

Diversity

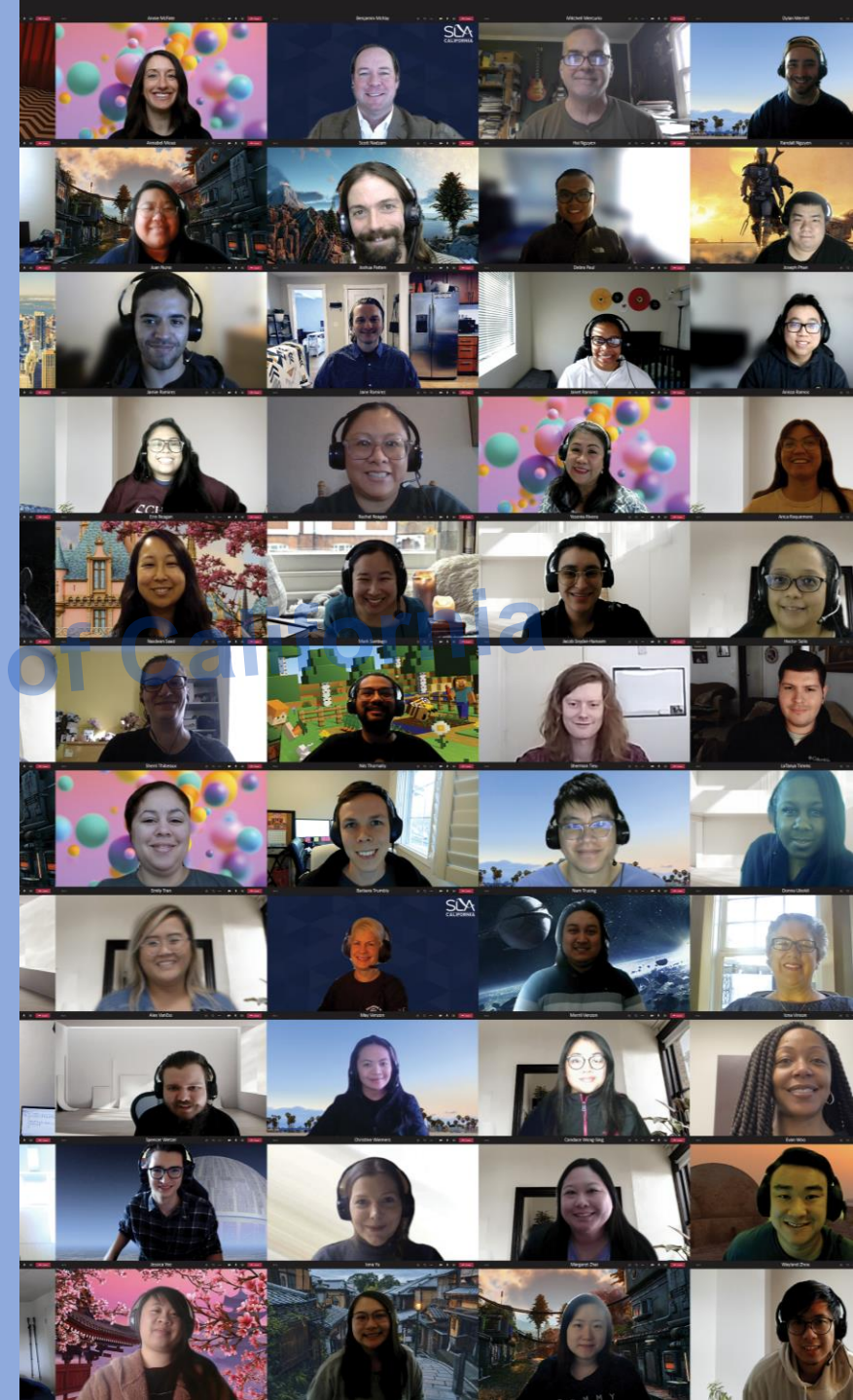
Equity

Inclusion

Diversity is understanding that everyone is unique and recognizing our individual differences.

Equity is fairness, sameness, and valuing diversity and inclusion.

Inclusion prompts answers about creating environments conducive to feedback, supporting diversity, and being open.



