



aviso Pfizer
Multicultural
Health Equity
Collective

**DISRUPTING
HEALTH
INEQUITIES**

How Pfizer is Helping
to Improve Health
Equity in Multicultural
Communities

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Pfizer's Equity Value

We believe that every person deserves to be seen, heard, and cared for. This happens when we are inclusive, act with integrity, and reduce healthcare disparities.



About **AVISO**

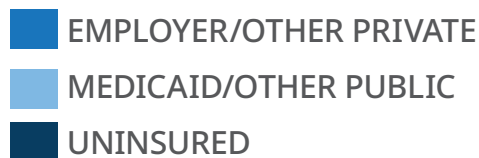
AVISO IS A PUBLICATION OF PFIZER'S MULTICULTURAL HEALTH EQUITY COLLECTIVE (THE COLLECTIVE), a collaborative of Pfizer colleagues and 40 nonprofit partners across the U.S., including community-based organizations, healthcare provider associations, legislative caucuses, and patient advocacy groups. The Collective aims to close gaps in care that affect historically underserved and disregarded communities by addressing drivers of inequitable health outcomes, including systemic racism. Since 2008, AVISO has tracked disparities in healthcare coverage, reported on community needs, highlighted policy issues with an impact on healthcare access, amplified diverse voices on community health concerns, and featured the work of Pfizer partners with a goal of inspiring partnerships to work toward health equity for all.

Collective Action Must be Taken to Improve Health Equity

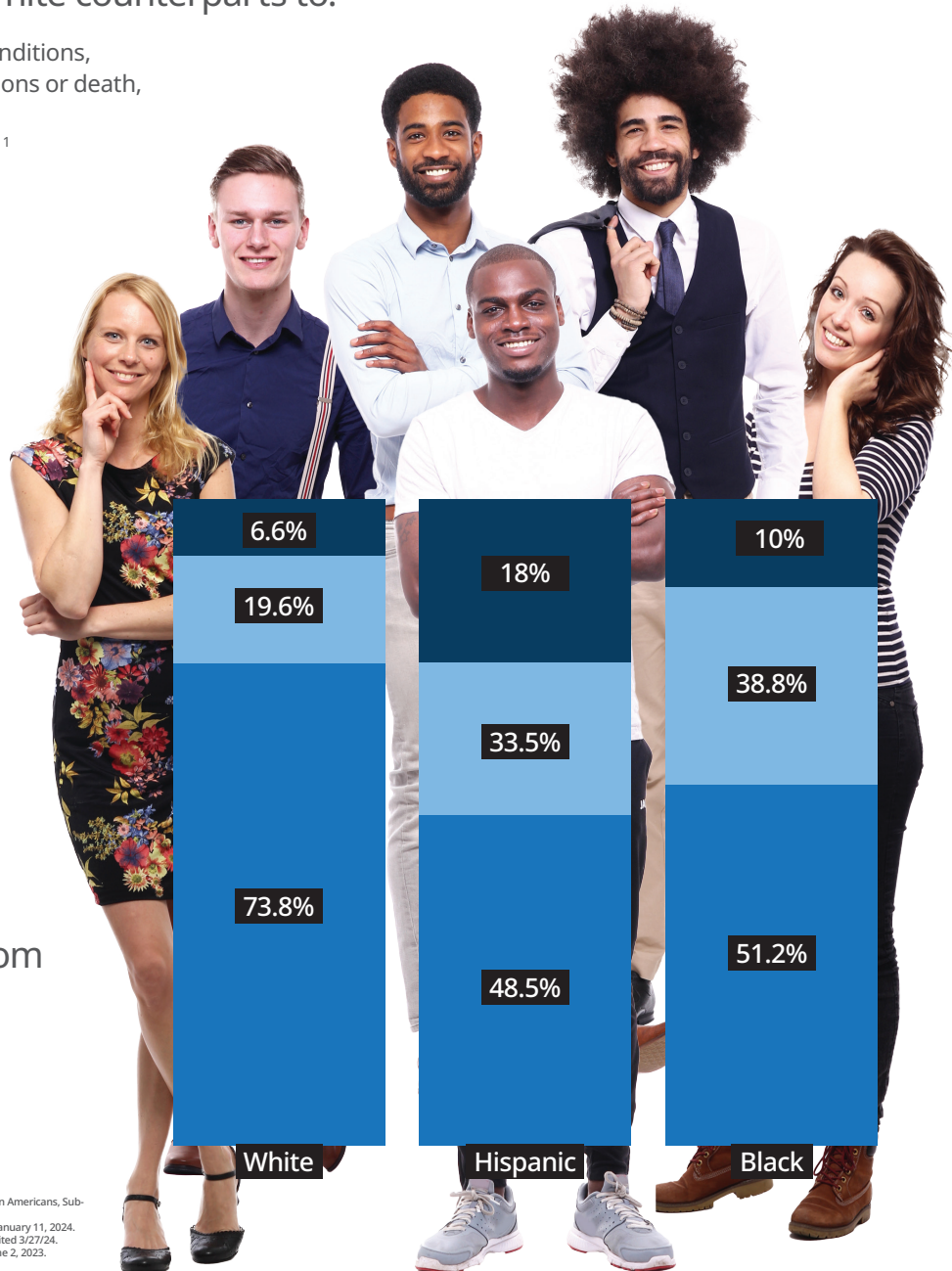
Black and American Indian/Alaskan Native people are more at risk than their Non-Hispanic White counterparts to:

