

A Compelling Case for Diversity in the Compliance Profession

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Agenda

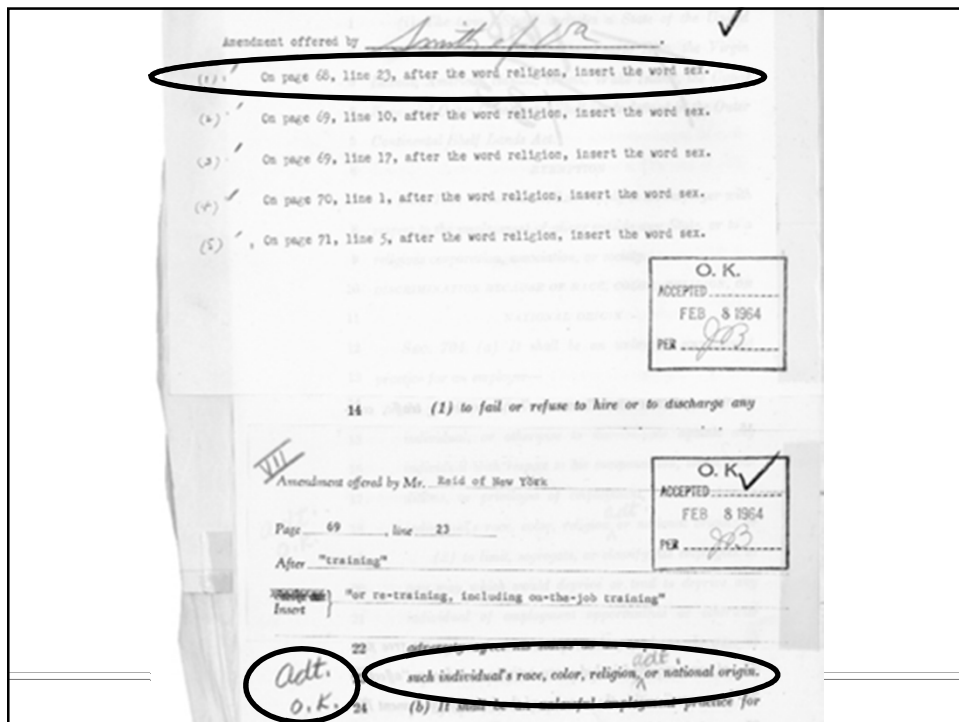
<u>Topic</u>	<u>Speaker</u>
▪ Key legislation that has advanced diversity in the workplace	Paul Fiorelli
▪ Moving beyond the law	Mia Hairston
▪ Two companies' compliance programs that operate through a lens of diversity	Sandy Rich, Junna Ro
▪ Actions to advance diversity in your department	Sandy Rich, Junna Ro

Key legislation advancing diversity

- Title VII of the 1964 Civil Rights Act (CRA)
 - 1980 EEOC Guidelines Include Harassment
 - 1986 Meritor v. Vinson, Hostile Work Environment
- Age Discrimination in Employment Act of 1967
- Americans with Disabilities Act of 1990

Title VII of the 1964 CRA

- Employers with more than 15 employees are prohibited from discrimination based upon:
 - race, color, religion, national origin



Age Discrimination in Employment Act - 1967

- Employers with 20 or more employees
 - Cannot discriminate based on age of the employee
 - Over 40 years old

Americans with Disabilities Act (ADA - 1990)

- For employers with 15 or more employees
- “Covered Employee”
 - has a disability
 - physical or mental impairment that substantially limits one or more major life activities
 - history of an impairment
 - perceived as having an impairment
- Must use “reasonable accommodations”
- Up to an “undue hardship”

