



aviso Pfizer
RxPathways®

A New Look on the Uninsured

and How Pfizer is Helping
to Improve Health Equity in
Multicultural Communities

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What is AVISO?

AVISO is a publication that features the work of Pfizer's Multicultural Health Equity Collective (The Collective, formerly known as the Multicultural Center of Excellence), an initiative led by Pfizer Corporate Affairs that focuses on helping to improve health equity across ethnic groups and other under-represented communities facing significant health disparities. The Collective works in partnership with key groups across the U.S. – including patient advocacy organizations, health care provider associations, community groups, and legislative caucuses – to address health disparities affecting the most vulnerable populations through unique community programming and outreach.* This report provides an overview of Pfizer's work in multicultural communities since 2019. Pfizer has established long-term partnerships with multiple organizations over the last two decades, and we are proud to have sustained and deepened our partnerships with many of them over the last two years during the COVID-19 pandemic through The Collective. Our hope is that the information contained herein contributes to exploring and discovering new opportunities for how we can all work together toward the common goal of health equity for all.

* Other divisions are engaged with different stakeholders to address the health disparities in diseases that we treat and advance diversity, equity and inclusion within our colleague ranks. Information on these efforts can be found on [Pfizer.com](https://www.pfizer.com).

In Pursuit of Health Equity

The COVID-19 pandemic unveiled the reality of health inequities affecting many racial and ethnic groups in the U.S., the conditions that determine health risks and outcomes (the social determinants of health), and the overall impact of these factors on public health. According to the COVID Racial Data Tracker, in cases where race was known, COVID-19 infection rates among people of color were 2.5 times higher and deaths were 1.7 times higher than in white people in 2020¹. While there are many factors that contribute to health inequities, one of the primary ones is having health care coverage, which opens the door to having access to health care.

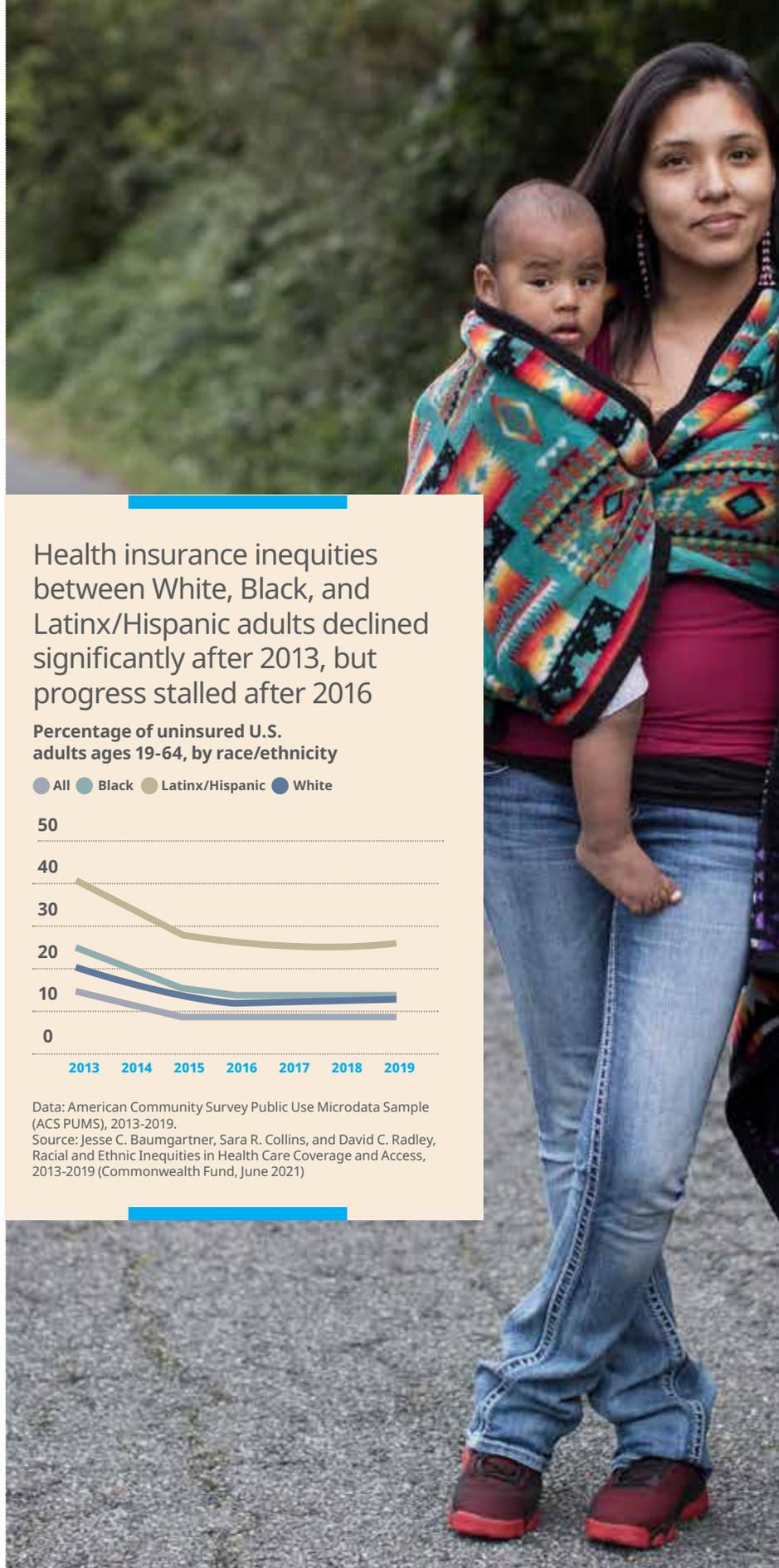
A recent report by The Commonwealth Fund reveals that after years of significant reductions of US racial and ethnic disparities in health insurance coverage after the enactment of the Affordable Care Act (ACA), coverage gains have stalled since 2016.² The report states: “Combined with job and income losses stemming from COVID-19, this interruption in progress has left many people vulnerable to the health and economic risk of lacking comprehensive and affordable insurance during a public health crisis, particularly lower-income residents of the states that have not expanded Medicaid.”³ In fact, “adults in Medicaid expansion states reported better coverage and access rates, narrower disparities between groups, and greater improvements across nearly every measure between 2013-2019.”⁴

1 Goldfarb, A and Rivera, JM. COVID-19 race and ethnicity data: What's changed, and what still needs improvement. The COVID Tracking Project, August 21, 2020. <https://covidtracking.com/analysis-updates/covid-19-race-and-ethnicity-data-whats-changed-and-what-still-needs>. Accessed 11/27/21

2 The Commonwealth Fund. Racial and ethnic inequities in health care coverage and access, 2013-2019. June 9, 2021. <https://www.commonwealthfund.org/publications/issue-briefs/2021/jun/racial-ethnic-inequities-health-care-coverage-access-2013-2019>. Accessed 11/20/21.

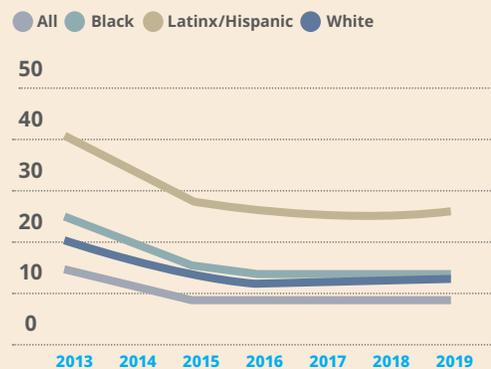
3 Ibid

4 Ibid



Health insurance inequities between White, Black, and Latinx/Hispanic adults declined significantly after 2013, but progress stalled after 2016

Percentage of uninsured U.S. adults ages 19-64, by race/ethnicity



Data: American Community Survey Public Use Microdata Sample (ACS PUMS), 2013-2019.
Source: Jesse C. Baumgartner, Sara R. Collins, and David C. Radley, Racial and Ethnic Inequities in Health Care Coverage and Access, 2013-2019 (Commonwealth Fund, June 2021)

Uninsured Rate by Poverty Status
& Medicaid Expansion of State for
Adults Aged 19-64 in 2020⁵

	Expansion State	Non-Expansion State
Below 100% of poverty	16.7%	38.1%
Between 100% and 399% of poverty	13.8%	23%

Population Group	Uninsured	% Annual Change (2019-2020)
General	8.6%	+0.6%
Hispanic	18.3%	+1.6%
Black	10.4%	+0.8%
Asian	5.9%	-0.3%

The life expectancy of Native Americans in some states is 20 years shorter than the national average.⁶

⁵ Keisler-Starkey, K and Bunch, LN. Health insurance coverage in the United States:2020. Current Population Reports. U.S. Census Bureau, U.S. Department of Commerce. September 2021.

⁶ NPR. Native Americans feel invisible in the U.S. health care system. December 12, 2017. <https://www.npr.org/sections/health-shots/2017/12/12/569910574/native-americans-feel-invisible-in-u-s-health-care-system>

Trends in U.S. Uninsured Population

The uninsured rates for Black and Latinx/Hispanic adults have historically been much higher than white adults, primarily due to the lack of health insurance coverage from their jobs and immigration policies that have prevented insurance options for Latinx/Hispanic families.⁷ This disparity is once again increasing and is exacerbated in Medicaid non-expansion states. The most recent report from the US Census Bureau on health insurance coverage in the United States revealed a 1.6% increase of the uninsured rate among Latinx/Hispanics between 2019 and 2020, and nearly a 1% increase among Blacks/African Americans, while the overall increase was just over a half percent. The uninsured rates are much higher for those living in poverty and those living in Medicaid non-expansion states.⁸

⁷ The Commonwealth Fund. Racial and ethnic inequities in health care coverage and access, 2013-2019. June 9, 2021. <https://www.commonwealthfund.org/publications/issue-briefs/2021/jun/racial-ethnic-inequities-health-care-coverage-access-2013-2019>. Accessed 11/20/21

⁸ Keisler-Starkey, K and Bunch, LN. Health insurance coverage in the United States:2020. Current Population Reports. U.S. Census Bureau, U.S. Department of Commerce. September 2021.

