



2020
**Diversity, Equity
and Inclusion**
report



Strengthening diversity and inclusion across Cerner



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A message from Tracy

Cerner is focused on creating “a seamless and connected world where everyone thrives,” and the diverse perspectives and voices among our associates will help achieve that goal.

Now more than ever, it is essential we demonstrate to each other and to the communities across the globe where we live and work that Cerner is a place where diversity and inclusion are truly valued. I can't think of a better testament to this mission than our commitment to those affected by COVID-19. While we have all been impacted in some way by the pandemic, anxiety and stress have truly had a disproportionate impact on minority, underserved and geographically remote communities. Through the Cerner Social Determinants of Health collaborative workgroup, we've been able to partner with Testing for America, UNCF (also known as the United Negro College Fund) and the Thurgood Marshall College Fund (TMCFF) to offer COVID testing for students, faculty and staff at historically black colleges and universities. We are also establishing deeper relationships with organizations like the Urban League and Black Health Care Coalition to drive high-impact programs and services that align with our diversity and inclusion mission.

At Cerner, diversity, equity and inclusion define who we are – both as a company and as individuals seeking to build a team of the best talent. We know that we have more work to do – it is an ongoing journey. But I hope you are as encouraged as I am at the progress. We are proud of the work we've done as a company to foster an inclusive culture and workforce that is representative of our global reach. **We are better together** when we can have an immediate, positive impact as we work to equip our clients and communities with greater access to care for all.



Tracy Platt
Executive Vice President and Chief Human Resources Officer



A message from Andrea

I'm excited to share our annual Diversity, Equity and Inclusion report, which provides a comprehensive look at the company's investment in, and commitment to, our global workforce. It looks back at the organization's efforts and activities during 2020 and demonstrates the dedication and willingness from Cerner to provide resources to this end.

Without question, 2020 was a challenging year for everyone. The pandemic, along with the social and civil unrest across the United States, demonstrated the important roles diversity and inclusion activities and conversations have at Cerner and across the communities we serve. In this report, you'll read about our accomplishments over the past year as we highlight the programs that strengthened our unity.

I'm proud of how we responded to the challenges to make Cerner – and our communities – better for everyone. Increasing diversity and inclusion continues to be among the company's highest priorities. Support for diversity within Cerner is a key foundation of our culture.

As we look ahead to the future, there's no doubt that **we are better together**. Our associates are poised to lead. Our investment in diversity and inclusion resources for associates and the marketplace will continue for years to come. As Cerner continues to attract and retain a diverse team of talented associates to serve the needs of our clients, we're committed to ensuring our organization is a place where everyone actively contributes to our mission.



Andrea Hendricks
Senior Executive Director and Chief Global Diversity, Equity & Inclusion Officer



A note from Brent

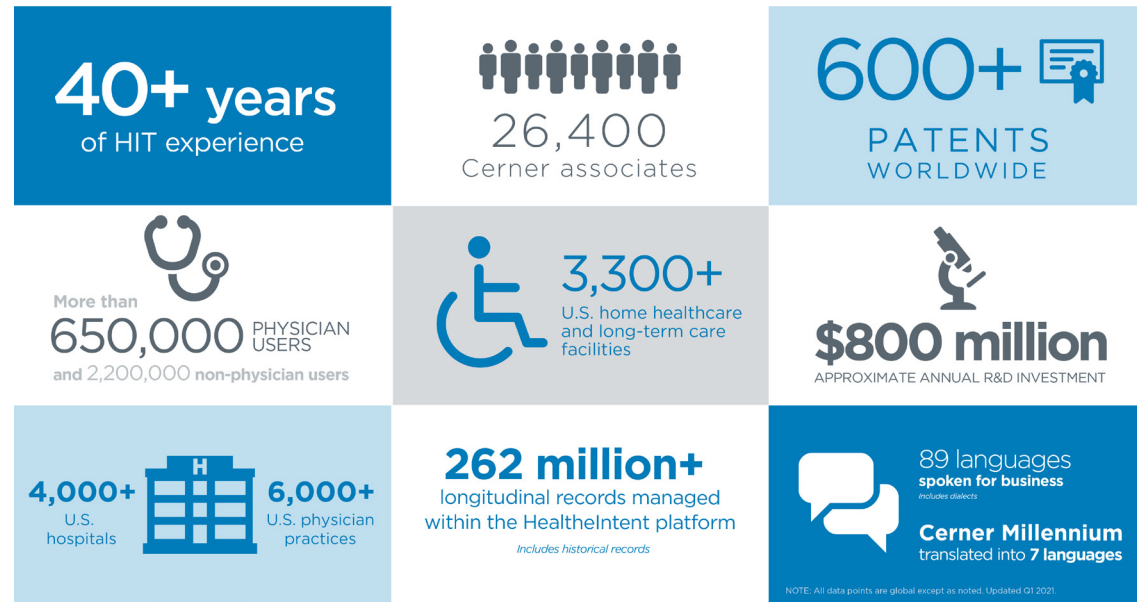
“ Cerner's vision – a seamless and connected world where **everyone** thrives – has never resonated more deeply than in 2020, when COVID-19's disproportionate impact on underserved communities has elevated social issues impacting healthcare.

