



Association of Bermuda International Companies

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## **News Release**

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### **ABIC Calls on Member Companies to Make Diversity & Inclusion a Key Priority**

The Association of Bermuda International Companies ("ABIC") today announced that its Diversity & Inclusion ("D&I") Committee, comprised of ABIC Board members and representatives from member companies, is engaging with business leaders in an effort to advance dialog, collaboration and action on D&I within the workplace.

Members of the committee are:

**Richard Winchell, Executive Director, ABIC Board**

**Claude Lefebvre, Member, ABIC Board**

**Chip Gillis, CEO, Athene Life Re**

**Natasha Courcy, Chief Compliance Officer, Athene Life Re**

**David Brown, Senior Partner, EY Bermuda Ltd**

**Edith Jaworski, Partner, EY Bermuda Ltd**

**Renee Bullock-Cann, Head of Retail Banking and Wealth Management and Marketing, HSBC Bank Bermuda Limited**

**Kirsten Beasley, Head of Healthcare Broking, North America, Willis Towers Watson**

**Michael-Jay Landy, Vice President WNA Bermuda Casualty, Willis Towers Watson**

**Carla Greaves, Senior Vice President, Chief Excess Casualty Underwriter, Insurance, XL Catlin**

**Claudia Philipsz, Partner, Expertise**

The committee, which was formed last year, recently hosted a meeting where members were encouraged to commit to prioritizing the creation and promotion of a culture of equity within their companies.

At the meeting, led by D&I Committee Chairperson Kirsten Beasley, ABIC's objectives and accountability for diversity and fostering a culture of inclusion were shared. Members also discussed results of surveys conducted among member companies and Committee member Claudia Philipsz presented on a proposed D&I approach and framework for member companies.

To give examples of successful initiatives, Lisa Robinson, who leads HR for XL Catlin in Bermuda, shared the company's vision and approach to D&I, including the design and implementation of a D&I program, and Craig Redcliffe, Partner at EY gave a presentation on the Board Apprentice program. Board Apprentice is a not-for-profit social franchise dedicated to increasing diversity on boards globally.

At the meeting, members also reviewed the ABIC CEO D&I Pledge which was presented by Committee member Renee Bullock-Cann and signed by ABIC Chairman and CEO, Insurance at XL Bermuda Ltd Patrick Tannock on behalf of XL Catlin. The Pledge of signatories states in part: (1) "We will continue to make our workplaces trusting places to have complex, and sometimes difficult conversations about



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diversity and inclusion"; (2) "We will implement and expand unconscious bias education"; and (3) We will share best – and unsuccessful – practices." Mr. Tannock has invited CEOs of all member companies to adopt and sign the Pledge.

Emphasizing that in order to be successful, D&I initiatives must be driven from the executive suite, Mr. Tannock said: "Diversity and inclusion is not just a catch phrase, I believe that diversity has the power to be transformational for a company and inclusion enhances an organization's ability to achieve better results by engaging people from diverse backgrounds and perspectives through participatory decision making. Executive leadership must lead the charge to change mindsets as to why diversity matters and champion the fact that a diverse workforce measurably improves an organization's decision making, problem solving, cultural awareness, creativity, innovation, effectiveness and enhances its ability to adapt rapidly and successfully to change. It's also a fact that in order to remain relevant and competitive, a company must attract and retain the best talent. A diverse workforce and inclusive culture are talent magnets."

Ms. Beasley said: "I want to thank those on the committee for their hard work and the thoughtful insights and discussion that led to this first step. I credit the leaders in our industry that have had the courage to be the first among what we hope will be many to prioritize the promotion and achievement of diversity and inclusion."

ABIC will continue to connect and share practical ideas with members to support positive change while highlighting the business case for a diverse and inclusive work environment. The ABIC D&I Committee will also support the Dive In Festival – an annual insurance industry initiative that aims to highlight the business case for diverse and inclusive workplaces and provide practical ideas and inspiration for how to bring about positive change. The festival, in its fourth year, is scheduled to take place September 25 to 27 around the world, including in Bermuda.

### **About ABIC**

ABIC is the voice of international business in Bermuda, representing more than 100 international companies incorporated in Bermuda. ABIC's membership represents all sectors of international business and its support services including, insurance and reinsurance, managers and brokers, investment managers, banks, accounting, audit firms, pharmaceuticals and shipping. Many of these companies are domiciled in Bermuda.

Caption for CEO Pledge Photo:

**Committed to Diversity & Inclusion** – Several ABIC members recently demonstrated their commitment to D&I within their organizations by reviewing and signing the ABIC CEO D&I Pledge. Pictured from left are: ABIC D&I Committee Chairperson Kirsten Beasley, Head of Healthcare Broking, North America, Willis Towers Watson; ABIC Chairman Patrick Tannock, who is also CEO, Insurance, XL Bermuda Ltd (XL Catlin); Renee Bullock-Can, Head of Retail Banking and Wealth Management and Marketing, HSBC Bank Bermuda Limited; Michael-Jay Landy, Vice President WNA Bermuda Casualty, Willis Towers Watson and Phil Alvey, CFO, HSBC Bank Bermuda Limited.