Status of State Action on the

■ Adopted and Implemented ■ Not Adopted

Closing the Medicaid Coverage Gap Seen as a Priority to Achieve Health Equity

While the federal government has provided substantial funding for states to expand Medicaid coverage as provided by the Affordable Care Act, enacted in 2010, and even greater incentives have recently been made available to states through the American Rescue Plan, twelve states have yet to adopt expansion.^{9,10} Consequently, there are over two million adults who remain uninsured in the non-expansion states¹¹ and Blacks and Latinx/Hispanics are disproportionately represented among adults with income below 138% of the Federal Poverty Level (FPL) in those states.¹² As researchers continue to reveal health disparities between expansion and non-expansion states, the closing of the Medicaid gap is viewed as a public health and social justice imperative, one that “would save lives, reduce costs, and help eliminate the racial and ethnic health disparities that have persisted for generations.”¹³

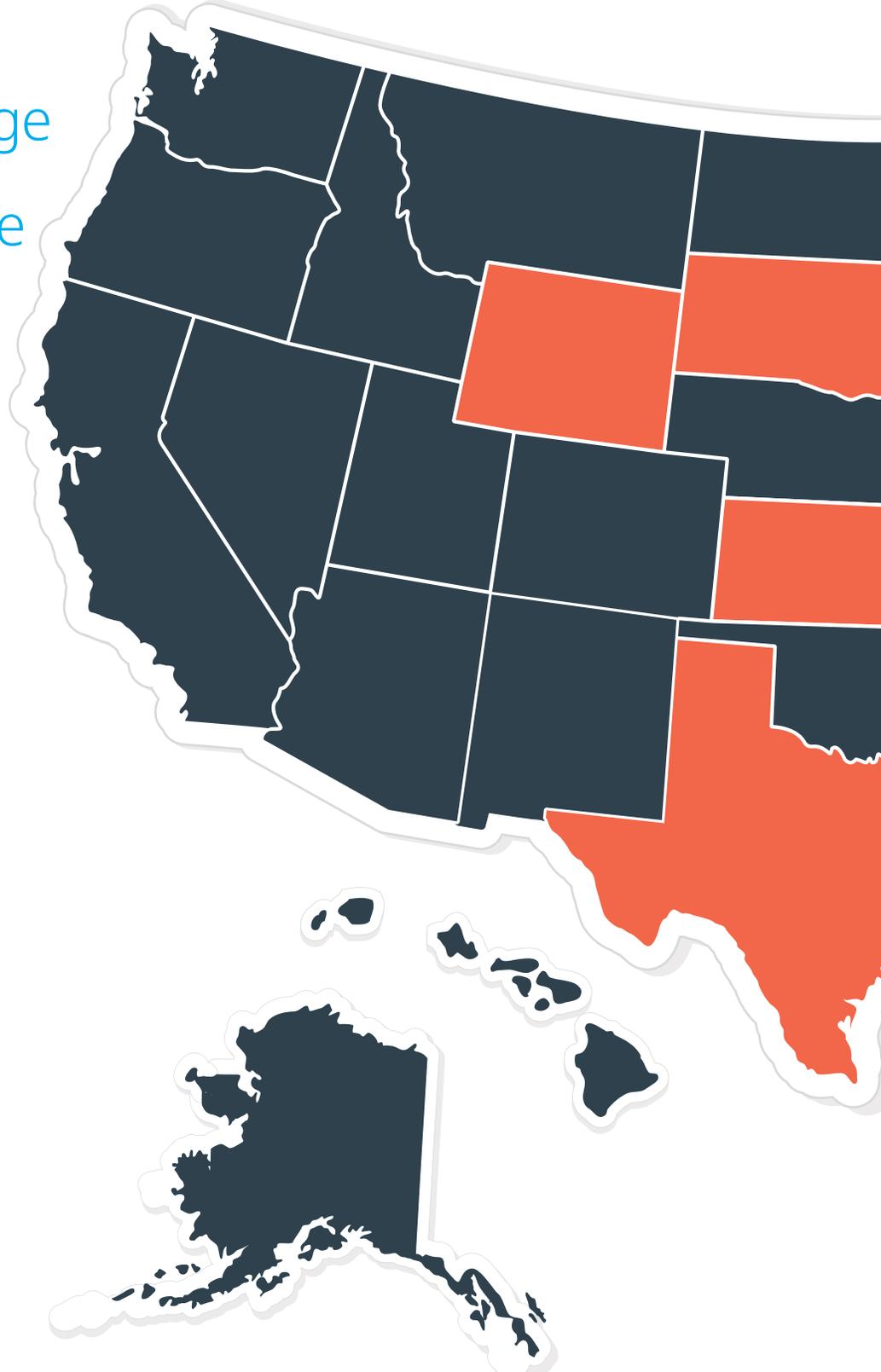
9 Robert Wood Johnson Foundation, Culture of Health Blog. Closing the Medicaid coverage gap is a health, economic, and moral imperative, September 7, 2021. <https://www.rwjf.org/en/blog/2021/09/closing-the-medicaid-coverage-gap-is-a-health-economic-and-moral-imperative.html>. Accessed 11/22/21.

10 The Commonwealth Fund. Racial and ethnic inequities in health care coverage and access, 2013-2019. June 9, 2021. <https://www.commonwealthfund.org/publications/issue-briefs/2021/jun/racial-ethnic-inequities-health-care-coverage-access-2013-2019>. Accessed 11/20/21.

11 Robert Wood Johnson Foundation, Culture of Health Blog. Closing the Medicaid coverage gap is a health, economic, and moral imperative, September 7, 2021. <https://www.rwjf.org/en/blog/2021/09/closing-the-medicaid-coverage-gap-is-a-health-economic-and-moral-imperative.html>. Accessed 11/22/21.

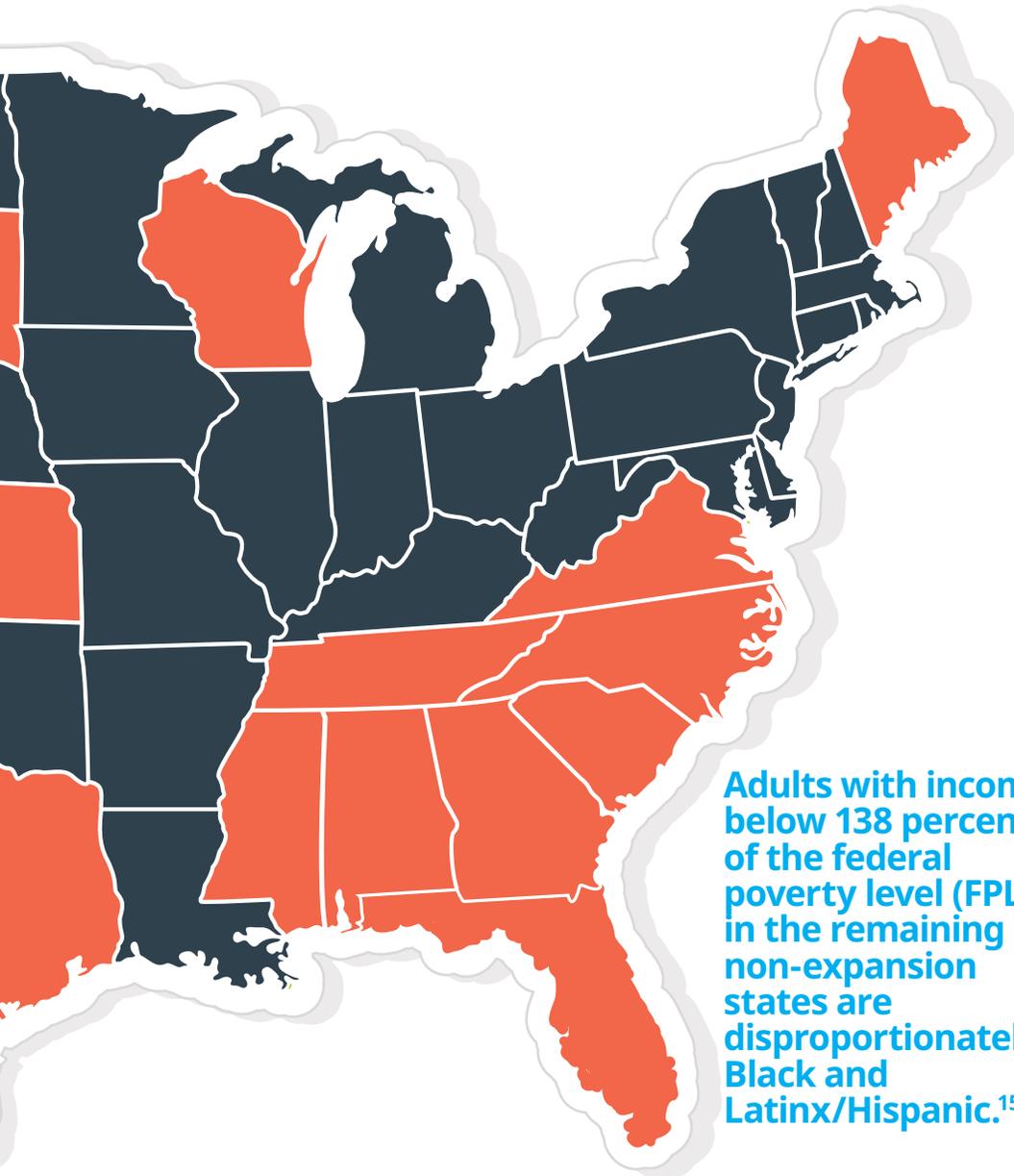
12 The Commonwealth Fund. Racial and ethnic inequities in health care coverage and access, 2013-2019. June 9, 2021. <https://www.commonwealthfund.org/publications/issue-briefs/2021/jun/racial-ethnic-inequities-health-care-coverage-access-2013-2019>. Accessed 11/20/21.

13 Ibid



Medicaid Expansion Decision¹⁴

■ AL ■ FL ■ GA ■ KS ■ MS ■ NC ■ SC ■ SD ■ TN ■ TX ■ WI ■ WY



Adults with income below 138 percent of the federal poverty level (FPL) in the remaining non-expansion states are disproportionately Black and Latinx/Hispanic.¹⁵



Factors that Contribute to Health Outcomes

Social determinants of health are the conditions in which people are born, grow, live, work, and age that shape health.¹⁶

These factors include:

- Socioeconomic status
- Education
- Neighborhood and physical environment
- Employment
- Social support networks
- Food security/insecurity
- Access to health care

Addressing social determinants of health is important for improving health and reducing health disparities.¹⁷

¹⁶ Artiga, S. and Hinton, E. Beyond health care: The role of social determinants in promoting health and health equity. Kaiser Family Foundation, May 10, 2018. <https://www.kff.org/racial-equity-and-health-policy/issue-brief/beyond-health-care-the-role-of-social-determinants-in-promoting-health-and-health-equity/>. Accessed 11/21/21.

¹⁷ Ibid

¹⁴ Kaiser Family Foundation. Status of state Medicaid expansion decisions: Interactive Map. November 19, 2021. <https://www.kff.org/medicaid/issue-brief/status-of-state-medicaid-expansion-decisions-interactive-map/> Accessed 11/20/21

¹⁵ The Commonwealth Fund. Racial and ethnic inequities in health care coverage and access, 2013-2019. June 9, 2021. <https://www.commonwealthfund.org/publications/issue-briefs/2021/jun/racial-ethnic-inequities-health-care-coverage-access-2013-2019>. Accessed 11/20/21.

Commitment and Innovation

Enhance Access to Pfizer Medicines

Continuing Pfizer's 35-year history of providing medicine access support to patients in need, Pfizer RxPathways connects eligible patients to a range of assistance programs that offer insurance support, co-pay help,* and medicines for free or at a savings. In the most recent five-year period where data is available (2016-2020), Pfizer helped more than 1.2 million patients receive over 7.4 million Pfizer prescriptions for free or at a savings.** RxPathways is one way Pfizer demonstrates its commitment to equity by providing eligible patients access to our medicines to help reduce health care disparities.

As the impact of COVID-19 in the US was peaking in 2020, and unemployment projections were estimated at a high of 30% with even higher projections above 40% for African Americans and Latinx/Hispanics,¹⁸ Pfizer RxPathways prepared to facilitate access to its program for those losing their employer-based health insurance. Online enrollment features provided easy access to Pfizer assistance programs for eligible patients and their healthcare providers.

Additionally, disaster relief protocols were activated such as those created to provide access to Pfizer medicines through various distribution channels after the devastation of Hurricane Maria in Puerto Rico.

