



Hinge Health is committed to diversity, equity, and inclusion

We're building an inclusive community for employees, customers, and participants while also focusing on health equity in MSK care.

Cultivating diversity, equity, and inclusion

At Hinge Health, diversity, equity, and inclusion (DEI) are at the core of our organization and manifest in how we care for and support the diverse needs of our participants. We have a DEI Council led by a team of full-time DEI leaders and over 50 volunteers to help create a culture of DEI. We focus on improving health equity across the communities we serve. Hinge Health employs a holistic, 4-pillar approach to DEI:

People

Create an inclusive and safe environment for our workforce that's representative of our diverse participant base

Product

Design inclusive products that serve the needs of a diverse set of communities

Partnerships

Cultivate partnerships with diverse and underrepresented communities and businesses

Participant

Focus on health equity for all participants so they can achieve their highest potential



Taking action in building an inclusive community

People

- Member of CEO Action for D&I
- Hired Director of DEI
- Launched Apprenticeship Program
- Established four Employee Resource Groups (ERGs)
- Conducting quarterly DEI Speaker Series
- Completed unconscious bias training
- Maintaining a successful Mentorship Program

Launching 2021

- Starting four additional ERGs
- Planning for Allyship & Inclusive Leadership Training

Partnerships

- Ongoing DEI-focused interviews with clients and partners
- Supplier Diversity Program committee in use

Launching 2021

- Establishing partnerships with underserved communities
- Establishing BIPOC coaching scholarship program

Products

- Inclusivity checkpoints embedded in R&D processes
- Product available in Spanish

Removing barriers to care

- Designed with first-dollar coverage in mind
- Digital access to the complete program
- Wi-Fi not required for exercise therapy and education

Launching 2021

- Launching additional translations
- Plans to expand globally

Participants

- Employ Spanish-speaking coaches
- Support 200+ languages through language service
- Dedicated tablets available to all participants to remove technological barriers
- Continuously increase the diversity of our coaches
- Conduct inclusiveness training with coaches
- DEI mandate that all marketing imagery, messaging, and branding be diverse and relevant to the audience