

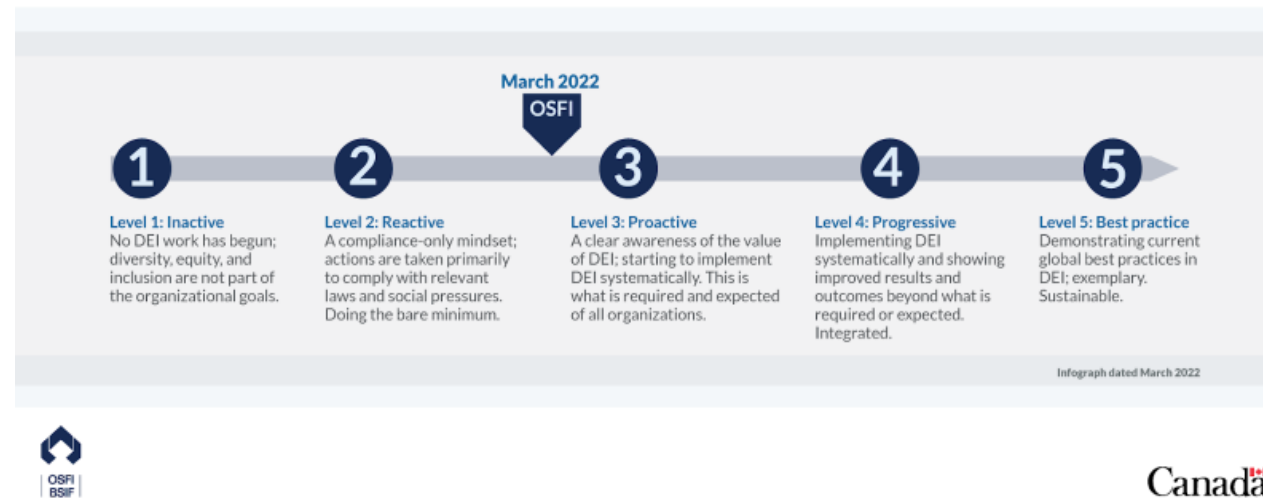
CAFI Board Diversity Working Group Meeting				
Organization / Government Department	Link to public website	Outcome of investigation	Contact details of organization (if any)	Comments
United Nations - Guidance for Banks Gender Equality Setting	https://www.unepfi.org/industries/banking/guidance-on-gender-equality/	1) Looks at Sustainable Development Goals and examples that the banking industry can use to develop goals and provide practical examples to enhance gender equality in the workplace.		1) Can have a look at the practical examples to help us determine how to enhance gender equality and participation by members in CAFI.
Global Federation of Insurance Associations (GFIA)	https://gfainsurance.org/search?q=Diversity&=&r=&y=2023&from=&to=#publications	<p>1) GFIA has a document entitled principles on diversity, equity and inclusion (DEI)</p> <p>2) GFIA favours the development of voluntary DEI policies, governed by anti-trust laws, based on global best practice examples. Any DEI policies should assure proportionality and confidentiality.</p> <p>3) Current Status: GFIA welcomes the commitment of the International Association of Insurance Supervisors (IAIS) to continue its work on DEI. GFIA stands ready to engage on this topic with the IAIS and other international organisations and standard-setters, such as the G20. GFIA recognises that, while financial inclusion and access to insurance have been a subject of considerable work by the IAIS and numerous international organisations, the development of policy on DEI will necessitate broad consideration and consensus, at both national and international levels.</p>	<p>GFIA contacts Francisco Astelarra, Chair, Diversity, Equity & Inclusion WG (fastelarra@fidese-guros.com)</p> <p>GFIA secretariat (secretariat@gfiainsurance.org)</p>	1) Principle based and therefore broad principles will evolve after the engagement with IAIS.
International Association of Insurance Supervisors (IAIS)	https://www.iaisweb.org/2023/01/stakeholder-session-on-the-iais-work-on-diversity-equity-and-inclusion-dei-in-the-insurance-industry/	<p>1) Currently beginning on work: The IAIS gave an overview of the DEI stocktake report (published in December 2022) and the IAIS' planned next DEI projects:</p> <p>a) Examine the link between DEI within an insurers' institution and its governance, risk management and corporate culture.</p> <p>b) The other will examine how DEI considerations in insurers' conduct of business, and in their supervision, may result in fairer treatment of consumers who are vulnerable, under-served or have different needs in comparison with a normative or majority consumer profile.</p> <p>In advance, registered participants were told the IAIS is particularly interested to hear from them on topics such as:</p> <p>Institutional DEI: What are the corporate governance, risk management and corporate culture implications and risks when an insurer/intermediary lacks diversity and has poor inclusion within its workforce and leadership? (i.e. what does it look like when it is done badly?)</p> <p>Institutional DEI: What are the most important and impactful 'ingredients' an insurer/intermediary should put in place to improve diversity, equity and inclusion within its workforce and leadership? (i.e. what does it look like to implement a meaningful commitment to doing better?)</p> <p>DEI in conduct of business: In what ways can an insurer/intermediary ensure that products and services are accessible and the treatment of customers is fair, when you accept that a customer cohort involves diversity with people being different one from another? (i.e. how to treat customers fairly and not expect customers to have the same demographics, abilities, knowledge, experience etc.?)</p>		1) Still beginning the work on approach etc.

(OSFI)

<https://pages.osfi-bsif.gc.ca/uei-sua-2222.aspx>

 Office of the Superintendent of Financial Institutions Canada Bureau du surintendant des institutions financières Canada

OSFI's DEI Maturity Index



Canadian Bankers Association (CBA)	https://www.ibc.ca/about/who-we-are	1) No policies available for members as can be seen from the public website.	2) Has response been received from CBA?
Insurance Bureau of Canada (IBC)	https://www.ibc.ca/about/who-we-are	1) Nothing available on the public website.	
Canadian Life and Health Insurance Association (CLHIA)		1) DEI statement in employee handbook	1) Response as provided for by CLHIA. Cathy Goudreau
CFA Institute	https://www.cfainstitute.org/en/ethics-standards/codes/diversity-equity-inclusion?s_cid=olm_DEIConsult_PR	CFA Institute has developed a voluntary code to guide DEI, beginning in the United States and Canada. 1) Diversity, Equity, and Inclusion Code (USA and Canada) <i>Principle 1: Pipeline—We commit to expanding the diverse talent pipeline.</i> <i>Principle 2: Talent Acquisition—We commit to designing, implementing, and maintaining inclusive and equitable hiring and onboarding practices.</i> <i>Principle 3: Promotion and Retention—We commit to designing, implementing, and maintaining inclusive and equitable promotion and retention practices to</i>	1) Something to look at as seems the more established approach.
Travel Health Insurance Association (THIA)	https://www.thiaonline.com/	1) Nothing available on the public website.	

<p><u>National Association of Insurance Commissioners in the United States</u></p>	<p><u>DE&I Approach</u></p> <p>At the NAIC, DE&I is integral to sustainability, so they intentionally integrate it into their operations and business units. Goals are to:</p> <ul style="list-style-type: none"> • 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 <p>Have <u>strategic initiatives</u> in place to enable them to seamlessly embed DE&I into the organization.</p> <p>These initiatives will help guide business operations, processes, products and services; protect the brand; and enhance the culture:</p> <ul style="list-style-type: none"> • Communication • Awareness Campaigns • Cultural Awareness events • Training and development • Policy and Procedure Review • Employee Network & Affinity Groups 	<p>1) Consider leveraging some of the approaches taken and look at whether it would be to our benefit to adopt some approaches.</p>
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