

Biography**Carlos Cubia**

Chief Inclusion, Equity, Diversity and Sustainability
Officer & Executive Leadership Council Member,
Corewell Health



Carlos is responsible for developing and engaging the organization in systemwide, transformational diversity, equity, inclusion, and sustainability strategies. As a visionary and innovative leader, Carlos is known for thinking differently about what is possible. He applies his extensive experience to creating an inclusive, diverse, safe, and equitable community and enabling Corewell Health to achieve its vision of a future where health is simple, affordable, equitable and exceptional.

Carlos is passionate about caring for the whole person with respect and dignity and building a world where health and well-being are within reach for all. At Corewell Health, Carlos is developing and championing strategies to create a culture in which DE&I and health equity are both at the center of everything we do.

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. In 2023 Carlos received an "Inclusion Innovation Award" from Diversity Woman Media and was named a Top Diversity Leader from Modern Healthcare. Most recently, Carlos was inducted into the Executive Leadership Council. Carlos serves on the boards of the Chicago Urban League, the Chicago Sinfonietta, Hope Chicago, the National Diversity Council, and the Inforum Board.