



DIVERSITY AND INCLUSION STRATEGIC PLAN

Vision: To foster a respectful and supportive workplace that enables the organization to attract and retain a diverse workforce that represents its customers, community, and beliefs.

Purpose: To provide a shared direction and commitment for the organization to collaboratively respect and value its diverse workforce, build a more inclusive workplace and achieve its business and human capital targets. This strategic plan identifies the priorities, actions, key roles, and responsibilities and offers a scorecard for the tracking of progress and measurement of achievements.

Goals:

- Workforce diversity – Recruit from a diverse, qualified group of candidates to increase diversity of thinking and perspective.
- Workplace inclusion –Foster a culture that encourages collaboration, flexibility, and fairness to enable all employees to contribute to their potential and increase retention.
- Sustainability and Accountability – Identify and breakdown systemic barriers for full inclusion by embedding diversity and inclusion in policies and practices and equipping leaders with the ability to manage diversity and be accountable for the results.

Diversity & Inclusion Strategic Plan Roles and responsibilities:

All employees of Cross Country Healthcare, Inc. are entitled to be treated fairly and equitable and share the burden to foster and maintain an environment that is safe, respectful, and productive.

Cross Country Healthcare, Inc. encourages employees to participate in workplace diversity and inclusion activities and opportunities and comply with all anti-discrimination and workplace diversity laws, regulations, and policies.

Managers and supervisors are tasked with nurturing a positive commitment to workplace diversity and inclusion, acting as role models, effectively and timely addressing inappropriate and undesired behaviors.

The success of the strategy is dependent upon the support of Cross Country Healthcare, Inc.’s full workforce.

Evaluation and review: The effectiveness and achievement of our goals for diversity and inclusion will be reviewed and reported on quarterly. The report will be provided to the Chief Executive Officer and the executive team. The review will focus on the implementation of the actions, the progress made and successes. It will also identify any adjustments required to improve effectiveness.

The evaluation will include:

- A qualitative assessment of progress or achievement of the actions.
- A quantitative assessment of the impact of the strategy on employee perceptions and experience of the culture of the organization.
- The outcome of the evaluation and review will guide the development of further action plans.