

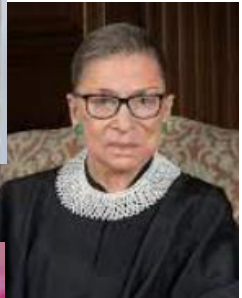
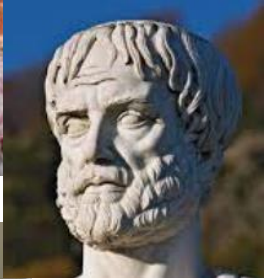
Women's Leadership Event South Texas HFMA

C. Ann Jordan, President & CEO HFMA
February 23, 2024



Pre-game Trivia: Who Said It?

- *Women belong in all places where decisions are being made. It shouldn't be that women are the exception.*
- *Nature intended women to be our slaves...Women are nothing more than machines for producing children.*
- *Think like a queen. A queen is not afraid to fail. Failure is another stepping stone to greatness.*
- *There's nothing a man can do that I can't do better in heels.*
- *The truth will set you free, but first it will piss you off.*
- *Behind every great Barbie there's a Ken who is totally fine with that.*
- *The female is a female by virtue of a certain lack of qualities; we should regard the female nature as afflicted with a natural defectiveness.*
- *You've always had the power my dear, you just had to learn it for yourself.*



