



at our  
heart

**ADT** **LEM**  
GLOBAL EDUCATION

2021 SUSTAINABILITY REPORT |

# at our heart:

**At our heart is the deeply held belief that everyone should have the opportunity to thrive no matter their circumstances.**

**It takes heartfelt commitment to:**

*Empower communities and individuals.*

*Ensure that we operate in a sustainable, ethical manner.*

*Work every day to make the world a better place for our students and members, our communities and our colleagues.*

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“Everything we do is rooted in creating a better future for all.”

Lisa W. Wardell  
Chairman and CEO<sup>1</sup>

## Thank you for your interest in Adtalem Global Education’s 2021 Sustainability Report.

We are pleased to share our progress to date and aspirations on topics that matter most to our family of institutions and companies as well as our stakeholders. The reporting period covers our recently completed 2021 fiscal year (FY), which began July 1, 2020, and concluded June 30, 2021.

In preparing this report, we are guided by established sustainability and environment, social and governance (ESG) reporting frameworks such as the Global Reporting Initiative (GRI), Sustainability Accounting Standards Board (SASB) and the Taskforce on Climate-related Financial Disclosures (TCFD). Over time, we expect to further align our reporting with the standards and frameworks that we determine to be appropriate for our business. We hope you enjoy learning about our ongoing efforts and welcome your feedback at [sustainability@adtalem.com](mailto:sustainability@adtalem.com).



### Our Mission:

We provide global access to knowledge that transforms lives and enables careers.



### Our Vision:

To create a dynamic global community of lifelong learners who improve the world.



### Our Purpose:

We empower students and members to achieve their goals, find success and make inspiring contributions to our global community.

<sup>1</sup> On August 4, 2021, Adtalem announced Stephen Beard’s succession of Lisa Wardell as chief executive officer and Lisa Wardell’s transition to executive chairman of the board of directors, effective September 8, 2021.



We bring our mission, vision and purpose to life and support our commitments to sustainability and ESG through our TEACH values.

Company-wide sustainability results take **Teamwork**. These tangible, positive results create **Energy** that infuses our efforts with even more enthusiasm and momentum. We hold ourselves **Accountable** to our goals and outcomes. **Community** is at our core; we are committed to making lasting change in the communities we serve, including our student, member and alumni communities. All our work is grounded in **Heartfelt** commitment to create lasting change in lives and in communities across the globe.



Our **TEACH** values shape how we work together to fulfill our promise to our students, our members and each other.



**Teamwork**

We put the team first, appreciate diverse points of view, assume positive intent, collaborate and communicate openly.



**Energy**

We move quickly, learn from mistakes, build positive spirit and always look for a better way.



**Accountability**

We take ownership and initiative, demonstrate courage as we speak up and act with integrity in all that we do.



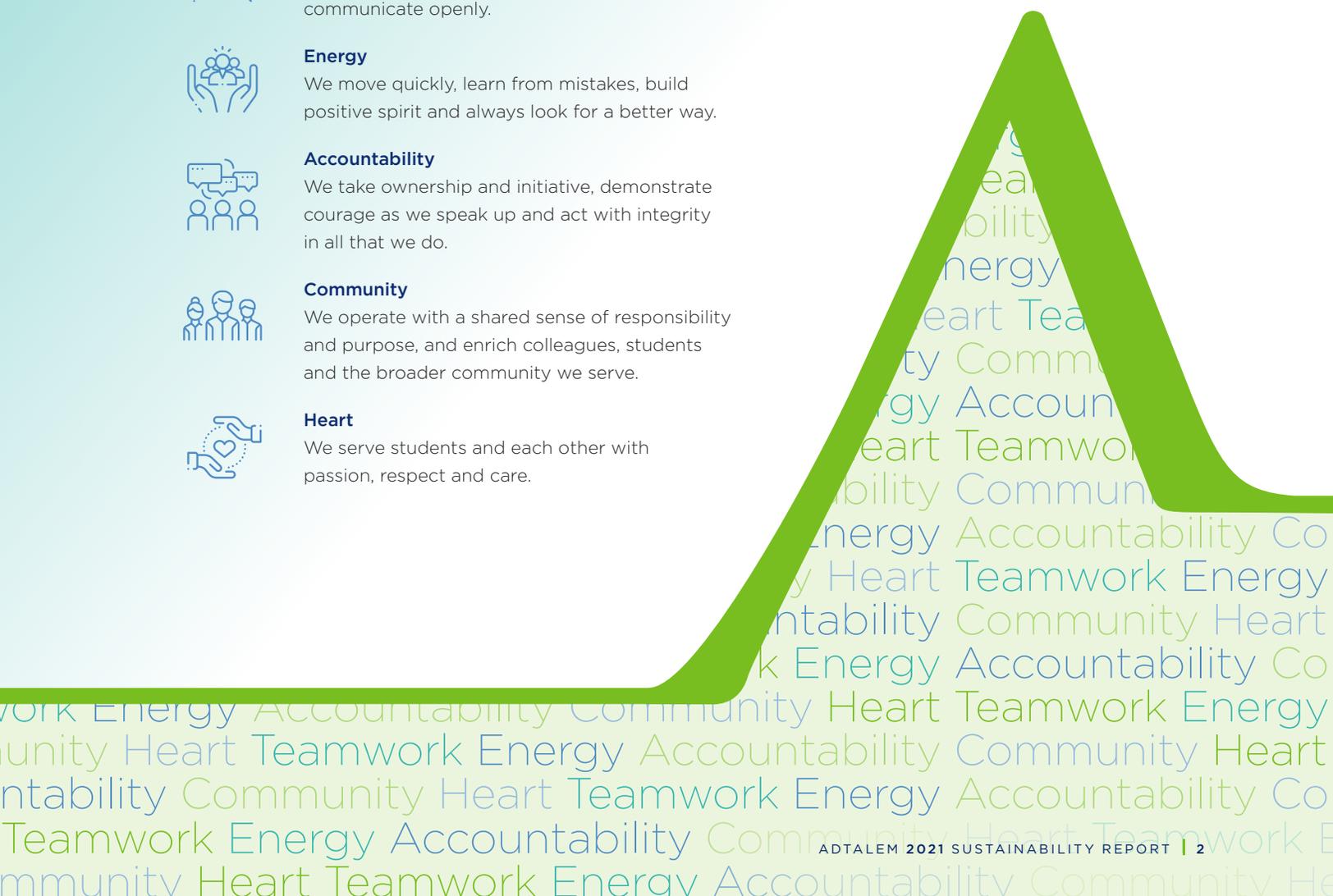
**Community**

We operate with a shared sense of responsibility and purpose, and enrich colleagues, students and the broader community we serve.



**Heart**

We serve students and each other with passion, respect and care.



At Adtalem, our unwavering vision of creating a dynamic global community of life-long learners, empowering them to achieve their goals, find success and make inspiring contributions to the global community is the driving force behind our work. Aligning our vision with our environmental, social and governance (ESG) initiatives provides us with a meaningful and highly intentional path forward.

As a leading global workforce solutions provider, we are committed to empowering career development and proactively addressing critical workforce needs across the healthcare and financial services industries. These industries are vital to our global economies and can fundamentally shape societal outcomes for decades to come. It's through this deep understanding that we take an oath to our ESG commitments: to operate with purpose and responsibility, to safeguard global health and the environment and to empower our global communities.

Of the many challenges we faced as a collective this past year, I am proud of our organization for persevering with integrity and staying focused on our mission. Together, we forged an even richer culture that continues to harness resiliency, responsiveness and act with care. And in doing so, we are even better positioned – and motivated – to drive continuity and positive change in the lives of our members, colleagues, students and the communities in which we serve.

When the global pandemic hit – putting a pause on in-person learning – we quickly shifted 15,000 students to online education, providing much-needed continuity for our students' educational journeys and their future career readiness.

When hurricanes swept our island nations, we stepped in to establish the Caribbean Center for Disaster Medicine, which serves as a critical education and healthcare resource center for the local communities impacted by the deepening threat of natural disasters.

When social injustice unraveled across our communities, we stood in solidarity – eager to be part of the solution – because DE&I is part of our DNA. Through years of intentional planning and nurturing, we've built an organization that is more diverse, inclusive and equitable than ever before. We used our honed reflexes to support



the betterment of our communities and people at a critical time of need.

And through all these challenges, we operated with a deep sense of humility and took care to support our students and members with intentional, inclusive and open programming designed to support the mental and physical well-being of us all.

It's through all of these efforts and many more, our responsiveness to change and challenges, and our unwavering dedication to our ESG commitments, that we were ready for the call. And by doing so, year-after-year, we are proud to be recognized by *Newsweek* as one of America's Most Responsible Companies for 2021 and by *Forbes* as one of America's Best Employers for Diversity 2021.

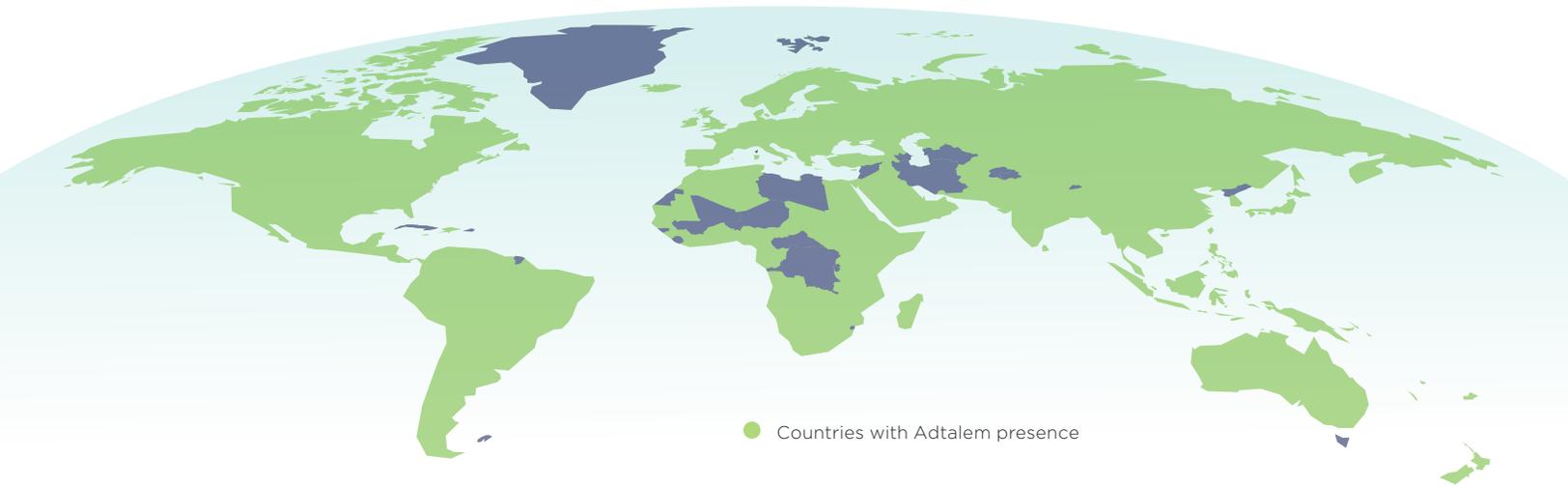
Sustainability – and the importance of creating more equitable, healthy communities and planet – is deeply ingrained in our mission. We understand that our work can perpetuate a purpose and impact that will inspire generations to come. With this understanding and by creating open environments in which our workforces can learn from one another and contribute to corporate action for the betterment of society as a whole – we can all grow and prosper.

I am proud to work with such passionate and driven people. It is through our collective efforts – both big and small – that we will help create a more equitable future for all.

This work is truly ***At Our Heart.***

**Lisa W. Wardell**  
Chairman and CEO

## Adtalem's Global Reach



MORE THAN  
**6,900**  
employees

Including  
MORE THAN  
**3,100**  
professors

**8** institutions and  
companies with  
a presence in **206** territories and  
countries

**27** operating  
campuses  
and **15** administrative  
offices

As of June 2021. Presence indicates employees, students, members or offices.

## Engaging Our Key Stakeholders

We aim to create value for all stakeholders and engage with them in a variety of ways to communicate our ESG priorities and share our progress on topics of interest.

