RIMS DE&I COUNCIL CHAPTER PRESENTATION

Diversity, Equity and Inclusion

How to start your own DE&I Board position
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.
Defining DE&I... Building A Common Understanding

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.

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

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.
DE&I Board Role Description

Objective:
To lead diversity, equity and inclusion (DE&I) programs and initiatives for the chapter to pursue in alignment with RIMS DE&I Vision Statement and the DE&I 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 DE&I.

Champion DE&I awareness and programs with local RIMS members, volunteers, and the local risk and insurance community. Build local DE&I partnerships with external organizations and sponsors for various RIMS programs and events, and enhance supplier diversity efforts. Drive awareness, commitment and accountability for DE&I initiatives by speaking at events and other programs. Provide subject matter expertise and guidance as needed on DE&I topics, whilst continuously building your own awareness, knowledge and expertise in DE&I. Continuously improve and expand the impact of the Chapter’s DE&I efforts through an awareness of new best practices and standards. Advocate and exhibit inclusion, be the DE&I role model and facilitate the application of a DE&I lens to every initiative and discussion within your chapter leadership, not just at DE&I events and communications, but all.
Current Chapters with DE&I Board positions

- Atlanta
- Broward County
- Chicago
- Greater Bluegrass
- Nevada
- New Zealand and Pacific Islands
- Ontario, Canada
- Upstate New York

What our chapters are saying

“Engagement for the next gen”

“Powerful and insightful – we are all learning”

“An imperative for Risk Managers to be knowledgeable and leaders in DE&I”

“Vital to engage talent – all talent, from all communities”

“great events and opportunities to make a difference and be change makers!”

“It’s important to reflect our communities”

“It’s critical in the WAR for TALENT to be inclusive”

“Simply about time – the right thing to do!”
A Selection of Resources

RIMS DEI Advisory Council Chair Kevin Thomas, Vice Chair Monica Merrifield, and Council Members

RIMSCast ‘DEI Year in Review’ with Kevin Thomas and Monica Merrifield (rims.org)

RIMS DEI Advisory Council Strategy, DEI Statements, Resources (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

Risk Management Magazine - Articles (rmmagazine.com)

Centre for Global Inclusion, DEI Standards for organizations worldwide (centreforglobalinclusion.org)

Korn-Ferry_DE&I-brochure_2021.pdf (kornferry.com)

www.diveinfestival.com

www.outandequal.com

Chapters that have DE&I Directors that would be happy to consult with you: Atlanta, Ontario

Ideas and events from other Chapters:

Guest Speakers – look for members of your Risk and Insurance community,

Building DE&I into your chapter DNA, Starting a “DE&I” Book Club
Diversity, Equity & Inclusion Advisory Council Role

The Diversity, Equity & Inclusion Advisory Council (the Council) shall continually identify relevant diversity, equity and inclusion (DE&I) goals for RIMS to pursue, and shall advise RIMS on how best to achieve those goals.

- Develop RIMS DE&I strategy and objectives that align with the RIMS vision and mission.
- Work with staff liaison(s) to identify member, industry and staff needs relating to DE&I, and submit recommendations for new and/or enhancements to existing policies, procedures, best practices, programs, products and services relating to DE&I.
- Serve as a resource and collaborate with RIMS committees and Councils to implement DE&I goals and objectives.
- Assist in the development of DE&I-related content for whitepapers, magazines, blogs, podcasts, conferences and forums.
- Gather, interpret and share DE&I benchmark information from both inside and outside of industry and provide any input on DE&I member surveys in order to publish insights for members and the industry.
- Help develop KPIs to evaluate the performance/impact of RIMS DE&I program
- Serve as RIMS DE&I ambassadors and advocate
Your RIMS DE&I Advisory Council

Kevin Thomas, Council Chair, Oracle
Monica Merrifield, Council Vice Chair, Federation of Canadian Municipalities
Ann Hildreth, The Boiler Inspection and Insurance Co. of Canada
Carnell Jones, Ventas
Denise Williamee, Steel City Re
Jacob Toner, Auckland District Health Board (NZ)
Julie Pemberton, Keolis North America
Kelly Harman, Tyson & Mendes
Susan Briggs, Dickie, McCarney & Chilcote
Tara Lessard-Webb, Intact/RSA Canada

RIMS:
Cherise Papadopol, RIMS Staff
Christy Kaufman, Zillow Group (RIMS Board Liaison)