

# Diversity in Insurance: Front and Centre



Resource Groups Podcast featuring  
Huw Evans  
Hosted by Dr. Jonathan Ashong-Lampthey

Who is  
Huw Evans?

Huw is the  
Director General  
of the Association of  
British Insurers

# Huw has a background in Politics and Journalism

Huw served as a  
special adviser  
to the Government

# Top 10 items covered

## TOP TEN ITEMS COVERED

#1. The growth in  
awareness of diversity  
and inclusion in  
Insurance

TOP TEN ITEMS COVERED

#2. The need for  
intelligent debates and  
not witch-hunts



## TOP TEN ITEMS COVERED

#3. The role the ABI can  
play in promoting  
diversity and inclusion  
in Insurance

#4. The challenges  
facing the Insurance  
sector over the next few  
months

#5. Why employee  
resource groups must  
be used as part of a  
business case

TOP TEN ITEMS COVERED

# #6. Why qualitative data is important for organisations

## TOP TEN ITEMS COVERED

#7. The opportunity to  
“take others with you”

## TOP TEN ITEMS COVERED

#8. The need for  
employee resource  
groups to perform  
effectively

TOP TEN ITEMS COVERED

#9. Why additional  
nuanced research is  
required

TOP TEN ITEMS COVERED

#10. The resilience of  
the Insurance and Long  
terms savings sector in  
the UK



# Top 10 takeaways

## TOP TEN TAKEAWAYS

#1. It is unclear what an engaged, creative workplace looks like

## TOP TEN TAKEAWAYS

#2. Qualitative research  
provides an opportunity  
for insights

## TOP TEN TAKEAWAYS

#3. Employee resource groups should focus on achievable targets

## TOP TEN TAKEAWAYS

#4. Ambitious young people are time poor, not just senior managers

## TOP TEN TAKEAWAYS

#5. Executive  
Sponsorship is a must  
for employee resource  
groups

## TOP TEN TAKEAWAYS

#6. Align the employee  
resource group  
with the business to  
create a business case

## TOP TEN TAKEAWAYS

#7. Identify allies and  
“take them with you”



## TOP TEN TAKEAWAYS

#8. Revisit unconscious bias training to promote inclusion

## TOP TEN TAKEAWAYS

#9. Nuanced research is required to support organisations

## TOP TEN TAKEAWAYS

#10. A persistent, patient approach is needed for change

# Top 3 Quotes

## TOP THREE QUOTES

“Networks matter,  
I think mentoring  
matters,  
role models matter”

## TOP THREE QUOTES

“There are quite a chunk of people who aren’t hostile, at all, they just don’t know much”

## TOP THREE QUOTES

“I think the data is improving and that’s really, really important to engage business people with the business case”

# Top 3 Action Items



## TOP THREE ACTION ITEMS

#1. Think about what an empowered, energised creative workforce looks like in your organisation

## TOP THREE ACTION ITEMS

#2. Is there anyone you  
can “take with you”  
towards an inclusive  
workplace?

## TOP THREE ACTION ITEMS

#3. What activities  
require greater  
patience and  
persistence from you?

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