



Diversity & Inclusion Steering Council (DISC)

Brandon Mitchell | VP, Associate General Counsel & Assistant Secretary

Dwan Tabor | Director of Learning & Development

DISC | Advisory Board

Executive Sponsors	<ul style="list-style-type: none">• Brian Stewart, Chief Financial Officer• Mike Farley, Chief Actuary
Founders & Co-Chairs	<ul style="list-style-type: none">• Brandon Mitchell, VP, Associate General Counsel & Assistant Secretary• Dwan Tabor, Director of Learning & Development
Treasury	<ul style="list-style-type: none">• 2 Open Positions
Secretary	<ul style="list-style-type: none">• James Hutchins, Learning & Development Specialist• 1 Open Position
Marketing	<ul style="list-style-type: none">• Brittany Arrowood, Graphic Designer
General Co-Chairs	<ul style="list-style-type: none">• Brian Clark Kahl, Director, Marketing & Digital Design• Shenné Smith, AVP, Accounting & Reporting• 1 Open Position

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“Diversity is the mix. Inclusion is making the mix work.”

Andrés



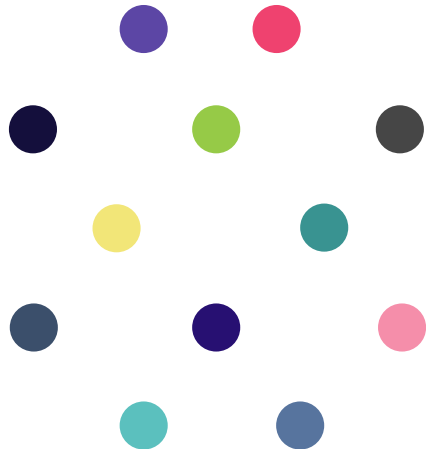
Diversity & Inclusion Steering Council (DISC)

Created to uphold Aspida's values and maintain an inclusive path forward!

DISC | Defining Diversity, Equity, & Inclusion

Diversity

Diversity is "otherness," or those human qualities that are different from our own and outside the groups to which we belong yet are present in other individuals and groups.



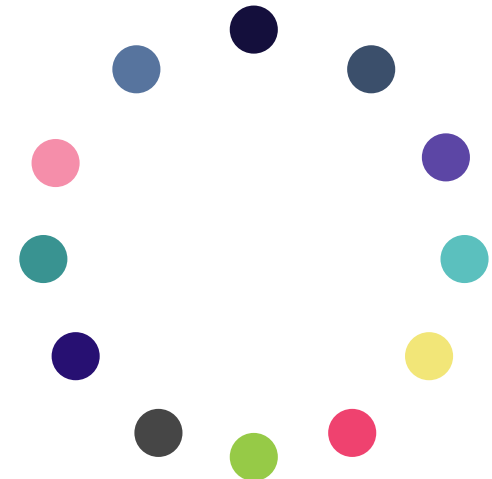
Equity

Let's be honest, being equal and fair is not always straightforward. There are times when people need different treatment to make their opportunities the same as another's. This is called equity. Equity can also be described as freedom from bias or favoritism.



Inclusion

Inclusion is 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.



DISC | How DEI Improves the Bottom Line

Likelihood of financial performance above national industry median, by diversity quartile, % (Source: McKinsey Diversity Database)

Ethnic Diversity



Gender Diversity



Gender & Ethnic Diversity Combined



The data above suggests diversity correlates with better financial performance. Diverse teams are more likely to constantly reexamine facts and remain objective. They may also encourage greater scrutiny of each member's actions, keeping their joint cognitive resources sharp and vigilant. By breaking up workplace homogeneity, you can allow your employees to become more aware of their own potential biases — entrenched ways of thinking that can otherwise blind them to key information and even lead them to make errors in decision-making processes.

