

2022

Diversity & Belonging



A letter from CEO, Javier Rodriguez

At DaVita, fostering an environment that is rich in diversity and cultivates a sense of belonging is not simply an aspiration, but an imperative. It enhances the care we offer, the innovation we deliver and the experience we provide. This conviction lies at the heart of our passion for diversity and belonging, and at the core of this report.

In this, our second bi-annual Diversity & Belonging Report, we celebrate the energy and integrity of a Village that continues to live this commitment every day. We report on our ongoing initiatives and new programs designed to nurture robust diversity and authentic belonging at every level of our organization.

Perhaps even more importantly, we take stock of our metrics, celebrating where we've improved and holding ourselves accountable to those areas in which we strive to continue making forward progress. These pages reflect the voices, hard work and insight of teammates from a wide range of backgrounds and roles, from every level, and every stage of career. I offer each person who's been part of these efforts my congratulations on our progress to date, and my continued commitment to our journey ahead.

A community where every member feels seen, valued and respected doesn't spring from wishes, but from work. Let's continue it together.



A handwritten signature of Javier Rodriguez in black ink.

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Our Vision: A Diverse Village Where Everyone Belongs

At DaVita, the word “Village” holds a special place. It’s the affectionate shorthand we use to define our organization, encompassing both the teammates, physicians and care partners who work to fulfill our mission every day and the patients we’re honored to serve. The term “Village” provides a constant reminder that when we come together in the spirit of life and health, we do so as a community first, a company second. It’s just one of the many ways we recognize the power of words to shape our culture.

When it comes to describing the critical work of Diversity, Equity & Inclusion (DEI), we again choose our words, Diversity & Belonging, with tremendous care. This title reflects our commitment to actively nurturing an environment where every teammate, physician, care partner and patient is equally seen, valued and empowered to thrive – and a world where everyone enjoys equal access to health care.

Four principles guide our Diversity & Belonging strategy:

Belonging

We work proactively to cultivate a sense of belonging for all teammates, patients, physicians and care partners regardless of gender, race, ethnicity or any other factor.

Representation

We strive to have strong representation of women and people of color in our Village by meeting or exceeding EEO-1 benchmarks for all levels.*

Economic Mobility

We create opportunities for teammates at every level to increase their earning potential through career pathways, professional development and educational support. We support economic mobility more broadly by actively investing in the communities we serve.

Health Equity

We are committed to reducing and eliminating disparities at every step of the kidney care journey so that all our patients, regardless of race, socio-economics or other factors, are empowered to achieve their best health outcomes.



*EEO-1 is the average representation of people by gender and race/ethnicity for all U.S. industries. [Learn more.](#)

Our Unique Culture of Belonging

While quantifiable metrics are critical, at DaVita we have always believed that fulfilling our vision for Diversity & Belonging requires more than just meeting benchmarks. Embodying our vision means fostering a culture where feelings of belonging are the norm; where every member of our Village comes to work each day empowered to express their full self.

Our strategy is anchored in three core Belonging Behaviors that set the standard for how we work together in the Village:



Creating Trust and Safety



Respecting and Valuing Others



Providing Fair and Consistent Support

92%

of leaders at the VP level or above completed a 16-hour development program to advance Inclusive Leadership skills in 2022.

25%

of teammates completed one or more online courses on Belonging in 2022.

Building Belonging through Learning

While the desire to belong is innate, the knowledge and skills to cultivate an environment of universal belonging are learned. Our intensive training for leaders sets the tone from the top, and we continue to expand our suite of resources to support all teammates' full participation in realizing our vision.

- Our executive team committed more than 200 hours to an immersive 9-month Inclusive Leadership training. This unique DaVita experience focused on unearthing unconscious bias and fostering the personal growth required for leaders to serve as effective examples of our Belonging Behaviors in action.
- In 2022, we began scaling this immersive experience to our vice presidents. Thus far, 92% of leaders at the VP level or above have completed this 16-hour development program to advance Inclusive Leadership skills.
- In late 2022, we adapted our executive training into a multi-week intensive for manager and director level teammates. This program will launch Village-wide in 2023.
- 2022 also marked the launch of the Champion Diversity & Belonging Channel on the DaVita University digital experience. Here, every teammate gains access to Basics of Belonging training and a wealth of supplemental resources to promote the knowledge, attitudes and behaviors that support a culture of Belonging.



