

BUSINESS INSURANCE

Best Practices for Creating an Inclusive Culture

September 19, 2017

Business Insurance Diversity &
Inclusion Institute Conference

#BI_Inclusion

Your guide for the next 60 minutes

- I'm a twin (the less attractive one, I'm told)
- I make my own household cleaning supplies
- My husband and I recently adopted (possibly the cutest) rescue dog, Tobey



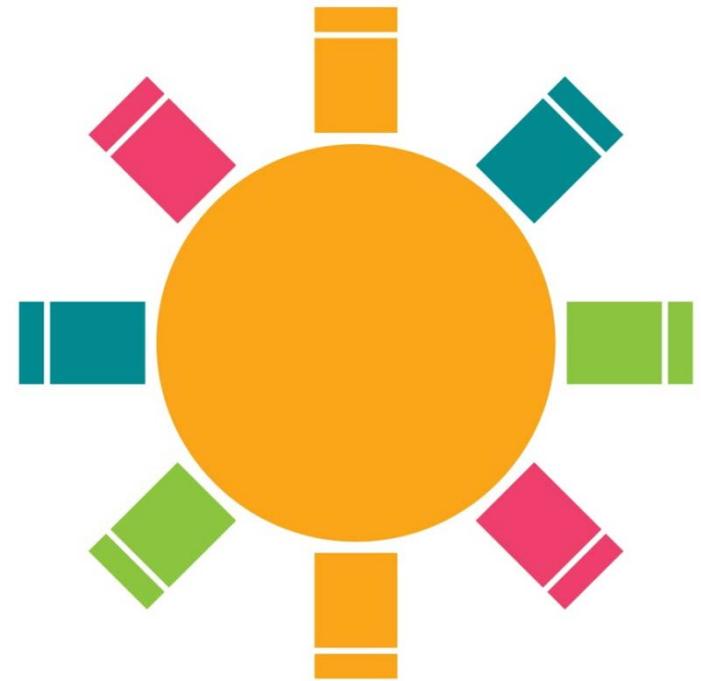
Panelists

- **Jeffrey M. Adelson**, Managing Partner and General Counsel, Adelson, Testan, Brundo, Novell & Jimenez
- **Grace Crickette**, Vice Chancellor of Administration, University of Wisconsin-Whitewater
- **Kristen Weirick**, Vice President, Talent Acquisition and Diversity & Inclusion, Abbvie
- **Alicin Williamson**, Principal, The Raben Group



Common D&I Practices Across Industries

- Executive support
- Employee engagement
- Training & leadership programs
- Messaging & branding
- External partnerships
- Third-party validation
- Policies & benefits
- Talent strategy

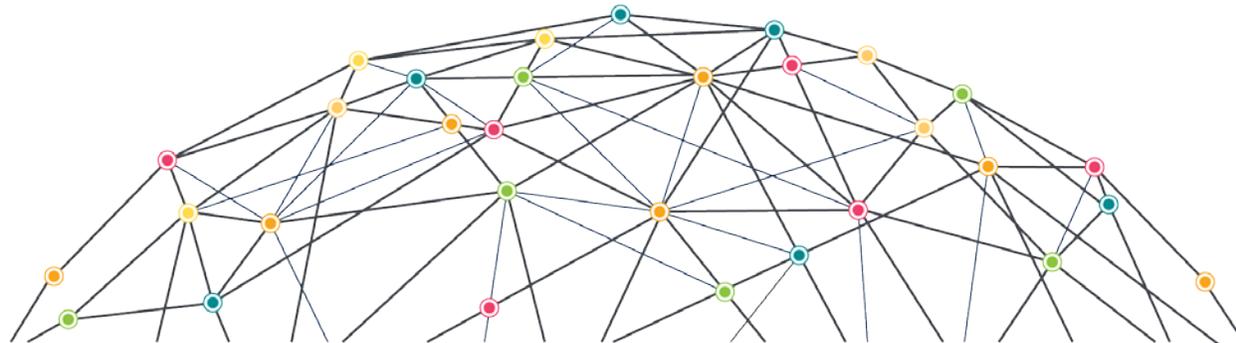


Where are we today?

- 61% of employees bend themselves out of shape to fit in at work, including 45% of white, heterosexual men

- Women face a gender wage gap globally, earning 77% of what men earn
- In 2015, there were more CEOs and Chairs at FTSE 100 firms named John than women

The more “like me” we perceive a stranger to be, the more likeable, intelligent, knowledgeable, moral, and better adjusted we think they are



D&I is dynamic and intersects with our working and non-working world every day



How should employers respond to challenges like Google's diversity memo?

Q & A

- **Jeffrey M. Adelson**, Managing Partner and General Counsel, Adelson, Testan, Brundo, Novell & Jimenez
- **Grace Crickette**, Vice Chancellor of Administration, University of Wisconsin-Whitewater
- **Juan Herrera**, Global Diversity & Inclusion Partner, XL Catlin
- **Kristen Weirick**, Vice President, Talent Acquisition and Diversity & Inclusion, Abbvie
- **Alicin Williamson**, Principal, The Raben Group