Diversity

- Race, gender, sexual orientation, religion, socioeconomic background, hobbies & interests are examples of diversity.
- The labels we attach to people will influence how both we and others see them.
- Stereotypes influence what we encode, what we notice, and what we remember.
- We end up seeing what we expect to see.

Equity

- **Equity** recognizes that each person has different circumstances and allocates the exact resources and opportunities needed to reach an **equal** outcome.
- Equality means things are “the same” and **equity** means things are “**fair.**”

Inclusion

The achievement of a **work** environment in which all individuals are treated fairly and respectfully, have equal access to opportunities and resources, and can contribute fully to the organization's success

Seven Pillars of Inclusion:

- Access
- Attitude
- Choice
- Partnerships
- Communication
- Policy
- Opportunities

Diversity within the SLA

**Diversity is being invited to the party;
inclusion is being asked to dance.**

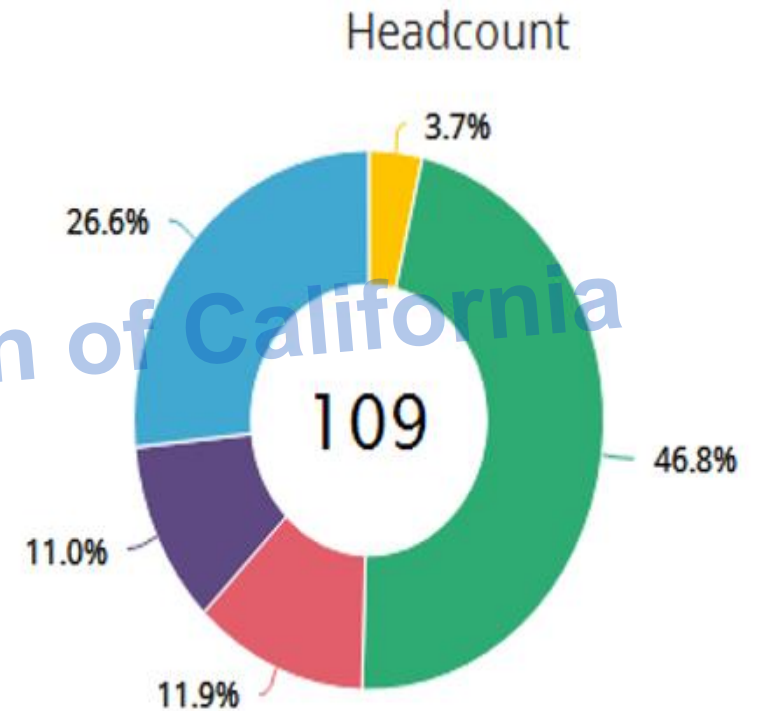
~ Verna Myers

Key Diversity Metrics

The Surplus Line Association of California

- 46.8% Asian
- 26.6% White
- 11.98% Two or more races
- 11.06% Black
- 3.7% Hispanic

Ethnicity at a Glance

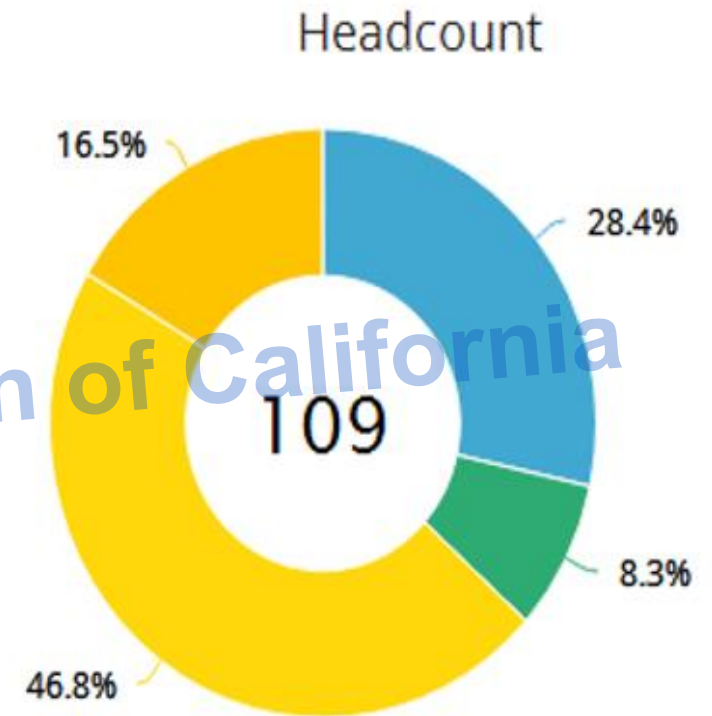


Key Diversity Metrics

The Surplus Line Association of California

- 46.8% Millennials
- 28.4% Generation X
- 16.5% Generation Z
- 8.3% Baby Boomers

