



American
Heart
Association.



ENVIRONMENTAL, SOCIAL AND GOVERNANCE REPORT

**BUILDING A WORLD OF LIFESAVERS
AND BETTER HEALTH FOR ALL**

2022-23

CONTENTS

LETTER FROM OUR CEO 3

PURPOSE 4

PEOPLE 5

PROSPERITY 10

PLANET 13

DETAILED REPORT 16





FROM THE CHIEF EXECUTIVE OFFICER

Our work at the American Heart Association is always evolving.

This Environmental, Social and Governance Report details how we're affecting the world in which we live, the communities where we work and the way we conduct the business that improves and saves lives.

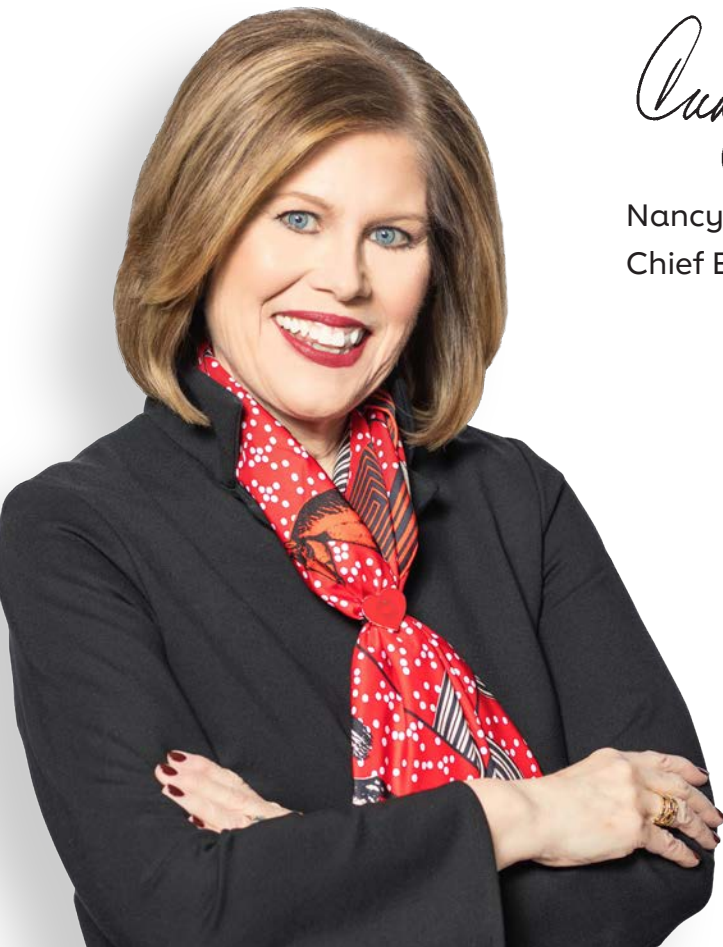
Everything we do, big and small, contributes to our mission to be a relentless force for a world of longer, healthier lives for all.

While we're always striving to improve, I'm proud to say our work reflects our mission. I hope, as you read this report, you'll agree. We look forward to continuing these critical efforts in the years to come.

Sincerely,

A handwritten signature in black ink that reads "Nancy A. Brown".

Nancy A. Brown
Chief Executive Officer



PURPOSE

The American Heart Association is a volunteer-led health organization that has been saving and improving lives for nearly a century by funding scientific research, working with communities, advocating for public health policies and much more.

Our mission is to be a relentless force for a world of longer, healthier lives — which is crucial because heart disease and stroke are the world’s leading causes of death. We serve our mission by working toward an organization-wide Impact Goal:

Every person deserves the opportunity for a full, healthy life. As champions for health equity, by 2024, the American Heart Association will advance cardiovascular health for all, including identifying and removing barriers to health care access and quality.

This goal frames all our work. Because of the depths of health inequities driven by negative social factors, rural health challenges and the damages of structural racism, we’ve committed to 10 urgent, bold actions.

Our **10 Commitments** are designed to remove barriers to health equity in all areas of our work, including our own workplace.