Beyond the law Business case for diversity & inclusion



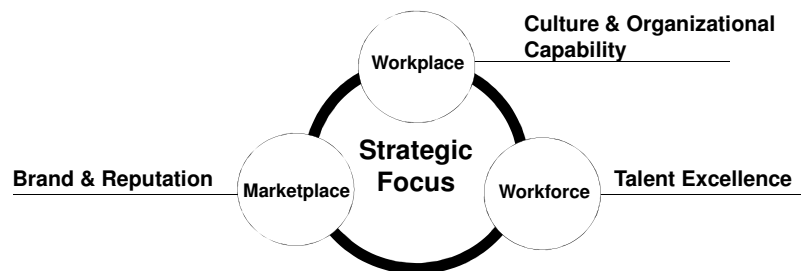
Diversity best practices and recommendations

1. CEO, board and executive leadership: make diversity a visible priority at the top.
2. Ensure diversity is a key component in meeting performance expectations and track progress.
3. Connect diversity to business objectives and consider establishing an Executive Diversity Council.
4. Intentionally incorporate diversity into talent management strategies and succession planning.
5. Provide targeted mentorship and sponsorship support to rising diverse talent.
6. Leverage affinity networks and employee resource groups as strategic advantage.
7. Create lasting inroads to a fostering a culture of inclusion and take steps to mitigate implicit bias.

D&I strategy overview *Nationwide example*

Vision of Success

Diversity and inclusion are a way of life at Nationwide where all voices are heard and valued and members know Nationwide is *On Your Side*.



Mission Statement

Ensure Nationwide fosters a culture of inclusion that enhances our brand and reputation to support engagement, improve business results, and attract and retain talent.

Two
companies'
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diversity



A Community that Works

At CSAA Insurance Group, we are a community that works to maintain an environment of rich and diverse backgrounds, perspectives, and business practices.

We are proud to offer:



Working Parents
Three Weeks of fully paid adoption leave
Three weeks fully paid bonding leave for birthing and non-birthing parent, in addition to short term disability coverage



LGBTQ
Healthcare coverage that includes domestic partners
Company Workplace Gender Transition Guide
Health insurance that covers gender reassignment surgery, therapy and hormones



Military Leave
Two weeks fully paid military leave



Service
Our award-winning employee volunteer program offering employees company-paid time off to participate in more than 400 volunteer projects each year

Community and Diversity Highlights

Centennial Volunteer Challenge Award: Significant contribution to the community and country, National Park Service, US Department of the Interior

Civic 50: One of the 50 most community-minded companies in America, Points of Light

Communitas Award: Leadership in Community Service, Association of Marketing and Communication Professionals

Inclusive Workplace Award for Large Companies: Diversity Leadership Alliance-Arizona

Insurance Commissioner's Award for Excellence in Diversity: California Department of Insurance

Corporate Equality Index: Perfect score in corporate equality index, Human Rights Campaign

CEO Action for Diversity & Inclusion: Paula Downey, Signatory

CSAA Insurance Group's Inclusion and Belonging Journey

1978	1999	2003	2005	2009	2010	2013	2014	2015	2016	2017
First woman on board of directors	First diversity director First of six employee resource groups Corporate diversity council	100% Human Rights Campaign Corporate Equality Index	Diversity added as a core value	Diversity index in employee engagement survey	Paula Downey named president & CEO	Executive diversity council	Launched Women's Professional Network	Paid military leave benefits and paternity leave policy	Workplace Gender Transition Guide & Policy Debuted Kaleidoscope magazine written by RDC and ERG members	Paula joined CEO Action Pledge

Actions to advance diversity in your department

Employee Engagement

- ✓ Company/department Diversity & Inclusion Councils
- ✓ Speaking Engagements & Professional Organizations
- ✓ Mentoring / Sponsorship
- ✓ Employee Resource Groups

Actions to advance diversity in your department (continued)

Engaging with Others

- ✓ Hiring Practices
- ✓ Tactics to Consider in Meetings / Day to Day Interactions
- ✓ Training & Awareness of Unconscious Bias
- ✓ Third Party Suppliers

