

DIVERSITY, EQUITY AND INCLUSION (DE&I) SURVEY

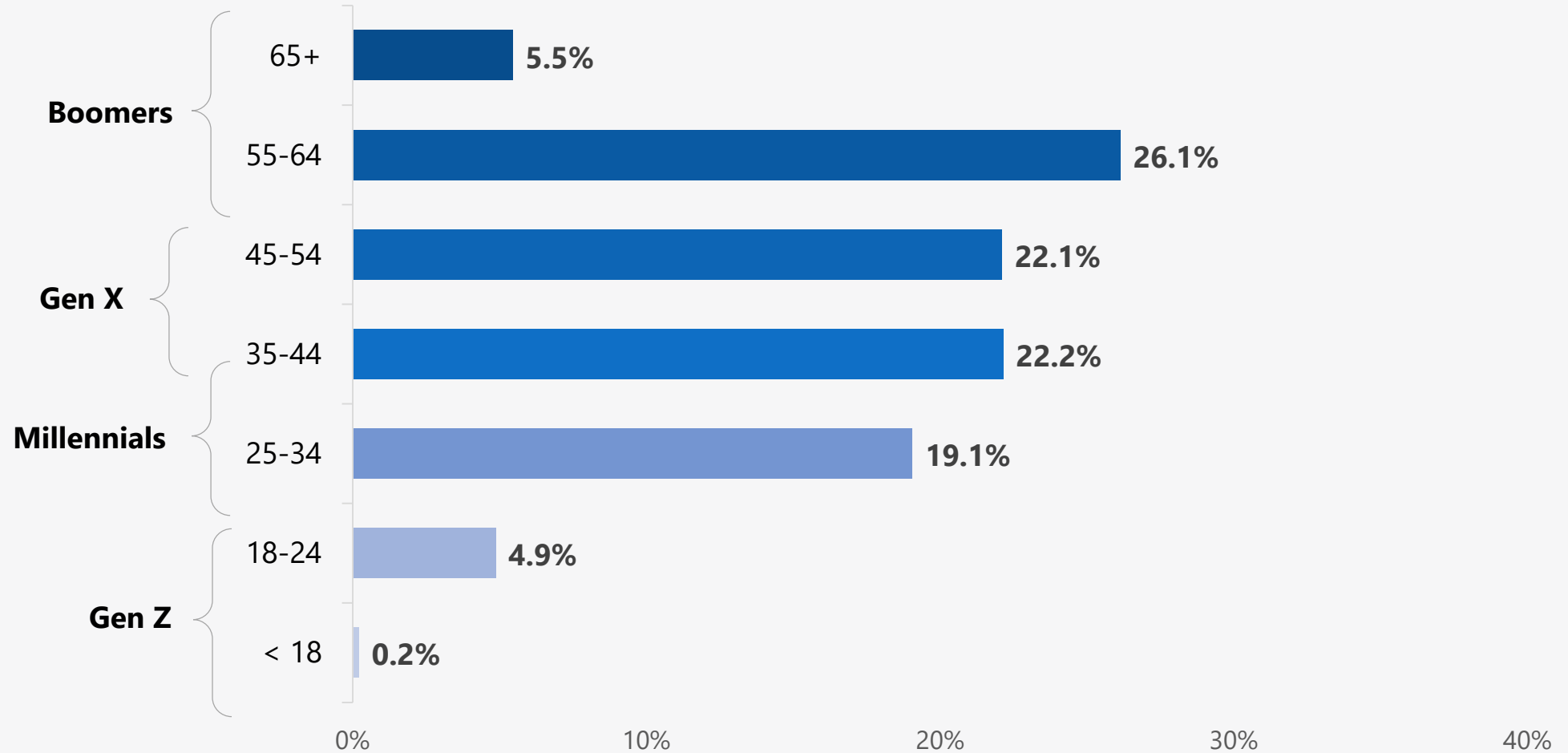
Demographic Data

Feedback Questions



STARTING POINT
DE&I Survey – July 2020

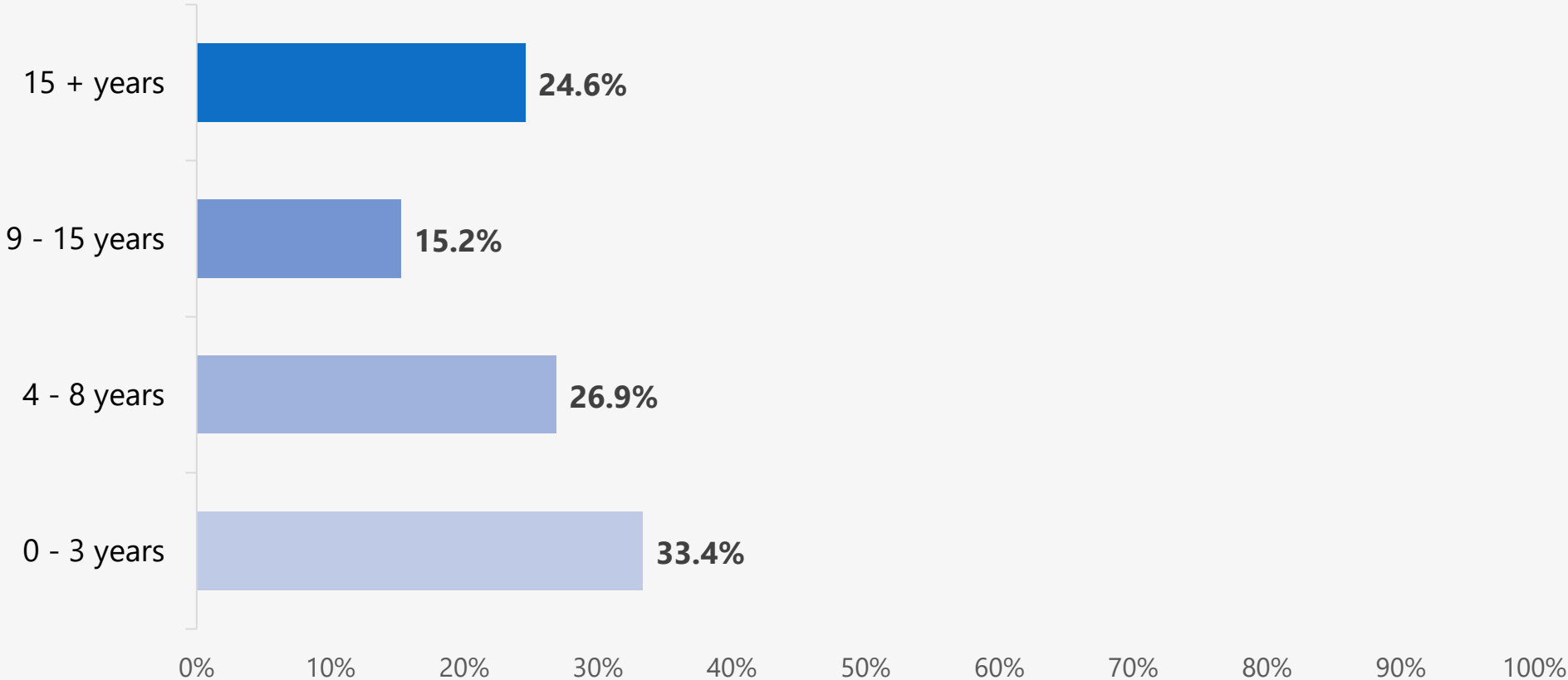
What is your age?



2257 Respondents



How long have you worked at Methodist Health System?