We're building a more diverse and inclusive culture where different backgrounds and perspectives drive innovation, where everyone is welcomed and where everyone works together to deliver more equitable care across all populations. ”

Brent Shafer
Cerner Chairman and CEO



About us



Leading with integrity, innovation and inclusion

Our efforts continue to have meaningful impact as we integrate and streamline our Diversity, Equity and Inclusion (DEI) strategy enterprisewide. As you'll see in this report, Cerner made progress in all areas connected to our four lenses: workforce, workplace, marketplace and community. More broadly, we made a wide array of investments internally and externally to strengthen our inclusion practice. The conversation to include fresh perspectives related to health, healthcare, gender and racial equity was expanded, advanced and broadened to include more programs, partnerships and practices.

We believe viewing individuals by their capabilities and contributions enhances our vision.

- Diversity and inclusion provides valuable perspectives, creativity, innovation and experience to our workforce.
- The unique experiences of our associates from various cultures and backgrounds provide better solutions for our clients and contribute to an internal support system and social network for our associates.

The executive leadership team is dedicated and committed to inclusion initiatives through expanding diversity development programs, increasing associate engagement efforts, leveraging effective internal and external communication and partnering more strategically in communities of color. Cerner invested in new talent management tools and structures to increase attraction, recruitment and retention efforts. In addition, we expanded self-identification campaign efforts for LGBTQ+, persons with disabilities or military experience to advance workforce inclusion practices.

We passionately believe that inclusive cultures foster engaged and high-performing teams that produce innovative outcomes. In 2020, we continued work already in progress to help cultivate and support an inclusive workforce and a culture of belonging in the workplace, marketplace and community. The belief statements exemplify a diverse and inclusive work environment where associates from all backgrounds help shape the future of healthcare. Due to the global pandemic and social unrest, we readjusted and re-defined our approach and provided additional resources to meet these unique challenges.

The executive leadership team also supported and guided in a profound way:

- Social media engagements
- Messages during town halls
- Diversity pledge commitment statements
- Diversity dialogue sessions with associates

Support for diversity is a key foundation within our culture as we continue to innovate the need for inclusive teams from various cultures and backgrounds, along with their unique ideas and perspectives. This is paramount to developing and delivering smart solutions.

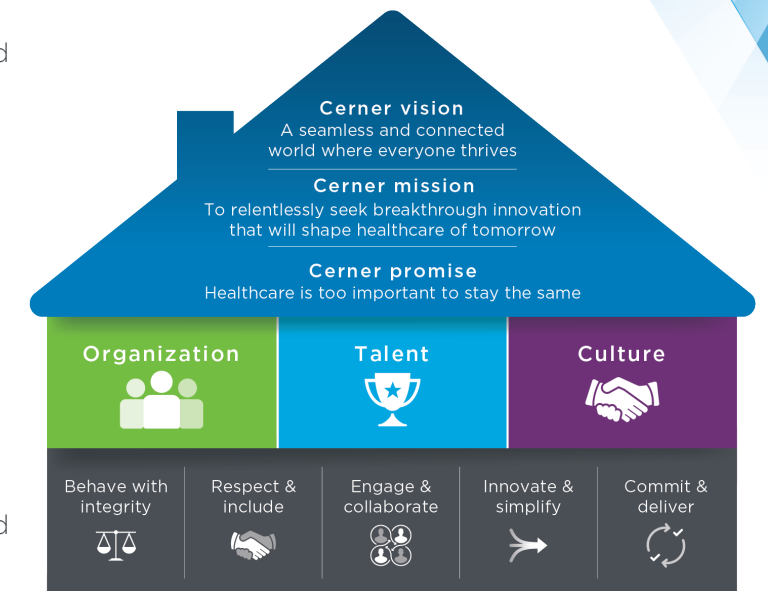
Organization, talent and culture

The Cerner Human Resources (HR) strategy laid the foundation to design and deploy organization, talent and culture capabilities to attract, engage and retain a global workforce. The DEI strategy is seamlessly connected to HR's strategy across the three pillars to cultivate sustainable change.

HR's vision is to create an associate experience that enables all to thrive and where DEI enhances overall engagement with internal and external groups. This is further highlighted through coordinated, strategic interaction and progress sharing to enable Cerner to achieve greater diversity and inclusion results.

Highlights from 2020 focused on increasing outreach to diverse talent pools and building partnerships with professional organizations like Hiring Our Heroes. We also utilized certain technology to help avoid unconscious bias in the application review process.

From an integrated talent perspective, analyzing how underrepresented applicants moved through the recruiting funnel helped identify gaps and develop strategies to address those gaps. Steps were taken to redesign our approach to performance management by putting the associate and the manager in the center and designing the process around them. This redesigned process will be fully rolled out to the enterprise throughout 2021.



As a healthcare organization, wellness and benefits are top of mind for associates. The Wellness and Benefits team set goals to ensure that associates have the resources and flexibility to manage their lives. Throughout the year, the team performed a benefits gap analysis and launched signature programs and initiatives based on associate feedback:

- Expanded family-building benefits options for same-gender partners who may need surrogacy services
- Launched pay parity and benefits analysis
- Expanded Healthe at Cerner wellness programming to include focus on trauma and resources on racial bias
- Added referral services so associates can find childcare and eldercare solutions

"My goal is to develop a supply base that provides a greater competitive advantage for Cerner. Through supplier diversity, we can support and empower diverse businesses that are important to our economy. It also allows us to be more innovative by tapping into new and overlooked resources."