- Die early from treatable and preventable conditions,
- Suffer serious pregnancy-related complications or death,
- Die from heart disease or cancer, and
- Are at greater risk for the onset of diabetes.¹

Health Coverage of Nonelderly Adults by Race and Ethnicity, 2022²



Medicaid is a major source of health insurance coverage for people of color and ensures access as well as protection from medical debt.³

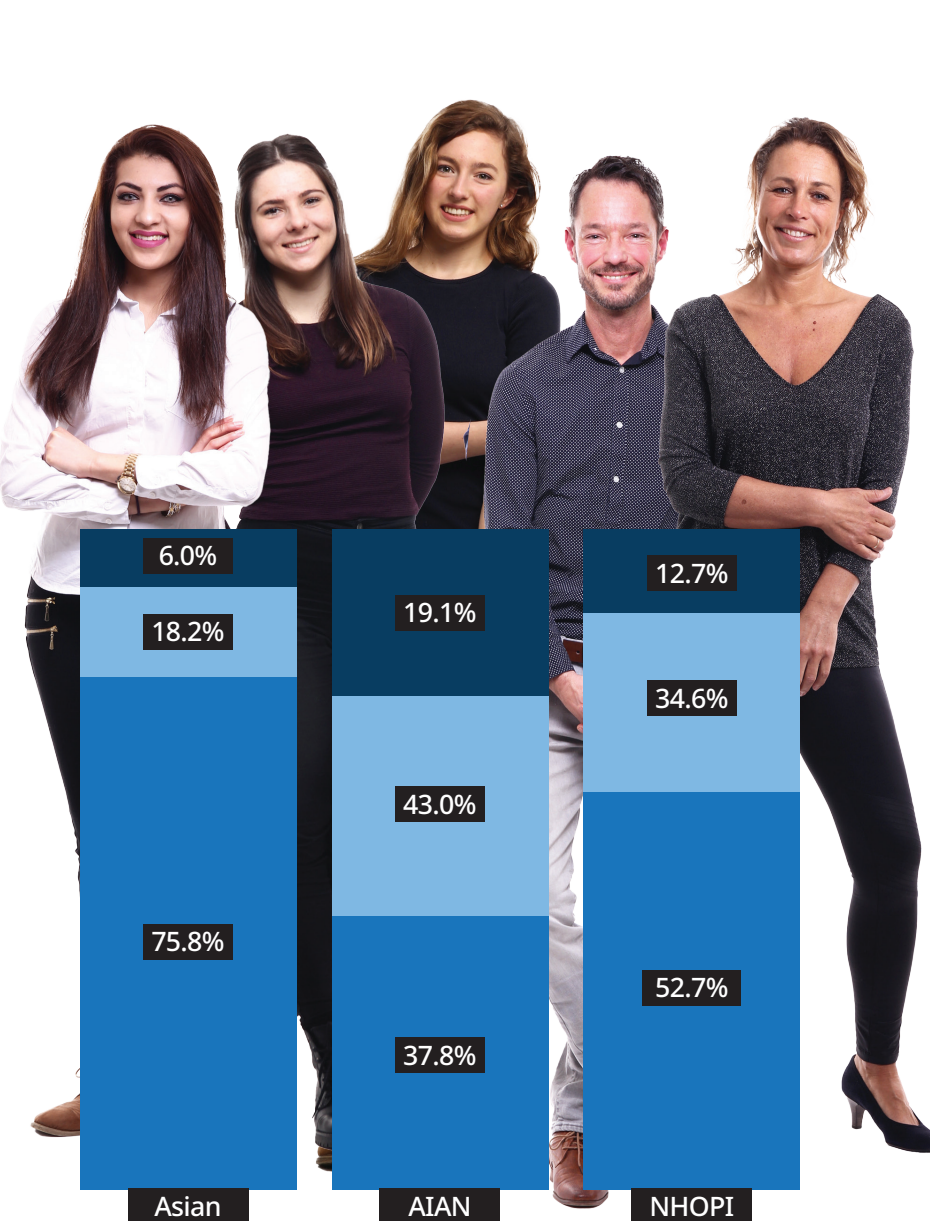


¹ Tisdale III, MPH, MA, LMSW, W. and Early, J. Still striving for the mountaintop: Achieving health equity for African Americans, Substance Abuse and Mental Health Services Administration, February 14, 2024.

² Hill, L., Artiga, S., and Damico, A. Health coverage by Race and Ethnicity, 2010-2022. Kaiser Family Foundation, January 11, 2024. <https://www.kff.org/racial-equity-and-health-policy/issue-brief/health-coverage-by-race-and-ethnicity>. Last visited 3/27/24.

³ Guth, M., Haldar, S., Rudowitz, R., and Artiga, S. Medicaid and racial health equity. Kaiser Family Foundation, June 2, 2023.

