



November 30, 2020

To: CEOs of HCA supported nonprofits

There is no new way to say what has already been expressed. This year has put us through our paces at every level, in every category – we have been navigating point to point and the journey is not yet over.

The HCA Healthcare Foundation team knows you have faced increased need from communities, an expectation to do more with less, and experienced a noticeable national decline in volunteering. Through it all, each of you continues to lead with grace and determination. Our relationships with you have always been a privilege, and this year is no exception.

On behalf of our team, I sincerely thank you for extending grace to the Foundation as we asked additional questions, engaged in detailed conversations about cash flow and staffing, and encouraged you to share with us your successes and your struggles. We appreciate your convening with us virtually – rather than in person – at our April 2020 Annual Community Update and subsequent 2020 Connect Forums. Thank you, also, for your willingness to engage with us in a totally re-imagined Community Days: A Month of Service.

As we look towards 2021, there are both continuances and changes to share. For the entirety of 2021, we will continue to consider all grant applications for operational – rather programmatic – funding. We implemented this change at the very earliest stages of the COVID-19 response. We know operational funding allows you – as well as your leadership teams and boards of directors – to make the wisest, most flexible decisions about how to carry out your mission. In 2021, we will also continue to consider capital requests on a special case-by-case basis.

The 2021 change about which we are proud to share is a formalization and adoption of a new Commitment to Equity and Inclusion by the board and staff of the HCA Healthcare Foundation. This new statement continues to help hold the Foundation to the highest standards of equity-based funding practices and builds on an accelerated commitment to diversity and inclusion at HCA Healthcare.

HCA Healthcare Foundation's Commitment to Equity and Inclusion: Our mission is best fulfilled through a commitment to embracing diversity, advancing equity and promoting inclusion. The Foundation is committed to fostering a culture of inclusion and equity across all areas of our work. We hold ourselves to the highest standard of inclusion, compassion and respect, and we expect a similar commitment from all of our partners. As part of HCA Healthcare, the Foundation holds itself to HCA Healthcare's Commitment to Equity and Inclusion.

HCA Healthcare's Commitment to Equity and Inclusion: At HCA Healthcare, we believe excellence in healthcare starts with a foundation of inclusion, compassion and respect for our patients and for each other. We are committed to fostering a culture of inclusion across all areas of our organization and do not discriminate on the basis of age, gender, disability, race, color, ancestry, citizenship, religion, pregnancy, sexual orientation, gender identity or expression, national origin, medical condition, marital status, veteran status, payment source or ability, or any other basis prohibited by federal, state or local law. We are devoted to promoting an inclusive culture that embraces and nurtures our patients, colleagues, partners, physicians and communities.

Beginning in 2021, organizations seeking support from the Foundation will be asked to record their acceptance with the Foundation's commitment to equity and inclusion. Organizations unable or unwilling to accept the Foundation's equity and inclusion position will not be eligible for funding consideration. In addition to this more intentional focus on equity and inclusion, we want to continue to hold ourselves to the highest level of transparency and open communications. As you – or your board members – have questions about this new application requirement, please let us know. We want to continue to build on the deep, authentic relationships that have characterized our work.

One more change for 2021 is that you will be seeing more of Whitney Weeks and Lois Abrams and less of me. While my heart will always be close to the many of the Middle Tennessee organizations that I have been privileged to learn from over these past 20 years, we have some big goals in terms of a national strategy for community engagement for HCA Healthcare. This includes forging strategic partnerships with national nonprofits and corporate partners to create healthier more equitable tomorrows in all of our communities. With Whitney, Lois and Elizabeth, I know you are in excellent hands.

The expectations of you as CEOs and Executive Directors are enormous. We admire you, we learn from you, we respect you, and we are proud to support you. On behalf of our team, we are so thankful for you. Be safe and well over the holidays and remember, we love hearing from you.

Joanne