Oliver Trejo
Supply Chain Manager
Purchasing
Juntos ABRG Chair



Cerner DEI approaches are a leading force behind everything we do, from supporting and developing associates to serving clients and engaging in global communities. We are committed to:

- Creating a supportive environment where all associates thrive
- Advancing diversity, inclusion, equality and equity at the same time
- Elevating inclusion programs and resources
- Enriching the associate diversity and inclusion experience to drive greater engagement
- Reviewing talent management practices related to attraction, promotion and advancement of associates at all levels
- Enhancing professional development and virtual networking opportunities

Cerner thrives at the intersection of health and technology; however, associates shape and fuel our vision and innovation. They make up diverse teams across the globe and bring unique perspectives to their work to deliver smart solutions that improve the future of healthcare.

Diversity, equity and inclusion are not novel initiatives to Cerner. We've made many strides over the past 40 years and will continue to leverage associates' unique experiences, talents and knowledge to drive innovation in an ever-changing marketplace.



Workforce: Cerner strives to attract, engage and retain skilled teams of diverse associates.



Workplace: Cerner leverages an environment where associates are fully engaged, empowered to bridge with others and know they belong and matter. *We focus on an inclusive culture.*



Marketplace: Our corporate mission is to relentlessly seek breakthrough innovation that will shape healthcare and social determinants of health of tomorrow. *We focus on inclusive solutions and supporting diversity for clients.*



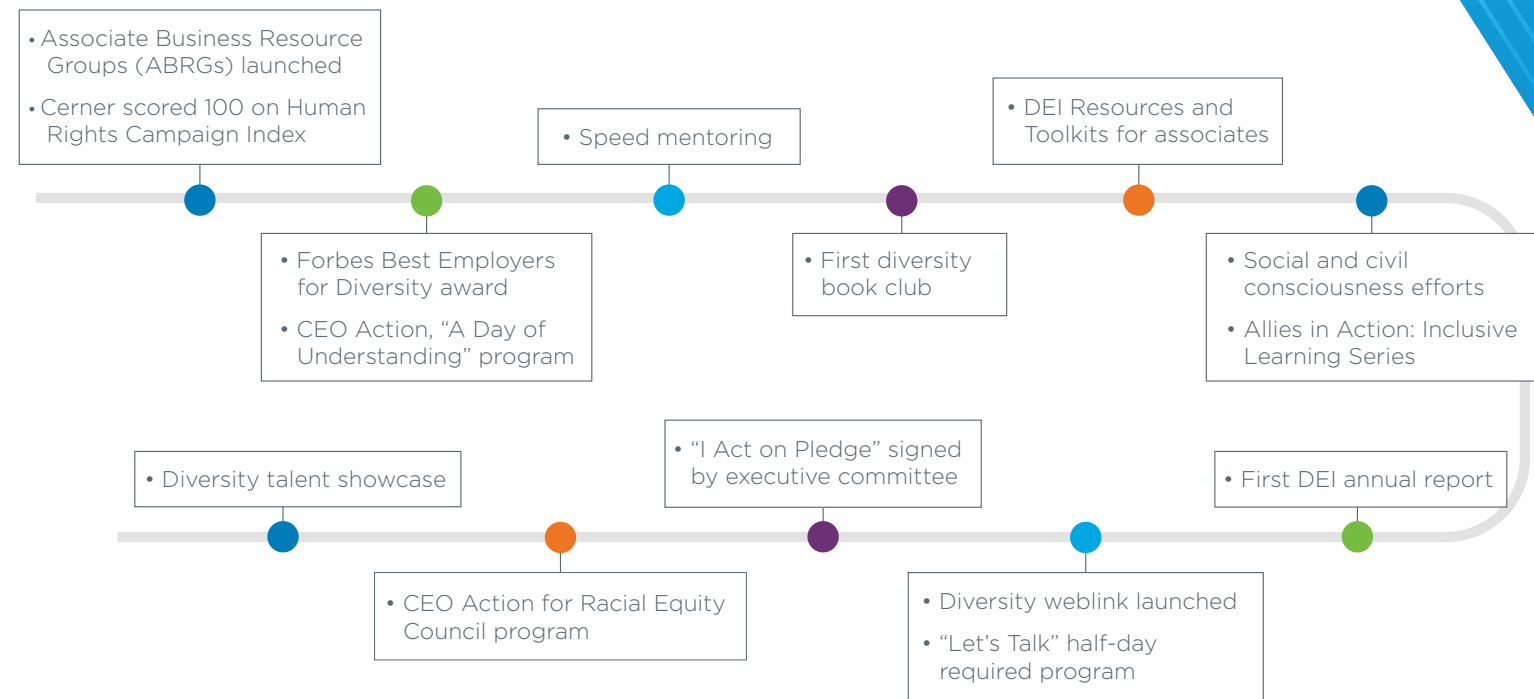
Community: Cerner supports regional economies through partnerships that develop healthy and educated individuals. *We focus on diverse partnerships in the places we live and work.*

On the horizon

In 2021, we will continue to systematically review culture and talent processes across the associate life cycle from recruitment to exit. Cerner will also:

- Deploy a hybrid work environment model to enable a greater reach into diverse talent pools
- Increase targeted outreach to diverse sources of talent
- Build diverse slates, refresh interview training, ensure diverse interview teams and improve candidate experience
- Encourage incoming associates to get involved with Associate Business Resource Groups (ABRGs)
- Reinforce Cerner's commitment to diversity, equity and inclusion in new-hire orientation and augment onboarding support