While federal income assistance and the extension of unemployment benefits helped buffer the impact of these job losses on American families, the recovery will be long-term and especially harder for low-income families. As analyzed by the Center for Budget and Policy Priorities, real incomes fall more quickly for low-relative to higher-income workers in economic downturns, and declines are steepest for low-income workers of color.¹⁹ Predictably, especially given the uncertainty of the future impact of the COVID-19 virus, the long-term economic recovery for people of color, particularly those who are low-income, will be hardest and take the longest. Pfizer is committed to continuing to provide support and access to Pfizer medicines for eligible patients through Pfizer RxPathways.

*Co-pay assistance provided by Pfizer is not health insurance. Terms and conditions apply.

** Data on file. Pfizer Inc. New York, NY

¹⁸ Bernstein J and Jones J. The impact of the COVID 19 recession on the jobs and incomes of persons of color. Center on Budget and Policy Priorities, June 2, 2020.

¹⁹ Ibid



Making it Simpler for Eligible Patients to Access Their Pfizer Medicines

In 2020, Pfizer launched its online enrollment platform, known as Pfizer PAP Connect, which makes it easier for eligible patients and their health care providers to get access to select Pfizer medicines. The online enrollment option can be used for many of the primary care medications available through the Pfizer Patient Assistance Program (PAP), which provides certain Pfizer medicines to eligible insured and uninsured patients through their doctor's office or at home.

As we continue in the COVID-19 pandemic and move toward recovery, we hope that PAP Connect can be a vital tool to help patients enroll in the Pfizer PAP, especially for those who now find themselves uninsured or underinsured due to job loss. With the introduction of Pfizer PAP Connect, eligible new and reenrolling patients along with their doctors, are able to start and complete the enrollment process entirely online, without signing paper applications and making phone calls. For patients without access to computers, digital devices, or the internet, paper applications are still an option.

PAP Connect works in concert with Pfizer RxPathways. For more information and a complete list of Pfizer medicines available for online enrollment, please visit www.PfizerPAPConnect.com.

A Force for Change:

Visionary Co-Leaders of the Multicultural Health Equity Collective

An Interview with Niesha Foster and Melissa Bishop-Murphy

AVISO: How did your path in Pfizer lead you to become the Vice President, Product Access, Global Health & Social Impact at Pfizer, with responsibility for Pfizer RxPathways and the Multicultural Health Equity Collective?

Niesha Foster: My 18+ year career at Pfizer has been about following what interests me most about this organization. Finance, Compliance Operations, Corporate Affairs, and R&D – I have been fortunate to have complex and interesting roles in each of these areas.

I would say two of my roles – Corporate Affairs Lead, Rare Disease and Immunology & Inflammation, and Chief of Staff, Worldwide Research and Development – have best prepared me for this role. Both roles were instrumental in better understanding Pfizer’s pipeline as well as how and when we think about access strategies. The Corporate Affairs Lead role gave me rich experiences in the importance of understanding where and how patients receive their care and information. The combination of both roles provided me with the language of the community and Pfizer to have meaningful conversations with external partners and translate what Pfizer and our partners want into impactful partnership opportunities.

AVISO: Science and policy go hand in hand, but this relationship has its challenges. What was the biggest Health Equity policy barrier you ever faced during your career at Pfizer, and how did you overcome it?

Melissa Bishop-Murphy: Barriers to access to medicines have been and remain the most important health equity policy barriers. These barriers to access have taken various forms over the years including but not limited to insurance barriers such as “fail first” and prior authorization policies, and restrictions imposed on copay assistance programs. We continue to overcome these barriers to access by sustained advocacy with our multicultural partners. Two of our partner organizations are the National Black Caucus of State Legislators and the National Hispanic Caucus of State Legislators. We have been able to educate their legislator members about these access barriers and their disproportionate impact on their constituents. We have been able to garner the support of these organizations through resolutions and model legislation prohibiting or modifying these access barriers in states across the country.

AVISO: Since our last AVISO, the Pfizer Multicultural Center of Excellence (MCoE) has changed its name to the Multicultural Health Equity Collective (The Collective). Take us through the decision-making call to change the name of this initiative, and what has been the impact of this adjustment on the overall initiative and its goals?

NF: For a time at Pfizer, many teams had ‘center of excellence’ in their name. I have found that phrase not to be universally, or sometimes well understood. In 2019, when Pfizer identified four unique values – that is how we go about achieving breakthroughs that change patients’ lives – equity was one of those values. Throughout the seven-year history of the MCoE, we saw the evolution in what we were doing move from being a center of excellence for Pfizer colleagues to engage with the multicultural community to co-creating a path toward health equity for multicultural communities with our external partners. It was a natural evolution.

The word that I spent a lot of time thinking about was “collective.” In studying the word, the definition “shared or assumed by all members of the group” really stuck with me. All the stakeholders in “The Collective” – external advocates, legislators, health professionals, and colleagues alike truly share a passion and purpose around health equity for the multicultural communities. It fits us well.

Sometimes you plan a name change and then other times, you become it. That is who we are.



Niesha Foster, Vice President, Product Access, Global Health and Social Impact (L) and Melissa Bishop-Murphy, Senior Director, National Government Relations and Multicultural Affairs.

AVISO: COVID-19 was, and still is, devastating within multicultural communities across the United States. How did Pfizer leverage The Collective for the development of the Pfizer-BioNTech COVID-19 vaccine once the Emergency Use Authorization (EUA) was issued?

MBM: Pfizer leveraged The Collective as the point of contact and source of information for multicultural groups. The Collective's partner organizations were the points of contact for communities of color to receive culturally appropriate information about the COVID-19 clinical trials. This information included but was not limited to 1) informational sessions on what is Messenger RNA; 2) COVID-19 vaccine's clinical trial process; 3) including minority participation in the clinical trials; 4) COVID-19 vaccine supply chain, includ-

ing storage and access; and 5) development of culturally appropriate materials on vaccine hesitancy.

AVISO: Pfizer RxPathways is a program that has significant impact in underserved communities, improving health equity by providing access to Pfizer medicines at no cost or at a discount for eligible patients. How has this program helped during the COVID-19 pandemic, and will Pfizer remain committed to provide this type of support into the future?

NF: At Pfizer, we believe that all individuals, everywhere, deserve access to quality health care and the opportunity to lead healthy lives. For more than 30 years, Pfizer has been helping eligible patients in the U.S. get access to the Pfizer medicines they need. Today, through Pfizer RxPath-

ways, we help connect patients who are struggling to afford their Pfizer prescription medicines to a range of Pfizer assistance programs.

In 2020, Pfizer helped more than 136,000 patients receive over 850,000 Pfizer prescriptions for free or at savings. In the last five years (2016-2020), Pfizer has helped more than 1.2 million patients receive over 7.4 million Pfizer prescriptions for free or at savings.

During 2020, we introduced an online enrollment option, Pfizer PAP Connect, for many of our most commonly requested primary care medications available through the Pfizer Patient Assistance Program. Now, for certain primary care medicines, eligible new and re-enrolling patients and their Health Care Providers can start and complete the enrollment process online through Pfizer PAP Connect. This service was helpful for those who were not able to visit their physician's office during the pandemic. We will continue this end-to-end online enrollment option for our primary care medicines. To learn more, please go to www.PfizerPAPConnect.com.

AVISO: 2020 and 2021 were years marked by several events that contributed to a sense of urgency for a better understanding and much-needed comprehensive approach to resolving health inequities that affect people of color. How is Pfizer contributing to this movement and in your opinion, what do you think is necessary to achieve success?

MBM: Pfizer has been at the forefront to reduce health inequities among people of color since the creation of the Multicultural Health Equity Collective. The Collective is a commitment by Pfizer to reduce health disparities. We do this by partnering with those organizations who most understand health disparities in communities of color and have the trust of the communities. Most importantly, to achieve success, there must be a sustained commitment of time and resources to efforts that our partners deem are key to reducing health disparities.

Vaccine Equity – Working to Reach Everyone, Everywhere



DIVERSITY IN THE COVID-19 VACCINE CLINICAL TRIAL

Researchers have long recognized the need for more diversity in clinical trial participation and our experience with COVID-19 placed more emphasis on this demand due to the disproportionate impact of the pandemic on people of color. It was critical to collect data that applied to subgroups of ethnic and racial populations that could lead to more informed decisions about safety and efficacy, as well as improve the ability of patients, caregivers, and healthcare providers to make informed decisions about treatment options. Pfizer was proud to work collaboratively with partner organizations of its Multicultural Advisory Council and Multicultural Health Equity Collective to develop strategies, educational materials, and campaigns that helped achieve significant diversity in the Pfizer-BioNTech clinical trial for the COVID-19 vaccine. These efforts supported ongoing work of the clinical trial team, which was similarly focused on strategies to diversify the trial.

Pfizer has made a commitment to

achieving racially and ethnically diverse participation at or above U.S. census or disease prevalence levels (as appropriate) in U.S. trials and is taking decisive steps towards meeting this goal.

PFIZER'S COMMITMENT TO EQUITABLE ACCESS

Pfizer is firmly committed to equitable and affordable access to the Pfizer-BioN-

Tech COVID-19 vaccine to help bring an end to the pandemic for everyone, everywhere.

As of January 2, 2022, 166 countries around the world have received 2.6 billion doses of the Pfizer-BioNTech vaccine,* and we are working to increase that reach as quickly as possible.

Every day, we are working tirelessly with governments and our global health partners to ensure doses reach the arm of even more people.



Participant Diversity

Approximately 42% of overall and 30% of U.S. participants have diverse backgrounds .

Participants	Overall Study	U.S. Only
Asian	5%	6%
Black	10%	10%
Hispanic/Latinx	26%	13%
Native	1.0%	1.3%

49.1% of participants are male and 50.9% are female

PFIZER PLEDGE

At the Global Health Summit in Rome in May 2021, Pfizer pledged to provide 2 billion vaccine doses to low and middle-income countries in 2021 and 2022 – at least 1 billion doses each year. As of November 23, 2021, we were on track to

meet this commitment for 2021 and have delivered more than 741 million doses to 94 of these countries.

MULTIPLE PATHWAYS

As of December 2021, multiple pathways were enabled to ensure the fastest and most efficient ways to get vaccines to countries of all economic levels around the world and to leverage the resources and expertise of partners who can offer support for logistics, financing, and advocacy where they may be needed.

*For progress updates, please visit: <https://www.pfizer.com/science/coronavirus/vaccine/working-to-reach-everyone-everywhere>



ble populations across the world.

PFIZER AND THE MEDICINES PATENT POOL (MPP) SIGN LICENSING AGREEMENT FOR COVID-19 ORAL ANTIVIRAL TREATMENT CANDIDATE TO EXPAND ACCESS IN LOW- AND MIDDLE-INCOME COUNTRIES

Pfizer and the Medicines Patent Pool (MPP), a United Nations-backed public health organization working to increase access to life-saving medicines for low- and middle-income countries, signed a voluntary license agreement for Pfizer's COVID-19 oral antiviral treatment candidate, which has been found to reduce the risk of hospitalization or death from COVID-19 by 89%. Pfizer received Emergency Use Authorization of the novel oral treatment from the FDA on December 22, 2021. The agreement will enable MPP to facilitate additional production and distribution of the investigational antiviral, pending regulatory authorization or approval, by granting sub-licenses to qualified generic medicine manufacturers, with the goal of facilitating greater access to the global population.

