

B.15.

Provide documentation of the Respondent's commitment to diversity as represented by the following:

(a) Business Strategy. Provide a description of the Respondent's existing programs and procedures designed to encourage and foster commerce with business enterprises owned by minorities, women, service-disabled veterans, persons with disabilities, and small business enterprises. Please also include a list of the Respondent's certifications as a diversity business, if applicable.

(b) Business Relationships. Provide a listing of the Respondent's current contracts with business enterprises owned by minorities, women, service-disabled veterans, persons with disabilities, and small business enterprises. Please include the following information:

(i) contract description;

(ii) contractor name and ownership characteristics (i.e., ethnicity, gender, service-disabled veteran-owned or persons with disabilities);

(iii) contractor contact name and telephone number.

(c) Estimated Participation. Provide an estimated level of participation by business enterprises owned by minorities, women, service-disabled veterans, persons with disabilities and small business enterprises if a contract is awarded to the Respondent pursuant to this RFP. Please include the following information:

(i) a percentage (%) indicating the participation estimate. (Express the estimated participation number as a percentage of the total estimated contract value that will be dedicated to business with subcontractors and supply contractors having such ownership characteristics only and DO NOT INCLUDE DOLLAR AMOUNTS);

(ii) anticipated goods or services contract descriptions;

(iii) names and ownership characteristics (i.e., ethnicity, gender, service-disabled veterans, or disability) of anticipated subcontractors and supply contractors.

NOTE: In order to claim status as a Diversity Business Enterprise under this contract, businesses must be certified by the Governor's Office of Diversity Business Enterprise (Go-DBE). Please visit the Go-DBE website at <https://tn.diversitysoftware.com/FrontEnd/StartCertification.asp?TN=tn&XID=9810> for more information.

(d) Workforce. Provide the percentage of the Respondent's total current employees by ethnicity and gender.

NOTE: Respondents that demonstrate a commitment to diversity will advance State efforts to expand opportunity to do business with the State as contractors and subcontractors. Response evaluations will recognize the positive qualifications and experience of a Respondent that does business with enterprises owned by minorities, women, service-disabled veterans, persons with disabilities, and small business enterprises and who offer a diverse workforce.

Business Strategy

Centurion shares the Department's commitment to diversity and recognizes this element as a key competitive advantage for our business. We recognize that the quality, skill, and talent of a large and diverse employee base, as well as the diversity of suppliers, directly affects our programs' success. Our policies and procedures provide a business environment in which we strive to create a supportive environment in which all individuals, regardless of their background and differences, work to reach their maximum potential.

For example, Centurion's *Code of Business Conduct* includes the following commitments:

We shall make all employment, promotion and training decisions without regard to race, color, religion, sex, sexual orientation, age, disability, national origin, family status, military veteran status, or any other protected class.

We shall not discriminate against anyone with whom we deal on the basis of race, color, religion, gender, age, disability, sexual orientation, or other areas protected by federal, state or local law.

We promote the concept of supporting individuals in reaching their maximum potential in all aspects of our business, including employee recruitment, supplier recruitment, hiring, subcontracting, EEOC compliance, and cultural sensitivity and acuity on the part of our clinicians and management staff. Centurion has processes



in place to outreach to, recruit, and hire staff who reflect the diversities that exist within the communities in which we provide services. We also build on our parent company, Centene’s focus on diversity. Centene currently partners with the following organizations to bring unique expertise and networks to accelerate growth through exposure to diverse talent: **National Urban League, UnidosUS, Reaching Out MBA, Consortium for Graduate Study in Management, Starkloff Disability Institute, and National Hispanic Medical Association.**



Centurion’s diversity advantage extends across multiple areas, including our staff’s ability to perform in work environments requiring cultural sensitivity. One such area is the ability to overcome language barriers at the facilities we serve. The combined diverse talents and backgrounds of our management and clinical personnel are invaluable in these instances.

Centurion’s commitment to diversity extends to our dealings with sub-contractors and suppliers. We actively encourage participation by businesses owned by minorities, women, persons with a disability, and small business enterprises.

Business Relationships

Centurion partners with minority-owned, women-owned and/or small businesses in many of our correctional healthcare programs. The following table outlines a sampling of our current contract relationships with certified diversity/minority owned businesses.

Centurion Business Relationships with Diverse/Minority Owned Businesses

Vendor Name	Contract Description	Ownership
Clinical Solutions Pharmacy Christi Throneberry, CEO & Owner 615-403-4422 Christi@clinicalsolutionpharmacy.com	Clinical Solutions Pharmacy (CSP) provides pharmacy and medication services in our partnership with the Tennessee Department of Correction.	Woman Owned
CrownHills Enterprises, Inc. Tiki Akerele, President 410-630-1376 info@crownhillsenterprises.com	CrownHills provides healthcare staffing support in our partnerships with the Pennsylvania Department of Corrections and Philadelphia Department of Prisons.	Woman/Minority Owned
Chardonnay Dialysis Joe Burke, Executive Vice President 217-477-1490 joe.burke@chardonnaydialysis.net	Chardonnay provides dialysis services in our program with the Pennsylvania Department of Corrections	Women Owned
CSC of Central Florida, LLC Eugene Hildebrand, Service Manager 407-891-2240	CSC provides medical equipment maintenance and repair services in our partnership with the Florida Department of Corrections.	Minority Business, Woman Owned, Veteran Owned
Diaz Data Services, LLC Luisa Diaz, President 717-233-6664 info@diazdata.com	Diaz Data Services is an electronic court reporting and transcription service. The company specializes in legal and medical transcription, hearings, depositions, conferences, and board meeting minutes. Centurion uses Diaz Data Services for transcription services for dictated inmate evaluation reports in Pennsylvania.	Small Diverse Business
Garcia Clinical Laboratory Colin Smith, Director of Operations 517-990-6523 csmith@garcialab.com	Garcia Clinical Laboratory provides laboratory services in Centurion's medical program for the Tennessee DOC.	Small Diverse Business, Woman Business Enterprise