2020 At-a-Glance



- Introduce new programs such as mentoring, coaching and training to support associate growth
- Review the flow of talent from hiring to career progression and exit
- Provide exposure opportunities to a diverse pool of high-potential talent
- Embed inclusive leadership behaviors in leadership development curriculum for all leaders
- Provide unconscious bias education to all associates in partnership with certified external providers
- Expand associate recognition and advance our culture and associate behaviors through a new worldwide platform
- Continue ongoing Organizational Health Engagement Survey (OHES) to measure associate sentiment progress, including built-in action plans and accountability through four key indices: engagement, enablement, inclusion and innovation
- Committed to furthering efforts in pay parity and benefits approaches
- Tie a portion of all leader bonuses to continued improvement on the Inclusion Index of our annual OHES
- Deploy a redesigned performance management process aligned to market practices with diversity, equity and inclusion insight

"Throughout my time at Cerner, I am so appreciative with the flexibility my teams have given me to provide service to our clients first, while also working on additional projects that benefit the entire company and the communities we serve. Cerner has a focus on community and my teammates have always been supportive of my involvement in those activities."

Byron Higgs
Support Services Owner
AMS Engagement
Management
Mosaic ABRG Chair



Workforce

2020 in numbers:



In 2020, our focus was on how to attract, engage and retain talent throughout the talent management process. Many organizations scheduled a year full of recruiting fairs and roundtables but, due to the pandemic, were suddenly faced with having to rethink how to create recruiting experiences for thousands of talented individuals interested in career opportunities. Cerner leveraged technology and partnered with several community organizations to virtually deliver engaging, personalized experiences to prospective associates.

- **Women's Employment Network** held two virtual career fairs. 100 participants engaged with the recruitment team.

"When I joined Cerner, I faced some initial challenges tied to my disability. But I've had great help from my fellow associates in overcoming them. I have learned so much from my teammates and they have helped me look for opportunities to explore new technologies and tools."

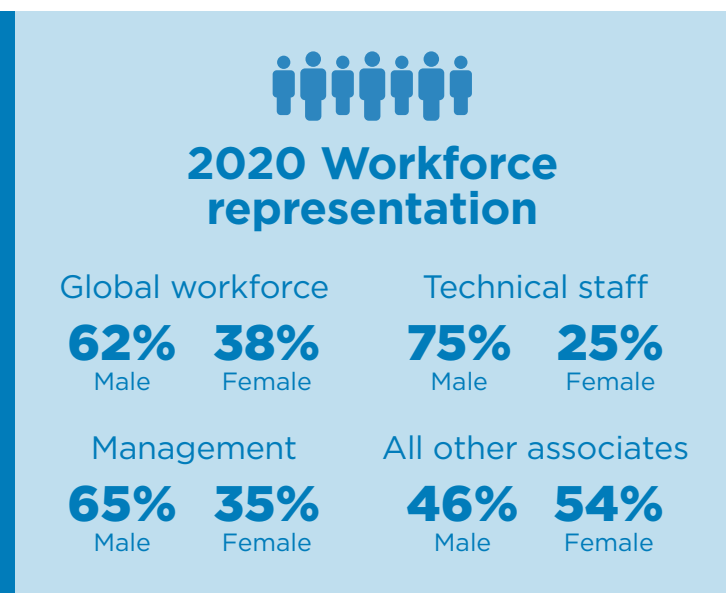
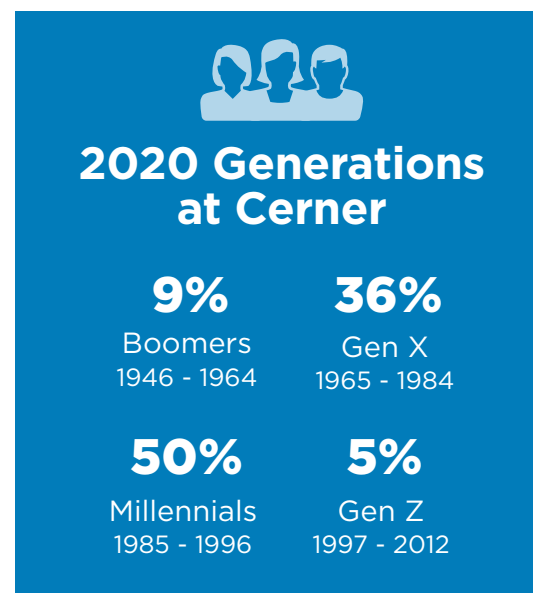
Shankar C.
Product owner
Digital Factory IND
Accessibility Development

- For three consecutive years, we continued partnering with the Kansas City **Hiring our Heroes** Corporate Fellowship program. Five Hiring Our Heroes fellows transitioned into full-time positions. To date, more than 24 servicemembers have joined Cerner upon graduating from the program.
- **National Association of Asian American Professionals (NAAAP)** hosted a career development workshop. More than 100 members received career skills training and information from recruiters.
- **International Relations Council - Your Global Future College and Career Fair** hosted 500 Kansas City metro students to learn about careers. Recruiters shared their experiences on becoming full-time associates and the career application process.
- To improve representation in our associate base, we partnered with seven **Historically Black Colleges and Universities (HBCUs) and Hispanic Serving Institutions (HSIs)** to help increase its pipeline of talent during several virtual signature events. In addition, we participated in the National Society of Black Engineers (NSBE) virtual conference and career fair to share career opportunities with HBCU students, alumni and NSBE chapter members. Close to 8,000 people attended the virtual career fair.
- Cerner Spain partnered with the **Alares Foundation** to support people with diverse intellectual abilities in job training and placement. Guidance and support in all matters related to disability and dependence were available to employees and family members.