“ Spending time, as a team, on Inclusive Leadership has been eye-opening for us. It has helped us develop a much deeper appreciation of the complexity and challenges involved in creating an environment of true diversity, belonging and equity. Most importantly, it has reinforced the power of creating space for deeper conversations about challenging topics, such as how we can recognize and fight our implicit biases, and how we can strengthen psychological safety in our teams.”

– Philipp Stephanus, SVP, Revenue Operations

Celebrating What Makes Us Unique

We continue to support the many vibrant communities within our Village with Teammate Resource Groups (TRGs). These groups provide space for dialog, mutual support and resource-sharing in the security of a community connected by common life experience.

Our Growing Range of TRGs support the following groups:

- Asian and Pacific Islander
- Black
- LGBTQ+
- Working Parents

“ Hearing from teammates and leaders who look like me definitely paints a clearer picture of the overall Village and helps create a stronger sense of belonging. When I see others who look like me experience similar challenges, it makes me feel not alone and helps create trust, friendships and mentorship.”

– Pang Yang Her, Media Producer



“ The exchange of ideas, perspectives and genuine fellowship from Black Teammate Resource Group members across the Village has enriched my sense of belonging. It’s also allowed me to help ensure Belonging resonates and is relevant for all teammates. For me, the impact has been profound. I hope it’s made a difference for others.”

–Laquia Burt, Director, Patient Support



DaVita Week of Belonging

Our annual Week of Belonging invites 65,000 teammates from across the globe to celebrate Diversity & Belonging in their own way. Drawing on Village-provided resources and activity guides, teammates at every level are encouraged to take time out of everyday routines to reflect on and amplify our Village Belonging Behaviors.



One of my favorite activities during the Week of Belonging was asking teammates what makes them unique. I found so much value in these conversations. I also shared how I personally have felt like I didn't belong in previous work environments early in my career, and how that shaped my principles as a leader. At DaVita, I feel like my experiences, personality and background add value to my team. I'm committed to helping make sure every DaVita teammate I engage with feels the same."

- Alvin Wiggins, Group Facility Administrator



I'm proud to be a part of a company that focuses on making sure I feel like I belong, and gives me the tools to help make belonging a reality for others."

- Travis Scifres, People Services Manager



Measuring Our Impact in Belonging

While Belonging can be difficult to quantify, we consistently seek to better understand this crucial dimension of teammate experience with Village-wide surveys.

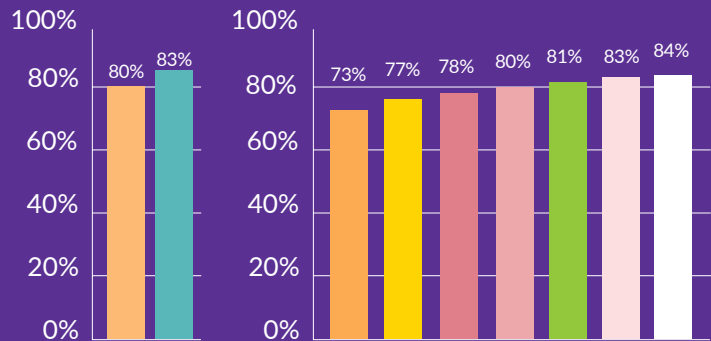
81%

of teammates reported "I feel like I belong" in 2022.

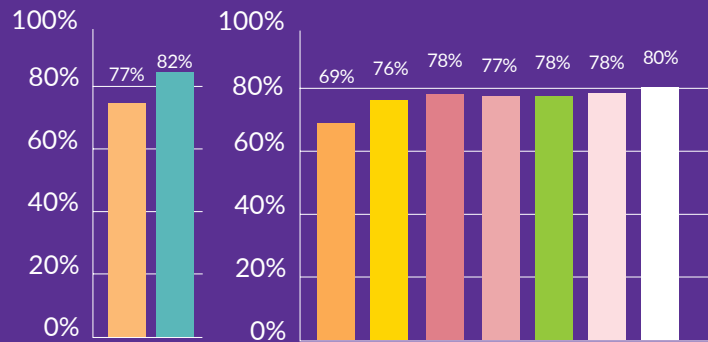
78%

of teammates reported "My manager creates a sense of belonging" in 2022.

"I feel like I belong on my team".



"My manager creates a sense of belonging".



