



Creating a DEI Action Plan

GMDP Rotation 2 Curriculum

How to Create a DEI Action Plan

- CVS Health's commitment to inclusion and belonging is unwavering, and our holistic approach to strategic diversity management is inclusive of every one of our colleagues and those we care for each day. We aim to make an impact through meaningful change as we work together to be a part of the solution.
- Additionally, reference Slide 3 in this deck to see Laurie Havanec's 2024 goals, one of which is – “Engage colleagues in our purpose and foster a culture of inclusion, belonging and trust by executing on social and environmental initiatives, and standardizing DEI frameworks.”
- One of the core GMDP capabilities is “Inclusiveness.” Specifically in Rotation 2, we focus on Diversity, Equity, and Inclusion (DEI) Involvement. Creating a DEI action plan is a great first step in identifying specific steps you can take to build your involvement in company-wide initiatives or your own daily practices. This exercise also gives you the foundation to engage in the remaining Rotation 2 “Inclusiveness” curriculum items.
- To get started, watch this TedTalk by Amber Hikes “Want to truly succeed? Lift others up while you climb.”
- Next, reflect on the Social Identity Wheel on Slide 4 that we used during the Personal Brand Workshop at the 2023 LDP Connect Conference.
- Then, using your key takeaways from the video and own personal reflection, fill out slides 5 and 6. These two slides focus on identifying and combatting our personal biases and steps we can take to be allies and advocates. Allyship, advocacy, and combatting biases are major actions we can take to serve as champions of diversity, equity and inclusion.

**CVS Health 2024
Executive Goals
HUMAN RESOURCES**



Laurie Havanec

EVP, Chief People Officer



Empower

our people and culture

Transform our workplace by designing and implementing strategies to empower our colleagues, improve well-being, promote vibrant workplaces, and foster a positive culture.

Elevate talent at all levels with enhanced professional and new leadership development programs to drive colleague engagement, retention and business growth.

Engage colleagues in our purpose and foster a culture of inclusion, belonging and trust by executing on social and environmental initiatives, and standardizing DEI frameworks.

Promote enhanced HR self-service capabilities to empower leaders and colleagues with data and insights and continue to advance HR processes and infrastructure.



