

Diversity, Equity, & Inclusion Chapter Presentation

How to start a program in your chapter

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Defining DEI... Building A Common Understanding

Diversity is a fact.
Equity is a choice.
Inclusion is an action.
Belonging is an outcome.
- Arthur Chan

Diversity refers to the variety of similarities and differences among people, including but not limited to gender, gender identity, ethnicity, race, native or Indigenous origin, age, generation, sexual orientation, culture, religion, belief system, marital status, parental status, socio-economic difference, appearance, language and accent, disability, mental health, education, geography, nationality, work style, work experience, job role and function, thinking style, and personality type.

Equity, sometimes referred to as social equity, means in its simplest terms, fairness. In an equitable society, all people would have full and unbiased access to livelihood, education, participation in the political and cultural community, and other social benefits. It does not mean that everyone is the same or receives the same benefits.

Inclusion is a dynamic state of operating in which diversity is leveraged to create a fair, healthy, and high-performing organization or community. An inclusive environment ensures equitable access to resources and opportunities for all. It enables individuals and groups to feel safe, respected, engaged, motivated, and valued, for who they are and for their contributions toward organizational and societal goals.

Source: DEI Definitions & Organizational Context Reference - Defining Diversity, Equity and Inclusion, RIMS 2021 Definitions from the **Centre for Global Inclusion** can support important conversations across an organization to move diversity, equity and inclusion efforts forward. Visit www.rims.org/community/diversity-inclusion for more information.

Why is this Vital?

Diversity, equity, and inclusion allow individuals with differences — whether race, gender, religion, sexual orientation, or something else — to feel included and able to fully participate in decision-making processes and have the same development opportunities as others within organizations whose structures promote justice, fairness, and impartiality.

OUR VISION



RIMS is driven to empower us all to build a highly diverse, equitable and inclusive culture of belonging in our global risk community.



DRIVING INTENTIONAL AND INCLUSIVE THOUGHT LEADERSHIP

Driving intentional and inclusive thought leadership means moving with intention—advocating an approach to diversity, equity and inclusion that is supported by accountability and action.

FOCUS ON THE FUTURE

RIMS' focus is on building a framework and driving conversations that will attract future diverse leaders, while also developing inclusive leadership competencies and fluency within the existing industry.

CULTURE & CAPABILITY WITHIN OUR COMMUNITIES

Within RIMS we believe in building a diverse and inclusive culture that enhances our ability to impact our communities and partner with them to build a more aware and socially responsible industry.



RIMS DEI Chapter Ambassador Position Description

Objective:

To lead diversity, equity and inclusion (DEI) programs and initiatives for the chapter to pursue in alignment with RIMS DEI Vision Statement and the DEI Advisory Council. Broaden RIMS member base and promote an inclusive and equitable Chapter and Society.

Responsibilities:

Work with your Chapter to set and advance strategic priorities related to diversity, equity and inclusion to attract underrepresented groups to the RIMS community and serve as ambassadors to your industry peers and colleagues on DEI.

Champion DE&I awareness and programs with local RIMS members, volunteers, and the local risk and insurance community. Build local DEI partnerships with external organizations and sponsors for various RIMS programs and events and enhance supplier diversity efforts.

Drive awareness, commitment and accountability for DEI initiatives by speaking at events and other programs. Provide subject matter expertise and guidance as needed on DEI topics, whilst continuously building your own awareness, knowledge and expertise in DEI. Continuously improve and expand the impact of the Chapter's DEI efforts through an awareness of new best practices and standards. Advocate and exhibit inclusion, be the DEI role model and facilitate the application of a DEI lens to every initiative and discussion within your chapter leadership, not just at DEI events and communications, but all.

