



# Biography

## **Carlos Cubia**

**Chief Inclusion, Equity, Diversity and Sustainability Officer,  
BHSH System**

Carlos Cubia is the chief inclusion, equity, diversity and sustainability officer for BHSH System—formed by the joining together of Beaumont Health and Spectrum Health in 2022. He is responsible for inspiring and defining the systemwide transformational and innovative inclusion, equity (inclusive of health equity), diversity and sustainability strategies to drive the organization toward its goals of transforming health for the communities it serves, improving health and health equity, and fostering a culture of belonging.

Carlos is passionate about helping people live healthier, happier lives by developing and championing strategies on the journey to creating a culture in which DE&I and health equity are at the center.

### **Background**

Carlos previously served as senior vice president and global chief diversity, equity and inclusion officer for [Walgreens Boots Alliance \(WBA\)](#). In this role, he led the development and implementation of an enterprise-wide diversity and inclusion strategy for 400,000 employees in 17 countries. His track record for innovation included forming WBA's first Global Inclusion Council, launching a Diversity & Inclusion Report and linking a portion of incentive pay to performance on DE&I goals. His prior leadership roles include vice president of sales and account management at [Aetna](#), vice president and global chief diversity officer at [Covidien](#), and vice president at [Blue Cross/Blue Shield](#). Throughout his career, Carlos has been intentional about driving the diversity agenda.

### **Education**

Carlos earned his Bachelor of Arts in social science and criminal justice from [Michigan State University](#).

### **Affiliations and Awards**

Carlos was a [Chicago Defender](#) magazine 2022 Men of Excellence honoree. He was recognized by [Black Enterprise](#) as a Top Corporate Diversity Executive in 2018, and [Career Mastered](#) magazine honored him with a “Men as Allies Diversity in Leadership” award. Carlos serves on the boards of the [Chicago Urban League](#), the [Chicago Sinfonietta](#), [Hope Chicago](#) and the [National Diversity Council](#).

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