As a transparent and ethical organization, we hold ourselves accountable to eight Guiding Values:



Bringing Science to Life



Improving & Extending People’s Lives



Building Powerful Partnerships



Speaking With a Trustworthy Voice



Inspiring Passionate Commitment



Making an Extraordinary Impact



Meeting People Where They Are



Ensuring Equitable Health for All



BUILDING A DIVERSE AND INCLUSIVE WORKFORCE

It starts with ensuring a diverse, equitable and inclusive workplace that promotes health and well-being for our employees — and for employees at organizations around the country. Plenty of research shows the health impacts of structural racism, microaggressions and everyday difficulties in “not seeing yourself” at the workplace.

We are committed to ensuring our workforce, workplace and mission have a shared impact across America’s diverse populations and are intentional

OUR COMMITMENT

INCREASING the diversity of our workforce, including leadership. We are committed to filling at least one-third of hires with diverse people. We will mitigate bias in the recruitment, development, advancement and retention of diverse colleagues by providing ongoing learning and development experiences, leveraging our behavioral and integrated interviewing system, incorporating industry leading platforms and working with diverse alliance partners.

in leveraging diversity, equity and inclusion. This is integral to the success of our organization and evolving our culture as we make bold steps in celebrating our 100-year anniversary in 2024. We're committed to creating a welcoming environment that fosters diversity, encourages understanding and values the inclusion of people from various backgrounds and life experiences.

Everything we do revolves around people. This encompasses our volunteers, staff, donors and communities. We are a trusted partner, convener and contributor working toward equitable health and well-being for all.

PROGRESS

In the 2022-23 fiscal year, 47% of the people we placed in newly filled positions were diverse. And 38% of newly filled positions among senior managers were filled by diverse candidates.



We accomplished those results through a multifaceted approach, including stronger recruiting and training, sourcing techniques, outreach and processes. At the end of the fiscal year, 39% of our staff were diverse, including 30% of managers. We view staff diversity through the lens of race and ethnicity, veteran status, people with disabilities, and LGBTQ+ people. In terms of gender, more than three-quarters of our staff members are women.

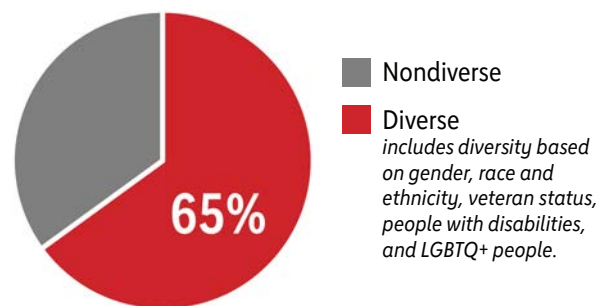
Our objective is to achieve at least 30% diversity in our workforce.

In the 2022-23 fiscal year, we were recognized by DiversityInc in three categories, made the Forbes list of America's Best Midsize Employers and were honored as a National Organization on Disability (NOD) Leading Employer.

"Courageous Conversations," an interactive educational series for all staff, continues, with more than 100 sessions completed since launching, as does training on health equity and structural racism.

We're committed to an AHA board of directors that's representative of all our communities.