Current Chapters with DEI Programs

- Atlanta
- Australia
- Broward County
- Carolinas
- Chicago
- Dallas Fort Worth
- Detroit
- Greater Bluegrass
- New Zealand and Pacific Islands
- Ontario, Canada
- Upstate New York
- Rocky Mountain
- Newfoundland & Labrador
- New Jersey
- Greater Kansas City

Ways to Increase Chapter Engagement

- Invite a member of our the DEI Advisory Council to meet with your Board and facilitate a discussion on such.
- Facilitate a DEI Workshop or incorporate a DEI activity in your next Chapter Meeting (i.e., an intersectionality exercise, identifying micro-aggressions)
- Solicit guest speakers to discuss relevant DEI topics (i.e., attracting and retaining diverse talent in the insurance industry)
- Collaborate with another chapter for joint or regional DE&I events
- Host a DEI –focused social and invite other diverse organizations to participate (i.e., NABA, NAAIA, etc.)
- Look for opportunities to support DEI in your community (i.e., non-profits, college career fairs/expos at local HBCUs, high school career-days in underserved schools)
- Seek out ways to further engage your organization in DEI (i.e., serve on your company's advisory council, establish or participate in your employee resource groups)
- Reach out to your local college diversity offices for further ways to engage with students
- Start a DEI book or movie club in your chapter
- See the appendices for some further ideas and samples of what other chapters have done.

Online Resources

- ❖ [RIMSCast 'DEI Year in Review' with Kevin Thomas and Monica Merrifield \(rims.org\)](https://rims.org)
- ❖ [RIMS DEI Advisory Council Strategy, DEI Statements, Resources \(rims.org/community/diversity-inclusion\)](https://rims.org/community/diversity-inclusion)
- ❖ [Video: The BI Interview with Kevin Thomas of Oracle and RIMS | Business Insurance](#)
- ❖ [RIMS Marsh 2021 Excellence in Risk Management Report XVII – Diversity, equity and inclusion](#)
- ❖ [Centre for Global Inclusion, DEI Standards for organizations worldwide \(centreforglobalinclusion.org\)](https://centreforglobalinclusion.org)
- ❖ [Korn-Ferry_DE&I-brochure_2021.pdf \(kornferry.com\)](https://kornferry.com)
- ❖ www.diveinfestival.com
- ❖ www.outandequal.com
- ❖ [ISC Group - Portal \(isc-group.co\)](https://isc-group.co)
- ❖ [Catalyst | Catalyst](#)

**DEI Chapter
Leadership Award
(new)
\$5,000!!!**

**Submit for
RISKWORLD 2024**

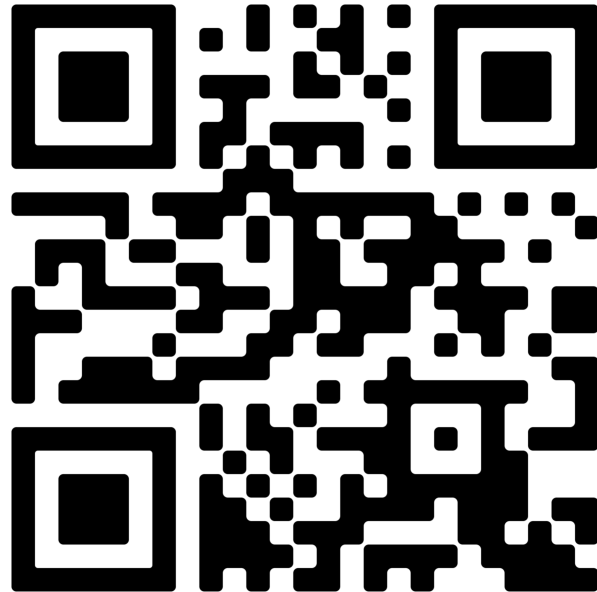


Award Logistics

- ❖ Award submission will open for chapters in January 2024 for initiatives performed in 2023
- ❖ Winning submissions will highlight:
 - Chapter initiatives
 - Allocated resources
 - Thought leadership through content
 - DEI in chapter culture
 - External partnerships
 - Future strategy
- ❖ Award winners will be selected by RIMS DEI Advisory Council and the Member and Chapter Awards Committee
- ❖ Chapters meeting predetermined criteria will receive recognition for their efforts at RISKWORLD 2024



Award Guidelines and Submission Form



2024 RIMS DEI Advisory Council Members



Carnell Jones, Vice Chair
Trinitas Ventures
Chapter: Chicago

Darius Anderson
Milwaukee Brewers Baseball
Chapter: Wisconsin



Angela Taylor
WTW
Chapter: Carolinas



Cherise Papadopolu, Staff Liason
Director of DEI, People & Culture
RIMS



Tara Lessard-Webb
Intact
Chapter: Ontario



Jacob Toner
Monas Health
Chapter: New Zealand & Pacific Islands



Andrew Bass
Art & Production Manager
RIMS



Neil Colclough, Vice Chair
Inspirato, LLC
Chapter: Rocky Mountain

Tandeka Nomvete
Spencer Educational Foundation
Chapter: Atlanta




Melinda Yee-Dong
Panda Restaurant Group, Inc.
Chapter: Los Angeles



Christie Weinstein, Board Liason
Honeywell International, Inc.
Chapter: New Jersey



