

Diversity Equity and Inclusion

2023 Demographics and Commitments

DEI Mission

At Spring Health, our members come first when we reflect the diversity that we see in them. For our members to have genuine advocates, we must embrace different backgrounds to promote inclusion and belonging within our team.

What data supports our DEI Strategy?

Our leadership team conducted 17 listening sessions with 294 employees throughout May 2022, resulting in a 60% team member participation rate. Team members at all levels were included and these sessions were confidential. Furthermore, we conducted an expanded engagement survey in May that included inquiries about team member health, as well as Diversity, Equity, and Inclusion - 82% of our workers participated. These initiatives, along with a detailed evaluation of our workforce make-up and benchmarking, form the basis of our DEI strategy.

What are our existing DEI initiatives?

- Inclusive hiring and development of underrepresented talent
- Talent sourcing partnerships
- University recruiting program
- Employee Health & DEI Training
- Mentorship programs
- Supplier diversity program
- 8 (and counting) Employee Resource Groups

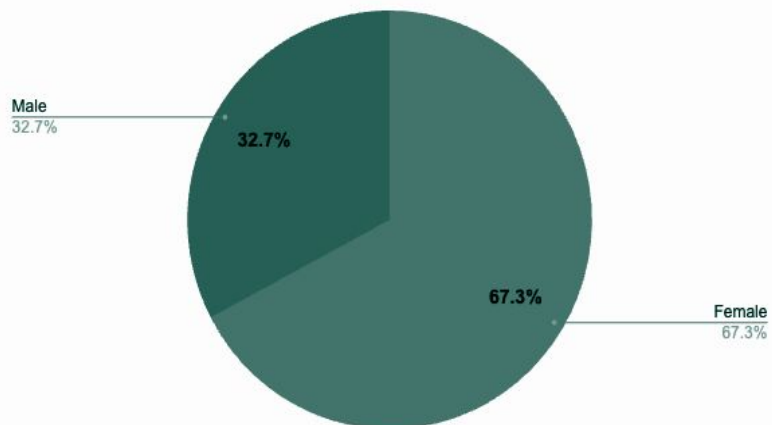


Who works at Spring Health?

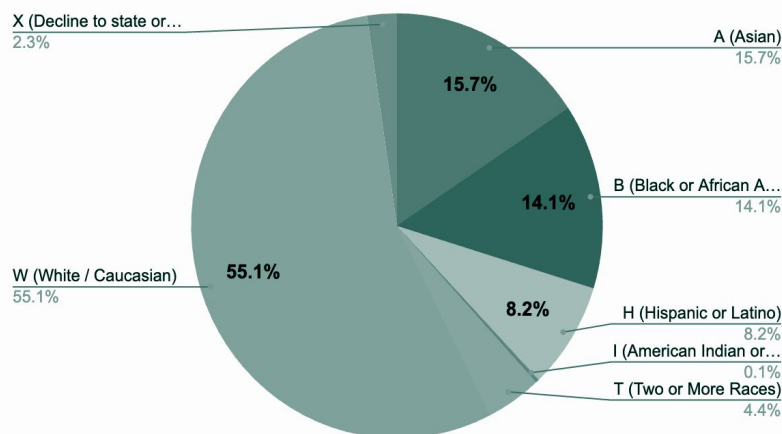
We ended 2022 with around 750 team members

- Female and First-Gen CEO
- C-Suite is 33% POC
- C-Suite is 33% women
- 51% of our Director and above roles are held by women
- 67% of our workforce is women
- 42% of our workforce is POC

Gender



Race/ Ethnicity



Diversity Equity and Inclusion

A deeper dive into our existing and future plans

Inclusive hiring and development of underrepresented Talent

We're committed to building a diverse and inclusive workplace where everyone feels valued and supported. In 2023, we're taking concrete steps to increase the hiring of Black or African American and Hispanic or Latino talent in Corporate and R&D roles by 33%. We've also developed a mentorship program to help underrepresented talent advance their careers.

Talent sourcing partnerships

We've partnered with community sourcing organizations like JopWell, Mogul, and Pursuit as well as Historically Black Colleges and Universities and Hispanic Serving Institutions, to source and hire diverse talent. Our goal is to create a more balanced talent distribution and build a more inclusive workplace.

Employee Health & DEI Training

In October 2022, we launched a new manager training program focused on promoting employee health and performance while also upholding the highest standards of DEI best practices within their teams. In 2023 we modified our employee engagement survey to monitor manager behavior and intervene when needed. We will also be launching a mandatory, company-wide Allyship and Inclusion training.



Mentorship program

In Q4 of 2022, the People team piloted a mentorship program called Sprout with Spring to help support the professional development of our team members. Now, we're excited to share that as part of our continued efforts to enhance your career growth and development, we've re-launched Sprout with Spring in partnership with [10KC](#).

Supplier diversity program

We are starting a due diligence process to better understand the diversity of our current vendors. In 2023, as part of a broader Environmental, Social, and Governance (ESG) Strategy we'll be setting goals for improving the diversity of our suppliers and tracking company spend against these goals.

Increased partnerships with ERGs to support professional development

In January 2022 we launched our first Employee Resource Groups (ERGs). Today, we have eight ERGs that all team members can join. As our ERGs continue to scale, one of the requirements of ERGs is providing career development opportunities for their members. These events consist of trainings, lunch and learns, panel discussions, and resource sharing.

Employee Resource Groups



For All LGBTQIA* Team Members And Allies:

The mission of OutSpring is to create a safe and open space for LGBTQ+ employees and their allies to learn and grow together in an inclusive environment.



For All Women And/Or Female Identifying Team Members And Allies

The mission of Women at Spring is to cultivate an inclusive and intersectional environment that fosters personal and professional growth for women.



For All Black or African American Team Members And Allies

The mission of the Black Employee Coalition is to be a strategic partner with Spring Health to promote a culture of diversity, equity, and inclusion through continual learning and to acknowledge and celebrate the heritage of Black individuals across the diaspora.



For All Team Members With Caregiving/Familial Support Responsibilities And Allies

The mission of OffSpring is to empower employees with skills and knowledge that help master challenges related to being a parent.



For All Asian, Pacific Islander, Desi American, Team Members And Allies

The mission of Amplify APIDA is to establish a safe space to better learn and celebrate our cultures, discuss our experiences, and promote mental health activism in the APIDA community



For All LatinX, Portuguese, Spanish and Hispanic peoples Team Members And Allies

The mission of Viva Spring is to connect through shared cultural values, experiences, and perspectives by celebrating our roots and cultivating an environment that elevates our communities' diverse identities and voices through personal and professional growth.



For All Team Members

The mission of Spring Together is to understand and improve the wellbeing and social inclusion of Spring Health team members.



For All Individuals With Disabilities And Allies

Our mission is to create a safe space for employees with disabilities, seen and unseen. SpringAble is committed to celebrating all persons with disabilities while also giving employees room to grow their knowledge, create awareness, and feel a part of an inclusive environment.