A Safe, Interactive Introspective

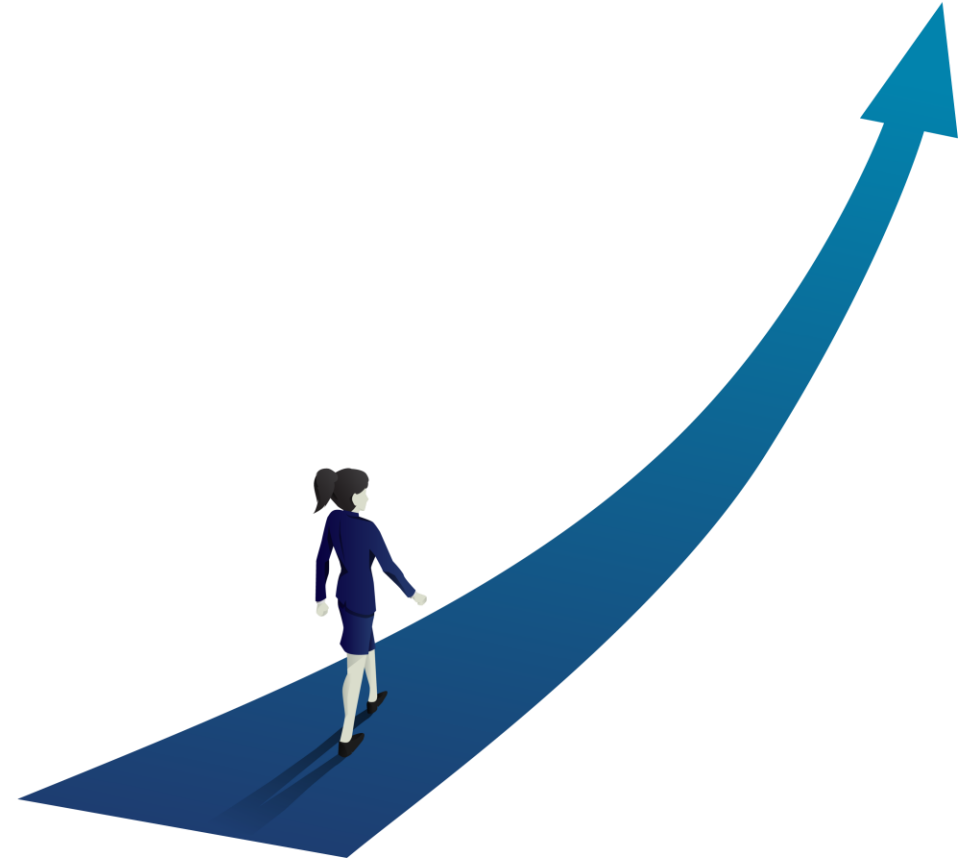
SHARE

UNDERSTAND

EMPOWER

ADVOCATE

CELEBRATE



SHARE: The Power of Storytelling





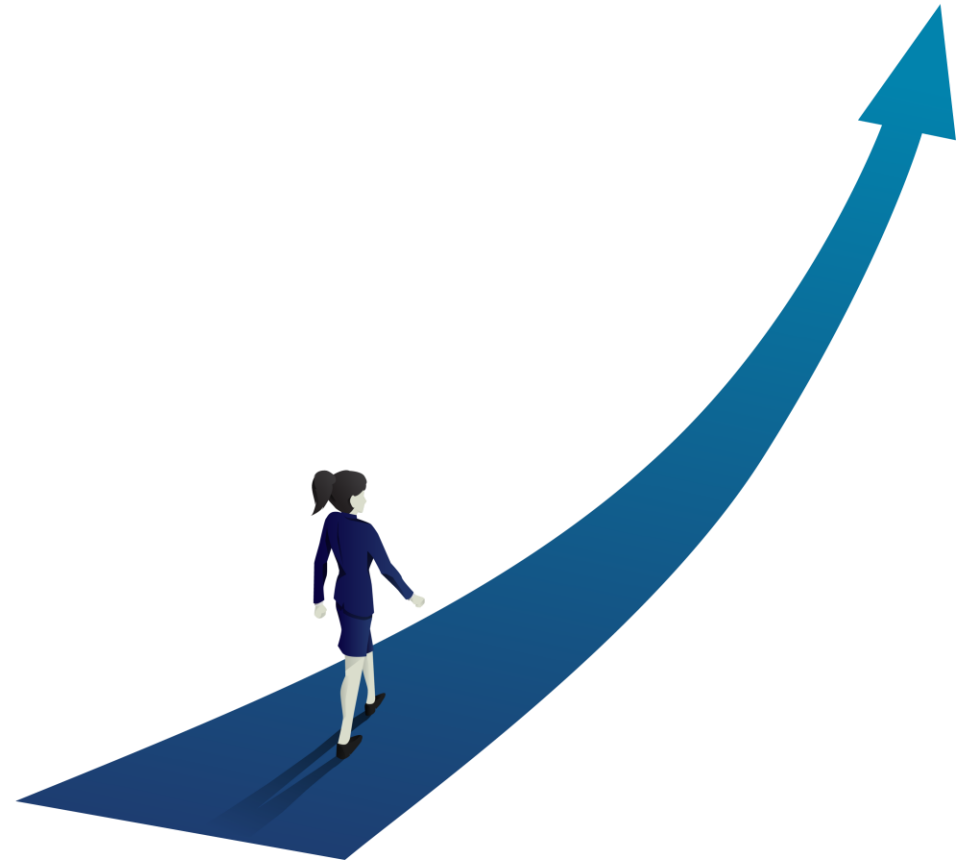
hfma™



“The first problem for all of us...is not to learn, but to unlearn.”



Gut Punch and Enlightening Moments



Let's Talk Systems...

System: A group of interdependent processes and people that together perform a common mission

Systemic discrimination: Systems and structures with procedures, processes, and interactions that disadvantage a specific and often minority population with set characteristics



UNDERSTAND: Know the Facts



“The way to right wrongs is to turn the light of truth upon them.”

Samples of Truth

- Women make 82 cents to every male dollar
- Women hold 2/3 of the nation's student loan debt
- 1 in 5 working-age women are considered "financially healthy"
- 1 in 3 women experience domestic violence
- 91% of Fortune 500 CEOs are men
- 42% of women report gender discrimination on the job, 60% experienced microaggressions
- Women comprise less than 30% of the House of Representatives, Senate, and governors nationwide



“The way to right wrongs is to turn the light of truth upon them.”