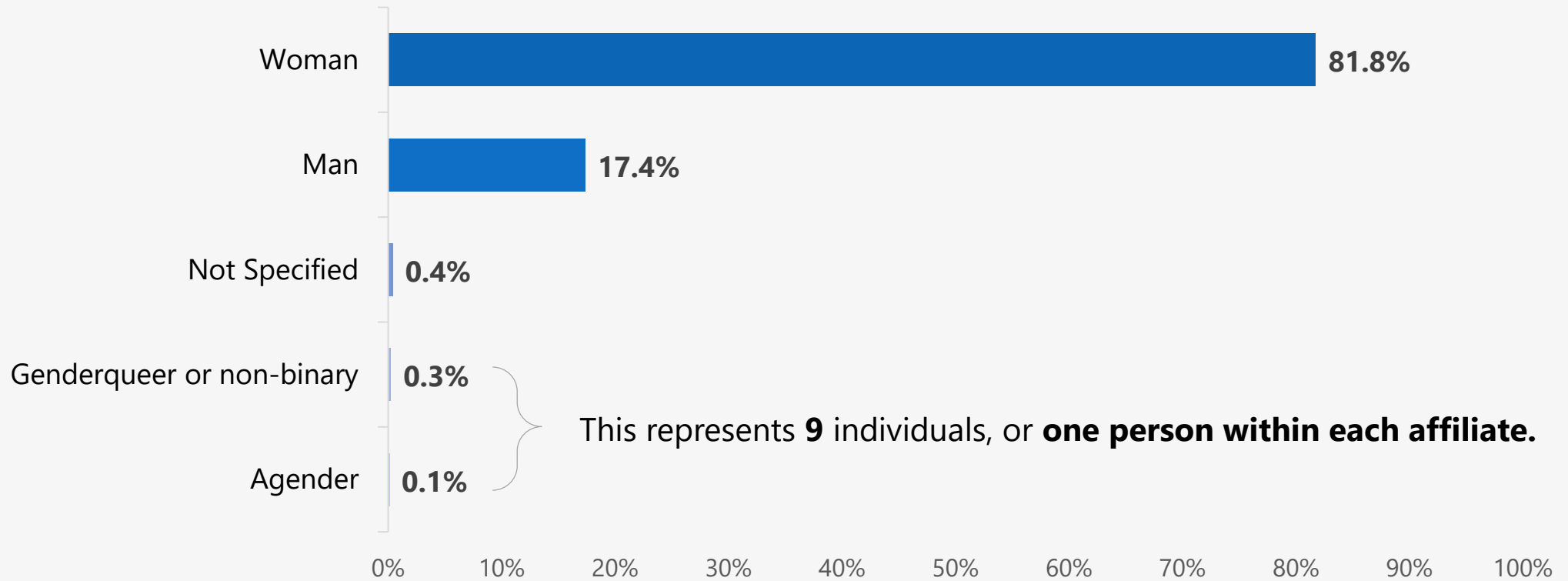


2,252 Respondents



MHS increased headcount by 16% in the past three years due to acquisition and facility growth

What is your gender identity?

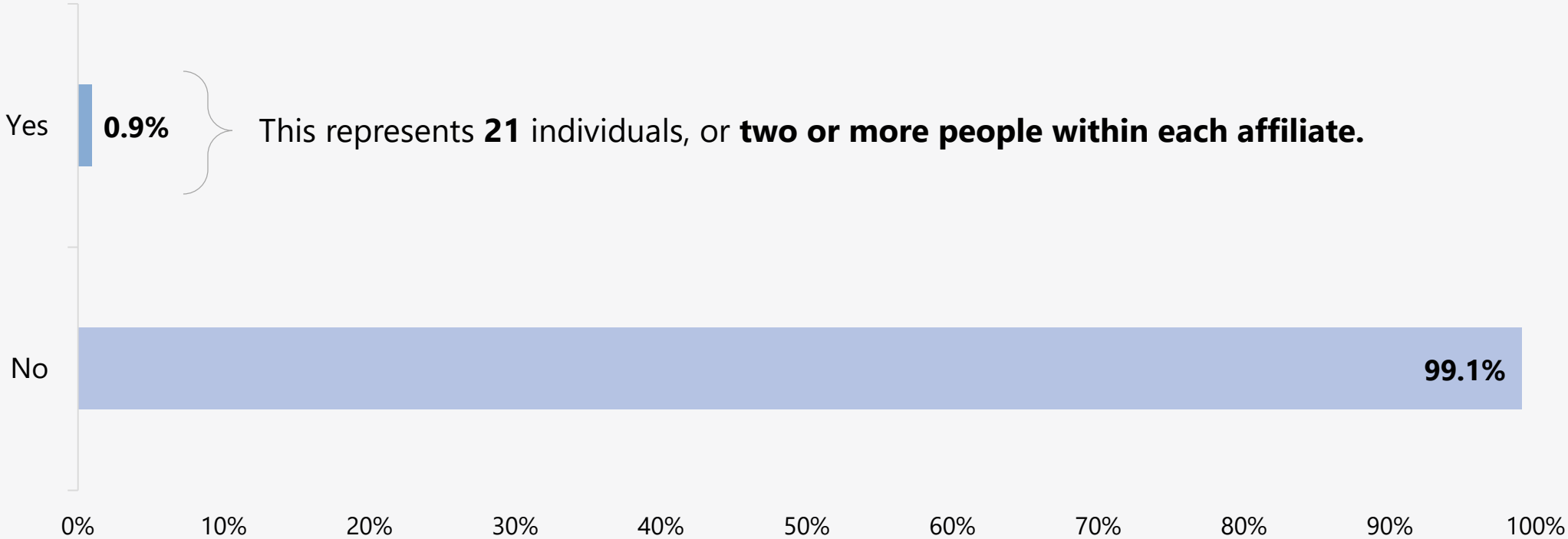


2,255 Respondents



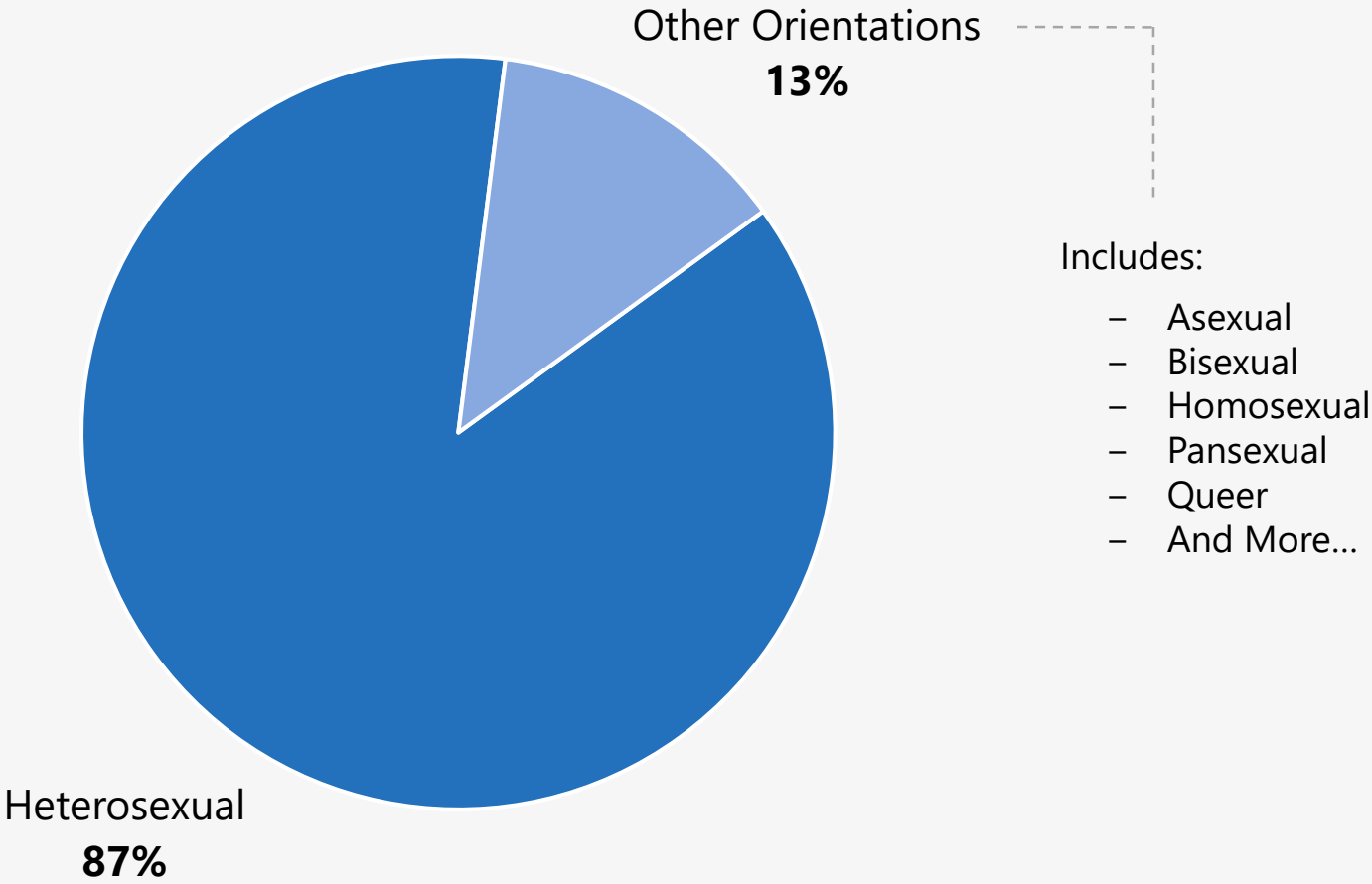
Lawson data also indicates that our employee base is 82% female.

Do you identify as transgender (or another non-cisgender identity)?