Generation at a Glance



SLA Models DEI Initiatives

Hiring, job descriptions, wages and promotions are scrutinized for diversity, fairness, and inclusiveness.

Educational opportunities are available to all team members.

Educational assistance is available to all team member's children.

Ethnic holidays are celebrated with all staff.

Surveys are used to collect feedback on culture.

Badge for achievements are given through Paylocity.

Professional Development

Senior Management Training

- Tools for Management
- Management Techniques
- Diversity, Equity & Inclusion
- Wellness Counseling

SLA Team Training

- ASLI
- Financial Fundamentals
- Digital Technical Training
- LearnIt
- Sexual Harassment
- Technology Training
- Project Management
- Ergonomic Training
- Wellness Cohorts

Sharing Our Vision

An uncompromising and consistent inclusive vision and encourage others to take the same stance by modeling and messaging the behavior.

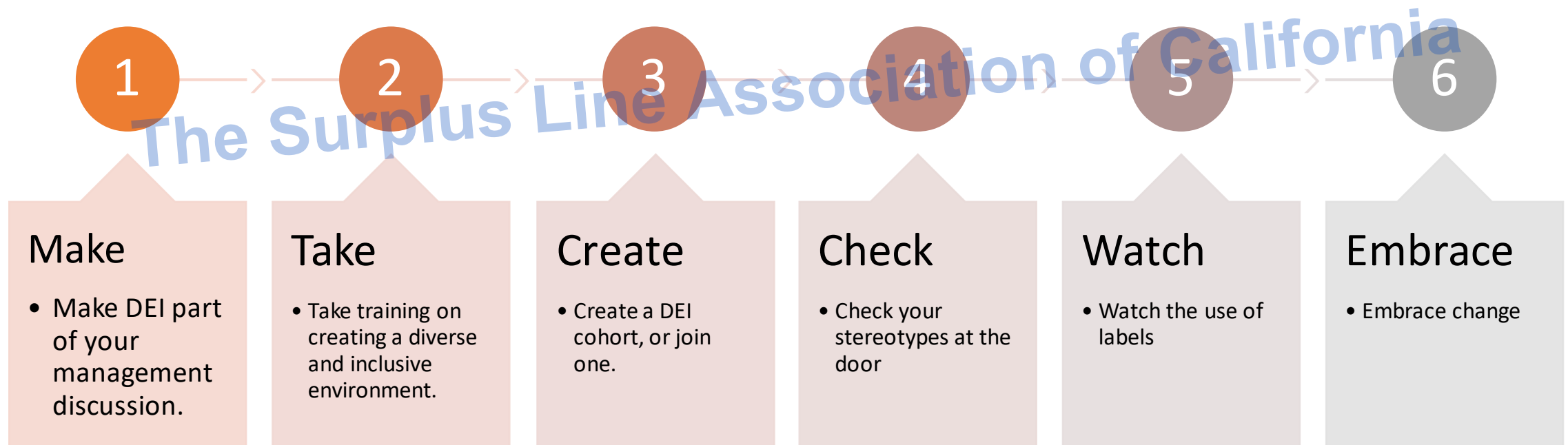
Make sure our members and key stakeholders understand that we have high standards.

Hold ourselves and board members accountable. Act as a resource for key stakeholders.

Make it the norm for people to consider possible inclusion consequences before making any decision or taking any action.

Showcase the diversity of our staff through media communications

How can you help further the SLA DEI Initiatives?



Next Steps

- Special Advisory to discuss and implement DEI initiatives.
- SLA team cohorts organized to discuss DEI initiatives
- Annual Meeting speaker on DEI
- Board and Committee members will be selected with an eye on deliberate diversity and inclusion metrics.