Samples of Truth

- More than half of women with children under 12 who are not working or working part-time say they would like to work more but cannot due to the cost of childcare**
- 70% of women report making a career change because of being a parent**
- 80% of single-parent households are headed by mothers**
- The National Women’s Law Center estimates that the average wages lost due to the wage gap over the course of a woman’s career total \$406,280

***The Gender Gap in Financial Health
2023, Financial Health Network*



Simone de Beauvoir, 1949

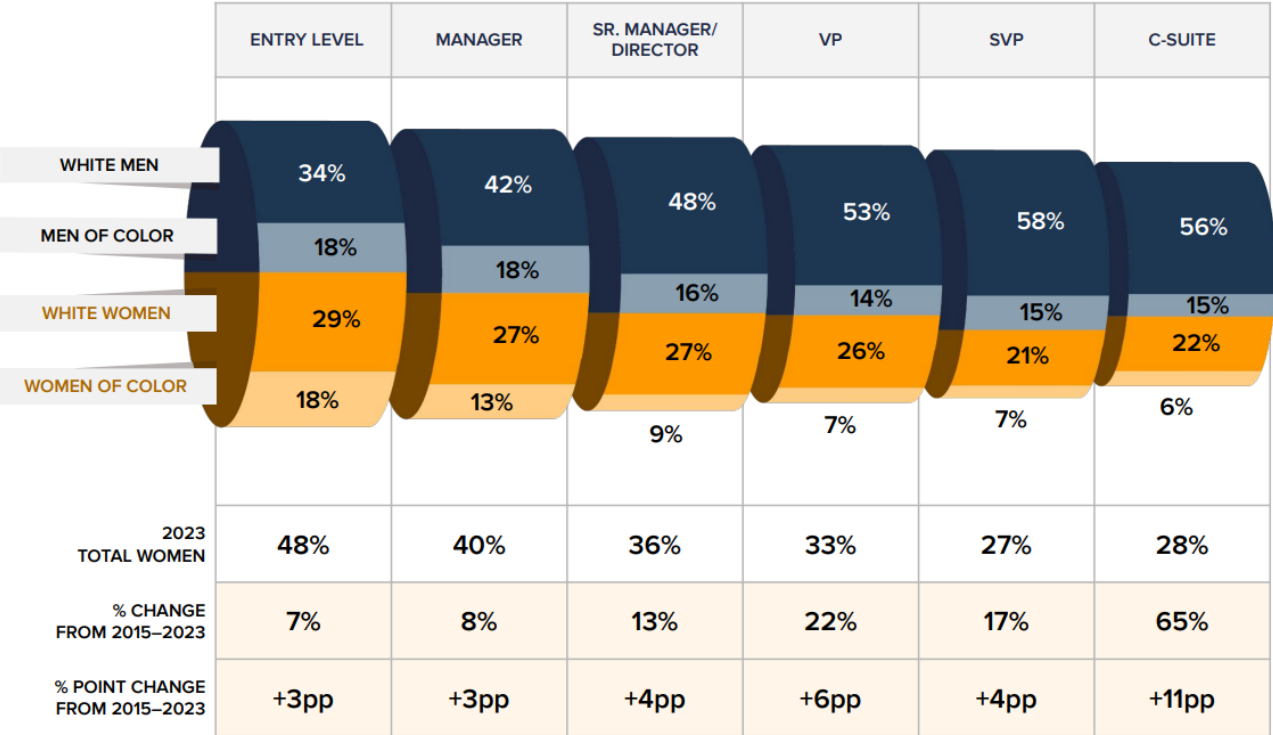
The two sexes have never shared the world in equality. And even today woman is heavily handicapped, though her situation is beginning to change...Even when her rights are legally recognized in the abstract, longstanding custom prevents their full expression in the mores. In the economic sphere men and women can almost be said to make up two castes; other things being equal, the former hold the better jobs, get higher wages, and have more opportunity for success than their new competitors. In industry and politics men have a great many more positions and they monopolize the most important posts.