NATIONAL BOARD DIVERSITY

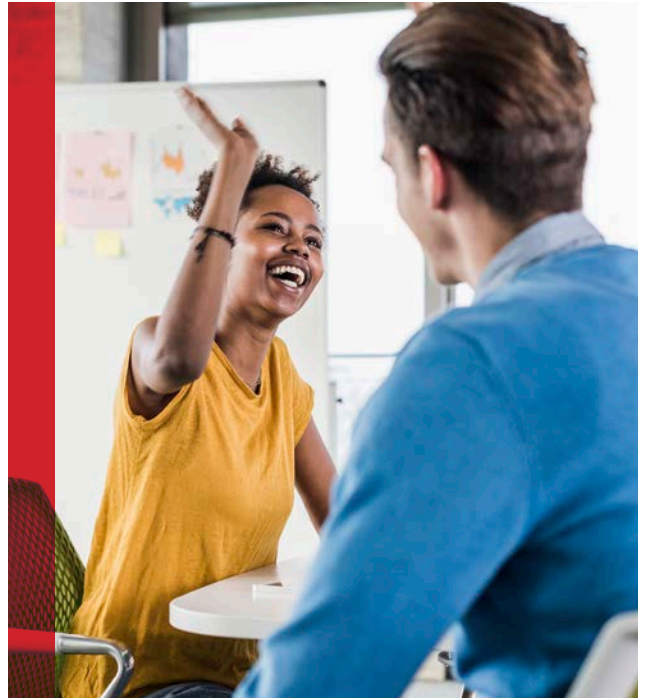


PROMOTING EMPLOYEE HEALTH AND WELL-BEING

The events of the past three-plus years have emphasized that health is everyone’s business. We’re helping lead the way in improving employee health and well-being equitably, both as an employer and by convening and empowering others.

We encourage businesses to participate in our [Workforce Well-being Scorecard™](#), which measures an organization’s culture of health and well-being based on scientific and industry best practices. The scorecard, which recognizes organizations from “Bronze” to “Platinum,” also includes best practices that address health promotion and wellness, paid family and medical leave, health insurance, equity, diversity, financial literacy, pay practices, physical environment, and community involvement.

We achieved our objective of “Platinum” status on the Workforce Well-being Scorecard.



In 2022, more than 380 companies participated in the Scorecard with a total employee reach of 3.1 million.

Another one of our 10 Commitments also reinforces workplace health and well-being:

OUR COMMITMENT

COLLABORATING with our CEO Roundtable to implement a road map, conceptual framework and related tools for employers to identify and dismantle practices and policies in the workplace that contribute to structural racism and health inequities, all based on the AHA Presidential Advisory Call to Action: Structural Racism as a Fundamental Driver of Health Disparities.

PROGRESS

The AHA CEO Roundtable comprises nearly 50 CEOs representing many of the world's leading employers. Member CEOs are unwaveringly dedicated to advancing employee health and fostering equitable health for all. Building on the 2021 [Driving Health Equity in the Workforce](#) report, member companies share their insights, feedback and narratives as they pursue health equity.

A three-year collaboration with the Deloitte Health Equity Institute and the Society for Human Resource Management (SHRM) Foundation on our Health Equity in the Workforce Initiative combines insights from diverse business leaders and the latest science to develop guidance and tools to help advance health equity in the workplace. The CEO Roundtable provides steadfast support in testing and scaling the solutions that arise from this powerful collaboration and amplifying their effect.



At the American Heart Association, the message is loud and clear from the very top of the organization: We support our employees' health journeys, whether through structured programs, resources or simply checking in to see how people are doing. In short, health and well-being are part of the fabric of our work culture.

On the world stage, we committed to the World Economic Forum's Zero Health Gap Pledge to advance health equity globally. Closer to home, we're promoting CPR training and AED access in the workplace through the Heartsaver Card program, which teaches people basic life support skills. More than 2.9 million Heartsaver Cards were issued in the 2022-23 fiscal year.

For our own employees, a new Tuition Assistance Program, which covers 100% of tuition costs for some degree programs, has been a success, with 142 participants. And the next generation of AHA employees is developed through our Interns of Impact program, which provides college students work experience in a nonprofit, voluntary health organization. In the 2022-2023 fiscal year, we had 168 interns participate in our program.

We have so many offerings and resources for every aspect of health that we created the Championing Your Well-Being Guide. The Guide includes links and contact information about physical, social and financial well-being, as well as work-life balance. Here is a brief look at some of those resources:



In terms of **physical well-being**, we offer several ways employees can make simple changes, set smart goals and stay on target. One program provides ways for employees to earn rewards and incentives for completing healthy actions. Other offerings include one-on-one coaching, fitness plans and digital self-management programs.



Social well-being opportunities include helping staff give back with one day of paid time off annually to connect with their communities, and offering staff options for social interaction, camaraderie, and personal growth through Employee Resource Groups.



For **financial well-being**, we offer retirement plan benefits for all staff members, including employer contributions that increase based on tenure, matching contributions and free “financial wellness checkups.”

Mental well-being is equally important. Staff members can connect with a certified counselor virtually and confidentially, even on evenings and weekends.



