

# 2018-2019 Diversity & Inclusion Events and Milestones

Throughout the year, our Office of Diversity & Inclusion (D&I), in collaboration with our employee business resource groups (EBRGs), presents or sponsors a number of events showcasing our commitment to embracing the diversity of—and inclusion and equity among—all associates at BCBSRI. This gives us a richer perspective and helps us better serve all of our members and our communities across Rhode Island. This timeline highlights several key D&I initiatives of the past year.

## April 2018

The Parents @ Work EBRG hosted “Bring Your Child to Work Day.” Twenty middle- and high school-aged children of our associates participated in a day of learning, community service, problem solving, technology, and more.



## May 2018

The Emerging Blue Talent EBRG collaborated with a local photographer to offer more than 90 associates the opportunity to have a low-cost professional headshot taken.



## June 2018

The Blue pRide EBRG represented BCBSRI at the RI Pride festival in downtown Providence. More than a dozen Blue pRide members and other associates took part in the festivities.



## July 2018

Our annual celebration of diversity and inclusion at BCBSRI, Diversity Week featured a “stop-by” event called “What is Diversity to Me.” Nearly 200 associates took a photo with a whiteboard displaying what diversity means to them. Those photos were shown on digital boards throughout the building to help associates strengthen connections with each other. Other activities included amazing guest speakers and presenters around the theme of “Courageous Conversations,” and the week concluded with a fun salsa dancing lesson!

## September/October 2018

The Latin@Link EBRG observed Hispanic Heritage Month with two inspiring events:

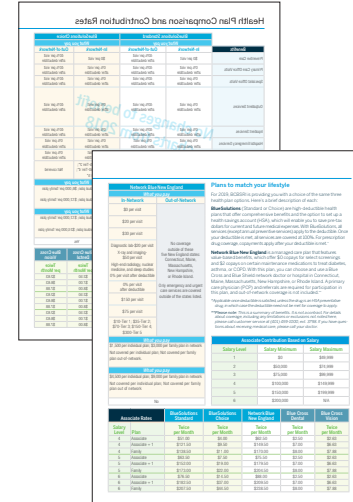
- The cafeteria lounge area was transformed into an art studio for two days, featuring a vibrant Cuban-inspired exhibition by artist and social worker Tamara Diaz. Tamara’s exhibit was called “The Healing Power of Art Therapy: Promoting Wellbeing through Self-expression.”



lend perspective on topics such as self-identity, acceptance, mental health, language barriers, and immigration.



Associates enjoyed the rhythm of poetry and spoken word with a special collection from Marleny Luna, who drew upon her experience as a Latina woman to



## November 2018

The Military Services EBRG presented a Veterans Appreciation Day to celebrate the importance of recognizing the sacrifices of our veterans. Activities included guest speakers as well as an associate fundraiser to benefit the Dare to Dream Ranch.



The Parents @ Work EBRG presented P@wer Hours, an informal Q&A about 2019 associate benefits and open enrollment, in collaboration with sales and HR. The event generated important discussions about our provider network, covered services, and much more.



## January 2019

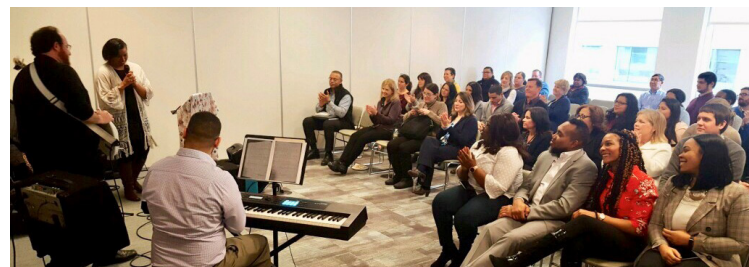
We proudly launched the newest EBRG: Black Council @ Blue! The mission of this new group is to promote diversity, culture, and inclusion for all associates by cultivating, sustaining, and maintaining an energized network of professionals in support of individuals of African descent at BCBSRI.



