



**Independent Insurance Agents
& Brokers of America, Inc.**

2016 EXECUTIVE SUMMARY

THE DIVERSITY TASK FORCE (DTF) is a cooperative industry group comprised of Big "I" agents and brokers, members of groups representing Latin-American, African-American and Asian-American agents, and eleven leading insurance companies—Chubb Group of Insurance Companies, CNA, Encompass Insurance, Erie Insurance Group, The Hartford, Liberty Mutual Insurance, Nationwide, MetLife Auto & Home, Safeco Insurance, Selective and Travelers.

MISSION

The Diversity Task Force engages and develops a sustainable diverse independent agency network by partnering with state associations, carriers, and industry affinity groups.

STRATEGIC ACTION PLAN

1. Connect with IIABA State Associations to identify each state's level of engagement, focus areas and needs as it pertains to diversity.
2. Identify Diverse Independent Agency Owners countrywide to enhance State Associations recruitment and retention efforts.
3. Become a resource center for Agents, State Associations and Carrier Partners to access information relative to increasing diversity within the independent agency channel and populations served.

KEY ACCOMPLISHMENTS 2015

- The Diversity Task Force has been nationally recognized, two years in a row, by the Association of ERGs & Councils as one of the top 25 US organizations implementing exemplary work in diversity and inclusion initiatives. The task force plans to continue to be a key diversity and inclusion change agent within the industry.
- The Diversity Task Force has partnered with InVEST and key affinity groups to promote industry perpetuation resulting in an annual insurance industry diversity career fair targeting college students and recent college graduates. These affinity groups include the Chinese American Insurance Association, National African American Insurance Association, Latin Agents and Brokers Association and Korean American Insurance and Financial Association.
- The Diversity Task Force has updated the diversity area of independentagent.com/diversity website to serve as a resource for current and prospective agents, state association staff and carrier partners. Tools are available for those interested in obtaining company appointments, exploring a career in the insurance industry, starting an agency, and enhancing their agency's value. The page also includes an events calendar noting industry events focused on diversity and inclusion. This page will be continuously updated to reflect the latest work of the DTF and more diversity resources and information.

COMMITTEE CHAIR: Juan Padron, *Safeguard Insurance Agency, McAllen, TX*

EXECUTIVE COMMITTEE LIAISON: Randy Lanoix, *Lanoix Insurance Agency, Litcher, LA*

STAFF LIAISONS: [Whitnee Dillard](#) and [Madelyn Flannagan](#), IIABA