AMWINS

Our Commitment to Diversity & Inclusion



Our goal is to turn our awareness into action. As a firm, we recognize the real and immediate benefits to having a diverse workforce and cultivating an environment that creates opportunities for all employees. Plus, it is just the right thing to do.

D&I Action

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**, an evolving resource available for all team members on our employee intranet. The Toolkit provides information to strengthen knowledge and assist in the promotion of inclusion and belonging in the workplace
- Amwins supports **APIW's** efforts to provide women insurance professionals with opportunities for professional development and networking
- Amwins supports the **WSIA** Foundation to help influence progress in the diversity of the insurance industry
- Council members have taken a leadership role in the regional expansion of the **National African-American Insurance Association (NAAIA)**
- Council members contribute to the **Latin American Association of Insurance (LAAIA)**, helping advance its mission to provide continuing education, host monthly networking events and create a space for its members within the industry
- 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





Through significant financial contributions and time commitments, we support these partners and their sponsorship and scholarship efforts aimed at improving diversity and inclusion 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!