



## Diversity at Zurich

At Zurich in North America, we're committed to promoting a respectful work environment where we can help every employee maximize performance and enhance the company's ability to attract, develop and retain the very best people.

What do we mean by "diversity"?

For us, diversity means understanding, respecting, valuing and accommodating our human and cultural differences.

We're building a culture that fully taps into the potential of all individuals without giving an advantage or disadvantage to any person or group. Our diversity initiatives are designed to enhance our success by promoting an environment that celebrates and appreciates the diversity of all employees.

Zurich in North America is an Equal Opportunity and Affirmative Action employer

## Diversity Statement

### **Vision**

Zurich is committed to creating a culture of inclusion consistent with Zurich Basics; one that attracts top talent and that promotes the development and full contribution of all employees to business goals. We achieve mutually beneficial relationships with diverse business partners, customers, and individuals in the marketplace and community.

Accomplishing the vision will involve:

**Talent/Workforce** – Attract, develop and retain diverse talent to obtain a competitive advantage.

**Organizational Effectiveness** – Create a work environment that respects, acknowledges and values everyone, one that encourages and enables each individual to perform at the highest level.

**Marketplace/Community** – Govern external relationships with the same value for diversity and inclusion in the expansion of markets, choice of business partners, customer relationships and community support.

The Zurich Basics, our company values, help to form the foundation for the emphasis on diversity:

### **"We treat other with respect"**

- We are caring and respect the dignity of those we work with and serve
- We believe in equal opportunity, fair evaluations, and rewards based on performance and merit
- We value our gender, cultural, racial, and other diversity
- We communicate professionally, even when we disagree

## Outreach Programs

### Hispanic Alliance for Career Enhancement (HACE)



[HACE](#) is a 25-year-old nonprofit organization whose mission is to inspire and guide Latinos in achieving their professional aspirations and positively contributing to our communities. HACE is dedicated to incubating and nurturing Latinos through every stage of the career continuum from high school through college, and on to the professional years as they seek to develop increasing numbers of successful professionals and leaders. Their mission is further supported through the values of integrity, service, inclusion, and achievement.

Over the years, HACE has become a valued and recognized partner in assisting corporations and organizations build diversity through effective recruiting and outreach approaches. HACE enjoys support from a wide base of partnerships including corporations, other large employers, selected philanthropic foundation, and program collaborators.

### INROADS



[INROADS](#) is an organization that seeks to increase business career opportunities and knowledge for the best and brightest young people of color, while giving corporations the opportunity to develop diverse managerial talent. In response to the growing demand from business for talented, qualified people of color, INROADS was established to identify interested, capable high school, college and university students who would pursue business, engineering, retail, technology, nursing, pharmacy, marketing and sales careers. INROADS recruits only the best students of color for pre-professional internship opportunities. Our students must have and maintain a B or better average.

Since its inception in Chicago in 1970, INROADS has grown from 25 interns and 17 sponsoring corporations, to an international organization with more than 60 offices. Our staff provides ongoing academic support and career training and guidance to more than 5,500 Interns sponsored by over 700 companies. The tremendous growth of our organization is indicative of the business community's commitment to making a substantial investment in diverse leadership for itself, as well as, the greater community.

INROADS has received the U.S. Department of Labor LIFT Award in recognition of initiatives to enhance the quality of the American work force, and has been selected as one of "America's Top 10 Internships" by the Princeton Review every year since 1994.

Today, INROADS graduates are pursuing professional and managerial careers in business engineering, retailing, technological, nursing, pharmaceutical, marketing and sales. Within that prestigious group, we are proud to report that many of our alumni are successful corporate presidents and vice presidents. Others hold middle management to senior executive positions in both the public and private sectors. Still, many more have gone on to become successful independent entrepreneurs.

## About InVEST



Benefiting the insurance industry in extraordinary ways, [InVEST](#):

- Develops a trained work force and brings new talent to carriers, agents and brokers.
- Provides access to and the ability to reach a diverse, new group of employees, such as urban and minority students.
- Presents insurance professionals with an opportunity to get involved on a local level as classroom liaisons.
- Enables positive public relations by involving industry professionals in the classroom and community, positioning the industry as a respected liaison between the academic and business worlds.
- Produces knowledgeable insurance consumers.

## History

Founded in 1970 at Hollywood High School by the Independent Insurance Agents of Los Angeles, InVEST began training students in insurance agency and company operations and encouraging them to pursue careers in the industry. InVEST wisely remained loyal to its original focus and principles, and over the course of the next three decades, InVEST has blossomed from near obscurity into 235 programs in 30 states with more than 96,000 graduates. Today, the InVEST vision is just as clear as it was more than 30 years ago.

## Mission

InVEST develops a diverse pool of insurance professionals and informed consumers by educating high school and community college students on careers in insurance, financial services and risk management.

## Everyone Wins with InVEST

### Students win

InVEST is active in more than 235 high schools, career and technology centers, and community colleges, blanketing 30 states and graduating more than 6,000 students a year. Students graduate from InVEST with business and financial skills that will benefit them for life. The program provides the practical training and experience necessary for success in the business world, by sharpening students' talents into marketable job skills. More importantly, InVEST encourages entrepreneurship, promotes private enterprise and opens the doors to a myriad of opportunities in the insurance industry.



**Teachers win**

InVEST provides an exciting educational experience for teachers, expanding beyond the constrictions of main stream education and delving into fresh territory. The program also allows teachers to be active in helping students secure employment after graduation.

**The insurance industry wins**

Independent agents, brokers and company individuals provide the necessary link between the business and academic worlds providing classroom assistance, job placement activities, internships, industry guest speakers, field trips, and feedback.

**For more information about how Zurich North America participates in these programs, contact the Diversity Office at (847) 762-7241.**