



Equity, Diversity, Inclusion & Belonging Statement

June, 2022

The future is better together.

At HealthVerity, we're working towards an innovative and connected future for healthcare data. We can only do that if everyone has a seat at the table.

Operating in the healthcare industry, our work has the unique ability to touch the lives of people from all walks of life. We at HealthVerity strive to bring innovative solutions to problems that affect so many, but we cannot do that with a narrow perspective guiding us. Uniqueness is valued and celebrated and recruiting diverse individuals is a logical first step. Incorporating different ideas, perspectives and backgrounds and providing the tools needed to succeed ensures that we can reach our goal of creating a culture of inclusion and equity in our workplace. We believe that diversity only makes our work with healthcare data stronger, and we strive to empower our partners to develop solutions that represent and benefit everyone.

Who We Are

One of HealthVerity's top priorities is to create a comfortable and inclusive work culture because we know the importance of being able to show up to work fully—as your true self—everyday with confidence. Each team member's unique background provides a rich pool of innovative approaches to the tough problems we solve as a company. Therefore, at HealthVerity we celebrate an employee base varied in race, religion, ethnicity, gender, age, disability, and sexuality. We recognize that our ability to grow as an organization relies on the diversity of voices within the group to push us forward and achieve greater goals.

While the work we do brings a diverse collection of minds together, we know an inclusive and supportive environment is necessary to develop high-impact products. We strive to foster an environment where ageism, racism, sexism, ableism, homophobia, transphobia in any fashion is not tolerated. Collaboration and camaraderie within our company ensure that each individual's work is strengthened by the greater team, resulting in outcomes of which we can all be proud.

What We've Done

While we're focused on creating a more equitable future for HealthVerity and our community, it's also important to celebrate the progress we've made thus far.

Emphasizing inclusivity in HealthVerity's culture is not worth much unless our workforce is composed of a diverse employee base. We have prioritized hiring women and nonwhite candidates as we've scaled our business. Averaging new hires in 2020 and 2021, 39% of new hires identified as women, and 32% of new hires identified as people of color. The average of the past two years is higher than the average of all prior years dating back to HealthVerity's founding in 2015. We will continue to focus on these efforts as we expand our team in the future.

Our Equity, Diversity, Inclusion & Belonging Council is responsible for developing initiatives that will move us forward on many fronts. To that end, the EDI&B Council's first initiative took on voter registration, making resources available to help employees and their communities register to vote, which led to HealthVerity [*joining the "Time To Vote" movement.*](#)

As a leader in the Philadelphia tech community, we also believe part of our role is to inspire and form relationships with those interested in technology careers— especially people from groups that are underrepresented in tech. Our community outreach efforts have included events at the Agnes Irwin School and Science Leadership Academy as well as TechTours for local students.

As a company dealing with healthcare data, we recognize that data is not agnostic when it comes to diversity and inclusion. Non-representative participant groups in studies and clinical trials mean that large segments of the population are missing from the solutions and losing out on the health benefits. We developed our [*Provider Diversity Index*](#) to address this very issue, providing a breakthrough technology to expand the inclusion of minority groups in a HIPAA-compliant way.

Where We're Going

Building on the initiatives that we have already enacted, HealthVerity remains committed to continuous improvement in equity, inclusion and diversity. We recognize that all of our current and future team members play an essential role in fostering a culture that values our differences. We will continue to take the necessary steps to increase the representation of diverse candidates on our team and to share our progress with our team members in a regular, transparent and constructive manner. In this way, everyone knows how far we've come and can take pride in the role they have played in helping the company to achieve its long-term goals.