- Cerner India had five signature programs:
 - With the continued commitment of maintaining an inclusive and equitable workplace for individuals with disabilities, the recruiting team partnered in six virtual career fair programs with disability inclusion organizations which resulted in four new hires.
 - 40 managers and business leaders participated in a Disability Sensitization Training session on hiring practices, basic sign language and business etiquette to better engage Persons with Disabilities (PWD) candidates and associates in the workplace.
 - Over 900 career seekers applied for the **Coding Challenge for Women (Ctrl Alt Delight)** event, a virtual code-a-thon hosted by Women in Technology.
 - The **Break the Break** initiative was created to support the re-entry of women into the workforce from a career sabbatical, where more than 250 job applicants participated and 15 were hired.
 - A career activity sourced, trained and certified interested candidates through a career development program in partnership with **VMware (VMInclusion Taara program)**.

2020 Recruiting events

- Alares Foundation
- Army PaYS
- Asian American Chamber of Commerce career fair
- Disability:IN Greater Kansas City event
- Diversity, Equity, Inclusion and Belonging Diversity Woman Recruiting Fair
- Diversity Woman career fair
- Greater Kansas City Veterans Career Fair
- Hiring Our Heroes
- IHAWKe meet and mingle
- Kansas City Area Veteran Career & Transition Council Career Fair
- Kansas City Career Fair
- Kauffman Scholars JIVE fair
- National Association of Asian American Professionals career fair
- National Society of Black Engineers (NSBE) career fair
- Recruit Military career fair
- Vocational Rehabilitation Centers of Missouri career fair
- V-shesh
- WMInclusion Taara Program
- Women's Employment Network (WEN) career fair
- Your Global Future College and Career Fair



Workplace

2020 in numbers:



16,648

associates participated in Let's Talk Diversity dialogue sessions



7,160

associates participated with an ABRG



47

ABRG engagement events

The commitment to maintain an inclusive culture is a collaborative effort where associates of all levels proactively integrate best practices across the organization. Questions correlating with inclusion were added to the annual OHES, a workplace audit where associates provide feedback on four key areas: belonging, decision making, trust and psychological safety. Feedback from the survey serves as the guiding light that helps Cerner fuel targeted key programs and services.

Associate engagement

In 2020, eight ABRGs launched to provide support and a sense of community for diverse associates and allies. They enable associates to create environments where their colleagues and allies feel empowered and supported to develop and maximize their personal potential and value to the organization. More than 7,160 associates took part in an ABRG to advance diversity and inclusion in the workplace.

Key ABRG program accomplishments and initiatives include:

- ABRG branding and logos
- Formation of ABRG committees
- Speed mentoring events
- Town hall panel discussion
- Featured podcasts
- Membership drives
- Diversity talent showcase



Women in Action



The Women in Action (WIA) group educates, inspires and empowers women of all races, nationalities, cultures and religions through mentoring, networking and community engagement events.

Key focus areas include Women in Leadership, Women in Technology, Women in Healthcare and Multicultural Women.

2,221 WIA members and allies participated in seven programs and initiatives:

- Executive dialogue sessions
- International Women's Day
- Membership drive trivia event
- Women in Action video series
- Women in Healthcare/tech podcast
- Women's Equality Day
- Women's History Month



True Ability

True Ability provides best practices, resources and educational opportunities to help associates with visible and nonvisible disabilities manage their work/life balance, improve their relationships and increase understanding in the workplace.

637 True Ability associates and allies participated in eight programs and initiatives:

- American with Disabilities Act (ADA) program
- Coffee/Tea & Chat events
- Disability:IN Disability Inclusion Summit
- Empowering People with Disabilities in Health Care and Tech podcast
- Mental well-being toolkit and resources
- True Abilities Networking program
- "What the ADA Means to Me" ABRG member spotlight
- Self-ID and Personal Pronoun Awareness campaign

PRIDE



PRIDE provides a safe, inclusive workplace where associates and allies connect to create an environment that embraces and celebrates diversity in a wide range of sexual orientations, family arrangements and gender identities.

In a year of working virtually, the ABRG curated an assortment of Pride virtual backgrounds for associates to display their Pride year-round.

1,172 Pride members and allies participated in nine programs and initiatives:

- Advancing LGBTQIA Diversity, Equity and Inclusion in Health Care and Tech podcast
- International Pride Month celebration
- Mid-America LGBT Chamber of Commerce Pride Month Celebration

- National Coming Out Day event
- PRIDE Community Associate spotlights
- PRIDE Informational Meeting
- Self-ID and Personal Pronoun Awareness campaign
- Transgender Day of Remembrance
- Virtual coffee chats

Veterans



Veterans ABRG assists associates and allies with acclimating in the workplace and establishing a foundation by providing engaging experiences and cultivating connections.

661 Veterans members and allies participated in six programs and initiatives:

- Membership informational program and drive
- Memorial Day member tributes
- Military Service Branch birthday announcements
- Veterans Day member tributes
- Veterans Day video featuring the Veterans Chair
- Self-ID and Personal Pronoun Awareness campaign

Mosaic



Mosaic creates and sustains an inclusive environment that focuses and promotes the growth, success and retention of African/Black associates and allies.