Following is a broad overview of how we interact with our key stakeholders and the sustainability topics of greatest importance to each audience.

- **Investors** – We engage regularly with our investors through quarterly conference calls, direct inquiries and other investor-specific outreach, making sure we address their main areas of interest, including financial performance, corporate governance and diversity, equity and inclusion (DE&I).
- **Students** – We communicate regularly with current and prospective students through one-on-one counseling, institution-specific events and website/social media content, making sure we maintain ongoing and transparent communications informed by our Student Commitments, and encourage community engagement and impact.
- **Members** – We interact regularly with current and prospective members through tailored communications, surveys and website/social media content. External communication and programming address topics such as workforce shortages and upskilling demands, social impact and DE&I.
- **Colleagues** – Our communication with current colleagues is delivered through town halls and other meetings, the company-wide employee portal, e-newsletters, regular trainings and engagement surveys. Prospective colleagues are engaged through our career-specific website and social media content, among other forms of outreach. We address primary areas of interest, including workforce diversity, data privacy and security as well as community engagement and giving.
- **Community** – We communicate regularly with the communities we serve through enterprise and institution-specific communications and events, philanthropy and volunteerism, making sure we address main areas of interest, including access and equity in education and workforce training, environmental sustainability and social impact.

**Who We Are** Adtalem Global Education Inc. (NYSE: ATGE) is a leading provider of professional talent to the healthcare industry and a premier provider of continuing professional education to the financial services industry. Adtalem expands access to high-quality education at scale and is the parent organization of several degree and certification providers within the healthcare and financial services sectors. We partner with organizations to proactively address future workforce needs and empower career development with access to world-class academic curriculums, certifications and training programs.

## Reporting Segments

Adtalem operates within two reportable segments:<sup>1,2</sup>

### Medical & Healthcare and Financial Services.

- Our **Medical & Healthcare** segment offers degree and non-degree programs in the medical and healthcare post-secondary education industry.
  - » Segment includes the operations of Chamberlain University, American University of the Caribbean School of Medicine (AUC), Ross University School of Medicine (RUSM) and Ross University School of Veterinary Medicine (RUSVM).
- Our **Financial Services** segment offers test preparation, certifications, conferences, seminars, memberships and subscriptions to business professionals in the areas of accounting, anti-money laundering and financial crimes, banking and mortgage lending.
  - » Segment includes the operations of ACAMS®, Becker Professional Education, EduPristine and OnCourse Learning.

## Our Institutions and Companies

Aligned by our purpose-driven, education mission, Adtalem's eight institutions and companies work in tandem to advance our collective vision to create a dynamic global community of lifelong learners who improve the world.

### AUC School of Medicine

- Founded in 1978 and acquired by Adtalem in 2011, AUC has more than 7,500 medical graduates and is one of the oldest medical schools in the Caribbean.
- AUC collaborates with the St. Maarten government and the country's community organizations to

extend our educational mission to benefit the health and well-being of the local community as well as enhance student learning. Programs emphasize social accountability and engagement. Through international learning experiences and a diverse educational community, we prepare tomorrow's physicians to serve their respective communities and patients.

### ACAMS

- Founded in 2001 and acquired by Adtalem in July 2016, ACAMS, with more than 83,000 members, is the largest international membership organization dedicated to enhancing the knowledge, skills and expertise of anti-money laundering (AML) and financial crime detection and prevention professionals. CAMS (Certified Anti-Money Laundering Specialist) is the global gold standard in AML certifications, and ACAMS has more than 43,000 certified members.
- As part of our commitment to supporting environmental and humanitarian efforts, ACAMS offers free, public certification programs in ending illegal wildlife trade and fighting modern slavery and human trafficking.

### Becker

- Founded in 1957 as Becker CPA Review and acquired by Adtalem in 1996, Becker is a global leader in professional education in areas including accounting, tax and finance. Becker has prepared people for greatness from more than 2,900 accounting firms, alliances, corporations, government agencies and universities.
- Driven to empower people around the world to advance their careers through a lifelong partnership of superior professional education, Becker features a robust library of continuing education opportunities.

<sup>1</sup> Adtalem announced the completion of our acquisition of Walden University, a leading online healthcare and behavioral sciences education provider, from Laureate Education, Inc. on August 12, 2021.

<sup>2</sup> Adtalem announced the exploration of strategic alternatives for our Financial Services segment on August 12, 2021.

## Our Institutions and Companies *continued*

### Chamberlain University

- Chamberlain was founded in 1889 as Deaconess College of Nursing and was acquired by Adtalem in 2005. Today, with a College of Nursing and a College of Health Professions, a growing network of 23 campuses and robust online educational offerings, Chamberlain continues to raise the standard of nursing and healthcare education and advance healthcare outcomes in communities across the US and around the world.
- Our teachings are underpinned by the belief that if we take extraordinary care of our students, we will graduate extraordinary nurses and healthcare professionals who can have a significant and positive impact on healthcare around the world. There are over 90,000 Chamberlain alumni available to help combat nursing shortages across the country today, and the university is the leading grantor of Bachelor of Science in Nursing (BSN) degrees to underrepresented minority students in the US.<sup>1</sup>

### EduPristine

- EduPristine was founded in 2008, and Adtalem completed the acquisition of our majority interest in February 2018. Based in Mumbai, India, it is a financial services provider that offers self-paced, online and classroom learning in the areas of finance, accounting and analytics.
- With 10-plus years of expertise, we have refined our training methodology to create a powerful impact through customized classroom and online learning solutions.

### OnCourse Learning

- Acquired by Adtalem in May 2019, OnCourse Learning has delivered pre-licensing, continuing education, professional development and compliance training to financial institutions and over 200,000 individuals for more than 40 years.
- In November 2020, OnCourse Learning grew our partnership with Timea's Cause, a Toronto-based advocacy organization focused on the fight against human trafficking. The online initiative, powered

by OnCourse Learning technology, provides an array of educational resources aimed at helping more than 50,000 career professionals, parents, youth and other allies in their efforts to identify and prevent modern slavery and rehabilitate those who have survived it.

### RUSM

- Founded in 1978 and acquired by Adtalem in 2003, RUSM has graduated more than 15,000 physicians.
- We believe accessible medicine starts with accessible medical education. Our Access and Inclusion in Medicine (AIM) Scholars Program promotes equitable educational access for highly qualified Black and Latinx students to complete their medical degree through partnerships with Historically Black Colleges and Universities (HBCUs) and Hispanic Serving Institutions (HSIs). Aligned with RUSM's school credo to strive for equity in healthcare through diversity and inclusion, the AIM pathway program seeks to directly impact underserved communities by working toward decreasing health disparities in the US.

### RUSVM

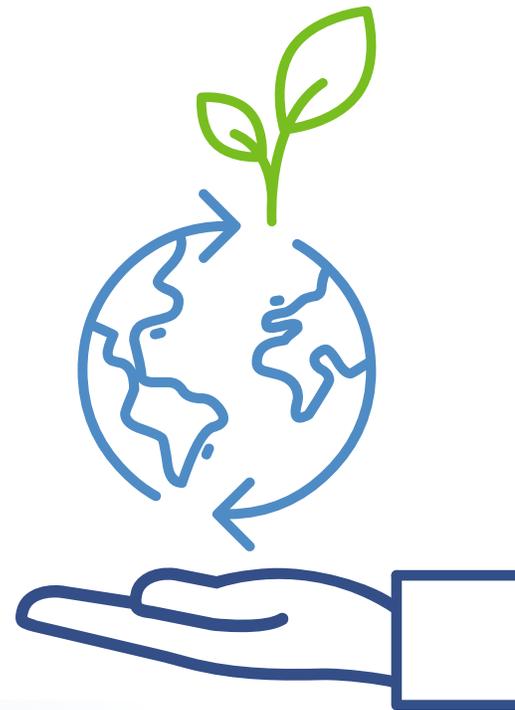
- Founded in 1982 and acquired by Adtalem in 2003, RUSVM students and faculty draw connections between animals, people and the planet – advancing a One Health mindset through research, innovation and veterinary practice. RUSVM has nearly 6,000 alumni.
- As the only American Veterinary Medical Association-accredited<sup>2</sup> Doctor of Veterinary Medicine Program offering three flexible start dates per year, RUSVM attracts hard-working, passionate future veterinarians from around the world. In 2019, RUSVM graduates accounted for roughly 9% of doctors of veterinary medicine who are US citizens graduating from US and internationally-based colleges of veterinary medicine.

<sup>1</sup> IPEDS data as reported by Title IV eligible institutions. Underrepresented minority students include Native American or Alaska Native, Black or African American, Hispanic or Latino, Native Hawaiian or other Pacific Islander or two or more races.

<sup>2</sup> Ross University School of Veterinary Medicine confers a Doctor of Veterinary Medicine (DVM) degree, which is accredited by the American Veterinary Medical Association Council on Education (AVMA COE), 1931 N. Meacham Road, Suite 100, Schaumburg, IL 60173, Tel: 800.248.2862. For more information, please visit <https://www.avma.org/education/accreditation-veterinary-colleges>. The AVMA COE uses defined standards to evaluate veterinary medical education programs, including facilities, clinical resources, curriculum, faculty, student outcomes and research programs. The standards are interpreted and applied by the AVMA COE-accredited veterinary medical education programs in relation to its mission.

# Adtalem's Sustainability Commitment

Adtalem Global Education operates in a sustainable, ethical and responsible manner as we increase access and equity in education and workforce training. Our solutions empower our students and members to help address workforce needs in the healthcare and financial services industries. Adtalem is committed to protecting the environment, confronting the challenge of climate change, continuously enhancing our diverse and inclusive culture, and investing in the well-being of the communities where we teach, learn and work, globally.



## Our Pillars

There are three core sustainability pillars At Our Heart. Each pillar is vital to our journey and to the embodiment of our TEACH values. Our three pillars are:

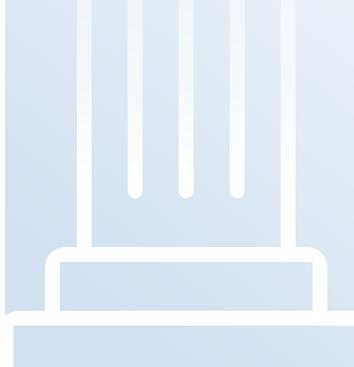
**Operating with Purpose and Responsibility**



**Safeguarding Global Health and the Environment**



**Empowering Individuals, Impacting Global Communities**



# Operating with Purpose and Responsibility



At Adtalem, we know that to effectively empower our students, members and communities we must first be empowered from within. Empowerment begins with our comprehensive approach to governance and operations. We rely on unwavering ethics, diverse leadership and a strong system of controls to ensure prosperity, security and integrity. With this comprehensive structure in place, we fulfill our mission across our global community while adhering to the highest standards of corporate conduct.

Adtalem has been named one of *America's Most Responsible Companies 2021* by *Newsweek*, a premier news magazine, and Statista Inc., the world-leading statistics portal and industry ranking provider.

## Our Student Commitments

We continually strive to operate responsibly and to provide our students and members with excellent services so that they may reach their maximum potential. Our work extends outside of the classroom and off our campuses. We seek to guide students through their academic experiences and challenges, so they leave our institutions ready and empowered, knowing they are on a journey to excellence. This approach is captured in our [Student Commitments](#), which enable us, as a company, to sustain and improve our practices so that they best benefit and support our students.

Our Student Commitments include 20 areas of **Accountability**, which fall under 6 topics.

- Informed Student Choice
- Responsible Recruitment and Enrollment
- Responsible Participation in the Federal Loan Process
- Financial Literacy and Academic Transparency
- Improving Student Satisfaction
- Successful Student Outcomes and Accountability

These Student Commitments, which are a key component of Adtalem's strategic vision, are actively implemented and monitored. A third party reviews our progress annually and provides oversight. [Click here](#) to read our latest review.

Our most recent third-party review published in January 2021 found that Adtalem has been in compliance with all 20 of our voluntary Student Commitments.



