

The logo for NAIIC, consisting of the letters 'NAIIC' in a bold, sans-serif font, followed by a circular icon containing a stylized 'C'.

DE&I Report 2020-2021





Bridging  
diversity and  
inclusion to create  
a more equitable  
tomorrow





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## A Message From Our Leaders



"If not us, who? If not now, when?" I remember those words echoing in my head in June 2020. It was essentially the conversation I had with South Carolina Director Raymond G. Farmer, who was the NAIC President at that time. We were discussing the murder of George Floyd and the resulting national debate around social justice, race, and equality. Director Farmer's position was clear: The NAIC needed to step up and tackle this issue head on. We needed to lead, not react. In our 150-year history, the NAIC has shown itself capable of taking on the tough issues. This would perhaps be our most challenging. We know from our own historical records that the NAIC has had its own struggles with systemic racism. We now have an unprecedented opportunity to lead by example and make a positive impact across a \$1 trillion insurance sector in the United States. I could not be prouder of the work we are doing. Formation of our Diversity, Equity, and Inclusion (DE&I) Council was an important first step, and DE&I Council members will lead our efforts internally along with our Director of Diversity and Inclusion. Externally, the NAIC has formed the Special (EX) Committee on Race and Insurance—a step being replicated by all the major insurance trades. We are already having an impact, but we are in this for the long run. The answers to those questions raised by Director Farmer remain as clear today as they did a year ago—US and NOW!

**Michael F. Consedine**  
NAIC Chief Executive Officer



"As an organization, focusing on DE&I is an important part of our culture and it also makes good business sense, too. We strive to build a culture where employees are highly engaged by creating a work environment where all employees feel included, where they can leverage their strengths and abilities to reach their full potential. From a business standpoint, studies show diverse work teams are more creative and productive. Over the past few years, we have focused on doing more extensive outreach in the local community and region to increase public awareness about our organization with community groups, colleges, and universities. This is helping us build a broader network and access to a much larger and diverse pool of talent for recruiting purposes. The bottom line is, we have to be able to recruit and hire people with the necessary skills in order to be successful in providing our members with the products and services they rely upon to fulfill their regulatory duties."

**Andrew Beal**  
NAIC Chief Operating Officer and Chief Legal Officer





The first time I saw someone who looked like me holding court with executive leaders, I stood in admiration at the one, lone African American woman. What courage, I thought. I want to be like her, I thought. “What you see, you can achieve” became my mantra. Not too long ago, I started living my belief. The National Association of Insurance Commissioners (NAIC) has a belief too. The NAIC believes the steps it has taken in 2020 will ensure the diverse country

it serves is represented in our workforce. The NAIC believes that all employees should be welcomed and encouraged to bring their authentic selves to work. I am glad to support an organization whose values match my own.

With the creation of our first DE&I Council, we are taking a stand to ensure that DE&I will be embedded in all that we do and become a daily part of our lives at the NAIC.

The DE&I Council is a group of NAIC employees, including executive and senior leaders, who act on behalf of the company to jump-start and manage the DE&I initiatives and process. The primary role of the DE&I Council is to connect DE&I activities to a broader business-driven strategy, working closely with the Chief Executive Officer (CEO), Chief Operating Officer (COO), and other NAIC senior leaders to form and implement the DE&I annual strategic priorities and key milestones. The DE&I Council works with all employees to inform and promote DE&I Council goals. The DE&I Council will provide long-term governance on DE&I efforts and share company-wide communication on progress. Many initiatives were approved to start the inaugural work of setting the foundation for DE&I Council members to work toward implementing, such as forming committees to support recruiting efforts and providing a way to involve the entire staff through its NAICU Exchanges and Book Clubs.

I am excited to share our first DE&I Report, which provides a look at how NAIC staff supported our DE&I framework of workforce, workplace, members, and community during an unprecedented year. As we share our story of this year’s accomplishments, we also acknowledge we have more work to do.

**Evelyn Boswell**

NAIC Director of Diversity, Equity, and Inclusion

“A diverse mix of voices leads to better discussions, decisions, and outcomes for everyone.”

—SUNDAR PICHAI



## NAIC Today

**3** NAIC office locations:  
Kansas City, MO;  
Washington DC;  
and New York, NY

Number of NAIC employees:  
**516**, including part-time  
paid employees and interns

**56** members  
representing **50** states;  
Washington, DC; and  
**5** U.S. territories

About **11,000**  
state insurance regulators

**150** years in support  
of state-based  
insurance regulation

## About Us

The NAIC recognizes the importance of having a diverse, equitable, and inclusive culture that reflects our members and communities. We provide expertise, data, and analysis for insurance commissioners to effectively regulate the industry and protect consumers. Since 1871, the NAIC is governed by the chief insurance regulators from the 50 states, Washington DC, and five U.S. territories to coordinate regulation of multistate insurers.

Our members are state insurance regulators from diverse backgrounds, but they are united in their shared commitment to set standards and ensure fair, competitive, and healthy insurance markets to protect consumers.

The NAIC supports our members by:

- Safeguarding the insurance sector by providing consumer protection and education, data collection and analysis, technology, financial assessments and reporting, and licensing and testing.
- Bringing regulators together to collaborate and empowering them to act in the best interests of the people in their states.
- Providing training and accreditation programs to regulators at all levels and education for consumers.

DE&I is an integral part of our culture; it is not a one-time initiative. It is an intentional investment to integrate DE&I throughout the organization. We are committed to strengthening the employee experience into one that celebrates similarities while equally respecting and embracing differences, which will lead to a more socially just workplace.

DE&I is interwoven into our guiding principles. As an organization we:

- Put our customers first.
- Commit to continuous improvement.
- Succeed by working together.
- Do what it takes to get the job done.
- Communicate often.
- Deal with our colleagues with respect and honesty.