We offer **work-life balance** resources such as paid family leave — to provide new parents bonding time and to give employees the flexibility to care for ill family members — and a generous paid time off benefit, including observed holidays each calendar year. We also offer flexible work arrangements, when possible, as an alternative to traditional work schedules.



RESEARCH INVESTMENT

Funding research is a cornerstone of our lifesaving mission. We're the largest not-for-profit funding source for cardiovascular and cerebrovascular research next to the federal government.

While some may view this work solely as medical science, we've learned that societal factors are at work well beyond the lab and hospital. Social factors, structural racism and health challenges in rural areas take a heavy toll on a person's health.

In 2020, an [American Heart Association Presidential Advisory](#) called for science-based solutions to structural racism, a fundamental driver of health disparities in the United States. And the very first of our 10 Commitments is making significant changes in what we research and who does that research.

OUR COMMITMENT

INVESTING \$100 million in new research programs and grants focused on science-based solutions to health inequities and structural racism. We also will expand diversity-research opportunities for underrepresented racial and ethnic groups in science and medicine through grant funding, STEM programs, and our HBCU and EmPOWERED to Serve Scholars programs.

PROGRESS

We've already exceeded the \$100 million goal, two years early. To date, our total investment in new research programs, grants and support focused on health inequities is \$166 million. That includes \$20 million for research to address disparities [in rural areas](#), where people are 40% more likely to develop heart disease and 30% more likely to have a stroke.

Aligned with our commitment to addressing inequities, our [Research Supplement to Promote Diversity in Science](#) is a mechanism for American Heart Association grant holders to support fellows from underrepresented groups in science. In its first three years, the program supported 63 trainees with a total of more than \$6.8 million.

COMMUNITY INVESTMENT

We're putting our money where our mission is and investing millions of dollars to deconstruct barriers to equitable health in communities around the country.

In short, we are providing funding to drive change. Specifically, we're making investments to address significant barriers to health equity through our Social Impact Funds, our community issues campaigns, including Voices for Healthy Kids and other community initiatives.

The money we raise and invest goes to organizations or individuals working to improve health in their own communities — which they understand best. So far, we've deployed more than \$17 million through our Social Impact Funds to 113 social enterprises, which has helped drive \$265 million in new revenue and investments for under-resourced communities — a return on our funding of more than 15 times. Since inception, we've raised more than \$46 million through our Social Impact Funds, including the Bernard J. Tyson Impact Fund.

OUR COMMITMENT

INVESTING in community-led solutions to address health inequity and structural racism. Specifically, we will raise and invest at least \$100 million to address the barriers to health equity at the community level through our Social Impact Fund, the Bernard J. Tyson Impact Fund and our community issues campaigns, including Voices for Healthy Kids.

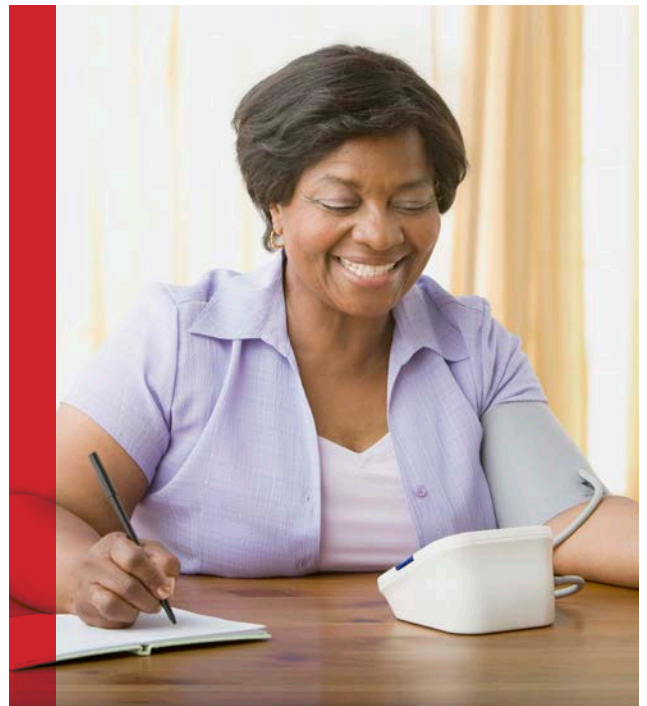
Organizations funded by our Social Impact Funds since 2019 are having an extraordinary impact:

- Our investments have positively impacted the well-being of more than 2 million people across the nation, across our social determinants of health pillars.
- More than 1 million people have access to health care services through innovative approaches to health care.
- More than \$12 million worth of fresh produce and healthy meals were purchased in communities with food and nutrition insecurity.
- Several thousand people gained access to stable housing, got jobs or improved educational outcomes, leading to economic resilience and poverty reduction.