## Empowered Leaders

### Power in Diversity

We serve as a leading workforce solutions provider, educating diverse healthcare and financial services professionals. Our focus on access and diversity requires that our executive and board leaders operate from a position of understanding, inclusivity and subject matter expertise. We make it a top priority to have a diverse set of backgrounds within our governance system. This is exemplified by our diverse group of board and executive leaders. Adtalem’s senior leadership is strong in its diversity; 33.33% are ethnically diverse and 33.33% are female. Read further about DE&I within [Empowering Individuals, Impacting Global Communities](#).

### Cross-Disciplinary Expertise\*

- » Compensation
- » Diversity, Equity and Inclusion
- » Financial Reporting
- » Financial Services
- » Global Markets
- » Governance
- » Healthcare and Medical
- » Human Capital Management
- » Mergers and Acquisitions
- » Strategy
- » Sustainability

\* Reference to the diverse knowledge and interdisciplinary expertise of our board of directors

## Board of Directors Diversity

Female

44.44%

Ethnically Diverse

44.44%

Gender or Ethnically Diverse

66.67%

Average Age

59.6 years

As of June 30, 2021  
Age ranges from 47 to 70

### Independence

Adtalem’s governance structure prioritizes the independence and integrity of our board of directors. This ensures the best interest of our stakeholders is always at the forefront.

While the majority of directors meet the independence requirements under New York Stock Exchange rules, we continuously administer internal checks, balances and annual procedures to maintain the integrity of the governing body and ensure there are no conflicts of interest. Read further about these procedures within our [Governance Principles](#).

#### BOARD AND COMMITTEE INDEPENDENCE

	Independence	Members
Full Board	88.9%	9
Academic Quality	100%	3
Audit	100%	3
Compensation	100%	4
External Relations	100%	3
Nominating and Governance	100%	4

As of June 30, 2021

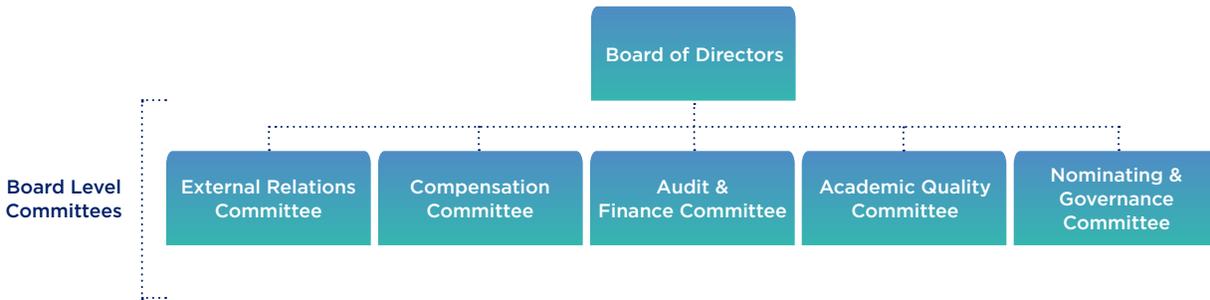
## Board Oversight

### Adtalem’s Approach

Our board of directors takes a cross-functional and deliberate approach to governing Adtalem. This is applied through our [Governance Principles](#), which were updated this year, and a system of committees that frequently assess different aspects of the company as well as provide guidance and oversight.

Each of the committees has its own charter. The charters set forth the purposes, goals and responsibilities of the committees as well as qualifications for membership. The charters also state that each committee will annually evaluate its performance.

### Board Structure



### Sustainability Oversight

As our mission is intertwined with sustainable ideals, the integration of ESG issues and strategy at the board level is imperative to us. To progress as an enterprise in a sustainable and responsible manner and maintain **Accountability**, this year we updated our [External Relations Committee Charter](#). Within the charter, we incorporated official functions and duties of sustainability and ESG oversight entailing the periodic review of Adtalem’s sustainability strategy (including initiatives and policies relating to environmental stewardship, corporate social responsibility and corporate culture).



## Enterprise Risk Management

### Our Enterprise Risk Management Program

Our duty to our stakeholders is to ensure the highest degree of safety, security and stability. As a result, throughout our many years of operations, we have crafted a robust system of enterprise risk management that identifies, organizes, evaluates and responds to risks at an expert level. We see this as an essential component of operational efficiency and as a

manifestation of our stakeholder-centered culture and mission. At the enterprise level, our risk management structure is ultimately steered by Board leadership and the Executive Team. This oversight is provided by the senior management-level Enterprise Risk Committee (ERC), which can elevate material risks identified by our independent, specialized risk-targeted committees.

### Enterprise Risk Governance Structure



As of June 2021 and may change over time

### Vetting Committee Members

Our ERC serves a vital function within the company, and we ensure that the committee is seated with interdisciplinary experts from the vice president and director levels who can provide broad, cross-functional oversight. To guarantee this, we actively monitor the composition of the ERC. This results in a committee that expresses the diversity of thought that is necessary for constructive and collaborative **Teamwork**. The committee's current composition includes representation from a broad range of teams and department leaders.

### ERC Make-up

- » Accounting
- » Compliance
- » Corporate Development and Strategy
- » Enterprise Safety & Security
- » Finance
- » Government Relations
- » Human Resources
- » Information Security
- » Information Technology
- » Internal Audit
- » Legal
- » Marketing
- » Regulatory Affairs
- » Sustainability
- » Treasury

## Enterprise Risk Management *continued*

### Annual Risk Review

Our network of committees and subcommittees engage in a wide series of risk management procedures throughout the year. Enterprise Risk Management's annual risk review is a robust and

thorough cycle that entails high-level analysis, the identification of the company's top-tier risks and a regular reporting cadence with the Board Audit and Finance Committee.

#### 1. Risk Identification.

Identify and prioritize key enterprise risks using our risk tiering methodology and our risk heat map.

#### 2. Risk Evaluation.

Evaluate each enterprise risk and perform deep dive analysis of the drivers and root causes of the highest tier risks.



#### 4. Risk Monitoring.

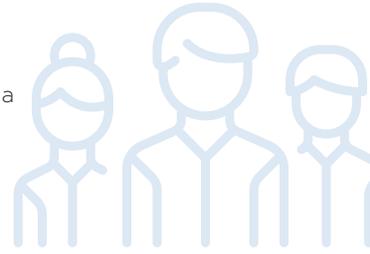
Create and monitor metrics to stay aware of emerging risks before they materialize.

#### 3. Risk Mitigation.

Develop appropriate responses to mitigate each key driver of the enterprise risk.

## Enterprise Safety and Security

A vital component within our enterprise risk management network is our Enterprise Safety and Security (ESS) group. Serving tens of thousands of stakeholders across the globe, we take the maintenance of a safe and secure environment across our institutions and facilities as imperative. This is driven by our responsibility to our **Community** and our purpose to effectively serve. Therefore, we have developed an extensive approach toward safety and security that is focused on continuous improvement. It is our duty to not only serve our global community, but to provide community members a safe and secure environment that will allow them to flourish.



Our work within this division covers a wide range of focus areas:

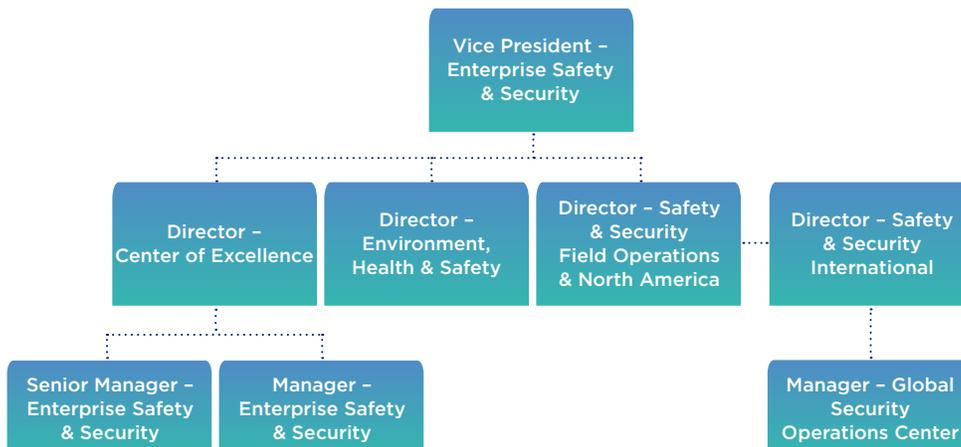
- Business Continuity
- Clery Act & Title IX Compliance
- Colleague and Student Awareness & Training
- Crisis Management
- Emergency Response
- Enterprise Security Risk Management Security Investigations
- Environment, Health and Safety
- Executive Protection
- Governance, Risk & Compliance
- Site Security
- Special Event Security
- Travel Risk Management

The ESS team is narrowing the gender and diversity gaps prevalent in the Security industry. Currently 36% female and 37% ethnically diverse, ESS is organized with best practices in mind, including the compartmentalization of safety and security issues across US and internationally focused operations; Environment, Health and Safety; and the Center of Excellence. Each division has clearly defined responsibilities and an ESS director that exhibits the necessary skills and experience.

“Our standard of care has to be higher than other companies’. We are responsible for the safety and security of tens of thousands of students, faculty and employees at a global scale. Their safety is of the highest concern.”

**Bob Soderberg**  
Vice President, Enterprise Safety & Security

### ESS Leadership Structure: A shared service providing enterprise-wide support



## Enterprise Safety and Security *continued*

### Security Improvement Plan: Our Roadmap for Increased Capability and Corporate Resiliency

A critical achievement this year was the formulation of our Security Improvement Plan. The development of this plan allowed us to diagnose our current state with regard to safety and security. The creation of our Security Improvement Plan entailed a gap analysis of the entire enterprise safety and security program and the solidification of our program's mission and vision for the future to operate as a more responsible and resilient enterprise.



## 2021 Milestones

### Launch of Crisis Management Program

COVID-19, along with the increasing vulnerability of company assets to climatic threats and crises drove us to prioritize our crisis response and management procedures. This resulted in the official launch of our Adtalem Crisis Management Program, which includes an eLearning program and table top exercises, this year.

### Support of Return-to-Work and Campus

Throughout COVID-19, we have actively strategized and developed management and response tactics that prioritize the safety and well-being of our community members. Our Enterprise Safety and Security leaders headed our Return-to-Campus and Return-to-Work working groups, creating guidelines to ensure standardization as well as publishing weekly readiness prognosis reports and vaccine dashboard reports.

### Development of Campus Risk Report Tool

To further prioritize the well-being of our campuses and institutions, this year we developed our Campus Risk Report tool. This tool allows us to track and monitor our campuses in a highly detailed manner, allowing us to quickly respond to high risks and identify which campuses require Security & Safety Risk Assessments, more frequent inspection and support.

### Enhancement of Training and Awareness

This year, we further embraced technology-based training opportunities on a broad range of issues. A particular standout was the launch of our smartphone awareness app, Adtalem Safe, which provides mass notifications as well as awareness regarding potential campus, facility and individual risks. In particular, the app has been pivotal in facilitating return-to-work procedures, COVID-19 tracking and awareness and hurricane and crisis management.

## Enterprise Safety and Security *continued*

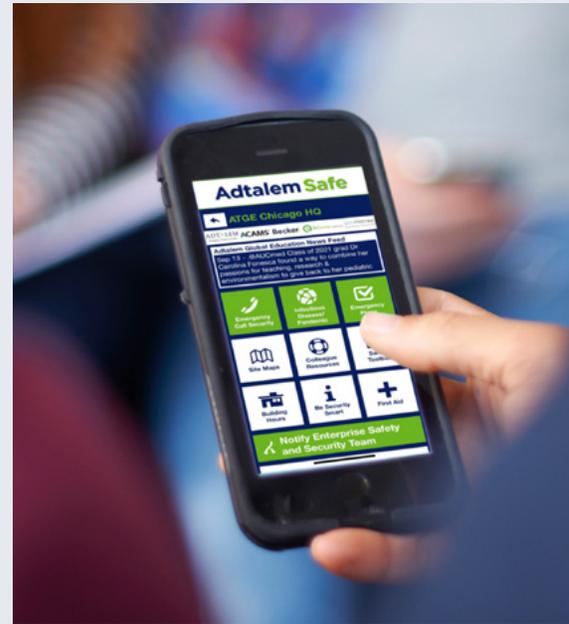
### Our Hurricane Playbook

With many of our community members located in areas that are vulnerable to extreme weather events, we strive to provide the best regionally appropriate services, support and response. It is our goal to remain resilient in the face of environmental risks by having a strong system of communication and response tactics in place.