We know we are moving in the right direction when we:

- Build skill and competency as an organization to select, onboard, manage, and retain a diverse and inclusive workforce.
- Create a work environment that ensures equal access to opportunities for leadership assignments, professional growth and development, and professional advancement.
- Offer ongoing DE&I awareness and training, along with opportunities to continuously gain greater understanding of the cultural experiences that our employees and members face as a part of daily life.
- Monitor the effectiveness of the DE&I Council, and its subcommittees, through established goals, metrics, and communication plans.
- Share resources and best practices with association members as a means of furthering the DE&I efforts and impact throughout our nation.





- 1** DE&I Council formed. (June 2020)
- 2** Special (EX) Committee on Race and Insurance formed. (July 2020)
- 3** First Director of Diversity, Equity, and Inclusion hired. (September 2020)
- 4** DE&I SharePoint site launched. (November 2020)

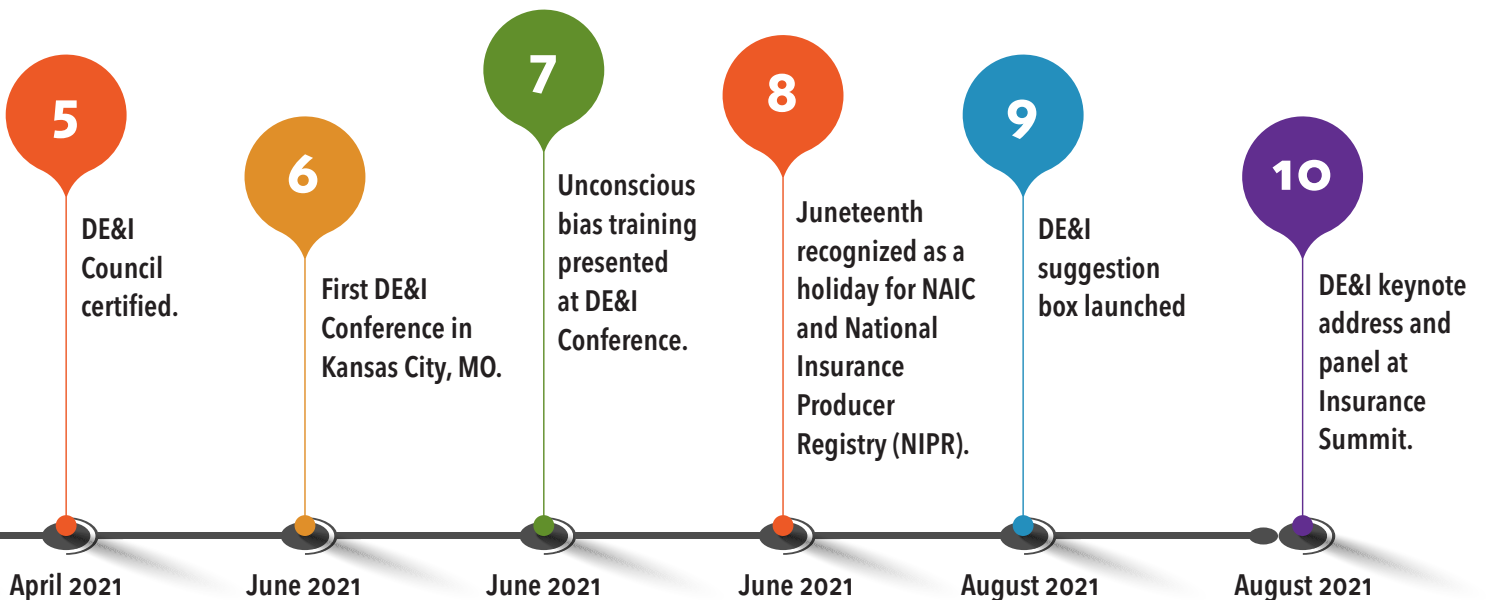
“Though no one can go back and make a brand-new start, anyone can start from now and make a brand-new ending.”

—CARL BARD

## Our DE&I Journey

At the NAIC, we continue to expand our efforts to help create more equitable and inclusive spaces for all employees and members to experience a sense of belonging and pride in their work. While we formally started this work last year, we realize there is still more work for all of us to do.

Key highlights from 2020 and 2021 include:





## DE&I Approach

At the NAIC, DE&I is a daily way of life. It is imperative for our vision to:

- Have our talent pool reflect the country we serve.
- Partner with community organizations and universities that support underrepresented groups for career opportunities.
- Minimize bias and inequality through awareness and education.
- Ensure our guiding principles include the values we aspire to achieve as we transform our culture.
- Assess and update current employment policies to reflect the future workplace.



### Workforce

Strive to attract, retain, develop, and promote employees of diverse backgrounds and skillsets.



### Workplace

Strive to create an inclusive and diverse work environment that promotes a sense of belonging for all employees to be their authentic selves.

Our work in DE&I is integrated into all operations and business units at the NAIC. To ensure the DE&I strategy works, we have developed a framework that is guided by four pillars to drive positive impact. Within the four pillars our initiatives support our long-term goal to create a community where all employees feel their voices, perspectives, and contributions are acknowledged, respected, and valued.



### **Members**

Provide support to commissioners to broaden awareness and include DE&I in our workstreams.



### **Community**

Support our DE&I Council and future employee resource groups, in addition to local organizations that serve marginalized communities.



# Our Strategic Initiatives

Within the DE&I framework, we identified strategic initiatives that we will focus on from 2020–2023. These initiatives will guide the work that will seamlessly integrate DE&I into our business operations, processes, products, and culture.



