



Our Commitment to Diversity & Inclusion



You have a choice of where you want to work. And you deserve to work where you feel like you can be your true self while contributing to the success of the organization. Amwins strives to be such a workplace and emphasizes building and maintaining a diverse and inclusive culture for all employees. We believe that **encouraging diverse viewpoints** strengthens our firm and positions us for long-term success. Most importantly, it encourages teamwork and a sense of shared belonging.

Amwins D&I Action

Moving from conversation to action is where we demonstrate the authenticity behind what makes us different. Amwins, supported by its employee-led Diversity & Inclusion Council, focuses on four primary areas:



Ensuring diversity within recruiting



Partnering with associations supporting diversity



Achieving an inclusive workplace



Career development and advancement

The D&I Council sets goals and objectives and meets regularly to assess progress and encourage continued engagement. The Council, comprised of staff members throughout the organization, is empowered to bring about meaningful change to support Amwins efforts on behalf of all team members, eliminate bias and make our firm the employer of choice in our industry. Some highlights of the council's work include:

- The Council led development of Amwins' *Inclusive Workplace Toolkit*, available for all team members on our employee Intranet. The Toolkit provides access to references and information to strengthen knowledge and assist in the promotion of inclusion and belonging in the workplace. The Toolkit is an evolving resource for which updates are continuous.
- Council members have taken a leadership role in the regional expansion of the National African-American Insurance Association (NAAIA).
- After a recommendation by the Council, Amwins' support enabled Link, an LGBTQ+ association for insurance professionals, to launch its first U.S. chapters. The mission of Link is to make the insurance industry the employer of choice for the LGBTQ+ community.
- Council members support Amwins' efforts to recruit diverse candidates by joining visits to college and high school campuses for career fairs and information sessions.





Our Diversity Partners



Through significant financial contributions and time commitments, we support these partners and their sponsorship and scholarship efforts aimed at improving diversity and inclusion at Amwins and throughout the industry.

CEO Action

Amwins has signed the [CEO Action](#) for Diversity & Inclusion alongside nearly 2,000 CEOs, pledging to:

- Cultivate environments that support open dialogue on complex — and often difficult — conversations around diversity, equity and inclusion
- Implement and expand unconscious bias education and training
- Share best practices regarding diversity, equity and inclusion – and acknowledge and learn from those that are proven unsuccessful
- Engage boards of directors when developing and evaluating diversity, equity, and inclusion strategies

Amwins and You

Ready to join an organization where you feel you belong? Where you can be yourself, be a valued part of the team, have your voice heard and feel inspired personally and professionally?

[We have a place for you!](#)