A particularly important addition to our Hurricane Playbook this year was the alignment of our recently launched Crisis Management Program and our Adtalem Safe App. Use of the Adtalem Safe App allows us to connect immediately with our students, faculty and employees in response to potential environmental dangers or security concerns.

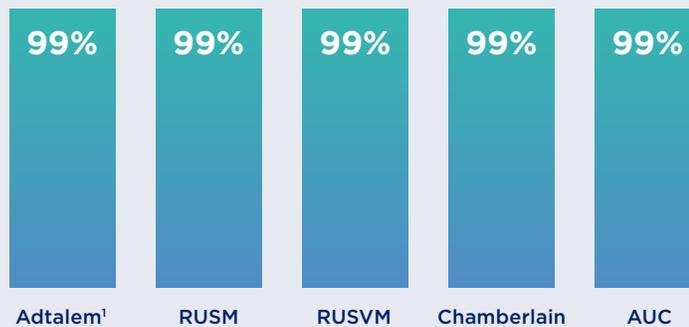
As part of our Hurricane Playbook, the app allows us to better prepare individuals for incoming storms or natural disasters as well as share key details on storm protocols and procedures.

The Adtalem Safe App supplies other vital safety information throughout the year across all our institutions and facilities.



### Safe App Downloads by Organization

June 2021



<sup>1</sup> Includes Adtalem corporate, ACAMS, Becker and OnCourse Learning colleagues.

## Cybersecurity

### Cross-Functional Oversight

At Adtalem, cybersecurity is recognized as an enterprise-wide risk and is positioned within our organizational structure accordingly. Our Chief Information Security Officer provides governance and strategy to all business units, reports directly to our Chief Financial Officer and provides quarterly updates to the Board of Director's Audit and Finance Committee (AFC).

Oversight of our cybersecurity program was formally added to the AFC charter during the fiscal year, and the Chair of the AFC has completed a certificate program offered by Carnegie Mellon University in partnership with the National Association of Corporate Directors (NACD). This [NACD Cyber-Risk Oversight Program](#), the premier cybersecurity oversight program for corporate directors, provides critical content focused on cyber-risk leadership and oversight responsibilities.

### Our Comprehensive Approach

We take the privacy and security of all constituents very seriously. Our cybersecurity program encompasses global information security, assessment, detection, remediation and compliance as well as defining the security controls for the protection of our infrastructure. The cybersecurity group is responsible for tracking incidents, threat mitigation and cyber-risk management.

Our policies and procedures align with all relevant industry frameworks, laws and regulations, including:

- National Institute of Standards and Technology (NIST)
- ISO27001 Standard
- Family Educational Rights and Privacy Act of 1974 (FERPA)
- Payment Card Industry Data Security Standard (PCI DSS)
- Gramm-Leach-Bliley Act (GLBA)
- Applicable local, state, national and international regulations governing information privacy and data security

Consistent with best practices, we employ layered security controls to identify, protect, detect, respond and recover from security threats and incidents.

We fulfill our commitment to continuous improvement and hold ourselves to the highest standard by

**In the past year, the cybersecurity team has sponsored approximately 6,000 hours of training curriculum, covering topics ranging from malware, phishing, potential vulnerabilities specifically related to working remotely and general cybersecurity best practices. In addition, security awareness of our workforce is measured through the results of simulated phishing attacks.**

benchmarking across verticals, conducting penetration tests and performing audits. Our cybersecurity team conducts quarterly maturity reviews of our environment aligned to the NIST 800-53 cybersecurity framework in which stakeholders and subject matter experts provide updates on the status of our cybersecurity initiatives and programs. Our systems undergo penetration testing on a regular basis to ensure that any vulnerabilities are identified and addressed, and that the infrastructure is adequately configured to reduce residual cyber-risk to an acceptable level. We ensure that the confidentiality, integrity and availability of student and enterprise data is maintained.

### Education Is Pivotal to Our Defense

With the ever-shifting landscape of cybersecurity, an informed workforce is crucial to thwarting potential attacks and safeguarding the data and systems we're entrusted to protect. Our workforce is truly our first line of defense, so we prioritize training to emphasize this importance.

Highlights of our year-round cybersecurity awareness program include the following efforts:

- Mandatory cybersecurity orientation and attestation for all new employees, and annual re-attestation included as part of our Code of Conduct program
- Mandatory, quarterly online training program for all colleagues
- Periodic phishing exercises
- Targeted cybersecurity awareness communication to high-profile targets, including our executive leadership team
- Small and large group lunch-and-learn sessions to reinforce the critical role that all employees play in our cybersecurity program

## Ethics and Integrity

### Respect for Human Rights

At Adtalem, we are committed to maintaining the highest level of respect for individuals' human rights. Every person deserves to be treated with dignity. We strive to act as a trusted member of our global community in the upholding of human rights both within and outside of our areas of operations. Our [Human Rights Statement](#) outlines our commitments to preventing underage labor, modern slavery and ensuring compliance with applicable labor laws.

### Compliance with Integrity

Our [Code of Conduct and Ethics](#) (the "Code") outlines the standards and expectations **At Our Heart** that drive our decision-making daily. The Code applies to all Adtalem colleagues including officers, Board of Directors and full- and part-time colleagues and faculty, and it is provided as a resource to colleagues during their hiring process. In addition, to reinforce awareness and compliance, our faculty and leaders receive annual training regarding the Code. We also offer additional training to select individuals on topics that may require further detail such as antibribery and anticorruption and Title IX compliance. For individuals involved with the marketing and advertising of our services, the Code expresses our expectations of maintaining informational integrity and honesty. In addition, we provide further detail in our [Responsible Marketing and Communications Statement](#) as well as in a supplemental internal policy that colleagues must adhere to.

“Complying with international, federal, state and local regulations is only the beginning. We should – and do – go beyond what is legally required.”

Lisa W. Wardell  
Chairman and CEO

It is through the Code, and our ongoing communication, that we produce the **Energy** necessary to fulfill our commitments everywhere we operate. We also take care to account for incidents or situations that may occur out of the scope of the current Code by updating it frequently and encouraging individuals to speak up with questions, concerns or potential violations with the option to do so anonymously through our 24-hour reporting hotline. To read further about our whistleblower policy and practices, access our Code [here](#).

A vital component of ethics and integrity is making sure that we work with those who also act and operate in a responsible manner. Our suppliers, vendors and other partners are an extension of our values and principles; therefore, we hold them accountable through our [Supplier Code of Conduct](#).



Our Code of Conduct and Ethics is not a static document; it evolves with the times. We frequently update the Code with the assistance of outside counsel and experts.

# Safeguarding Global Health and the Environment



Protecting the health of our planet and its people is a vital component of our operations at Adtalem; it is foundational to how we inspire, empower and unite our professionals and global community. We educate and empower professionals to lead and provide critical services to safeguard the well-being of all life and the environment.

This approach is exemplified by our One Health framework – our interdisciplinary approach to education, innovation and impact. As global challenges continue to impact our global health, including the state of our environment and the impact of diseases across species and boundaries, we recognize that global health and public health are indistinguishable.

Through our operations and services, we address a wide range of converging environmental issues such as threats to biodiversity, inefficient resource use and the lack of access for underrepresented populations to critical healthcare resources within regions of high exposure to environmental threats such as climate change and natural disasters. In addition, we actively prioritize the mitigation of our environmental footprint by optimizing our operations and emphasizing effective solutions across our global locations.

## Greening Our Facilities and Operations

A vital component of our environmental sustainability strategy is the mitigation of our environmental impact across our facilities and institutions. To accomplish this, we work toward our three strategic, multiyear goals launched in FY20 that drive efficient operations, resource use and waste management. These goals address a set of environmental issues that are important to Adtalem, including our impact on climate change and our effect on natural resources. The goals lay the foundation for our environmental vision and solidify our commitment to safeguard the environment.

## Our Multiyear Environmental Goals

### Goal 1

**Achieve a 10% reduction<sup>1</sup> of controllable energy use and greenhouse gas (GHG) emissions levels** across Adtalem's US properties by 2024.

### Goal 2

From 2021 through 2024, aim to **initiate an average of one renewable energy project per year** at an owned location.

### Goal 3

By the end of 2024, **implement an enhanced waste and recycling initiative** across Adtalem's controllable waste portfolio.<sup>2</sup>

<sup>1</sup> Compared to 2019 calendar year levels.

<sup>2</sup> As of June 30, 2021, sites in the controllable waste portfolio include Addison, IL; Boise, ID; Long Beach, CA; Miramar, FL; Naperville, IL; North Brunswick, NJ; Sacramento, CA; and Tinley Park, IL.

## 2021 Progress

This year, in accordance with Goal 1, we solidified a clearer picture of our carbon footprint and noted the impact of the Energy Conservation Measures (ECMs) implemented across our locations.

Throughout 2021, we made headway toward Goal 3 by strengthening our partnerships for advanced waste management in the recycling, refurbishment and diversion of waste from landfills. We also added to our growing pool of data used to assess risks and opportunities within our waste management system through audits, pilot initiatives and partnership research.

### 2021 Environmental Impact

#### ENERGY USAGE<sup>1,2</sup>

(kBtu)



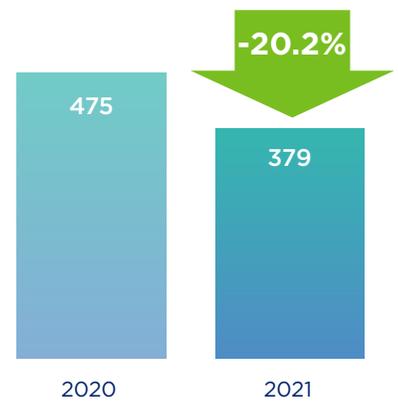
#### GREENHOUSE GAS EMISSIONS<sup>1,3</sup>

(mtCO<sub>2</sub>e)



#### NON-RECYCLABLE WASTE GENERATED<sup>1,4</sup>

(Tons)



Within FY21 our water usage was

16,661 kGal

exemplifying a 1.7% decrease from FY20.<sup>1</sup>



This year's

1,402 mtCO<sub>2</sub>e

reduction is equivalent to

3,523,564 miles

driven by an average passenger vehicle.



<sup>1</sup> Fiscal year data covers the periods between July 2019 - June 2020 and July 2020 - June 2021. We recognize that COVID-19 restrictions and reduced occupancy impacted these metrics.  
<sup>2</sup> Our facilities management partner, JLL, estimates that of this total YOY reduction, 9% reduction was the result of implemented ECMs and with the remaining 8.7% reduction due to COVID-related measures.  
<sup>3</sup> Our facilities management partner, JLL, has estimated that of this total YOY reduction, 657 mtCO<sub>2</sub>e was the result of implemented ECMs since the beginning of the program, 318 mtCO<sub>2</sub>e was from site closures and 427 mtCO<sub>2</sub>e was from COVID-19 operations reductions.  
<sup>4</sup> These measurements account for non-recycled waste across Adtalem's controllable waste portfolio, including: Addison, IL; Boise, ID; Long Beach, CA; Miramar, FL; Naperville, IL; North Brunswick, NJ; Sacramento, CA; and Tinley Park, IL; our facilities supervisors have determined that part of the waste reduction is a result of reduced operations during COVID-19 restrictions.

## Responsible Waste Management

### Reducing, Reusing, Refurbishing and Recycling

We prioritize reducing the amount of waste we generate. We approach this process by embracing the ideals of a circular waste system and prioritize reusing, refurbishing and recycling our items to extend their life cycle and divert them from landfills.

### Partnering to Impact

Within this fiscal period, we sustained and further developed our partnerships with external parties to enhance our sustainable waste management practices. For example, our facilities partnership with JLL allowed us to continue recycling hazardous waste at 36 facilities where we partner with them. We also maintained our partnership with InstallNET to build upon our decommissioning efforts throughout the last few years and divert furniture, fixtures, equipment and other items we no longer need from landfills.

In addition, in partnership with Rubicon, we conduct waste audits so that we can better identify and respond to inefficiencies within our current waste management system.

