



 | Diversity, Equity, Inclusion + Belonging



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CREATING SYSTEMS AND CULTURES THAT EMPOWER PROGRESS

## NFP aims to advance DEIB in everything we do.

Diversity, equity, inclusion and belonging (DEIB) are essential to who we are and what we do, from empowering employees to serving clients, engaging vendors to impacting communities. Simply put, DEIB is a critical element of our efforts to do the right things the right way.

Advancing a culture of belonging with employees, clients and communities starts with strategy, and continues with learning, acting, refining and moving forward with a belief that we are never done. This strategy is driven by diverse professionals with the unique life experiences, knowledge, self-expression, capabilities and talent that drives innovation.

Together, we form a community that celebrates individual differences, shares perspectives, prioritizes belonging, encourages authenticity and acknowledges contributions of all kinds.



*“NFP is a collaborative and innovative organization and our ability to be more diverse, equitable, inclusive, and ensure all people feel they belong, directly impacts our results. Progress requires leadership, deliberate action, measurement and refinement, and engagement across our company.”*

—Doug Hammond, NFP’s Chairman and CEO

# DEIB is *good* for business.

Like most companies, growth is a priority for NFP. That’s why DEIB is a business imperative where progress has a direct effect on our ability to achieve our financial goals and realize our full potential.

This requires that we build a community that reflects the clients we seek to serve. Being a diverse, equitable, inclusive organization where people feel they belong increases the opportunities we have to engage with more clients and deliver the meaningful solutions they need. It also brings new ideas and insights that elevate our ability to understand the challenges our clients face and collaborate to improve outcomes.

With focus, commitment and continuous refinement, we will continue devoting energy and resources to make sure we are always moving forward.

# Living Our Values

Our DEIB strategy creates systems and cultures that permeate every aspect of the business. We're empowering stakeholders, both internally and externally, to succeed. This requires commitment from leadership, focused action, ongoing measurement and continuous refinement.

Our internal expectation that employees respect every person extends externally to our clients, communities and suppliers. NFP is actively executing a strategy consisting of four pillars to drive DEIB success.



## EMPLOYEES

Empowering our employees to be their best selves and drive the growth of our business.



## CLIENTS

Aligning with our client's values, elevating services, products and solutions, promoting innovation, and offering enhanced business opportunities and market expansion by engaging underrepresented markets.



## COMMUNITY

Embracing diversity, equity, inclusion and belonging by partnering with organizations and businesses and building fully integrated alliances that effectuate change and positively impact our communities.



## SUPPLIERS

Helping to advance equal business opportunity with a vibrant Supplier Diversity Program. It opens multiple procurement channels and fosters economic growth in communities by cultivating and promoting diverse supplier partnerships and increasing our spend with them.

# Leading with *action.*

It's easy to say that diversity, equity, inclusion and belonging are important to an organization. Action can be harder, both in choosing what to do and how to make it happen.

Our actions are supported by our most senior leaders. Among these, our CEO joined the CEO Commission for Disability Employment and signed the Paradigm for Parity pledge, a coalition of business leaders dedicated

to closing the corporate leadership gender gap. We've implemented practices and programs to advance high-achieving women at all levels within NFP. And five of the 15 members of our Executive Management Committee are women, including our Chief Diversity and Inclusion Officer.

As we support our commitment with action, there is no finish line. No matter how much progress we make, there is still more to do.

# We're engaged at every level.

## IN OUR COMPANY

Our DEIB Advisory Board drives our efforts to advance DEIB. With voices and perspectives from a cross-functional, cross-level representation of employees, this group elevates an environment where all employees feel welcomed, encouraged and valued. Member activities include:

- Collaborating to advise and recommend DEIB policies, procedures and action plans.
- Helping to integrate DEIB strategies, initiatives and best practices that align with and advance NFP's business objectives.
- Driving DEIB communications and serving as ambassadors across the organization and externally as we continue to engage, listen and evolve.



The Advisory Board also supported NFP's employee Business Resource Groups, communities for people with similar backgrounds and experiences, and their allies, to share support and foster understanding. Our BRG's allow a space for personal and professional development, as well as a space for underrepresented communities to impact our business.

- Women Resource Group
- Black Resource Group
- PRIDE+ Resource Group
- Family Resource Group
- Asian Resource Group
- Latine Resource Group
- Military & Veteran Resource Group
- D-IS-Ability Resource Group





# On the Ground.

## Industry Partnerships

- [Financial Alliance for Racial Equity \(FARE\)](#)
- [Million Women Mentors / Women in Insurance](#)
- [Black Insurance Industry Collective \(BIIC\)](#)
- [National African American Insurance Association \(NAAIA\)](#)
- [Canadian Association of Black Insurance Professionals \(CABIP\)](#)
- [The American College of Financial Services](#)
- [The American College's Center for Economic Equality Empowerment](#)
- [National Minority Supplier Development Council](#)

## National or Global Partnerships

- [US Black Chamber](#)
- [CEO Commission for Disability Employment](#)
- [GenHERation](#)
- [Year Up](#)
- [Ellevate Network](#)
- [National LGBT Chamber of Commerce](#)
- [Disability:IN](#)

## Regional Partnerships

- [100 Black Men of Austin \(a chapter of 100 Black Men of America\)](#)
- [Texas Empowerment Academy](#)
- [Hispanic Impact Fund](#)

## DEIB-related Surveys & Indices

- [Paradigm for Parity](#)
- [McKinsey/Lean-In Women in the Workplace](#)
- [Best Places to Work in Insurance \(Business Insurance\)](#)
- [HRC Corporate Equality Index](#)

## Awards & Nominations

- 2021 5-Star Diversity, Equity and Inclusion Award
- 2022 Best Places to Work
- Nominated for Insurance Insider Award - DEIB Advisory Board
- NAAIA Corporate Leader Award - Mike James
- 2022 Generation Icon Award - Kizmet T. Moore





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Our respect for every person is vital to how we do business and the outcomes we create.

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*“I’m proud to be part of an organization that celebrates diversity, promotes inclusion and provides opportunities for everyone to thrive. But we know we can go further. With empowerment and accountability we will become the model for fostering an environment where everyone feels they belong.”*

—Pamela Wheeler, SVP, Chief Diversity and Inclusion Officer