

Strength in Numbers



BlueCross
BlueShield
Arizona



DIVERSITY, EQUITY,
AND INCLUSION
LEADERSHIP COUNCIL

93.1% EMPLOYEES ARE PROUD TO BE BLUE

3,159
TOTAL 
EMPLOYEES

RACE AND ETHNICITY

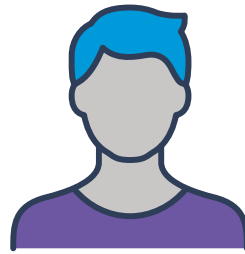
- 0.3% HAWAIIAN/PACIFIC ISLANDER
- 1.6% AMERICAN INDIAN/ALASKAN NATIVE
- 6.2% ASIAN
- 7.4% TWO OR MORE
- 9.9% BLACK/AFRICAN AMERICAN
- 22.7% HISPANIC
- 51.8% WHITE

WOMEN

MEN

71.2%

28.8%



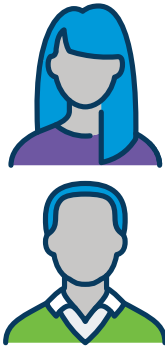
754



HAVE WORKED
AT AZ BLUE
MORE THAN

10 YEARS

WORKED
AT AZ BLUE
FEWER THAN
TWO
YEARS **1,036**



118 
VETERANS

AZ BLUE
BOARD OF DIRECTORS

46%



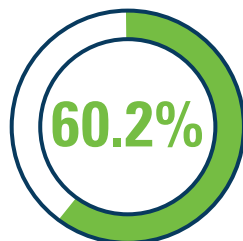
WOMEN

23%

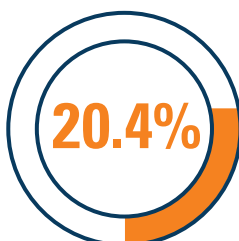


RACIAL/
ETHNIC MINORITY

DIRECTORS
AND ABOVE

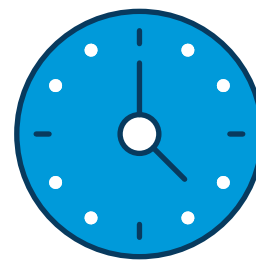


WOMEN



RACIAL/ETHNIC MINORITY

19,565



COMMUNITY
SERVICE HOURS
COMPLETED BY
2,282
ENGAGED
EMPLOYEES IN 2022

GEN Z 0.9%
(1997-2012)



MILLENNIALS 41.8%
(1981-1996)



GEN X 41.9%
(1965-1980)



BOOMERS 15.3%
(1946-1964)



SILENT GEN 0.1%
(1928-1945)