The Black Council @ Blue EBRG presented a special breakfast discussion honoring Martin Luther King, Jr. Day with guest speaker Angela Bannerman Ankoma, executive vice president and director of community investment at United Way of RI.

## February 2019

The Black Council @ Blue EBRG presented a variety of inspiring and thought-provoking events in celebration of Black History Month. These included a musical performance by Michelle Cruz, a Black Council @ Blue lunch “meet and greet,” as well as an important panel discussion on race, advocacy, and wellness with a diverse panel of community leaders.



The Latin@Link EBRG piloted the BCBSRI Internship Roadshow at Rhode Island College (RIC). Six of our diverse, talented associates from various areas of the company spoke with RIC students about different internship opportunities at BCBSRI, as well as their unique experiences in the ever-changing healthcare field.



Latin@Link has also contributed to our business by coordinating numerous Spanish translations of our content, including bcbsri.com, Healthcare Basics, and most recently, our new brand and accompanying advertising.



## March 2019

Four years after becoming the second Project SEARCH site in Rhode Island, we successfully launched the Project SEARCH mentoring program. Our seven interns were matched with associates at all levels—including the ELT—and expected to meet for at least an hour each month.



The Emerging Blue Talent EBRG kicked off the “Lunch with Leaders” series, which is intended to explore the qualities and definitions of leadership. The first gathering featured Tracy McCaughey, managing director, compliance; Thomas Duchesne, managing director, ePMO; and Jude Angell, master black belt, program manager.



**IT'S WHAT WE LIVE FOR**

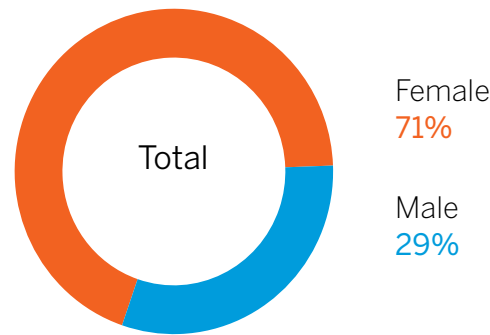


# 2019 Q2 Diversity & Inclusion Dashboard

This snapshot provides a current picture of our D&I progress at BCBSRI “by the numbers,” including an overview of our associate population by characteristics such as gender, race/ethnicity, turnover, generation, and more. These metrics offer a good look at where we are today, and while we’ve made steady progress through our efforts, there is still some work to do as we strive to become a more diverse and inclusive workplace.