Under the terms of the head license agreement between Pfizer and MPP, qualified generic medicine manufacturers worldwide that are granted sub-licenses will be able to supply the new treatment to 95 countries, covering up to approximately 53% of the world's population. Pfizer will not receive royalties on sales in low-income countries and will further waive royalties on sales in all countries covered by the agreement while COVID-19 remains classified as a Public Health Emergency of International Concern by the World Health Organization.

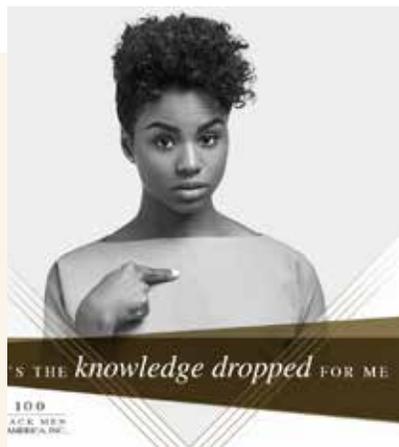
For more information on additional efforts by Pfizer to ensure equitable access to the Pfizer-BioNTech COVID-19 vaccine, please visit: <https://www.pfizer.com>

3B
BILLION DOSES PRODUCED IN 2021

- Direct Supply Agreements – Pfizer has 64 direct supply agreements with country governments to reach more than 140 countries worldwide. More than half of these agreements are with low- and middle-income countries.
- COVAX – Pfizer and BioNTech have an agreement to supply 40 million doses to the COVAX facility. To date, 55 countries have received these doses.
- Government Donations – The U.S. Government has agreed to purchase 1

- billion doses at a not-for-profit price for donation to low- and lower-middle-income countries and Africa through 2022. Since its launch in mid-August 2021, more than 107 million doses have been delivered to 47 countries.
- Humanitarian Aid – In addition to doses already allocated to support refugee populations in Jordan and Lebanon, Pfizer continues to explore additional paths and is providing support to help strengthen health systems for vulnera-

The 100 Black Men of America *forUS* Campaign



Community Engagement to Help Educate Multicultural Communities and Grow Vaccine Confidence

As of November 2021, 69.5% of the total U.S. population had received at least one dose of the COVID-19 vaccine and 59.2% of the total U.S. population have been fully vaccinated.²⁰ These numbers vary, depending on age, location, race, ethnicity, and gender. There are various reasons some may be hesitant in getting the vaccine, including mis/disinformation on the effectiveness and potential side effects of the vaccine.

Since the vaccine became available, Pfizer has partnered with several local and national organizations to bring information on COVID-19 and available vaccines to all, but especially communities of color that have historically been wary of the medical community. Communities of color have endured years of mistrust of the healthcare and scientific community based on discrimination, lack of transparency and in some well-known cases, unethical medical trials and studies conducted without permission.

Because of this mistrust the government, community organizations, and companies like Pfizer, have made tremendous efforts in partnering with groups such as the National Association of Hispanic Nurses (NAHN),

The National Association of County and City Health Officials (NACCHO), the National Black Nurses Association (NBNA), and countless others to bring truthful vaccine information to help empower their communities to make the best choices for themselves and their families. Pfizer has conducted multiple webinars with its Vaccines team, participated in conference panels dedicated to Vaccine Confidence such as with the National Hispanic Medical Association (NHMA), the Congressional Hispanic Caucus Institute (CHCI), and the National Medical Association (NMA) and collaborated with national partners on specific educational and outreach campaigns. Pfizer has also partnered with local grassroots organizations such as Día de la Mujer Latina (DML), helping to train Community Health Workers – promotores – on COVID-19.

These efforts have had positive outcomes and vaccination rates for these communities are on par with those who identify as White and in some cases are higher.²¹ These efforts also helped equip communities with information about the importance of diverse communities participating in clinical trials.



20 Center for Disease Control (CDC). (n.d.). COVID-19 vaccinations in the United States, https://covid.cdc.gov/covid-data-tracker/#vaccinations_vacc-total-admin-rate-total. Accessed November 20, 2021.
21 Ndugga, Hill, Artiga, Halidar. Latest data on COVID-19 vaccinations by race/ethnicity. Kaiser Family Foundation, November 17, 2021. Accessed November 19, 2021, from <https://www.kff.org/coronavirus-covid-19/issue-brief/latest-data-on-covid-19-vaccinations-by-race-ethnicity/>

In response to the COVID-19 pandemic, the 100 Black Men of America launched a social media campaign entitled *forUS*. The campaign, made possible with a grant provided by Pfizer, focused on fostering a sense of trust within the Black community surrounding the COVID-19 vaccines.

The campaign, which ran on Facebook and Instagram during Summer 2021,

highlighted the importance for African Americans to educate themselves and take the vaccines as they became available.

The posts featured black and white photos of African Americans, of all ages and genders, in various scenarios with the tag line “It’s the ____ for me.” Each photo included a word within the tagline (such as safety, brotherhood, etc.) that described how we

can do our part in combatting COVID-19. The various posts then linked to educational information about the vaccines, including how they were researched and produced in order to grow trust among the community. The campaign generated a high level of community engagement across social media.



During the Pfizer clinical trials in the U.S., 10% of the participants were Black or African American, 6% of participants were Asian, and 13% of Pfizer’s trial participants were Hispanic or Latino.²² These numbers were seen as a major factor in helping to assuage the hesitancy in getting vaccinated. Also, Pfizer’s success in achieving such diversity has highlighted how imperative it is to recruit clinical trial participants who represent a broad array of communities as well as those most affected by the disease they aim to address.

Because of this growing need, Pfizer’s Clinical Trial Diversity team has grown and has partnered with several local and national organizations to expand awareness and discuss ways to improve the experience of participants. These efforts are just one of the many that Pfizer has committed to so that they can achieve racial and ethnic diversity participation at or above U.S. census or disease prevalence levels in all of their trials.

²² Pfizer Inc. About our landmark trial. <https://www.pfizer.com/science/coronavirus/vaccine/about-our-landmark-trial>. Accessed January 11, 2022.

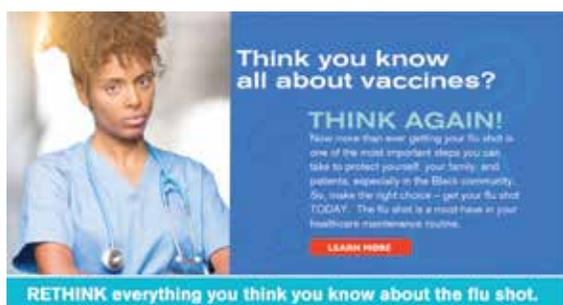


Yo Me Cuido

– A Virtual Health Fair for the Latinx Community

As the COVID-19 virus spread throughout the globe and the world pivoted to virtual platforms for business, education, entertainment, health care, family and social connections, and well, everything under the sun, Pfizer piloted a multimedia health fair to continue its outreach and health education efforts in the Latinx community. Along with Pfizer's Latino Colleague Resource Group, the Pfizer RxPathways team partnered with the Hispanic Federation and La Red Hispana to produce *Yo Me Cuido*, a virtual health fair with radio broadcast elements in three markets – New York, NY, San Francisco, CA, and Tucson, AZ. Launched and broadcast during various day-parts in May 2021, the production featured Latinx health care providers to speak on cancer, COVID-19, and mental health, as well as experts who guided listeners to community resources for free screenings, managing chronic health conditions, and gaining access to medicines through Pfizer RxPathways and other patient assistance programs. Celebrity hosts from La Red Hispana, including the renown Dr. Isabel Gómez Bassols helped to reach and engage thousands of Latinx consumers through radio, Facebook, YouTube, and E-blasts with critical health information in Spanish, addressing an important social determinant of health.





NBNA'S *RETHINK* and *RE:SET* Campaigns

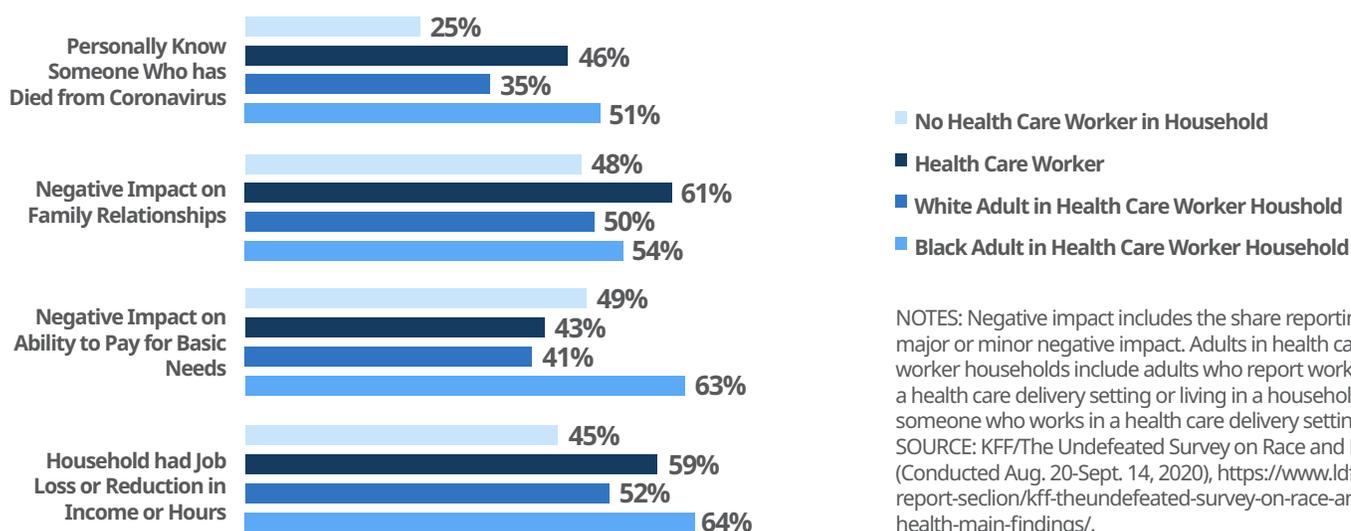
The Pfizer Foundation* provided a grant to the National Black Nurses Association (NBNA) to launch two major campaigns in 2020, *RETHINK* and *RE:SET*. Both campaigns were very clear and direct with the aim of building awareness and educating its professional network about vaccines and de-stigmatizing mental health.

The goal of *RETHINK* was to demystify and reduce the amount of misinformation about vaccines and provide facts about their benefits, providing more insight to the Black community and Black nurses across the U.S. The initiative includes a website with interactive features such as a quiz called “Test Your Flu

IQ” to test visitors’ and participants’ knowledge and understanding of the influenza virus and its vaccine.

The Black nurse community was part of the most affected group of health care workers during the COVID-19 crisis.²³ When the pandemic hit, NBNA was able to use the *RE:SET* campaign to target this community and provide a mental wellness program that offered a range of much needed services, from counseling with certified and experienced clinicians to wellness podcasts, and education webinars. By creating these, NBNA nurses were given the opportunity for renewal and enhancing their resilience needed to help provide care to patients daily, shift after shift.

