

WSIA DEI Practitioners Forum

9/12/2023

Host:

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Director – Diversity, Equity, and Inclusion

WSIA



WSiADIVERSITY
FOUNDATION

Announcements

- 9/15 – 10/15 National Hispanic Heritage Month
- 10/4, noon – 1 CST Disability Inclusion webinar
- 11/7, 1 – 2 CST How To Be An Inclusive Leader webinar
- Q1 2024 DEI Learning Circles
- Q2 2024 Inclusive leadership education

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- Blue Ocean Brain license
- Inclusion themes and social media resources
- CEO Action [Home | CEO Action for Diversity & Inclusion](#)

Questions? Contact vanessa@wsia.org



Content Survey Responses

- Foundational DEI content
- Mental health awareness
- Inclusive leadership



Various State Legislation and Supreme Court on Affirmative Action



Legislation and Supreme Court on Affirmative Action

- Florida Senate Bill 266. A Florida college System institution, state university, or direct-support organization may not expend any state or federal funds to promote, support, or maintain any programs or campus activities that advocate for DEI or promote or engage in political or social activism.
- North Carolina Senate Bill 364. *Prohibits state agencies, including universities from soliciting or requiring an applicant for employment to endorse or opine about beliefs, affiliations, ideals, or principles regarding matters of contemporary political debate or social action as a condition of employment*



Legislation and Supreme Court on Affirmative Action

- U.S. Supreme Court and affirmative action. Ruled that race can longer be considered as a factor in university admissions.
- College admissions officers were not prohibited from "considering an applicant's discussion of how race affected his or her life, be it through discrimination, inspiration, or otherwise."



Discussion Questions

Considering this environment...

- What are your leaders and peers saying in response to these decisions?
- What are your organizations considering doing in response?
- What do you need from the association to support your efforts?
- With this backdrop, what best practices can you share with your peers regarding recruiting and retention?



WSIA Diversity Foundation

...Remains committed to its purpose and mission

- Continue to promote initiatives that also promote all e.g., bias mitigation, inclusive workplaces, psychological safety, mentoring
- Continue cultural awareness microlessons (there's no adverse impact)
- Continue outreach to HBCUs, HSIs, and schools with and without RMI programs
- Consider including a personal statement as part of the intern application
- Proactively audit current internship programs



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Potential personal statement starter ideas

- *“As an underrepresented or disadvantaged student, explain how you have overcome adversity in your life.”*
- *“What life circumstances or experiences would have prevented you from learning and participating in this industry if not for this internship.”*
- *“As an individual from a disadvantaged or underrepresented background, tell us if and how these experiences prepared you to play a useful role in increasing and expanding the talent pool of the internship program.”*



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Potential personal statement starter ideas

- *“Everyone belongs to many different communities and/or groups defined by (among other things) shared geography, religion, income, cuisine, interest, ideology, or intellectual heritage. Choose one of the marginalized communities to which you belong and describe that community and your place within it.” OR*
- *“...Tell us about how that community has influenced you to pursue an insurance career.”*
- *Our families and communities often define us and our individual worlds. Community might refer to your cultural group, extended family, religious group, neighborhood or school, sports team or club, coworkers, etc. Describe the world you come from and how you, as a product of it, might add to the strength of the insurance industry.”*



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Potential personal statement starter ideas

- *“We seek a talent pool that embodies the wide range of human experience. In that context, we are interested in what you’d like to share about your lived experiences as a person within an underserved community.”*
- *“Feel free to tell us any ways in which you are different and how that has affected you.”*



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