

# WE HEAL TOGETHER

BlueCross BlueShield of Western New York is a longstanding employer of a diverse and inclusive workforce. Our success over the years has come from the combined efforts of people from a variety of ethnicities, life experiences and perspectives. Our company is a testimony to being better together than we are apart. We recognize our responsibility to our members, our communities, and each of our employees, to create a safe and equitable environment in which people of all races can thrive and lead healthy lives knowing that BlueCross BlueShield is a partner in their health and wellbeing.

This cornerstone of our mission as a community health plan has been sorely tested by recent events as we have seen the continued impact of racism and inequity on African Americans through loss of life from violence and police brutality, and the loss of life from the disproportionate impact of COVID-19 on the African American community. We unequivocally condemn the racism that is at the center of these issues. We are called to do more than just acknowledge the impact of recent events, we are called to action. In fact, through our actions, our voices, and our resources, it is our obligation to lead.

We will focus internally on supporting our African American workforce by providing a safe space for expression and a forum to provide input to corporate leadership, as well as dedicate resources to help maintain their wellbeing.

We will focus externally on the health care inequity and the conditions that lead to significant disparity and poor health outcomes in the African American community.

We are committed to working towards eradicating all racism at its roots and correcting the impact it has had on the African American community and our society as a whole.



Dave Anderson  
President and CEO  
BlueCross BlueShield of Western New York



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