1,094 Mosaic members and allies participated in five programs and initiatives:

- Awesome Ambitions Pursue-onality event
- Black History Month trivia and networking social event
- Membership Drive trivia event
- MOSAIC Meet-Up end-of-the-year event
- MLK Day of Giving event

Juntos



Juntos creates a supportive environment for associates and allies to promote Hispanic/Latino cultural, diversity and professional development and advance efforts focused on recruitment, retention and learning.

423 Juntos members participated in six programs and initiatives:

- Hispanic Heritage and Culture communications
- Hispanic and Latinx Inclusion, Equity in Health Care and Tech Podcast
- Hispanic Heritage Membership panel discussion
- Juntos leadership update meeting
- Membership spotlights
- Membership welcome meeting

Inspirasian



Inspirasian supports and advances efforts focused on recruitment, retention, learning and advancement for Asian associates, cultures and allies.

653 Inspirasian members and allies participated in three programs and initiatives:

- Asian American Pacific Islander Heritage event
- Coffee and Culture Membership open house event
- One Cerner Asia Pacific Conference

Indigenous United



Indigenous United ABRG is dedicated to associates, community engagement, empowerment, collaboration and awareness. This group focuses on the Native/Alaskan Native community within Cerner and connecting with the surrounding Native communities.

299 Indigenous United members and allies participated in three programs:

- Day of Indigenous People member discussion
- Native American Heritage Month program and panel discussion
- Virtual trivia event

Cultural Diversity Speaker Series

The Diversity Speaker Series leveraged various internal and external thought leaders to help increase awareness and understanding of diverse cultural events and celebrations recognized around the world. Associates participated in 12 cultural speaker programs:

- Black History Month
- Women's History Month
- International Women's Day
- Celebrate Diversity Month
- Asian American/Pacific Islander Heritage Month
- International Pride Month
- Americans with Disabilities Act
- International Disabilities Awareness Day
- Women's Equality Day
- Hispanic Heritage Month
- Memorial Day Remembrance
- Native American Heritage Month

"Working in the Cerner Healthe Clinic has allowed me to be a part of a healthcare model that provides comprehensive care for Cerner associates and family members. I enjoy working with my team to help develop a healthcare approach to care for the whole patient, helping them achieve healthy outcomes."

Tiwana Allen
Nurse Practitioner
Healthe Clinic



Business unit diversity development

8,809 associates participated in 11 diversity development sessions from various business units. These sessions enabled associates to enhance knowledge and understanding around diversity and inclusion practices and principles, be more aware of workplace implicit biases, and reinforce positive behaviors and attitudes essential for creating and maintaining a respectful, inclusive workplace.

All-associate diversity development programs

10,990 associates attended diversity development programs. In addition, 16,648 associates completed the Let's Talk Diversity Series.

Speed mentoring program - To increase opportunities for diverse associates to meet with leaders across the organization, multicultural associates and leaders participated in networking sessions designed to further develop their career.



Book Club - The first book club provided a healthy and safe space for associates to have meaningful conversations on relevant diversity and inclusion topics and increase networking opportunities. Associates from various global offices engaged in the sessions and read four books over the course of the year:

- *Blind Spot*
- *How to be an Inclusive Leader*
- *Our Search for Belonging*
- *What Works Gender Equality by Design*

Creating a sense of belonging for all

As the world anxiously watched and reacted to social consciousness movements, the need arose for corporations to demonstrate more visible leadership and provide a safe platform for associates to have healthy, meaningful dialogue.

One of the main barriers to creating an inclusive culture is unconscious bias. A portfolio of educational programs was designed to incorporate inclusion tools with best-practice articles, videos, podcasts and self-study resources to bring awareness to this area.

The "Associate Pledge to Support Diversity and Inclusion at Cerner" Yammer wall was developed for associates to share their perspectives and commitment to creating a more inclusive workplace. The wall received hundreds of views, engagements and associate participation. In addition, associates viewed the Allies in Action program where leaders shared their personal narrative on the importance of inclusion.

Healthe at Cerner and the Associate Benefits office compiled and enhanced online resources and tools to promote the importance of nurturing the physical, mental and emotional well-being for all associates and their families during these times of uncertainty. Resources included self-meditations, personal self-care rituals, a Healing in Action toolkit and Employee Assistance Program (EAP) counseling services.

Inclusive learning series

As we continue to innovate, enter new markets and provide more customer-centric experiences, a leader's ability to understand and optimize diverse



talent and leverage the thinking of diverse groups is more important than ever before. Allies in Action provided an online platform for leaders to share their view on inclusive leadership.

Leaders created short video narratives on how inclusive leadership is critical for success. 7,284 associates engaged in the Allies in Action program.

A repository of inclusion best-practice resources such as activities, ice breakers, terms and definitions, competencies, videos and books was developed. This resource enables associates to enhance and increase their cultural competency and knowledge.

Let's Talk: Bridging, Bonding and Belonging

The Let's Talk Diversity series was a progressive approach to microlearning and bias awareness training. The series featured executive diversity dialogue sessions, a half-day learning component, a national thought leader capstone and a wealth of enrichment resources. The series helped bridge the gap and foster a culture of deeper inclusion and belonging through meaningful dialogue.

