

BIG “I” Inclusion in ACTION

Summation of June 12-18, 2020 leadership calls on diversity and inclusion

Call recordings [available here](#)

Promote Social Justice within Your Association – It is NOT too late!

- There is no “one-size-fits-all” approach in promoting social justice or in being an inclusive leader.
- You do not need to be a subject matter expert on race in America to be a change agent / leader.
- Diversity and inclusion is a journey. We will never solve the issue of social justice in its entirety but every step in the right direction makes a significant impact.
- *“Saying nothing allows for false assumptions to be made.”* Dr. Leroy Nunery, Big “I” Executive Diversity Consultant
- *“If you see something, call it out.”* Mark Male, Executive Vice President, IIA of Rhode Island
- *“If you can't fly, run. If you can't run, walk. If you can't walk, crawl. But by all means keep moving.”* Dr. Martin Luther King, Jr.

Current Actions taken by National Big “I”

- Big “I” CEO [Statement to Members and Partners](#) and [Statement to Internal Staff](#)
- *Independent Agent* article: [Navigating Inclusive Leadership During Times of Crisis](#)
- Internal [Courageous Conversations with staff](#)
- Big “I” Diversity Council call on social justice responses / initiatives across the industry
- Launch of Big “I” Diversity Council State Association Initiatives Workgroup
- Engagement with [National Urban League](#)
- Continued partnership with the National African American Insurance Association (NAAIA) and other minority affinity groups.
- Honorable mention: June *Independent Agent* magazine featured spotlight on Diversity and Inclusion

Current Actions Taken by Big “I” State Associations

- Acknowledgement of [Juneteenth](#)
- Connecting with local [NAAIA chapters](#)
- Development of state Big “I” diversity task forces / councils
- Formal / informal conversations on race in America with staff / boards
- Minority scholarship funds for pre-licensing, agency on-boarding and collegiate studies focused on insurance
- Sharing resources to better educate members on race in America
- Social justice email statements to members by leadership
- Social media posts promoting social justice

Additional Ways to Respond

- Work with Dr. Leroy Nunery and/or other Big “I” Diversity Council recommended diversity practitioners.
- Host [Courageous Conversations with staff or board leadership](#).
- Collaborate with minority business leagues / organizations (Urban League chapters, local minority chambers of commerce) to provide insurance literacy seminars / programming (virtually or in-person).
- Get involved with [CEOs in Action](#).
- Host or promote virtual town hall on social justice with an African American professional group.
- Help launch Invest program in a minority school.
- Host a diversity and inclusion leadership training for leadership and/or membership at large.
- Get involved with recently launched [Diversity Council State Association Initiatives Work Group](#).

Next Steps from National Big “I”

- July 2020: Release survey led by Big “I” Diversity Council State Executive Liaison Bryan Bernier on desired involvement / help on diversity and inclusion initiatives.
- July/August 2020: Release [Inclusive Leadership as We Work Towards a New Normal Series \(internal info\)](#).
- August/September 2020: Begin quarterly state association D&I virtual think tanks -- open to all state executives, association staff and/or volunteer leaders.
- October 2020: Third cohort of Right Start Agency Mentorship Pilot launch (more info to come).
- In progress: Build National Urban League partnerships across the country for state association engagement.
- In progress: Develop list of current minority-owned independent agencies based on Dun & Bradstreet data.
- In progress: Continue and re-engage momentum from first diversity and inclusion conference, the Level Up Agent Summit, in January.

Additional Helpful Resources

- *Independent Agent* article: [Navigating Inclusive Leadership During Times of Crisis](#)
- *Independent Agent* article: [Wider Circle: Improving African-American Representation in Insurance](#)
- [The Journey of African-American Insurance Professionals](#), Big “I” Diversity Consultant Dr. Leroy Nunery, author
- National Museum of African American History and Culture’s [Talking About Race Website](#)
- [Become The Bridge](#) Elevation Church Conversation about Race with Steven Furtick and John Gray
- [Affinity HR Group Racial Injustice Protests Sample Statement, Big “I” HR Consulting Group](#)
- [Diversity and Inclusion Action Statements from Companies Across the Country](#)
- [CEOs in ACTION Diversity and Inclusion Discussion Guides](#)
- [National Urban League Chapter Affiliates](#)
- [US Black Chambers Local Chapters](#)

For more information [email Whitnee Dillard](#), Big “I” Director for Diversity and Inclusion, or call 703-706-5395. Review the national Big “I” Diversity Council [Agent / Company Member Directory](#).