

Our Commitment to Diversity, Equity and Inclusion

Diversity, equity and inclusion are strategic commitments of Vizient and our family of companies, reflected in the business practices that touch employees, providers, suppliers and our community.

Our culture

We seek to understand, accept and value all dimensions of difference between people.

Being fully inclusive of our diverse backgrounds and unique perspectives makes us stronger as an organization. It allows us to see things differently, to leverage our expertise and insights so we can effectively serve our diverse customers.

It's not enough to be committed to diversity, equity and inclusion

Instead, **diversity, equity and inclusion** must be woven into the fabric of our culture – supporting everything we do to execute our shared mission. [Learn more in our DEI Annual Report.](#)

- **We believe** our success is measured by our providers' success. We evolve along with providers to meet their increasingly diverse needs – helping them achieve sustainable results.
- **We serve** diverse customers, ranging from academic medical centers and community hospitals to large integrated delivery networks and non-acute health care providers.
- **We challenge** each other to think differently, practice agility and lead with innovation throughout all areas of our business – unlocking potential for each other, our providers and the broader health care community.



Our Strength is Our People

Our employees come from all different backgrounds with a vast range of experience and expertise. It's our unique perspective and insight that continue to drive us forward so we can accomplish great things, together.

We know equity is the pathway to true inclusion as it levels the playing field – addressing barriers and disadvantages to ensure all employees are treated fairly / without bias and have what they need to succeed.

Diversity Networking Associations

Also known as Employee Resource Groups (ERGS), our Vizient DNAs are similarly designed for employees to come together with a focus on providing support, enhancing career development and sharing experiences in the workplace.

DNAs also raise awareness around the benefits of DEI and provide a forum for individuals to candidly connect around issues faced by specific demographics (including race, gender, sexual identity and veteran status to name a few).

Our DNAs execute their work using the 4C Model of ERG (DNA) Excellence: Career, Community, Commerce and Culture. Each DNA:

- Focuses on Career development of its members
- Supports providers and the greater Community through volunteerism
- Impacts our Commerce by advocating for socially responsible and inclusive business practices
- Influences our company Culture through education on various demographic groups.

We currently have eight DNAs:

Ability@Vizient

Designed to help Vizient understand, accommodate and leverage the whole of a person's abilities and mental health. Educated and promotes action to recognize and leverage the fullness of every person's abilities and mental health.

APIDA@Vizient

Designed to help create a safe environment where Asian, Pacific Islander, Desi and Allies can show up as their authentic selves. Empowers and supports employees who identify or relate to the APIDA community by creating a more equitable and inclusive environment.

Black@Vizient

Designed to help ensure every Black person experiences our organization equitably. Provides access to insights and experiences in a safe space that supports and enables professional development and advancement for all.

Dimensions@Vizient

Designed to help affirm and embrace our dimensions of overlapping social identities. Promotes awareness around intersected identities and elevates the voices of all employees with a particular focus on each person's identities and lived experiences.

Hispanic/Latinx@Vizient

Designed to help elevate Hispanic/Latinx voices by educating our organization on our diverse multicultural community. Increases Hispanic/Latinx workforce representation at all levels.

Pride@Vizient

Designed to help create a culture of inclusion that enables LGBTQ+ employees to be their authentic selves. Promotes awareness of the unique challenges of LGBTQ+ employees and helps Vizient attract, develop and retain LGBTQ+ community members and allies.

Veterans@Vizient

Designed to help Vizient become recognized as a destination and an Employer of Choice for Reservists, Veterans and Service Member families. Serves as the voice and catalyst for full acceptance and engagement of the military service member community and their families.

Women@Vizient

Designed to help create a workplace where all team members are free from judgment and can share lived experiences - empowering all individuals to show up authentically in pursuit of Vizient's strategic goals. Fosters equitable access to professional development, support networks and skill-building activities that promote intellectual growth for women at Vizient and our communities.

To learn more, contact **Monica Davy**,
Chief Culture, Diversity and Inclusion Officer
at Monica.Davy@Vizientinc.com

We are a best place to work.

Our organization was thrice recognized by *Modern HealthCare* as one of the *Best Places to Work in Healthcare*. In 2023, Vizient was ranked as #4 in Best Workplaces in Texas™, #13 Best Workplaces in Consulting and Professional Services, #45 in Fortune 100 Best Companies to Work For®, #60 Best Workplaces for Women in 2023, #79 Best Workplaces for Millennials®, #92 People Companies that Care.

Our business practices

Annual pay equity review

We take pay equity seriously at Vizient. With the assistance of external counsel, we run an annual pay equity study to ensure employees are paid fairly and equitably and pay scales in our industry align with our compensation plans.

The review includes:

- Salary offers to external and internal hires
- Salary increases requested to recognize growth and performance
- Salary increases that are part of a promotion

We review analytics of our leadership levels

This allows us to identify talent potential and strong performance with our leadership team.

- We're able to drive greater parity by analyzing leadership demographics to inform our inclusion strategy.
- With a formalized process in place, we assess year-over-year leadership talent potential and performance statistics with a future-forward mindset.

Our customers

Healthcare organizations and providers look to us to help them attain their diversity goals.

We offer an extensive portfolio of diverse suppliers to help customers reach target objectives.

- **Our Supplier Diversity Program** supports the development of minority-, woman-, disability-, LGBT- and veteran-owned business enterprises that meet high-quality standards.
- **Our Chief Diversity Officers Network** offers a forum for participants to network and develop solutions supporting the triple aim of achieving supplier diversity, **addressing patient SDOH** and improving a health system's culture, and promoting employee inclusion and engagement.