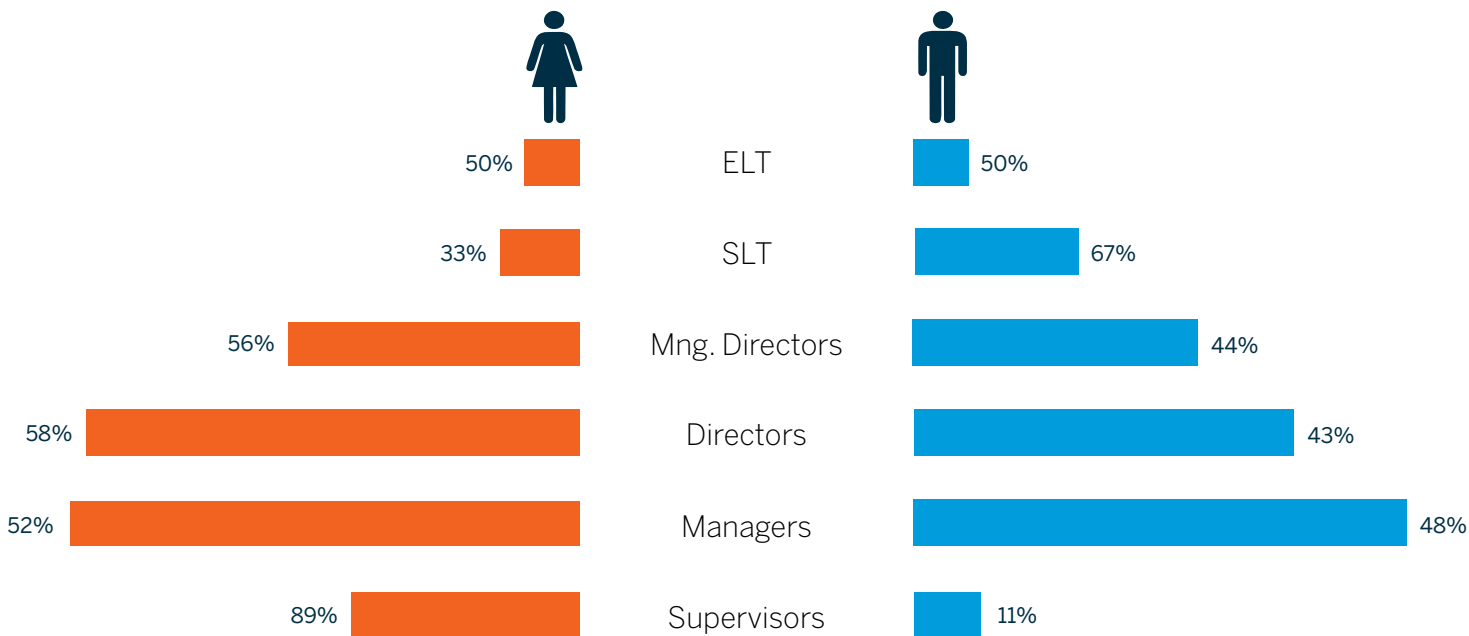
## Gender

During the past five years the gender breakdown remained relatively constant at approximately 70% females and 30% males.



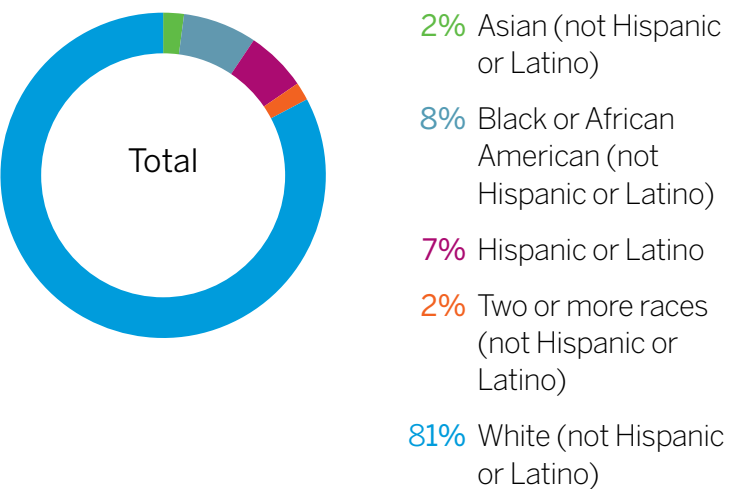
## Gender by Leadership

The female/male ratio was similar across leadership levels except among supervisors and the senior leadership team. There were approximately twice as many men in senior leadership positions, and four times as many women in supervisory roles.



