veteran-owned businesses.

Our Supplier Diversity Program helps members:

Supply contracts with certified diverse suppliers

- Greater choice
- Drives competition on price, quality, innovation and service
- Fosters a diverse supply chain

Provide data and analytic support

- Access to diverse spend data
- Helps connect with national, local and community suppliers
- Economic impact reporting
- Risk management

Offer advisory services

- Helps develop supplier diversity strategies
- Includes spend analysis, goal setting, development of best sourcing practices

Research shows that hospital supplier diversity programs contribute to profitability, and that businesses that embrace DEI in general are more profitable than those that do not.

Supplier diversity

Vizient perspective



Shaleta Dunn

*AVP, Member Diversity and Community Initiatives
GPO Services & Delivery*

“At Vizient, we recognize supplier diversity as an imperative of our business. Inclusive sourcing and procurement practices by Vizient, our members and our suppliers is an intentional and invested approach to strengthening and economically impacting communities, developing and growing diverse healthcare suppliers and bolstering sustainability and resiliency in the supply chain. Our success is measured in the meaningful ways we support communities, deliver exceptional value, and contribute to overall health, vibrancy and sustainability of our local communities. That is our commitment.”



Community impact

Our DEI practices are not just an internal company initiative. We have a responsibility to utilize our platform and resources to be more intentional about our commitment to advancing DEI internally and externally.

Vizient partners with, volunteers with and donates to trusted on-the-ground organizations to address social determinants of health and increase vulnerable communities' access to food and shelter, child care and education, healthcare, job opportunities and emergency and disaster relief.

Embracing critical conversations through the Community Conversation series

How well do we really know the communities we serve? To forge authentic relationships and understand our communities, we must first facilitate learning opportunities within. More than ever, communities expect enterprises to help facilitate systemic change. By coordinating and hosting bimonthly Community Conversation webinars internally, we are able to educate employees to the realities of social determinants of health through discussions with our nonprofit partners. These conversations, in turn, energize employees to invest their time within their communities.

Partnering with Vizient DNAs to leverage the voices and experiences of internal stakeholders

From partnership in planning to implementation, the Vizient DNAs provide valuable links between our external and internal communities. These highly engaged employees are well-positioned to serve as public-facing culture, diversity and inclusion ambassadors, creating a virtuous cycle of shared value and impact. Here are just a few examples of how our Community Impact team worked with our various DNAs.

Our employees:

- Purchased books from our diverse book list in honor of National Read Across America Day – donating books to our nonprofit partners in Dallas, St. Louis and Chicago.
- Fulfilled Amazon Wishlists, hosted virtual toy drives and gave general donations to our nonprofit partners in support of families in need during the holiday season.
- Created cards, wrote notes of well wishes and made drawings to give to our nonprofit partners to help bring hope and light to Afghan families seeking refuge.
- Provided school supplies for teachers heading back to the classrooms post-pandemic. Employees nominated deserving teachers to support for our school supply drive.

Supporting charitable organizations who are doing the most good with less

We seek to promote the values and practice of diversity, equity and inclusion through our corporate grantmaking. Grants are awarded to those organizations that align with our two priorities: Social determinants of health and military and veterans.

We are proud to have donated \$1.3 million in charitable giving in 2021, which included program investments, event sponsorships, volunteer grants and volunteer match. Recipients included Cristo Rey Dallas, which provides economically disadvantaged Dallas students with an affordable high-quality, college preparatory education. Irving Healthcare Foundation was the recipient of a Vizient grant to fund a year of their prescription assistance program. Cornerstone Center for Early Learning received a grant to support the cost of replacing well-worn equipment and supplies.

In June, Vizient gave a grant to Hire Heroes USA to support recruiting, training and placing veterans into positions within the healthcare industry. Additionally, Vizient contributed to accredited relief organizations to help those in Afghanistan and Haiti as they face humanitarian crises.

Community impact

Vizient perspective



Jennifer Lind

Senior Director, Community Impact

“At Vizient, we understand there are systemic barriers that stand between many communities and the equitable healthcare they deserve. Healthy communities are shaped by more than just the health systems within them. Environmental factors such as access to secure housing, transportation, stable employment, social support networks and affordable, nutritious foods are critically linked to community health outcomes. When we listen to the needs of our neighbors and local agencies, and show up for them through volunteering, corporate giving and through initiatives like our annual Community Day and volunteer time off, we demonstrate to our employees, our members and the communities we serve that Vizient is here to build a more inclusive health infrastructure for everyone.”



Envisioning the future of healthcare for all

The extent of health inequities based on race and socioeconomic status were exacerbated during the COVID-19 pandemic. For example, Black patients in areas like Chicago and Louisiana accounted for nearly 70% of COVID-19-related deaths, while comprising roughly 30% of the population.

Advancing DEI in all facets of our business helps us better understand social determinants of health in our communities. It allows us to empower our members to deliver more equitable health outcomes.

We remain guided by our powerful company values. For our part, we are committed to shaping a more just and inclusive society. It begins with recruiting and developing a more diverse workforce; working with diverse suppliers that strengthen their local communities; and equipping members with the resources and insights they need to work toward equitable health outcomes for all.

Our big idea in 2022: Building a culture of sponsorship

As deep as our pride is for all we have accomplished, we remain humbled by the work that lies ahead. We are committed to making bold changes by shifting our corporate culture in significant ways.

Cultures that allow for safe spaces to make mistakes which lead to growth are only part of the equation. Many people – often women and people of color – work in an environment that has historically lacked the support and career sponsorship afforded to others. There are, however, several ways a leader can empower these employees and provide access to opportunities that have eluded them. In 2022, we will build a Sponsorship Program to do just that.

Sponsors – unlike coaches who cheer or mentors who guide – are aware of and

invested in those they represent. Since sponsorships typically happen organically, and people are drawn to those with similar backgrounds, we are designing our Vizient program to help leaders expand their sponsorship efforts and ensure that people from underrepresented groups have access. The program will help reduce fear of failure, encourage risk and amplify voices.

In parallel, we have partnered with Linkage, a global leadership development firm, to implement the Advancing Women Leaders Digital Academy. This virtual program equips women with the tools to address advancement barriers.

We will transform Vizient into an even better, more inclusive and equitable place to work.



Catherine Maji

VP, Consulting and Intelligence Operations

“Our Sg2 team is exploring a new women leadership development effort focusing on building confidence, creating a personal brand and developing self-advocacy skills. This development opportunity will result in greater

contribution and impact at work. The goal is prime career sustainability that will improve representation in leadership positions.

Having the professional muscle and strong sponsorship connections in place, including an invested and focused approach like this new leadership development opportunity, will help build the confidence needed to Be Bold and support career progression.”