

# The Power of Diversity at AS OF SEPTEMBER 2022



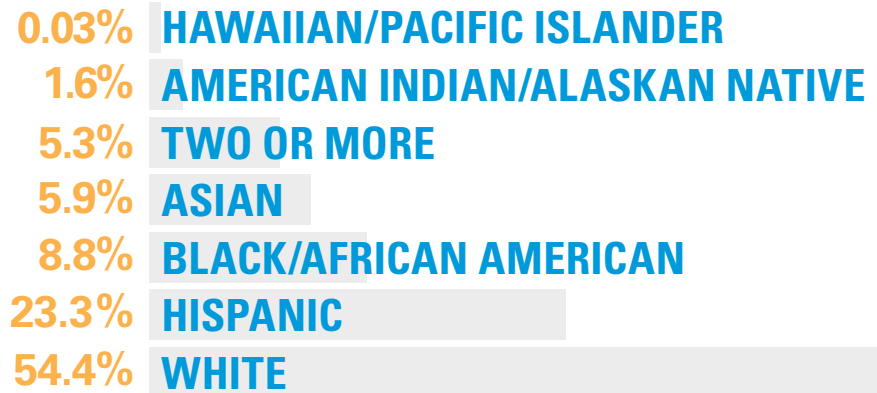
**BlueCross  
BlueShield**  
Arizona



DIVERSITY, EQUITY,  
AND INCLUSION  
LEADERSHIP COUNCIL

**2,766**  
**TOTAL**  
  
**EMPLOYEES**

## RACE/ETHNICITY

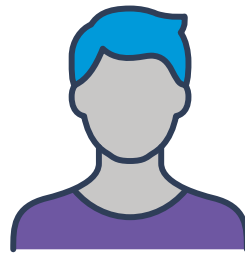


**WOMEN**

**71.4%**

**MEN**

**28.6%**

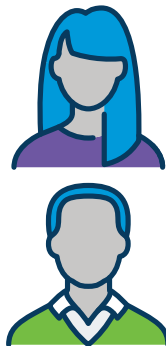


**719**



NUMBER OF  
PEOPLE THAT  
HAVE BEEN  
AT BCBSAZ  
MORE THAN  
**10 YEARS**

**WORKED  
AT BCBSAZ  
LESS THAN  
TWO  
YEARS**



**775**

**98**  
  
**VETERANS**

## BOARD

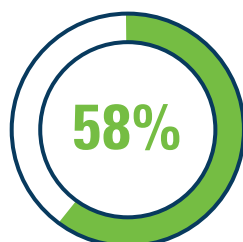
**46%**

**WOMEN IN  
EXEC LEADERSHIP**

**23%**

**ETHNIC MINORITY  
ON THE BOARD**

## DIRECTORS AND ABOVE

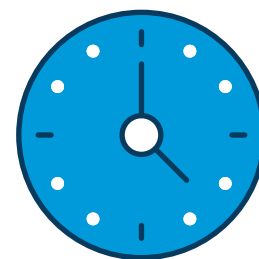


**WOMEN**



**RACIAL/ETHNIC MINORITY**

**17,124**



COMMUNITY  
SERVICES HOURS  
COMPLETED BY  
**1,822**  
ENGAGED  
EMPLOYEES IN 2021

**GEN Z 0.5%**  
GEN Z - (1997-2012)



**MILLENNIALS 36.9%**  
MILLENNIALS - (1981-1996)



**GEN X 44.5%**  
GEN X - (1965-1980)



**BOOMERS 18%**  
BOOMERS - (1946-1964)



**SILENT GEN 0.1%**  
SILENT GEN - (1928-1945)