Executive diversity dialogue sessions – The CEO and executives hosted five open dialogue sessions with associates on the civil and social unrest experienced around the globe. 2,664 associates participated.

The Let's Talk Diversity series – Nearly 85% (16,648) of U.S.-based associates participated in a 4-hour facilitated dialogue session that encouraged participants to break out of their comfort zones and share their unique experiences with leaders and fellow associates on race, identity, culture and heritage. In addition, associates viewed the Let's Talk Diversity Executive Capstone: The Intersection of Health, Well-Being, Diversity and Inclusion featuring seven national diverse thought leaders, authors and health professionals. This session bridged together health, well-being and diversity and inclusion and centered on how associates can move toward greater belonging through gratitude and kindness in the workplace.

The Safe Place

"The Safe Place," an associate dialogue series, launched for Europe, Middle East, Africa, Asia Pacific, Mexico, Canada and Brazil associates to encourage in-depth discussions on a variety of current topics impacting the communities at large. More than 800 associates leveraged the platform and shared perspectives on equality, culture and humanity.

Communications

In 2020, we enhanced feedback and diversity communication efforts internally and externally:

- 8 Diversity and inclusion questions were added to OHES audit
- First D&I annual report
- D&I webpage
- 4 podcasts
- 5 blogs
- 4 quarterly newsletters
- 9 associate engagement Yammer sites
- 5 diversity dialogue sessions
- 15 stories and features on community collaborative partners, websites, newsletters and signature events

EEO and Compliance

The Affirmative Action & EEO Compliance program stayed abreast of new policies and initiatives by attending 20 training and development programs and 23 events throughout the year.

Diversity Councils

ABRG Council

The ABRG Council spearheads associate engagement for diversity. The council is comprised of ABRG chairs, co-chairs and key internal stakeholders to provide guidance on the DEI strategic direction of the work related to the workforce and workplace.

Diversity Practice Group Council

The Diversity Practice Group (DPG) is comprised of a cross-section of business unit leaders who serve in an advisory capacity to help elevate diversity and inclusion efforts with associates in their business units.

CEO Action for Racial Equity Council

In 2020, Cerner launched the Racial Equity Council in connection with the national CEO Action. By joining this national initiative, Cerner pledges to advance racial equity by collectively working with other organizations. Associates were selected to serve in an advisory capacity to make recommendations in four key areas: healthcare, education, economic empowerment and public safety. The goal will be to leverage this research for Cerner's internal and external programs and initiatives.

Collaborative Partner Council

The Collaborative Partner Council is comprised of local, regional and global organizations that are dedicated and provide access and opportunity for diverse talent, minority- and women-owned businesses, associate engagement opportunities and brand recognition programs.



"Every voice in this organization is an important piece of the puzzle."

- Associate

Marketplace

2020 in numbers:



784 diverse suppliers



15 executive leaders sign I ACT ON Pledge



6 associate engagement events

Cerner continues to strategically elevate focus on the marketplace and collaborate with nationally recognized organizations and community partners to enhance our diverse supplier pipeline and address focus on equity opportunities. Work with the CEO Action enables us to share and learn best practices and experiences from exemplar organizations committed to diversity, equity and inclusion.



CEO Action

CEO Action for Diversity & Inclusion™ assembles the largest collection of business leaders from various industries who have taken the CEO Action Pledge for Diversity and Inclusion. Work is centered on three areas: CEO Action national, the CEO Action Racial Equity Fellowship Program and CEO Action Racial Equity Council.

Program accomplishments in 2020 include:

- Joining the CEO Action for Racial Equity Fellowship program
- Completing the Day of Understanding panel discussion at a Cerner town hall
- Hosting a CEO Roundtable discussion with ABRG leaders

- Signing the I ACT ON Pledge by executive committee members
- Submitting six action stories published on the CEO Action national website
- Attending CEO Action National Conference

Supplier diversity

We understand the importance of identifying, supporting and engaging diverse suppliers that are aligned with our business needs. Developing an enhanced procurement process helps create valuable opportunities for diverse businesses. Last year, a prospective supplier online registration form launched to streamline the application process.

Engaging in efforts to diversify suppliers reflects a strong commitment to the clients and communities we serve. The Supplier Diversity team collaborates with regional and global committees to expand our supplier pipeline:

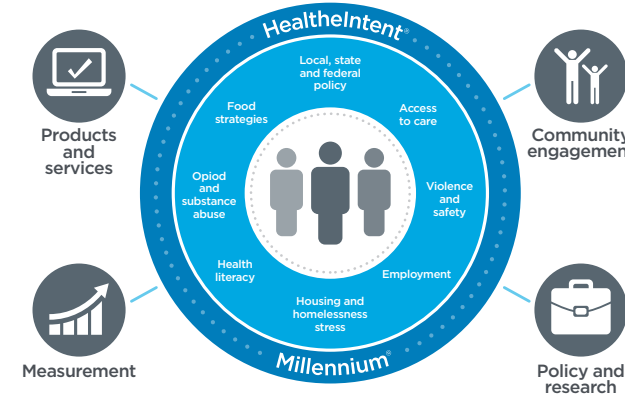
- Kansas City Procurement Roundtable Supplier Diversity Committee
- Business Opportunity Exchange (BOE) Mountain Plains Minority Supplier Development Council
- Local and regional Chambers of Commerce

“Diversity and inclusion are too important to stay the same.”