Since 2017, in partnership with InstallNET, we diverted 230.2 tons of waste from landfills.



### DIVERTING WASTE FROM LANDFILLS

#### ECONOMICALLY BENEFICIAL

ReSale

52,721 lbs.



#### SOCIALLY RESPONSIBLE

ReUse

254,065 lbs.



#### ENVIRONMENTALLY FRIENDLY

ReCycle

107,177 lbs.



#### ASSET REUTILIZATION

ReLocate

46,524 lbs.



This includes waste diversion practices from the period of July 1, 2017 - June 30, 2021.



## Responsible Waste Management *continued*

### Innovating with our Employees, Students and Partners

We consider our employees, students and external partners as vital stakeholders in our waste management system. It is through their **Energy**, passion and innovation that we drive a positive impact. We take care to involve our campuses in waste-related initiatives and we encourage our employees to be active participants. One notable innovation from this year resulted in our company taking a closer look at our waste disposal practices. As a result of research completed by our

facilities partner JLL, we installed cameras into dumpsters so we could monitor when waste was being improperly disposed. This aided in the prevention of potential cross-contamination with recyclable materials and reinforced the important role that individual awareness and effort play in reaching our waste mitigation goals. This idea is being piloted in one facility and, pending results, we are assessing applying it in other facilities to broaden our impact.

“No initiative is too small, as each can inspire a chain reaction across individuals and their communities. If I can implement a new initiative across our facilities, like our battery recycling program, and inspire even one individual to go home and say to their family ‘we should be doing more recycling,’ then I have amplified Adtalem’s impact and made a difference in a community. That is what environmental stewardship is about.”

**Michael Mucha**  
Director, Real Estate Planning

### Consciously Managing Our Supply Chain

Per our [Supplier Code of Conduct](#), we expect our third-party partners to use environmentally responsible practices and production methods that meet well-established certification standards relating to environmental protection and compliance. Our third-party associates should strive to minimize waste products, use post-consumer recycled materials in the production of finished products and enhance the recyclability, energy efficiency, durability, biodegradability and reparability of the products we purchase. This is one facet of our approach to sustainable supply chain management. Read more about Adtalem’s approach on our [supplier webpage](#) and in our [Supplier Diversity and Small Business Policy](#).

## Respecting Natural Ecosystems and All Life

### One Health Approach

At Adtalem, we value all life. This is exemplified by our collaborative, cross-functional approach among leaders in veterinary medicine, human medicine and the environment to address critical issues facing our collective health.

This approach, One Health, is defined by the US Centers for Disease Control and Prevention (CDC) as “a collaborative, multisectoral and transdisciplinary approach - working at the local, regional, national and global levels - with the goal of achieving optimal health outcomes recognizing the interconnection between people, animals, plants and their shared environment.”



» Our work across the globe enhances health for all beings and the environment.

It relies on strengths that we value and cultivate within our students, members and educators. This includes their diversity of thought, their collaborative mentalities and the **Heart and Energy** that they demonstrate to positively impact communities throughout the world.

These strengths and the interdisciplinary knowledge of our professionals characterize our One Health approach. Globally, our professionals collaborate, teach and learn to provide expertise across a wide range of subjects and deliver the insight necessary to drive holistic problem-solving as they address highly complex issues, such as natural disaster management, the spread of infectious disease across species and food security.



## Respecting Natural Ecosystems and All Life *continued*

### Leading Through Education and Research

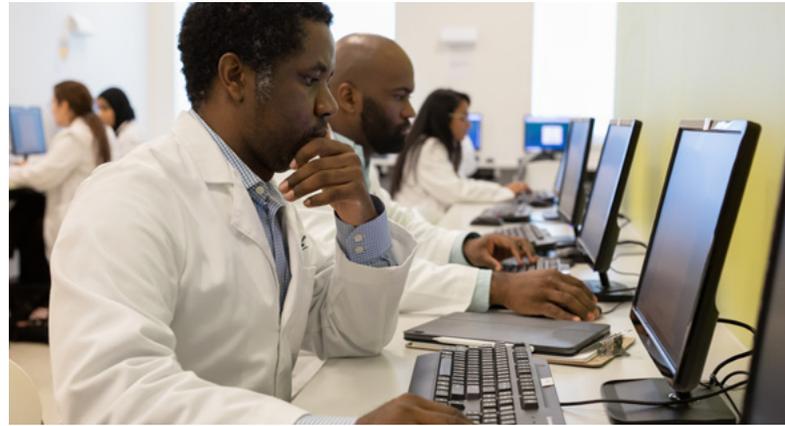
The interdisciplinary skill sets of our colleagues and faculty are exemplified by the groundbreaking research and education they provide across our institutions. In particular, RUSVM is a thought leader in the One Health approach.

RUSVM opened a state-of-the-art research building, the first of its kind in the Caribbean, that seamlessly blends necropsy and tissue evaluation facilities under one roof, enabling multidisciplinary research collaborations and providing an academic platform for students and faculty to address pressing One Health issues.

To further highlight its commitment, RUSVM offers an [online-based Master of Science by Coursework in One Health \(MSc One Health\) degree program](#) that is carefully designed to equip veterinarians, animal scientists, medical and biological students with an in-depth understanding regarding One Health. RUSVM has gone a step further to launch a [Graduate Certificate in One Health Program](#) in collaboration with Chamberlain University. The online Certificate in One Health program provides in-depth knowledge of One Health concepts that can be applied to enhance careers for veterinary and healthcare professionals. Upon completion of the program, students are prepared to lead and advocate for issues related to One Health on a global scale.

“At RUSVM, we recognize the important role veterinarians play in the One Health approach addressing societal issues. Keeping humans, animals and ecosystems healthy always requires veterinarians as public health experts, food safety experts and monitors and detectors of emerging and re-emerging diseases, while also understanding the deep value of the human-animal bond.”

Dr. Sean Callanan  
Dean, RUSVM



### Cultivating One Health with the Caribbean Community

In support of our professionals and communities within the Caribbean, Adtalem is proud to partner with the Caribbean Community's (CARICOM) collaborative stakeholder platform to advance its Public Diplomacy Engagement Program that was launched in June 2021. This program aligns with our strengths and priorities as a company as it is focused on enhancing US-Caribbean cooperation on cross-disciplinary issues and converging trends, such as those that are One Health-focused.

As a company that contributes extensive research and services guided by the One Health approach, we apply our expertise in collaboration with the communities we serve, US policymakers and international leaders, including experts in academia, advocacy and the public sector. Participation in this platform is close to our **Heart** as it is central to our mission to unite and empower communities to amplify our global impact. Strengthening global health is increasingly dependent on our interconnectivity, and we share a commitment to supporting multi-disciplinary approaches and solutions that facilitate healthy environments for all living beings and ecosystems.



## Across Our Enterprise: Advancing the Health and Vitality of All Beings and the Environment

### Conducting Research on Invasive Species

This year, several RUSVM faculty were selected to be principal investigators in the United Nations Environmental Program and Global Environmental Facility regional project, “Preventing COSTS of Invasive Alien Species in Barbados and the Organization of Eastern Caribbean States Countries.” In collaboration with the St. Kitts and Nevis Ministry of the Environment and Cooperatives, several of our students studying veterinary medicine had the opportunity to participate with their professors in critical research functions like detecting viral and bacterial strains in green monkeys and conducting analysis on their impact to public health across the region.

### Raising Awareness of Sea Turtle Nesting Behaviors

Our students in St. Kitts played a vital role in gathering critical information about the nesting behaviors of the region’s leatherback sea turtles. By reporting nesting sea turtles on St. Kitts beaches, their migratory patterns and nesting behaviors can be monitored, furthering awareness and helping to preserve the safety and health of this species.



### Preserving Public Health Throughout COVID-19

As our communities experienced immense medical and health-related challenges throughout the pandemic, the RUSM Student Government Association began the “RUSM Gives Back” program to provide vital aid and support. Through fundraising and collaborative outreach, our students raised more than \$13,000 in the Spring 2021 semester for various charitable organizations, including food banks, mental health associations, children’s hospitals and medical relief funds.

### Combating the Illegal Wildlife Trade

ACAMS, in collaboration with the World Wide Fund for Nature (WWF) and supported by the Basel Institute on Governance, the Royal Foundation of the Duke and Duchess of Cambridge and United for Wildlife curated a free [training certificate](#) that equips individuals with the skills necessary to combat the illegal wildlife trade (IWT). This certificate is targeted at educating

professionals on how to properly report, mitigate and remedy risks associated with each stage of the illegal wildlife supply chain, including guidance on how to uncover shell companies and import-export schemes associated with IWT. It is through this service and the expertise of our trained individuals that we hope to impact this illegal market, which serves as one of the world’s largest sources of illegal profit.

### Protecting Coral Reefs by Promoting Environmentally Friendly Sun Safety

On AUC’s most recent virtual Community Action Day, AUC faculty and students partnered with the Nature Foundation of St. Maarten to raise public awareness about the risks of sunscreen use for coral reef destruction. The Oncology Interest Group raised awareness regarding how to protect skin from the sun in an environmentally conscious manner.

### Caring for Our Caregivers and Communities

Throughout the COVID-19 vaccine rollout, our Chamberlain colleagues and students bravely stepped forward to administer the vaccine in their communities, demonstrating our Chamberlain Care® spirit in action. We are grateful for their efforts that include educating each other and our communities about the COVID-19 vaccine, getting vaccinated when eligible and encouraging vaccine participation so that we can come back stronger on the other side of this pandemic. We acknowledge the immense pressure they and other healthcare professionals face working around the clock and in vulnerable environments. Therefore, we also prioritized providing support to them through our Care for Caregivers initiative. This included hosting a live discussion series designed to uplift and support healthcare professionals in the field by covering ways to combat trauma and stress as a result of COVID-19.



## Uniting Against Environmental Threats and Disasters

### Operating at the Intersection of Access, Equity and Environmentalism

Consistent with our One Health approach, we recognize that human healthcare access and equity is deeply interconnected with environmental issues. Through our services, we provide professionals with the knowledge and resources they need to serve underrepresented communities. Many of these communities are significantly impacted by the threat that climate change poses, including intensifying hurricanes and resource shortages. These threats accentuate the need for stable and reliable healthcare access.

We continue to focus on disaster relief, hurricane preparedness and response through AUC and its [Caribbean Center for Disaster Medicine \(CCDM\)](#). The CCDM was launched in 2019 and continues its critical function as an education and healthcare resource for communities impacted by the deepening threat of hurricanes. With the urgent need for comprehensive



American University of the Caribbean School of Medicine  
Caribbean Center for Disaster Medicine

preparation and expertise, CCDM serves as a model of disaster medicine

across the Caribbean and beyond, readily informing community members on emerging research and uniting professionals to innovate dynamic approaches to challenges such as climate resilience, disease control and healthcare accessibility. Every year, the CCDM hosts an [annual conference](#) to unite community members with subject matter experts in disaster medicine; this year's virtual conference included a One Health panel with representatives from several of our institutions, including AUC, RUSVM and Chamberlain.

Increasingly vulnerable populations need both access to healthcare and to professionals who can provide culturally competent care. This is not just an environmental issue; it is also a social issue. Read further about how we aim to expand educational access and address workforce shortages in the following section.

### The RUSVM Disaster Research Working Group

Adtalem brings together veterinarians and disaster management leaders to provide a One Health approach to contemporary disaster research through our RUSVM Disaster Research Working Group. Members from across the Caribbean region unite to address community needs and develop protocols so that our communities are supported during hurricanes, earthquakes and other natural disasters. This group, which took shape from early associations with AUC's CCDM initiative, provides expertise in disaster management and disaster-related public health and epidemiology, livestock health and safety, small animal medicine and sheltering, infectious disease and veterinary education. The group is working to elevate the understanding, knowledge and capacity to prepare for and respond to disasters, both regionally and globally.

### Providing Disaster Relief

After the eruptions of La Soufriere Volcano in St. Vincent and the Grenadines in early April, our local community at RUSVM showed **Heart** in delivering quick relief and aid to the people of St. Vincent through the delivery of essential supplies such as water, personal hygiene products, pet food and cleaning products equating up to \$18,900 XCD. Adtalem made an additional corporate contribution to the Caribbean Disaster Emergency Management Agency's (CDEMA) La Soufriere relief efforts in St. Vincent.