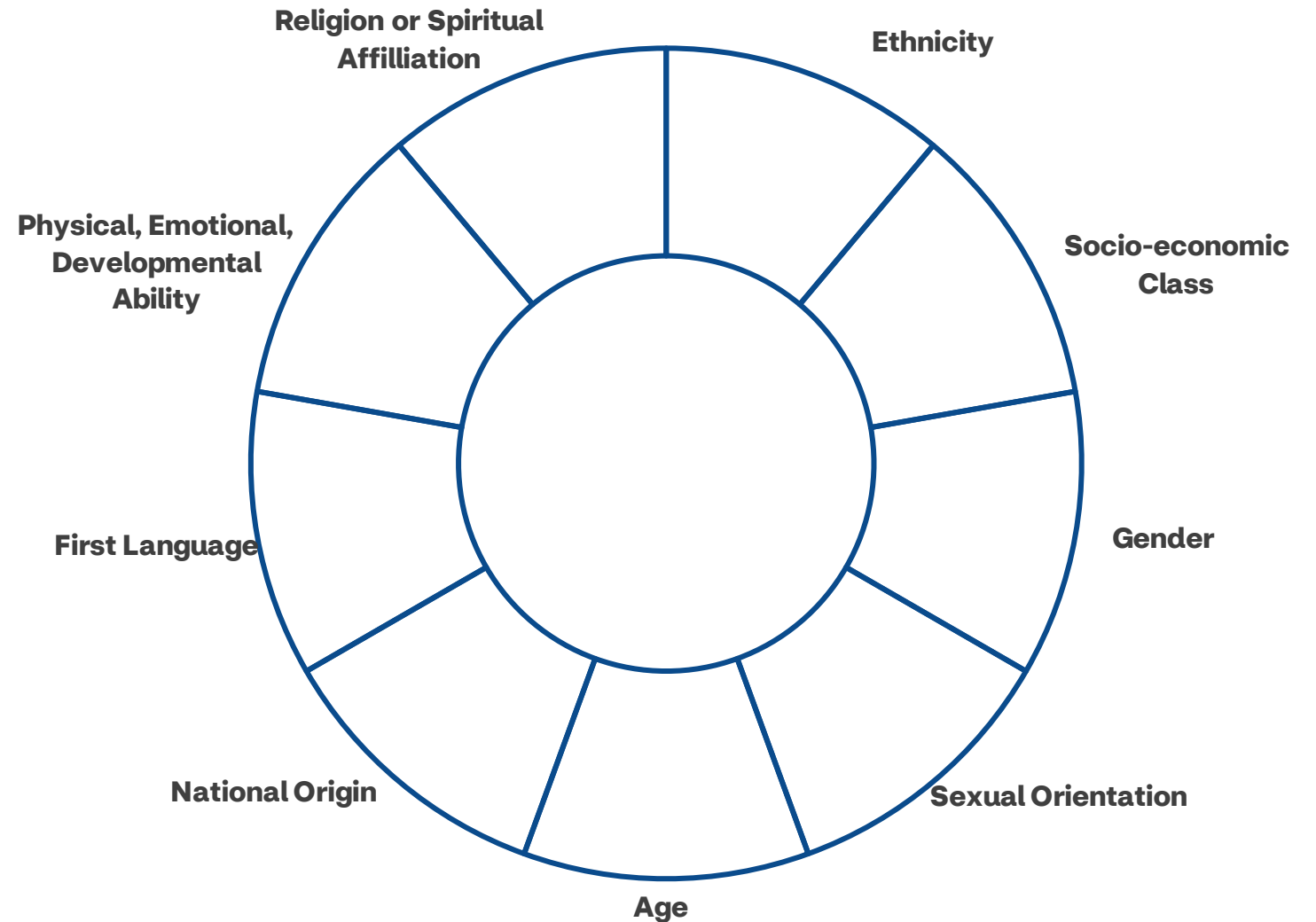
Grow

our core businesses

Develop and execute workforce talent plans for clinical, pharmacist and tech talent in alignment with our strategic vision to drive our future success and growth.

Social identity wheel

1. Identities you think about most often
2. Identities you think about least often
3. Your own identities you would like to learn more about
4. Identities that have the strongest effect on how you see yourself as a person



Adapted from "Voices of Discovery", *Intergroup Relations Center, Arizona State University*

My Personal Commitment to Moving Forward - Biases

Use the below steps to define your personal commitment to moving forward in combatting biases. Reflect on the Social Identity Wheel and the guiding questions on slide 4. Where are areas that you tend to have biases? What privileges do you have that others do not? Do you interact with people that have different lived experiences than you?

The personal bias I want to address is:

Addressing this personal bias will impact the CVSH/GMDP culture by:

The inclusive trait I want to develop is:

Developing this trait will impact our inclusive culture by:

My sphere of influence: *(Know your impact. What role(s) do you have? What activities do you lead or participate in? How can you be an ally and to whom?)*

In support of CVSH's commitment to inclusion and belonging, I will commit to:

The next 5 days

The next 5 weeks

The next 5 months

My Personal Commitment to Moving Forward – Allyship and Advocacy

Reflect on the actions you can take to become a better ally and advocate in the workplace.

Groups I can be an advocate for: *(Is there a CRG you can join?)*

It is important to create a culture of advocacy at CVSH and in the GMDP because:

Specific actions I can take to be a better advocate at CVSH and within the GMDP:

It is important to create a culture of advocacy on my team because:

Specific actions I can take to be a better advocate within my team:

To be a better ally and advocate in the workplace, I will commit to:

Pledge 1

Pledge 2

Pledge 3