Communication & Intranet Page



Awareness Campaigns



Monthly Events



Training & Development



Policy & Procedure Review



Employee Network & Affinity Groups



Mentor Program



Annual DE&I Conference



Participate in Local Organizations



Annual Fundraiser

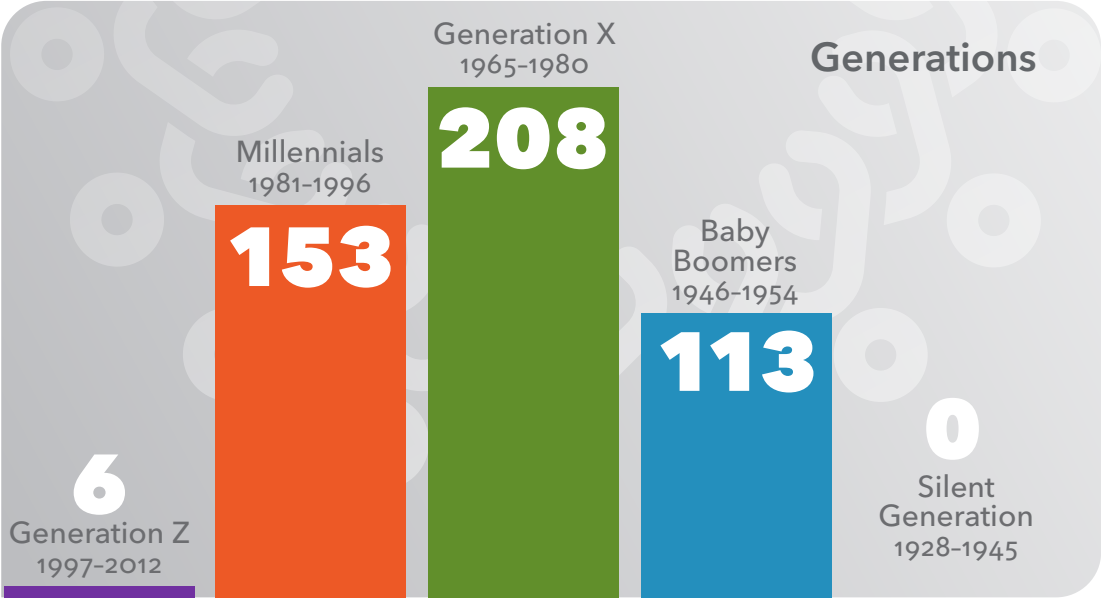
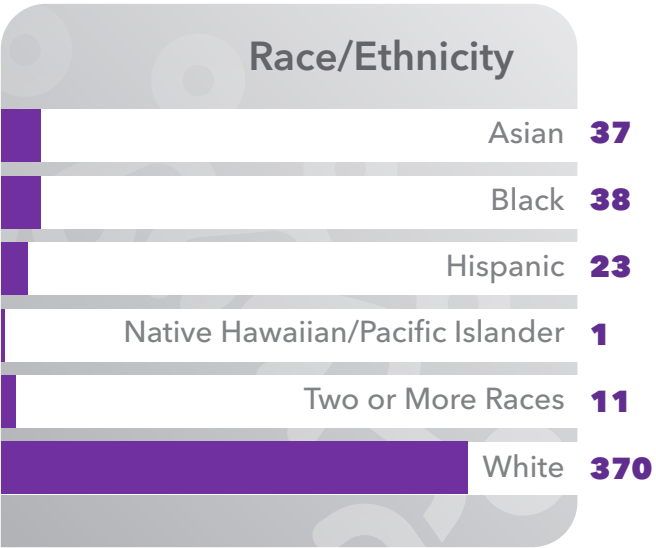
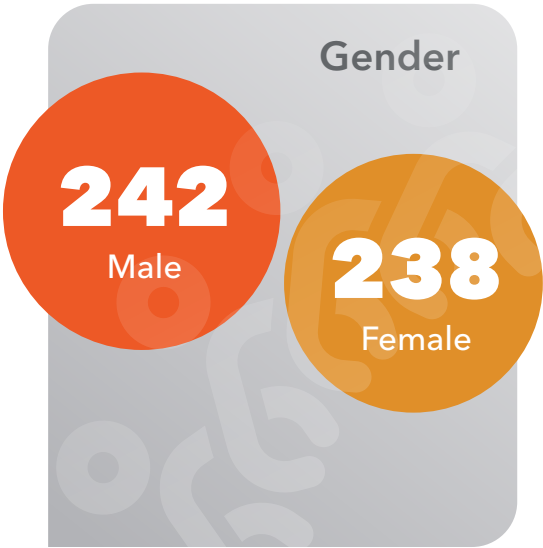


## Workforce

Our goal is to discover, attract, and retain a diverse workforce that resembles the communities where we work and serve. We will continue to seek creative ways to leverage technology and partner with community and professional organizations to increase our pipeline of talent with diverse backgrounds, experiences, and perspectives.

Executing strategies to increase exposure of career tracks to marginalized and underrepresented communities will enable us to better serve our communities.

# WORKFORCE DEMOGRAPHICS



Information reflects EEO-1 data as defined by the Equal Employment Opportunity Commission (EEOC). The data are as of October 19, 2021. The report is primarily based on employee self-identification. Per EEOC guidance, if race or ethnic information is not self-reported, observer identification may be used. Intern information is not reflected in this report.





## Workplace

The NAIC aims to create and foster a workplace that reflects and contributes to the diverse, global community in which we serve. Our people, our mission, and our culture create a unique workplace for both our members and our employees.

All our employees offer a unique set of ideas, beliefs, and talent shaped by their personal background and experience. We value these differences and want to leverage inclusiveness as our most important resource, helping to connect people to a higher purpose and ensuring our association succeeds for another 150+ years. Therefore, we take an active responsibility to create a workplace experience where all employees feel included, respected, and confident to bring their whole, authentic self to the workplace every day.