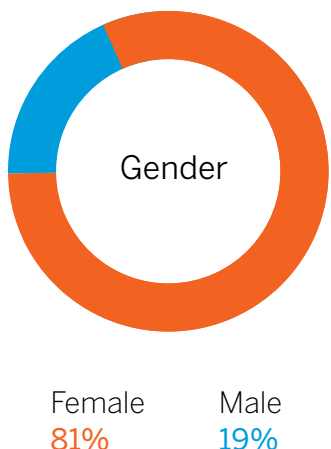
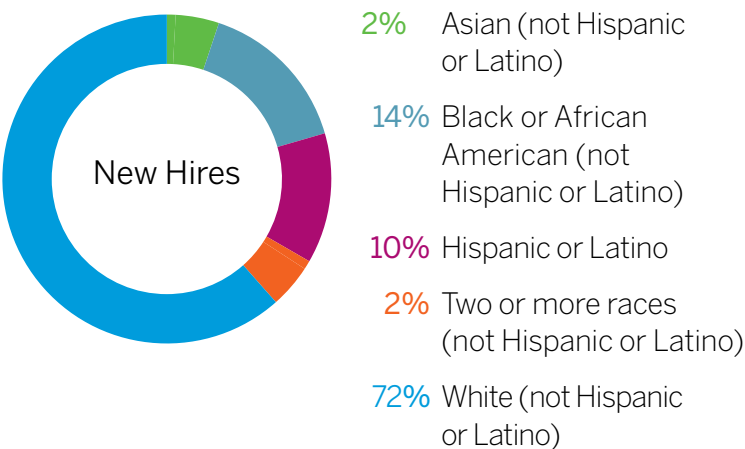
## Race/Ethnicity

People of Color (POC) made up 19% of the total workforce, and 7% of associates in management roles.



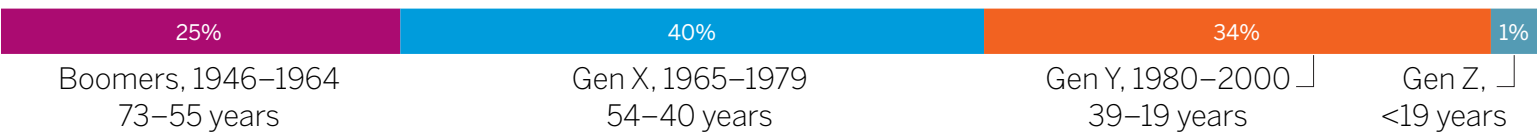
## New Hire Race/Ethnicity Q1-Q2 2019

The top three ethnicities for new hires emulated the active population as follows: White, Black or African American, and Hispanic.



## Generation

Largest percentage of associates is comprised of Gen Xers. The Silent Generation is not shown as its representation is minimal.



## Military

Seven (7) active associates classify themselves as a veteran.



## Disability

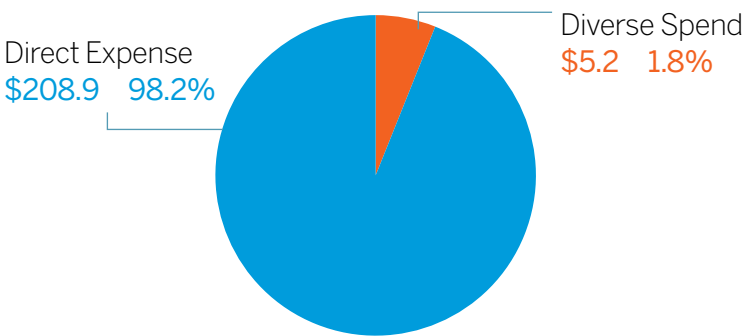
Eitght (8) active associates indicate as having a disability.



## Enterprise Supplier Diversity

### 2019 Q2 Spend

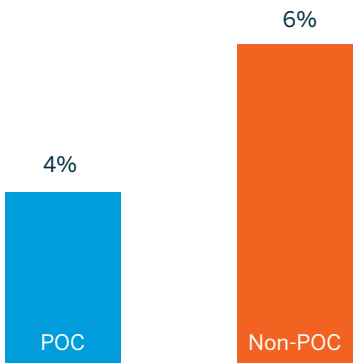
Diversity Spend to Total Enterprise Spend (\$ Millions)



Please note spend percentage has decreased YOY due to multiple diverse suppliers being bought out by a larger non diverse company, outsourcing of facility services.

## Turnover rates

This turnover rate accounts for voluntary and involuntary separations, and job eliminations (excludes customer service).



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