- Women
- Men
- American Indian
- Black
- Two or More Races
- White
- Hispanic
- Pacific Islander
- Asian

Data includes U.S. teammate population responses as of November 2022



“When my manager selected a mentor for me, I wondered why she paired us or what we would have in common. After our first meeting, I quickly realized we didn't see things the same way, but I was curious, and committed to the process.

As we developed our relationship, I realized exactly why we were paired and why it works. The differences in our backgrounds and our paths created a diversity of thought that helped our relationship flourish. My mentor is now a trusted thought partner, confidante and my alter ego. Proof positive that Diversity and Belonging go hand in hand.”

- LaJuan Battle, Project Manager

Our Village Population: 2022 Snapshot

Consistent measurement and transparent reporting are at the core of our commitment to representation. We continue to deepen this commitment, recognizing that diversity encompasses many dimensions beyond gender and race/ethnicity. We invite teammates who choose to do so to report their veteran status, gender identity, sexual orientation or other information about their identity. Opening these lines of communication reflects our vision for a Village where every teammate feels acknowledged, recognized and heard.

Overall Village Diversity:

78%

Women

56%

People of Color

Board of Directors Composition:

30%

Women

20%

People of Color

Leaders with Profit & Loss Responsibility:

53%

Women

30%

People of Color

Operational Managers who Lead Our Dialysis Centers:

77%

Women

38%

People of Color

7%*

LGBTQ+ Representation

*Of those who chose to respond, 7% self-identified as LGBTQ+.

2%

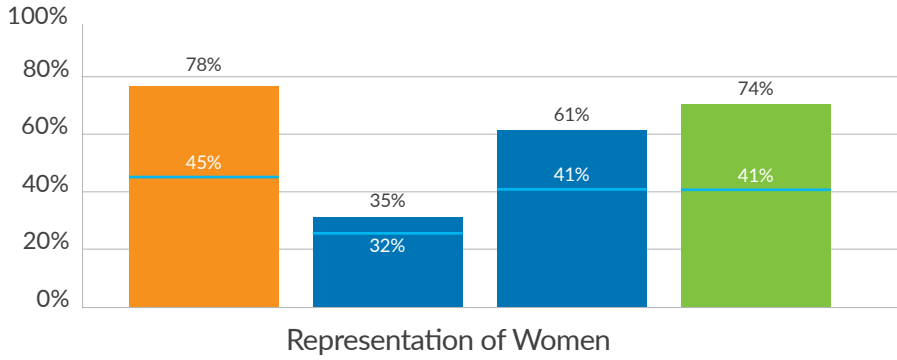
Veteran Representation



“As a Village, we aspire to attract the best and the brightest. Personally, to me, this means a diverse teammate population that reflects varied backgrounds and disciplines and is representative of our patient population. We serve patients in metropolitan markets and rural parts of the country, and everything in between. It is important to me that the diversity of our patients and their communities are represented within our own teammate population, especially amongst our leadership.”

- Kenny Gardner, Chief People Officer

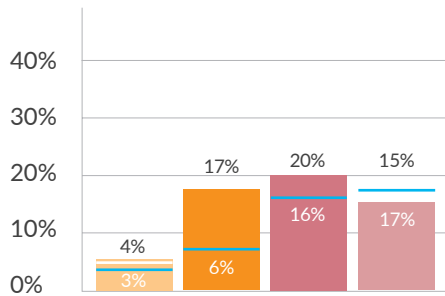
Village Makeup by Gender



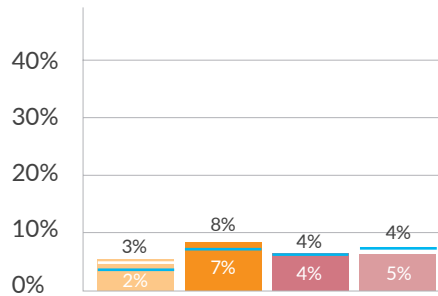
- Overall
- VP+
- Director
- Manager
- EEO-1 Benchmark*

Village Makeup by Race/Ethnicity

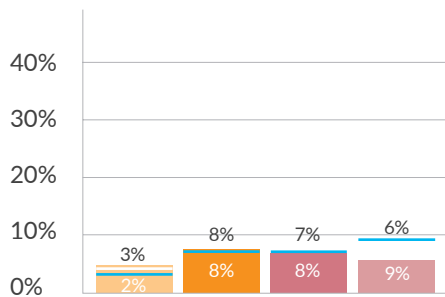
Overall



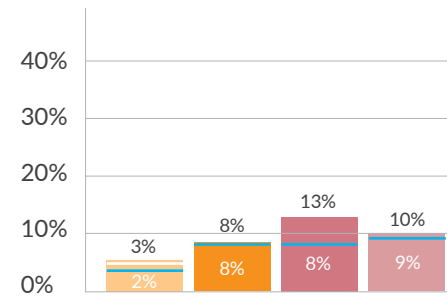
VP+



Directors



Managers



- American Indian/Pacific Islander/Two or More Races
- Asian
- Black
- Hispanic
- EEO-1 Benchmark*