# Empowering Individuals, Impacting Global Communities

The principles of access and equity underpin our efforts to empower diverse, vibrant communities across the globe. Guided by our social mission to address critical workforce shortages through the education of diverse student and member populations, we seek to create sustainable workforces that represent the communities they serve.

## Expanding Educational Access

Throughout this section, we detail how we're leading the charge to increase access to educational opportunities for underrepresented populations and, in turn, training professionals to serve as inclusive leaders within the healthcare and financial services industries.

We recognize we can't accomplish our ambitious mission alone. We collaborate with fellow educational institutions, governments and other partners to expand our reach and impact to further our mission.

Our role in expanding educational access begins well before someone enrolls. By forging equitable, resilient partnerships, we're working to create intentional pathways to increase educational opportunities for diverse, underserved populations.

We've created sustainable strategies to engage and support students from historically underrepresented groups and our intentional approach continues to yield industry-leading results. In FY21, 86.1% of the total student population of our four degree-conferring institutions identified as female and 45.4% identified as a minority<sup>1</sup>.

CREATING A DIVERSE PIPELINE THROUGH SCHOLASTIC PARTNERSHIPS			
PARTNER	LOCATION	TYPE <sup>2</sup>	AFFILIATED ADTALEM INSTITUTION(S)
Adelphi University	New York	AANAPISI	RUSVM
California State University-Dominguez Hills	California	HSI	RUSM
Charles R. Drew University	California	HBCU/HSI	RUSM
Dillard University	Louisiana	HBCU	RUSM, RUSVM
Fairleigh Dickinson University	New Jersey	HSI	RUSM, RUSVM
Florida A&M University	Florida	HBCU	RUSM
North Carolina A&T State University	North Carolina	HBCU	RUSVM
Oakwood University	Alabama	HBCU	RUSM
Prairie View A&M University	Texas	HBCU	RUSVM
Saint Peter's University	New Jersey	HSI	RUSM, RUSVM
Tennessee State University	Tennessee	HBCU	RUSM
Tuskegee University	Alabama	HBCU	RUSM
University of Maryland Eastern Shore	Maryland	HBCU	RUSVM
University of Puerto Rico	Puerto Rico	HSI	RUSM

<sup>1</sup> Minority group includes the following: Hispanic; American Indian or Alaska Native; Asian; Black or African American; Native Hawaiian or Other Pacific Islander; and Two or More Races.

<sup>2</sup> AANAPISI - Asian American and Native American Pacific Islander-Serving Institution

HBCU - Historically Black College or University

HSI - Hispanic Serving Institution

## Diverse Talent Addresses Workforce Shortage

Our mission is underpinned by our steadfast belief that a more inclusive and equitable workforce will strengthen economic frameworks and improve societal outcomes.

With a projected nursing shortage of more than 500,000 registered nurses by 2030<sup>4</sup> and a physician shortage of up to 124,000 physicians by 2034<sup>5</sup>, we're actively working to address these critical workforce gaps by providing training, expanding access to education and establishing robust employer partnerships.

Our business model is designed to educate, train and prepare professionals at scale. For the healthcare industry, our focus is on creating a distributed healthcare workforce that addresses critical challenges, including primary care workforce shortages as well as serving underserved communities. The ongoing COVID-19 pandemic laid bare deep inequalities related to adequate healthcare around the world, keeping the need for more healthcare professionals in sharp focus as a critical global public health issue.

We remain focused on expanding access to healthcare education and offering robust professional development opportunities within the financial services industry to contribute trained professionals to the workforce.



**Combined, Adtalem’s medical institutions graduate more Black physicians than any US school at more than 100 graduates per year. For comparison, in 2020, approximately 80% of all US medical schools graduated 10 or less Black physicians a year<sup>1</sup>. Additionally, Chamberlain University is the leading grantor of BSN degrees to underrepresented minority students in the country,<sup>2</sup> and of all American Veterinary Medical Association accredited schools, RUSVM educates one of the most ethnically diverse student populations<sup>3</sup>.**

### PERCENTAGE OF BLACK/AFRICAN AMERICAN MEDICAL SCHOOL GRADUATES<sup>1</sup>

Institution(s)	Number of Institutions included	Black/African American
Adtalem (RUSM & AUC)	2	11.6%
US Medical Schools Private	57	7.7%
US Medical Schools Public	88	5.9%
US Medical Schools Total	145	6.6%

<sup>1</sup> Internal ATGE Data and AAMC: 2020 FACTS: Enrollment, Graduates, and MD-PhD Data.

<sup>2</sup> MIPEDS data as reported by Title IV eligible institutions. Underrepresented minority students are those who self-identified as Native American or Alaska Native, Black or African American, Hispanic or Latino, Native Hawaiian or other Pacific Islander, or two or more races.

<sup>3</sup> <https://www.aavmc.org/about-aavmc/public-data>. DVM Student Diversity tab, page 9, URVM representation by percentage.

<sup>4</sup> Pub Med - National Library of Medicine: United States Registered Nurse Workforce Report Card and Shortage Forecast: A Revisit

<sup>5</sup> AAMC Report Reinforces Mounting Physician Shortage: <https://www.aamc.org/news-insights/press-releases/aamc-report-reinforces-mounting-physician-shortage>



### Chamberlain and LCMC Health Launch Forgivable Loan Nursing Program

Chamberlain and LCMC Health, a Louisiana-based, not-for-profit hospital system serving the healthcare needs of the Gulf Coast region, announced an innovative partnership in May 2021 to address the need for more nurses by expanding access to a forgivable loan education.

The Called-to-Care Scholars program provides forgivable financial assistance from LCMC Health to students who either fulfill a paid, eligible position at a designated LCMC Health facility or monetarily repay LCMC Health for the courses taken. Up to 100% of the tuition payments, including accrued interest, can be forgiven if the work commitment is completed.

The Called-to-Care Scholars Program aims to build a robust talent pipeline in support of LCMC Health's efforts to establish a more sustainable, long-term healthcare ecosystem. With more practice-ready nurses available to serve the community, the region expects to benefit from quality healthcare that supports more equitable access to preventive disease measures and healthcare supports.

### Diverse Talent Addresses Workforce Shortage *continued*

Our veterinary school, medical schools and pre-licensure BSN programs offer three enrollment periods per year, and Chamberlain University's post-licensure programs offer six enrollments annually. This results in a substantial increase in the number of qualified graduates and an influx of healthcare professionals into the workforce year-round.

Upon leaving the classroom, our alums often return to their respective communities, making a lasting, tangible impact. AUC and RUSM have graduated more than 22,000 students and graduate more physicians on an annual basis than any school in the US. Since its founding in 1978, AUC has graduated over 7,500 physicians from over 78 countries. AUC graduates are currently serving in all 50 US states. RUSM has a network of more than 15,000 graduates practicing in 1,042 counties, in all US states and Puerto Rico.

Over 90,000 Chamberlain alumni are available to help combat nursing shortages across the country, and Chamberlain offers several degree programs and specialty tracks designed to meet nurses wherever they are in their careers. The Chamberlain Care Student Success Model is a customized program of tools, resources and support. Nurses are provided with an education framework that prepares them to provide exceptional levels of care at the bedside, in healthcare leadership positions and in the education of future nurses.

RUSVM's network of nearly 6,000 alumni is serving in the US, Canada, Puerto Rico and abroad. RUSVM proudly partners with MANRRS (Minorities in Agriculture, Natural Resource and Related Sciences) to provide students from a wide range of backgrounds opportunities to follow their chosen career in veterinary medicine. Through the collaboration, we aim to strengthen visibility into the veterinary industry for minority, underrepresented and underserved student populations as well as expand inclusivity within the profession.

## Diverse Talent Addresses Workforce Shortage *continued*

ACAMS is the largest financial crime prevention membership organization in the world with more than 83,000 members in 174 countries. Through a partnership announced in May 2021, ACAMS and the National Association of Black Compliance & Risk Management Professionals, Inc. (NABCRMP) strive to remove barriers to entry for Black compliance professionals while driving conversations that help foster a deeper understanding of how greater diversity in the anti-money laundering industry can strengthen safeguards against illicit financial activity.



44%

of Adtalem medical school graduates practice in medically underserved or health professional shortage areas.

88%

of Adtalem medical school graduates practice in low-income communities.

These rates are higher than US medical school graduates.<sup>1</sup>

AUC and RUSM

graduates

entered primary care residency programs at about

2X

the rate of their US medical school graduate counterparts in 2021.<sup>2</sup>

<sup>1</sup> Robert Graham Center: American University of the Caribbean School of Medicine & Ross University School of Medicine Graduate Mapping Project Final Report; March 2020.

<sup>2</sup> Primary care includes the following NRMP categories: Family Medicine, Pediatrics, Primary Care Internal Medicine and Primary Care Pediatrics.

## A Blueprint in Educating Healthcare Workers in Real Time

The credibility we've established by creating accessible pathways to meaningful educational opportunities for underserved populations, both in the US and around the globe, enabled us to continue to broaden and deepen our impact.

For example, Chamberlain University's innovative partnership with the National Institute of Health and Social Studies and Ministry of Health in Seychelles provided a blueprint that we can adapt and replicate to address the workforce shortages and critical care needs of other developing countries.

Now in its third year, the collaboration produced more than 30 local Chamberlain nursing graduates – including Seychelles' chief nursing officer who graduated in May 2021 – who are helping to improve the quality of patient care provided throughout the island nation. Seychelles made headlines this year for having one of the highest per capita vaccination rates, and Chamberlain graduates played a significant role in this lifesaving effort.

In addition, students who have completed the nurse educator and nurse executive tracks from Chamberlain's master's program are helping improve nursing education, clinical teaching, mentoring and leadership in nursing as well as healthcare services across the island nation.

## Cycle of Support Encompasses Complete Student Journey

At Adtalem, we form partnerships, not transactional relationships, with our students and members. From the moment someone first expresses interest in learning with us, we become invested in their future.

Emblematic of our TEACH values, specific support teams are trained to provide personalized, real-time support at each milestone throughout the enrollment and student experience to help address potential obstacles to success. Our robust financial, admissions and academic advising services combine to provide comprehensive support throughout the student journey.

We hold ourselves **Accountable** by codifying many of these policies and procedures in our Student Commitments, which address the following topics:

- Informed student choice
- Responsible recruitment and enrollment
- Responsible participation in the federal loan process
- Financial literacy and academic transparency
- Improving student satisfaction
- Successful student outcomes and accountability

Ongoing engagement such as public disclosures, one-on-one counseling and regular surveys are central to how we strive to meet the needs of all students and members.

In the spirit of continuous improvement, we review and refresh our Student Commitments annually. An independent third party measures our results and prepares a public report, the most recent of which was [published in January 2021](#).



“We don’t just want to make the educational world a relevant place for our students. Supported by our active participation in the healthcare ecosystem, our goal is to improve the quality of healthcare overall through our graduates.”

**Melissa Robbins,**  
Vice President of Strategic Initiatives and Operations

As part of our holistic approach to student success, we continue to challenge ourselves to find ways to offer meaningful support in all aspects of the student journey. Providing resources related to financial management remains an intentional focus, as does academic support and the physical and mental well-being of those we serve. We have removed admissions and academic department silos to foster increased collaboration, realize efficiencies and ensure all activities revolve around fostering the success of our students. Our operating principle in this regard is “no student left behind.” We recognize that many of our students are nontraditional and need integrated and ongoing support.

We continue to prioritize providing current and prospective students with a comprehensive and integrated support system designed to help them achieve their goals.



## Leading by Example: Cultivating a Diverse Workforce

Our enterprise-wide practices, programs and policies support gender and ethnically diverse colleagues' access to opportunities for career growth. This intentional focus on diversity and representation throughout our enterprise strengthens our organization and supports our students and members. Our diverse faculty and staff serve as role models and mentors, demonstrating possibility through their roles.

To help attract and retain colleagues, we implemented formal policies that embraced flexible work arrangements more than five years ago, and we continue to find meaningful ways to create supportive, collaborative work environments that celebrate diversity in all its forms.



