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**Diversity, Equity and Inclusion Best Practices Examples and Resources**

During a July 2021 diversity, equity and inclusion webinar, the Insurance Careers Movement, the Jacobson Group, and other speakers discussed diversity, equity and inclusion (DEI) belief statements, shared information on organizations to collaborate with to further accelerate work on DEI and organizations to support and engage with on DEI strategies. Following are highlights from the webinar and diversity, equity and inclusion best practices and company examples.

**Diversity, Equity & Inclusion Company Examples**

**[Diversity & Inclusion at Progressive](https://www.progressive.com/about/diversity-and-inclusion/)**

Belief statement, Living our core values (Courage at Our Core and Dare to Disagree workshops, Courageous Conversations and Diversity and Inclusion (D&I) Speakers Bureau events), Diversity and inclusion in action (ambitious goal to double the representation of people of color in senior leadership by the end of 2025), Progressive’s Employee Resource Groups (ERGs), Representation and growth (Employee representation by race, ethnicity, and gender and leadership development), Equal pay, and Our people (testimonials)

**[Assurant Core Value – Responsible Employer](https://socialresponsibility.assurant.com/our-story/corporate-responsibility/responsible-employer/default.aspx)**

Global Diversity & Inclusion Council (mix of 20 employees from seven countries), CEO Action for Diversity & Inclusion pledge, [Social Responsibility Report](https://s26.q4cdn.com/174437413/files/doc_downloads/2021/03/v1/AIZ-09329-2021-Assurant-Social-Responsibility-Report_031521_Final.pdf): Advancing Environmental, Social, Governance (ESG) Integration (talent, foster a diverse, equitable and inclusive culture to drive sustainable innovation for the benefit of all stakeholders), talent goals and actions p.9-10

**[AIG Diversity, Equity & Inclusion](https://www.aig.com/about-us/diversity-equity-and-inclusion)**

Our Workforce, Our Workplace, and Our Marketplace, Employee Resource Groups, 2020 Environmental, Social and Governance (ESG) Report, Diversity in Action (Diversity Policies – Pay Equity, US Workforce Demographics), Community, and Supplier Relations

**[Life at Travelers – Diversity](https://careers.travelers.com/life-at-travelers/diversity/)**

Diversifying your workforce requires accountability, the commitment of your people and an unwavering tenacity. At Travelers, we are dedicated to these tenets of Diversity and Inclusion. Military hiring, Diversity Networks, proactively hiring people with disabilities including individuals with Autism Spectrum Disorder, leverage a myriad of organizations that help reach talent including Grace Hopper, Hartford Promise, Inroads, Gamma Iota Sigma, SheHacks, Posse and InVEST, EDGE Scholars Programs.

**[Allianz Diversity & Inclusion](https://www.allianz.com/en/about-us/strategy-values/diversity.html)**

Belief statement, Targets, Cultural Diversity, LGBT+ Psychological safety, Generations, Gender Balance, Disability, and Individual Needs, Employee Networks – People with a Disability, Gender Equality, LGBT+, Race and Cultural Ethnicity, and Age and Life Stages.

**[Diversity & Inclusion at Erie Insurance](https://www.erieinsurance.com/careers/diversity)**

Diversity & Inclusion in Action at Erie Insurance, D&I Awareness Training, unconscious bias training for hiring managers, CEO Action for Diversity & Inclusion pledge, Eight Employee Affinity Networks, Four Employee Resource Groups, D&I Leadership Council, and D&I Champion Program.

**Diversity, Equity & Inclusion Belief Statement Examples**

**[Zurich Belief Statement](https://www.zurich.com/en/careers/our-people)**

“Our People are the heart and soul of Zurich and together we are committed to delivering on our purpose – Let’s Create a Brighter Future Together. A brighter future where our voices are diverse, our behaviors are inclusive, our actions drive equity, and our people feel a sense of belonging.”

**[Ben & Jerry’s Social & Economic Justice Belief Statement](https://www.benjerry.com/values)**

“We are committed to achieving equity, opportunity, and justice for communities across the globe that have been historically marginalized, recognizing that this is tied to fair livelihoods that enable individuals, families, and communities to thrive.”

**Apprenticeships and Internships**

**[Insurance Apprenticeships USA Initiative](https://www.apci.org/pciwebsite/Cms/Content/ViewPrint?sitePageId=59254)**

The Insurance Apprenticeship USA initiative is a collaboration with [Zurich North America](https://www.zurichna.com/careers/apprentices), [Aon](https://www.aon.com/careers/us/apprenticeships/index.jsp), [The Hartford](https://www.thehartford.com/careers/claims-apprentice), APCIA, and the U.S. Department of Labor and is the industry’s first national effort to establish dedicated insurance apprenticeship programs in communities across America. Companies are invited to join the Insurance Apprenticeships USA Initiative and the leading organizations are sharing insights on successes, learnings, and infrastructure.