2,234 Respondents

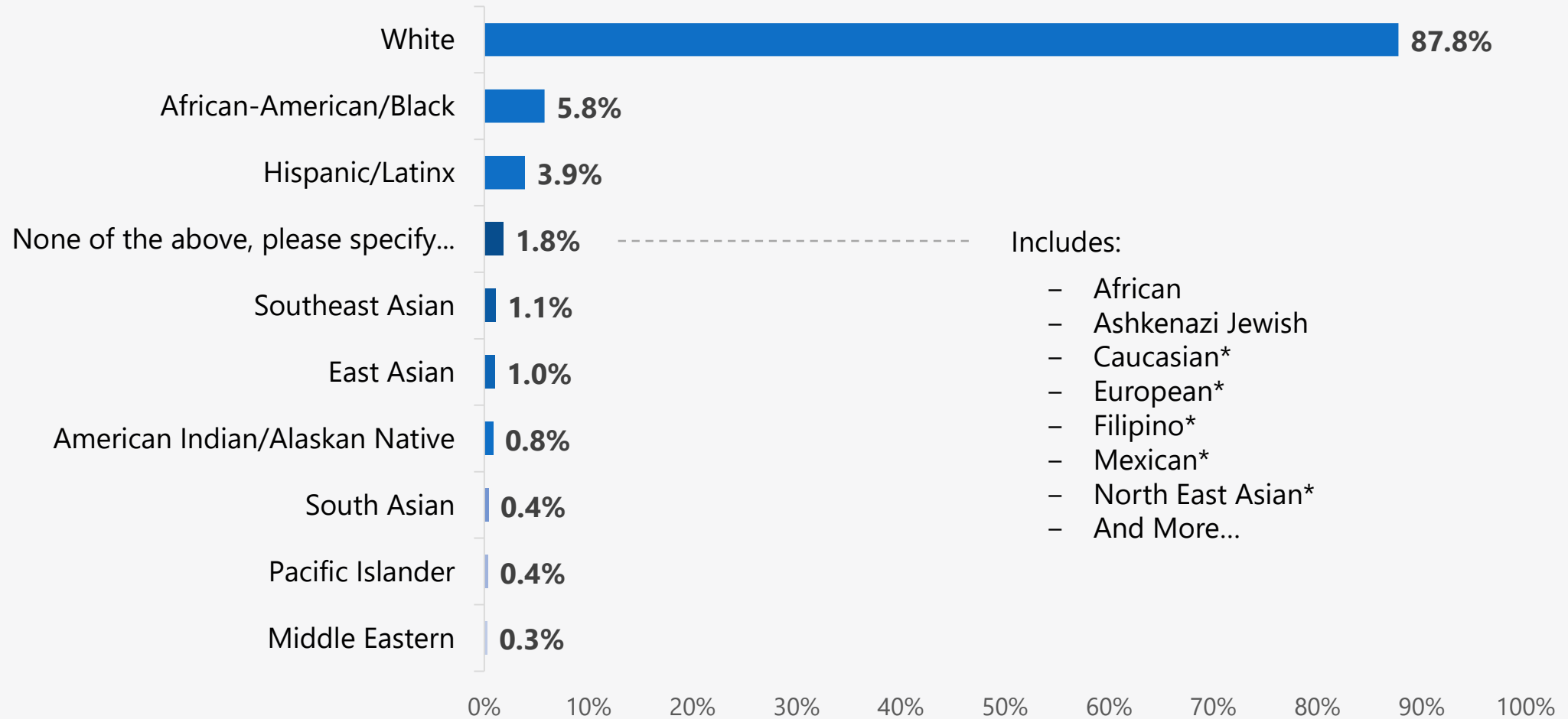
What is your sexual orientation?



2,250 Respondents

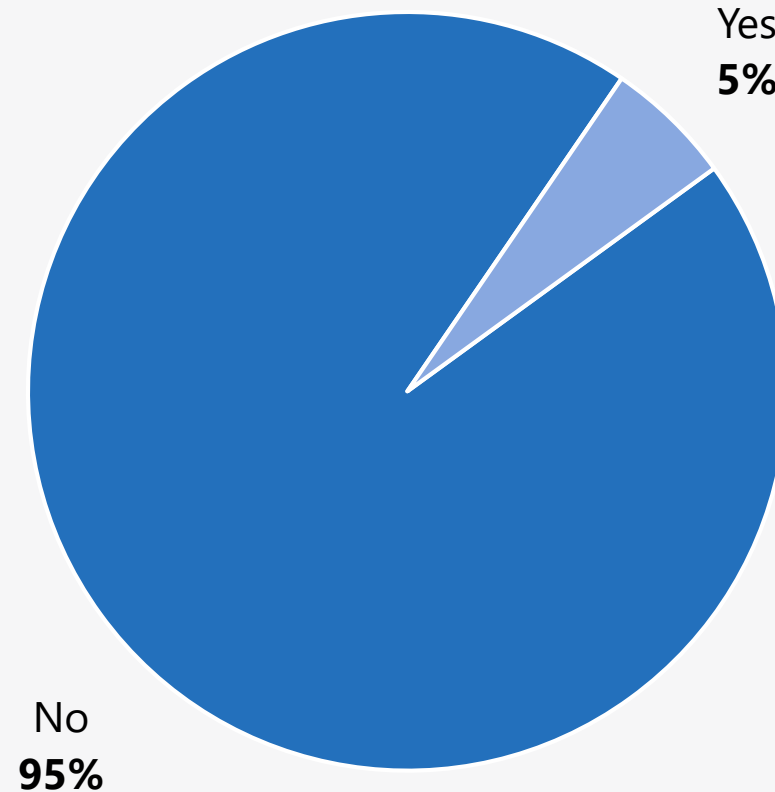


What is your racial or ethnic identity? (select all that apply)




*Opted for write-in in lieu of selecting provided options.

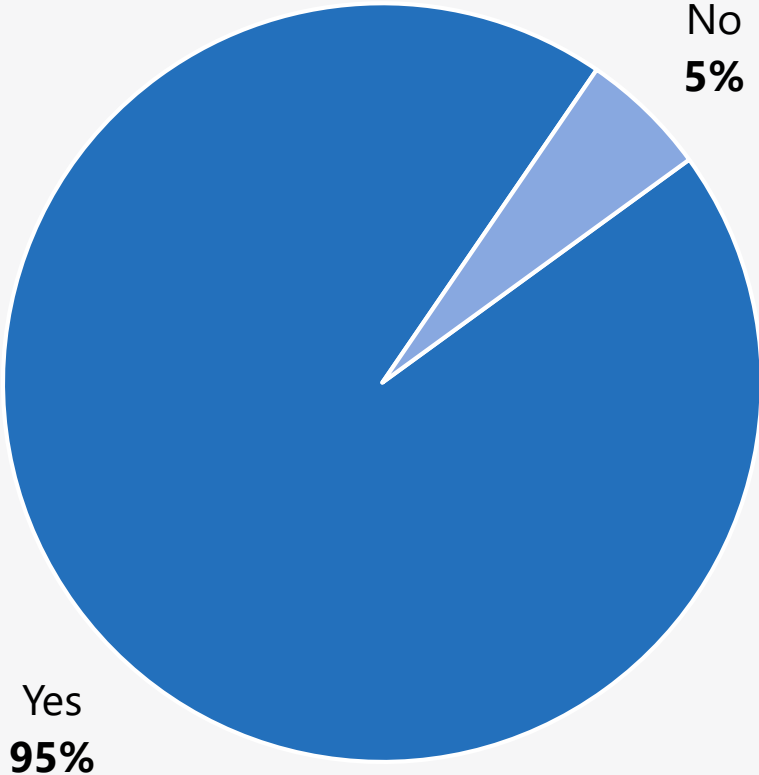
Are you a person living with a disability?



2,242 Respondents

 Lawson data indicates that only 2.4% of our employees have a disability, indicating a higher survey participation rate by those who are disabled.

Is English your first language?