DISC | Charter

Purpose	<ul style="list-style-type: none">• Aspida strives to create an organizational culture and climate in which every voice is valued, staff have a sense of belonging and connection with one another and to the organization, employees feel empowered to do their best work, and external partners feel welcomed and valued. DISC is charged with researching, developing, and proposing mechanisms that will help create a supportive, positive, and inclusive environment for employees, policyholders, and other stakeholders of Aspida.
Responsibilities	<ul style="list-style-type: none">• Assist the Executive Team in creation and implementation of a DEI strategy and key metrics• Embed diversity and inclusion across the enterprise with strong connections to business units, operational divisions, and other stakeholders of Aspida• Clearly delineate diversity roles and responsibilities and provide for ongoing assessment to ensure effectiveness• Broadly build and share knowledge on DEI successes and impact, show the results of DEI!• Work with the Learning and Development team to identify specific DEI educational content to be included in employee training and professional development• Identify DEI barriers that impact recruitment, retention and advancement, training, and key assignments• Create content and custom DEI messages for delivery to leadership, middle managers, and the general employee population• Act as change agents for the organization
Council Structure	<ul style="list-style-type: none">• DISC Executive Sponsor – Serve as an advocate and liaison to the Executive Team to help advance understanding and buy-in regarding DISC goals at the executive level.• DISC Advisory Board – Comprised of the Co-Chairs, Secretary, Treasurer, Executive Sponsors and 3 At-Large DISC members. Responsible for driving the strategy, programming, and activities of DISC.• DISC General Members – Open to all employees



DISC | Vision, Mission, & Value Statement

Our Vision

Our vision is for Aspida to be the employer of choice for diverse associates and the example of an inclusive work environment that other companies aspire to emulate.

Our Mission

The mission of DISC is to foster an environment that:

1. Educates employees on diverse life experiences to raise the level of consciousness regarding diverse perspectives.
2. Attract, develop, and retain the best talent.
3. Encourage innovation in pursuit of Aspida's mission.

Our Value Statement

Mindful inclusion that fuels changes within the fabric of our culture to drive business and professional success for our employees, clients, and community.

DISC | Business Impact

Who should join?	<ul style="list-style-type: none">• DISC is open to all Aspida employees. Diversity encompasses the unique characteristics, perspectives, skills and talents of everyone at Aspida. Effective diversity management entails maintaining an environment where each person is valued and allowed to contribute to his or her full potential and is required to achieve our mission: to enhance our workplace and, in so doing, achieve competitive advantage. Everyone at Aspida takes responsibility for diversity management and recognizes its importance to the company.
What's in it for Aspida employees?	<ul style="list-style-type: none">• DISC members would look forward to a variety of year-round professional development and networking activities. Members would also be welcome to participate in formal and informal leadership opportunities within DISC.
What's in it for Aspida?	<ul style="list-style-type: none">• There is substantial research to show that diversity brings many advantages to an organization: increased profitability and creativity, stronger governance, and better problem-solving abilities. Employees with diverse backgrounds bring to bear their own perspectives, ideas and experiences, helping to create organizations that are resilient and effective, and which outperform organizations that do not invest in diversity.• DISC specifically focuses on supporting Aspida's business goals and objectives through measures that:<ul style="list-style-type: none">• Enhance recruitment, retention, and development for diverse employees• Assist in achieving corporate and diversity goals• Establish meaningful collaboration with the Aspida Executive Team and Board Members• Collaborate with Human Resources at recruitment events to attract a diverse candidate pool• Serve as an internal think-tank to advise business regarding feedback on business strategy

DISC | Executive Sponsor

Who?

Executive team members.

What?

Responsible for integrating diversity and inclusion as a key component in the overall enterprise strategy. The sponsor also coaches DISC members to engage effectively with decision-makers to produce and measure results-driven business improvements.

Why?

An executive sponsor plays a critical role in the success of DISC by coaching/mentoring DISC leaders, and by serving as an advocate within the company to advance understanding as it relates to education surrounding diverse employees.

DISC | Focus Areas

Recruitment	<ul style="list-style-type: none">• DISC will recruit members using a breadth of communication channels and methods.
Professional Development	<ul style="list-style-type: none">• DISC will host development workshops and seminars by leveraging vendors and guest speakers. There will be leadership opportunities within DISC to promote professional development outside of an employee's current role. DISC will also host monthly "Let's Talk About It" discussions to educate one another on a specific DEI topic. Additionally, DISC will host bi-weekly informal catch-up sessions with the office to keep everyone informed on DEI related matters.
Workplace Environment	<ul style="list-style-type: none">• DISC will sponsor and/or participate in related cultural fairs and celebrations.
Business Strategy	<ul style="list-style-type: none">• DISC will include executives, board members, and business partners in cultural events. DISC will support the product and sales team in identifying marketing strategies where diverse persons are the target audience by offering the unique insights and perspective of its members.
Community Involvement	<ul style="list-style-type: none">• DISC will collaborate with the RHINOs, Aspida's Community Outreach Employee Resource Group, to encourage event sponsorship and participation.