Our 15-member DE&I Council is comprised of the Director of Diversity, Equity, and Inclusion, who serves as the Executive sponsor; a chair from Kansas City, MO; and co-chairs from our offices in Kansas City, MO; New York, NY. The Council advises and consults the NAIC CEO, COO, and senior leadership team on DE&I best practices and the current NAIC employee experience. Additional responsibilities include creating and launching cultural awareness programs, communications, and broader initiatives within our four pillars. A snapshot of the DE&I Council's 2020 accomplishments include:

- DE&I Council members received DE&I training certification.
- Monthly cultural events and observations recognized.
- 25+ staff member written articles.
- Development and maintenance of DE&I SharePoint page



**Evelyn Boswell**  
Director of Diversity, Equity,  
and Inclusion;  
Kansas City, MO  
**Sponsor**



**Ralph Villegas**  
Manager II - Life Financial  
Analysis; Financial  
Regulatory Services;  
Kansas City, MO  
**Council Co-Chair**



**Jean-Baptiste  
Carelus**  
Capital Markets -  
Senior Analyst;  
Capital Markets Group;  
New York, NY



**Eric Kolchinsky**  
Director, Structured  
Securities Group;  
New York, NY



**Becky Meyer**  
Sr. Accreditation Manager II;  
Financial Regulatory  
Services;  
Kansas City, MO

## MEET THE 2020-2021 DE&I COUNCIL



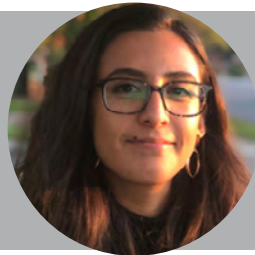
**June LeBlanc**  
DE&I Outreach &  
Engagement Coordinator;  
Talent Management;  
Kansas City, MO  
**Council Chair**



**Susan Ding**  
Credit Analyst Supervisor;  
Securities Valuation Office;  
New York, NY  
**Council Co-Chair**



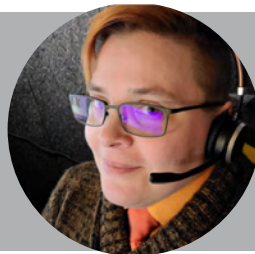
**Dorothy L. Andrews**  
Senior Behavioral Data  
Scientist and Actuary;  
Research & Actuarial Services;  
Kansas City, MO



**Rebeca  
Amezcua-Hogan**  
Product Specialist I;  
ITG Filing Solutions;  
Kansas City, MO



**Katie Chance**  
Project Assistant;  
Filing Solutions;  
Kansas City, MO



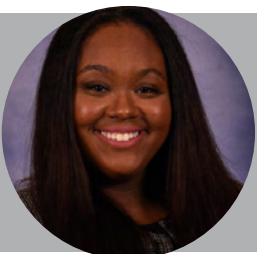
**Steph Hicks Sr.**  
Senior Software Engineer I;  
Market, Financial, and  
Licensing Systems;  
Kansas City, MO



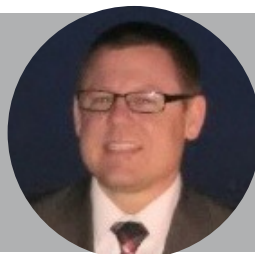
**Hope Kunkel**  
Information, Design, and  
Logistics Specialist II;  
Education and Training;  
Kansas City, MO



**Reggie Mazyck**  
Life Actuary;  
Financial Regulatory Services;  
Washington, DC



**Olivea Myers**  
Legal Counsel II; Legal;  
Kansas City, MO

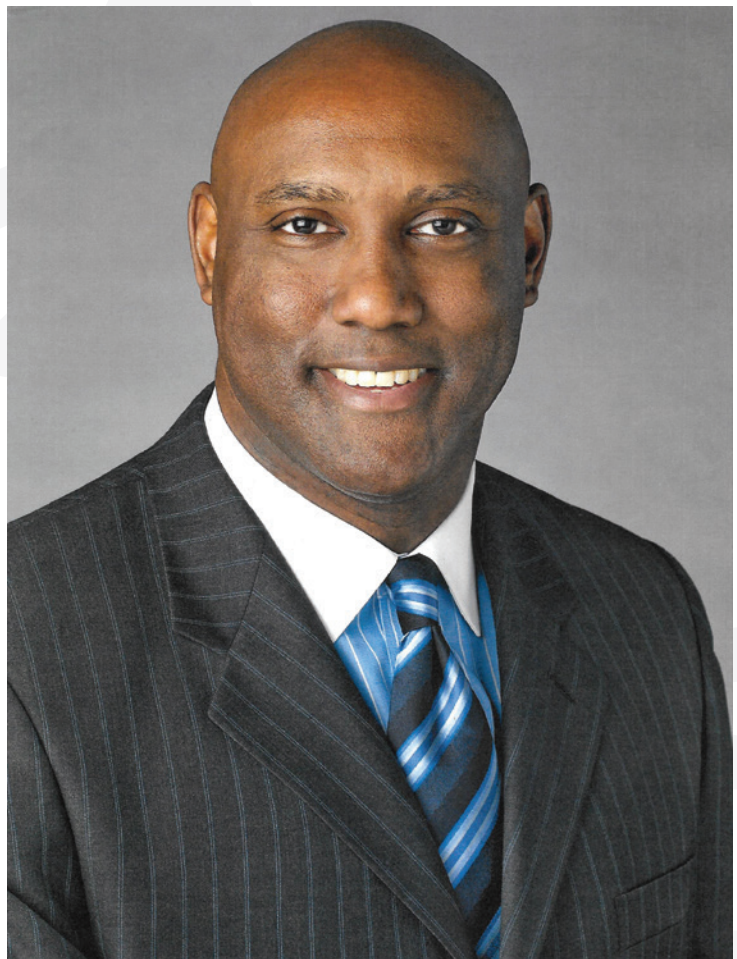


**Brandon Smith**  
Instructional Design Manager II;  
Education and Training;  
Kansas City, MO





Dr. Hasan Kwame Jeffries



George Nichols III

## Creating Awareness and Visibility With NAICU Exchanges

### NAICU TOWN HALL:

Our **Black History Month program, *A Change is Gonna Come***, featured Dr. Hasan Kwame Jeffries from Ohio State University, and George Nichols III, with The American College of Financial Services and former president of the NAIC. Dr. Jeffries shared the importance of how addressing historical truths and our hard history help us recognize our blind spots so we can move from equity to justice. George Nichols III shared how we need to talk, listen, and hear each other and practice empathy to better understand what role we are playing in helping people have a better life. Nichols mentioned the need to engage everyone in the journey, especially white males as they are part of the solution, so we can all succeed.