- Associate

Social determinants of health (SDOH)

Improving health outcomes for the whole patient



Social determinants of health

The Social Care team led strategies for health equity, determinants of health, palliative care and advanced care planning and supported clients and communities.

In 2020, the Social Care team:

- Sponsored the 2020 Heartland Conference on Health Equity and Patient Centered Care with over 500 attendees from around the U.S.
- Gathered feedback from clients and collaborated across Cerner Intellectual Property teams to develop a product offering and provide a thoughtful, comprehensive approach to addressing social determinants of health and health inequities
- Sponsored the AHA Executive Forum on Health Equity and the Modern Healthcare SDOH Symposium, where a group of associates moderated a panel on “Social Determinants in the Wake of COVID-19”
- Led the Social Determinants Innovation Collaborative (SDIC), comprised of more than 50 unique health systems and more than 150 representatives, to advance health equity by addressing determinants of health through shared collaboration and best practices, influencing product strategies and innovation; the collaborative met quarterly to address innovative approaches to food insecurity, homelessness and clients’ health equity policies

Health equity

Cerner joined non-profits Testing for America, TMCN and UNCF to support HBCUs’ efforts to offer rapid, consistent and affordable COVID-19 testing for students, faculty and staff.

Cerner corporate responsibility

Cerner has a responsibility to our clients, associates, shareholders and the communities in which we operate to conduct business in a manner that promotes strong corporate, social and environmental governance. This commitment to corporate responsibility inherently drives value for all Cerner stakeholders.

With the oversight of the Board of Directors, we routinely assess, modify and improve our approach to managing the business. Through thoughtful execution of our COVID-19 response, continued advancement of diversity, equity and inclusion initiatives, impactful community involvement and the declassification, expansion and diversification of the company’s Board of Directors, Cerner further enhanced its focus on corporate responsibility in 2020.



Community

2020 in numbers:



community partner events



community partners



awards/recognition

Impacting where we live and work

Community engagement and volunteerism are highly valued by associates around the globe. To reaffirm Cerner's commitment to support global communities, and **in partnership with Cerner Charitable Foundation**, additional resources were made available to support volunteer opportunities. Twenty-eight diverse community collaborative partners delivered 51 virtual programs, and associates were allotted up to four hours of paid volunteer time off during the year.



"Over the course of my career, I've found my time at Cerner to be the most rewarding. No one goes to the hospital for fun. So while we'll never meet the people it impacts, it's good to know the work we do has a positive effect on the patients we serve. Our clients, and their patients, expect us to get the job done. And that's what we do."



Julie Johnson
Manager
Senior System Architect
PRIDE ABRG Member

Community collaborative partners

- Asian American Chamber of Commerce
- Awesome Ambitions
- Black Achievers Society
- Black Healthcare Coalition
- Central Exchange
- Disability:IN Greater Kansas City
- Diversity Woman
- Greater Kansas City Chamber of Commerce
- Guadalupe Centers
- Heartland Black Chamber of Commerce
- Hiring Our Heroes
- Hispanic Chamber of Commerce
- Human Rights Campaign
- International Relations Council
- Kansas City Center for Inclusion
- Kansas City Kansas Chamber of Commerce
- KC STEM Alliance
- Mid America Gay and Lesbian Chamber of Commerce
- Mountain Plains Minority Supplier Development Council
- National Association of Asian American Professionals
- National World War I Museum
- Northland Pride KC
- Prep KC
- Project Equality
- Society of Hispanic Professionals Engineers
- Southern Christian Leadership Conference
- United WE (formally Women's Foundation)
- Urban League of Greater Kansas City
- WIN for Kansas City

"We can all learn so much from those around us."

- Associate



"Working at Cerner has allowed me to grow both personally and professionally. Not only am I working to change the lives of people all over the world, I have access to resources that can change my life as well. It's a true privilege to work for a company that cares about its associates."



Christina Browne
Engagement Controller
Population Health
Mosaic ABRG Communications Team Lead

Community external engagements

Associates engaged with external collaborative partners to expand awareness and appreciation and participate in workshops, panel discussions, seminars on the importance of diversity, inclusion, equality and equity. More than 21 external engagements supported diversity and inclusion best practices:

- Black Achievers Awards Program
- Black Healthcare Coalition conference
- BPI Group National Diversity Dialogue
- CEO Action National Conference
- Central Exchange: 7th Annual STEMMY Awards program
- Central Exchange Women's Roundtable event
- CHIME diversity event
- Consumer News and Business Channel (CNBC) diversity panel
- Diversity Woman Diversity Conference
- Disability:IN Disability Champion Awards program
- Kansas Chamber of Commerce Women in Business conference
- Kansas Chamber of Commerce Annual Engagement program
- Kansas City Chamber of Commerce Annual Engagement program
- Kansas City Chamber of Commerce Power of Diversity conference
- Mid-America LGBT Business Equality Awards program
- Midwest Leadership Women's Summit
- Project Equality conference
- Urban League Difference Maker Awards program
- Women's Employment Network Event
- Women's Foundation: We Work for Change seminar
- YMCA Diversity panel

Awards and recognition

Cerner has taken a visible stance on diversity, equity and inclusion and is honored to have been recognized by these organizations. These awards reflect an ongoing commitment to clients, suppliers and the communities we serve, as well as reinforce our dedication to attract and retain the best talent.





cerner.com/about/diversity-inclusion