*EEO-1 is the average representation of people by gender, race and ethnicity for all U.S. industries. All Village demographic data includes U.S. teammate population as of Dec. 31, 2022.



Prioritizing Representation in Leadership

While representation is essential at every level of our organization, we recognize that intentionally fostering leadership-level opportunities for people from historically underrepresented groups is especially important.

We address this priority with a two-pronged strategy. By focusing on diversity-minded recruiting and intentional development programming, we ensure that pathways to leadership within the Village are visible and equitable for all.

Recruiting with Representation in Mind

Across our entire suite of recruiting activities, we work to engage the full breadth of high-potential candidates, intentionally seeking out people of every gender, race and ethnicity and those with unique backgrounds. We train our recruiters on best practices for sourcing diverse candidates, which include ensuring that women and people of color are represented in both candidate slates and interview panels for leadership roles.



“ One of the many ways in which our diverse recruitment efforts come to life is in the intentionality and energy our hiring leaders bring to the process. I’m proud of the way our leaders proactively hold themselves accountable.”

– Nataliya Wilson, VP, People Services



We are proud to have been one of the first organizations to earn Management Leadership for Tomorrow's Black Equity at Work certification in 2022, and are now part of the inaugural cohort of employers seeking Hispanic Equity at Work certification. Launched in 2020, Management Leadership for Tomorrow's innovative program provides a rigorous framework to enable businesses to evaluate their efforts toward ensuring workplace equity.



Leadership Development for a Diverse Village

All of our leadership development activities share the same strategic goal: to create an environment where high-potential individuals from every background can pursue ambitious professional growth. Our broad suite of programs includes both external and internal leadership-track recruiting, as well as a variety of mentorship, coaching and cohort-based learning activities.

Our Proud Redwoods Tradition

Redwoods is one of our most important leadership development initiatives, encompassing campus recruiting and extended, robust learning and development support once teammates join the Village. Redwoods' enduring impact on leadership diversity is evident in our director-and-above population today, which includes many women and leaders of color who originally joined the Village as part of the Redwoods program.



I like to say my real education is through the Village and the Redwoods program. I started my DaVita journey fresh off of a graduate degree as a Redwoods Analyst and thought I was ready to hit the ground running. I quickly realized that the real world is so much more complex than what I learned in the textbooks, and leadership is not something only managers and above focus on. Redwoods gave me the tools and the constructive feedback to not just be successful in my current role, but also to grow as a Village citizen and be ready to take on new responsibilities.”

– Calvin Jiang, Divisional Vice President



I started really feeling the DaVita community before I even got here, because the Redwoods recruiting team was so supportive, and so clearly invested in my development. What I didn't expect was that once I completed my internship, that support just kept on coming. Even today, when I'm in a position to be mentoring others, I still have my own network of advisors who check in with me and connect me to opportunities. The accessibility of our executives, and their willingness to pour into me to support my growth, says a lot about the intentionality that DaVita brings to leadership development.”

– Ciera Crawford, Divisional Vice President



Equity in Campus Recruiting

Our Redwoods campus recruiting efforts engage a wide range of public and private institutions including many historically Black colleges and universities (HBCUs). We work directly with campus organizations supporting women, students of color and other underrepresented groups to identify and recruit select cohorts of high-potential students.

Category	#
HBCUs	10
Public Universities	8
Private Universities	2

2022 Recruiting Locations for Redwoods Leadership Development Program

External Collaborators

For nearly a decade, we have joined forces with The Forte Foundation and Management Leadership for Tomorrow to ensure that our Redwoods programming reflects and advances our diversity commitments.



The Forte Foundation’s mission is to launch women into fulfilling, significant careers through access to business education, professional development and a community of successful peers.



Management Leadership for Tomorrow equips and emboldens high-achieving women and men from underrepresented communities to realize their full potential, make a mark and make a difference.