“While this mountain may be a difficult one to climb, addressing health equity requires leadership, collaboration, and support for sustainability.”⁴



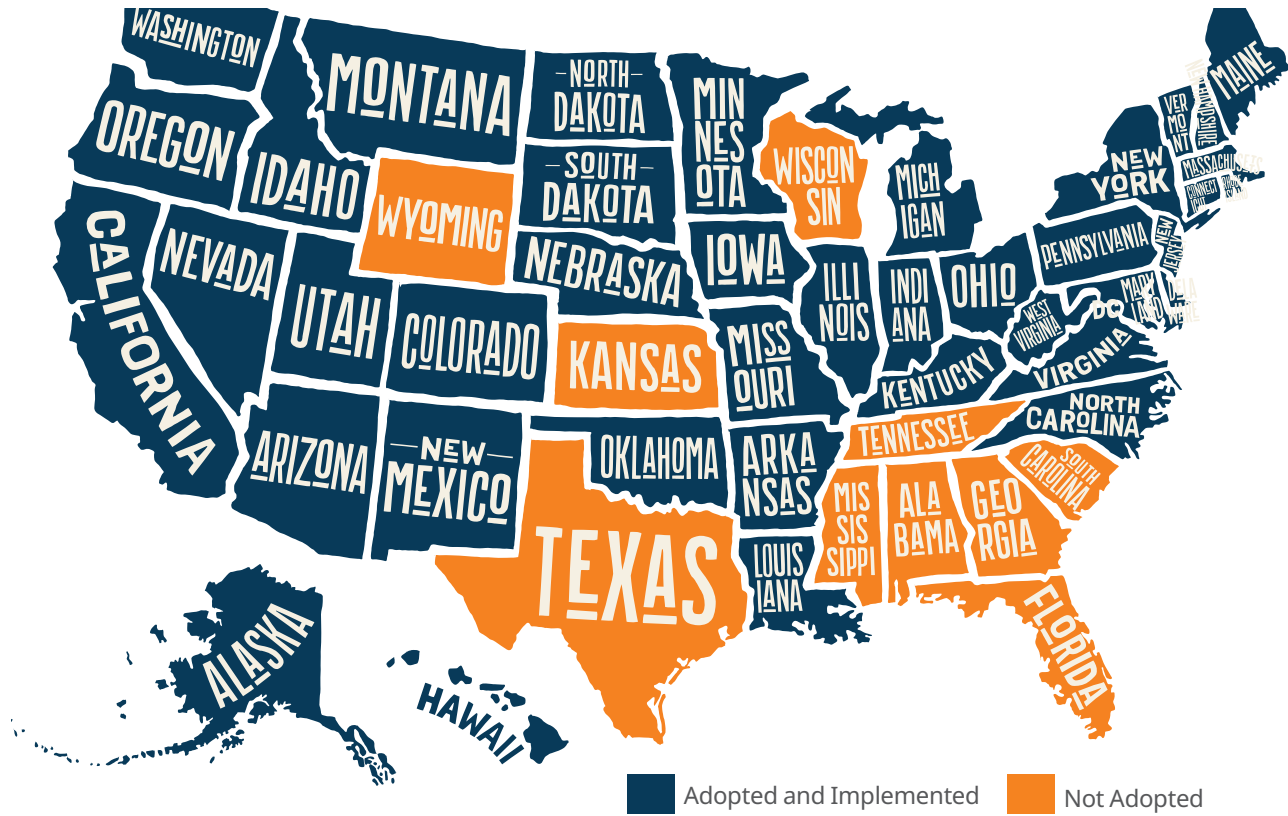
Racial and Ethnic Disparities in Health Insurance Coverage Persist

Despite great gains in insurance coverage since the implementation of the ACA, disparities in coverage persist, with Hispanics and American Indian and Alaskan Natives experiencing rates that are 17 points higher than Whites.



NOTE: Includes individuals ages 0 to 64. Persons of Hispanic origin may be of any race but are categorized as Hispanic for this analysis; other groups are non-Hispanic. AIAN refers to American Indian or Alaska Native. NHOPI refers to Native Hawaiian or Other Pacific Islander. Totals may not sum to 100 percent due to rounding. SOURCE: KFF analysis of 2021 American Community Survey, 1-Year Estimates.

⁴ Tisdale III, MPH, MA, LMSW, W. and Early, J. Still striving for the mountaintop: Achieving health equity for African Americans, Substance Abuse and Mental Health Services Administration, February 14, 2024.



