Overall Staff Diversity Goal*

Newly Filled Positions (posted jobs only)

Diverse candidates will comprise 33% of newly-filled positions (internal or external) this fiscal year. Diverse candidates are defined by race/ethnicity, veterans, individuals with disabilities and LGBTQ+. Through Q2 our diverse hires and job changes were 37.5%.

Volunteer Diversity – Boards and Committees

Protected Veteran Status

The percentage of our workforce who qualify in a protected veteran status is 1.1%, the hiring benchmark is 5.9%.

Disability Status

The percentage of our workforce who qualify as an individual with a disability is 4.7%, our affirmative action goal is 7%.

Staff Diversity | Race/Ethnicity

<table>
<thead>
<tr>
<th>AHA</th>
<th>Total Hires / Job Changes</th>
<th>Diverse</th>
<th>20/21 Q2 Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Eastern States</td>
<td>29</td>
<td>7</td>
<td>24.1%</td>
</tr>
<tr>
<td>Midwest</td>
<td>18</td>
<td>5</td>
<td>27.8%</td>
</tr>
<tr>
<td>National Center</td>
<td>80</td>
<td>38</td>
<td>47.5%</td>
</tr>
<tr>
<td>South East</td>
<td>28</td>
<td>9</td>
<td>32.1%</td>
</tr>
<tr>
<td>South West</td>
<td>22</td>
<td>7</td>
<td>31.8%</td>
</tr>
<tr>
<td>Western States</td>
<td>15</td>
<td>6</td>
<td>40.0%</td>
</tr>
<tr>
<td>Association Wide</td>
<td>192</td>
<td>72</td>
<td>37.5%</td>
</tr>
</tbody>
</table>

*All gender, race/ethnicity, veteran, disability and LGBTQ+ data is self-reported.

Volunteer Diversity – Boards and Committees

Recognition

Since 2016, the AHA has received many accolades including Best Place To Work, Best Nonprofits To Work For, National Organization on Disability 2020 NOD Leading Disability Employers and DiversityInc's Top Companies which we’ve received for four consecutive years (2016-2020).

Employee Resource Groups

158→399 members OR 5% → 14.3% of staff participates in at least one ERG

from Feb 2020 to Feb 2021
**Medicaid Expansion**

Expansion continues in remaining 14 states; prioritizing

OK and MO pursuing expansion through ballots

Coronavirus continues to disrupt state budgets and threaten access to care.

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**EmPOWERED to Serve**

The 2020 EmPOWERED to Serve National Finale has generated over 900 new email leads for the organization and has exceeded the 250 registration goal with over 350 Registrants. This is a 50% increase over the 2019 ETS Business Accelerator (ETSBA) National Finale registration numbers. Each student received a $10,000 scholarship.

This year the ETSBA Finale had 128 applicants.

68 Alumni have the opportunity for the additional business training through YWCA/ETSBA partnership.

EmPOWERED Round Table series kicked off in November and exceeded the 1K registrant and 500 view goals

- Changemaker (Youth Health Justice Roundtable):
  - Total Webpage Registrants: 1,187
  - Total Live Views: 7,951
- Community Transformation (Roland Martin, Host):
  - Total Webpage Registrants: 1,303
  - Total Live Views: 11,024
- Community Transformation, Continued Conversation (Wes Moore):
  - Total Webpage Registrants: 67
  - Total Live Views: 7,883

The CPR work with Jack and Jill resulted in over 500 young people being trained in CPR in October 2020.

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**Social Impact Fund/Bernard J. Tyson Fund**

- Launched investment windows in Seattle, Atlanta, Twin Cities, San Jose and Detroit
- Increased our portfolio by 95% from 19 to 37 investees
- Over the course of FY 19-20, the Funds raised $2.5M. At the end of Q2 FY 20-21, the Funds raised $11.2M.

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**Communications & Social Media**

**Topics Covered:**

- Bernard J. Tyson Impact Fund and Social Impact Fund recipient announcements
- Hispanic Heritage Month virtual media tour: How to spot the signs between stress and a heart attack
- COVID-19 Data Challenge recipient announcement
- COVID-19 effects on heart health in black women

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**Supplier Diversity**

| Tier 1 | FY20-Q1 Tier 1 - 10% - $3,370,123 |
| FY21-Q1 Tier 1 - 10% - $2,876,421 |
| Tier 2 | FY20-Q1 Tier 2 - 2% - $650,392 |
| FY21-Q1 Tier 2 - 1.5% - $466,289 |

**Community Impact**

The AHA is working with over 1700 Healthcare Organizations and has recognized over 1000 for their work in Blood Pressure via TargetBP including 322 Federally Qualified Health Centers.

Patients from under represented communities covered by ambulatory care initiatives (as of 12/31/20):

- **TARGET:BP**
  - 25.7 million
  - 23 million
  - 13 million

In FY20, The AHA impacted communities via 192 local policy systems, and environmental improvements reaching 46,917,552 individuals including 20,116,792 disproportionately impacted individuals.

In FY21, AHA has set a goal of achieving 287 high priority local policy, systems, and environmental changes that drive health equity.

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**Issue-Based Fundraising & Community**

- As of Dec 31, 2020, we have raised $2.4M through Issue-Based Fundraising and Community Revenue. Some Issue-Based Fundraising initiatives include:
  - Greater Bay - Cisco donated $1.05 million to support Go Red for women, Healthy for Good & Community Impact programing & clinics in bay area and Dallas, Medtronic committed $100k to support a FQHC in North Bay.
  - Raleigh - Go Red received $225k over three years from Broadstep leveraging the new Live Fierce campaign framework and secured their 2022 campaign chair.
  - Hawaii – Servco committed $75k over three years to support a FQHC.
  - Columbus – Cardinal Health signed a full-mission commitment for $525k over three years.
INTERNAL IMPACT

Recognition
This annual recognition is designed to commend those organizations that are leading the way in disability hiring and to encourage other companies to tap into the many benefits of hiring talent with disabilities, including strong consumer preference for companies that employ individuals with disabilities and greater employee engagement across the workforce. The Leading Disability Employer Seal is awarded based on performance on the Disability Employment Tracker™—NOD’s free and confidential benchmarking survey which we completed in March this year.

The Tracker responses are scored, taking into account both disability employment practices and performance. Scoring prioritizes practices that are associated with increased disability employment outcomes over time, in addition to current performance in disability employment. Respondents also receive points based on the percentage of people with disabilities in their workforce.

Employee Resource Groups
We ended the year with a total of 399 members of staff engaged in at least one ERG. This a strong 152% increase from the less than 200 members this same time last year.

EXTERNAL IMPACT

*Supplier Diversity
• Due to COVID and cost reduction actions by the Association, Addressable spend was down 10% compared to Q1 FY 20
  o Less overall spend meant less spend with diverse suppliers too... Spend was down 17% period over period
  o Spend with Women owned businesses was down over $400K; Ex: our event bus service (Kushner) was down $140K
• The largest reduction in Tier II spend came in the contingent labor category, which was lower by almost 30%.

Medicaid Expansion
• Expansion efforts continue in 12 remaining non-expansion states.
• *OK and MO adopted expansion through ballots in 2020 and are currently in the “adopted but not implemented” stage. Both states are to targeted to begin implementation on July 1, 2021, though it's possible that actions by their state legislatures could cause a delay in that date

Social/Bernard J. Tyson Impact Fund
• The bulk of the investments were made in Q1 FY 20-21.
• The fundraising in Q4 FY 19-20 ultimately led to the investments made in this Fortune Magazine article.