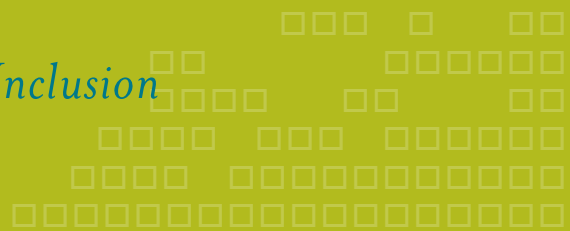


ONE MISSION, MANY FACES

Trinity Health's Commitment to Diversity & Inclusion



We serve together in Trinity Health, in the spirit of the Gospel, to heal body, mind and spirit, to improve the health of our communities and to steward the resources entrusted to us.



VISION

Inspired by our Catholic faith tradition, Trinity Health will be distinguished by an unrelenting focus on clinical and service outcomes as we seek to create excellence in the care experience. Trinity Health will become the most trusted health partner for life.

CORE VALUES

Respect
Social Justice
Compassion
Care of the Poor and Underserved
Excellence

GUIDING BEHAVIORS

We support each other in serving
We communicate openly, honestly, respectfully, and directly
We are fully present
We are all accountable
We trust and assume goodness in intentions
We are continuous learners

Diversity: A Priceless Resource

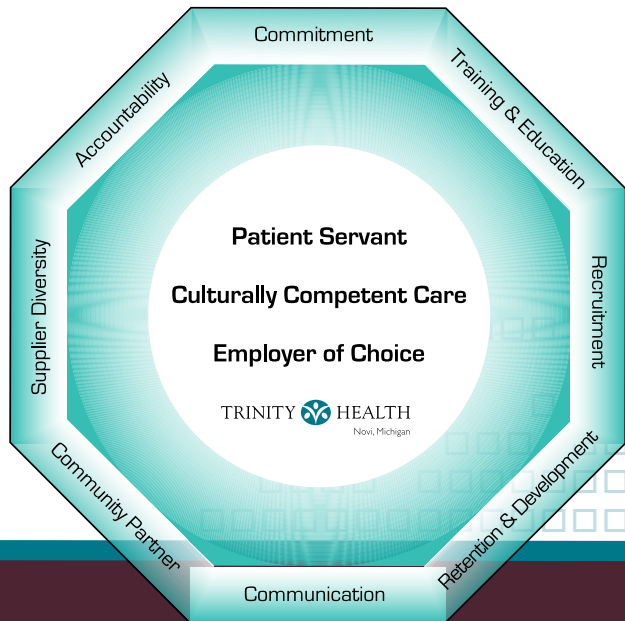
Trinity Health employs over 45,000 people across seven states at dozens of health organizations, which we call Ministry Organizations (MOs.) Across the system – our Unified Enterprise Ministry (UEM) – we serve diverse populations. Associates who are culturally competent are able to recognize the cultural beliefs, values, traditions, language preferences, and health practices of the communities that we serve and to apply that knowledge to produce positive health outcomes. We also recognize that each of us has a different way of thinking and perceiving our world and that these differences often lead to innovative solutions.

Trinity Health is committed to creating an environment throughout its Ministry Organizations that incorporates diversity and inclusion. Our goal is to sustain an organizational culture in which each member of our team:

- Is respectful of the beliefs and backgrounds of the people with whom we work,
- Is knowledgeable about the diverse needs of the patients and families we serve in order to provide an excellent care experience, and
- Feels comfortable and safe in a respectful work environment.

Trinity Health's dedication to diversity includes commitment and accountability, training and education, recruitment, retention and development,

communication, community partnerships, and supplier diversity. Our commitment to diversity is more than the right thing to do; it's critical to our success.





OUR COMMITMENT TO A UNIFIED WORKFORCE

To be successful in health care and to provide excellent care experiences, our workforce must reflect the diverse customer base we serve. Trinity Health holds its leaders accountable for creating an environment within their scope of responsibility that supports diversity and inclusion.

At every level of our UEM, we recognize the value that different perspectives bring to our business, and we celebrate the unique characteristics and strengths of each associate.

Our commitment to a diverse workforce and an inclusive work environment allows us to attract and retain talented candidates. We have created recruitment strategies that support our ability to hire diverse talent. We also create career plans for top talent across the organization and identify leadership development opportunities. We make it a priority to educate associates, physicians and Board members across Trinity Health on the “why, what and how” of diversity and inclusion.

PATIENT CARE

Trinity Health is committed to establishing an environment of diversity and inclusion where all of our associates, physicians, patients, and families are respected for our unique qualities; where our differences are embraced; and where there is a culture of understanding, appreciation, and cooperation with those we serve.

We minister to the needs of all our patients in a respectful environment that maintains the dignity of all individuals.

Each associate plays an important role in ensuring that our patients are served with respect.

Trinity Health holds its leaders accountable for creating an environment within their scope of responsibility that supports diversity and inclusion.

COMMUNITY PARTNERSHIPS

Trinity Health seeks innovative solutions to meet the needs of everyone we serve. We are committed to eliminating barriers to access and providing high-quality care. For that reason, we partner with community organizations representative of diverse groups in the outreach and delivery of culturally competent care.

Trinity Health's vast network of ministries also contributes millions of dollars annually in community benefit through direct programs, charity care and the unpaid cost of Medicaid.

Simply put, our goal is to serve as a trusted health partner for life to everyone who places his or her well being into our hands.

SUPPLIER DIVERSITY

Trinity Health's commitment to supplier diversity is at the core of our strategy. In successful health care organizations, the supply chain is more than a channel for obtaining goods and services. It is a channel for ideas and solutions that lead to better ways of doing business.

Our commitment to supplier diversity is not philanthropic the relationships we seek must meet the test of providing value for both the supplier and our organization. Trinity Health provides equal opportunity for all qualified suppliers to compete and participate in the sourcing and procurement process, which aligns with our established policies and procedures.

We realize that doing business with a wide range of diverse suppliers helps us support the economic health of the communities in which we operate.

We are committed to eliminating barriers to access and providing high-quality care.



As we become a more ethnically and racially diverse nation, health care must respond to patients's cultural heritage, varied perspectives, values, beliefs and behaviors about health and well-being.

For our health care organizations to serve in an increasingly multi-cultural environment, leaders must be proactive in their efforts to reflect the fabric of our communities. I believe that a strong and unified commitment is essential to rebalance the workforce and extend culturally competent care that improves patient safety and outcomes.


Joseph R. Swedish,
President & CEO
Chief Diversity Officer



TRINITY HEALTH

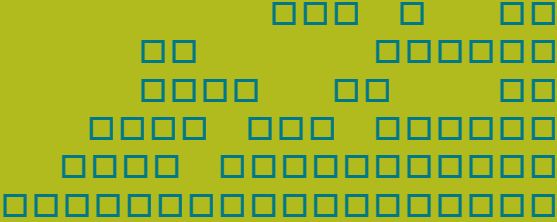
- Fourth-largest Catholic health system in the United States (based on Operating Revenue)
- 43,100 full-time equivalent employees
- 8,074 active staff physicians
- 21 Ministry Organizations, encompassing 43 hospitals (29 owned, 14 managed), 379 outpatient clinics/facilities, 19 long-term care facilities, numerous home health and hospice programs, and senior housing communities in seven states
- Revenues of \$6.1 billion
- \$323 million in community benefit ministry

For more information about Diversity & Inclusion at Trinity Health, email us at diversity@trinity-health.org.

OFFICE OF DIVERSITY & INCLUSION

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