■ Adopted and Implemented ■ Not Adopted

IMPACT OF MEDICAID

Medicaid Expansion and Re-enrollment Are Key to Advancing Health Equity

Medicaid Expansion

The Affordable Care Act expanded Medicaid coverage to nearly all adults with incomes up to 138% of the Federal Poverty Level (\$20,783 for an individual in 2024) and provided states with an enhanced federal matching rate for their expansion populations. Ten years after its implementation, 10 states have yet to adopt Medicaid expansion.⁵

Of the 25.6 million nonelderly people who are uninsured, most are:

- Adults
- In working, low-income families
- People of color
- Live in the South⁶

Uninsured rates for total population and for people living below 100% of the poverty level are 2x higher in non-expansion states than in states that expanded Medicaid⁷

North Carolina
Expanded Medicaid effective December 31, 2023. Over 385,000 people have been newly enrolled in the first three months.⁸

5 Kaiser Family Foundation, February 7, 2024. Status of state Medicaid expansion decisions: Interactive map.
6 Tolbert, J., Drake, P., and Damico, A. Key facts about the uninsured population. Kaiser Family Foundation, December 18, 2023. <https://www.kff.org/uninsured/issue-brief/key-facts-about-the-uninsured-population>. Last visited 3/31/24.
7 Ibid.
8 NC Medicaid Expansion Enrollment Dashboard, March 5, 2024. North Carolina Department of Health and Human Services, NC Medicaid Division of Health Benefits. <https://medicaid.ncdhhs.gov/reports/medicaid-expansion-dashboard>. Last visited 3/29/24.

IMPACT OF MEDICAID

Loss of Medicaid

Puts Children at Risk

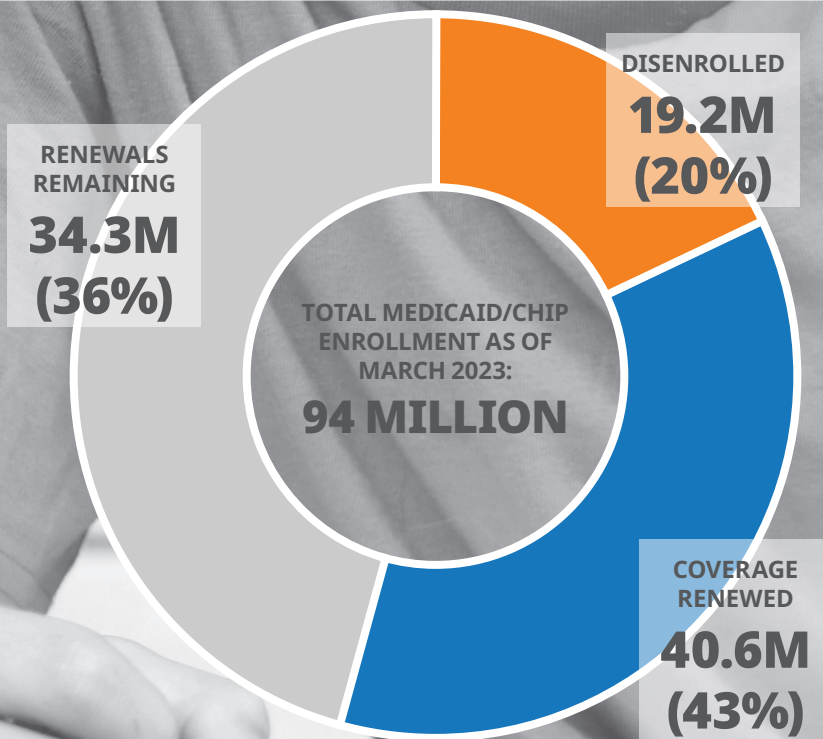
16.9 million people have lost Medicaid coverage since the unwinding of the Medicaid continuous coverage provision.⁹

Children account for nearly 40% of Medicaid disenrollments in the 21 states reporting age breakouts.¹⁰

Hispanic children are most at risk from losing Medicaid coverage following annual renewal.¹¹

As of March 26, 2024, states have reported renewal outcomes for nearly two-thirds of people who were enrolled in Medicaid/CHIP prior to the start of the unwinding.¹²

CUMULATIVE MEDICAID RENEWAL OUTCOMES REPORTED AS A SHARE OF MARCH 2023 MEDICAID/CHIP ENROLLMENT:



NOTE: Based on the most recent state-reported unwinding data available from state websites and CMS reports. Time periods differ by state. Baseline enrollment based on March 2023 Medicaid/CHIP Performance Indicator Data from CMS and excludes enrollees with partial benefits, though states may include partial benefit enrollees in their unwinding data. Some states baseline month for enrollment was in February or April, rather than March 2023. The data source for one state (MA) does not include the number of people renewed at time of reporting. SOURCE: KFF Analysis of State Unwinding Dashboards and Monthly Reports to CMS. CMS Performance Indicator Data (March 2023)

⁹ Kaiser Family Foundation, Medicaid Enrollment and Unwinding Tracker, March 26, 2024.

¹⁰ Ibid

¹¹ Williams, E., Corallo, B., Tolbert, J., Burns, A., and Rudowitz, R. Implications of continuous eligibility policies for children's Medicaid enrollment churn. Kaiser Family Foundation, December 21, 2022.

¹² Kaiser Family Foundation, Medicaid Enrollment and Unwinding Tracker, March 26, 2024.

