

RIMS Diversity, Equity, & Inclusion Chapter Toolkit

**How to start your Chapter's DEI
Chair 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 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.

DEI Chapter Chair Position Description

Objective:

To lead diversity, equity and inclusion (DEI) programs and initiatives for the chapter to pursue in alignment with RIMS DE&I 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 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!”