Building Diverse Leadership from Within

Of our more than 48,000 frontline clinical caregivers and facility administrators (FAs), 79% are women and 59% are people of color. Supporting career growth from within this majority-diverse population is another key pillar of our representation strategy. We open these doors to growth through actionable career pathing, 360 feedback and extensive professional coaching for all teammates. We’re proud to report that as of 2022, 56% of our manager-level FAs were promoted internally.

We also create opportunities for FAs to grow their careers through our Foresters program. This unique initiative identifies high-potential FAs for specialized mentorship and case-based learning, with the goal of preparing them to excel in a regional operations director role.

2022 Class of Internal DaVita Recruits for Foresters Leadership Training Program

62% Women
24% People of Color

Our Board of Directors

We know that more diverse teams lead to healthier organizations with more expansive ideas, more nuanced debates and more thoughtful outcomes. And we recognize this diversity of perspectives is especially important at the very top of our organization, within our board of directors.

For many years, we have been committed to supporting board diversity. Our board composition strategy prioritizes thoughtfully attracting industry-leading executives with the depth of experience and breadth of skill our board requires. Our Nominating and Governance committee continues to consider diversity when assessing new members to maintain our commitment in this area. We take pride in being led by our chair, Pamela M. Arway, one of the few women in a similar role in a large U.S. public company.*

*[Board Monitor U.S. 2022.](#)



Elevating the value of Belonging is important to me not only as Board Chair, but also, simply, as a human being. I believe prioritizing a culture of Belonging brings universal benefits, and that these positive dynamics are absolutely essential for our organization and our teams to thrive.”

– Pamela M. Arway, Chair of DaVita Board of Directors

2022 Board Composition

30% Women
20% People of Color

As of December 31, 2022



External Recognitions

We're proud to have been recognized by several external organizations that share our passion for Diversity & Belonging.



The **Human Rights Campaign Foundation's Corporate Equality Index** is the national benchmarking tool on corporate policies, practices and benefits pertinent to lesbian, gay, bisexual, transgender and queer employees.



The **McKinsey Women in the Workplace** is the largest study on the state of women in corporate America.



The **McKinsey Race in the Workplace** is a multi-year study that takes a comprehensive look at race and the role it plays in representation and workplace experience.



The **Secretary of Defense Employer Support Freedom Award** is the highest recognition given by the U.S. government to employers for their support of their employees who serve in the Guard and Reserve.



The **Vets Indexes Employer Award** recognizes the organizations that do the most to hire, retain, promote and support veterans.



The **Black EOE Journal Best of the Best Diversity Award** recognizes companies, schools and government and law enforcement agencies that are championing diversity and inclusion.



The **Bloomberg Gender Equality Index** measures gender equality across internal company statistics, employee policies, external community support, engagement and gender-conscious product offerings.



The **CEO Action for Diversity & Inclusion** is a CEO-driven business commitment to advance diversity and inclusion in the workplace.



The **Diversity Inc Top Hospitals and Health Systems** ranking provides a trusted measure of employer and investor data transparency, equitable human capital outcomes for U.S. employers and the effectiveness of DEI strategy, policies and practices.



The **Mansfield Rule Certification** recognizes in-house legal departments that have affirmatively considered at least 50 percent women, lawyers of color, LGBTQ+ lawyers and lawyers with disabilities for leadership positions, internal high-visibility career development opportunities, and outside counsel lead roles. Additionally, our legal department achieved certification Plus status for exceeding the baseline certification requirements and have achieved at least 50 percent underrepresented lawyer representation in a notable number of our current leadership roles.

Fostering Economic Mobility

We know that representation metrics are just one dimension of a true commitment to Diversity & Belonging. Our work dives deep to address the drivers of inequality among traditionally underrepresented groups, with a specific focus on economic mobility. By creating meaningful opportunities for economic advancement, we're helping to break down historical barriers and drive enduring change.

Creating Opportunities through Clinical Ladders

Frontline clinical teammates are the heart of DaVita, providing lifesaving care to patients every day. Creating pathways to rewarding, family-sustaining careers for these professionals is a key pillar of our economic mobility strategy.

In 2021, we introduced Clinical Ladders, a career-mapping model that puts frontline teammates in the driver's seat of their careers. Our Clinical Ladders framework provides clarity on what it takes for teammates to progress in their role and links career progression to compensation in a way that is consistent with our pay-for-performance philosophy.