“It is not our differences that divide us. It is our inability to recognize, accept, and celebrate those differences.”

—AUDRE LORDE

## EMPLOYEE ENGAGEMENT: INAUGURAL DE&I CONFERENCE



Our first DE&I Conference was held in a hybrid format. Four hundred fifteen employees (virtual and in-person) registered to attend a full day of discovery, learning, reflection, and networking. “Bridge over Bias” was our conference theme. Various workshops and interactive breakout sessions provided opportunities for employees to engage and share their unique perspectives.





From left to right, NAIC Chief Executive Officer, Michael Consedine, South Carolina Director, Raymond Farmer, NAIC President-Elect and Idaho Director, Dean Cameron, NAIC President and Florida Director, David Altmaier, Chief Operating Officer and Chief Legal Officer, Andy Beal, Alaska Director, Lori Wing-Heier, California Commissioner, Ricardo Lara, NAIC Vice-President and Missouri Director, Chlora Lindley-Myers, NAIC Secretary-Treasurer and Connecticut Commissioner, Andrew Mais, and in the center, NAIC Director of Diversity, Equity, and Inclusion, Evelyn Boswell













“We are all different,  
which is great because  
we are all unique. Without  
diversity, life would be  
very boring.”

—CATHERINE PULSIFER





“The future  
belongs to those who  
believe in the beauty of  
their dreams.”

—ELEANOR ROOSEVELT







## NAICU EXCHANGES

**LGBTQ+ History Month and National Coming Out Day**  
October 2020

**Meet the DE&I Council**  
November 2020

**Black Women in Insurance**  
February 2021

**Book Club: Diversity, Inc.**  
March 2021

**Asian American Pacific Islander Heritage Month**  
May 2021

**Juneteenth Observance**  
June 2021

**Hispanic Heritage Month**  
September 2021

**A Conversation on Autism**  
April 2021

**Asian American Pacific Islander Heritage Month**  
May 2021

**Juneteenth Observance**  
June 2021

**Women's Equality Day**  
August 2021

**Hispanic Heritage Month**  
September 2021

**Italian American Heritage Month**  
October 2021

**Veterans Day**  
November 2021

- **OCTOBER 2020:** LGBTQ+ History Month and National Coming Out Day - Presented by Facilitator Steph Hicks and panelists Reem Garada, Phil Pestinger, and Todd Sells shared personal stories of the importance of this month and its impact to the workplace, workforce, and our community.
- **NOVEMBER 2020:** Meet the DE&I Council NAIC employees received the opportunity to meet the newly elected DE&I Council members.
- **FEBRUARY 2021:** Black Women in Insurance - Presented by Facilitators Stefanie Bryant and Olivea Myers and panelists NAIC Vice President and Missouri Director Chlora Lindley-Myers, Michelle Boughton, and Jolie Matthews on their experiences and journey to where they are now and their hopes for the future.
- **MARCH 2021:** Book Club: Diversity Inc.
- **APRIL 2021:** A Conversation on Autism - Presented by Facilitator Susan Ding and panelists Alex Carreon, Eric Kolchinsky, Dan Schelp, Lori Tyrer, and Alli Gatta, Assistant Director of College Support, Kinney Center for Autism Education and Support at Saint Joseph University.

## DIVERSITY DEVELOPMENT

### DE&I Book Club

**Diversity, Inc.** – Directors and assistant directors were invited to participate in the discussion of *Diversity, Inc.* Directors facilitated the dialogue within eight pods to discuss questions from *Diversity, Inc.* by Pamela Newkirk. We received full engagement by our leaders.

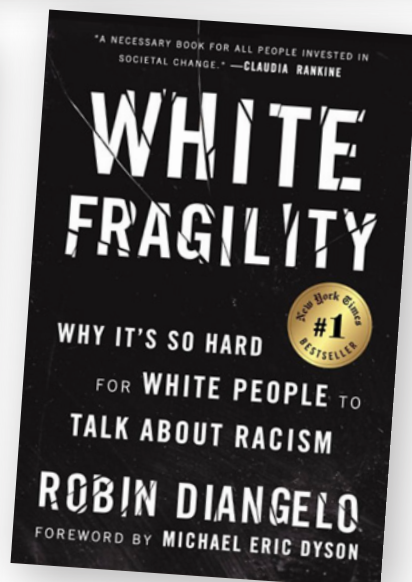
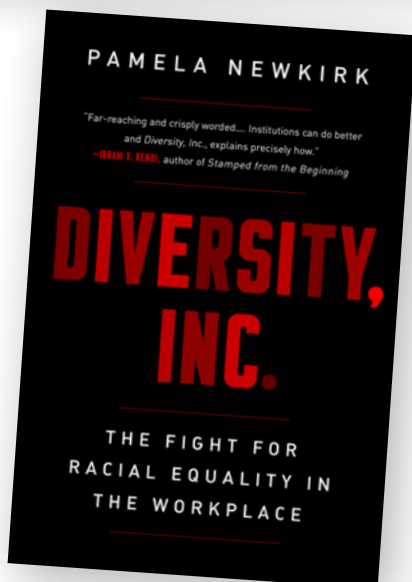
**White Fragility** – Twenty staff members from the IT Group (ITG) collaborated with the DE&I Council to launch its first book club discussion. Three DE&I Council members led the three pods with questions and discussions on the book *White Fragility* by Robin DiAngelo.

