

The State of Diversity and Inclusion at Sentara

IN OUR COMMUNITY



All Sentara hospitals designated as LGBTQ Health Equality Leaders



Launched a **LGBTQ Provider Directory**



White Coats 4 Black Lives demonstrations at many Sentara hospitals



14,107 People Tested for COVID-19 at free Health Equity events across VA and NC in vulnerable populations in our community (with a 9% positivity rate)

Over 12 New Partnerships In 2020 Including:

Hampton Resource Center, Urban League, Minority Business Commission, Carolina-Virginia Minority Supplier Development Council, Women's Business Enterprise National Council, National Black MBA Association, National Hispanic Medical Association, Norfolk State University, Hampton University, NAHSE, Hampton Roads Pride, The Hampton Roads Diversity & Inclusion Consortium



IN OUR WORKPLACE



1 year since the Diversity and Inclusion Department was established



180+ members in the new Diversity and Inclusion Book Club



195 Sentara leaders and team members took **over 360 hours** of Health Equality Index training



Created the **Inclusive Leader Competency Model**



700+ team members participated in one of **5 Safe Space** sessions



Forbes Best Employer for Women 2020



12 hospital diversity councils and **1** system wide council



Internal policies and toolkits to promote **transgender inclusion** at work

IN OUR FUTURE

Enhanced annual employee engagement survey with **Diversity Analysis**



New Diversity and Inclusion training modules for Sentara team members



Expanding diversity councils to additional divisions



All information as of September 24, 2020