Chapter Resources on rims.org

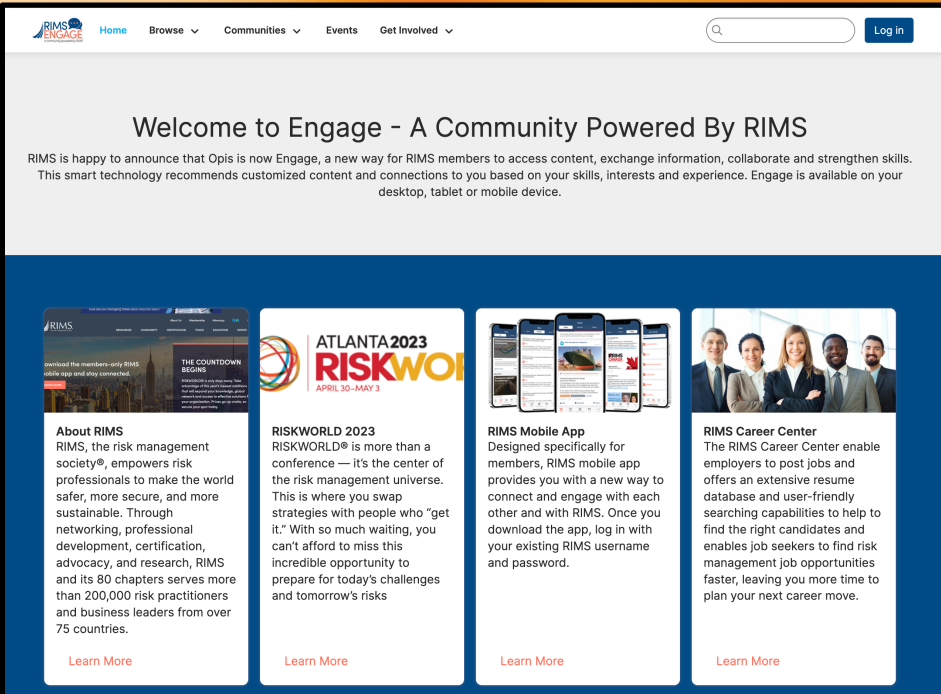


DEFINING DIVERSITY, EQUITY AND INCLUSION

Exploring DE&I Definitions


An organization may have a diverse workforce yet struggle to create an inclusive workplace culture. Or an organization may treat everyone equally, however, will lack equitable practices that acknowledge people have different needs or more barriers to overcome to access opportunities. Embodying all three elements are required to achieve positive outcomes and sense of belonging for everyone.

[LEARN MORE →](#)



Welcome to Engage - A Community Powered By RIMS


RIMS is happy to announce that Opis is now Engage, a new way for RIMS members to access content, exchange information, collaborate and strengthen skills. This smart technology recommends customized content and connections to you based on your skills, interests and experience. Engage is available on your desktop, tablet or mobile device.



About RIMS

RIMS, the risk management society®, empowers risk professionals to make the world safer, more secure, and more sustainable. Through networking, professional development, certification, advocacy, and research, RIMS and its 80 chapters serves more than 200,000 risk practitioners and business leaders from over 75 countries.

[Learn More](#)




ATLANTA 2023 RISKWORLD

APRIL 30 - MAY 3

RISKWORLD 2023 RISKWORLD® is more than a conference — it's the center of the risk management universe. This is where you swap strategies with people who "get it." With so much waiting, you can't afford to miss this incredible opportunity to prepare for today's challenges and tomorrow's risks


[Learn More](#)



RIMS Mobile App

Designed specifically for members, RIMS mobile app provides you with a new way to connect and engage with each other and with RIMS. Once you download the app, log in with your existing RIMS username and password.

