A longtime champion of diversity, equality, and inclusion (DE&I), AMN is proud to lead the industry through our initiatives to promote DE&I in the workplace, workforce, marketplace, and community.

Given our values-based ethical culture, DE&I is a powerful shared commitment that reaches all levels of our organization. We believe that by creating a truly diverse and inclusive workplace and workforce that reflects the communities we serve, we will fulfill our mission.

In 2019, we grew our commitment by

- Holding company leadership accountable to DE&I goals. Our team manages diversity metrics and tracks annual goals at both an enterprise and department level. Progress against these goals is considered when making discretionary compensation decisions for our leaders.
AMN Advances Gender Parity in the Boardroom

In 2019, AMN was honored by both the Women’s Forum of New York and 2020 Women on Boards for our work achieving and promoting a gender-balanced boardroom. For AMN, gender diversity in leadership is imperative, particularly as a company focused on supporting quality patient care. More than half of patients are female, yet women remain underrepresented in healthcare leadership. The AMN Board of Directors is 44% women, far above the national average of 23.4% of female-held board seats.

2020 WOMEN ON BOARDS – “WINNING” COMPANY

In recognition of efforts to achieve gender balance of 20% or more in the boardroom, AMN was named a Winning Company by 2020 Women on Boards (2020WOB). 2020WOB is a global education and advocacy campaign focused on increasing awareness and building momentum toward increasing women directors on corporate boards.

WOMEN’S FORUM OF NEW YORK – CORPORATE CHAMPION

AMN was again recognized by the Women’s Forum of New York for achieving at least 30% female board representation. Of the 2019 honorees, fewer than 100 companies in the S&P 500 and Fortune 1000 had over 40% of board seats held by women, placing AMN in the top tier of gender diversity in the boardroom. Women’s Forum of New York is dedicated to the advancement of women’s leadership both personally and professionally.

- Completing unconscious bias training for all team managers, supporting our intent to create a truly diverse culture that practices inclusive communication. Starting in 2020, unconscious bias training will be required as part of our new hire onboarding process.

- Expanding our talent sourcing efforts to ensure that we are attracting diverse candidates to our organization. We promote transparency of our team diversity by disclosing diversity metrics on our public website and by measuring our efforts through market surveys such as the Bloomberg Gender-Equality Index and the Human Rights Campaign Corporate Equality Index, both of which have recognized AMN as a leader in diversity since 2017.

- Growing our supplier diversity program to ensure we are meeting both our company goals as well as supporting our clients’ goals to achieve a more equitable, diverse, and inclusive marketplace.

- Joining the U.S. 30% Club, which includes over 70 business leaders committed to achieving better gender balance across all levels of their organizations, including greater female representation in the boardroom.

- Encouraging more team members to engage through our expanded network of Employee Resource Groups that seek to connect team members with shared experiences and those that support them.
AMN EMPLOYEE RESOURCE GROUPS

AMN engages team members in our work around DE&I through a Diversity Steering Committee, enterprise-wide Diversity Champions, and six Employee Resource Groups.

**PAVE**
Power and Value in Equality
Champions an environment of gender diversity and equality

**SLIDE**
Strength Lies in Diversity & Equality
Offers minorities and people of color a way to connect, network, and explore opportunities for advancement

**WISE**
Wisdom - Insight - Sincerity - Experience
Seeks to connect team members across generations to explore career paths and learn from one another

**PRIDE**
LGBTQ + Allies
Focuses on creating a strong network of LGBTQ team members and their allies in the community

**BRAVE**
AMN Veterans Group
Provides a forum to address commonalities unique to veterans and their families

**OPEN**
Mental Health Advocacy & Awareness
Creates a safe space for voicing concerns and needs for team members and families interested in topics related to mental health and wellness