



Growing Real Opportunities for Women (G.R.O.W) Committee Charter

January 2022

Growing Real Opportunities for Women

I. Charter

G.R.O.W. is aligned with Women in Leadership to empower women in OptumInsight Growth to take charge of the advancement of their careers through strengthening senior leadership sponsorship, building our networking community, and increasing visibility of career-pathing for broader inclusion and collaboration.

II. Purpose, Scope of Work, and Benefits

G.R.O.W. is a Women in Leadership subcommittee dedicated to elevating women into leadership roles and achieving gender equity in OptumInsight Growth. We are united with Women in Leadership and UHG's focus of operating without bias and ensuring we have a diverse workforce reflective of the markets we serve in leadership positions.

The G.R.O.W. committee is created as a standing board for the purpose of magnifying Women in Leadership ventures as well as bringing concerns and ideas from OptumInsight Growth to the broader cohort's attention. Our goals are as follows:

- Prioritize creating a support model of leader sponsorship which will consist of establishing a succession planning program to elevate women candidates; publishing open roles monthly in an accessible forum; and circulating and advocating for strong women candidates.
- Establish a diverse interview panel and recruitment goal by connecting with recruitment to create a new standard for panel formation; distributing a list of panelist options to hiring managers with a commitment to interviewing a diverse group of candidates outside of one's immediate network; and ensuring 50% of roles are filled by women.
- Grow resources for women by establishing office hours for individuals to share insights and concerns; influencing and amplifying Women in Leadership trainings to build women's leadership identity; and adding diverse client events that are women inclusive.

G.R.O.W shall:

- Be comprised of individuals with diverse backgrounds, spheres of influence, sets of skills, and experience.
- Provide input and support towards specific Women in Leadership projects and initiatives.

Specific scope of work of G.R.O.W. may include the following:

- Identify areas of opportunity to improve OptumInsight Growth processes that affect female employee advancement.
- Assess the impact of initiatives, projects, and events influenced by our committee.
- Serve as the sounding board for OptumInsight Growth and consolidate feedback around challenges and obstacles women face.

Benefits as a G.R.O.W Member:

- Be an integral part of tactical change in the organizational and procedural developments of the OptumInsight Growth as it relates to creating opportunities for women.
- Work with colleagues to develop more inclusive networks, new ways of thought, and open-minded strategies to understand and address complex procedures that cause roadblocks to women within the company.
- Represent progressive leadership in support of women-promoting missions which will make a positive impact in mid-level management and entry-level women's career development.
- Insight and influence into decision-making groups that have power in leadership choices.
- Give back to the OptumInsight Growth by engaging in strategic dialogue and participating in influential initiatives which will help shape the future of our dynamic organization.
- Optimize female employee acquisition through career-pathing visibility and connection into other segments of UHG.

III. Organizational/Governance Structure

G.R.O.W. consists of 17 diverse foundational members including an executive sponsor. Other volunteers who would like to be involved will be categorized under initiative leads based on goals they are most passionate about. All members will have an equal voice in sharing opinions, best practices, and recommendations.

IV. Cadence of Interactions

Meetings:

- Quarterly
- Ongoing until 12/31/22
- Multidisciplinary subcommittees will come up with actionable items to achieve the goals. From there they will bring their ideas to the core group and together we will put the plan to action.
- Subcommittees will present their recommendations and a volunteered program manager will track the subcommittee meetings.

Leadership Updates:

- Quarterly updates will encompass the recommendations from the subcommittees, how the plans are being put to action, and updates on their progress.
- Ongoing until 12/31/22

Minutes:

- Minutes will be kept for all meetings and shared back with the group