COVID-19 Impacts by Health Care Worker Status and Race



NOTES: Negative impact includes the share reporting a major or minor negative impact. Adults in health care worker households include adults who report working in a health care delivery setting or living in a household with someone who works in a health care delivery setting. SOURCE: KFF/The Undeclared Survey on Race and Health (Conducted Aug. 20-Sept. 14, 2020), <https://www.kff.org/report-section/kff-the-undefeated-survey-on-race-and-health-main-findings/>.

23 Artiga S, Rae M, Pham O, Hamel L, and Muñana, C. COVID-19 risks and impacts among health care workers by race/ethnicity. November 11, 2020. <https://www.kff.org/report-section/covid-19-risks-and-impacts-among-health-care-workers-by-race-ethnicity-issue-brief/>. Accessed 11/23/21.

*The Pfizer Foundation is a charitable organization established by Pfizer Inc. It is a separate legal entity from Pfizer Inc. with distinct legal restrictions.

Pfizer Multicultural

Welcome to the Newest

The Pfizer Multicultural

Advisory Council (PMAC) has informed the work of Pfizer's Multicultural Health Equity Collective (The Collective). The objective of the PMAC is to create an ongoing dialogue between Pfizer and multicultural patient, health care provider, policy, and community-based organizations and enhance Pfizer's ability to help eliminate racial, ethnic, and socioeconomic disparities in health care, as well as reach underrepresented communities.

Pfizer innovates every day to develop breakthroughs that change patients' lives and is committed to quality health care for everyone. To that end, the PMAC helps to advance the work of The Collective focused on four areas:

- Diversity in Clinical Trials
- Advocacy and Access
- Disease Awareness
- Social Determinants of Health

This dynamic group of leaders was integral to Pfizer's success in diversifying its clinical trials for the COVID-19 vaccine. PMAC members along with representatives from other multicultural partner organizations reviewed educational and outreach materials, provided strategic input, conducted informational campaigns, and were regularly briefed on the recruitment status and development of the vaccine trials. Pfizer is grateful for the PMAC's advice and leadership during this crucial period.

18 **aviso**

Cassandra A.
McCullough, MBA

CEO, ASSOCIATION
OF BLACK
CARDIOLOGISTS

How did your career lead to working with ABC?

In my early career, I worked in the energy industry. A close friend in health care steered me to Kaiser Permanente in the 80s, then on to Morehouse School of Medicine, and for the past 25 years I have been employed at the Association of Black Cardiologists (ABC). My passion for health promotion was largely shaped by life experiences. My mother died at the age of 53. I was 18 and it was my first year of college. Further exploration of family history revealed other premature deaths from chronic diseases—primarily heart disease, stroke, and cancer. My father, brother, nephew, and uncle succumbed to cardiovascular diseases. ABC has afforded me the opportunity to work "everyday" to promote health and education of individuals and communities, to advocate for the removal of barriers to care and treatment, to promote research – all with the ultimate goal of improving outcomes and achieving health equity for all. Working at ABC is a labor of love.



Can you share with us a few lessons about serving diverse communities that you have learned during your time at ABC?

Forging partnerships with individuals and trusted groups within communities has the tendency to inspire health progress and drive healthy behaviors. Education and aware-

ness-building activities yield greater support for advocacy and increased participation. It is not an option to take programs and initiatives to communities without their input. Engaging individuals proactively on a continuing basis in program/activity development processes does matter.

Advisory Council

Members of PMAC



Michael Adams

CEO, SAGE

How did your career lead to working with SAGE?

I was trained as an attorney and always knew that I wanted to dedicate my career to social justice work. During law school I worked for a variety of non-profit legal organizations working with people of color, immigrant, and LGBTQ communities. I eventually ended up spending the better part of a decade as an LGBTQ rights litigator. But my passions always extended beyond the boundaries of legal advocacy. In 2006, I learned that SAGE, the world's oldest and largest organization working with and on behalf of LGBTQ elders, was looking for a new executive director. At that time, I saw how my grandmother was able to live a good life well into her 90's because she had a lot of support from a large and engaged family. I was keenly aware that LGBTQ elders face unique challenges as they age and, in contrast to my grandmother, often have little to no family support. So I was drawn to SAGE's cause.

Can you share with us a few lessons about serving diverse communities that you have learned during your time at SAGE.

I have learned a number of important lessons about serv-

ing and working with diverse communities during my time at SAGE. For example, focusing our efforts at the intersections of life experience and identity is key – LGBTQ elders of color, transgender and gender non-binary elders, older lesbians, and other older adults from LGBTQ communities face layers of challenges to healthy aging, and they must be our priority. I've also learned that in spite of the many challenges they face, elders in diverse communities are extraordinarily resilient – they have navigated through lifetimes of difficulties and bring tremendous wisdom and fortitude to their own struggles and the struggles of their communities. Making sure that their voices and their perspectives come first is critically important.

In what ways can Pfizer serve as an important resource for your community?

There are many ways that Pfizer can, and does, serve as an important resource for LGBTQ elder communities. Pfizer can support efforts to prioritize the healthy aging needs of LGBTQ elders who live at the intersections. For example, the Pfizer Foundation recently made a generous grant to support a new initiative to promote healthy aging among low income Black LGBTQ older people in New York City. Pfizer can support efforts to ensure that progress reaches LGBTQ elders everywhere, not just in the most advanced and privileged communities and countries.

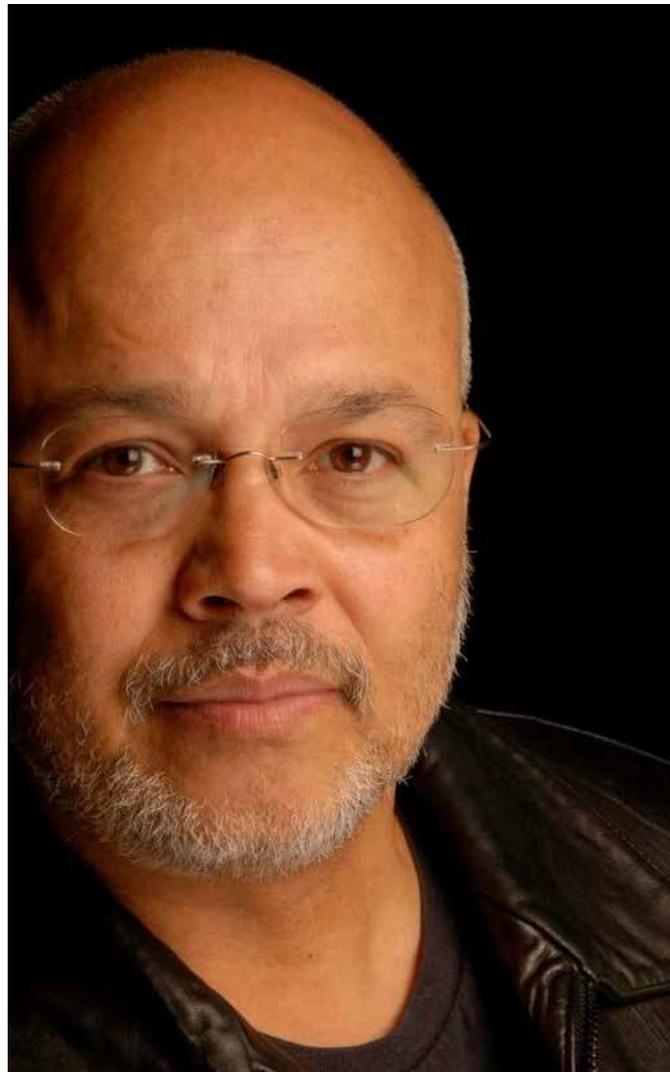
In what ways can Pfizer serve as an important resource for your community?

Pfizer is viewed as a valuable resource to the community now more than ever as we tackle the global pandemic. Transparent, honest, communications on a "continuing"

basis with community leaders and making meaningful investments in communities are essential to achieving common goals such as removing barriers to care, improving diversity in research, increasing access to safe, affordable treatments, and building trusted relationships.

The PMAC currently consists of representatives from the following organizations:

- 100 Black Men of America, Inc. (100BMOA)
- Association of Black Cardiologists (ABC)
- Asian & Pacific Islander American Health Forum (APIAHF)
- Día de la Mujer Latina
- National Association for the Advancement of Colored People (NAACP)
- National Association of Community Health Centers (NACHC)
- National Black Nurses Association (NBNA)
- National Hispanic Council of State Legislators (NHCSL)
- National Hispanic Medical Association (NHMA)
- Patient Advocate Foundation (PAF)
- SAGE
- UnidosUS



Mark Alexander, PHD

NATIONAL SECRETARY
100 BLACK MEN OF AMERICA

How did your career lead to working with The 100?

Over the course of my 35-year career in medical/public health research, I have studied the impact of infectious disease, cancer, and cardiovascular disease on Black people. I retired from academic research to directly help address health issues of marginalized people through community based programs. The mission of 100 Black Men of America is perfectly aligned with my commitment to community service. The 100 is a great conduit for delivering services to the people we help uplift.

Can you share with us a few lessons about serving diverse communities that you have learned during your time at The 100?

Social determinants are the roots of poor health in America's marginalized communities. Economic empowerment, jobs, housing, access to nutritious food, good schools, etc. are essential to improving the lives of Black people. We're spending too many resources, and too much time studying the problem. We must help provide the basic infrastructure for people to thrive.

In what ways can Pfizer serve as an important resource for your community?

1. Support universal quality health care for all.
2. Make cutting edge medication affordable for people.
3. Help encourage careers in medicine/health sciences for Black students, by supporting education, provide internships, etc.



Elena Rios, MD

PRESIDENT & CEO
NATIONAL HISPANIC MEDICAL
ASSOCIATION

How did your career lead to working with NHMA?

I founded NHMA with a core group of physicians who met while I worked at the White House in 1993 on the Health Care Reform Task Force. I had already organized medical students into a Chicano/Latino Medical Student Association and a National Latin American Medical Student Network by this time, so I had learned that a professional organization was needed for a voice to lead health advocacy efforts with the Federal government key policymakers.

Can you share with us a few lessons about serving diverse communities that you have learned during your time at NHMA?

A few lessons learned include: 1) developing relationships with policymakers and key stakeholders to build sustainable programs and advocacy on health equity; 2) training physicians to be in the media and social media to serve as trusted messengers of prevention behaviors; and 3) the importance of educating Latino communities to change obesity and chronic disease trends or health disparities that exist compared to white non-Hispanic Americans.

The other major lesson learned is the critical need to increase Hispanic physicians by mentoring/leadership development at all levels of the health workforce pipeline – college, health professional students, residents, physicians, which we have started in our infrastructure.

In what ways can Pfizer serve as an important resource for your community?

We are very interested in developing physician and health professional leadership to be on Boards of Directors and C-Suites to advance high level culture change in health care institutions – both corporate and public. Pfizer is a resource to help identify those positions for us and to support development of leadership training and helping to provide speakers from Pfizer’s leadership to present on relevant topics to our physicians.

Pfizer's Ongoing Commitment to Diversity, Equity, and Inclusion



Pfizer is committed to making it an amazing place to work for all. In 2020, Pfizer CEO Albert Bourla laid out a series of goals to demonstrate the company's dedication to Equity, one of Pfizer's four core values, by increasing diversity and inclusion. These goals focus on improving Pfizer's internal culture, helping to provide equitable access to the company's vaccines and medicines, and committing to the corporate responsibility of promoting equity around the world. Here are a few highlights on our progress.



