

Diversity, Equity, & Inclusion

At TML Health, we strive to build diversity, equity, and inclusion (DEI) into our workforce, leadership, and company strategy. We provide products and services that meet the needs of our members and reflect the communities we serve.

Our Goals & Mission

The purpose of DEI is not to change who you are but to open your mind to individuals who are different from yourself. We encourage recognizing and respecting their differences to create a more inclusive, inviting, and accepting workplace with a sense of belonging.

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| Goal 1 | Build a safe, inclusive culture |
| Goal 2 | Increase diversity at all levels of the organization |
| Goal 3 | Implement equitable practices across the entire employee experience |
| Goal 4 | Ensure that TML Health's products and services meet the needs of our members and reflect the communities they serve |

What is Diversity, Equity, and Inclusion?



Diversity

The ways in which people differ, encompassing the different characteristics that make one individual or group different from another. **An individual person is not "diverse" but teams and companies must be.**



Equity

The fair treatment, access, opportunity, and advancement for all people. **Equity asks us to acknowledge that everyone has different needs, experiences, and opportunities.**



Inclusion

The act of creating environments in which any individual or group can be and feel welcomed, respected, supported, and valued to fully participate. **Inclusion does not just happen on its own; the culture needs to be designed with values and behaviors to build it.**



How Are People Different?

Background Religion Perspective
Physical Appearance Sexual Orientation
Age Experience Thought
Race Talent

Our Expectation for Our Employees

Employees are expected to exhibit a disposition with minimal bias and fully embracing of members from different groups. Employees should demonstrate integrity and stand up for others when bias, discrimination, or other unfair practices are at play. Employees should receive feedback well and seek to correct their harmful behavior.

Curiosity-Driven Awareness

Passion for learning, a hunger for other perspectives to minimize their blind spots and improve knowledge, refrains from fast judgement or reactions.

Collaborative Empowerment

Seeks diversity and perspectives of individuals, works to create an environment in which all individuals feel empowered to express themselves safely and freely.

Courageous Accountability

Challenges others who create stereotypes, discrimination, or microaggressions, acknowledges own limitations and seeks external input to overcome them.

Cognizance of Bias

Identifies own biases and learns ways to prevent or address them and their impact, identifies and addresses bias in others.

Cultural Intelligence

Proactive education and practiced fluency in other cultures; ability to adjust style in response to different cultural norms.

Our DEI Committee

TML Health has a **Diversity, Equity, and Inclusion (DEI) Committee** that helps guide our strategies to ensure a diverse, equitable, and inclusive organization. One of the committee's goals is to help our employees be more aware of and celebrate the different cultures and backgrounds that reflect our employees and membership.

Consider joining the DEI Committee to learn more about upcoming opportunities to support further education and activities across TML Health!

Want to Learn More? Check out your **TML Health Employee Handbook** in ADP!