



# Diversity, Equity, and Inclusion (DE&I) at Wellthy



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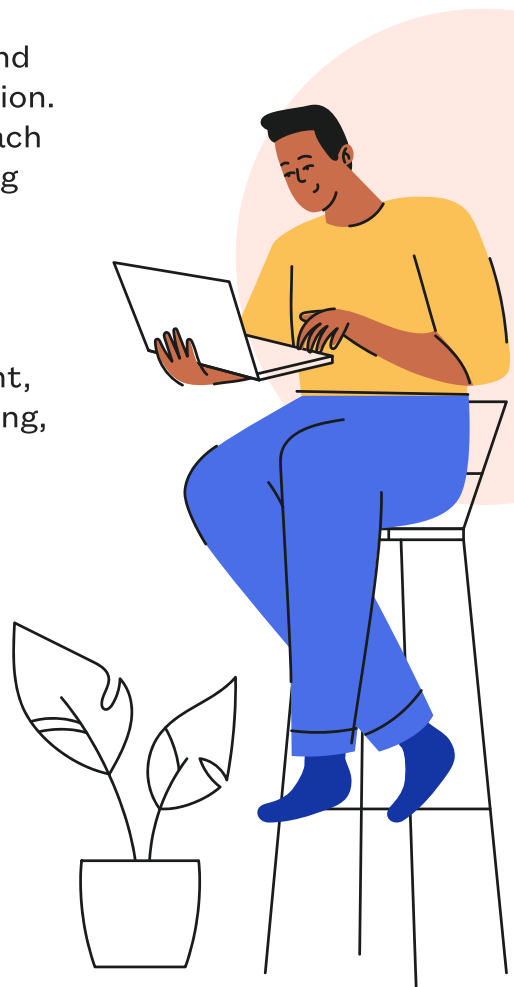
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# Wellthy's DE&I Vision

At Wellthy, we're building the future we want for our own families — a future that supports, empowers, and advocates for all people, especially the vulnerable, the marginalized, or the voiceless. We start by giving strength, power, careers, and leadership to as many diverse individuals as possible so that we can best serve our members' unique needs. We strive to cultivate a culture of inclusive and transparent communication, of connectedness as a unified team, and of evolving growth and innovation.

Wellthy's core strength lies in organically developing a commitment to diversity, equity, and inclusion based on a true dedication to our mission. Wellthians are committed to and aligned with each other because they genuinely care about fulfilling Wellthy's goals of supporting, empowering, and advocating for all people.

Wellthy embraces new perspectives, transparent, comprehensive, and participatory ways of working, and sustained attention to inclusion. Diverse representation is a priority, and there is gender equity across management and the board.



# Diversity, Equity, and Inclusion Council

Our DE&I Council is made up of Wellthians from all backgrounds, identities, and teams. The Council exists to drive and track progress on Wellthy's DE&I strategy. It serves as a representative body that bridges gaps across differences to ensure everyone's voice is heard.

DE&I Council members have council responsibilities written into their job descriptions and are expected to spend 10% of their hours on DE&I work. All Wellthians have the opportunity to apply to the DE&I Council, with a new council selected every 12 to 18 months.

**“During the height of the anti-Asian violence happening (which is still happening) around the US, I shared in a company Slack channel some resources and rallies, including an event I was attending in my own neighborhood. My team reached out to me to ask how they could support, and attended the rally in person with me. I had another team member in the AAPI community reach out to me to check on me. Both moments meant so much to me. I had just joined Wellthy 6 months ago at the time and I felt seen and acknowledged.”** —KALI, PEOPLE ANALYST



## DE&I Council Goals

### 1. Provide an inclusive healthcare experience

Our DE&I commitment isn't just to our team members, but also to the families we serve. Wellthians do the important work of creating a more inclusive healthcare experience for members of all races, sexual orientations, ages, abilities, religions, and backgrounds.

### **Affirming Care Team who listens and problem-solves**

Our healthcare system has disproportionately impacted marginalized identities such as women, LGBTQIA+ communities, Black, Indigenous, and People of Color (BIPOC), older adults, and people with disabilities and neurodifferences, to name a few.

We want our members and their loved ones to feel truly heard and supported in the way that is most relevant for them. No matter what families are going through, Wellthy's incredibly diverse and well-trained Care Team is here to support them in navigating the healthcare system in the most equitable way possible.

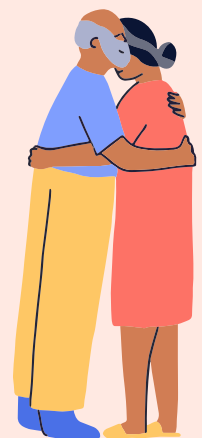
### **Meeting unique needs**

You name it, Wellthy's done it. We have helped members enroll in health insurance plans, secure affordable housing, find culturally appropriate in-home support, overcome substance use disorders, vet providers who affirm their identity and care accordingly, search for holistic and alternative treatments, coordinate physical and mental health care in care recipients' native languages, access reproductive health services, and just about everything in between.

### **Web accessibility: usability for all**

From design to development, we are combating ableism by ensuring that every feature on the Wellthy platform can be accessed via the keyboard alone and via screen readers and other assistive technologies just as easily as via a mouse or trackpad. We also recently revamped our color palette to ensure that all of our interfaces have adequate color contrast.