“I credit my background for giving me a unique perspective on caring for those without access to healthcare. Growing up, my mother and father did not have the best jobs due to their lack of education and inability to speak English. We did not have healthcare, leaving us to utilize the free clinics in our area. My personal experiences with underserved communities and others motivated me to one day be able to provide care to patients who need it the most.”

**Delia Rios**

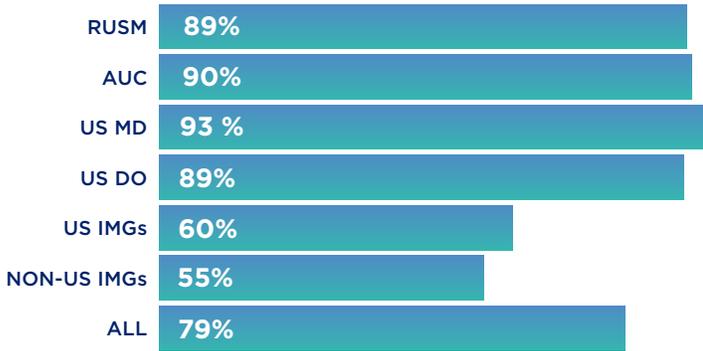
Ross University School of Medicine Scholarship Recipient  
(spring 2021)

## Measuring Our Outcomes

Residency match rates, key licensing exam test scores and low cohort default rates are key performance indicators we use to measure program competitiveness and return on investment. In short, our success is directly tied to the success of those we serve.

Our medical students match into residency programs at comparable rates to US medical schools and match at substantially higher rates than most international medical graduates. When it comes to key licensing exams, Adtalem institutions perform well in preparing our students for success. Additionally, our graduates are less likely to default on their student loans compared to their counterparts at other universities.

### MATCH RATES AMONG FOURTH-YEAR MD AND DO STUDENTS 2020-2021



International Medical Graduates (IMGs). Data Source: National Resident Matching Program, Results and Data: 2021 Main Residency Match. Adtalem data has been normalized for consistency with US methodology for comparison purposes and contains residencies attained through the NRMP Main Match and SOAP.

### FIRST-TIME RESIDENCY RATE 2020-2021



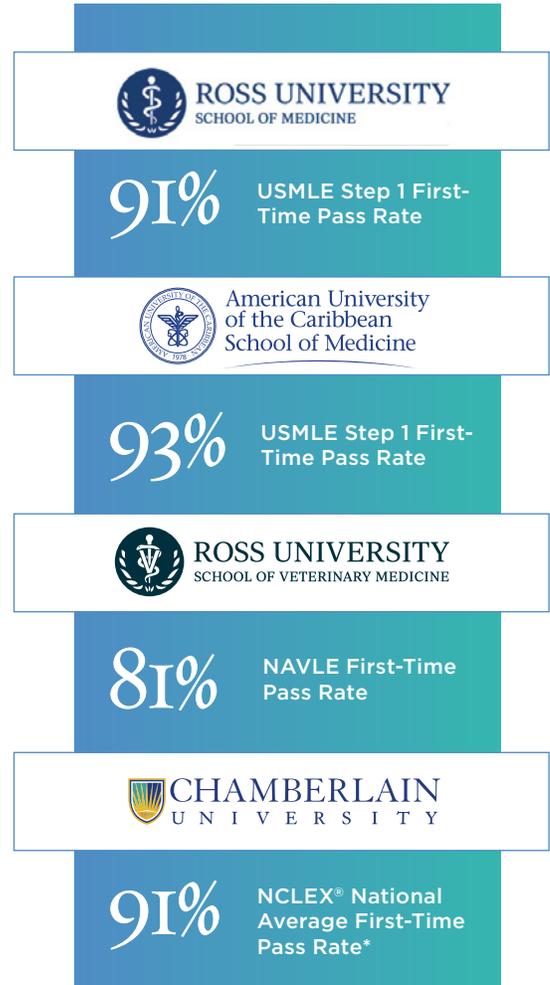
AUC/RUSM first-time residency attainment rates include additional residencies obtained outside of the NRMP Main Match and SOAP, which differs from the US methodology.

### FY17 FINAL COHORT DEFAULT RATES



FY2017 final cohort default are the most current metrics available.

## FIRST-TIME PASS RATES



USMLE and NCLEX pass rates represent 2020 calendar year; NAVLE pass rate represents 2019-2020 academic year. All numbers rounded to the nearest whole number.

\* For calendar year ending 2020, Chamberlain University's average NCLEX® first-time pass rate for BSN graduates was 90.71%

“Diversity is part of our DNA. I am proud of the changes that I have seen individuals within our organization make in their own thinking as they challenge their own biases; and I am proud that individuals with every viewpoint speak up, to me personally and in open forums. To me, this is the only way to actually effect change.”

Lisa W. Wardell  
Chairman and CEO

## Our Commitment to Diversity, Equity and Inclusion

We pride ourselves in nurturing a culture that encourages everyone to bring their full, authentic selves to every aspect of life. We believe effectively fostering DE&I requires intentional action. We don't just welcome differences; we actively celebrate them.

DE&I is the essence of our business and mission. There is a clear tie between our DE&I priorities and our efforts to provide underserved communities with access to education and services that will enable them to grow their careers and make an impact on the world.

We intentionally do not centralize our DE&I efforts. We believe fostering an inclusive environment is a shared responsibility, guided by our commitment to one another and those we serve.

The following four pillars serve as the foundation of our DE&I framework.

- **A Diverse Organization:** We are intentional in the ways we create, value and measure the diversity and inclusiveness of our culture and are guided by the commitment of our executive team, starting with our CEO.
- **An Inclusive Environment:** We provide training and tools to increase awareness of differences and why they matter, so all colleagues can contribute to an engaging, high-performing workplace.
- **Equitable Access to Opportunities:** We expect leaders to be intentional about hiring, developing and retaining talent to promote diverse representation at all levels of our organization.
- **Corporate and Social Responsibility:** We support our global communities through volunteerism, giving and scholarships to extend our impact on diversity, equity and inclusion.

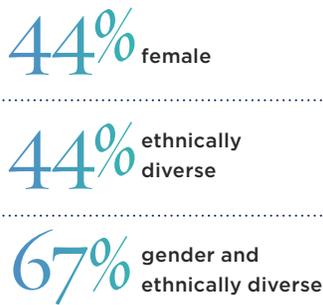


## Creating a Culture of Inclusion

We have notably increased female and ethnically diverse representation on our Board of Directors and executive team since 2016 under Chairman and CEO Lisa Wardell's leadership. We believe diverse and independent directors create stronger practices and outcomes.

Our DE&I journey has evolved to include programmatic and organic elements to foster inclusion throughout our businesses.

### Board Diversity<sup>8</sup>



To continue building on conversations and put our commitment to DE&I into action, we introduced the IDEA (inclusion, diversity, equity and access) Learning Series in March 2021 to maintain awareness and build skills in a variety of areas. In addition to the live presentations, replays were made available on the company intranet.

Adtalem EDGE, which stands for Empowerment, Diversity, Growth and Excellence, is our active employee resource group that seeks to foster a culture of diversity and inclusion and accelerate the advancement of women. Across Adtalem, 23 global chapters host a variety of activities throughout the year, ranging from networking events to honest and open discussions about social justice issues.



### Senior Leadership Diversity<sup>1</sup>

SENIOR LEADERSHIP	
Female	33.33%
Ethnically Diverse	33.33%
Gender or Ethnically Diverse	55.56%

Senior Leadership Includes CEO, COO, Group Presidents and Senior Vice Presidents (who report directly to the CEO).

### Gender Diversity of All Colleagues<sup>8</sup>

ALL GLOBAL EMPLOYEES	
Female	76.22%

### Gender and Ethnic Diversity of US Colleagues<sup>1</sup>

US EMPLOYEES	
Female	79.44%
Ethnically Diverse	35.64%



<sup>1</sup> Data as of June 2021

## Measuring Our Impact

We are intentional in the ways we create, value and measure the diversity and inclusiveness of our culture. We value and seek diversity in all its forms and have processes in place to track our progress.

The creation of diversity dashboards provides better visibility to business leaders as they evaluate and aspire to improve in target areas. Representation is a focus of our onboarding, engagement and exit surveys. All include quantitative questions that relate to DE&I efforts such as a sense of belonging and perceived fairness.

Engagement is a part of our listening culture, which thrives on communication and collaboration. We want to understand what is working well and where we have opportunities for improvement. Through semiannual engagement surveys, we're able to solicit feedback that helps us measure and track our progress in the following areas:

- **Engagement:** The “want to” of work, or more specifically, whether employees are committed to the organization and if they are willing to put in extra effort for the good of the organization.
- **Enablement:** The “can do” of work, meaning employee skills and abilities are fully utilized in their roles and whether the organizational environment supports them in getting their work done.
- **Psychological Safety:** The shared belief that the team is safe for interpersonal risk-taking. Colleagues’ perceived ability to show and employ their authentic self without fear of negative consequences of self-image, status or career. In psychologically safe teams, members feel accepted and respected.

“We are encouraged to speak openly and express a different or even controversial view. That is part of the culture of our company. We don’t want to be an echo chamber.”

Larry Bachman  
Associate General Counsel

During the past year, we have added dimensions to our engagement survey to gather feedback on our response to the COVID-19 pandemic as well as the comfort level of colleagues to return to the workplace.

The engagement survey results are included in a semiannual talent management scorecard for each business and major corporate function, which include metrics tied to scores in our focus areas and metrics on diverse representation. Each functional leader reviews and discusses these outcomes regularly with the CEO.

We are honored to have received the following 2021 awards in recognition of our ongoing efforts:

- » **Newsweek: America’s Most Responsible Companies**
- » **Forbes: Best Employers for Diversity**
- » **DiversityJobs.com: Top Employer in Higher Education**
- » **Inspiring Workplace Awards: Gold Award for the Diversity and Inclusion Category**

### SELECT RESULTS FROM MAY 2021 ENGAGEMENT SURVEY<sup>1</sup>

CATEGORY	PEOPLE OF COLOR	WHITE	FEMALE	MALE
Engagement	71%	73%	72%	70%
Enablement	75%	76%	75%	75%
Psychological Safety	78%	81%	79%	78%

<sup>1</sup> Where global benchmarks are available, we are typically 5-10% above the benchmark for overall Engagement and Enablement, illustrating our strong focus on the employee experience and eye toward continuous improvement.

## Commitment to Social Justice

Social justice has always been an important aspect of fostering equity. Since FY20 and continuing throughout FY21, that focus intensified. We believe racism is a public health crisis. Each of our healthcare institutions is taking steps to fulfill its commitments to addressing racism and fighting for social justice.

Each school's social justice commitments consist of a series of actions central to working toward the following two objectives:

- To educate ourselves, our faculty, our colleagues and our students as part of a continuous effort to grow, learn and change
- To advocate for social justice by confronting and addressing racism, implicit bias and injustice at our universities and in the communities we serve

Our degree-conferring institutions have established internal diversity councils and task forces comprised of leadership, colleagues and students to advance initiatives and to serve as catalysts for continued communication and learning. Each task force surveys their respective communities and compiles recommendations of opportunities to strengthen efforts.

During FY21, DE&I threads were woven into our healthcare institutions' curriculums and activities. DE&I subcommittees were established within both AUC and RUSM's curriculum committees, and AUC appointed its inaugural dean of DE&I in April 2021.

In summer 2020, RUSM faculty and students piloted an anti-racism reading program, a discussion series designed to help students better understand, critique and mitigate racist underpinnings in modern medicine. Following the successful pilot, the program is now being offered to all incoming RUSM students in a move that reiterates our commitment to address racism and fight for social justice through continuous education and reflection.

RUSVM's task force provided its community with an initial survey and assembled recommendations of current opportunities and challenges to strengthen DE&I efforts in the coming year.

Chamberlain's significant milestones included the completion of an institution-wide DE&I framework as well as the development of an action plan that was finished in July 2021. In January 2021, the nursing school launched a monthly speaker series that celebrates diversity and seeks to foster continued dialogue around relevant topics.

