

Key Takeaways:

Themes and Actions for our D&I Journey

Insurance organizations have taken a vested interest in diversity and inclusion (D&I) and propelled it to an industry priority. Companies are promoting a variety of initiatives to create diverse workforces and develop inclusive business cultures. Insurers are reevaluating their current goals and weaving D&I at all levels in order to build on recent successes and continue the momentum.

Bravo to NAMIC for ensuring this important topic was highlighted during the recent 2019 Management Conference and thank you to all those who participated in *Minding the Gender Gap: Diversity in Leadership*. The discussion was lively, impactful and thought-provoking. Below are some key takeaways from the session.

Insurance Talent

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What are the greatest challenges the industry is facing when it comes to D&I?



- Promoting diverse talent pipelines and inclusive hiring practices
- Developing inclusive company cultures
- Combatting unconscious bias
- Dealing with recruiting difficulty in rural areas
- Cultivating the industry's image and brand
- Exposing underrepresented groups to the insurance industry

What are organizations doing to set up and follow through on D&I goals?



- Setting up measurable, transparent and organization-specific D&I goals
- Holding corporate leadership accountable for advocacy goals
- Planning quarterly meetings to report on measurement, progress and results of D&I initiatives
- Utilizing gender-neutral job postings and ensuring diverse candidates are included on every slate
- Developing parental leave programs for both men and women
- Using employees' preferred pronouns in signature blocks
- Connecting staff by supporting employee resource groups (ERGS)
- Using ERGs to provide insights into new markets
- Asking staff what inclusive experiences are most impactful for them

What community D&I initiatives can your company take part in?



- Focus on the next stages of D&I: belonging, equity, intentionality, intersectionality and justice.
- Become involved in STEM and other education initiatives.
- Utilize mentoring and executive sponsorships to advance D&I.
- Broaden the lens of diversity beyond gender to include diversity of thought, experience and generations.
- Engage in more industry and outside-of-industry networking to attract diverse talent.

What D&I organizations are currently working to make a difference?



- [Association of Professional Insurance Women](#)
- [Dive In Festival](#)
- [Diversity & Inclusion Institute](#)
- [Gamma Iota Sigma](#)
- [Insurance Careers Movement](#)
- [Insurance Industry Charitable Foundation](#)
- [The Insurance Supper Club \(ISC\)](#)
- [Insuring Ohio Futures](#)
- [Latin American Association of Insurance Agencies](#)
- [Million Women Mentors](#)
- [National African American Insurance Association](#)
- [STEMconnector](#)
- [Women in Insurance Initiative](#)
- [Women's Insurance Networking Group \(WING\)](#)

Where can I find more information about D&I initiatives?



- [8 Beliefs about Diversity, Inclusion and Belonging](#), SYPartners
- [Embracing the Multi-Generational Workforce](#), Insurance Journal
- [How to Foster Workplace Belonging Through Successful Employee Resource Groups](#), Forbes
- [Inclusion is Invisible: What You Should Measure](#), Forbes
- [Industry Still Lags on Diversity](#), Insurance Thought Leadership
- [Removing Gendered Keywords Gets You More Applicants](#), ZipRecruiter
- [The Business Case for Belonging](#), Forbes
- [Tips for Reducing the Pay Gap](#), PDT Global

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