PRESCRIPTION **ACCESS & EQUITY**

Pfizer
RxPathways[®]

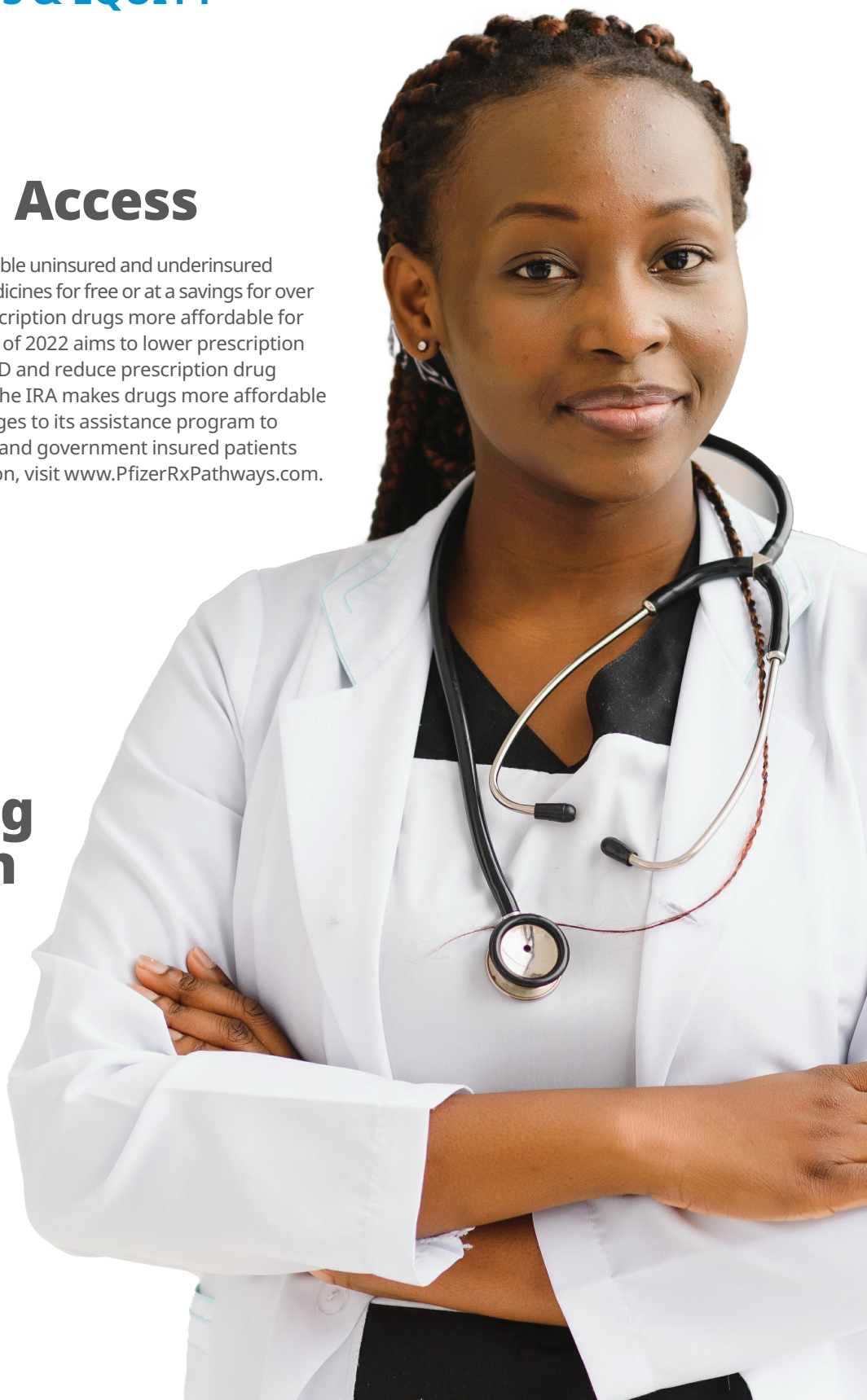
Commitment **to Access**

■ Pfizer has been providing assistance to eligible uninsured and underinsured patients to receive access to many of its medicines for free or at a savings for over 35 years. With a similar goal to make prescription drugs more affordable for those in need, the Inflation Reduction Act of 2022 aims to lower prescription drug costs for people with Medicare Part D and reduce prescription drug spending by the federal government. As the IRA makes drugs more affordable under Medicare Part D, Pfizer made changes to its assistance program to ensure it continues to support uninsured and government insured patients with a financial need. For more information, visit www.PfizerRxPathways.com.

Pfizer **Multicultural** **Health Equity** Collective

Celebrating 10 Years of **Leading** **with Intention** to Eliminate Health Disparities

2024 marks the 10th anniversary of Pfizer's Multicultural Health Equity Collective (the Collective), initiated with a vision to raise the level of multicultural competency and engagement at Pfizer by building strong partnerships with multicultural organizations and connecting Pfizer colleagues across the enterprise to new multicultural opportunities, in order to:



“Staying Power” is the perfect phrase to describe the commitment from Pfizer and the unwavering efforts of the leadership for the Multicultural Health Equity Collective. The realization that addressing and achieving health equity requires stamina and staying power are the pillars held strong by the Collective. Although it’s been 10 years, there is still much work to be done to dismantle the systems that exacerbate disparities. I am so glad that Pfizer and the other members of the Collective have taken the towel in our hands to wipe our brow and not toss it in defeat.