**"The thought of disclosing my disability (because accommodations are necessary) to an employer was initially a little daunting, but I can honestly say that my experience with Wellthy has been nothing short of incredible. Each one of my conversations - from the People Team (prior to even being hired), to my managers, and even 1:1 with the CEO Lindsay - was received with such sincere compassionate responses, even going as far as thanking me for trusting them enough to be open about my challenges." —WELLTHIAN, CARE TEAM**



## 2. Attract, empower, and retain diverse people and perspectives

Attracting, empowering, and retaining diverse people and perspectives — both within each team and across company levels — is key to making sure our work best reflects, represents, and serves the unique voices and needs of our members.

### **Wellthy is an Equal Employment Opportunity (EEO) employer. And we really mean that.**

At Wellthy, we're building the future we want for our own families - a future that supports, empowers, and advocates for all people, especially anyone who is vulnerable, has been marginalized, or is in any other way voiceless. We start by giving strength, power, careers, and leadership to as many diverse individuals as possible so that we can best serve our customers' unique needs.

We recognize that the healthcare industry has a history of disproportionately harming, or otherwise deprioritizing, the most marginalized people in society — including, but not limited to: people of color, people from working class backgrounds, women, the LGBTQIA+ community, people with disabilities, and neurodiverse populations. In order to achieve equity, we believe that these communities must be centered and uplifted in the work we do. Therefore, we strongly encourage applications from people with one or more of these identities, or who are members of other marginalized communities.

We recognize that people come with a diversity of experience, talent, and perspectives beyond the technical requirements of the job. We encourage candidates to apply if the role is of interest and their experience is close to what's listed, even if they do not meet 100% of the qualifications listed in our job posting.

We provide reasonable accommodations for qualified individuals with disabilities in our application process. For those requiring accommodation, please let us know by emailing [jobs@wellthy.com](mailto:jobs@wellthy.com).



### Our process to building a diverse team

We are dedicated to building a diverse team, in every sense of the word. We are constantly auditing our recruitment processes to eliminate as much unconscious bias as possible.

We have very clear expectations and compensation laid out for every level, and promote based on performance, reinforcing our commitment to equal pay and equal opportunity. We strive to hire people with non-traditional backgrounds and skill sets whenever possible in order to bring more perspectives to the table.



**“Ageism is often an overlooked ‘ism’ but it's ever present in our society. When I arrived at Wellthy, as an employee ‘of a certain age,’ I had anxiety. I've been thrilled to see that age diversity is alive and well at Wellthy. All perspectives are welcome and respected. Refreshing!”**

—ANONYMOUS WELLTHIAN



### 3. One unified Wellthy team

Wellthy strives to create a company culture of belonging and shared care. We facilitate connections and cross-team dialogue to create one unified Wellthy team where all employees feel included, respected, heard, and supported.

#### Affinity groups

Affinity groups at Wellthy are team-member led, dedicated, safe spaces for our team members to connect, network, share experiences, and support each other professionally and personally with other folks that share a common identity. They are meant to discuss ideas and perspectives, amplify historically marginalized voices, foster inclusion and belonging, and increase visibility of the individuals who belong in these groups. We're always adding new affinity groups, but some of our current groups include:

- ✓ AAPI@Wellthy
- ✓ Black@Wellthy
- ✓ Childfree by Choice
- ✓ Living with disAbility and/or Neurodiversity
- ✓ LGBTQIA2S+
- ✓ Sandwich Generation Caregivers
- ✓ Secular & Spiritual
- ✓ Veterans and Military Families
- ✓ Working Parents@Wellthy
- ✓ Young at Heart [50+]
- ✓ Mind Matters

#### Training

We recently collaborated with an organization called Collective to create custom training content that fosters an inclusive environment both inside and outside of Wellthy. This training will be shared with all new hires, to build upon our foundational knowledge with each additional team member. We have also hosted company-wide training sessions on giving feedback, identity terminology, the impact of identity at work, and cross-cultural collaboration. Additionally, every Wellthian has access to LinkedIn Learning, where we take courses on everything from combating unconscious bias to management and communication skills.





## How Wellthians connect

Wellthians love to connect with each other both in and outside of work.

- ✓ Virtual game nights and monthly Passion Talks
- ✓ Company-wide retreats
- ✓ In-person happy hours (when safe to do so)
- ✓ 1:1 sessions via Donut, an app that randomly pairs team members across the company for a coffee chat
- ✓ Mindfulness practices, such as yoga and meditation, together via Zoom
- ✓ Slack channels for Wellthians' interests, from pets to cooking to books and more

## How Wellthians recharge

When we are not at work, we are resting, relaxing, and recharging so that we can fully show up and be our whole selves when we return.

- ✓ Company-wide mental health days
- ✓ Ample PTO and other leave types that we encourage everyone to take
- ✓ Spring Health
- ✓ Utilizing Wellthy as a benefit!

# Summary

At Wellthy we value and celebrate diversity, invest in our DE&I impact internally and externally, and feel strongly that this work is critical to achieving Wellthy's mission of empowering people to care for themselves and their loved ones during all phases of life.