**[Genesys Works](https://genesysworks.org/about-us/)**

Genesys Works creates career pathways and opportunities for youth from underserved communities while simultaneously helping employers fill critical talent gaps within their companies. Genesys Works does this by providing skills training, counseling and coaching, and paid internships for high school seniors who currently reside in underserved communities and lack access to the resources needed to achieve sustained economic mobility.

**Military Community**

**[Hiring Our Heroes](https://www.hiringourheroes.org/)**

Hiring Our Heroes (HOH) connects the military community – service members, military spouses, and veterans – with American businesses to create economic opportunity and a strong and diversified workforce. [The HOH Fellow Program](https://www.hiringourheroes.org/career-services/fellowships/) is a best-in-class workforce development program that places highly skilled and educated transitioning service members, veterans, military spouses, and military caregivers with employers committed to hiring them. Participating host companies harness the power of internships to find, evaluate, and hire the best military talent.

**Organizations to Support and Engage**

**National African American Insurance Association**

The [National African American Insurance Association](https://www.naaia.org/) (NAAIA) was organized to create a network among people of color and others employed in or affiliated with the insurance industry. Pooling this wealth of talent contributes significantly to the association and its members through the sharing of professional knowledge, information and experiences.

**Latin American Association of Insurance Agencies**

The [Latin American Association of Insurance Agencies](https://laaia.com/about) (LAAIA) is an association of insurance professionals whose purpose is to protect the rights of its members for the benefit of the consumer through education, information, networking and active participation in the political environment and community service.

**International Association of Black Actuaries**

The [International Association of Black Actuaries](https://www.blackactuaries.org/) (IABA) is a professional and student member organization whose mission is to contribute to an increase in the number of Black actuaries and to influence the successful career development, civic growth and achievement of Black actuaries.

**Insurance Industry Charitable Foundation**

The [Insurance Industry Charitable Foundation](https://www.iicf.org/) (IICF) helps communities and enriches lives by uniting the collective strength of the insurance industry in providing grants, volunteer service and leadership. IICF provides virtual and in-person networking opportunities which can help accelerate diversity and inclusion initiatives.

**Insurance Careers Movement**

The [Insurance Careers Movement](https://insurancecareerstrifecta.org/) (ICM) is a grassroots initiative. More than 1,000+ insurance organizations are working together through the Insurance Careers Movement to inspire people to choose insurance as a career, are helping identify, develop and retain emerging leaders, and are helping advance diversity, equity, and inclusion in the industry. ICM, [APCIA](https://www.apci.org/) and [AM Best](https://www.ambest.com/home/default.aspx) co-host the Emerging Leaders Conference which helps drive dialogue on rising stars in the industry and provides a vibrant professional development experience. [Sign-up](https://insurancecareerstrifecta.org/) to receive email updates on talent and diversity, equity and inclusion initiatives.

**Dive In: The Festival for Diversity and Inclusion in Insurance**

[Dive In: The Festival for Diversity and Inclusion in Insurance](https://diveinfestival.com/) was held September 21 – 23 and many sessions are available on playback. Dive In is a global movement in the insurance sector to support the development of inclusive workplace cultures. Its mission is to enable people to achieve their potential by raising awareness of the business case and promoting the positive action for diversity in all its forms.

**The Jacobson Group DEI Resources and Articles**

[The Intentional Approach: Bringing true diversity, equity, and inclusion to claims](https://www.theclm.org/Magazine/articles/the-intentional-approach/2262)

[Making Meaningful Progress Toward Racial Equity Within Insurance](https://blog.jacobsononline.com/making-meaningful-progress-toward-racial-equity-within-insurance)

[Creating a Culture of Inclusion That Attracts and Retains Talent](https://www.iamagazine.com/magazine/issues/2020/june/creating-a-culture-of-inclusion-that-attracts-and-retains-talent)

[Cultivating An Inclusive Boardroom: The New Board Mandate](https://jacobsononline.com/uploadfiles/2019.03_boardroomview.pdf)

[Prioritizing Potential to Build Future-Focused Teams](https://www.carriermanagement.com/features/2021/05/25/219692.htm?bypass=33db085d84ee60192d94b216c761e38f)