

Fostering Inclusion and Diversity 2020/2021

Strategic Pillars and Objectives

1. Mitigation of Unconscious Bias

- Create a structured program on Inclusion Transformation and Unconscious Bias Mitigation for UnitedHealthcare Global
- Create guidance on diverse talent acquisition and talent promotion for UnitedHealthcare Global

2. Implementation and Reinforcement of Inclusive Workspace Practices

- Create a survey for UnitedHealthcare Global to assess current climate in the workplace regarding I&D / incorporate multiple languages for the survey
- Analyze the survey results and present the insights
- Deliver guidance on additional workplace practices to increase inclusion

3. Increase Diverse Leadership

- Create a mentoring program for women at UnitedHealthcare Global
- Establish specific MBOs and KPIs to drive increased representation of diverse subgroups in leadership in all UnitedHealthcare Global businesses

Global Inclusion & Diversity Council

Business Lead Team Members

Nicolas Cabello (Chile), Patricia Eirinha (Portugal), Jorge Pelaez (Colombia), Daniel Preto (Corporate), Diane Thomas (Global Solutions), David Velasquez (Colombia), Edvaldo Vieira (Brazil)

Anchor Team Members

Esabela Cruz (Brazil), Edvaldo Vieira (Brazil), Margaret Wilson (Corporate), Nicolas Cabello (Chile), Steve Cragle (Corporate), Ricardo Hruschka-Bonds (Human Capital)

Steering Partners

Maria Rosengren (Communications), Daniel Preto (Human Capital), Madhu Palkar (Corporate), Rachael Moeglein (Administrative Support)

Think Global, Act Local: Framework and Next Steps



Phase 1 Deliverables	Metrics
Develop local Market I&D Committees, with and Executive Champion, Human Capital Lead and other committee members (by August 30, 2020)	Committees in place for each line of business
Launch of Inclusion Transformation/Blind Spots Training (first cohort by September 15, 2020)	Number of Unconscious Bias training sessions in each country and number of employees impacted
Launch of Mentoring Program for Women for all UHC Global (in alignment with the Inspire Program from Optum) (by October 20, 2020)	Retention rate, promotion rate and lateral move rate for women that are part of the Mentoring Program
Establish business-specific diverse leadership MBOs & KPIs	Business specified % increase in diverse representation among employees Grade 30+