“One of the things that makes me the proudest about being CEO of Pfizer is our company’s – and our colleagues’ – commitment to our Equity value. We don’t just talk about the importance of Equity; we put our words into action. We will continue to focus on ensuring Pfizer’s workforce best represents the diversity of the patients we serve around the world.”

--Albert Bourla, CEO

EQUITY THROUGH PARITY

In 2019, Pfizer announced a commitment to increasing opportunity parity, including fairness in promotions and horizontal movement across demographic groups. Pfizer set a goal to increase global representation of women (47% from 33%) and minorities (25% from 19%) at the Vice President level and above. Pfizer has already seen upticks on these fronts and in the spirit of transparency is reporting on its progress publicly through its website at www.pfizer.com.

BREAKTHROUGH FELLOWSHIP

Pfizer has launched a Breakthrough Fellowship Program – a nine-year commitment to increase minority representation at Pfizer, designed to enhance our pipeline of diverse leaders. The Breakthrough Fellowship Program, first-of-its-kind, works to advance students and early career colleagues of Black/African American, Latinx/Hispanic, and Native American descent with a goal of developing 100 fellows by 2025.

EQUITY IN THE COMMUNITY

In addition to growing internal diversity and inclusion initiatives, Pfizer has worked to make a broader impact on diverse racial and ethnic communities that have traditionally been underserved. Since 2020, Pfizer has donated more than \$2 million to communities of color suffering disproportionately from the COVID-19 pandemic, and \$3 million of additional funds to address specific social determinants of health and health disparities in the African American community, as well as social justice work.

EQUITY IN CLINICAL TRIALS

In the search for a vaccine, the COVID-19 pandemic put a particular spotlight on diversity in clinical trials. Pfizer was successful in diversifying the demographic representation of its vaccine clinical trial and aims for clinical trial recruitment demographics in all trials to match those of countries where the trials are taking place. In April 2021, Pfizer published an analysis of the demographic representation of participants in 213 clinical trials that occurred in the U.S. between 2011 and 2020, which will serve as a baseline to track its progress.

Joining Forces to Combat Anti-Asian Violence

Following the uptick of violent incidents fueled by hatred against the Asian American community, many organizations across the U.S. felt the obligation to take some action. That's exactly what Pfizer's partners working in AANHPI communities did and Pfizer was proud to join forces with them in the fight.

As a practical example, according to the Asian American Federation "between February 2020 and February 2021, there were over 1,100 attacks on Asian New Yorkers. And sadly, there were more hate crimes targeting Asians in the first four months of 2021 than in all of 2020. In fact, New York City now has the highest number of anti-Asian hate crimes of any city in the entire nation. This surge has left seniors terrified to leave their homes and 70% of Asian families deciding not to send their children back to school."²³

By March 2021, close to 4,000 hate incidents were reported and a small percentage resulted in death.²⁴ These hate crimes compelled APIAHF to launch a campaign and address Congress in hopes of some change and support by the most recent administration. Pfizer supported APIAHF's work and together with the National Asian Pacific American Bar Association (NAPABA), they urgently developed a community *Combat Hate Crimes Toolkit*, which provides basic and critical information for victims, communi-

ty-based organizations, and community leaders. The toolkit is translated into 24 different languages – the single largest collection of AANHPI translated materials ever assembled.

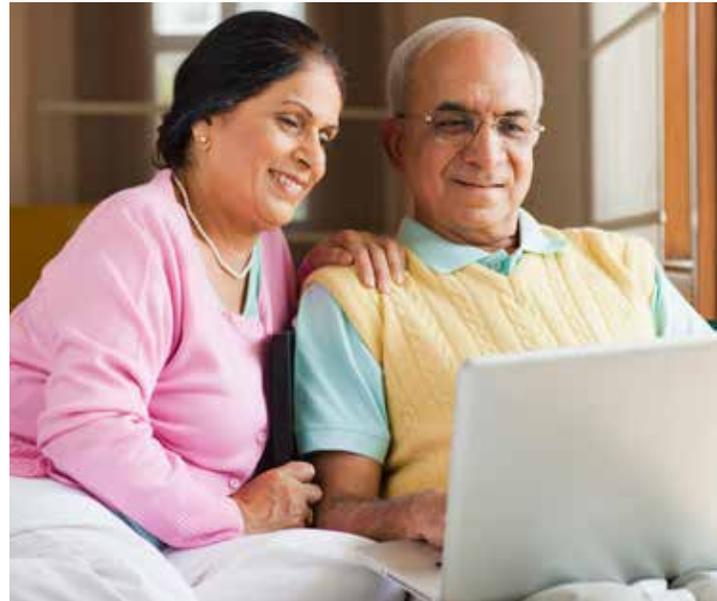
The Asian American Federation's efforts to combat Anti-Asian hate crimes led to the development of its *COVID-19 Response: Advocate, Educate, and Mitigate Against Hate* initiative. This work focused on facilitating hate crimes reporting and partnering with community organizations to provide culturally competent bystander intervention and conflict de-escalation trainings, as well as mental health programming. Pfizer supported the development of the initiative prior to AAF launching its *Hope Against Hate* campaign, and collaboratively presented the work at the Asian Pacific American Medical Student Association conference in a session on "The Mental Health Impact of Anti-Asian Violence."

Condemning the recent acts of hate made it ever more apparent that a much-needed comprehensive set of actions are needed to dismantle the decades of systemic and structural racism that has allowed for the reoccurrence of violence and hate toward Asian Americans and other marginalized communities. Pfizer is committed to working toward equity for all, where everyone can live to their full potential.

²³ Asian American Federation. <https://www.aafederation.org/hope-against-hate/>. Accessed 11/23/21.

²⁴ Asian & Pacific Islander American Health Forum. <https://www.apiahf.org/press-release/apiahf-napaba-launch-combat-hate-crimes-toolkit-in-24-languages/>. Accessed 11/23/21.





Pfizer Partners With Direct Relief to Provide Critical COVID-19 Supplies to Hospitals

As part of Pfizer's broader COVID-19 response, Pfizer was proud to partner with Direct Relief, a humanitarian aid organization dedicated to improving the health and lives of people affected by poverty or emergencies, across all 50 United States and 80 countries.

Pfizer has always been committed to deploying our resources in times of crisis, so we were pleased to leverage our long-standing partnership with Direct Relief to help alleviate some of the issues that hospitals faced during the height of the pandemic.

Pfizer donated tens of thousands of units of antibiotics and vasopressor therapies for Direct Relief's COVID-19 ICU Rx Modules, aka "push packs." These modules have been endorsed by the Society of Critical Care Medicine (SCCM) and have enabled treatment for thousands of hospitalized patients with serious COVID-19 infections suffering from bacterial infections, such as pneumonia.

The push packs were shipped and delivered to hospitals all over the globe. Pfizer is proud to team with Direct Relief and support the global healthcare community as just one small part of our comprehensive response to combating the pandemic.



Community Partnerships and Outreach

Every year, the Pfizer Multicultural Health Equity Collective partners with over 35 national and community-based organizations, patient advocacy groups, policy caucuses, professional health care provider associations, and others to drive innovation in policy and outreach to multicultural communities to inform and educate people about health-related matters and advance health equity.

Pfizer's work with these trusted partners across the country is focused on four areas: access and advocacy, diversity in clinical trials, disease awareness, and the social determinants of health. Through these partnerships, we collaborate and engage in a wide array of activities aimed at improving health care access and health outcomes for underserved communities and people of color. In the midst of the COVID-19 pandemic, the work performed together has never seemed more essential.

Pfizer's community engagement and long-term support of many of these organizations sustain their good works in the communities they serve and help ensure their viability and role within the broad framework of a public health care system. Pfizer values the fervent work of our partners and is proud to continue its support of programs aimed at increasing access to health care improving health equity for all.

100 Black Men of America

Recognized as the nation's top African American mentoring organization, 100 Black Men of America (The 100) has been a key partner. For the second year, Pfizer has sponsored their annual conference as well as several webinars such as those focused on Vaccine Confidence, Colon Cancer, Prostate Cancer, among others. Pfizer has also supported the organization's *Health Care 2.0* initiative, an innovative prevention strategy to help reduce high morbidity and mortality rates that disproportionately affect Black people. The campaign encourages community members to engage in a biometric self-monitoring program via an app made available by The 100.

American Case Management Association

The American Case Management Association's (ACMA) National Conference is the country's largest event for health care delivery system case management and transitions of care professionals. Pfizer participates annually in ACMA's National Conference to consistently educate this important group of health professionals about Pfizer's patient assistance resources. Through ACMA's National Conference, Pfizer reaches several hundred attendees each year to learn about Pfizer RxPathways, a service that could be valuable to their patient case delivery system. Pfizer

RxPathways facilitates access to Pfizer medicines that could be critical to patients' treatment plans.

American Association of Physicians of Indian Origin

In 2021, Pfizer reengaged with the American Association of Physicians of Indian Origin (AAPIO), an organization that represents a conglomeration of more than 80,000 practicing physicians in the United States. Working together to support the professional development and patient health goals and objectives of AAPIO, Pfizer sponsored two webinars: an educational briefing on Pfizer RxPathways and an overview of Duchenne Muscular Dystrophy (DMD). Pfizer looks forward to continuing working with AAPIO and expanding the relationship as we explore new ways of collaborating in the future.

Asian American Federation

For the last two years, Pfizer, in partnership with the Asian American Federation (AAF), sponsored the organization's Anti-Violence Project -- *COVID-19 Response: Advocate, Educate, and Mitigate Against Hate* initiative. Through this initiative, AAF created a number of programs to educate the public on anti-Asian violence and how to be an ally, safely. Taking quick and bold actions, the organization addressed the surge in anti-Asian violence through advocacy, education, and

mitigation strategies, such as gathering reports of bias incidents and hate crimes, partnering with community organizations to provide culturally competent bystander intervention, and conflict de-escalation trainings. Additionally, AAF is providing mental health programming to support those who are affected.

Asian Pacific American Medical Student Association

Pfizer continues to be a proud sponsor of the Asian Pacific American Medical Students Association (APAMSA), a national organization of medical and pre-medical students committed to addressing the unique health challenges of Asian and Pacific Islander American communities. APAMSA's national conference brings together undergraduate, medical students, medical residents, physicians, and leaders from around the country to discuss issues related to access to health care, language barriers, immigrant health challenges, mental health, and Hepatitis B. In 2021, Pfizer, along with its partner, the Asian American Federation (AAF), participated in APAMSA's Annual National Conference by educating conference attendees about *The Mental Health Impact of Anti-Asian Violence* in the time of COVID-19.

Asian & Pacific Islander American Health Forum

Pfizer is an inaugural member of the Asian & Pacific Islander American Health Forum's (APIAHF) Business Leadership Circle and is proud to support the organization's mission to improve the health of Asian Americans, Native Hawaiians, and Pacific Islanders (AA and NHPI). As the oldest and largest health advocacy organization working within this community, APIAHF advances its mission by providing policy and political analysis, research and data support and effective communication strategies for local AA and NHPI communities to have influence on local, state, and national policy. Pfizer's recent work with APIAHF has focused on educating its members about Pfizer RxPathways, the importance of participation in clinical trials, and Pfizer's commitments to Diversity, Equity and Inclusion (DEI). Pfizer also supported APIAHF's efforts in conjunction with the National Asian Pacific American Bar Association (NAPABA) to develop the *Combat Hate Crimes Toolkit*, which provides basic and critical information in 24 languages for victims, community-based organizations, and community leaders.