Progress...But Still Underrepresentation

REPRESENTATION IN THE CORPORATE PIPELINE BY GENDER AND RACE⁷

WOMEN MEN

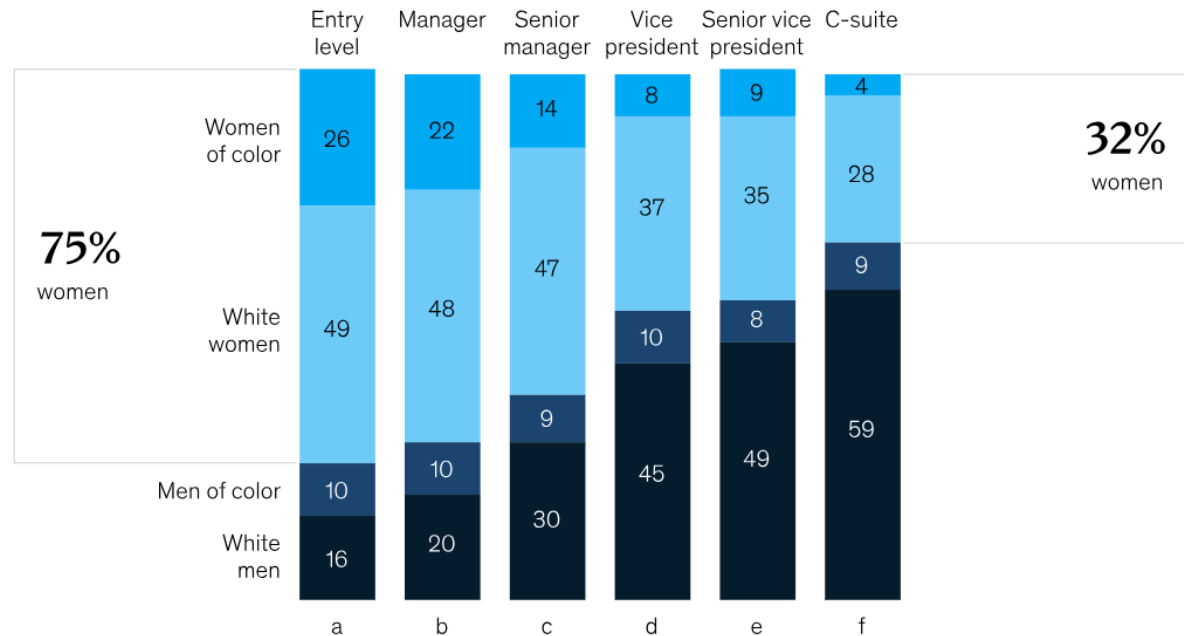
% of employees by level at the start of 2023



Representation of Women in Healthcare

The representation of women in healthcare decreases across employment levels but continues to outperform other industries.

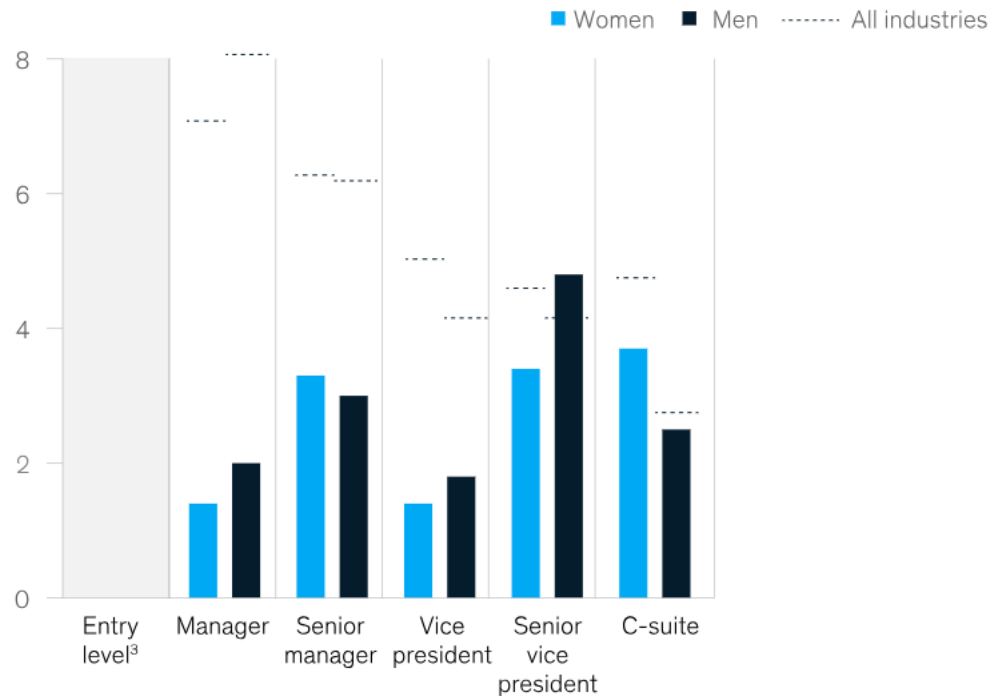
Employees in healthcare at each employment level, 2022 report,¹ % share