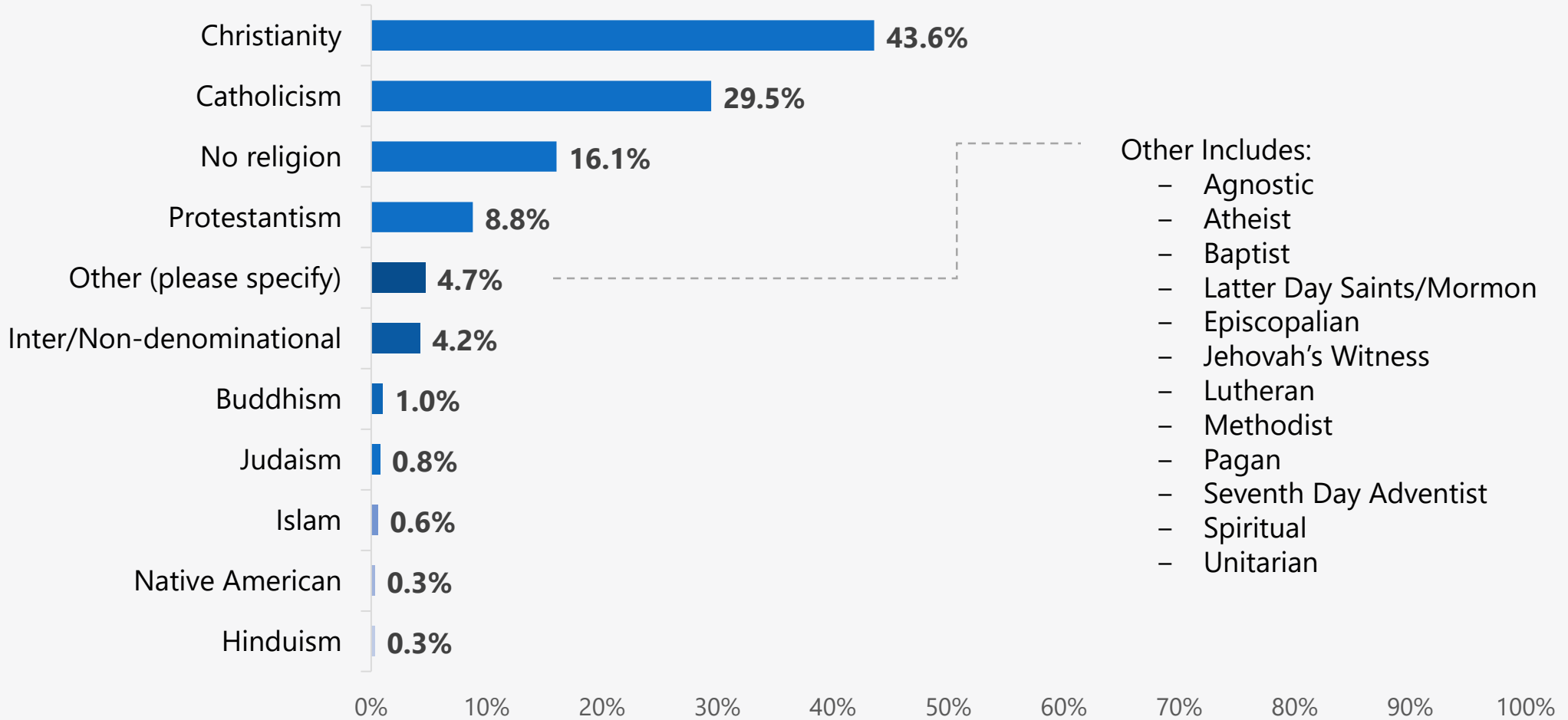


- Includes in ranking order:
1. Spanish
 2. Tagalog
 3. Vietnamese
 4. Arabic, Russian, French, German
 5. Pashto, American Sign Language
 6. Hindi
 7. Swahili, Hmong, Lithuanian, Mongolian



2,250 Respondents

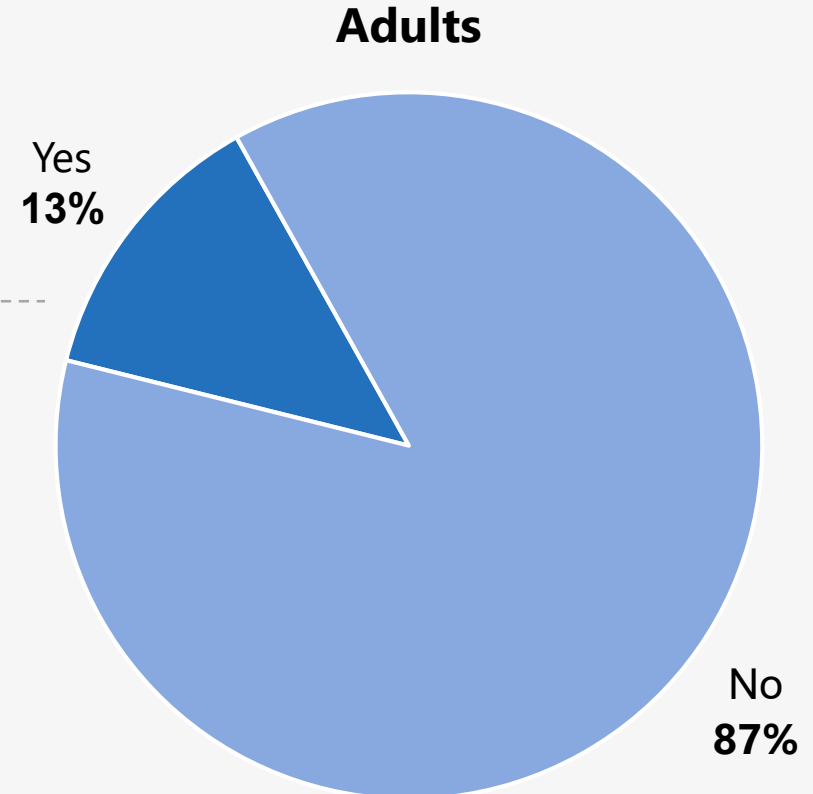
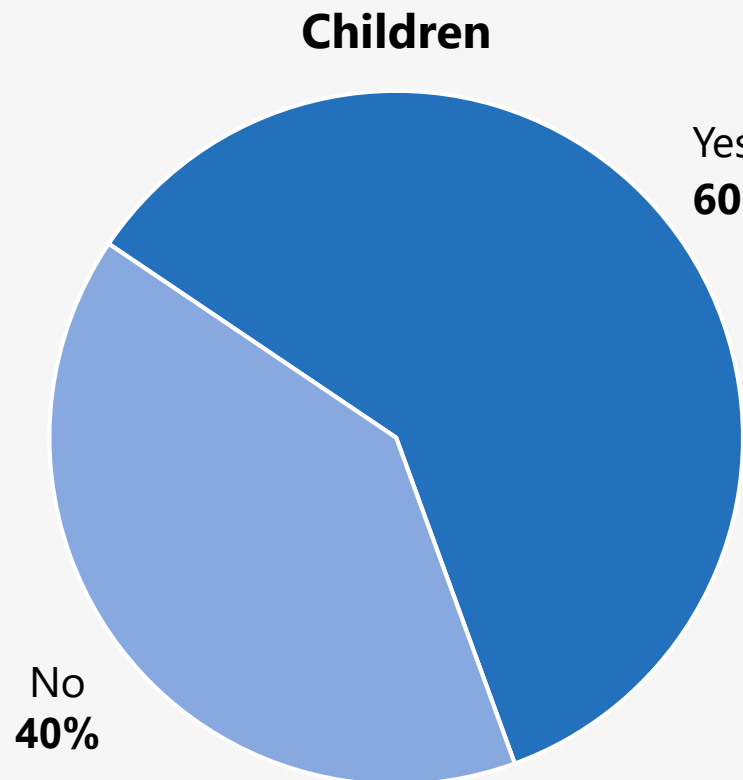
Do you identify with any of the following religions? (select all that apply)



2,217 Respondents



Are you a care taker of children? Of adults?



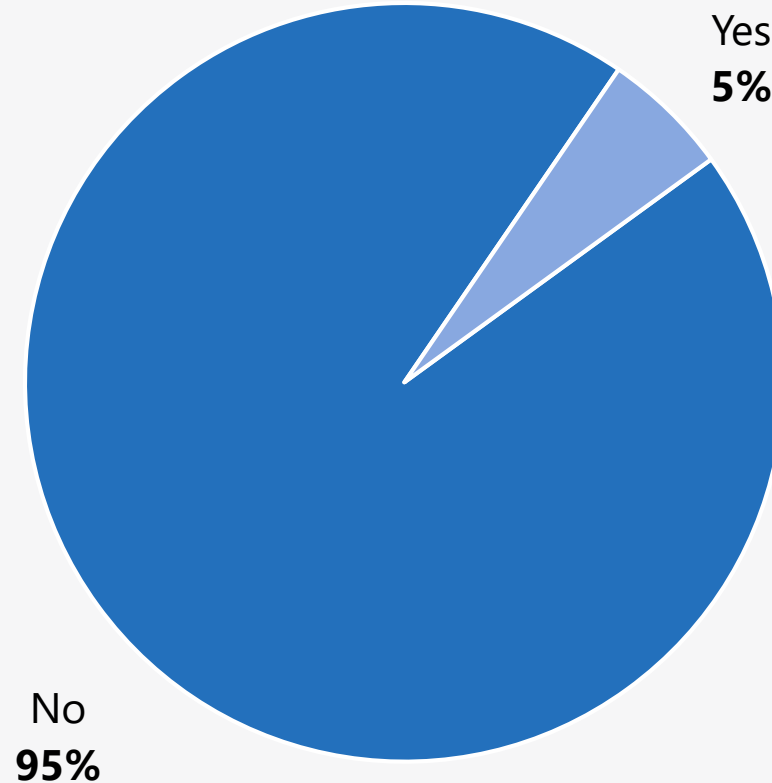
73% of employees are responsible for others outside of work

2,245 Respondents



Have you ever served on active duty in the US Armed Forces?

(includes activation from the Reserves or National Guard)



2,245 Respondents



Lawson data indicates that only 3.4% of our employees have served in the Armed Forces, indicating a higher survey participation rate by those who have.