Association of Clinicians for the Underserved

The Association of Clinicians for the Underserved (ACU) has been a trusted partner for many years and in 2021, Pfizer participated in several webinars focused on Vaccine Confidence, Patient Centricity, and The Impact of Community Engagement to Diversify Clinical Trials. Pfizer also sponsored the organization's annual conference and reached healthcare practitioners with information on Addressing Health Disparities in the U.S. Through Partnerships, as well as information on Pfizer RxPathways and how to better serve their patients and communities.

Black Health Matters

For the second year in a row, Pfizer participated as a Silver sponsor of the Black Health Matters (BHM) Summit, which was created for African American families committed to living their healthiest life by educating

themselves. The winter Black History Month Summit, attracted African American consumers, as well as advocates, policymakers, and health care professionals. As part of the sponsorship, Pfizer presented a 30-minute session on *Disparities in Cancer Outcomes: Access and Awareness to Cancer Care*. Pfizer has also presented on Pfizer RxPathways and distributed information about the service to BHM's vast network via digital information campaigns.

Case Management Society of America

The Case Management Society of America (CMSA) is a non-profit organization founded in 1990, dedicated to the support and development of the profession of case management. As an annual sponsor of the organization's general conference, Pfizer RxPathways engages and informs members and attendees on the patient assistance service

via live and virtual events. By maintaining regular support, Pfizer is able to connect with CMSA's expansive network, including patients, caregivers, nurses, social workers, physicians, payers, support staff, other practitioners, and community advocates. Pfizer RxPathways aligns with the organization's focus on care coordination to educate about the service as a valuable resource for eligible patients to access their Pfizer medicines.

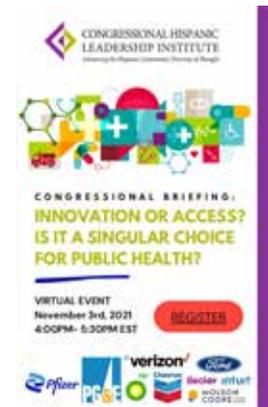
Casting for Recovery

Casting for Recovery (CFR) celebrated its 21st anniversary of creating meaningful experiences for women of all ages with breast cancer, in all stages of treatment and recovery. CFR's retreats offer opportunities for women to find inspiration, discover renewed energy for life, and experience healing connections with other women and nature. In 2020, CFR counted with Pfizer's support in the development of several initiatives, including a Metastatic Breast Cancer Program focusing on aiding women with stage IV breast cancer. Pfizer will continue to support this amazing organization and its inspiring program model that focuses on the mental wellbeing of women of all ethnicities and backgrounds navigating the multiple and delicate stages of breast cancer.

Comunilife

Pfizer continues to be a proud supporter of Comunilife, a New York based organi-

zation committed to provide vulnerable communities with housing and culturally sensitive supportive services. Pfizer's support and collaboration over the years has been focused on educating Comunilife's leadership and program staff about Pfizer RxPathways to help facilitate access to Pfizer's patient assistance resources for Comunilife's participants. In addition, Pfizer has supported the organization's suicide prevention program for teen girls. Lastly, Pfizer undertook educating Comunilife staff about vaccines to help grow vaccine confidence and understanding amidst the COVID-19 pandemic.



Congressional Hispanic Leadership Institute

Pfizer continues to support the Congressional Hispanic Leadership Institute's (CHLI) quarterly Congressional Briefing Series, and engage in policy discussions with key opinion leaders, influencers, Members of Congress, and other policy leaders, as well

as experts from the public, private, and non-profit sectors. Over the last few years, Pfizer executives have participated in sessions covering such topics as drug pricing, equitable access to the COVID-19 vaccine, and the importance of patents to the promotion of innovation and access of medicines. The intent of the briefings is to present and discuss policy considerations and their impact on the Latinx community. The participation of policy staff from the Hill and patient advocates from the Latinx community have been especially significant in these discussions.

Día de la Mujer Latina

Pfizer is a long-term partner with Día de la Mujer Latina (DML) to train promotores/ community health workers on Pfizer RxPathways and other initiatives so that they can educate patients about vital Pfizer resources and patient assistance services. Over the last two years, DML has been a valuable contributor to Pfizer's diversity in clinical trial efforts and community education activities to help build vaccine confidence in Latinx/Hispanic communities. In addition to sponsoring various trainings for promotores/ community health workers, Pfizer also supported DML's *No Más, No More* campaign, a push for culturally and linguistically appropriate educational efforts to address the serious consequences of misinformation and miscommunication connected to the COVID-19 pandemic.

Dominican Women's Development Center

With the common goal of providing access to medication and decreasing the health inequities within the Dominican community, Pfizer has participated in a number of activities with DWDC over the years. Pfizer has prioritized training DWDC's leadership staff and community health workers/ promotores about Pfizer RxPathways, highlighting how the service can assist eligible patients who need access to their Pfizer medicines and equipping them with information to disseminate to the community they serve. Pfizer is proud to partner with DWDC to help provide innovative, quality, and meaningful services to empower women and their families in the Dominican community.

Familia Unida

Familia Unida was Incorporated as a nonprofit in 1998, as the first multiple sclerosis (MS) organization in the U.S. focused on providing support to Spanish-speaking communities. Through the Multicultural Health Equity Collective (The Collective), Pfizer has been able to support Familia Unida's efforts over several years to help facilitate health care access for underserved patients with disabilities in the Los Angeles area. Prior to the COVID-19 pandemic, Pfizer participated in Familia Unida's annual *Wheelchair Wash and Wellness*

event, educating the Latinx/ Hispanic community about Pfizer RxPathways. Since the onset of the pandemic, these efforts have continued through virtual briefings and activities.

First Ladies Health Initiative

The First Ladies Health Initiative (FLHI) offers a unique platform to educate African American communities about various health issues through local churches and signature community events. Pfizer has partnered with FLHI through The Collective for several years to disseminate information about Pfizer RxPathways and educate its members about important health concerns. Pfizer has also participated as a sponsor of FLHI's Annual First Ladies Health Day in Chicago and its Annual First Ladies Lunch Symposium in Los Angeles. Due to COVID-19, this sponsorship was converted to the first-ever First Ladies Virtual Health Day in 2021, which offered an impactful, yet comfortable and safe way to participate.

Health Professionals Advancing LGBTQ Equality

Health Professionals Advancing LGBTQ Equality, previously known as the Gay & Lesbian Medical Association (GLMA), is a national organization committed to ensuring health equity for the LGBTQ community, and all sexual and gender minorities. The Collective

partnered for the first time with GLMA - Health Professionals Advancing LGBTQ Equality on their 39th Annual Conference on LGBTQ Health in September 2021. The conference is one of the premier scientific conferences on LGBTQ health and features innovative healthcare breakthroughs and interventions, as well as the latest research from LGBTQ health experts from across the country. Under the theme "Closing the Gaps," the conference focused on strategies to reduce and eliminate LGBTQ health inequities through expanding access to care and developing leadership of LGBTQ community members and professionals who belong to multiple minority groups. Educational information about Pfizer RxPathways was presented to conference attendees.

Hispanic Federation

The Hispanic Federation works on a national level to carry out strategies and programs designed to advance the Latino community and the organization's affiliate network of over 100 Latino institutions. The hallmark of Pfizer's partnership with the Federation is the support for production and execution of grassroots health fairs in Latino communities across the country, including New York, New Jersey, Florida, Massachusetts, Missouri, Maryland, and Connecticut. During the COVID-19 pandemic, these efforts were converted into the development of a virtual multimedia health fair pilot, which

reached additional communities nationwide and via radio in Arizona, California, and New York. These events have reached thousands of Latinx patients with critical health information and provided access to affordable healthcare resources.

The Latino Cancer Institute

Established in 2018, The Latino Cancer Institute (TLCI) is a nonprofit community and research network dedicated to promote education services, research, and policy for Latinos nationwide around issues of cancer. Pfizer was a founding sponsor of TLCI's Annual National Forum launched in 2019 and has continued its support for this event to assist the organization in its work to solve the issues and burden of cancer in the Latino community. Over the years, TLCI has been able to grow its network of Latino agencies engaged in cancer advocacy, research, and care for Latinos affected by cancer. Pfizer has participated in the forums, sharing information about its patient assistance support available through Pfizer RxPathways, breast cancer, diversity in clinical trials, and innovative Pfizer initiatives available in Spanish for Latino cancer patients.



National Association of Community Health Centers

Pfizer has a long history of working in partnership with the National Association of Community Health Centers (NACHC) to engage with its members of Federally Qualified Health Centers (FQHCs), many of whom are also part of Pfizer's Institutional Patient Assistance Program (IPAP) network. Pfizer continues its efforts to help eligible patients access their Pfizer medicines through educational outreach initiatives conducted with NACHC. By sponsoring *National Health Center Week* each year, Pfizer RxPathways connects with health centers and their patients by participating in local health events, leadership briefings, staff trainings, and other special activities. Pfizer also maintains its support for NACHC's annual conference and convenings, which allows for the Pfizer RxPathways team to update NACHC members about program innovations, stay connected with health center leaders, and learn about the issues important to the sustainability of health centers nationwide.

National Association of County & City Health Officials

Pfizer has been working closely with the National Association of County and City Health Officials (NACCHO), an organization founded in the 1960's and comprised of nearly 3,000 local health departments across the United States. Pfizer has been supporting NACCHO's Annual Conference for several years and engaging with public health leaders to help grow their understanding of Pfizer RxPathways and the patient assistance available through the service. However, since the onset of the COVID-19 pandemic, Pfizer has also collaborated with NACCHO to help educate its members about the Pfizer-BioNTech COVID-19 vaccine, including boosters, by hosting numerous webinars. Together, Pfizer and NACCHO have educated hundreds, if not thousands of public health leaders. As a way to reach an even broader audience, Pfizer participated in NACCHO's 2021 Virtual Preparedness Summit.

National Association of Hispanic Nurses

Pfizer's long-term support of the National Association of Hispanic Nurses (NAHN) has spanned across multiple events, programs, and activities with the members, leadership, and chapters of the organization. The scope of the partnership has included support for NAHN's focus on the professional development of nurses, health care policy and advocacy, disease education, and improvement of Latino health. As a founding member of NAHN's Council of Business Advisors, Pfizer helps guide NAHN's leadership on important organizational development issues and is regularly involved in NAHN's signature events. Pfizer annually supports the organization's conference and Latino Leadership Institute and sponsors educational webinars for NAHN members.

National Association of Latino Elected and Appointed Officials

As a long-time partner of the National Association of Latino Elected Officials (NALEO) Educational Fund, Pfizer participates annually as a sponsor of NALEO's conference and alternatively in its Legislative Summit on Health and Legislative Summit for Newly Elected, Continuing and Senior State Legislators. NALEO's mission is to

provide programs that fully integrate Latinos into American political society, provide professional development opportunities and technical assistance to the nation's more than 6,000 Latino elected and appointed officials, and monitor and conduct advocacy on issues important to the Latino community and its political participation. Pfizer collaborates with NALFO to educate its members on important health topics and has recently sponsored workshops on the *Health Crisis and Long-Term Implications of COVID-19*, *The Power of Public-Private Partnerships to Meet Community Needs*, and *Public Health v. Private Choice: The Vaccination Policy Debate*.