Shonta Chambers, MSW

EVP, Health Equity Initiatives and Community Engagement, Patient Assistance Foundation



- Make Pfizer a healthcare partner of choice,
 - Position Pfizer to grow in ascending multicultural markets, and
 - Help eliminate health disparities among diverse patient populations.
- Together with the Pfizer Multicultural Advisory Council (PMAC), comprised of members drawn from our sustained network of national and community-based partners, we have risen to the challenges and have evolved to confront critical health equity concerns, including systemic racism.

In 2020, faced with the urgent need to ensure diversity in clinical trials for the development of the Pfizer/BioNTech COVID-19 vaccine, we collaborated directly with the Collective members because of the disproportionate impact of the coronavirus on racial and ethnic communities.

The Collective successfully engaged its network of multicultural partners to help make the clinical trials the most diverse in Pfizer’s history. For more information visit: [\(link\)](#) to review Equity Action: The Impact of Community Engagement on Diversity in a COVID-19 Clinical Trial, a white paper published by the Collective.

Racial unrest and greater inequities revealed that year by the murder of George Floyd, inspired the Collective to dig deeper into the systemic barriers to health equity. Focusing on systemic racism in healthcare in particular led to the first Health Equity in Action summit, an innovative multi-sector convening of thought leaders across the healthcare ecosystem. The Summit and resulting Health Equity in Action Guide are the proud work of The Collective and we are dedicated to advancing the initiative toward achieving health equity. We will reconvene with a broader coalition of partners in the fall of 2024, at the second Health Equity in Action summit in Oklahoma City as we take the next steps toward our mutual goal.

Creating a just world where everyone has a fair and equal opportunity to lead a full and healthy life is now clearly within the mission of Pfizer’s Multicultural Health Equity Collective and it is a standard bearer for Pfizer’s commitment to Equity as one of its core values.

“Improving health equity for patients, especially those from racial and ethnic groups that are underresourced and underserved, is a priority for Pfizer. We are committed to working with our multicultural partners to break down systemic barriers and help meet the social needs of patients to eliminate health disparities and achieve that goal. We are proud of the work and impact that our Multicultural Health Equity Collective has had over the last ten years and support its mission to make a difference in the health and wellness of our diverse communities.”

-- Caroline Roan, Senior Vice President,
GLOBAL HEALTH AND SOCIAL IMPACT



HEALTH EQUITY IN ACTION

Standing for Equity

Four years ago, the Collective began an intentional effort to help make a difference in breaking down systemic racism in healthcare to help optimize health outcomes for all. After learning from member insights of four key healthcare provider partner organizations – National Medical Association, National Hispanic Medical Association, National Black Nurses Association, and National Association of Hispanic Nurses – we designed a framework with collaborative partners to address four areas of concern: 1) healthcare facilities and delivery systems, 2) workforce pathways, 3) policy, and 4) research and data. In 2022, together with The Century Foundation, National Association of County and City Health Officials, Morehouse School of Medicine, and National Minority Quality Forum, we convened an innovative multi-sector summit with over 100 thought leaders from around the country to focus on solutions under the umbrella of Health Equity in Action: Optimal Interventions to Systemic Drivers of Racial Health Inequities.

The Summit was the culmination of the first two years of gathering data and understanding the complexities of the endemic issue, yet only the next step in Pfizer's drive to make a difference. Emanating from the Summit was a

group of over 40 volunteers interested in working with the co-conveners of the Summit to document the proceedings and recommendations from the gathering into a usable guide for community activation. The result was An Action Guide to Disrupt Inequitable Health Outcomes, a community-developed tool, providing informative cases, actionable steps, and practical resources for those seeking to drive greater health equity. Published July 2023, the guide has been distributed widely by partners of The Collective, presented at national conferences, and featured in educational webinars for various partner constituencies.

Communities in Action

On January 23, 2024, Pfizer announced the award of over \$2 million to eleven nonprofit organizations to conduct community-driven research, learning, and intervention projects across the country. The program was launched by The Collective and Pfizer's Institute of Translational Equitable Medicine (ITEM) to catalyze innovative, community-based solutions which address systemic drivers of racial and ethnic health disparities. Funded projects are within the four focus areas of the Health Equity in Action framework.



Maternal Health Disparities

- NHPI women are four times more likely than White women to begin receiving prenatal care in the third trimester or to receive no prenatal care at all (19% vs. 5%).¹³
- Over 80% of pregnancy-related deaths are preventable¹⁴
- Maternal deaths in 2021 increased for all racial groups, with the largest increase among American Indian or Alaska Native people. The United States has not seen maternal mortality ratios this high since the 1960s.¹⁵
- Black women are 3X more likely to die from a pregnancy-related cause than White women.¹⁶

“Comprehensive demographic data is critical to effectively addressing healthcare disparities to ensure equitable access to quality care for AA and NHPI populations. Disaggregated data ensures that all communities have voice and visibility. We are proud of our enduring partnership with Pfizer and celebrate our project, Engaging AA and NHPI Communities in Vaccination, to increase vaccination coverage within our communities. By utilizing robust data for targeted outreach, we can meet our communities where they're at and better connect with and build trust for long-lasting change.”