DIVERSITY, EQUITY AND INCLUSION (DE&I) SURVEY

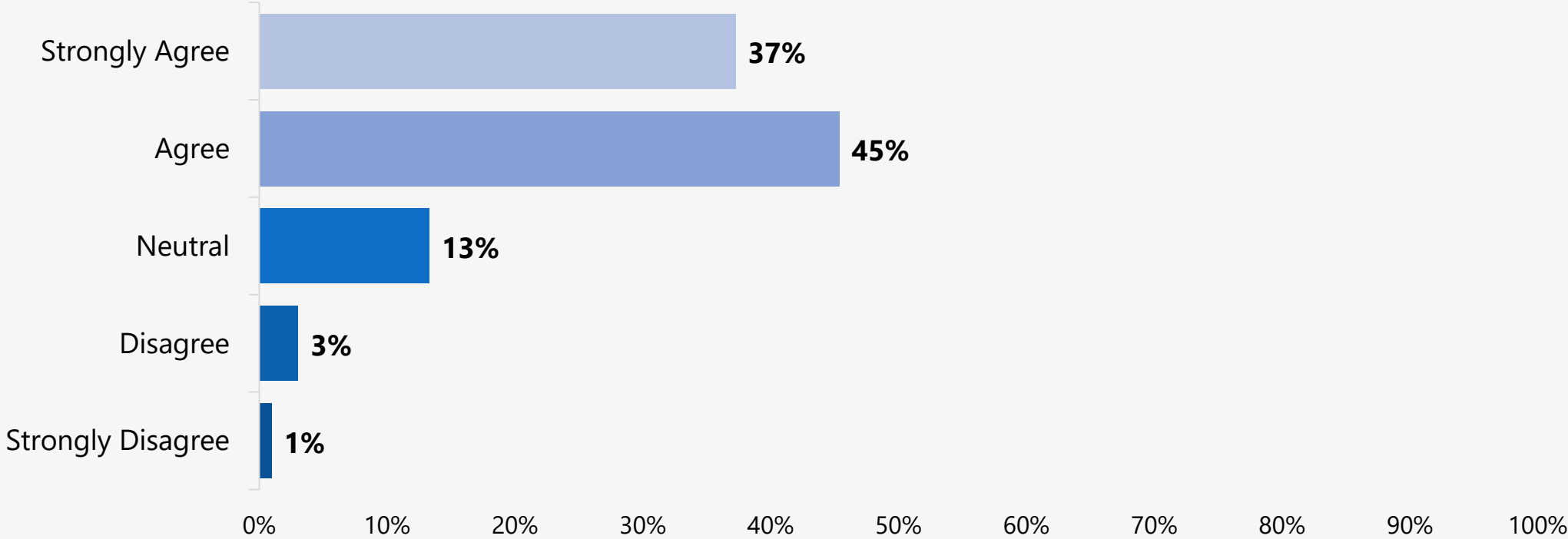
Demographic Data

Feedback Questions



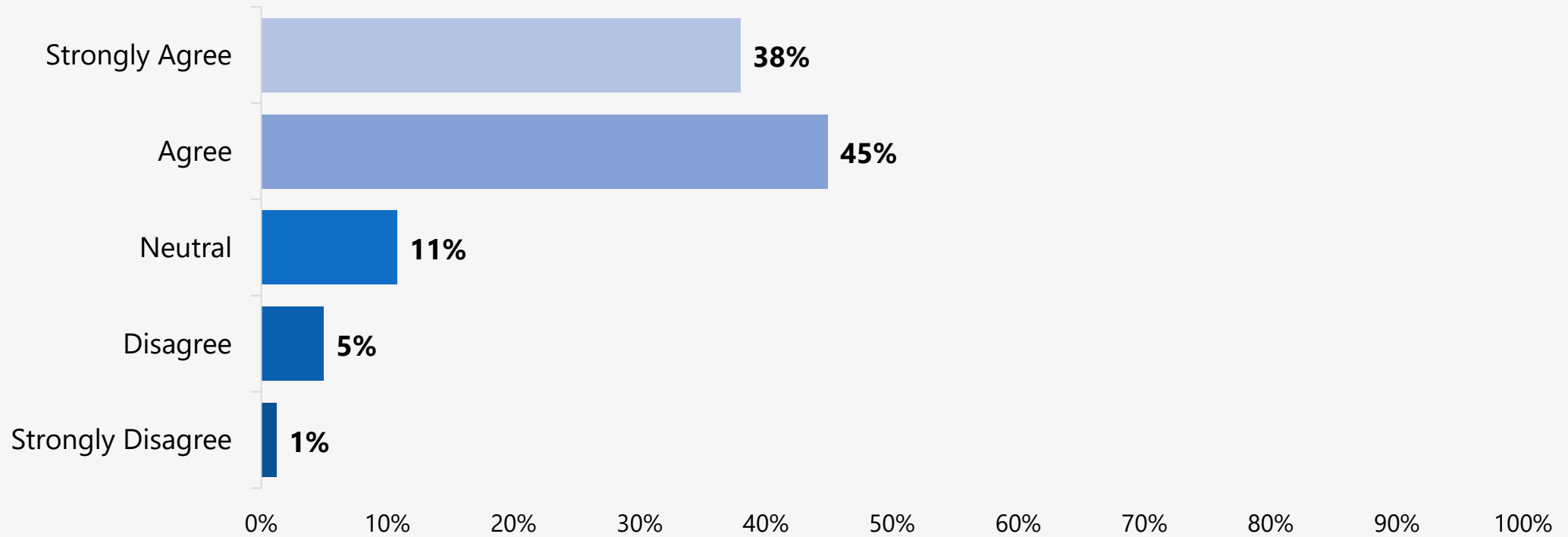
STARTING POINT
DE&I Survey – July 2020

I feel like I belong at my company.



2,186 Respondents

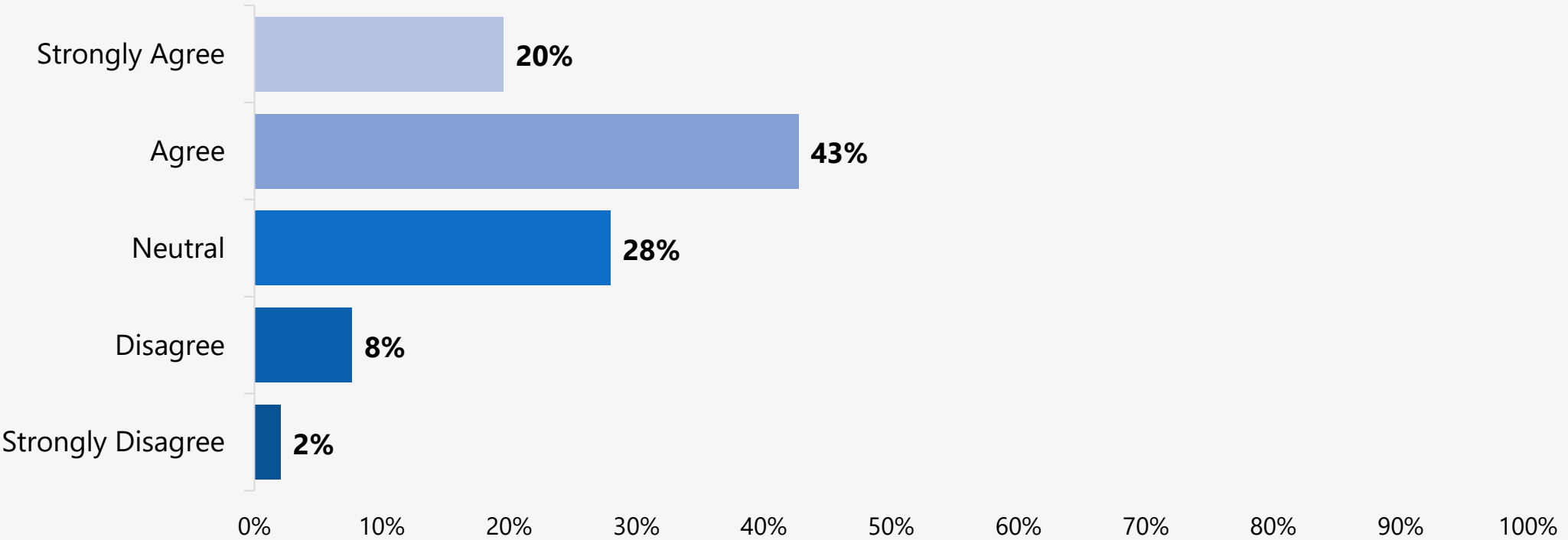
I feel comfortable being myself at work.