Our financial services companies fostered DE&I throughout the year as well:

- ACAMS launched internal and public Global Voices discussions to foster continued dialogue, and in May 2021, partnered with the National Association of Black Compliance & Risk Management Professionals (NABCRMP) to create new speaking and training opportunities for Black professionals and subject matter experts involved in the fight against illicit finance.
- Becker created a diversity webinar series featuring a diverse panel with topics focused on resume-building, careers in accounting and personal branding. Additionally, in July 2021, Becker announced a new Cultivating a Diverse and Inclusive Workplace Foundational Certificate. The five-course, 12-credit continuing professional education program is designed to introduce the benefits of integrating true diversity, equity, belonging and inclusion into the workplace.
- OnCourse Learning hosted numerous activities to continue to raise awareness on a variety of DE&I topics, including Black History Month, women in finance and effective allyship to the LGBTQ+ community.

We continuously review our education programs, systems and processes to ensure that we are addressing systemic bias within our enterprise.

While we are always advancing our efforts, we are proud of the inclusive culture that continues to flourish throughout the enterprise. We have been highly intentional with our practices, programs and policies to ensure that all colleagues are receiving equitable access to opportunities that can better position them for career growth.

## Attracting, Supporting and Nurturing Top Talent

We are committed to attracting and retaining top talent; individuals who are passionate about empowering students and members to achieve their goals, find success and make inspiring contributions to our global community. Our global colleagues are united behind this singular mission and are driven to make a difference each and every day.

Highlighting our commitment to DE&I is a pivotal element of our external strategy to attract diverse talent. We expect all leaders to be intentional about hiring, developing and retaining talent and aiming for diverse representation at all levels of our organization. Practices include recruiting diverse candidate slates, encouraging diverse interview teams and ensuring diverse representation in our career development and leadership training programs. In addition, we have processes in place to ensure our succession plans are inclusive.

As within our classrooms, we strive to create dynamic work environments that embrace flexibility and value each colleague's unique contributions and differences. Our inclusive culture seeks to inspire colleagues to achieve their potential while helping our students and members succeed.

A continuous improvement and learning mindset permeates our organization. Career development opportunities – both formal and informal – are a hallmark of the colleague experience. We are intentional about how we approach talent development, continuously evaluating how we can best support colleague growth while anticipating future business needs.



Our support of our colleagues extends to our comprehensive, inclusive benefits package. We provide healthcare benefits to same-sex life partners of employees, medical coverage for gender reassignment surgery and benefits for adoption by same-sex partners. In addition, we offer access to on-demand mental health services and provide supplemental pay to support colleagues serving in the National Guard and reserves. By aiming to address the health and family, financial and work-life balance needs of each colleague, we believe that we can strengthen our ability to better serve our students, members and employer partners as well as make a greater social and economic impact in our global communities.

“The work of building an inclusive culture never ends.”

Nancy Johnson,  
Vice President, Talent Acquisition and Development

## Engaging and Supporting Our Communities

Driven by our core value of community, we are committed to serving others in and out of the classroom. As a responsible corporate citizen, we provide support to charitable and civic organizations across the globe that share our values and give back through both the Adtalem Global Education Foundation and through corporate philanthropy.

Founded in 2010, the [Adtalem Global Education Foundation](#) is organized to support charitable, educational and research purposes. The nonprofit foundation’s activities reflect commitment to one or more of the following strategic areas:

- Investing to expand access to education, jobs and careers
- Supporting the development of the communities where we live and work
- Combating inequality and encouraging civic engagement

The Foundation’s continued support of A Better Chicago through the nonprofit’s Chicago Design Challenge is an example of its FY21 efforts. The challenge seeks to identify and invest in the city’s most promising innovations designed to accelerate learning recovery and well-being in communities disproportionately affected by the pandemic. A Better Chicago identifies high-potential, high-impact programs that serve young people from cradle to career and invests both unrestricted dollars and strategy support to empower them to grow.

### By the Numbers

FY21

Total Adtalem Global Education Foundation Grants

\$893,316

Total Adtalem Corporate Giving

\$354,232

US Corporate Giving

\$166,253

Caribbean Corporate Giving

\$187,979

“Thanks to Adtalem’s donation, this multi-million-dollar initiative will scale innovations that support the whole child with a combination of educational and social-emotional assistance.”

Beth Swanson  
CEO, A Better Chicago

## Addressing Training and Service Gaps in Africa

A 2020 Adtalem Global Education Foundation grant paved the way for an innovative partnership between AUC and BIO Ventures for Global Health (BVGH), a Seattle-based nonprofit working at the crossroads of the private and public sectors to advance research and improve health. The collaborative effort focused on building clinical oncology capacity to improve cancer patient outcomes in Africa. Without intervention, cancer mortality on the continent is expected to double by 2040.

BVGH partnered with AUC to develop learning objectives and course materials customized to address training and service gaps identified by local pathologists. Eight, 90-minute webinars were held during FY21. The first four-week course focused on the early detection and accurate diagnosis of breast cancers while the second covered the same with cervical cancers. Combined, 35 individual pathologists participated in the programs. Additionally, 84 AUC medical students joined at least one virtual session to share learnings across cultural and geographic boundaries.

92% of participants reported that they plan to apply the content and learning from each module into their daily work.<sup>1</sup>

<sup>1</sup> African Access Initiative (AAI) Adtalem Global Education Foundation Final Report April 2021 provided by BIO Ventures for Global Health

## Engaging and Supporting Our Communities *continued*

We understand the importance of volunteering and engaging with our local communities. Our educational institutions and financial services companies demonstrate their **Heart** and passion for making a difference by supporting their communities in ways that deliver the most impact.

The following is a snapshot of some of the many ways our colleagues, members and students came together to make a positive impact in communities across the globe during the year.

- ACAMS Joins 10,000 Black Interns Initiative:** ACAMS has joined more than 700 companies in 24 sectors in an effort that seeks to create additional career opportunities for Black students by offering a combined 10,000 internship opportunities over a five-year period.
- AUC's Virtual Community Action Day:** More than 20 student-generated videos were livestreamed on the institution's Facebook page on August 1, 2020, to draw attention to local priorities in the Caribbean. The videos were developed in collaboration with 48 students and four St. Maarten community partners, with advising support from AUC faculty.
- Becker Provides Tax Guidance on the American Rescue Plan Act:** In March 2021, Becker hosted a webinar to help customers understand the tax implications of the American Rescue Plan Act that was attended by more than 900 participants.
- Chamberlain Commissions National Study on Nurses' Well-Being During COVID-19:** The results of the study, which provide insight into stressors faced by nurses, were released by Forrester Consulting in June 2021 and served as the basis of an online [Nurse Well-Being Assessment](#) developed by Chamberlain. The fast, easy and insightful assessment helps respondents gauge their well-being and nurture self-care.
- OnCourse Learning Offers Support to Local Community:** As an example of the company's commitment to the communities in which it operates, OnCourse Learning made a financial contribution to Lad Lake, a nonprofit organization in Wisconsin that provides support to more than 1,100 at-risk youth through individualized therapy and skill-building for self-reliance.

- RUSM Enhances Care of Pregnant Women in Barbados:** In October 2020, RUSM students donated funds to the Barbados Family Planning Association to purchase a cardiocography machine to monitor babies in the womb.
- RUSVM Increases Access to Affordable Veterinary Care with PetSmart Grant:** In partnership with the One Health Research Foundation (OHRF), funds from a PetSmart Charities grant awarded to OHRF supported the Basseterre Animal Rescue Center, a low-cost animal wellness clinic in the Federation of St. Kitts & Nevis, and exposed RUSVM students to the experiences of shelter and community medicine. The project helps RUSVM provide increased access to important veterinary care to pet owners while also increasing opportunities for real-life, hands-on care experience for Doctor of Veterinary Medicine students.

## Scholarships Aid Nontraditional Students

Established in 2000, the Empower Scholarship Fund strives to help keep education within reach by providing financial support to qualifying current students. The selection criteria prioritizes applicants with the greatest need and who have established a successful academic record. In FY21, 111 of these scholarships, totaling \$290,500, were awarded. The most recent class of recipients includes 32 first-generation college students and 14 single parents. The need for financial assistance continues to grow as the number of applications increased by 42% from the previous year.

In addition, each of our degree-conferring institutions offer a variety of scholarships. While application criteria vary, the goal of each is to expand access to educational opportunities for qualifying students. In June 2021, ACAMS launched a scholarship program for applicants with diverse backgrounds seeking to become a Certified AML FinTech Compliance Associate (CAFCA). Under the CAFCA Scholarship Program, 30 candidates will be able to pursue the FinTech compliance certification with a full waiver of fees.

# at our heart:

**Our relationships with our external partners are core to our effort of creating lasting impact for our global communities and executing on our social mission.**



## Foundation Partners

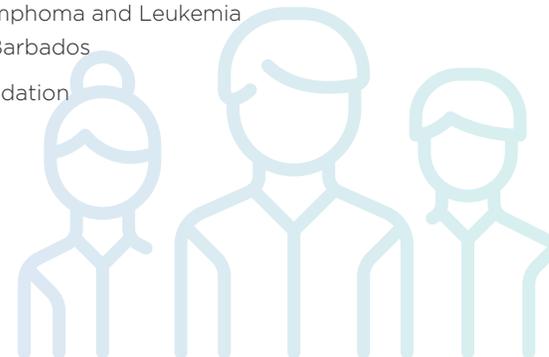
- A Better Chicago
- After School Matters
- American Humane
- American Red Cross
- Chicago Debates
- Communities in Schools of Chicago
- Cures Within Reach
- Global Health Corps
- Golden Apple
- New Leaders
- Polaris Project
- Project C.U.R.E.
- Summer Search
- Teach for America
- The Chicago Public Education Fund
- WINGS Program
- Chicago United
- Communities in Schools – Chicago
- Communities In Schools – Eastern Pennsylvania
- Community Support Services (CSS)
- Congressional Black Caucus Foundation
- Congressional Management Foundation
- DuPage Habitat for Humanity
- Fight2Feed
- Foster Village
- Girls in the Game
- Greater Chicago Food Depository
- Hispanic Unity of Florida
- Hope for Justice International
- Inter-American Dialogue
- Junior Achievement of Chicago
- Kennedy Center
- Melrose Wakefield Healthcare
- Metro Caring
- OneGoal
- Pecatonica Community Food Pantry
- People's Resource Center
- Prescott Center for the Arts
- Project Gutenberg Literary Archive Foundation
- Project Linus
- Project Worthmore
- Share Our Spare
- Smithsonian Institute Transcription Center
- Women Employed
- Year Up

## US Corporate and Civic Partners

- A Better Chicago
- American Heart Association
- American Humane – Pups4Patriots
- American Nurses Foundation
- American Red Cross
- Association House of Chicago
- Bata Sole
- Changing Worlds
- Chicagoland Chamber of Commerce Foundation

## Caribbean Corporate and Civic Partners

- Barbados Cancer Society
- Barbados Diabetes Foundation
- Barbados National Vaccination Fund
- Basseterre Animal Rescue Center
- Caribbean Disaster Emergency Management Agency (CDEMA)
- Clarence Fitzroy Bryant College
- Community Outreach Mentorship & Empowerment (C.O.M.E.) International Foundation
- Diabetes Foundation of St. Maarten
- Eden Lodge Youth Charitable Trust
- Elizabeth Pemberton Primary
- Explorers Youth Clubs
- FirstCaribbean International ComTrust Foundation - CIBC Walk For The Cure
- Foundation for the Management & Conservation of Nature
- K1 Britannia Foundation
- Ministry of Agriculture, Fisheries and Marine Resources of St. Kitts
- Ministry of Agriculture, Lands, Housing, Co-operatives and Fisheries of the Nevis Island Administration
- Ministry of Education of St. Kitts and Nevis
- Ocean View Nursing Services
- Operation School Bell
- Optimist International - Sunshine Optimist Club
- Project C.U.R.E.
- Rotary Club of Barbados South Charitable Trust
- St. Kitts Diabetes Association
- St. Maarten AIDS Foundation
- St. Maarten Heart and Stroke Foundation
- Safe Haven
- Sils Dialysis Center
- Sint Maarten Ministry of Public Health, Social Development and Labor
- The Hope Foundation
- The Myeloma, Lymphoma and Leukemia Foundation of Barbados
- The Positive Foundation



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