Juliet K. Choi, President & CEO
Asian & Pacific Islander American
Health Forum

Engaging with Community and Collaborating to Improve Maternal Health

Pfizer has joined the growing national movement to help eliminate racial and ethnic inequities in maternal health and improve pre- and post-pregnancy outcomes. The maternal health crisis in the U.S. which causes higher rates of morbidity among birthing people who are Black, Indigenous, rural or are on Medicaid¹⁷, requires active engagement and collaboration from multiple partners who, by working together, can help make a difference and reverse current worsening trends¹⁸. As part of its Communities in Action grants program, Pfizer is supporting The Century Foundation's policy work in this area, aiming to increase access to community-based doula services for Medicaid enrollees in New York State.

Multiple factors contribute to the disparities in maternal health, including discrepancies in quality healthcare, underlying chronic conditions, structural racism, and implicit bias.¹⁹ The Black Maternal Health Momnibus Act of 2021 is a comprehensive bill that

addresses the myriad issues that affect maternal health in the Black community, from investments in social determinants of health and extending WIC (Women, Infants, Children) eligibility to improving data collection processes, growing the perinatal workforce, and promoting maternal vaccinations.²⁰

Recent data from the COVID-19 pandemic revealed that people who are pregnant or were recently pregnant are more likely to get severely ill from COVID-19 compared to people who are not pregnant.²¹ Pfizer is committed to informing, educating, and protecting people who are pregnant from getting very sick from COVID-19, as well as those who may be breastfeeding or planning to have children now or in the future. Due to other existing health disparities and inequities, non-Hispanic Black women have lower COVID-19 vaccination coverage during pregnancy compared to pregnant women from other racial and ethnic groups.²²

Pfizer hopes to help reverse this trend with clear intention, working strategically with external partners, and collaborating with our community partners on activities that can make a difference.

“The United States has the highest maternal mortality rate of any high-income country and significant disparities in outcomes – and the crisis is only worsening...”²³

**-- U.S. House of Representatives
Black Maternal Health Caucus**

¹³ Hill, L, Artiga, S., and Ranji, U. Racial disparities in maternal and infant health: Current status and efforts to address them. Kaiser Family Foundation, November 1, 2022.

¹⁴ Trost, MPH, S., Beauregard, MPH, PhD, J, Chandra, MS, MBA, G., Njie, MPH, F., Berry, MPH, J., Harvey, BS, A., and Goodman, MS, PhD, A. Pregnancy-related deaths: Data from maternal mortality review committees in 36 US states, 2017-12 2019. <https://www.cdc.gov/reproductivehealth/maternal-mortality/erase-mm/data-mmrc.html>. Last visited 2/23/24.

¹⁵ Meadow, MD, MPH, A., Byfield, MS, FNP, R., Bingham, DrPH, RN, D., and Diop, MD, MPH, H. Strategies to promote maternal health equity. The role of perinatal quality collaboratives. *Obstetrics and Gynecology*, October 2023; 142(4): 821-830.

¹⁶ Centers for Disease Control and Prevention. Working together to reduce black maternal mortality. April 23, 2023. <https://www.cdc.gov/healthequity/features/maternal-mortality/index.html>. Last visited 2/23/24.

¹⁷ Meadow, MD, MPH, A., Byfield, MS, FNP, R., Bingham, DrPH, RN, D., and Diop, MD, MPH, H. Strategies to promote maternal health equity. The role of perinatal quality collaboratives. *Obstetrics and Gynecology*, October 2023; 142(4): 821-830.

¹⁸ Ibid

¹⁹ Centers for Disease Control and Prevention. Working together to reduce black maternal mortality. April 23, 2023. <https://www.cdc.gov/healthequity/features/maternal-mortality/index.html>. Last visited 2/23/24.

²⁰ U.S. House of Representatives, Black Maternal Health Caucus, Black Maternal Health Momnibus. <https://blackmaternalhealthcaucus-underwood.house.gov/Momnibus>. Last visited 2/24/24.

²¹ Centers for Disease Control and Prevention, November 3, 2023. COVID-19 vaccines while pregnant or Breastfeeding. <https://www.cdc.gov/coronavirus/2019-ncov/vaccines/recommendations/pregnancy.html>. Last visited 2/24/24.

²² Centers for Disease Control and Prevention. Working together to reduce black maternal mortality. April 23, 2023. <https://www.cdc.gov/healthequity/features/maternal-mortality/index.html>. Last visited 2/23/24.

²³ U.S. House of Representatives, Black Maternal Health Caucus, Black Maternal Health Momnibus. <https://blackmaternalhealthcaucus-underwood.house.gov/Momnibus>. Last visited 2/24/24.



COMMUNITY ENGAGEMENT Partnership and Outreach Highlights

- Participated in over 125 events over two years (2022-2023)
- Engaged and leveraged Pfizer colleague thought leadership on issues focused on:
 - ▶ Policy
 - ▶ Workforce Pathways
 - ▶ Research & Data
 - ▶ Healthcare Facilities and Delivery Systems
 - ▶ Social Determinants of Health
 - ▶ Diversity in Clinical Trials
 - ▶ Access and Advocacy

Pfizer’s community engagement and long-term support of nearly 40 national and community-based organizations across the country through its Multicultural Health Equity Collective, helps drive innovative approaches and solutions toward health equity, healthcare access, and improve health outcomes for diverse communities. The following is a list of our ongoing partners and a few highlights from our work together.