Representation of Women in Healthcare

Promotion rates for women in healthcare are generally far lower than those of other sectors.

Internal promotion rates in healthcare in 2022 report,¹
% promoted into level²



*Women in the Workplace 2022 Report,
McKinsey & Company*



EMPOWER:

Enable and Promote Yourself and Others

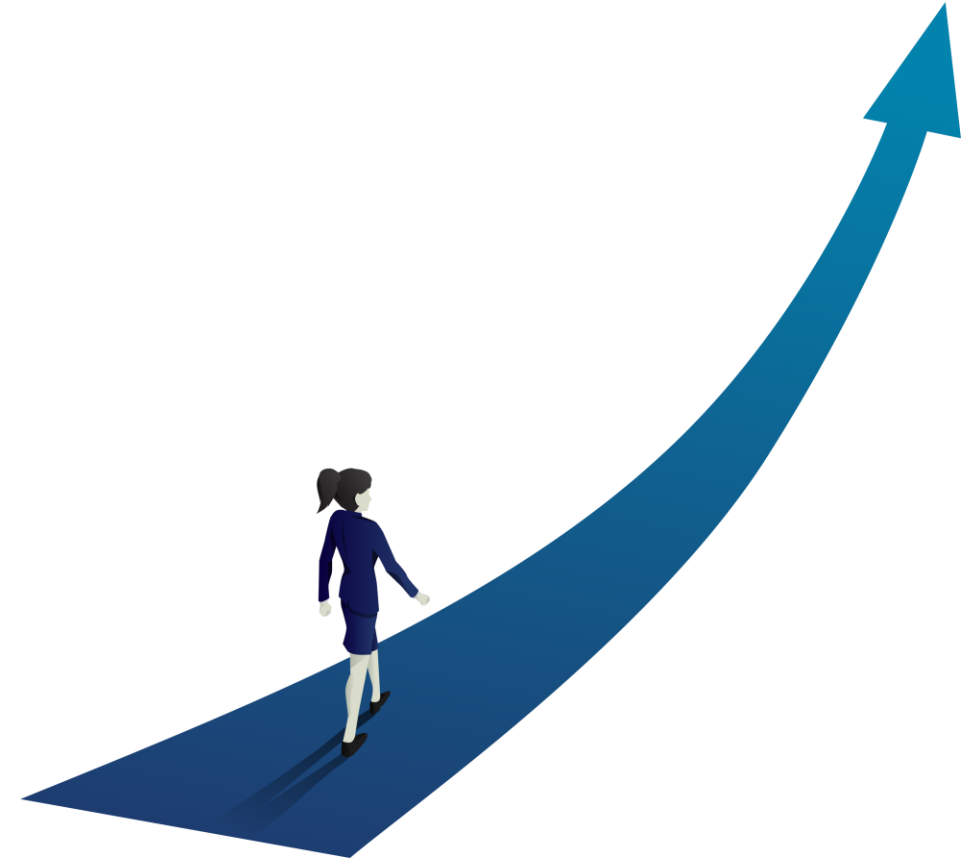


An Obligation to Teach and Grow

Set a Proper Table...or Build a New One

Flexibility for Inclusivity

Give and Accept Grace



ADVOCATE:
Courageously and
Compassionately Lead for
Impact and Change



Gender Differences in Leadership Effectiveness

Embrace a Solve-based Mindset



CELEBRATE:

Find Joy in Opportunity,
Success, Community, and
Purpose



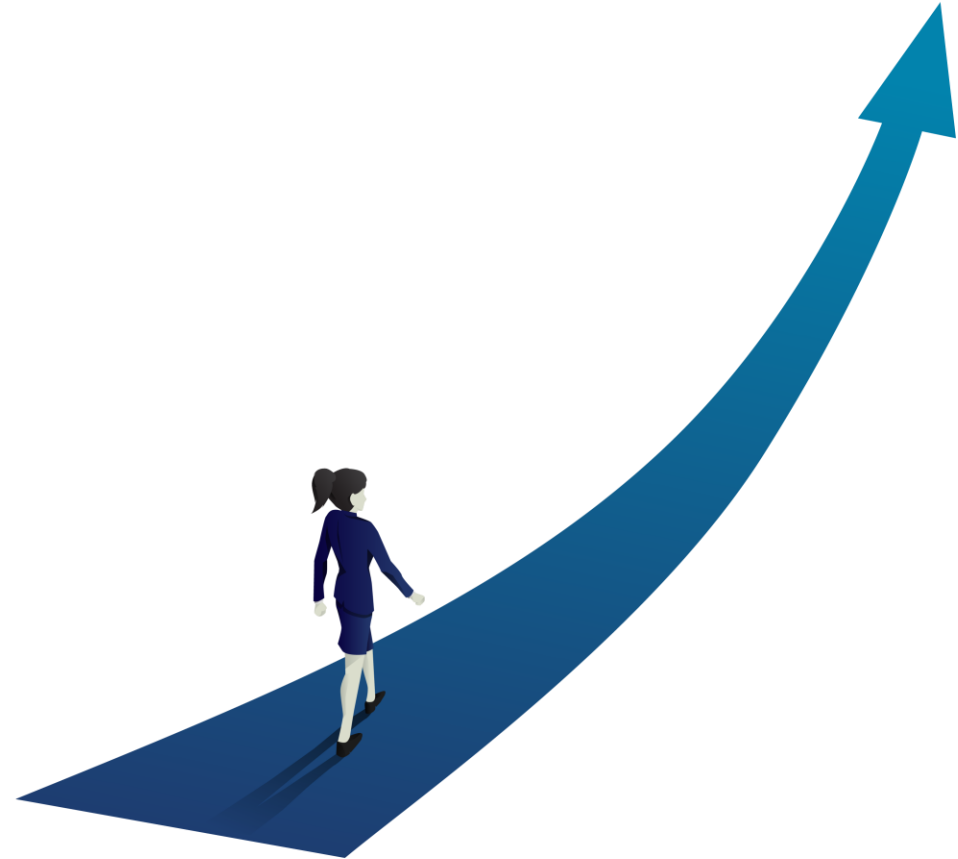
Final Words – Systems, Quality and Women

*Quality is not about improving one person, product, or service at one moment in time. It is about **creating and advancing systems and problem solving for the future.***

*When we are unified with and support each other, quality can **remedy inequities and evolve our communities to sustain and benefit us all.***



Final Final Words – Creating a Sustainable, Quality Health **SYSTEM**



(Very Brief) HFMA Update

- Position of strength and stability: 113,000+ members, 99% enterprise retention
- Explore mission/vision expansion to include “financial sustainability + broader health outcomes”
- Focus on enhanced learning and education
- Leverage our brand strength for greater voice and advocacy



Strategic Triad



Questions and Comments