The 15-member DE&I Council read and discussed the book, *White Fragility* during the month of October.



# REACT SUCCESS

- **MAY 2021:** Asian American Pacific Islander Heritage Month - Presented by Commissioner Colin M. Hayashida, Hawaii Insurance Division, My Chi To, Executive Deputy Superintendent, Insurance Division, New York State Department of Financial Services, Eva K. Yeung, NAIC Sr. P/C RBC Analyst/Technical Lead and Kong Hoang, NAIC Business Analyst III.
- **JUNE 2021:** Juneteenth Observance - Natasha Fuller of JuneteenthKC Missouri shared the history of Juneteenth. The Volunteer Response Team (VRT) and the Diversity Equity and Inclusion (DE&I) Council supported Harvesters.
- **AUGUST 2021:** Women's Equality Day - Presented by Joni Wickam, former chief of staff to Kansas City Mayor Sly James.
- **SEPTEMBER 2021:** Hispanic Heritage Month - Presented by Commissioner Trinidad Navarro, Delaware Department of Insurance, Commissioner Ricardo Lara, California Department of Insurance, Rebeca Amezcua-Hogan, NAIC Product Specialist II, and Aida Guzman, NAIC Sr. Administrative Assistant.
- **SEPTEMBER 11:** A Day of Remembrance - NAIC and NIPR panelists from New York and Kansas City shared personal accounts on Sept. 11 and how it will always remain a day they will never forget.
- **OCTOBER 2021:** Italian American Heritage Month presented by facilitator Susan Ding, Eric A. Cioppa, Superintendent of the Maine Bureau of Insurance, Gail Sciacchetano, Jennifer V. Johnson, Manager II, Capital Markets, and John Yazzo, Senior Credit Analyst.
- **NOVEMBER 2021:** Susan Ding facilitated a hybrid conversation with Maria Brown, Technology Analyst Support III, Scott Morris, Chief Technology Officer, Kenny Cutler, Customer Relationship Manager, Brad Kiewel, Software Engineer III, Nicholas Fosgate, Cloud Operations Liaison, and Antonio Chester, U.S. Army LT. Col. (Ret.).



“First, they came for the socialists, and **I did not speak out**—  
Because I was not a socialist.

Then they came for the trade unionists, and **I did not speak out**—  
Because I was not a trade unionist.

Then they came for the Jews, and **I did not speak out**—  
Because I was not a Jew.

Then they came for me—and **there was no one left to speak for me.**”

-- German Lutheran pastor **Martin Niemoller**



**Everything can be taken from a man  
but one thing: the last of the human  
freedoms—to choose one’s attitude  
in any given set of circumstances,  
to choose one’s own way.**

Auschwitz survivor Viktor Frankl (1946)





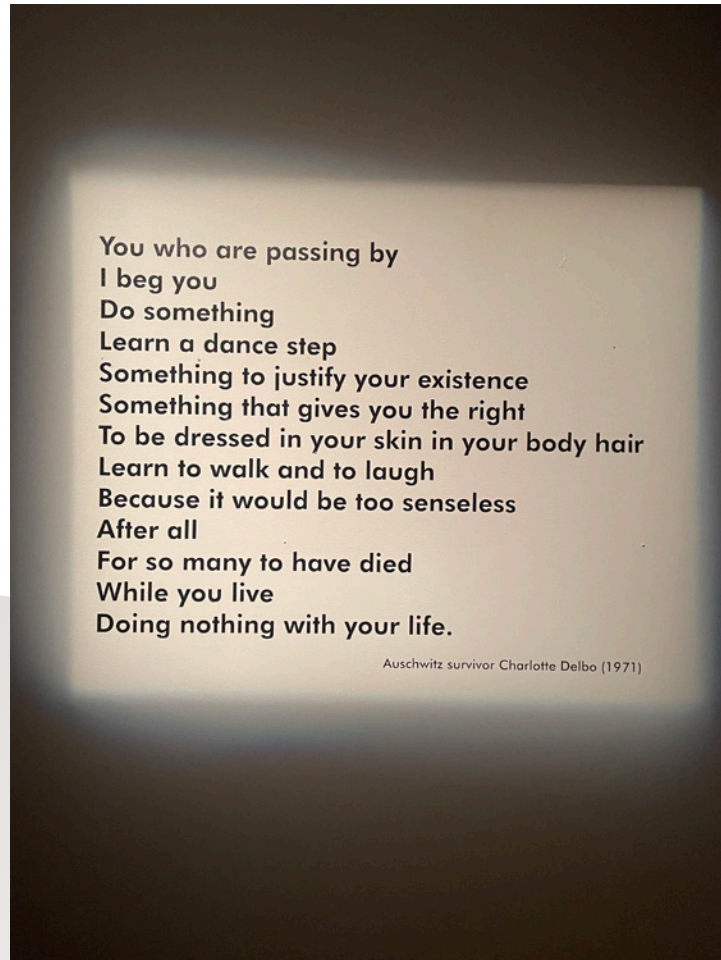
## Cultural Awareness

In addition to the monthly NAICU Exchanges to help increase cultural awareness, the DE&I Council held a trivia contest about Jewish culture where 40 employees received the opportunity to attend the "Auschwitz: Not Long Ago. Not Far Away" traveling exhibit in Kansas City, MO.

This groundbreaking exhibition brings together more than 700 original objects and 400 photographs from over 20 institutions and museums around the world. Auschwitz. Not long ago. Not far away. is the most comprehensive exhibition dedicated to the history of Auschwitz and its role in the Holocaust ever presented in North America, and an unparalleled opportunity to confront the face of human evil—one that arose not long ago and not far away.