Centurion Business Relationships with Diverse/Minority Owned Businesses

Vendor Name	Contract Description	Ownership
<p>Hope Health Systems, Inc. Yinka Fadiora, Executive Program Director 410-265-8737 yfadiora@hopehealthsystems.com</p>	<p>Hope Health Systems, Inc. provides clinical professionals for the provision of outpatient and reentry services in Centurion’s mental health programs for the Maryland Department of Public Safety and Correctional Services (DPSCS) and Philadelphia Department of Prisons.</p>	<p>Minority Owned Business</p>
<p>JuzSolutions Dane Donaldson, CEO 240-544-5464 dane@juzsolutions.com</p>	<p>JuzSolutions is a Veterans owned and certified (VSBE) company providing clerical staffing for our partnership with the Maryland DPSCS.</p>	<p>Veteran Owned Business</p>
<p>Lakewood Healthcare Associates, LLC Meskerem Asresahegn, Medical Director 301-704-7554 meski@lakewoodhealthcare.org</p>	<p>Lakewood provides medical staffing including psychiatric providers, certified nursing assistants, continuous quality assurance staff, and administrative assistance staff in our partnership with the Maryland DPSCS.</p>	<p>Minority Owned Business</p>
<p>Penn Tech Deployments Tony Intrieri, General Manager 717-441-4967 tony@penntechdeployments.com</p>	<p>Penn Tech provides specialized installation and technical support services in our partnership with the Pennsylvania Department of Corrections.</p>	<p>Small Diverse Business</p>
<p>RubiconMD Kavya Bodapati 856-313-2094 kavya@rubiconmd.com</p>	<p>RubiconMD is a web-based eConsult system used in numerous Centurion programs to provide electronic consultation for specialty care and complex patient healthcare needs.</p>	<p>Minority Owned Business</p>

In our current medical program partnership with the TDOC, Centurion has actively encouraged participation by Tennessee-businesses owned by minorities, women, veterans, persons with a disability, and small business enterprises. In addition





to **Clinical Solutions Pharmacy** and **Garcia Laboratory** mentioned above, we currently contract with **CharDonnay Dialysis**, a women-owned businesses, for dialysis services for our TDOC program.

Additionally, **Elizabeth Brinn** founded our parent company, Centene Corporation, as a single Medicaid plan in Milwaukee, at a time when women owned just 10% of U.S. businesses. As Centene’s business footprint expanded, so has their commitment to diversity and inclusion. Women now represent 75% of Centene employees, 64% of employees in supervisory positions, and more than 30% of the executive team. More than 50% of Centene’s total workforce identify as people of color, including nearly 40% of the company’s leadership.



As part of Centene’s ongoing support of diversity and inclusion, Centene has fostered five employee-led *Employee Inclusion Groups*. These groups were initiated by employees, for employees to support a welcoming and inclusive corporate culture. Membership in the Employee Inclusion Groups includes:

Centene’s Employee Inclusion Groups and Members

	Cenvet	Mosaic	I.N.S.P.I.R.E.	cPride	Ability
	Veterans and Military	Multicultural	Women	LGBTQ+	Disabilities
Members	668	1,393	2,425	635	286

In 2019, Diversity, Inc. listed Centene on its top 50 companies for diversity.

Estimated Participation

Centurion is committed to providing a diverse workforce in each of our correctional healthcare programs. Our goal is to succeed in serving a culturally diverse inmate population. However, as we noted earlier in our response to RFP Section B.14, we are not subcontracting staff for this procurement. We believe that subcontracting out employee groups and services would offer no meaningful benefit to the TDOC. Doing so would increase overall staffing costs, and risks splitting the program and



diminishing the effectiveness of a unified team of employees. Rather than using third-party staffing subcontractors to meet the State’s goal of promoting diversity, we promote diversity and inclusion within our workforce to the highest extent possible.

Workforce Diversity

Centurion’s top leadership positions in our current medical program partnership with the TDOC includes eight women, three of whom are African American. Centurion’s current employee diversity profile across each of our correctional healthcare programs, and our corporate office, is as follows:

Centurion Employee Diversity Profile

Ethnicity	Percentage
American Indian/Alaskan Native	0.71%
Asian	2.45%
Black or African American	22.39%
Hispanic or Latino	11.71%
Native Hawaiian / Other Pacific Islander	0.26%
Not specified	6.82%
Two or more races	1.41%
White	54.26%
Gender	Percentage
Total Male	21.93%
Total Female	78.07%
Handicap/Disability	Percentage
Handicap/Disabled	2.71%



Centurion’s employee diversity profile compares favorably with Tennessee’s current demographic profile, with fewer than 23% of the State’s population identifying as non-white.

Corporately, we currently have eight women serving in executive management or as senior level officials with Centurion. In addition, 39 women are first-level or mid-level managers within our leadership teams. All told, our leadership teams are led by women 60% of the time.

Centurion Leadership