In 2022, all patient care technicians, registered nurses, licensed practical nurses, licensed vocational nurses and clinical coordinators adopted Clinical Ladders. These professionals number about 36,000 and make up more than 60% of our entire teammate population.

We're on track to deliver this same level of role clarity, structured career progression and associated compensation growth for all teammates in 2023.

56%

of our manager-level facility administrators were promoted internally as of 2022.

Of these,

76%

are Women

33%

are People of Color

9,000+

teammates were promoted internally in 2022 as a result of Clinical Ladders.



“DaVita takes the time to prepare you for how to be successful, and gives you a never-ending supply of resources for how to get there.”

– Walter Mateo, Clinical Coordinator

Bridge to Your Dreams

Bridge to Your Dreams (BTYD) is a multi-dimensional program that supports DaVita teammates' career growth while helping build the critical pipeline of trained nursing professionals. Teammates accepted to this application-based program receive financial support covering much of the cost of an associate's degree in nursing, as well as the option to work reduced hours while balancing work and school, and supportive professional mentoring every step of the way.

In 2022, Bridge to Your Dreams was opened to non-clinical as well as clinical teammates for the first time. We've also made the program even more accessible by accepting applications on a rolling monthly basis.

Over **1,400**
teammates are pursuing or have received their nursing degree, funded by DaVita, as part of our Bridge to Your Dreams program.

Of these,

87%
are Women

64%
are People of Color

“

Clinical Ladders gave me the tools to grow with DaVita, and helped motivate me to want to continue on my path. I applied to the Bridge to Your Dreams program and was accepted, which was really awesome. Hopefully within the next couple of years, I'll complete that program and be an RN!”

– **Juan Carlos Sandoval, Patient Care Technician**



“

I have always enjoyed my work as a PCT but also felt I could do more. My managers, teammates and patients encouraged me to pursue my nursing degree, but I was hesitant, especially about the financial burden. Then I heard about Bridge to Your Dreams.

I thought about what this opportunity could do for me and my family but also for our patients. I truly love working in dialysis and the BTYD program proved I'm right where I need to be. Without it, I would not be in nursing school. I am so proud to have been selected and to be a part of such a wonderful Village that invests in its people. Thank you, DaVita.”

– **Crystal Davis, Patient Care Technician**



Opening Doors through Education

Education plays a pivotal role in opportunity creation at DaVita. Our enterprise-wide DaVita University (DVU) system provides hundreds of classes and trainings to teammates at every level, from early-career skill-building to advanced leadership techniques.

We also offer a range of more targeted programs that reduce barriers to economic mobility by supporting teammates and their families as they pursue educational and professional goals.

- The Diversity & Belonging Higher Education Scholarship awards teammates of color up to \$5,000 to pursue their first college degree.
- The DaVita Children's Foundation offers up to \$5,000 to teammates' children or grandchildren who are enrolled in or preparing to enter college.
- All teammates are eligible for up to \$3,000 annually in tuition reimbursement when pursuing a degree in nursing, business, social work or dietetics.



“ This scholarship brings so much excitement and joy not only to me but also my family. I am first generation Mexican-American pursuing my dream to become a registered nurse. I will be the first one in my family to finish college. I am not doing this just for me, but for my parents who sacrificed everything so I can live a better life.”

– Clarissa Espinoza, Licensed Practical Nurse,
Diversity & Belonging Scholarship Winner

Educational Investment in 2022

\$260k

In scholarships awarded

\$3.5m

In tuition reimbursement

32,000

DVU course completions logged

725

nurses have earned their degree with financial support from DaVita as of 2022.

Of these,

87%

are Women

59%

are People of Color

Continual Commitment to Equitable Pay

We are committed to equal pay for equal work, meaning teammates in the same position, performing at the same level and in similar geographies, are to be paid equitably relative to one another, regardless of their gender, race or ethnicity.

In 2022, we continued to invest in a proactive approach to equitable pay. We systematically define, monitor and act upon outliers within our aligned pay structures as we strive to ensure equitable pay over time. For managers and operators, our approach provides streamlined guidelines on how to maintain consistency when assessing performance and investing in teammates' development. For teammates, our systems empower individuals to understand concrete next steps for career advancement and advocate for their own career growth.

2022 Progress Milestones:



Completed a detailed review of our frontline roles to accurately document the duties and performance of teammates, allowing for fair comparisons.

Established clear and concise leveling guidelines by role, with an individual teammate review and calibration process to provide appropriate placement.