The exhibit took employees to a time and place that almost seemed surreal and left an unanswered question for all to ponder, "What can be done to prevent [it] from happening again?"

**Auschwitz**  
Not long ago. Not far away.





Eric Kolchinsky, Director Structured Securities Group, was born in Ukraine and shared how his family was impacted by the Holocaust. His paternal grandfather died fighting the Wehrmacht at Stalingrad and his wife's maternal grandparents are both Auschwitz survivors. Eric's mother-in-law was born in a Displaced Person's camp in Germany.

Just as these destructive philosophies have been eternal, humanity has also developed a simple, universal rule to counter humans' worst predilections. The Golden Rule: "Do to others what you want them to do to you." While this beautiful statement comes to us from the New Testament of the Bible, the concept transcends all cultures and religions.

**Islam:** "None of you [truly] believes until he wishes for his brother what he wishes for himself." An-Nawawi's Forty Hadith 13

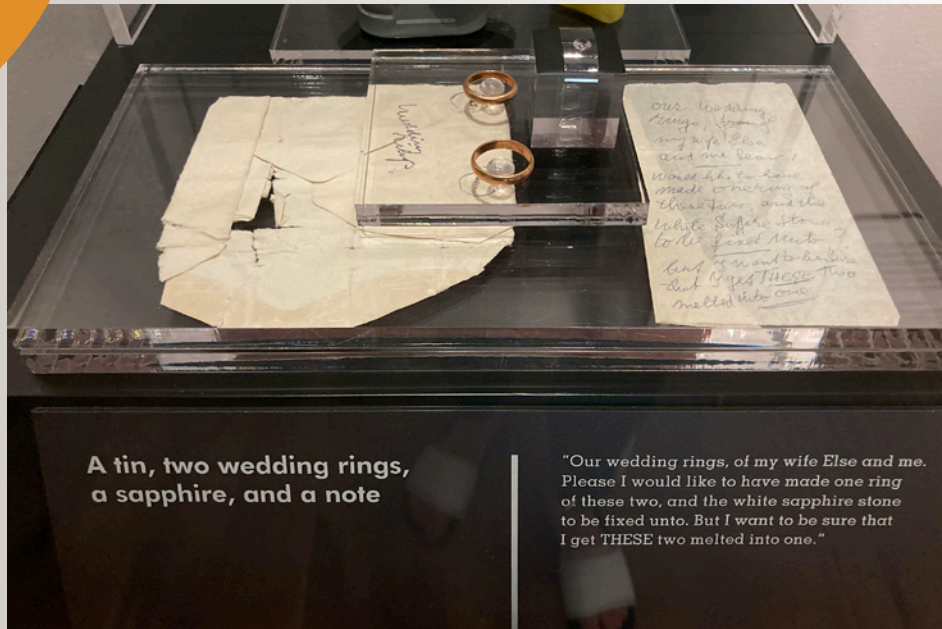
**Hinduism:** One should never do that to another which one regards as injurious to one's own self. This, in brief, is the rule of dharma. Mahabharata 13.113.8

**Buddhism:** All men tremble at punishment, all men love life; remember that thou art like unto them, and do not kill, nor cause slaughter." Dhammapada Chap V

**Confucianism:** Tsze-kung asked, saying, "Is there one word which may serve as a rule of practice for all one's life?" The Master said, "Is not reciprocity such a word? What you do not want done to yourself, do not do to others." Confucian Analects Chap 15

**Judaism:** A potential convert approached Rabbi Hillel and demanded that the entire Torah (the five books of Moses) be explained to him while he stood on one foot. Hillel answered: "That which is hateful to you do not do to another; that is the entire Torah, and the rest is its commentary. Now go study." Babylonian Talmud, Shabbat 31a:6.6

The Golden Rule  
is our social antidote  
for preventing  
genocides.





## HEALTH AND AWARENESS

The NAIC Wellness Team, led by Tiffany Snead, provides various wellness programs to help employees improve their health and well-being. In 2021, the Wellness Team provided several virtual challenges, webinars, seminars, and pre-recorded presentations to provide awareness and lifestyle solutions. Here are some programs launched this year:

- 31 Days to a Healthier You Challenge
- Be More Positive Challenge
- Ideal Sugar Solutions for Life
- Colorectal Cancer Awareness
- Strategies to Manage Anxiety
- Fundamentals of Mental Health
- Mental Survival Tips for the Pandemic
- What You Need to Know About Stroke
- Strategies to Overcome Depression
- How to Help Yourself and Others Cope with Cancer
- Understanding Alzheimer's and Dementia
- Freedom from Heart Disease





## COMMUNICATIONS


**DE&I SharePoint Site** The DE&I Council led efforts in developing a SharePoint site that serves as the primary platform to communicate its programs and foster engagement with NAIC employees. The site houses best in practice DE&I resources, recorded NAICU Exchange programs, and articles.

**Curated Articles** The DE&I Council assisted the DE&I Office in the curation of articles to help increase awareness of societal events and its impact from an employee perspective. Articles were written on a diverse array of topics such as:

- Recruiting for talent on the autism spectrum
- Christmas here and around the world
- How Nichelle Nichols changed the space program
- 9/11, a day of remembrance
- What is DE&I and why is it important?

**2020 In Memoriam** Ralph Villegas and Alana Flores worked with the DE&I Council to develop a video highlighting the lives and accomplishments of individuals from diverse backgrounds and lifestyles from around the world. This video was used to acknowledge those whose work and innovations will forever change our lives for the greater good.





“Our ability to reach unity in diversity will be the beauty and test of our civilization”

—MAHATMA GANDHI



## DE&I CHAMPION AWARD

We created a new program to recognize an employee who is highly engaged and goes above and beyond to create an impact in DE&I through their commitment within the four pillars of:

- Workforce - Strive to attract, retain, develop, and promote employees with diverse backgrounds, experiences, and perspectives.
- Workplace - Strive to create an inclusive and diverse work environment that promotes a sense of belonging for all employees.
- Members - Provide support to insurance regulators to broaden awareness.
- Community - Support DE&I Council and outreach to local organizations serving marginalized communities.

