

Insurer Diversity Survey

Demographic Information to Obtain:

If completed on a group level:

Group Number:

Group Name:

List Wisconsin Companies included in the Group

NAIC Company Code (CoCode)	Insurer Name	Insurer Type

If not part of a Group:

NAIC Company Code (CoCode)

Insurer Name

Insurer Type

Address:

City, State, Zip:

Website:

Contact information:

Name of person completing the survey:

Title:

Email:

Phone:

Organizational Commitment

1. Does the company have a Diversity and Inclusion Policy? *[Response: Yes/No]*

If yes:

a. At what level is the policy? *[Response: Ultimate Controlling Person/Sub-group/Legal Entity]*

b. When was the last time it was updated? *[Response: Date]*

2. Is the company's written diversity and inclusion policy approved and supported by the chief executive officer or other senior level official? *[Response: Yes/No]*
3. Does a senior level official with experience in diversity and inclusion policies and practices oversees and directs the company's diversity and inclusion efforts? *[Response: Yes/No]*
4. Does the company include diversity and inclusion consideration as part of its strategic plan for recruiting, hiring, retaining, and promoting employees? *[Response: Yes/No]*
5. Is a proactive approach taken to promote diverse pool of candidates when selecting executive and senior level official? *[Response: Yes/No]*
6. Is a proactive approach taken to promote a diverse pool of candidates when selecting members of the board of directors or other governing body? *[Response: Yes/No]*

7. Does the company provide regular reports on diversity and inclusion to the board of directors or other governing body? *[Response: Yes/No]*
8. Has the company identified any barriers to creating and promoting a diverse workforce?
[Response: Yes/No]
 - a. If yes, what are the barriers

Practices on Transparency of Diversity and Inclusion

1. Does the company publish information about its diversity and inclusion activities on its website?
[Response: External/Internal/Both/No]
 - a. If external, provide link to the webpage
2. Does the company publish the following information about its diversity and inclusion efforts?
 - a. Diversity and Inclusion strategic plan. *[Response: External/Internal/Both/No]*
 - b. Policy on commitment to diversity and inclusion. *[Response: External/Internal/Both/No]*
 - c. Progress toward achieving diversity and inclusion in the workforce. *[Response: External/Internal/Both/No]*

Demographics at December 31

		Board of Directors (#)	Executive / Senior Level Officials and Managers (#)	First / Mid- Level Officials and Managers (#)	Insurance Agents (#)
Gender	Male				
	Female				
	Non-binary				
Race and Ethnicity	White alone				
	Black or African American alone				
	Native American or Alaska Native alone				
	Asian alone				
	Native Hawaiian and Other Pacific Islander alone				
	Hispanic or Latino				
	Two or More Races				

Definitions

Board of Directors – Individuals who have been elected or appointed as the governing body of the organization.

Executive / Senior Level Officials and Managers – Individuals who plan, direct and formulate policies, set strategy and provide the overall direction of enterprises/organizations for the development and delivery of products and services, within the parameters approved by boards of directors and other governing bodies. (Source: EEO-1 Instruction Booklet)

First / Mid-Level Officials and Managers – Individuals who serve as managers, other than those who serve as Executive/Senior Level Officials and Managers, including those who oversee and direct the delivery of products, services or functions as group, regional or divisional levels of organizations. These managers receive directions from the Executive/Senior Level management and typically implement policies, programs and directives of executive/senior management through subordinate managers and within the parameters set by Executive/Senior Level Management. (Source EEO-1 Instruction Booklet)

Insurance Agents – Insurance agents should include all appointed agents for the company. This includes employee licensed agents, captive agents, and independent agents.

White alone – A person having origins in any of the original peoples of Europe, the Middle East, or North Africa.

Black or African American alone – A person having origins in any Black racial group.

Native American or Alaska Native alone – A person having origins in any of the original peoples of North and South America (including Central America) and who maintains tribal affiliation or community attachment.

Asian Alone – A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent including for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.

Native Hawaiian and Other Pacific Islander alone – A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Island.

Hispanic or Latino – A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin regardless of race.

Two or More Races – All persons who identify with more than one of the above races.