2,183 Respondents



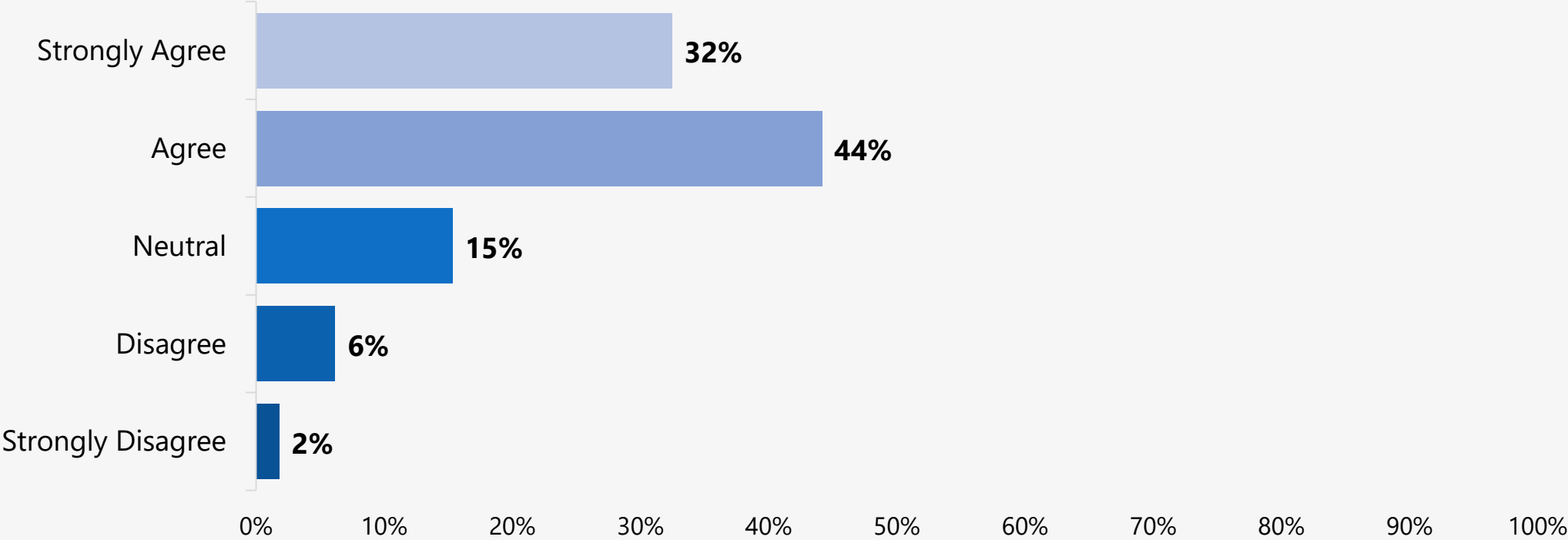
Employees who are different from most others are treated fairly at MHS.



2,177 Respondents



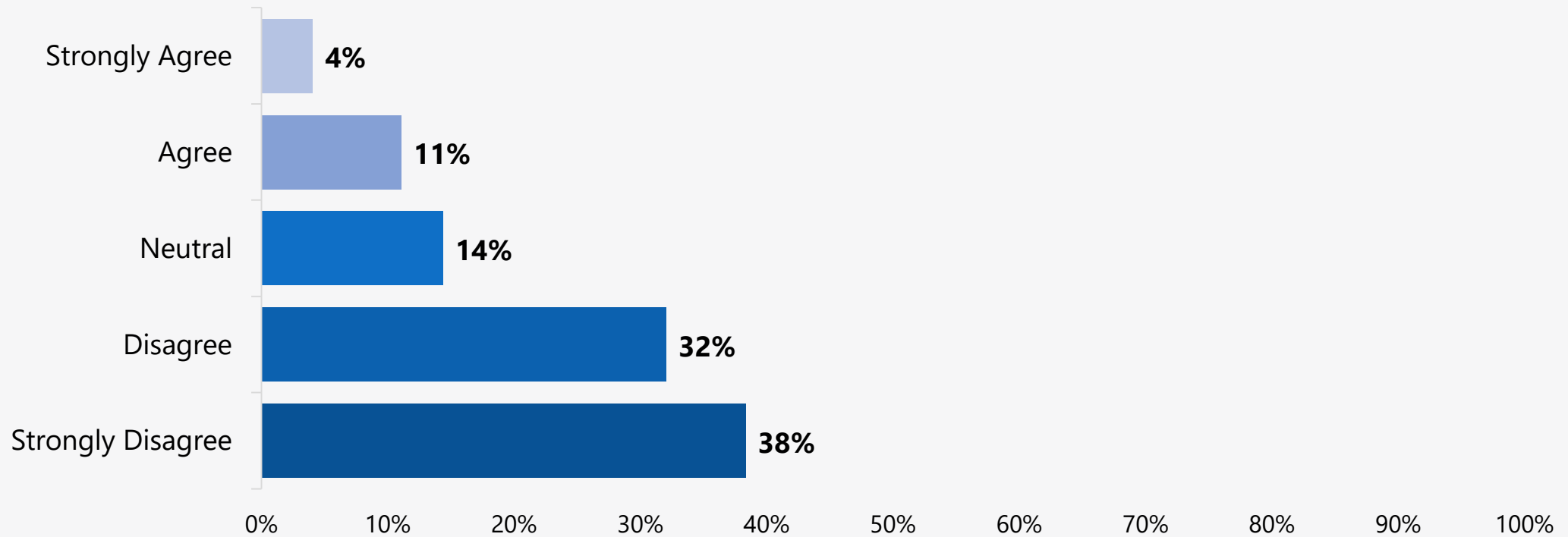
My unique attributes, traits, characteristics, skills, experience and background are valued at work.



2,183 Respondents



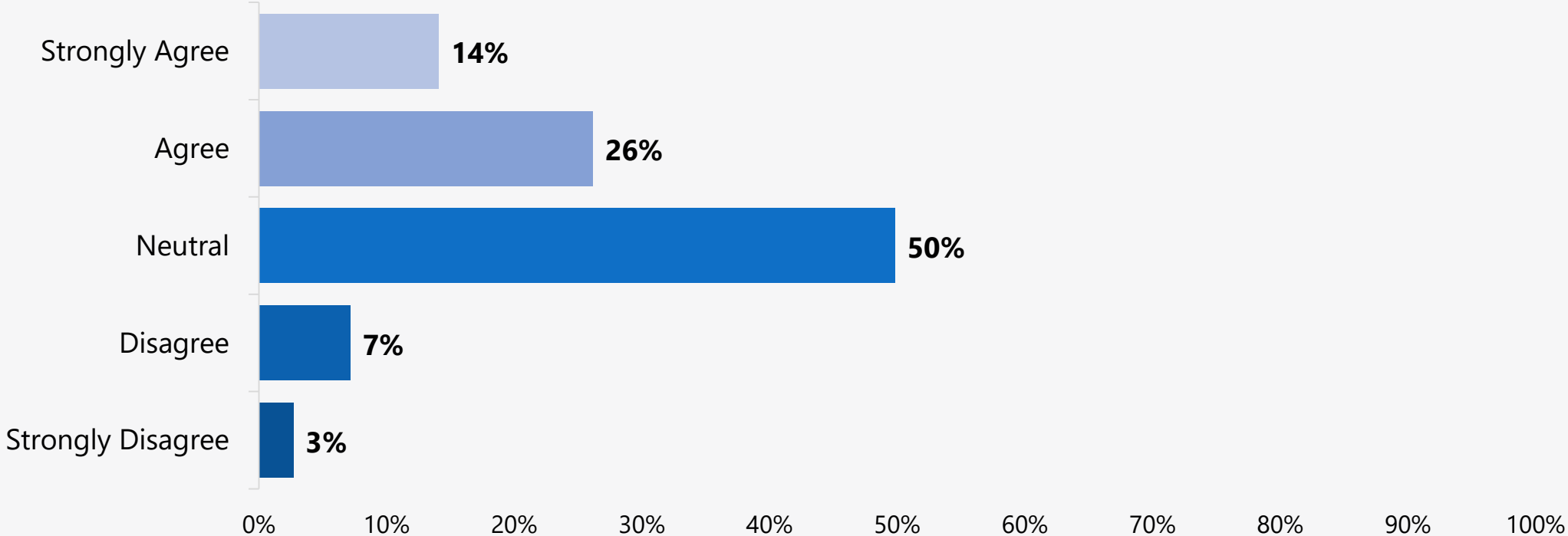
I have considered leaving MHS because I felt isolated or unwelcome.



2,182 Respondents



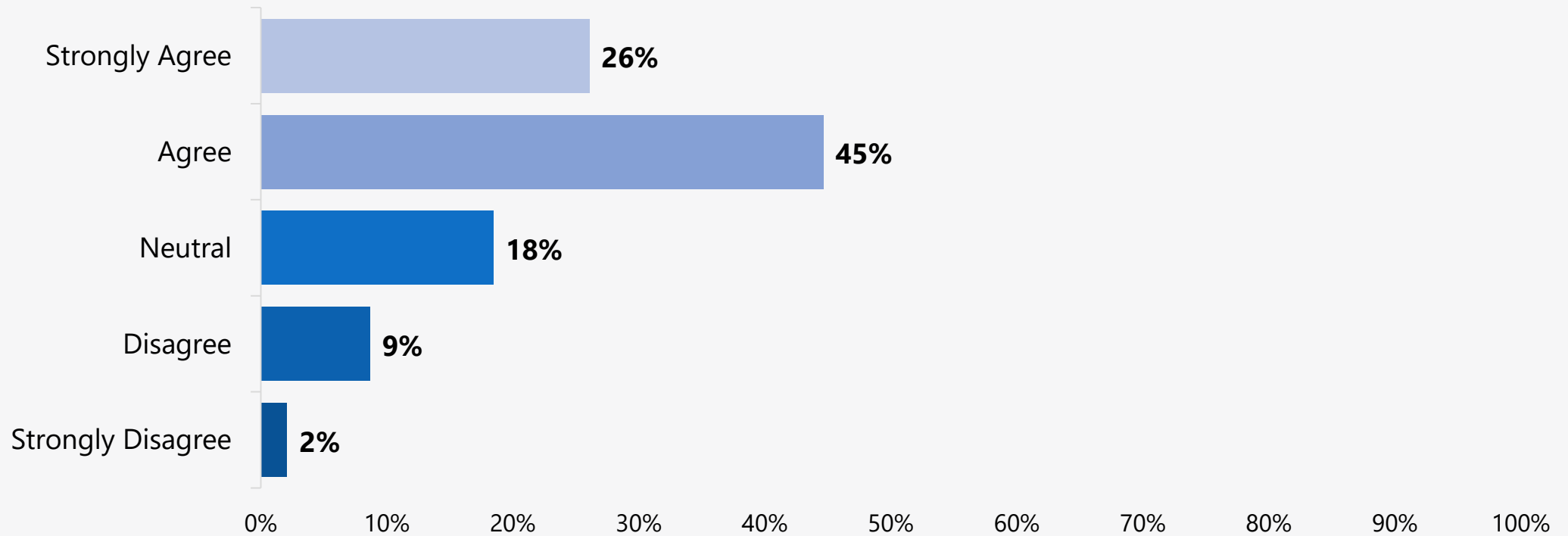
Employees of different backgrounds are encouraged to apply for higher positions.



