

# Diversity Equity and Inclusion

## 2024 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?

Every year our DEI team reviews extensive data around company wide representation, retention, attrition, and promotion rates. The team synthesizes this data using intersectional approaches, reviewing benchmark data and other best practices. The DEI team thensets metrics and KPIs to measure progress against goals and tracks this data on a bi-weekly basis. This data is also shared with the company on a bi-monthly basis and remains readily available in our company intranet for reference and transparency.

### What are our DEI initiatives?

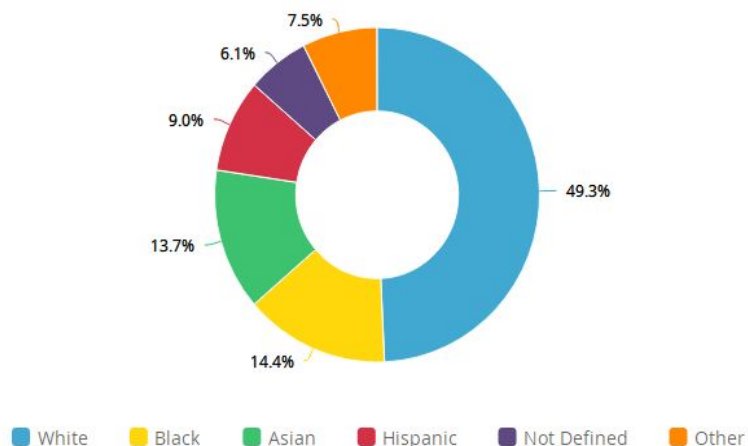
- Inclusive hiring and development of underrepresented talent
- Spring Into Success: Our university recruiting and *Spring*-ternship program
- DEI Ambassadors: Company and team specific learning and development
- Sprout with Spring mentorship program
- Equitable feedback practices
- Growing and scaling our 10 Employee Resource Groups
- Environmental Social Governance practices

### Who works at Spring Health?

Our team members at a glance:

- Female and First-Gen CEO
- C-Suite is 40% POC
- C-Suite is 50% women
- 55% of our Director and above roles are held by women
- 65% of our workforce is women
- 37% of our workforce is POC

### Race/ Ethnicity:



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A deeper dive into our existing and future plans

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## **Inclusive hiring and development of underrepresented Talent**

Our commitment extends to cultivating a workplace that is both diverse and inclusive, fostering an environment where every individual is not only valued but also supported. In the upcoming year, 2024, we are proactively implementing measures to boost the recruitment of underrepresented talent in crucial departments and leadership positions.

## **Spring Into Success: University recruiting and *Spring*-ternship program**

In the summer of 2024, we are excited to welcome our inaugural group of interns. Through collaborations with HBCUs, HSIs, and diverse colleges and universities, we are sourced early talent to contribute to various departments and teams within our organization. From June to August, our interns, known as Springterns, will engage in a dynamic experience, benefiting from mentorship, diverse learning and development opportunities, and the chance to work cross-functionally on a Spring Health project.

## **Mentorship program**

In Q4 of 2022, our People team launched Sprout with Spring, our mentorship program aiming to enhance the professional development of our team members. This initiative has expanded to encompass over half of the company, employing a thoughtful approach to pairing team members based on their skills, goals and career interests. 98% of participants have expressed their satisfaction, indicating a positive reception to the program's sessions.



## **DEI Ambassadors: Company and team specific learning and development**

In October 2023, we introduced a comprehensive Allyship & Inclusion training program that equipped 80% of our company with the necessary language and behaviors to genuinely act as allies. We are planning to enhance and rebrand this program in 2024. Furthermore, in our ongoing commitment to advancing DEI initiatives, we will address team-specific learning requirements through a DEI Ambassador program. This program is designed to integrate inclusive practices at the team and ground levels, ensuring a tailored approach to our continuous learning efforts.

## **Growing and scaling our 10 Employee Resource Groups (ERGs)**

In January 2022, we introduced our inaugural Employee Resource Groups (ERGs), and today, we proudly boast a total of ten ERGs open for membership to all team members. As these ERGs expand, they now incorporate a crucial element—offering career development opportunities for their participants. These opportunities range from informative trainings and lunch and learns to engaging panel discussions and resource sharing events. Moreover, since 2023, our ERGs have extended their impact by hosting Open Houses, welcoming external candidates keen on exploring our company culture and facilitating networking opportunities with Spring Health team members. This successful initiative will persist into 2024, as we continue to hold Open Houses to connect with potential candidates and share insights into our vibrant company culture.

# 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, Afro-Latinx, Asian-Latinx, Portuguese, Spanish and Hispanic 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 with intersecting racial and cultural identities and allies**

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



## **For all team members 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.



**Our DEI Task Force is a group of 11 team members across orgs and levels** that provide education, initiatives, accountability, and ERG oversight for a true inclusive, diverse, and equitable team member experience at Spring Health.