Set clearly defined pay ranges and compensation administration guidelines for teammates on Clinical Ladders to help ensure pay equity. These ranges are informed by market benchmarks and relevant labor market insights.

In the coming year, we will continue a detailed review of remaining roles to support uniform practices Village-wide. We will also maintain our practice of annual pay equity analyses to keep up to date with our commitment in this area.

Supporting Economic Mobility Beyond Our Walls

Our commitment to economic mobility extends beyond our teammate population to address the communities many of our patients call home. In 2021, we made a \$15 million Transformational Deposit into HOPE Credit Union, which provides banking services and loans to underserved communities. In 2022, we continued our investment with HOPE, donating the interest earned on the deposit back to HOPE to create even greater impact.

Centering Health Equity In All We Do

The principles of diversity, belonging and health equity are deeply interconnected. They are imperative to fostering a teammate community that reflects the diversity of the patients we serve, and enabling a Village culture where we lead with equity in all we do. Our aspiration of health equity spans the entire kidney care experience, empowering every patient population and community we touch with access, education and opportunity.

Chronic kidney disease disproportionately affects many communities of color, including our Black and Hispanic or Latino patient populations. Sector-wide data demonstrates that too often these disparities continue as patients advance through end stage kidney disease. We are proud that our patients largely achieve similar outcomes across race in core clinical metrics such as hospitalizations, readmissions and infection rates in our U.S. outpatient dialysis centers. With our health equity commitment, we continue to work to reduce other disparities.

Our health equity strategy encompasses three focus areas:

- **Build the foundation** for equity by creating awareness, identifying bias and improving data insights.
- **Address inequities** with local pilot solutions to meet patients where they are.
- **Create ripples** across health care through collaboration with organizations like the National Kidney Foundation (NKF) to increase access to living donations, and American Diabetes Association (ADA) to provide essential information about kidney disease to those who need it most.

Concrete Steps to Influence Outcomes

We are committed to enabling equity at every step of the kidney care journey, with an initial focus on racial inequities in access to kidney transplants, access to home dialysis options and upstream kidney disease education. In all of these action areas, we strive to reduce and eliminate disparities so that all of our patients, regardless of race, socio-economics or other factors, are empowered with the awareness, education and access needed to achieve their best health outcomes.



2022 Highlights



Launched cultural humility training to patient educators and teams to enable more culturally sensitive and personalized care.



Heard directly from dialysis patients and caregivers across the country through focus groups led by Health Equity and DaVita Clinical Research teams. This research, which centered on Black and Mexican American patients (whom we know comprise the majority of our Hispanic or Latino patient population), helped us better understand patients' experiences and barriers on the journey to modality choice and transplant.



Acquired MedSleuth, a transplant software company that helps improve the transplant experience, including removing barriers to access and supporting patients through the transplant experience.

Promoting Health Equity through Education

Education is one of our most important tools for addressing health inequities. DaVita Kidney Smart® meets CKD patients where they are with comprehensive kidney education, available at no cost to the community. Available online, by phone and in person, the program provides kidney health education and lifestyle recommendations to help at-risk individuals understand kidney disease and apply strategies to help prevent disease progression.

DaVita has educated more than 64,000 people, across 10 different languages, since January 1, 2021 as part of our five-year goal to achieve 100,000 Kidney Smart® participants. We continue to build on this success by investing in educational programs that increase patient understanding and empower patients to participate in the optimal treatment and management plan of their choice. Learn more about Kidney Smart® [here](#).

33,600+

participants in Kidney Smart®
education in 2022



64,000+

participants in Kidney Smart®
education since 2021

2022 Highlights



Delivered a \$1.4 million grant to the Food is Medicine Coalition to provide medically tailored meals to people with food insecurity and medical nutrition needs, including individuals living with end stage kidney disease.



Continued our longstanding collaboration with the American Diabetes Association (ADA), including providing 1,600 ADA Professional memberships to help DaVita patient care technicians and nurses network and learn leading practices on diabetes management.



Continued our support for Bridge of Life, an independent 501(c)(3) public charity founded by DaVita Inc. An international nonprofit organization, Bridge of Life works to strengthen health care globally through sustainable programs that prevent and treat chronic disease.





Our Mission

To Be the Provider,
Partner and Employer
of Choice

Our Core Values

Service Excellence
Integrity
Team
Continuous Improvement
Accountability
Fulfillment
Fun



www.davitacommunitycare.com

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