With support from several funders, [Voices for Healthy Kids](#) amplifies the needs and solutions of community leaders in pursuit of equitable health. Voices for Healthy Kids funded dozens of community-based organizations and supported 52 successful public health campaigns affecting more than 104 million people across the country in fiscal year 2022-23.

In addition to direct investments, we're working to reduce social inequities in communities across the country by addressing issues such as blood pressure, tobacco and nutrition security at schools, work sites and clinics.

For example, AHA's National Hypertension Control Initiative aims to reduce [high blood pressure](#), a major risk factor for heart disease and stroke, by working with community health centers and other organizations to promote equitable blood pressure control. With a multiyear investment of \$32 million and a focus on blood pressure control among Black, Hispanic and Indigenous people, the initiative is part of a multipronged pledge to address health disparities.



PLANET

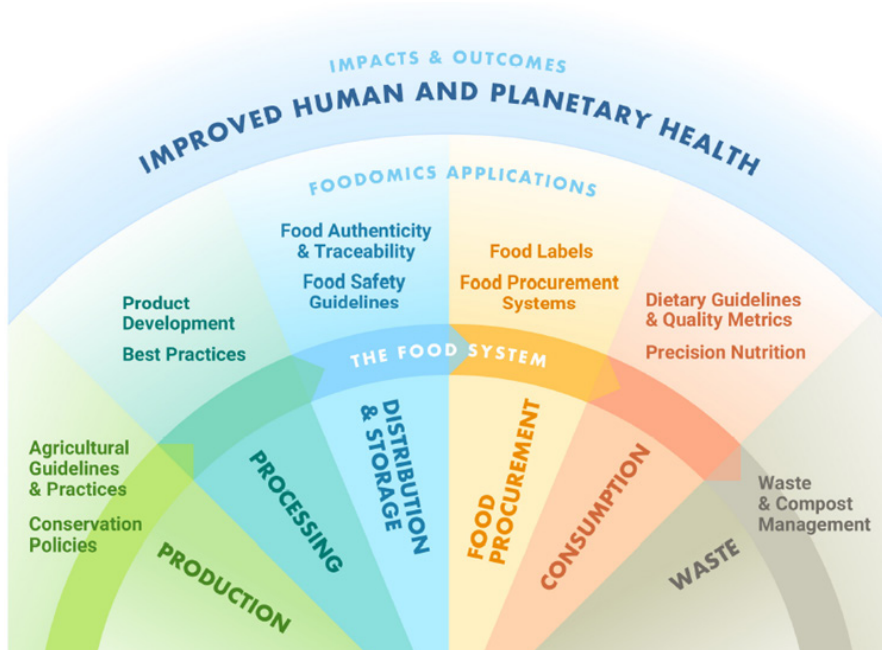
We're working to improve the health of the planet and the whole person, building upon a foundation in science and convening experts to effect change.

HEALTHY FOODS NOW AND IN THE FUTURE

Food is among society's — and our planet's — most pressing challenges and opportunities. We need to transform food systems through equity-focused, data-driven innovations to build healthier communities that are less vulnerable to food system disruptions.

Our Periodic Table of Food Initiative is a science-based approach to providing tools, data and training to ensure equitable access to healthy foods. Using a sustainable food systems approach and the latest technology, PTFI is uncovering what's in food, how





We can apply robust food composition data to drive change across the food system, from evidence-based agricultural practices to more specific dietary guidance, to enhance human and planetary health.

this varies across the food system and the health implications. We are enabling an ecosystem of partners to populate an open-access database representing the world’s food supply.