- | | | | |
|---|--|---|--|
| 1. 100 Black Men of America | 12. Asian Pacific American Medical Student Association | 24. National Association of Community Health | 33. National Hispanic Medical Association |
| 2. Arthur Ashe Institute for Urban Health | 13. Asian Pacific Islander American Health Forum | 25. Centers National Association of Hispanic Nurses | 34. National Medical Association |
| 3. African American Mayors Association | 14. Case Management Society of America | 26. National Association of Latino Elected Officials | 35. National Minority Quality Forum |
| 4. Asian American Physicians of Indian Origin | 15. Casting for Recovery | 27. Native Alaskan Native American Indian Nursing Association | 36. National Organization of Black Elected Legislators - Women |
| 5. American Case Management Association | 16. Congressional Hispanic Caucus Institute | 28. National Black Caucus of State Legislators | 37. National Urban League |
| 6. Association of Clinicians for the Underserved | 17. Congressional Hispanic Leadership Institute | 29. National Black Nurses Association | 38. SAGE Services & Advocacy for LGBTQ+ Elders |
| 7. Asian American Federation | 18. Dia de la Mujer Latina | 30. National Congress of American Indians | 39. The Latino Cancer Institute |
| 8. Association of American Indian Physicians | 19. Dominican Women’s Development Center | 31. National Council of Urban Indian Health | 40. UnidosUS |
| 9. Black Health Matters | 20. Familia Unida | 32. National Hispanic Caucus of State Legislators | |
| 10. Comunilife | 21. Health Professionals Advancing LGBTQ+ Equality | | |
| 11. First Ladies Health Initiative Congressional Black Caucus & CBC Health Braintrust | 22. Hispanic Federation | | |
| | 23. National Association of County and City Health Officials | | |

One of the primary barriers to care that LGBTQ+ older people face is a lack of awareness and sensitivity among healthcare and human service providers about the community's unique health concerns. LGBTQ+ elders, like LGBTQ+ people of all ages, too often feel unsupported and unsafe in healthcare settings, leading them to delay or avoid accessing care. This directly results in disproportionate health inequities for our communities. For many years, Pfizer has been a valuable partner in improving this landscape for LGBTQ+ communities and supporting effective programs and policies to improve health equity for marginalized populations, including LGBTQ+ elders.



Hector Vargas (He/Him), Acting Chief National Initiatives Officer
 SAGE, Advocacy & Services for LGBTQ+Elders
 "We refuse to be invisible"



* MEMBERS OF THE PFIZER MULTICULTURAL ADVISORY COUNCIL (PMAC)

COMMUNITY ENGAGEMENT

Arthur Ashe Institute of Urban Health

In response to concerns about healthcare delivery in urban America, Arthur Ashe announced the creation of the Arthur Ashe Institute for Urban Health (AAIUH) in December 1992, two months before his death. The institute aims to address health inequities by focusing on community outreach, education, behavioral change, and improving access to care among vulnerable populations in urban areas. Twenty-five years later, the AAIUH continues to uphold Arthur Ashe's vision. Across 2023, Pfizer supported AAIUH through two initiatives. Firstly, The Collective led a Breast Cancer Webinar as part of the 2022 partnership, providing crucial information on screenings to prevent breast cancer. Secondly, Pfizer introduced the Pfizer Drug Discovery Game to the AAIUH Health Science Academy, a STEM after-school program. This interactive game brought by the Pfizer School of Science aimed to educate and inspire curiosity about the pharmaceutical and healthcare industry, emphasizing diversity in the workforce and the numerous possibilities within the field.



Día de la **Mujer Latina**

Día de la Mujer Latina (DML) aims to improve health outcomes in the underserved Latino community through culturally and linguistically proficient education, early detection screening, and preventive care interventions. Established in 1997 by Venus Gines, a dynamic Latina and breast cancer survivor, DML has gained national recognition for its commitment to eliminating health

disparities. In 2023, Pfizer supported DML's initiatives, contributing to diverse community events, health fiestas, training sessions for promotores, and workshops on vaccine awareness. The organization maintained an active calendar, hosting both in-person and virtual events throughout the year to address various aspects of community well-being and empowerment.



Family **Health Fairs**

The Multicultural Health Equity Collective, working collaboratively with Pfizer's Latino and Black colleague resource groups over the last two years, has presented 8 community health fairs with the Hispanic Federation, and local chapters of the National Black Nurses Association, National Urban League, and Alpha Phi Alpha in New York, NY, St. Louis, MO, Mt. Olive, NC, Dallas, TX, Washington, DC, and

Durham, NC. Thanks to the participation of local healthcare and service providers facilitated by our partners, nearly 6,600 people were served, receiving free screenings, healthcare education, and information about local services. Under the themes "Yo me cuido" for Latinx and "Take Action for Health" for Black communities, the goal of the health fairs are to help build stronger and healthier communities.



