

Diversity, Equity, & Inclusion @ HealthStream

Our Point-of-View (POV)

At HealthStream, we are committed to diversity, equity, and inclusion in all aspects of how we conduct business and contribute to the communities we serve. We believe in treating people equitably and respect all human beings for who they are. Advancing and preserving a culture of diversity, equity, and inclusion will make us a stronger, more successful company—and, in turn, drive our actions to make a positive impact on the equitable delivery of healthcare.

Our Definitions

At HealthStream, **diversity** includes the representation of unique perspectives, life experiences, values, and ideas among HealthStream employees, which may be influenced by their age, race, ethnicity, gender, religion, sexual orientation, gender identity, disability, health status and/or mental health status, family structure, education, national origin, veteran status, socioeconomic status, geographic location, physical appearance, or other attributes.

At HealthStream, **equity** is promoting a culture where access, opportunity, advancement, and work experiences are characterized by impartiality and fairness.

At HealthStream, **inclusion** is valuing and celebrating the differences among individuals, making each person—as their authentic self—feel welcomed, respected, and supported to participate, collaborate, and contribute to their full potential.

Our Rationale

Above all else, HealthStream is strongly committed to diversity, equity, and inclusion because we view these concepts as fundamental values that we embrace with regard to how people should be treated and engaged. Our valuing of diversity, equity, and inclusion reflects who we want to be at HealthStream: a diverse group of people who care about each other and our communities while having a positive social impact everywhere. Moreover, the ideas of diversity, equity, and inclusion are foundational in the Company's Constitutional values.

We appreciate and celebrate diversity, equity, and inclusion in all areas of our business and the groups of people that are involved throughout, which include employees, partners, customers, the healthcare industry at large, and the communities in which we work. Furthermore, we believe that we can offer solutions for the healthcare workforce that help to bring about greater health equity—as we are inspired by our vision to “improve the quality of healthcare by developing the people who deliver care.”