PROGRESS

PTFI surged ahead on a number of fronts in fiscal year 2022-23. Seven Centers of Excellence were contracted to establish the initial network of PTFI centers. Scientific outreach included publication of an article, five presentations at conferences, and a new webinar series that included a virtual stakeholder event.

We also annually convene the [Foodscape Innovation™ Summit](#). We bring together leaders from across the food system — from field to fork — to explore collaborative solutions. Learnings from the summit inform data-driven, cross-sector, coordinated action for the health of people and planet.



AIR QUALITY

The World Health Organization estimates that nearly 99% of the world's population is exposed to ambient and household air pollution that exceeds air quality limits and accounts for up to 6.7 million deaths annually and the loss of 147 million healthy life years.

We're working to protect people and the planet from the effects of smoking and vaping. Our Tobacco Centers of Regulatory Science are studying the release of carcinogens into the environment due to the compounds in cigarettes and vaping devices. In addition, access to clean indoor air is a key driver of health. For decades, we've joined with partners to help pass comprehensive smoke-free laws that now help protect 66.8% of the U.S. population from secondhand smoke.



Recent research found that deaths and disability from cardiovascular disease linked to ambient air pollution rose by about a third worldwide between 1990 and 2019. This and other studies have demonstrated that particulate air matter is a driver of health inequities. We're committed to advancing the science of air quality and its relationship to healthier people and a healthier planet.

By the nature of our work, we don't have a large environmental footprint. To minimize our impact on the environment, we continue to take many proactive steps such as:



To reduce energy consumption, we've added motion-sensor lighting.



To reduce emissions, we offer public transportation assistance, flexible work arrangements, and virtual events and meetings where appropriate.



To reduce waste, we provide water bottle fountains and recycling collection, including our National Technology Recycling Program.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE DETAILED REPORT

THEME	METRIC	RESPONSE
PURPOSE AND GOVERNANCE		
Governing Purpose	The organization's stated purpose, as the expression of the means by which an organization proposes solutions to economic, environmental and social issues. This purpose should create value for all stakeholders.	The AHA is a mission -driven organization, rooted in our Guiding Values, and driving toward our 2024 Goal and 10 Commitments. (see p. 4 and 10 Commitments Impact Report)
Quality of Governing Body	Composition of the highest governance body by diversity.	The AHA is committed to volunteer leadership that is representative of all our communities. This includes diversity based on gender, race and ethnicity, veteran status, people with disabilities, and LGBTQ+ people. The National Board is always striving to include all communities. (see p. 6)
Stakeholder Engagement	A summary of the topics that are material to key stakeholders and the organization, how the topics were identified and how the stakeholders were engaged.	The AHA serves a broad range of stakeholders, including patients, health care professionals, researchers, business and nongovernmental organization leaders, government officials, donors, volunteers, advocates, community members, and many more. We regularly assess the topics most material to them in various ways such as Scientific Councils, community health needs assessments, surveys and other forms of listening. Pages 4-15 of this report summarize those topics and the AHA's response.
Ethical Behavior	A description of internal and external mechanisms for seeking advice about ethical and lawful behavior and organizational integrity and reporting concerns about unethical or unlawful behavior and lack of organizational integrity.	<ul style="list-style-type: none"> • All staff are required to abide by the AHA's ethics and conflict of interest policies. • All staff and volunteers are provided a third-party ethics hotline for anonymous reporting. All reports are fully investigated, mitigated and reported to the AHA's Ethics Officer. • All staff are required to complete workplace harassment prevention training. • All staff engaged in the AHA's international relationships are required to complete global anti-bribery/anti-corruption training. • All suppliers are required to abide by the AHA's Supplier Code of Conduct.
Risk and Opportunity Oversight	Process to clearly identify the principal material risks and opportunities facing the organization.	<ul style="list-style-type: none"> • Compliance and Risk Management — The AHA is committed to a culture of compliance and risk management. In conducting the business of the AHA, checks and balances guide staff through appropriate decision-making and risk mitigation. AHA's corporate relationships are vetted by volunteers on the Corporate Relations Review Committee commissioned by the AHA Board of Directors. • Cybersecurity and Data Stewardship — Data privacy and security is a priority for the AHA. Leadership is committed to mitigating cybersecurity risk and addressing changes in regulations and compliance requirements. All new technology project requests and third-party contracts are vetted to ensure controlled data stewardship and cybersecurity.