[Learn More](#)

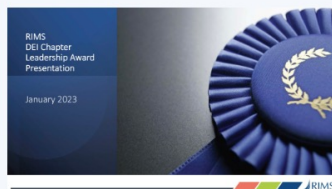


RIMS Career Center

The RIMS Career Center enable employers to post jobs and offers an extensive resume searching capabilities to help to find the right candidates and user-friendly searching capabilities to help to find the right candidates and enables job seekers to find risk management job opportunities faster, leaving you more time to plan your next career move.

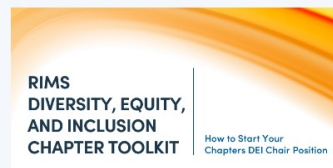
[Learn More](#)

RIMS Diversity, Equity and Inclusion Resources



Diversity, Equity & Inclusion Chapter Leadership Award

Learn how to win \$5,000 for your Chapter today!



This toolkit provides resources to help support RIMS Chapter's DEI programs



Join the DEI Chapter Ambassador Forum in Engage to share best practices, resources, and foster meaningful connections.



RIMS Mentorship Program

[Click here to become a Mentor/](#)

Events hosted by ORIMS (Ontario, Canada. Chapter



International Women's Day



Shari Dodsworth
Senior Vice President,
Northbridge
Insurance,
Canadian Chair of the
Insurance Supper
Club



Nancy Dorvil
Head of Property,
Canada, Allianz
Global Corporate &
Specialty



Alice Keung
Independent
Corporate Director



Erin Magilton
Corporate Risk and
Broking Leader, Willis
Towers Watson -
Canada

Celebrating Black History - Today and Everyday

Featuring two distinguished guest panelists who will explore topics including mental health, diversity and inclusion.






Robert Cartwright Jr.,
former RIMS President

Renee Simms, Vice President,
Insurance Corporate at RioCan
Real Estate Investment Trust



ORIMS is very proud to bring to you:

“A celebration of **PRIDE**: The Power of allyship”

You're invited to attend our virtual event on June 22nd at 12:30pm EST for an insightful, inspiring and lively discussion, plus Q&A, with our remarkable guests.



Mark Tewksbury, C.C., M.S.M., OLY
Olympic Gold Medalist, Global LGBTQI2S Leader,
Co-Founder & President, Great Traits Inc.



Al Ramsay | AVP | LGBTQI2S+ and Black Customer Segments | Wealth & Business Banking | TD Bank Group



Lenore MacAdams
Head of Diversity, Equity & Inclusion
Corus Entertainment






**ORIMS
DEI**

#everychildmatters

Events host by RIMS Chicago Chapter



RIMS Chicago Coalition of Diversity, Equity & Inclusion in Insurance

The Chicago RIMS Chapter, is excited to invite you to join us as we highlight four insurance industry leaders committed to the promotion of diversity, equity and inclusion.

The event will feature a panelist discussion discussing their D, E & I successes and challenges followed by Q & A.



Katrina D. Jackson
Global Head of Diversity,
Equity and Inclusion
UL



Brian Roberts
Chief Diversity Officer and
Director of Operations
Lockton Companies



Ronald Reeves
Chief Diversity Officer
AIG



Jeanette Kilo-Smith
Global Head of Diversity,
Inclusion, Equity and Belonging
Zurich North America



**Moderator
Carnell Jones**
Corporate Risk Manager
Ventas, Inc.

We look forward to working with you toward a better future!

February 24th, 2022

4:00 – 5:15PM

Virtual Event via Zoom [\[Register Here\]](#)

RIMS
Chicago Chapter

**RIMS Chicago Coalition of Diversity,
Equity & Inclusion in Insurance**

**D, E, & I Considerations in
Risk Management:
Claims Trends & Mitigation**

Featuring:

NEIL DISHMAN
PARTNER
JACKSON LEWIS

JENNIFER PACK
VP RISK MANAGEMENT
HYATT HOTELS

STASI BOBO-LIGON
GLOBAL RELATIONSHIP LEADER
ZURICH

GINA ARMBRUSTER, J.D.
CLAIMS COUNSEL
LOCKTON

WILL BE HELD IN PERSON

AUGUST 16, 2022 **4:00PM - 6:30PM**

[Register Here](#) Lockton Office: 500 W. Monroe

Vanquishing ESG Bewilderment with Practical Risk Solutions