

# ACLI | Diversity, Equity & Inclusion

Life insurers' core business is to help protect Americans' financial and retirement security. Through its Economic Empowerment and Racial Equity Initiative, the American Council of Life Insurers (ACLI) is working to expand financial protection to underserved communities. Our products offer security and can help to build inter-generational wealth and close gaps fueled by systemic inequality. We're also taking action to address stark disparities of income and wealth. Promoting a diverse and inclusive workforce and expanding our reach into underrepresented communities that lack financial protection is essential to this mission.

Companies have implemented programs and devoted significant resources to increase opportunities and create an inclusive workplace environment for women, people of color, LGBTQ individuals, people with disabilities, veterans and other traditionally underrepresented groups. As a further sign of the industry's commitment to bring meaningful change in the business community, 100% of ACLI's Board of Directors have signed the Pledge for CEO Action on Diversity and Inclusion.

## ACCORDING TO A 2019 ACLI MEMBER SURVEY:



*Note: Percentages based upon industry assets.*



## CEO ACTION FOR DIVERSITY & INCLUSION PLEDGE

ACLI's Board of Directors is among the first association boards to have all its members sign the Pledge for CEO Action, the largest CEO-driven business commitment to advance diversity and inclusion within the workplace.

CEOs signing the Pledge commit to:

1. Continue making their workplaces trusting places to have complex, and sometimes difficult, conversations about diversity and inclusion.
2. Implementing and expanding unconscious bias education.
3. Sharing best—and unsuccessful—practices.
4. Creating and sharing strategic inclusion and diversity plans with their board of directors.

Companies signing the pledge also commit to creating accountability systems to track their progress and to share regular updates with each other in order to catalog effective programs and measurement practices.

Following the lead of its board, ACLI is encouraging all of its member companies to sign the Pledge.