THEME	METRIC	RESPONSE
PEOPLE		
Diversity, Equity and Inclusion	Total percentage of diverse staff and managers at the end of the reporting period.	<p>OBJECTIVE: 30% diversity for all staff and managers</p> <p>The AHA is committed to improving diversity, equity and inclusion through policies and practices in place to attract and retain a diversity of people. In the 2022-23 fiscal year, our objective was to achieve at least 30% diversity among all staff and managers. This includes diversity based on race and ethnicity, veteran status, people with disabilities, and LGBTQ+ people. By the end of the 2022-23 fiscal year, we exceeded that objective, with 39% diversity overall and 30% diversity among managers. In terms of gender, more than half of AHA staff are women. The AHA fosters an inclusive environment through initiatives such as employee resource groups, mentoring and training programs. (see p. 5-6; p. 18, Skills for the Future)</p>
	Total percentage of diverse internal and external hires during the reporting period.	<p>OBJECTIVE: 33% diversity among newly filled positions</p> <p>The AHA's objective is to achieve at least 33% staff diversity in newly filled positions. This includes diversity based on race and ethnicity, veteran status, people with disabilities, and LGBTQ+ people. In the 2022-23 fiscal year, we surpassed this objective, with over 47% of the people in all newly filled positions and 38% in newly filled senior manager positions (Executive Director and Vice President and above positions) being diverse. (see p. 5-6)</p>
	Total number and rate of employee turnover during the reporting period.	<p>OBJECTIVE: Below 20% turnover</p> <p>The AHA strives to be a welcoming employer that retains a diverse and inclusive workforce. We monitor our turnover across several dimensions of diversity and have set an objective to maintain turnover below 20% at the Association level. In the 2022-23 fiscal year, we achieved that objective.</p>
Pay Equality and Living Wage	Policies to ensure all employees receive fair compensation and a living wage.	<p>The AHA is committed to equal pay for equal work.</p> <p>Compensation paid to employees is based upon the AHA-wide salary structure that is consistent for each position relative to its responsibility and authority that is determined to be reasonably competitive with both nonprofit and for-profit peers. All employees make a living wage.</p>
Child and Forced Labor	Policies to prevent child labor and forced labor.	The AHA prohibits the use of child and forced labor through our policies and procedures. Similar requirements apply to our suppliers through our Supplier Code of Conduct.
Health and Well-Being	An explanation of how the organization facilitates employees' access to medical and health care services, and the scope of access provided to employees.	<p>OBJECTIVE: Achieve platinum recognition on the Workforce Well-being Scorecard.</p> <p>Employee health, safety and well-being are important to the AHA and our mission. We encourage businesses to participate in the Workforce Well-being Scorecard that measures the comprehensiveness of a business' culture of health and well-being based on scientific and industry best practices. Organizations are recognized with "Bronze" to "Platinum" achievement levels. In 2022, 382 companies completed the Scorecard, reaching 3.1 million employees.</p> <p>The AHA lives the mission by providing comprehensive health, insurance and wellness benefits to our employees. Furthermore, the AHA provides a variety of well-being programs related to physical, social, mental and work-life balance. The AHA achieved Platinum recognition for 2022. (see p. 7-9)</p>