2,177 Respondents



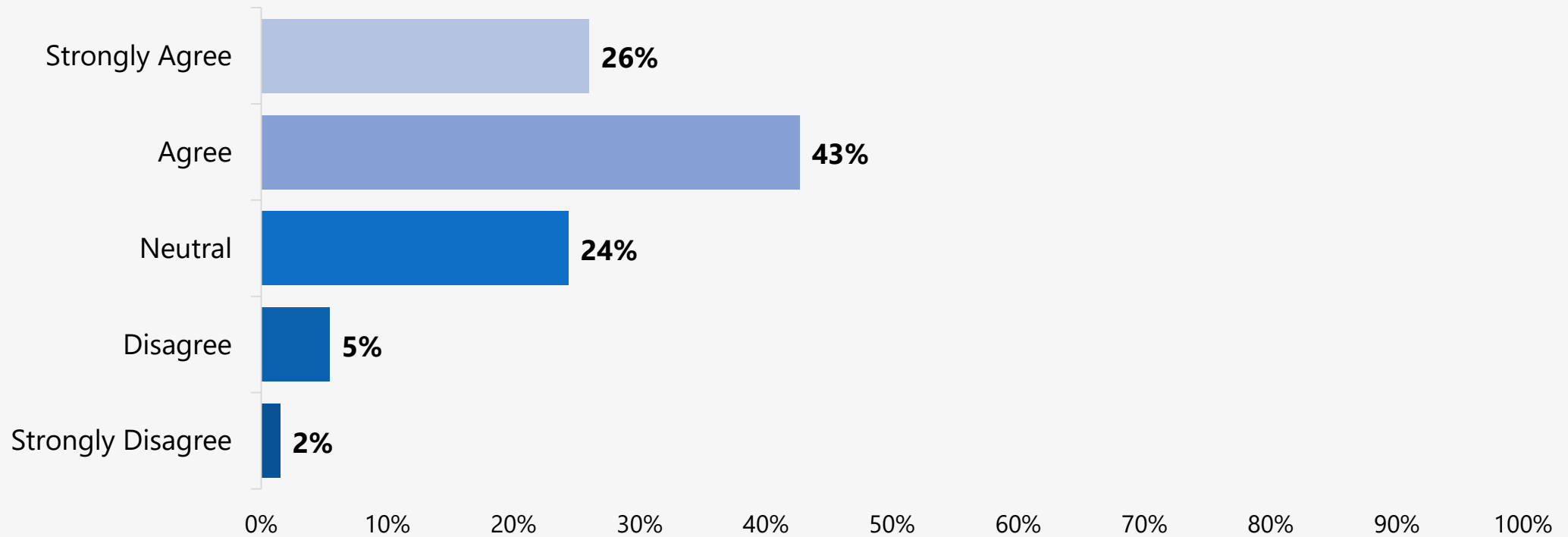
I have sufficient support to develop my skills and progress my career.



2,181 Respondents



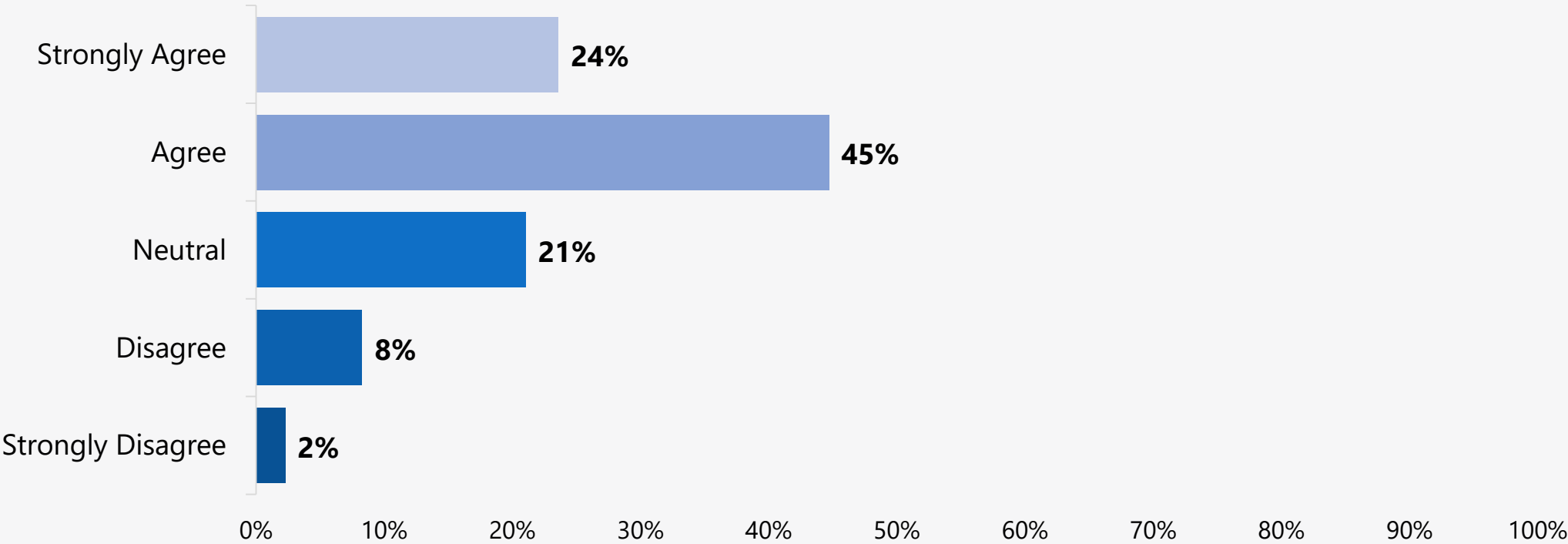
Employees of different races are valued equally by this organization.



2,176 Respondents



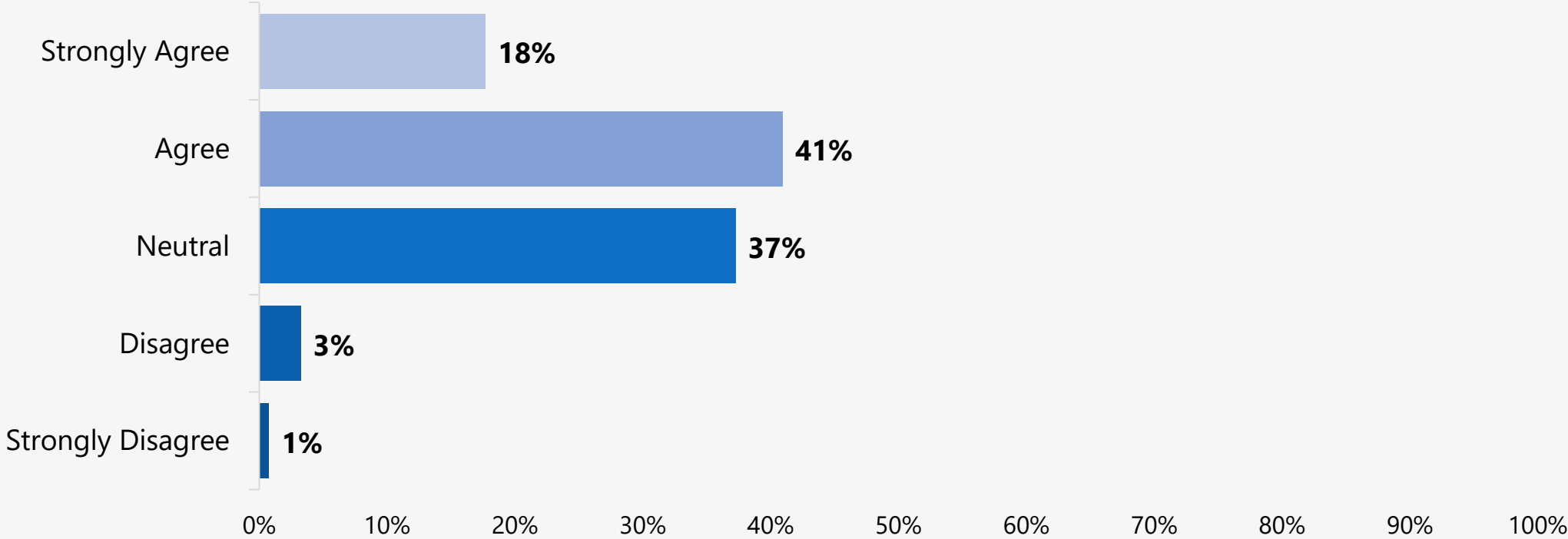
Employees of different ages are valued equally by this organization.