The DE&I Champion exhibits one or several of the following leadership behaviors:

- **Advocates for change and awareness** of DE&I in the workplace, community, and insurance industry.
- Participates in **corporate awareness** and **community events** that promote diversity awareness, acceptance, respect, and compassion, as well as foster relationships.
- **Values and respects diverse points of view** and varied approaches to sensitive issues and topics.
- Facilitates **positive communication** and **organized intergroup relations** among persons of different races, ages, ethnic origin, gender, sexual orientation, religious backgrounds, or physical and mental abilities.
- Demonstrates the ability to **include others** through his or her action of advocating for change.
- Supports **DE&I-related educational** and **professional development** opportunities.

A leadership team of five served as the selection committee, and we are proud to announce **Ralph Villegas**, Manager II Life Financial Analysis; Financial Regulatory Services, as our first NAIC DE&I Champion Award winner. The winner will receive the following recognition during 2021–2022:

- Name engraved on acrylic award.
- Name engraved on commemorative plaque displayed in Kansas City, MO office.
- Recognition on NAIC website.
- Recognition announcement at NAIC 2021 holiday celebration.
- Gateway Spotlight program reward.
- Recognition at DE&I Conference in June 2022.
- Opportunity to lead a DE&I Council program in 2022.



# Congratulations!





## Members

“One person can make a difference, and everyone should try.”

—JOHN F. KENNEDY

One of our top priorities is to deliver first-class service to our members. Our members are state insurance regulators from diverse backgrounds, but they are united in their shared commitment to set standards and ensure fair, competitive, and healthy insurance markets to protect consumers.

During our first year, the following programs were launched to provide resources and a platform to empower our members as they engage with their communities.

### Special (EX) Committee on Race and Insurance

“Our regulatory system and insurance, in general, is a reflection of the society it aims to protect, and while state insurance regulators have worked to eliminate overt discrimination and racism, we all have been increasingly aware that unconscious bias can be just as damaging to society,” said Michael F. Consedine, NAIC Chief Executive Officer.

As a result, the NAIC formed the Special (EX) Committee on Race and Insurance in 2020. The Director of DE&I supports Workstream Two to provide solutions to address racial disparity within the NAIC and the departments of insurance.

### Book Club

The DE&I Office provided an inclusive space for members to share information, personal stories, and ideas, as well as discuss DE&I topics in-depth. The DE&I Council shared best practices book club discussion guidelines with members, and during the spring of 2021, the state of Washington launched its first book discussion on *Diversity, Inc.* by Pamela Newkirk.

# WHERE EDUCATION MEETS REGULATION



## 2021 Insurance Summit

At the 2021 Insurance Summit in Kansas City, MO, there were three sessions that brought together innovators and regulators to explore the benefits of expanding the conversation on DE&I as it relates to the future of insurance regulation:

- “Risk Literacy and Race” panel moderated by Eryn Campbell, NAIC Library Manager.
- “Assisting Underrepresented Communities Attain Wealth” panel discussion with Clinton Bradley, BSG Consulting, Bruce Ferguson, ACLI, Nikki Lewis-Simon, Greenberg Traurig and Selena Smith, American Century Investments.
- “Keynote Address: Insurance, Inclusion & Equity: Bridging the Wealth Gap,” presented by George Nichols III, former NAIC president.



“When everyone  
is included,  
everyone wins.”

—JESSE JACKSON





## Community

Community engagement and outreach to local organizations whose mission is to serve marginalized communities is an integral part of our DE&I strategy.

We will continue to leverage our network relationships with community partners to create influence, engage employees, and drive meaningful change for diversity and inclusion. Our community involvement includes the following programs:

### Volunteer Opportunities

In observance of Juneteenth, 11 NAIC and NIPR volunteers collaborated with the Volunteer Resources Team (VRT) and the DE&I Council to support Harvesters Community Food Network, a nonprofit organization whose mission is to feed hungry people today and work to end hunger tomorrow. The NAIC and NIPR worked together on an assembly line to ensure families received nutritious fruits and vegetables during the summer.

At the end of 2020, the DE&I Council partnered with the VRT to brighten the holidays for residents at four Kansas City area senior centers. The DE&I Council purchased personal hygiene items and a tin of cookies to brighten the baskets of our community seniors. Baskets were delivered to the following centers:

- Swope Ridge Geriatric Center, Kansas City, MO
- Myers Nursing Home and Center, Kansas City, MO
- Willow Creek Memory Care, Lee's Summit, MO
- Shawnee Gardens Healthcare & Rehabilitation, Shawnee, KS






## On the Horizon

The future is bright at the NAIC. Our road to DE&I is a journey and not a sprint to the finish line. We are proud of the dedication of our Executive team, members, and employees to help move the needle in our lifelong investment in DE&I.

In 2022, we will continue to review and identify new ways to leverage the diverse capabilities of our talent to provide best-in-class service to our members. The NAIC will:

- Provide DE&I training and development opportunities for employees.
- Create affinity or employee resource groups and allyship programs to further inclusion in the workplace.
- Increase and leverage partnerships with Historically Black Colleges and Universities (HBCUs) to help increase our talent pipeline.
- Leverage community partners to create influence, increase employee engagement, and drive meaningful change for DE&I.
- Create a consortium of state DE&I contact leaders to provide members with DE&I best practice.
- Measure the impact of our DE&I initiatives.





"Alone we  
can do so little,  
together we can  
do so much"

—HELEN KELLER



**NAIC** NATIONAL ASSOCIATION OF  
INSURANCE COMMISSIONERS

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