THEME	METRIC	RESPONSE
<p>Skills for the Future</p>	<p>Hours of training per person that the organization’s employees have undertaken during the reporting period. Additional resources and opportunities provided for professional development.</p>	<p>The AHA is committed to the professional development of all our employees. This includes resources such as:</p> <ul style="list-style-type: none"> • HeartU: an online learning and skills development platform available to all AHA employees. In the 2022-23 fiscal year, staff completed more than 46,000 learning hours, a huge increase through more effective engagement and promotion. • “Courageous Conversations” and other training in structural racism and health equity. More than 30 sessions took place in the 2022-23 fiscal year. • Employee Resource Groups generated participation from 22% of employees. <p>The AHA’s Employee Resource Group program provides professional development of future leaders by giving staff an opportunity to showcase their leadership skills and enhance their problem-solving and management skills.</p>
<p>PROSPERITY</p>		
<p>Economic Contribution</p>	<p>Total revenue and expenses, covering the basic components for the organization’s operations.</p>	<p>For the 2022-23 fiscal year:</p> <p>Total revenue of \$1.2 billion including:</p> <ul style="list-style-type: none"> • Public Support: \$698 million (including \$21 million from government agencies) • Other Revenue: \$514 million <ul style="list-style-type: none"> » Sales of educational materials: \$228 million » Program fees: \$138 million » Investment gains losses, net: \$98 million » Misc. other revenue: \$50 million <p>Total expenses of \$1.1 billion including:</p> <ul style="list-style-type: none"> • Public Health Education: \$336 million • Professional Education/Training: \$301 million • Research: \$190 million • Community Services: \$58 million • Supporting Services: \$187 million <p>Included in the above expenses is \$430 million of salaries, taxes and benefits.</p>
<p>Financial Investment</p>	<p>Total capital expenditures (CapEx) minus depreciation.</p>	<p>Fixed asset capital investments, including those for enterprise strategic technology transformation, totaled \$33 million during the 2022-23 fiscal year. Depreciation and amortization for that same period totaled \$31 million.</p>
<p>Research Investment</p>	<p>Total amount of granted research funding.</p>	<p>OBJECTIVE: \$100 million invested in new research programs and grants focused on science-based solutions to health inequities and structural racism</p> <p>As part of our \$190 million investment in research during the 2022-23 fiscal year, AHA awarded \$168 million in new research grants. This included an investment of \$52 million in new research programs, grants, and support focused on health inequities and structural racism. Since the 2020-21 fiscal year, the AHA has invested a total of \$166 million in new research programs, grants, and support focused on health inequities, surpassing our objective. (see p. 11)</p>

THEME	METRIC	RESPONSE
<p>Community Investment</p>	<p>Total direct investments to equitably improve community health.</p>	<p>OBJECTIVE: Raise and invest \$100 million to address the barriers to health equity at the community level by 2024.</p> <p>To improve community vitality, the AHA has raised and invested \$253.4 million of support over the last three years, exceeding our objective. During the 2022-23 fiscal year, the AHA invested more than \$133.4 million in community-led solutions addressing health inequities and structural racism.</p> <p>This year's total includes \$12 million supporting community-led solutions through the Bernard J. Tyson Impact Fund and the Social Impact Fund combined. Additionally, through generous donors, the AHA contributed \$102 million to support various efforts addressing inequities and structural racism through issue-based campaigns in communities across the United States. As part of the Voices for Healthy Kids initiative, the AHA also secured \$15 million to amplify the needs and solutions of community leaders in pursuit of equitable health.</p> <p>In addition to direct financial contributions, the AHA is working in thousands of schools, work sites and clinics to help address social inequities in communities. For example, the National Hypertension Control Initiative aims to improve blood pressure control and address health disparities in clinics and communities across the country. (see p. 11 and 12)</p>
<p>PLANET</p>		
<p>Healthy Planet and People</p>	<p>Summary of critical research and collaborative activities connecting environmental and population health.</p>	<p>The AHA is working to improve the health of the planet and the whole person, building upon a foundation in science and convening experts to effect change. (see p. 13-15)</p>
<p>Environmental Impact</p>	<p>Responsible use and protection of the natural environment through conservation and sustainable practices.</p> <p>For all relevant greenhouse gases (GHG), report in metric tons of carbon dioxide equivalent (tCO2e) GHG Protocol Scope 1 and Scope 2 emissions. Estimate and report material upstream and downstream (GHG Protocol Scope 3) emissions where appropriate.</p>	<p>The AHA is on a journey to minimize our environmental impact, including comprehensive recycling programs, commuter/transit benefits and facility improvements for more efficient use of energy and water.</p> <p>By the nature of our work, the AHA's contribution to greenhouse gas emissions is limited. Our current GHG emissions are:</p> <ul style="list-style-type: none"> • Scope 1 and 2: Not material. • Scope 3: 4,816 metric tons for the 2022-23 fiscal year as it relates to employee business travel.