National Black Nurses Association

Pfizer continues to actively support the National Black Nurses Association (NBNA) at a corporate level and participates annually in NBNA's Capitol Hill Day focused on policy advocacy, as well as its Institute and Conference, which concentrates on professional development of its vast member network. Our mutual aim during the pandemic has been to address the disproportionate impact of COVID-19 on the Black community and supporting the wellness of NBNA members as essential workers. To that end, Pfizer presented on *COVID-19 Vaccine: Efficacy, Trust, Awareness and Empowerment* at NBNA's Capitol Hill Day and supported the organization's wellness initiative focused on increasing awareness around vaccina-

tions and on the mental wellness of members. In addition, Pfizer presented on *Disparities in Cancer Outcomes: Diversity in Cancer Clinical Trials* at NBNA's conference and sponsored numerous webinars and other initiatives throughout the last few years.

Pfizer is proud to present *Disparities in Cancer Outcomes: Diversity in Cancer Clinical Trials During NBNA's Innovation Theater*

Join Us: **Tuesday, August 6th** at 11:00AM EST - 12:00 PM EST during the NBNA Innovation Theater

meet and hear from **Janeen Azare, PhD**
 MSPH Oncology Senior Field Medical Director - Breast Cancer, Pfizer Oncology

Learn about:

- Racial and ethnic minorities make up nearly 40% of the U.S. population, but make up a small percentage (4-18%) of participants in clinical trials
- Disparities in outcomes are multifactorial (e.g., age, gender, race/ethnicity, social determinants of health)
- Representation of diverse populations in clinical trials allows for medicines that will be most effective for all people and defines good science

NBNA **Pfizer**

Click here to Register

Together we can make a difference!

National Congress of American Indians

Founded in 1944, the National Congress of American Indians (NCAI) is the oldest, largest, and most representative American Indian and Alaska Native organization serving the broad interests of tribal governments and communities. Pfizer has engaged with the organization over the last two years to help educate tribal leaders and members about Pfizer RxPathways and improve vaccine confidence. Pfizer is committed to continue its collaboration with NCAI to help improve the health and quality of life for Native communities and peoples.

National Hispanic Caucus of State Legislators

Pfizer has been a staunch supporter of the National Hispanic Caucus of State Legislators (NHCSL) and sustains a strong partnership with this dynamic nonpartisan group serving the interests of Hispanic state legislators from all states, commonwealths, and territories of the United States and the Western Hemisphere. Pfizer actively participates in NHCSL's annual forums for information exchange, policy discussions, and leadership training such as its National Summit and executive meetings, where special attention is given to health care issues. The recent focus on this front has been on the COVID-19 pandemic and Pfizer vaccine experts have been available to NHCSL to inform on the issues and answer any questions from state legislators. Pfizer is a member of NHCSL's Business Roundtable and conversely, NHCSL serves as a member of Pfizer's Multicultural Advisory Council.

National Hispanic Medical Association

Pfizer's longstanding partnership with the National Hispanic Medical Association (NHMA), since it was established in 1994, was of critical importance to Pfizer's clinical trial research to develop a COVID-19 vaccine and to its education efforts for health

care providers once the Pfizer-BioNTech vaccine was developed and made available through Emergency Use Authorization (EUA). NHMA represents over 50,000 licensed Hispanic physicians in the US, with a mission to empower Hispanic physicians and other healthcare professionals to improve the health of Hispanic populations with Hispanic medical societies, resident and medical student organizations, and its public and private sector partners. Since the onset of the COVID-19 pandemic, Pfizer has worked closely with NHMA to help diversify its clinical trials, educate Hispanic providers about the virus and the vaccine, and to increase awareness of innovations and medicine access programs available through Pfizer's patient assistance enterprise - Pfizer RxPathways. Pfizer also launched a foundational study of systemic racism in healthcare through NHMA's regional policy forums, which collected information on NHMA member's personal experience within the healthcare system and ideas for affecting positive change.

Pfizer is proud to sponsor the National Hispanic Medical Association's 2021 Virtual National Hispanic Health Conference

Join Pfizer at NHMA's Opening Virtual Reception
 Wednesday, March 17, 2021
 7:00 PM ET

Nicole Kullrak, MD
 Senior Medical Director,
 Pfizer Inflammation and Immunology,
 North America Medical Affairs

Donna Judd, PhD
 Senior Director,
 Pfizer Inflammation and Immunology,
 North America Medical Affairs

NHMA **Pfizer**

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National Medical Association

Pfizer actively supports the National Medical Association (NMA), which promotes the collective interests of physicians and patients of African descent. By joining in various events such as NMA's Health Policy Colloquium, Annual Convention, and webinar series, such as the special series on COVID-19, Pfizer helps the organization carry out its mission to serve as a leading force for the elimination of health disparities and promotion of optimal health for the African American community. Through various virtual and digital events, Pfizer has engaged with NMA's members in discussions about health equity, enhancing vaccine confidence, eliminating health disparities, healthcare policy issues, various disease states, and Pfizer RxPathways. NMA was also instrumental in supporting Pfizer's clinical trial diversity efforts for the Pfizer-COVID-19 vaccine and investigational study on ethnic and racial inequities in the healthcare system.

National Minority Quality Forum

Pfizer annually supports the National Minority Quality Forum (NMQF) and its National Leadership Summit on Health Disparities and Spring Health Brain Trust to uphold its mission to eliminate health disparities and advance healthy

communities. Through this sponsorship, Pfizer reaches healthcare leaders, advocates, and policy makers. The 2020 NMQF Leadership Summit on Health Disparities and Health Braintrust was conducted virtually over three days under the theme *Democratizing Data to Build Sustainable Healthy Communities*. Sponsorship of the event provided Pfizer the opportunity to participate in a featured Town Hall on Minority Representation in Clinical Trials, which included a variety of professional perspectives from representatives of the Divine Nine fraternities and sororities. The 2021 event included a focus on vaccine confidence, equity, and adherence.

National Organization of Black Elected Legislative Women

Pfizer continued its support of the National Organization of Black Elected Legislative Women (NOBELW), which offered numerous opportunities to educate leaders about Pfizer RxPathways and discuss important policy issues. Over the last two years, Pfizer has participated in educational webinars on diversity in clinical trials, vaccine confidence, and Pfizer's multicultural outreach efforts. Pfizer has also participated annually in NOBELW's conference, and recently presented on *Addressing Health Disparities in the US Through Partnerships*.

National Black Caucus of State Legislators

National Black Caucus of State Legislators (NBCSL) is a membership association representing more than 700 black state legislators from 47 states, the District of Columbia and the Virgin Islands. NBCSL members represent more than 50 million Americans of various racial backgrounds. Pfizer relishes a supportive partnership with NBCSL and as a Corporate Round Table (CRT) member, Pfizer is among a distinguished collaborative of corporate members, representing small and large companies, associations, and non-profit organizations across the nation. CRT members play a significant leadership role in exchanging ideas and innovative possibilities with hundreds of legislators on issues and concerns at the state, regional, or national levels affecting businesses and underserved African American communities.

SAGE

We would like to welcome the Services & Advocacy for LGBT Elders (SAGE) to The Collective. SAGE is our new partner, however, is America's oldest and largest non-profit organization dedicated to improving the lives of lesbian, gay, bisexual and transgender older adults, focusing on the issue of LGBT aging. Pfizer is proud to partner with SAGE in helping to make aging better for LGBT people nationwide.

As part of the partnership, Pfizer has educated SAGE's care managers about Pfizer RxPathways and distributed information to its clients to help eligible patients access their Pfizer medicines.

UnidosUS

During a time of unprecedented health care needs in our country, Pfizer has grown its relationship with UnidosUS, the largest Latinx/Hispanic civil rights organization in the country. UnidosUS maintains an affiliate network of nearly 300 community-based organizations that directly serve the Latino community across the country. This diverse network of service organizations works in a variety of areas, including health, education, housing, workforce development, social services, climate change, and more. UnidosUS activated this network to respond to community health care needs resulting from the COVID-19 pandemic through the *Esperanza Hope for All* campaign. Pfizer was proud to support this effort along with ongoing sponsorship of the organization's Annual Conference and Annual Affiliates Convenings. Pfizer also participated in the first UnidosUS *LatinX IncluXion DEI Summit in 2021*. Through these events, Pfizer was able to provide information on its patient assistance programs, diversity in clinical trials, vaccine education, and DEI initiatives to larger audiences as a result of the virtual conversion and increased accessibility of these events.



Being able to contribute and participate with the Multicultural Health Equity Collective has allowed the Asian & Pacific Islander American Health Forum (APIAHF) to increase our outreach to Asian American, Native Hawaiian, and Pacific Islander community-based organizations in addressing COVID-19 education and vaccination by sharing our efforts with the collective and examining the needs and priorities of our community partners through a series of surveys. A couple of clear outcomes of The Collective are: 1) the ability to amplify our community voice and increase awareness through The Collective community, a network in its totality APIAHF would not necessarily be able to reach otherwise; and 2) the opportunity to learn from this community's partners and Pfizer validate shared or different ideas or concerns and propose tangible solutions.

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

Familia Unida is thankful for the opportunity to participate in Pfizer's Multicultural Health Equity Collective (The Collective). It has given me an opportunity to be a stronger voice for inclusivity in all ways of living for the population we serve – diverse multilingual and multicultural groups living with MS and diverse disabilities. Representing and serving the Spanish-speaking MS and disabled community with The Collective means more hope and services for the vulnerable families served.

Irma Resendez, Chief Executive Officer & Founder
Familia Unida Living with MS



The Pfizer Multicultural Advisory Council (PMAC) provides an opportunity to engage with organizations that have a community presence to help facilitate engagement with racial and ethnic minority populations, LGBTQ communities, and others to address current and emerging social needs caused by unaddressed social determinants of health. Through the convening of the PMAC, organizations are able to identify strategic opportunities to advance efforts to address health equity that may not have been initiated without the PMAC as convener.

Shonta Chambers, Executive Vice President
Patient Advocacy Foundation



Pfizer's longstanding alliance with ACU has allowed us to extend our reach to better support our clinicians during a time of unprecedented need. Through The Collective and in general, Pfizer's support has played a vital role in enabling ACU to pursue our mission to improve health equity for all. Furthermore, Pfizer's support is not only important to our organization but also to our community, as it represents a deep and impactful commitment to improving health equity and addressing health inequities within underserved communities. ACU strives to be a voice for those communities and their clinicians, and Pfizer's support helps us uplift those voices through educational initiatives and so much more.

Amanda Pears-Kelly, Executive Director
Association of Clinicians for the Underserved

Communities of color need access to prescription drugs. For over 15 years, Pfizer representatives have been educating the NBNA membership about the very important Pfizer RxPathways Program. It is definitely a benefit to people who have limited resources or who temporarily are having financial difficulties but need the prescription drugs to stay healthy.

Millicent Gorham, Executive Director
National Black Nurses Association



The generous support that The 100 received from the Pfizer Foundation has been a tremendous help in sustaining our Health & Wellness mission. Pfizer has also been instrumental in supporting our meetings, educational programs and Health & Wellness workshops. These events are essential to ensuring succession of Health & Wellness leadership.

Mark Alexander, National Secretary
100 Black Men of America