2,180 Respondents



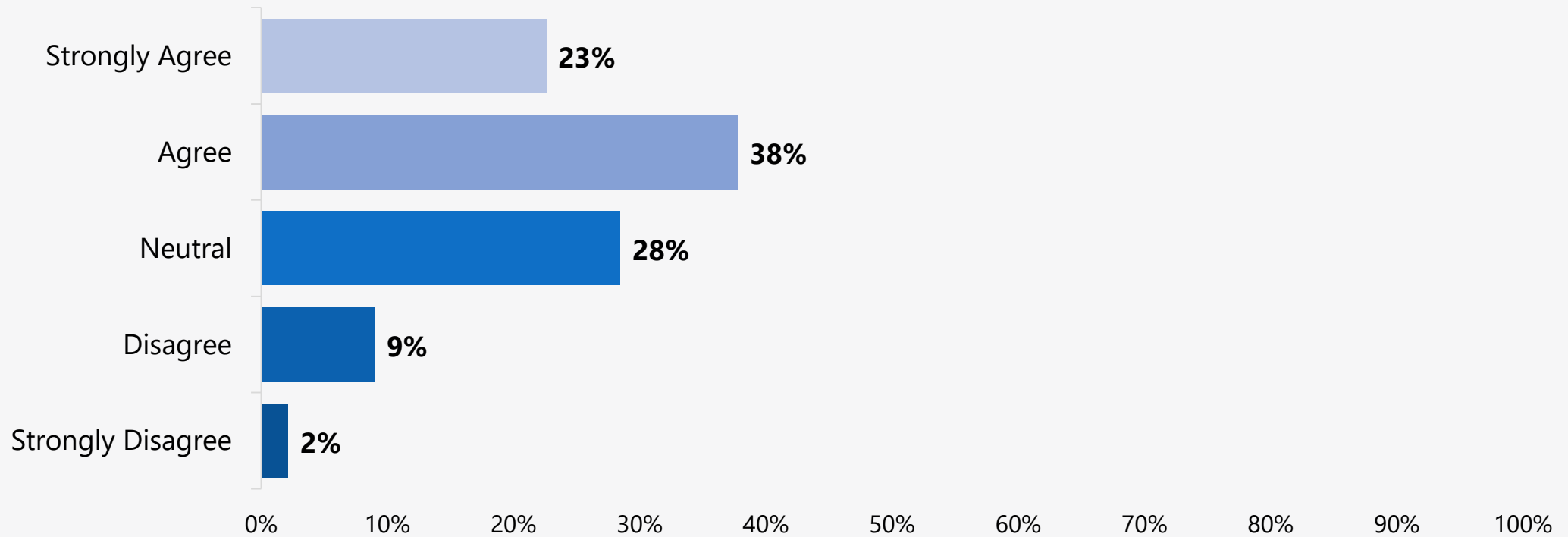
MHS demonstrates a commitment to meeting the needs of employees with disabilities.



2,173 Respondents



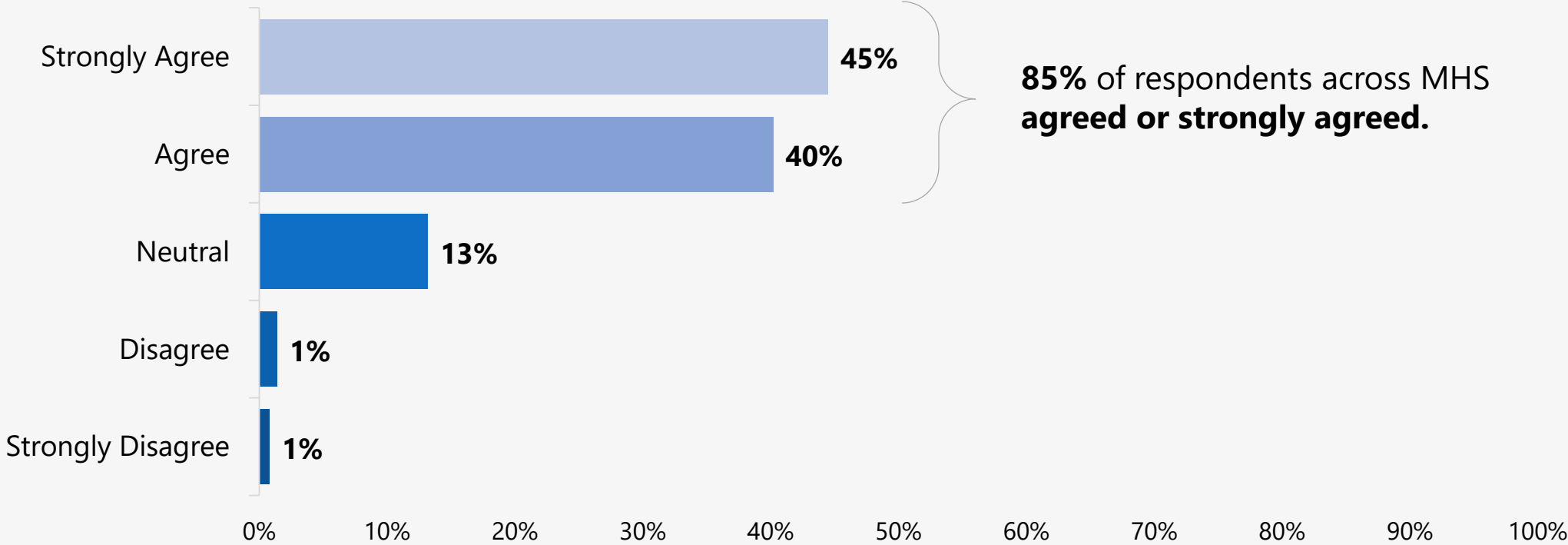
My organization is dedicated to diversity and inclusiveness.



2,181 Respondents

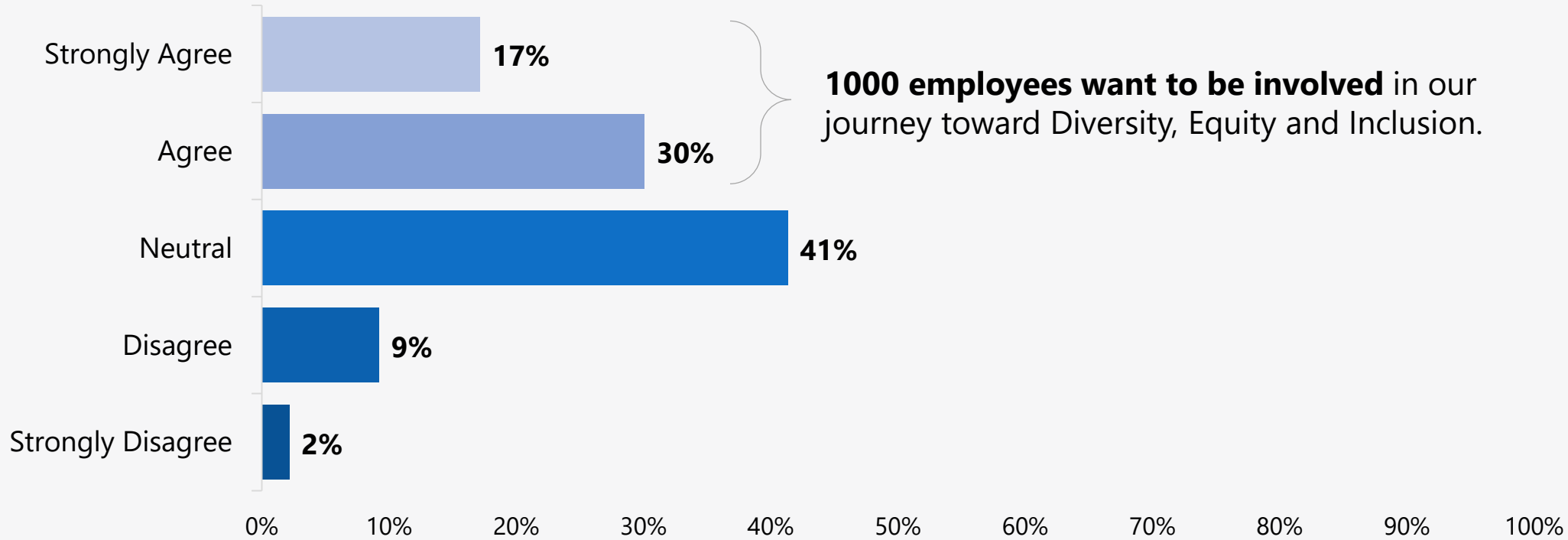


It is important to me that my organization prioritizes Diversity, Equity and Inclusion.



2,122 Respondents

I would like to be involved, in some capacity, with promoting DEI at MHS.



2,116 Respondents